



Council
8 February 2024

Underrepresented Groups' Experiences in Osteopathic Training study – The UrGEnT project

Classification	Public
Purpose	For discussion
Issue	A summary of the Underrepresented Groups' Experiences in Osteopathic Training study - The UrGEnT project – and proposed next steps is provided for Council.
Recommendation	<ol style="list-style-type: none">1. Interventions targeting OEI faculties, OEI institutional leaders/managers and students are needed to promote inclusivity in undergraduate education.2. The webinar recorded by Ms Yinka Fabusuyi and Dr Jerry Draper-Rodi for GOsC on improving accessibility and promoting inclusivity in OEIs should be promoted to OEI faculty.3. The training for faculties of OEIs organised by GOsC and facilitated by Dr Jerry Draper-Rodi in March 2024 should be promoted to ensure maximum participation of faculty members from different institutions.4. Work on equity, diversity and inclusion in undergraduate education and clinical care should continue as there are still many unanswered questions.
Financial and resourcing implications	The total budget was £38,000, of which the GOsC funded £7,500. The Osteopathic Foundation funded £20,000, the University College of Osteopathy £7,500, and the Institute of Osteopathy £3,000.
Equality and diversity implications	The outcomes of this project aimed to transform existing practice to improve equity, diversity and inclusion of students from underrepresented groups in osteopathic undergraduate education.
Communications implications	The findings and forum discussions are available on www.uco.ac.uk/urgent
Author	Dr Jerry Draper-Rodi

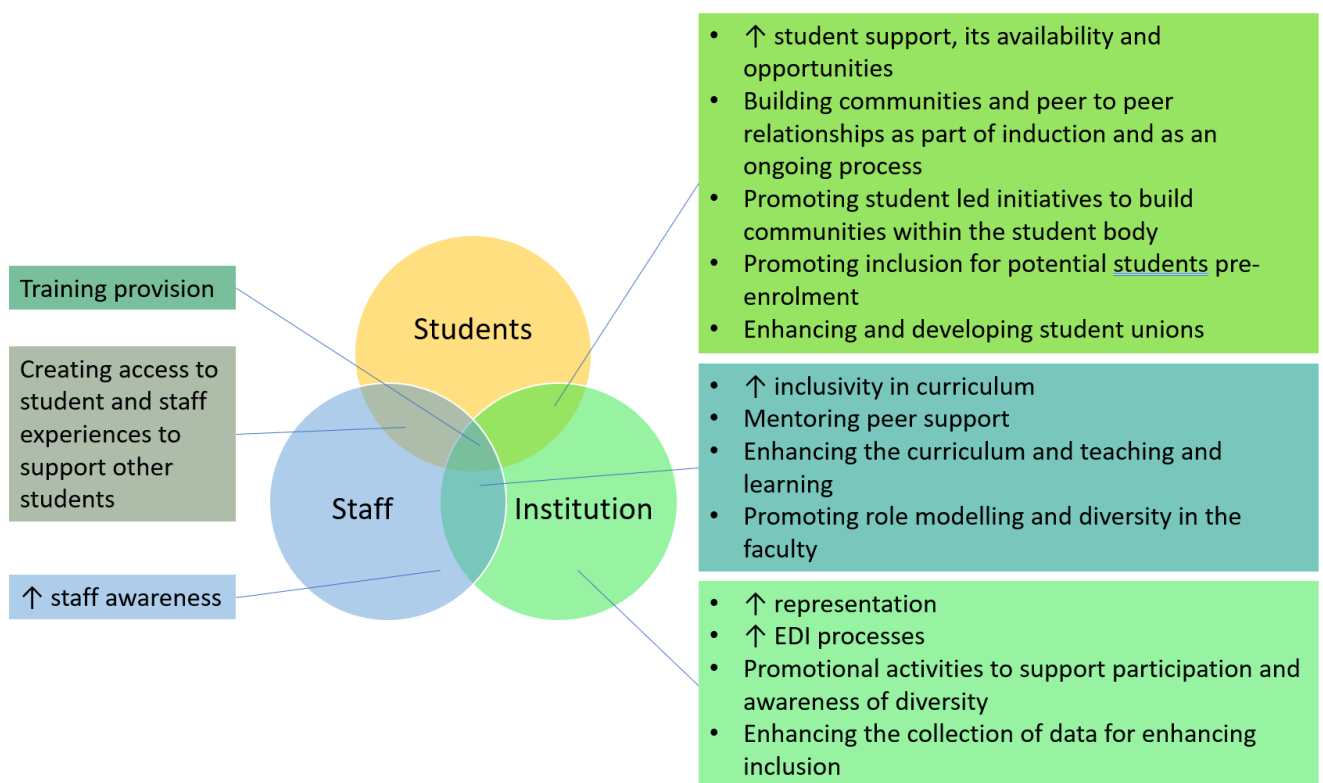
Key messages from paper:

