

Equality, Diversity and Inclusion report

2017

**General
Chiropractic
Council**



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Introduction

The General Chiropractic Council (GCC) regulates chiropractors in the UK to ensure the safety of patients undergoing chiropractic treatment.

The GCC is an independent statutory body established by Parliament to regulate the chiropractic profession. We protect the health and safety of the public by ensuring high standards of practice in the chiropractic profession.

The General Chiropractic Council is committed to ensuring that all our activities, as a regulator, a service provider and an employer, provide equality of opportunity. We value diversity and aim to ensure that our work is free from discrimination.

Under the Equality Act 2010 we must have due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The Equality Act covers nine 'protected characteristics': age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity.

Our vision is to be a respected regulator of a trusted profession. Embedding equality, diversity and inclusion assists this goal.

Objectives and Key Achievements

Since agreeing our EDI Scheme we have been working to meet our objectives and increase our work relating to EDI, embedding it within the organisation. We continued to make progress with our equality objectives in 2017. Key achievements for the year include:

Governance

In August 2017 the Governance manual was published. The Governance manual includes various references to our duties and our expectations in relation to Equality, Diversity and Inclusion for partners, council members and suppliers to be aligned with our organisational ethos.

Training

From the end of 2017, the GCC have been working with a Learning and Development Specialist team who will be providing unconscious bias training for our Council, Staff, FTP Committees and Test of Competence assessors in 2018. The training will differ for each group, however, the same consistent thread (GCC's EDI messages, objectives, expectations and values) will be communicated to council, staff and committees creating a connection that supports quality and consistency between those making decisions within or on behalf of the organisation.

Recruitment

There were a number of recruitment drives in 2017. The GCC recruited for council members, lay and registrant members for the Investigating Committee, Education Committee members and Education visitors.

Twelve new members of the Investigating Committee were recruited in 2017. The recruitment process was carried out in-house. The roles were advertised online on Guardian Jobs, The Times and diversityjobs.co.uk to actively try and increase the diversity of candidates. Over 180 applications were received for six lay member appointments. All applications were anonymised until after the shortlisting process. Candidates were identified by number only and the panel only saw information relating to employment history and professional/ educational qualifications. The panel was not aware of candidates' names, age, race or gender. The process proved a success and the twelve members recruited were a diverse mix of people.

Four new council members, including the Chair, were recruited and inducted in 2017. The recruitment process was conducted by an external agency. As part of the process, and on behalf of the GCC, the external agency promoted the roles through a number of different avenues including diversity organisations such as Women in Business, Women on Boards, Stonewall and the Asian Business Network and BME communities. The external agency also networked through key national communities to attract a diverse range of applicants, including Ethnic Professional Network, Asian Voice/Asian Late, The Voice, Network of Black

Professionals and Disability Now. The registrant council member role was advertised to all chiropractic members on the register via an email sent from the register database to all registrants on 23 January 2017. This was followed up by an article in the GCC newsletter.

In June 2017 one registrant and two lay members of the Education Committee were recruited and appointed to replace those who had come to the end of their terms of office. In addition to this, six registrant and nine lay persons were appointed to take on the new role of a GCC Education Visitor. Education Visitors are responsible for advising the Education Committee on the approval and quality assurance of chiropractic degree courses. The recruitment processes for both roles were carried out internally. All equality and diversity information was removed from application forms prior to the shortlisting process. Applicants were selected for interview by panels made up of Council and Committee members and an external panel member. The selection panels were unaware of applicants' equality data during the shortlisting process.

Data gathered as part of recruitment processes will also be used to inform decision-making about future recruitment drives.

Data

The equality data that we hold relating to registrants increased in 2017 leading to a better understanding of the profile of our registrants and applicants. Both our information relating to religion or belief and sexual orientation increased.

We have carried out more analysis of demographics within FTP and relating to the Test of Competence that we have not done previously.

See the 'Demographics' section for more details.

Test of Competence

The Test of Competence is reviewed every year by an external examiner to ensure that the process remains proportionate, fit for purpose and fair.

