



Council
17 May 2023
GOsC Values

Classification	Public
Purpose	For decision
Issue	To agree the GOsC Values which will underpin the new Strategic Plan, towards 2030.
Recommendation	To agree the GOsC Values.
Financial and resourcing implications	None arising from this paper.
Equality and diversity implications	Once approved, the expectation will be for every individual working within GOsC (Executive and Non-Executive) to live and demonstrate their commitment to the Values.
Communications implications	The GOsC Strategic Plan, towards 2030, which will include the GOsC Values, will be presented to Council for consultation in July 2023.
Annex	Design options for GOsC Values.
Author	Matthew Redford

Key messages from this paper:

- The current GOsC Strategy ends on 31 March 2024. Council has been considering its future strategic direction over the past 18 months.
- The GOsC Council has never before articulated what it considers to be its 'Values' within a strategic document published by the GOsC. This was identified as a significant gap during the Assessment of GOsC Performance activity.
- Following that report, Council has been considering what its Values might be so they underpin the next GOsC Strategic Plan, towards 2030, and over the past year Council has been narrowing down its possible Values and considering how these might be defined.
- After the February 2023 Council meeting, a set of four Values were shared electronically with members. Additionally, feedback was sought from GOsC staff. A paper summarising the feedback from Council members and staff members was considered by Council during April 2023 outside of its normal meeting cycle with Council feedback summarised in the paper.
- This paper presents the final GOsC Values for approval.

Background

1. The current GOsC Strategy ends on 31 March 2024, having been in place since 1 April 2019. Over the previous 18 months Council has been considering its future strategic direction.
2. The Council has considered its strategic direction in a number of different ways. The approach has included: Council meeting discussions and post meeting email conversations; Council Strategy Day events which included external speakers; online workshops; and commissioning and preparing a report which assessed our own performance as a regulator.
3. As part of work to assess our performance, it was identified that the GOsC Council has never articulated what it considers to be its 'Values' within any strategic document published by the GOsC. This was identified as a significant gap.
4. Following that report, Council has been considering what its organisational Values might be so they underpin the next GOsC Strategic Plan, towards 2030, and over the past year Council has been narrowing down its possible Values and considering how these might be defined.
5. During the opening months of 2023, there has been broad agreement around a core set of values with discussion continuing about the definition of the Values. Feedback from Council members and staff members have informed the discussions.

Discussion

April 2023

6. A paper, summarising the feedback from Council members and staff members, was shared electronically with Council in April 2023 outside of the normal meeting cycle. This was to ensure it would be possible for Council to agree its Values at the May 2023 Council meeting.
7. Members of Council provided feedback on the April 2023 paper and the key points arising include:
 - a. Council members valued the excellent feedback from staff colleagues which generated further reflection and discussion.
 - b. There was consensus, but not unanimously, that 'Respectful' should remain as a Value. The rationale being that while the values are a statement of how the organisation will act externally, they are also a reflection of Council's expectations about how individuals working within the GOsC (Executive and Non-Executive) will act/behave with each other.
 - c. While members liked the concept of introducing a Value called 'Supportive', the consensus was that Council had coalesced around the Value of 'Influential' and members did not want to see that lost within the first set of Values published alongside the Strategic Plan.
 - d. Members felt strongly that the definition of collaborative should remain as drafted and that patients and osteopaths are at the centre of our regulatory approach.
 - e. Members agreed that the definition of evidence-informed should change as 'data-led' (as in the original draft), did not capture the essence of what was meant.
 - f. While members understood the suggestion from staff colleagues to introduce the words 'high-quality patient care' to the overarching statement, it was felt that this made the statement too wordy and also potentially narrowed the scope of the statement in a way Council did not intend. The consensus was not to add those words to the overarching statement.

GOsC Values

8. Following the feedback from Council members, a final draft of the Values has been produced and is set out in the table below for approval.

Our values	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.

9. Following their adoption it will be incumbent on every individual who works for the GOsC – Executive and Non-Executive members – to begin to live and demonstrate the GOsC Values.
10. As an Executive team we will start to use the Values through our Council papers and discussions so they are brought to life and are not just empty words. We will also share these with wider Non-Executive colleagues on our Statutory and Non-Statutory committees and independent Fitness to Practise panels for their reference and reflection.

Design option

11. To help ensure the Values are recognised by, and make an impact on, all those who work for GOsC whether in Executive or non-Executive roles, they will be presented in a clear, fresh and visually pleasing but simple and corporate way in line with the look and feel of GOsC material. This will help to make them feel like they are very much a GOsC product and support the sense of cohesion and therefore trust.
12. Annexed to this paper are design options showing how we can bring the Values statements to life.

Recommendation: To agree the GOsC Values.