



ANNUAL REPORT

— AND —

STATEMENT OF ACCOUNTS

2020





INTRODUCTION

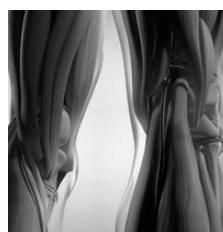
CONTENTS

INTRODUCTION	3
CHAIR'S REPORT	4
VICE CHAIR'S REPORT	6
SECRETARY'S REPORT	8
PROFESSIONAL AFFAIRS COMMITTEE REPORT	9
CONFERENCE COMMITTEE REPORT	10
EDITORIAL COMMITTEE REPORT	11
EDUCATION COMMITTEE REPORT	12
TREASURER & FINANCE COMMITTEE REPORT	12
TECHNICIAN COMMITTEE REPORT	13
SECRETARIAT REPORT	13
BAPO RESEARCH COMMITTEE REPORT	14
ID GROUP REPORT	15
DIVERSITY & INCLUSION REPORT	15
COMMITTEE ATTENDANCE	17
DIARY OF EVENTS	20
STATEMENT OF ACCOUNTS	21

This is the Annual Report of the British Association of Prosthetists and Orthotists (BAPO) for 2020.

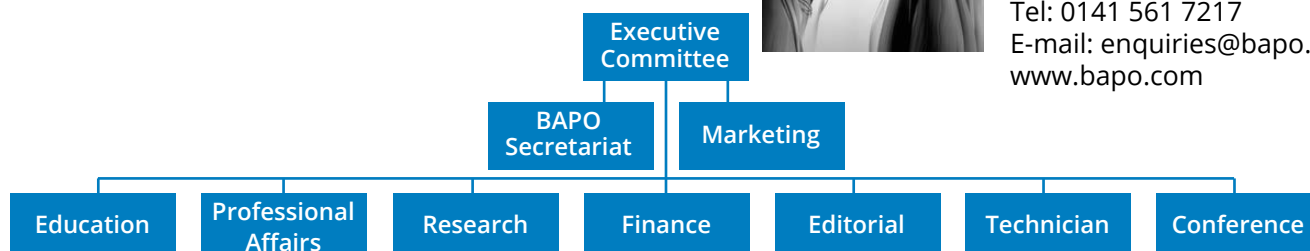
It highlights the work of each of our Standing Committees and contains the Association's financial statement for 2020.

We are the Professional Body for Prosthetists and Orthotists in the UK. We are a 'not for profit' member organisation run by volunteers working on Standing Committees covering areas such as professional affairs, finance, editorial, education, conference, social media and research. These committees are overseen by the Executive Committee and are co-ordinated and supported by our dedicated team of staff at BAPO's Secretariat led by Manager Lorna Graham.



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EXECUTIVE COMMITTEE REPORT

The Executive Committee used technology to meet virtually 5 times this year to co-ordinate the activities of the association. The functionality of the technology has meant that this method of working has not reduced our effectiveness, but by reducing our travelling and not meeting face to face, we have managed to make a significant saving against our budget.

MEMBERS OF THE EXECUTIVE COMMITTEE

Our thanks go to our members of the Executive who postponed their resignation from the committee to see our association through 2020. They are now looking forward to a well-deserved rest, stepping down a year later than planned.

We also wish to thank the co-opted members on the Executive for stepping forward in this time of crisis to see us through into 2021.

2020 has been an extraordinary year with our members and the association staff adjusting both home and work life to reduce Covid 19 infections. The pandemic has affected all of us young and old and brought home the importance of family and good health.

BAPO has worked hard to support the profession through these times.

In order to ensure that we had the latest information to hand for members and to ensure that our profession was recognised and appreciated for our services in the NHS, BAPO attended weekly briefings with a number of arms of the UK government providing both updates for government and disseminating up to date and timely information to members.

We had representation through Allied Health Professions Scotland (AHPFS) with our nominated member Nicola Munro attending weekly briefings with the Chief Allied Health Professions Officer (CAHPO) and Scottish government. Public Health England (PHE) used their AHP network to disseminate updates from England and the 4 nations collaborated throughout to provide clear and unambiguous advice in the early days of the pandemic. BAPO created an advice document to inform Health Education England (HEE) and commissioners what our core competencies are as clinicians and where we could be deployed to make best use of these skills.

We were in weekly contact with PHE and the Dept. of Health acting as a conduit to both collect information for government and disseminate information to our members.

We created Covid update bulletins for our membership.

We created a specific BAPO Covid news webpage which contains up to date information from the Dept. of Health and links to a range of educational resources to support our members such as E-learning for health, Covid 19 modules and mindfulness tools.

BAPO undertook a survey of the profession to find out what they were experiencing during the pandemic and to help inform our actions, enabling us to provide support and advice where required.

We focused on clinical practice, challenged some accepted norms and considered how we would be able to practice safely and effectively with less direct interaction with our patients.

