

## NMC Midwifery Action Plan progress report 19 December 2025

NMC Midwifery Action plan – Progress report	
Oversight of our regulatory response coordinated through the Midwifery Regulation Oversight Group (MROG)	Monthly MROG meetings have been scheduled.
Production of a midwifery data dashboard – with the numbers of midwives in Fitness to Practice, their demographics, and the investigation themes	<p>A midwifery specific data dashboard has been developed by our Insights team, and this has been evaluated and reviewed by CMidOs.</p> <p>Data has been used in presentations to RCM – Northern Ireland, DoM/HoM meeting, Midwifery Strategy Advisory Group (MSAG) and provided in response to the Welsh maternity assessment. All CMidOs have been sent high-level data for their country. Discussions are ongoing regarding publication of the dashboard.</p>
Independent mapping of the midwifery standards of proficiency against the recommendations of the most recent reviews	A reverse mapping tool has been developed and ready for use. The mapping exercise has been conducted independently by the Midwifery Professors network, supported by CoDH. Mapping is underway, and a consolidation meeting took place at 23 Portland Place on 12 December. The report will be ready early next year.
Mapping UK university approved midwifery curricula against the 17 NMC proficiency themes	All AEIs across the UK were requested to map their midwifery programmes. All 63 AEIs responded to the request by the 26 November deadline. Work is underway to evaluate the returns. Due to time sensitive nature of the Welsh assessment, their returns have been evaluated and reported on first, and a high-level report has been sent to the chair. We are continuing to analyse the remaining 59 AEIs and plan to have a draft report early next year

<p>Our ongoing Practice Learning review (key line of enquiry four)</p>	<p>Key themes identified including strengthening of some standards in the pre-registration midwifery programme standards. We are looking at strengthening the holistic assessment of students around care in labour (both proficiency and confidence); and aligning and strengthening of wording when there are complications.</p> <p>If the curriculum becomes more developed this may not be achievable in a current three-year programme. We are looking at the economic analysis of appetite to lengthen the programme – this could be stretched over time, unpaid/paid or a specific internship programme at the end. Recommendations approved by Council in November 2025.</p>
<p>Joint work with GMC and NMC. As midwives, neonatal nurses and doctors work so closely together, the NMC collaborated with the GMC who have produced accompanying resources for professionals - <a href="#">ethical hub focused on maternity</a>.</p> <p>The NMC has produced case studies highlighting good teamwork- '<a href="#">Good teamwork means better maternity care</a>'</p>	<p>We've promoted the campaign across our corporate channels over the last month including:</p> <ul style="list-style-type: none"> <li>• An email to every midwife on our register</li> <li>• An email to key midwifery stakeholders</li> <li>• An email to employers for whom we hold contact details</li> <li>• Articles in our newsletters for nurses, midwives and educators</li> <li>• Regular posting on our Facebook, LinkedIn and Instagram accounts.</li> </ul> <p>We will host a webinar in Spring 2026 to emphasise this multidisciplinary work – this will be recorded and uploaded to the website afterwards.</p>
<p>Work with NHSE, NHS Resolution and wider stakeholders to <b>co-create an NHS perinatal peer review maternity assessment tool</b> to include the themes from the domains in the midwifery standards of proficiency as assessment criteria.</p>	<p>This work is ongoing, and we will continue to participate. However, we will focus on development of our own tool and ensure our standards are considered in NHS England's work that has a much longer timeline for completion.</p> <p>Workshop led by NHSE scheduled for 21 January 2026.</p>
<p>Strengthening midwifery practice and education to</p>	<p>Embedding cultural competency, anti-racism and unconscious bias awareness in education and</p>

address disparities in outcomes for Black, Asian and minority ethnic women	practice is very important. In response to the recommendations in the Black Maternal Health report, we will be mapping the continuous professional development (CPD) documents of all four countries against the key themes within the standards of proficiency. Mapping for England and Scotland has been completed – findings will be shared in midwifery quarterly report. When all four documents have been mapped, we will discuss our findings with the CMidOs.
Following the request at the DoM/HoM roundtable on 9 September and to support our understanding of how the standards of proficiency are used in practice settings we are developing a UK-wide gap analysis/benchmark tool	<p>The questions derived from the 17 key themes within the Standards of Proficiency for Midwives are being used to develop a gap analysis tool for maternity services. The tool will be shared with organisations through CMidOs for DoM/HoMs across the UK to complete in January. Sessions with DoM/HoMs across the UK will commence in the Spring based on the gap analysis findings.</p> <p>The survey will be distributed in January 2026.</p>
Develop a <b>service user survey</b> created from the themes of the domains of the midwifery standards of proficiency to ensure we capture the service user perspective in this work.	This survey will be based on the standards of proficiency themes. Task and finish group of service users from MSAG and national lay stakeholders has been convened for January 2026.
Response to Prevention of future deaths letter and participation in the Joint Stakeholder Safety meeting to respond to joint recommendations on 8 December	<p>The NMC is named in the recommendations from the coroner. There is a call to review community midwifery competencies and to develop a national framework for homebirths.</p> <p>Tracey MacCormack participated in a joint stakeholder safety meeting on 8 December. A task and finish group to review homebirth pathways in England will be set up in the new year. Our response has been drafted in preparation for submission by 16 January 2026.</p>
Factsheet for our recent publication of <i>Principles for supporting women's choices in maternity care</i>	Our principles for supporting women's choices in maternity care publication will be supplemented by a factsheet to answer questions raised during the launch online seminar on 8 September. Birthrights have also responded to the publication and this factsheet will align with their queries. Document currently with legal colleagues for oversight.

There are three areas of the original action plan that will not form part of this or future progress reports as midwifery has been considered and is reported on within those workstreams:

### **The Code and Revalidation Reviews**

We continue to ensure midwifery is considered in the reviews of the Code and Revalidation. Tracey MacCormack – Assistant Director for Midwifery – is the Senior Responsible Officer for the Code review.

Our Independent Steering Group, Breadth of Practice Group and Student and Recent Registered Group all have representation from midwives; our Public Advisory Group has representation from maternity service users and advocacy groups. More about the reviews is available [here](#).

### **Duty of Candour - joint work with GMC and NMC**

This work has been completed. Our [joint professional duty of candour](#) guidance is a collaboration between the NMC and the GMC, first published in 2015 and refreshed in 2022 and 2024. One of the case studies in *Good Teamwork Means Better Maternity Care* focuses on the importance of candour and the joint guidance.

### **Principles for Advanced Practice**

We have considered midwifery throughout this project, within the NMC and with the membership of stakeholder groups and our wider engagement. There are midwifery representatives among our early adopters of the Principles. Advanced practice is also being considered in the Code and revalidation reviews. Further details of our engagement on advanced practice are available [here](#).