In 2017, the external examiner stated that each interview was professionally conducted. Chairs demonstrated appropriate leadership and sensitivity. TOC outcomes were considered to be "appropriate and fair", and the process was considered in accordance with established guidelines. No issues were raised in relation to any equality issues as part of the annual review.

New publications

In 2017, Council approved the new Education Standards and Quality Assurance Handbook, implementing it in September 2017. EDI was a core part of this, requiring institutions to ensure equality of opportunity and to demonstrate in their application how they promote EDI, paying particular attention to the recruitment of students, access, resources and support and monitoring.

Policy implementation

Equality impact assessments continue to be considered when new policies are being formulated and equality implications are built into any high level issues that require a decision for the Council.

Equality Analysis training undertaken previously has enabled decision makers to become better informed in order to follow requisite procedures in relation to policy implementation.

Staff

In January 2017 the GCC staff received training from the Samaritans charity, with the purpose of equipping the team with the skills and confidence when encountering vulnerable people in person or on the phone.

Internal recruitment in 2017 successfully maintained the strong diversity profile of the GCC staff team.

The EDI induction pack that was developed in 2016 continues to be used for new starters. This details the GCC's approach and objectives in relation to EDI and sets out responsibilities and expectations of employees.

There has been a significant increase in the staff's awareness of EDI issues on a day-to-day basis with more staff consulting the EDI champion in relation to queries they have relating to their work.

Staff policies are in the process of being reviewed and updated - EDI being a key consideration throughout, reflecting the GCC's values.

Welsh Language Standards

The GCC formally responded to the Welsh government consultation White Paper "Striking the right balance." The GCC continues to work with the other healthcare regulators in relation to this work.

Continuing work

The GCC continues to be regularly represented at the joint healthcare regulators equality, diversity and inclusion forum. The forum enables an opportunity for regulators to share ideas and current projects with others.

Reasonable adjustments are offered and considered as part of our work across the organisation. Publications are available in large text and languages other than English, on request.

We use an accessible hearing venue that is appropriate for our FTP hearings. An interpreter/translation service is available as part of the hearings process, if required.

We seek to ensure that our consultations, surveys and research projects address equality and diversity issues, and that there is an appropriate diversity of respondents.

Going forward

Our strategic objectives for 2018-2020

Our Strategic Statement for 2018-2020 sets out the three, linked, high level strategic objectives we will be working to achieve and the outcomes we expect. The three strategic objectives are:

- Enhancing professionalism in order to improve public protection and the quality of patient care and to increase public confidence in the profession
- Contributing to development of the profession
- Delivering effective and efficient regulation

Updated scheme

The EDI strategy for 2018 – 2020 will work in conjunction with the strategic objectives, embedding EDI considerations within the relevant projects. It is envisaged that an updated scheme will be published later in 2018.

Increased data gathering and analysis

While we have increased the level of data that we hold in a variety of areas in the year, we will also be reviewing the data we currently hold for relevance and look to identify any gaps in our data.

Demographics

Caution should be exercised when considering the data that follows. It would be inappropriate and potentially misleading to draw broad conclusions or assumptions from the report.

Registrants

There has been limited change to our registrant demographics from 2016 to 2017.

Sex

The gender profile of the profession remains the same.

Male	50%
Female	50%

Age

Age range	2017	2016
0 - 29	16%	15%
30 - 39	30%	31%
40 - 49	26%	26%
50 - 59	19%	20%
60+	9%	8%

Disability

No	69%
Unknown	30%
Yes	1%
Prefer not to say	0%

Ethnicity

Asian / Asian British – Indian	1.6%
Asian / Asian British – Pakistani	0.2%
Asian / Asian British - Bangladeshi	0.1%
Asian / Asian British – Chinese	0.5%
Asian / Asian British – other	0.9%
Total Asian	3.3%
Black/African/Caribbean/Black British - African	0.2%
Black/African/Caribbean/Black British - Caribbean	0.2%
Black/African/Caribbean/Black British – other	0.3%

