

The NMC equality diversity and inclusion framework

Introduction

- 1 The Nursing and Midwifery Council (NMC) is the independent professional regulator for nurses and midwives in the UK. We exist to protect the public. We do this by maintaining the register of qualified nurses and midwives and setting standards of education, training, conduct and performance. We make sure that nurses and midwives keep their skills and knowledge up to date through a regular revalidation process. If concerns are raised about the standards of a registered nurse or midwife, we have a duty to investigate and, where necessary, take action to protect the public.
- 2 We recognise the diverse nature of our midwives and nurses, customers and staff in relation to our role as a regulator and as an employer. We aim to be consistent and fair in our regulatory role and inclusive as an employer to maintain confidence in the profession of nurses and midwives and the regulatory process.
- 3 This framework describes how we deliver our compliance with the equalities legislation. Our framework has leadership and accountability at its core. The Executive sets the vision for equality, diversity and inclusion (EID) in the organisation and is accountable for its delivery.

Our legal duties

- 4 The Equality Act 2010 contains measures which have direct implications for our functions and underpins the legal framework in which we operate. It informs our approach as an employer, regulator, charity and public body.
- 5 The Equality Act 2010 identifies nine protected characteristics. These are:
 - 5.1 age
 - 5.2 disability
 - 5.3 gender reassignment
 - 5.4 marriage and civil partnership
 - 5.5 pregnancy and maternity
 - 5.6 race
 - 5.7 religion or belief
 - 5.8 sex
 - 5.9 sexual orientation.

6 In respect of these nine protected characteristics, section 149 of the Equality Act 2010 requires us to have due regard to:

6.1 eliminate unlawful discrimination, harassment and victimisation

6.2 advance equality of opportunity between people from different groups

6.3 foster good relations between people from different groups.

NMC Corporate Strategy 2015–2020

7 Our five year corporate strategy sets out how we plan to develop and ensure we deliver our mission to protect patients and the public effectively and efficiently.

8 Our strategic approach is to embed EDI throughout our core activities. We want to be recognised as a fair regulator and employer and for our stakeholders to be confident that we treat everyone fairly and inclusively.

9 As a regulator of a large and diverse professional population providing nursing and midwifery services to the wider public, we recognise that we must place promoting EDI at the heart of what we do.

10 As an employer, we aspire to have a workforce that reflects the diversity of the communities in which we operate at all levels of our organisation.

11 The *Strategy 2015-2020* sets out the EDI strategic aims of the organisation. We will:

11.1 place promoting equality, diversity and inclusion at the heart of what we do

11.2 comply with equality and human rights legislation by ensuring our regulatory processes are fair, consistent and non-discriminatory

11.3 be a good employer. Aspire to have a workforce that reflects the diversity of the communities in which we operate at all levels of our organisation

11.4 use our influence to promote wider improvements in equality, diversity and inclusion practice

11.5 build the trust of service users, nurses and midwives and others that share protected characteristics. By showing understanding of their needs and preferences and challenging discrimination where evidence comes to our attention

11.6 evaluate and as needed address, equality issues raised by our work

11.7 collect evidence that helps us know we are fair and consistent. Working to enhance the quality and extent of EDI data about the people on our register through their careers

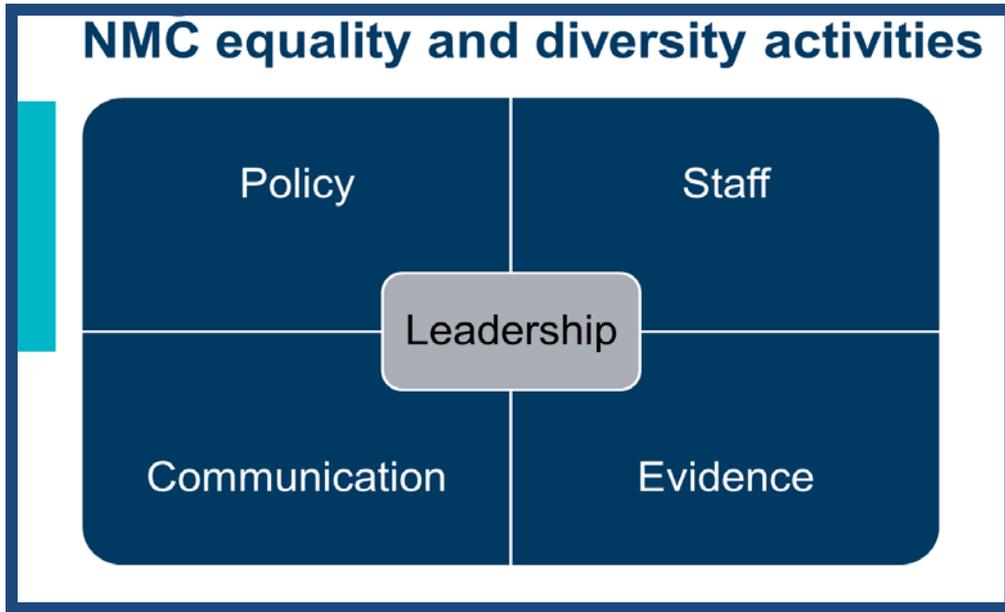
11.8 ensure that newly registered nurses and midwives are equipped to practise effectively in diverse and global environments

