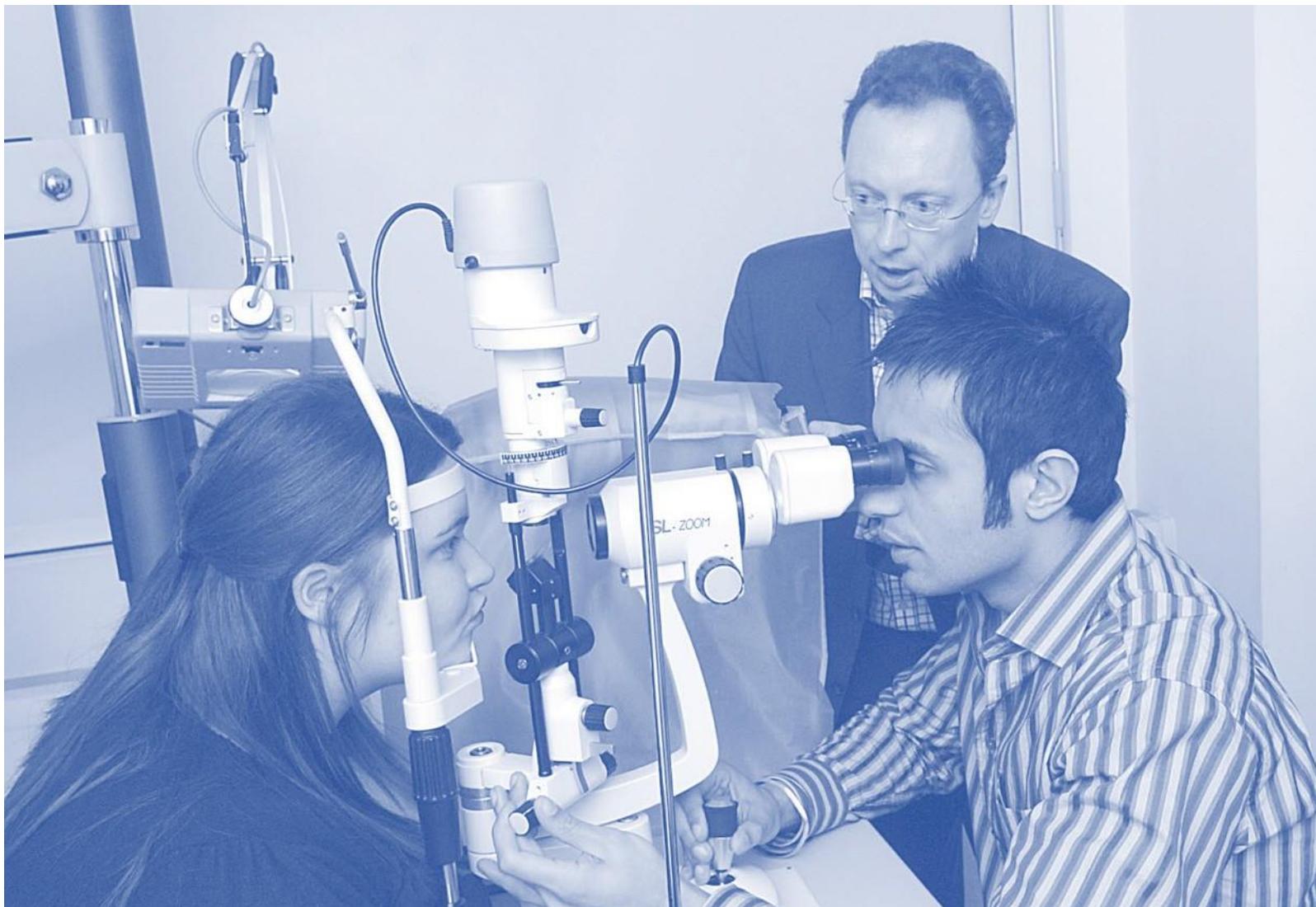


# Equality, diversity and inclusion (EDI) Scheme 2017-20

A draft for consultation

28 February 2017 – 12 April 2017



## Introduction

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This document seeks the views of stakeholders on our draft [Equality, Diversity and Inclusion Scheme 2017 – 2020](#)<sup>1</sup>. We believe it is important that the people affected by our work have a say in how we deliver it and we welcome all responses to this consultation from all groups including: patients, the public, our registrants, optical organisations, healthcare organisations, employers, other regulators, staff and other stakeholders.

