

Consultant Editor

Tom McEwan

Editor

Suzannah Allkins

bjm@markallengroup.com

Commercial Manager

Julia Rogers

julia.rogers@markallengroup.com

Circulation Director

Sally Boettcher

Production Manager

Kyri Apostolou

Associate Publisher

Mike Shallcross

Managing Director

Anthony Kerr

Chief Executive Officer

Ben Allen

UK PERSONAL SUBSCRIPTION RATES

Quarterly Direct Debit	£44
Annual Direct Debit	£169
Annual Credit Card	£178
Student Quarterly Direct Debit	£29.75
Student Annual Direct Debit	£115
Student Annual Credit Card	£120

Subscribe online at: www.magsubscriptions.com

For further information please contact the subscriptions department on 0800 137201 or +44 (0)1722 716997 when calling from outside of the UK.

Contact institutions@markallengroup.com for institutional pricing



A MARK ALLEN GROUP COMPANY
www.markallengroup.com

The *British Journal of Midwifery* is published by MA Healthcare Ltd, St Jude's Church, Dulwich Road, London SE24 0PB, UK
Tel: +44 (0)20 7738 5454
Website: www.britishtjournalofmidwifery.com

MAG ONLINE LIBRARY

© MA Healthcare Ltd, 2023. All rights reserved. No part of the *British Journal of Midwifery* may be reproduced, stored in a retrieval system, or transmitted in any form or by any means electronic, mechanical, photocopying, recording, or otherwise without prior written permission of the Publishing Director.

The views expressed do not necessarily represent those of the editor or the *British Journal of Midwifery*. Advertisements in the journal do not imply endorsement of the products or services advertised. The journal accepts advertising from all companies operating ethically and in accordance with UK law and regulations. Editorial content in the journal is entirely separate from advertising and, unless clearly stated, commercial companies have no influence over the content of articles.

Please read our privacy policy, by visiting <http://privacypolicy.markallengroup.com>. This will explain how we process, use & safeguard your data.

ISSN 0969 – 4900
Printed by Pensord Press Ltd, Blackwood, NP12 2YA

Cover picture: Adobe Stock/Tyler Olson



The paper used within this publication has been sourced from Chain-of-Custody certified manufacturers, operating within international environmental standards, to ensure sustainable sourcing of the raw materials, sustainable production and to minimise our carbon footprint.

Equality in the workplace for midwives

There is, quite rightly, an emphasis in midwifery research on equality and inclusion when providing maternity care. The most recent Mothers and Babies: Reducing Risk through Audits and Confidential Enquiries across the UK (2022) report examined inequalities in care resulting from race, deprivation and mental health concerns, among many other areas. Last year, the research published in the *British Journal of Midwifery* explored topics such as cultural competency, caring for asylum-seeking women and what refugee women want from maternity care.

However, having recently participated in an event for an equality and diversity network in my own workplace, I found myself wondering about the workplace environment for midwives. I found a wealth of position statements and guidelines for professional bodies. The Royal College of Midwives (RCM, 2023) describes itself as 'fully committed to equality and diversity in the workplace', and the Nursing and Midwifery Council (2021) states that 'there is no room for any kind of discrimination in the healthcare sector'. The RCM has published guidance on areas such as maternity rights at work (RCM, 2021), work-related stress (RCM, 2022a) and working with the menopause (2022b).

There has been general research on various elements of workplace equality, largely finding that inequalities persist in the UK. In 2022, a Trades Union Congress (2022) poll reported that one in five workplaces in Britain do not have policies to support LGBT staff. In 2020, the Carnegie UK Trust reported that Black, Asian and minority ethnic young adults were 58% more likely to be unemployed than White young adults (Bowyer and Henderson, 2020). But it is harder to find research examining midwives' experiences of equality and diversity inclusion in the workplace in the UK.

In the wake of strikes across the UK workforce and ongoing debates regarding pay, it seems more relevant than ever to ensure



Suzannah Allkins
Editor

that employees are happy at their place of work. Part of this means ensuring that they experience equal opportunities regardless of race, gender, sexuality or anything else. When it comes to midwives and the maternity workforce, I am hopeful that the research to explore this important topic will soon be carried out and published. Moving forward, it is only with an understanding of the current situation that we can hope to create long-lasting, effective improvements. **BJM**

Bowyer G, Henderson M. Race inequality in the workforce. 2020. <https://bit.ly/3XEshxT> (accessed 26 January 2023)

Mothers and Babies: Reducing Risk through Audits and Confidential Enquiries across the UK. Saving lives, improving mothers' care. 2022. <https://bit.ly/3wtWPGu> (accessed 26 January 2023)

Nursing and Midwifery Council. Equality, diversity and inclusion. 2021. <https://bit.ly/2sCsoge> (accessed 26 January 2023)

Royal College of Midwives. Maternity rights at work. 2021. <https://bit.ly/3R5UlaR> (accessed 26 January 2023)

Royal College of Midwives. Work-related stress. 2022a. <https://bit.ly/3ZZ89Ip> (accessed 26 January 2023)

Royal College of Midwives. Working with the menopause. 2022b. <https://bit.ly/3HyposD> (accessed 26 January 2023)

Royal College of Midwives. Equality and diversity. 2023. <https://bit.ly/402c473> (accessed 26 January 2023)

Trades Union Congress. 1 in 5 workplaces do not have any policies to support LGBT staff – TUC poll. 2022. <https://bit.ly/3Y1qv9C> (accessed 26 January 2023)