Total Black	0.6%
Mixed/Multiple ethnic groups – White and Black Caribbean	0.1%
Mixed/Multiple ethnic groups- White and Black African	0.1%
Mixed/Multiple ethnic groups – White and Asian	0.3%
Mixed/Multiple ethnic groups – other	0.7%
Total Mixed	1.2%
White – English/Welsh/Scottish/Northern Irish/British	67.1%
White – Irish	0.6%
White – other	0.4%
Total White	68.1%
Unknown	26.8%

Sexual Orientation

Unknown	71.1%
Heterosexual	26.9%
Gay or Lesbian	1.3%
Prefer not to say	0.6%
Bisexual	0.2%

Religion or belief

Unknown	71%
Christian	12%
No Religion	12%
Prefer not to say	2%
Other	1%
Buddhist	1%
Sikh	0%
Muslim	0%
Hindu	0%
Jewish	0%

The information that we hold for gender assignment, pregnancy and maternity and marital status is limited; for this reason we have not published it here.

Registrants subject to FTP proceedings

As part of our statutory duty, the GCC receives and determines complaints. If there is a 'case to answer' at the Investigating Committee stage, it is referred to the Professional Conduct Committee. For more information please see the annual FTP statistics report.

New complaints received against a Chiropractor

The GCC received 66 complaints against registered chiropractors within 2017.

Male chiropractors continue to receive more complaints than female chiropractors, however there has been a decrease in the percentage of complaints that male chiropractors received from 2015 and 2016.

Sex	Complaints received in year	2017 %	2016 %	2015 %
Male	42	64%	84%	83%
Female	24	36%	16%	17%
Total	66			

Age range	Number of chiropractors/complaints	%	Full register %
0 - 29	9	14%	16%
30 - 39	18	27%	30%
40 - 49	18	27%	26%
50 - 59	11	17%	19%
60+	10	15%	9%
Total	66	100%	100%

Complaints determined against a Chiropractor

There were 67 complaints determined by the Investigating Committee in 2017.

51 of the complaints were closed ('no case to answer') and 16 were referred on to the PCC stage. Coincidentally, 51 of the complaints determined were made against male chiropractors and 16 were against female chiropractors.

29.4% of complaints made against male chiropractors were referred to the PCC.

6.3% of complaints made against female chiropractors were referred to the PCC.

The percentage of complaints made against males that progressed to the PCC vs complaints against females is disproportionate. 15 male chiropractors (22.4% of all complaints) were referred to the PCC stage and only 1 female (1.5% of all complaints) was referred on.

Of all the complaints that were referred to PCC, 93.8% were male and 6.3% were female.

	Complaints determined		NCTA	PCC	Referral rate (within sex)	Referral rate (Male vs Female)	Referral rate (Overall)
Male	51	76.1%	36	15	29.4%	93.8%	22.4%
Female	16	23.9%	15	1	6.3%	6.3%	1.5%
Total	67		51	16		100%	23.9%

Age

There were less cases determined that were against younger chiropractors.

There is a higher referral rate to PCC for chiropractors that are aged 40 and above.

	Complaints determined		NCTA	PCC	Referral rate (within age group)	Referral rate (group vs group)	Referral rate (Overall)
20-29	5	7.5%	5	0	0%	0%	0%
30-39	15	22.4%	13	2	13.3%	12.5%	3%
40-49	20	29.9%	15	5	25%	31.3%	7.5%
50-59	18	26.9%	12	6	33.3%	37.5%	9%
60+	9	13.4%	6	3	33.3%	18.8%	4.5%
Total	67	100%	51	16		100%	23.9%

Chiropractors subject to a final fitness to practice hearing

14 registrants were subject to a substantive PCC hearing in 2017.

Male	12	86%
Female	2	14%

Age range

20-29	1	7%
30-39	1	7%
40-49	4	29%
50-59	5	36%
60+	3	21%

Ethnicity

White	9	64%
Unknown	2	14%
Asian	1	7%
Black	1	7%
Mixed	1	7%

Complainants

In 2017 female complainants made 56% of all complaints while male complainants made 29% of all complaints.

Other means of referral or unknown referrers makes up 15% of complaints.

57% of complaints against male registrants are made by female complainants.

