Council meeting 15 November 2012

Public business

Equality Scheme

Purpose
To report on progress during the first year of operation under the GPhC’s agreed Equality, Diversity and Inclusion scheme, and to propose an amended scheme for adoption for 2012-14.

Action required:

The Council is asked to agree the Equality Scheme for 2012-14 at Appendix 1, and to note the accompanying action plan.

1.0 Introduction

1.1 In November 2011, after a public consultation, the Council agreed an Equality, Diversity and Inclusion (EDI) Scheme. The scheme, with the accompanying equality work plan for year 1, outlined what we are required to do under the Equality Act 2010 and what further actions we are taking to ensure that we do not discriminate against people unlawfully.

1.2 The Council agreed to review the scheme in 2012, and we accordingly attach a revised scheme for Council’s consideration (Appendix 1). We are proposing that this version be approved for a two year period.

1.3 The accompanying action plan (at annex 2 of the draft Scheme) is reviewed and agreed by the Executive on an annual basis; the version accompanying the draft scheme at Appendix 1 is the version recently approved for 2012-14. We report below on progress against the previous year’s plan.
2.0 **Our progress so far**

2.1 The priorities for the first stage of implementation of the Scheme were reflected in last year’s action plan. This made it clear that our efforts in the first year would focus on implementing and embedding the scheme internally. The actions in that plan have been completed successfully and, and, in general, the internal reception to the various EDI initiatives over the past year has been positive and encouraging. To take the headings of last year’s plan in turn:

2.2 *consulting widely with relevant stakeholders and the wider equality community*

We consulted extensively with external stakeholders and the wider equality community during the development of the previous version of the Scheme. Since then, although our first year’s work has necessarily focussed on training and embedding within the organisation, we have continued to engage with these groups, for example by participating in various equality fora, and with liaising with EDI colleagues in the other regulators and with groups representing all or specific protected characteristics.

2.3 *training staff & associates so that they receive information relevant to their roles*

All staff and statutory committee members (bar recent starters etc. who will be picked up in future sessions) have been trained (the statutory committee members in joint sessions with GDC panellists), and the remaining associate workers who require training have either received it or are booked onto sessions over the next two months. By December, the programme for the existing workforce will be complete (Council members received EDI training in 2010). Feedback on the training has generally been very positive; we are currently exploring other ways in which we can evaluate the longer-term effect.

In addition, managerial staff have completed training in how to write equality impact assessments – these sessions were run jointly for GPhC, GDC and NMC staff.

2.4 *considering equality implications in all our standards and policies and; developing equality impact assessment procedures and carrying them out*

The EDI manager has been working extensively with colleagues across the organisation in this regard. For example, staff are asked to assess whether an equality impact assessment is needed whenever an existing policy comes up for review, as well as during the development of a new one.

2.5 *developing equality and diversity action plans across the organisation*

We have liaised with colleagues across the organisation to ensure that the actions in the EDI plan are appropriately reflected and incorporated in team and directorate level business plans.
2.6 *identifying the information we need to track and monitor to ensure best practice in all our regulatory operations.*

A data monitoring sub-group was set up to determine the GPhC’s existing EDI data content and handling, research best practice and make recommendations on what data should be collected going forward, focusing on those areas where we could demonstrate a legitimate need, i.e. use for, the data. The recommendations were approved by the executive team, and are now informing both the information strategy work and the development of the registrant survey.

3.0 **Amended scheme for approval.**

3.1 Council is asked to approve the proposed amendments to the Scheme, to cover the period 2012-14, at Appendix A. Text which differs from the previous version is highlighted for ease of reference. In summary, the significant amendments:

- update the scheme on work done so far, and cast certain sections into the past tense to show that the work has been completed
- provide updated information on e.g. job titles, EDI statistics for the profession
- provide the new action plan for the year ahead (see below).

4.0 **Updated action plan**

4.1 The Equality Scheme is supplemented with the agreed action plan for 2012-14. This outlines a timetable for key priority areas of work to ensure that stage 2 of the Scheme is implemented; that is, to:

- comply with our legal obligations under the Equality Act 2010;
- continue to train and support staff to consider and integrate EDI into their roles and work;
- develop EDI actions across the organisation that take account of data monitoring information and the outcomes of impact analysis; and
- continue to engage with diverse groups of internal and external stakeholders to develop on-going mechanisms of involvement.

