



Diversity And Transition Into NursinG:

The **DATING Project**

A 2 year project: June 2003 – May 2005

**First Annual Report to NHS Positively Diverse
August 2004**

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Introduction

The aim of the Diversity And Transition Into Nursing, known as the DATING Project, is to monitor the development of building a diverse nursing workforce by establishing a database reporting mechanism to evaluate the progression and transition of nursing students at Thames Valley University to practice in local NHS Trusts by gender, age, ethnicity, and qualifications on entry.

Funded by NHS Positively *Diverse*, it is a 2 year project (June 2003 to May 2005) led by Professor Elizabeth Anionwu CBE, Head of the Mary Seacole Centre for Nursing Practice, Faculty of Health and Human Sciences (FHHS), Thames Valley University. The other members of the project team (all FHHS, TVU staff) are:-

Professor Peter Franks, Professor of Health Sciences and Co-Director of the Centre for Research & Implementation of Clinical Practice (CRICP)

- * Mike Tappern, Database and Information Systems Co-ordinator
- * Jon Mulholland, Programme Leader, BSc (Hons) Health Studies–Distance Learning. Senior Lecturer – Medical Sociology

In addition the following staff of our Faculty are contributing their expertise by their membership of the Project Board:-

- * June Saunders, Dean of Students;
- * Val Catcheside, Student Personnel Officer;
- * Deann Cox, Senior Lecturer and Site Co-ordinator, Wolfson Clinical Skills Centre, Ealing
- * Eddie Meyler and David Stroud, Senior Lecturers in Mental Health.

The first report to NHS Positively *Diverse* was produced in November 2003 and provided an update on the progress of the project since work commenced in June 2003. This review provides the basis for the first annual report and sets out what has been accomplished during Phase 1 of the DATING project between June 2003 and July 2004.

Context

The *Faculty of Health and Human Sciences* at Thames Valley University (TVU) is one of the major providers of pre- and post-registration nursing and midwifery programmes for the National Health Service with a catchment area from Paddington in London to the whole of Berkshire (e.g. Slough and Reading). These educational programmes are commissioned by 2 NHS Workforce Development Confederations i.e. North West London and Thames Valley. As of October 2003 there were a total of 2,530 pre-registration students at TVU with clinical placements at over 20 NHS Trusts - see Table 1 for details.

Table 1 :Thames Valley University Pre-registration Nursing & Midwifery Students as at October 2003		
Pre-registration Programme	NW London	Berkshire
Nursing	1,583	700
Midwifery	179	68
Total = 2,530	1,762	768

The *Mary Seacole Centre for Nursing Practice* (www.maryseacole.com) was established in 1998 to 'enable the integration of a multi-ethnic philosophy into the process of nursing and midwifery recruitment, education, practice, management and research'. Activities of the Centre have included the production of a Nursing and Midwifery recruitment video which is targeted at under-represented groups such as mature students, men, minority ethnic groups and particularly various Asian communities. It also highlights, through examples of current students, the various educational pathways into nursing and midwifery education programmes, such as Access courses, NVQ's, as well as the traditional GCSE and 'A' level routes. It is also currently leading a 2 year campaign entitled CANDLES – Campaign to Attract Nurses/midwives from Diverse Local Ethnic Groups in Slough that has been funded by the Thames Valley NHS Workforce Development Confederation.

The team involved in designing the DATING Project wished, in 2 phases, to focus on an evaluative endeavour to track outcomes of pre-registration nursing students - by gender, ethnicity, age and qualifications on entry - from entry to studies to their first destination in local NHS Trusts. This report will be focusing on various activities undertaken within phase 1 of the DATING Project.

