

Diversity data

2017–2018

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NMC Diversity Data

This document presents data about the diversity demographics of:

- Nurses and midwives on the register
- Nurses and midwives who go through fitness to practise processes
- Our FtP panel members.

This document includes data from different functions of the NMC. The terminology used in each section may vary according to the methods of collection and data source. For example, the terms 'race' and 'ethnicity'.

In presenting this data the percentages have been rounded to the nearest whole number or one decimal place. In a small number of cases this means the data may total slightly over/under 100 percent.

Where there are small numbers that could lead to individuals being identified or data that could be considered sensitive that information has not been presented or smaller categories have been collapsed into bigger categories.

Nurses and Midwives

The register profile in the following tables shows the diversity data of the 690,278 nurses and midwives who were on our register on 31 March 2018. Compared to last year's report there are 495 fewer nurses and midwives on the register.

The first group of tables are broken down into three registration types:

- Midwives (including Midwife SCPHNs)
- Nurses (including Nurse SCPHNs)
- Dual registrants (joint Nurse & Midwives including Nurse Midwife SCPHNs)

Table 01: Breakdown of nurses, midwives and dual registrants on the register

Midwife	Nurse	Dual registrant	Total
35,830	646,637	7,811	690,278
5.2%	93.7%	1.1%	100.0%

Table 02: Age group numbers

Age Group	Midwife	Nurse	Dual	Total
20 - 29	6,532	87,158	520	94,210
30 - 39	9,453	137,729	1,442	148,624
40 - 49	8,323	176,922	2,025	187,270
50 - 59	9,555	187,517	3,146	200,218
Over 60	1,967	57,311	678	59,956
Total	35,830	646,637	7,811	690,278

Table 03: Age group percentages

Age Group	Midwife	Nurse	Dual	All
20 - 29	18.2%	13.5%	6.7%	13.6%
30 - 39	26.4%	21.3%	18.5%	21.5%
40 - 49	23.2%	27.4%	25.9%	27.1%
50 - 59	26.7%	29.0%	40.3%	29.0%

Over 60	5.5%	8.9%	8.7%	8.7%
Total	100%	100%	100%	100%

Table 04: Disability numbers

Disability	Midwife	Nurse	Dual	Total
No	31,599	560,423	6,777	598,799
Yes	1,394	25,378	263	27,035
Unknown	2,837	60,836	771	64,444
Total	35,830	646,637	7,811	690,278

Table 05: Disability percentages

Disability	Midwife	Nurse	Dual	Total
No	88.2%	86.7%	86.8%	86.7%
Yes	3.9%	3.9%	3.4%	3.9%
Unknown	7.9%	9.4%	9.9%	9.3%
Total	100%	100%	100%	100%

Table 06: Ethnic group numbers

Ethnic group	Midwife	Nurse	Dual	Total
Asian - Asian - Indian	197	20,676	66	20,939
Asian - Asian - Pakistani	150	3,030	22	3,202
Asian - Asian - Bangladeshi	45	794	5	844
Asian - Asian - Chinese	100	2,170	43	2,313
Asian - other background	112	25,993	48	26,153
Black African	679	40,433	1,050	42,162
Black Caribbean	583	8,841	308	9,732
Black - other background	40	1,506	22	1,568

Mixed - White and Asian	119	1,896	25	2,040
Mixed - White and black African	61	1,750	24	1,835
Mixed - White and black Caribbean	380	5,838	64	6,282
Mixed - other background	132	2,465	31	2,628
White - English/ Welsh/ Scottish/ Northern Irish	28,778	433,622	4,718	467,118
White - Irish	655	12,454	268	13,377
White - Gypsy or Irish Traveller	11	269	6	286
White - other background	1,501	29,347	423	31,271
Any other ethnic group	143	5,704	35	5,882
Prefer not to say	358	12,416	132	12,906
Unknown	1,786	37,433	521	39,740
Total	35,830	646,637	7,811	690,278