4.2 As explained above, we are working with colleagues across the organisation to ensure that the planning of actions in support of this Scheme is integrated with other aspects of our strategic and business planning, rather than carrying out equality and diversity action planning in a separate parallel process.
5.0 Engagement

5.1 Our engagement plans going forward are discussed in the draft Scheme, at page 16 of this paper (‘Involvement and engagement’). In particular, we are planning to review our engagement with our EDI reference group, and with our associates, to ensure appropriate input into our planning process.

5.2 Whilst there is no longer a specific gender duty requiring public bodies to consult stakeholders, nor a specific disability equality duty which requires us to include a statement of how we have involved disabled people, it is considered appropriate to continue these practices in order to fulfil, and provide evidence of our fulfilment of, our duties under the Act. The involvement obligation requires the ongoing participation of disabled people throughout the process of developing the Scheme and its implementation.

5.3 The Barking and Dagenham Disability Equality Forum have been supporting us in the ongoing development and delivery of our Scheme. We are also members of the Employers’ Disability Forum (EDF), and we recently hosted a EDF disability masterclass for managers, with delegates from a range of organisations.

6.0 Equality and diversity implications

6.1 This Scheme serves as the General Pharmaceutical Council’s timetabled, evidence-based plan of action for meeting the general equality duties.

7.0 Communications implications

7.1 Communicating the Scheme and related action plans will need to form part of the GPhC’s communications strategy, following best practice, utilising a range of different formats and ensuring that we make suitable provision for those who do not frequently participate in engagement activities.

8.0 Resource implications

8.1 A commitment to effective equality and diversity has significant resource implications for the GPhC, and has been budgeted for accordingly. The major, one-off cost in 2012 has been EDI training for staff and associates. Annual top-up training will be via e-learning for the next two years, with only new members of staff or associates receiving full training as part of their induction.

8.2 The development and implementation of the Scheme requires extensive engagement and ongoing involvement with staff, registrants and those who...
share a relevant protected characteristic. The development of such engagement processes requires resources both in terms of staff time and financial resources to support focus group, meeting activities etc and expenses. We are confident that all EDI-related expenses will be met within existing budgets.

9.0 Risk implications

9.1 Failure to adopt and appropriately update the Scheme incurs the following risks:

- the GPhC may be prosecuted under the Equality Act 2010
- equality and diversity perspectives of persons who share a relevant protected characteristic do not inform the GPhC’s work, and so the Council does not optimise the public benefit of its efforts
- The GPhC does not secure the confidence of the public.

Action required:

The Council is asked to agree the Equality Scheme for 2012-14 at Appendix 1, and to note the accompanying action plan.

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19 October 2012
Equality, diversity and inclusion scheme
2012 - 2014

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This document is available in the following formats:

- easy read
- large print documents
- audio.

This documents is available on our website www.pharmacyregulation.org

or by contacting our Communications Team:
communications@pharmacyregulation.org
About us
The General Pharmaceutical Council (GPhC) is the regulator for pharmacists, pharmacy technicians and pharmacy premises.

It is our job to protect, promote and maintain the health, safety and well being of all members of the public, and in particular those members of the public who use or need the services of pharmacy professionals or the services provided at a registered pharmacy.

Our principal functions include:

- Setting standards for conduct, ethics, and performance, owners and superintendents, education and training and continuing professional development (CPD);

- Establishing and promoting standards for the safe and effective practice of pharmacy at registered pharmacies;

- Establishing fitness to practise requirements, monitoring pharmacy professionals’ fitness to practise and dealing fairly with complaints;

- Approving qualifications for pharmacists and pharmacy technicians;

- Maintaining a register of pharmacists, pharmacy technicians and pharmacy premises.

