

Overview of the CANDLES Project

Professor Elizabeth N Anionwu, RN PhD CBE FRCN
Head of the Mary Seacole Centre for Nursing Practice
Faculty of Health and Human Sciences
Thames Valley University

Promoting and Tracking Diversity of Students within Nursing and
Midwifery Education - a national model?
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www.maryseacole.com

Thames Valley University
London Reading Slough



The CANDLES Project: October 2003 – September 2005



The CANDLES project has been funded by the Thames Valley NHS Workforce Development Confederation. It is a partnership between:



Slough Race
Equality Council



Slough NHS Primary Care Trust
and Heatherwood
and Wexham Park NHS Trust

The Mary Seacole Centre
for Nursing Practice and The
Recruitment Team, Faculty of
Health & Human Sciences – TVU

Widening Participation
Department – TVU





CANDLES

Campaign to Attract Nurses/midwives
from Diverse Local Ethnic groups in Slough



Background

- 2001 Census showed that **36%** of Slough's population (119,067) were from black & minority ethnic (BME) backgrounds of whom **27.9%** from S Asian origin, **4%** Black/Caribbean/mixed origin and **2%** Black/African
- **54.4%** of 5-18 yr olds in Slough are of BME origin
- In contrast those commencing TVU Berkshire 3 yr Dip/BSc nursing (n=277) & 3yr & 18 month BSc midwifery (n=29) courses in **2000/2001** comprised:
 - S Asian origin: **no** students in nursing or midwifery courses
 - Black Caribbean: Nursing – 2/277 (**0.36%**); Midwifery – 1/29 (**3.44%**)
 - Black African: Nursing - 108/277 (**38.98%**); Midwifery - **none**



The CANDLES project welcomes people from all diverse ethnic groups in Slough who would like to consider a career in nursing and midwifery. There will be a particular emphasis on reaching those who are currently under-represented in the profession.



Haseen Mughal, Coordinator/Outreach Worker for the CANDLES project, will be organising regular events in a range of venues in Slough in order to inform people about the various pathways available to access entry onto nursing and midwifery courses as well as career opportunities within the local hospital and community NHS services.