Led by Simon Dickinson, a group of innovative clinicians from around the UK developed our Virtual Orthotic Assessment Pathways creating a valuable resource for use by our profession in these challenging times. BAPO participated in NHS Education Scotland's seminar on the use of virtual platforms in clinical practice. With help from service leads around Scotland BAPO explored the potential application of remote treatment with examples from NHS Highland who have used the platform successfully for many years, to NHS Lothian who were scoping and developing protocols to start using the system. Prosthetic colleagues were invited to share the learning with the hope that the benefits of using an electronic platform would emerge in their field.

For the last 4 years BAPO's primary focus has been on supporting the UK P&O workforce and key to developing and creating more clinicians are our undergraduate training programmes. Student practice placements are essential in developing undergraduates to the point where they can gain HCPC registration and become our clinicians of the future. Unfortunately, they have been significantly affected by the pandemic.

Many clinics were running only emergency services and grappled with making environments Covid secure, enforcing social distancing and using appropriate PPE we all learned new ways of working, students were sent home, placements cut and e-learning began. Health Education England (HEE) together with the Council of Deans for Health monitored the situation carefully and supported both the AHP professional bodies and the universities to become more creative with our next cohort of students in order to get practice placements back up and running again.

BAPO attended weekly meetings with HEE collaborating on areas such as student indemnity cover, honorary contracts for student P&Os and at the height of the first wave, providing payments for being on placement.

CHAIR'S REPORT

In response to the crisis with P&O practice placements, we created PELF- the Practice Education Leadership Forum with representatives from Salford, Strathclyde, Keele and Derby universities. PELF met as a group to discuss and share learning around education in P&O in the UK.

BAPO linked with HEE and our undergraduate programme leads to advise on student deployment and what level in the programmes could be suitable to work during the pandemic to support NHS staff. This then fed into the CAHPO letter to students and the HCPC temporary register.

BAPO submitted 2 bids to support practice placement expansion in the UK for prosthetics and orthotics and was awarded £88,746 to second a National Practice Placement Co-ordinator and regional support. These roles will develop and evaluate new and emerging models for practice placements and engage with employers, clinicians and trusts to ensure quality practice placements throughout the UK for all of our programmes. These roles will commence in 2021.

BAPO worked closely with the NOMaG Chair Nick Gallogly to look at using technology to facilitate student learning through virtual classrooms and shadowing clinicians.

Our thanks to Nick for his focus and commitment in this area over the last 12 months.

BAPO created a pandemic group in collaboration with the International Society of Prosthetics and Orthotics ISPO, British Health Trades Association BHTA, NHS Orthotic Managers Group NOMaG and Scottish Clinical Orthotic Leads ScOL to discuss issues affecting the profession, share resources and develop a national approach to addressing these problems. We also linked in with our third sector partners, charities and patient groups to listen to issues their members were reporting and feed these in centrally.

This pandemic group met frequently through the first wave of the pandemic and supported all elements of our services to find solutions to emerging problems and share learning. We also lobbied as a collective to ensure services could remain open during the pandemic.

BAPO was asked by members to explore the equality and diversity support available to our members and an update is included in this Annual Report.

BAPO has also developed resources to support the mental wellbeing of our members. A working group led by Gemma Cassidy has met to explore the potential for training mentors/counselors to support our members and to signpost members to help /advice when needed. We expect to report on progress during the next 12 months.

We continue to contribute to Allied Health Professions Federation UK, Allied Health Professions Federation Scotland and Allied Health Professions Federation Northern Ireland. Our thanks go to Nicola Munro and Jonathan Bull for their continued efforts. We have 2 seconded fellows currently - Juliet Sturgess is seconded to Health Education England and has been leading on projects to support the small and vulnerable professions such as P&O and Carolyn Roysse who is seconded to Public Health England and represents BAPO on their AHP steering group. Our thanks to both of these individuals for their efforts and commitment over the last 12 months.

Our thanks also to Laura Barr for her continued efforts to maintain and update our Directory of Evidence Based Orthotic Practice (DEBOP).

<https://www.bapo.com/wp-content/uploads/2021/01/BAPO-Workforce-Survey-Comments-Analysis-Jan-21-final.pdf>

[BAPO-Virtual-Assessment-Guidelines-compressed.pdf](#)

<https://vimeo.com/416038631>

[GetResourceObject.aspx \(bapo.com\)](#)

VICE CHAIR'S REPORT



Introduction

It has been an honour to work on behalf of BAPO over the past 12 months and I thank the Association for funding my one-day secondment. Conscious that this reflects an investment by the membership, I believe it is appropriate to provide a summary of the activities I have engaged in during this last year.

During this period, I have set out to tackle some of the fundamental issues facing the Association, which were the primary reason for me rejoining the EC to act, initially, as Vice Chair and, from this coming March, as the Chair.

I would summarise the principal issues BAPO faced as:

- No-one was willing to take on the role of Chair, even with a secondment agreed.
- Many of the EC members were looking to step away from their role on the committee.
- Membership engagement was poor; only 41% of registered P&Os were members.

