

Melting the Snowy White Peaks: Inclusive Leadership Programme



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Background



Stark under-representation of Black, Asian and minority ethnic nurses in senior roles;
Lack of inclusive leadership programmes to support Black, Asian and minority ethnic student nurses in pursuit of successful, equitable careers.

Aim

- Evaluate feasibility and acceptability of an inclusive leadership programme for student nurses;
- Increase Black, Asian and minority ethnic student nurses' empowerment, self-efficacy, sense of belonging and readiness for leadership;
- Increase White student nurses' self-efficacy and awareness of own privilege;
- Increase students' understanding of structural inequalities and inclusive healthcare.

Method

Mixed-methods feasibility study: questionnaire and interview data collected pre- and post- intervention. Sample: 30 adult nursing students (13 from Black, Asian and minority ethnic backgrounds, 17 identified as White).

Programme Components

Inclusive Curriculum
Race equity training for staff and students
Facilitated sessions discussing structural and individual racism
General leadership training
'How to be an ally' training
External speaker series from Black, Asian and minority ethnic nurse specialists
Mentoring from Black, Asian and minority ethnic nurses
Reverse mentoring of clinical leaders in NHS

Results

- Inclusive leadership programme feasible and well received by students;
- Black, Asian and minority ethnic student nurses reported improved confidence;
- White student nurses reported greater awareness of ethnic and health inequalities;
- Students from all ethnic groups reported improved ability to be active bystanders.

100% it will affect my patient care

Everyone should have to do this course. It should be mandatory!

It has given me the techniques to manage racism in and out of work

I learnt so much...I definitely think it has made me more inclusive

One of the best things was it helped to build my confidence

I'm now brave enough to challenge issues

There was a really good combination of learning styles, really interactive

Conclusion

Melting the Snowy White Peaks Inclusive Leadership Programme should be embedded in nurse training to ensure cohorts of nurses who are fully prepared for nursing in a diverse healthcare system.

