



General
Osteopathic
Council

Information pack for applicants

Appointment of a lay member of Council who resides, or who works wholly or mainly, in Northern Ireland

This position is not open to osteopaths



Closing date for applications: 11.30am Friday 8 October 2021

Interviews: 10 November or 8 December 2021



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 Council.

A core role for the GOsC is ensuring the protection of the public and the Council holds responsibility for ensuring that the statutory objectives are met. The Council sets the strategic direction for the GOsC and oversees its implementation by holding the Executive team to account through constructive scrutiny.

The GOsC has a proud history of high performance, meeting the Standards of Good Regulation, as assessed by the Professional Standards Authority for Health and Social Care, for ten consecutive years. We believe this reflects our collaborative and innovative approach to regulation, built upon a foundation of good governance, and we want to ensure we continue to further enhance our performance.

Through this recruitment exercise, we will be looking for candidates who can contribute to our ongoing development, ensuring that our Council remains at the forefront of regulatory innovation and that at all times our procedures remain 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 Council.

Thank you again for your interest and I very much hope you will consider applying.

A handwritten signature in black ink, which appears to read 'Bill Gunnyeon'. The signature is fluid and cursive, written over a light grey background.

Dr Bill Gunnyeon CBE
Chair of Council

September 2021

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Contact

For information regarding the selection process or any other queries about these roles, please contact Amanda Chadwick, Human Resources Manager at:

councilrecruit@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 5,400 osteopaths on the Register today.

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

The role

We are currently recruiting for one lay member to join Council who resides, or works wholly or mainly, in Northern Ireland. Council is responsible for ensuring that the GOsC fulfils its statutory objectives.

Council members are paid an annual fee of £7,500.

You can read more about the GOsC's Council on page 5 and more about the GOsC on page 7.

Equality, Diversity and Inclusion

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 person specification.

Please ensure that you do not put anything identifiable on Application Form 2, where you set out your transferrable knowledge, skills and behaviours against each competency. This information can identify you as an individual based on your name, who you are, or any protected characteristics. This is because the information is anonymised before being given to the selection panel for shortlisting. This is to avoid the panellists making conscious or unconscious assumptions about individuals.

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

Key dates

The process is expected to run as follows:

- Application closing date 11.30am, Friday 8 October 2021
- Shortlisting complete by Beginning of November 2021
- Interviews to be held 10 November 2021 or 8 December 2021
- Appointment confirmed by Council 1 February 2022
- Start date 1 April 2022

About the GOsC's Council

Council is responsible for ensuring that the GOsC fulfils its statutory objectives.

It sets the strategic direction for the organisation and oversees the implementation of that strategy. The detailed role of Council is set out in the [Governance Handbook](#).

Council is made up of five lay (not osteopath) members and five osteopath members, all appointed by the [Privy Council](#). At least one member is appointed from each of England, Wales, Scotland and Northern Ireland.

The role of Council is to be satisfied that the GOsC is meeting its statutory duties under the Osteopaths Act 1993 and [other relevant legislation](#). To meet these duties Council:

- Sets the corporate strategy and objectives for the GOsC, and decides key policies for the organisation, ensuring these fit with the GOsC's legal duties.
- Makes rules as provided for under [the Osteopaths Act 1993](#).
- Approves the GOsC's annual Budget and Business Plan.
- Appoints the [Chief Executive and Registrar](#).
- Keeps under review how the GOsC meets its charitable purpose and public benefit requirements.
- 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.
- 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.
- Provides effective oversight of any partnership arrangements entered into by the GOsC to support how the arrangement meets the GOsC's statutory objectives.
- Ensures that appropriate audit, control and assurance systems are in place.
- Appoints members of statutory and non-statutory committees on the recommendation of the [Chair of Council](#).
- Maintains high standards of corporate governance.
- Makes sure that the GOsC's values are reflected in all of its work.
- Agrees and keeps under review a scheme of delegation.
- Ensures effective reporting to Parliament, the Professional Standards Authority for Health and Social Care, the Charity Commission, osteopaths and others.
- Undertakes those functions of Council not otherwise delegated to committees, including:

- Considering reports of the Registrar relating to fraud or error in relation to registration.
- With the approval of the Privy Council, recognising qualifications or withdrawing their recognition.
- Appointing legal assessors and medical assessors.
- Hearing appeals against decisions of the Registrar.
- Appointing financial auditors.
- Approving the [Annual Report and Accounts](#).
- Approving the financial reserves policy.

