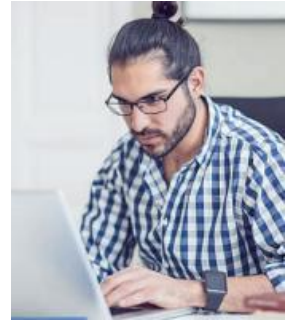
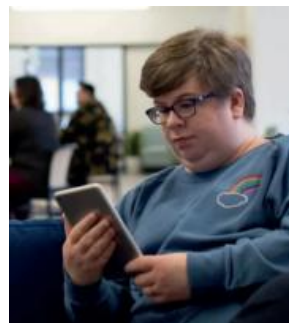




General  
Osteopathic  
Council

## Information pack for applicants

**Appointment of Lay Chair of the Investigating Committee:**



**Closing date for applications: 11.30am, Tuesday 30 June 2026**

**Interviews to be held in person in London: 9 December 2026.**



General  
Osteopathic  
Council

## Welcome from the Chair of Council



Thank you for your interest in joining the General Osteopathic Council (GOsC) as a member of the Investigating Committee.

A core role for the GOsC is ensuring the protection of the public and our independent Fitness to Practise panels are critical in achieving this. The composition of those panels is of real importance and we are keen to ensure we attract applicants who bring a range of skills and relevant experience to our work.

The GOsC has a proud history of high performance, as assessed by the Professional Standards Authority for Health and Social Care. We believe this reflects our diligent and thoughtful regulation. We aim for continuous improvement in our work, and we try to collaborate thoughtfully with our external stakeholders.

Through this recruitment exercise, we will be looking for candidates who can contribute to our ongoing development, ensuring that our fitness to practise procedures remain at the forefront of regulatory innovation, whilst always remaining robust, independent and fair.

This information pack provides details about the roles and what the GOsC is seeking from our successful candidates. As a Council, we believe that diversity is a strength, and therefore we welcome applications from a range of individuals who might be interested in joining the Investigating Committee.

Thank you again for your interest and I very much hope you will consider applying.  
<mailto:hr@osteopathy.org.uk>

Jo Clift  
Chair of Council

June 2026



General  
Osteopathic  
Council

## Welcome from the Chair of the Investigating Committee



As Chair of the GOsC's Investigating Committee I would like to thank you for expressing an interest in joining us either as an osteopath or lay member.

As you may have read in the welcome from the Chair of Council above, the GOsC has a long and proud record of high performance as a regulatory body. I have no hesitation in saying that the Investigating Committee plays a significant part in that success story.

Members of the Investigating Committee bring a wealth of skills and experience which enable us to absorb and analyse information, to weigh up evidence and to reach fair and well-reasoned decisions. We recognise the importance of our role, we value the independence of the committee as a decision-making body and, above all, we understand the responsibility we bear in protecting the public.

We seek to recruit high calibre individuals from diverse backgrounds, people whose skills and experience will help us to maintain and even enhance our high standards.

While the role of Investigating Committee member is a demanding one, it is also enormously enjoyable and rewarding. I wish you well in the recruitment process and once again thank you for expressing an interest in joining our team.

Brian Wroe  
Chair, Investigating Committee

June 2026

## Contents

Introduction .....	5
About the Investigating Committee.....	7
About the General Osteopathic Council .....	9
Our values.....	9
Competencies required for the roles .....	10
On appointment.....	14
Finding out more about the role .....	16
Applying for a post.....	17
<b>Appendix 1</b>	
Your personal information .....	19
Complaints procedure for applicants.....	20
<b>Appendix 2</b>	
The seven principles of public life .....	21
<b>Appendix 3</b>	
Disqualification criteria .....	22

## Contact

For information regarding the selection process or any other queries about this role, please contact Amanda Chadwick or Jane Saunders, Human Resources team:

[hr@osteopathy.org.uk](mailto:hr@osteopathy.org.uk).

## **Introduction**

Thank you for your interest in these roles.

