

Diversity data

2018–2019

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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 698,237 nurses and midwives who were on our register on 31 March 2019. Compared to last year's report there are 7,959 more nurses and midwives on the register.

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

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

Please note that the percentages shown are column percentages i.e. for each registration type, they show what proportion are in a particular demographic group.

The age groups reported in this report are different to last year's (2017-2018). For example this report shows age groups 20-29 years old, last year's report was 21-30.

Table 1: Breakdown of nurses, midwives, dual registrants and nursing associates on the register

| Midwife | Nurse | Dual registrant | Nursing associate | Total |
|---------|---------|-----------------|-------------------|----------------|
| 36,916 | 653,544 | 7,288 | 489 | 698,237 |
| 5.3% | 93.6% | 1.0% | 0.1% | 100.0% |

Table 2: Age group (numbers and percentages)

| Age Group | Midwife | Nurse | Dual | Nursing associate | Total |
|-----------|------------------|--------------------|------------------|-------------------|----------------------------|
| Under 21 | - | 1 (<0.1%) | - | - | 1 (<0.1%) |
| 21 - 30 | 7,099 (19.2%) | 91,568 (14.0%) | 545 (7.5%) | 161 (32.9%) | 99,373 (14.2%) |
| 31 - 40 | 9,871 (26.7%) | 142,858 (21.9%) | 1,390 (19.1%) | 156 (31.9%) | 154,275 (22.1%) |
| 41 - 50 | 8,391 (22.7%) | 174,706 (26.7%) | 1,830 (25.1%) | 121 (24.7%) | 185,048 (26.5%) |
| 51 - 60 | 9,465 | 185,449 | 2,895 | 49 | 197,858 |

| | | | | | |
|--------------|-----------------|------------------|---------------|-------------|--------------------------|
| | (25.6%) | (28.4%) | (39.7%) | (10.0%) | (28.3%) |
| 61 and over | 2,090 (5.7%) | 58,961 (9.0%) | 628 (8.6%) | 2 (0.4%) | 61,681 (8.8%) |
| Unknown | - | 1 (<0.1%) | - | - | 1 (<0.1%) |
| Total | 36,916 | 653,544 | 7,288 | 489 | 698,237 |

Table 3: Disability (numbers and percentages)

| Disability | Midwife | Nurse | Dual | Nursing associate | Total |
|-------------------|-------------------|--------------------|------------------|--------------------------|--------------------|
| No | 34,395 (93.2%) | 596,612 (91.3%) | 6,792 (93.2%) | 463 (94.7%) | 638,262 (91.4%) |
| Yes | 1,349 (3.7%) | 24,167 (3.7%) | 249 (3.4%) | 17 (3.5%) | 25,782 (3.7%) |
| Unknown | 1,172 (3.2%) | 32,765 (5.0%) | 247 (3.4%) | 9 (1.8%) | 34,193 (4.9%) |
| Total | 36,916 | 653,544 | 7,288 | 489 | 698,237 |

Table 4: Ethnic group (numbers and percentages)

| Ethnic group | Midwife | Nurse | Dual | Nursing associate | Total |
|-----------------------------|----------------|------------------|------------------|--------------------------|--------------------------|
| Asian - Asian - Indian | 217 (0.6%) | 22,543 (3.4%) | 62 (0.9%) | 10 (2.0%) | 22,832 (3.3%) |
| Asian - Asian - Pakistani | 179 (0.5%) | 3,388 (0.5%) | 21 (0.3%) | 3 (0.6%) | 3,591 (0.5%) |
| Asian - Asian - Bangladeshi | 55 (0.1%) | 925 (0.1%) | 5 (0.1%) | 1 (0.2%) | 986 (0.1%) |
| Asian - Asian - Chinese | 101 (0.3%) | 2,258 (0.3%) | 37 (0.5%) | - | 2,396 (0.3%) |
| Asian - other background | 127 (0.3%) | 29,175 (4.5%) | 54 (0.7%) | 23 (4.7%) | 29,379 (4.2%) |
| Black African | 772 (2.1%) | 44,548 (6.8%) | 1,091 (15.0%) | 23 (4.7%) | 46,434 (6.7%) |