With the support of other key members of the committee I have worked to address the crisis represented by these issues. In addition, other issues have come to light or have arisen due to the difficulties BAPO and the profession have experienced during the COVID-19 pandemic.

The pandemic has made resolving the underlying challenges related to engagement more challenging. Whilst fully utilising opportunities to meet virtually, I have not yet met the EC or Secretariat staff face to face. With our conference cancelled and travel constrained, engagement with members has not been as frequent as I had hoped for when undertaking the secondment. I hope at some point to get out on the road during 2021 to meet more members, to understand their concerns and hear of the great work they do in delivering P&O services to patients.

To address these issues, with the EC:

- I have agreed to take on the role of Chair
- We now have all seats on the EC filled with additional members co-opted.
- There is now increased activity from the sub-committee with new members recruited and greater participation from volunteer members giving their time.
- I initiated a project, with external support, to highlight issues affecting participation from our profession, and to deliver a plan to increase membership.

Participation

Membership of following sub committees:

- Professional Affairs
- Finance

I have also engaged with the following sub-committees to understand their activities and support the great work they do:

- Conference - I specifically arranged legal support to resolve a dispute with our intended host
- Education - I supported and encouraged Lynne Rowley to Chair and re-energise this committee and am delighted Lynne will continue providing leadership for this essential function.

During 2021 I will focus on developing our Marketing sub-committee and extend its role to include communications. Lauren Jennings does a fantastic job ensuring we have frequent social media output. We need to build on and add to this so that BAPO can speak to our members and stakeholders with even greater clarity and frequency, allowing us to exert greater influence and impact.

OTHER ACTIVITIES

Finance

Our Accountant John Mallon now presents a financial overview at each EC meeting to inform the Executives decision making and understanding of risk. John also attends our Finance Committee meetings chaired by our Treasurer, Ian Adam. John's input has been essential in mapping out our financial position and addressing the risks which have emerged as a result of the pandemic.

BAPO Advisory Group

I have hosted two meetings with this rarely convened group of experienced members. As a result, the Chair and Vice Chair now receive regular feedback and advice from past EC members on the strategic challenges facing BAPO.

COVID

I completed a workforce study which highlighted the experience of members during the first lockdown. Thanks to those 219 who responded in May 2020.

VICE CHAIR'S REPORT

I initiated a group to provide and update the advice published by BAPO during the early and uncertain stages of the pandemic. Amongst others I would like to thank Jana Middlebrook, Josh Young and Andrew Nichol for their most helpful regular comments and thoughts.

Networking

It has been a priority to meet to understand the challenges in the world now affecting professional associations to quickly broaden my network of contacts which are relevant to what BAPO does now and will need to do in the coming years.

I have attended the monthly meetings of the Allied Health Professions Federation (AHPF) Policy Advisory Group and deputised on occasion for Lynne Rowley at the AHPF Board.

To gain greater insight on NHS policy, I have regular monthly meetings with Joanne Fillingham, the Deputy Chair AHP Officer for England, and have agreed to an increase in the frequency of meetings between the Chair of BAPO and the Chief AHP Officer, Suzanne Rastrick, from one to three times a year. During 2021 I will work to increase contact the Chair has with the respective officers in Wales, Scotland and Northern Ireland, whilst drawing on briefings from those who speak on behalf of BAPO to these organisations.

During the first lockdown I have had regular meetings with representatives from NOMaG, SCOL, ISPO and BHTA. In part response to those conversations, BAPO wrote to the Chief Allied Health Professions Officer to highlight specific challenges experienced by our members in England. It is important BAPO has regular and productive discussion with other organisations engaged in the UK P&O sphere.

I presented on behalf of BAPO on the multiagency webinar, hosted by ISPO. The topic was issues which emerged from the pandemic. I was asked to cover the clinicians and service users concerns. To do so I drew on evidence from our COVID Workforce Survey and a brief survey of views from user groups.

In seeking a model for addressing the challenges BAPO faces I have looked to AOPA, who in Australia have, from a smaller professional group, achieved much of what I believe BAPO requires. Their membership engagement is high, and this underpins a successful financial model, whereby they employ seven P&Os on part time contracts to work for AOPA. To this end I have had regular productive discussions with their CEO Leigh Clarke on matters relating to membership engagement, organisational structure and active influencing. Whilst our circumstances differ, there is much to learn from the success AOPA have enjoyed in the last ten years.

Conclusion

BAPO is now in a stronger position than it was 12 months ago with far greater engagement through members volunteering to support its activities. Our action plan for the next 12 months will be informed by the engagement survey we are conducting and follow up activities. The outputs will ensure actions are aligned to what the UK P&O profession wants from its professional Association. By understanding those outcomes and then delivering against those expectations BAPO will grow stronger and become more effective.

SECRETARY'S REPORT



Standing orders

The BAPO standing Orders have not been amended through 2020 and are as previously ratified by the Executive Committee.

