

# Equality, Diversity & Inclusion: Update on the EDI Strategy and emerging issues

## Council Meeting

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# Agenda

1. Update on the emerging EDI Strategy
2. COVID-19: EDI implications
3. Race Equality: key issues for the GPhC
4. Next steps



# GPhC 2030 Vision

*“Safe and effective  
pharmacy care at  
the heart of  
healthier  
communities”*



# What we are trying to achieve

An EDI Strategy that sets out a vision and direction for enhancing trust and confidence in the GPhC as a fair regulator. We seek to ensure equality, diversity and inclusion in all our work with:

- ✓ The public who access pharmacy services
- ✓ Those aspiring to become pharmacy professionals and those responsible for their education and development
- ✓ Pharmacy professionals
- ✓ Pharmacies
- ✓ Our own staff, associates and partners

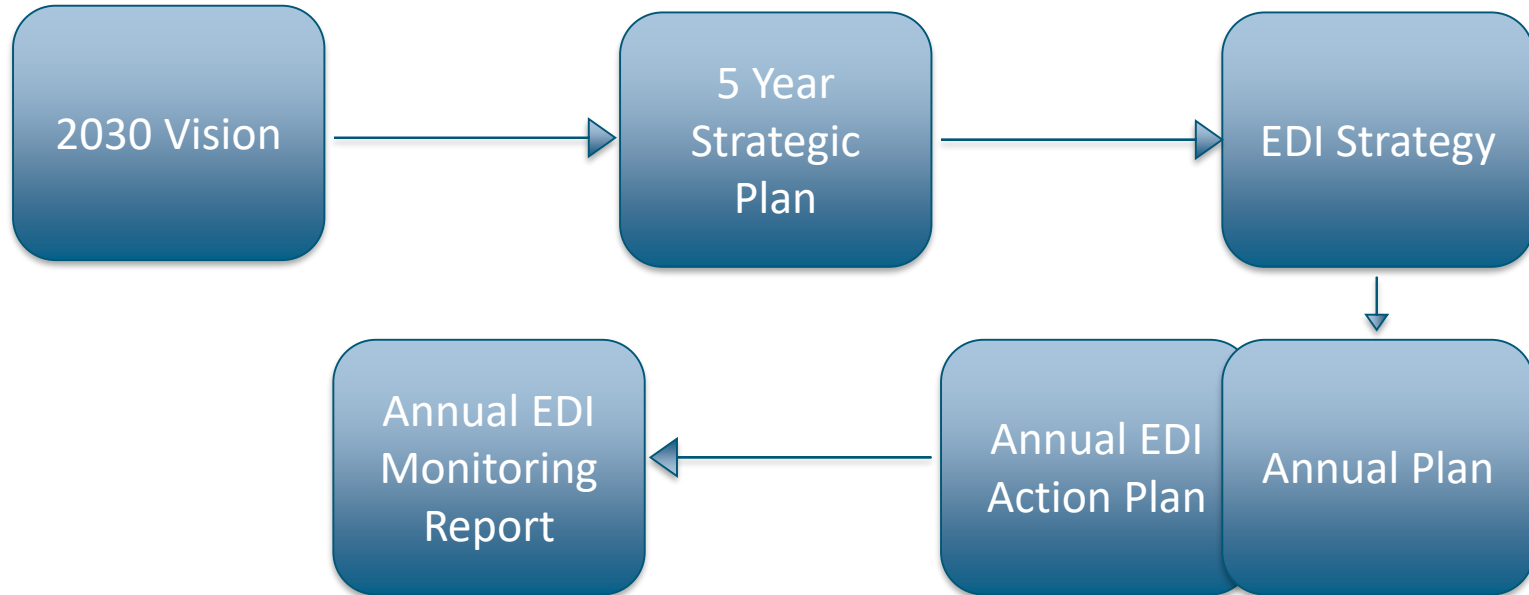
Strategic Plan 2020 - 25



EDI strategy 2020 - 25

GPhC Vision 2030

# How the EDI Strategy fits into our strategic and planning framework



# What we have done so far

## ❖ 3 EDI staff focus groups:

- FG1 in November 2019: introduction, scope, SWOT analysis, stakeholder mapping
- FG2 in December 2019: strategy development timeline, development of EDI objectives and outcomes
- FG3 in February 2020: Test and review of vision statement and objectives and outcomes

## ❖ Survey to Heads of function to identify:

- Effective EDI work
- Gaps and what could be done differently

## ❖ First engagement with:

- PSA



- NMC



- GMC



- RPS



- BAPIO



# Our Aim

Our aim for equality, diversity and inclusion is to:

