

Nursing and Midwifery Council

Equality and Diversity Annual Report

April 2012–March 2013

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- 1 The Nursing and Midwifery Council (NMC) is the regulator for nurses and midwives in England, Wales, Scotland, Northern Ireland and the Islands. We exist to safeguard the health and wellbeing of the public. Everything we do as a regulator supports our primary purpose of protecting the public:
 - We set standards of education, training, conduct and performance for nurses and midwives across the UK, and hold the register of those who have qualified and meet those standards.
 - We provide guidance to help nurses and midwives keep their skills and knowledge up to date and uphold our professional standards.
 - We have fair and effective processes to investigate and deal with nurses and midwives who fall short of our standards.
- 2 As a public body, we are subject to the public sector Equality Duty in Section 149 of the Equality Act 2010. This requires us to have due regard to the need to:
 - Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
 - Advance equality of opportunity between people who share a protected characteristic and those who do not.
 - Foster good relations between people who share a protected characteristic and those who do not.
- 3 We are required to set equality objectives to help us perform effectively against our equality duties. These objectives focus on important equality issues within the NMC with the purpose of delivering improvements in our policy making, service delivery and employment. We are also required to publish an annual report to demonstrate our compliance with the public sector Equality Duty.
- 4 We recognise and value the benefits that equality and diversity can bring to us both as a regulator and as an employer and following public consultation in 2012 the Council agreed and published five equality objectives for 2012 to 2015¹. The objectives require us to:
 - Embed diversity in the delivery of our statutory functions.
 - Actively champion equality, diversity and inclusion through our leadership.
 - Establish effective governance processes to support equality and inclusion.
 - Value staff so that they are treated with respect and are able to work in an environment free from discrimination, harassment or bullying.

¹ These can be viewed at: <http://www.nmc-uk.org/Documents/EandD/EqualityobjectivesJuly2012.pdf>

- Deliver quality services relevant to the needs of a diverse community.
- 5 This report summarises the progress we have made between April 2012 and March 2013 and demonstrates our compliance with the legislation.
- 6 Key achievements include:
- Putting equality and diversity as a key objective in our Corporate Plan 2013–16 supported by each of our five directorate business plans.
 - Raising diversity awareness among staff by delivering face to face training and online training for all new starters and new panel members who support our fitness to practise hearings.
 - Celebrating key diversity events such as Black History Month and Lesbian, Gay, Bisexual and Transgender (LGBT) History Month and International Women's Day.
 - Working in partnership with diverse groups and external diversity experts to identify and share best practice.
 - Improving our website to meet internationally recognised accessibility standards.
 - Ensuring our buildings are accessible to our staff and visitors.
- 7 The table in Annexe 1 provides more detail, including our plans for the current year. We recognise that we have not made as much progress in all areas as we would have wished and there is more to do. During 2013–14 we will focus our efforts on:
- Improving the collection of equality and diversity data of the nurses and midwives on our register.
 - Promoting a workplace that is fair and inclusive to staff.
- 8 Achieving these objectives will help us to further embed equality and diversity in the culture of our organisation. Led by the Chief Executive, our diversity champions across the business will help support and encourage all staff to take responsibility for implementing the actions we have identified.

Progress summary April 2012 - March 2013

Objectives and supporting actions	Progress and achievements in 2012–2013	What we will be doing in 2013–2014
Objective 1: Embedding diversity - We will further embed diversity in the delivery of our statutory functions.		
<p>1.1 Ensure equality and diversity objectives support our Corporate Plan.</p>	<p>In March 2012, each directorate considered equality and diversity as part of their directorate plans and deliverables.</p> <p>We have completed equality impact assessments (EqIAs) for policies and projects.</p> <p>We have a specific equality and diversity objective which forms part of our Corporate Plan.</p>	<p>Our Corporate Plan again includes a specific equality and diversity objective.</p> <p>In 2013–2014 we have started to look at different ways of improving data collection through our registrations function.</p> <p>We will report progress against our objectives to the Council on a quarterly basis.</p>
<p>1.2 Improve our understanding of how our activities, functions and services impact on diverse groups so that we can seek to eliminate unlawful discrimination.</p>	<p>Key staff members attended cross regulatory equality impact assessment (EqIA) training with colleagues from the General Dental Council and the General Pharmaceutical Council. As a result, we have developed our EqIA guidance and performed EqIAs in key areas of work.</p> <p>An example is the EqIA completed when considering an increase in our registration fee in October 2012.</p>	<p>By the end of 2013–14 we will have developed our equality analysis tools further to demonstrate the potential effects of our policies and practices on the protected characteristics.</p>
	<p>A programme of speakers has formed a key part of the diversity champions meetings. Presentations were given by</p>	<p>We will broaden our understanding of diversity further by visiting non-healthcare</p>

