



Equality Impact Assessment Template

Step 1 – Scoping the EIA

Title of policy or activity	
Business Plan and Budget 2024-25	
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 work which is planned for the year ahead to progress the new GOsC Strategy. Those workstreams will all have equality, diversity and inclusion (EDI) implications and we will ensure that papers prepared for Council and Committees will be cognisant of those issues.</p> <p>The Business Plan 2024-25 will underpin the first year of the new GOsC Strategy. That Strategy has a key priority of 'Championing Inclusivity' and many of the workstreams which progress the strategy in this area have a clear link to equality, diversity and inclusion.</p> <p>The budget for 2024-25 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.	
Does this policy or activity impact on the Welsh Language?	
The Business Plan references our work in relation to the Welsh Language Standards.	
Who is doing the assessment?	
Matthew Redford, Chief Executive and Registrar	
Dates of the EQIA	
• When did it start?	January 2024
• When is it due to be completed?	February 2024
• When should the next review of the policy/activity take place?	At monthly review points

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	alongside implementation of this business plan and monitoring.
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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 as well as through the monthly monitoring by the senior management team.

Information which would be useful to assess the impact of the activities, might include, but is not limited to, statistics about the profession and student population; equality monitoring data from consultation submissions; equality monitoring data from participants in surveys, webinars, recruitment campaigns. These data collection activities are outlined in detailed plans which underpin the overarching business plan.

Is there data relating to people with any/each of the protected characteristics?¹

EDI data is collected from osteopathic educational institutions about student enrolment, progression and graduation and registrants as they join the Register.

We collect EDI data in response to surveys and consultations so that we can assess, as far as possible, the demographics of those responding compared to the data we hold on the register as a whole and also the UK population as outlined in the most recent census data for the nations.

We collect EDI data from applicants to roles and compare this to population data at each stage of the recruitment process.

We are planning to enhance the breadth and depth of EDI data we collect as outlined in our business plan and underpinning activities.

Where can we get this information and who can help?

EDI data about registrants is stored securely in the GOsC CRM product. This year we plan to upgrade our CRM system and in doing so we will be better placed to capture EDI data.

¹ The nine protected characteristics in the Equality Act 2010 applying to England, Wales and Scotland are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. In Northern Ireland, there is a range of legislation with broadly similar protected characteristics.

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In relation to our work on students, we are working closely with osteopathic educational institutions in collection and analysis of the data.

We could work closely with recruitment agencies to ensure that they explain the importance of providing EDI data and to ensure the confidentiality of this through the selection process.

We could also work more collaboratively with influential voices in the sector to explain the importance of sharing EDI data at the point of registration and when responding to consultations, surveys etc to enable us to better identify any potentially discriminatory but hidden impacts in our processes so that we can take corrective actions to ensure equity.

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.

The Business Plan and Budget will not adversely impact on registrants. Registration fees are not likely to increase in 2024-25.

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?

As part of our work, we are considering commissioning of research around recruitment and retention which will explore more fully whether there are issues around recruitment and retention for people with specific protected characteristics.

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

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each/any of the protected characteristics?
We will assess EDI implications on an activity by activity basis. There is currently no data which suggests the introduction of the Business Plan 2024-25 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 direction/style of the Business Plan 2024-25 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.
<p>The GOsC Council approves an annual Business Plan and Budget. This EIA covers the Business Plan and Budget for 2024-25. 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.</p> <p>The budget has been prepared on the basis that registration fees are unlikely to increase in 2024-25.</p> <p>There is no data which suggests that approval of the Business Plan and Budget will adversely impact on people with each/any protected characteristic. However, we have also identified gaps in the data that we hold. Our business plan activities include activities to address these gaps, to collect the data and analyse it to better inform this equality impact assessment moving forward.</p>
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.

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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 and through SMT oversight.
What is the impact of the policy/activity over time?
<p>Strengthening our data collection through our business plan activities and continuing to undertake research and data analysis will support our ongoing understanding of any hidden potentially discriminatory impacts and we will keep this under review as we review the Business Plan throughout the year.</p> <p>By assessing the impact of EDI on each of the Business Plan activities we will ensure that our policy developments and internal decision making processes are robust and that our activities have the greatest possible positive impact.</p> <p>The Business Plan 2024-25, like plans before it, lays the foundation for future business plans to be developed which will develop actions arising out of strengthened data collection and analysis as arising out of this business plan.</p>
Where/how will this EIA be published and updated?
<p>The EIA is an annex to the Council paper that considers the Business Plan and Budget 2024-25. This will be published on the public GOsC website alongside the February 2024 Council papers.</p> <p>We will publish updated plans on an ongoing basis.</p>

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 2024
Equality impact assessment training for staff so that triggers for doing and reviewing EIAs and arising actions are consistent	Matthew Redford	February 2024
Ongoing monthly review alongside Business Plan Monitoring activities by SMT.	SMT	From April 2024