

Nursing and Midwifery Council
Fitness to Practise
Equality and Diversity
Monitoring Data
2012-2013

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Introduction

The Nursing and Midwifery Council (NMC) is the independent regulator for nurses and midwives in the UK. Our primary purpose is to protect patients and the public in the UK through effective and proportionate regulation of nurses and midwives. We do this by ensuring that only those who meet our requirements are allowed to practise as a nurse or midwife. We take action if concerns are raised with us about whether a nurse or midwife is fit to practise. Our Annual Fitness to Practise Report 2012-2013 describes how we have dealt with concerns raised with us.

As a public authority, the NMC is subject to the Equality Act 2010. As part of our commitment to equality and diversity, we collect monitoring data from nurses and midwives about six of the 'protected characteristics' under the Equality Act. This factsheet sets out the monitoring data we hold for nurses and midwives about whom concerns have been raised with us. It should be read in conjunction with our Annual Fitness to Practise Report 2012-2013.

From our register, we know the age and gender of nurses and midwives. Since 2009, we have asked all nurses and midwives to complete a diversity monitoring form. Providing this information is entirely voluntary and we cannot require anyone to provide it. As a result, we hold different amounts of data for each of the 'protected characteristics' and at different stages of our fitness to practise process. Considerable caution must therefore be exercised in interpreting the data. We encourage nurses and midwives to complete the diversity monitoring form and have made it easier for them to do so by enabling returns to be made online. We are in the process of reviewing how we collect the data to improve return rates in the future.

