Diversity data monitoring categories guidance

Review sheet

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Contents

Introduction

As a regulator we are subject to the Public Sector Equality Duty (PSED) under the Equality Act 2010 and relevant equalities legislation in Northern Ireland.

We are committed to treating everyone fairly and meeting our legal responsibilities. We want to be sure we have the information we need to inform and improve our work as a regulator and as an employer.

Having the right diversity data helps us to identify and address discrimination and inequality, promote equality, support discussions about the health and care workforce, and foster good relations between different people and groups, in line with our Public Sector Equality Duty (PSED).

A commitment to making progress on EDI helps us to support our increasingly diverse nursing and midwifery workforce to provide safe, effective and kind care for everyone. We regularly review the data we collect. We do this because our role as the nursing and midwifery regulator means we're in a unique position to gather insight. That insight helps us to regulate effectively and to positively shape the health and social care sector that so many people and communities rely on.

Our approach to diversity monitoring is guided by some key principles:

- The way we collect and use diversity data helps us in our work to tackle discrimination, promote equality of opportunity and foster good relations between different people and groups
- We are clear about why we do or don't collect data, how we use and look after it and how it supports us as a regulator
- We will learn from partners and stakeholders, including other regulators, to inform what we do, following best practice where possible
- We'll seek the right balance between collecting as much data as we need to be well-informed, but keeping our approach proportionate and user-friendly for those who we ask to share information with us
- Whatever we do, we'll act in line with our values and be mindful of our duty under the Public Sector Equality Duty to promote good relations between groups.

Who is this guidance for?

This guidance is to support all employees of the NMC when collecting diversity data. It is to ensure we use consistent categories when monitoring the diversity data of different audiences.

How should this guidance be used?

The following sections give some background to why and how diversity data should be collected, with some information about the legal requirements.

Following advice from the Equality and Human Rights Commission (EHRC), our diversity monitoring categories are aligned with the Office for National Statistics wherever possible. These questions (and associated response options) have therefore gone through the ONS' robust and extensive user testing and validation, giving us assurance about the validity and appropriateness of these questions.

There are some differences in the diversity questions we ask different audiences. This is for three principal reasons:

- to stop us from asking people questions unnecessarily – for example asking people their age, when we have already collected information about their date of birth elsewhere
- to ensure we ask questions that are appropriate for each audience. For example, the questions we ask to people responding to one of our consultations on behalf of an organisation differ to those we ask to people responding as an individual
- to ensure that our approach to diversity data monitoring is informed by evidence. For example, there is more evidence that socio-economic status impacts employees and members of the public or people who use services than nursing and midwifery professionals. As such, while there is evidence to support us collecting data about socio-economic status from NMC colleagues, referrers and those who make corporate complaints, there is not, as yet, a strong rationale from the existing evidence base to support collecting this information about professionals on our register.

The categories presented in the main part of the document are based on best practice and should be used in all instances where diversity monitoring is required.

There are guidance notes at the start of each category section to assist with how (the correct terminology/categories) to collect the data in that category. You should only collect diversity data where it's necessary to carry out work related to ensuring we treat people fairly and meet our responsibilities under equality legislation.

In all the categories listed, whether there is a free text box for 'other' will depend on whether the system can capture and record free text. Also consideration should be given to whether or not the free text will be analysed.

There is an FAQ section at the end of the document that can be used to respond to queries about why we use these particular categories.

Section 1: Context

Legislative background

Some diversity characteristics listed in this document are classified as 'protected characteristics' and some are not. The Equality Act 2010 (the Act) identifies nine groups of people who share protected characteristics that are covered by the legislation. The protected characteristics are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation.

The categories that we use in our diversity data collection and monitoring do not strictly mirror the above nine protected characteristics under the Act. Our categories have been agreed based on best practise, evidence about the factors that impact people's experiences, progression and outcomes and internal decisions about what information will be useful for us to carry out our regulatory and employer purposes effectively.

For example, we collect information about socioeconomic status and caring responsibilities for some groups, and gender (in addition to sex) for all groups, which aren't protected characteristics under the Act. We have chosen to ask about gender identity rather than gender reassignment, based on the latest understanding of inclusive language.

The full categories we use for different audiences are explained throughout this document.

