



General
Osteopathic
Council

General Osteopathic Council
Equality Scheme – Annex 2

Action Plan

Action/Purpose:

To review current functions and policies for impact on race, disability and gender equality in relation to the GOsC as regulator:

- > Registration
- > Professional Standards
- > Communications
- > Regulation/Fitness to Practise
- > Secretariat (inc. Finance & Facilities, Governance, HR)

To review current functions and policies for impact on race, disability and gender equality in relation to the GOsC as employer:

- > Human Resources

Duties as Regulator	All Criteria (Race, Disability and Gender)	Race	Disability	Gender	Timeframe	Responsibility
Registration						
Diversity monitoring		Continue to gather and monitor information from those on the register and those applying for registration, about their ethnicity.	Continue to gather and monitor information from those on the register and those applying for registration, about disability.	Continue to gather and record information about the gender profile of the profession, numbers and gender of non- practising registrants, and information about maternity leave.	Ongoing	Head of Registration
Diversity monitoring	Undertake a new data gathering exercise in September 2008, with newly designed form.			Continue to monitor gender patterns within the profession.	September 08	Head of Registration

Duties as Regulator	All Criteria (Race, Disability and Gender)	Race	Disability	Gender	Timeframe	Responsibility
Registration process		Continue to monitor registration patterns with a view to identifying any unnecessary obstacles in the way of those from ethnic minority groups.	Continue to monitor registration patterns with a view to identifying any unnecessary obstacles in the way of those from disabled registrants, whilst safeguarding patient safety.	Continue to monitor gender patterns within the profession.	Ongoing	Head of Registration
Registration process	Conduct survey of registrants to include questions to test the equality and diversity impact of the registration process.				December 08	Head of Registration
Registration fee	Review registration fee levels to ensure they do not create unwarranted obstacles to registration for minority groups.				September - December 08	Head of Registration/ Head of Finance
Professional Standards						
Access to osteopathic education	Obtain information from educational institutions about changes they have made to comply with discrimination legislation.				Autumn 08	Director of Professional Standards
Access to osteopathic education	Conduct discussions with educational institutions about how access to training for minority groups can be further enhanced.				Beginning Autumn 08	Director of Professional Standards

Duties as Regulator	All Criteria (Race, Disability and Gender)	Race	Disability	Gender	Timeframe	Responsibility
Access to osteopathic education	Consider the implications for particular groups arising from lack of access to funded places and continue to lobby government as appropriate to take action to redress any adverse impact.				Ongoing	Director of Professional Standards
Development of osteopathic standards	Conduct an equality impact assessment of all standard documents as they are being reviewed e.g. Standard of Proficiency and Code of Practice.				December 08	Director of Professional Standards
Development of osteopathic standards	When reviewing the Standard of Proficiency (2008), include in the consultation questions aimed at assessing any adverse impact on particular groups.				Autumn 08	Director of Professional Standards
Development of osteopathic standards	Conduct an equality impact assessment of the developing revalidation scheme, to include questions in the consultation process aimed at assessing the possibility of adverse impact on particular groups.				Autumn 08	Director of Professional Standards/ Head of Communications
Development of osteopathic standards	Publicise consultation meetings widely, with a view to ensuring they are attended by osteopaths from different groups, taking whatever reasonable steps are necessary to accommodate particular needs.				Ongoing	Head of Communications

Duties as Regulator	All Criteria (Race, Disability and Gender)	Race	Disability	Gender	Timeframe	Responsibility
Communications						
Information produced by the GOsC	Ensure accessibility of all information produced by the GOsC by accommodating language requests where possible and by making it available in a variety of formats and in clear language.				Ongoing	Head of Communications
Information produced by the GOsC	Re-develop the website to ensure it complies with recognised standards of accessibility and provides clear language for all users.				End December 08	Head of Communications
Consultations	Include in all consultation papers questions aimed at assessing the equality implications of the issue in question, and ensure that the papers are widely circulated in formats that will ensure maximum accessibility for all groups, or published on the website.				Ongoing	Head of Communications
Consultations	As a matter of course request feedback (via our website and official publications) from stakeholders (registrants, students, employees and members of the public) on the impact of our policies and practices on equality and diversity, and consider what action may be necessary as a result of the responses received.				Ongoing	Head of Communications