We have broken down the monitoring data we hold by 'protected characteristic' for the following key stages of our fitness to practise process:

- Identified referrals: cases where a concern has been raised with us and we have been able to identify 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 practise 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 (HC) or Conduct and Competence Committee (CCC).

To protect the anonymity of nurses and midwives, all monitoring data have been rounded to the nearest five or to "-" if less than five. As a result, the total numbers reported in the monitoring data may differ between tables and do not correspond exactly to the totals in our Annual Fitness to Practise Report 2012-2013.

Age monitoring data

Referrals

Table 1: New referrals by age

Age	Total referrals	Percentage
19 to 29 years	180	5%
30 to 39 years	630	19%
40 to 59 years	2,210	67%
60 years and over	290	9%
Total identified referrals	3,310	

Interim orders

Table 2: Interim orders imposed by age

Age	Number of interim orders	Percentage
19 to 29 years	40	5%
30 to 39 years	175	20%
40 to 59 years	555	65%
60 years and over	90	10%
Total	860	

Investigating Committee outcomes

Table 3: Investigating Committee final outcomes by age

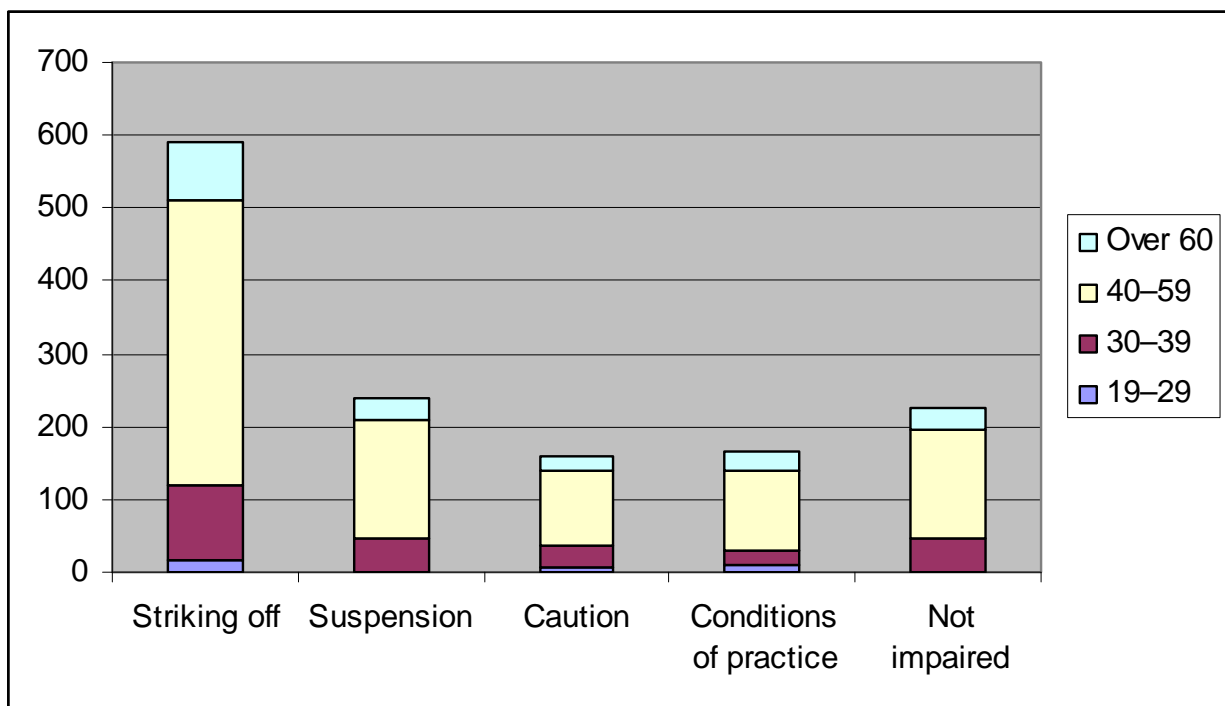
Age	No case to answer	Percentage	Sent for adjudication	Percentage
19 to 29 years	70	6%	55	3%
30 to 39 years	245	19%	380	18%
40 to 59 years	820	65%	1,470	68%
60 years and over	135	11%	365	12%
Total	1,270		2,170	

