



30th September 2011

Equality Scheme Consultation,
Consultation Response,
General Pharmaceutical Council,
129 Lambeth Road,
London SE1 7BT

Equality scheme consultation

Response from the Guild of Healthcare Pharmacists

Thank you for the opportunity to respond to this consultation. The Guild of Healthcare Pharmacists represents UK wide around 4,000 pharmacists including the majority of hospital pharmacists, pharmacists employed by NHS Primary Care organisations and pharmacists employed by other public bodies such as Prisons and the Care Quality Commission. The Guild is part of the health sector of the union Unite.

Our response to consultation questions is as follows:

1. Our three-staged approach to equality and diversity

The General Pharmaceutical Council is a relatively new organisation. Given our starting base do you agree with the three-staged approach of Implementing, Embedding and finally Promoting?

Yes

Do you agree with our three- staged approach to equality and diversity at the GPhC?

Yes

2. Our implementation priorities

Do you agree with the implementation:

2.1 Consulting widely with relevant stakeholders and the wider community?

Yes

2.2 Training our staff so that they receive information relevant to their roles?

Yes

President: David Miller

Professional Secretary: Barry Corbett

Email: barry.corbett@hotmail.com

Website: www.ghp.org.uk

2.3 Training our staff so that they receive information relevant to their roles?

Yes

2.4 Developing equality impact assessment procedures and carrying them out?

Yes

2.5 Considering equality implications in all our standards and policies?

Yes

2.6 Developing equality and diversity action plans across the organisation?

Yes

2.7 Identifying the information we need to track and monitor to ensure best practice in all our regulatory operations?

Yes

Are any other approaches/any other areas of priority that should be included in the implementation of our Equality Scheme?

No

3. Our Equality and Diversity and Inclusion Strategy

Section 5 of the Scheme (page 11) outlines the development of an equality, diversity and inclusion leadership group that will advise on progressing equality, diversity and inclusion within the organisation. *Do you agree with this?*

Yes

3.1 The remit of this group?

Yes

3.2 Membership of the group?

Yes

EDI Reference group

3.3 The development of a reference group?

Yes

3.4 The remit of this group?

Yes

3.5 Proposed membership of this group?

Yes

Are there any other roles/responsibilities that should be carried out by these groups?

No

Can you identify any other approaches to accessing independent equality and diversity advice?

We believe that your current approach is satisfactory

4. Our approach to fulfilling our duties under the Act

In Section 8 we explain our approach to fulfilling our duties under the Act. Do you agree with the approach we are proposing?

Yes

Are we taking the right approach to fulfilling our duties under the Act?

Yes

Any other approach or ideas we could consider to demonstrate our commitment to fulfilling our duties?

No

5. Our Equality Scheme

Do you think that overall this Scheme is a clear framework for the development of equality and diversity at the General Pharmaceutical Council?

Yes

Is the Scheme a clear framework?

Yes

Are there any other issues which you think should be included in the Scheme, including any major priority areas in particular that we have missed:

No. We feel that the general approach, strategy and priorities undertaken by the General Pharmaceutical Council are comprehensive and meet the requirements of equality and diversity

Our reply may be made freely available.

Yours faithfully

Barry Corbett
Professional Secretary
Guild of Healthcare Pharmacists

Vilma Gilis
Communications Officer
Guild of Healthcare Pharmacists

Graeme Richardson
Chair of Practice
Guild of Healthcare Pharmacists