33% of complaints against male registrants are made by male complainants.

54% of complaints against female registrants are made by female complainants.

21% of complaints against female registrants are made by male complainants.

Complainant	Male registrant	%	Female registrant	%	Total	%
Male	14	33%	5	21%	19	29%
Female	24	57%	13	54%	37	56%
Registrar	1	2%	3	13%	4	6%
Anonymous	3	7%	3	13%	6	9%
Total	42		24		66	

Test of Competence applicants

Chiropractors who wish to practise in the UK but hold chiropractic qualifications from outside the EU are required to take (and pass) our Test of Competence (TOC) before they can register. To pass the TOC, the applicant is required to demonstrate to a panel of chiropractors that they meet the requirements set out in the Education Standards.

In 2017, 34 people sat the TOC. There are three possible outcomes of the Test of Competence – ‘pass’, ‘fail’ and ‘further evidence required’ – which involves the applicant submitting additional written evidence of their skills and knowledge. In all instances where the applicant was required to provide further evidence they have subsequently passed.

We collect equality data on all applicants to ensure that our processes are fair and that there are no negative trends apparent.

Sex

Sex	Fail	Further Evidence	Pass	Total
Male	3	8	7	18
Female	4	3	9	16
Total	7	11	16	34

Age

Age group	Fail	Further Evidence	Pass	Total
Under 24	1	3		4
25-34	3	6	12	21
35-44	2	1	3	6
45-54	1	1	1	3
Total	7	11	16	34

Ethnicity

Ethnicity	Fail	Further Evidence	Pass	Total
White	6	9	14	29
Asian		1		1
Mixed		1	1	2
Other			1	1
Unknown	1			1
Total	1	11	16	34

Religion or belief

Religion or belief	Fail	Further Evidence	Pass	Total
Christian	2	7	10	19
Hindu			1	1
Muslim			1	1
No religion	3	4	2	9
Prefer not to say	1		2	3
Unknown	1			1
Total	7	11	16	34

Disability

Over 90% of applicants identified as not disabled.

Sexual Orientation

Over 90% of applicants identified as heterosexual.

Other protected characteristics

No data for gender reassignment, pregnancy and maternity and marital status.

Council, Committees and Assessors

Equality data pertaining to our Council and Committee members has been collected as part of recruitment processes and data gathering exercises to help increase our equality data.

Total members on each committee are as follows:

	Total members
Council	13
Audit Committee	5
Education Committee	9
Education Visitors	13
Test of Competence assessors	15
Professional Conduct Committee/Health Committee	16
Investigating Committee	19
Remuneration Committee	4

The Reappointments Committee and Registration Appeals Committee are subcommittees of the Council and each panel consists of interchangeable Council Members appointed for the purpose when required. As these Committees are subject to change we have not included it in the data the follows. Percentages are rounded up.

Where an individual sits as a member of Council and a Committee the equality data has been counted twice to provide a fuller picture about the overall make-up of members.

Where gaps appear (unknown) we will endeavour to work towards a more complete dataset in the coming year.

Sex

Male	56%
Female	44%

Age

20 - 29	0%
30 - 39	10%
40 - 49	21%
50 - 59	33%
60+	18%
Prefer not to say	3%
Unknown	15%

Disability

No	84%
Yes	6%
Prefer not to say	0%
Unknown	10%

Ethnicity

White	77%
BME	6%
Prefer not to say	3%
Unknown	14%

Sexual Orientation

Heterosexual	45%
Bisexual	0%
Gay or Lesbian	11%
Prefer not to say	5%
Unknown	39%

Religion or belief

No religion	30%
Christian	21%
Other	2%
Hindu	1%
Prefer not to say	5%
Unknown	40%

Marital Status

Married or in a civil partnership	40%
Not married or in a civil partnership	12%
Prefer not to say	4%
Unknown	44%

Other protected characteristics

24% identified their gender identity as not being different from the gender assigned at birth. We do not have data for the remaining 76%.

24% identified as not being pregnant at the time of response. We do not have data for the remaining 76%.

Staff

Due to there being only a small number of employees, we do not publish demographics on our Staff.