The General Osteopathic Council (GOsC) is the regulator for osteopathic practice in the UK. Its purpose is to protect the public by ensuring high standards of education, practice and conduct among osteopaths and the integrity of the statutory Register. Osteopaths are required to be registered with the GOsC and there are just over 5,500 osteopaths on the Register today.

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

### **The role**

We are currently recruiting for a Lay Chair of the Investigating Committee (IC). The IC considers all concerns raised against osteopaths received by the General Osteopathic Council (GOsC). IC panels make an initial determination whether there is a 'case to answer' and if the matter should be referred to the Professional Conduct Committee. The IC also has powers of interim suspension in relation to osteopaths.

The daily attendance fee will be £340 plus an additional £50 Chairing allowance per day.

There is more information about the Investigating Committee and the role on pages 7 and more about the GOsC on page 8.

### **Equality, Diversity, Inclusion and Belonging**

The General Osteopathic Council (GOsC) considers diversity to be a strength. We encourage applications from the widest possible field of candidates, including individuals from across the UK, so that the committees better reflect UK society and achieve greater geographical diversity. We currently have too few members from some parts of the UK, so we particularly welcome applications from people who live or work in Northern Ireland, Scotland or Wales.

We value and promote diversity and are committed to equality of opportunity for all. All appointments are made on merit. We believe that for any organisation to be successful, it needs to work with the most talented and diverse people available. We positively encourage applications from people from all communities and backgrounds with a broad range of experience. We will deal with your application fairly and all decisions we make about it will be based on merit and your ability to meet the competencies required for the role.

Please note that the information in Application form 2 is anonymised before being given to the selection panel for shortlisting. This helps ensure that panellists do not make conscious or unconscious assumptions about you. For this reason, please do not include any personal details such as your name, background or protected characteristics in Application form 2. Make sure the sections describing your knowledge, skills and behaviours do not include this information.

The GOsC is committed to equality, diversity, inclusiveness and belonging and Council is determined that its structure, including Committee appointments, reflects that commitment.

## **Key dates**

The process is expected to run as follows:

- **Application closing date**                      **11:30am Tuesday, 30 June 2026**
- Shortlisting complete by                      end September 2026
- Interviews to be held in person              9 December 2026
- Mandatory induction day                    TBC (in person, in London)
- Mandatory development day                TBC (in person, in London)
- Start date    1 April 2027

## About the Investigating Committee

An important part of our work at the GOsC is dealing with concerns raised about osteopaths.

Concerns may be raised by:

- members of the public, including patients
- other osteopaths
- employers of osteopaths
- students of osteopathy
- other health professionals

When we receive a concern, it is considered carefully to see whether it is a concern we can investigate. If so, it goes to the [Investigating Committee](#), which will decide whether there is enough evidence to take the concern forward to a hearing by the [Professional Conduct Committee](#).

Panels to consider such concerns will be drawn from the members of the Investigating Committee. If an investigating panel concludes that there is a case to answer, it will provide reasons for its decision for referral to the [Professional Conduct Committee](#) or [Health Committee](#), as appropriate, depending on the nature of the concern. The Investigating Committee also has powers to impose interim suspension orders in relation to osteopaths.

The Investigating Committee comprises 15 members: eight lay (not osteopaths) and seven osteopath members. The members form a pool from which they are drawn for individual committee meetings, which means that not all members attend every meeting or join every panel.

Further information can be found in the [Annual Fitness to Practise Report](#).

### Role of Investigating Committee members

Members of the Investigating Committee are expected to:

- Read and assimilate case papers quickly and effectively.
- Participate in meetings with other panel members, as required, demonstrating tact, discretion and common sense.
- Weigh up the evidence from the paperwork to reach an objective and fair decision on whether there is a case to answer.
- Consider whether suspension of the osteopath is required on an interim basis, to safeguard patients before the outcome of any proceedings is known.
- Contribute to and abide by their committee's collective decisions.
- Participate fully in periodic reviews of proceedings aimed at improving procedures.
- Participate in annual appraisals with the committee chair.
- Participate in training programmes designed for fitness to practise panellists and report any additional training needs to the committee chair.