- We aim to ensure that regulation is fair and proportionate – that is, in line with the level of risk posed to public health, safety and well being – and not over-burdensome. We want it to be flexible enough to respond to the changing demands made on the profession and to allow for innovation at the same time as maintaining high quality practice
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1. Introduction

What we do
The General Pharmaceutical Council’s purpose is to protect and promote the health and safety of patients and the public by assuring the maintenance and development of safe and effective pharmacy practice in Great Britain. We also contribute to the continued development of trust and confidence in pharmacy by patients and the public and other health professionals.

We secure the confidence of patients, the public and pharmacy professionals by being a healthcare regulator that demonstrates effectiveness and efficiency and supports innovation in delivering its functions. We will ensure that our values are at the heart of everything we do and as a regulator we will:

(a) be focused on improvement
(b) be responsive to change
(c) develop policies that are inclusive
(d) be independent and fair
(e) demonstrate respect for others
(f) ensure that regulation is proportionate.

Further information about the General Pharmaceutical Council and the professions it regulates can be found at Annex 1.

2. Our commitment to equality and diversity

We are committed to promoting equality, valuing diversity and being inclusive in all our work as a health professions regulator, a public service provider and an employer and ensuring that the equality duties are being met.

Through embedding equality, diversity and inclusion in all that we do, we will improve both our effectiveness and efficiency as a regulator, by ensuring that the resources invested in services actually benefit all those who use or need them. We will continue to encourage a higher profile for equality and diversity in our role as a regulator, public service provider and employer.

This scheme sets out our commitment to equality, diversity and inclusion by which we mean we will:

• promote an inclusive culture for all our staff, others who work with us, and the people that we serve
• provide services that are accessible and appropriate for everyone
• provide organisational capability for continuous improvement, learning and sharing good practice
• work towards the elimination of all forms of discrimination and harassment
• positively promote equality through our activity and communications.

Our scheme is designed to be integral to our Business Plan and is a firm statement of our intent in meeting our business aims. We will:

• aim to ensure that our policies and procedures are transparent, free from discrimination and fair to all individuals and groups regardless of their ethnic origin, race, sex, disability, sexual orientation, transgender, religion and belief or age, marriage and civil partnerships, pregnancy and maternity.
• provide the Council members, our staff and those carrying out work on our behalf with appropriate training on our equality scheme and how to put it into practice
• use equality impact assessments to ensure that our policies and procedures are developed in ways that seeks to eliminate as far as possible any adverse impact on particular groups
• involve stakeholders in developing our equality scheme and impact assessment procedures
• develop action, communication and engagement plans to support the implementation and monitoring of the scheme.
• ensure that breaches of the scheme are dealt with, where appropriate, under the relevant GPhC procedure.
3. **Vision and values**

Our equality scheme is designed to be integral to our Vision and Strategy document, which is available to download at:  
http://www.pharmacyregulation.org/sites/default/files/Strategic%20plan_lores.pdf  
and is a firm statement of both our business aims and our values.

4. **Aims of the scheme**

The scheme aims to help us to:

- ensure that all our services are free from discrimination;
- promote equality of opportunity;
- promote good relations between people across all protected characteristic groups and particularly from different racial groups;
- promote participation from all protected characteristic groups
- promote positive attitudes towards disabled people
- take account of disabled persons’ disabilities even if this means treating disabled people more favourably
- treat members of the public, pharmacy professionals, complainants, current and prospective council members, staff and job applicants solely on the basis of their merit, abilities and potential and relevant legal requirements
- foster mutual respect and trust; and
- communicate and monitor our scheme effectively.

5. **Equality, diversity and inclusion strategy**

Diversity is a term that refers to the differences that individuals may chose to identify with such as differences in the values, attitudes, cultural perspective, beliefs, ethnic background, sexuality, age, faith, knowledge and life experiences of each individual in any group of people. The term is used to highlight individual needs and focus on the elimination of barriers.

We are determined to ensure that equality in diversity is led from the very top of this organisation and have therefore developed an equality, diversity and inclusion (EDI) leadership group to advise on progressing equality and diversity and inclusion within the organisation. **Our aim is, as far as possible,** that membership of this group **going forward should** reflect the protected characteristics.