Membership figures

Our membership numbers remain a concern to the Association with numbers of full members falling year on year. The Executive have commissioned a workstream to look at the reasons why and to tackle these head on. Led by our Vice Chair Peter Iliff, we will report to you on our findings and solutions at the next AGM.

Breaches of BAPO Ethical Code

During 2020 there were no reported breaches of BAPO Ethical Code, therefore an Ethics Committee has not been convened.

Fitness to Practice

HCPC have not informed BAPO of any 'fitness to practice' cases for our profession during 2020. As such no action was required by our organisation this year.

Conor Brown
Secretary

PROFESSIONAL AFFAIRS COMMITTEE REPORT

The committee has held 4 meetings this year. The Chair Paul Charlton has recently stepped down, although he will remain on the committee—our thanks go to Paul for his efforts in leading this committee and delivering many projects and objectives for the profession and our association.

Currently the committee is chaired by Nicky Eddison

The committee membership is as follows

Committee Members:

- Nicky Eddison (*Chair*)
- Paul Charlton
- Jonathan Bull
- Katie Prosser
- Alsadair Gilbertson
- Josh Young
- Jana Middlebrook
- Christian Pankhurst
- Douglas Young
- Salma Benyahia
- Michael Gandy
- Carolyn Royse
- Peter Iliff
- Lynne Rowley
- Danielle Whittaker (*Student representative*)

The projects the committee has worked on over the past 12 months

The professional Affairs committee continues to participate in NICE guideline updates and quality standards development consultations.

The BAPO Standards for Commissioning Document has now been adapted and re-named “Service Provision Guidelines” and is due for publication to members imminently.

The Committee has been working on renewing guidance on clinical note keeping and are developing a new audit tool to help practitioners ensure they have quality as well as correct formatting and content in their clinical notes.

The Committee has had extensive discussions regarding the “Centre of Excellence Scheme” and although the original idea appears not to be feasible the Committee has evolved the concept and is working on a standards and outcome measures document. An update statement will be provided to the membership shortly.

The Committee has introduced the new “Orthotist of the Year” initiative to provide recognition for our Orthotists and are

discussing the feasibility of creating a similar award for Prosthetists and are actively seeking an appropriate sponsor.

The Committee has had positive discussions with the Executive Committee regarding the introduction of a national “Prosthetists and Orthotists day” in line with our AHP colleagues. BAPO will be updating the membership with further details shortly.

The Professional Affairs Committee also worked closely with the Executive Committee devising and advising on information and advice in relation to the COVID-19 pandemic.

Nicky Eddison
Chair

CONFERENCE COMMITTEE REPORT



Committee Members:

- Lauren Cox - Chair
- Elizabeth Holland - Vice Chair
- Twm Bell
- Sian Baker
- Gwen Griffith
- Serena Muhsan

Following on from conference 2019 the committee felt it was time for an overhaul of the conference format and time was spent considering options and suitable venues. BAPO would return to the Ricoh arena, but like no other conference before. BAPO partnered with Limbpower and Prestige Healthcare to hold a multifaceted conference pulling delegates from various platforms, including service users, allowing them a 1 day access pass to the exhibition hall. Plus a fantastic line up of speakers from home and abroad covering a multitude of topics, new exciting research and technological developments.

Unfortunately 2020 has been a year like no other, with a global pandemic being declared just six weeks away from conference weekend. BAPO made the disappointing decision to postpone conference for 2020 to ensure the safety of all its delegates, exhibitors and staff and to ensure complete adherence to government guidelines.

As the months have rolled by there seemed to be some light at the end of the tunnel and a new date for October 2020 was set. However, again we had to re-evaluate this decision due to the increasing infection rates and it was deemed to be unviable.

The committee hopes to deliver a conference in 2021, however its format is yet to be determined as the pandemic continues. The most ideal option would be a face to face conference and back up plans and investigations into a virtual event are underway. With committee members attending recent virtual events held by AOPA, OT World and the CSP conference to gain insight as to the best format to suit our event. Further guidance has also been sought from AOPA and other BAPO members with IT backgrounds to secure a suitable platform.

It is my intention to step down as Conference Committee Chair after the next conference and will spend the coming months guiding Beth our current Vice Chair through the processes so she is ready to take the lead upon my departure.

Lauren Cox
Chair

EDITORIAL COMMITTEE REPORT



Committee Members:

- Phil Buttery – Chair
- Emma Bonnick – Vice Chair
- Natalie Chinn
- Brid Kirby
- Michael Gandy
- Lydia Bowers

In 2020, the Editorial committee, like so many of us, held all meetings on-line.

The Committee continues to work in close partnership with the other Committees to help publicise the work done on behalf of our members. The last 2 issues this year, unsurprisingly, focused on the effect that COVID 19 had on the profession; the initial cancelling of services and how we overcame those obstacles to find new ways of working along with stories of secondments to other areas and in the manufacturing of PPE.