## **Role of Investigating Committee Chair**

The overall role of the Chair of the IC is to provide an appropriate balance between accountability to the GOsC Council for the effective operation of IC panels while maintaining the independence of their decision making.

Specific aspects of the role include:

- Providing clear direction and keeping discussions focused, guiding the panel through each stage of the process to reach timely, well-reasoned decisions while maintaining fairness, quality and due process.
- Understanding the distinct role of Committee Chair from that of a Panel Chair and how this relates to overall accountability for the Committee's performance.
- Working with the Executive team and Committee members to ensure that the investigating process is fair, economical, efficient and effective.
- Ensuring that feedback from Professional Standards Authority reports, judicial reviews, appeals and case law is adequately reflected in the Committee's work.
- Providing feedback on meetings and contributing to the continual improvement of the investigating process.
- Carrying out annual performance reviews for Committee members and helping to identify their individual and collective training needs.
- Reporting annually to the GOsC Council on the performance of the Committee.
- Determining applications to refer cases for an interim order hearing in accordance with guidance and the Investigating Committee rules.

The appointment will be made by the GOsC Council to commence on 1 April 2027. The successful candidate will be required to attend induction and training to be arranged as soon as possible after appointment, on a date to be confirmed.

## About the General Osteopathic Council

The General Osteopathic Council (GOsC) has a statutory duty to develop and regulate the profession of osteopathy with an overarching function of 'protection of the public'.

The core functions of the GOsC are:

- Assuring the quality of osteopathic education and training for osteopathic students and education providers.
- Registering qualified professionals on an annual basis and ensuring their continuing fitness to practise as osteopaths.
- Setting and promoting high standards of osteopathic practice and conduct.
- Helping patients with concerns about osteopaths and, where necessary, dealing with those concerns which can result in restrictions or removal of osteopaths from the Register.

The work of the GOsC is guided by our vision, which is to be an inclusive, innovative regulator trusted by all and by our Strategy 2024-30, which sets out the overarching approach that we intend to follow to fulfil our statutory objectives. These objectives are organised under the following three key priorities:

- **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.

To learn more about our strategic priorities, please review the corporate documents available at: [osteopathy.org.uk](https://osteopathy.org.uk), including the [GOsC Strategy](#) and [our Annual Reports](#).

## 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.

## Competencies required for the roles

We will be assessing candidates against the criteria given below. To help candidates understand these criteria, we describe:

- What we are looking for
- What we need
- Why we need it
- How it will be assessed

**You will need to refer to these competencies when answering the questions on Application form 2.**

What we are looking for	What we need	Why we need it	How we assess this
Assessing evidence and making decisions	<ul style="list-style-type: none"> <li>• Assimilates and engages with the detail of complex written or oral evidence, processing information quickly and accurately</li> <li>• Is able to present an argument and articulate reasons for reaching decisions</li> <li>• Exercises independent judgement and is able to use information to make balanced, evidence-based decisions</li> <li>• Is able, when needed, to work under time pressure to reach decisions</li> </ul>	<ul style="list-style-type: none"> <li>• The committee's decisions directly affect public protection and confidence in the profession. Panel members must be able to analyse complex evidence, exercise independent judgement, and clearly explain the reasons for their decisions to ensure outcomes that are fair, transparent and evidence-based.</li> </ul>	<ul style="list-style-type: none"> <li>• Application form 2 and interview</li> </ul>
Active listening skills	<ul style="list-style-type: none"> <li>• Actively listens and responds using verbal and non-verbal cues</li> <li>• Demonstrates respect, tact and discretion</li> </ul>	<ul style="list-style-type: none"> <li>• Effective decision-making relies on panel members listening carefully to one another, recognising differing perspectives and treating all colleagues with respect and dignity. Active listening supports constructive discussion, ensures all relevant viewpoints are considered, and helps the Investigating Committee reach fair, balanced and proportionate decisions.</li> </ul>	<ul style="list-style-type: none"> <li>• Application form 2 and Interview</li> </ul>

