

# **Valuing Physiotherapy**

## **CSP Strategy 2023-2027**

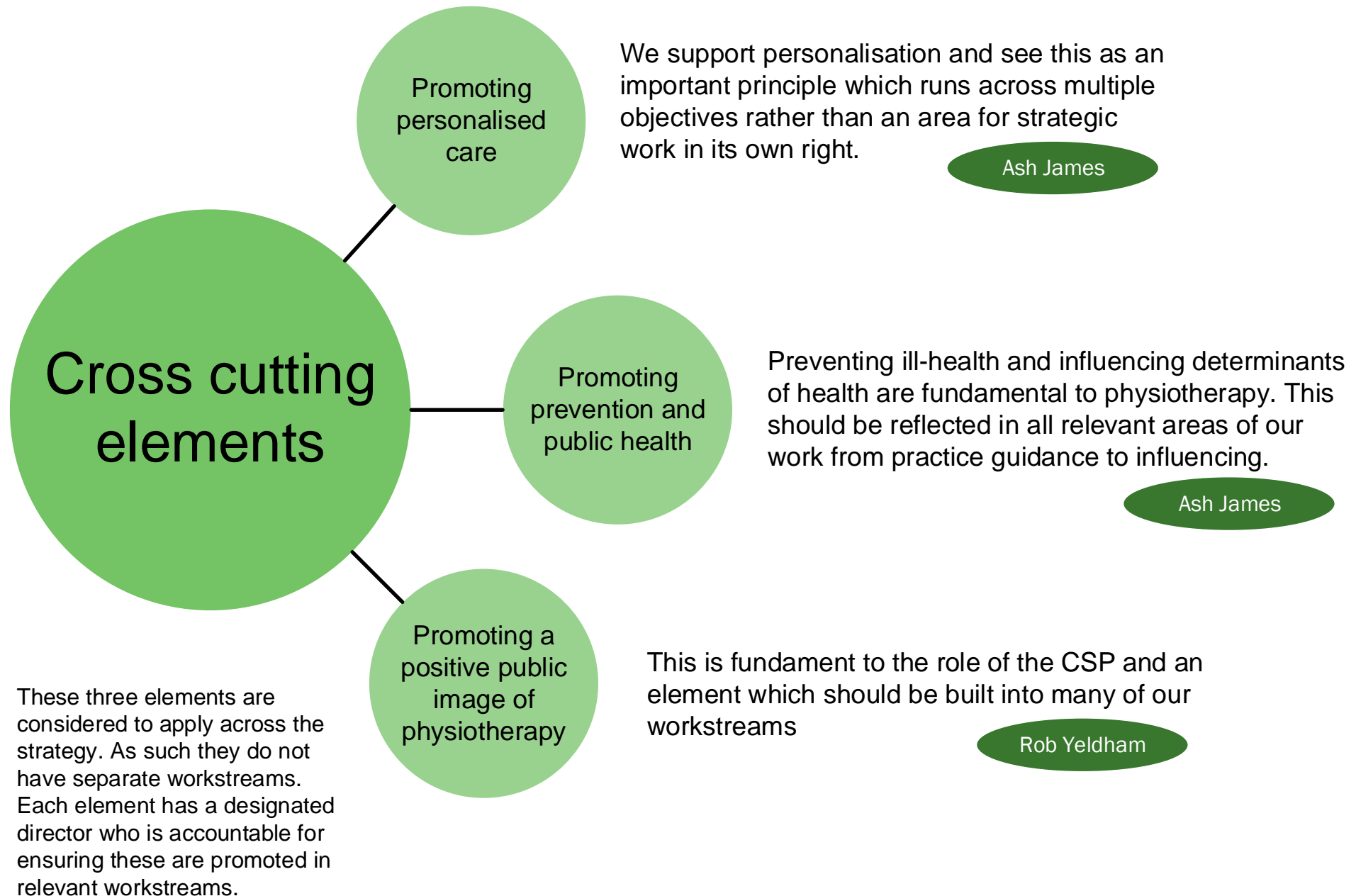
**Our strategy seeks to deliver our vision for physiotherapy through the work of the CSP, in the context of our chosen political positioning.**

- **Our vision for physiotherapy** is to transform lives, maximise independence and empower populations.
- **The purpose of the CSP** is to transform the health and wellbeing of individuals and communities by empowering our members and exerting our influence.
- The CSP is politically engaged but **non-partisan**.