Data protection

Whenever people give us their diversity data we're processing their personal information. Often the information we process will also be sensitive. We need a clear legal basis for processing diversity information before we can collect and use it.
You must make sure that you always follow the NMC's *Data protection policy* and obtain advice from the Data Protection Officer before you collect any diversity data.

Storage and security

A data sharing agreement must be in place for us to share any identifiable personal information outside of the NMC. Further information and guidance about data sharing agreements can be given from the Data protection Officer and the Corporate Legal Team.

The Data Governance Team in Resources and Technology Services and the Insight Analysis team (formerly the Regulatory Intelligence Unit) in Strategy and Insight maintain a record of all data sharing agreements in place. Once such an agreement is

in place, all personal data should be encrypted using Egress when sending outside the NMC.

Don't share any diversity information with people that don't need to see it.

Informing individuals of the use of their data

Diversity data should only be collected and used in the ways outlined in our [Privacy Notice](#). You must never use people's personal diversity data to make decisions relating to our regulatory purposes or decisions as an employer such as in employment.

You can analyse anonymised data sets to monitor the impact of decisions on different groups, which is encouraged for Equality Impact Assessments (EQIAs) for example. You may need to provide people with more information about the way you're going to use their diversity information, such as providing details of any people or organisations you're planning to share their data with. You should always take advice from the Data Protection Officer on whether you need to provide individuals with more detailed privacy information.

How to manage diversity data?

In some circumstances we make it mandatory to submit answers to diversity data questions. However, the option to answer 'Prefer not to say' is always available for anyone who does not wish or feel able to select any of the other options, or would like to move on to the next question.

Making the questions mandatory to complete helps us to have a robust data set, as we have seen in increased response rates. The more robust data we have the better we can ensure we are tackling the right issues in our diversity and inclusion work.
The text in square brackets is there to guide you in setting up diversity monitoring forms e.g. to ensure that people are able to select only one option for some questions, and multiple options for others.

How to use or analyse diversity data?

It is important to refer to the exact groups being reported and not generally use terms such as BME (Black or Minority Ethnic), BAME (Black, Asian or Minority Ethnic) or 'ethnic groups' without specifying which groups you are referring to.

When we refer to the proportion of people that are from ethnic minority backgrounds, (for example in our [2022-2023 annual report](#) we say that 27.7% people on our register are from ethnic minority backgrounds, compared to 24.7% in the previous year) we include all ethnic groups with the exception of those who identify as:

- White – British, English, Northern Irish, Scottish or Welsh
- White – Irish
- White - Other
- People whose ethnicity we don't know or they preferred not to tell us

Section 2: Diversity data we collect about professionals and people applying to join or re-join our register

NOTE: We capture information about professionals' date of birth as part of our registration processes. For this reason, we do not ask professionals to provide us with information about their age in our diversity monitoring form.

1. What is your sex? [SINGLE CHOICE]

Female	☐
Male	☐
Prefer not to say	☐

2. What is your gender? [SINGLE CHOICE]

A woman	☐
A man	☐
Other or self-describe	**[FREE TEXT OPTION]**
Prefer not to say	☐

3. Does your gender identity match your sex as registered at birth (or within 6 weeks)? [SINGLE CHOICE]

Yes	☐
No	☐
Prefer not to say	☐

4. What is your ethnic group? [SINGLE CHOICE]

A: White
☐ British, English, Northern Irish, Scottish or Welsh
☐ Irish
☐ Gypsy or traveller
☐ Any other white background, please specify **[FREE TEXT OPTION]**
B: Mixed or multiple ethnic groups
☐ White and Black Caribbean
☐ White and Black African
☐ White and Asian
☐ Any other mixed or multiple ethnic background, please specify **[FREE TEXT OPTION]**
C: Asian or Asian British
☐ Indian
☐ Pakistani
☐ Bangladeshi
☐ Chinese
☐ Filipino
☐ Any other Asian background, please specify **[FREE TEXT OPTION]**
D: Black, African, Caribbean or Black British
☐ Caribbean
☐ African

☐Any other Black, African, or Caribbean background, please specify **[FREE TEXT OPTION]**	
E: Other ethnic group	
☐Arab	
☐Any other ethnic group, please specify **[FREE TEXT OPTION]**	
F: Prefer not to say	
☐	