What we are looking for	What we need	Why we need it	How we assess this
Acting in the public interest	<ul style="list-style-type: none"> <li>Shows a commitment to the principles underpinning the work of the GOsC<sup>1</sup></li> <li>Demonstrates a commitment to the principles enshrined in the Standards in Public Life<sup>2</sup></li> <li>Has an understanding of the importance of acting in the public interest</li> </ul>	<ul style="list-style-type: none"> <li>The committee's decisions directly affect public protection and confidence in the profession. Panel members must be able to act objectively, fairly and independently, and demonstrate that their decisions are grounded in the public interest rather than personal or professional bias.</li> </ul>	<ul style="list-style-type: none"> <li>Application form 2 and Interview</li> </ul>
Is able to work collaboratively as part of a team	<ul style="list-style-type: none"> <li>Is willing to reach consensus and support collective decisions</li> <li>Listens to and shows respect for the opinions of others, while being prepared to be challenged and to challenge</li> <li>Contributes openly and collaboratively without dominating</li> <li>Respects the need to maintain confidentiality</li> </ul>	<ul style="list-style-type: none"> <li>The committee's decisions rely on constructive discussion and shared judgement. Panel members must work collaboratively so that different perspectives are heard, evidence is fully explored, and the committee can reach fair, balanced and defensible decisions in the public interest.</li> </ul>	<ul style="list-style-type: none"> <li>At interview</li> </ul>
Understanding of and commitment to the statutory role of the GOsC	<ul style="list-style-type: none"> <li>Demonstrates a clear understanding of the role and purpose of the GOsC as a statutory regulator</li> <li>Understands that public and patient protection are central to all decision making</li> <li>Shows an understanding of the importance of independent regulation of osteopaths and the specific challenges of the environment within which they work</li> </ul>	<ul style="list-style-type: none"> <li>A clear understanding of the GOsC's statutory role ensures that panel members make decisions that are grounded in public and patient protection, aligned with our regulatory duties, and consistent with the principles of independent, evidence-based regulation.</li> </ul>	<ul style="list-style-type: none"> <li>At interview</li> </ul>

<sup>1</sup> See pages 6-7 of the GOsC's Governance Handbook [osteopathy.org.uk/governance-handbook](http://osteopathy.org.uk/governance-handbook)

<sup>2</sup> See page 13 of the GOsC's Governance Handbook [osteopathy.org.uk/governance-handbook](http://osteopathy.org.uk/governance-handbook)

What we are looking for	What we need	Why we need it	How we assess this
	<ul style="list-style-type: none"> <li>• Demonstrates an appropriate motivation for undertaking the role</li> </ul>		
Commitment to equality, fairness, diversity, inclusion and belonging	<ul style="list-style-type: none"> <li>• Understands the importance of taking an inclusive approach, to build public confidence in regulation</li> <li>• Demonstrates a commitment to equality, diversity, inclusion and belonging</li> </ul>	<ul style="list-style-type: none"> <li>• The committee must make fair, unbiased and transparent decisions that maintain public confidence in regulation. Panel members need to demonstrate an active commitment to equality, fairness, diversity, inclusion and belonging so that all individuals are treated with dignity and decisions are free from discrimination or undue influence.</li> </ul>	<ul style="list-style-type: none"> <li>• At Interview</li> </ul>
Developing skills	<ul style="list-style-type: none"> <li>• Shows a commitment to personal reflection and development</li> <li>• Responds positively to feedback from others</li> <li>• Makes the most of opportunities to expand their knowledge and skills</li> </ul>	<ul style="list-style-type: none"> <li>• The commitment to personal reflection and development ensures that panel members continually strengthen their skills, adapt to new challenges and maintain high standards of decision-making. This ongoing growth supports the committee to operate effectively and deliver fair, consistent and well-reasoned outcomes.</li> </ul>	<ul style="list-style-type: none"> <li>• At Interview</li> </ul>