Role of Council members

Members of Council are expected to:

- ensure the protection of the public through regulation of the osteopathic profession
- work with key stakeholders to enhance professional standards and quality of osteopathic care
- ensure effective engagement with a wide range of interest groups so that policy making is adequately informed and is seen to be so
- set the strategic plan for the regulation of the profession and in addition identify the key risks facing the organisation
- approve the budget in support of the strategic plan and review the registration fee annually
- ensure that appropriate audit and monitoring systems are in place in relation to the key risks facing the organisation
- agree a scheme of delegation to committees
- hold the executive to account for the delivery of the business plan and the mitigation of risks and to provide appropriate support to the Chief Executive and Registrar in managing the organisation
- ensure the GOsC meets its equality duties
- make an Annual Report to Parliament on the GOsC's performance in relation to fitness to practise, value for money and equality and diversity
- appoint the Chief Executive

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.

In order to fulfil our statutory objectives, the work of the GOsC is guided by our Strategic Plan 2019-24, which sets out our strategic goals and how we plan to implement these:

- **Strategic goal 1:** We will support the osteopathic profession to deliver high quality care, which will protect patients and the public in the context of changes in the dynamic landscape of healthcare.
- **Strategic goal 2:** We will develop our assurance of osteopathic education to produce high quality graduates who are ready to practise.
- **Strategic goal 3:** We will build closer relationships with the public and the profession based on trust and transparency.
- **Strategic goal 4:** We will be an exemplar in modern healthcare regulation – accessible, effective, innovative, agile, proportionate and reflective.

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

Key principles

The GOsC is committed to conducting all its activities as a regulator and an employer based on the following 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 in order 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, osteopaths 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.

Competences required for the role

We will be assessing candidates against the criteria given below. To help candidates understand these criteria, we have set out our needs as follows:

- What we are looking for
- What we need
- Why we need it

What we are looking for	What we need	Why we need it
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 as a statutory regulator and its status as a registered charity • Understands that public and patient protection are important in all decision-making • Shows an understanding of the importance of independent regulation of osteopaths and the specific challenges of the environment within which they work • Demonstrates commitment to equality, diversity and inclusion • Demonstrates an appropriate motivation for undertaking the role 	<ul style="list-style-type: none"> • Fully understanding the purpose and role of the organisation will help give context for the work of Council
Contributes effectively to, and is influential in the development of strategy and policy and the scrutiny of their delivery	<ul style="list-style-type: none"> • Ability to contribute to the development of overall strategy for the GOsC • 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 • Ability to interrogate and interpret performance information 	<ul style="list-style-type: none"> • Council members will need to fully understand and evaluate strategy and policy to support GOsC to deliver the best level of public and patient care whilst maintaining a good reputation

	<ul style="list-style-type: none"> • Identifies connections and dependencies between issues, highlighting both opportunities and potential unintended consequences • Seeks wider opportunities to be influential 	
Operates effectively within governance, including risk management; equality, diversity and inclusion	<ul style="list-style-type: none"> • Demonstrates an understanding and commitment to the components of good governance and duties as a trustee • Ability to analyse, evaluate and scrutinise strategy • Understands and respects the boundaries between non-executive and executive and can challenge and support staff to continue to improve performance 	<ul style="list-style-type: none"> • Fully understanding the remit of a governance role whilst being able to identify when, how and what to scrutinise in order to add value to the work of GOsC
Takes ownership of personal and team effectiveness	<ul style="list-style-type: none"> • Contributes proactively to whole-Council review and development • Willingness to reach consensus and support collective decisions • Contributes openly and collaboratively to debates and discussions • Clearly understands the role and commits to fulfilling its requirements including attendance, preparation and additional activities • Is prepared to commit the required time, to participate in induction and training and engage constructively in our annual appraisal process, including giving and obtaining feedback, reflecting on any shortcomings in performance and taking opportunities to engage in own personal development 	<ul style="list-style-type: none"> • So that all members of the Council are open to personal growth and development, which in turn improves the work of Council • Panel members need to fully participate in meetings and contribute to collective decision-making as this allows the team to operate at the best possible level

<p>Acts as a positive, influential advocate/ ambassador for the organisation, with confident communication skills</p>	<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, including commanding the confidence and support of others • Actively seeks out and listens to views of others in decision-making and shows respect for the opinions of others, without dominating 	<ul style="list-style-type: none"> • Discussions are best when they are constructive, and individuals are persuaded with well-reasoned arguments and treated with respect and dignity and highly developed interpersonal skills will help to deliver this aim
<p>Knowledge and understanding of professional education and training in a regulated profession</p>	<ul style="list-style-type: none"> • Has up to date knowledge and understanding of higher education in the context of a regulated profession • Has an understanding of the healthcare training environment through teaching, assessment, research or administration • Has an understanding of the process for shaping policy in relation to professional education and training 	<ul style="list-style-type: none"> • So that Council members have a full understanding of the sector in which GOsC operates, which in turn improves the quality of the scrutiny work undertaken by Council

Desirable knowledge and experience

Knowledge and experience in the following areas 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.

