

“Listening to London’s Midwives” – Workforce survey highlights

Results informed by:

931 responses out of a possible 5,692 Midwives across London (16.3%)

Feedback sessions with student midwives

Webinars with Heads of Midwifery and Lead Midwives for Education

Key priority areas, which have informed current and future work for CapitalMidwife:

Survey themes

Bullying and harassment

Difference in leadership opportunities for BAME midwives

Working extra hours

Access to preceptorship and ongoing support

Key recommendations

More effective support to reduce the likelihood of bullying and harassment in the workplace

More professional development and leadership opportunities, including consideration for BAME and lower band midwives

More opportunities that enable early career midwives to be exposed to Trust-wide business and opportunities

Continued importance placed on good line management support and timely feedback

Continued importance placed on the development of supportive teams/working environments

Continued support to implement flexible working

Ensure timely and appropriate practices to reduce delays in the period before NQMs commence employment

Ensure equity of access to a preceptorship programme for all newly qualified midwives across London

What challenges do midwives face?

Bullying and harassment

Just over half say they have experienced personal harassment or bullying

37%

reported this from patients or families

29%

reported this from colleagues and managers



Extra hours

82%

worked extra unpaid hours

47%

agree their managers help them find a good work life balance



What do midwives value in their job?

Receiving support and recognition

Support for continuing professional development (CPD)

Teamwork and the sense of companionship



Every London midwife is a CapitalMidwife



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