| | | | | | |
|--|-------------------|--------------------|------------------|----------------|----------------------------------|
| Black Caribbean | 631 (1.7%) | 9,491 (1.5%) | 327 (4.5%) | 13 (2.7%) | 10,462 (1.5%) |
| Black - other background | 42 (0.1%) | 1,209 (0.2%) | 20 (0.3%) | - | 1,271 (0.2%) |
| Mixed - White and Asian | 133 (0.4%) | 2,074 (0.3%) | 28 (0.4%) | 1 (0.2%) | 2,236 (0.3%) |
| Mixed - White and black African | 72 (0.2%) | 1,982 (0.3%) | 25 (0.3%) | 3 (0.6%) | 2,082 (0.3%) |
| Mixed - White and black Caribbean | 459 (1.2%) | 6,909 (1.1%) | 77 (1.1%) | 4 (0.8%) | 7,449 (1.1%) |
| Mixed - other background | 146 (0.4%) | 2,550 (0.4%) | 28 (0.4%) | 2 (0.4%) | 2,726 (0.4%) |
| White - English/ Welsh/ Scottish/ Northern Irish | 31,153 (84.4%) | 454,836 (69.6%) | 4,625 (63.5%) | 376 (76.9%) | 490,990 (70.3%) |
| White - Irish | 658 (1.8%) | 12,509 (1.9%) | 239 (3.3%) | - | 13,406 (1.9%) |
| White - Gypsy or Irish Traveller | 11 (<0.1%) | 274 (<0.1%) | 5 (0.1%) | - | 290 (<0.1%) |
| White - other background | 1,531 (4.1%) | 30,887 (4.7%) | 454 (6.2%) | 22 (4.5%) | 32,894 (4.7%) |
| Any other ethnic group | 153 (0.4%) | 6,246 (1.0%) | 36 (0.5%) | 3 (0.6%) | 6,438 (0.9%) |
| Prefer not to say | 402 (1.1%) | 13,066 (2.0%) | 138 (1.9%) | 5 (1.0%) | 13,611 (1.9%) |
| Unknown | 74 (0.2%) | 8,674 (1.3%) | 16 (0.2%) | - | 8,764 (1.3%) |
| Total | 36,916 | 653,544 | 7,288 | 489 | 698,237 |

Table 5: Gender on the register (numbers and percentages)

| | Midwife | Nurse | Dual | Nursing associate | Total |
|--------|-------------------|--------------------|------------------|--------------------------|----------------------------------|
| Female | 36,808 (99.7%) | 579,315 (88.6%) | 7,221 (99.1%) | 435 (89.0%) | 623,779 (89.3%) |

| | | | | | |
|--------------|---------------|-------------------|--------------|---------------|---------------------------|
| Male | 106 (0.3%) | 74,204 (11.4%) | 67 (0.9%) | 54 (11.0%) | 74,431 (10.7%) |
| Unknown | 2 (<0.1%) | 25 (<0.1%) | - | - | 27 (<0.1%) |
| Total | 36,916 | 653,544 | 7,288 | 489 | 698,237 |

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 6: Gender identity (numbers and percentages)

| | Midwife | Nurse | Dual | Nursing associate | Total |
|-------------------|-------------------|--------------------|------------------|--------------------------|----------------------------|
| No | 148 (0.4%) | 4,255 (0.7%) | 52 (0.7%) | 2 (0.4%) | 4,457 (0.6%) |
| Yes | 35,702 (96.7%) | 616,609 (94.3%) | 6,982 (95.8%) | 484 (99.0%) | 659,777 (94.5%) |
| Prefer not to say | 906 (2.5%) | 22,608 (3.5%) | 223 (3.1%) | 3 (0.6%) | 23,740 (3.4%) |
| Unknown | 160 (0.4%) | 10,072 (1.5%) | 31 (0.4%) | - | 10,263 (1.5%) |
| Total | 36,916 | 653,544 | 7,288 | 489 | 698,237 |

Table 7: Religion or belief (numbers and percentages)

| | Midwife | Nurse | Dual | Nursing associate | Total |
|-----------|-------------------|--------------------|------------------|--------------------------|----------------------------|
| Buddhist | 154 (0.4%) | 4,267 (0.7%) | 37 (0.5%) | 1 (0.2%) | 4,459 (0.6%) |
| Christian | 20,609 (55.8%) | 404,093 (61.8%) | 5,229 (71.7%) | 263 (53.8%) | 430,194 (61.6%) |
| Hindu | 89 (0.2%) | 6,788 (1.0%) | 44 (0.6%) | 5 (1.0%) | 6,926 (1.0%) |
| Jewish | 128 (0.3%) | 736 (0.1%) | 10 (0.1%) | 1 (0.2%) | 875 (0.1%) |
| Muslim | 590 (1.6%) | 9,832 (1.5%) | 136 (1.9%) | 10 (2.0%) | 10,568 (1.5%) |

| | | | | | |
|-------------------|-------------------|--------------------|------------------|----------------|----------------------------|
| Sikh | 77 (0.2%) | 1,842 (0.3%) | 16 (0.2%) | - | 1,935 (0.3%) |
| Other | 577 (1.6%) | 11,765 (1.8%) | 103 (1.4%) | 11 (2.2%) | 12,456 (1.8%) |
| None | 12,382 (33.5%) | 157,846 (24.2%) | 1,273 (17.5%) | 184 (37.6%) | 171,685 (24.6%) |
| Prefer not to say | 2,232 (6.0%) | 47,645 (7.3%) | 424 (5.8%) | 14 (2.9%) | 50,315 (7.2%) |
| Unknown | 78 (0.2%) | 8,730 (1.3%) | 16 (0.2%) | - | 8,824 (1.3%) |
| Total | 36,916 | 653,544 | 7,288 | 489 | 698,237 |

Table 8: Sexual orientation (numbers and percentages)

| | Midwife | Nurse | Dual | Nursing associate | Total |
|--------------------------|-------------------|--------------------|------------------|--------------------------|----------------------------|
| Bisexual | 223 (0.6%) | 4,011 (0.6%) | 24 (0.3%) | 11 (2.2%) | 4,269 (0.6%) |
| Gay or Lesbian | 245 (0.7%) | 11,540 (1.8%) | 59 (0.8%) | 15 (3.1%) | 11,859 (1.7%) |
| Heterosexual or Straight | 34,572 (93.7%) | 585,087 (89.5%) | 6,813 (93.5%) | 448 (91.6%) | 626,920 (89.8%) |
| Prefer not to say | 1,801 (4.9%) | 44,220 (6.8%) | 376 (5.2%) | 15 (3.1%) | 46,412 (6.6%) |
| Unknown | 75 (0.2%) | 8,686 (1.3%) | 16 (0.2%) | - | 8,777 (1.3%) |
| Total | 36,916 | 653,544 | 7,288 | 489 | 698,237 |

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 4,353 new concerns where a case was opened between April 2018 and March 2019 and where the person referred was identified as being an NMC registrant.

