

# Impact **REPORT** 2020



# ImpactReport

## Welcome to the CSP's Impact Report

**F**rom the onset of the Covid-19 pandemic in the UK in early 2020, it has been an unprecedented year for physiotherapy, members and the country as a whole.

The strain that the pandemic has placed on the UK's health and care system has been enormous – requiring fundamental changes to the way CSP members or physiotherapy staff have had to work, provide care and maintain ongoing teaching and learning to ensure a sustainable workforce for the future. For students, it has been a time of considerable uncertainty and anxiety as degree courses were profoundly affected by the pandemic.

Time and again, CSP members stepped up, going above and beyond to adapt and provide essential care, guidance and research to enable clinicians, patients and the wider public cope. Whether as staff or volunteers, members were there to provide the public with the

support they needed to weather the pandemic – even in the face of precious few chances for rest and recovery. For those members in the independent sector, there has also been the added worry of potential loss of livelihood, causing yet more stress.

As the pandemic has progressed, the long-term after-effects of Covid-19 have become clearer. These, alongside a huge backlog of missed medical appointments, as well as large numbers of physical issues left unaddressed during periods of restrictions, have created an upsurge in rehabilitation needs among the public.

At the same time, in the wake of the murder of George Floyd in the United States, conversations with and between members about racism and equity were brought to the fore for the profession. The pain of this shocking event was compounded for many Black, Asian and minority ethnic members, who let us know – rightly – that the CSP did not respond appropriately or fast enough, and that this was another indication of the structural racism seen across society at large, the profession and in the CSP.

A series of listening events has led to a better understanding of our previous failings and a strategic approach to better support members, harden a stronger stance as an anti-racist organisation and profession, and challenge the lack of visible diversity within the CSP's Council. More detail on these measures – and others we have taken – can be found later in this report.

Finally, on behalf of Council and members, my thanks go to all the CSP staff who have worked tirelessly to advocate for the profession and support members during this challenging time. The impacts laid out in this report powerfully demonstrate what difference we can make if we work all work together.

**Alex MacKenzie**  
Chair of Council

**T**he Covid-19 pandemic presented formidable operational challenges to the CSP in 2020. Yet our staff overcame personal and professional challenges to ensure our attention was where it absolutely needed to be during such an unparalleled time – with our members. I have been in awe of the response of our membership during the pandemic – whether that be working in the NHS, universities, or the independent sector.

This impact report sets out how the CSP, as the professional and educational body and trade union for members working to deliver physiotherapy services, has risen to the challenge of the pandemic. I owe a huge thank you to all CSP staff for their extraordinarily efforts to adapt and support members during the pandemic.

Covid-19 has impacted all of the CSP's work streams, our objectives and our overall strategy. Some have been refocused in response, while others have been accelerated as their work has become more urgent. This report lays out some of those changes and the impact of our renewed focus on the areas our members have needed it most during the pandemic.

Covid-19 has posed particular complications for members in the independent sector, with even less national guidance and substantial impacts on livelihoods. This was an area that, in hindsight, we could have responded faster to the needs of members. When we did so, with a series of webinars specifically for members working in the independent sector, feedback was positive.

As well as visible support, there was much that colleagues and I did behind the scenes to support members. We engaged with governments across the UK, with policy advisors and with insurers to advocate for members' interests, even as events shifted with sometimes bewildering speed.

In May 2020, we were shocked and appalled by the murder of George Floyd, sparking a global movement for equity and justice. As Alex has said, our response should have been faster and more robust.

Lessons have been learned as we have rapidly developed our Equity, Diversity and Belonging work.

With strands which are both member-facing and staff-facing, we have sought to overhaul our culture, working practices and, indeed, challenge ourselves.

While this year has inevitably been spent meeting virtually, whenever I have spoken to you, our members, it has consistently shone through how much we can achieve together if we work collectively to advocate for our profession, our members and the role we play in enabling the health of others.

