

CSP

**EQUITY
DIVERSITY
AND
BELONGING
STRATEGY**



Equity
Diversity &
Belonging

CSP Equity, Diversity and Belonging Strategy

Introduction

I am delighted to introduce our equity, diversity and belonging strategy. Our vision for the physiotherapy profession cannot be achieved without achieving equity, valuing diversity and ensuring belonging. Systematic discrimination means we need to influence others to act too.

We want to change our organisation and our profession. Your race, gender, sexual orientation, age, religion, class or disability matter in physiotherapy. Middle class patients find it easier to access physiotherapy. Your chance of successfully graduating as a physio are greater if you are white. Lack of adaptations can drive people with disabilities out of the profession. LGBTQIA+ physios can face harassment at work. You are more likely to be a senior manager at the CSP if you are white. **Physiotherapy should not be like this.**

Simply providing the same opportunities to everyone does not make things fair. We aim to achieve equity. Equity is recognising what we need to do to make things fair depends on people's differing needs. **Different treatment is the key to achieving equality.**

Having a more diverse profession will make it easier for us to offer the most appropriate care to marginalised patients and communities. We can better appreciate the barriers to accessing services if more of us come from marginalised communities or backgrounds. If we are representative of the communities we serve we are more likely to be able to work with communities to design services which meet their needs.

We want members and staff with differing backgrounds to feel that they belong within the CSP. **Belonging is the feeling of mattering to others.** Belonging is created through intentional acts of inclusion and by embracing difference.

I am very proud of the way we have developed our approach. We have worked with the CSP diversity networks, members and our staff. **The strategy is informed by the lived experience** of discrimination and disadvantage faced by members, patients and staff. However, no strategy is ever perfect. Our strategy will need to evolve over time to respond to new learning and changing contexts.

This strategy sets a framework for the CSP to act. The aims will form part of the next CSP corporate strategy. **Actions are already being taken** and being built into the plans our staff work to. We are committed to being accountable for achieving this strategy. For my part, I promise to continue leading from the front to promote change, empower others and challenge.

Together we can make positive and lasting change for the better. It will require honesty, humility, vulnerability and tenacity. We all need to take an active role in making change happen. This is our strategy and **we must make it work** - we owe it to our colleagues and we owe it to patients.



Alex MacKenzie - Chair, CSP Council



Equity, Diversity and Belonging

Guiding principles

Our Equity, Diversity and Belonging Strategy:

- **is underpinned** by an acknowledgement of privilege, structural inequities and power imbalances that exist;
- **recognises the importance** of being an exemplar organisation and employer in achieving positive and lasting change for employees and members in areas within our control or over which we have some influence;
- **sets aims** that enable the strategy to evolve over time and outcomes that are focused on actions required;
- **is underpinned by indicators** that either measure annual progress or the achievement of interim targets towards longer term outcomes;
- **is informed by currently available data and insight**, with the intention of continuing to develop our understanding to identify actions required to achieve the strategy;
- **seeks to create** the expectation and means of change for all members and employees to support achievement of the strategic outcomes;
- **through education and empowerment**, ensures that the whole CSP membership and staff value and understand diversity and the benefits that it brings to the profession;
- **seeks to support all members and staff to practice effective allyship** by empowering them to operate in solidarity with those in marginalized groups, challenge discrimination, respect the experiences of others, support communities and engage in lifelong learning;
- **reflects all sectors** of physiotherapy so all feel included; and
- **recognises** that some people experience deeper discrimination or disadvantage because their identities reflect multiple forms of diversity and that economic, social and health outcomes are often most unequal for Black, Asian and other minority ethnic communities.

OUR VISION FOR PHYSIOTHERAPY: To transform lives, maximise independence and empower populations

PURPOSE OF THE CSP: To transform the health and wellbeing of individuals and communities by empowering our members and exerting our influence

OUR VALUES: Learning, courage, inclusive and integrity



Equity, Diversity and Belonging aims and outcomes

STRATEGIC AIM:

Championing physiotherapy

Enable physiotherapy to provide solutions to health and care challenges by influencing and educating members, patients, decision makers, other professionals, and the public and ensuring there is a well-trained physiotherapy workforce to meet those challenges.

Aim 1

To create a physiotherapy profession that reflects the diversity in society

Outcomes:

- Diversity of the profession reflects the diversity in society
- Physiotherapy is seen as an inclusive and welcoming profession that values diversity and difference
- Diversity of graduates from physiotherapy pre-reg programmes reflects the diversity in society
- Diversity of those delivering physiotherapy education reflects the diversity in society

Aim 2

To improve equity in health by developing members' confidence and capacity to take positive action to change the culture, policies and practices of physiotherapy services

Outcomes:

- CSP members are able to critically identify health inequities within society and understand their role and responsibilities to address these
- Improved analysis and interpretation of service and population health data to better understand population profiles and barriers to accessing and engaging with physiotherapy services
- Physiotherapy services are designed to increase equity of access informed by intended service users and current data

STRATEGIC AIM:

Support members in their professional and working lives

Enable members to practice effectively and confidently through providing advice, services, representation and the development of leadership.