We were not able to identify a registered nurse or midwife in 1,020 of the new cases raised with us. Some of those are cases we received at the end of the reporting period and where we will identify a nurse or midwife in 2019-2020. Others are cases where we do not have the authority to act because they do not relate to a registered nurse or midwife. The data in the charts below are for those individuals who had been identified as nurses or midwives by 31 March 2019.

The figures in this report are in line with the figures in the NMC annual fitness to practise report 2018-2019 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.

The definition of 'dual registrant' that we use here is different to the one used in our fitness to practise functions and reports. Here we are looking at all registration types which someone has, whereas fitness to practise look at the registration type which relates to the allegation – so a person may not appear as a dual registrant in the fitness to practise data that would in these reports.

It is also important to note that at the point when this data was extracted there were no nursing associates in fitness to practise proceedings –this is what we would expect, as the nursing associate register was only opened in January 2019.

Table 9: Age group

| | Midwife | % | Nurse | % | Dual | % | All | % |
|-------------|----------------|----------|--------------|----------|-------------|----------|--------------|--------------|
| 21 - 30 | 23 | 12.5% | 417 | 10.1% | 1 | 1.9% | 441 | 10.1% |
| 31 - 40 | 45 | 24.5% | 858 | 20.9% | 8 | 14.8% | 911 | 20.9% |
| 41 - 50 | 54 | 29.3% | 1,197 | 29.1% | 23 | 42.6% | 1,274 | 29.3% |
| 51 - 60 | 54 | 29.3% | 1,232 | 29.9% | 17 | 31.5% | 1,303 | 29.9% |
| 61 and over | 8 | 4.3% | 411 | 10.0% | 5 | 9.3% | 424 | 9.7% |

| | | | | | | | | |
|--------------|------------|-------------|--------------|-------------|-----------|-------------|--------------|-------------|
| Total | 184 | 100% | 4,115 | 100% | 54 | 100% | 4,353 | 100% |
|--------------|------------|-------------|--------------|-------------|-----------|-------------|--------------|-------------|

Table 10: Disability

| | Midwife | % | Nurse | % | Dual | % | All | % |
|-------------------|----------------|-------------|--------------|-------------|-------------|-------------|--------------|--------------|
| No | 164 | 89.1% | 3,562 | 86.6% | 50 | 92.6% | 3,776 | 86.7% |
| Yes | 13 | 7.1% | 220 | 5.3% | 2 | 3.7% | 235 | 5.4% |
| Prefer not to say | 6 | 3.3% | 219 | 5.3% | 2 | 3.7% | 227 | 5.2% |
| Unknown | 1 | 0.5% | 114 | 2.8% | - | - | 115 | 2.6% |
| Total | 184 | 100% | 4,115 | 100% | 54 | 100% | 4,353 | 100% |

Table 11: Ethnicity

| | Midwife | % | Nurse | % | Dual | % | All | % |
|--------------------------|----------------|----------|--------------|----------|-------------|----------|------------|--------------|
| Asian - Indian | 1 | 0.5% | 127 | 3.1% | 1 | 1.9% | 129 | 3.0% |
| Asian - Pakistani | 3 | 1.6% | 41 | 1.0% | - | - | 44 | 1.0% |
| Asian - Bangladeshi | - | - | 10 | 0.2% | - | - | 10 | 0.2% |
| Asian - Chinese | - | - | 14 | 0.3% | - | - | 14 | 0.3% |
| Asian - other background | 1 | 0.5% | 138 | 3.4% | - | - | 139 | 3.2% |
| Black African | 7 | 3.8% | 521 | 12.7% | 12 | 22.2% | 540 | 12.4% |
| Black Caribbean | 6 | 3.3% | 72 | 1.7% | 4 | 7.4% | 82 | 1.9% |
| Black - other background | - | - | 13 | 0.3% | - | - | 13 | 0.3% |
| Mixed - white and Asian | 1 | 0.5% | 17 | 0.4% | - | - | 18 | 0.4% |