**Professor Karen Middleton**  
Chief executive, Chartered Society of Physiotherapy



# ImpactReport

## Championing Physiotherapy

During the pandemic, we highlighted how the physiotherapy profession responded to the impacts of Covid-19

### External influencing

Using the strength of our existing relationships, alliance memberships and a flexible approach from staff, we expanded our efforts to raise awareness of the vital role of physiotherapy during the pandemic.

- We provided important evidence on the need for rehabilitation to the Comprehensive Spending Review
- We submitted key points for inclusion in the Getting It Right First Time (GIRFT) recommendations on Critical Care – including strong recognition of the importance of the physio workforce, and both acute and community rehab
- Our work secured a place on the NHS England and NHS Improvement (NHSEI) working group for the anticipatory care/ageing well programme, so we could influence the long-term planning commitments for people with long term conditions and frailty.

### Strengthening the profession's reputation

We worked to achieve positive coverage of physiotherapy across press, radio, TV and social media platforms, as part of broader objectives to advocate for the profession to the general public, AHPs and other clinicians and key stakeholders.

- We made repeated calls for the government to act to improve the quality and access to PPE for clinical staff
- Our work resulted in prominent coverage of critical care physiotherapist Tom Meredith and his team in Southampton on BBC News. We also highlighted the importance of paediatric physiotherapy for children with

SEN through BBC Radio 4's You and Yours

- We worked with PhysioFirst, the private practice professional network, to influence, share and promote resources for PhysioFirst members and non-members, as well as offering advice on influencing to other organisations
- On social media, we promoted our online exercise content to help older people stay active at home, which received over 150,000 views on YouTube in two weeks.

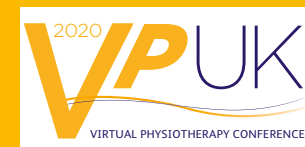
### Community rehabilitation

We successfully raised the profile of rehabilitation in the national media and established the CSP as an authoritative information source in this area.

- We produced three Covid-19 physiotherapy standards for acute, palliative care and community rehab, as well as a national snap shot audit – Physiotherapy After Covid-19 Evaluation (PACE)
- We completed 895 data sets, which included details of the rehab services available, rehab needs and staffing (actual and optimal) and made a data dashboard available to members, so they could interrogate and mine the data collected
- We also co-developed, with other key stakeholders, the NHS Rightcare community rehabilitation toolkit.

### Promoting preventative health

This year we completed work on an ambitious strength messaging project, with partners Sport England and Aging Better. In December 2020, we started developing the leading concept, 'Stronger My Way'. A steering group of physiotherapists have now begun working with MOVE consulting, specialists in behaviour change, to understand the real world application of the project's learning.



In 2020, the CSP's first-ever virtual annual conference was attended by 1,379 delegates, with 75% of those attending saying that the conference offered good or excellent value for money.

## Building a thriving physiotherapy community

Despite the ongoing challenges posed by Covid-19, our membership numbers continued to grow and by the end of 2020 we exceeded 60,000 members for the first time

To help tackle Covid-19, we introduced special membership arrangements for students to allow them to enter the workforce temporarily or early, and also to enable temporary returners and retired members to contribute their skills. We also welcomed a small, but significant, increase in associate membership.

### Virtual events

We supported virtual events which helped to link different groups across our membership. These included regional network events for students and events that focused on Black, Asian and minority ethnic member experiences.

For students, 140 members attended a virtual event in the north of England to help them feel reassured about how placements would work in the 'Covid-19 world'. A further 198 members attended another student event in the south of England.

The use of virtual events helped to address a lack of activity in one of the two regions (Yorkshire and the Humber) where we had previously been seeking to reactivate members.

By the end of 2020 the CSP exceeded

# 60,000

members for the first time



# ImpactReport

## Supporting members in their professional and working lives

**There can have been few times when members have needed the CSP's support more than during 2020, as they have faced the impact of Covid-19 on their lives at work, at home and more widely**

**W**hether relating to their professional practice, their employment or their ability to access CSP benefits, members have looked to us for advice, support and guidance. We saw demand for our member advice services grow rapidly, both in volume and complexity.

