



Board of Governors Equality, Diversity & Inclusion Statement

1 Equality, Diversity & Inclusivity Values

The College of Osteopathy is committed to promoting equality and diversity across the College's activities, and to ensuring that established principles of equality and diversity are expressed throughout the College. The Board of Governors is committed to promoting inclusivity in terms of the legal 'protected characteristics': age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation.

The Board recognises the importance of taking the lead in demonstrating commitment to equality, fostering diversity within the staff, student and stakeholder community at the College, and seeking to set an example that helps to embed equality as a priority across the whole College.

2 Equality, Diversity & Inclusivity and the composition of the Board of Governors

The Board of Governors seeks opportunities to demonstrate diversity and inclusivity in its own membership. It seeks to scrutinise its own composition and operations from an equality perspective. The need for the Board to reflect the communities within which it serves is acknowledged, together with the benefits that such diversity brings in leading to a more informed and effective governing body. The College is committed, having due regard to applicable law, to seeking to implement good practice when securing Governors with appropriate skills and experience, to taking steps to ensuring that its Board membership should reflect the diverse nature of the College and wider community.

The Board of Governors seeks to develop a balance of its members in terms of equality and diversity. A process for the appointment of Governors has been established that seeks to recruit members from a wide range of backgrounds and experiences. The balance of skills and experience among Governors must be sufficient to enable the Board to meet its primary responsibilities and to ensure stakeholder confidence. A register showing the balance of skills, attributes and experience required across the Board's membership has been developed.

When the Board seeks to appoint a new Governor, it reviews the balance of skills in its membership against the register of the balance of skills, attributes and experience. Alongside this process, the Board reviews its diversity balance and composition as a whole to identify priorities for maximising involvement and accessibility of roles for any under-represented groups. This informs an important part of the appointment process.

The Board is committed to taking necessary steps to open opportunity to the widest possible range of well qualified potential members and to remove any unnecessary barriers to membership or perceptions around Board roles which may dissuade particular groups from applying. The Board of Governors ensures that vacancies for Governors are advertised in such a way as to reach as diverse a range of candidates as possible. Such advertisements together with the role descriptors for Governors, include statements on equality and diversity, which are reviewed regularly.



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Upon the appointment of a new Governor, the Board receives an updated report on the balance of equality and diversity within the Board membership.

Newly appointed Governors are asked to complete a confidential equality and diversity questionnaire in order that the Board can obtain improved data on its composition in terms of equality and diversity. Governors review this information on an annual basis to ensure that it is up-to-date.

3 Annual Reporting

The Board will receive and consider an annual equality monitoring report which identifies the College's performance in the promotion of equality and diversity across the College's operations.

The Board will aim to routinely publish the equality and diversity make-up of the Board, on an appropriately anonymised basis, as part of its annual self-assessment process.

4 Monitoring and Review

This Statement will be reviewed on an annual basis to ensure compliance with all relevant legislative and regulatory requirements. Equality and diversity awareness will be identified as a separate element in the continuing professional development training offering to Board members as part of the review of individual Governor's contributions to ensure a continuing understanding of current and developing best practice.

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