5. What is your religion or belief? [SINGLE CHOICE]

No religion	☐
Christian (including all denominations)	☐
Buddhist	☐
Hindu	☐
Jewish	☐
Muslim	☐
Sikh	☐
Prefer not to say	☐
Any other religion please describe	**[FREE TEXT OPTION]**

6. Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more? [SINGLE CHOICE]

Yes	☐
No	☐
Prefer not to say	☐

6.1 [IF YES to Q6] Do any of your conditions or illnesses reduce your ability to carry out day-to-day activities? [SINGLE CHOICE]

Yes, a lot	☐
Yes, a little	☐
Not at all	☐
Prefer not to say	☐

7. Do any of these conditions or illnesses affect you in any of the following areas? *The purpose of this question is to establish the type of impairment(s) you experience currently as a result of your health condition or illness. In answering this question, you should consider whether you are affected in any of these areas while receiving any treatment or medication or using devices to help you such as a hearing aid for example.* [MULTIPLE CHOICE]

1. Vision (for example blindness or partial sight)	☐
2. Hearing (for example deafness or partial hearing)	☐
3. Mobility (for example walking short distances or climbing stairs)	☐
4. Dexterity (for example lifting and carrying objects, using a keyboard)	☐
5. Learning or understanding or concentrating	☐

6. Memory	☐
7. Mental health	☐
8. Stamina or breathing or fatigue	☐
9. Socially or behaviourally (for example associated with autism or attention deficit hyperactivity disorder (ADHD))	☐
10. Other (please specify)	**[FREE TEXT OPTION]**
11. None of the above	☐
12. Prefer not to say	☐

8. Do you look after, or give any help or support to, anyone because they have long-term physical or mental health conditions or illnesses, or problems related to old age? *Please exclude anything you do as part of your paid employment* **[SINGLE CHOICE]**

No	☐
Yes, 9 hours a week or less	☐
Yes, 10-19 hours a week	☐
Yes, 20-34 hours a week	☐
Yes, 35-49 hours a week	☐
Yes, 50 or more hours a week	☐
Other	☐
Prefer not to say	☐

9. Which of the following options best describes your sexual orientation? [SINGLE CHOICE]

Bisexual	☐
Gay or lesbian	☐
Heterosexual or straight	☐
Prefer not to say	☐
Other (please specify)	**[FREE TEXT OPTION]**

Section 3: Diversity data we collect about NMC colleagues and people who apply to work at the NMC

NOTE: We only ask a question about age to people applying to work at the NMC. We do not ask this question to NMC colleagues because we are able to use information people give us about their date of birth as part of our appointment process for this.

1. What is your age? [SINGLE CODE]

Age under 20	☐
Age between 21 – 30	☐
Age between 31 – 40	☐
Age between 41 – 50	☐
Age between 51 – 55	☐
Age between 56 – 60	☐
Age between 61 – 65	☐
Age between 66 – 70	☐
Age between 71 – 75	☐
Age above 75	☐
Prefer not to say	☐

2. What is your sex? [SINGLE CHOICE]

Female	☐
Male	☐
Prefer not to say	☐

3. What is your gender? [SINGLE CHOICE]

A woman	☐
A man	☐
Other or self-describe	☐ **[FREE TEXT OPTION]**
Prefer not to say	☐

4. Does your gender identity match your sex as registered at birth (or within 6 weeks)? [SINGLE CHOICE]

Yes	☐
No	☐
Prefer not to say	☐

5. What is your ethnic group? [SINGLE CHOICE]

A: White
☐ British, English, Northern Irish, Scottish or Welsh
☐ Irish
☐ Gypsy or traveller

☐ Any other white background, please specify	**[FREE TEXT OPTION]**

B: Mixed or multiple ethnic groups
☐ White and Black Caribbean
☐ White and Black African
☐ White and Asian
☐ Any other mixed or multiple ethnic background, please specify **[FREE TEXT OPTION]**

C: Asian or Asian British
☐ Indian
☐ Pakistani
☐ Bangladeshi
☐ Chinese
☐ Filipino
☐ Any other Asian background, please specify **[FREE TEXT OPTION]**