**EDI leadership group**

The equality, diversity and inclusion leadership group currently includes, amongst others:

- a director;
• the head of associates & executive office;
• a management group member;
• the head of organisational development
• a staff member;
• the head of governance; and
• the equality, diversity and inclusion manager

The role of the EDI group will be to:
• focus GPhC staff leadership on the issue of equality, diversity and inclusion;
• provide an on-going visible focus on the drive for delivery, awareness and training;
• steer the EDI agenda, together with input from staff and an external reference group;
• clear any delays and consider resources and priorities

In addition to the EDI leadership group the GPhC has developed an equality, diversity and inclusion reference group. This group is built on relationships already being established with wider equality and diversity networks. We will aim to ensure that the membership of the reference group reflects all the protected characteristics.

EDI reference group
The EDI reference group includes:
• representatives from external equality, diversity and inclusion network groups;
• external equality, diversity and inclusion professionals;
• GPhC staff equality, diversity and inclusion champions; and
• the GPhC equality and diversity and inclusion manager.

The role of the EDI reference group is to:
• provide the GPhC’s standing arrangement for obtaining feedback and well-informed advice;
• provide broadly based advice on current equality and diversity trends and best practice;
• offer guidance and support to the EDI leadership group on how to effectively implement EDI ideas; and
• to comment on draft equality, diversity and inclusion reports and monitor documents for scrutiny by the EDI leadership group.
6. How we have developed the scheme

Planning and priorities Year 1
This is the second edition of our equality scheme. Our approach to developing equality and diversity within the organisation has been staged to reflect our starting base and the need to ensure that the scheme was well implemented prior to moving on to embedding and finally promoting equality and diversity in all that we do. The first stage of implementation involved 6 key themes that were reflected in our first action plan:

- consulting widely with relevant stakeholders and the wider equality community;
- training our staff so that they receive information relevant to their roles;
- considering equality implications in all our standards and policies;
- developing equality impact assessment procedures and carrying them out;
- developing E&D action plans across the organisation; and
- identifying the information we need to track and monitor to ensure best practice in all our regulatory operations.

Priorities Year 2 and 3
The scheme will be updated with practical examples and aggregated data as we improve our data collection methods. The implementation of our first scheme went well. The draft scheme was published for consultation on 30 June and closed on 30 September 2011. Overall the majority of respondents felt that: we were right to take a three-staged approach to implementing EDI; our implementation priorities were valid; we should ensure that membership of our leadership and reference groups were representative of the protected characteristics; and that sex, gender reassignment and sexual orientation sections within the draft scheme should be separated and our approach to these areas more explicit. These recommendations were taken into account when the scheme was published in November 2011. We are now in the embedding phase of the scheme and our priorities going forward are again reflected in our second action plan attached to this scheme:

- comply with our legal obligations under the Equality Act 2010
- continue to train and support staff to consider and integrate EDI into their roles and work
- develop EDI actions across the organisation that take account of data monitoring information and the outcomes of impact analysis
- continue to engage with diverse groups of internal and external stakeholders to develop on-going mechanisms of involvement

The Action Plan for year 2 can be found on page 19 of this document.
All papers going before the Council members for discussion are required to consider equality and diversity implications and a full equality impact analysis must be considered for each new policy/procedure.

**Involvement and engagement**

To ensure that the scheme is developed in conjunction with our stakeholders we continue to work closely with them and this work is reflected as one of our priorities going forward; in particular, we will be reviewing our engagement with our EDI reference group, and with our associates, to ensure appropriate input into our planning process. We continue to work hard to be inclusive, particularly with those traditionally perceived as ‘hard to reach’. Our communications team has ensured that our consultation activities have included stakeholders from diverse communities from a number of protected characteristic groups.

We have paid particular attention to identifying and engaging groups and individuals who in the past have been under-represented in the health care agenda. We have done this by working/partnering with advocacy organisations and seeking their guidance about best practice.

7. **The equality duties**

Under the Equality Act 2010 the GPhC has statutory duties, as an organisation providing a public service, covering all protected characteristics:

- age
- disability
- gender reassignment
- race
- religion or belief
- sex
- sexual orientation
- marriage and civil partnership
- pregnancy and maternity.