Table 07: Ethnic group percentages

Ethnic group	Midwife	Nurse	Dual	Total
Asian - Asian - Indian	0.5%	3.2%	0.8%	3.0%
Asian - Asian - Pakistani	0.4%	0.5%	0.3%	0.5%
Asian - Asian - Bangladeshi	0.1%	0.1%	0.1%	0.1%
Asian - Asian - Chinese	0.3%	0.3%	0.6%	0.3%
Asian - other background	0.3%	4.0%	0.6%	3.8%
Black African	1.9%	6.3%	13.4%	6.1%
Black Caribbean	1.6%	1.4%	3.9%	1.4%
Black - other background	0.1%	0.2%	0.3%	0.2%
Mixed - White and Asian	0.3%	0.3%	0.3%	0.3%
Mixed - White and black African	0.2%	0.3%	0.3%	0.3%
Mixed - White and black Caribbean	1.1%	0.9%	0.8%	0.9%

Mixed - other background	0.4%	0.4%	0.4%	0.4%
White - English/ Welsh/ Scottish/ Northern Irish	80.3%	67.1%	60.4%	67.7%
White - Irish	1.8%	1.9%	3.4%	1.9%
White - Gypsy or Irish Traveller	0.0%	0.0%	0.1%	0.0%
White - other background	4.2%	4.5%	5.4%	4.5%
Any other ethnic group	0.4%	0.9%	0.4%	0.9%
Prefer not to say	1.0%	1.9%	1.7%	1.9%
Unknown	5.0%	5.8%	6.7%	5.8%
Total	100%	100%	100%	100%

Table 08: Gender on the register (numbers)

	Midwife	Nurse	Dual	Total
Female	35,720	573,030	7,742	616,492
Male	108	73,586	69	73,763
Unknown	2	21	-	23
Total	35,830	646,637	7,811	690,278

Table 09: Gender on the register (percentages)

Gender	Midwife	Nurse	Dual	Total
Female	99.7%	88.6%	99.1%	89.3%
Male	0.3%	11.4%	0.9%	10.7%
Unknown	0.0%	0.0%	-	0.0%
Total	100%	100%	100%	100%

Gender identity

The answers in this section are a response to the question 'does your gender identity completely match the sex you were registered with at birth?'

Table 10: Gender identity (numbers)

	Midwife	Nurse	Dual	Total
No	133	3,618	38	3,789
Yes	31660	557,349	6,580	595,589
Unknown	4037	85,670	1,193	90,900
Total	35830	646,637	7,811	690,278

Table 11: Gender identity (percentages)

	Midwife	Nurse	Dual	Total
No	0.4%	0.6%	0.5%	0.5%
Yes	88.4%	86.2%	84.2%	86.3%
Unknown	11.3%	13.2%	15.3%	13.2%
Total	100%	100%	100%	100%

Table 12: Religion or belief (numbers)

	Midwife	Nurse	Dual	Total
Buddhist	147	4,016	41	4,204
Christian	19,622	386,366	5,292	411,280
Hindu	87	6,193	40	6,320
Jewish	120	703	8	831
Muslim	511	8,731	126	9,368
None	10,800	143,117	1193	155,110
Sikh	68	1,695	21	1,784
Other	596	12,284	128	13,008
Prefer not to say	2,005	44,751	432	47,188
Unknown	1,874	38,781	530	41,185
Total	35,830	646,637	7,811	690,278

Table 13: Religion or belief (percentages)

	Midwife	Nurse	Dual	Total
Buddhist	0.4%	0.6%	0.5%	0.6%
Christian	54.8%	59.8%	67.8%	59.6%
Hindu	0.2%	1.0%	0.5%	0.9%
Jewish	0.3%	0.1%	0.1%	0.1%
Muslim	1.4%	1.4%	1.6%	1.4%
None	30.1%	22.1%	15.3%	22.5%
Sikh	0.2%	0.3%	0.3%	0.3%
Other	1.7%	1.9%	1.6%	1.9%
Prefer not to say	5.6%	6.9%	5.5%	6.8%
Unknown	5.2%	6.0%	6.8%	6.0%
Total	100%	100%	100%	100%

Table 14: Sexual orientation (numbers)

	Midwife	Nurse	Dual	Total
Bisexual	183	3,744	26	3,953
Gay or Lesbian	222	10,677	60	10,959
Heterosexual or Straight	31,999	551,350	6,778	590,127
Prefer not to say	1,635	43,174	423	45,232
Unknown	1,791	37,692	524	40,007
Total	35,830	646,637	7,811	690,278

Table 15: Sexual orientation (percentages)

	Midwife	Nurse	Dual	Total
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Bisexual	0.5%	0.6%	0.3%	0.6%
Gay or Lesbian	0.6%	1.7%	0.8%	1.6%
Heterosexual or Straight	89.3%	85.3%	86.8%	85.5%
Prefer not to say	4.6%	6.7%	5.4%	6.6%
Unknown	5.0%	5.8%	6.7%	5.8%
Total	100%	100%	100%	100%

Nurses and Midwives in Fitness to Practise

All the percentages in the tables are column percentages. This means that each registration type is broken down by demographic characteristics, so that we can compare, for example, the age profile of nurses and midwives.

