



General
Osteopathic
Council

General Osteopathic Council Appointment of Chair of Council

Information pack for applicants

Closing date: Noon on Wednesday 28 August 2019

Interviews: 15 October 2019

Candidates will need to be available for the whole day of their interview

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Dear Candidate

Thank you for your interest in this appointment. I hope that this information pack is helpful in setting out:

- the duties of the General Osteopathic Council (GOsC)
- the qualities and competencies that are required for the Chair of Council.

Established in 1996, the GOsC is the independent statutory regulator for the profession of osteopathy. The regulation of individual healthcare professionals is an essential mechanism for the protection of patients. This is particularly true for osteopaths as they practise predominantly independently in the private sector and are not typically employed in managed environments such as the NHS or in large-scale independent healthcare organisations.

We have over 5,300 osteopaths on our Register – most osteopaths work as sole practitioners or in group practices in the private sector, and some also teach or are engaged in research.

The GOsC has performed its role as a regulatory body to a consistently high standard. The Professional Standards Authority for Health and Social Care has described us as demonstrating ‘an impressive commitment to using the learning from across its work to improve its performance across its regulatory functions’. We are committed to evidence-based regulation that protects patients and better connects osteopathic practice with wider healthcare, to fulfil our statutory duty of developing the profession and improving patient care.

The osteopathic profession has recently been designated an Allied Health Profession (AHP) in England, which is bringing additional opportunities for osteopaths to engage in multi-disciplinary healthcare delivery, as well as access to AHP research networks and funding opportunities.

We are also going through a period of change; I took up post as Chief Executive and Registrar on 4 March 2019 and our current Chair of Council, Alison J White, will retire at the end of March 2020. In addition, the profession has seen the introduction of our updated Osteopathic Practice Standards and a new three-year CPD scheme. At the same time, the government is considering changes to our legislative framework. So, the message, whilst still underscored by a requirement to protect and benefit the public and patients, is that there is a need for a period of stability in a rapidly changing healthcare and regulatory landscape.

We are hoping we can attract a real ‘team player’ to be our new Chair, as one of the distinguishing features of our profession is the cooperative relations across our stakeholder community. As the statutory regulator, we need to work strategically ‘with the grain’ of the wider healthcare sector to take advantage of emerging opportunities in a collaborative and partnership-based approach, to fulfil our statutory functions. Our website gives more information about how we are structured and what we do – please see osteopathy.org.uk/about-us.

If you think you have the relevant skills and attributes to chair the GOsC in the dynamic environment of healthcare regulation, please complete the enclosed application forms and return them to us by noon on **Wednesday 28 August 2019**.

You will see in the enclosed pack that as part of the recruitment process shortlisted candidates will have an opportunity to meet me and visit our offices at Osteopathy House, or to talk over the phone if travelling to London is not convenient. This will take place on either **3 or 4 October 2019**. The candidate pack also includes other important dates, and we ask that you make a note of these in your diary should you decide to proceed with your application.

Finally, if I or my colleagues here at Osteopathy House can answer any questions you may have, please do not hesitate to get in touch. In the first instance, please contact my Executive Support Officer, Marcia Scott, on mScott@osteopathy.org.uk.

I wish you all the best with your application.

Kind regards,

A handwritten signature in black ink that reads "L. Milliner". The signature is written in a cursive, flowing style.

Leonie Milliner
Chief Executive and Registrar

Overview

Key dates

- Recruitment opens 2 July 2019
- Recruitment closes noon Wednesday 28 August 2019
- Shortlisting complete by Mid-September 2019
- Pre-interview discussion 3 and 4 October 2019
- Interviews to be held 15 October 2019
(please note: candidates will need to be available for the whole day of their interview)
- Appointment confirmed by Privy Council November 2019
- Appointment start date 1 April 2020

The role of Chair of Council

Outlined on page 8.

Competencies required for the roles

Outlined on pages 9 to 11.

Eligibility

This post is open both to osteopaths and lay people. See page 11 for more information.