- 11.9 set out our expectations that nurses and midwives challenge discrimination in their practice, are mindful of difference and show respect to all patients, service users and colleagues
 - 11.10 pursue diversity in those applying to become Council, committee and panel members
 - 11.11 be recognised as an organisation that upholds best practice in equality, diversity and inclusion, including through meeting recognised sector standards.
- 12 Our values have EDI at their core. They are:
- 12.1 fairness
 - 12.2 transparency
 - 12.3 people

Our approach

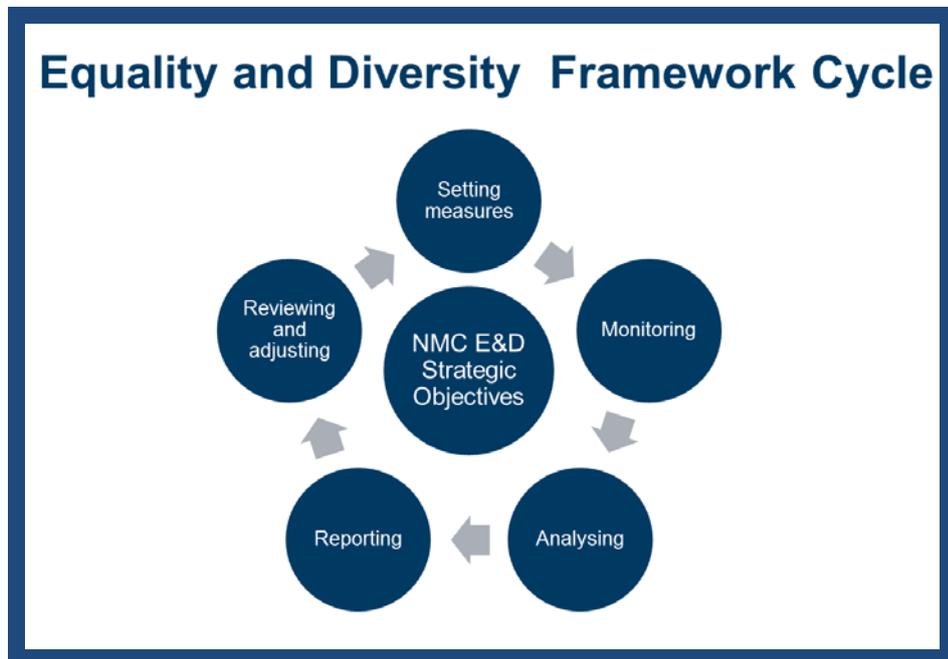
- 13 The activities that the organisation undertakes as part of its EDI agenda are determined by; the *Strategy 2015-2020* that sets the ambition of the organisation for equality, diversity and human rights; the NMC values; and by evidence from research, data and engagement activities.
- 14 Each directorate is required to prepare its own business plan and budget. Each business plan must set out the activities that will give effect to our *Strategy 2015-2020*. Therefore EDI activities are monitored through directorate business plans and risk registers.
- 15 Our equality and diversity activities range across four areas with leadership at its core; staff, policy (including operational and regulatory processes), communication and evidence (Diagram 1).
- 15.1 Leadership; is at the core of delivering the EDI agenda. All staff have a role to play in driving forward this agenda.
 - 15.2 Policy; includes the development and implementation of policies as well as our operational processes.
 - 15.3 Staff; we recognise that our staff, panelists and contractors are diverse and that their engagement and skills are a key factor in delivering this agenda.
 - 15.4 Communication; our channels of communication must be fit for purpose and accessible to achieve our purpose of protecting the public.
 - 15.5 Evidence; our understanding of the diverse nature of the people on our register, the patients and public, and how our work impacts on them is key to informing our priorities.

Diagram 1



- 16 The framework cycle (Diagram 2) shows how we measure progress against our strategic objectives. We monitor progress on a quarterly basis through performance and risk reports.

Diagram 2



Governance

- 17 The Council is responsible for holding the Executive Team to account on whether we are meeting our strategic EDI objectives.
- 18 The Executive Team is responsible for the identification and delivery of the strategic EDI objectives. Progress to achieve the strategic EDI objectives is monitored by the Executive Board. The Executive Team is accountable to Council.

- 19 The Senior Sponsor for EDI is the Chief Executive, who champions the delivery of EDI objectives internally and externally.
- 20 The E&D Leadership Group (EDLG) is an assistant director level group with representatives from all parts of the business. The role of the group is to shape the measures to achieve the strategic objectives, to take action to ensure the achievement of these measures and accountability for the monitoring of agreed EDI activities in directorate plans.
- 21 The E&D Forum (EDF) members represent all parts of the business. They inform and support the delivery of the activities that are agreed in the directorate action plans. Members share best practice and work within directorates and support the business to progress change.
- 22 The E&D Policy Manager co-ordinates the delivery of the framework by providing advice and support to all areas of the business.

Tools

- 23 The principle tools that the NMC uses to ensure that we are compliant and delivering the strategic EDI objectives are:
 - 23.1 equality Impact assessments
 - 23.2 training for staff and panelists
 - 23.3 engagement with diverse groups
 - 23.4 data monitoring and analysis.