



Education and Registration Standards Committee
27 February 2014
Professionalism and student fitness to practise

Classification	Public
Purpose	For decision
Issue	The scoping of a variety of work streams to support the development of professionalism in professional practice.
Recommendations	<ol style="list-style-type: none">1. To note plans for scoping a seminar about values to inform subsequent revisions of the <i>Osteopathic Practice Standards</i>.2. To agree the draft terms of reference for a professionalism working group for discussion with stakeholders.
Financial and resourcing implications	Costs would be incorporated into existing budgets in relation to professionalism.
Equality and diversity implications	Equality and diversity issues are a core part of the draft terms of reference.
Communications implications	None at this stage.
Annexes	Annex A – Agenda and briefing sheet for GOC / OEI seminar: 'Cultural change: a seminar to share good practice' A list of the annexes to the paper, annex A, B etc. Annex B – Professionalism Working Group: draft terms of reference
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Background

1. The GOsC Corporate Plan 2013-16 outlines our goal 'to ensure that initial education and training is of high-quality and is fit for purpose in an evolving healthcare and higher education environment.' It states that we will:
 - 'support high standards of professional behaviours in students through student fitness to practise guidance, evaluation and ongoing activity.'
 - 'work with the OEIs to support the enhancement of educational expertise and professional role modelling within the academic and clinical faculty'
2. The Corporate Plan also outlines our goal 'to work in partnership with others to support practice that promotes professional standards and values across the osteopathic profession, while reducing practitioner isolation.' It states that we will 'support the development of a consensus around community values and behaviours informed by osteopaths, patients and the wider healthcare environment.'
3. Our Business Plan for 2014-15, takes into account our response to the Francis Report as agreed by Council at its meeting on 29 January 2014 and states that we will:
 - Commence review of student fitness to practise and associated guidance taking into account findings of key reports in relation to candour, raising concerns and related issues and evaluation of student fitness to practise guidance including guidance about boundaries and sanctions and use of students as models.
 - Evaluate outcomes from professionalism in osteopathy project and identify key findings for incorporation into other work streams, including guidance on pre-registration osteopathic education, continuing fitness to practise proposals and related activities.
 - Work in partnership with OEIs to support identification of good practice in relation to teaching and learning of professional behaviours and support sharing of knowledge about student fitness to practise.
 - Develop draft guidance about student and tutor boundaries, consult and publish final guidance.
'Work with the OEIs to identify ways to support the enhancement of educational expertise and professional role modelling within the academic and clinical faculty to support the delivery of the *Osteopathic Practice Standards*.
 - Increase patient involvement in the delivery of osteopathic education by working in partnership with the OEIs to support the delivery of the *Osteopathic Practice Standards* and to share good practice in this area.
4. This paper provides information about how we propose to commence this large programme of work over the course of the next year as well as how we link it to

wider discussion of osteopathic values and professionalism. The Committee is asked to endorse the plans and agree terms of reference.

Discussion

Professional values and professional behaviours

5. The GOsC held a seminar with the osteopathic educational institutions on 19 November 2013 which was titled 'Cultural change: a seminar to share good practice'. A copy of the agenda and the desired outcomes is available at Annex A. A more detailed note of the seminar is available on request from Fiona Browne (fbrowne@osteopathy.org.uk). In summary, the seminar used experience from both within and outside the osteopathy sector to explore issues from the Francis Inquiry, including the duty of candour, supporting whistleblowers, understanding professional values and their relationship to osteopathy and osteopathic education. The seminar provided an opportunity to explore the integration of professional values, particularly in undergraduate education, through areas such as student selection, teaching and learning of professional attitudes and behaviours and role modelling. It also provided an opportunity to consider patient values and professional values and their interaction in any given patient encounter to give effect to the best outcome for the individual – values based practice.
6. All participants were asked for their take home messages following the seminar. Prominent themes included:
 - The need to define and make explicit professional values for students and teaching staff throughout OEIs
 - Importance of really understanding person-centred care and how this relates.
 - The need to understand the culture throughout OEIs
 - The need to continue to support interactions and discussions between OEIs about professionalism, culture change and whistleblowing and ethics.
 - Supporting common understanding of professionalism with tutors, lecturers, middle management and principals in their role.
 - Enhancing mechanisms of feedback
 - Guarding against complacency – don't assume things are working well.
7. The seminar was very powerful because many participants started from the perspective that the Francis Report and issues raised were probably not so relevant to osteopathic education, to take home messages which centred on key challenging issues about how to understand and define and perhaps to an extent harmonise professional values, standards and behaviour in osteopathic education and osteopathy.