D: Black, African, Caribbean or Black British
☐ Caribbean
☐ African
☐ Any other Black, African, or Caribbean background, please specify **[FREE TEXT OPTION]**

E: Other ethnic group
☐ Arab
☐ Any other ethnic group, please specify **[FREE TEXT OPTION]**

F: Prefer not to say
☐

6. **What is your religion or belief? [SINGLE CHOICE]**

No religion	☐
Christian (including all denominations)	☐
Buddhist	☐
Hindu	☐
Jewish	☐
Muslim	☐
Sikh	☐
Prefer not to say	☐
Any other religion please describe	**[FREE TEXT OPTION]**

7. **Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more? [SINGLE CHOICE]**

Yes	☐
No	☐
Prefer not to say	☐

7.1 **[IF YES TO Q7] Do any of your conditions or illnesses reduce your ability to carry out day-to-day activities? [SINGLE CHOICE]**

Yes, a lot	☐
Yes, a little	☐
Not at all	☐

Prefer not to say	☐

8. Do any of these conditions or illnesses affect you in any of the following areas? *The purpose of this question is to establish the type of impairment(s) you experience currently as a result of your health condition or illness.* **[MULTIPLE CHOICE]**

1. Vision (for example blindness or partial sight)	☐
2. Hearing (for example deafness or partial hearing)	☐
3. Mobility (for example walking short distances or climbing stairs)	☐
4. Dexterity (for example lifting and carrying objects, using a keyboard)	☐
5. Learning or understanding or concentrating	☐
6. Memory	☐
7. Mental health	☐
8. Stamina or breathing or fatigue	☐
9. Socially or behaviourally (for example associated with autism, or attention deficit hyperactivity disorder (ADHD))	☐
10. Other (please specify)	☐ **[FREE TEXT OPTION]**
11. None of the above	☐
12. Prefer not to say	☐

9. Do you look after, or give any help or support to, anyone because they have long-term physical or mental health conditions or illnesses, or problems related to old age? *Please exclude anything you do as part of your paid employment.* **[SINGLE CHOICE]**

No	☐
Yes, 9 hours a week or less	☐
Yes, 10-19 hours a week	☐
Yes, 20-34 hours a week	☐
Yes, 35-49 hours a week	☐
Yes, 50 or more hours a week	☐
Other	☐
Prefer not to say	☐

10. Which of the following options best describes your sexual orientation? **[SINGLE CHOICE]**

Bisexual	☐
Gay or lesbian	☐
Heterosexual or straight	☐
Prefer not to say	☐
Other (please specify)	**[FREE TEXT OPTION]**

NOTE: Due to technical limitations with our application system, we are unable to ask people applying to work at the NMC a question about socio-economic status.

11. **What was the occupation of your main household earner when you were about aged 14? [SINGLE CHOICE]**

Modern professional & traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer	☐
Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.	☐
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.	☐
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.	☐
Routine, semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff.	☐
Long-term unemployed (claimed unemployment benefit/s for more than a year).	☐
Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner.	☐
Other such as: retired, this question does not apply to me, I don't know.	☐
Prefer not to say	☐

Section 4: Consultations

It is important for us to capture diversity information about the people that respond to our consultations so that we can monitor whether we have a broad range of views and understand whether feedback differs amongst different groups.

It is possible for people to respond to our consultations as either:

- An individual, acting in a personal capacity (for example an individual nurse, midwife or nursing associate, or member of the public)
- Someone responding on behalf of an organisation

Where people respond as an individual, we should use the diversity monitoring questions listed under Section 3.

Where people respond on behalf of an organisation, we should ask the questions listed below.

Diversity monitoring questions for people responding to a consultation on behalf of an organisation

Please complete this survey about the views your organisation represent.
We are committed to treating everyone fairly and meeting our legal responsibilities under the Equality Act 2010 and related legislation in Northern Ireland. In this section we ask for information about your organisation. We will use this information to better understand if we are engaging with a diverse and broad range of people. We will also use it when we analyse responses to make sure we understand the impact of our proposals on diverse groups. Although we will use this information in the analysis of the consultation responses, all data reported will be aggregated and anonymised (this means removing anything that could identify you or anyone else talked about in the data).

Giving us this information is optional.