**These are the competencies required for serving as Chair of the IC Committee.**

<b>What we are looking for</b>	<b>• What we need</b>	<b>• Why we need it</b>	<b>• How we assess this</b>
<b>Effective chairing of proceedings</b>	<ul style="list-style-type: none"> <li>• Provides clear direction, keeps discussions focused and supports the panel to reach timely, well-reasoned decisions without compromising fairness, quality or due process.</li> <li>• Maintains firm and effective control of the proceedings at all times and intervenes promptly to prevent inappropriate behaviour</li> <li>• Facilitates the panel through the decision-making process, ensuring all views are considered and using an enabling, inclusive style</li> <li>• Ensures the panel acts lawfully and in the public interest, including exercising sound judgment when seeking and following advice from legal assessors</li> </ul>	<ul style="list-style-type: none"> <li>• To ensure proceedings are fair, lawful and well managed, enabling the panel to reach high-quality, consistent and defensible decisions.</li> </ul>	<ul style="list-style-type: none"> <li>• Application form 2 and Interview</li> </ul>
<b>Leadership of Committee</b>	<ul style="list-style-type: none"> <li>• Demonstrates strong leadership, setting clear expectations for performance, accountability requirements and professional conduct within the Committee.</li> <li>• Challenges poor performance constructively and supports the development of individual members to ensure consistency, high quality contributions</li> <li>• Proactively identifies opportunities to strengthen the Committee's effectiveness and the quality of its decision-making</li> <li>• Works collaboratively with the executive team and Committee members seeking ways to improve the efficiency, fairness and overall performance of the investigating process</li> </ul>	<ul style="list-style-type: none"> <li>• To ensure the Committee performs effectively, drives continuous improvement, and maintains public confidence in fair, consistent and high-quality regulatory decision-making.</li> </ul>	<ul style="list-style-type: none"> <li>• Application form 2 and Interview</li> </ul>

## Eligibility

By law the position of Chair of the Investigating Committee is not open to osteopaths. Lay members are defined as members who:

- a. are not and have never been osteopaths
- b. do not hold qualifications which would entitle them to apply for registration under the Osteopaths Act 1993

In addition, all GOsC posts are subject to the disqualification criteria outlined in [Appendix 3](#), you will need to check these to make sure you are allowed to apply for this role.

## On appointment

### Payment

The daily fee for members is £340 per day worked, plus an additional £50 Chairing allowance per day. We pay for both reading and screening fees. You can find more information in our [Governance Handbook](#).

IC member fees are reimbursed directly, members must make their own arrangements for any payment of tax or National Insurance contributions.

Those appointed will also be eligible to claim expenses, at rates set centrally by the Council, for travel and subsistence costs necessarily incurred on GOsC business. Remuneration and expenses are reviewed periodically.

**Please note: impact of appointment on receipt of benefits.** Your appointment may have an effect on your entitlement to benefits. If you are in receipt of benefits you should seek appropriate advice.

### Time commitment

The Chair of the Committee will sit for a total of up to 15 days a year depending on caseload (plus extra time for mandatory training, reading and attending to administrative matters for example annual reviews).

This time will also include providing support for the work of the Committee by conducting annual appraisals.

### Length of appointment

The initial appointment is expected to be for up to four years. The length varies to avoid all members of a particular Committee leaving at the same time. Candidates will be advised of their length of appointment if chosen for the role.

Reappointments can be made at the end of the first period of appointment for a further period not exceeding four years, subject to consistently high performance and the needs of the GOsC. There should be no expectation of automatic reappointment.

No person may serve on the IC for longer than a total of eight years.

## **Location**

Hearings and meetings may be held in London, although they may be held remotely where appropriate. We will ensure that all meetings are inclusive and accessible.

## **Flexibility**

The work of the IC will be a mix of in-person and online. You will need to be able and willing to do both as required.

## **Training**

Appropriate training for committee members will be provided. Successful candidates will be required to attend induction and training, in person, on dates to be arranged.