New concerns

This section details the diversity data for the 4778 new concerns where a case was opened between April 2017 and March 2018. In the same period there were 4 new concerns raised about individuals that were not on the NMC register at the time of the referral (but may have previously been on the register). Therefore these 4 individuals are not reported in the tables broken down by registration type. The figures in this report are in line with the figures in the NMC annual fitness to practise report 2017-2018 which reports on number of referrals as a whole, not by individual, meaning there may be more than one referral for an individual and that individual may present in the data more than once.

Table 16: Age group

	Midwife	%	Nurse	%	Dual	%	All	%
19-29	21	10.3%	326	7.2%	2	3.0%	349	7.3%
30-39	46	22.5%	860	19.1%	11	16.4%	917	19.2%
40-59	118	57.8%	2,758	61.2%	47	70.1%	2,923	61.2%
Over 60	19	9.3%	559	12.4%	7	10.4%	585	12.3%
Total	204	100%	4,503	100%	67	100%	4,774	100%

Table 17: Disability

	Midwife	%	Nurse	%	Dual	%	All	%
No	169	82.8%	3,639	80.8%	52	77.6%	3,860	80.9%
Yes	8	3.9%	274	6.1%	2	3.0%	284	5.9%
Prefer not to say	11	5.4%	240	5.3%	6	9.0%	257	5.4%
Unknown	16	7.8%	350	7.8%	7	10.4%	373	7.8%
Total	204	100%	4,503	100%	67	100%	4,774	100%

Table 18: Ethnicity

	Midwife	%	Nurse	%	Dual	%	All	%
Asian - Indian	1	0.5%	113	2.5%	1	1.5%	115	2.4%
Asian - Pakistani	2	1.0%	26	0.6%	1	1.5%	29	0.6%
Asian - Bangladeshi	-	-	9	0.2%	-	-	9	0.2%
Asian - Chinese	-	-	11	0.2%	2	3.0%	13	0.3%
Asian - other background	-	-	143	3.2%	-	-	143	3.0%
Black African	8	3.9%	574	12.7%	18	26.9%	600	12.6%
Black Caribbean	4	2.0%	79	1.8%	4	6.0%	87	1.8%
Black - other background	-	-	23	0.5%	-	-	23	0.5%
White and Asian	-	-	13	0.3%	-	-	13	0.3%
White and black African	1	0.5%	28	0.6%	1	1.5%	30	0.6%
White and black Caribbean	7	3.4%	53	1.2%	1	1.5%	61	1.3%
Mixed - other background	3	1.5%	21	0.5%	-	-	24	0.5%
White - English/ Welsh/ Scottish/ Northern Irish	151	74.0%	2,537	56.3%	26	38.8%	2,714	56.8%
White - Irish	0	-	51	1.1%	1	1.5%	52	1.1%
White - other background	5	2.5%	271	6.0%	2	3.0%	278	5.8%

Any other ethnic group	3	1.5%	66	1.5%	2	3.0%	71	1.5%
Prefer not to say	3	1.5%	135	3.0%	1	1.5%	139	2.9%
Unknown	16	7.8%	350	7.8%	7	10.4%	373	7.8%
Total	204	100%	4,503	100%	67	100%	4,774	100%

Table 19: Gender

Gender	Midwife	%	Nurse	%	Dual	%	All	%
Female	198	97.1%	3,394	75.4%	65	97.0%	3,657	76.6%
Male	6	2.9%	1,109	24.6%	2	3.0%	1,117	23.4%
Total	204	100%	4,503	100%	67	100%	4,774	100%

Gender identity

The answers in this section are a response to the question 'does your gender identity completely match the sex you were registered with at birth?'