About your organisation

Do you represent an organisation? [SINGLE CHOICE]

Yes	☐
No	☐
Prefer not to say	☐

Does your organisation officially represent the views of registered nurses, midwives or nursing associates and/or members of the public that share any of the following diversity characteristics? [MULTIPLE CHOICE]

Older people	☐
Younger people	☐

Disabled people	☐
People from one or more ethnic minority background	☐
People of a particular sex or gender	☐
Lesbian, gay or bisexual people and/or people with other sexual orientations	☐
People who are trans or non-binary	☐
People with caring responsibilities (looking after, giving help or support to anyone because they have long term conditions or illnesses, or problems related to old age, excluding anything as part of paid employment)	☐
Religion or belief	☐

Section 5: Frequently Asked Questions

Background

1   Why do we choose to collect and monitor diversity data?

Having the right diversity data helps us to identify and address discrimination and inequality, promote equality, support discussions about the health and care workforce, and foster good relations between different people and groups, in line with our Public Sector Equality Duty.

The data supports our Equality Diversity and Inclusion work as an employer and in conducting our public functions as a regulator. For example, the data has supported our pay gap reporting, the Rising Together programme, Ambitious for Change research and has meaningfully shaped our Equality, Diversity and Inclusion (EDI) plan.

2   What prompted the review of our diversity data monitoring questions?

We have identified several opportunities to strengthen and expand our diversity data collection to be able to effectively monitor the impact of our work on different groups. Additional changes have been made to align our monitoring questions with good practice principles developed by the Office for National Statistics (ONS). This will make comparing data with the UK population easier. These questions (and associated response options) have therefore gone through the ONS' robust and extensive user testing and validation, giving us assurance about the validity and appropriateness of these questions.

Question changes

3   What changes have been made to our diversity monitoring questions and why?

- Caring responsibilities: We have reworded this question as some people have previously misunderstood it, which has led to people telling us about pets or care they provide as part of their work as a nurse, midwife or nursing associate for example. We have also added a question asking the number of hours per week, if any, people spend caring for others and specifically ask respondents to exclude anything done as part of paid employment.

- National Identity: We have removed the question about national identity as there is no current identified use of, or regulatory purpose for, this data.

- Ethnicity: Updated the spelling of Filipino from Filipino/Filipina

- Sex, gender and gender identity: We now collect data on sex, gender and gender identity for both professionals and colleagues. Previously we were not

able to compare data from our register using our gender category with that of UK population data on sex because the two are defined differently.

- Disability: We now define disability as a physical or mental health condition/ illness/disability and the question allows people to define the level of impact on their ability, for example, 'a little' or 'a lot', to carry out daily activities.

- Religion or belief: We now include a broader definition of Christianity (for example to state 'all denominations') or provide more specific options for people to select from (for example the Scotland census provides separate options for 'Church of Scotland', 'Roman Catholic; and 'Other Christian).

- Socio-economic status: We have added a question about socioeconomic status to our diversity data monitoring form for NMC colleagues.

4. Do the questions include all nine protected characteristics in the Equality Act 2010?

The categories that we use in our diversity data collection and monitoring do not strictly mirror the nine protected characteristics under the Act. Our categories have been agreed based on best practice, evidence about the factors that impact people's experiences, progression and outcomes and internal decisions about what information will be useful for us to carry out our regulatory and employer purposes effectively.

For example, we collect information about socio-economic status and caring responsibilities for some groups, and gender (in addition to sex) for all groups, which aren't protected characteristics under the Act. We have chosen to ask about gender identity rather than gender reassignment, based on the latest understanding of inclusive language.

5. How did we ensure we reached an informed decision about these changes?

These changes are informed by the outcomes of targeted stakeholder engagement and external developments including the General Medical Council's work on sex, gender and gender identity data collection and the Professional Standard Authority's (PSA) review of its Standard 3 on EDI. It is also informed by further work we have done to understand the impact of socio-economic status on different groups and approaches to diversity monitoring in credible external benchmarks.

6. When will these changes happen?

- For colleagues and people who apply to work at the NMC – These changes will go live on 1 April 2024.

- For professionals and people who apply to join or re-join our register – These changes will go live on 20 April.

- For people responding to a consultation – these changes have already been implemented.