| | | | | | | | | |
|---|------------|-------------|--------------|-------------|-----------|-------------|--------------|-----------------|
| Mixed - white and black African | - | - | 24 | 0.6% | 1 | 1.9% | 25 | 0.6% |
| Mixed - white and black Caribbean | 4 | 2.2% | 53 | 1.3% | 2 | 3.7% | 59 | 1.4% |
| Mixed - other background | 3 | 1.6% | 24 | 0.6% | - | - | 27 | 0.6% |
| White - English/ Welsh/ Scottish/ Northern Irish | 134 | 72.8% | 2,496 | 60.7% | 27 | 50.0% | 2,657 | 61.0% |
| White - Irish | 4 | 2.2% | 64 | 1.6% | 2 | 3.7% | 70 | 1.6% |
| White – Gypsy or Irish Traveller | - | - | - | - | 1 | 1.9% | 1 | <0.1% |
| White - other background | 10 | 5.4% | 211 | 5.1% | 2 | 3.7% | 223 | 5.1% |
| Any other ethnic group | 3 | 1.6% | 60 | 1.5% | - | - | 63 | 1.4% |
| Prefer not to say | 6 | 3.3% | 116 | 2.8% | 2 | 3.7% | 124 | 2.8% |
| Unknown | 1 | 0.5% | 114 | 2.8% | - | - | 115 | 2.6% |
| Total | 184 | 100% | 4,115 | 100% | 54 | 100% | 4,353 | 100% |

Table 12: Gender

| Gender | Midwife | % | Nurse | % | Dual | % | All | % |
|-------------------|---------|-------|-------|-------|------|-------|--------------|-----------------|
| Female | 178 | 96.7% | 3,130 | 76.1% | 52 | 96.3% | 3,360 | 77.2% |
| Male | 5 | 2.7% | 984 | 23.9% | 2 | 3.7% | 991 | 22.8% |
| Prefer not to say | 1 | 0.5% | - | - | - | - | 1 | <0.1% |
| Unknown | - | - | 1 | <0.1% | - | - | 1 | <0.1% |

| | | | | | | | | |
|--------------|------------|-------------|--------------|-------------|-----------|-------------|--------------|-------------|
| Total | 184 | 100% | 4,115 | 100% | 54 | 100% | 4,353 | 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 13: Gender identity

| | Midwife | % | Nurse | % | Dual | % | All | % |
|-------------------|----------------|-------------|--------------|-------------|-------------|-------------|--------------|--------------|
| No | - | - | 40 | 1.0% | 1 | 1.9% | 41 | 0.9% |
| Yes | 174 | 94.6% | 3,799 | 92.3% | 51 | 94.4% | 4,024 | 92.4% |
| Prefer not to say | 9 | 4.9% | 162 | 3.9% | 2 | 3.7% | 173 | 4.0% |
| Unknown | 1 | 0.5% | 114 | 2.8% | - | - | 115 | 2.6% |
| Total | 184 | 100% | 4,115 | 100% | 54 | 100% | 4,353 | 100% |

Table 14: Religion or belief

| | Midwife | % | Nurse | % | Dual | % | All | % |
|-------------------|----------------|-------------|--------------|-------------|-------------|-------------|--------------|-------------|
| Buddhist | - | - | 35 | 0.9% | - | - | 35 | 0.8% |
| Christian | 94 | 51.1% | 2,532 | 61.5% | 45 | 83.3% | 2,671 | 61.4% |
| Hindu | 1 | 0.5% | 47 | 1.1% | 1 | 1.9% | 49 | 1.1% |
| Jewish | 1 | 0.5% | 7 | 0.2% | - | - | 8 | 0.2% |
| Muslim | 5 | 2.7% | 93 | 2.3% | - | - | 98 | 2.3% |
| Sikh | 2 | 1.1% | 18 | 0.4% | - | - | 20 | 0.5% |
| Other | 5 | 2.7% | 93 | 2.3% | 1 | 1.9% | 99 | 2.3% |
| None | 61 | 33.2% | 854 | 20.8% | 4 | 7.4% | 919 | 21.1% |
| Prefer not to say | 14 | 7.6% | 319 | 7.8% | 3 | 5.6% | 336 | 7.7% |
| Unknown | 1 | 0.5% | 117 | 2.8% | - | - | 118 | 2.7% |
| Total | 184 | 100% | 4,115 | 100% | 54 | 100% | 4,353 | 100% |

Table 15: Sexual orientation

| | Midwife | Nurse | Dual | All |
|--------------------------|----------------|--------------|-------------|--------------|
| Bisexual | 1.1% | 1.1% | - | 1.1% |
| Gay or Lesbian | 1.6% | 3.2% | - | 3.1% |
| Heterosexual or Straight | 91.3% | 85.5% | 96.3% | 85.9% |
| Prefer not to say | 5.4% | 7.4% | 3.7% | 7.3% |
| Unknown | 0.5% | 2.8% | - | 2.7% |
| Total | 100% | 100% | 100% | 100% |

Interim Orders

IONN Interim order not necessary

ICPO Interim conditions of practice order

ISO Interim suspensions order

Table 16: Age

| | 21 – 30 | % | 31 - 40 | % | 41 - 50 | % | 51 – 60 | % | 61 and over | % | Total | % |
|--------------|----------------|-------------|----------------|-------------|----------------|-------------|----------------|-------------|--------------------|-------------|--------------|--------------|
| IONN | 2 | 3.8% | 17 | 13.4% | 20 | 13.8% | 20 | 11.2% | 10 | 13.9% | 69 | 12.0% |
| ICPO | 25 | 47.2% | 54 | 42.5% | 62 | 42.8% | 93 | 52.2% | 34 | 47.2% | 268 | 46.6% |
| ISO | 26 | 49.1% | 56 | 44.1% | 63 | 43.4% | 65 | 36.5% | 28 | 38.9% | 238 | 41.4% |
| Total | 53 | 100% | 127 | 100% | 145 | 100% | 178 | 100% | 72 | 100% | 575 | 100% |