We responded by temporarily increasing capacity in our member advice teams, including opening for advice over three weekends for the first time in the CSP's history.

### Senior Negotiating Officers – extra support when needed

Particularly in the early months of the pandemic, CSP senior negotiating officers (SNOs) had to frequently open negotiations with employers to make sure vulnerable members – such as pregnant staff – were adequately protected in the workplace and redeployed away from patient-facing work when necessary.

SNOs also supported members to feel confident in raising their own concerns about PPE and infection control procedures directly with their managers.

Local implementation of the national furlough scheme was also a contested issue. Through negotiations conducted at the national level, the CSP ensured that bank staff working for private providers received furlough pay based on previous hours worked, despite their zero-hour contracts.

Likewise, negotiated settlements saw many members employed by private practitioners receive over-and-above statutory redundancy packages following changes to the furlough scheme in the autumn.

CSP senior negotiating officers made a

major contribution to building and maintaining a dedicated Covid-19 FAQ hub. This hub provided almost daily updates in line with rapidly evolving guidance across the UK and to reflect the changing concerns and needs of our members. Covering 200 separate issues, the site guided reps and members throughout the year.

During the pandemic, our organisers worked alongside members to tackle pressing workplace issues including helping members to challenge employers about losses of physiotherapy space. We also worked together to overcome barriers to the restart of physio services.

On pay, our organisers ran 12 focus groups with over 100 members to sound out members' views, alongside our largest ever pay survey, which received over 6000 responses. Both were used to inform our submission to the NHS Pay Review Body.

### Supporting a digital transition for reps

We also provided support and guidance to members as Covid-19 escalated the development and use of digital tools. To best provide support, we innovated rapidly to train CSP stewards and safety reps through new, entirely virtual induction courses. We also developed a suite of new ways to support reps in their work – from webinars to Zoom meetings to the expansion of eBites.

#### Northern Ireland

In January 2020, CSP members in Northern Ireland – alongside other health staff – received an offer to bring pay into line with England. It followed work by the CSP to show members were prepared to take industrial action in support of better pay.

#### Scotland

Following concerns raised by stewards and safety reps, over 80 members participated in a CSP virtual meeting to discuss the issue of loss of physio/rehab space and restarting services. Stewards from England shared their experiences of having successfully defended losses of physio space in their Trusts.

Reps told us that physiotherapy staff were having difficulties in returning to schools, suggesting Scottish government guidance was being applied too harshly. In response, we raised their concerns at a meeting with Scottish government representatives present.

#### Wales

Wales' CSP team has strengthened its reps network this year. We now have at least two stewards, along with two health and safety reps, elected in each NHS Board.

We have also joined fortnightly trade union meetings with Wales' minister for Health & Social Services, where we can discuss members' pay, redeployments, and PPE issues directly with government.

### Changes to our services to better support members

Following a complete change to our business model in providing legal services to members internally, we now do more than 80% of our regulatory work (HCPC) in-house, along with 60% of employment tribunal cases, leading to significant financial savings and considerably improved satisfaction ratings from members.

In support of our work on anti-racism and allyship, we delivered training to more than 300 stewards and safety reps, equipping them to notice, support and stand alongside our members at work. In 2020 we also updated our EDB Toolkit – a practical guide for CSP stewards, managers and members – and added new information to our website about members' rights with respect to discrimination at work.

# ImpactReport

## Equity, Diversity and Belonging

Issues of race and equality come to the fore in almost every area of life in 2020, as a result of the murder of George Floyd in the USA in May and as the disproportionate impact of Covid-19 became clear

In response, we took steps to develop a strategic approach to gain a better understanding and awareness of our previous failings across these areas. We also wanted to clearly signal that we stand as an anti-racist organisation and profession.

### Black Lives Matter (#BLM)

The Black Lives Matter Movement accelerated following the murder of George Floyd in the USA in May 2020 and in recognition that Covid-19 had a disproportionate impact on Black, Asian and minority ethnic frontline staff and communities.

