

Nursing & Midwifery
Council

NMC

**Our plan about how we will treat people
in a good and fair way**

Welcome to our plan



This plan is written by the Nursing and Midwifery Council.

We make sure that people who work as **nurses** and **midwives** do things the right way. We call this **our code of conduct**. **Midwives** look after you when you have a baby. **Nurses** look after you when you are ill. We need to make sure this happens to keep everyone safe.



We want everyone we work with to be treated in a good and fair way. We talked to lots of different people to find out what we need to do to make this happen.

This plan tells you about what we are doing to make sure we treat **everyone** in a good and fair way.

Who we are and what we do



We are the Nursing and Midwifery Council. We are here to make sure everyone who works as a nurse or a midwife keep you safe. This means

- nurses who look after you when you are ill
- midwives who look after you when you have a baby



We keep a list of all the people who work as nurses and midwives. We call this list a **register**.

Every nurse and midwife has to pass a test called an exam to make sure they are able to look after people safely. We make sure that only people who have done this can join our register. This keeps everyone safe.

Any nurse or midwife can ask to join our register. You can do this if you live in the United Kingdom – this means Scotland, England, Wales and Northern Ireland - or if you live in another country.



Our Council is in charge of what we do. A **Council** is a group of people who are in charge of deciding what happens.

Our Council is made up of people from across the United Kingdom. More than half of the people on our Council are nurses and midwives. Our Council writes the plan for what we do.

Lots of people work for us at the Nursing and Midwifery Council main offices – they are called our staff. Our staff make sure that the plan the Council writes actually happens.



This means things like making sure that nurses and midwives are OK to do their jobs so they keep you and themselves safe.



Our plan to treat people in a good and fair way

We want our plan to treat people in a good and fair way to be part of everything we do.

We will make sure that



- everyone who works for us feels part of what we do
- everyone we work with gets a very good service and is treated in a good and fair way



- we will not **discriminate** against different people – this means treating them in a different way because of who they are or where they are from
- treating people in a good and fair way is part of everything we do



- we lead other people and set a good example on how to treat people in a good and fair way
- we have enough money to make our plan happen

More about our plan

We wrote a business plan about all our work. You can read this on the internet

www.nmc-uk.org

We made sure that our plan to treat people in a good and fair way is in the business plan.

We work with other groups to make sure everyone is treated in a good and fair way. These groups check that nurses and midwives are OK to do their jobs in a good and safe way. This means things like making sure nurses and midwives get the right training to do their job.

Everyone has the right to be treated in a good and fair way. The law says this has to happen. We want this to be part of all our work. This is in our plan. Our plan covers people because

- they are disabled
- of their **gender** - gender means whether you are a man, woman or **transgender**. **Transgender** people are people who feel that the body they were born into is not right for them. This means they may want to change from being a man to a woman, or from a woman to a man
- they are an older or younger person



- of their **race, culture or background** - this means where you are from
- because they believe in different things
- because of their sexuality - if they are **gay** – means a man who is attracted to other men, **lesbian** – means a woman who is attracted to other women **bisexual** – means a person who is attracted to both men and women or **heterosexual** – attracted to people of the opposite sex



The government wrote a new law this year called the **Equality Bill**. This law says how everyone has to be treated in a good and fair way. We will follow this if it becomes law to make sure that we do this in all our work. You can read more about this law on the internet by going to

http://www.equalities.gov.uk/equality_bill.aspx

What the law says

The law says it is wrong to treat people in a different way because of their

race – **race** means your background or culture

gender - **gender** means whether you are a man, woman or a **transsexual**. A **transsexual** is someone who has changed from a man to a woman or a woman to a man





disability – this means people with physical and learning disabilities

The law says that all **public authorities** have to treat everyone in a good and fair way. **Public authorities** are in charge of all services. Services are things like schools, the police and hospitals. Nurses and midwives are part of the health service.



What public authorities need to do

Public authorities need to make sure that everyone gets the same chances. This means making sure that they



- treat everyone in a good and fair way
- make sure everyone has the same chance to get a job
- write a plan about what they will do to treat everyone in a good and fair way



- train the people who work for them – these are called staff – to treat everyone in a good and fair way
- treat the people who work for public authorities in a good and fair way too

Other things public authorities need to do

No more
bullying



The law says that everyone has the right to be treated in a good and fair way. It is against the law to treat people in an unfair way because of who they are. This is called **discrimination** or **harassment**.

Writing a plan

Every public authority needs to write a plan. The plan should say what they are going to do to treat everyone in a good and fair way.



The plan should be written after talking to different groups of people. This means people from different races, genders and disabilities. It is very important that these people are part of the plan.



What the Nursing and Midwifery Council are doing to treat people in a good and fair way

We are doing lots of things to make sure we treat everyone in a good and fair way. We want to make sure that people from a different race, culture or background get the same chances as everyone else. We are talking to them and making them part of our plan.

We are making sure that everyone who works for us knows about our plan. This means they have to treat everyone in a good and fair way too.

We are making sure that all of our work treats everyone in a good and fair way. We will write down what we are doing so that everyone can see how we treat people in a good and fair way.

Our plan

We wrote a plan to say what we are doing to make sure everyone is treated in a good and fair way. This plan is for everyone who works for us and everyone that we work with.

We have a special team of people who work for us to make this happen. They are called the **Equality and Diversity** team. It is their job to make sure that everyone at the Nursing and Midwifery Council knows how to treat people in a good and fair way.

Here are some of the things the team did to make sure everyone knows about treating people in a good and fair way. They

- worked with other staff to train them how to treat people in a good and fair way
- held an event about what it is like to be gay – this means a woman liking another woman or a man liking another man
- worked with managers to tell them more about treating people in a good and fair way



The team will make sure this work carries on next year.