We must, in the exercise of our functions, have due regard to the need to:

a. eliminate discrimination, harassment and victimisation
b. advance equality of opportunity between people who share a protected characteristic and those who do not
c. foster good relations between people who share a protected characteristic and those who do not
d. promote positive attitudes towards disabled people
e. encourage the participation of disabled people in public life
f. take account of a disabled person’s disabilities even if this means treating the disabled person more favourably.

8. Our approach to fulfilling our duties under the act

As a best practice approach we are going beyond the statutory requirements outlined above, to publish an equality scheme and apply the same principles to our internal policies on all protected characteristics (see 7 above).

This scheme outlines what we are required to do under the Equality Act 2010 and also describes the steps we have taken and will take in order to ensure that we do not discriminate against people unlawfully. The scheme encompasses policy statements in relation to various groups but is a single scheme, as many of the steps we might take to avoid or mitigate any adverse impact would be relevant to some or all of these groups. Our scheme shows how we are working to achieve this.

Race equality

As an approach to best practice and fulfilling our general duty as a regulator, public service provider and an employer, we will:

- review our functions and policies and consider whether they have implications for race equality;
- give priority where the need for action is greatest and to those functions and policies of ours which have the greatest potential to affect different racial groups;
- work with representatives of racial and ethnic groups to help ensure that our services meet their needs and to improve access to those services;
- maintain systems to allow us to monitor the effects of our policies and any changes made to them, on different racial groups; and
- promote access to information and services, where appropriate, through the use of translation and interpretation services.

As an employer we will:

- welcome and encourage job applications from people with ethnic minority backgrounds;
- monitor our employees and job applicants by ethnicity so as to identify and address any adverse impact of our policies on the promotion of equality amongst different racial groups; and
- ensure that any allegations of racial discriminations or harassment are investigated thoroughly, speedily and sensitively.
Sex equality
As an approach to best practice and fulfilling our general duty as a regulator, public service provider and an employer, we will:

- seek to ensure that our services and guidance are non-discriminatory and do not make unnecessary assumptions about people based on sex;
- work with representatives of gender groups to help ensure that our services meet their needs and to improve access to those services;
- ensure that our pay and rewards system is fair and transparent and that any equal pay issues are resolved effectively;
- ensure that flexible working policies apply equally to men and women and that personnel policies apply to staff regardless of sex;
- monitor our employees and job applicants by sex so as to identify and address any adverse impacts on particular groups;
- ensure that any allegations of discrimination or harassment on the grounds of sex, are investigated thoroughly, speedily and sensitively.

Sexual orientation equality
As an approach to best practice and fulfilling our general duty as a regulator, public service provider and an employer, we will:

- seek to ensure that our services and guidance are non-discriminatory and do not make unnecessary assumptions about people based on sexual orientation;
- work with representatives of sexual orientation groups to help to ensure that our services meet their needs and to improve access to those services;
- confront homophobic, and biphobic attitudes, behaviour and language and encourage understanding of individual attributes and rights;
- ensure that flexible working policies apply equally to men and women and that personnel policies apply to staff regardless of sexual orientation;
- monitor our employees and job applicants by sexual orientation so as to identify and address any adverse impacts on particular groups;
- ensure that any allegations of discrimination or harassment on the grounds of sexual orientation are investigated thoroughly, speedily and sensitively.

Gender reassignment equality
As an approach to best practice and fulfilling our general duty as a regulator, public service provider and an employer, we will:

- seek to ensure that our services and guidance are non-discriminatory and do not make unnecessary assumptions about people based on transgender;
- confront transphobic attitudes, behaviour and language and encourage understanding of individual attributes and rights;
• work with representatives of transgender groups to help ensure that our services meet their needs and to improve access to those services;
• ensure that flexible working policies apply equally to transgender people and that personnel policies apply to staff regardless of gender;
• ensure that any allegations of discrimination or harassment on the grounds of transgender, are investigated thoroughly, speedily and sensitively.