Adjudications

Table 4: CCC and HC final adjudication outcomes by age

Age	Striking off	Suspension	Caution	Conditions of practice	Not impaired
19–29	15	-	5	10	-
30–39	105	45	30	20	45
40–59	390	165	105	110	150
Over 60	80	30	20	25	30
Total	590	240	160	165	225

Chart 1: CCC and HC final adjudication outcomes by age



Disability monitoring data

Referrals

Table 5: New referrals by disability status

Disability status	Total referrals	Percentage
Yes	215	6%
No	1,060	32%
Prefer not to answer	60	2%
Unknown	1,975	60%
Total identified referrals	3,310	

Interim orders

Table 6: Interim orders by disability status

Disability status	Number of interim orders	Percentage
Yes	50	6%
No	265	31%
Prefer not to answer	10	1%
Unknown	535	62%
Total	860	

Investigating Committee outcomes

Table 7: Investigating Committee final outcomes by disability status

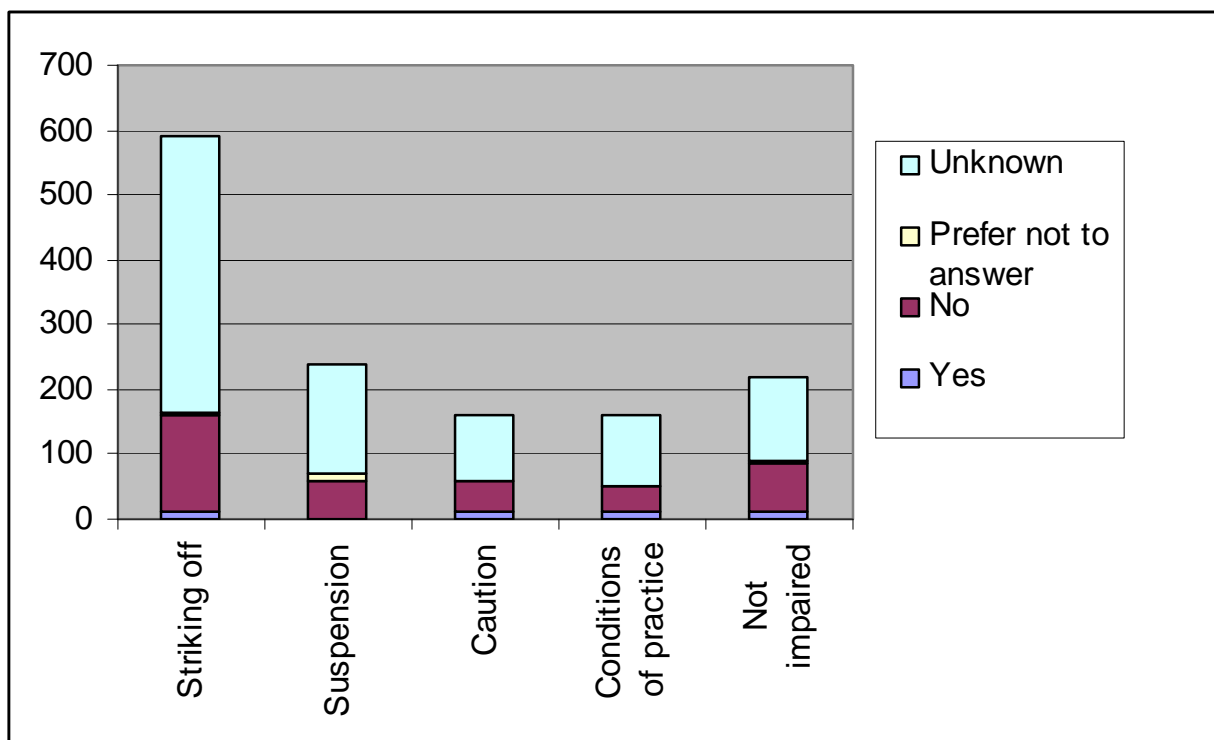
Disability status	No case to answer	Percentage	Sent for adjudication	Percentage
Yes	60	5%	70	3%
No	400	31%	660	30%
Prefer not to answer	20	2%	45	2%
Unknown	790	62%	1,390	64%
Total	1,270		2,165	