	<p>Gender Identity Research and Education Society (GIREs), Opportunity Now, Race for Opportunity and Stonewall.</p> <p>The speakers' presentations have helped us to develop insights into diverse groups and to share good practice across the organisation.</p> <p>Examples of key deliverables included:</p> <ul style="list-style-type: none"> • Scoping and understanding how best practice organisations have increased applications from black minority ethnic (BME) people and women for panellist posts. • Liaising with the Equality and Human Rights Commission when updating our approach to the assessment of overseas nurses wishing to join the register. 	<p>regulatory bodies. We have scheduled meetings with:</p> <ul style="list-style-type: none"> • The United Kingdom Investor in Equality and Diversity (UKIED) Network on 30 April 2013. The network members included the College of Policing, the Metropolitan Police Service, the National Black Crown Prosecution Association and the National Offender Management Service. A further meeting is to be scheduled in September 2013. • The National Offender Management Service on Friday 14 June 2013. • The Bar Standards Board on Wednesday 3 July 2013. <p>We will be meeting with The Institute of Physics in August 2013.</p>
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Objective 2: Leadership - Our leaders will continue to actively champion equality, diversity and inclusion.

<p>2.1 Establish the diversity champions forum</p>	<p>In November 2011, we launched the diversity champions forum, chaired by the now Chief Executive and Registrar.</p> <p>The purpose of the forum was to support the NMC to embed equality and diversity in its culture.</p> <p>The activities from meetings included:</p>	<p>Following internal organisational changes, we will review the Terms of Reference of the diversity champions forum and the membership to ensure all parts of the organisation are included.</p> <p>The champions will hold awareness events</p>
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	<ul style="list-style-type: none"> • Identifying and sharing best practice within the organisation. • Identifying and sharing best practice with external diversity experts. • Encouraging staff to participate in the NMC's equality objectives consultation. 	in their directorates to continue raising the profile of equality and diversity commitments and objectives.
2.2 We actively seek to ensure that appointees to our committees and Fitness to Practise panels are fully aware of their responsibilities regarding diversity.	Committee members and panellists have completed mandatory training in equality and diversity. This is delivered through an e-learning platform.	<p>Equality and diversity training will be provided as part of induction for new panellists, the Council and committee members.</p> <p>We will consider rolling out the training to a wider range of FtP staff.</p>
Objective 3: Governance - We will establish effective governance processes to support the delivery of equality and inclusion.		
3.1 To provide details of the progress against the NMC equality objectives and implementation of the	Progress against our equality objectives was reported in our Annual Report 2011–2012 ² and our Fitness to Practise Annual Report 2011–2012 ³ . The reports are published on our website.	In 2013, we will publish our Annual Report 2012–2013 and Fitness to Practise Annual Report 2012–2013 in English and Welsh.

² http://www.nmc-uk.org/Documents/Annual_reports_and_accounts/Nursing%20and%20Midwifery%20Council%20Annual%20Report%20and%20Accounts%202011-2012%20and%20Strategic%20Plan%202012-2015.pdf

³ http://www.nmc-uk.org/Documents/Annual_reports_and_accounts/FTPAnnualReports/Nursing%20and%20Midwifery%20Council%20Annual%20Fitness%20to%20Practise%20Report%202011-2012.pdf

<p>NMC equality and diversity strategy.</p>		
<p>3.2 To analyse and publish data about the diversity of nurses and midwives on our register, and Fitness to Practise outcomes.</p>	<p>As there is not a mandatory requirement for nurses and midwives to provide us with equality and diversity data, we have encouraged nurses and midwives to complete our diversity monitoring form when they first register with us or return to our register.</p>	<p>By the end of 2013–14 we will have strengthened our guidance and communication opportunities with nurses and midwives to encourage them to complete our diversity monitoring form online.</p>
	<p>Our Fitness to Practise Annual Report 2011–2012 includes an analysis of equality and diversity data.</p>	<p>Our Fitness to Practise Annual Report 2012–2013 will include an analysis of equality and diversity data.</p>

<p>3.3 Establish diversity reference panel.</p>	<p>In February 2012, the diversity reference panel was formed. The panel consisted of diversity experts in the different equality and diversity strands⁴.</p> <p>The panel provided guidance on good practice, embedding equality and diversity into policies, consultations and key initiatives.</p> <p>Examples of key deliverables included:</p> <ul style="list-style-type: none"> • Reviewing the NMC's equality objectives. • Checking the quality, relevance and comprehensiveness of our information. • Monitoring and evaluating the impacts of selected EqlAs. 	<p>We will continue to work in partnership with external diversity experts to inform our practice and support further improvement in organisational performance.</p>
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Objective 4: Staff - Our staff are valued by being treated with respect and being able to work in an environment free from discrimination, harassment or bullying.

<p>4.1 Review all relevant human resources (HR) policies and training to ensure that the NMC meets the requirements of the Equality Act 2010.</p>	<p>In March 2012, we updated our equality and diversity policy to ensure it is compliant with the Equality Act 2010.</p>	<p>Over 2013–2014, we will begin a rolling programme of policy reviews which will include ensuring compliance with equality and diversity legislation.</p> <p>As part of our information and communication technology (ICT) strategic programme we will ensure staff that require reasonable adjustments for IT equipment are considered.</p>
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⁴ Department of Health; Employers Network Equality and Inclusion (ENEI); Future Inclusion; GIREs; Opportunity Now; South East Coast Strategic Health Authority and Stonewall.