Remuneration

Remuneration is £27,000 per annum. Travel, subsistence and carer's expenses are refundable in line with our expenses policy. Remuneration and expenses are subject to periodic review.

Time commitment

The time commitment for this position is expected to be no more than 78 days a year, which includes induction, training, attendance at Council meetings and other committees, meetings with stakeholders, and other duties associated with the role of Chair.

Term of office

The initial appointment is expected to be for up to four years. Reappointment can be made for a further term up to a maximum of eight years, subject to consistently high performance and the needs of the GOsC.

Contact

For information about the selection process or queries about the role, please contact:
Amanda Chadwick, Human Resources Manager
Email: councilrecruit@osteopathy.org.uk

Shortlisted candidates will be invited to meet the Chief Executive and Registrar for a discussion about the role (either face to face or on the phone). It is anticipated these meetings will be held on **Thursday 3 and Friday 4 October 2019**. Following these meetings, the Chief Executive will provide feedback to the panel about the candidates.

About the General Osteopathic Council

The General Osteopathic Council (GOsC) regulates osteopathic practice in the UK. Its purpose is to protect the public by ensuring high standards of education, practice and conduct among osteopaths.

Its core functions are:

- Assuring the quality of osteopathic education and training.
- Registering qualified professionals on an annual basis and ensuring their continuing fitness to practise.
- Setting and promoting high standards of osteopathic practice and conduct.
- Helping patients with complaints or concerns about osteopaths and, where necessary, dealing with those complaints through fitness to practise procedures.

Strategic priorities

To fulfil our statutory objectives, the work of the GOsC is guided by our Corporate Strategy ([2016-2019](#)), which sets out our strategic objectives and how we plan to implement these.

There are three strategic objectives:

- To promote public and patient safety through patient-centred, proportionate, targeted and effective regulatory activity.
- To encourage and facilitate continuous improvement in the quality of osteopathic healthcare.
- To use our resources efficiently and effectively, while adapting and responding to change in the external environment.

To learn more about our strategic aims, please review the corporate documents (including our corporate strategy and annual reports) available on our website at osteopathy.org.uk/about-us.

Key principles that underpin the work of the GOsC

The GOsC is committed to conducting all its activities as a regulator and an employer based on a number of key principles:

Proportionality

We will ensure that the regulatory burden is no greater than it needs to be to deliver our statutory duty, focusing our resources on areas of risk to public protection and where there is scope to achieve the most in terms of improving standards of osteopathic practice.

Fairness

We will be consistent in the development and application of our policies and procedures to ensure fairness, with the aims of promoting equality, valuing diversity and removing any unfair discrimination.

Accountability

We will publicise our actions and decisions wherever possible, ensuring that the information is clearly explained and easily accessible. We will explain how we have taken our stakeholders' views into consideration in developing policy and in improving our performance. Council will seek to exemplify high standards of governance.

Anticipation

We will monitor trends in healthcare, regulation, osteopathic practice and education, in order to respond effectively to change and to support the osteopathic profession to respond accordingly.

Inclusivity

We will respond to the needs of patients, the public, registrants and other stakeholders, taking their views into account in deciding the most effective way to carry out our regulatory functions and work in partnership with others, where appropriate, to achieve our goals.

Efficiency

We will foster a culture of innovation and continuous improvement, taking steps to benchmark our performance periodically and setting targets to achieve best practice. We will use our resources efficiently, seeking to achieve further efficiencies without compromising the quality of our work.