### Listening Events

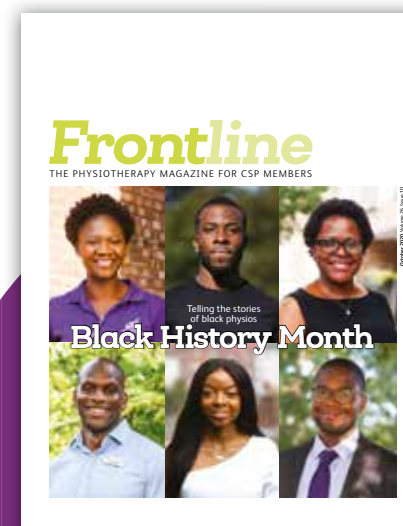
Throughout June and July, a series of individual and group listening events were conducted with Black, Asian and minority ethnic members by the trade union organiser who works with the CSP Diversity Networks, the director of employment relations and union services (ERUS), the chief executive and chair of Council.

Through these listening exercises we were able to identify clear objectives for change and, through an iterative process, we were able to confirm these objectives with both Black, Asian and minority ethnic members and staff.

## Changes we have made

Following these listening events, the CSP initiated changes across a broad sweep of areas, including leadership and governance; external engagement; working with members on visible representation and specific measures for staff. Leadership and governance

- We co-opted a member of the Black, Asian and minority ethnic (BAME) Network on to both Council and the ARC Agenda Committee



### Visible representation

- We produced a 'Black History Month' themed issue of *Frontline*
- We promoted membership of the BAME Network, which saw its membership rise from 717 to 881 during June and July 2020
- We developed virtual stewards' training to tackle racism in the workplace and to aid broader understanding of anti-racism
- We produced a series of short films highlighting the stories of Black, Asian and minority ethnic individuals in support worker roles

The BAME network saw an increase in membership of

# 18%

during June and July 2020

- We initiated ongoing meetings with all of the CSP diversity networks to discuss governance and Council elections, support for students, mentoring and coaching
- We reserved 20% of places on the CSP Leadership Development programme for Black, Asian and minority ethnic members

### External influencing

- We met with the CEO of the Healthcare and Care Professions Council (HCPC) to discuss equity, diversity and belonging issues facing the profession and our concerns about the disproportionate number of Black, Asian and minority ethnic members referred to the HCPC for fitness to practice concerns
- We also requested that the HCPC collect ethnicity data on registrants, which it has not done historically
- The HCPC is now reviewing its equity, diversity and inclusion strategy and has allocated significant resources to deliver this work
- We raised through the Social Partnership Forum in England the disproportionate impact that Covid-19 was having

on Black, Asian and minority ethnic NHS staff and communities

- We called for all UK chief allied health profession officers to collaborate on their equity, diversity and belonging work, so as to ensure more consistent data collection
- We met with the all leads of the AHP Federation to discuss related issues facing all of the professions

### Staff engagement

- Black, Asian and minority ethnic CSP staff were invited to share their experiences of working at the CSP in a series of meetings with wider staff.
- We organised a succession of workshops for all CSP staff – as well as additional sessions for Council members – led by Stephanie Nixon (department of physical therapy, University of Toronto) who has extensive experience on matters of race within the physiotherapy profession
- We introduced mandatory recruitment training for CSP staff with a focus on equity, diversity and belonging.

