



Equality, Diversity and Inclusion Strategy 2015 – 2017

Foreword

The General Chiropractic Council (GCC) is the regulator for the chiropractic profession in the UK. Our overall purpose is to protect the public and regulate the profession of chiropractic.

Equality, diversity and inclusion (EDI) is integral to our work and our new Code of Practice for the profession emphasises the principles of respect, dignity, fairness and the need to recognise patient diversity and individual choices.

Our aim is to embed consideration of equality, diversity and inclusion into everything we do and this strategy provides a framework for ensuring that we move from good intentions to actions.

The Council of the GCC endorses this strategy and is ultimately responsible for reviewing its progress.

Suzanne McCarthy
Chair

David Howell
Chief Executive & Registrar

About Us

The General Chiropractic Council (GCC) regulates the chiropractic profession in the UK. It is an independent organisation set up by Parliament.

Our main functions are:

- setting the standards of the profession;
- promoting high standards of education and training in Chiropractic;
- maintaining a register of those Chiropractors who are fit to practice;
- taking action against anyone using the title of chiropractor who is not registered with the GCC;
- investigating and deciding complaints about fitness to practice.

Our Vision

We aim to deliver effective regulation for the protection of patients and the public and to do so in a fair, proportionate and objective manner.

Our Strategic Aims

We aim to:

- protect patients and the public;
- uphold and improve professional standards;
- engage effectively and have constructive dialogue with our stakeholders;
- improve our effectiveness, ensuring our systems are cost effective and fit for purpose

Why equality, diversity and inclusion is important to the GCC

The GCC operates as regulator across the UK. Our ability to protect patients and improve standards of chiropractic care is reliant on maintaining the trust and confidence of all chiropractic patients and the public. Greater understanding of equality, diversity and inclusion will allow us to understand and take account of the needs and expectations of diverse groups of patients, chiropractors and others affected by everything we do.

As an employer we want to attract and retain talented staff and provide an inclusive workplace where people feel valued.

What do Equality, Diversity and Inclusion mean to us?

‘Equality’ means eliminating unlawful discrimination and removing barriers faced by people from different groups.

‘Diversity’ means recognising and respecting individual differences.

‘Inclusion’ is about the extent to which an individual feels valued for the distinctive skills, experience and perspective they bring.

The GCC’s Equality, Diversity and Inclusion aims are to:

- ensure we conduct all our functions fairly and free from any form of unlawful discrimination, harassment and victimisation
- promote professional values and standards that recognise and respect the diversity of patients, the public and the profession
- ensure that we make judgments that are free from bias, prejudice or stereotyping
- ensure that the Council of the GCC is committed to equality and diversity and fosters an inclusive organisation

- ensure that the GCC is an inclusive workplace, where all staff are valued and respected

The legal context

As an employer and as a regulator the GCC is subject to the requirements of the Equality Act 2010 which sets out the personal characteristics that are protected by the law and the behaviour that is unlawful. The protected characteristics are Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex, Sexual Orientation.

The Equality Act also requires that as a public body, 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.

Accountability

Overall responsibility for Equality, Diversity and Inclusion is vested in the GCC's Council. Council will monitor the delivery of the objectives by way of regular reports and an annual EDI report.

Day-to-day responsibility for Equality, Diversity and Inclusion is assigned to the Senior Management Team (SMT). The GCC has appointed an Equality Officer who will support the delivery of the objectives and report to the SMT.

Our Equality, Diversity and Inclusion Objectives

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 are accessible to all

Objective 6 – Access

To ensure that access to GCC information is available to all