This is obviously a theme that we will be continuing with into the New Year, but are also focusing on Paediatric conditions and treatments for issue 1. Issue 2 will be looking at advancements made in the last few years both clinically, in the assessment/diagnosis and treatment of patients and also from a manufacturing perspective.

The winner of this year's best article published in BAPOConnect will be announced in issue 1.

I'd like to thank all the members of the Editorial Committee for giving of their time and efforts and Lorna, Pauline and Joanna in Paisley at BAPO Offices for all their help and support. Finally, I would like to thank BAPO members (and non-members) who have contributed articles over the last year as the magazine would not be what it is without them.

Phil Buttery

Editorial Committee Chair

EDUCATION COMMITTEE REPORT



Committee Members:

- Lauren Jennings - Chair
- Stacey Care
- James Wiggins

Our thanks go to Lauren Jennings who stepped down after many years on the committee both as a member and as Chair. We will miss your input Lauren and thank you for your patience and commitment over the years.

With 2020 being challenging for everyone, the Education Committee met once in 2020.

With new members from both of our specialities and student reps from both universities, we started by exploring the structure and function of the committee and agreed that the existing definition for the committee remains accurate.

We reviewed national education programmes and course development and how we integrate with these.

We then looked at priorities going forward into 2021.

The focus was on leadership, CPD, mental health, communication, practice placements and undergraduate core curriculum.

Education links have been made with the education leads group for AHPF and Health Education England with workstreams passing from the Executive Committee for education to now lead on such as programme boards for our emerging courses at Keele and Derby and liaising with the Office for Students project to implement standard practice placement paperwork and standards for practice placements.

A licensed new platform has been invested in for 2021 and we hope to bring a plethora of new, exciting and accessible CPD opportunities this coming year for Prosthetists, Orthotists and Students.

Lauren Jennings
Education Committee Chair

TREASURER & FINANCE COMMITTEE REPORT



2020 has been a challenging year navigating the pandemic and as the national economy has been impacted, so has BAPO's income.

During the past 12 months the Finance Committee has met frequently to steer the association through turbulent times.

In February 2020, we had to postpone then cancel our conference due to the pandemic. Our contracted organisations who have worked with BAPO for many years were very understanding and have not held BAPO accountable to our contracts for the 2020 conference mitigating the losses and, with legal assistance, our venue deposit has been retained by the Ricoh Arena in preparation for our next face to face conference.

Not holding our annual conference has affected our balance sheet for 2020, however, we have received support from Government, accessing a local grant for £10,000 to assist with the Secretariat. With activity reduced, and home working commenced, we took the decision to furlough some of our staff and have been supported through the Government's staff furlough scheme. BAPO decided that the staff would not be impacted financially and have been topping up the 80% to 100% of salary for each of the staff members through this time.

In 2019 we approved seconding time for our Chair elect to ensure sustainability for our leadership of the association. This has been an additional cost to the association this year however, with our services and membership review, we aim to increase our members and deliver improved value for money for everyone in the coming months.

Overall, our income for 2020 showed a decrease of 33% over 2019 figures. This has been mitigated by controlling our finances carefully and taking advantage of Government support. BAPO expenses showed a reduction of 25% over the 2019 period due largely to committees meeting virtually.

BAPO negotiated an improved insurance package for our members at a reduced price in 2020. Every member now has cover up to £10m and we have reduced our total insurance costs by 11% this year.

The end of year accounts show a deficit for the year of £12,867 due to many of the factors listed above, but we have controlled the risks to the association to minimise the impact on our finances. The deficit for 2020 will be covered by the association's cash reserves. Whilst we have drawn down on cash reserves, our cash position remains healthy, and as part of the strategic review in 2021, BAPO will look to make further investments to address the underlying issues and increase annual revenues (membership, conference income and income from education).

We have a new Accountant John Mallon who has been assisting us throughout this year. John has been taking a more active part in our association business and has provided advice and guidance to both Finance and the Executive Committee throughout the last 12 months.

I would like to thank my fellow Finance Committee members for their continued support during this very challenging period in my role as association Treasurer during 2020, Lynne Rowley, Nigel Jones, Peter Iliff, Dominic Hannett and our Office Manager Lorna Graham. I would also like to thank John Mallon our association Accountant for his professional services and guidance.

Ian Adam
Treasurer

TECHNICIAN COMMITTEE REPORT



SECRETARIAT REPORT

TECHNICIAN OF THE YEAR

It was great to welcome back Algeos for their fourth year of sponsorship of this important award which saw an increase in nominations. The judging committee met in Liverpool at Algeos headquarters in early March, just 10 days before the UK went into lockdown due to the COVID19 pandemic, to shortlist and pick the winners. Once again, we were faced with the difficult task of choosing the winners of the awards, the high standard of nominations means that we would love to award all the nominees with an award, it is a humbling task for the awarding committee to read the stories of the fantastic work that is being carried out by the Technicians in the UK. As in previous years it was our intention to invite the three winners along to the BAPO Conference to receive their awards from Max Sheridan, Commercial Director Algeos. As you all know our annual Conference was first postponed and then ultimately cancelled so our planned presentation could not happen. Along with our sponsors it was agreed to have the prizes delivered to the winners' workplaces and we asked their respective employers to arrange for the prizes to be presented to them. We will of course invite the three winners to the BAPO Conference in 2021.