## CSP ACCOUNTS

# 2020

**Covid-19 has provided a fundamental test of the CSP's resilience and, as we have become a remote-first organisation, working from homes across the UK to support our members through the crisis**

### Income and expenditure account for the year ended 31 December 2019

	2020 £000	2019 £000
Income for services and products	19,727	19,033
Investment income	148	279
Operating expenses	(16,370)	(16,635)
Pension finance charge	(538)	(570)
Payments to associated charities		-
<b>Operating surplus</b>	<b>2,967</b>	<b>2,107</b>

### Income where has it all come from?

	2020 £000	2019 £000
Subscriptions	18,019	17,517
Income from journals	393	536
Income for educational purposes	205	139
Events	183	261
Miscellaneous including grants	927	577
<b>Total income</b>	<b>19,727</b>	<b>19,033</b>

### Expenditure what has it all cost?

Area of activity	2020 £000	2019 £000
Practice and Development	4,132	4,022
Employment Relations & Union Services	2,305	2,696
Journals	1,792	1,655
Marketing and Communications	3,017	2,829
Events	209	309
Administration and Finance <sup>2</sup>	5,453	5,694
<b>Total expenditure</b>	<b>16,908</b>	<b>17,205</b>

Our Covid-19 organisational review indicated that, rather than merely surviving as an organisation in our ability to function remotely and to support our members during an intensive time, the CSP actually thrived in many areas. The lessons are largely positive, characterised by an organisation working with higher levels of flexibility, dynamism, trust and autonomy while delivering our corporate strategy and member services. The pandemic also provides the backdrop to our financial performance and position in 2020. The CSP continued to grow its membership with 60,449 physiotherapists, support workers and students by year-end, an increase of over 1,000 on the previous year. This contributed to a £0.7m increase in income to £19.7m and a surplus of £3.0m. The surplus was largely as a result of changes to our planned activities and savings on travel and events caused by travel restrictions and nationwide lockdowns. The CSP's balance sheet has continued to show

volatility driven by record low interest rates used to value the pension. The pension liability was valued at £37m at year-end per the accounting standard method, up from £25m in 2019. This puts the CSP in a net liability position, where the sum of our liabilities now exceeds the value of our assets by £9.4m.

In 2020 Council committed to a financial strategy that looks to return a surplus of at minimum £1m each year in order to improve our balance sheet position. The defined benefit pension scheme will undergo a triennial actuarial valuation in 2021 which will inform updated recovery plan payments to reduce the liability over time. The pension scheme risk has been managed through changes to the staff pension that came into effect from April 2020.

*The 2020 audit has not been finalised at time of print. The numbers are not expected to change in any material way but may be subject to final adjustments. Any adjustments would be notified to the AGM and published on the CSP website.*

### Balance sheet as at 31 December

	2020 £000	2019 £000
<b>Fixed assets</b>		
Tangible and intangible assets <sup>1</sup>	10,969	13,032
Investments	6,824	6,539
<b>Current assets</b>		
Debtors and prepayments	2,415	1,864
Cash at bank and in hand	10,253	6,764
Creditors: amounts falling due within one year	(2,713)	(1,906)
<b>Net current assets</b>	<b>9,955</b>	<b>6,722</b>
<b>Total assets less current liabilities</b>	<b>27,748</b>	<b>26,293</b>
Provisions for liabilities	-	-
<b>Net assets excluding pension liability</b>	<b>27,748</b>	<b>26,293</b>
Defined benefit pension scheme liability	(37,176)	(25,177)
<b>Net assets including pension liability</b>	<b>(9,428)</b>	<b>1,116</b>

(1) Includes the CSP's owned office buildings with a market value of £10.5m at 31 December 2020.

(2) Also includes HR, Governance, business rates, insurance, depreciation and costs associated with the pension scheme.

(3) The figures presented are extracts from the CSP's draft statutory accounts for the year ended 31 December 2020. At the time of publication the audit was yet to be finalised, any adjustments to the final figures will be notified to the AGM and published on the CSP website. Copies of the statutory accounts once finalised may be obtained on request from the Head of Finance at the Chartered Society of Physiotherapy, 14 Bedford Row, London, WC1R 4ED.