Table 17: Disability

| | No | % | Yes | % | Prefer not to say | % | Unknown | % | Total | % |
|--------------|------------|-------------|------------|-------------|--------------------------|-------------|----------------|-------------|--------------|--------------|
| IONN | 61 | 12.9% | 3 | 7.9% | 4 | 8.7% | 1 | 5.6% | 69 | 12.0% |
| ICPO | 217 | 45.9% | 20 | 52.6% | 29 | 63.0% | 2 | 11.1% | 268 | 46.6% |
| ISO | 195 | 41.2% | 15 | 39.5% | 13 | 28.3% | 15 | 83.3% | 238 | 41.4% |
| Total | 473 | 100% | 38 | 100% | 46 | 100% | 18 | 100% | 575 | 100% |

Table 18: Ethnicity

| | Asian | % | Black | % | Mixed | % | White | % | Other | % | Prefer not to say / unknown | % | Total | % |
|--------------|-----------|-------------|-----------|-------------|-----------|-------------|------------|-------------|-----------|-------------|-----------------------------|-------------|------------|--------------|
| IONN | 5 | 13.5% | 18 | 18.2% | 2 | 12.5% | 36 | 9.8% | 3 | 25.0% | 5 | 11.9% | 69 | 12.0% |
| ICPO | 20 | 54.1% | 47 | 47.5% | 7 | 43.8% | 176 | 47.7% | 5 | 41.7% | 13 | 31.0% | 268 | 46.6% |
| ISO | 12 | 32.4% | 34 | 34.3% | 7 | 43.8% | 157 | 42.5% | 4 | 33.3% | 24 | 57.1% | 238 | 41.4% |
| Total | 37 | 100% | 99 | 100% | 16 | 100% | 369 | 100% | 12 | 100% | 42 | 100% | 575 | 100% |

Table 19: Gender

| | Female | % | Male | % | Total | % |
|--------------|------------|-------------|------------|-------------|------------|--------------|
| IONN | 47 | 11.6% | 22 | 13.0% | 69 | 12.0% |
| ICPO | 199 | 49.0% | 69 | 40.8% | 268 | 46.6% |
| ISO | 160 | 39.4% | 78 | 46.2% | 238 | 41.4% |
| Total | 406 | 100% | 169 | 100% | 575 | 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 20: 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 |
|--------------|-----------|------------|--------------------------|----------------|--------------|
| IONN | 1 | 64 | 3 | 1 | 69 |
| ICPO | 2 | 248 | 16 | 2 | 268 |
| ISO | 4 | 213 | 6 | 15 | 238 |
| Total | 7 | 525 | 25 | 18 | 575 |

Table 21: Religion or belief

| | Buddhist | Christian | Hindu | Jewish | Muslim | Sikh | Other | None | Prefer not to say | Unknown | Total |
|--------------|-----------------|------------------|--------------|---------------|---------------|-------------|--------------|-------------|--------------------------|----------------|--------------|
| IONN | - | 51 | 1 | - | 2 | - | - | 9 | 5 | 1 | 69 |
| ICPO | 1 | 181 | 1 | - | 3 | 4 | 6 | 43 | 27 | 2 | 268 |
| ISO | 2 | 140 | 3 | 1 | 6 | 2 | 3 | 48 | 17 | 16 | 238 |
| Total | 3 | 372 | 5 | 1 | 11 | 6 | 9 | 100 | 49 | 19 | 575 |

Table 22: Sexual orientation

| | Bisexual | Gay or Lesbian | Heterosexual or Straight | Prefer not to say | Unknown | Total |
|--------------|-----------------|-----------------------|---------------------------------|--------------------------|----------------|--------------|
| IONN | 1 | 2 | 59 | 6 | 1 | 69 |
| ICPO | 3 | 7 | 230 | 26 | 2 | 268 |
| ISO | 2 | 13 | 187 | 20 | 16 | 238 |
| Total | 6 | 22 | 476 | 52 | 19 | 575 |

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 outcomes:

- No case to answer (NCTA) – separated into facts not proved and no further action
- No case to answer – Advice issued
- No case to answer – Warning issued
- Case to answer - Undertakings
- Case to answer (CTA) referred to a hearing

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 of people had what outcome.

Table 23: Age (numbers and percentages)

| Decisions | 21 - 30 | 31 - 40 | 41 - 50 | 51 - 60 | 61 and over | Total |
|------------------------------|----------------|----------------|----------------|----------------|--------------------|------------------------------|
| NCTA – Facts not proved | 24 (20.0%) | 44 (15.9%) | 87 (18.4%) | 102 (18.6%) | 40 (18.1%) | 297 (18.1%) |
| NCTA – No further action | 45 (37.5%) | 125 (45.3%) | 177 (37.3%) | 223 (40.8%) | 96 (43.4%) | 666 (40.7%) |
| NCTA – Advice issued | - | 2 (0.7%) | 2 (0.4%) | 7 (1.3%) | 1 (0.5%) | 12 (0.7%) |
| NCTA – Warning issued | 8 (6.7%) | 19 (6.9%) | 35 (7.4%) | 33 (6.0%) | 7 (3.2%) | 102 (6.2%) |
| CTA – Recommend Undertakings | 3 (2.5%) | 9 (3.3%) | 11 (2.3%) | 14 (2.6%) | 4 (1.8%) | 41 (2.5%) |
| CTA – Refer to FtP committee | 40 (33.3%) | 77 (27.9%) | 162 (34.2%) | 168 (30.7%) | 73 (33.0%) | 520 (31.7%) |
| Total | 120 | 276 | 474 | 547 | 221 | 1,638 |

