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

Coleman, D., Anderson, G., & Santin, O. (2019). The Development of a framework to embed equality and diversity within undergraduate nursing and midwifery programmes. Poster session presented at QUB Annual Learning and Teaching Conference, Belfast, United Kingdom.

**Document Version:**  
Other version

**Queen's University Belfast - Research Portal:**  
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# Development of a Framework to Embed Equality and Diversity within Undergraduate Nursing and Midwifery Programmes.

## Embedding Equality and Diversity

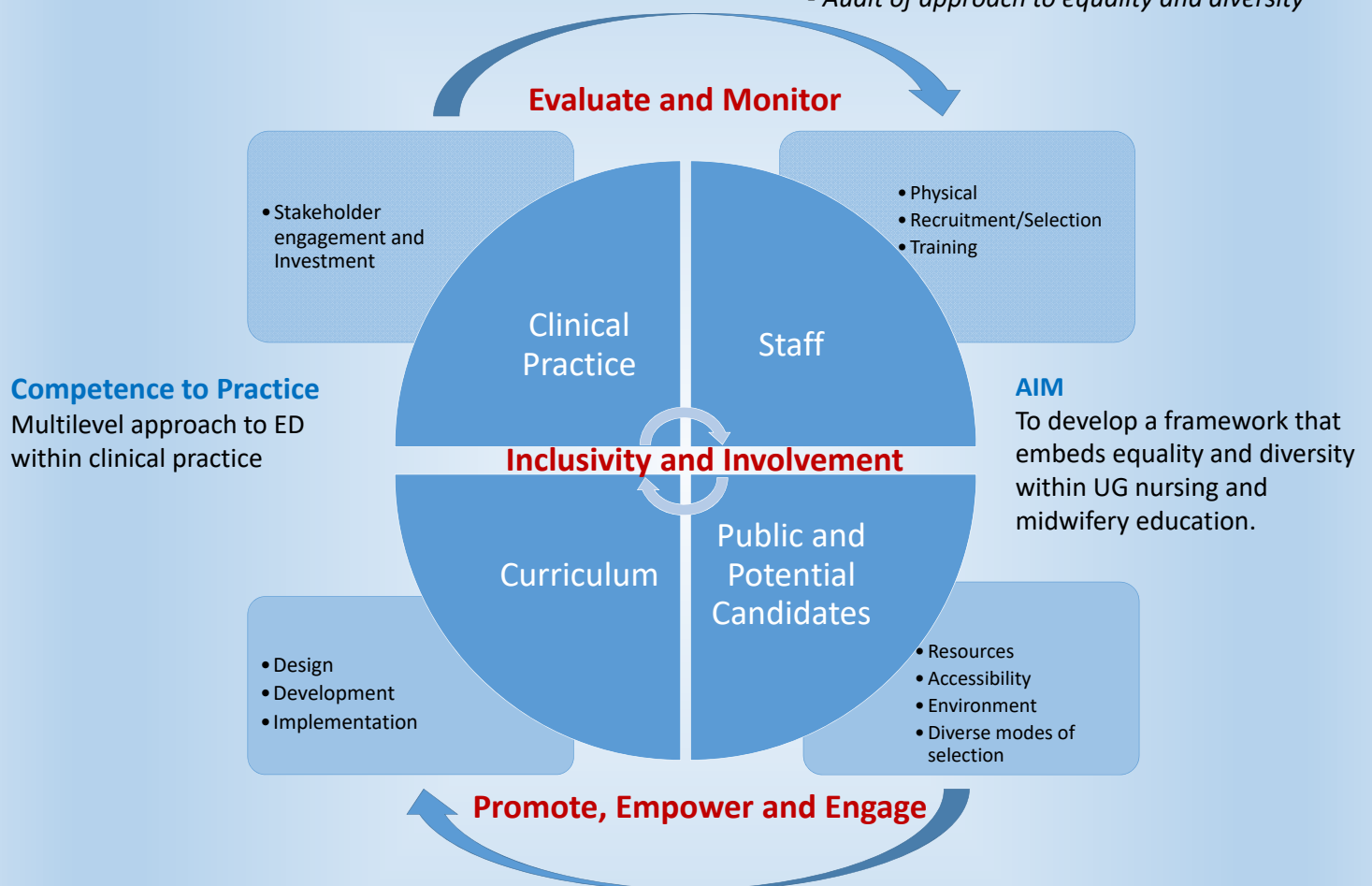
Early socialisation to equality and diversity, nurture engagement and ensure the curriculum does not discourage any group or individual

- 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

## AIM

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

## 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