

Consultation on

Strengthening our approach to Equality, Diversity and Inclusion with Accredited Registers

The consultation in numbers

Accredited Registers

Key statistics:

25

accredited registers

100k

practitioners

60+

roles

95 responses

The consultation ran from 25 October 2022 to 17 January 2023

Why did we carry out the consultation?

We thought there was more we could do to strengthen our approach to Equality, Diversity and Inclusion (EDI) within the Accredited Registers programme and to raise standards amongst the Accredited Registers. We committed to exploring the addition of a dedicated EDI Standard for the programme as part of our wider EDI work.

We launched the consultation to get views on our proposals to strengthen our approach to EDI within the accreditation programme by introducing a new Standard for Equality, Diversity, and Inclusion to the *Standards for Accredited Registers*.

Key findings

Do you think the addition of an EDI Standard will lead to a greater focus on EDI in the programme?

60% Yes

Do you think the addition of an EDI Standard will lead to a greater focus on EDI by Accredited Registers?

70% Yes

Most of those who responded to the consultation expressed support for introducing an EDI standard and recognised the benefits to both service users and registrants of having a focus on EDI. However, some responses expressed reservations, these mainly related to:

- Registers are already focused on EDI.
- This requirement could add a financial burden to registers.
- Not all registers are the same: they differ in size and they also differ in how they interact with members of the public.
- There were also concerns expressed about the timing of introducing the Standard.

We have taken the views and comments into consideration when looking at our minimum requirements, the schedule for introducing the new Standard and as part of our Equality Impact Assessment.

Who responded?

9 Accredited registers and associated organisations

1 Register considering applying for accreditation

Registrants 5

NHS Trusts and related organisations 7

1

EDI specialist

Many respondents did not provide information about who they were.

Next steps

- We will be introducing a new EDI Standard for Accredited Registers.
- We will review the Standard and wording of the minimum requirements to ensure clarity for Accredited Registers, as well as update our *Guidance for Accredited Registers*.
- We will review our proposed implementation plan for the new Standard and consider if we can take a different approach bearing in mind that under current proposals some Accredited Registers will not have long to implement the changes.
- We will explore how best to share good practice including the use of blogs, digests, seminars and webinars. We will also explore opportunities to work with the Accredited Registers Collaborative to share good practice.

Keep an eye on our website to find out more

www.professionalstandards.org.uk