Table 24: Disability (numbers and percentages)

| Decision | No | Yes | Prefer not to say | Unknown | Total |
|------------------------------|----------------|---------------|--------------------------|----------------|------------------------------|
| NCTA – Facts not proved | 242 (18.0%) | 25 (20.7%) | 16 (17.2%) | 14 (17.1%) | 297 (18.1%) |
| NCTA – No further action | 568 (42.3%) | 39 (32.2%) | 46 (49.5%) | 13 (15.9%) | 666 (40.7%) |
| NCTA – Advice issued | 12 (0.9%) | - | - | - | 12 (0.7%) |
| NCTA – Warning issued | 89 (6.6%) | 6 (5.0%) | 4 (4.3%) | 3 (3.7%) | 102 (6.2%) |
| CTA – Recommend Undertakings | 31 (2.3%) | 7 (5.8%) | 2 (2.2%) | 1 (1.2%) | 41 (2.5%) |
| CTA – Refer to FtP committee | 400 (29.8%) | 44 (36.4%) | 25 (26.9%) | 51 (62.2%) | 520 (31.7%) |
| Total | 1,342 | 121 | 93 | 82 | 1,638 |

Table 25: Ethnicity (numbers and 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 – Facts not proved | 19 (16.7%) | 48 (16.6%) | 6 (11.5%) | 195 (19.0%) | 5 (17.9%) | 24 (18.6%) | 297 (18.1%) |
| NCTA – No further action | 54 (47.4%) | 132 (45.5%) | 25 (48.1%) | 414 (40.4%) | 11 (39.3%) | 30 (23.3%) | 666 (40.7%) |
| NCTA – Advice issued | 2 (1.8%) | 1 (0.3%) | 1 (1.9%) | 8 (0.8%) | - | - | 12 (0.7%) |
| NCTA – Warning issued | 5 (4.4%) | 22 (7.6%) | 4 (7.7%) | 60 (5.9%) | 2 (7.1%) | 9 (7.0%) | 102 (6.2%) |
| CTA – Recommend Undertakings | 1 (0.9%) | 9 (3.1%) | 1 (1.9%) | 29 (2.8%) | - | 1 (0.8%) | 41 (2.5%) |
| CTA – Refer to FtP committee | 33 (28.9%) | 78 (26.9%) | 15 (28.8%) | 319 (31.1%) | 10 (35.7%) | 65 (50.4%) | 520 (31.7%) |
| Total | 114 | 290 | 52 | 1,025 | 28 | 129 | 1,638 |

Table 26: Gender (numbers and percentages)

| Decision | Female | % | Male | % | Total | % |
|------------------------------|---------------|-------------|-------------|-------------|--------------|--------------|
| NCTA – Facts not proved | 207 | 17.4% | 90 | 20.1% | 297 | 18.1% |
| NCTA – No further action | 504 | 42.3% | 162 | 36.2% | 666 | 40.7% |
| NCTA – Advice issued | 8 | 0.7% | 4 | 0.9% | 12 | 0.7% |
| NCTA – Warning issued | 74 | 6.2% | 28 | 6.3% | 102 | 6.2% |
| CTA – Recommend Undertakings | 35 | 2.9% | 6 | 1.3% | 41 | 2.5% |
| CTA – Refer to FtP committee | 363 | 30.5% | 157 | 35.1% | 520 | 31.7% |
| Total | 1,191 | 100% | 447 | 100% | 1,638 | 100% |

Table 27: 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 – Facts not proved | 2 | 271 | 10 | 14 | 297 |
| NCTA – No further action | 7 | 621 | 25 | 13 | 666 |
| NCTA – Advice issued | 1 | 11 | - | - | 12 |
| NCTA – Warning issued | 1 | 90 | 8 | 3 | 102 |
| CTA – Recommend Undertakings | - | 38 | 2 | 1 | 41 |
| CTA – Refer to FtP committee | 5 | 448 | 16 | 51 | 520 |
| Total | 16 | 1,479 | 61 | 82 | 1,638 |

