

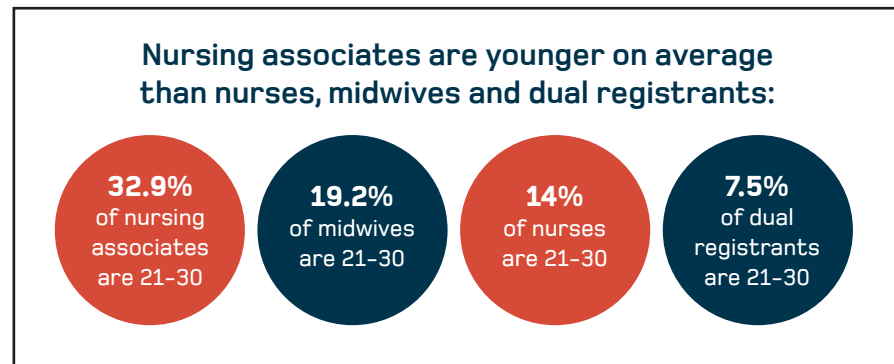
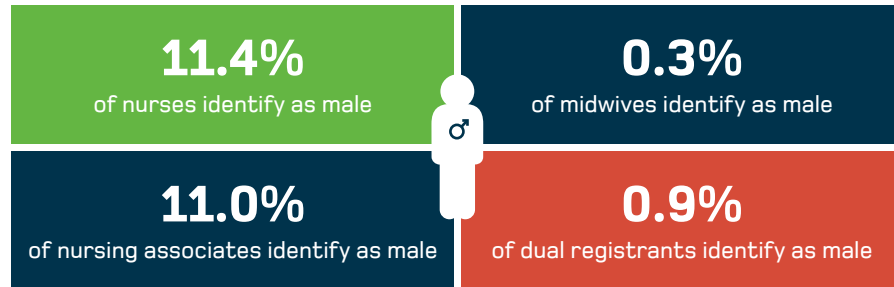
# Equality, diversity and inclusion at the NMC

2018–2019 at a glance



# Our register is very diverse

We want this diversity to be reflected in everything we do. Data reported between April 2018 and March 2019 shows us that:



## And things still aren't always equal...

Outcomes in fitness to practise cases are different for professionals on our register. For example:

3.8% ...of all midwife referrals were for people from black African ethnicity (they are 2.1% of the register).	12.7% ...of all nurse referrals were for people from the black African ethnic group (they are 6.8% of the register).
---	---

23%  
...of new concerns are about men, despite them being only 11% of the register.

20% of our professionals are from ethnic minority backgrounds, up from 18% last year.	4,457 (0.6%) of our professionals said their gender identity doesn't match the sex they were registered with at birth, up from 3,780 (0.5%) last year.	3.7% of professionals have a disability, down from 3.9% last year.
--	---	---

## Promoting equality, diversity and inclusion in our work

We value the diversity of the professionals on our register, our colleagues and the wider community we serve.

We set standards for a professional culture that values equality, diversity and inclusion and we are committed to taking action when these standards are not met.

Our Equality, diversity and inclusion framework sets out how we plan to achieve our aims and fulfil our responsibilities in this area. It looks at five key areas: **leadership, policy, communication, evidence** and **people**.

## What did we accomplish in 2018–2019?

- We analysed our revalidation data to understand where ethnic minorities are represented in different work environments.
- We submitted data to Business in the Community (BITC) for a thorough audit of our EDI policies and practices on race.
- We launched our Public Support Service (PSS) to ensure people to have equal access to all our services.
- We improved processes for people with disabilities and trans people who interact with us.
- We moved up from 357th place to 215th place on the Stonewall Workplace Equality Index.
- We modernised our Health and Character guidance for employers and professionals on our register regarding disclosure of disability related conditions.
- We incorporated feedback from nurses, midwives and organisations representing diverse views to change our overseas processes.
- We increased membership in our LGBT+ and Cultural staff networks and launched a Workaround staff network that challenges ideas about disabilities.
- We included a stronger EDI focus as we developed our Future Nurse standards of education.

**Read our Equality, diversity and inclusion report to find out more.**  
**[nmc.org.uk/edi-report](https://nmc.org.uk/edi-report)**

## Looking ahead

What do you think our equality, diversity and inclusion priorities should be?  
Send your thoughts to [equality@nmc-uk.org](mailto:equality@nmc-uk.org)

### For example:

- Continue to tackle disproportionate outcomes for ethnic minority professionals on our register who go through fitness to practise
- Embed EDI as we develop our 2020–25 strategy
- Increase the involvement of diverse stakeholders in our work.