Adjudications

Table 8: CCC and HC final adjudication outcomes by disability status

Disability status	Striking off	Suspension	Caution	Conditions of practice	Not impaired
Yes	10	-	10	10	10
No	150	60	50	40	75
Prefer not to answer	5	10	-	-	5
Unknown	425	170	100	110	130
Total	590	240	160	160	220

Chart 2: CCC and HC final adjudication outcomes by disability status



Ethnicity monitoring data

Referrals

Table 9: New referrals by ethnicity

Ethnic group	Total referrals	Percentage
Asian	95	3%
Black	235	7%
Mixed	10	0%
White	925	28%
Other	10	0%
Prefer not to say	35	1%
Unknown	2,000	60%
Total identified referrals	3,310	

Interim orders

Table 10: Interim orders imposed by ethnicity

Ethnic group	Number of interim orders	Percentage
Asian	20	2%
Black	65	8%
Mixed	-	0%
White	225	26%
Other	-	0%
Prefer not to say	10	1%
Unknown	540	63%
Total	860	

Investigating Committee outcomes

Table 11: Investigating Committee final outcomes by ethnicity

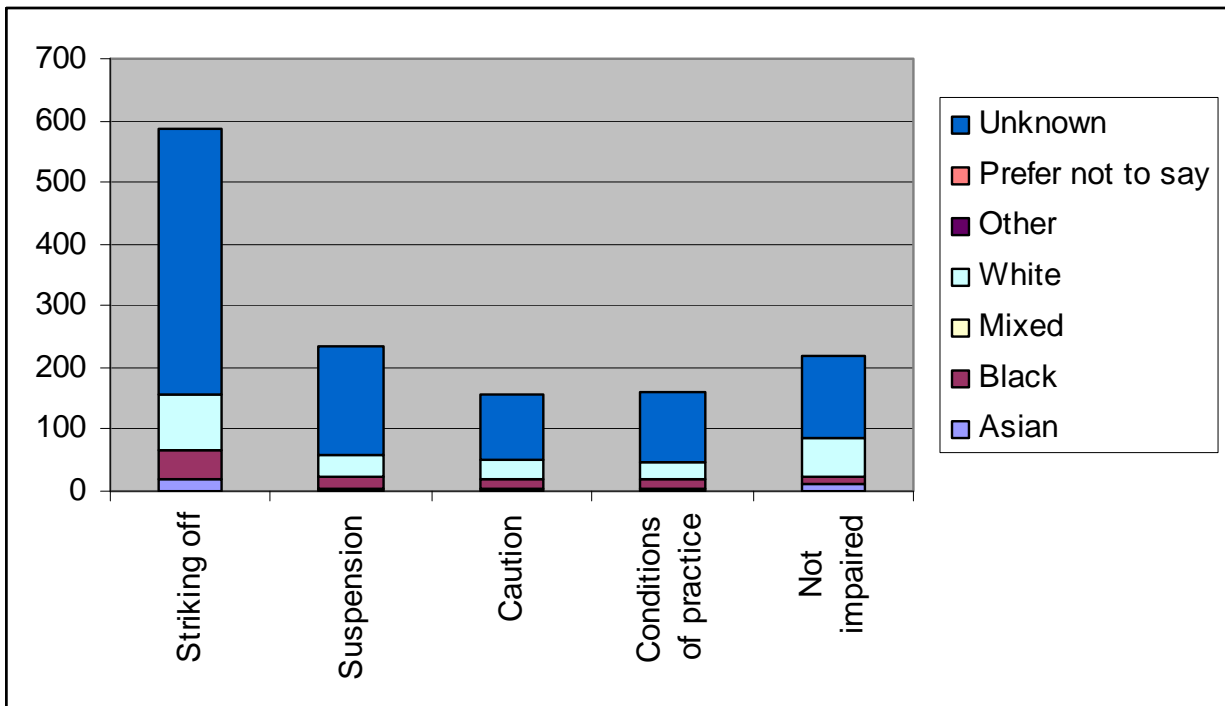
Ethnic group	No case to answer	Percentage	Sent for adjudication	Percentage
Asian	30	2%	70	3%
Black	90	7%	185	9%
Mixed	5	0%	10	0%
White	335	26%	465	31%
Other	5	0%	10	0%
Prefer not to say	10	1%	20	1%
Unknown	800	63%	1,405	65%
Total	1,275		2,165	

Adjudications

Table 12: CCC and HC final adjudication outcomes by ethnicity

Ethnic group	Striking off	Suspension	Caution	Conditions of practice	Not impaired
Asian	20	5	5	5	10
Black	45	20	15	15	15
Mixed	-	-	-	-	-
White	90	35	30	25	60
Other	-	-	-	-	-
Prefer not to say	-	-	-	-	-
Unknown	430	175	105	115	135
Total	585	235	155	160	220

Chart 3: CCC and HC final adjudication outcomes by ethnicity



Religion or belief monitoring data

Referrals

Table 13: New referrals by religion or belief

Religion or belief	Total referrals	Percentage
Buddhist	10	0%
Christian	885	27%
Hindu	10	0%
Jewish	-	0%
Muslim	15	0%
Sikh	-	0%
Other religion	50	2%
No religion	205	6%
Prefer not to answer	110	3%
Unknown	2,020	61%
Total identified referrals	3,310	

Interim orders

Table 14: Interim orders imposed by religion or belief

Religion or belief	Number of interim orders	Percentage
Buddhist	5	1%
Christian	205	24%
Hindu	-	0%
Jewish	-	0%
Muslim	5	1%
Sikh	-	0%
Other religion	15	2%
No religion	60	7%
Prefer not to answer	25	3%
Unknown	545	63%
Total	860	

