

**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%
<b>Total identified referrals</b>	<b>3,310</b>	

### 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%
<b>Total</b>	<b>860</b>	

### Investigating Committee outcomes

**Table 3: Investigating Committee final outcomes by age**

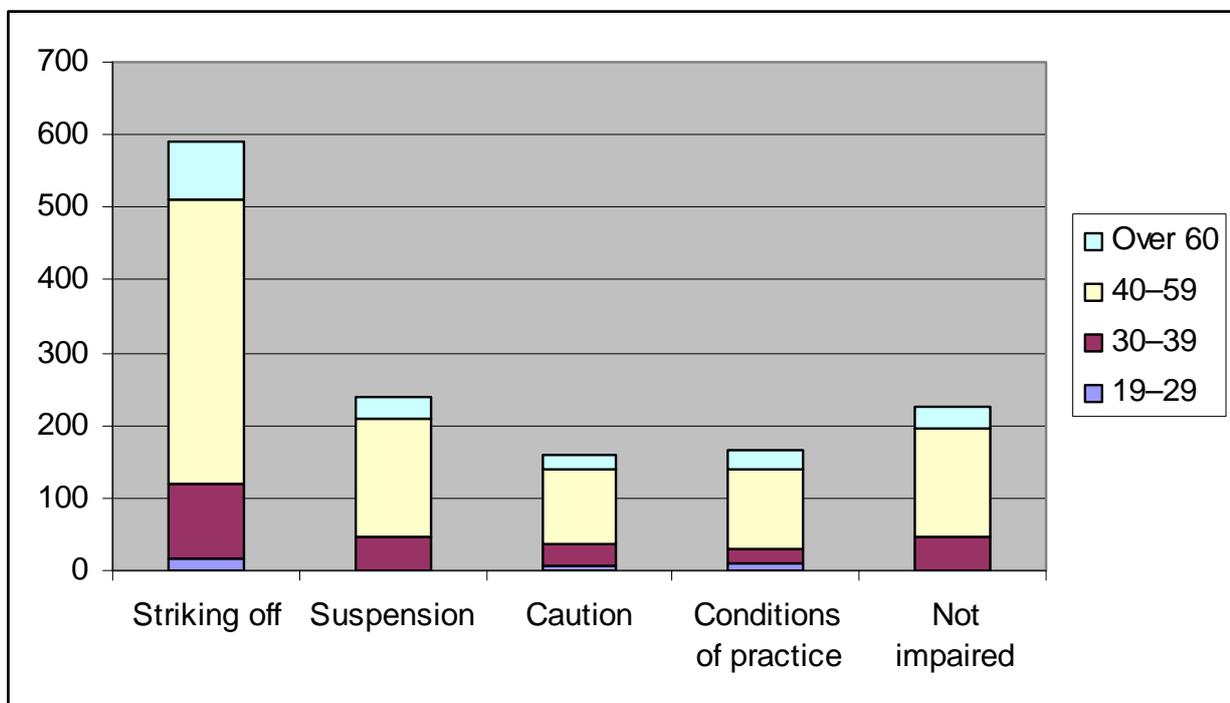
Age	No case to answer	Percentage	Sent for adjudication	Percentage
19 to 29 years	70	6%	55	3%
30 to 39 years	245	19%	380	18%
40 to 59 years	820	65%	1,470	68%
60 years and over	135	11%	365	12%
<b>Total</b>	<b>1,270</b>		<b>2,170</b>	

## 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
<b>Total</b>	<b>590</b>	<b>240</b>	<b>160</b>	<b>165</b>	<b>225</b>

