

Our plan about treating people equally and fairly



This is an EasyRead version of the
Nursing and Midwifery Council Equality
and Diversity Strategy.

What is in this booklet

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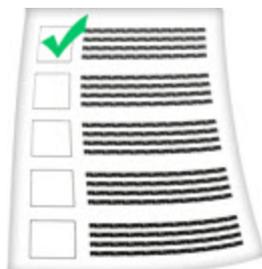
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Who are we?



We are the Nursing and Midwifery Council or the NMC for short.



Our job is to keep a list of all the nurses and midwives who meet our rules. There are over 665,000 nurses and midwives on the list.



You have to be on the list to get a job in the UK.



We say what nurses and midwives need to learn and how they should behave at work. We also help them keep up to date.



If a nurse or midwife does something wrong or does not follow our rules we have ways to check what has happened and do something about it.



This could mean someone is taken off our list and cannot work as a nurse and midwife until they can get back on.



This helps make everyone getting care and treatment from a nurse or midwife safer.

About this plan



It is important that we help make things fairer and more equal and that everyone is included. We are proud to be helping do this all over the UK.



We really want to do more than the law says we should and be a good example for everyone.



This plan should make sure that everyone is treated equally and fairly in our work and everyone has the same chances.



The Law

There used to be different laws about treating different kinds of people unfairly. These were brought together in a new law in 2010.



The new law is called the **Equality Act**. It covers England, Scotland and Wales.



There are 9 groups of people the new law says cannot be treated unequally or unfairly because of their:

- **race** - the country or culture you come from



- **gender** - if you are male or female



- **disability**



- **age** - whether you are young or old



- **sexual orientation** - if you are straight, gay, lesbian or bisexual



- **marital status** - if you are married or in a Civil Partnership



- **religion or belief**



- **being pregnant**



- **transgender** - people who are born as one sex and want to live as the other sex.

We have to think about these things for the people in the list above:



- how to stop people being treated unfairly or being bullied or harassed or doing anything else the law says people should not do



- make sure they have the same opportunities as others



- help people get on together.



We should do this by:

- taking away any unfairness they face because of the group they belong to



- meet any needs that are different



- supporting people to get involved in areas or things they might not normally do.



You can find out more about the law and other information from:

The Government Equalities Office

www.equalities.gov.uk



The **Equality and Human Rights Commission**

www.equalityhumanrights.com



What we want to do



We really do want to make things equal and fair for everyone in everything we do.

We promise we will:



- think difference is good in our staff, the council members, people who do work for us, nurses and midwives and the public



- make sure everyone gets a great service from us and everyone is treated fairly



- look at the things we do to see if anything treats people unfairly, and change them



- make sure treating people equally and fairly is in everything we do



- make sure the people who do any work for us know about what they should do to treat people equally and fairly too



- lead the way in making sure people are treated equally and fairly



- make sure there are people and money to do this.

What we have to do

Information

We have to write up what we are doing to show we are following the law.

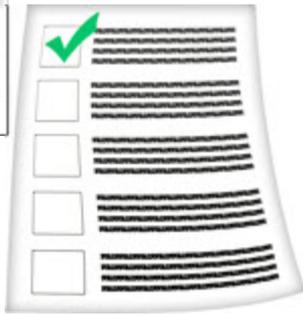


This information must show what we have done for the people in the 9 groups the law protects.



We must also show what our plans have done for others as well.





Main areas of work on treating people equally

By April 2012 we must have written the main areas of work we want to do over the next few years to make things fairer.



These will help show the things we are doing and when we have managed to do them.



So it is important they say things we can check to see when they have been done.



We will also say who else we have talked to when deciding what we do.



All NMC plans

It is important to have the things we say about treating people equally and fairly in all of our plans.



It is important that the people in charge of the NMC help make sure this work happens.



We must make sure that:

- everyone in the NMC knows what the law says needs to be done



- we are already doing the things we should be doing when these plans are agreed



- we use papers from our management meetings to show we have thought about treating people equally and fairly



- the need to make sure people are treated equally and fairly is thought about in any decisions we are making.



We will have leaders from each part of the NMC who will show people how to do things well and make sure people know they can get information from government to help.



Information about the backgrounds of nurses and midwives on our list

We already have some information about the nurses and midwives on our list.



We know about their race, religion and what sex they are.

We will think about whether it would help if we find out if people are in any of the other groups, from the list of 9, as well.



We will also get this information from new people asking to go onto our list.



We will also get information about the backgrounds of people we are checking to see if they are doing their job properly or not.



We will look at this information, tell others about what we have found and how we have used it.



We will look to see if getting other information from people we come into contact with will help us make our services better.



We need to think carefully about how we ask nurses or midwives if they have changed sex, people might not like it and the law says there are some things we cannot do.



Talking with others who are interested in treating people equally and fairly

We have to write about people we have talked to about making things fairer.



A lesbian, gay, bisexual and transgender group has already been set up and we will look at setting up others.





We have set up a group of outside people who can help us do things better. This is called a **diversity reference panel**.



They will help us make sure all our plans include everyone and we are treating people equally.



Checking to see we treat people equally

We will do a check on new rules we make to see if they might treat anyone unfairly.

These are called **Equality Impact Assessments**.



If we decide a rule does not need this check we will write down why.



Buying services from people who treat everyone equally

We need to make sure the people we buy things from treat people equally and fairly.

How are we going to make this plan happen?



We will:

- have meetings with staff about what we need to do



- set up a group to look at it



- let everyone know what information we have at the moment on staff and others who work for us



- look at what the information we have on nurses and midwives tells us



- ask lots of people about the work plan we need to do



- make sure treating people equally and fairly is in all of our new plans



- tell people about our work plans to treat people equally and fairly



- do checks on any new plans to make sure they do not treat anyone unequally or unfairly



- tell people what these checks have found out



- support staff to set up groups for people



- find leaders from each part of the NMC and give them training to help make sure we are treating people equally and fairly.



Credits

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