

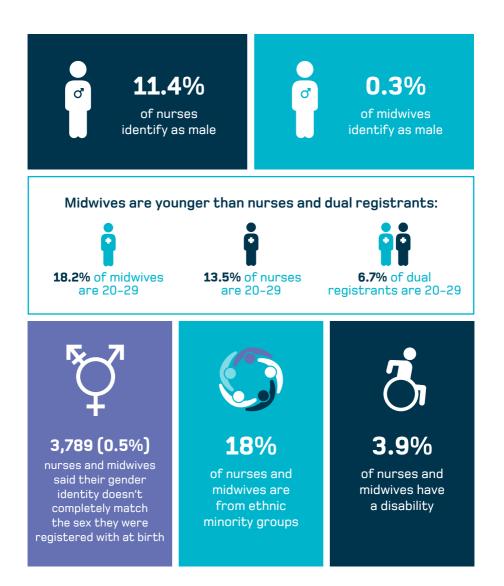
Equality, diversity and inclusion at the NMC

2017–2018 at a glance



Our register is very diverse

We want this diversity to be reflected in everything we do. Our latest data shows us that:





Promoting equality, diversity and inclusion in our work

We value the diversity of the nurses and midwives on our register, our staff and the wider community we serve.

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

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

What did we do in 2018?

- We did equality impact assessments on key areas of work, including our new approach to fitness to practise and our overseas review.
- Ethnic minorities and younger people are under-represented in our fitness to practise panels. So we launched a campaign to address this.
- We're continuing to improve the diversity data we hold about nurses, midwives and our panellists.
- We raised awareness of gender identity and how it affects the service we provide.
- We supported staff to comply with equalities legislation and continue to do so.
- We've identified equality, diversity and inclusion as a key regulatory outcome in our new approach to dealing with complaints about professionals on our register.

Read our Equality, diversity and inclusion report to find out more.

Looking ahead

What do you think our equality, diversity and inclusion priorities should be? Send your thoughts to **equality@nmc-uk.org**.

For example:

- Continuing to tackle disproportionate outcomes for ethnic minority nurses and midwives who go through fitness to practise.
- Increasing the involvement of diverse stakeholders in our work.