Role of the Council

The role of Council is to be satisfied that the GOsC is meeting its statutory duties under the Osteopaths Act and other legislation. To meet these duties, it:

- a. Sets the corporate strategy and objectives, and determines key policies for the organisation, testing these against its statutory duties.
- b. Makes rules as provided for under the Osteopaths Act.
- c. Approves the annual budget and business plan.
- d. Appoints the Chief Executive and Registrar.
- e. Keeps under review how the GOsC meets its charitable purpose and public benefit requirements.
- f. Holds the Chief Executive to account for the delivery of the corporate strategy, business plan, budget, risk mitigation, organisational performance, staff leadership and external perception.
- g. Ensures the quality of decision making is supported by effective stakeholder engagement and appropriate evidence, including approving for consultation any policy proposal that relates to any matter reserved to Council and ensuring that due consideration has been given to all other policy matters by the relevant committee of Council.
- h. Provides effective oversight of any partnership arrangements to support its requirement to meet statutory objectives.
- i. Ensures that appropriate audit, control and assurance systems are in place.

- j. Appoints members of statutory and non-statutory committees on the recommendation of the Chair of Council.
- k. Maintains high standards of corporate governance.
- l. Makes sure that the GOsC's values are reflected in all its work.
- m. Agrees and keeps under review a scheme of delegation.
- n. Ensures effective reporting to Parliament, the Professional Standards Authority, Charity Commission, registrants and others.
- o. Undertakes those functions of Council not otherwise delegated to committees, including:
 - i. considering reports of the Registrar relating to fraud or error in relation to registration
 - ii. with the approval of the Privy Council, recognising qualifications or withdrawing their recognition
 - iii. appointing legal assessors and medical assessors
 - iv. hearing appeals against decisions of the Registrar
 - v. appointing financial auditors
 - vi. approving the annual report and accounts
 - vii. approving the financial reserves policy.

Role of Chair of Council

The principal role of the Chair is to lead and guide Council in discharging its statutory functions – ensuring the protection of the public through the development and regulation of the osteopathic profession – and to be a spokesperson for the GOsC.

The Chair will lead Council to:

- a. Set the strategic direction for regulation and development of the profession in the context of current statutes.
- b. Underpin the strategic direction through the institution of good governance including appropriate business, financial and risk assurance.
- c. Hold the Chief Executive to account for the operation of its business function and the effective management of the organisation, including through regular reviews and appraisals.
- d. Hold chairs of fitness to practise committees to account for the effective discharge of their functions.
- e. Ensure effective engagement with key stakeholders on relevant issues.
- f. Be accountable to Parliament and respond to directions, recommendations and requests from government departments including any of their agents such as the Professional Standards Authority.
- g. Ensure high ethical standards within Council and throughout the organisation.
- h. Conduct performance and development reviews as appropriate.

Competencies required for the role

The following are the core competencies and the evidence that will be applied when assessing candidates.

Competence	Attributes
Leadership of the Council	<ul style="list-style-type: none"> • ability to chair a board of a complex organisation including experience of reconciling different views • ability to manage change and establish shared corporate objectives • active commitment to high personal standards in accordance with the Nolan Principles • sound understanding of the Chair and Chief Executive relationship and an ability to work strategically with the executive team • challenges poor performance and supports individual personal development • collaborative in identifying opportunities for improvement of Council as a whole.
Ability to lead and contribute to the development of strategy, and the scrutiny of its delivery	<ul style="list-style-type: none"> • ability to lead and deliver on an organisation's overall purpose and strategy • ability to evaluate policies and plans, including resource requirements and risks, based on the GOsC's future needs and in the context of the wider environment • identifies connections and dependencies between issues, highlighting both opportunities and potential unintended consequences • demonstrates the capacity for an innovative and flexible approach in response to factors that may alter plans.
An influential advocate for the organisation, with credible communication skills	<ul style="list-style-type: none"> • highly developed interpersonal skills with an ability to establish credible and effective stakeholder relationships • ability to influence and persuade others using well-reasoned arguments • ability to promote the role of the GOsC externally and engage with the key issues, earning the confidence and support of others.
Analytical skills and sound judgement	<ul style="list-style-type: none"> • ability to assimilate and engage with the detail of written material or oral evidence, processing information quickly and accurately • ability to present an argument and articulate reasons for reaching decisions

