
Culture Transformation Plan

Our new plan to make the
Nursing and Midwifery Council
a better place to work

March 2025



About the Nursing and Midwifery Council



We are the **Nursing and Midwifery Council**. We are called the **NMC** for short.



Our job is to make sure all **nurses** and **midwives** in the UK and **nursing associates** in England are safe to work.



Nurses help people who are sick, injured or need care.



Midwives help people to give birth.



Nursing associates are health staff who work with nurses in England.

Why we need a new plan



Some people have said that the NMC is not a good place to work. Things like bullying and **racism** have happened.



Racism is being treated badly because of things like:

- The colour of your skin.
- Speaking a different language.



This makes coming to work horrible for some people.



We asked an organisation called Rise Associates to do a **review** about working at the NMC.

A **review** means looking at something to find out more about it.



The team spoke to lots of staff about working at the NMC. They asked staff what they thought and how they were feeling.



The review found out that:

- A lot of staff are very unhappy.



- How we do things at the NMC affects how people feel.

Things like asking people to deal with too much work at one time.



It makes people feel really stressed.



- We haven't done enough in the past to deal with problems. Things like supporting staff who have experienced racism or bullying.



We have an easy read report that tells you more about the review.

The report is on our website:

www.nmc.org.uk/globalassets/sites/documents/independent-reviews/2024/easy-read-nmc-independent-culture-review-july-2024.pdf

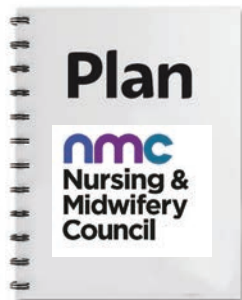
About our plan



After the review, we spoke to lots more staff.



We heard from over 770 people.



We listened to what everyone told us.
We used this to write our new plan.



It says how we are going to change things over the next 3 years so that our staff:



- Feel happy and enjoy working for us.



- Feel listened to and have their voices heard.



- Work well together and treat each other with kindness and respect.



- Feel included and like they belong.

6 big things we will work on



To change how we do things, we will:

1. Have leaders that are really good at supporting their teams.



2. Think about our **values** when we make decisions.

Our **values** are things we believe in and how we behave.



3. Include people and treat everyone fairly in everything we do.



4. Make sure people feel safe to speak out about things that are worrying them.



5. Make sure staff feel happier at work and are proud to work for the NMC.



6. Make sure our rules about how we do things are fair and work well for everyone.

How we will make our plan happen



We will work with 5 expert coaches. These are people who will teach our managers and leaders about good ways of working.



We will set up a new group at the NMC. The group will lead the work about changing how we do things.



The group will have a good mix of people from all areas of the NMC. They will start to meet in April 2025.



We will write new plans about treating people fairly and including people.



And we will have new ways for staff to report any problems to managers.

What we have already done



We have already made a good start on changing things.

We have:



- Started to use an **Empowered to speak up guardian**.

This is someone who supports staff to speak up if there is a problem

and



- Set up new roles for **experts** in treating people fairly and including people.

An **expert** is someone who knows a lot about something.



But we know there is more work to do.
We will keep working on our plan and checking it often.



We will ask people what they think is working well or needs to change.



We will keep working to make changes
and make the NMC a better place to
work.

About this easy read report



Easy Read UK has helped us to write this easy read plan.

www.easyreaduk.co.uk



Kirkles Involvement Network worked with Easy Read UK and checked this report.



The pictures in this report came from Photosymbols, Ing Image and the NMC.

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**Nursing &
Midwifery
Council**

The nursing and midwifery regulator for England, Wales, Scotland and Northern Ireland. Registered charity in England and Wales (1091434) and in Scotland (SC038362).

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