

# Our Equality, Diversity and Inclusion (EDI) Plan

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The Nursing and Midwifery Council EDI objectives, priorities and actions 2022-2025

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**We're clear about our responsibility to promote equality, diversity and inclusion in everything we do as a regulator and as an employer. We're ambitious about what we can achieve to promote best practice in equality, working with our partners and the wider sector.**

Our EDI plan sets out the actions we'll take to deliver more equitable experiences and outcomes for the people who work for us and the professionals who are registered with us, as well as the people using our services and everyone who interacts with our professionals and colleagues.

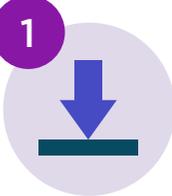
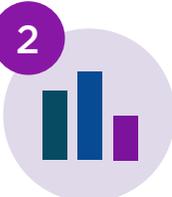
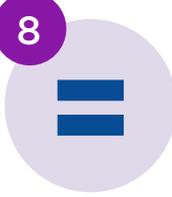
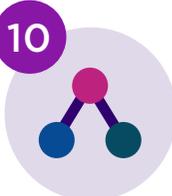
We're committed to achieving measurable change in the next three years. This will position us to embed best practice EDI considerations in our next Nursing and Midwifery Council strategy for 2025 and beyond.

## How we developed these actions

The priorities and actions set out in this plan have been shaped by our legal responsibilities, our data and evidence, information from our professionals, partners and NMC colleagues and wider issues across the health and care sector.

# Our EDI objectives, priorities and actions

Our Executive Board and Council have agreed the steps we need to take to make sustainable progress over the next three years. Below are the ten priority themes for our EDI work. We will:

-  Take a more sophisticated approach to collecting and using EDI data
-  Learn from EDI evidence to create targeted interventions
-  Co-produce EDI solutions through collaboration with informed, diverse external partners
-  Enhance the EDI competency and accountability of our leaders
-  Enhance the EDI capability of all colleagues
-  Map and improve EDI-informed decision-making
-  Address evidence of discrimination or barriers in our processes
-  Use our influence to support the prevention and reduction of health inequalities
-  Strengthen our EDI governance
-  Use regulatory reform as a vehicle to embed EDI in our structures and ways of working

