

Nursing and Midwifery Council

Agreed Removal Decision

Registrant: Gemma Jane Bidwell

PIN: 15E0202E

Part(s) of the register: Registered Nurse, Community Practitioner Nurse Prescriber and Registered Specialist Community Public Health Nurse

Relevant Location: Essex

On 31 December 2019 we received a referral raising concerns about Gemma Bidwell's fitness to practise. The concerns were in relation to her role as a health visitor within which she had responsibility for safeguarding children within vulnerable families. It's alleged that Gemma Bidwell, in some instances, failed to conduct necessary home visits, didn't consider disguised compliance by a parent, didn't make referrals to other services, didn't conduct necessary assessments and didn't keep up to date and accurate records.

A panel of our Fitness to Practise Committee have considered the allegations. They determined that Gemma Bidwell's fitness to practise is impaired due to misconduct and imposed a conditions of practice order for a period of 2 years. The conditions of practice order set out the following regulatory areas of concern to be monitored when working as a Registered Nurse under the conditions of practise order; Record Keeping, Assessments and Referrals, Management of Risks and Communication". The conditions of practice order commenced on 18 June 2025.

On 5 December 2025 we received an application from Gemma Bidwell for agreed removal from the NMC register.

ASSISTANT REGISTRAR'S DECISION

As an Assistant Registrar, I have delegated authority to make decisions about agreed removal and have agreed to removal from the NMC register in this case.

In accordance with Rule 14 of the Nursing and Midwifery Council (Education, Registration and Registration Appeals) Rules 2004, in considering Gemma Bidwell's application for agreed removal, I've taken into account:

- Gemma Bidwell's application for agreed removal
- the Fitness to Practise Committee's decision on the concerns
- the interests of Gemma Bidwell
- the public interest.

We sought to contact the person who made the allegation against Gemma Bidwell for their comments on the application for agreed removal. No comments were received within a reasonable period.

I'm satisfied that:

- Gemma Bidwell no longer intends to work as a registered nurse
- a striking-off order is not likely or a necessary outcome
- there are no other good reasons requiring us to consider the allegations further at this time
- the public interest is best served by agreeing the application for removal and enabling Gemma Bidwell to leave the NMC register.

We'll publish a record of this decision for twelve months from the date of the decision, 18 February 2026. In the event that Gemma Bidwell seeks readmission to the register, we may consider the matters that led to this agreed removal further.