Investigating Committee outcomes

Table 15: Investigating Committee final outcomes by religion or belief

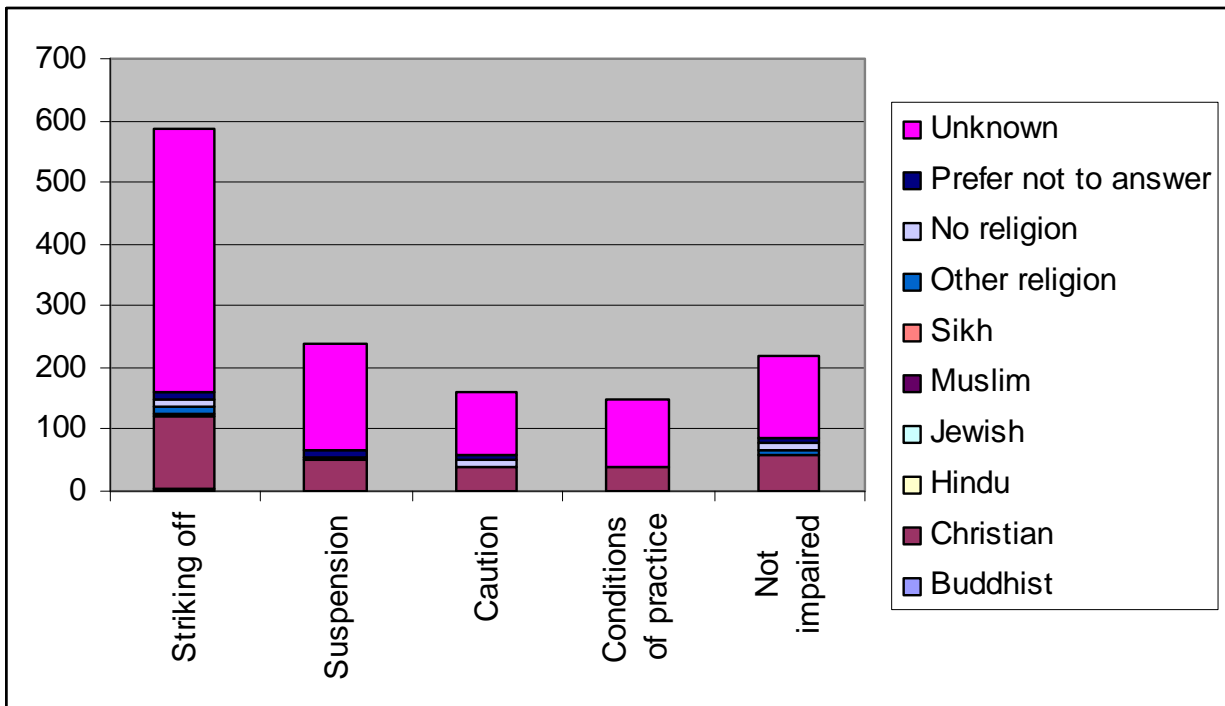
Religion or belief	No case to answer	Percentage	Sent for adjudication	Percentage
Buddhist	5	0%	5	0%
Christian	315	25%	515	24%
Hindu	-	0%	10	0%
Jewish	-	0%	-	0%
Muslim	5	0%	15	1%
Sikh	-	0%	-	0%
Other religion	20	2%	35	2%
No religion	70	6%	100	5%
Prefer not to answer	45	4%	75	3%
Unknown	805	64%	1,400	65%
Total	1,265		2,155	

Adjudications

Table 16: CCC and HC final adjudication outcomes by religion or belief

Religion or belief	Striking off	Suspension	Caution	Conditions of practice	Not impaired
Buddhist	5	-	-	-	-
Christian	115	50	40	40	60
Hindu	-	-	-	-	-
Jewish	-	-	-	-	-
Muslim	5	-	-	-	-
Sikh	-	-	-	-	-
Other religion	10	-	-	-	5
No religion	15	5	10	-	15
Prefer not to answer	10	10	10	-	5
Unknown	425	175	100	110	135
Total	585	240	160	150	220

Chart 4: CCC and HC final adjudication outcomes by religion or belief



Gender monitoring data

Referrals

Table 17: New referrals by gender

Gender	Total referrals	Percentage
Female	2,565	77%
Male	745	23%
Total identified referrals	3,310	

