

Racial Inequality in Nurse Turnover Research - A Rapid Evidence Assessment

Dave Hearn, PhD Student, Canterbury Christ Church University, Email: d.r.hearn491@canterbury.ac.uk Twitter: [@darzidave](https://twitter.com/darzidave)

Methodology:

CEBMA REA Guidelines (right) were used to answer the research questions:
a) "How does race impact why nurses leave or stay in their jobs in the UK?"
b) "Is racial inequality evident in the way the research has been conducted?"



CEBMA Guideline for
Rapid Evidence
Assessments
in Management and Organizations

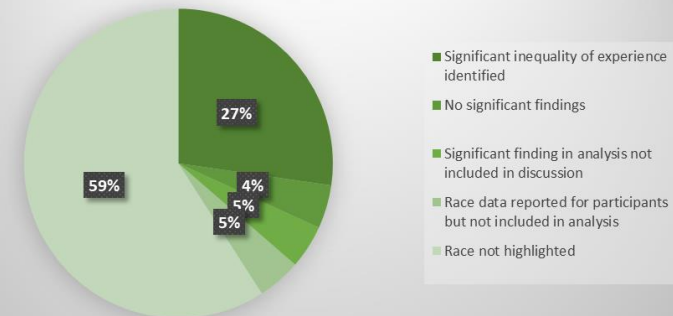


Version 1.0
Editors: Eric Barends, Denise M. Rousseau, Rob B. Briner

Findings:

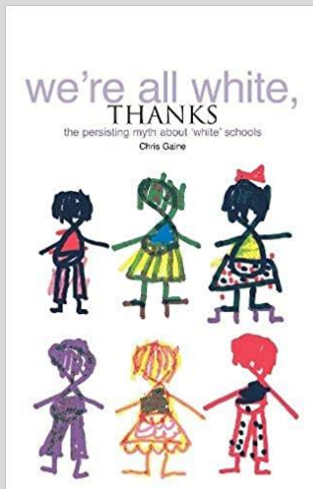
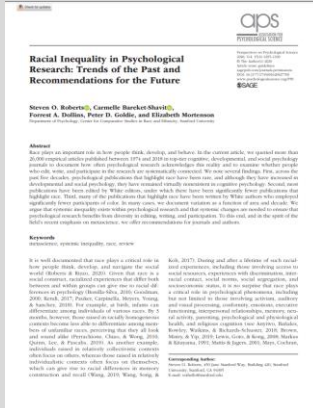
- Robinson, Murrells, & Smith (2005) found that White British or Irish female participants were more likely to express the intention to remain in nursing at 5 and 10 years than other groups.
- Robinson, Murrells & Griffiths (2008) found that *"Black, Asian & Chinese newly qualified nurses indicated they were as likely as other groups to nurse in the future however a higher proportion were no longer working as nurses at 3 years"* (p. 10).
- Shields & Ward (2001) found lower job satisfaction and a higher probability of moving away from the profession in Black and Asian nurses when compared to White nurses.
- Frijters, Shields, & Wheatley Price (2007) found wages were significantly lower for ethnic minorities which they cite as *"reflective of labour market discrimination found in previous studies* (Pudney & Shields, 2000a; Pudney & Shields, 2000b)" (p. 66).
- Shields & Wheatley Price (2002) cite around 40% and 64% of ethnic minority nurses experiencing racial harassment from colleagues and patients respectively. Discrimination regarding training and promotion were also reported.
- In a qualitative study exploring the experiences of cohorts of overseas nurses (OSNs) and their assimilation into roles in the NHS through a critical realist lens, *'Everyday Racism'* was a key theme running throughout the narrative (O'Brien & Ackroyd, 2012, p. 46).
- Of the remaining 16 papers: 1 included ethnicity data in their analysis with no significant findings; 1 included some ethnicity data in their sample description without including this variable in the analysis; 1 included significant reporting of racism within the stats tables but failed to include this in the narrative; and 13 (59%) made no mention of ethnicity within the paper.

How the included studies highlighted the race and experience of their participants



Discussion & Recommendations

- Where race was included as a lens, concerning findings of disparity and racism emerged
- However, the majority of studies failed to adequately include this lens, mirroring the findings of Roberts, Baraket-Shavit, Dollins, Goldie, & Mortenson (2020) – top right.
- Within this context it is essential that research taking place within the NHS, including research that focusses on turnover and staff experience, incorporates a race lens and not propagate what Gaines (2005) termed 'colour blindness' - bottom right.
- This means as a minimum capturing ethnicity data for participants, reporting this within publications, incorporating race as a variable within analyses and including consequent findings within Results and Discussion sections.



"the only way to undo racism is to consistently identify and describe it - and then dismantle it." (Kendi, 2019, p. 9)