## Securing a balanced workforce

Our workforce programme saw a significant increase in activity to respond to a range of workforce issues that arose during the pandemic

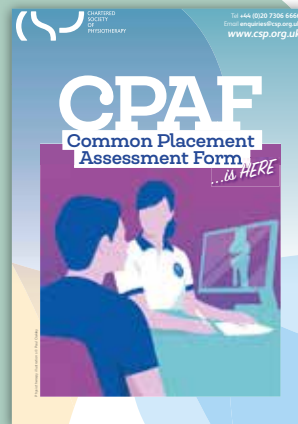
### Common Placement Assessment Form (CPAF)

In July 2020 the CSP launched a pilot Common Placement Assessment Form (CPAF) and invited all UK universities who offer pre-registration physiotherapy courses to test it out in the practice setting.

The CPAF, which is aimed at providing a consistent and standardised approach to the assessment of student physiotherapists on practice placement, has been co-created with experts in practice-based learning from universities, as well as with students.

The standardised form was designed for use by students from any university in any practice setting, making it much easier for practice educators to take students from different institutions. Similarly, accommodating and actively encouraging diversity in placement settings, both patient facing and non-patient facing, has been key to the CPAF's design.

The CPAF also puts student at the centre of their learning, supporting ownership and reflection throughout the placement duration.



The physiotherapy workforce grew by

# 7.9%

between September and December 2020

Early on in the pandemic, we worked directly with HEE and Health Education Improvement Wales to deliver guidance about the entry of temporary registrants to the workforce, including final year students who had completed clinical placements and met standards of proficiency, and former registrants who had left the registry within the past 3 years.

We also undertook extensive work to facilitate middle year students to work as Band 3 support workers, whilst finding ways to give students credit for learning to enable them to progress through their qualifying programme.

We have welcomed further growth in higher education providers of qualifying programmes including two new apprenticeship routes that began in September 2020.

Placement capacity for students was a significant concern during 2020, so we took steps to help the profession cope with demand by offering students non-clinical placements. The CSP hosted four students in September 2020 on a four-week practice placement, which integrated peer learning and remote supervision into their design.

Lobbying by the CSP also led to visa extensions being agreed for physiotherapists during the pandemic.

Data from the Health and Care Professions Council has confirmed that the registered physiotherapy workforce continued to grow, with an increase of 7.9% between September and December 2020.

# Frontline Extra

## Make the most of your membership



# As a member of the CSP we've got you covered

## Top 10 Chartered Membership benefits

- 1 Graduate Hub** – helpful tips, advice and resources to support you through the all-important first steps in your career in physiotherapy.
- 2 ePortfolio & Learning Hub** – your digital portfolio to manage your work, reflections and achievements. Plan your next career move, learn about and log your CPD.
- 3 Library resources** – Access to eBooks, eJournals and eReports through the online library and information services.
- 4 Mentoring** – find a mentor that aligns with your values and your goals. Being mentored or being a mentor for someone else boost your career.

- 5 Leadership Development Programme** – develop your leadership skills with this two-semester modular programme delivered using a variety of stimulating, engaging and interactive learning methods.
- 6 iCSP** – connect, ask questions and share knowledge with peers on our member-only online community that is home to over 60 specialty forums.
- 7 Representation at work** – expert representation through the CSP's network of trade union officers, stewards and safety reps.
- 8 Employment advice** – our confidential professional advice service is run by a team of experienced physiotherapists.
- 9 CSP Plus** – save money on holidays, car insurance and gym memberships and so much more. You can also purchase CSP-branded uniforms.
- 10 Your voice** – you're more than just a physiotherapist, you're part of the voice of the profession and you can use your voice to help campaign, vote in the AGM and attend ARC.



"For me, it's the networking and professional development events which really are key to making the most out of my membership. And the advice and support on hand by the CSP is second to none."

**Chris Martey MSc MCSP,**  
Chartered member since 2015



# Associate Membership

## Just some of the benefits available to you...



### Learning & professional development

#### ■ Clinical learning and development tools

Develop your clinical knowledge with our evidence-based guidance and learning resources produced by our affiliated clinical partners.

#### ■ Webinars

Professional development webinars to grow your knowledge around particular areas.

#### ■ ePortfolio

Digital portfolio to help you manage your work, reflections and achievements. Plan your next career move, learn about and log your CPD.

