

Equality, diversity and inclusion at the NMC

2017–2018 at a glance



Our register is very diverse

We want this diversity to be reflected in everything we do.
Our latest data shows us that:



11.4%
of nurses
identify as male



0.3%
of midwives
identify as male

Midwives are younger than nurses and dual registrants:



18.2% of midwives
are 20-29



13.5% of nurses
are 20-29



6.7% of dual
registrants are 20-29



3,789 (0.5%)
nurses and midwives
said their gender
identity doesn't
completely match
the sex they were
registered with at birth



18%
of nurses and
midwives are
from ethnic
minority groups



3.9%
of nurses and
midwives have
a disability

And we know things aren't always equal...

3.9%

...of all referrals for midwives were for people from black African ethnicity (they are **1.9%** of the register).

12.7%

...of all referrals for nurses were for people from the black African ethnic group (they are **6.3%** of the register).

...and yet people of black African ethnicity have a higher proportion of 'fitness to practise not impaired' outcomes than people who are white British or white other.



23.4%

...of new concerns are about men, despite them being only **10.7%** of the register.



Promoting equality, diversity and inclusion in our work

We value the diversity of the nurses and midwives on our register, our staff and the wider community we serve.

We set standards for a professional culture that values equality, diversity and inclusion and we are committed to take action where these standards are not met.

Our [Equality, diversity and inclusion](#) framework sets out how we plan to achieve our aims and responsibilities in this area. It looks at five key areas: **leadership, policy, communication, evidence** and **people**.

What did we do in 2018?

- We did equality impact assessments on key areas of work, including our new approach to fitness to practise and our overseas review.
 - Ethnic minorities and younger people are under-represented in our fitness to practise panels. So we launched a campaign to address this.
 - We're continuing to improve the diversity data we hold about nurses, midwives and our panellists.
 - We raised awareness of gender identity and how it affects the service we provide.
 - We supported staff to comply with equalities legislation and continue to do so.
 - We've identified equality, diversity and inclusion as a key regulatory outcome in our new approach to dealing with complaints about professionals on our register.
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Read our [Equality, diversity and inclusion report](#) to find out more.

Looking ahead

What do you think our equality, diversity and inclusion priorities should be? Send your thoughts to equality@nmc-uk.org.

For example:

- Continuing to tackle disproportionate outcomes for ethnic minority nurses and midwives who go through fitness to practise.
- Increasing the involvement of diverse stakeholders in our work.