How to adopt anti-racism Principles and measure impact

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Effective implementation is governance, data infrastructure, evaluation, and ongoing learning within organisations and within the NMC itself. Anti-racism requires humility, reflection, and continuous improvement to have measurable impact on health outcomes, patient safety, public protection, and staff wellbeing.

Supporting tools:

A gap analysis tool will capture varying organisational starting and progress points. This approach should be used to support organisations and individuals to improve maturity over time, ensuring continued compliance with the principles.

Timeline:

- Universities may wish to use the gap analysis matrix to ascertain their starting point in time for the beginning of the new academic year and commence work on aligning course content to the principles, reporting development via annual self-reporting cycles in 2027
- Healthcare settings may wish to complete the gap analysis and use this self-assessment to address any identified gaps in training and service provision by the end of September 2026. A repeat self-assessment should be completed in 2027
- The NMC's revised Code – the professional standards of practice and behaviour for nurses, midwives, and, in England only, nursing associates, will include the mandated behaviours to ensure education and practice continues to be anti-racist, bias aware, culturally curious, safe, and respectful, and it will be published in October 2027.

Measuring impact

Undertake a survey within the year to gain feedback from students, registrants, and service users.

A gap analysis matrix and case studies have been developed to support these principles.