Phase 1: June 2003 to July 2004

The Project Board met on 8 occasions during Phase 1 of the DATING Project and focused on the following:-

- ✓ Creation of a minimum data set and construction of a single database
- ✓ Management and input of data for 4 cohorts of student nurses enrolled at TVU between April 1999 to October 2000 (total = 1,183)
- ✓ Contextualising the data – production of a consultative report
- ✓ Statistical analysis of the data
- ✓ Developing a framework for interpretation of data analysis
- ✓ DATING Project dissemination activities
- ✓ Commence Phase 2 data input comprising 2 cohorts of student nurses enrolled at TVU between April and October 2001 (total = 563)

Construction of a single database and retrospective analysis of cohorts between April 1999 and October 2000

Thames Valley University routinely collects information on the diversity of its students in terms of a number of key variables. The data systems give details of the students who are accepted on to nursing courses at TVU. These include age, gender, academic qualifications, ethnic origin and entry into UK. In addition to these starting details, the University also keeps information on assessment outcomes, student wastage (failure to complete course together with reason) and first destination in practice. Within the University students are allocated to learning groups. At present the information is held on a number of databases, and some data (first destination) was until recently only held as hard copy.

Phase 1 focused on 4 cohorts of pre-registration learning disability, adult, mental health or child health nursing students registered for 3 year courses

with TVU, in either London or Berkshire, between April 1999 and October 2000. The majority will have been expected to graduate between March 2002 and September 2003.

The total number of students included in the cohorts was 1348. However, of these, 165 were students who were from previous cohorts or who, for some reason, did not start their course until later and these students were excluded from the analysis. This left a total of 1,183 who made up the study population.

Contextualising the data – production of a consultative report

The DATING project team recognised that a significant number of developments occurred that may have impacted upon the experience of the April 1999 to October 2000 student nurse cohorts included within Phase 1. Examples include changes in:-

- * the nursing curricula from 1996 onwards including Project 2000 and the 2001 curriculum;
- * support systems for student learning and assessment procedures
- * academic structures within FHHS
- * recruitment policies including widening participation and increasing the proportion of students from local, diverse communities;
- * entry requirements including residency criteria & eligibility for bursaries;
- * student retention strategies and the development of the inclusive learning project.

In order to provide an account of these varied factors, JM, DS and EA produced a preliminary report in July 2004, entitled *Nurse Education within the Faculty of Health and Human Sciences: Contextualising the DATING Project*. Totalling approximately 9,000 words, the report will be initially discussed by the Project Team and then, in September 2004, circulated to interested parties within the Faculty of Health and Human Sciences for their comments. These will inform the final report, which will be completed by November 2004, and be an integral component of the overall DATING project documentation.

Creation of a minimum data set and construction of a database

Following extensive discussion the Project Board designed a minimum data set that allowed for information to be generated on a number of areas which will (i) assist in achieving the objectives of the project and (ii) be of interest to the NHS Workforce Development Confederations (now within Strategic Health Authorities). It comprises of 23 fields as set out in Table 2.

Management and input of data for 4 cohorts of student nurses enrolled at TVU between April 1999 to October 2000 (Total = 1,183)

The key to this project is ensuring that all information is collated into a single database to allow for analysis. The information held on different systems were merged and specific information that had only been held on hard copy was entered onto the system in order for it to be analysed using an appropriate database/statistical package. This exercise identified that, whilst much of the required data was collected electronically, some was missing or only manually recorded. Led by MT, important outcomes for the Faculty of Health & Human Sciences (FHHS) information system included:-

- * Collection and inputting of missing data
- * Scanning of all first destination data into the database with a recognition that this data had been incomplete for earlier years
- * all prospective data is now inputted electronically from April 2004 and the FHHS now require students to enter data online, if not they will be unable to complete course.

