

General Optical Council consultation on proposed Equality and Diversity Scheme

The GOC is committed to embedding Equality and Diversity at the heart of everything we do. In order to comply with changes in legislation, and to help us to achieve our commitments, we are drawing up an Equality and Diversity Scheme and Action plan.

We would welcome your comments on the draft Scheme and Action plan. Please use the form below to provide your comments. Your response should be emailed to [kfielding@optical.org](mailto:kfielding@optical.org) or write to Kate Fielding, General Optical Council, 41 Harley Street, London W1G 8DJ by 19 October 2007.

These documents are also available from the GOC's website, at [www.optical.org](http://www.optical.org).

We welcome any other comments you may have on how the GOC can promote Equality and Diversity and eliminate discrimination.

Question one – Do you agree with the strategic objectives and priorities identified by the Scheme? Do you have any suggestions for additional objectives? (see pages 2-3)
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Question two – Do you have any comments on the Scheme overall, including any suggestions for how it could be improved?
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Question three – Can you think of any particular actions or outcomes you would like to see inserted into the Action plan? (see Annex 1 – pages 5-16)
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*please link your comments to the relevant section of the Action plan*

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<p>Question four – The GOC’s evidence base on gender is fairly well-developed and as part of our Action plan we aim to improve our evidence base on ethnicity and disability. Do you have any views on how you think we could do this?</p>
<p>Question five – Do you have any comments on the suggested time frames for actions to be completed? (see Annex 1 – pages 5-16)</p>
<p><i>please link your comments to the relevant section of the Action plan</i></p>     
<p>Question six – Do you have any other comments about the Action plan overall, including any suggestions for how it could be improved?</p>
<p><i>please link your comments to the relevant section of the Action plan</i></p>     
<p>Question seven – Would you like to see an area on the GOC website where research and statistics relevant to the fulfilment of the equality duties can be found?</p>

We would be grateful if you could also complete the equality monitoring form below so that we can monitor how representative our consultation process has been.

General Optical Council Equality and Diversity Scheme –  
Equality monitoring form

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**Personal details:**

Age	Under 25 <input type="checkbox"/>	25-39 <input type="checkbox"/>	40-55 <input type="checkbox"/>	Over 55 <input type="checkbox"/>
Gender	Male <input type="checkbox"/>	Female <input type="checkbox"/>		
Gender Identity (optional)	If you identify as transsexual or transgender (in that you have effected a permanent change of identity) or as intersex, which group do you identify with?			
Working pattern	Transsexual <input type="checkbox"/>	Transgender <input type="checkbox"/>	Intersex <input type="checkbox"/>	
	Full time <input type="checkbox"/>	Part time <input type="checkbox"/>		

**Which of the following best describes your ethnic origin?**

White	<input type="checkbox"/> British <input type="checkbox"/> Irish <input type="checkbox"/> Any other White background - ↓ please state here	Black or Black British	<input type="checkbox"/> Caribbean <input type="checkbox"/> African <input type="checkbox"/> Any other Black background - ↓ please state here
Asian or Asian British	<input type="checkbox"/> Indian <input type="checkbox"/> Pakistani <input type="checkbox"/> Bangladeshi <input type="checkbox"/> Any other Asian background - ↓ please state here	Mixed	<input type="checkbox"/> White and Black Caribbean <input type="checkbox"/> White and Black African <input type="checkbox"/> White and Asian <input type="checkbox"/> Any other Mixed background - ↓ please state here
Chinese or Chinese British or other ethnic group	<input type="checkbox"/> Chinese <input type="checkbox"/> Any other background - ↓ please state here		

**Do you consider yourself to be a disabled person?**       Yes       No

Disability is defined by the Disability Discrimination Act as a physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities. This can include not just people with obvious physical disabilities or visual or hearing impairments but also people with dyslexia, diabetes, epilepsy, heart disease, severe disfigurements etc. A mental illness does not have to be well-recognised to be a mental impairment. For the purposes of the definition people with cancer, multiple sclerosis and HIV are considered disabled from the point at which the disease is diagnosed - whether or not the condition has an effect on their ability to carry out normal day-to-day activities.

Thank you for completing this form.