

Action plan for NMC equality objectives

Objective 1: Embedding diversity - we will further embed diversity in the delivery of our statutory functions.		
Action	Measure	Timescale
1 Ensure equality and diversity objectives support our corporate plan.	<p>Effective equality and diversity objectives are integrated into all directorates' action plans. Accountability: All Directors</p> <p>Ongoing monitoring of equality objectives in directorates' action plans. Accountability: Diversity Champions Group and external Diversity Reference Panel</p>	<p>By June 2012</p> <p>Quarterly (from Oct 2012)</p>
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>Equality Impact Assessments (EqIAs) are completed for new relevant policies and projects. Accountability: All Directors</p> <p>Develop an evidence base for equality and diversity. Accountability: Corporate Governance-Legislation Compliance Manager</p>	<p>Quarterly (from July 2012)</p> <p>Quarterly (from Oct 2012)</p>
Objective 2: Leadership - our leaders will continue to actively champion equality, diversity and inclusion.		
Action	Measure	Timescale
3 Establish Diversity Champion Forum.	<p>A diversity champion is identified from each NMC directorate to sit on the NMC Diversity Forum. Accountability: All Directors</p> <p>The forum meets to discuss progress of equality objectives and directorates' action plans. Accountability: NMC Diversity Champions Forum</p>	<p>Complete, Review October 2012 (due to restructure).</p> <p>Quarterly (from Oct 2012)</p>
4 We actively seek to ensure that appointees to our	<p>Training for committee and panel members is reviewed. Accountability: Corporate Services-</p>	March 2013

<p>committees and Fitness to Practise panels are fully aware of their responsibilities regarding diversity.</p>	<p>Assistant Director HR</p> <p>We ensure that all appointees receive equality guidance and training appropriate to their role.</p> <p>Accountability: Corporate Services- Assistant Director HR</p>	<p>December (review annually)</p>
<p>Objective 3: Governance - we establish effective governance processes to support the delivery of equality and inclusion.</p>		
Action	Measure	Timescale
<p>5 To provide details of the progress against the NMC equality objectives and implementation of the NMC equality and diversity strategy.</p>	<p>NMC equality objectives finalised and published on the NMC website.</p> <p>Accountability: Head of Equality and Inclusion</p> <p>Report published, on our website, setting out progress against our equality objectives.</p> <p>Accountability: Legislation and Compliance Manager</p>	<p>30 July 2012</p> <p>30 March (Published annually)</p>
<p>6 To analyse and publish data about the diversity of nurses and midwives on our register, and fitness to practise outcomes.</p>	<p>As a regulator, we are committed to ensuring that our processes are fair, objective and transparent. We will analyse and report on diversity data related to nurses and midwives on the NMC register.</p> <p>Accountability: Registrations Director and Corporate Governance Director</p> <p>Fitness to practise outcomes are analysed and published. They help to identify any trends, and ensure that our procedures operate without discrimination.</p> <p>Accountability: Fitness to Practise Director</p>	<p>30 March (Annually)</p> <p>30 March (Annually)</p>
<p>7 Establish diversity reference panel</p>	<p>Identify external diversity experts .</p> <p>Accountability: Corporate Governance- Legislation and Compliance Manager</p> <p>The panel will meet to scrutinise equality objectives, influence diversity policies and equality audit procedures. They will make recommendations to the Head of Equality and Inclusion.</p> <p>Accountability: Legislation and</p>	<p>Complete</p> <p>Quarterly (From Oct 2012)</p>