8. Although there has been some debate and discussion about osteopathic values, there has been little on professional values and values based practice in osteopathy.
9. From our work on professionalism, we know that responses to 'professionalism' in scenarios have been incredibly diverse. We know also from our preparedness to practise research that 'diversity' was a strong theme in relation to responses. But what framework is informing such diversity – and how can we know if such diversity is helping patients?
10. Before we come to revising major key guidance such as the *Osteopathic Practice Standards* and our student fitness to practise guidance, we are proposing to promote debate and discussion about professional values in osteopathy and an understanding of values based practice to help us to better understand standards, how they are interpreted and how they are implemented for the benefit patients in individual interactions.
11. We are working with Professor Bull Fulford, a Professor of Philosophy and a medical doctor and Professor Stephen Tyreman, a Professor of Philosophy and Osteopathy to explore how we can frame debate and discussion in relation to professional values and values based practice to inform our own standards – and in particular – our forthcoming major reviews of the *Osteopathic Practice Standards* and our student fitness to practise guidance. This is likely to be in the form of a seminar to be held later in the year.
12. We are also seeking to involve the British Osteopathic Association in this work as they have identified the need to develop a clear view of their own professional values to support their work as they seek to become a chartered professional body.
13. There are in effect two intertwined pieces of work: one around students and education; and one that looks more widely at these issues and informs future revision of the *Osteopathic Practice Standards*.

Student Professionalism Working Group

14. Our Business Plan for 2014-15 commits us to undertaking a range of work on different but closely related issues as follows:
 - Specific guidance about candour for students
 - Specific guidance about raising concerns for students
 - Specific guidance about boundaries between tutors and students
 - Enhancement of educational expertise and professional role modelling.
 - Increasing patient involvement in osteopathic education.

15. Scoping out this work in a way that is useful and able to be implemented by the osteopathic educational institutions will be challenging, but critically important. The scoping will be important because it will link to other work being undertaken in these areas by other regulators and bodies in response to the Francis Report. Collaboration and co-ordination will be important but also capacity in the osteopathic context will also be important to ensure that work is undertaken appropriately and effectively.
16. Consequently, we propose to set up a working group comprising osteopathic educational institutions (represented at both senior management team level, but also at a lower level), students and patients and possibly also representatives involved in professional education with other health professionals to help to scope out the work streams on these issues taking into account capacity, and priority.
17. We have proposed draft terms of reference at Annex B. The terms of reference are simply a starting point for discussion with other stakeholders. However, it would be helpful for the Committee to consider and provide advice on the terms of reference ahead of discussion with other stakeholders.
18. Our Business Plan 2014-15 also commits us to scoping a review of the *Osteopathic Practice Standards* and the output of the working group and other values work will feed into this.

Recommendations:

1. To note plans for scoping a seminar about values to inform subsequent revisions of the *Osteopathic Practice Standards*.
2. To agree the draft terms of reference for a professionalism working group for discussion with stakeholders.

'Cultural change: a seminar to share good practice'

Tuesday 19 November 2013 from 10:00 to 15:00
Council Chamber, The General Osteopathic Council, Osteopathy House,
176 Tower Bridge Road, London, SE1 3LU

Agenda

1. *Welcome and introductions – 10:00 to 10:15*
Professor Colin Coulson-Thomas, Chair, Education and Registration Standards Committee and lay member of Council.
2. *Osteopathy and professionalism – 10:15 to 10:45*
Professor Stephen Tyreman, Dean of Osteopathic Education Development at the British School of Osteopathy (BSO), London and Professor of Osteopathy and Philosophy, University of Bedfordshire, Bedfordshire, UK will discuss osteopathy in the context of values and being person-centred along with some challenges and the relevance of the Francis Report to osteopathy.
3. *The Francis Inquiry – lessons learned in nursing and midwifery education and training – 10:45 to 11:15*
Hilary Jones, Dean of the Faculty of Health, Staffordshire University, Registered General Nurse and Registered Midwife and key witness to the Francis Inquiry will discuss her reflections and insights as part of the Francis Inquiry and lessons learned in both nursing and midwifery education and practice.

