

service (Allan, 2015) and a number of research has shown that large numbers of ethnic minority nurses suffer different types of discrimination and other barriers or challenges in the National Health Service (Archibong & Darr, 2010, Kline, 2014). Despite BME nurses representing 52.96% of London nurses, BME nurses in London region experienced the highest level of discrimination in the country (RCN, 2019).

‡ Although there are a good number of ethnic minority nurses for example ethnic minorities