Duties as Regulator	All Criteria (Race, Disability and Gender)	Race	Disability	Gender	Timeframe	Responsibility
Consultations	Continue to participate in the Health and Social Care Regulators Equality and Diversity Forum sharing good practice with other regulators in meeting the challenge of promoting equality and diversity.				Ongoing	Head of Finance/ Head of Regulation
Issuing guidance to the profession	Ensure that guidance on the profession's responsibilities relating to equality and diversity are widely circulated, and available on the website.				Ongoing	Head of Communications/ Head of Regulation
Regulation						
Fitness to practise procedures	Review all complaints handling procedures with a view to identifying any barriers that may exist for complainants or registrants based on language or culture, disability or gender.				September 2008	Head of Regulation
Fitness to practise procedures	Conduct a survey amongst complainants and registrants aimed at identifying whether any aspect of our Fitness to Practice procedures impact adversely on any particular group.				December 2008	Head of Regulation
Fitness to practise procedures			Redevelop Osteopathy House to ensure full access to disabled people during Fitness to Practice processes.		Ongoing	Head of Regulation

Duties as Regulator	All Criteria (Race, Disability and Gender)	Race	Disability	Gender	Timeframe	Responsibility
Fitness to practise procedures		Monitor ethnicity of those whom we engage for professional services (legal assessors, stenographers, experts, counsel) with a view to maximising diversity of choice.	Ensure that professional services providers are not excluded for reasons of disability.		Ongoing	Head of Regulation
Fitness to practise procedures	Provide equality and diversity training for members of Fitness to Practise panels.				September 08	Head of Regulation
Secretariat (finance, governance and human resources)						
Finance						
Registration fee	As part of the annual review of the registration fee, consider whether fee levels create unnecessary obstacles to registration for minority groups.				September – December 08	Head of Registration/ Head of Finance
Procurement	Review all current suppliers with a view to restricting GOsC contracts to those suppliers who supply evidence of active equality and diversity policies.				Ongoing	Head of Finance

Duties as Regulator	All Criteria (Race, Disability and Gender)	Race	Disability	Gender	Timeframe	Responsibility
Governance	Provide training on equality and diversity issues to all members of Council and committees to ensure that issues of race and ethnicity are fully taken into account in decision and policy making.				September 08	Head of Finance
Governance			Redevelop Osteopathy House to ensure full access to disabled people.		Ongoing	Head of Finance
Governance	In preparation for new governance arrangements due to come into effect in 2009, develop a set of competences for appointing members that will maximise the chances of attracting candidates of high calibre and from diverse backgrounds.				September 08	Head of Finance
Governance	Ensure the Appointments Commission, which will conduct the appointments on behalf of the GOsC, is equipped with all relevant information to maximise the chances of attracting candidates of high calibre and from diverse backgrounds.				September 08	All Senior Management

Duties as Employer	All Criteria (Race, Disability and Gender)	Race	Disability	Gender	Timeframe	Responsibility
Human Resources			Redevelop Osteopathy House to ensure full access to disabled persons.		Ongoing	Head of Finance
Human Resources	Conduct a new diversity profiling exercise to ensure up to date information on staff.				Ongoing	Head of Finance
Human Resources	Conduct audit of HR policies and procedures for compliance with legislation and implement audit's recommendations Monitor pay to ensure no discrimination on grounds of gender, or other grounds.				Ongoing	Head of Finance
Human Resources	Advertise GOsC vacancies in widest practical manner to ensure opportunities open to individuals from all backgrounds.				Ongoing	Head of Finance
Human Resources	Review profile of applicants for GOsC vacancies to ensure recruitment is from diverse range of backgrounds.				Ongoing	Head of Finance
Human Resources	Provide equality and diversity training for all staff.				Ongoing	Head of Finance
Human Resources	Provide appraisal training as part of new performance management processes.				Ongoing	Head of Finance

Duties as Employer	All Criteria (Race, Disability and Gender)	Race	Disability	Gender	Timeframe	Responsibility
Human Resources	Consult staff on changes likely to impact on equality and diversity.				Ongoing	All Senior Management Team
Human Resources	Review this action plan on an annual basis and publish progress.				Ongoing	Head of Regulation/ Senior Management Team



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