

Date/time	Thursday 08 May, 13:00 – 15:30
Location	Microsoft Teams
Attendees	<p><u>IDNMA Forum members</u></p> <p>Maurina Baron, Caribbean Nurses, and Midwives Association UK Paulette Lewis, Caribbean Nurses, and Midwives Association UK Obi Amadi, Nigerian Nurses Charitable Associations UK Dilla Davis, Faculty of Nursing, Midwifery & Palliative Care, Kings College May Parsons, Filipino Nurses Association Ofrah Muflahi, British Arab Nurses Association Tim Morgan, Ugandan Midwives and Nurses Association Bruno Daniel, Inclusion Programme Lead, RCN</p> <p><u>NMC colleagues</u></p> <ul style="list-style-type: none"> • Tracey MacCormack, Assistant Director, Midwifery, Chair IDNMA Forum • Donna O'Boyle, Acting Executive Director of Professional Practice • Libby Small, Senior EDI Policy officer • Michelle Herbert, Workforce EDI Lead • Preth Rao, Head of Strategy and Insight • Karen Lanlehin, Head of NMC Culture Transformation • Nicole Burns – Muir, Special Adviser • Estelle Sackey, Senior External Affairs Officer

Agenda items covered

1. Welcome from the Chair

- Tracey MacCormack (TM), Assistant Director Midwifery, NMC, Chair of the IDNMA Forum opened the meeting, and shared an update to leadership of the forum, and introduced Donna O'Boyle as the newly appointed Executive Director of Professional Practice.
- TM led a round of introductions and ran through the agenda.

2. Presentation, EDI Strategic Objectives and Year 1 actions

- Preth Rao (PR), Head of Strategy and Insight, outlined the context of the EDI work, inclusive of; gender, ethnicity, pay and regulatory fairness. She presented the six pillars of culture transformation and the immediate strategic change priorities for the year.
- Michelle Herbert (MH), Workforce EDI Lead, provided an overview of the five EDI current workstreams.
- Libby Smalls (LS), Senior EDI Lead, spotlighted on Infrastructure and Foundations priority actions for 2025 – 2026.
- Michelle Hebert (MH), Workforce EDI lead, shared NMC's vision for Anti-Racism, and NMC's signed Anti Racism Charter.
- Discussion on this item included:
 - Paulette Lewis, Caribbean Nurses, and Midwives Association UK asked if the NMC's approach to EDI, and that of other regulators are shared. And if collated data is used to benchmark EDI across the health and care landscape. Paulette commented that forums and associations continue to evidence EDI shortcomings, with little to no process improvements and tangible outcomes.

Questions, reflections, and responses

- Preth Rao (PR) and Michelle Herbert (MH) acknowledged limitations to the use of NMC EDI data for external benchmarking purposes, and the plans to strengthen our approach to this as part of the NMC's EDI Long Term Strategy. Current responsibility for EDI best practice sits with system regulators. Our data sets, however, are matched to the CQC and work continues in this area.
- Ofrah Muflahi (OM) asked about our safeguarding work, and specific concerns about our FTP process and suicide rates amongst black and ethnic minority registrants. OM asked what action would look like, and for further signposting to support registrants.
- PR and Libby Small (LM) responded by highlighting the current action being undertaken to strengthen our process, policy, learning and guidance library, as evidenced by the Work Stream (5) proposal.
- Bruno Daniel, Inclusion Programme Lead, RCN commented on the importance of complete terminology that accurately describes discrimination and bias, and the experience of it. MH acknowledged this approach for current and future EDI communication materials.

3. Culture transformation

- Karen Lanlehin (KL), Head of NMC Culture Transformation Nursing provided the forum on the culture transformation update. She began with a brief overview of the Culture Review recommendations, and commitments made by the Chair and Acting Chief Executive.
- KL presented a progress update for the first quarter of the published Culture Transformation Plan 2023-2028 and focused on the six pillars of the plan.
- Discussion on this item included:
 - TM asked about the scope of staff engagement of the Culture Transformation Plan.
 - KL highlighted a series of current staff engagement, inclusive of Town Halls, Staff Consultations, Leadership Huddles, Steering Groups, and updates shared across staff intranet channels.

4. Safeguarding

- Nicole Burns-Muir, Special Adviser, updated on Safeguarding. Nicola Outlined the priority work for the year. A Safeguarding Hub has been set up as a permanent function. All Fitness to Practice referrals is reviewed by the Hub, for a safeguarding assessment.
- The Hub is staffed by experienced safeguarding professionals. The Hub continues to work in tandem with safeguarding external partners.
- Nicola highlighted improvements made to service delivery, and the work ongoing to support better access of the service.
- Discussion on this item included:
 - Obi Amandi, share appreciation of the safeguarding approach and function, and emphasised a need for consistency to develop the function.

5. AOB, Reflections and closing remarks

- TM asked the floor about the suggested change to title of the Forum, the need for a refreshed Terms of Reference and highlighted the level of engagement of forum members.
- TM acknowledged the importance of securing an executive sponsor for the forum.
- TM updated on actioned / outstanding items as logged following the last forum date held in February 2025.

- Discussion on this item included:
 - Paulette Lewis highlighted the need for the group to revisit the ToR, as a reminder of the function of the forum, and to best inform an appropriate name change.
 - Obi Amandi acknowledged the importance of the forum's existence and its positive offer to international / diaspora registrants.
 - OA, and PL acknowledged the need to limit the group to senior forum representatives to best drive the forums mandate.

Action log

Action item		Agenda item	Responsibility	Due
1	Share with attendees and steering group the updated Terms of Reference for consideration and recommendation.	5	Estelle Sackey Steering committee	ASAP
2	Share with attendees and steering group a survey to share views on the forum name change.	5	Estelle Sackey	ASAP
3	TM to identify an Executive Director to support the Co-Chair of the function.	5	Tracey MacCormack	Before next IDNMA Forum meeting
4	Jurgita Turner, BAME network NHS Tayside (February meeting) raised concerns for the support of registrants who have been suspended or who face FtP panels and who may have concerns around the diversity of FtP panels. She expressed a desire to be signposted to our support for registrants	5	Engage ELS to speak at the next meeting	Next Forum meeting
5	<u>Jean- Gideon Bugonzi</u> , Ugandan Nurses, and Midwives Association UK, (during February meeting) expressed concerns of professionals and non-registrants, who hold Health and Care Worker Visas and who have been left destitute and vulnerable. There is a desire for recognition of this as an issue and better understanding of our support.	5	Engage ELS to speak at the next meeting	Next Forum meeting