Table 28: Religion or belief

| Decision | Buddhist | Christian | Hindu | Jewish | Muslim | Sikh | Other | None | Prefer not to say | Unknown | Total |
|--------------------------|----------|-----------|-------|--------|--------|------|-------|------|-------------------|---------|------------|
| NCTA – Facts not proved | - | 193 | 2 | 1 | 6 | - | 8 | 44 | 27 | 16 | 297 |
| NCTA – No further action | 9 | 436 | 12 | 1 | 7 | 3 | 18 | 114 | 53 | 13 | 666 |

| | | | | | | | | | | | |
|------------------------------|-----------|--------------|-----------|----------|-----------|----------|-----------|------------|------------|-----------|--------------|
| NCTA – Advice issued | - | 9 | - | - | - | - | - | 3 | - | - | 12 |
| NCTA – Warning issued | - | 56 | 1 | - | 2 | 1 | 2 | 28 | 8 | 4 | 102 |
| CTA – Recommend Undertakings | 1 | 25 | - | - | - | 1 | 1 | 9 | 3 | 1 | 41 |
| CTA – Refer to FtP committee | 7 | 323 | 6 | 1 | 9 | 2 | 7 | 78 | 33 | 54 | 520 |
| Total | 17 | 1,042 | 21 | 3 | 24 | 7 | 36 | 276 | 124 | 88 | 1,638 |

Table 29: Sexual orientation

| Decision | Bisexual | Gay or Lesbian | Heterosexual or Straight | Prefer not to say | Unknown | Total |
|--------------------------|----------|----------------|--------------------------|-------------------|---------|------------|
| NCTA – Facts not proved | 1 | 10 | 251 | 21 | 14 | 297 |
| NCTA – No further action | 3 | 17 | 575 | 58 | 13 | 666 |
| NCTA – Advice issued | - | - | 11 | 1 | - | 12 |
| NCTA – Warning issued | - | 3 | 84 | 11 | 4 | 102 |
| CTA – Recommend | 1 | 1 | 33 | 5 | 1 | 41 |

| | | | | | | |
|------------------------------|-----------|-----------|--------------|------------|-----------|--------------|
| Undertakings | | | | | | |
| CTA – Refer to FtP committee | 6 | 19 | 402 | 42 | 51 | 520 |
| Total | 11 | 50 | 1,356 | 138 | 83 | 1,638 |

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 30: Age (numbers and percentages)

| Outcome | 21 - 30 | % | 31 - 40 | % | 41 - 50 | % | 51 - 60 | % | 61 and over | % | Total | % |
|----------------|----------------|-------------|----------------|-------------|----------------|-------------|----------------|-------------|--------------------|-------------|--------------|--------------|
| FNP | - | - | 3 | 2.6% | 9 | 4.4% | 5 | 2.3% | - | - | 17 | 2.6% |
| FTPNI | 6 | 12.0% | 12 | 10.3% | 27 | 13.2% | 38 | 17.8% | 12 | 15.8% | 95 | 14.4% |
| CO | 2 | 4.0% | 8 | 6.9% | 20 | 9.8% | 24 | 11.2% | 3 | 3.9% | 57 | 8.6% |
| CPO | 11 | 22.0% | 12 | 10.3% | 33 | 16.1% | 36 | 16.8% | 7 | 9.2% | 99 | 15.0% |
| SO | 21 | 42.0% | 39 | 33.6% | 72 | 35.1% | 72 | 33.6% | 27 | 35.5% | 231 | 34.9% |
| SOO | 10 | 20.0% | 42 | 36.2% | 44 | 21.5% | 39 | 18.2% | 27 | 35.5% | 162 | 24.5% |
| Total | 50 | 100% | 116 | 100% | 205 | 100% | 214 | 100% | 76 | 100% | 661 | 100% |

Table 31: Disability (numbers and percentages)

| Outcome | No | % | Yes | % | Prefer not to say | % | Unknown | % | Total | Total |
|----------------|------------|-------------|------------|-------------|--------------------------|-------------|----------------|-------------|--------------|--------------|
| FNP | 16 | 3.4% | 1 | 1.7% | - | - | - | - | 17 | 2.6% |
| FTPNI | 84 | 17.7% | 6 | 10.3% | 2 | 5.4% | 3 | 3.3% | 95 | 14.4% |
| CO | 48 | 10.1% | 5 | 8.6% | 4 | 10.8% | - | - | 57 | 8.6% |
| CPO | 63 | 13.3% | 15 | 25.9% | 7 | 18.9% | 14 | 15.2% | 99 | 15.0% |
| SO | 157 | 33.1% | 20 | 34.5% | 14 | 37.8% | 40 | 43.5% | 231 | 34.9% |
| SOO | 106 | 22.4% | 11 | 19.0% | 10 | 27.0% | 35 | 38.0% | 162 | 24.5% |
| Total | 474 | 100% | 58 | 100% | 37 | 100% | 92 | 100% | 661 | 100% |

Table 32: Ethnicity (numbers and percentages)

| Outcome | Asian | Black | Mixed | White | Other | Prefer not to say / Unknown | Total |
|----------------|---------------|---------------|---------------|----------------|--------------|------------------------------------|------------------------------|
| FNP | 2 (3.6%) | 3 (2.9%) | - | 10 (2.9%) | 1 (5.9%) | 1 (0.8%) | 17 (2.6%) |
| FTPNI | 14 (25.0%) | 15 (14.7%) | 2 (9.5%) | 56 (16.4%) | 2 (11.8%) | 6 (4.8%) | 95 (14.4%) |
| CO | 11 (19.6%) | 12 (11.8%) | 1 (4.8%) | 27 (7.9%) | 2 (11.8%) | 4 (3.2%) | 57 (8.6%) |
| CPO | 6 (10.7%) | 12 (11.8%) | 4 (19.0%) | 48 (14.1%) | 8 (47.1%) | 21 (16.9%) | 99 (15.0%) |
| SO | 16 (28.6%) | 33 (32.4%) | 11 (52.4%) | 120 (35.2%) | 2 (11.8%) | 49 (39.5%) | 231 (34.9%) |

| | | | | | | | |
|--------------|--------------|---------------|--------------|---------------|--------------|---------------|------------------------------|
| SOO | 7 (12.5%) | 27 (26.5%) | 3 (14.3%) | 80 (23.5%) | 2 (11.8%) | 43 (34.7%) | 162 (24.5%) |
| Total | 56 | 102 | 21 | 341 | 17 | 124 | 661 |