Table 2: 23 FIELDS OF DATING PROJECT MINIMUM DATASET	
DESCRIPTION OF FIELD	COMMENTS / DESCRIPTION
DATABASE ID NUMBER	This is a number prefixed by a letter, the letter distinguishing whether the student is Ealing or Berkshire based
GENDER	
DATE OF BIRTH	
DATE OF COHORT INTAKE	
BRANCH	Specifies whether student is studying for Adult, Learning Disability, Child, or Mental Health Nursing. From the October 2001 onwards intakes the following levels will also be included: Diploma, Advanced Diploma and BSc.
GROUP	This is their teaching group.
SECONDED e.g. BY NHS TRUST	Yes or No
AREA RECRUITED FROM	Either local, UK, EU or other
VISA REQUIRED	Visa details from the student's passport or student services.
ETHNIC ORIGIN	Using either 1991 or 2001 census categories
HIGHEST QUALIFICATION	Highest qualification on entry
COUNTRY OF BIRTH	Country they were born in.
HOME COUNTRY	Basically country of residence
NATIONALITY	
POST CODE APPLIED FROM	Student's address at time of application
STUDENT WASTAGE / ATTRITION	e.g. Failure, student withdrawal etc.
ASSESSMENTS	Results for each clinical and theory module (1-10) and detailing whether they pass, fail and number of retakes.
ABSENCE (NUMBER OF DAYS)	
BRADFORD FACTOR	Used by some public bodies e.g. NHS Trusts. Is used to show the difference between people who take a lot of odd days compared to those who are off for a long period (more serious illness). Is worked out by squaring the number of occasions and then multiplying by the number of days.
FIRST DESTINATION	This is a record of where the student first goes after completing training.
NMAS / Direct	Whether the student came via NMAS (a university clearing house for nursing and midwifery applicants) or a direct application

Statistical analysis of the data

The data were analysed by PF using a standard statistical package (SPSS). Since most data were categorical, the descriptive statistics used revolved around the frequency and percentage of responses. The inferential statistics used revolved around the use of Chi-squared analysis. Principal analysis was to determine associations between

- Students who withdrew compared with those who completed the course
- Students who failed to achieve the academic standard with those that either completed or withdrew
- Students whose first destination was with the host Trust, compared with those employed elsewhere
- Changes in profile in the different student cohorts.

The analysis of data can be divided into the following two sections:

1. Descriptive profiles of the 4 cohorts: April & October 1999 and April & October 2000 cohorts

Appendix 1 contains the following graphs detailing the profile of all the students – breakdown by cohorts will be included in the next report:

1. Number of TVU pre-registration student nurses by cohort
2. Number of students admitted via the Nursing & Midwifery Admissions Service (NMAS) clearing house or directly
3. Site of nursing courses for TVU student nurses
4. Nursing branch details
5. Age range of all student nurses
6. Gender of all students
7. Country of birth of all students
8. Ethnic group of all students
9. Completion and withdrawal rates of all students
10. Employment outcome of all students
11. First destination employment

2. Developing a framework for interpretation of data analysis

The DATING team are currently in the process of producing a framework (utilising the *Contextualising the DATING Project* report) in order to interpret:

- a) the trends identified in the profile of the students between April 1999 and October 2000 and

b) the determination of associations in completion and withdrawal rates between the diverse factors incorporated into the minimum data set (see Table 2).

This will be finalised in the autumn of 2004.

DATING Project dissemination activities

There have been several presentations by EA concerning the objectives and developments of the DATING Project during Phase 1. These have included:

- * 18th February 2004. *NHS Equality & Diversity Policies*. MSc in Equality & Diversity. Middlesex University/NHS *Positively Diverse*.
- * 4th March 2004 to NHS Employers Equality & Diversity Advisory /Reference Group, Department of Health, London.
- * 5th July. *Tracking nursing diversity via recruitment into education*. 'Dull Data or Meaningful Monitoring', Positively Diverse Networking Event, Royal Free Hospital, London.

Finally EA, PF, JM & JS will present the findings of Phase1 of the DATING project (followed by a discussion involving all other members of the team) to academic and administrative staff of TVU's Faculty of Health and Human Sciences on the 9th November, 2004.

Commence Phase 2 (June 2004 to May 2005) that comprises prospective data entry of 2 cohorts of student nurses enrolled at TVU between April and October 2001 (Total = 563), refinement of reports and wider dissemination of results.

The robustness of the information system developed for the above cohorts will be tested in an additional 2 cohorts of students in London and Berkshire who registered between April and October 2001. The majority will expect to graduate between March and September 2004. Data entry for these 2 cohorts has commenced and will be completed by the end of the year when the statistical analysis will start.

An additional and significant component of this phase will involve refinement of the reports emanating from the analysis.

