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To consider

Supporting Strategies to the Corporate Strategy 2010-2013: Equality and Diversity

Issue

1. The supporting strategy for Equality and Diversity, which will support the Council's Corporate Strategy 2010-2013.

Recommendations

2.

a. To agree the Equality and Diversity Strategy (paragraph 8 and Annex A).

b. To authorise the Chair of Council, in agreement with the Convenor of the Equality and Diversity Reference Group, to sign off the final version of the Equality and Diversity Strategy (paragraph 9).

Further information

3. If you require further information about this paper, please contact us by email: gmc@gmc-uk.org or tel. 0161 9236602.

Background

4. Strategic Aim Eight of the 2010 Business Plan states that we will deliver evidence-based policies that demonstrate 'better regulation' principles; and promote Equality and Diversity (E&D).
5. On 22 October 2009, Council agreed to the development of supporting strategies for our European and international, Equality and Diversity, and Research and development work, which will help us to deliver our Corporate Strategy. The Equality and Diversity Reference Group (E&DRG) has overseen the development of the E&D Strategy.
6. During informal session on 31 March 2010, Council members agreed the proposed aims and priorities for each of the supporting strategies. Each of the supporting strategies is aligned to the principles of the GMC's Corporate Strategy and the four themes of its strategic priorities: protecting the public, helping doctors, working with partners, and delivering value for money.
7. This paper invites Council to agree the Equality and Diversity Strategy.

Discussion

8. The Equality and Diversity Strategy (set out in detail in Annex A) reflects the vision agreed by Council members on 31 March 2010, which is that the GMC will aim to be:
 - a. A fair regulator – open, transparent and non-discriminatory in the way that we regulate a diverse profession.
 - b. An inclusive organisation that uses its influence to create positive change and tackle inequalities.
 - c. An employer of choice for the most talented people from all parts of UK society.

Recommendation: To agree the Equality and Diversity Strategy.

Next steps

9. We propose that, following this discussion, the Chair of Council should sign off any amendments that may be required to the Strategy, in discussion with the Convenor of the E&DRG. The Strategy will then set the framework within which we will develop more detailed action plans and work programmes which will be discussed as appropriate with the E&DRG.

Recommendation: To authorise the Chair of Council, in agreement with the Convenor of the Equality and Diversity Reference Group to sign off the final version of the Equality and Diversity Strategy.

Resource implications

10. The resources assigned to each Directorate, and the corporate E&D team in the Strategy and Planning Unit will cover the work programmes which emerge from the development of this Strategy.

Equality

11. The E&D Strategy is an overview of the GMC's aspirations and priorities in this area for the next three years. The Strategy aims to deliver against a number of objectives:

- a. Articulating the GMC's commitment to being fair and unbiased internally and externally.
- b. Explaining the principles that underpin the GMC's approach.
- c. Identifying key priorities for action.
- d. Ensuring that the GMC is robust in addressing E&D in all of its functions.
- e. Ensuring that the GMC remains compliant with current legislation, including the Equality Act 2010.
- f. Articulating a business rationale for the GMC's work on E&D, and a coherent narrative about the work underway across the organisation.

12. Equality and diversity considerations will be taken into account as we develop specific work programmes for each Directorate.