	<ul style="list-style-type: none"> • exercises independent judgement and ability to make balanced, evidence-based decisions • ability to think creatively and analytically under pressure to reach decisions.
Takes ownership of personal and team effectiveness	<ul style="list-style-type: none"> • actively seeks out and listens to views of others in decision-making and shows respect for the opinions of others • clearly understands the role and commits to fulfilling its requirements including attendance, preparation and additional activities • participates in induction and training as required for the role • engages constructively in the annual performance review process, including giving and obtaining feedback, reflecting on any shortcomings in performance and taking opportunities to engage in personal development • contributes proactively to whole-Council review and development.
Understanding of and commitment to the statutory role of the GOsC	<ul style="list-style-type: none"> • demonstrates a clear understanding of the role and purpose of the GOsC • understands the need to put public and patient protection to the fore in all decision making • fully endorses the GOsC's role in promoting equality and diversity • demonstrates an appropriate motivation for undertaking the role.
Awareness and understanding of the osteopathic profession	<ul style="list-style-type: none"> • an awareness and understanding of the context of the osteopathic profession in healthcare.
An awareness of the significance of the Osteopathic Practice Standards in the promotion of patients' health, wellbeing and protection from harm, and the maintenance of public confidence in the profession	<ul style="list-style-type: none"> • awareness of the need to relate professional osteopathic standards to required levels of public protection

Desirable knowledge and experience

The experiences on the list below are desirable and it is hoped that applicants will have experience in **one or more** of the following areas relating to the GOsC's operations. It will be an **advantage** if **osteopath applicants** can also bring some experience in any of the areas outlined in this section.

Competence	Attributes
Patient/public engagement or involvement	<ul style="list-style-type: none"> has experience of involving patients/public in shaping and/or implementing policy or service delivery
Professional education and development	<ul style="list-style-type: none"> has experience in the field of education and training of professionals and its quality assurance, preferably in healthcare
Research management or governance	<ul style="list-style-type: none"> has experience of research management or governance obtained in an academic or clinical environment
Financial management	<ul style="list-style-type: none"> has experience of financial management/audit of publicly accountable organisations, whether in an executive or non-executive capacity
Business systems/ process improvement/ management	<ul style="list-style-type: none"> has experience of business management, including system or process change management and improvement, and the implementation of change programmes, especially involving information technology
Equality and diversity	<ul style="list-style-type: none"> has experience of developing or implementing equality and diversity policy within a public sector environment
Quality processes/ systems	<ul style="list-style-type: none"> has experience of developing or implementing quality management, control and assurance systems/processes, preferably in an educational or similar environment
Professional ethics	<ul style="list-style-type: none"> has knowledge or expertise in professional ethics, preferably in a healthcare environment
Healthcare systems and regulation	<ul style="list-style-type: none"> has experience of healthcare systems and their regulation, gained through practice in a relevant environment

Eligibility

This is a vacancy for the role of Chair of Council, who can be a lay or registrant member (osteopath).

Lay members of Council are defined as members who:

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

Registrant members of Council must be osteopaths registered with the GOsC.

Diversity and equality of opportunity

We value and promote diversity and are committed to equality of opportunity for all, and appointments will be 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 sections of the community, from all backgrounds and with a broad range of experience. We will ensure that your application will be dealt with fairly. Any decisions we make will be based on merit and your ability to meet the candidate specification.

The GOsC has an absolute commitment to the principles of equality, diversity and inclusiveness and the Council is determined to ensure that its governance structure reflects that commitment.

On appointment

Remuneration

The Chair of Council is paid £27,000 per annum.

Remuneration is taxable under Schedule E and subject to Class I National Insurance contributions. It is not pensionable.

The appointed candidate will be eligible to claim travel, subsistence and carer's expenses necessarily incurred on GOsC business, these are refundable in line with our expenses policy. Remuneration and expenses are subject to periodic review.

Warning: impact of appointment on people in receipt of benefits. Your appointment may influence your entitlement to benefits. If you are in receipt of benefits you should seek advice from the Benefits Agency.

