

|                      |   |
|----------------------|---|
| <b>Agenda item:</b>  | <b>M4</b>   |
| <b>Report title:</b> | <b>The Equality, Diversity and Inclusion Strategy 2018-2020</b>   |
| <b>Report by:</b>    | <b>Susan Goldsmith</b> , Chief Operating Officer,<br><a href="mailto:susan.goldsmith@gmc-uk.org">susan.goldsmith@gmc-uk.org</a> , 020 7189 5124 |
| <b>Action:</b>       | <b>To consider</b>  |

## **Executive summary**

Our equality, diversity and inclusion (ED&I) strategy sets out the vision, objectives and approach to embedding these principles in our activities over the next three years. A draft of the strategy is at [Annex A](#).

## **Recommendation**

Council is asked to consider the draft ED&I strategy at [Annex A](#).

## Background

- 1 The GMC has a longstanding commitment to working on equality and diversity (E&D), which includes complying with our legal obligations, and integrating these principles within the delivery of our core activities. Council agreed our first E&D strategy in July 2010, setting out our vision to be a fair regulator, an inclusive organisation, and an employer of choice for talented people from all sections of society.
- 2 The draft ED&I strategy at [Annex A](#), builds on the work done to date to implement the current strategy and refreshes our vision and ambitions for our work on this agenda.
- 3 Council considered the E&D issues associated with the medical workforce in seminar in June 2017. The current draft of the strategy is based on two workshops with the senior managers from each directorate and the Medical Practitioners Tribunal Service (MPTS) who form our internal E&D Steering Group, the strategic aims for the Corporate Strategy 2018-20, our evidence base of data and research. Council members were also asked to express an interest in helping to shape the new strategy and Deirdre Kelly, Christine Eames, Amerdeep Somal and Shree Datta contributed to the development.
- 4 The draft strategy will be updated in light of members' comments and Council will be asked to approve the final version of the strategy at its meeting on 12 December 2017.