Interim orders

Table 18: Interim orders imposed by gender

Gender	Number of interim orders	Percentage
Female	615	71%
Male	250	29%
Total	865	

Investigating Committee outcomes

Table 19: Investigating Committee final outcomes by gender

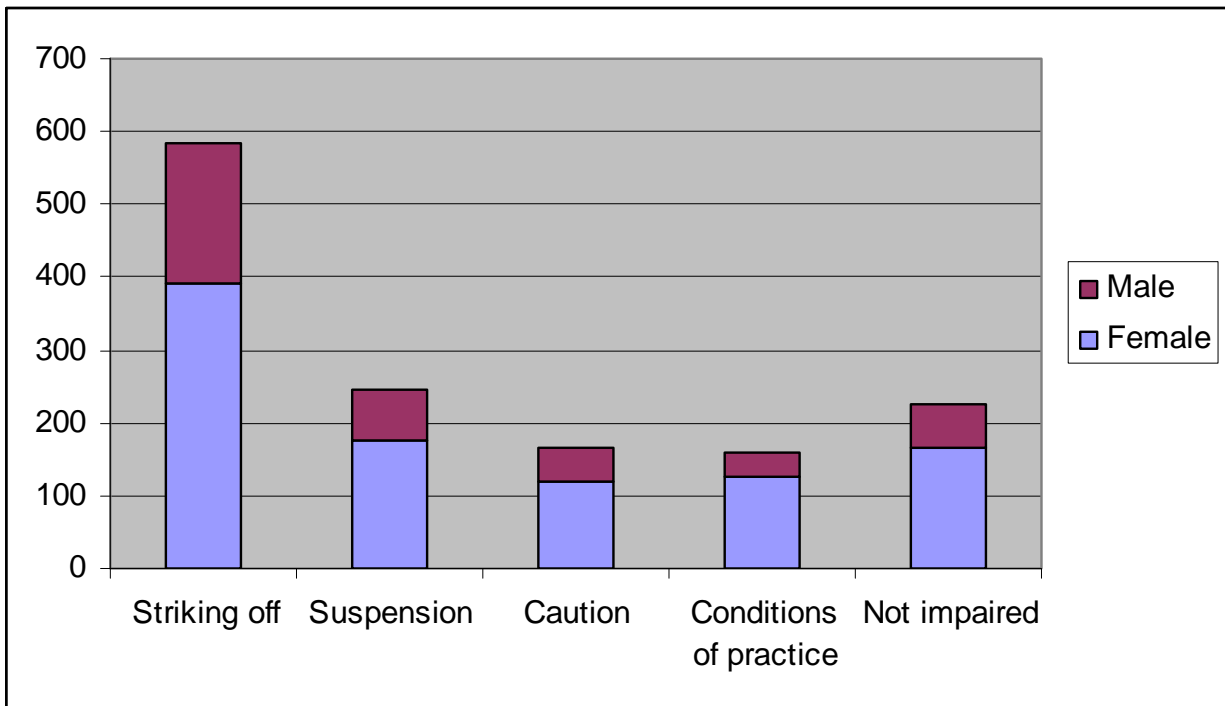
Gender	No case to answer	Percentage	Sent for adjudication	Percentage
Female	1,015	80%	1,610	74%
Male	255	20%	555	26%
Total	1,270		2,165	

Adjudications

Table 20: Total final adjudication outcomes by gender

Religion or belief	Striking off	Suspension	Caution	Conditions of practice	Not impaired
Female	390	175	120	125	165
Male	195	70	45	35	60
Total	585	245	165	160	225

Chart 5: CCC and HC final adjudication outcomes by gender



Sexual orientation monitoring data

Referrals sexual orientation monitoring information

Table 21: New referrals by sexual orientation

Sexual orientation	Total referrals	Percentage
Bisexual	25	1%
Gay or lesbian	40	1%
Heterosexual	1,065	32%
Prefer not to answer	185	6%
Unknown	1,995	60%
Total of identified referrals	3,310	

Interim orders

Table 22: Interim orders imposed by sexual orientation

Sexual orientation	Number of interim orders	Percentage
Bisexual	-	0%
Gay or lesbian	15	2%
Heterosexual	260	30%
Prefer not to answer	40	5%
Unknown	545	63%
Total	860	

Investigating Committee outcomes

Table 23: Investigating Committee final outcomes by sexual orientation

Sexual orientation	No case to answer	Percentage	Sent for adjudication	Percentage
Bisexual	5	0%	10	0%
Gay or lesbian	10	1%	25	1%
Heterosexual	385	30%	595	28%
Prefer not to answer	65	5%	135	6%
Unknown	800	63%	1,395	65%
Total	1,265		2,160	

Adjudications

Table 24: CCC and HC final adjudication outcomes by sexual orientation

Religion or belief	Striking off	Suspension	Caution	Conditions of practice	Not impaired
Bisexual	-	-	-	-	-
Gay or lesbian	5	-	-	-	-
Heterosexual	125	50	45	45	70
Prefer not to answer	30	20	10	5	15
Unknown	425	170	100	110	130
Total	585	240	155	160	215

Chart 6: CCC and HC final adjudication outcomes by gender