Tel: 01753 697581

Mobile: 07901 918468

e-mail: haseen.mughal@tvu.ac.uk

Thames Valley University
Wellington Street, Slough, Berkshire SL1 1YG

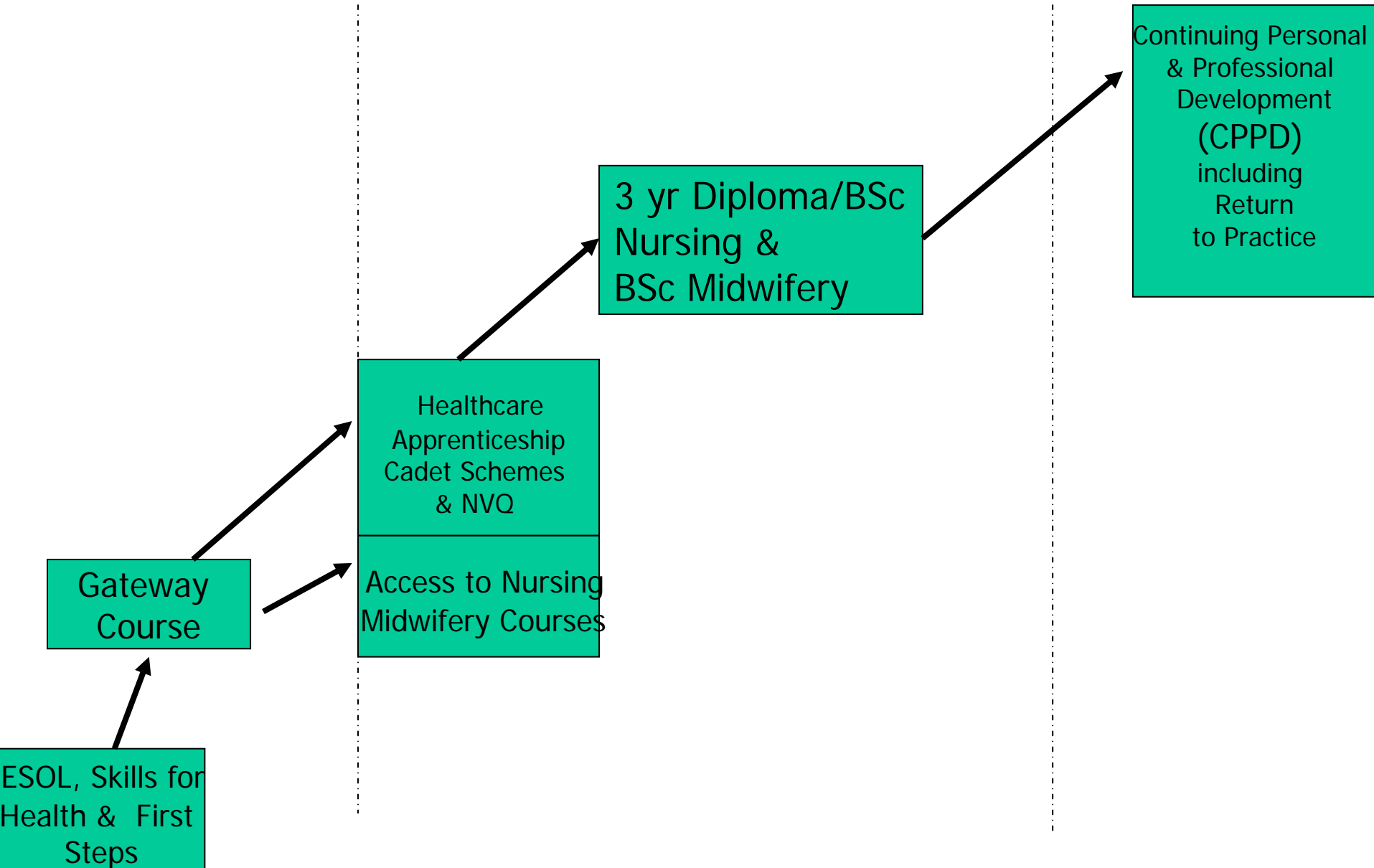
- Community development model

Desired Project Outcomes

- to raise profile within community of local courses and careers in nursing & midwifery (and other NHS careers) particularly amongst under-represented South Asian and Caribbean communities
- to develop more inclusive pathways using skills escalator conduit

Skills Escalator Pathways into Nursing & Midwifery

CANDLES Recruitment Spectrum



Outcomes of 2 year CANDLES Project

- **119 local CANDLES recruitment events organised by Haseen at**
 - venues used by local communities
 - events that also link in with existing multicultural national & local events
 - traditional NHS recruitment events
- Use of role models: students, qualified community and acute NHS staff
- Significant interest by local & national media



Mrs Haseen Mughal
CANDLES Coordinator/Outreach Worker

Awareness survey concerning careers in nursing or midwifery: N = 394

[90.6% BME groups; White 7.6%; Not Stated 1.8%]

Findings included:

- 67 (17%) have relatives who are nurses and midwives
- 141 (35.8%) had considered being a nurse or midwife [African 22%; Pakistani 36.2%; Indian 16.3%; White 13.5%]
- 24 (6.1%) stated that cultural beliefs would stop them considering a career in nursing or midwifery. Origins of this group included 10 [41%] Pakistani and 8 [33%] Indian
- 65.5% were aware that nurses could wear trousers as part of their uniform

Ethnic origin of 240 contacts (BME: 92.4%)

- African 76 (31.7%)
- Pakistani 75 (31.4%)
- Indian 48 (20.0%)
- White 18 (7.6%)
- Other 14 (5.5%)
- Caribbean 5 (2.0%)
- Mixed 4 (1.8%)
- **Total 240 (100%)**

223 live in Slough, 5 in Maidenhead, 3 in Reading (all in Berks). Remainder (9): from the Greater London area [7] and Cardiff [2].

Outcome of 240 contacts made with CANDLES Project: October 2003-September 2005

Accepted onto a nursing/midwifery pre-registration course [There were 5 unsuccessful applications]	21
Skills Escalator Pathway: NVQ [11]; GNVQ [23]; PRE-ACCESS [5]; ACCESS [4]; ESOL [46];	80
Overseas Nurse Programme (ONP) enquiries	16
Signposted to Return to Practice Course	1
Successfully applied for a Health Care Assistant post	17
Reviewed and advised	105
Total	240

Thank you Haseen!



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Haseen Mughal and Maeda Choudry discussing the CANDLES Project on Ramadan Radio, Slough High Street, 2005. Source: Multicultural Nursing, RCN Publications