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## **GTCE Consultation: EQUALITY AND DIVERSITY SCHEME**

### **UCET Response**

1. UCET welcomes the opportunity to comment on the GTCE proposed Equality and Diversity Scheme, which has been distributed for consultation prior to final adoption.
2. The Scheme covers an area of professional policy and practice in which the GTCE should not merely demonstrate compliance with legislative requirements but should lead the field in exemplifying best practice. The proposed Scheme will certainly enable the GTCE to meet that expectation.
3. The detailed specification of the Council's plans is excellent. It is based on a careful analysis of the relevant legislation; it identifies six areas, including the role of the GTCE as employer, which call for high priority in regard to equality; it records what action has already been undertaken by the Council to address equality; it enumerates in considerable detail the lines of action to be pursued to ensure that its practices meet these equality commitments; it seeks to demonstrate how the success of these lines of action will be measured; it formally places responsibility with named individuals who will be accountable for undertaking the necessary work; and it describes the reporting procedures through which the Council will discharge its corporate responsibility in this important field.
4. As the document acknowledges, one of the key impediments to the Council's effectiveness in this field is the inadequacy of its existing database, particularly with regard to ethnicity and disability. In UCET's view, the proposal at paragraph 6.5.4 represents a rational and promising response to this difficulty.
5. The proposed Scheme is painstakingly systematic and comprehensive, demonstrating the Council's strong commitment to equality in all senses of that term. It is gratifying to see the extent to which the GTCE is seeking to create a culture in which equality is highly regarded. On the negative side, the frequent use of abbreviations is mildly irritating and conveys the impression of an insider rather than a public document. However, that small blemish does not detract from what is a most impressive statement.
6. UCET wishes the GTCE well in the further development of the Scheme and its implementation.

Gordon Kirk  
Academic Secretary  
14 February 2007