

# Equality Diversity and Inclusion Statement 2016/17

January 2016

# Equality Diversity and Inclusion Statement

The General Pharmaceutical Council (GPhC) is committed to promoting equality, valuing diversity; being fair and inclusive in all our work as a health professions regulator, a public service provider and as an employer; treating our stakeholders, service users and staff with dignity and respect, and therefore ensuring that the equality duties are being met. Our clear aim is to build equality, diversity and inclusion (EDI) into everything we do.

The GPhC believes that the promotion of EDI is important in combating injustice against those who share any of the protected characteristics under the Equality Act 2010. It is illegal, and unfair, for a person to experience disadvantage on the basis of a protected characteristic; all our staff and stakeholders are entitled to expect that they will be treated fairly. The GPhC aims to be a more inclusive workplace because organisations free from discrimination can work more efficiently and achieve the greatest benefits. We are taking a broad view of equality by using our regulatory role, particularly in the development of Standards and Codes, to influence the promotion and development of equity action more widely.

As a public body the GPhC has a number of general legal equality duties arising from the Equality Act 2010.<sup>1</sup>

The GPhC has ambitions to be an exemplar in EDI by going beyond what is required by equalities legislation. As well as continuing with our programme of tackling discrimination in all its forms, training and improving access to services we will:

- Use our regulatory role to influence EDI promotion, prioritisation and change
- Work to promote desired behaviours in terms of EDI for the individual, business, registrants and the public
- Learn from best practice in EDI through engaging with the local community and networks and embed feedback on an on-going basis
- Ensure that our published equality action plans link directly with our corporate planning strategies and focus on embedding EDI in the work of the GPhC, as we believe that EDI should be an integral part of everything we do
- Enhance our EDI data collection across the organisation to support the analysis of equality impact and make changes to our policies and services where appropriate
- Consider the health, wellbeing and vulnerability of our staff and service users, ensuring that fairness, care and transparency are high on our agenda
- Promote inclusion through a programme of activities for our staff
- Work with our disability partner to carry out a gap analysis and develop disability awareness as a start to becoming a disability champion

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<sup>1</sup> <http://www.equalityhumanrights.com/private-and-public-sector-guidance/public-sector-providers/public-sector-equality-duty/what-equality-duty>

The GPhC's corporate plan is the organisation's main planning document. The EDI plan at appendix 1 is an extract of the EDI objectives within the corporate plan, not a separate document and therefore reflects the EDI objectives embedded within the GPhC's main planning cycle. The EDI plan outlines our key areas of work for the coming year. This document and the EDI plan are available to download at: XXXXX.

Details of the work we undertake to improve EDI are contained in our annual EDI report.

## Monitoring and Reporting

Our equality and diversity work is led by our equality leadership group. The group is key to our planning for EDI. Its role is to:

- advise on and help to progress matters affecting equality, diversity and inclusion relating to our role as a regulator, public service provider and employer
- support initiatives and suggest flexible ways of working to ensure that EDI is embedded across the organisation
- ensure the effective monitoring of GPhC EDI planning objectives, equality policies and plans and reporting progress to the planning/executive teams
- work to support teams across the office in developing policy and action plans on equality and diversity and to assist with managing their implementation
- work with teams to help them collect relevant EDI data
- support the EDI Manager in developing a report annually of all EDI activity at the GPhC and provide extracts for the GPhC annual report and PSA submission
- help to ensure organisational compliance with relevant equalities legislation such as the Equality Act 2010
- consider resources and priorities required for achieving, implementing and maintaining EDI
- maintain oversight of all GPhC EDI matters in order to provide assurance and challenge to the Senior Leadership Group

**General Pharmaceutical Council  
Equality Monitoring Plan – 2016/17**

Objective 1				
Corporate plan: Embed and continue to refine our new approach to inspection				
Strategic theme: <i>Delivering efficient and effective regulatory services</i>				
Priority	EDI Outcomes	Main Protected Characteristics (PCs)	Lead (area)	Target Date/Updates
Ensuring the engagement on the updated inspection model is accessible to anyone wanting to contribute to it	Communities able to access our reports and services	All (Disability)	Inspectorate Communications (consider Equality Strategy)	
Ensuring that published inspection reports are accessible to anyone who wants to read them	Develop alternate methods of accessibility		Communications	
Objective 2				
Corporate plan: Sustain improvements in the quality and timeliness of our fitness to practise (FtP) cases				
Strategic theme: <i>Delivering efficient and effective regulatory services</i>				
Priority	EDI Outcomes	Main Protected Characteristics	Lead (area)	Target Date/Updates

Improvements to the accessibility of the online concerns form via updates and improvements to the website	All sections of the community able to access FtP services;	All Disability, and language specifically	Fitness to Practise Knowledge and Insight	
Welsh language option available for the submission of concerns	Welsh language speakers are able to access FtP services			
Use qualitative EDI analysis to better understand FtP outcomes	We understand and mitigate the effects of unconscious bias			

### Objective 3

Corporate plan: Continue to develop a model for continuing fitness to practise (CFtP)

Strategic theme: *Ensure that pharmacy team is able to meet the needs of patients now and in the future*

Priority	EDI Outcomes	Main Protected Characteristics	Lead (area)	Target Date/Updates
The CPD model must reflect the needs of diverse registrant populations	Understand our regulated groups	All	Continuing Fitness to Practise	
The CPD model must reflect the needs of the countries of GB by being adaptable to	Engage diverse groups in all countries to		Knowledge and Insight	

the different practice settings in those countries	include all PCs, where possible, at all relevant stages		Directors for Scotland and Wales	
We will take an inclusive approach to engagement and consultation in the policy development phases	Consult diverse groups to include all PCs, where possible; develop publications in a number of different formats		Communications	
<b>Objective 4</b>				
Develop standards and guidance that drive improvement and reflect the attitudes, behaviours, knowledge and skills pharmacy professionals will require in the future				
Strategic theme: <i>Ensuring the pharmacy team is able to meet the needs of patients now and in the future</i>				
Priority	EDI Outcomes	Main Protected Characteristics	Lead (area)	Target Date/Updates
The content of the revised standards for pharmacy professionals and standards for educating and training pharmacy professionals must deal with relevant issues including, for example, professional duties with respect to EDI	EDI is given due consideration in the delivery of regulatory services i.e. carrying out equality impact to ensure that standards do not discriminate	All	Standards Team Education Team Directors for Scotland/Wales Communications	
The content must reflect the needs of the countries of GB	Engage diverse groups in all countries to			

	include all PCs, where possible and at all relevant stages			
We will take an inclusive approach to engagement and consultation while we are developing the standards	Consult diverse groups to include all PCs, where possible			
We will undertake equality analysis for standards development work	Carry out full Equality Impact Analysis; act on findings			
<b>Objective 5</b>				
Corporate plan: Use technology to improve the experience of registrants, patients, the public and other stakeholders and minimise process cost				
Strategic theme: Delivering efficient and effective regulatory services				
Priority	EDI Outcomes	Main Protected Characteristics	Lead (area)	Target Date/Updates
Improve accessibility of our online services	On line services are fully accessible to all our service users	All	Corporate Business Support and Development	
Ensure we meet Welsh language requirements	The requirements of the Welsh language scheme are fully met and welsh speakers can access all our services.			