Appointment and tenure of office

The initial appointment is expected to be for up to four years. Reappointment can be made for a further term up to a maximum of eight years, subject to consistently high performance and the needs of the GOsC.

Time commitment

A commitment expected to be no more than 78 days a year, which includes:

- a. attendance at governance meetings, including chairing Council; dates of which are (2020-2021):
 - Monday 11 May 2020
 - Thursday 9 July 2020
 - Tuesday 22 September (training day)
 - Wednesday 18 November 2020
 - Tuesday 2 February 2021

- b. participation in working groups and other policy discussions
- c. preparation for meetings including wider reading and research
- d. involvement in interview and tender panels and where necessary registration appeals
- e. preparation for and participation in appraisals
- f. occasional attendance at GOsC and external events.

Location

Meetings are usually held at the General Osteopathic Council offices in London. Occasional travel to other locations may be required.

Training

An induction and training programme will be provided on appointment. You will be expected to observe meetings of:

- Council on Wednesday, 20 November 2019 and Wednesday, 29 January 2020
- Policy Advisory Committee on Wednesday 4 March 2020
- Audit Committee and Remuneration and Appointments Committee on Thursday 19 March 2020.

Appraisal

All Council members, including Chair of Council, are required to take part in the GOsC appraisal system and will receive appropriate training for this. Details of the appraisal process can be found in the Governance Handbook via SharePoint at generalosteopathiccouncil.sharepoint.com.

Standards in public life

You will be expected to demonstrate high standards of corporate and personal conduct. The successful candidate will be asked to subscribe to a Code of Conduct, which can be found on our website osteopathy.org.uk/about-us/the-organisation/code-of-conduct

Applicants must also confirm that they subscribe to the standards of probity required by public appointees outlined in the 'Seven Principles of Public Life' set out by the Committee on Standards in Public Life (see Appendix 1).

Due Diligence

Due diligence checks may be undertaken as follows:

- a. fitness to practise history and whether this will undermine the confidence in the regulator if the candidate were appointed
- b. removal as a charity trustee
- c. roles with or associated with the GOsC
- d. disqualification from being a company director
- e. being declared bankrupt
- f. convictions

- g. risk assessment of output on social media
- h. DBS checks
- i. for candidates invited to final panel interviews, reference and right to work in the UK checks are compulsory for all candidates

Disqualification for appointment

There are circumstances in which an individual will not be considered for appointment and these are set out in Section 5 of The General Osteopathic Council (Constitution) Order 2009. For more details, please see Appendix 2.

Further information on our policy about disqualification from appointment, please contact Amanda Chadwick, Human Resources Manager at councilrecruit@osteopathy.org.uk.

Conflict of Interests

You should note the requirement to declare any conflict of interest that arises prior to and during GOsC business and 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 Panel at the shortlisting or interview stage.

Applying for the post

The GOsC will ensure that the appointment is made in a way that is open, transparent and fair to all applicants. All appointments are made on merit.

Equality of opportunity – we welcome applications from all sections of the community and from people with diverse experience and backgrounds.

How to apply – all applicants are required to complete both application forms enclosed with the information pack and include an up-to-date CV of up to two pages.

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

Alternative formats of this information pack and the application forms, such as Braille, large print and tape versions, are available on request from Amanda Chadwick at councilrecruit@osteopathy.org.uk or 020 7357 6655 x252.

If you submit a paper copy of the application or one in an alternative format, we will aim to acknowledge this by post within five working days of receipt.

Alternative format applications can be returned to:
General Osteopathic Council
Amanda Chadwick (Human Resources Manager)
GOsC Chair of Council recruitment
Osteopathy House
176 Tower Bridge Road
London SE1 3LU

How we will handle your application

We will deal with your application as quickly as possible and will advise you of the likely timetable at each stage.