This strategy guides the work of the CSP from the beginning of 2023 to the end of 2027.

It will be reviewed midpoint and may be changed by Council at any time in response to changing external circumstances or member needs.

The strategy is the basis for our annual operational planning and budgeting.



## Equity, diversity and belonging strategy

This strategy fully integrates the CSP's Equity, Diversity and Belonging Strategy.

Strategic aims and workstreams incorporate all the elements from our Equity, Diversity and Belonging Strategy.

These are indicated with the annotation EDB followed by the number of the related aim from that strategy.

This integrated strategy therefore supersedes the separate Equity, Diversity and Belonging strategy.

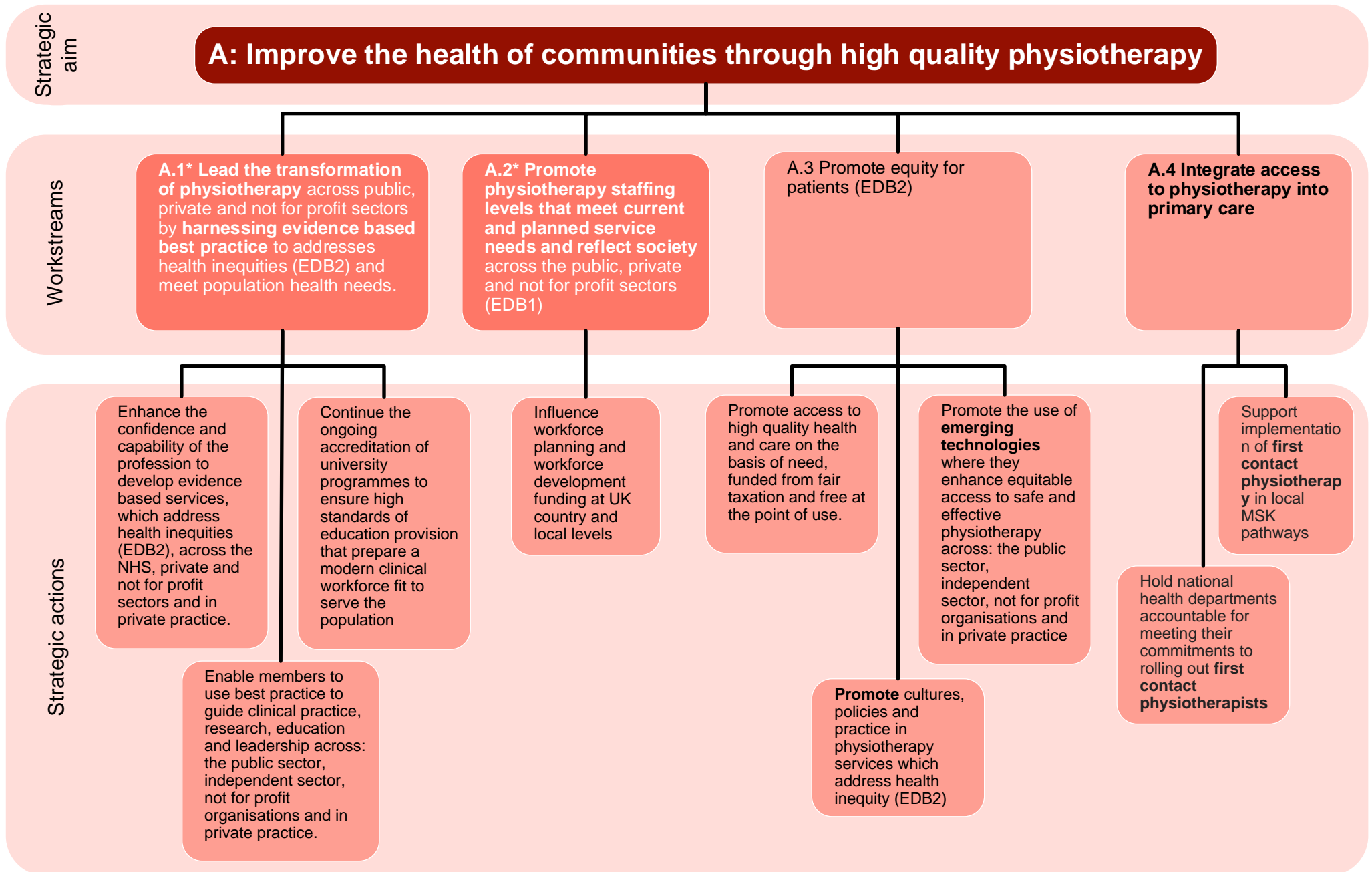
## Strategic aims, workstreams and actions