#### ■ Mentoring

Find and connect with a mentor with the skills and experience you're looking for.



### Advice & support

#### ■ Expert representation at work

through the CSP's network of trade union officers, stewards and safety reps.

#### ■ Professional advice.

Our confidential



### Your communities

#### ■ iCSP

Connect, ask questions and share knowledge with peers on our member-only online community that is home to over 60 specialty forums including one specifically for associates like you to connect.

#### ■ Professional networks

There are around 28 professional networks recognised by the CSP focusing on specific patient populations, medical specialities and techniques.

#### ■ Diversity networks

Offer or receive support via our three diversity network groups: DisAbility, BAME and LGBTQIA+



### Member perks

■ **CSP Plus** – member-only discounts on everyday purchases and special treats.

#### ■ Publications

Monthly copy of *Frontline* magazine, and you can also sign up for the weekly Physiotherapy News bulletins and quarterly Physiotherapy Journal.

#### ■ Funding

Apply for up to £3,500 of funding through the Charitable Trust Education Awards

"Being an associate member gives me a sense of belonging to an active professional body, where I am updated on what's happening in our professional community.

Now with Health Education England, we have the role and scope of practice guidance that will enhance our development paths as

AHP's support workers.

I've benefited most from the free CPD webinars as you get to learn, question and challenge yourself. The webinars get you out of your clinical knowledge comfort zone and develop you further with evidence-based guidance.

Professional liability insurance and easy access to expert legal advice

is also a great benefit. Accidents and difficulties do not only happen to others and, when we are already under such pressures in life, it's a relief to have such guidance.

I do not look at the price of membership as an extra expense but as an investment!"

**João Pereira,**  
Associate member



# StudentMembership

MSc students Emily, Hannah, Laura and Elaine were on placement at the CSP during July and August. As student members of the CSP, they wanted to share what member benefits they use to support their studies. Here's their top 10!



## 1 Discovery

This is an amazing bank of information which includes journal articles, eBooks and theses to support learning and help with assignments and research.

## 2 iCSP Forums

There are forums for every CSP network. Browse topics and add your own new thread to start networking with other physios, share your ideas with the wider physio community and ask for support on topics you might be struggling with.



## 3 Access to CSP networks

The CSP has a range of diversity, professional and regional networks to help you meet like-minded individuals, supporting you with your career from day one.

## 4 CPD

There are loads of CPD opportunities available, including frequent webinars, leadership development programmes and help for building your physiotherapy e-portfolio.



## 5 Pocketbook

When you sign up for your membership you can choose a free pocketbook, which is very helpful on placement!

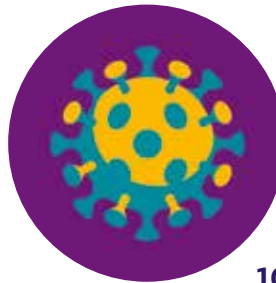


## 7 Mentoring

The CSP have a mentoring scheme available for final-year students – there are loads of mentors you can reach out to for support and guidance to help meet your personal development goals.

## 8 Funding opportunities

From financial help with electives placements, to support for students facing financial hardship, the CSP provides some great funding opportunities to help you through your studies.



## 9 Support during Covid-19

When things have been a bit rocky, the CSP has helped to ensure our degrees have kept on track and have been there to answer any questions or concerns about our uncertainties.

## 10 Life post-graduation

From advice about how to search and apply for your new job to support stepping into your post-graduate role, the CSP have a host of great tips to support you as you take a step into the working world.



*“The CSP has been a great source of support throughout my degree, particularly providing support and reassurance during the midst of the Covid-19 pandemic. The Discovery platform has been incredibly useful when writing assignments and I found my elective placement through the CSP neuro network! I would encourage all students to join the CSP and really engage with the member benefits they provide.”*

Elaine Paterson,  
Robert Gordon University

Share your member tips and stories on Twitter and Instagram @thecspstudents