



Equality Impact Assessment Template

Step 1 – Scoping the EIA

Title of policy or activity	
Business Plan and Budget 2022-23	
Is a new or existing policy/activity?	
The GOsC produces a new Business Plan and Budget for the year ahead which is subject to approval by Council.	
What is the main purpose and what are the intended outcomes of the policy/activity?	
<p>The Business Plan outlines the activities which are planned for the year ahead. The Business Plan sets the direction of work for the GOsC. Many of the activities will have equality, diversity and inclusion (EDI) implications with the papers prepared for Council and Committee needing to be cognisant of those issues.</p> <p>In the Business Plan for 2022-23 there are specific EDI activities recorded and include our commitment to the Welsh Language Scheme.</p> <p>The budget for 2022-23 sets out the forecast income and planned expenditure required to deliver the business plan activities. The income is primarily from registration fees paid by osteopaths.</p>	
Who is most likely to benefit or be affected by the policy/activity?	
The Business Plan activities will ensure the GOsC meets its statutory objectives. In doing there will be benefit for registrants, patients and other stakeholders.	
Who is doing the assessment?	
Matthew Redford, Chief Executive and Registrar	
Dates of the EQIA	
• When did it start?	January 2022
• When is it due to be completed?	9 February 2022
• When should the next review of the policy/activity take place?	N/A

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Useful information

What information would be useful to assess the impact of the policy/activity on equality?
An assessment of the impact of the activities within the Business Plan will be made on an activity by activity basis, and considered by the relevant Committee and/or Council. Information which would be useful to assess the impact of the activities, might include, but is not limited to, statistics about the profession; equality monitoring data from consultation submissions; equality monitoring data from participants in surveys, webinars, recruitment campaigns.
Is there data relating to people with any/each of the protected characteristics?¹
EDI data is collected from registrants as they join the Register. We are planning to undertake a more comprehensive data collection exercise in 2022-23.
Where can we get this information and who can help?
EDI data about registrants is stored securely in the GOsC CRM product.

Step 2 – Involvement and consultation

If you have involved stakeholders, briefly describe what was done, with whom, when and where. Please provide a brief summary of the response gained and links to relevant documents, as well as any actions.
Our engagement with stakeholders will occur as we undertake the activities described within the plan.

Step 3 – Data collection and evidence

What evidence or information do you already have about how this policy might affect equality for people with protected characteristics under the Equality Act 2010?
Please cite any quantitative (such as statistical data) and qualitative (such as survey data, complaints, focus groups, meeting notes or interviews) relating to these groups. Describe briefly what evidence you have used.
If approved, the Business Plan and Budget will not adversely impact on registrants. The Business Plan has been fully costed, and in November 2021, Council agreed to freeze registration fees collected from registrants for the eighth year in succession, following a reduction in registration fees from 2012-14. This

¹ The nine protected characteristics in the Equality Act 2010 are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

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means that the Business Plan can be implemented without needing additional fees from registrants.

What additional research or data is required to fill any gaps in your understanding of the potential or known effects of the policy? Have you considered commissioning new data or research?

None.

Step 4 – assessing impact and strengthening the policy

What does the data reviewed tell us about the people the policy/activity affects, including the impact or potential impact on people with each/any of the protected characteristics?

We will assess EDI implications on an activity by activity basis. There is no data which suggests the introduction of the Business Plan 2022-23 will adversely impact on people with each/any of the protected characteristics.

Are there any implications in relation to each/any of the different forms of discrimination defined by the Equality Act?

No.

What practical changes will help to reduce any adverse impact on particular groups?

N/A.

What could be done to improve the promotion of equality within the policy?

If the Business Plan and Budget 2022-23 is approved by Council, when communicating with the profession we will specifically reference the commitment to EDI within the communications.

Step 5 – making a decision

Summarise your findings and give an overview of whether the policy will meet the GOsC's objectives in relation to equality.

The GOsC Council approves an annual Business Plan and Budget. This EIA covers the Business Plan and Budget for 2022-23. The activities contained within the Business Plan will be assessed on an activity by activity basis for EDI implications with data reviewed, analysed and prepared for Council and its Committees.

The budget has been prepared with a clear direction from Council that registration fees are to be frozen in 2022-23; the eighth year in succession that registration fees have been frozen.

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There is no data which suggests that approval of the Business Plan and Budget will adversely impact on people with each/any protected characteristic.
What practical actions do you recommend to reduce, justify or remove any adverse/negative impact?
N/A
What practical actions do you recommend to include or increase potential positive impact?
If the Business Plan is approved, we need to clearly articulate to registrants and other stakeholders that EDI features centrally within the Business Plan activities.

Step 6 – monitoring, evaluation and review

How will you monitor the impact/effectiveness of the policy/activity?
Through our reporting to Council and its Committees.
What is the impact of the policy/activity over time?
By assessing the impact of EDI on each of the Business Plan activities we will ensure that our policy developments are robust and that our activities have the greatest possible positive impact. The Business Plan 2022-23, like plans before it, lays the foundation for future business plans to be developed.
Where/how will this EIA be published and updated?
The EIA is an annex to the Council paper that considers the Business Plan and Budget 2022-23. This will be published on the public GOsC website.

Step 7 – action planning

Please detail any actions that need to be taken as a result of this EIA		
Action	Owner	Date
Ensure the EIA is annexed to the Council paper and published on the public GOsC website.	Matthew Redford	January 2022