

Equality and Diversity Annual Report

1 April 2013 to 31 March 2014

Foreword

We are pleased to introduce our equality and diversity (E&D) annual report. The report details our progress, demonstrating our achievements over the last year, and how we plan to build on these in 2015.

It is important that we keep focused on our role and deliver our E&D outcomes to a high standard. Our equality objectives action plan is outcome focused and outlines our key priorities.

We are grateful to those who assisted in the development of our equality objectives action plan. We will continue to engage with others to help inform our E&D activities as they progress.

Executive summary

- 1 The aim of this report is to summarise our progress in relation to our equality objectives.
- 2 The report includes monitoring information on our workforce profile, Fitness to Practice (FtP) cases and panel members, as well as nurses and midwives on our register.
- 3 In addition to outlining our achievements 2013 and 2014, the report also highlights our priorities for the year ahead.

Introduction

- 4 We are the independent regulator for nurses and midwives in England, Wales, Scotland and Northern Ireland. Our primary focus is to protect patients and the public through the effective regulation of nurses and midwives.
 - We set and promote standards of education, training, conduct and performance for nurses and midwives, maintaining and updating the register for those who have qualified and meet those standards.
 - We provide guidance to help nurses and midwives maintain and develop their skills and knowledge to uphold our professional standards.
 - We have fair and effective processes to investigate and deal with nurses and midwives who fall short of our standards. By doing this, we promote public confidence in nurses and midwives and in regulation.

Our legal duties

- 5 The Equality Act 2010 came into effect on 1 October 2010, replacing previous anti-discrimination laws and consolidating them into a single act. The Equality Act 2010 has introduced new measures which have direct implications on our functions and underpins the legal framework in which we operate. It informs our practices as an employer, a regulator, a charity and a service provider.

6 The Equality Act 2010 identifies nine equality groups. These are:

- age;
- disability;
- gender;
- gender reassignment;
- pregnancy and maternity;
- marriage and civil partnership;
- race;
- religion or belief; and
- sexual orientation.

7 In respect of these nine equality groups, section 149 of the Equality Act 2010 requires us to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between people from different groups.
- Foster good relations between people from different groups.

Equality objectives

8 We are required to publish information demonstrating our compliance with the Equality Act 2010. Our equality objectives action plan provides an overview of the actions we take in order to comply with the Equality Act 2010.

9 Our equality objectives are:

- Embedding diversity – we will further embed diversity in the delivery of our statutory functions.
- Leadership – our leaders will continue to actively champion equality, diversity and inclusion.
- Governance – we will establish effective governance processes to support the delivery of equality and inclusion.
- Staff – our staff will work in an environment where they are treated with dignity, fairness and respect.

- Service delivery – we will continue to deliver quality services relevant to the needs of a diverse community.

Key achievements

10 Our key achievements include:

- Developing and implementing our equality analysis toolkit. This is to identify, reduce and remove potential impacts on different groups of people throughout our policy development cycle and programme framework.
- Conducting equality analysis on a number of key projects and policies. This includes the recruitment of the Chair of the Council; the revised data protection policy; staff pay and grade review policy and the proposal to use FtP case examiners during our FtP procedures and new overseas competency testing.
- Updating our diversity questionnaire as the first step to improving the quality of E&D monitoring data.
- Reviewing the membership of our E&D steering group and their terms of reference.
- Improving our E&D training courses for the Council members and FtP panel members.
- Reviewing our HR policies including compassionate and special leave for staff, disciplinary and grievance, bullying and harassment and capability.
- Celebrating key diversity events and inviting external speakers for Black History Month and Movember.
- Developing stronger partnerships with external E&D organisations to identify and share best practice.

11 The table in Annexe one provides more detail on other key achievements and other E&D activities that were undertaken between 1 April 2013 and 31 March 2014.

Corporate commitment

12 Members of the Council, the Chief Executive and Registrar, the Executive Board, all members of staff and panels such as the FtP panel members, are required to comply with the Equality Act 2010.

13 Specific responsibilities are as follows:

- The Council is responsible for setting the strategic direction that supports the delivery of the equality objectives.

- The Executive Board is responsible for determining internal policies that support the delivery of the equality objectives.
- The Chief Executive is responsible for leading on the E&D agenda.
- The E&D steering group is responsible for monitoring progress against our equality objectives action plan and measuring performance against internal and external benchmarks.
- The Legislation Compliance team is responsible for driving forward the E&D agenda and providing support and guidance for our staff.

Analysing our data

Background

- 14 This document reports on our available E&D monitoring data for five key groups of individuals. This includes the following.
- Staff members who were employed by us between 1 April 2013 and 31 March 2014.
 - Appointed Council members on 31 March 2014.
 - Appointed FtP panel members on 31 March 2014.
 - Nurses and midwives who appeared on the register on 31 March 2014.
 - Nurses and midwives who were subject to FtP proceedings at various stages from 1 April 2013 to 31 March 2014.
- 15 The report includes data on age, disability, gender, ethnicity, religion/belief and sexual orientation.

Sources of data

- 16 The data included in this report comes from a number of our databases and the details of these are provided below:
- Staff members – data is held by the Human Resources (HR) team and is gathered using a monitoring questionnaire.
 - Council members – data is held by the Council Services team and is gathered using a monitoring questionnaire.
 - FtP panel members – data is held by the FtP Panel Support team and is gathered using a monitoring questionnaire.
 - Nurses and midwives (including FtP case data) – data for nurses and midwives, and hence also FtP cases, is captured on our register. The data on our register is collected through two routes: age and gender is collected at initial registration,

while ethnicity, disability, religion/belief and sexual orientation have historically been collected through a paper based questionnaire.

Analysis notes

- 17 We do not require our staff, FtP panel members, or registered nurses and midwives to provide E&D monitoring data. Individuals can choose not to provide this information by not completing a monitoring form, leaving questions blank, or indicating that they would 'prefer not to answer'. Therefore, in this report we hold a smaller data set for nurses and midwives than for NMC staff members and FtP panel members'.
- 18 In presenting the data in this report, percentages have been rounded to the nearest whole number. In a small number of cases, this means that the data can add up to more or less than 100 percent.

Improving our data

- 19 We are committed to improving the quality and completeness of our E&D monitoring data, for more effective reporting. We have reviewed the methods we use to collect data using advice from the Office of National Statistics, the Equality and Human Rights Commission (EHRC) and other best practice organisations. We also referenced the 2011 UK census to shape the language of the questionnaires.
- 20 We are currently in the process of integrating the new monitoring questionnaire with the online registration system. We expect this to increase the quality and completeness of our data.

Council member's profile

- 21 The profile shows the E&D data of council members who were appointed on 31 March 2014.
- 22 There were 12 council members.
- 23 42 percent of council members were between the ages of 50 and 59 (see figure 1).
- 24 92 percent of council members declared they did not have a disability and eight percent declared they had a disability (see figure 2).
- 25 75 percent of council members were female and 25 percent were male (see figure 3).
- 26 92 percent of council members confirmed they were of a white background¹ (see figure 4).
- 27 25 percent of council members confirmed they were Christian (see figure 5).
- 28 100 percent of council members said they were heterosexual (see figure 6).

¹ This group included White English, Scottish, Northern Irish, British, Irish and other White background.

Figure 1: Breakdown by age

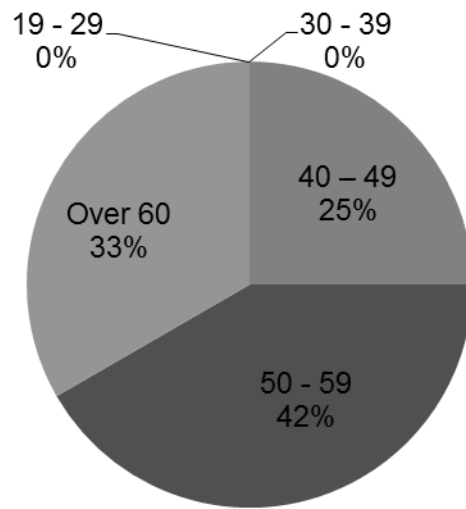


Figure 2: Breakdown by disability

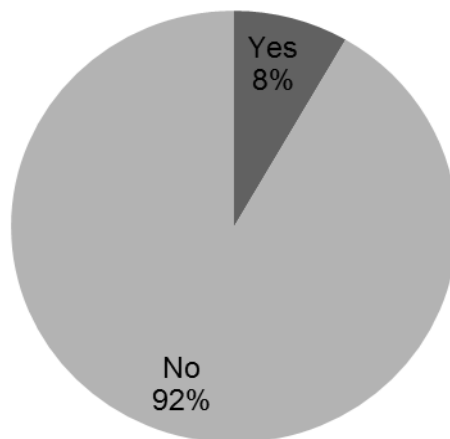


Figure 3: Breakdown by gender

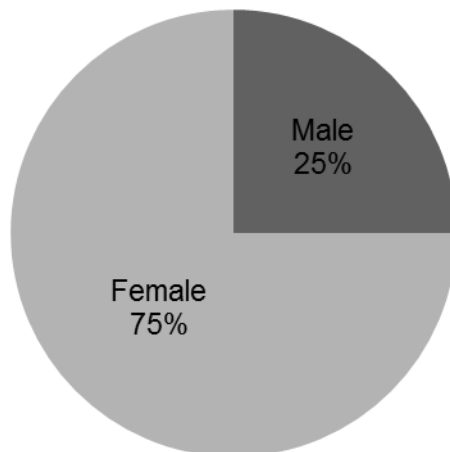


Figure 4: Breakdown by race (ethnicity)

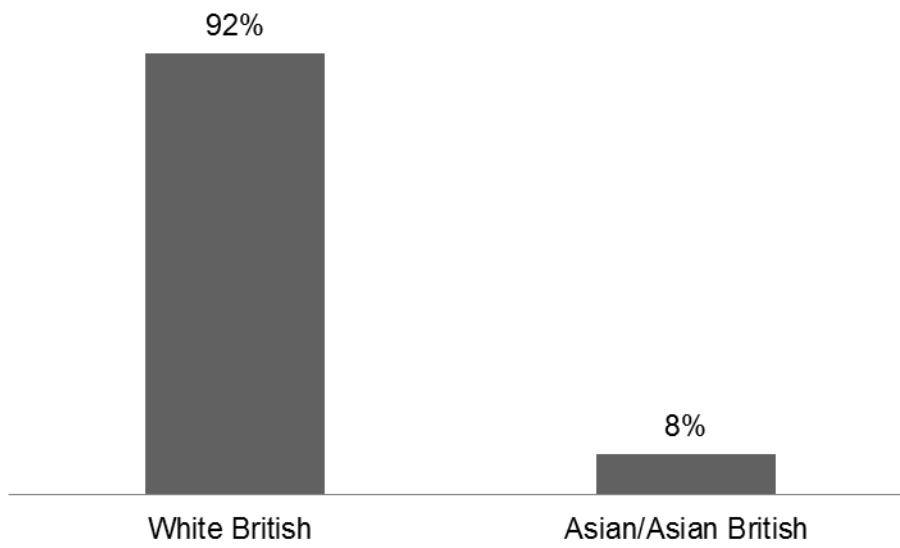


Figure 5: Breakdown by religion

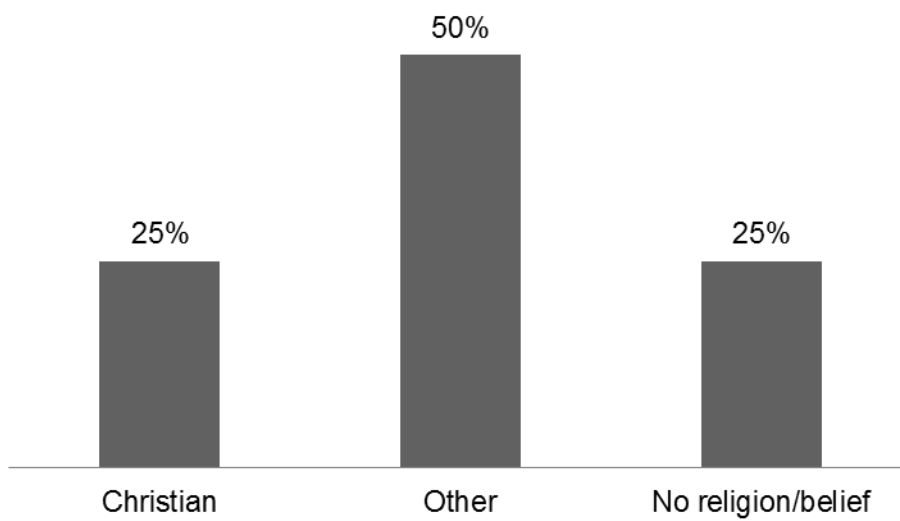
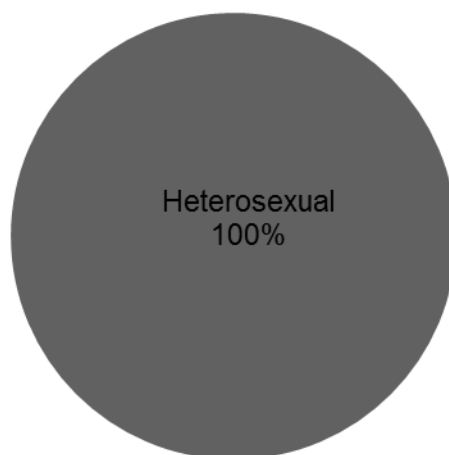


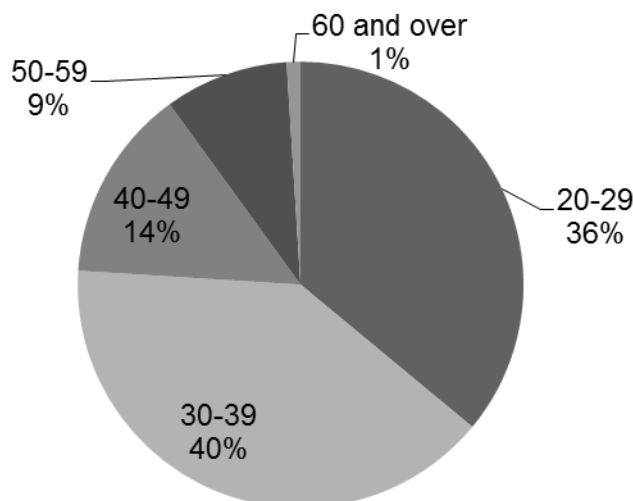
Figure 6: Breakdown by sexual orientation



Staff profile

- 29 The profile shows the E&D data of our staff who were employed between 1 April 2013 and 31 March 2014.
- 30 In this period, we employed a total of 663 members of staff. All staff are required to complete a diversity questionnaire before they begin employment with us.
- 31 173 staff members were new starters and 158 staff members were leavers.
- 32 36 percent of staff members were between the ages of 20 and 29 (see figure 7).
- 33 90 percent of staff members declared they did not have a disability. Two percent of staff members declared they had a disability (see figure 8).
- 34 64 percent of staff members were female and 36 percent were male (see figure 9).
- 35 61 percent of staff members said they were of a white background² (see figure 10).
- 36 38 percent of staff members confirmed they were Christian, while 31 percent confirmed they had no religion or belief (see figure 11).
- 37 88 percent of staff members said they were heterosexual (see figure 12).