Table 20: Gender identity

	Midwife	%	Nurse	%	Dual	%	All	%
No	-	-	39	0.9%	1	1.5%	40	0.8%
Yes	181	88.7%	3,957	87.9%	57	85.1%	4,195	87.9%
Prefer not to say	7	3.4%	157	3.5%	2	3.0%	166	3.5%
Unknown	16	7.8%	350	7.8%	7	10.4%	373	7.8%
Total	204	100%	4,503	100%	67	100%	4,774	100%

Table 21: Religion or belief

	Midwife	%	Nurse	%	Dual	%	All	%
Buddhist	1	0.5%	40	0.9%	-	-	41	0.9%
Christian	109	53.4%	2,672	59.3%	43	64.2%	2,824	59.2%
Hindu	1	0.5%	48	1.1%	-	-	49	1.0%
Jewish	-	-	8	0.2%	-	-	8	0.2%

Muslim	2	1.0%	76	1.7%	4	6.0%	82	1.7%
None	52	25.5%	860	19.1%	9	13.4%	921	19.3%
Sikh	0	-	17	0.4%	1	1.5%	18	0.4%
Prefer not to say	20	9.8%	315	7.0%	3	4.5%	338	7.1%
Unknown	19	9.3%	467	10.4%	7	10.4%	493	10.3%
Total	204	100%	4,503	100%	67	100%	4,774	100%

Table 22: Sexual orientation

	Midwife	%	Nurse	%	Dual	%	All	%
Bisexual	1	0.5%	41	0.9%	-	-	42	0.9%
Gay or Lesbian	2	1.0%	133	3.0%	1	1.5%	136	2.8%
Heterosexual or Straight	173	84.8%	3635	80.7%	56	83.6%	3864	80.9%
Prefer not to say	12	5.9%	343	7.6%	3	4.5%	358	7.5%
Unknown	16	7.8%	351	7.8%	7	10.4%	374	7.8%
Total	204	100%	4,503	100%	67	100%	4,774	100%

Interim Orders

ICPO Interim conditions of practice order

IONN Interim order not necessary

ISO Interim suspensions order

Table 23: Age

	19 - 29	%	30 - 39	%	40 - 59	%	Over 60	%	Total	%
ICPO	23	48.9%	56	47.5%	187	45.8%	43	46.2%	309	46.4%
IONN	3	6.4%	16	13.6%	49	12.0%	18	19.4%	86	12.9%
ISO	21	44.7%	46	39.0%	172	42.2%	32	34.4%	271	40.7%
Total	47	100%	118	100%	408	100%	93	100%	666	100%

Table 24: Disability

	No	%	Yes	%	Prefer not to say	%	Unknown	%	Total	%
ICPO	231	48.5%	19	43.2%	19	45.2%	40	38.5%	309	46.4%
IONN	67	14.1%	8	18.2%	3	7.1%	8	7.7%	86	12.9%
ISO	178	37.4%	17	38.6%	20	47.6%	56	53.8%	271	40.7%
Total	476	100%	44	100%	42	100%	104	100%	666	100%

Table 25: Ethnicity

	Asian	%	Black	%	Mixed	%	White	%	Other	%	Prefer not to say	%	Unknown	%	Total	%
ICPO	22	50.0%	50	48.1%	27	47.4%	153	46.9%	7	50.0%	10	58.8%	40	38.5%	309	46.4%
IONN	7	15.9%	19	18.3%	8	14.0%	39	12.0%	2	14.3%	3	17.6%	8	7.7%	86	12.9%
ISO	15	34.1%	35	33.7%	22	38.6%	134	41.1%	5	35.7%	4	23.5%	56	53.8%	271	40.7%
Total	44	100%	104	100%	57	100%	326	100%	14	100%	17	100%	104	100%	666	100%

Table 26: Gender

	Female	%	Male	%	Total	%
ICPO	232	49.5%	77	39.1%	309	46.4%
IONN	64	13.6%	22	11.2%	86	12.9%
ISO	173	36.9%	98	49.7%	271	40.7%
Total	469	100%	197	100%	666	100%

In the following sections the percentages have not been shown because some categories have very small numbers compared to others. Therefore we cannot make meaningful comparisons between groups.

Table 27: Gender identity

The answers in this section are a response to the question 'does your gender identity completely match the sex you were registered with at birth?'

