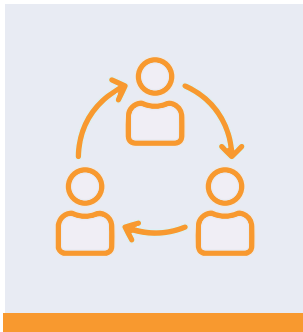




General
Osteopathic
Council

Our Strategy

Taking us from 2024 through to 2030



Contents

1.	Introduction	3
2.	Our vision and priorities	4
3.	Achieving our strategic aims	5
4.	Our values	8
5.	About the GOsC	10

1. Introduction

This Strategy for the General Osteopathic Council (GOsC) sets out the overarching approach that we intend to follow from April 2024 to March 2030 and builds on the achievements of the Strategic Plan 2019-2024.

We are committed to continuing to perform as a highly effective healthcare regulatory body, increasing our understanding of how our actions might impact upon or improve trust between the General Osteopathic Council – as the regulator for osteopathy – and the profession and patients.

We intend to drive forward our commitment to equality, diversity and inclusion and to ensure continuous improvement remains central to the work we do and how we do it.

We commit to carrying out and delivering on our responsibilities and we commit to doing this in line with our values and our principles.

We will act collaboratively and respectfully, informed by evidence, and will constructively support and influence those we work with to enhance public protection.

We will also act in line with the seven principles of public life.

2. Our vision and priorities

Our vision is to be an inclusive, innovative regulator trusted by all.

Our priorities

We are committed as a regulator and as an employer to carrying out our strategic priorities. These are organised under the following three key priority areas:

Strengthening trust

We will work to enhance and improve our relationships with those we work with so together we can help protect patients and the public.

Championing inclusivity

It is important to us that people who interact with us, or who work for us, can be their true selves and that we understand and break down any barriers which prevent them from doing so.

Embracing innovation

We will continually seek out and take opportunities to improve what we do and how we do it, so we continue to improve as an organisation.

3. Achieving our strategic aims

For each of our priorities we will focus on the following:

Strengthening trust

Key areas

- Exploring the relationship between the GOsC and osteopaths and how this may impact on trust, and on patient safety.
- Working in partnership with osteopaths, patients, educators and other stakeholders to model the values and behaviours expected of all healthcare professionals.
- Further developing our approach to collective regulation – this is where organisations and individuals work in partnership together for the benefit of patient safety.
- Engaging with osteopaths, patients and other stakeholders to ensure our purpose, work and future direction is understood.
- Working in partnership with the sector to understand the issues and responsibilities connected to the recognition of professional qualifications.

Key actions

- Commissioning and publishing research to help us better understand the impact of regulation on trust.
- Undertaking and assessing the results of regular osteopath, stakeholder and public/patient surveys so we can measure the impact of our activities over time and take appropriate action.
- Ensuring our regulatory approach is evidence-informed by bringing insight from the external environment into the GOsC and taking appropriate actions as a result.

How we will demonstrate success

- Demonstrating, with supporting evidence from our research, which regulatory actions impact on trust, and as a result, either changing those actions or explaining the restrictions to help build more trusted relationships.
- Demonstrating improvement over time, through mechanisms such as surveys, that trust between the GOsC and osteopaths and the GOsC and patients is improving.

Championing inclusivity

Key areas

- Holding ourselves accountable and actively demonstrating the behaviours we hope to see across the profession and with stakeholders by living our agreed values.
- Ensuring decisions made by Council and its Committees align with the agreed GOsC values.
- Analysing the impact of our equality monitoring data, and taking appropriate actions as a result, so we can be confident our processes and policies are inclusive and not discriminatory.
- Ensuring our governance structure, and our staff are diverse, inclusive and able to be their true selves, so that we are more representative of wider society.

Key actions

- Increasing the quality of equality monitoring data held across the organisation and taking appropriate actions as a result.
- Recruiting to our Executive and Non-Executive roles a diverse and inclusive range of talent so that we are more representative of wider society.
- Demonstrating how GOsC is embedding its values and making values-based decisions.

How we will demonstrate success

- Demonstrate, with supporting data, that our regulatory processes are free from discrimination by publishing what changes have been made following an analysis of equality monitoring data.
- Demonstrate that by 2030, our governance structure has a greater degree of diversity than at 2024.

Embracing innovation

Key areas

- Supporting the osteopathic education sector to explore different and innovative ways it can meet the graduate outcomes and the delivery of standards for education.
- Seeking new ways of ensuring both the osteopath and patient voice remains at the heart of all we do.
- Embracing the development of new technology to explore better ways of working to improve the experience for those who have contact with the GOsC.
- Developing a Corporate Social Responsibility strategy. This is a model that helps an organisation remain socially accountable to itself, its community, its stakeholders and its environment.

Key actions

- Commissioning research to enhance the development of our work in education and training, standards and fitness to practise.
- Considering how the GOsC governance structure can be further strengthened by patient and osteopath input.
- Creating an action plan for the implementation of the Corporate Social Responsibility strategy against clear, measurable goals.

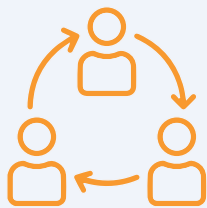
How we will demonstrate success

- Demonstrate the impact of the osteopath and patient voice on our regulatory activities through the use of metrics.
- Demonstrate that the Osteopathic Practice Standards and Standards for Training continue to evolve in accordance with developments in modern healthcare practice.

In addition to the activities set out above, we will publish annual business plans outlining specific detail, outputs and outcomes that we plan to deliver.

4. Our values

Our values underpin the way we work now and in the future. This includes how we work with patients and the public, osteopaths and stakeholders and how we work within our organisation in and across our teams. We work **collaboratively** to be an **influential** and **respectful** regulator with an **evidence-informed** approach.



Collaborative

We work with our stakeholders to ensure patients and osteopaths are at the centre of our approach to regulation.



Influential

We seek to support and develop those we work with to enhance public protection.



Respectful

We seek to hear, understand and consider the views of the people with whom we engage.



Evidence-informed

We use a range of evidence to guide our work to ensure the best outcomes for patients and the public.

The seven principles of public life

Our staff, our Council and other non-executive committee members acting on behalf of our organisation are expected to observe the seven principles of public life. The seven principles of public life are set out by the Committee on Standards in Public Life, they are:

- **Selflessness**

Holders of public office should act solely in terms of the public interest.

- **Integrity**

Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

- **Objectivity**

Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

- **Accountability**

Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

- **Openness**

Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

- **Honesty**

Holders of public office should be truthful.

- **Leadership**

Holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.

5. About the GOsC

The General Osteopathic Council is the independent statutory regulator for the profession of osteopathy. The Osteopaths Act 1993 requires us to develop and regulate the profession of osteopathy. Our overarching objective is to protect the public.

Our statutory objectives are:

- To protect, promote and maintain the health, safety and well-being of the public.
- To promote and maintain public confidence in the profession of osteopathy.
- To promote and maintain proper professional standards and conduct for members of the profession.



**General
Osteopathic
Council**

Osteopathy House
176 Tower Bridge Road
London SE1 3LU



info@osteopathy.org.uk
020 7357 6655
osteopathy.org.uk/strategy

© General Osteopathic Council 2024

The GOsC is a charity registered in England and Wales (1172749)