



EQUITY, DIVERSITY & BELONGING COMMITTEE MEMBER PERSON SPECIFICATION

The Equity, Diversity & Belonging Committee provides strategic support and advice on Equity, Diversity & Belonging issues to support Council in its role to provide leadership for the physiotherapy profession and governance of the CSP.

The Committee consists of 12 members, at least two of which will be from outside the CSP membership with recent and relevant experience and competence in equality/equity, diversity and inclusion/belonging. All subscribing members of the CSP, including students and associates, can apply.

We believe that for any organisation to be successful, it needs to work with the most talented and diverse people available as different experiences, knowledge and perspectives are important. This belief is shown in our equity, diversity and belonging strategic aim to:

“establish a CSP leadership that is reflective of the diversity of society and actively engages with and is accountable for equity, diversity and belonging across the organisation.”

We positively encourage applications from members across all of the profession, from all backgrounds and with a broad range of experience. We strive for our committee members to be as diverse as society and welcome applications from everyone, regardless of age, disability, gender reassignment, race/ethnicity, religion or belief, gender, sexual orientation, marriage and civil partnership, pregnancy and maternity. Your application will be dealt with fairly and all decisions we make about it will be based on merit and your ability to meet the competences required for the role.

Applicants are asked to explain how they meet the following essential skills and experience in their application. Applicants can use work, placement, university or other examples to demonstrate their commitment and skills.

1.	Enthusiasm and commitment
	Ability to understand issues affecting the physiotherapy profession and different groups of CSP members and make decisions for the benefit of all members
2.	Independent mindset
	Ability to be objective, maintain integrity and focus on long term outcomes - setting aside personal issues/preferences/biases and short term considerations and showing leadership with others
3.	Team worker

Equity, Diversity & Belonging Committee – Person Specification

	Ability to build supportive relationships and work as a team – welcoming, valuing and showing regard to the differing views and advice of others and supporting collective decision making
4. Strategic thinker	
	Ability to think strategically, critically evaluate, analyse and interpret complex information, challenge and contribute to decision making
5. Communication	
	Ability to listen, communicate, challenge and influence effectively – articulating clear reasoning and explaining decisions to members and stakeholders
6. Accountability	
	Ability to be held accountable and hold others to account
7. Equity, diversity and belonging	
	Ability to understand discrimination within the physiotherapy profession and a personal commitment to treating people fairly and achieving the CSP's equity, diversity and belonging strategy.

It would be useful, but not essential, if candidates could explain how they meet the following skills and experience:

8. Committee working	
	Having experience of working as part of a committee, including as a trustee or lay member.
9. Equality/equity, diversity and inclusion/belonging issues	
	Knowledge and experience of equality/equity, diversity and inclusion/belonging issues affecting physiotherapy professional practice, evidence, research, and CSP members at university, when seeking work and at work.

Time commitment - Committee members are expected to attend four committee meetings per year (usually 4 hours) and to give sufficient time to their committee work between meetings. This includes answering occasional emails and reading papers in preparation for meetings. Committee members will also be expected to attend other CSP events as required, such as induction and development. Committee meetings usually take place virtually, with occasional meetings in person in London.

Support & development - Committee members are supported with an **induction** programme which will provide relevant knowledge to be able to fulfil the role and ongoing development. By being a Committee member you will have the opportunity to learn and develop from others and bring back knowledge and experience gained to your organisation. This includes knowledge of the profession, experience of team working at leadership level – with networking and leadership opportunities and development of communication, policy decision-making, governance and leadership skills.

Equity, Diversity & Belonging Committee – Person Specification

Expenses - The CSP offers full reimbursement of all reasonable out-of-pocket expenses involved in serving as a Committee member. These include the cost of travel, subsistence, childcare costs, and overnight accommodation in London if required. All our Committee roles are voluntary, however consideration is given for loss of earnings.

Approved by Council: September 2021