Figure 7: Breakdown by age



² This group included White English, Scottish, Northern Irish, British, Irish and White other background.

Figure 8: Breakdown by disability

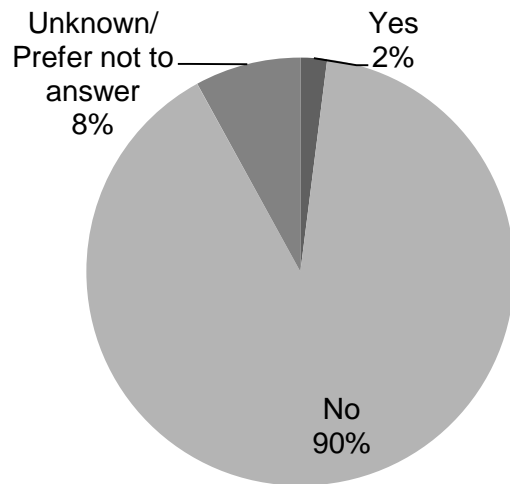


Figure 9: Breakdown by gender

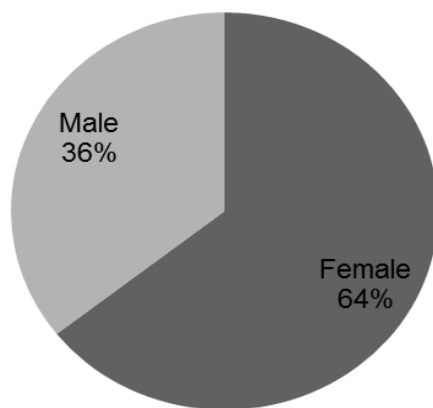


Figure 10: Breakdown by race (ethnic origin)

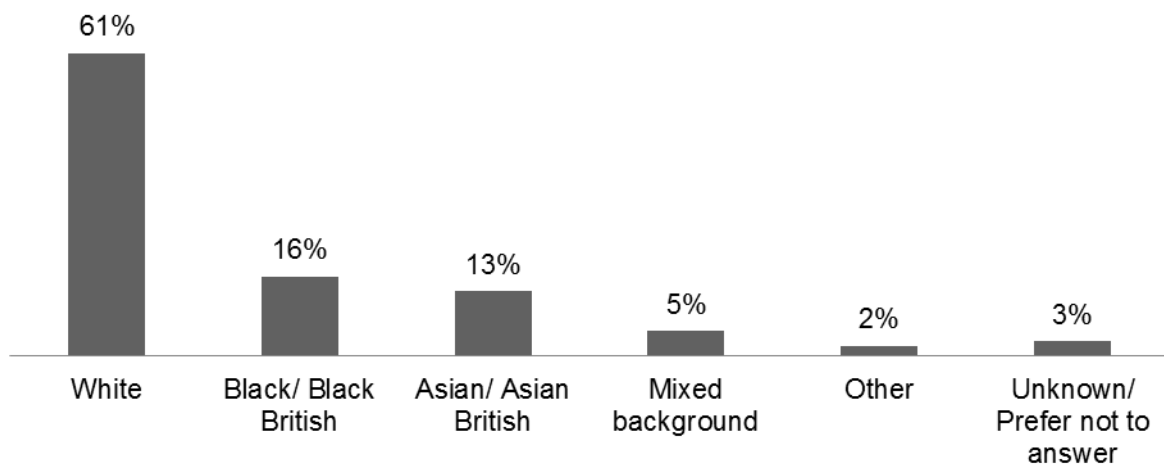


Figure 11: Breakdown by religion/belief

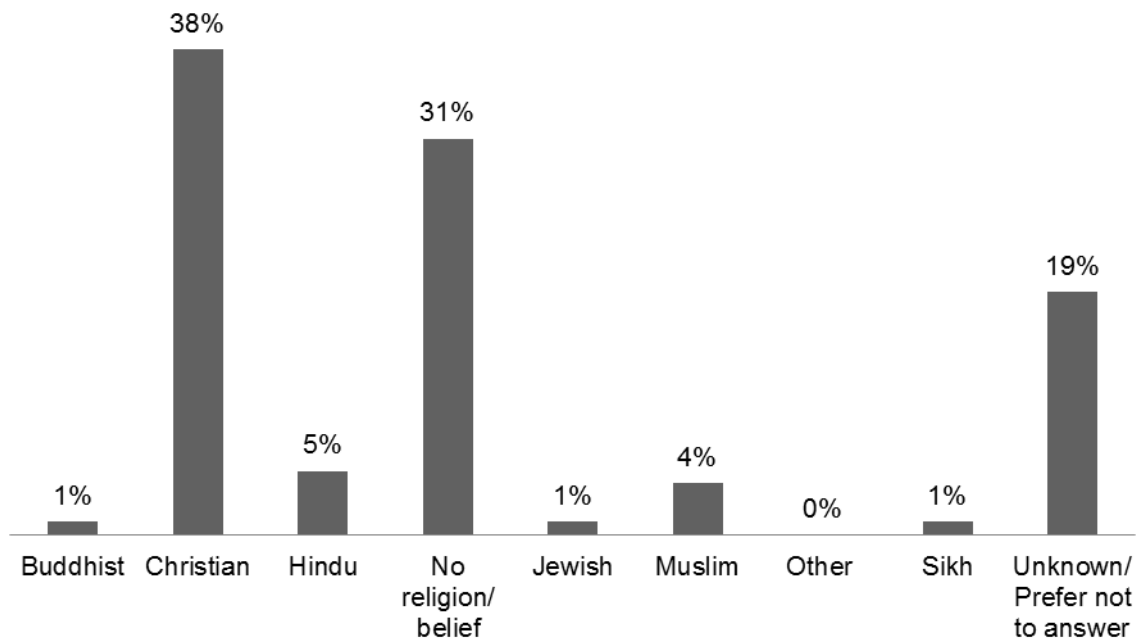
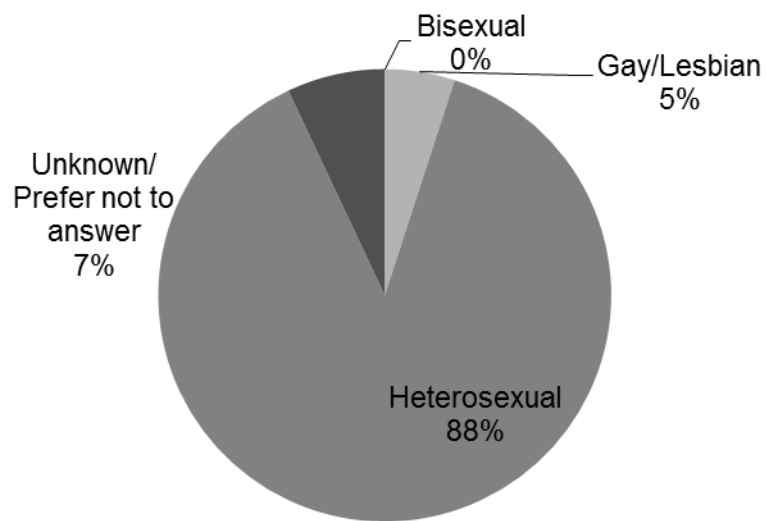


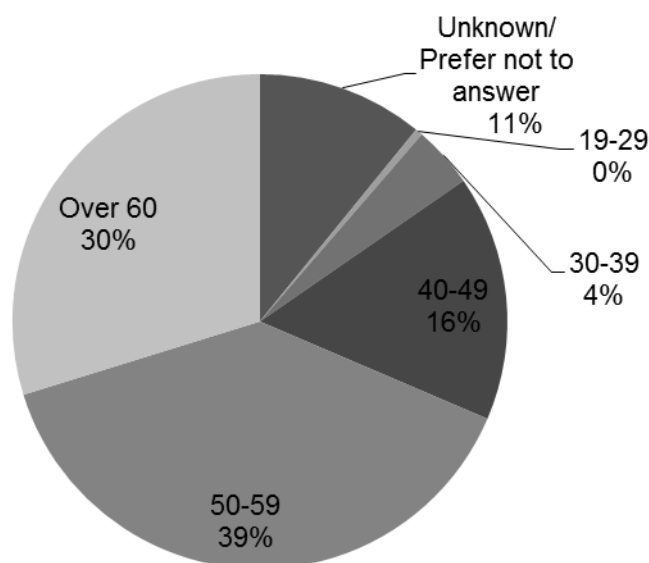
Figure 12: Breakdown by sexual orientation



Fitness to Practice (FtP) panel members profile

- 38 The profile provides of the E&D data of our FtP panel members who were appointed on 31 March 2014
- 39 There were 423 panel members.
- 40 39 percent of panel members were between the ages of 50 and 59 (see figure 13).
- 41 74 percent of panel members declared they did not have a disability and eight percent of panel members declared that they did have a disability (see figure 14).
- 42 60 percent of panel members were female and 29 percent were male (see figure 15).
- 43 77 percent of panel members confirmed they were of a white background³ (see figure 16).
- 44 50 percent of panel members confirmed they were Christian and 21 percent of panel members had no religion or belief (see figure 17).
- 45 74 percent of panel members said they were heterosexual (see figure 18).

Figure 13: Breakdown by age



³ This group included White English, Scottish, Northern Irish, British, Irish and White other background.

Figure 14: Breakdown by disability

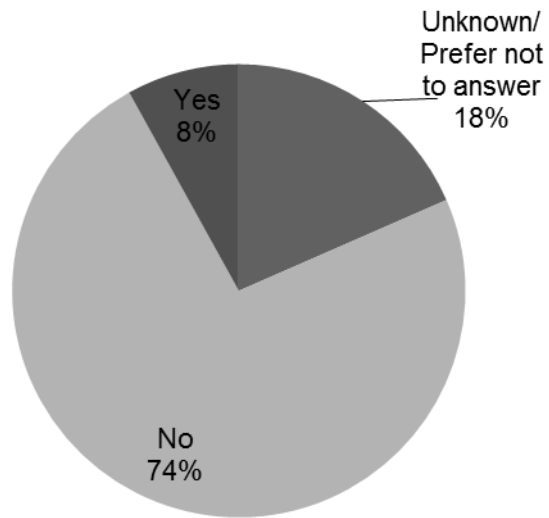


Figure 15: Breakdown by gender

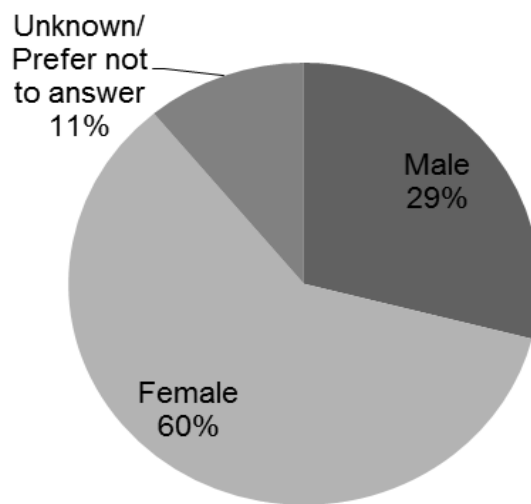


Figure 16: Breakdown by race (ethnic origin)