	No	Yes	Prefer not to say	Unknown	Total
ICPO	3	265	9	32	309

IONN	-	77	2	7	86
ISO	1	206	8	56	271
Total	4	548	19	95	666

Table 28: Religion or belief

	Buddhist	Christian	Hindu	Jewish	Muslim	None	Sikh	Prefer not to say	Unknown	Total
ICPO	4	183	3	2	4	52	-	14	47	309
IONN	1	57	-	1	2	9	1	5	10	86
ISO	3	146	5	-	4	33	-	18	62	271
Total	8	386	8	3	10	94	1	37	119	666

Table 29: Sexual orientation

	Bisexual	Gay or Lesbian	Heterosexual or Straight	Prefer not to say	Unknown	Total
ICPO	3	12	229	25	40	309
IONN	1	2	71	4	8	86
ISO	3	5	189	18	56	271
Total	7	19	489	47	104	666

Case Examiner decisions

During an FtP investigation, we gather evidence that is needed to make a full assessment to the allegations. At the end of the investigation, the case examiners review all the evidence and decide one of the following:

- No case to answer (NCTA)
- Case to answer (CTA) referred to a hearing
- Advice
- Warning
- Undertakings

The data in this section has not been separated into registration type to prevent individuals being identified by the small numbers. The percentages are column percentages – they show for each demographic group what percentage were NCTA, advice, warnings and undertakings.

Table 30: Age numbers

Decisions	19-29	30-39	40-59	Over 60	Total
NCTA	57	206	801	206	1,270
Advice	1	10	10	3	24
Warning	5	22	55	11	93
Undertakings	1	5	18	4	28
CTA	48	143	518	110	819
Total	112	386	1,402	334	2,234

Table 31: Age percentages

Decisions	19-29	30-39	40-59	Over 60	Total
NCTA	50.9%	53.4%	57.1%	61.7%	56.8%
Advice	0.9%	2.6%	0.7%	0.9%	1.1%
Warning	4.5%	5.7%	3.9%	3.3%	4.2%
Undertakings	0.9%	1.3%	1.3%	1.2%	1.3%
CTA	42.9%	37.0%	36.9%	32.9%	36.7%
Total	100%	100%	100%	100%	100%

Table 32: Disability (numbers)

Decision	No	Yes	Prefer not to say	Unknown	Total
NCTA	1,043	80	63	84	1,270
Advice	17	3	0	4	24
Warning	78	4	4	7	93
Undertakings	20	2	1	5	28
CTA	553	68	47	151	819
Total	1,711	157	115	251	2,234

Table 33: Disability (percentages)

Decision	No (n=1,711)	Yes (n=157)	Prefer not to say (n=115)	Unknown (n=251)	Total
NCTA	61.0%	51.0%	54.8%	33.5%	56.8%
Advice	1.0%	1.9%	0.0%	1.6%	1.1%
Warning	4.6%	2.5%	3.5%	2.8%	4.2%
Undertakings	1.2%	1.3%	0.9%	2.0%	1.3%
CTA	32.3%	43.3%	40.9%	60.2%	36.7%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Table 34: Ethnicity (numbers)

These are the higher level ethnic group categories which include the lower level 18+1 categories collapsed together.

Decision	Asian	Black	Mixed	White	Any other ethnic group	Prefer not to say/unknown	Total
NCTA	129	240	31	732	18	120	1,270
Advice	0	2	0	18	0	4	24
Warning	6	13	6	57	2	9	93
Undertakings	3	5	1	14	0	5	28
CTA	60	111	21	438	9	180	819
Total	198	371	59	1,259	29	318	2,234

Table 35: Ethnicity (percentages)

These are the higher level ethnic group categories which include the lower level 18+1 categories collapsed together.

Decision	Asian	Black	Mixed	White	Any other ethnic group	Prefer not to say/unknown	Total
NCTA	65.2%	64.7%	52.5%	58.1%	62.1%	37.7%	56.8%
Advice	0.0%	0.5%	0.0%	1.4%	0.0%	1.3%	1.1%
Warning	3.0%	3.5%	10.2%	4.5%	6.9%	2.8%	4.2%
Undertakings	1.5%	1.3%	1.7%	1.1%	0.0%	1.6%	1.3%
CTA	30.3%	29.9%	35.6%	34.8%	31.0%	56.6%	36.7%
Total	100%	100%	100%	100%	100%	100%	100%

Table 36: Gender (numbers)

Decision	Female	%	Male	%	Total	%
NCTA	979	58.8%	291	51.1%	1,270	56.8%
Advice	16	1.0%	8	1.4%	24	1.1%
Warning	78	4.7%	15	2.6%	93	4.2%
Undertakings	22	1.3%	6	1.1%	28	1.3%
CTA	570	34.2%	249	43.8%	819	36.7%
Total	1,665	100.0%	569	100.0%	2,234	100.0%

Table 37: Gender identity

This is a response to the question 'does your gender identity completely match the sex you were registered with at birth?'