Break – 11:15 to 11:30

4. *Breakout Discussion – 11:30 to 12:15 and feedback – 12:15 to 12:40*
Led by Hilary Jones, the attendees will split into groups to discuss key questions arising from the presentations.

Lunch – 12:40 to 13:15

5. *Case studies from osteopathic education – 13:15 to 14:15*
Presentations from three osteopathic educational institutions will discuss the examples of cultural change within osteopathic education.
6. *Group reflections – 14:15 to 14:45*
Attendees will split into groups to discuss their reflections of the day and here key action points to take back to their own institutions with feedback on the key learning points of the day.
7. *Concluding remarks – 14:45 to 15:00*
Professor Colin Coulson-Thomas will conclude the session with a summary.

***'Cultural change: a seminar to share good practice'* Information Sheet**

What are the desired outcome of the seminar?

This seminar is aiming to support key staff from the Osteopathic Educational Institutions to explore issues such as transparency, candour and professional behaviour in the osteopathic education, training and practice.

The desired outcomes of the seminar are to:

- Discuss professionalism in the context of osteopathy and in the context of situations that an osteopathic student may encounter.
- Enhance knowledge and understanding of the impact of the Francis Inquiry on nursing education (appropriate for a context of independent education and practice)
- Develop knowledge and understanding of the impact and relevance of these issues in osteopathic education.
- Consider areas that can be built upon and enhanced in osteopathic education.
- Develop action plans in relation to aspects of candour, professionalism and culture relevant to the osteopathic context.

Who should attend this seminar?

Each OEI is invited to bring three participants from different levels within their organisation. A mix of individuals will bring a variety of perspectives to the debate.

Why is this seminar being held?

Each year, the GOsC and the osteopathic educational institutions hold a good practice seminar to promote sharing and learning as a community. OEIs felt that 'changing culture' was a preferred topic for the 2013 seminar.

Transparency, candour and professional behaviours are key aspects from the Francis Report which could impact and enhance the way in which osteopathic education is taught and received. (See http://www.osteopathy.org.uk/uploads/public_item_9_francis_inquiry_final.pdf for further information)

The integration of professional values, through student selection, teaching and learning of professional attitudes and behaviours and role modelling should combine effectively to support students to display appropriate behaviours to the situation.

Osteopathic healthcare is delivered primarily in the independent sector by practitioners working on their own. We are keen to explore the read across messages from the Francis Report which are important in any health care environment – not just the NHS.

Student Professionalism Working Group: draft terms of reference

Purpose and role

The purpose of the Professionalism working group is to advise the General Osteopathic Council (GOsC) Education and Registration Standards Committee about how to describe and embed professionalism throughout osteopathic educational institutions from student to tutor, to manager to principal to support excellent care.

Terms of Reference

1. To advise on the ways in which the professionalism may be embedded more clearly in osteopathic education. This might include:
 - Specific guidance and advice about implementation about the duty candour for students and osteopaths
 - Specific guidance and advice about implementation about raising concerns for students and osteopaths
 - Specific guidance and advice about implementation about defining boundaries between tutors and students
 - Specific guidance and advice about implementation about ways of enhancing of educational expertise and professional role modelling.
 - Specific guidance and advice about implementation about ways of increasing patient involvement in osteopathic education
2. To develop a work plan taking into account work undertaken in these areas by other regulators and other relevant bodies, for example, the Professional Standards Authority and also osteopathic educational institutions as well as bodies in the wider health care environment.
3. To implement the work plan.
4. To ensure that public protection and person centred care are at the heart of all matters relating to professionalism.
5. To ensure that equality and diversity matters are considered and integrated in the course of the work undertaken by the Group.

Method of delivery

We anticipate that the Group will meet on the GOsC/OEI Meeting dates.

Membership

- The group will be chaired by the Chair of the Education Committee. Other members will include:

- a. Osteopaths from different educational institutions.
- b. Osteopaths at different levels within institutions, including recently recruited academic and clinical tutors, heads of clinics and members of senior management teams.
- c. Osteopaths not involved in education
- d. Students
- e. Patients and the public
- f. Educators or regulators involved in health professional education outside osteopathy.

Co-option

The group will be able to co-opt expertise as it sees fit.

Quorum

To be confirmed.

Reporting and Accountability

The Professionalism working group is accountable to the General Osteopathic Council's Education and Registration Standards Committee.

The Group shall present a progress report to the Education and Registration Standards Committee on a regular basis.