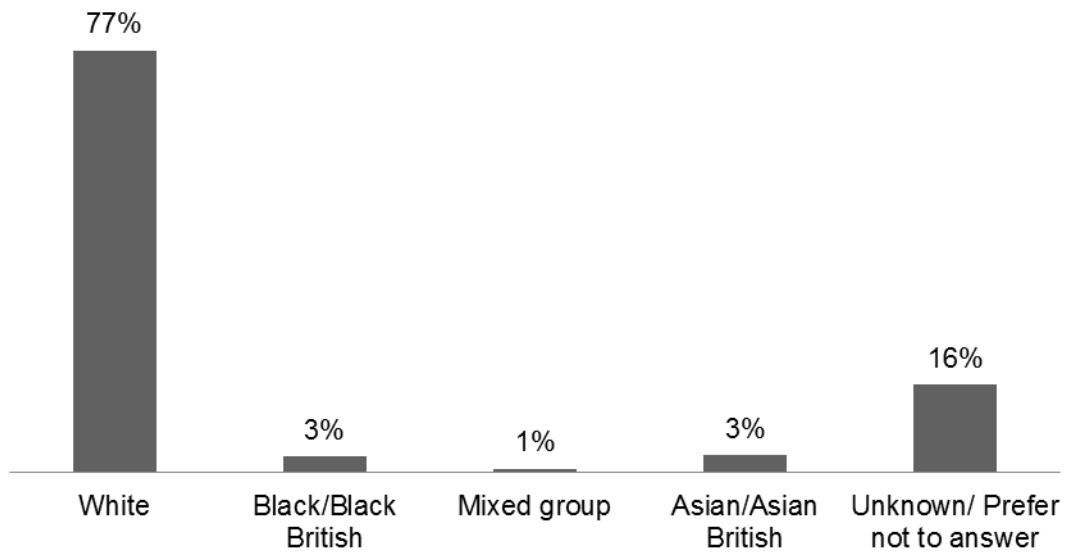


Figure 17: Breakdown by religion/belief

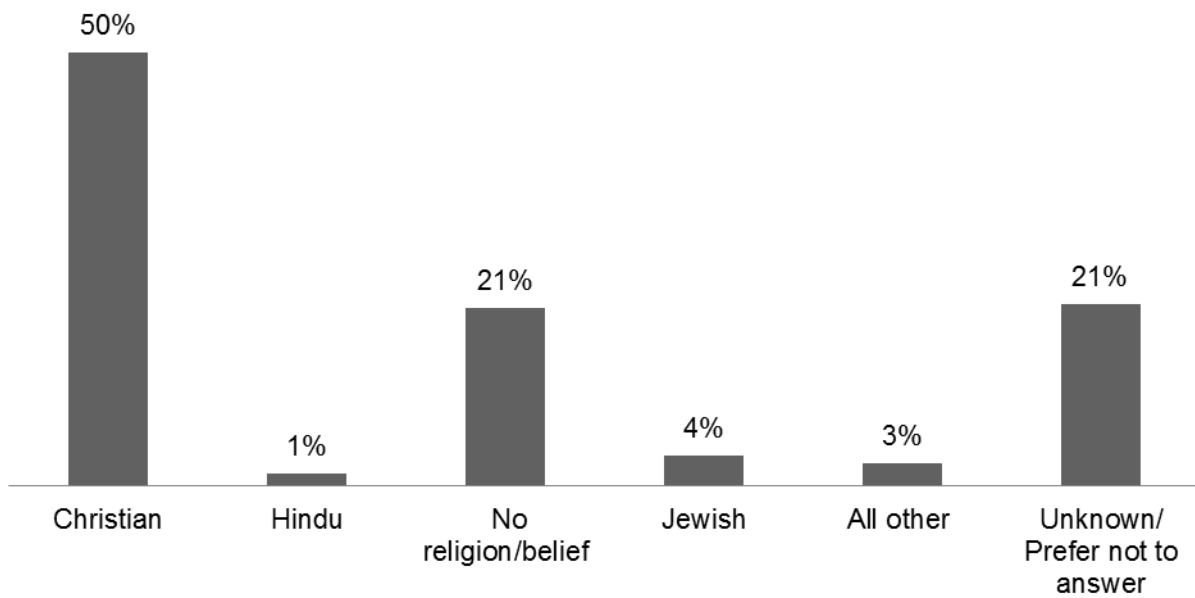
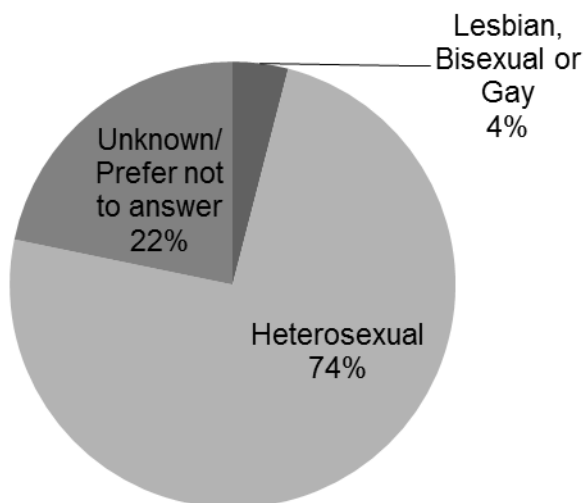


Figure 18: Breakdown by sexual orientation



Nurses and midwives on our register profile

- 46 The profile shows the E&D data of the 680,858 nurses and midwives who were on our register on 31 March 2014.
- 47 31 percent of nurses and midwives were between the ages of 40 and 49 (see figure 19).
- 48 34 percent of nurses and midwives declared they did not have a disability. For 56 percent of nurses and midwives, it was unknown or they preferred not to answer (see figure 20).
- 49 90 percent of nurses and midwives were female and 10 percent were male (see figure 21).
- 50 38 percent of nurses and midwives said they are of a white background⁴ (see figure 22).
- 51 33 percent of nurses and midwives confirmed they were Christian and nine percent confirmed they had no belief or religion (see figure 23).
- 52 40 percent of nurses and midwives said they were heterosexual. One percent said they were lesbian, bisexual or gay. For 59 percent of nurses and midwives it was unknown or preferred not to answer (see figure 24).

⁴ This group included White English, Scottish, Northern Irish, British, Irish and White other background.

Figure 19: Breakdown by age

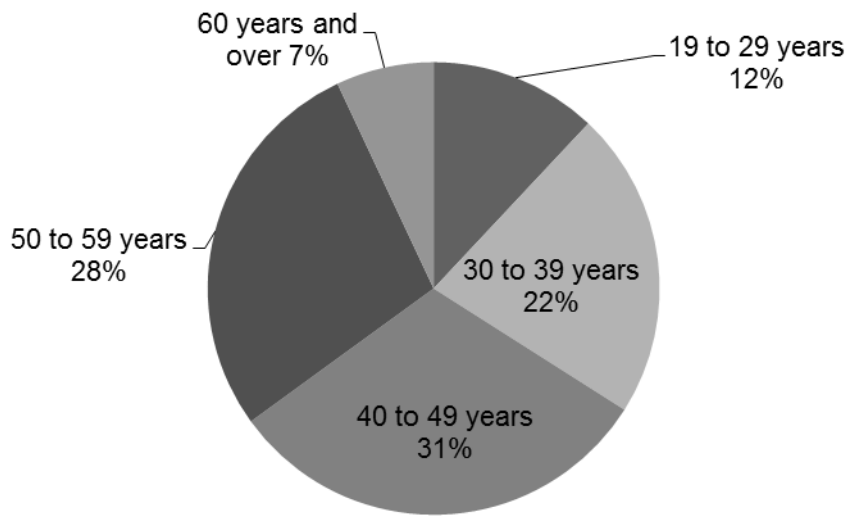


Figure 20: Breakdown by disability

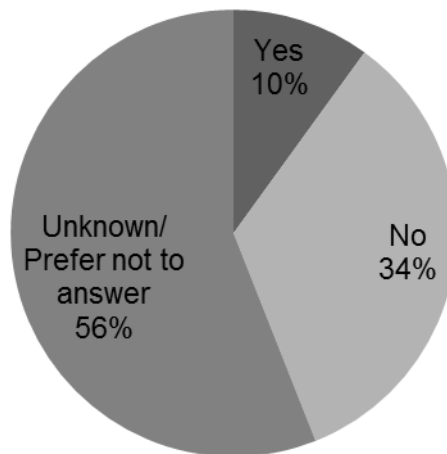


Figure 21: Breakdown by gender

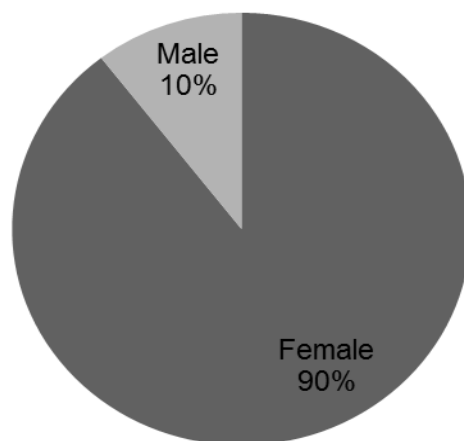


Figure 22: Breakdown by race (ethnic origin)

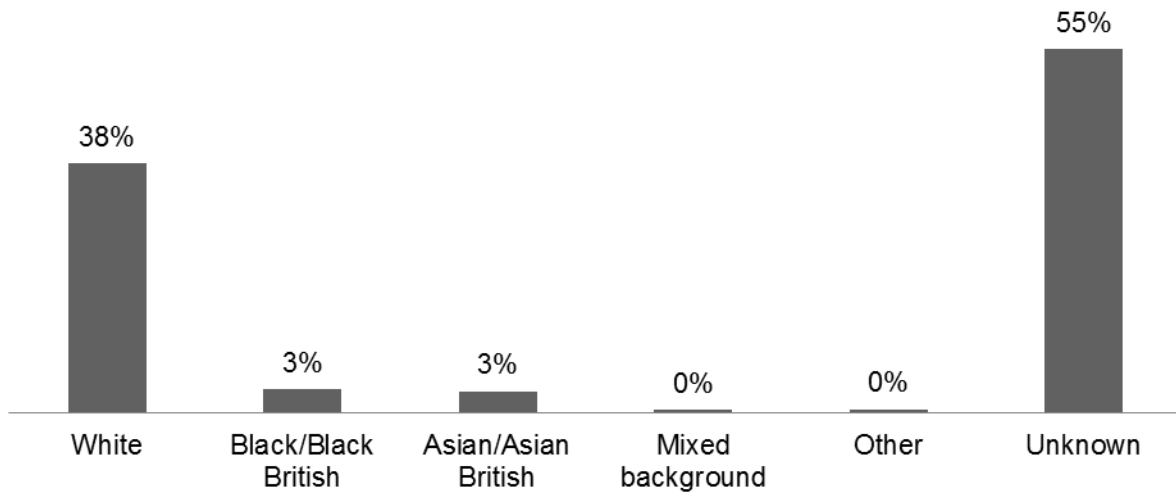


Figure 23: Breakdown by religion

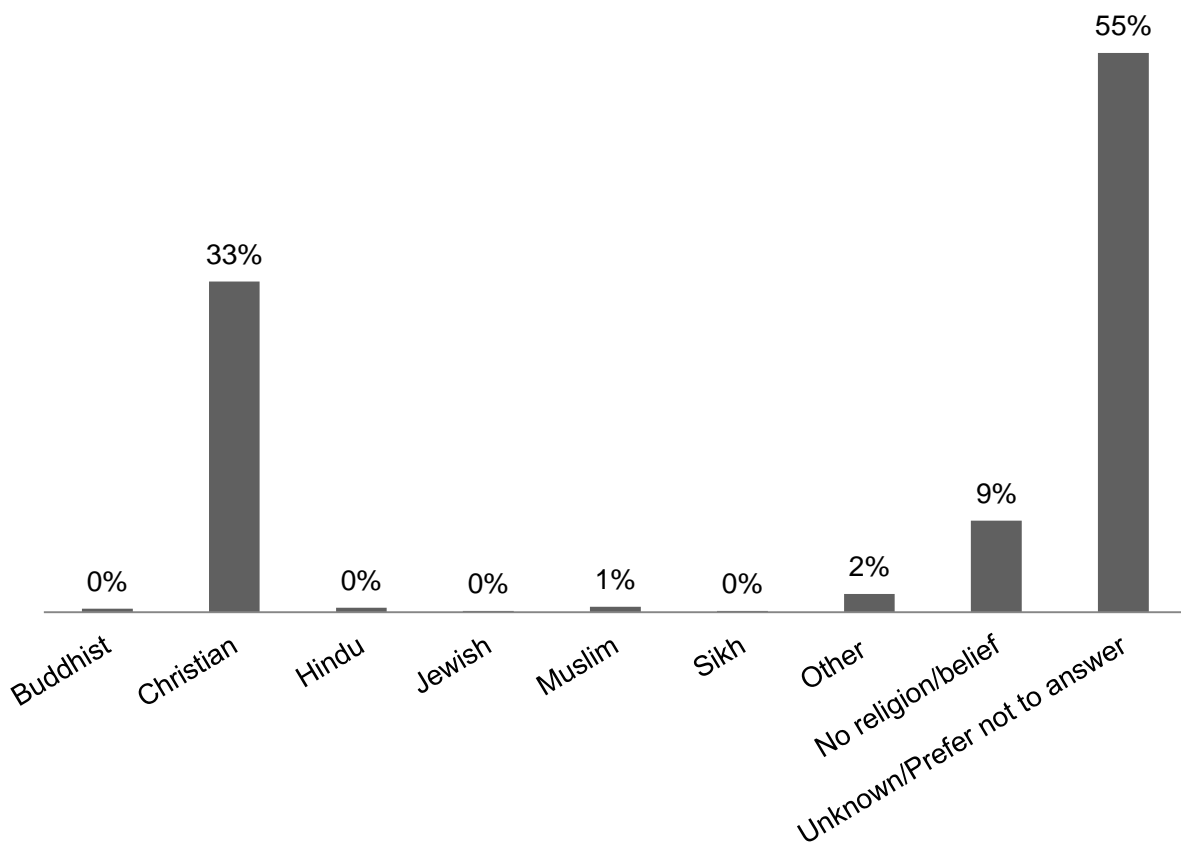
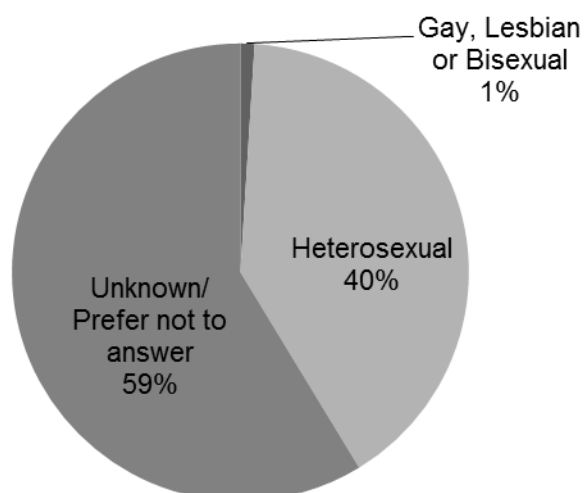


Figure 24: Breakdown by sexual orientation



FtP cases profile

53 We have broken down the E&D data we hold by 'protected characteristic' for the following key stages of our FtP process:

- Identified referrals: cases where a concern has been raised and we are yet to identify or have identified a nurse or midwife on our register.
- Interim orders: cases where there is a serious and immediate risk to patient or public safety and we have taken urgent action by imposing an interim order to suspend or restrict the practice of the nurse or midwife concerned.
- Investigating committee outcomes: cases which, following an investigation, we have referred to a panel of our investigating committee to determine whether there is a case to answer.
- Adjudication: the outcomes of cases which have been referred by the investigating committee for adjudication by a panel of our health committee or conduct and competence committee.