Decisions	No	%	Yes	%	Prefer not to say	%	Unknown	%	Total	%
NCTA	13	65.0%	1,131	60.0%	42	52.5%	84	33.6%	1,270	56.8%
Advice	0	0.0%	20	1.1%	0	0.0%	4	1.6%	24	1.1%
Warning	1	5.0%	82	4.4%	3	3.8%	7	2.8%	93	4.2%
Undertakings	0	0.0%	23	1.2%	0	0.0%	5	2.0%	28	1.3%
CTA	6	30.0%	628	33.3%	35	43.8%	150	60.0%	819	36.7%
Total	20	100%	1,884	100%	80	100%	250	100%	2,234	100%

Table 38: Religion or belief (numbers)

Decision	Buddhist	Christian	Hindu	Jewish	Muslim	None	Sikh	Prefer not to say	Unknown	Total
NCTA	6	820	24	3	21	195	5	78	118	1,270
Advice	0	14	0	0	1	4	0	1	4	24
Warning	1	58	1	0	2	18	0	4	9	93
Undertakings	0	18	0	0	1	3	0	0	6	28
CTA	6	445	8	0	11	123	1	49	176	819
Total	13	1,355	33	3	36	343	6	132	313	2,234

Table 39: Religion or belief (percentages)

Decisions	Buddhist	Christian	Hindu	Jewish	Muslim	None	Sikh	Prefer not to say	Unknown	Total
NCTA	46.2%	60.5%	72.7%	100.0%	58.3%	56.9%	83.3%	59.1%	37.7%	56.8%
Advice	-	1.0%	-	-	2.8%	1.2%	-	0.8%	1.3%	1.1%
Warning	7.7%	4.3%	3.0%	-	5.6%	5.2%	-	3.0%	2.9%	4.2%
Undertakings	-	1.3%	-	-	2.8%	0.9%	-	-	1.9%	1.3%
CTA	46.2%	32.8%	24.2%	-	30.6%	35.9%	16.7%	37.1%	56.2%	36.7%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Table 40: Sexual orientation (numbers)

Decision	Bisexual	Gay or Lesbian	Heterosexual or Straight	Prefer not to say	Unknown	Total
NCTA	6	28	1,049	102	85	1,270
Advice	0	1	19	0	4	24
Warning	0	0	78	8	7	93
Undertakings	0	0	23	0	5	28
CTA	7	13	578	70	151	819
Total	13	42	1,747	180	252	2,234

Table 41: Sexual orientation (percentages)

Decisions	Bisexual	Gay or Lesbian	Heterosexual or Straight	Prefer not to say	Unknown	Total
NCTA	46.2%	66.7%	60.0%	56.7%	33.7%	56.8%
Advice	-	2.4%	1.1%	-	1.6%	1.1%
Warning	-	-	4.5%	4.4%	2.8%	4.2%
Undertakings	-	-	1.3%	-	2.0%	1.3%
CTA	53.8%	31.0%	33.1%	38.9%	59.9%	36.7%
Total	100%	100%	100%	100%	100%	100%

Hearings

Some of the diversity data about nurses and midwives that go to hearings is sensitive data under the Data Protection Act and cannot be published in this report to keep these individuals anonymous. This section is not divided into nurse, midwife and dual registration type and is reported by percentage not numbers.

The sanctions that the panels determine are listed below. Go to the [Sanctions we can impose](#) pages on our website for more information.

Sanctions	Acronym
Facts not proved	FNP
Fitness to practise not impaired	FTPNI
Caution order	CO
Conditions of practice order	CPO
Suspension order	SO
Striking off order	SOO

Table 42: Age

Outcome	19-29	%	30-39	%	40-49	%	50-59	%	Over 60	%	Total	Total
FNP	0	-	0	-	1	0.3%	3	0.7%	2	1.2%	5	0.4%
FTPNI	5	10.0%	43	21.6%	74	22.5%	104	22.7%	52	30.6%	279	23.1%
CO	6	12.0%	19	9.5%	33	10.0%	57	12.4%	14	8.2%	129	10.7%
CPO	11	22.0%	32	16.1%	43	13.1%	58	12.6%	21	12.4%	165	13.7%
SO	18	36.0%	67	33.7%	102	31.0%	137	29.8%	48	28.2%	372	30.8%
SOO	10	20.0%	38	19.1%	76	23.1%	100	21.8%	33	19.4%	257	21.3%
Total	50	100%	199	100%	329	100%	459	100%	170	100.0%	1,207	100.0%