The consultation will run for six weeks from **28 February** to **12 April 2017** and applies to the whole of the UK.

## How we will use your feedback

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We will use the information and feedback that we gather from this consultation to further develop our EDI Scheme which will be published at the end of April 2017. We will publish a report to summarise the findings of this consultation and explain how we have used the feedback. We reserve the right to not publish responses which contravene our Acceptable Behaviour policy.

If you have any queries about the consultation then please contact: [edi@optical.org](mailto:edi@optical.org).

## How to respond

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We welcome all responses to this consultation in any format, although we prefer written responses where possible. Please contact us to request a copy of this document in an alternative format via: [edi@optical.org](mailto:edi@optical.org) or 020 73078851.

Please send your responses to Philippa Mann, Compliance Manager, no later than **12 April 2017**.

Responses should be sent via:

Email: [edi@optical.org](mailto:edi@optical.org)  
Post: General Optical Council  
Compliance Team  
10 Old Bailey  
London  
EC4M 7NG

## How we process your personal information

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Please include your contact details so that we can follow up any relevant aspect of your response. We will not publish nor share with any third parties any personal information that you provide. We will not publish your name, your position or any other personal information you provide unless you specifically request this, nor will we attribute your responses with your organisation, unless you agree.

## Our commitment to consultation

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Our *Consultation Framework* outlines our approach to consultation. Feedback on the consultation process itself would also be welcome, please contact [communications@optical.org](mailto:communications@optical.org) or [edi@optical.org](mailto:edi@optical.org).

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<sup>1</sup> <https://www.optical.org/en/get-involved/consultations/index.cfm>

## Consultation Response – Equality Diversity and Inclusion Scheme 2017-20

Please respond by:	<b>12 April 2017</b>
Respond for the attention of	Philippa Mann, Compliance Manager
Respond via email:	<a href="mailto:edi@optical.org">edi@optical.org</a>
Or via post:	Compliance Team General Optical Council 10 Old Bailey LONDON EC4M 7NG

### About you

Please include your contact details so that we can follow up any relevant aspect of your response. We will not publish nor share with any third parties any personal information that you provide.

It is helpful if we can attribute your organisation to the responses when we publish our findings, please kindly tick below if you agree that we can publish your responses in this manner. We will not publish your name, your position or any other personal information you provide unless you specifically request this.

Your details	
Name:	
Contact address:	
Telephone number:	
Email:	
<b>Which category of respondent best describes you (please tick all relevant)?</b>	
<input type="checkbox"/> Member of the public	<input type="checkbox"/> Optical business
<input type="checkbox"/> Optometrist	<input type="checkbox"/> Education or training provider
<input type="checkbox"/> Dispensing optician	<input type="checkbox"/> Optical professional body
<input type="checkbox"/> Student – optometry	<input type="checkbox"/> Healthcare regulator
<input type="checkbox"/> Student – dispensing	<input type="checkbox"/> GOC member
<input type="checkbox"/> Other (please specify below)	
.....	
If you are replying on behalf of an organisation	
Name of the organisation:	
Your position:	
Nature of the organisation's work:	
<input type="checkbox"/> <b>I would like my responses to be attributed to the organisation's name.</b>	
<b>Keeping in touch:</b> We would like to contact you occasionally to let you know when we launch consultations. We will not pass your personal information on to any third party. Please tick here if you wish to be contacted in this way about the GOC's consultations: <input type="checkbox"/>	

We reserve the right to not publish responses which contravene our Acceptable Behaviour policy.

We are particularly interested in your views on the following points, although we welcome comments on any issues that you wish to raise in relation to our approach to Equality, Diversity and Inclusion and our activities.