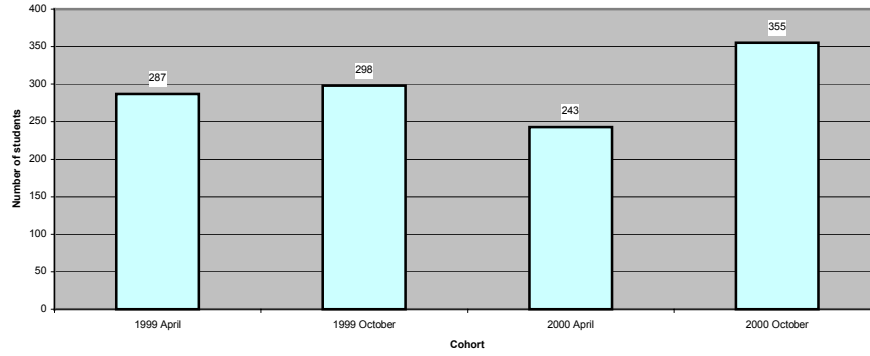
Conclusion

Phase 1 has successfully seen the completion of the creation of a minimum dataset, construction of a monitoring database, input of data and the preliminary statistical analysis. This now provides a rich source of information for the DATING Project group to interpret and disseminate over the next few months. I would like to take this opportunity to thank the whole team and to those who have diligently inputted data under the leadership of MT. In addition the team would like to record their thanks to the administrative assistance that has been provided by former staff of the Mary Seacole Centre for Nursing Practice, Mrs June Ah Wee and Catherine Sitch. I am also particularly grateful to the current administrator, Mrs Lisa Rodrigues, for her assistance with producing the charts in Appendix 1. The continued enthusiasm and support of NHS Positive Diverse staff has been particularly encouraging to all of us over the last year.

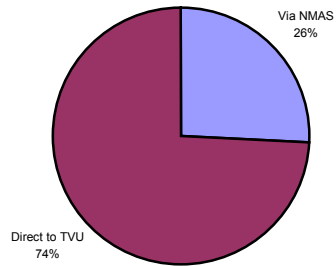
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Appendix 1. Overall profile of TVU student nurses: April 1999 to October 2000

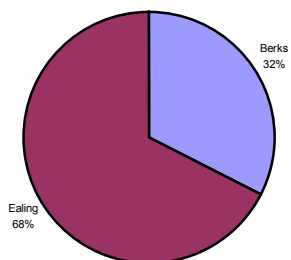
Number of TVU pre-registration nursing students
by Cohort April 1999 - October 2000
Total = 1183



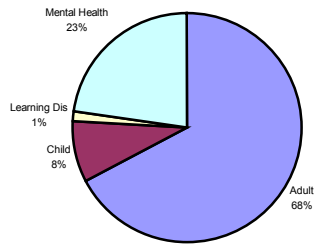
DATING Project - Nursing & Midwifery Admissions Service for TVU student nurses
April 1999 - October 2000
Total = 1167 (Missing Data = 16)



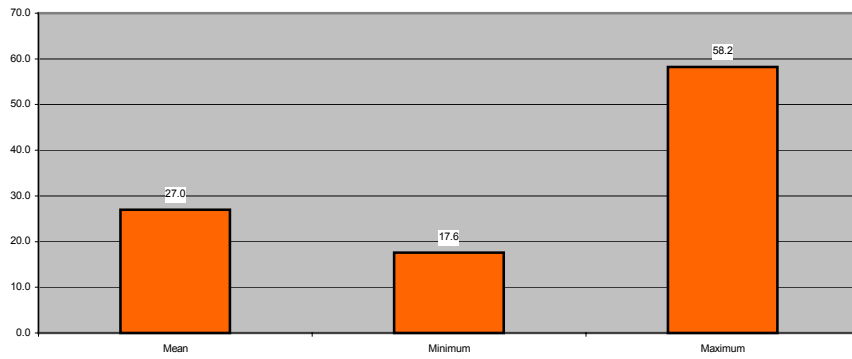
DATING Project - Site of course for TVU student nurses
April 1999 - October 2000
Total = 1183