**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%
<b>Total identified referrals</b>	<b>3,310</b>	

### 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%
<b>Total</b>	<b>860</b>	

### Investigating Committee outcomes

**Table 7: Investigating Committee final outcomes by disability status**

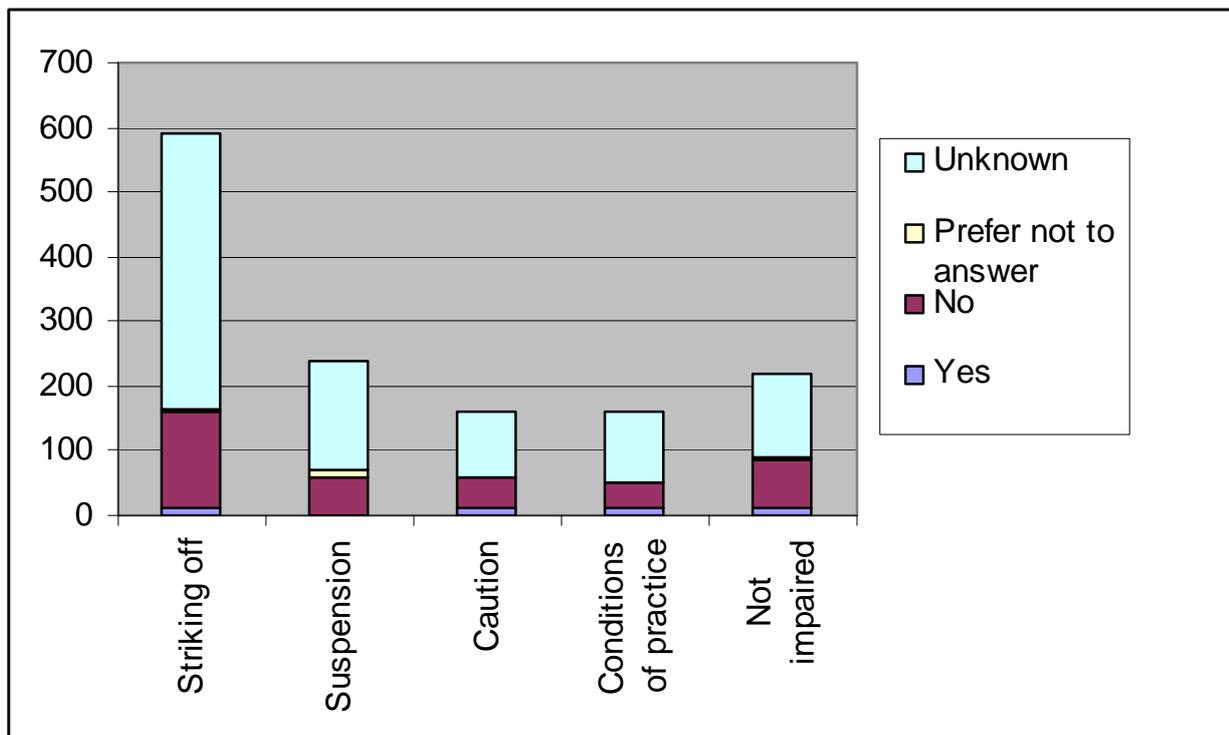
Disability status	No case to answer	Percentage	Sent for adjudication	Percentage
Yes	60	5%	70	3%
No	400	31%	660	30%
Prefer not to answer	20	2%	45	2%
Unknown	790	62%	1,390	64%
<b>Total</b>	<b>1,270</b>		<b>2,165</b>	

## 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
<b>Total</b>	<b>590</b>	<b>240</b>	<b>160</b>	<b>160</b>	<b>220</b>

**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%
<b>Total identified referrals</b>	<b>3,310</b>	

### 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%
<b>Total</b>	<b>860</b>	

## Investigating Committee outcomes

**Table 11: Investigating Committee final outcomes by ethnicity**

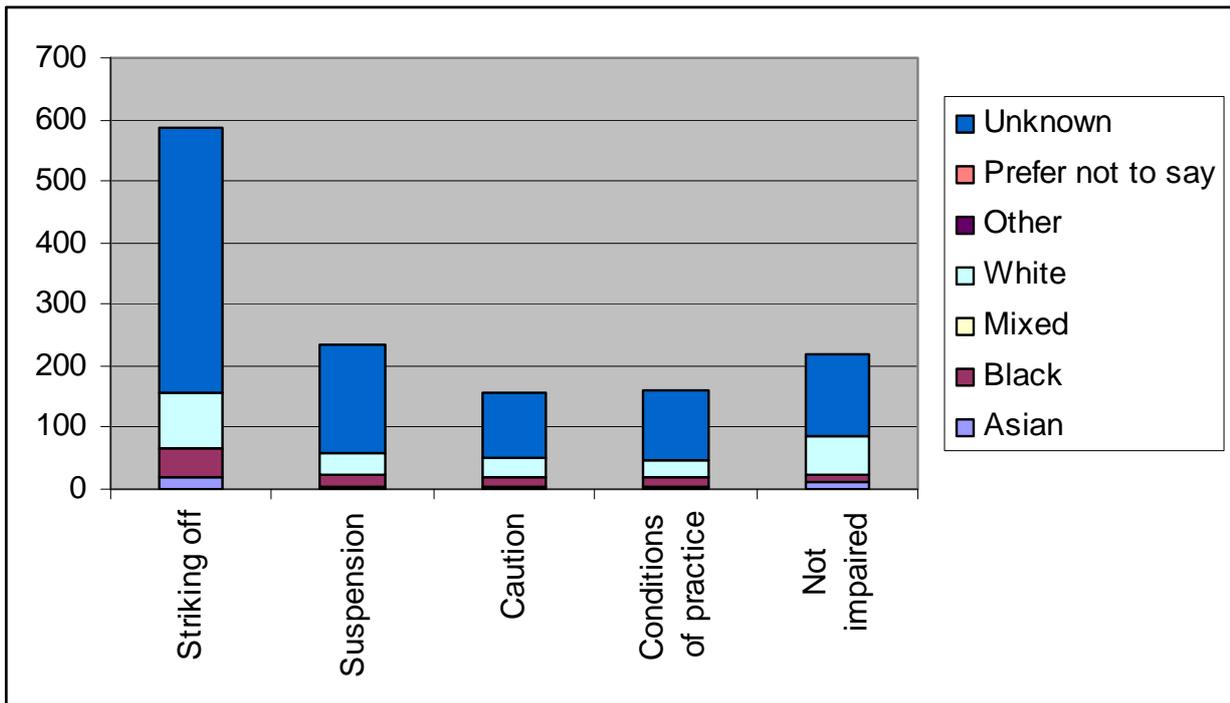
Ethnic group	No case to answer	Percentage	Sent for adjudication	Percentage
Asian	30	2%	70	3%
Black	90	7%	185	9%
Mixed	5	0%	10	0%
White	335	26%	465	31%
Other	5	0%	10	0%
Prefer not to say	10	1%	20	1%
Unknown	800	63%	1,405	65%
<b>Total</b>	<b>1,275</b>		<b>2,165</b>	

