
Our plans to make our work more equal for everyone

From now to 2025



Who we are



We are the Nursing and Midwifery Council (NMC).



We make sure nurses, midwives and nursing associates have the skills and knowledge they need to do their jobs well.



This way people will be safer, healthier and trust our services.



Nurses help people who are sick, injured or need care.



Midwives help deliver babies.



Nursing associates are health and care staff who work in nursing teams in England.



We have to make sure everyone is treated equally, fairly and included in everything we do.



We'll work with other people and organisations to make sure we do this in the best way.



We've written a plan, which sets out what we'll do to make things more equal for:

- the people who work for us



- the professionals on our register



- everyone who uses our services



- people who use health and care services.



We'll do the things we've set out in our plan over the next 3 years.

How we made this plan



We looked at the law and all the information we have about including everyone and treating people equally and fairly. We used this to make our plan.



This includes information other people have given us.

There are 10 main areas in our plan



1. We'll get better at collecting information about who people are and using it to make sure everyone is treated fairly, equally and included.



2. We'll make sure we work on where we know there is a problem.



3. We'll work with people who know a lot, have different ideas and have different experiences. We'll decide what to do together.



4. We'll help our leaders get better at making sure everyone is treated equally, fairly and included. And we'll help them take more responsibility for this.



5. We'll help everyone who works at the NMC get better at making sure people are treated equally and fairly.



6. We'll get better at using the things people are telling us to make decisions.



7. When we find out anyone we work with is being treated unfairly or differently we'll try to change that.



8. We'll help professionals to make sure everyone gets the good healthcare that they need.



9. We'll make sure that the people in charge of our work on equality check it in a better way.



10. Some of the laws that tell us how we must work are going to change to help us work in a better way. When this happens, we'll make sure treating people equally, fairly and including everyone is part of everything that we do.

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