



CSP BLACK, ASIAN & MINORITY ETHNIC NETWORK CONSTITUTION

Title

1. The title of the Network shall be "The Chartered Society of Physiotherapy Black, Asian and minority ethnic Network".

Purpose

2. The purpose of the network shall be to:

- a) raise awareness of issues of concern to Black, Asian and minority ethnic members amongst CSP members, employers, patients and the general public.
- b) promote equity, diversity and belonging within the CSP and the profession
- c) recruit people into the CSP and engage them through the work of the network
- d) raise awareness of physiotherapy with Black, Asian and minority ethnic communities
- e) contribute knowledge and expertise to CSP policy, practice and other initiatives
- f) address the unique needs of members of the network e.g. by providing a safe space to network, support one another or by providing learning opportunities
- g) collaborate with and support the work of other CSP networks and Boards, working intersectionality with other diversity networks.

Network membership

3. The membership of the Network is open to all CSP members, associate members, affiliate members and student members who self-identify as Black, Asian or minority ethnic and who register with the network.

4. Where the intention is to provide a safe space for members to share personally sensitive experiences the Chair may designate a meeting as a safe space which is only open to network members. No votes on, or discussion of, CSP business may take place at such a meeting.

5. CSP Council members and staff shall have the right to attend the AGM and any others meetings at which CSP related business is discussed.

6. CSP members who are allies may be invited to attend meetings and may speak, but do not have the right to vote.



7. The chair may allow people who are not CSP members to attend meetings as guests. Guests shall not have the right to vote but may speak at the discretion of the meeting chair.

AGM

8. The network will hold an Annual General Meeting each calendar year. The business of the Annual General Meeting shall be:

- a) To elect the chair, vice-chair and up to ten other members to plan and deliver the work of the network and to act as a link between members in the network and the CSP nationally.
- b) To consider any other business.

9. The AGM and elections will be advertised, as a minimum, via iCSP and by an email to all eligible members not less than seven days before the date of the meeting.

Network Committee

10. The Committee shall consist of members elected at the AGM and members co-opted by the Committee. Committee members may take on whatever functional roles they deem necessary for the functioning of the network.

11. Matters of urgency will be dealt with between meetings by chair's action.

Elections

12. Any network member may be elected and/or vote in an election of the committee and may be co-opted to the committee. Members may self-nominate for election at any point up to the vote.

13. Chairs and vice-chairs may serve a term of two years and may be re-elected to serve in the same role for no more than six consecutive years in total. Re-election to the same role may be sought after a break of one year.

14. Where the number of nominees is the same as, or less than, the number of vacancies the nominee or nominees will be elected unopposed.

15. Elections shall be carried out using the first past the post system. Where multiple post holders are to be elected, each voter will have the same number of votes as the number of vacant posts to be filled.

Alignment with CSP policy and procedures

16. The network shall at all times abide by, and promote CSP strategies, policies and advice to networks including financial instructions issued by the CSP or the CSP's auditors.



Alterations to the constitution and the powers of Council

17. The network can recommend changes to the constitution to Council as and when it considers them necessary.¹

18. The CSP Council may:

- a. amend or rescind this constitution
- b. disband the network
- b. merge the network with another network
- e. demerge or split the network into two or more new networks
- f. remove a member from the Committee.

¹ The network may amend the name of the network on the basis of a simple majority vote without reference back to Council.