Table 43: Disability

Outcome	No	%	Yes	%	Prefer not to say	%	Unknown	%	Total	Total
FNP	3	0.4%	0	0.0%	1	1.9%	1	0.4%	5	0.4%
FTPNI	221	27.4%	19	16.5%	19	35.8%	20	8.7%	279	23.1%
CO	105	13.0%	7	6.1%	6	11.3%	11	4.8%	129	10.7%
CPO	105	13.0%	24	20.9%	5	9.4%	31	13.4%	165	13.7%
SO	231	28.6%	44	38.3%	9	17.0%	88	38.1%	372	30.8%
SOO	143	17.7%	21	18.3%	13	24.5%	80	34.6%	257	21.3%

Total	808	100%	115	100%	53	100%	231	100%	1,207	100%
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Table 44: Ethnicity (numbers)

Outcome	Asian	Black	Mixed	White	Other	Prefer not to say	Unknown	Total
FNP	1	2	0	1	0	0	1	5
FTPNI	22	69	6	156	0	6	20	279
CO	9	23	3	81	1	1	11	129
CPO	6	22	11	87	2	6	31	165
SO	26	50	6	197	1	5	87	372
SOO	19	31	2	122	2	2	79	257
Total	83	197	28	644	6	20	229	1,207

Table 45: Ethnicity (percentages)

Outcome	Asian	Black	Mixed	White	Other	Prefer not to say	Unknown	Total
FNP	1.2%	1.0%	-	0.2%	-	0.0%	0.4%	0.4%
FTPNI	26.5%	35.0%	21.4%	24.2%	-	30.0%	8.7%	23.1%
CO	10.8%	11.7%	10.7%	12.6%	16.7%	5.0%	4.8%	10.7%
CPO	7.2%	11.2%	39.3%	13.5%	33.3%	30.0%	13.5%	13.7%

SO	31.3%	25.4%	21.4%	30.6%	16.7%	25.0%	38.0%	30.8%
SOO	22.9%	15.7%	7.1%	18.9%	33.3%	10.0%	34.5%	21.3%
Total	100%	100%	100%	100%	100%	100%	100%	100%

Table 46: Gender

Outcome	Female	%	Male	%	Total	%
FNP	2	0.2%	3	0.8%	5	0.4%
FTPNI	215	25.3%	64	18.0%	279	23.1%
CO	91	10.7%	38	10.7%	129	10.7%
CPO	128	15.0%	37	10.4%	165	13.7%
SO	262	30.8%	110	30.9%	372	30.8%
SOO	153	18.0%	104	29.2%	257	21.3%
Total	851	100%	356	100%	1,207	100%

Table 47: Gender identity numbers

The answers in this section are a response to the question 'does your gender identity completely match the sex you were registered with at birth?'

Outcome	No	Yes	Prefer not to say	Unknown	Total
FNP	0	3	1	1	5
FTPNI	3	252	4	20	279

CO	1	113	4	11	129
CPO	0	123	11	31	165
SO	3	277	5	87	372
SOO	2	168	8	79	257
Total	9	936	33	229	1,207

Table 48: Gender identity percentages

Outcome	No	Yes	Prefer not to say	Unknown	Total
FNP	0.0%	0.3%	3.0%	0.4%	0.4%
FTPNI	33.3%	26.9%	12.1%	8.7%	23.1%
CO	11.1%	12.1%	12.1%	4.8%	10.7%
CPO	0.0%	13.1%	33.3%	13.5%	13.7%
SO	33.3%	29.6%	15.2%	38.0%	30.8%
SOO	22.2%	17.9%	24.2%	34.5%	21.3%
Total	100%	100%	100%	100%	100%

Table 49: Religion or belief numbers

Outcome	Buddhist	Christian	Hindu	Jewish	Muslim	None	Sikh	Prefer not to say	Unknown	Total
FNP	0	3	0	0	0	0	0	1	1	5