What our work means to nurses and midwives

We held lots of events with nurses and midwives. We asked them what they thought about our work to treat people in a good and fair way. We listened to what they had to say and put it in our plan.



Next year our **Equality and Diversity** team will work with the **Fitness to Practise** team – **fitness to practise** means making sure that nurses and midwives are OK to do their jobs and keep you and themselves safe.

We will also work with nurses and midwives who are **transgender**. **Transgender** people are people who feel that the body they were born into is not right for them. This means they may want to change from being a man to a woman, or from a woman to a man.

We want to know more about how transgender people are treated in their work.

Keeping up to date with the law to treat people in a good and fair way

We talked to nurses and midwives about **our code of conduct**. **Our code of conduct** says what nurses and midwives will do to keep people safe. The nurses and midwives told us that it was important for everyone to be treated in a good and fair way. We listened to what they had to say and put it in our code of conduct. We wrote a plan to say what nurses and midwives should do to look after older people.

We wrote a plan to help people who are training to be a nurse or midwife so that they treat people in a good and fair way too.

We are looking at how our website can be made better so that everyone can get the same information.

We will look at writing more information for people from different groups like **travellers and gypsies**. These are people who travel around and move from place to place.



Making sure that other people we work with treat people in a good and fair way



We will make sure that

- other people who work with us treat people in a good and fair way too
- all the information we write is accessible and available to everyone – this means making it easier to read, to understand and to see
- treating people in a good and fair way is part of everything we do

Things we are doing for our staff – these are the people who work for us



We want the people who work for us to treat people in a good and fair way. We asked them what they knew about treating people in a good and fair way. We held training days to tell them more about how to do this.

We want all new people who come to work with us to treat people in a good and fair way. We will tell them how to do this when they start working for us.

We found out our staff would like to know more about treating people with a learning disability in a good and fair way.



We will do more work on this next year so that everyone who works for us and groups that we work with treat people in a good and fair way.



Coming to work for us

We want as many different people to be able to work with us. We will do this by

- making sure all disabled people are seen by us if they want a job and could do the job – this is called a **guaranteed interview**
- telling other groups how important it is to give jobs to as many different people as they can
- asking all our staff to tell us as much as they can about themselves – this will help us make sure they are treated in a good and fair way. We will ask all our staff if they are being treated in a good and fair way at work



Things we found out

We found out that some people from different backgrounds can find it hard to get a job as a nurse or midwife. We wrote a report about this. You can read this report on the internet

<http://www.nmc-uk.org/aDisplayDocument.aspx?documentID=4521>





We found out that other groups like the work we are doing to treat people in a good and fair way. We want to make sure that other people follow what we do. This is called **setting a good example**.



We set up a group of disabled people called an **Expert Panel**. This is a group that know a lot about what it is like to be disabled. Everyone on the panel is disabled – they are people like nurses, midwives, teachers and members of the public. We listened to what everyone in the group had to say about being treated in a good and fair way. We put this in our plan.

We will set up more groups like this in the future.



We will listen to everyone who works for us and other groups we work with to hear what they have to say. This will help us write a better plan in the future.

We will ask the public what they think about the work we are doing to treat people in a good and fair way.

We want to share what we find out with other groups so they can treat people in a good and fair way too.

Things we are doing

Next year we will run **events** to find out more about what people from different backgrounds think about



our work. **Events** are special days where people can meet up and find out more about different things.

We will hold events for

- people who work in health and people with learning difficulties
- people who check that health work is carried out properly and people with mental health conditions



We are setting up a new website this year. Everyone can use this website. It tells you about all the work we do. It has information in different languages and in Easy Read too.



We wrote a plan about our work for the Equality and Human Rights Commission – they are a group set up by the government. They are in charge of making sure everyone is treated in a good and fair way. The things we say in this plan will help nurses and midwives do their jobs better. It will help people they look after to be treated in a good and fair way.



We try and share the things we find out with as many groups as possible. These are groups like the **Department of Health** – the **Department of Health** are part of the government. They are in charge of everything to do with health.


What happens when our plan is finished



Report

We have been working on our plan to treat people in a good and fair way for two years. Our Council have read the plan and said they agree with everything it says.

We have put the plan on our website so everyone can read it. We will also write about how our plan is working in our **Annual Report**. Our **Annual Report** says everything we have been doing in all our work over the last year.



Everyone who works at the Nursing and Midwifery Council needs to make sure that the plan works. This means all our staff, our Council and all the groups we work with. Our Council are in charge of everything we do.

Our **Fitness to Practise** team have to make the plan work too. They are in charge of making sure nurses and midwives are OK to work and keep people safe.

Checking our plan works



We will look at our plan every three years to make sure it is still working. We need to make sure that it is up to date with what the government say about treating people in a good and fair way. This is in the government's new **Equality Bill**. This law says how everyone has to be treated in a good and fair way.

If things need to change then we will put this in our plan.



Please tell us if there is anything in our plan that you think needs to change. You can do this by

Post **Head of Equality and Diversity**
The Nursing and Midwifery Council
23 Portland Place
London W1B 1PZ

E-mail: diversity@nmc-uk.org



Our plan to treat people in a good and fair way is available in **different ways**. This means things like on CD or in large print. Please call us or email if you would like to do this. You can also get the information in different ways from our website. You need to go to

www.nmc-uk.org

Mencap helped to check this easy read.

Thank you to Photosymbols for the pictures.

www.photosymbols.com

Thank you to Raincharm for the words.

www.raincharm.co.uk

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