Ian Adam

Technician Committee Chair

Staff Members:

- Lorna Graham - Secretariat Manager
- Joanna Brown - Administrator
- Pauline Dunbar - Administrator

The Secretariat has completed another busy year as it continues to support the work of the Association in what has been a challenging year.

The staff are committed to providing a first-class service to both members and the large number of volunteers who make up the Standing Committees of the Association. We continue to invest in new technology and software and hope that the improvements carried out this year ensures members can access our services at a time that suits their needs.

It only remains for me to thank the staff for their hard work and support throughout the past year and to assure the membership of their continued commitment in 2021

Lorna Graham

Secretariat Manager

BAPO RESEARCH COMMITTEE REPORT



Committee Members:

- Miriam Golding-Day – Chair
- Kate Chauhan – Vice-chair
- Paul Charlton – Committee member
- Joshua Young – Committee member
- Natalie Chinn – Committee member
- Sarah Day – Committee member
- Jessica Hargreaves – Committee member
- Nicky Eddison – Committee member

Through all the challenges that have come our way this year, the research committee have endeavoured to continue working towards our vision of enabling P&O research and supporting BAPO members in exploring their research potential.

Our primary work stream has remained unchanged with much of our time spent supporting the development and review of research projects which are often circulated to BAPO members. We try to strike a balance with the amount of surveys we distribute and would like to thank all the members who take the time to feedback to these projects, we and the researchers involved are very grateful. Research is one of the HCPC pillars of our profession and so is crucially important to our continued professional development and also in establishing the evidence base for prosthetics and orthotics.

Continuing on from last year the committee has been building greater links with other research bodies. We maintain representation on the strategy committee of CAHPR (Council for Allied Health Professions in Research) acting to promote the profession. We have also established a relationship with the research committee of BIOS (British and Irish Orthoptist Society). A similar sized professional group to BAPO, we can learn much from what they have achieved in the last 15 years and will work to support each other in the coming year with different endeavours. Two bigger projects the committee have been working on this year are the James Lind Alliance stroke priority setting initiative and the British Assistive Technology Association UK essential assistive products list. We have been invited to partner with both organisations and have representatives attending sessions and workshops on behalf of BAPO (specific thanks go to Mr Simon Dickinson for his input in the BATA work

stream). Both initiatives will continue into 2021 so look out for further updates and opportunities to feed into the process ensuring the voice of the profession and our patients is heard.

A work stream we were not able to carry out this year was the launching of the Charlie McLaughlin Research Award which we had worked hard with the trustees in setting up. Unfortunately the cancelling of the BAPO conference due to Covid-19 meant it was most appropriate to postpone the launch which was a disappointment for everyone. However, we hope we will have the opportunity to launch the award soon so please look out for further details as the year progresses.

The research committee sits alongside the other BAPO committees and is answerable to the BAPO Executive Committee. Further details about the committee including our research strategy can be found on the BAPO website.

Miriam Golding-Day

Chair



Committee Members:

- Sian Baker
- Lorna Graham
- Lauren Jennings
- Serena Muhsan
- Lynne Rowley
- Archie Veale (student observer)

Like most of our members and committees the ID group this year has been focused on COVID-19 ensuring that updates and important information are communicated to our members.

We are proud to have developed a page for the website in the first week of April to collate all of the Covid-19 resources; this can still be found under the resources menu and is updated with any new information. Any key information passed on by government and national bodies is linked on this page and also sent out on our social media accounts.

BAPOs website has undergone some small changes this year to allow it to function in the ever-changing technological scene. This includes a theme update which has altered the look of the site slightly and allowed a change to the back end of the site to enable some new security updates which were vital to its continued function.

We have also continued to update the news and resources sections including a new page on support resources that we would encourage members to look at.

Lauren Jennings

ID Group

Background

- Despite having a diverse workforce, long-standing inequalities in the NHS blight the working lives of many minority staff who are more likely to be discriminated against, more likely to experience bullying, harassment and abuse. Exclusion and marginalisation can be experienced by individuals because of their sexuality, race, gender or disability.
- The NHS Staff Survey demonstrates that lesbian, gay and bisexual staff report worse experiences than their heterosexual colleagues. Data from the 2019 NHS Workforce Race Equality Standard (WRES) showed that staff from an ethnic minority background have different and unequal experiences in the workplace compared to their white colleagues.
- AHPs make up the third largest clinical workforce in health and care but have one of the lowest percentages of BAME workers, at 12.2%, below the UK population average of 13.9% and significantly below the NHS workforce average of 19.9%. However, wonderfully, within the AHP's, prosthetics and orthotics has above average BAME representation.
- The Kings Fund recently published an article "A long way to go: ethnic minority NHS staff share their stories". One AHP described her frustration caused by the absence of role models to aspire to at senior grades. In another story a student AHP left her course programme due to the racism experienced whilst on placement. It is on all of us to create a healthy, inclusive and compassionate culture, focusing on valuing and respecting all.

