The Development of a framework to embed equality and diversity within undergraduate nursing and midwifery programmes


Document Version:
Other version

Queen's University Belfast - Research Portal:
Link to publication record in Queen's University Belfast Research Portal

Publisher rights
Copyright 2019 The Author.

General rights
Copyright for the publications made accessible via the Queen's University Belfast Research Portal is retained by the author(s) and / or other copyright owners and it is a condition of accessing these publications that users recognise and abide by the legal requirements associated with these rights.

Take down policy
The Research Portal is Queen's institutional repository that provides access to Queen's research output. Every effort has been made to ensure that content in the Research Portal does not infringe any person's rights, or applicable UK laws. If you discover content in the Research Portal that you believe breaches copyright or violates any law, please contact openaccess@qub.ac.uk.
Development of a Framework to Embed Equality and Diversity within Undergraduate Nursing and Midwifery Programmes.

Embedding Equality and Diversity
Early socialisation to equality and diversity, nurture engagement and ensure the curriculum does not discourage any group or individual
- Review UG curriculum content
- Evaluations appropriately reflect and assess ED
- Review imagery utilised - reflective of ED

Empowering the Educators
Equality and diversity is embedded at the earliest stages of an education career
Creation of an environment that wholly and fully strives for equality and diversity
- Team approach reflects a shared ethos
- Monitor and evaluate staff selection process
- Appropriate training and education for staff
- Audit of approach to equality and diversity

Competence to Practice
Multilevel approach to ED within clinical practice

Inclusivity and Involvement

Clinical Practice
- Stakeholder engagement and Investment

Staff
- Physical
- Recruitment/Selection
- Training

Curriculum
- Design
- Development
- Implementation

Public and Potential Candidates
- Resources
- Accessibility
- Environment
- Diverse modes of selection

Selection of Candidates for Professional Education
Ensuring that equality and diversity is present in how we assess candidates whilst also ensuring that candidates are not discouraged from undertaking education.
- Avoiding unconscious bias during the screening process
- Using interview and selection methods which are accessible to all
- Mode of selection is reflective of ED from the perspective of patient, professional and student
- Systems in place to monitor ED in selection and recruitment process

Promotion and Advertising of Nursing and Midwifery Education Programmes
Ensure that all promotional material, on line resources and outreach activities reflect a vocation that strives for equality and reflects diversity
- Accessible to all including written and imagery resources
- All promotional and advertising information reflects equality and diversity

AIM
To develop a framework that embeds equality and diversity within UG nursing and midwifery education.

Promote, Empower and Engage

Dr Deborah Coleman
Dr Olinda Stantin
Ms Gail Anderson