## **Annual performance and development process**

All Committee members are required to take part in the GOsC's annual performance and development process and will receive appropriate training. Details of the process can be found in the [Governance Handbook](#).

## **Standards in public life**

You will be expected to demonstrate high standards of corporate and personal conduct. This includes behaving in accordance with the standards of probity ('the quality of being honest and behaving correctly') required by public appointees outlined in the 'Seven Principles of Public Life' set out by the Committee on Standards in Public Life (see Appendix 2), the GOsC Code of Conduct and other requirements outlined in the [GOsC Governance Handbook](#)

You should be aware that this post is a public appointment or 'statutory office' rather than a job, and therefore is not subject to employment law.

## **Due diligence**

Checks may be undertaken as follows:

- fitness to practise history and whether this will undermine the confidence in the regulator if the candidate were appointed
- removal as a charity trustee
- roles with or associated to the GOsC
- disqualification from being a company director
- being declared bankrupt
- any convictions
- risk assessment of output on social media
- DBS checks
- for all candidates invited to final panel interviews, references and right to work in the UK checks are compulsory.

**Disqualification from appointment**

There are circumstances in which an individual will not be considered for appointment and these are set out in Section 12 of The General Osteopathic Council (Constitution of the Statutory Committees) Rules Order of Council 2009. For more information, please see Appendix 3.

Further advice about disqualification for appointment can be given by contacting the Human Resources team at: [hr@osteopathy.org.uk](mailto:hr@osteopathy.org.uk).

**Conflicts of interest**

You should note the requirement to declare any conflicts of interest when applying for a role and the need to declare any conflicts that arise once in post if successful. This includes the need to declare any relevant business interests, positions of authority or other connections with organisations relevant to the business of GOsC.

Any actual or perceived conflicts of interest will be fully explored by the appointment panel at shortlisting or interview stage. Guidance about conflicts of interest is set out in the [GOsC Governance Handbook](#).

## Applying for a post

All applicants are required to complete and submit both [Application form 1](#) and [Application form 2](#), which can be accessed via Jisc Online Surveys.

Applications will be acknowledged through a confirmation page on Application form 2 if you submit your application through the online system. Instructions on how to email or download an electronic completion receipt are outlined in Application form 2.

If you do not receive an acknowledgement, please email [hr@osteopathy.org.uk](mailto:hr@osteopathy.org.uk) to check whether your application has been received. Please allow 5 days for an email confirmation.

Alternative formats of this information pack and the application forms are available on request from Human Resources team at: [hr@osteopathy.org.uk](mailto:hr@osteopathy.org.uk). All of these applications will be acknowledged.

Please note that the information in Application form 2 is anonymised before being given to the selection panel for shortlisting. Please don't include any personal details that could identify you, like your name, background, or protected characteristics. In Application Form 2, make sure the sections where you describe your knowledge, skills, and behaviours do not include this kind of information.

We must receive your completed application before the closing date and time. **Late applications will not be accepted.**

### How we will handle your application

We will deal with your application as quickly as possible and advise you if there are any changes to the timetable.

After the closing date for applications:

- Your application will be assessed to see whether you have demonstrated the adaptable knowledge, skills and behaviours needed for the role. **Please make sure that you give evidence that show how you meet all the criteria listed in the 'competencies required for the role' section.** The selection panel will be:
  - Jo Clift, Chair of Council
  - Caroline Guy, osteopath member of Council
  - Dionne Spencer, Independent panel member
- If 20 or more applications are received, it is likely that your application will be pre-assessed before it is passed to the shortlisting panel for consideration. You should be aware that, in this situation, your application might not be considered in full by the panel.
- **By end-September 2026**, we aim to have made a decision about which candidates will be invited for interview, taking into account the evidence provided in your application.
- Interviews will take place in person in London on **9 December 2026**.