## 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
<b>Total</b>	<b>585</b>	<b>235</b>	<b>155</b>	<b>160</b>	<b>220</b>

**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%
<b>Total identified referrals</b>	<b>3,310</b>	

### 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%
<b>Total</b>	<b>860</b>	

## Investigating Committee outcomes

**Table 15: Investigating Committee final outcomes by religion or belief**

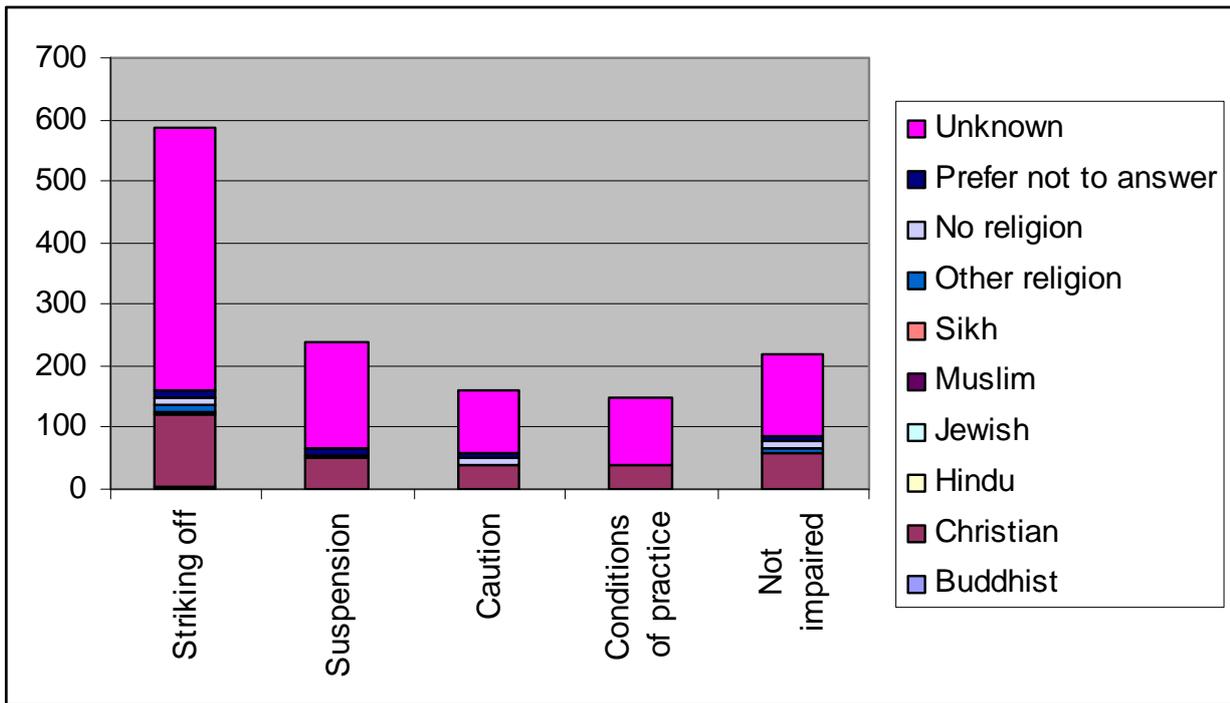
Religion or belief	No case to answer	Percentage	Sent for adjudication	Percentage
Buddhist	5	0%	5	0%
Christian	315	25%	515	24%
Hindu	-	0%	10	0%
Jewish	-	0%	-	0%
Muslim	5	0%	15	1%
Sikh	-	0%	-	0%
Other religion	20	2%	35	2%
No religion	70	6%	100	5%
Prefer not to answer	45	4%	75	3%
Unknown	805	64%	1,400	65%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