	Compliance Manager	
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.		
Action	Measure	Timescale
8	<p>Review all relevant Human Resources (HR) policies and training to ensure that the NMC meet the requirements of the Equality Act 2010.</p> <p>HR policies are monitored and reviewed incrementally to ensure they are compliant with the Equality Act 2010. Accountability: Assistant Director HR</p> <p>All staff complete mandatory equality training in line with NMC policy. Accountability: Corporate Services - HR Learning and Development Manager</p> <p>EqlA training and guidance are reviewed to ensure that they comply with the Equality Act 2010. Accountability: Corporate Governance-Compliance Manager</p> <p>EqlA training is completed by staff where this is identified as being appropriate to their role. Accountability: Legislation and Compliance Manager</p>	<p>By December 2015</p> <p>(March) (Review annually)</p> <p>September (Review annually)</p> <p>March (Review annually)</p>
9	<p>Promote relevant policies and manage the conduct of employees to ensure the workplace is fair and inclusive.</p> <p>Information, and briefings, about best practice in equality and diversity, and relevant policies will be communicated to staff using the staff intranet and other internal communications channels. Accountability: Legislation and Compliance Manager</p>	<p>Quarterly (from August 2012)</p>
10	<p>Raise diversity awareness among staff by encouraging the creation of staff employee and diversity groups to mark and celebrate key diversity events.</p> <p>Staff are informed about key diversity events for example, Lesbian Gay Bisexual and Transgender (LGBT) History Month, Black History Month and Disability History month. Accountability: Legislation and Compliance Manager</p> <p>We seek feedback from staff and key stakeholders on related issues and, as appropriate, incorporate their feedback into our equality actions. Accountability: Corporate Governance-Compliance Manager</p>	<p>March (Review annually)</p> <p>March (Review annually)</p>

<p>11 Raise awareness of best practice, benchmark performance, and build external expertise covering the nine protected characteristics.</p>	<p>We collaborate with best practice organisations such as the Equality and Human Rights Commission. Accountability: Corporate Governance- Compliance Manager</p> <p>We will measure our performance against others by completing an external benchmarking index to ensure that our workplace environment continues to promote a culture which is fair and inclusive. For example, Stonewall's Workplace Equality Index. Accountability: Corporate Governance- Legislation and Compliance Manager</p>	<p>Quarterly (from May 2012)</p> <p>Benchmark by September 2015 (Review annually)</p>
<p>12 Review our staff development processes to ensure that diversity is reflected at all levels.</p>	<p>To continue to monitor the NMC staff diversity profile at all grades and encourage diversity at all levels within the organisation. Accountability: Corporate Services - Assistant Director HR</p> <p>The NMC ensures there is evidence of staff development processes and robust succession planning across all directorates. Accountability: Corporate Services- Assistant Director HR</p>	<p>March (Annually)</p> <p>By September 2015</p>
<p>Objective 5: Service delivery - we will continue to deliver quality services relevant to the needs of a diverse community.</p>		
<p>13 To ensure that the accessibility of all our buildings meets legislative requirements.</p>	<p>Disability audits will be carried out for all our buildings and actions taken to address any failures to meet legislative requirements. Accountability: Corporate Services- Head of Procurement</p>	<p>By December 2013</p>
<p>14 We encourage supplier diversity by making contract opportunities easily accessible to small and medium sized enterprises (SMEs).</p>	<p>In line with best practice, we will monitor and encourage the diversity profile of our suppliers with a particular focus on small and medium sized enterprises those owned by women or ethnic minority groups, as well as supported factories and businesses for people with disabilities. This will help reflect the diversity of our procurement partners. Accountability: Corporate Services- Head of Procurement</p>	<p>By January 2014</p>

<p>15 Our suppliers mirror our commitment to equality and diversity.</p>	<p>Tender exercises, guidance and contracts with suppliers are reviewed to ensure that requirements regarding our commitment to equality and diversity are reflected. Accountability: Corporate Services- Head of Procurement</p>	<p>By December 2015</p>
<p>16 We promote equality and value diversity in all our communications and relationships with stakeholders.</p>	<p>We obtain triple A standard for our website and adhere to BS 8878. Accountability: Assistant Director Policy and Communication</p> <p>All NMC publications, meetings and written correspondence and consultations are accessible. Communications are available in alternative formats on request. Accountability: Corporate Governance - Assistant Director Policy and Communication</p>	<p>By March 2014</p> <p>March (Review annually)</p>