- There is a lack of evidence on the experiences of students from underrepresented groups during their osteopathic training.
- Evidence from similar professions, such as physiotherapy and chiropractic, highlights regular incidents of discrimination, bullying and harassment for underrepresented students.
- Osteopathic students in the UK were invited to participate in a survey and a series of focus groups to begin to build a picture of their experiences and what Osteopathic Education Institutions (OEIs) could do to support them further.
- A forum day was held in April 2023. Key stakeholders were invited to attend free of charge, including UK OEIs, the General Osteopathic Council (GOsC), the Institute of Osteopathy (iO), the Osteopathic Foundation, and other healthcare profession organisations, NHS representatives, and Health Education England. Around 70 people attended the event.
- The final manuscript of the mixed methods project is being finalised and should be submitted before the end of February 2024.
- Training for OEI faculties is being organised by the GOsC, and will be facilitated by Dr Jerry Draper-Rodi in a hybrid meeting in March 2024.
- A webinar on improving accessibility and promoting inclusivity in OEIs has been recorded by Ms Yinka Fabusuyi and Dr Jerry Draper-Rodi.

Background

1. A multidisciplinary team led by Dr Jerry Draper-Rodi, University College of Osteopathy (UCO) developed a two-year project funded by the Osteopathic Foundation, UCO, GOsC and iO.
2. Due to limited demographic diversity, discrimination against minority groups in higher education in the UK and a lack of information other than anecdotal about the osteopathic educational situation of underrepresented groups, an action-oriented mixed methods project was undertaken (MacMillan et al, 2021). It culminated in a forum to which stakeholders in osteopathy and allied professions were invited free of charge. Resources are freely available <https://www.uco.ac.uk/UrGEnT>
3. Methods: This research project sits within a transformative paradigm that places central importance on studying the lives and experiences of marginalised groups and is appropriate for addressing inequality and injustice in society. A mixed methods approach was implemented and included the following stages;

- a. a survey of students attending all seven OEIs in the UK. The survey used the Multidimensional Cultural Humility Scale (MCHS) and questions related to demographics and personal characteristics
 - b. focus groups with underrepresented groups students; these were ethnic minority, disability, LGBTQIA+ or women. Whilst women are not numerically under-represented in UK osteopathic undergraduate training, socially they are more oppressed than men, including in manual therapy training, as found in our systematic review (MacMillan et al. 2022).
 - c. a workshop forum to explore the findings with diverse stakeholders.
4. **Findings:** Based on the data collected from students across all OEIs in the UK and workshops with stakeholders during the Forum, a list of actions were considered as priorities to improve the inclusive environment in OEIs, summarised in the figure below.



Discussion

5. In summary, the key need is to provide adequate and appropriate training for staff, students and institutional leaders/managers. Other actions are likely to be affordable for OEIs - the main risk is lack of sustainability if the resources devoted to them are inadequate.
6. The actions offer tangible opportunities to improve the student experience, student competence, staff knowledge and competence and institutional culture.
7. Opportunities for further work include annual surveys, further qualitative work and integrated policy action across OEIs and stakeholders.

Conclusions / Next steps

8. The final manuscript of the mixed methods project is being finalised and should be submitted before the end of February 2024.
9. Training for OEI faculties is being organised by the GOsC, and will be facilitated by Dr Jerry Draper-Rodi in a hybrid meeting in March 2024. A webinar on improving accessibility and promoting inclusivity in OEIs has been recorded by Ms Yinka Fabusuyi and Dr Jerry Draper-Rodi, and the March workshop will focus on supporting OEIs to take action to improve the inclusivity of students from underrepresented groups.

Recommendation:

1. Interventions targeting OEI faculties, OEI institutional leaders/managers and students are needed to promote inclusivity in undergraduate education.
2. The webinar recorded by Ms Yinka Fabusuyi and Dr Jerry Draper-Rodi for GOsC on improving accessibility and promoting inclusivity in OEIs should be promoted to OEI faculty.
3. The training for faculties of OEIs organised by GOsC and facilitated by Dr Jerry Draper-Rodi in March should be promoted to ensure maximum participation of faculty members from different institutions.
4. Work on equity, diversity and inclusion in undergraduate education and clinical care should continue as there are still many unanswered questions.

MacMillan, Andrew, David Hohenschurz-Schmidt, Dr Valentina Migliarini, and Dr Jerry Draper-Rodi. 2022. "Discrimination, Bullying or Harassment in Undergraduate Education in the Osteopathic, Chiropractic and Physiotherapy Professions: A Systematic Review with Critical Interpretive Synthesis." *International Journal of Educational Research Open* 3 (100105): 100105.