



Event Title:	Equity, Diversity & Belonging Group Meeting
Name of Attendee(s):	See below
Date of Attendance:	14/07/2021

Attendees:

Fiona Moore (Administrator)
Binita Shah (South East)
Kasane Minowa (London)

Apologies from:

Naomi Payton (West Midlands)
Shirley Hallett (West Midlands)
Catherine Wylie (Scotland)

Background:

Third meeting of the group (no report available for second meeting held on 05/05/2021)

Highlights / Key Messages / Influencing:

CSP Developments

- The CSP are now using the term **Equity, Diversity and Belonging (EDB)**. Going forward this Group will be known as the APCP Equity, Diversity and Belonging Group.
- The CSP draft EDB Strategy is now out for consultation. The closing date for comments is 31st July 2021. APCP members should be encouraged to read the draft strategy and to submit their responses.

Once the new strategy is published, APCP EDB Group to review and to consider how APCP wants to align to this i.e. to identify CSP resources to signpost APCP members to and when we might target specific aspects to develop our own resources to meet identified needs for paediatric physiotherapists / paediatric services.

- CSP Beyond Allyship Webinar was held last Wednesday. KM attended this and found it very thought provoking. If the recording is made available on the CSP website, a link should be included from the APCP EDB Hub.
- To promote CSP Diversity Networks to our members

ACTION: FM to upload news item to website and to send a web broadcast



APCP EDB Hub

FM committed to starting an EDB Hub on the APCP website. This will initially signpost to relevant resources and news on the CSP website. APCP members will be encouraged to submit news from their Trusts about their own EDB strategies to encourage members to incorporate some ideas into their own Trusts. KM suggested a 'Why not try?' message. Should also try to signpost to resources that members can access to support children and young people they are working with who may raise issues related to their own experiences.

ACTION: FM committed to developing an EDB Hub by the end of August for further review at next EDB Group Meeting.

Transforming Mindsets – Exploring Race, Identity and Difference (Shorley Hallett)

Shirley attended this event funded by the CSP West Midlands Branch.

Aims of the session:

- Have an awareness of race, race related issues and identity
- Have an awareness of how our identities impact on us, profession and the wider society
- Have an awareness of microaggressions and what you can do to tackle inequalities

Shirley's take home messages:

- The law focuses on managing adverse situation rather than preventing them in the first place
- There is a recognised lack of diversity within physiotherapy profession and therefore a need to support students from diverse backgrounds
- BAME is increasingly considered inappropriate and in 1:1 situations an individual should be asked how they'd like to be identified
- To try 'empathy walks' where you go for a 1:1 walk with someone where each person has 15 minutes to talk about themselves and meaningful life experiences ... to improve understanding and acceptance in the workplace.

BS had also attended this course when it was funded by the CSP South East Branch. She agreed that it was a helpful course for individuals who have not really considered these issues previously and that potentially be useful for APCP to fund this for members to increase awareness.

APCP Survey of Membership Diversity

The CSP have published a report relating to diversity CSP membership, but we currently have no data for APCP membership. This might be useful to collate at some point.

It was agreed that it might be helpful to engage some professional services at some point to help direct any strategy (including surveys of members) due to the sensitive nature of the topic.

Outcomes / Actions

- E&D Group to meet again on **29/09/2021 (7.30 – 9.00pm)**