1. What are your views on our proposed Equality, Diversity and Inclusion objectives?	
2. What are your views on the outcomes we hope to achieve?	
3. Are there any important outcomes that you wish to see but which we have not included?	
4. What are your views on how to further diversify and expand the participants of our consultation and research activity?	
5. Are you aware that we publish an annual EDI monitoring report <sup>2</sup> ?	<input type="checkbox"/> Yes <input type="checkbox"/> No
<p>Please let us know any further comments regarding our Equality, Diversity and Inclusion work or activities below:</p>	

<sup>2</sup> [https://www.optical.org/en/news\\_publications/Publications/equality-and-diversity-publications.cfm](https://www.optical.org/en/news_publications/Publications/equality-and-diversity-publications.cfm)

## Equality, Diversity and Inclusion (EDI) Monitoring Form

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### More about you

We are committed to treating everyone fairly, regardless of age, disability, gender reassignment, ethnicity, religion or belief, gender, sexual orientation, marriage and civil partnership, pregnancy and maternity. Completing this form is voluntary – it will help us to measure the impact of our processes, practices and culture. You also have the option to skip questions with ‘prefer not to say’. For more information about why we do this and what we hope to achieve, please see our Approach to EDI monitoring statement.<sup>3</sup> Information provided will be treated in the strictest confidence under the Data Protection Act 1998 and will be only used for monitoring purposes, including publication in our annual monitoring report. **No information in this section will be used in any way which allows any individuals to be identified.**

You can also complete this form online: <https://goc.castrum.co.uk/ediform>

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**Name:**

**GOC Number (if applicable):**

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### Gender

Female       Male       Prefer not to say

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### Age

16-24       25-34       35-44       45-54       55-64       65+  
 Prefer not to say

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### Sexual orientation

Bisexual       Heterosexual/Straight       Gay/Lesbian/Homosexual  
 Other       Prefer not to say

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### Disability

The Equality Act 2010 defines disability as a physical or mental impairment which has a substantial long-term effect on a person’s ability to carry out normal day to day activities.

Do you consider yourself to have a disability?

Yes       No       Prefer not to say

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### Gender Identity

My gender identity is different from the gender I was assigned at birth:

Yes       No       Prefer not to say

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<sup>3</sup> [https://www.optical.org/en/news\\_publications/Publications/equality-and-diversity-publications.cfm](https://www.optical.org/en/news_publications/Publications/equality-and-diversity-publications.cfm)

**Pregnancy/Maternity**

Are you pregnant, on maternity leave, or returning from maternity leave?

- Yes                       No                       Prefer not to say
- 

**Ethnicity**

<p><b>White</b></p> <p><input type="checkbox"/> English / Welsh / Scottish / Northern Irish / British</p> <p><input type="checkbox"/> Irish</p> <p><input type="checkbox"/> Gypsy or Irish Traveller</p> <p><input type="checkbox"/> Any other white background – please specify:</p>	<p><b>Mixed / multiple ethnic groups</b></p> <p><input type="checkbox"/> White and Asian / British</p> <p><input type="checkbox"/> White and Black Caribbean / British</p> <p><input type="checkbox"/> White and Black African / British</p> <p><input type="checkbox"/> Any other mixed / multiple ethnic background – please specify:</p>
<p><b>Asian / Asian British</b></p> <p><input type="checkbox"/> Indian / Indian British</p> <p><input type="checkbox"/> Pakistani / Pakistani British</p> <p><input type="checkbox"/> Bangladeshi / Bangladeshi British</p> <p><input type="checkbox"/> Chinese / Chinese British</p> <p><input type="checkbox"/> Any other Asian background – please specify:</p>	<p><b>Black / Black British</b></p> <p><input type="checkbox"/> African / African British</p> <p><input type="checkbox"/> Caribbean / Caribbean British</p> <p><input type="checkbox"/> Any other Black background – please specify:</p>
<p><b>Other ethnic group</b></p> <p><input type="checkbox"/> Arab / Arab British</p> <p><input type="checkbox"/> Any other ethnic group – please specify:</p>	<p><input type="checkbox"/> <b>Prefer not to say</b></p>

**Marital status**

- Civil partnership                       Divorced/legally dissolved
- Married                                       Partner                                       Separated
- Single     Not stated                                       Prefer not to say
- 

**Carer Responsibilities**

Do you perform the role of a carer?

- Yes                       No                       Prefer not to say
- 

**Religion/Belief**

- No religion                                       Buddhist                                       Christian
- Hindu     Jewish     Muslim
- Sikh
- Any other religion / faith – please specify \_\_\_\_\_
- Prefer not to say

**Thank you for submitting a consultation response and the confidential monitoring form.**