Identified referrals

54 When we receive a new complaint, we investigate whether the referred nurse or midwife is on our register. If we cannot find the nurse or midwife on our register we are required to close the case.

55 During 1 April 2013 to 31 March 2014, we received 4,687 new referrals. This section details the E&D data for the 3,925 referrals that were identified on our register. There were 762 unidentified referrals.

Figure 25: Table on new referrals by age

Age	Total referrals	Percentage
Under 25	30	1%
25–34	473	12%
35–44	1066	27%
45–54	1425	36%
55 or over	931	24%
Unknown / Prefer not to answer	0	0%
Total referrals	3925	100%

Figure 26: Chart on new referrals by age

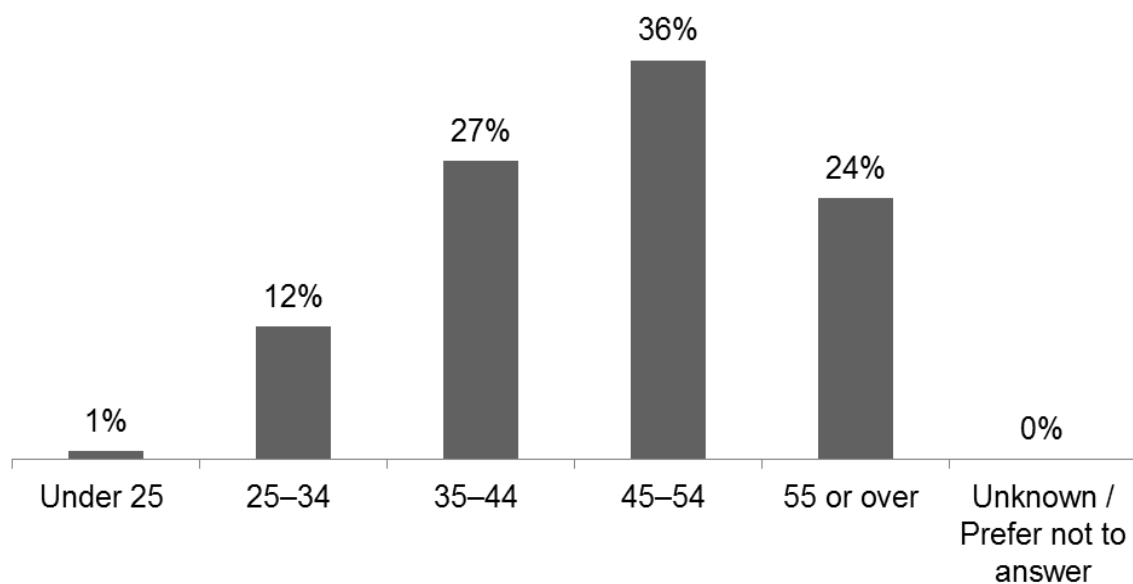


Figure 27: Table on new referrals by disability

Disability	Total referrals	Percentage
Yes	365	9%
No	1158	30%
Unknown / Prefer not to answer	2402	61%
Total referrals	3925	100%

Figure 28: Chart on new referrals by disability

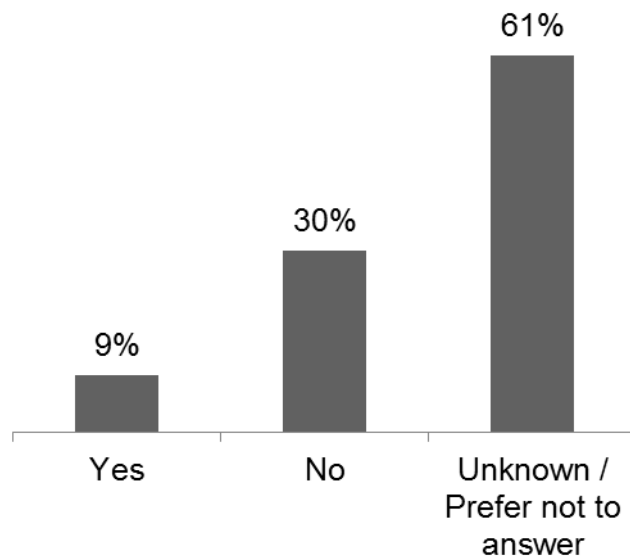


Figure 29: Table on new referrals by gender

Gender	Total referrals	Percentage
Female	2972	76%
Male	953	24%
Unknown / Prefer not to answer	0	0%
Total referrals	3925	100.00%

Figure 30: Chart on new referrals by gender

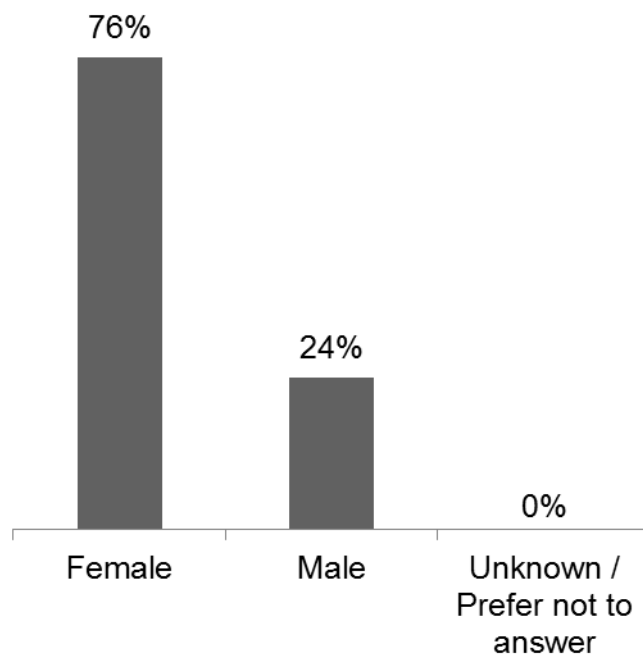


Figure 31: Table on new referrals by race (ethnic origin)

Ethnic group	Total referrals	Percentage
White	1077	27%
Black	298	8%
Asian	109	3%
Mixed	17	0%
Other	18	0%
Unknown / Prefer not to answer	2406	61%
Total referrals	3925	100%

Figure 32: Chart on new referrals by race (ethnic origin)

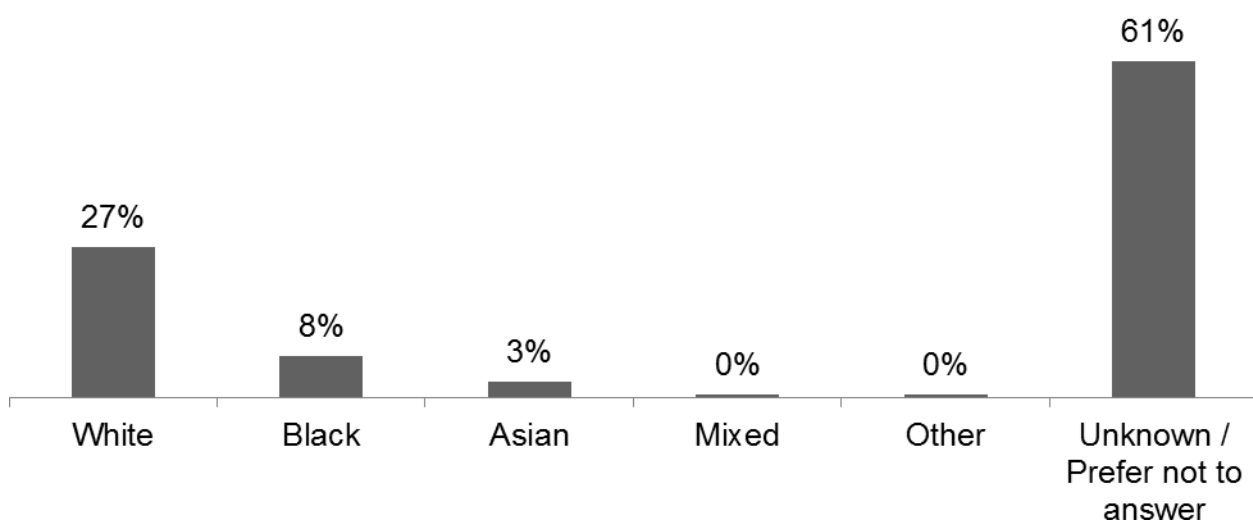


Figure 33: Table on new referrals by religion or belief

Religion	Total referrals	Percentage
Buddhist	9	0%
Christian	1020	26%
Hindu	14	0%
Jewish	2	0%
Muslim	31	1%
Sikh	5	0%
Other religion	61	2%
No religion	241	6%
Unknown / Prefer not to answer	2542	65%
Total referrals	3925	100%

Figure 34: Chart on new referrals by religion or belief

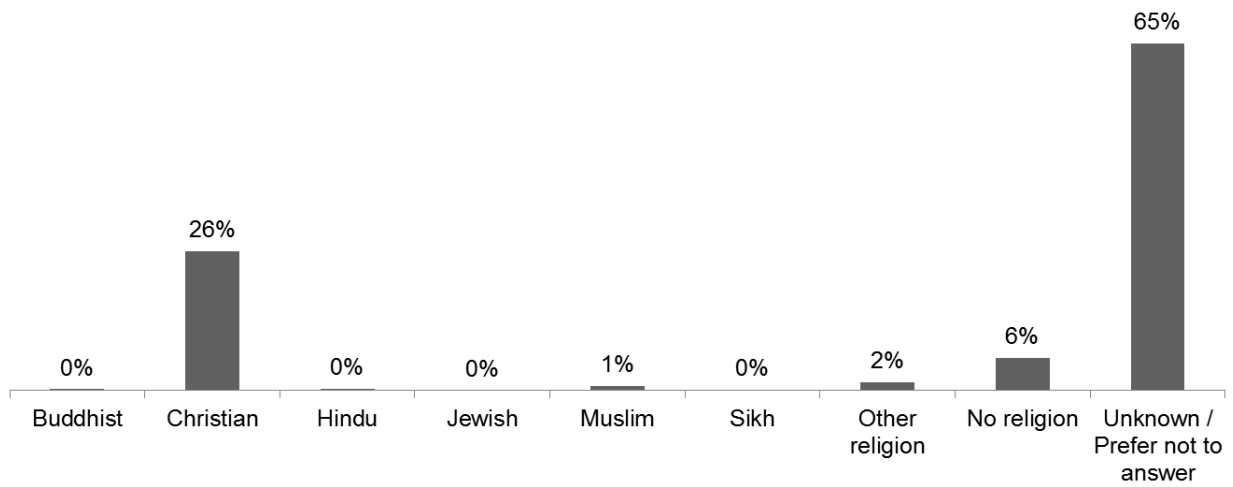
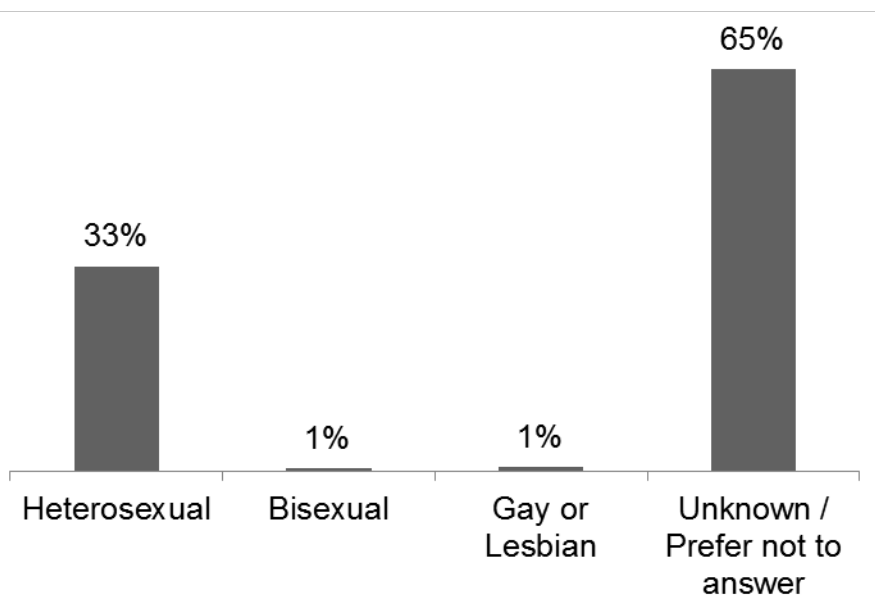


Figure 35: Table on new referrals by sexual orientation

Sexual orientation	Total referrals	Percentage
Heterosexual	1308	33%
Bisexual	21	1%
Gay or lesbian	29	1%
Unknown / Prefer not to answer	2567	65%
Total referrals	3925	100%

Figure 36: Chart on new referrals by sexual orientation



Interim orders

- 56 Where the public's health and wellbeing is at immediate and serious risk, we can take urgent action by imposing interim orders. In this situation, a practice committee panel will be asked to look at whether to suspend the nurse or midwife straight away, or restrict how they can practise, until we can thoroughly investigate the case.
- 57 We constantly assess all cases throughout the process, so that if new information comes to light at any time which suggests that there is a serious immediate risk to the public, we can consider whether an interim order is needed.
- 58 Hearings to consider an interim order take place in public. A panel will consider whether the interim order is:
- Necessary to protect the public.
 - In the public interest.
 - In the nurse or midwife's interest.
- 59 This section reports on the E&D data that is available for the 768 cases that were given either an interim conditions of practice or an interim suspension order.