- Prior to your interview, you will be asked whether you require any 'reasonable adjustments' to be made to facilitate your participation in the process.
- If invited to interview, the panel may ask you questions about your experience and expertise and may also ask specific questions to find out whether you meet the specified competencies.
- The candidates who best fit the criteria will be recommended for appointment.
- The GOsC Council will consider the interview panel recommendations and make the final decision.
- If you are successful, you will receive a letter from the GOsC appointing you as a committee member to commence **1 April 2027**.
- If you are unsuccessful, you will be notified by the GOsC's Human Resources team.
- If, after interview, your application is unsuccessful and you would like feedback, please email our Human Resources team at: [hr@osteopathy.org.uk](mailto:hr@osteopathy.org.uk).

**Dealing with your questions** – for queries about your application, please contact our Human Resources team at: [hr@osteopathy.org.uk](mailto:hr@osteopathy.org.uk)

### Your personal information

Your personal information will be held in accordance with the Data Protection Act 1998 and General Data Protection Regulations and [our privacy notice](#).

You will not receive unsolicited paper or emails as a result of sending us any personal information. No personal information will be passed on to third parties for commercial purposes.

When we ask you for personal information, we promise we will:

- only ask for what we need, and not collect too much or irrelevant information
- ensure you know why we need it
- protect it and, as far as is possible, make sure nobody has access to it who should not
- ensure you know the choices you have about giving us information
- make sure we do not keep it longer than necessary
- only use your information for the purposes outlined in our privacy notice that you have authorised

We ask that you:

- give us accurate information
- tell us as soon as possible of any changes
- tell us as soon as possible if you notice mistakes in the information we hold about you

If you apply for a post, we will share some of the information you provide with the members of the selection panel, so that your Application form can be assessed. The monitoring information you provide is not used in the selection process and will not be shared with the selection panel assessing your application.

### Information management

If you submit an Application form (in hard copy, alternative format or electronic form), your form and any supporting documentation will be kept for up to one year after the closing date for applications. The successful candidate's application materials will be kept for the duration of the appointment.

If at any time you wish your personal information to be removed from our records, please contact us at: [hr@osteopathy.org.uk](mailto:hr@osteopathy.org.uk).

## Complaints procedure for applicants

Any complaints about the appointment process should be addressed to:

Human Resources Manager  
General Osteopathic Council  
Osteopathy House  
176 Tower Bridge Road  
London SE1 3LU  
[hr@osteopathy.org.uk](mailto:hr@osteopathy.org.uk)

The complaints procedure applies where an applicant has evidence that processes or procedures in the appointment process have not been followed, or there is evidence of unfairness in how the process has been implemented, and therefore the objectivity or validity of decisions is called into question. The procedure is not to be used where the applicant simply disagrees with the principle of the process or the judgements or outcomes of the appointment panel.

The procedure is as follows:

- a. Where a complaint is upheld, the complaints procedure should also seek to identify a remedy for the complainant.
- b. The complaints procedure must be initiated by the applicant within 14 days of the relevant decision, setting out in writing the reasons why they considered that processes had not been followed or had been implemented unfairly.
- c. The complaint will be considered at first stage by the Chief Executive and Registrar with a decision sent within 21 days of receipt of the complaint. Further information can be found in our [Corporate Complaints process](#).

### **The seven principles of public life**

All applicants for public appointments are expected to demonstrate a commitment to, and an understanding of, the value and importance of the principles of public service. The Seven Principles of Public Life 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.

## Disqualification criteria

### Extract from The General Osteopathic Council (Constitution of the Statutory Committees) Rules Order 2009

#### Disqualification from appointment

12. A person is disqualified from appointment as a member of the statutory committees if that person—

- (a) has been at any time convicted of an offence involving dishonesty or deception in the United Kingdom and the conviction is not a spent conviction;
- (b) has at any time been convicted of an offence in the United Kingdom, and—
  - (i) the final outcome of the proceedings was a sentence of imprisonment or detention, and
  - (ii) the conviction is not a spent conviction;
- (c) has at any time been removed—
  - (i) from the office of charity trustee or trustee for a charity by an order made by the Charity Commissioners, the Charity Commission, the Charity Commission for Northern Ireland or the High Court on the grounds of any misconduct or mismanagement in the administration of the charity—
    - (aa) for which the person was responsible or to which the person was privy,