Respondents/Audiences

7. Who do we collect this data for?

We collect diversity data for professionals, people who apply to join or re-join our register, colleagues, people who apply to work at the NMC and people responding to a consultation as an individual or on behalf of an organisation.

8. Are we asking the same questions to all audiences?

No, there are some differences in the diversity questions we ask different audiences. This is for three principal reasons:

- to stop us from asking people questions unnecessarily – for example asking people their age, when we have already collected information about their date of birth in another one of our processes

- to ensure we ask questions that are appropriate for each audience. For example, the questions we ask to people responding to one of our consultations on behalf of an organisation differ to those we ask to people responding as an individual

- to ensure that our approach to diversity data monitoring is informed by evidence. For example, there is more evidence that socio-economic status impacts employees and members of the public or people who use services than nursing and midwifery professionals. We plan to review if this is still the case in September 2025, whereas we'll review the full set of categories after September 2028.

Privacy, Protection and Confidentiality

9. Is it mandatory for people to share their diversity data?

In some circumstances we make it mandatory to submit answers to diversity data questions. However, the option to answer 'Prefer not to say' is always available for anyone who does not wish or feel able to select any of the other options, or would like to move on to the next question.

Making the questions mandatory to complete helps us to have a robust data set, as we have seen in increased response rates. The more robust data we have the better we can ensure we are tackling the right issues in our diversity and inclusion work.

10. How will people's data be protected?

Whenever people give us their diversity data, we're processing their personal information. Often the information we process will also be sensitive. We need a clear legal basis for processing diversity information before we can collect and use it. We will always make sure we follow our *Data protection policy* and obtain advice from the Data Protection Officer before we collect any diversity data.

11. How will people's data be securely stored?

A data sharing agreement must be in place for us to share any identifiable personal information outside of the NMC.

The Data Governance Team in Resources and Technology Services and the Insight Analysis Team in Strategy and Insight maintain a record of all data sharing agreements in place. Once such an agreement is in place, all personal data is encrypted using Egress when sending outside the NMC.

We do not share any diversity information with people that don't need to see it.

12. Are there any situations where we would not use diversity data to inform our work?

Diversity data should only be collected and used in the ways outlined in our [Privacy Notice](#). You must never use people's personal diversity data to make decisions relating to our regulatory purposes or decisions as an employer such as in employment.

NMC colleagues

13. Why have we chosen to collect data on socio-economic status for NMC colleagues only?

We want to be sure we have the information we need to inform and improve our work as an employer and as a regulator. Having the right EDI data helps us to identify and address discrimination and inequality, promote equality, and foster good relations between different people and groups, in line with our Public Sector Equality Duty (PSED). At the same time, we seek the right balance between collecting as much data as we need to be well-informed, but keeping our approach proportionate and user-friendly for those who we ask to share information with us.

Our recent review of the diversity data we collect involved looking at evidence about the impact of socio-economic status on professionals, the public and employees. We found more evidence that socio-economic status impacts outcomes (such as those related to recruitment and progression) for employees than nursing and midwifery professionals. For this reason, we have decided to start capturing information about socio-economic status from NMC colleagues only but, as this will be a new area of monitoring for us, we will review the insights and learning from asking these questions in 2026.

14. What will we do with the new data on Socio-economic status?

Data about socio-economic status will be used alongside the other diversity data we collect to help us understand differences in progression and pay. We will build this data into our standard reporting.

15. How do I update my diversity data?

Please login to HR self-service, select 'view my Employee Details' under 'My Personal details' and then click on the tab 'Diversity'. Please update your data here from 1 April 2024.

Professionals and people who apply to join or re-join our register

16. How do professionals update their diversity data?

Professionals log into their NMC online account, go to 'my registration' and then update their diversity data under 'equality and diversity'.

17. What should I make professionals and people who apply to join or re-join our register aware of when seeking to collect their diversity data?

You may need to provide people with more information about the way you're going to use their diversity information, such as providing details of any people or organisations you're planning to share their data with. You should always take advice from the Data Protection Officer on whether you need to provide individuals with more detailed privacy information.

18. When would I use this data to inform my work?

You can analyse anonymised data sets to monitor the impact of decisions on different groups, which is encouraged for Equality Impact Assessments (EQIAs) for example.