**CSP WELSH BOARD OBJECTIVES SETTING FOR 2021 TO 2022 (Final – includes Outcome and Impact)**

The CSP Welsh Board Executive has reviewed its 2020/21 objectives and has considered a horizon scan for 2021/22 in order to develop objectives and a work plan for 2021.

The CSP Welsh Board continues to work within the CSP Corporate Strategy for 2020 – 2022 and fully supports the vision for physiotherapy – to **transform lives, maximise independence and empower populations**.

The CSP Welsh Board has ensured that its objectives support the CSP Corporate Strategy 2020 – 2022.

**The roles of Welsh Board are identified as:**

1. **‘Transforming’** – Using communication, education and engagement of members
2. **‘Influencing’** - Making the case to policy makers and stakeholders
3. **‘Championing’** - Developing and using evidence to promote the value of physiotherapy
4. **‘Empowering’** – Supporting and encouraging members in Wales to be involved in CSP activities and campaigns
5. **‘Positioning’** - Keeping a watching brief on developments that affect CSP members in Wales

**‘At a Glance’ - CSP Welsh Board Objectives for 2021**

1. Monitor impact of events in 2020 on workforce/NHS Wales
2. Support the Equality, Diversity and Inclusion (EDB) strategy from CSP
3. Hold an on-line event for all CSP members in 2021 in order to share knowledge, learning and clinical practice
4. Playing an active role in the work of the Welsh Allied Health Professions Committee (WAHPC).

**Link to Corporate Objective – Build a thriving physiotherapy community**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **OBJECTIVE 1** | **ACTIONS FOR BOARD** | **BUDGET** | **STAFFING REQUESTS** | **OUTCOME & IMPACT (review at end of year)** |
| Monitor impact of events in 2020/21 on workforce/NHS Wales.  This will include, for example: waiting times, chronic pain management, hip fracture, pulmonary rehab, community rehab, new services for management of long Covid. | 1. Monitor the trends of the impact of the covid 19 pandemic on the Welsh membership 2. Provide a session for CSP WB on engaging with their membership | Nil | Will require support from  Admin Officer  Public Affairs & Policy Officer &  Professional Advisor | WB has discussed a range of issues at all of its meetings, including reports from CSP Wales officers to keep an overview of all issues impacting on workforce and the NHS in Wales.  WB has regularly updated on the impact of Covid, the impact on waiting times and delivery of services affected by Covid. There has been particular concern about the loss of physiotherapy clinical space reported by members which has been taken up by officers.  WB has noted the pay offer from Welsh Government and the approach taken by the CSP for Wales, and UK-wide in response to this award.  RY led a WB development session on engaging with the CSP membership with a presentation from Indeg Jameson (HDUHB). This will always be a high priority for the WB. Board has developed a new style of newsletter to send to network groups with links and ‘headline’ items – a work in progress to continue to develop in 2022. |

**Link to Corporate Objective – Support members in their professional and working lives**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **OBJECTIVE 2** | **ACTIONS FOR BOARD** | **BUDGET** | **STAFFING REQUESTS** | **OUTCOME & IMPACT (review at end of year)** |
| Support the EDB strategy from CSP including co-opting a BAME member onto Board and considering training and development that provide CPD opportunities. | 1. Coopt a representative to board from the three CSP diversity Networks: BAME, Disability and LGBTQIA+ 2. Engage with the three Welsh Universities to influence and ensure that Wales Physiotherapy courses attract a student cohort the reflects the diversity of the population of Wales 3. Review the EDB strategy when released and identify if there are any Wales specific issues/ differences where specific work may be required to ensure we achieve the EDI strategy aims for the Welsh population 4. Provide a training session on EDB for WB members | To be considered – potential for external speakers | Will require support from  Campaigns and Regional Engagement Officer (for training and development) | WB co-opted Manessa (SBUHB CSP member and steward – BAME network group) to the Board to support the work of the Board going forward. The Chair - at the time (Cat Chin) contacted the CSP network groups (Disability and LGBTQIA+) asking for co-optees but no luck so far – something to be taken forward to 2022.  The Board discussed engaging with the education sector and looking at how courses attract student cohorts to reflect the diversity of the population. More work is required in this area – something to be taken forward in 2022.  The Board responded to the draft CSP EDB strategy. Now it is published, CSP Welsh Board will need to review it and consider what contribution the Board, and CSP members in Wales can make to delivering the strategy – work to be taken forward in 2022 and beyond.  Training was delivered - open to Board members and the wider CSP membership in Wales. |

