

Take equality, diversity and inclusion into account

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We know that employers can respond to concerns about people in different ways. Ethnic minority staff members can experience discrimination, unfairness and disproportionate disciplinary action.

[See our University of Greenwich literature review.](#)

All nursing and midwifery professionals have the right to be treated fairly and proportionately, not treated less favourably because of a protected characteristic. Consider equalities and human rights law, including the public sector equality duty to eliminate discrimination (where it applies to your organisation), advance equality of opportunity and foster good relations between different groups.

When reviewing decisions and actions, look for areas where bias or discrimination may have been a factor in an incident, concern, investigation or disciplinary action and take action to address this.