Table 33: Gender (numbers and percentages)

| Outcome | Female | % | Male | % | Total | % |
|----------------|---------------|-------------|-------------|-------------|--------------|--------------|
| FNP | 15 | 3.3% | 2 | 1.0% | 17 | 2.6% |
| FTPNI | 68 | 14.8% | 27 | 13.3% | 95 | 14.4% |
| CO | 40 | 8.7% | 17 | 8.4% | 57 | 8.6% |
| CPO | 72 | 15.7% | 27 | 13.3% | 99 | 15.0% |
| SO | 168 | 36.7% | 63 | 31.0% | 231 | 34.9% |
| SOO | 95 | 20.7% | 67 | 33.0% | 162 | 24.5% |
| Total | 458 | 100% | 203 | 100% | 661 | 100% |

Table 34: 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?'

| Outcome | No | Yes | Prefer not to say | Unknown | Total |
|----------------|-----------|------------|--------------------------|----------------|--------------|
| FNP | 1 | 15 | 1 | - | 17 |
| FTPNI | - | 89 | 3 | 3 | 95 |
| CO | 1 | 55 | 1 | - | 57 |
| CPO | - | 82 | 3 | 14 | 99 |
| SO | 3 | 179 | 9 | 40 | 231 |
| SOO | 1 | 119 | 7 | 35 | 162 |
| Total | 6 | 539 | 24 | 92 | 661 |

Table 35: Religion or belief

| Outcome | Buddhist | Christian | Hindu | Jewish | Muslim | Sikh | Others | None | Prefer not to say | Unknown | Total |
|--------------|----------|------------|-----------|----------|-----------|----------|-----------|-----------|-------------------|-----------|------------|
| FNP | - | 9 | - | - | 1 | - | 1 | 5 | 1 | - | 17 |
| FTPNI | 1 | 65 | 1 | - | 1 | - | 4 | 12 | 8 | 3 | 95 |
| CO | 2 | 37 | 1 | - | 3 | 3 | 1 | 8 | 2 | - | 57 |
| CPO | - | 61 | - | - | 4 | - | 4 | 11 | 5 | 14 | 99 |
| SO | 3 | 131 | 4 | - | 2 | - | 3 | 31 | 14 | 43 | 231 |
| SOO | 1 | 84 | 4 | - | 1 | - | 4 | 20 | 10 | 38 | 162 |
| Total | 7 | 387 | 10 | - | 12 | 3 | 17 | 87 | 40 | 98 | 661 |

Table 36: Sexual orientation

| Outcome | Bisexual | Gay or Lesbian | Heterosexual or Straight | Prefer not to say | Unknown | Total |
|--------------|----------|----------------|--------------------------|-------------------|-----------|------------|
| FNP | - | 1 | 14 | 2 | - | 17 |
| FTPNI | 1 | 4 | 80 | 7 | 3 | 95 |
| CO | - | 1 | 53 | 3 | - | 57 |
| CPO | 1 | 2 | 74 | 8 | 14 | 99 |
| SO | 1 | 2 | 170 | 18 | 40 | 231 |
| SOO | - | 5 | 108 | 14 | 35 | 162 |
| Total | 3 | 15 | 499 | 52 | 92 | 661 |

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 37: Gender

| | Number | % |
|---------------------------|------------|-------------|
| Female | 261 | 68.2% |
| Male | 106 | 27.7% |
| Unknown/prefer not to say | 16 | 4.2% |
| Total | 383 | 100% |

Table 38: Ethnicity

| | Number | % |
|---------------------------|------------|-------------|
| Black | 15 | 3.9% |
| Asian | 17 | 4.4% |
| Mixed | 10 | 2.6% |
| White | 319 | 83.3% |
| Other | 5 | 1.3% |
| Unknown/prefer not to say | 17 | 4.4% |
| Total | 383 | 100% |

Table 39: Sexual orientation

| | Number | % |
|---------------------------|------------|-------------|
| Bisexual | 3 | 0.8% |
| Gay/Lesbian | 17 | 4.4% |
| Heterosexual | 333 | 86.7% |
| Other | - | - |
| Unknown/prefer not to say | 30 | 7.8% |
| Total | 383 | 100% |

Table 40: Age

| | Number | % |
|---------------------------|------------|-------------|
| 18-30 | 3 | 0.8% |
| 31-40 | 23 | 6.0% |
| 41-50 | 73 | 19.1% |
| 51-60 | 163 | 42.6% |
| 60+ | 109 | 28.5% |
| Unknown/prefer not to say | 12 | 3.1% |
| Total | 383 | 100% |