Figure 37: Table on interim orders by age

Age	Interim conditions of practice order	Interim suspension order	Total	Percentage
Under 25	4	2	6	1%
25–34	30	48	78	10%
35–44	73	119	192	25%
45–54	110	190	300	39%
55 or over	72	120	192	25%
Unknown / Prefer not to answer	0	0	0	0%
Total outcomes	289	479	768	100%

Figure 38: Chart on interim orders by age

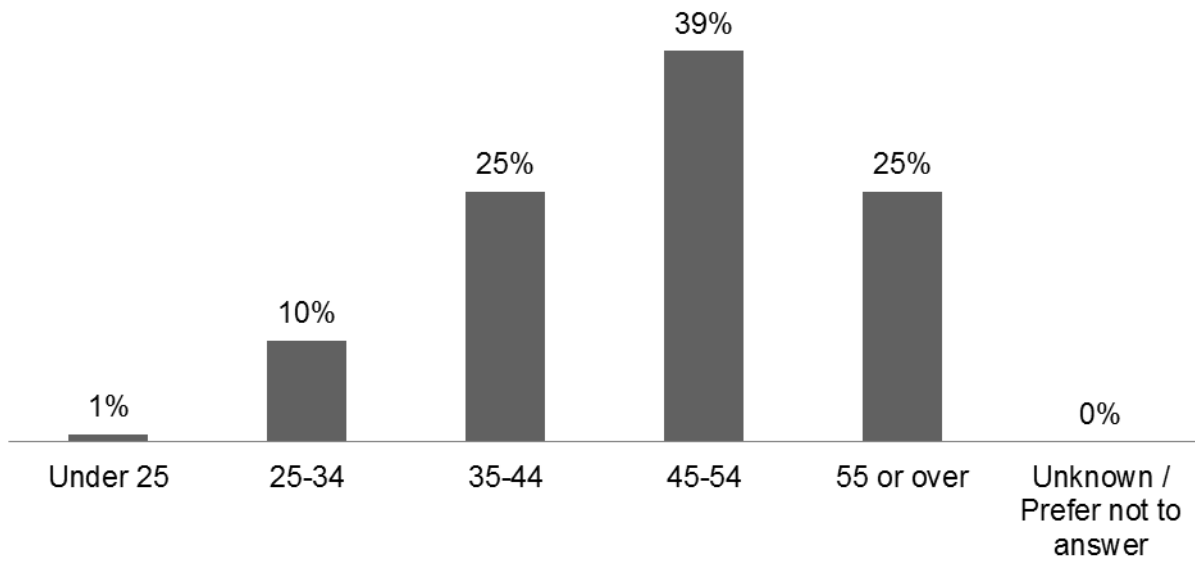


Figure 39: Table on interim orders by disability

Disability	Interim conditions of practice order	Interim suspension order	Total	Percentage
Yes	26	45	71	9%
No	77	122	199	26%
Unknown / Prefer not to answer	186	312	498	65%
Total outcomes	289	479	768	100%

Figure 40: Chart on interim orders by disability

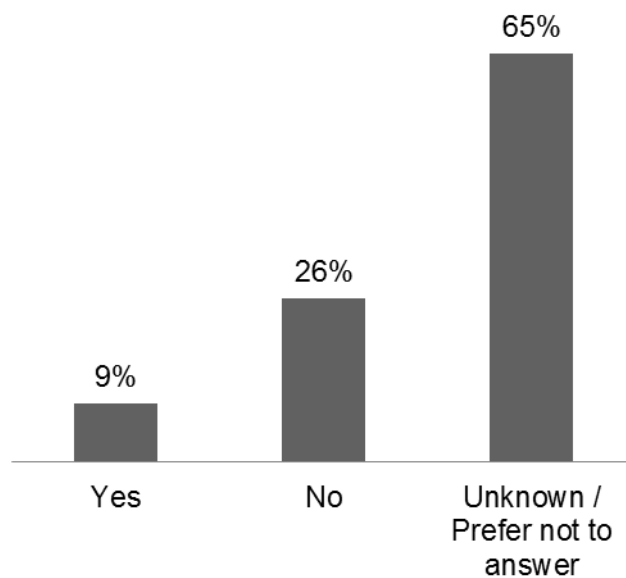


Figure 41: Table on interim orders by gender

Gender	Interim conditions of practice order	Interim suspension order	Total	Percentage
Female	218	342	560	73%
Male	71	137	208	27%
Unknown / Prefer not to answer	0	0	0	0%
Total outcomes	289	479	768	100%

Figure 42: Chart on interim orders by gender

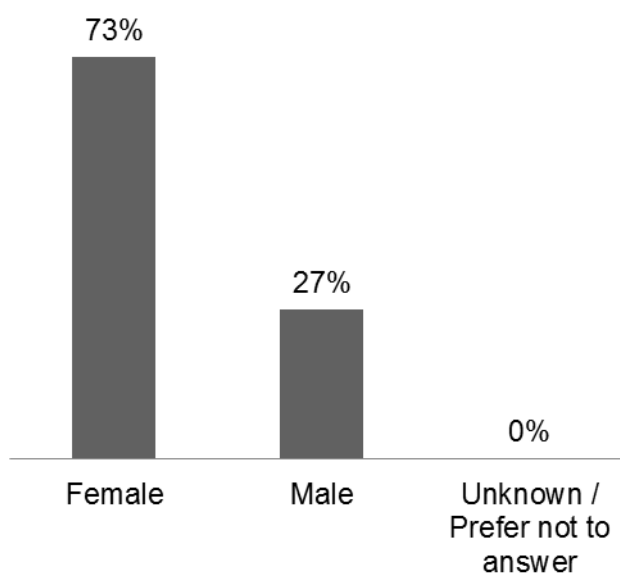


Figure 43: Table on interim orders by race (ethnic origin)

Ethnic origin	Interim conditions of practice order	Interim suspension order	Total	Percentage
White	63	125	188	24%
Black	26	24	50	7%
Asian	12	12	24	3%
Mixed	1	2	3	0%
Other	1	2	3	0%
Unknown / Prefer not to answer	186	314	500	65%
Total outcomes	289	479	768	100%

Figure 44: Chart on interim orders by race (ethnic origin)

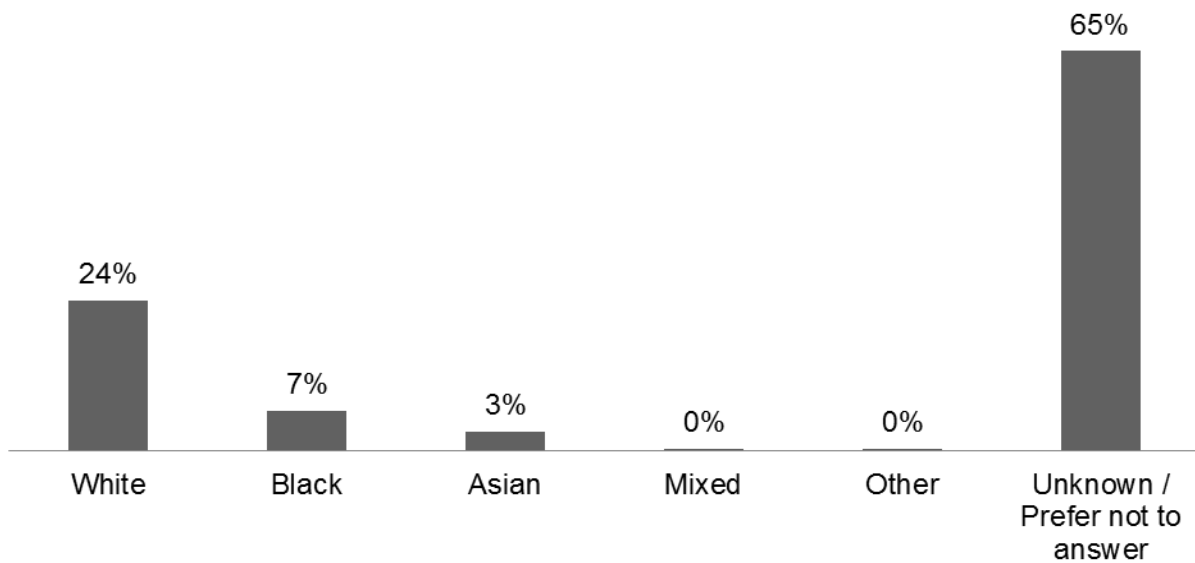


Figure 45: Table on interim orders by religion or belief

Religion	Interim conditions of practice order	Interim suspension order	Total	Percentage
Buddhist	2	2	4	1%
Christian	64	110	174	23%
Hindu	1	0	1	0%
Jewish	0	0	0	0%
Muslim	2	4	6	1%
Sikh	0	0	0	0%
Other religion	4	8	12	2%
No religion	18	25	43	6%
Unknown / Prefer not to answer	198	330	528	69%
Total outcomes	289	479	768	100%

Figure 46: Chart on interim orders by religion or belief

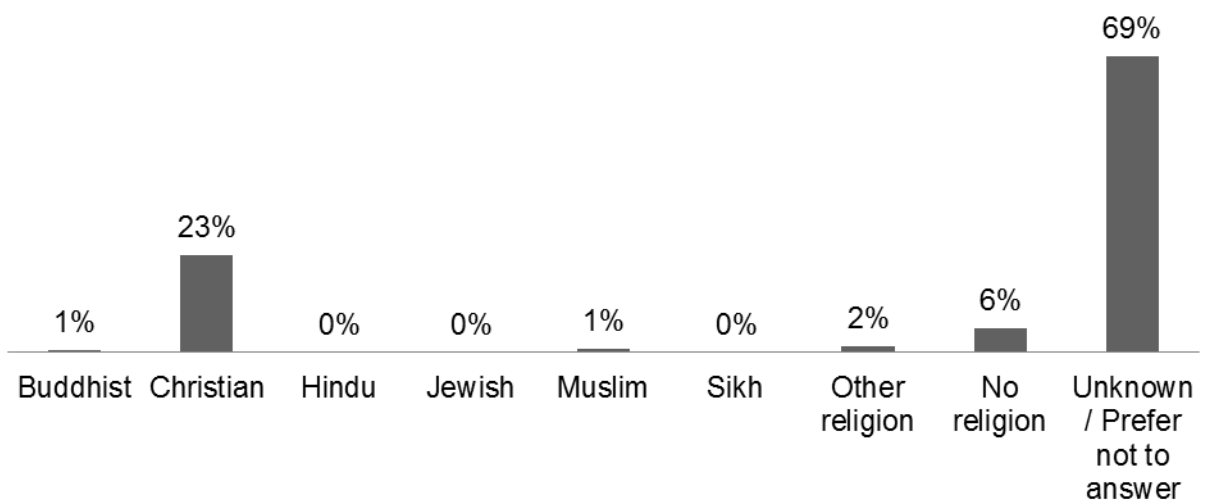
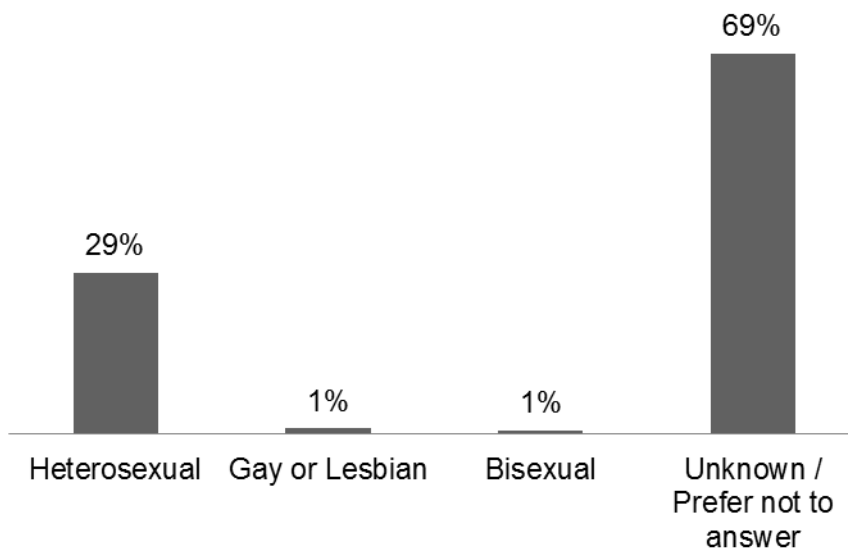


Figure 47: Table on interim orders by sexual orientation

Sexual orientation	Interim conditions of practice order	Interim suspension order	Total	Percentage
Heterosexual	86	139	225	29%
Gay or lesbian	2	6	8	1%
Bisexual	4	1	5	1%
Unknown / Prefer not to answer	197	333	530	69%
Total outcomes	289	479	768	100%

