



## Equality and Diversity Action Plan 2009–2010 – End-of-Year Review at 31 March 2010

### Executive Summary

#### Key Achievements

In the year to 31 March 2010, the majority of activities were achieved or were on target for achievement within the agreed timelines. Some timelines (such as under Objective 4) were however extended due to work being taken forward in planning for the move to GTC Scotland independence.

#### **Objective 1: Leadership/Governance**

**We will develop governance and organisational structures, implement strategic planning, monitoring and reporting systems, and provide appropriate training to Council members and staff to enable the Council to deliver its equality and diversity commitment in carrying out its statutory responsibilities and acting in the public interest**

- ❖ Equality and diversity impact assessments to be undertaken as part of the planning process in the move to independence. Process deferred until the Draft Public Services Reform (GTC Scotland) Order 2011 to replace the Teaching Council (Scotland) 1965 Act is available
- ❖ End-of-Year Review of the Equality and Diversity Action Plan 2008-2009 approved by Council and placed on the GTC Scotland website
- ❖ Equality monitoring of candidates standing for election and of voters introduced in the 2009 election of registered teachers to membership of the Council  
(In terms of candidates, the younger age groups were not represented and representation of minority groups was minimal. In terms of voters, 75% were female and 20% male, with 5% not stated; 13% were in the younger age groups; and representation of minority groups was minimal.)
- ❖ Equality and Diversity awareness covered during the two day Induction/Training event held in November 2010 for members of the Twelfth Council. Also planned to form part of the induction/training programme for members joining the Twelfth Council mid-term
- ❖ Monitoring of the diversity profile of the membership of the incoming Twelfth Council, its committees and conveners undertaken to determine whether there could be any barriers to taking up and holding these offices and roles. (This highlighted that currently younger age groups are not represented and representation of minority groups is minimal on the membership of the Council.)
- ❖ Steps taken to ensure that as far as possible GTC Scotland adjudication panels reflect the diversity of the membership of the Council, whilst at the same time meeting the required composition of membership category and registered teacher/lay member representation

#### **Objective 2: Communication/Information**

**We will establish a communications strategy and process, including publications, events, presentations, consultation and development of the Council's website, to ensure that information is accessible and available to all audiences and to promote the equal sharing and exchange of information between the Council, the teaching profession, and other stakeholders**

- ❖ Work being undertaken to ensure equal access of information for all stakeholders, including links to documents which meet the accessibility requirements for those with physical or visual impairment and availability on request of material in other languages and formats, as part of the creation of the new GTC Scotland website (launch planned for September 2010)
- ❖ Across all communications activities, questions included in any consultation exercises to identify, assess and address relevant equality issues
- ❖ In planning for events due account taken of key events in religious and cultural calendars and of geographical locations, and specific groups targeted as appropriate

#### **Objective 3: Evidence Gathering**

**We will identify relevant evidence/data required to meet our equality objectives, put in place appropriate systems and processes to gather this information and use it to inform our work and achieve best practice in relation to employment, regulatory responsibilities and service provision**

- ❖ Following research undertaken into the range of equality information gathered by the other UK General Teaching Councils, (until such time as confirmation is received as to whether or not GTC Scotland is to be subject to the specific duties under the Equality Act 2010), decision made to continue the current range of data capture covering:
  - gender,/...

- gender, age and ethnic background (given a 26.3% response rate for the latter) for all applicants for registration with a view to informing policy, research and the setting of appropriate equality and diversity targets in the Council's work; and
  - disability status for probationer teachers required for placement on the Teacher Induction Scheme
- ❖ GTC Scotland Annual Statistical Digest developed to incorporate ethnic monitoring data relating to all registered teachers and disability status relating to probationer teachers
  - ❖ Equality and diversity issues considered in the design of specific research projects – currently questionnaire being designed for proposed research into support for teachers with disabilities who obtained full registration through the Teacher induction Scheme
  - ❖ Following a recommendation in the former Disability Rights Commission Autumn 2008 Report that GTC Scotland prepare guidance for the universities in relation to student teachers in terms of defining 'reasonable adjustments', work being undertaken in conjunction with the Scottish Social Services Council (SSSC) and draft advice currently being taken through Council processes before publication

#### **Objective 4: Employment (Training and Awareness)**

**We will put in place appropriate recruitment, training and development, and monitoring systems, policies and procedures to ensure a diverse staff with equal access to benefits and appropriate development opportunities able to play their part in promoting equality and diversity in the organisation**

- ❖ Information on the composition of the workforce and applicants for jobs, promotion and training gathered and analysed to determine whether there are any barriers to accessing employment, promotion and training. Resulting statistics found to reflect the diversity of the community around GTC Scotland, with no action needed at present but the position to be kept under review
- ❖ Proposed review to assess whether there is a need for an equal pay audit carried forward, and a review of GTC Scotland's flexible working procedures, taking account of the needs of different groups, extended, to 2010/2011 due to independence priorities
- ❖ Comparative analysis undertaken of the Equality and Diversity Awareness staff training programmes of other bodies with a view to developing for 2010/2011 a suitable programme of training for new staff within the first year of joining GTC Scotland and short refresher updates for current staff

#### **Objective 5: Services and Facilities**

**We will put in place measures to ensure that the Council's services are accessible to all stakeholders and are appropriate to stakeholders' needs and to enable the Council to achieve best practice in relation to its equality and other statutory responsibilities**

- ❖ Small scale research on disability issues within the Teacher Induction Scheme commenced, with a proposal for further research currently in hand
- ❖ In reviewing referral to GTC Scotland hearings and processes, within the Teacher Induction Scheme males who have been mature students and late entrants to teaching have been identified as disproportionately likely to have problems. Advice on this to be given to university staff, Teacher Induction Scheme managers and students
- ❖ Refurbishment of kitchen and toilet facilities at Clerwood House, incorporating facilities accessible to groups with different needs, completed

#### **Objective 6: Procurement & Partnerships**

**We will develop and implement policies, procedures, monitoring processes, and training for Council members and staff to ensure adherence to and promotion of equality and diversity in the procuring of services by the Council and on the part of its service providers**

- ❖ Ongoing monitoring of initial and continuing compliance of suppliers and contractors

A detailed review of the year to 31 March 2010 (including qualitative assessment) is set out in the GTC Scotland Equality and Diversity Action Plan 2009-2010 End-of-Year Review available from the website at [www.gtcs.org.uk](http://www.gtcs.org.uk).