

Equality, Diversity and Inclusion Annual Report 2025

Following the completion of the 15-point action plan in December 2024, the GCC focus on equality, inclusion and diversity in 2025 has been more introspective.

During the year, as we developed the [GCC Strategy 2026-2030](#), we considered how best to continue to support two strategic objectives:

- making our services more accessible
- measuring and understanding how attitudes towards inclusivity within the profession change over time.

As part of our commitment to develop the profession we also seek to influence the understanding of equality, diversity and inclusion across the whole chiropractic profession. We now consider we are in a strong position, going into 2026, to deliver those objectives.

External assessment of our approach

In September 2025, the Professional Standards Authority performance review led with an assessment of our approach to Equality, Diversity and Inclusion:

Equality, Diversity and Inclusion

The GCC continues to perform well against our Equality, Diversity and Inclusion (EDI) Standard. It has carried out an impressive volume of activity for a regulator of its size. The GCC's work on EDI is clearly recognised and welcomed by its stakeholders, some of whom mentioned starting to see evidence of positive impacts within the profession. A gap which we identified last year in the GCC's fitness to practise guidance remains, but the GCC is working to address this through updates that will also support the implementation of its new Code of Professional Practice for registrants. We will monitor the GCC's work to address this gap.

Related activity during 2025

Previous reports have used the EDI 15-point action plan as a framework for reporting activity. As the plan is now complete, the following is a list of the more substantial pieces of work in 2025 that have contributed to our commitment to equality, diversity and inclusion.

- **The PSA report identified that “the GCC Process and Guidance documents have clear references to the code but do not specifically mention racist or other discriminatory behaviour apart from in the context of criminal proceedings or vulnerable witnesses”.**

The PSA recognised that we had identified this gap ourselves and committed

to updating these documents as part of our work to reflect the new Code of Professional Practice across all our work.

The Investigating Committee Decision Making Guidance was updated in 2025 to include (under matters considered particularly serious):

Conduct that could amount to discrimination, harassment, or victimisation on the basis of any protected characteristic—including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

We plan further updates to the documents governing PCC hearings.

- **Contributing to the PSA’s “Lessons from meeting our EDI Standard for regulators - good practice guide”**

We were proud to be invited to contribute two case studies to the [PSA good practice guide](#), on embedding equality, diversity and inclusion into the Education Standards, and on our focused reflection on EDI during the 2023/24 continuous professional development cycle.

- **Analysis of the 2023/24 focused reflection on EDI**

During the 2023/24 CPD cycle, registrants were asked to complete a focused reflection on the topic of equality, diversity and inclusion. These reflections were further analysed in 2025 to consider what lessons could be drawn to benefit the profession, and the GCC, in both setting focused CPD and developing the professions attitudes to EDI.

We found that the CPD focus had a positive impact in setting the agenda of CPD events across the year, raised the profile of EDI issues within the profession, improved registrants’ understanding of EDI and helped foster a more inclusive profession. However, there was little or no evidence that underlying registrant attitudes towards EDI changed as a result of the CPD focus. In particular, only 8% of registrants intended to continue their EDI learning beyond the 23/24 CPD year. We recognised this as a challenge to how we sustain a focus on EDI in the profession over the longer term.

- **Development of the GCC Strategy and embedding our approach to Equality, Diversity and Inclusion**

While developing the GCC Strategy 2026–2030, we recognised the need to better understand the experiences of those who face challenges engaging with us. Their insights will be critical to addressing bias within our policies and processes.

Delivering this work would have required a significant additional commitment from our EDI working group at a time when some members were considering reducing their involvement. Instead, the Strategy commits to engaging individuals with lived experience of the specific service, process, or policy under review. This approach is intended to broaden participation in shaping

our processes while minimising the need for long-term commitments from contributors.

Some of the comments we received in response to the Strategy consultation challenged us to consider how our rules affect registrants seeking time away from practice for maternity or childcare reasons. This was added to the strategy as a specific objective, and we will start this work in 2026 when researching the needs and circumstances of registrants who pay the “non-practising” or reduced fee.

- **Development of Registrant Guidance on Professional Boundaries**

The professional boundaries guidance was developed using an interim approach that allowed us to test some of the approaches for “co-creation” and collaboration that we have identified in the new strategy.

Following the development of the first draft, we asked members of the EDI Working Group to consider where there were areas for development. These discussions were instrumental in developing the theme of respect and dignity as a professional boundary. The group also made specific suggestions to include overlapping vulnerability within the description of power imbalance; and to specifically define misgendering and the use of deadnames as a breach of respect and dignity.

Looking towards 2026 and beyond

During the life of the strategy, we will be exploring how we can apply the model of High Impact Regulatory Decisions (developed by the General Medical Council) to our own work. This will involve:

- mapping the regulatory decisions we make, understanding the inherent risks for bias and highlight the mitigations in place for those risks.
- training and supporting our decision-makers and conduct ongoing monitoring and research on the decisions taken.

We will be considering how the membership of our governance and decision-making panels represents the community we serve.

We will be exploring how chiropractic education providers are responding to the increased focus on EDI within our Education Standards, specifically looking at models that reflect multi-disciplinary team working, community-based services and providing care to a diverse range of vulnerable patients.