Figure 48: Chart on interim orders by sexual orientation



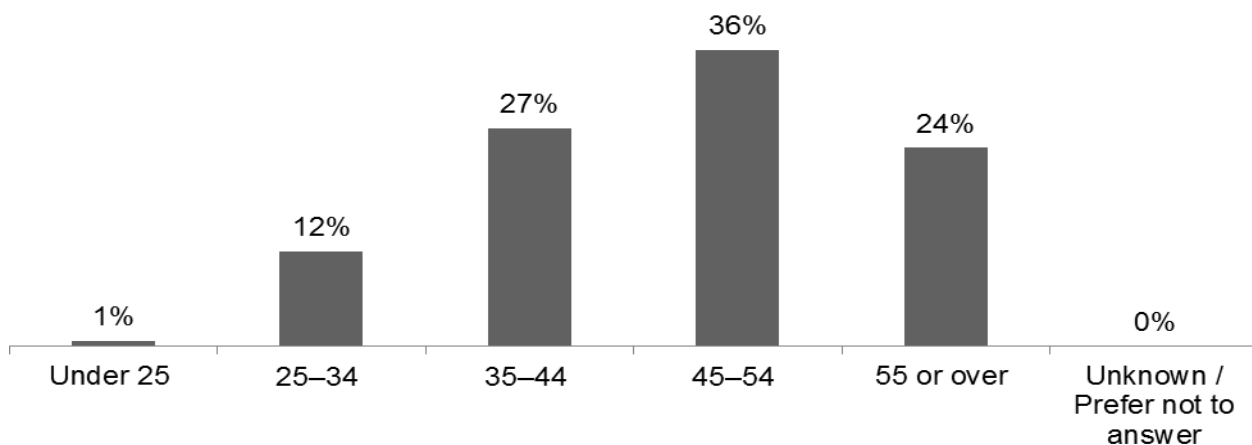
Investigating committee

- 60 Once we are satisfied that the case is one for us to deal with and we have carried out an investigation, the case is considered by a panel of the investigating committee.
- 61 It is the role of the investigating committee panel to decide if there is a case to answer. This means that they must decide whether there is a real prospect that the allegation could be proved at the adjudication stage. Investigating committee panels make this decision in private.
- 62 This section reports available E&D data for the 2,791 cases that were considered by the investigating committee.

Figure 49: Table on investigating committee final outcomes by age

Age	No case to answer	Sent for adjudication	Total cases	Percentage
Under 25	14	3	17	1%
25–34	194	131	325	12%
35–44	402	347	749	27%
45–54	505	514	1019	36%
55 or over	288	394	682	24%
Total outcomes	1403⁽⁵⁾	1389	2792⁽⁶⁾	100%

Figure 50: Chart on investigating committee final outcomes by age



⁵ The data on the no case to answer outcomes was collected by identifying FtP case reference numbers. Therefore, one case was heard at two investigating committees, both with the outcome of no case to answer. The total number of individual case outcomes is 1404.

⁶ The data on the investigating committee final outcomes by age was collected by identifying FtP case reference numbers. Therefore some cases may have multiple investigating committee events with several outcomes. The total number for individual case outcomes is 2809.

Figure 51: Table on investigating committee final outcomes by disability

Disability	No case to answer	Sent for adjudication	Total cases	Percentage
Yes	130	76	206	7%
No	434	396	830	30%
Unknown / Prefer not to answer	840	933	1773	63%
Total outcomes	1404	1405	2809	100%

Figure 52: Chart on investigating committee final outcomes by disability

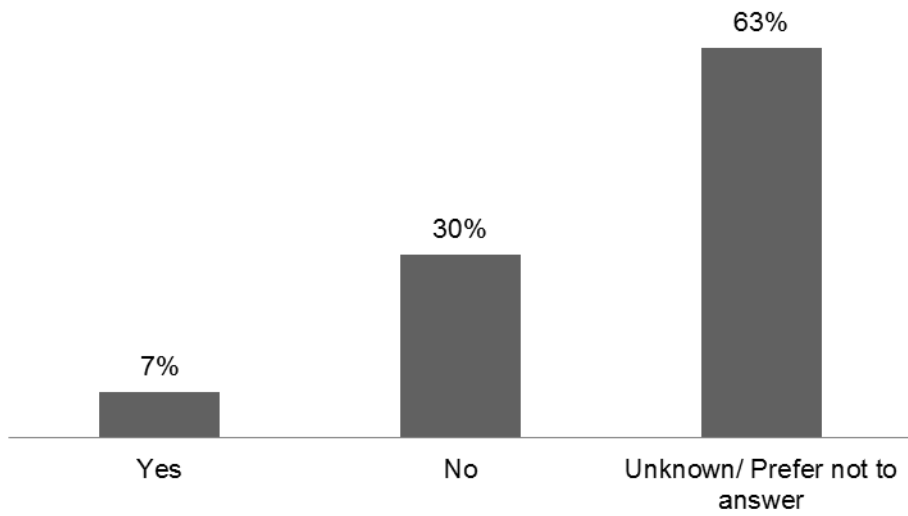
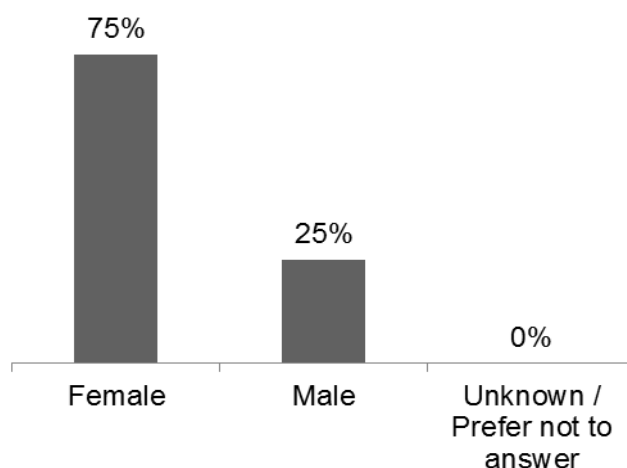


Figure 53: Table on investigating committee final outcomes by gender

Gender	No case to answer	Sent for adjudication	Total cases	Percentage
Female	1090	1001	2091	75%
Male	313	388	701	25%
Total outcomes	1403⁽⁷⁾	1389	2792⁽⁸⁾	100%

*The data on the investigating committee final outcomes by gender was collected by identifying FtP case reference numbers. Therefore some cases may have multiple investigating committee events with several outcomes. The total number for individual case outcomes is 2809.

Figure 54: Table on investigating committee final outcomes by gender



⁷ The data on the no case to answer outcomes was collected by identifying FtP case reference numbers. Therefore, one case was heard at two investigating committees both with the outcome as no case to answer. The total number of individual case outcomes is 1404.

⁸ The data on the investigating committee final outcomes by age was collected by identifying FtP case reference numbers. Therefore some cases may have multiple investigating committee events with several outcomes. The total number for individual case outcomes is 2809.

Figure 55: Table on investigating committee final outcomes by race (ethnic origin)

Ethnic group	No case to answer	Sent for adjudication	Total cases	Percentage
White	405	319	724	26%
Black	94	107	201	7%
Asian	50	36	86	3%
Mixed	3	4	7	0%
Other	4	4	8	0%
Unknown / Prefer not to answer	848	935	1783	63%
Total outcomes	1404	1405	2809	100%

Figure 56: Chart on investigating committee final outcomes by race (ethnic origin)

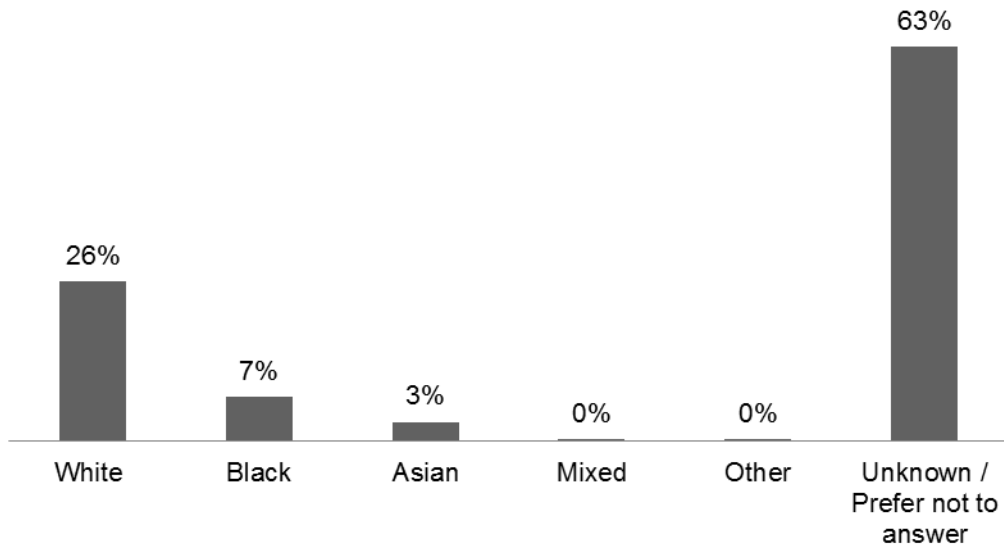


Figure 57: Table on investigating committee final outcomes by religion or belief

Religion	No case to answer	Sent for adjudication	Total cases	Percentage
Buddhist	3	6	9	0%
Christian	375	338	713	25%
Hindu	5	2	7	0%
Jewish	1	1	2	0%
Muslim	12	7	19	1%
Sikh	1	0	1	0%
Other religion	17	23	40	1%
No religion	94	57	151	5%
Unknown / Prefer not to answer	896	971	1867	66%
Total outcomes	1404	1405	2809	100%

Figure 58: Chart on investigating committee final outcomes by religion or belief

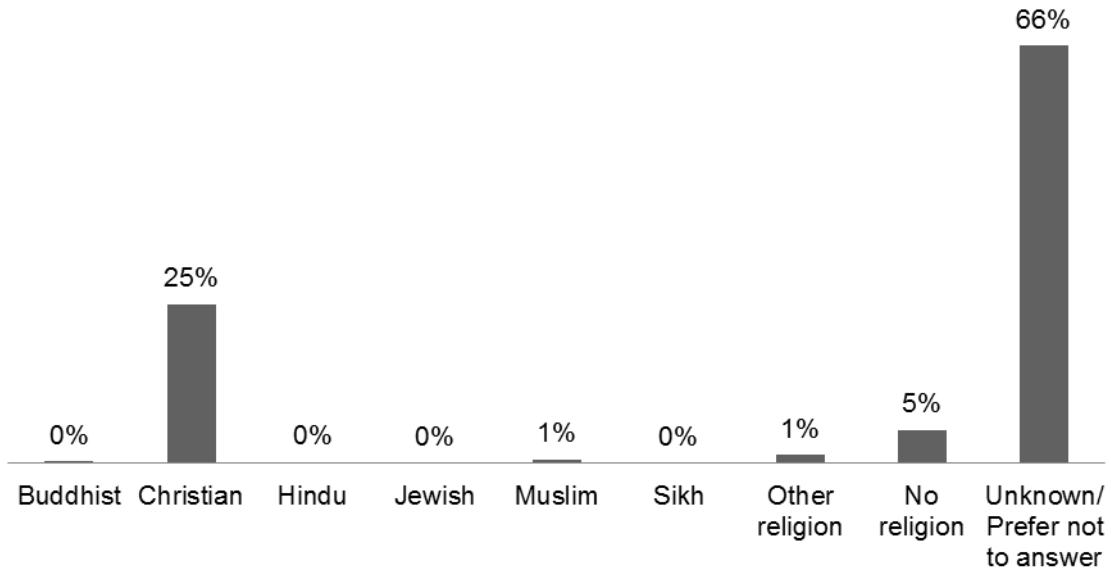
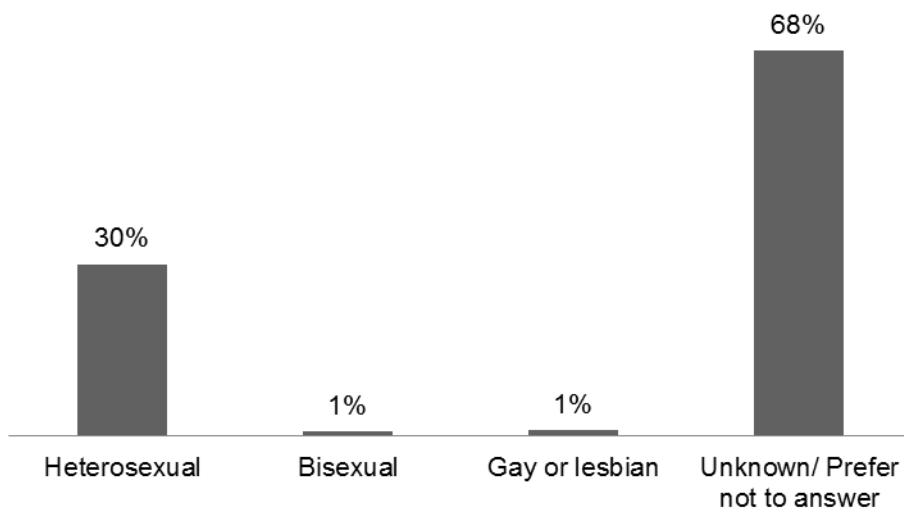


Figure 59: Table on investigating committee final outcomes by sexual orientation

Sexual orientation	No case to answer	Sent for adjudication	Total cases	Percentage
Heterosexual	474	378	852	30%
Bisexual	14	9	23	1%
Gay or lesbian	7	20	27	1%
Unknown/ Prefer not to answer	909	998	1907	68%
Total outcomes	1404	1405	2809	100%

Figure 60: Chart on investigating committee final outcomes by sexual orientation



Adjudications

- 63 Cases referred by the investigating committee for adjudication are considered by a panel of the conduct and competence committee or the health committee. This will take place at a hearing or meeting.
- 64 The purpose of the hearing or meeting is to determine if the person is suitable to remain on the register without restriction. At final adjudication, a nurse's or midwife's fitness to practice may be found to be impaired or not impaired. Where a nurse's or midwife's fitness to practise is found to be impaired, we may not impose a sanction if we find impairment.
- 65 This section reports available E&D data for the 1805 cases with a final adjudication outcome.