## 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
<b>Total</b>	<b>585</b>	<b>240</b>	<b>160</b>	<b>150</b>	<b>220</b>

**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%
<b>Total identified referrals</b>	<b>3,310</b>	

### Interim orders

**Table 18: Interim orders imposed by gender**

Gender	Number of interim orders	Percentage
Female	615	71%
Male	250	29%
<b>Total</b>	<b>865</b>	

### Investigating Committee outcomes

**Table 19: Investigating Committee final outcomes by gender**

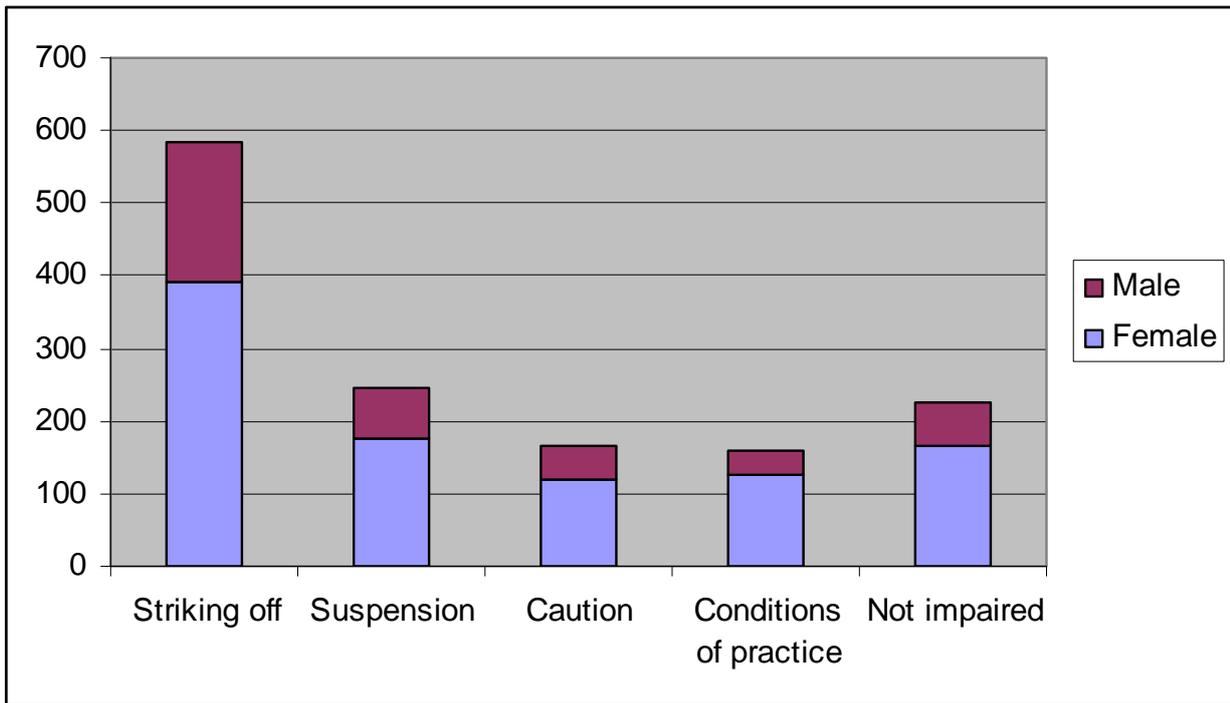
Gender	No case to answer	Percentage	Sent for adjudication	Percentage
Female	1,015	80%	1,610	74%
Male	255	20%	555	26%
<b>Total</b>	<b>1,270</b>		<b>2,165</b>	

### 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
<b>Total</b>	<b>585</b>	<b>245</b>	<b>165</b>	<b>160</b>	<b>225</b>

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%
<b>Total of identified referrals</b>	<b>3,310</b>	

### 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%
<b>Total</b>	<b>860</b>	

### 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%
<b>Total</b>	<b>1,265</b>		<b>2,160</b>	

## 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
<b>Total</b>	<b>585</b>	<b>240</b>	<b>155</b>	<b>160</b>	<b>215</b>

**Chart 6: CCC and HC final adjudication outcomes by gender**