Aim 3

To enable members to feel real belonging by visibly opposing discrimination and showing effective allyship to ensure the experience of members with protected characteristics is positive, equitable and inclusive at university, when seeking work and at work

Supported by the guiding principle: Fair and equitable treatment in training and in work is central to developing a profession that understands, celebrates and works towards achieving diversity and belonging across all protected characteristics and more widely. All CSP members should be able to fulfil their full potential.

Outcomes:

- A measurable reduction in the discrimination/less favourable treatment of members with protected characteristics across all relevant areas of working and university life
- When discrimination does occur, members know what level of support is available, where and how to access that support; feel confidence in that support; and report feeling well supported in challenging unfair treatment
- The current over-representation of Asian CSP member referrals to the HCPC is reduced or eliminated and work has been undertaken to establish any disadvantage related to other protected characteristics
- Processes for assessment of students which close the attainment gap between those with certain protected characteristics and others

Aim 4

To increase representation of members with protected characteristics amongst those who are leading and influencing the profession at all levels

Outcomes:

- The proportion of the physiotherapy workforce with protected characteristics in senior roles is equivalent to the proportion of those in less senior roles

- CSP members with protected characteristics feel confident that they will be treated fairly and given equity of opportunity when applying for leadership development opportunities and senior roles
- CSP members with protected characteristics have equitable access to professional and career opportunities including in all aspects of digital physiotherapy and in other emerging and innovative roles
- CSP members who recruit and manage others have been equipped with the knowledge and skills that achieve anti-discriminatory and inclusive recruitment and management

STRATEGIC AIM:

Build a thriving physiotherapy community

Through CSP membership provide the community in which students, chartered physios and support workers unite and collectively advocate for the members and patients, shape the profession and support each other.

Aim 5

To encourage and enable members with differing needs, identities, backgrounds and experiences to engage with the CSP by building a culture that promotes belonging, meets personal preferences for how and when to get involved, recognising that these may change over time and adapts opportunities to individual needs

Outcomes:

- Our membership reflects the diversity of the physiotherapy workforce
- Members with differing needs, identities, backgrounds and experiences feel a sense of belonging within the CSP
- Members with differing needs, identities, backgrounds and experiences are encouraged and enabled to be active within the CSP, when they want to be and in ways that are appropriate to their circumstances and individual needs
- Our understanding is informed by the preferences and needs of our members with protected characteristics when planning and evaluating communications and engagement

STRATEGIC AIM:

Maintain an effective and sustainable organisation

Ensure the CSP is able to deliver its strategy by being financially stable, and staff have the necessary systems, support and research and data related to physio needed

Aim 6

To establish and maintain an inclusive organisational culture in which diversity is championed, and where discrimination and inequity is identified and challenged

Outcomes:

- We have a clear cultural vision and plan for inclusion which all employees, Council and committee members are equally accountable for achieving
- Employees, Council and committee members with differing needs, identities, backgrounds and experiences are able to be themselves at work and feel a sense of belonging within the CSP
- We are actively an anti-racist, anti-oppression and anti-discriminatory organisation. Everyone has a right to work and practice free from any form of discrimination, harassment or victimisation.
- We promote and provide equity of opportunity and fair treatment for employees, Council and committee members with differing needs, identities, backgrounds and experiences

Aim 7

To challenge and remove any organisational structural barriers to achievement of equity of opportunity and experience for all. This includes creating equity through affirmative action in policies, procedures and organisational behaviours

Outcomes:

- We attract, retain and develop all employees, Council and committee members from the widest talent pool which increases diversity in our decision making and improves business outcomes
- The diversity of the employees, Council and committee members reflects the diversity in society
- Our policies (inc guidance/advice) support an inclusive and equitable culture

- they are accessible, clear, informed through legislation and good practice, and fairly enable everyone to perform in their roles effectively, in support of the CSP's strategic aims

- Our policies and procedures are clearly understood by all, ensuring equitable treatment and transparency when being enacted and enabling challenge where differential treatment exists
- The governance structures within the CSP enable effective monitoring of progress to ensure achievement of the equity, diversity and belonging aims
- We support employees and members to help in the achievement of the equity, diversity and belonging aims by providing opportunities to challenge and provide insight

Aim 8

To establish a CSP leadership that reflects the diversity of society and actively engages with and is accountable for equity, diversity and belonging across the organisation

Definition of CSP Leaders: Leadership includes Council and Committee members, the Chief Executive, Directors, Assistant Directors, Heads of function, Managers, and all staff willing to take up leadership roles within the CSP on equity, diversity and belonging. (Members who are elected/volunteer for Country Boards, the Boards of Regional and Diversity Networks, Stewards and Safety Reps are captured by aim 5 - as these roles are not responsible for the governance of the organisation.)

Outcomes:

- Employees and members with differing needs, identities, backgrounds and experiences are able to identify with people similar to themselves in CSP leadership positions
- Diversity of the CSP leaders reflects the diversity in society
- The CSP leaders champion issues and speak out against discrimination - using their influential position to achieve change through effective allyship
- The CSP leaders role model inclusive behaviours, by demonstrably gathering different views and welcoming challenge from all
- The CSP leaders take responsibility for promoting equity, valuing diversity and embedding belonging into our organisation

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For more information, visit:

www.csp.org.uk/consultation

THE CHARTERED SOCIETY OF PHYSIOTHERAPY

is the professional, educational and trade union body for the United Kingdom's 60.000 chartered physiotherapists, physiotherapy students and support workers.



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