Figure 61: Table on sanction outcomes by age

Age	Striking-off	Suspension	Caution	Conditions of practice	Not impaired	Total	Percentage
Under 25	0	0	0	0	2	2	0%
25–34	44	33	25	19	23	144	8%
35–44	117	113	68	67	100	465	26%
45–54	215	120	97	90	157	679	38%
55 or over	161	91	50	85	128	515	29%
Unknown / Prefer not to answer	0	0	0	0	0	0	0%
Total outcomes	537	357	240	261	410	1805	100%

Figure 62: Chart on sanction outcomes by age

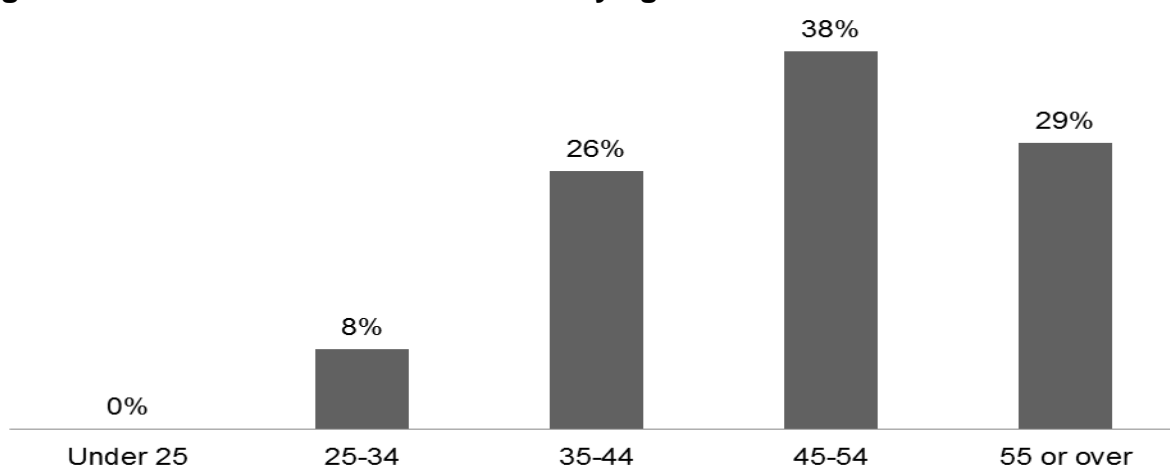


Figure 63: Table on sanction outcomes by disability

Disability	Striking-off	Suspension	Caution	Conditions of practice	Not impaired	Impaired - no sanction	Total	Percentage
Yes	13	4	15	8	30	1	71	4%
No	163	91	65	79	109	0	507	28%
Unknown / Prefer not to answer	361	262	160	174	265	5	1227	68%
Total outcomes	537	357	240	261	404	6	1805	100%

Figure 64: Chart on sanction outcomes by disability

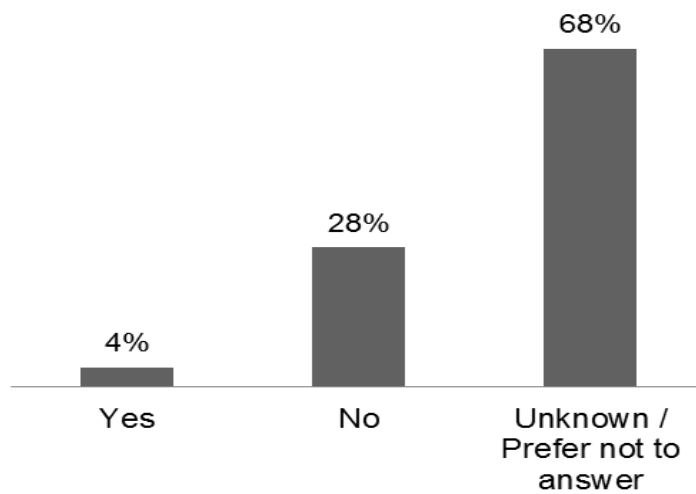


Figure 65: Table on sanction outcomes by gender

Gender	Striking-off	Suspension	Caution	Conditions of practice	Not impaired	Impaired - no sanction	Total	Percentage
Female	372	270	175	200	312	4	1333	74%
Male	165	87	65	61	92	2	472	26%
Total outcomes	537	357	240	261	404	6	1805	100%

Figure 66: Chart on sanction outcomes by gender

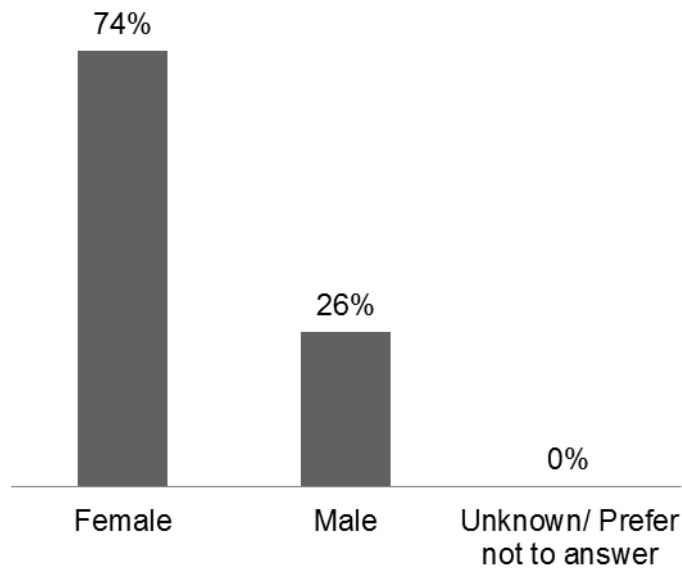


Figure 67: Table on sanction outcomes by race (ethnic origin)

Ethnic origin	Striking -off	Suspension	Caution	Conditions of practice	Not impaired	Impaired - no sanction	Total	Percentage
White	111	59	45	57	88	0	360	20%
Black	50	22	24	16	35	1	148	8%
Asian	14	9	11	9	13	0	56	3%
Mixed	1	2	2	3	0	0	8	0%
Other	1	0	2	2	3	0	8	0%
Unknown/ Prefer not to answer	360	265	156	174	265	5	1225	68%
Total outcomes	537	357	240	261	404	6	1805	100%

Figure 68: Chart on sanction outcomes by race (ethnic origin)

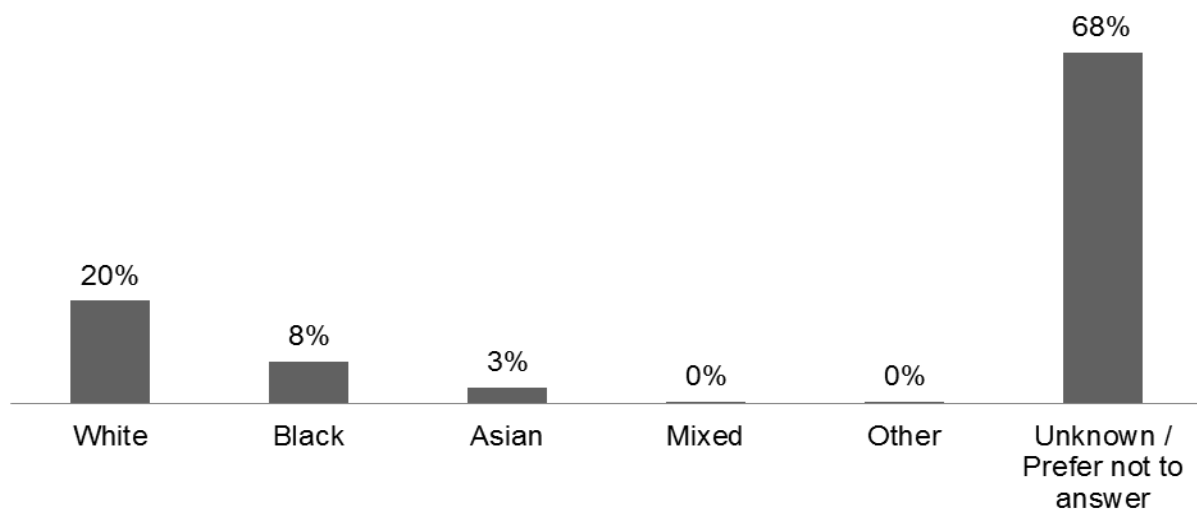


Figure 69: Table on sanction outcomes by religion

Religion	Striking-off	Suspension	Caution	Conditions of practice	Not impaired	Impaired -no sanction	Total	Percentage
Buddhist	1	1	0	1	3	0	6	0%
Christian	125	64	55	59	92	1	396	22%
Hindu	2	0	1	0	1	0	4	0%
Jewish	0	0	0	0	0	0	0	0%
Muslim	4	2	2	2	2	0	12	1%
Sikh	0	0	1	0	0	0	1	0%
Other religion	7	2	5	5	6	0	25	1%
No religion	20	16	9	17	20	0	82	5%
Unknown / Prefer not to answer	378	272	167	177	280	5	1279	71%
Total outcomes	537	357	240	261	404	6	1805	100%

Figure 70: Chart on sanction outcomes by religion

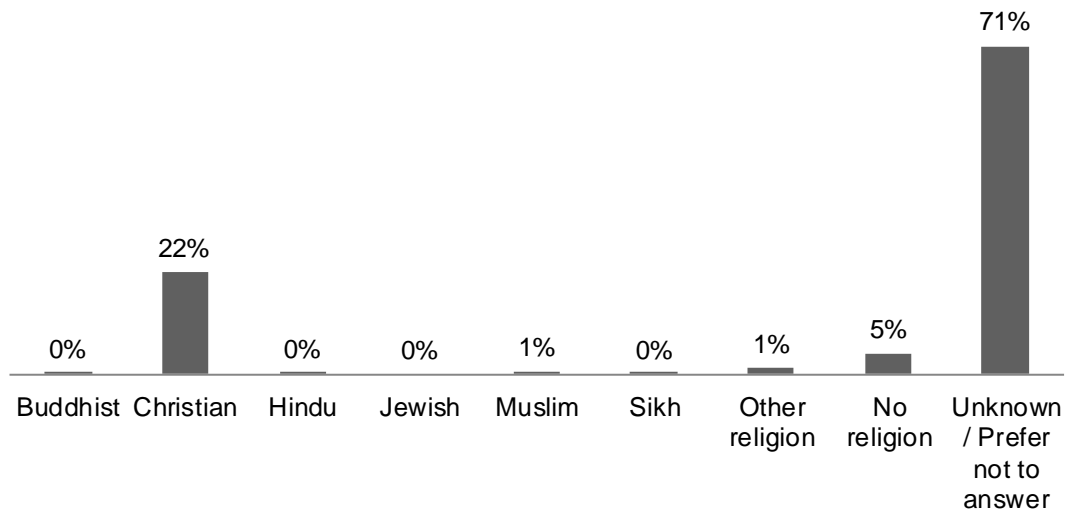
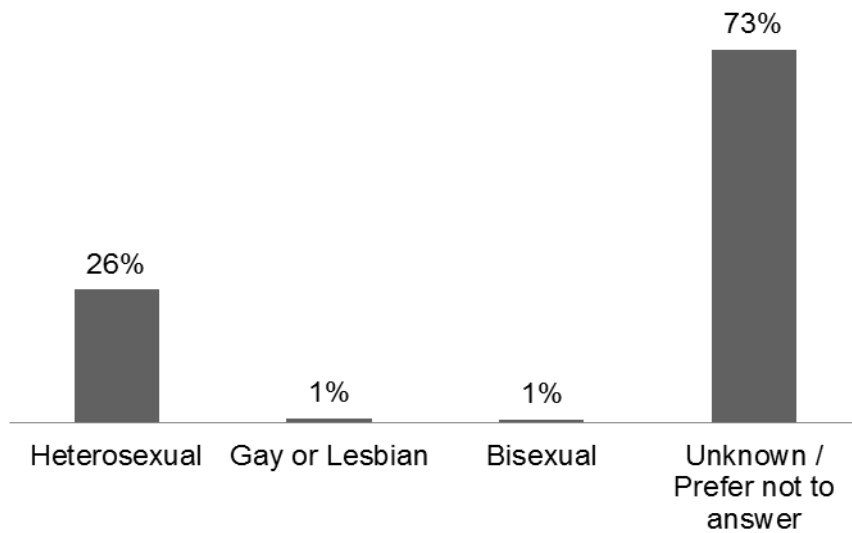


Figure 71: Table on sanction outcomes by sexual orientation

Sexual orientation	Striking-off	Suspension	Caution	Conditions of practice	Not impaired	Impaired - no sanction	Total	Percentage
Heterosexual	145	84	55	73	111	0	468	26%
Gay or lesbian	5	3	2	1	4	0	15	1%
Bisexual	4	1	1	2	3	1	12	1%
Unknown / Prefer not to answer	383	269	182	185	286	5	1310	73%
Total outcomes	537	357	240	261	404	6	1805	100%

Figure 72: Chart on sanction outcomes by sexual orientation



Key actions for the next year

66 Over the next year, we will focus our efforts on:

- implementing our new diversity questionnaire to improve our data collection;
- using the expertise of best practice organisations to review our HR policies against the Equality Act 2010;
- analysing the consultation responses on the potential E&D impacts of our revalidation model;
- developing stakeholder relationships with best practice organisations;
- ensuring our recruitment advertisements reach a diverse audience;
- improving the accessibility of our new website; and
- demonstrating evidence of fair competition and equal opportunity to suppliers.