or

- (bb) which the person by their conduct contributed to or facilitated, or
  - (ii) under—
    - (aa) section 7 of the Law Reform (Miscellaneous Provisions) (Scotland) Act 1990(4) (powers of Court of Session to deal with management of charities), or
    - (bb) section 34(5)(e) of the Charities and Trustee Investment (Scotland) Act 2005(5) (powers of the Court of Session),

from being concerned with the management or control of any body;

- (d) has at any time been removed from office as the chair, member, convenor or director of any public body on the grounds, in terms, that it was not in the interests of, or conducive to the good management of, that body that the person should continue to hold that office;
- (e) at any time has been adjudged bankrupt or sequestration of the person's estate has been awarded, and—
  - (i) the person has not been discharged, or
  - (ii) the person is the subject of a bankruptcy restrictions order or an interim bankruptcy restrictions order under Schedule 4A to the Insolvency Act 1986(6) or Schedule 2A to the Insolvency (Northern Ireland) Order 1989(7) (which relate to bankruptcy restrictions orders and undertakings);

- (f) has at any time made a composition or arrangement with, or granted a trusteeship for, the person's creditors and the person has not been discharged in respect of it;
- (g) is subject to—
  - (i) a disqualification order or disqualification undertaking under the Company Directors Disqualification Act 1986(8),
  - (ii) a disqualification order under Part 2 of the Companies (Northern Ireland) Order 1989(9) (company directors disqualification),
  - (iii) a disqualification order or disqualification undertaking under the Company Directors Disqualification (Northern Ireland) Order 2002(10), or
  - (iv) an order made under section 429(2) of the Insolvency Act 1986(11) (disabilities on revocation of a county court administration order);
- (h) has been included by—
  - (i) the Independent Barring Board in a barred list (within the meaning of the Safeguarding Vulnerable Groups Act 2006(12) or the Safeguarding Vulnerable Groups (Northern Ireland) Order 2007(13)), or
  - (ii) the Scottish Ministers in the children's list or the adults' list (within the meaning of the Protection of Vulnerable Groups (Scotland) Act 2007(14));
- (i) has at any time been subject to any investigation or proceedings concerning the person's fitness to practise by any licensing body, the final outcome of which was—
  - (i) the person's suspension from a register held by the licensing body, and that suspension has not been terminated,
  - (ii) the person's erasure from a register held by the licensing body or a decision that had the effect of preventing the person from practising the profession licensed or regulated by the licensing body, or
  - (iii) a decision that had the effect of only allowing the person to practise that profession subject to conditions, and those conditions have not been lifted;
- (j) has at any time been subject to any investigation or proceedings concerning the person's conduct, professional competence or health by the General Council, where the final outcome was that—
  - (i) the person's registration in the register was suspended and the order imposing that suspension has not been lifted,
  - (ii) the person's name was removed from the register (for a reason connected to the person's fitness to practise), or
  - (iii) the person's registration in the register was made subject to an order imposing conditions with which the person must comply and that order has not been lifted;

- (k) has at any time been subject to any investigation or proceedings relating to an allegation that the person's entry in the register was fraudulently procured or incorrectly made—
  - (i) in the course of which the person's registration was suspended and that suspension has not been terminated, or
  - (ii) the final outcome of which was the removal of the person's entry in the register;
- (l) is or has been subject to any investigation or proceedings concerning the person's fitness to practise by—
  - (i) any licensing body, or
  - (ii) the General Council,and the General Council is satisfied that the person's membership of the statutory committees would be liable to undermine public confidence in the regulation of registered osteopaths; or
- (m) has at any time been convicted of an offence elsewhere than in the United Kingdom and the General Council is satisfied that the person's membership of the statutory committees would be liable to undermine public confidence in the regulation of registered osteopaths.