

APCP Equity, Diversity and Belonging (EDB) Group

Terms of Reference

1. Background

It is fundamental to the work of the APCP to support equity, diversity and belonging (EDB), and oppose discrimination. We believe that EDB is crucial to enhance the quality of engagement with our members and the children, young people and families who we provide care for.

Equity: achieving equity means being fair and reasonable in a way that results in fairness of outcome for everyone. To be able to achieve fair and equal outcomes for everyone means recognising, understanding, respecting, and meeting the different needs of people who are marginalised, as well as minimising unconscious bias.

Diversity: means that people with different perspectives, backgrounds and experiences co-exist, and are equally valued, accepted, respected, and listened to. It is used to represent the practice or benefit of including or involving people from a range of different social and ethnic backgrounds and of different protected characteristics.

Belonging: the term used by the CSP as an alternative to inclusion. We aim to achieve a sense of belonging for members and employees with differing needs, identities, backgrounds and experiences, not just including them. Inclusion is a choice (whether to include someone or not). Belonging is the feeling of being part of something and mattering to others. This is created through intentional acts of inclusion.

The APCP aim to support EDB, reflecting our work within appropriate avenues:

- As a membership body
- As an influencer of the paediatric physiotherapy workforce
- As an influencer of the healthcare system

2. Purpose

The purpose of the APCP EDB Group is to provide strategic leadership and influence for the APCP in supporting EDB by:

- Ensuring that EDB issues are embedded within APCP
- Being proactive in promoting the CSP EDB strategy within our membership, profession, and patient population
- Driving meaningful change to improve EDB and ensuring that members feel they belong to the APCP

- Promoting education around EDB to help our members understand EDB issues

3. Objectives

The objectives of the EDB group are to:

1. To support a paediatric physiotherapy profession that reflects the diversity in society
2. To encourage and enable members with different needs, identities, backgrounds and experiences to be active and engage with the APCP
3. To challenge and remove structural barriers within our organisation to achieving equity of opportunities and experience for everyone.
4. To support the delivery of equitable and accessible healthcare to those who access paediatric physiotherapy services

4. Accountability and reporting

- Members of the EDB Group will take forward agreed actions from meetings of the EDB Group
- The EDB Group Chair will report to the APCP National Committee (NC) and APCP Executive Committee as appropriate
- The EDB Group will provide a report/newsletter of key outcomes of each meeting to feedback to APCP membership.

5. Members of the APCP EDB Group

Current members of the APCP EDB Group can be viewed on the APCP website at: <https://apcp.csp.org.uk/content/apcp-equity-diversity-belonging-edb-group>

5.1 Membership of the group is open to any member of the APCP who has a passion for improving EDB issues. Anyone interested in joining the group should contact edb@apcp.org.uk. The group size will be reviewed in January 2023, or before if the membership number exceeds 20.

5.2 There is currently no agreed term for membership of the group. This will be reviewed in January 2023.

5.3 The terms and role of the chair will also be reviewed in January 2023 and the consideration of additional roles should they be required (e.g. Vice Chair).

6. Meeting Arrangements

6.1 The EDB Group will meet every 2 months virtually for 1 hour with at least 3 of these meeting being opened up to all APCP members for an opportunity to network and share information.

6.2 The quorum necessary for the transaction of business shall be at least five members or half of the committee members (whichever is the greater).

6.3 Meeting dates will be scheduled in advance with at least 1 month notice.

6.4 Meetings will be chaired by the EDB Group Chair. An alternative member of the Group will be elected to Chair the meeting if the EDB Group Chair is absent.

6.5 A member of the Administration Team will attend each meeting of the EDB Group to take minutes and to co-ordinate any other administrative needs of the group.

7. Terms of Reference

7.1 The terms of reference will be re-reviewed in January 2023.