

# Consultation Questionnaire: GCC Guidance on Sanctions

## 1. Introduction

### Who We Are

The General Chiropractic Council (GCC) is the regulator for chiropractors in the UK, Isle of Man and Gibraltar. We are there to ensure the safety of patients undergoing chiropractic treatment. We are an independent statutory body established by, and accountable to, Parliament to regulate the chiropractic profession.

### This Consultation

This consultation seeks your insights on our proposed:

[Guidance on Sanctions](#)

The guidance is designed to assist Professional Conduct Committees and Health Committees to make appropriate and consistent decisions when imposing sanctions (following a finding of UPC) on a registered chiropractor.

### Completing the Consultation

- Please read the document before responding to the consultation questionnaire.
- You can answer the questionnaire in either English or Welsh by toggling the language setting (top right).
- Although we've tried to keep the questionnaire short, you are able to save your progress at the end of each page and return to it later.
- You can also download your answers to the questionnaire (on the final page) if you are keen to retain a copy for your own records.
- Please ensure you have pressed the "Finish Survey" button at the end of the questionnaire to ensure that your views are considered.

### Information Disclosure Statement

Information in responses, including personal information, may need to be published or disclosed under the access to information regimes (mainly the Freedom of

Information Act 2000, the General Data Protection Regulation, the Data Protection Act 2018, and the Environmental Information Regulations 2004).

The GCC is a data controller registered with the Information Commissioner's Office (ref Z7121966). We use personal data to support our work as the regulatory body for chiropractors. We may share data with third parties to meet our statutory aims and objectives, and when using our powers and meeting our responsibilities.

By completing this questionnaire, you are agreeing to the GCC using your responses, and comments you may provide, in the course of discussing and promoting the consultation findings and the guidance.

- If we quote an individual, we will attribute the quote based on their interest in chiropractic (e.g: *Quote from a patient, Quote from a chiropractor*).
- If we quote an organisation we will attribute the quote based on a description of the organisation (e.g: *Quote from a Professional Association, Quote from a health regulator, Quote from a charity*).

## 2. About you and your interest in chiropractic

We would like to know a little about you and your interest in the General Chiropractic Council.

### 1. Which of the following best describes your interest in chiropractic and reason for responding to the consultation? (Select up to three choices)

- I am a chiropractor currently registered with the General Chiropractic Council
- I am qualified as a chiropractor but not currently registered with the General Chiropractic Council
- I am a patient or member of the public
- I work or study at an academic institution that carries out chiropractic education or research
- I work for a chiropractic clinic
- I am responding on behalf of a membership body, company, organisation or charity (please answer questions on page 4)
- I am a qualified healthcare professional (not a chiropractor)
- Other (please specify):

### 2. Do you have direct experience of a Fitness to Practise hearing (either held by the GCC or another health professional regulator)? (Please select the most appropriate option)

- Yes - I have been a witness in a Fitness to Practise hearing
- Yes - I have been a legal representative in a Fitness to Practise hearing
- Yes - I have been a panellist or committee member at a Fitness to Practise hearing
- Yes - I have been a defendant in a Fitness to Practise hearing
- No. I have not had direct experience of a Fitness to Practise hearing
- I'd prefer not to say.

### 3. Which country do you live in?

#### Areas where we regulate chiropractors

- England
- Northern Ireland
- Scotland
- Wales
- Gibraltar
- Isle of Man

#### Other

- Prefer not to say
- Other (please specify country):

### 3. About your registration with the General Chiropractic Council

#### 4. Are you currently registered as practising or non-practising?

- Practising
- Non-practising

#### 5. How long have you been registered with the GCC?

- Less than 2 years
- 2 - 5 years
- 6 - 10 years
- 11 - 15 years
- 16 - 20 years
- over 20 years

## 4. About your organisation

**6. What is your name?**

**7. What is your email address?**

**(We will only use this if we need to clarify any details in your response).**

**8. What is the name of the organisation you are responding on behalf of?**

**9. If you would like to give us further information about your organisation, please do so here:**

## 5. Your views on the proposed GCC Guidance on Sanctions

10. How much do you agree or disagree with the following statements about the proposed GCC Guidance on Sanctions?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
The guidance supports fair decisions on sanctions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The guidance supports consistent decisions across similar cases.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The guidance supports proportionate decisions on sanctions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The guidance clearly explains the factors relevant to deciding the appropriate sanction.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The guidance helps decision-makers balance public protection, proportionality and fairness.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The guidance sets out the sanctions decision-making process in a logical order.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The guidance is easy to understand.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## **6. Your views: should we remove or amend anything from the proposed guidance?**

**11. Are there any key areas that you think should be amended or removed in the proposed GCC Guidance on Sanctions?**

- Yes (we will ask you to provide more information in the next question)
- No
- Not sure/no opinion

## **7. Your views: What should we remove or amend from the proposed guidance?**

**12. Please explain any areas that you consider should be amended or removed in the proposed GCC Guidance on Sanctions?**