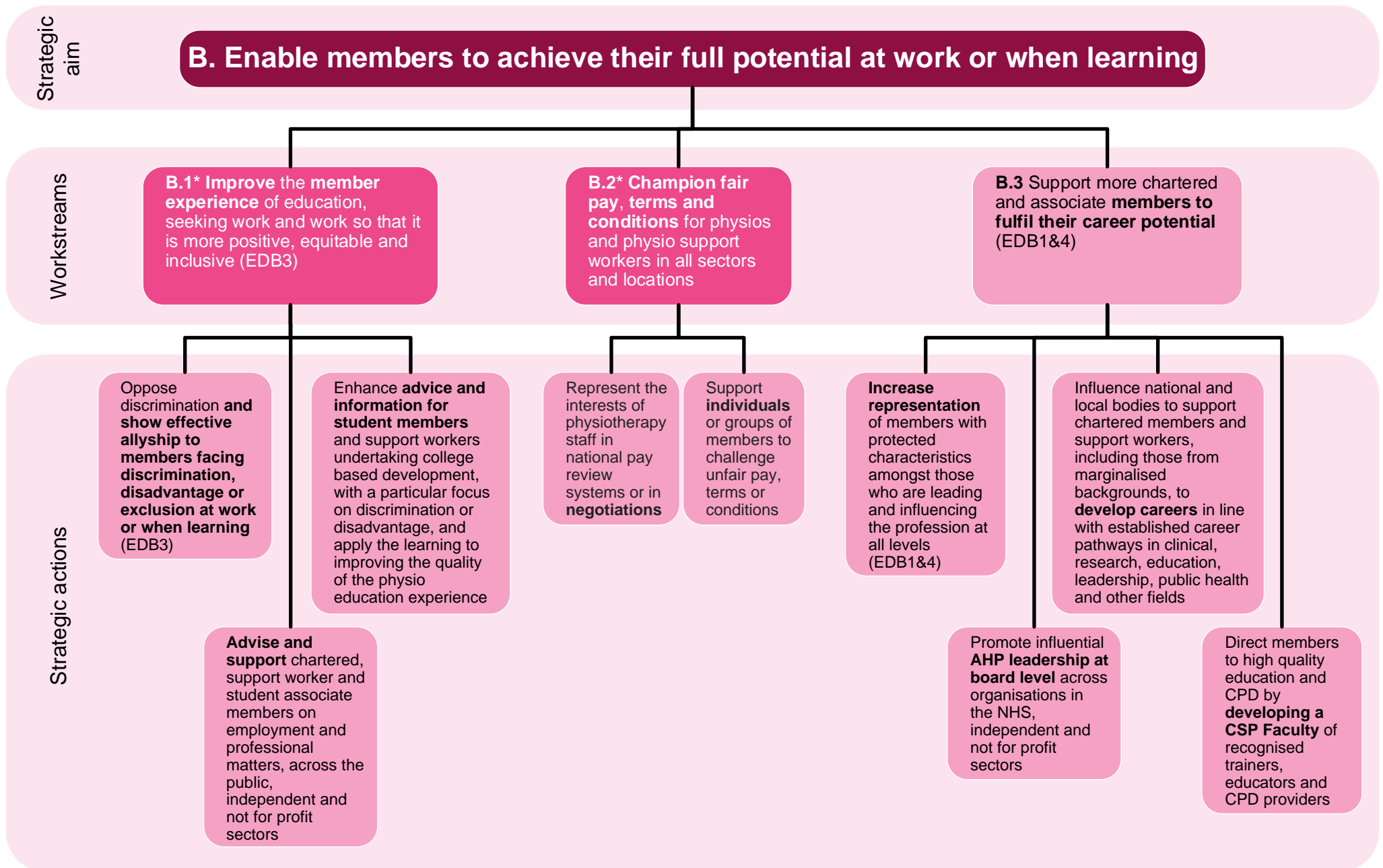
Our four strategic aims set out our high level ambitions for the organisation and profession.

