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

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

**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

**Promote, Empower and Engage**

**Inclusivity and Involvement**

**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

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