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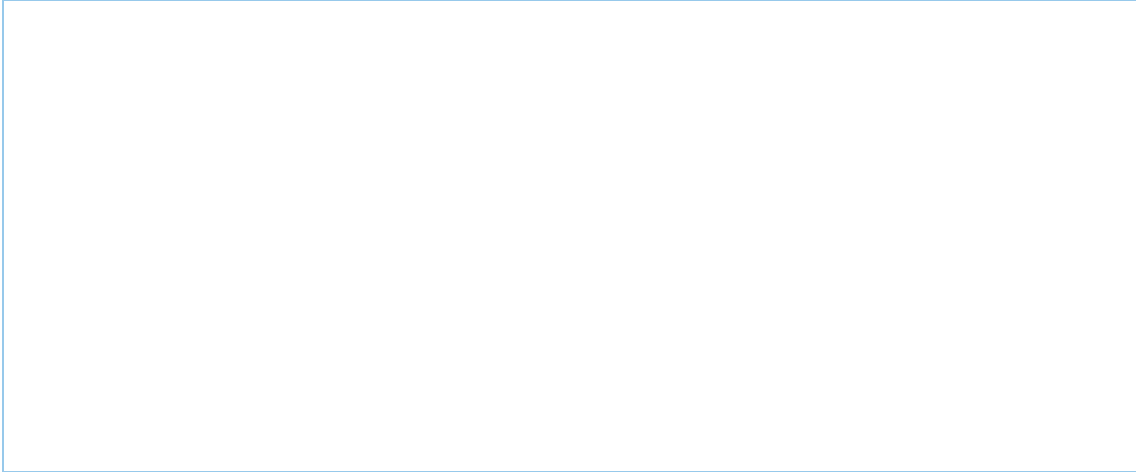
## **8. Your views: Is there anything missing from the proposed guidance?**

**13. Are there any key areas that you think are missing from the proposed GCC Guidance on Sanctions?**

- Yes (we will ask you to provide more information in the next question)
- No
- Not sure/no opinion

## **9. Your views: What should we add to the proposed guidance?**

**14. Please explain any areas that you consider are missing from the proposed GCC Guidance on Sanctions?**



## 10. Equality and Diversity Considerations

### Equality, Diversity and Inclusion

As an independent statutory body accountable to Parliament, we are legally required (as part of the public sector equality duty) to consider how the proposed guidance may affect different groups of people, particularly those who are vulnerable, have lived experience of barriers to accessing care or services or have characteristics protected by equality legislation.

### Assessing the impact of this guidance on the people with protected characteristics.

The Equality and Welsh Language Impact Assessment (E&WLIA) considers how the proposed GCC Guidance on Sanctions could impact those with protected characteristics (as set out in the Equality Act 2010, and Section 75 of the Northern Ireland Act 1998).

[Read the Equality and Welsh Language Impact Assessment](#) .

**15. Do you think that the Equality and Welsh Language Impact Assessment (E&WLIA) accurately describes how the proposed guidance could impact (positively or negatively) individuals or groups with one or more of the protected characteristics defined in the Equality Act 2010?**

- Yes
- No
- Don't know / not sure
- I have not read The Equality Impact Assessment

Please add any further comments or observations on how the proposed guidance could impact those with one or more protected characteristics.

# 11. Welsh Language Considerations

## The Welsh Language Standards

The General Chiropractic Council also has a legal duty to comply with the Welsh Language Standards ((as set out in the Welsh Language Standards (No.8) Regulations 2022) and must consider the impact of the proposed guidance on opportunities to use the Welsh language.

## Assessing the impact of this guidance on the Welsh Language

The Equality and Welsh Language Impact Assessment (E&WLIA) considers how the proposed GCC Guidance on Sanctions could impact opportunities to use the Welsh language, and treating the Welsh language no less favourably than the English language.

[Read the Equality and Welsh Language Impact Assessment !\[\]\(0678d1887db22e3f6b52fe38cd7e7b5b\_img.jpg\)](#).

**16. The following optional questions are about how the Equality and Welsh Language Impact Assessment (E&WLIA) considers the impact of the proposed GCC Guidance on Sanctions.**

	Yes	No	Don't know / not sure	I have not read the E&WLIA
<b>Does the Equality and Welsh Language Impact Assessment describe all the impacts of the guidance?</b>				
Does the E&WLIA accurately describes all the impacts (positive and negative) that the proposed GCC Guidance could have on <b>opportunities to use the Welsh language?</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Does the E&WLIA accurately describes all the impacts (positive and negative) that the proposed GCC Guidance could have on <b>treating the Welsh Language no less favourably than the English Language?</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Could the guidance be revised to increase positive impacts?**

	Yes	No	Don't know / not sure	I have not read the E&WLIA
Could the GCC guidance be revised (beyond the changes already described in the E&WLIA) so that it would have a positive impact, or increased positive effects, on <b>opportunities to use the Welsh Language?</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Could the GCC guidance be revised (beyond the changes already described in the E&WLIA) so that it would have a positive impact, or increased positive effects, on <b>treating the Welsh Language no less favourably than the English Language?</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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**Could the guidance be revised to decrease adverse impacts?**

Could the GCC guidance be revised (beyond the changes already described in the E&WLIA) so that it would not have an adverse impact, or would have decreased adverse impacts, on <b>opportunities to use the Welsh Language?</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Could the GCC guidance be revised (beyond the changes already described in the E&WLIA) so that it would not have an adverse impact, or would have decreased adverse impacts, on treating the Welsh Language no less favourably than the English Language?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Please add any further comments or observations on how the GCC Guidance for Registrants: Professional Guidance could impact opportunities to use the Welsh Language, or treat the Welsh Language less favourably than the English language.