FTPNI	0	179	1	1	2	46	0	23	27	279
CO	1	79	0	1	2	24	0	8	14	129
CPO	0	94	2	0	2	19	0	11	37	165
SO	5	187	3	2	7	51	1	19	97	372
SOO	2	116	3	1	8	30	0	13	84	257
Total	8	658	9	5	21	170	1	75	260	1,207

Table 50: Religion or belief (percentages)

Outcome	Buddhist	Christian	Hindu	Jewish	Muslim	None	Sikh	Prefer not to say	Unknown	Total
FNP	-	0.5%	-	-	-	-	-	1.3%	0.4%	0.4%
FTPNI	-	27.2%	11.1%	20.0%	9.5%	27.1%	-	30.7%	10.4%	23.1%
CO	12.5%	12.0%	-	20.0%	9.5%	14.1%	-	10.7%	5.4%	10.7%
CPO	-	14.3%	22.2%	-	9.5%	11.2%	-	14.7%	14.2%	13.7%
SO	62.5%	28.4%	33.3%	40.0%	33.3%	30.0%	100.0%	25.3%	37.3%	30.8%
SOO	25.0%	17.6%	33.3%	20.0%	38.1%	17.6%	-	17.3%	32.3%	21.3%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Table 51: Sexual orientation (numbers)

Outcome	Bisexual	Gay or Lesbian	Heterosexual or Straight	Prefer not to say	Unknown	Total
FNP	0	-	3	1	1	5
FTPNI	2	7	231	19	20	279
CO	-	1	110	7	11	129
CPO	-	1	118	15	31	165
SO	5	6	242	27	92	372
SOO	1	6	149	21	80	257
Total	8	21	853	90	235	1,207

Table 52: Sexual orientation (percentages)

Outcome	Bisexual	Gay or Lesbian	Heterosexual or Straight	Prefer not to say	Unknown	Total
FNP	-	-	0.4%	1.1%	0.4%	0.4%
FTPNI	25.0%	33.3%	27.1%	21.1%	8.5%	23.1%
CO	-	4.8%	12.9%	7.8%	4.7%	10.7%
CPO	-	4.8%	13.8%	16.7%	13.2%	13.7%
SO	62.5%	28.6%	28.4%	30.0%	39.1%	30.8%

SOO	12.5%	28.6%	17.5%	23.3%	34.0%	21.3%
Total	100%	100%	100%	100%	100%	100%

Fitness to practise panellists

For consistency across the protected characteristics in these figures we have combined the 'prefer not to say' category, where someone has actively ticked a box that they do not want to answer the question, with the 'unknown' category, where we have received no response.

Table 53: Age

	Number	%
20-29	2	0.6%
30-39	15	4.7%
40-49	48	15.2%
50-59	137	43.4%
Over 60	104	32.9%
Unknown/prefer not to say	10	3.2%
Total	316	100%

Table 54: Disability

	Number	%
Yes	38	12.0%
No	246	77.9%
Unknown/prefer not to say	32	10.1%
Total	316	100%

Table 55: Ethnicity

	Number	%
Asian - Indian	5	1.6%
Asian - Pakistani	1	0.3%
Asian - Bangladeshi	1	0.3%
Asian - Chinese	2	0.6%

Asian - other background	2	0.6%
Black African	1	0.3%
Black Caribbean	7	2.2%
Black - other background	-	-
White and Asian	3	0.9%
White and black African	-	-
White and black Caribbean	-	-
Mixed - other background	4	1.3%
White - English/ Welsh/ Scottish/ Northern Irish	264	83.5%
White - Irish	-	-
White - Gypsy or Irish Traveller	-	-
White - other background	4	1.3%
Any other ethnic group	4	1.3%
Unknown/prefer not to say	18	5.7%
Total	316	100%

Table 56: Gender

	Number	%
Male	95	30.1%
Female	205	64.9%
Unknown/prefer not to say	16	5.1%
Total	316	100%

Table 57: Religion or belief

	Number	%
Buddhist	2	0.6%
Christian	160	50.6%

Hindu	2	0.6%
Jewish	12	3.8%
Islam	2	0.6%
No religion	105	33.2%
Sikh	-	-
Other	4	1.3%
Unknown/prefer not to say	29	9.2%
Total	316	100%

Table 58: Sexual orientation

	Number	%
Bi-sexual	2	0.6%
Gay/Lesbian	14	4.4%
Heterosexual	267	84.5%
Unknown/prefer not to say	33	10.4%
Total	316	100%