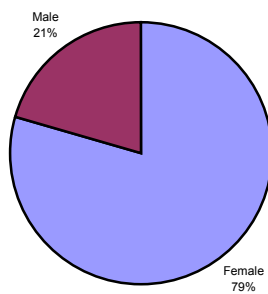
DATING Project - Branch details of TVU student nurses
 April 1999 - October 2000
 Total = 1183



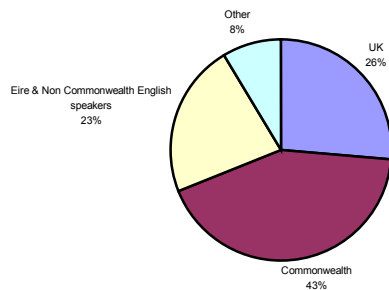
DATING Project - Age range of TVU student nurses
 April 1999 - October 2000
 Total = 1183



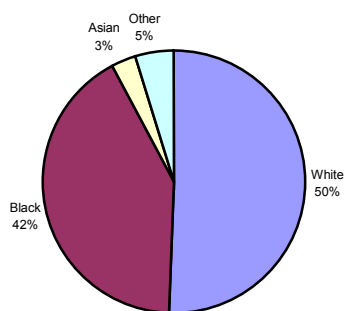
DATING Project - Gender of TVU student nurses
 April 1999 - October 2000
 Total = 1183



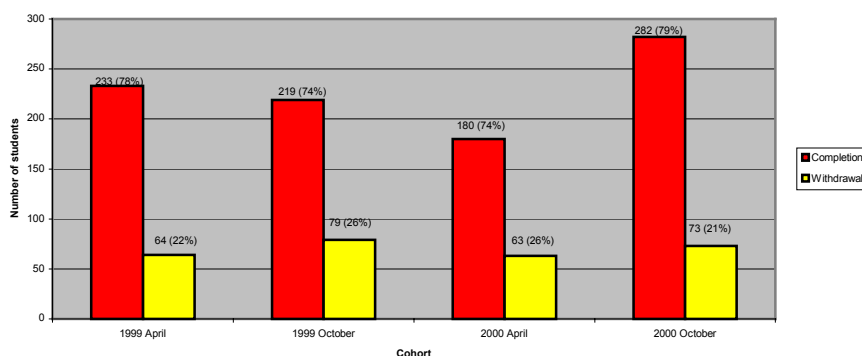
DATING Project - Country of Birth of TVU student nurses
 April 1999 - October 2000
 Total = 1144 (Missing Data = 39)



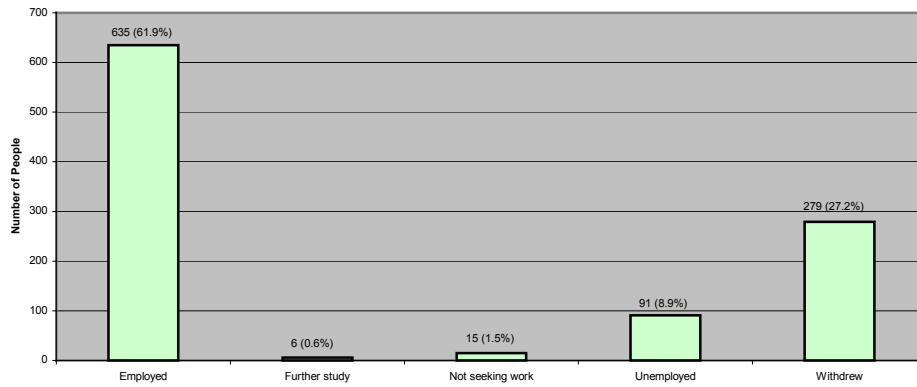
DATING Project - Ethnic Group of TVU student nurses
 April 1999 - October 2000
 Total = 1171 (Missing Data = 9)



DATING Project - Completion and Withdrawal rates of TVU student nurses
 Cohorts April 1999 - October 2000
 Total = 1193



DATING Project - Employment Outcome of TVU student nurses
April 1999 - October 2000
Total = 1026 (Missing Data = 157)



DATING Project - First destination employment
April 1999 - October 2000
Total = 634 / 635

