

# Equality, Diversity and Inclusion (EDI) Annual Report 2024

In 2022 the GCC adopted an ambitious 15-point three year action plan to help further its work and establish greater authority, responsibility and structure in future EDI activity.

As the final year of the action plan, 2024 has seen strong progress towards completing the plan by December 2024.

In September 2024 we were proud that our progress was acknowledged in the Professional Standards Authority (PSA) performance review, which highlighted many of our achievements concerning EDI:

## *Good practice*

*Extract from monitoring report 1 July 2023 to 30 June 2024*



We identified the following good practice under Outcome 2:

- ▶ The Education Standards for education providers have a clear focus on EDI. Providers must ensure students can apply and understand the principles of EDI and recognise the impact of discrimination and health inequalities.
- ▶ The GCC published best practice guidance for education providers on EDI to support education providers in meeting the Education Standards, and further information on EDI in its Student Clinical Placement Guidance.
- ▶ The EDI toolkit for registrants is designed to raise awareness of best practice and support chiropractors to meet legal requirements.
- ▶ The GCC made EDI the topic for the 'directed' element of CPD, publishing monthly EDI case studies in its newsletters to support registrants with their learning.

## Activity towards the completion of the EDI action plan by December 2024

(Relevant action points are denoted in brackets).

- **The GCC EDI Working Group (1)** has continued to provide support and input into our plans, notably consulting on the internal and external surveys, the results of the Professional Conduct Committee thematic review, and the recruitment for EDI Champions.
- **Creation of EDI Champions (14)**. These were initially going to be recruited from within the chiropractic profession, however the Working Group has determined that these should instead be from lay individuals with an interest in EDI, in order to share their lived experiences and provide critical feedback on EDI initiatives.
- **Defining EDI consultation (5)**. This project sought to identify key concerns regarding EDI from GCC registrants and to develop an understanding of external stakeholders' opinions of the relevance of EDI within chiropractic. Following research in 2023, the reports were delivered for both the internal and external

surveys, and a comparison document was developed to look for common themes between the registrants and the wider public.

- **Mandatory EDI training (11)** has been put in place for all staff in 2024, which incorporates specific training for staff, managers, Council, committee and partners.
- The **EDI communication plan (9)** has been delivered throughout the year, with regular newsletter communications and EDI scenarios to encourage critical clinical thinking and reflective practice.
- An **EDI Best Practice Guidance (3)** document was developed for Education Providers which was delivered in January 2024. This includes best practice examples and recommendations, which can be used to support providers to meet the Education Standards. Available guidance and best practice from other healthcare regulators has been signposted.
- **An EDI Performance Tracker (15)** has been developed and is in use, this has been monitored and updated throughout the year to align our activities to the requirements set by the Professional Standards Authority.
- The **Continued Professional Development directed reflection activity (12)** for the CPD year 2023/24 was on EDI, and this was completed in August 2024. The reflections are now being analysed and a report will be produced for the Education Committee. To support registrants in their reflections, monthly real-life scenarios were prepared to assist registrants reflect on EDI and how it could affect their clinical practice.

## Completion of the 15 point EDI action plan.

We now consider that all the objectives of the 15-point EDI action plan have been met with the exceptions of

- The **Operational Review for Protected Characteristics (10)** which is no longer required as, following consultation with the GCC's landlord (HCPC) the reception at the GCC offices has been determined to meet accessibility requirements.
- The recruitment of EDI Champions **(14)**. These roles have been scoped and will be recruited in 2025 to support the development of the EDI approach that will align with the new Corporate Strategy.

## Additional Projects Achieved

- A webinar was held in January 2024 in conjunction with the Royal College of Chiropractors to highlight to new registrants the compulsory CPD requirements around EDI.
- Ongoing support has been provided by the Working Group Registrant Lead to the chiropractic associations and, in turn, their members as they completed the EDI focused CPD sessions and addressed issues encountered in clinical practice throughout the year.
- The Working Group Registrant Lead provided consultation and an "EDI lens" on the new Code of Professional Practice, helping to expand definitions, refine language and emphasise the requirements on registrants to address health inequalities.

- Recommendations for future EDI projects and a potential future action plan have been made following analysis and identification of industry trends.
- A thematic review considered PCC cases between 2020 and 2024 to identify if:
  - there are any fundamental issues of fairness within the PCC process
  - there are any links between EDI issues and complaints against registrants, either in the written commentary, the PCC committee members or in the registrant data on the GCC register of chiropractors.
  - there is a need to further support the GCC in steering actions, work or strategy that could tackle any identified issues that could impact disproportionality across fitness to practice referrals.

In addition to assessing potential fairness and justice issues within the PCC system, the analytics team sought to identify any links between protected characteristics, EDI concerns, and those referred to the PCC. The findings were shared with the Working Group, which welcomed the work and recognised the limits of the findings due to the small size of the sample.

## Upcoming Projects

During 2025 we will seek to

- Develop an approach to EDI that will support the new Corporate Strategy.
- Review the aims and objectives of the EDI Working Group, along with work to recruit more members to the group, in particular students.