



To: General Chiropractic Council
From: Richard Kavanagh, Business Information Officer
Subject: Equality, Diversity and Inclusion Annual Report
Date: 29 March 2017

1. Purpose

Council agreed the Equality, Diversity and Inclusion (EDI) strategy for 2015-2017 in November 2015.

The purpose of this paper is to provide an annual update to Council on EDI activities for 2016 along with an action plan for 2017, attached as **Annex A**.

2. Background

The strategy was developed with the aim of embedding consideration of EDI into the activities of the GCC. The strategy provides a framework for ensuring that we move from good intentions to actions.

As an employer and as a regulator the GCC is subject to the requirements of the Equality Act 2010 which sets out the protected characteristics and the behaviour that is unlawful.

When carrying out its functions, the GCC must have due regard to the need to:

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

Our agreed EDI objectives are:

Objective 1 – Governance - To ensure that Equality, Diversity and Inclusion is effectively embedded in the Council's decision-making and in its membership

Objective 2 – Policies and Processes - To develop and implement policies and processes that are fair, transparent and comply with the law and best practice

Objective 3 – Data - To improve the collection and analysis of equality data in order to enhance our decision-making and future planning

Objective 4 – Employment - To attract, develop and retain a diverse, skilled workforce

Objective 5 – Communications and Engagement - To ensure that the GCC communicates and engages in ways that is accessible to all

Objective 6 – Access - To ensure that access to GCC information is available to all

3. Progress to date

Since agreeing our EDI Scheme in November 2015 we have been working to achieve our objectives by embedding EDI within the organisation. We have made varying degrees of progress against each of our equality objectives. We continue to identify areas within, and in addition to, our Equality, Diversity and Inclusion Strategy which we are committed to developing and improving - an action plan for 2017 is identified in Annex A. We will be reviewing our framework for embedding equality considerations into the organisation to ensure that we continue to learn and improve on our role as a fair regulator.

Objective 1 – Governance - *To ensure that Equality, Diversity and Inclusion is effectively embedded in the Council's decision-making and in its membership*

EDI training has previously been undertaken by Council members. We plan for the Council to have EDI refresher training in the coming year, once new members have been inducted. All papers considered by Council include EDI implications to ensure issues are considered when making decisions. Council reviews its EDI progress by way of an annual report.

Objective 2 – Policies and Processes - *To develop and implement policies and processes that are fair, transparent and comply with the law and best practice*

We aim to develop and implement policies and processes that are fair, transparent and comply with the law and best practice. This is an ongoing activity and duty in which new policy proposals are assessed as to whether an in-depth equality impact assessment is required. Equality Analysis training undertaken in the prior year by staff has enabled decision makers to become better informed in order to follow requisite procedures in relation to policy implementation.

During the year, we have sought to offer reasonable adjustments where a need has been identified.

Objective 3 – Data - *To improve the collection and analysis of equality data in order to enhance our decision-making and future planning*

We have made steps forward in our approach to data collection and analysis throughout the year. We have revised our monitoring forms in relation to all aspects of recruitment and registrations. This has brought them more up to date and increased their effectiveness, allowing us to better understand the profile of our registrants and applicants.

As part of the registrations process, the registrant must tell us their date of birth and gender. Therefore, we hold 100% data for these protected characteristics.

Monitoring forms have been provided by 74% of all registrants. We currently hold a high amount of information for the ethnicity of our registrants (74%) and disability (70%).

Some individuals have exercised their right not to supply some of the data requested. Therefore we have less information on religion (25%), sexual orientation (27%) and gender reassignment (27%).

We have published equality data within the fitness to practise section of the annual report relating to complaints and hearings. We have found that as a small regulator it is difficult to draw conclusions on much of the data as we are dealing with a small number of cases.

Objective 4 – Staff - *To attract, develop and retain a diverse, skilled workforce*

Equality, diversity and inclusion apply equally to employees and to anyone who works with us and contributes to our delivery. We aim to ensure that everyone, whether part-time, full-time, temporary or interim, is treated fairly and with respect.

Staff equality training took place in 2014 and equality analysis (how to implement equality impact assessments) training took place in 2015. Refresher training is planned for the upcoming year.

Internal recruitment in 2016 has successfully maintained the strong diversity profile within the GCC staff team.

Our recruitment forms for staff and partner positions were updated within the year and all applicants are required to provide equality monitoring information.

We have also created a new EDI induction pack for employees that informs of the GCC's approach and objectives in relation to EDI and this will be implemented in 2017. This also sets out the equality responsibilities and expectations of an employee and gives definitions of key words referred to in the legislation, e.g. discrimination.

Objective 5 – Communications - *To ensure that the GCC communicates and engages in ways that is accessible to all*

Throughout the year, the GCC took part in various communications and stakeholder activities. 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.

Objective 6 – Access - *To ensure that access to GCC information is available to all*

We wish to ensure fair access to everyone. In particular, we will take account of a person's disabilities to ensure that we engage with them fairly and equitably. We are able to make publications available in large text and languages other than English on request. We also have set up a translation service, should it be required. A number of organisation documents were translated into Welsh in 2016. We are continuing to work with the other regulators in determining the scope in relation to the Welsh Language Standards that we will have to comply with, as set by the Welsh Language Commissioner. We will provide feedback on the consultation that is due to be published shortly, on the Standards.

4. Proposals

Council to add to work plan a review of its strategy for 2018 onwards.

5. Financial implications

The financial implications are included in the budget for 2017

6. Legal Implications

There are no legal implications arising from this paper

7. Risk Implications

There are no risk implications arising from this paper

8. Equality Implications

There are no equality implications arising from this paper as we are seeking to ensure that we have more relevant information to comply with our obligations

9. Communications Implications

There are some communications implications arising from this paper. The activities to be carried out will involve surveys, reviewing policies and publications and updating the website.

Richard Kavanagh
Business Information Officer

EDI Action plan for 2017

DATA COLLECTION AND ANALYSIS

1. Implement new or modify current data collection procedures in the following areas:
 - a) FTP
 - b) Registrations
 - c) Education
 - d) Test of Competence
 - e) Council
 - f) Committees
 - g) Staff
 - h) Consultants/Stakeholder interaction
 - i) Recruitment
2. Analyse data collected, reporting on trends and gaps and making appropriate policy/procedural changes where issues are raised

COUNCIL

3. Update training for council members as the make up of Council has changed to a large degree

WELSH LANGUAGE STANDARDS

4. To work collaboratively with the other healthcare regulators in defining the scope of the Welsh Language Standards

POLICIES

5. To ensure that EIAs are carried out on any new activities/projects which require us to do so.

STAFF

6. Further refresher training for staff
7. Review of HR/staff policies

WEBSITE

8. Update the website