Aim

Create a Diversity and Inclusion Network: A safe and supportive space for members to share challenges, experiences, and learning. A place to challenge factors that limit individual opportunities and promote the value and contribution of members.

Update/ highlights

- The creation of The AHP BAME Strategic Advisory Forum and National AHP BAME Network Forum (on the Future NHS collaboration platform).
- An AHP BAME strategic Advisory Forum webinar meeting took place on 11th November 2020.
- Themes emerging from the webinar:
- Improving AHP BAME experience
- Increase diversity within AHP workforce
- Diversity in leadership; mentorship programmes and

DIVERSITY & INCLUSION NETWORK UPDATE REPORT

networking opportunities. Creating opportunities for career progression and access to training opportunities

- Reducing unconscious bias, hardwire inclusion and diversity in recruitment, retention, progression and leadership representation
- Increasing BAME representation at all levels of decision making within the NHS
- Raising awareness of the inequalities and difficulties faced by BAME staff within organisations and the impact this has on them and the communities they serve
- Support for BAME workforce
- Education and communication; students & workforce
- Schematic dismantling of interpersonal, structural and systemic racism in the NHS
- The network acts as the support system for the advisory group where issues can be raised and discussed in depth
- Share with virtual network: opportunities for career development, training, sign posting support and guidance
- Network used as a place to seek further advice for race related issues
- The network to be linked to the advisory group; the network should influence/support strategic advisory group by being informed of strategy; how it will be delivered and can be utilised for the strategic advisory group to provide 'frontline' experiences and successes of the aims of the strategic advisory group
- Interprofessional collaboration, mutual support for all involved (as well as the strategic group), sharing ideas, best practice, and discussing/exploring current issues both locally and nationally. Vision of the network: To improve equality of opportunity and experience in the NHS by schematically dismantling interpersonal, structural and systematic racism by:
 - Ensuring that good practice and initiatives to promote issues affecting BAME AHPs are shared
 - Providing a forum for debate which draws on knowledge and experience
 - Acting as a driving force in conjunction with the national team to promote continuous improvement
- Purpose of the virtual network:
 - A safe place to connect people who want to share and seek advice for race related issues
- Will be in direct contact with the BAME AHP strategic

advisory group to influence and support strategy

- Will actively promote and elevate the voices and experiences of AHPs with particular focus on BAME members
- Current topic of discussion on the network: Low Covid 19 vaccine uptake among BAME AHPs . The key themes coming out from this area are around: (1) Safety of the vaccine - some staff felt it was rushed and therefore not safe. (2) Historical issues with the BAME community being used for research purposes without their consent. (3) The make-up of the vaccine. (4) Misinformation being spread by anti-vaxers on social media. (5) A genuine deep-seated fear that BAME people are being targeted with this vaccine

Actions/ Next steps

- Develop a strategy and associated interventions that can successfully drive transformation for all AHP's
- Create resources specifically for each profession
- Intersectionality between groups: the advisory group and network created is specifically for the BAME community, therefore discussions required on how to link to other groups e.g. LGBTQI, as some BAME AHP's identify as both

Challenges

Unfortunately, due to the pandemic, meetings scheduled for January, February and March have been cancelled in response to concerns raised by AHP colleagues, who are feeling the intense and ever-increasing pressure at work. However, it has been proposed conversations will continue via the AHP BME virtual network.

Evalin Gwaki

Equality and Diversity Lead

COMMITTEE ATTENDANCE 2020

O Did Not Attend
 X Attended
 (S/O) Student Observer
 (O) Observer

EXECUTIVE COMMITTEE					
Committee Member	25-Jan	04-Apr	13-June	12-Sept	07-Nov
Lynne Rowley	X	X	X	X	X
Peter Iliff			X	X	X
Lauren Cox	O	O	O	O	O
Ian Adam	X	X	X	X	X
Conor Brown	X	X	X	X	X
Paul Charlton	O	X	X	X	X
Lauren Jennings	X	X	X	O	O
Kate Spiller	X	X	X	X	X
Archie Veale	X	X	X		
Miriam Golding-Day	X	X	X	X	X
Kate Chauhan	X	X	X	X	X
Dave Buchanan				X	X
Dominic Hannett				X	X
Adam Horrocks				X	X
Evalin Gwaki					O
Jessica Adams S/O				X	X
Caitlin Roberts S/O	X	X	X	X	X

Stepped Away: Archie Veale & Conor Brown

CONFERENCE COMMITTEE		
Committee Member	29-Feb	18-Nov
Lauren Cox	X	X
Elizabeth Holland	X	O
Serena Muhsan	X	O
Twm Bell	X	X
Gwen Griffiths	X	O
Sian Baker	X	
Sarah Downey S/O	X	
Alex Richmond		