After the closing date for applications:

- Your application and CV will be assessed to see whether you have the expertise required at the appropriate level for the post. We will rely only on the information you provide on your application form and CV to assess whether you have the experience required. **Please ensure that you provide evidence to support how you meet all the relevant criteria**, which are identified in the 'Competencies required for the role' section.
- The selection panel will be:
 - i. Sarah Botterill, lay member of Council,
 - ii. Haidar Ramadan, registrant member of Council
 - iii. John Pulford, independent member of the panel
 - iv. Anna Van der Gaag, Chair of the Panel
- If 30 or more applications are received, your application will be in the first instance assessed by the independent panel member before it is passed to the selection panel for shortlisting. You should be aware that in this situation, your application might not be considered by the full selection panel.
- By the end of September, 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 London on 15 October 2019 (see page 5 for details). Candidates will be invited to attend on one day only and will need to be available for the whole day.
- Prior to your interview, you will be asked whether you require any 'reasonable adjustments' to be made to facilitate your participation in the process.
- Our policy is not to refund travel expenses for candidates to attend interviews. However, where a candidate has extenuating circumstances which would mean that they would be unable to attend an interview unless we reimbursed the cost of travel, we would consider doing so on a case-by-case basis.
- Where a candidate is unable to attend an interview on the date set then an alternative date will only be offered at the discretion of the panel.
- If invited to interview, the panel may question you about your experience and expertise and ask specific questions to find out whether you meet the specified qualities. You may also have to give a short presentation and take part in a group discussion with other candidates.
- The candidate who best fits the criteria will be recommended to the Privy Council for appointment.
- The Privy Council's decision about whether to offer the appointment will be informed by advice from the Professional Standards Authority about the process the GOsC has used to select the recommended candidate.
- If you are successful, you will receive a letter from the Privy Council appointing you as Chair of the General Osteopathic Council.

- If you are unsuccessful, you will be notified by the GOsC's HR Manager.
- If, after interview, your application is unsuccessful and you would like feedback, please write to Amanda Chadwick, Human Resources Manager, at achadwick@osteopathy.org.uk.

Dealing with your concerns – for queries about your application, please contact Marcia Scott at councilrecruit@osteopathy.org.uk or 020 7357 6655 x246.

Your personal information

Your personal information will be held in accordance with the Data Protection Act 2018 and General Data Protection Regulations (GDPR). You will not receive unsolicited paper or electronic mail as a result of sending us any personal information. Some information will be shared with the Privy Council and the Professional Standards Authority (which oversees the appointment process). 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 possible, make sure nobody has unauthorised access to it
- ensure you know what choice you have about giving us information
- make sure we don't keep it longer than necessary
- only use your information for the purposes 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 and CV can be assessed. When submitting application form 2 and your CV, please do not include any information that could link to who you are or any protected characteristics, including your address. This will help us to mitigate any risk of unconscious bias.

Please note that the diversity monitoring information you provide as part of application form 1, is not used in the selection process and will not be shared with the selection panel assessing your application.

Information management

Your application form and any supporting documentation will be retained for up to two years 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 achadwick@osteopathy.org.uk.

Complaints procedure for applicants

Any complaints about the appointment process should be emailed to councilrecruit@osteopathy.org.uk.

Or posted to:

General Osteopathic Council
Human Resources Manager
Osteopathy House
176 Tower Bridge Road
London SE1 3LU

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. All applicants are informed of the complaints process in the applicant information pack.
- b. Where a complaint is upheld, the complaints procedure should also seek to identify a remedy for the complainant.
- c. 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.
- d. The complaint will be considered at the first stage by the Chief Executive and Registrar with a decision sent within 28 days of receipt of the complaint.
- e. If not upheld, the applicant has the right to have his/her complaint considered at second stage by an independent panel appointed by the Council. This second stage appeal must be received within 14 days of the decision (d) above.
- f. The panel's decision will be given within 28 days of receipt of the applicant's request for a second stage review.
- g. If the applicant remains dissatisfied, they can raise their concerns with the Privy Council.
- i. Any complaint documentation will be kept for a minimum of two years.

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 seven 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 trust deed 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.