Disability equality
As an approach to best practice and fulfilling our general duty as a regulator, service provider and employer we will adhere to the social model of disability. The social model of disability, now widely accepted in public policy and practice and designed by disabled people themselves, takes into account the barriers that disabled people face which are imposed by society and societal attitudes, values and failure to adapt to their impairments. This model is empowering for disabled people and moves away from the concept of disabled people being inferior to non-disabled people.

In order to promote equality of opportunity for disabled people, we will:
• look at the extent to which our functions and services take account of the needs of disabled people;
• consider the effect of our policies and practices on the opportunities for disabled people;
• work with representatives of disabled people and relevant groups to help ensure that our services meet their needs and to improve access to those services;
• gather information in relation to recruitment, development and retention of disabled employees;
• promote access to information and services;
• ensure that GPhC events are held in premises with appropriate facilities for disabled people;
• welcome job applications from disabled people;
• undertake, wherever possible to retain employees who experience disability, by making reasonable changes to their duties or working environment; and
• ensure that any allegations of discrimination or harassment on the grounds of disability are investigated thoroughly, speedily and with sensitivity.

Religion or belief equality
In order to promote equality between people from different faith groups, as well as those who do not believe, as a regulator, public service provider and employer we will:
• where reasonably practicable, ensure that meetings, hearings and events do not coincide with cultural or religious festivals or holidays where this would prevent people
from attending;

- ensure that leave is not withheld unreasonably from employees who wish to celebrate cultural or religious festivals or holidays;
- work with representatives of people of different faiths, including non-believers, to help ensure that our services meet their needs and to improve access to those services;
- not impose dress restriction on employees which may be discriminatory unless such restrictions can be justified objectively in terms of meeting a legitimate health and safety or business aim;
- seek to ensure that food provided at meetings and events will meet the needs of those attending;
- where reasonably practicable, ensure that the needs of those who require a place for prayer are appropriately met; and
- ensure that any allegations of discrimination or harassment on the grounds of religion or belief are investigated thoroughly, speedily and sensitively.

Age Equality

As an approach to best practice and to fulfil our general duty as a regulator, public service organisation and employer we will:

- seek to identify and meet the needs of different age groups, particularly older people and children when we provide services;
- welcome job applications from older and younger people;
- gather information in relation to recruitment and development of employees of all ages;
- ensure that any allegations of discrimination or harassment on the grounds of age are investigated thoroughly, speedily and sensitively.
Annex 1

Further information about the General Pharmaceutical Council and the professions it regulates

1. Council, committees and staffing

The Council

The role of the Council is to oversee the provision of regulation that ensures public protection and keeps pace with change and to set standards within the profession, targeting those areas of greatest need. The 14-strong Council is composed of equal numbers of pharmacy professionals and lay people. Lay people bring in knowledge from outside the profession and help to ensure public focus, openness and transparency.

To reinforce independence, and to ensure transparency in decision-making, our Council is appointed rather than elected. Members are appointed by the Privy Council to ensure a balance of qualities, skills and experience, and to reflect the diversity of the public and of the pharmacy profession.

We cover England, Scotland and Wales. In order to reflect differences in health service delivery, the Council includes at least one person who lives or works in each of the three participating countries.

The Committees

There are three statutory committees established under the Pharmacy Order 2010: the Investigating, Fitness to Practise and Appeals Committees.

Directorates

We are committed to creating a work environment free from unlawful discrimination, harassment and bullying, where everyone is treated with dignity and respect. No employee or potential employee will receive less favourable treatment or consideration due to belonging to any of the protected characteristic groups. Our internal Equality and Diversity Policy specifically sets out our approach to managing bullying and harassment and dealing with complaints of discrimination from our staff.
We employ approximately 164 staff, most of whom are based in Central London with 30 members of inspectorate staff based throughout England, Scotland and Wales. The General Pharmaceutical Council is divided into directorates, each led by a member of the Executive Team:

**Inspection and Fitness to Practise**
This directorate deals with both routine and specific inspection of registered pharmacies and concerns about the fitness to practise of pharmacists and pharmacy technicians. The teams which comprise this directorate are:
- inspections
- hearings management
- investigations and case management

**Policy and communications**
This directorate is responsible for writing policy and standards and for communicating with registrants, stakeholders and the public. The directorate contains the following teams:
- standards, policy and ethics
- communications
- education and training

**Resources and Customer Services**
This directorate covers resource to the organisation and external customer service. It comprises:
- customer service, which incorporates the customer contact centre; registration; pharmacy technician registration; operation of CPD call and review; pre-registration operation; and exam administration
- finance
- IT
- business planning

**The Chief Executive’s department** incorporates:
- the chair & chief executive’s office
- equality, diversity & inclusion
- organisational development & human resources
- governance (including council secretariat)
- the management of associate workers.

