

DRIVING FORWARD PROFESSIONAL  
STANDARDS FOR TEACHERS



## Equality and Diversity Action Plan 2009 - 2010

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## Equality and Diversity Action Plan

All organisational functions have been assessed and were considered to be relevant across all the equality strands within the remit of the General Teaching Council for Scotland ("GTC Scotland"). Barriers were considered for different equality groups in the process of assessing for relevance.

- Objective 1: Leadership/Governance**
- Objective 2: Communication/Information**
- Objective 3: Evidence Gathering**
- Objective 4: Employment (Training and Awareness)**
- Objective 5: Services and Facilities**
- Objective 6: Procurement and Partnerships**

### 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 GTC Scotland to deliver its equality and diversity commitment in carrying out its statutory responsibilities and acting in the public interest.

In order to fulfil this, we will:

- ❖ Ensure that equality issues are addressed in preparing for the transition of GTC Scotland to a reconstituted independent, profession-led, regulatory body;
- ❖ Report on the implementation of the Equality and Diversity Strategy and Action Plan to Council and externally on an annual basis;
- ❖ Introduce equality monitoring of candidates standing for election and of voters in the 2009 election of registered teachers to membership of the Council;
- ❖ Provide Equality and Diversity induction and training for members of the incoming Twelfth Council and its committees, for any members who join mid-term, and thereafter on an ongoing basis;
- ❖ Monitor the diversity profile of the membership of the incoming Twelfth Council, its committees and conveners to determine whether there could be any barriers to taking up and holding these offices and roles;
- ❖ Endeavour to ensure diversity of representation in the membership of Panels in hearing procedures.

### Objective 2: Communication/Information

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

In order to fulfil this, we will:

- ❖ Ensure equal access to information on the GTC Scotland website for all stakeholders;
- ❖ Include in any consultation exercises questions aimed at assessing the equality implications of the issue in question;
- ❖ Continue to ensure that the planning of events reflects the diversity of communities.

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### **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.

In order to fulfil this, we will:

- ❖ Review across the organisation the range of equality information currently gathered, and develop and implement a policy/process to identify and capture the range of information necessary to inform policy, research and the setting of appropriate equality and diversity targets in GTC Scotland's work;
- ❖ Continue to investigate ways in which to incorporate equality and diversity into future research projects carried out by GTC Scotland and how this can be utilised to inform policy-making;
- ❖ Actively consult with stakeholders to ensure that GTC Scotland has the right type of policies and that its policy-making addresses equality issues.

### **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.

In order to fulfil this, we will:

- ❖ Analyse information gathered on the composition of GTC Scotland's workforce and applicants for jobs, promotion and training to determine whether there could be any barriers to accessing employment, promotion or training;
- ❖ Take action to reduce or remove any real or perceived barriers to accessing employment, promotion or training which have been identified;
- ❖ Consider if there is a need for an equal pay audit to determine whether there are any problems with equal pay;
- ❖ Develop an internal Equality and Diversity Awareness workshop for new staff and formalise a process of regular updates for staff.

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

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

In order to fulfil this, we will:

- ❖ Consider the feasibility of equalities monitoring in respect of GTC Scotland's regulatory process to identify any aspects which might impact adversely on any particular group and whether any particular group may be disproportionately represented;
- ❖ Take into account the needs of different groups when planning the refurbishment of facilities in Clerwood House.

## **Objective 6: Procurement and 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 GTC Scotland and on the part of its service providers.

In order to fulfil this, we will:

- ❖ Continue to monitor the initial and continuing compliance of suppliers, contractors etc.

*GTC Scotland aims to promote equality and diversity in all its activities*

## GTC Scotland

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Scotland

## Direct weblinks

**Main site:**

[www.gtcs.org.uk](http://www.gtcs.org.uk)

**Probation department:**

[www.gtcs.org.uk/probation](http://www.gtcs.org.uk/probation)

**Probation site for teachers:**

[www.probationerteacherscotland.org.uk](http://www.probationerteacherscotland.org.uk)

**Registration department:**

[www.gtcs.org.uk/registration](http://www.gtcs.org.uk/registration)

**Chartered teachers:**

[www.gtcs.org.uk/charteredteacher](http://www.gtcs.org.uk/charteredteacher)

**Professional recognition:**

[www.gtcs.org.uk/professionalrecognition](http://www.gtcs.org.uk/professionalrecognition)

**Professional conduct:**

[www.gtcs.org.uk/professionalconduct](http://www.gtcs.org.uk/professionalconduct)

**Research:**

[www.gtcs.org.uk/research](http://www.gtcs.org.uk/research)

Code: GTCS.....