67 The equality objectives action plan to which this report relates is available on our website⁹.

Conclusion

68 We have achieved significant development in addressing our equality objectives in 2013-14. Our 2015 action plan is ready for execution, recognising the need for further work in all of our E&D activities.

⁹ <http://www.nmc-uk.org/Documents/EandD/Equality%20objectives%20action%20plan%202014-2015.pdf>

Annexe one - Progress summary from 1 April 2013 to 31 March 2014

Objectives and supporting actions	Progress and achievements in 2013 and 2014	What we will be doing in 2014 and 2015
Objective 1: Embedding diversity – we will further embed diversity in the delivery of our statutory functions		
<p>1. Ensure the E&D objectives support our corporate plan.</p>	<p>Corporate business planning framework Our corporate business planning framework required each directorate to include the equality objectives and to consider potential E&D implications as part of their business planning.</p> <p>Corporate plan 2014–2017 In our current corporate plan for 2014–2017, we have included a specific E&D objective: “we will promote E&D in carrying out our functions and in delivering our services as a regulator and as an employer”. It has helped us to ensure that our governance processes support the delivery of E&D.</p> <p>Reporting mechanism Every three months, we report the progress of directorate business plans and the corporate plan to the Executive Board and the Council. As part of this process, the Executive Board and the Council provides recommendations for further actions.</p>	<p>We will continue to embed E&D in our business planning framework.</p> <p>In our corporate plan 2015–2018, we will ensure that E&D actions and outcomes are included.</p> <p>We will continue to report on our progress to the Council and the Executive Board every three months.</p>
<p>2. Improve our understanding of how our activities, functions and services affect diverse groups so that we can eliminate unlawful discrimination.</p>	<p>Implementation of our new equality analysis toolkit We have developed and implemented a new equality analysis toolkit. The toolkit includes:</p> <ul style="list-style-type: none"> • an initial equality analysis form which identifies potential impacts on different groups of people; • a full equality analysis form which includes actions to reduce 	<p>We will continue to embed the equality analysis toolkit into our policy development and programme management framework.</p>

	<p>or remove impacts on different groups of people; and</p> <ul style="list-style-type: none"> • equality analysis guidance to support users. <p>Equality analysis and policy development We have conducted a series of equality analysis during our policy development work. These included:</p> <ul style="list-style-type: none"> • the recruitment of the Chair of the Council; • our revised data protection policy; • the staff pay and grade review; • the proposed changes to our governance rules and regulations; • the proposal to use FtP case examiners during our FtP procedures to ensure they examine FtP cases fairly; and • overseas competency testing. 	<p>We will continue to ensure that we consider the E&D implications when we are developing our policy changes.</p> <p>We will publish an equality analysis on our:</p> <ul style="list-style-type: none"> • UK registrations policy; • Overseas registration project; and • Revalidation model
<p>Objective 2: Leadership – our leaders will continue to actively champion equality, diversity and inclusion</p>		
<p>3. Review of the E&D steering group membership (formerly the Diversity Champions Forum).</p>	<p>Review of the E&D steering group We have reviewed the E&D steering group membership which includes the Chief Executive as the Chair and at least two staff members from each directorate.</p> <p>We have also reviewed the steering group's terms of reference to ensure it reflects the changes to the group's membership.</p>	<p>Our E&D steering group will:</p> <ul style="list-style-type: none"> • advise the Executive Board on the development of our equality objectives; • attend external E&D events to learn and share best practice;

	<p>Evaluation of the E&D steering group We have presented progress reports to the Executive Board every three months which provided assessments of the steering group's activities.</p> <p>Key examples of the steering group's activities included:</p> <ul style="list-style-type: none"> • attending external E&D events to understand key issues; • advising staff members on how to use the equality analysis toolkit; • developing E&D policies; • monitoring the progress of the equality objectives; • raising awareness of E&D issues; and • sharing best practice with the group and staff members. 	<ul style="list-style-type: none"> • provide written articles for the Staff weekly newsletter. • provide feedback on their activities; and • meet every three months.
<p>4. We ensure that appointees to our committees and fitness to practise (FtP) panels are aware of their responsibilities regarding diversity.</p>	<p>E&D training sessions for newly appointed FtP panel members, the Council and committee members We have provided E&D training sessions for the newly appointed FtP panel members, the Council and committee members.</p> <p>413 (94 percent) of the FtP panel members completed the e-learning module which focused on:</p> <ul style="list-style-type: none"> • how E&D helped ensure that everyone in our organisation is valued; and • the different types of discrimination. 	<p>We will refresh our training programmes for all FtP panel members.</p>

	<p>441 (100 percent) of our FtP panel members attended our E&D face to face training which focused on:</p> <ul style="list-style-type: none"> • the risks of unconscious bias and stereotyping during decision-making processes; and • the panel members' E&D responsibilities. <p>11 (92 percent) of the Council members attended our E&D face to face training which focused on:</p> <ul style="list-style-type: none"> • the Equality Act 2010 and public sector duties; and • the importance of equality analysis. 	<p>We will evaluate the E&D training session that was provided for 11 Council members and consider whether further developments are necessary.</p>
<p>Objective 3: Governance – we establish effective governance processes to deliver equality and inclusion</p>		
<p>5. To improve our data collection of the diversity of nurses and midwives on our register.</p>	<p>Diversity questionnaire and booklet We encouraged nurses and midwives to complete our diversity questionnaire when they first register with us or return to our register.</p> <p>We have improved our diversity questionnaire as the first step to improving the quality of our data. We have also updated our diversity questionnaire booklet to explain why we are collecting E&D data and how the data will be stored.</p> <p>FtP E&D monitoring data annual report 2012–2013 We have published our FtP E&D monitoring data annual report 2012–2013.¹⁰ The annual report provides data on each of the equality groups who have undergone our FtP stages.</p>	<p>We will communicate the introduction of the revised diversity questionnaire through our website, our newsletters, NMC Update and Twitter.</p> <p>We will integrate our improved diversity questionnaire with online registration. We anticipate collecting an improved and good E&D data set by 2018.</p> <p>We will publish our FtP E&D data in our next E&D annual report 2014–2015.</p>

¹⁰ The FtP E&D monitoring data annual report can be viewed on our [website](#).

	We have included our FtP E&D monitoring data 2013–2014 in this report.	
Objective 4: Staff – our staff are valued by being treated with respect and being able to work in an environment free from discrimination, harassment or bullying		
6. Review all relevant Human Resources (HR) policies and training to ensure that we meet the requirements of the Equality Act 2010.	<p>Review of our HR policies We have reviewed some of our HR policies to improve guidance for employees and managers.</p> <ul style="list-style-type: none"> • Bullying and harassment policy: to explain the process of raising a complaint and to reflect the changes in the Equality Act 2010. • Employee capability policy: to manage improvements in job performance in a supportive way. • Compassionate and special leave policy: to consider employees’ personal circumstances. • Disciplinary and grievance policy: so that we can approach matters informally at first in order to resolve them quickly. <p>During our policy review process we consulted with:</p> <ul style="list-style-type: none"> • the HR team; • the staff consultation group; • best practice E&D organisations; and • the Executive Board. 	<p>We will review our HR policies:</p> <ul style="list-style-type: none"> • Home working policy: to improve flexibility at work and achieve a better work life balance. • Probationary policy: to enable new starters to gain a full understanding of their role and to achieve an acceptable level of performance in a reasonable timeframe. • Working environment and associated behaviour policy: to promote positive behaviours in staff.

	<p>We have published the policies on our staff intranet and HR managers have attended team meetings to explain the policies to staff.</p> <p>E&D training and evaluation findings We have included mandatory E&D training as part of our induction process. We found that 160 new starters were registered to attend a face-to-face E&D training course. Of this number 140 (81 percent) new starters have attended the training course.</p> <p>We have also evaluated the effectiveness of our training. All new starters were asked to complete an evaluation form after the training course. 104 new starters completed the evaluation form and of this number 55 (53 percent) rated the training course as 'excellent'.</p>	<p>We will continue to run online and face-to-face training courses to ensure all new starters complete E&D training.</p> <p>We will also focus on improving the attendance of the face-to-face training course.</p>
<p>7. Raise awareness of best practice, benchmark performance, and build external expertise covering the nine protected characteristics.</p>	<p>Building on external expertise We have become members of and worked regularly with E&D organisations to develop expertise and embed best practice. The organisations included:</p> <ul style="list-style-type: none"> • Diversiton, which raises awareness of religion or belief events. • Gender Identity Research and Education Society (GIRES), which ensures the law meets the needs of trans-people or people undergoing gender reassignment. • Stonewall, which provides advice on how to improve opportunities for lesbian, gay and bisexual people. • The Business Disability Forum, which provides advice on 	<p>We will continue to develop stakeholder relationships with best practice E&D organisations.</p> <p>We will also become a member of Race for Opportunity which provides advice on how to improve opportunities for Black, Asian and Minority Ethnic (BAME) people.</p>

	<p>how to improve opportunities for people with disabilities.</p> <ul style="list-style-type: none">• The Equality Human Rights Commission (EHRC), which provides guidance on good practice based on equality law and human rights.• The Employers Network for Equality and Inclusion (ENEI), which provides information on new and amended employment laws.• The UK Investors of E&D (UKIED), which works with a wide range of public bodies and specialist equality charities to promote best practice. <p>Benchmarked our performance We have sought advice on benchmarking our performance from some organisations which include:</p> <ul style="list-style-type: none">• GIRES to benchmark our performance on managing the E&D data of trans-people or people who are undergoing a gender reassignment.• Stonewall to benchmark our performance on our HR policy reviews.• The Business Disability Forum's Technical Swap Shop to benchmark our performance on providing suitable equipment for internal staff with disabilities.• The EHRC's Regulatory Inspectorate and Ombudsmen Forum to benchmark our performance on E&D and human rights principles.	
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	<ul style="list-style-type: none"> • The UKIED to benchmark our performance on the public sector equality duty. <p>Best practice We have attended the Joint Healthcare Regulators E&D Forum with nine other healthcare regulators to share examples of best practice and discuss E&D issues in the healthcare sector.</p> <p>We recently hosted the UKIED meeting which involved sharing best practice and discussing Islamophobia in the public sector.</p>	
Objective 5: Service delivery – we will continue to deliver quality services relevant to the needs of a diverse community		
<p>8. We encourage supplier diversity by making contract opportunities easily accessible to small and medium sized enterprises (SMEs).</p>	<p>Encouraging contract opportunities for SMEs We analysed our spending, taking account of factors such as value and risk. This has helped us to identify categories of spend and potential areas where future contracts could be packaged to attract SMEs.</p> <p>This year approximately 600 suppliers were paid, of which 99 percent were SMEs. We will focus on raising the profile of our contract opportunities so they are more accessible to SMEs and our procurement process is clearly explained.</p> <p>Staff training We are reviewing our staff training documents. This will help staff understand the importance of the supply chain and how to ensure that E&D is demonstrated through our procurement processes and is reflected in our contracts.</p>	<p>We will develop our web page ‘How to do business with the NMC’ to advertise contract opportunities.</p> <p>We aim to attract SMEs through procurement gateways such as:</p> <ul style="list-style-type: none"> • Contracts Finder • Supply2Gov • Tender Direct <p>We will work with staff to ensure they consider:</p> <ul style="list-style-type: none"> • the type of supply market;

		<ul style="list-style-type: none"> • the profile of the provider; and • corporate social responsibility matters to ensure that our suppliers do not: <ul style="list-style-type: none"> ○ operate illegally or oppressively; or ○ treat their workforce unfairly.
<p>9. We promote equality and value diversity in all our communications and relationships with stakeholders.</p>	<p>Written communications We have responded to requests for alternative formats of our documents. For example, the midwives rules and standards were printed in braille upon request. We have treated the English and Welsh equally when we publish our reports. This includes:</p> <ul style="list-style-type: none"> • Our annual report 2012–2013. • Our E&D annual report 2012–2013. • Our Welsh language scheme monitoring report 2011–2013. <p>We have also published two of our leaflets in Welsh:</p> <ul style="list-style-type: none"> • Witness information: Hearings • Witness information: Investigation <p>Plain English crystal mark The revised edition of our raising concerns guidance was our first publication to be awarded the crystal mark from the Plain English</p>	<p>We will publish more information on the available alternative formats our website.</p> <p>We will publish the following reports in Welsh:</p> <ul style="list-style-type: none"> • Our annual report 2013–2014. • Our E&D annual report 2013–2014. • Our Welsh language scheme annual report 2013–2014. <p>We will translate documents to Welsh upon request.</p> <p>We will continue to gain crystal marks for some of our documents from the Plain English Campaign.</p>

	<p>Campaign.¹¹ Our website We have focused our efforts on maintaining 'AA' accessibility standard for website. These standards refer to how accessible a website is to a wide audience.</p>	<p>As part of the re-launch of our website will continue to refer to 'AA' standards and we will improve our website by:</p> <ul style="list-style-type: none">• allowing users to increase the size of the text;• helping users locate information; and• reviewing the Welsh language scheme web page.
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¹¹ Plain English is a way of writing that promotes accessible, clear, concise and jargon-free text.