**Those who work on our behalf**

13 groups work on our behalf and have responsibilities under the Equality Act 2010 but are not employees. They are generally known as General Pharmaceutical Council associates:

- Fitness to Practise Committee members
2. CHARACTERISTICS OF THE PROFESSION

Pharmacists
There are 47,821 pharmacists on the GPhC Register (September 2012). A register analysis in 2011 showed that among registered pharmacists at that time, 59.4% were female. One third of the pharmacists on the Register are aged under 40 years. Female pharmacists as a group are younger than males – 58.5% are aged under 40 years, compared with 47.9% of males. Of all registered pharmacists for whom information on ethnic group is available 61.3% are white (British, Irish or other). Over a quarter of pharmacists (26.9%) is Asian, with Indian being the single predominant group (17.4%), followed by Pakistani (6.3%). Pharmacists from other backgrounds represent – 5.4% Black and 3.7% were of Chinese origin and 2.8% from mixed and other backgrounds. 10% of registrants were recorded as “ethnic origin unknown”.

Pharmacy Technicians
There are 21,532 pharmacy technicians on the GPhC Register (September 2012). A register analysis in July 2012 showed that at that time 90% of pharmacy technicians were female. The average age of pharmacy technicians on the register is 41.4 years. Female pharmacy technicians are on average older than male pharmacy technicians - 41.9 years compared with 36.4. The majority of pharmacy technicians on the register are of white ethnic origin (89.5%). Pharmacy technicians from an Asian background represent the largest single non-white group (7.6%). Pharmacy technicians from other backgrounds represent – 1.8% Black, 0.6% mixed, 0.1% Chinese and 0.4% from other ethnic backgrounds. Ethnic origin was not recorded for 671 technicians.

Overseas registrants
The current register (September 2012) shows that approximately 4570 of registered pharmacists qualified overseas. The census commissioned by the RPSGB in 2009 also indicated that pharmacists who entered the register via an overseas route were on average younger than home pharmacists (38.8 years versus 42.6 years). The majority (95.8%) from Europe were of
white origin, as were a large proportion (79.4%) of those who had entered via the reciprocal route. 42% of those who entered through the adjudication route (required to complete a period of study, followed by pre-registration training and examination) were of black ethnic origin, 32.6% were of Asian origin, 1.5% Chinese and 8.4% from mixed and other ethnic groups.
### Objective 1: Review Scheme

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<th>Actions</th>
<th>Milestones</th>
<th>Outcomes</th>
<th>Protected Characteristics</th>
<th>Responsible Officer(s)</th>
<th>Target Date/Updates</th>
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<tbody>
<tr>
<td>Review Scheme</td>
<td>Revised Scheme consulted on by relevant stakeholders: Employers Forum; Disability Forum; EDI leadership group and reference group; Scheme reported to Council</td>
<td>Second Scheme and action plan adopted by GPhC; Scheme published</td>
<td>All</td>
<td>EDI Manager</td>
<td>Scheme to Council November 2012</td>
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#### Objective 2: Engagement

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<th>Milestones</th>
<th>Outcomes</th>
<th>Protected Characteristics</th>
<th>Responsible Officer(s)</th>
<th>Target Date/Updates</th>
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<tr>
<td>Obtain views on the ongoing development of EDI at the GPhC from staff, associates and external stakeholders -- members of the public, registrants, health and community/voluntary sector organisations, other regulators, educators,</td>
<td>Engage with staff across directorates and functions to identify key areas that require attention and that are critical to meeting our statutory duties; Seek ‘public’ view on the</td>
<td>Staff engaged in E&amp;D Development of EDI reflects the views of staff EDI development reflects the views of</td>
<td>All</td>
<td>EDI Manager</td>
<td>Work with others ongoing</td>
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employers - across the nine protected characteristics