- ✓ operate with integrity, respect and empathy through our **regulatory activities** for people, professionals and organisations we work with
- ✓ provide **leadership** and seek to **influence** partners who are responsible for addressing inequalities for service users across pharmacy and within healthcare more widely
- ✓ promote equality and diversity in all our **corporate activities** to embed fair and inclusive processes, practices and culture
- ✓ continue our work to be an **inclusive organisation and employer**



# Proposed themes

High level themes:



Areas of Intervention:



Public Confidence/Patient Safety



# Proposed objectives

## 1. Sustain fair and effective regulatory functions

We treat everyone fairly, in making every decision, and in every interaction. People we work with and for are confident that we are a fair regulator

# Key actions

- ✓ Further develop **intelligence** that captures **diversity data** in relation to registrants and complainants raising concerns, to enable analysis and learning
- ✓ Set **EDI requirements** for pharmacy professionals, pharmacy education settings and workplaces where pharmacy professionals operate
- ✓ Ensure **removal of obstacles and broader accessibility** at every stage of the intake, education, curriculum, placements, pass rates, CPD and revalidation of pharmacy professionals
- ✓ Ensure a **fair and proportionate approach** to all stages of fitness to practice processes, to support learning and mitigating intervention at the earliest possible stage
- ✓ Ensure we use **EDI to underpin our statutory objective** to protect, promote and maintain the health, safety and wellbeing of members of the public. Ensure EDI principles contribute to person-centred care and safe and effective pharmacy care at the heart of healthier communities.
- ✓ Ensure regulation is able to address **future changes** in working practices, technology and governance and any associated EDI implications.

# Proposed objectives

## 2. Engage stakeholders and influence good practice

We provide leadership and use our influence to encourage partners to identify and address inequalities for pharmacy professionals and patients in the wider healthcare system

# Key actions

- ✓ Ensure that the GPhC is proactive and exhibits **leadership** in using its regulatory role to promote EDI in all aspects of pharmacy services, helping the profession to reduce health inequalities and uphold public confidence
- ✓ Help registrants, schools, employers and pharmacy service users understand **EDI as an opportunity to improve performance**, including the quality and safety of pharmacy services, and the safety and sense of belonging of pharmacy professionals
- ✓ **Work in partnership with the profession** to promote working environments that are diverse, inclusive, supportive and that enable learning
- ✓ Ensure **effective communications and training** to enable GPhC staff and associates, registrants, educators and employers to understand and advocate for equality, diversity and inclusion in all aspects of their work.

# Proposed objectives



## **3. Embed EDI in all our corporate activities**

We put EDI at the heart of how we run internally to ensure that we can lead by example

## Key actions

- ✓ Ensure **appropriate and effective governance** of our equality, diversity and inclusion strategic objectives, to ensure that they are implemented and achieved in a timely manner
- ✓ Ensure EDI is well embedded in all aspects of the **employment cycle and treatment of GPhC staff and associates**, and that we develop a fair and inclusive organisational culture
- ✓ Continue to **diversify** the make-up of our Council, and ensure that high EDI standards are maintained by our leadership and associates.

# Proposed targeted engagement

- Patient groups
- Representative bodies (professionals)
- Representative bodies (trade)
- Defence organisations
- Other regulators inc. PSA
- Panel firms
- Employers/owners (multiple)
- Education and training providers
- Special interest groups
- NHS and other health bodies
- Governments



## COVID-19 and the EDI Strategy

- Carry out Equality Impact Assessments on all the key changes we have put in place during the pandemic
- Undertake risk assessments of our key regulatory activities through the lens of COVID-19
- Collect data on the impact so far on pharmacy professionals operating in the healthcare system and the community setting
- Provide guidance on application of the risk reduction framework in community practice



# COVID-19 and our employees

- Work with Employee Engagement Forum and Staff Networks
- As part of the Reset and Renewal project undertake a modified risk assessment of staff in the high risk categories (BAME, older workers, pregnant employees, ongoing health issues)
- Provide guidance to managers to facilitate the ongoing discussions
- Enable staff to raise concerns and consider redeployment
- Monthly monitoring and reporting on COVID-19 specific employee data

# Race Equality: key issues for the GPhC

- Differential Attainment - Registration Assessment performance among Black-African candidates
- Over representation of BAME registrants in the Fitness to Practise process
- African/Caribbean representation on the Council
- Provisional Registration

And other key issues within pharmacy:

- Guidance on PPE
- Obstacles to career progression in pharmacy

# Race Equality: key issues for the GPhC (internal)

- CEO initiated discussion with all staff about death of George Floyd and BLM
- Engagement and partnership working with the BAME Staff Network
- Piloting a risk reduction framework for Inspectors

# Next steps

- Engage with stakeholders in the development of the EDI Strategy
- Identify quick wins
- Commission research
- Feedback to Council

**Thank you**