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## 12. Equality, Diversity and Inclusion Monitoring

### **Our commitment to equality, diversity and inclusion.**

The General Chiropractic Council is committed to creating an inclusive environment for all and actively works to identify and remove barriers in our practices.

### **Why we ask for your details**

We want our guidance to consider the needs, views and life experience of all aspects of society. Therefore, the insights you provide in this consultation questionnaire will be assessed on their relevant merits and we want to ensure that no-one is disadvantaged or receives less favourable treatment because of their age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

Completing this monitoring section will help us achieve this and help us meet our obligations under the Equality Act 2010. We will also use this data to compile statistics on the representation of respondents amongst the categories listed.

Providing your data is optional (in all cases you can answer "prefer not to say"). Any responses you give will assist us in our commitment to equality, diversity and inclusion. All responses are treated as strictly confidential.

**Would you be prepared to answer seven further questions to help us monitor the diversity of respondents, and help us ensure that no-one is disadvantaged or receives less favourable treatment?**

Yes  No

## 13. About you (Equality and Diversity monitoring)

Thank you for agreeing to complete the EDI monitoring section - completing this section will help us help us monitor the diversity of respondents, and help us ensure that no-one is disadvantaged or receives less favourable treatment.

Providing your data is optional (in all cases you can answer "prefer not to say"). All responses are treated as strictly confidential.

### 17. Age:

- Under 20       20-24    25-29    30-34  
 35-39       40-44    45-49    50-54  
 55-59       60-64    65-69    70 or over  
 Prefer not to say

### 18. Are you:

- Male  
 Female  
 Prefer not to say  
 Other (please specify):

### 19. Is your gender identity the same as the sex you were assigned at birth?

- Yes  
 No  
 Prefer not to say

### 20. How do you describe your sexual orientation?

- Bi                                       Gay man  
 Gay woman/lesbian                 Heterosexual/straight  
 Prefer not to say  
 I prefer to self-describe (please specify):

**21. How do you describe your religion or belief?**

- |                                 |                                   |                                    |
|---------------------------------|-----------------------------------|------------------------------------|
| <input type="checkbox"/> Baha'i | <input type="checkbox"/> Buddhist | <input type="checkbox"/> Christian |
| <input type="checkbox"/> Hindu  | <input type="checkbox"/> Jain     | <input type="checkbox"/> Jewish    |
| <input type="checkbox"/> Muslim | <input type="checkbox"/> Sikh     |                                    |

**Other and no religion**

- |  |  |
|--|--|
| <input type="checkbox"/> No religion/belief      | <input type="checkbox"/> Prefer not to say |
| <input type="checkbox"/> Other (please specify): |  |

**22. Do you have a disability as defined by the Equality Act 2010? (This means you have a physical or mental impairment that has a substantial and long-term negative effect on your ability to do normal daily activities).**

- No
- Yes
- Prefer not to say

**23. How do you describe your ethnic origin?**

**Arab or Arab British**

- |                               |                                     |
|-------------------------------|-------------------------------------|
| <input type="checkbox"/> Arab | <input type="checkbox"/> Other Arab |
|-------------------------------|-------------------------------------|

**Asian or Asian British**

- |                                      |                                      |                                 |
|--------------------------------------|--------------------------------------|---------------------------------|
| <input type="checkbox"/> Bangladeshi | <input type="checkbox"/> Chinese     | <input type="checkbox"/> Indian |
| <input type="checkbox"/> Pakistani   | <input type="checkbox"/> Other Asian |                                 |

**Black or Black British**

- |                                  |                                    |                                      |
|----------------------------------|------------------------------------|--------------------------------------|
| <input type="checkbox"/> African | <input type="checkbox"/> Caribbean | <input type="checkbox"/> Other Black |
|----------------------------------|------------------------------------|--------------------------------------|

**Mixed ethnic origin**

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> Asian and White | <input type="checkbox"/> Black African and White | <input type="checkbox"/> Black Caribbean and White |
|--|--|--|

Other Mixed

**White or White British**

English

Gypsy/Irish Traveller

Irish

Northern Irish

Scottish

Welsh

Other White

**Other**

Prefer not to say

Other ethnic group (please specify):

## 14. Final comments

**24. Please share any further comments on the proposed GCC Guidance on Sanctions or any further comments about this consultation:**