Work with others in health professions regulation on E&D

Develop ongoing mechanisms for continuous engagement

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<th>Action</th>
<th>Objectives</th>
<th>Protected Characteristics</th>
<th>Responsible Officer(s)</th>
<th>Target Date/Updates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Produce training update report</td>
<td>- Regulate registrants and the public&lt;br&gt;- Regularly attend E&amp;D Forum&lt;br&gt;- Develop E&amp;I mechanisms for continuous engagement</td>
<td></td>
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<tr>
<td>Continue to provide EDI training, taking update into account</td>
<td></td>
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<tr>
<td>Support the needs of staff in carrying out EIAs and action planning</td>
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</tbody>
</table>

**Objective 3: Training provision**

<table>
<thead>
<tr>
<th>Action</th>
<th>Milestones</th>
<th>Outcomes</th>
<th>Protected Characteristics</th>
<th>Responsible Officer(s)</th>
<th>Target Date/Updates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Produce training update report</td>
<td>Ensure new Council members, staff and associates receive EDI training;&lt;br&gt;Ensure new senior staff receive EIA training;&lt;br&gt;Ensure existing Council members, staff and associates receive top-up/refresher EDI training as appropriate</td>
<td>Council Members, staff and associates confident in respect of their responsibilities under the Equality Act 2010 and the GPhC EDI Scheme&lt;br&gt;Staff enabled to carry out impact analyses and action planning and review</td>
<td>All</td>
<td>EDI Manager&lt;br&gt;Head of OD</td>
<td>On-going – Review December 2012</td>
</tr>
</tbody>
</table>
### Objective 4: Equality impact analysis (EIAs)

<table>
<thead>
<tr>
<th>Action</th>
<th>Milestones</th>
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<th>Responsible Officer(s)</th>
<th>Target Date/Updates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carry out Equality Impact Assessments</td>
<td>EIAs regularly reviewed</td>
<td>EIAs conducted on existing and new policy, service, function or project.</td>
<td>All</td>
<td>All staff</td>
<td>Review processes June 2013 On-going</td>
</tr>
<tr>
<td>Internal process developed to ensure EIAs are carried out on new and existing policies and procedures</td>
<td>EIAs benefit from available equality data</td>
<td>Outcomes prioritised and identified in action plans</td>
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<tr>
<td></td>
<td>Staff learning sets developed to share best-practice</td>
<td>Policies and procedures are transparent and free from discrimination and developed in ways that seek to eliminate as far as possible any adverse impact</td>
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</table>

### Objective 5: Action planning

<table>
<thead>
<tr>
<th>Action</th>
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<th>Responsible Officer</th>
<th>Target Date/Updates</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Directorates to develop action plans for key work areas across protected characteristics (pc)</td>
<td>Short review undertaken</td>
<td>Relevant action plans developed</td>
<td>All</td>
<td>All staff</td>
<td>Start in November 2012 On-going</td>
</tr>
<tr>
<td>Directorates to develop mechanisms to ensure plans monitored and updated</td>
<td>Staff groups engaged on agreeing priority areas and incorporating EDI Action Plan themes into Directorate/team level action plans</td>
<td>Action plan outcome targets regularly monitored</td>
<td></td>
<td>EDI Manager Head of OD</td>
<td></td>
</tr>
</tbody>
</table>
Staff and teams supported to develop methods of joined-up work to identify common issues

Action plans to benefit from monitoring data

<table>
<thead>
<tr>
<th>Objective 6: Monitoring</th>
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<tbody>
<tr>
<td><strong>Action</strong></td>
</tr>
<tr>
<td>Develop methods and criteria for data collection</td>
</tr>
<tr>
<td>Data collected to be analysed and used to inform appropriate action</td>
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<tr>
<td>Each pc in all areas of our work where possible</td>
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</tbody>
</table>