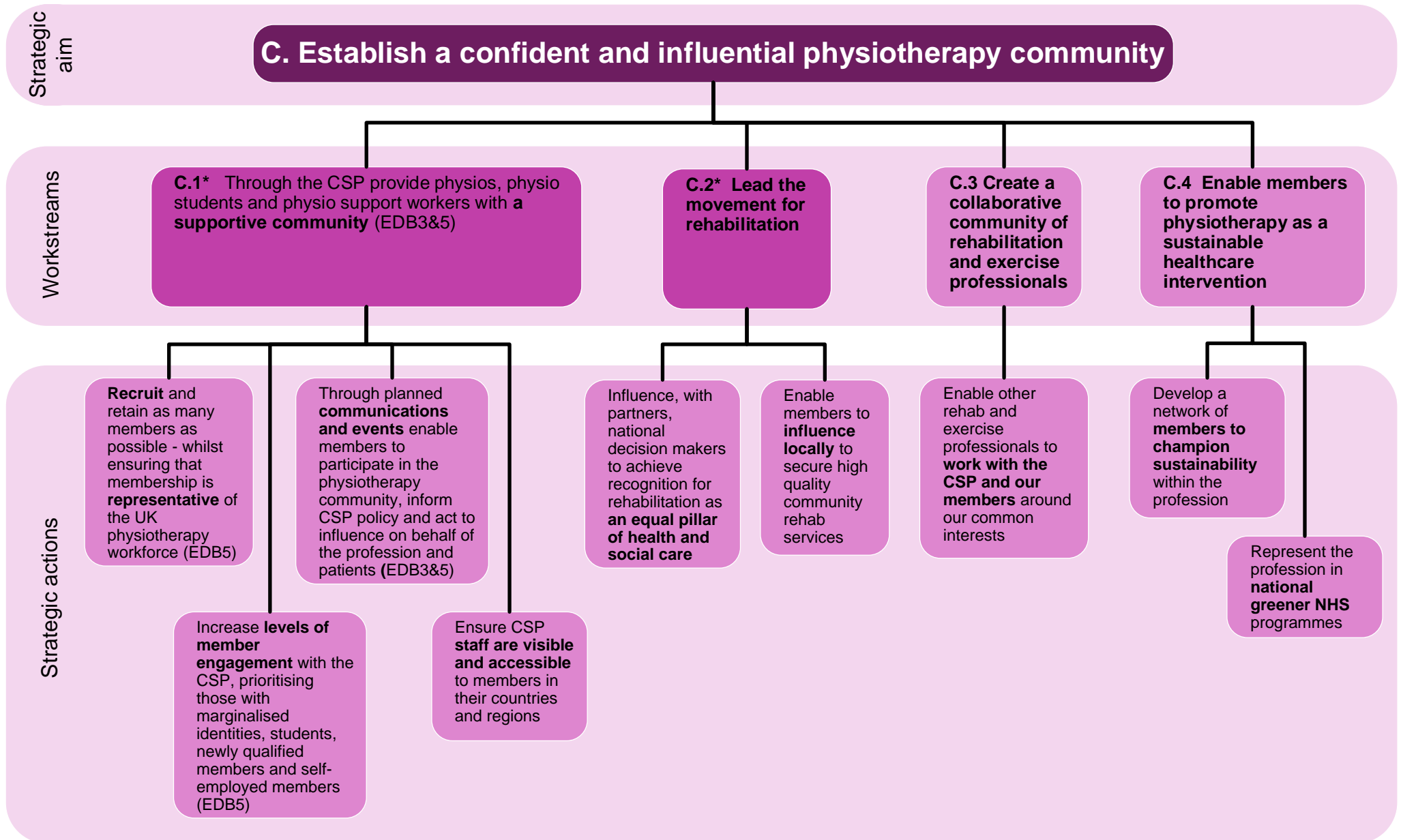
Each aim has one or more strategic workstreams with a specific focus. Performance indicators will be set for each workstream.

