

## Equality, Diversity and Inclusion (EDI) Annual Report 2023

This year has seen our achievements in EDI highlighted by the PSA, who particularly noted the thematic EDI review of fitness to practise cases closed by the Investigating Committee (IC) – and work done to address some of the findings of the review, including our recruitment campaign to further diversify the pool of IC members.

We have continued to work hard to deliver our ambitious 15-point EDI action plan, and are pleased that this year we have achieved and completed a number of action points. These action points are identified in parentheses below.

- Ongoing support from the **EDI Working Group (1)** has provided valuable insight and support, particularly with the development of the internal and external surveys as part of the Education Standards project.
- **Creation of a corporate inclusion policy (4)**. The policy has been developed and is currently under review. In addition, a transitioning at work policy has been created to support GCC colleagues.
- **Defining EDI consultation (5)**. This project sought to identify key concerns regarding EDI from GCC registrants and to develop an understanding of external stakeholders' opinions of the relevance of EDI within chiropractic. We had an excellent response rate to both surveys (shown in the image to the right). Draft survey reports are scheduled to be delivered in Q4, which will help steer future actions in relation to EDI.
- **A review of GCC brand guidelines (7)** has been completed and implemented, which improves upon previous versions by focusing on improving accessibility, including contrast ratios, speech-to-text reader recommendations and plain language guidance.

562

Survey responses from GCC registrants

510

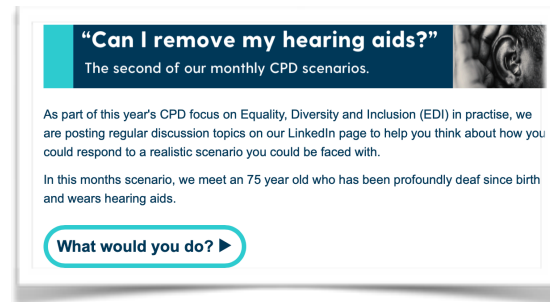
Survey responses from external stakeholders

The review of the brand guidelines identified some EDI considerations within the GCC website

that may need reviewing and updating. This is currently pending, alongside a training seminar for GCC staff on the content and use of the brand guidelines.

- **Our EDI communication plan (9)** continues to work effectively to allow for timely and ongoing reporting, alongside communication to registrants and stakeholders. We have recently launched a series of CPD scenarios focused around EDI issues that may be encountered by registrants in practice, with the aim of generating critical thinking around EDI considerations.
- **Mandatory EDI training for GCC employees (11)** remains an ongoing commitment for the GCC, with training offered to Council, committees and GCC partners in key areas such as unconscious bias and neurodiversity.
- **EDI within registrant CPD (12)** the CPD scenarios that have been developed and introduced through the GCC's monthly newsletter have helped us to meet this action point. In addition, we have developed the reflective question set alongside the Royal College of Chiropractors for the 2023-2024 CPD year.

We will continue to support the chiropractic associations as they in turn work to support their members with EDI-focused CPD sessions.



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## Additional Projects Achieved

- **Education Standards Project Phase One:** This project stood outside of the current action plan, and focused on engaging with UK education providers to identify how the GCC can support them and their students to integrate the new Education Standards and their expectations for EDI within programmes. The report for this project including key recommendations was

circulated to the Education Committee meeting in April 2023.

- A review has been completed of the applicant information for GCC recruitment, with specific consideration of plain language and accessibility of text. This was completed in January 2023.
- Education Standards Project Phase Two: This project has focused on delivering programme-level guidance and best practice recommendations to UK education institutions. A resource has been produced to support UK education providers alongside best practice examples of how to embed EDI into the curriculum, ways to encourage staff engagement and an overview of relevant legal considerations including reasonable adjustments. This project was completed in October 2023.



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## Revisions to the Action Plan

Our action plan has the capacity to evolve and adapt to best meet our needs, and the needs of our registrants. As such, the following action points have been identified as not necessary.

- **Establishing a collaborative support network (6)** is not necessary as the Joint Healthcare Regulators Forum is in place and is serving to provide a shared learning space for other healthcare regulators to discuss best practices and receive support.
- **Operational review for protected characteristics (10)** is now considered to be unnecessary given the GCC's likely move to shared offices in 2024, and continued hybrid working arrangements. In the event this is deemed necessary at a later date, this action point can be reinstated.

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## Upcoming Projects

- With the completion of action point 5 (defining EDI consultation), we will be able to identify future **research with chiropractic patients and the public (13)** which will be informed by the outcomes of the consultation.

- At the Q2 meeting of the EDI Working Group, preliminary discussions took place regarding the **creation of EDI champions (14)** and in particular, how these champions would be identified within the profession.
- We have begun discussions to develop our next EDI action plan, which will aim to build on the work already achieved to date, ensuring we continue to keep pace with EDI best practice as a regulator.