	All staff are required to complete equality and diversity training as part of their induction. 85% of staff have completed the online module. We also hold a face to face training session which staff must complete as part of their induction.	We will refresh our training sessions to ensure they remain up to date.
4.2 Promote relevant policies and manage the conduct of employees to ensure the workplace is fair and inclusive.	In addition to our equality and diversity policy and procedures for managing performance, we have introduced a new organisational behaviours framework. This clearly articulates our expectations of employees at all levels of the organisation.	We will use the annual staff survey results to assess the levels of satisfaction, performance and engagement with our staff.
4.3 Raise diversity awareness among staff by encouraging the creation of staff employee and diversity groups to mark and celebrate key diversity events.	In 2012, we held a joint seminar with the General Pharmaceutical Council to celebrate Black History Month. Guest speakers included Lord Soley, who spoke about the achievements of Mary Seacole and a black and minority ethnic (BME) professional who shared their experience of providing services to BME communities in South London. We have used our weekly online newsletters to raise awareness of other events, including LGBT History Month and International Women's Day.	We will promote staff awareness of key events by publishing articles in our weekly online newsletter and staff briefings.
4.4 Raise awareness of best practice, benchmark performance, and build	As noted above, the diversity champions forum has worked closely with the diversity reference panel to raise awareness and bring external expertise into the NMC.	By the end of 2015, we aim to submit a benchmarking report to the Stonewall Workplace Equality Index ⁵ .

⁵ The Stonewall Workplace Equality Index is an annual benchmarking exercise that ranks the Top 100 Employers in Britain for lesbian, gay and bisexual people.

external expertise covering the nine protected characteristics.		
4.5 Review our staff development processes to ensure that diversity is reflected at all levels.	We have updated our equality and diversity policy and launched our behaviours framework. The expected behaviours are tested in both the recruitment and staff appraisal process.	We will promote our equality and diversity policy to emphasise NMC values and behaviours throughout our recruitment, learning and development, training and staff appraisal process.
	<p>We have published an updated annual snapshot of our staff diversity profile on our website.⁶</p> <p>The most notable features for 2012–2103 are that from April 2012 to March 2013 responses to questions about sexual orientation have increased by 4%. Staff numbers in the 16-29 year old category have also increased by 7%.</p>	We will publish the 2013–2014 snapshot of staff diversity data on the NMC website.
Objective 5: Service delivery - we will continue to deliver quality services relevant to the needs of a diverse community.		
5.1 To ensure that the accessibility of all our buildings meets legislative requirements.	<p>In March 2013 we conducted accessibility audits of all our buildings. The audit recommendations indicated that our buildings complied with legislative requirements.</p> <p>We also developed evacuation plans for members of staff who either had a permanent or temporary issue with their hearing, mobility or sight and which impacted their ability to evacuate our buildings in serious events.</p>	<p>The next audits of our buildings will be carried out in 2015.</p> <p>As part of our procurement strategy we will ensure that access issues are built into the provision of all services for staff and the general public who visit our premises.</p>

⁶ <http://www.nmc-uk.org/About-us/Equality-and-diversity/Equality-and-diversity-about-us/NMC-diversity-profile/>

<p>5.2 We encourage supplier diversity by making contract opportunities easily accessible to small and medium sized enterprises (SMEs).</p>	<p>Our procurement guidance promotes equality. We currently have a number of SMEs that are core suppliers to the NMC.</p>	<p>We will continue to ensure the NMC is accessible to SMEs through our procurement processes.</p>
<p>5.3 Our suppliers mirror our commitment to equality and diversity.</p>	<p>All suppliers provide us with a copy of their equality and diversity policy which is part of our tender process.</p>	<p>Our evaluation criteria for tenders will include suppliers' commitment to equality and diversity.</p>
<p>5.4 We promote equality and value diversity in all our communications and relationships with stakeholders.</p>	<p>We have improved our website to meet internationally recognised accessibility standards.</p> <p>We also have a designated page on our website on accessibility and we seek feedback from our users about access issues⁷.</p>	<p>We will begin working towards improving our online accessibility to an even higher externally recognised standard.</p>
	<p>We treat the Welsh and English languages equally when we conduct public business in Wales. This is reflected in our Welsh Language Scheme.⁸</p> <p>Our 2012–2013 Annual Report is being published in Welsh for the first time.</p>	<p>In October 2013, we will publish a Welsh Language Scheme Monitoring Report.</p> <p>Our 2013–2014 Annual Report will be published in Welsh.</p>

⁷ <http://www.nmc-uk.org/Accessibility/>

⁸ <http://www.nmc-uk.org/About-us/Welsh-Language-Scheme/>