**Link to Corporate Objective – Champion physiotherapy**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **OBJECTIVE 3** | **ACTIONS FOR BOARD** | **BUDGET** | **STAFFING REQUESTS** | **OUTCOME & IMPACT (review at end of year)** |
| To hold an on-line event on wellbeing for all CSP members in 2021 in order to share knowledge, learning and clinical practice.  A second event will be considered for the latter part of the year by the Exec which promotes the CSP EDB Strategy and impact on CSP Members in Wales.  To use zoom for member events around Wales. | 1. Hold a CSP WB virtual event promoting Wellbeing for the Welsh Membership 2. Advertise and share links and information on Welsh Board events (national and local) via workplaces, networks, WB newsletter and social media 3. Deliver a second CSP WB event 4. Agree topics and set up 'sub-groups' to plan and implement zoom ‘sessions’- support from WB will be provided, but it recognized board will not be responsible for all planning and this will be led by the appropriate group/people | Nil for the on-line event  Zoom License x 2- £288/year | Will require support from  Campaigns and Regional Engagement Officer  Public Affairs & Policy Officer  Professional Advisor  Admin Officer | WB held a webinar on wellbeing at the beginning of 2021 – it was well attended and well received by members. Chair of WB, Cat Chin chaired the session brilliantly. The event included interactive sessions on Pilates and breathing exercises led by physiotherapists.  Members have made use of the WB zoom license, including a networking session with new graduates and a clinical session on hypermobility spectrum disorders and Ehlers Danlos syndromes.  WB also hosted a session updating on support worker developments for all members in Wales. This was chaired by Interim Chair of WB, Sheryl Barnett and attended by 44 members.  The CSP Retired Members Association (CSPRA) has also made use of the zoom license purchased by WB and has held 4 exec meetings and 2 general (all member) meetings including their AGM.  In 2022 WB will inform the CSP members of this service via the Newsletter. Should any CSP member wish to host an event then they could be directed to the WB.  WB paid for training for members linked to the EDB Strategy but did not put on an event at this stage. Further considerations on what the Board might do to support the CSP’s EDB Strategy will be taken forward in 2022. |

**Link to Corporate Objectives – Champion physiotherapy**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **OBJECTIVE 4** | **ACTIONS FOR BOARD** | **BUDGET** | **STAFFING REQUESTS** | **OUTCOME & IMPACT (review at end of year)** |
| Influencing and playing an active role in the Welsh Allied Health Professions Committee (WAHPC) including contribution to the implementation of the AHP Framework for Wales. | 1. Create resources for board where each member of the Board works and in what specialty so that they may be contacted directly for information 2. Board members to encourage their membership to share good practice and innovations with WB | Nil | None | WB has started to develop a ‘who’s who’ for Board members as a resource for the WAHPC member and to share with CSP members in Wales. This resource can then be updated as members come off and join the WB.  Newsletter to CSP members in Wales has been used to ask for examples of good and emerging practice to share.  WB nominated Debbie Davies and Ruth Emanual for an AHPCymru Award for leadership and change management to demonstrate their contribution – and lead by example.  WB funded ‘influencing’ training for key members in Wales – Non Griffiths, Mark Knight Davies, Indeg Jameson and Rebecca Kennedy. |

**Business as usual**

* Active engagement and contribution to CSP Annual Representatives Conference (ARC) – cancelled in 2021 but active engagement and contribution in any alternative opportunities to influence CSP Council as required
* Supporting the CSP in all UK-wide national campaigns eg #LoveActivity
* Supporting CSP ‘Team Wales’ staff with any responses to consultations
* Keeping a ‘watching brief’ on the work of the new Health Education & Improvement Wales (HEIW)
* Providing information and support (as appropriate) to CSP Council & Committees

**CSP Welsh Board December 2021**