All workstreams are intended to be delivered during the lifetime of the strategy. Recognising that there could be times when resources do not allow all workstreams to be fully supported at the same time, some workstreams are designated as higher priorities. These are indicated with an \*. Should operational decisions need to be made about resourcing, the priority workstreams would be expected to have first call on staff time or money.

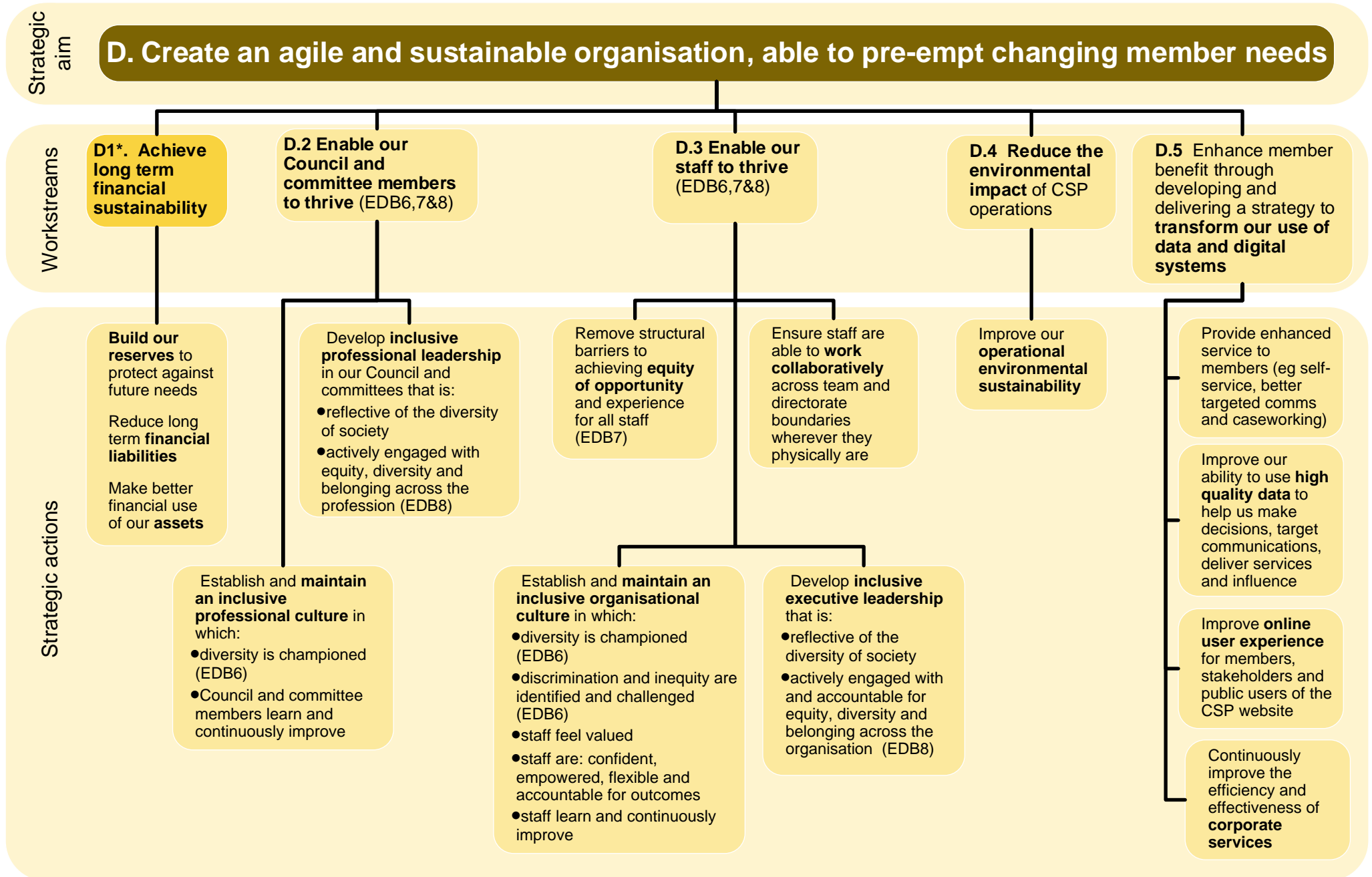
Each workstream has one or more agreed key actions, which we believe will enable us to deliver the impact we desire. These will form the basis of annual operational planning and budgeting.