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, 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, diversity and inclusion	<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 or processes, preferably in an educational or similar environment.
Professional ethics	<ul style="list-style-type: none"> Has knowledge or expertise in the area of 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

We currently have one vacancy for a lay member who lives or works in Northern Ireland. This position 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

At least one member of Council (lay or osteopath) must live or work wholly or mainly in each of England, Northern Ireland, Scotland and Wales.

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

On appointment

Payment

Council members are paid an annual fee of £7,500.

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

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.

Warning: impact of appointment on people in 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

A minimum commitment would be approximately 1.5 days per month or 18 days a year. This includes attendance at Council meetings and, from time to time, involvement on working groups when needed. Also includes appointment to at least one of the following three Council committees:

- Audit Committee
- Policy and Education Committee
- Remuneration and Appointments Committee

Length of appointment

The initial appointment is expected to be four years.

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. However, a degree of change is often sought and there should therefore be no expectation of automatic reappointment.

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

Location

Meetings are usually held at the General Osteopathic Council offices in London, although meetings may be held remotely where appropriate. We will ensure that all meetings are inclusive and accessible.

Occasional travel to other locations may be required.

Training

Appropriate training for Council members will be provided. Successful candidates will be required to attend induction and training on dates to be arranged as soon as possible after appointment.

Appraisal system

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

osteopathy.org.uk/about-us/the-organisation/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 available at osteopathy.org.uk/about-us/the-organisation/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.

As the GOsC is also a charity, successful applicants will be required to be aware of and apply the duties of a trustee. Further information about being a trustee is available on the Charity Commission website at gov.uk/government/organisations/charity-commission/services-information.

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 Amanda Chadwick, Human Resources Manager at: councilrecruit@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 at osteopathy.org.uk/about-us/the-organisation/governance-handbook.

Applying for a post

All applicants are required to complete [Application Form 1](#) and [Application Form 2](#), which can be accessed via 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 councilrecruit@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 Amanda Chadwick by emailing: councilrecruit@osteopathy.org.uk. All applications will be acknowledged.

Please ensure that you do not put anything identifiable in Application form 2, where you set out your transferrable knowledge, skills and behaviours against each competency. This information can identify you as an individual based on your name, who you are, or any protected characteristics. This is because the information is anonymised before being given to the selection panel for shortlisting. This is to avoid the panellists making conscious or unconscious assumptions about individuals.

Should you wish to discuss the requirements of the role, we would be happy to arrange an opportunity for you to speak to our Chief Executive and Registrar, Matthew Redford. Please contact councilrecruit@osteopathy.org.uk to arrange this.

We must receive your completed application before the closing date. **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:

- You will receive an acknowledgement of receipt of your application.
- Your application will be assessed to see whether you have demonstrated the expertise required at the appropriate level for the post. **Please ensure that you provide evidence to support how you meet all the relevant criteria**, which are explained in the 'competences required for the role' section.
- The selection panel will be:
 - Dr Bill Gunnyeon, Chair of Council
 - Professor Deborah Bowman, lay Council member
 - Daniel Bailey, registrant Council member
 - Jacqui Francis, 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 the beginning of November 2021**, 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 on **10 November 2021** or **8 December 2021**.
- 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 competences. You could be asked to give a short presentation and/or to take part in a group discussion with other candidates.
- The candidates who best fit the criteria will be recommended for appointment.
- The Privy Council's decision about whether to offer the appointment will be informed by advice from the Professional Standards Authority for Health and Social Care 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 a Council member of the General Osteopathic Council.
- If you are unsuccessful, you will be notified by the GOsC's Human Resources Manager.
- If, after interview, your application is unsuccessful and you would like feedback, please email Amanda Chadwick, Human Resources Manager, at: councilrecruit@osteopathy.org.uk.

Dealing with your questions – for queries about your application, please contact Amanda Chadwick at: councilrecruit@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: councilrecruit@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
councilrecruit@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. 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 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.

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 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.