## Not within the scope of this strategy

### Providing professional education and CPD

Universities, professional networks, physiotherapy services and independent providers all offer clinical and professional education and CPD. The CSP does not need to duplicate this by expanding our role in the provision of physiotherapy training and education. We do have an important roles in terms of accrediting and influencing providers to ensure; quality and accessibility. Some of our activities provide development opportunities around influencing, leadership or supporting the physiotherapy community in offering CPD. Workstreams; B1, B3, C1 and D1 provide the basis of the CSP's work in this area.

### Developing service models and practice standards

Service models and practice standards are important to support all specialisms across the profession, ensure services reflect evidence based practice and to improve the quality of physiotherapy. Often standards and models need to be multi professional. Professional networks, multi-professional bodies, services or government arms' length bodies all contribute to, or develop, models and standards. We seek to influence these bodies where appropriate. However we may develop CSP models and standards where:

- there is an urgent need in support of one of our strategic aims and where relevant stakeholders have not produced adequate models or standards already
- others are unable to develop appropriate standards for physiotherapy without our direct input or
- we are supporting collaboration across our networks or partners.

### Conducting or commissioning clinical research

Universities, funders and members who are involved in research provide a strong underpinning basis for the profession. So, whilst the CSP is not seeking to be a clinical research organisation at this time key elements of this strategy support the research community. Workstream B3 aims to support the development of research careers in physiotherapy. Workstream D1 involves disseminating the best practice which research gives the profession. We may also conduct or commission non-clinical research which directly support parts of this strategy.

For the lifetime of this strategy the above are not areas we plan to do any significant work on. They are important but are areas where we feel others are better placed to deliver what the profession needs at this time.

## Equity, diversity and belonging index to CSP Strategy

**EDB Aim 1:** To create a physiotherapy profession that reflects the diversity in society

**Workstream A.2:** Promote physiotherapy staffing levels that meet current and planned service needs and reflect society across the public, private and not for profit sectors  
**Workstream B.3:** Support More chartered and associate members to fulfil their career potential

**EDB Aim 2:** To develop members' confidence and ability to change the culture, policies and practices of physiotherapy services to make access and use of services equitable

**Workstream A.1:** Lead the transformation of physiotherapy across public, private and not for profit sectors by harnessing evidence based best practice to addresses health inequities and meet population health needs.  
**Workstream A.3:** Promote equity for patients

**EDB Aim 3:** To help our members feel they really belong by openly opposing discrimination and showing effective allyship, to make sure the experience of members marginalised due to their protected characteristics is positive, equitable and inclusive at university, when looking for work, and at work

**Workstream B.1:** Improve the member experience of education, seeking work and work so that it is more positive, equitable and inclusive  
**Workstream C.1:** Through the CSP provide physios, physio students and physio support workers with a supportive community

**EDB Aim 4:** To increase representation of members marginalised due to their protected characteristics among those who are leading and influencing the profession at all levels

**Workstream B.3:** Support More chartered and associate members to fulfil their career potential

**EDB Aim 5:** To encourage and enable members with different needs, identities, backgrounds and experiences to be active within the CSP by building a culture that makes people feel that they belong and adapting to meet changing individual preferences for how and when they want to get involved

**Workstream C.1:** Through the CSP provide physios, physio students and physio support workers with a supportive community

**EDB Aim 6:** To build and maintain an inclusive organisational culture, where we promote diversity and where discrimination and unfairness are identified and challenged

**Workstream D.2:** Enable our Council and committee members to thrive  
**Workstream D.3:** Enable our staff to thrive

**EDB Aim 7:** To challenge and remove any structural barriers within our organisation to achieving equity of opportunities and experience for everyone. This includes through affirmative action in policies, procedures and organisational behaviour

**Workstream D.2:** Enable our Council and committee members to thrive  
**Workstream D.3:** Enable our staff to thrive

**EDB Aim 8:** To build a leadership that reflects the diversity of society and actively engages with and is accountable for equity, diversity and belonging across the organisation

**Workstream D.2:** Enable our Council and committee members to thrive  
**Workstream D.3:** Enable our staff to thrive