Stepped Away: Sian Baker & Sarah Downey (S/O)

COMMITTEE ATTENDANCE 2020

O Did Not Attend
 X Attended
 (S/O) Student Observer
 (O) Observer

EDITORIAL COMMITTEE

Committee Member	23-Apr
Phil Buttery	O
Brid Kirby	O
Lydia Bowers	X
Michael Gandy	X
Natalie Chinn	O
Philippa Betts	O
Emma Bonnicks	X
Ethan Morrow S/O	

PROFESSIONAL AFFAIRS COMMITTEE

Committee Member	06-Apr	18-June	25-Aug	21-Oct	07-Dec
Paul Charlton	X	X	X	X	X
Christian Pankhurst	X	O	X	O	O
Jessica Hargreaves	O				
Jonathan Bull	X	X	X	O	O
Joshua Young	X	X	X	O	O
Douglas Young	O	O	X	O	O
Jana Middlebrook	X	X	X	O	O
Alasdair Gilbertson	X	O	X	X	X
Peter Iliff	X	X	O	O	X
Nicola Eddison	O	X	O	X	X
Katie Prosser		X	X	X	X
Dominic Hannett				X	O
Michael Gandy					
Danielle Whittaker S/O					

Stepped Away: Margaret Miller, Susan Shaw, Lauren Jennings & Jessica Hargreaves

COMMITTEE ATTENDANCE 2020

O Did Not Attend
 X Attended
 (S/O) Student Observer
 (O) Observer

FINANCE COMMITTEE

Committee Member	07-Apr	21-Apr	23-Apr	12-Aug	01-Sept	22-Sept	03-Nov
Ian Adam	X	X	X	X	X	X	X
Lynne Rowley	X	X	X	X	X	X	X
Peter Iliff	X	X	X	X	X	X	X
Nigel Jones	X	X	X	X	X	X	X
Dominic Hannett							X
Lorna Graham	X	X	X	X	X	X	X

EDUCATION COMMITTEE

Committee Member	02-Dec
Lynne Rowley	X
Stacey Care	X
James Wiggins	X
Adam Horrocks	X
Lucie Moran S/O	X
Grace Matthews S/O	X

DIARY OF EVENTS

Date	Description	Attendee/s
11 Feb	SIHED board mtg	Lynne Rowley
25 Feb	AHPFS board meeting/AGM	Nikki Munro
16 March	Rep at BHTA meeting	Peter Iliff
17 March	Peoples Plan- strategic education workforce	Lynne Rowley
20 March	P&O SIHED project update	Lynne Rowley
02 April	Apprenticeship implementation meeting Derby	Lynne Rowley
03 April	National IPC-AGP agreement NHS England	Lynne Rowley
07 April	CAHPO and AHPFS meeting	Nikki Munro
09 April	Virtual Assessment Pathway meeting	Lynne Rowley
09 April	AHPFS-COVID meeting	Nikki Munro
16 April	HEE AHP Practice Placement Meeting	Lynne Rowley
16 April	Virtual Assessment Pathway meeting	Lynne Rowley
16 April	AHPFS-COVID	Nikki Munro
21 April	Rep at BHTA emergency COVID working group	Peter Iliff
22 April	SIHED update meeting	Lynne Rowley
23 April	AHPFS-COVID meeting	Nikki Munro
23 April	HEE AHP Practice Placement Meeting	Lynne Rowley
27 April	Rep at BHTA emergency COVID meeting	Peter Iliff
30 April	AHPFS-COVID meeting	Nikki Munro
30 April	HEE AHP Practice Placement Meeting	Lynne Rowley
01 May	Rep at BHTA emergency COVID meeting	Peter Iliff
07 May	NES Near Me webinar	Lynne Rowley
07 May	AHPFS-COVID meeting	Nikki Munro
07 May	HEE AHP Practice Placement Meeting	Lynne Rowley
14 May	SIHED project board meeting	Lynne Rowley
14 May	AHPFS-COVID meeting	Nikki Munro
14 May	HEE AHP Practice Placement Meeting	Lynne Rowley
20 May	Rep at BHTA emergency COVID working group	Peter Iliff
21 May	AHPFS-COVID meeting	Nikki Munro
21 May	HEE AHP Practice Placement Meeting	Lynne Rowley
22 May	Rep at BHTA emergency COVID meeting	Peter Iliff
22 May	SIHED update meeting	Lynne Rowley
26 May	CAHPO and AHPFS meeting	Nikki Munro
28 May	AHPFS-COVID meeting	Nikki Munro
28 May	HEE AHP Practice Placement Meeting	Lynne Rowley
03 June	AHPF Board Meeting	Lynne Rowley
03 June	HEE project update	Lynne Rowley
03 June	NHSE/I Leadership Support Circle webinar	Peter Iliff
04 June	AHPFS-COVID meeting	Nikki Munro
04 June	HEE AHP Practice Placement Meeting	Lynne Rowley
10 June	Cross Sectional Rehabilitation Commissioning Review Workshop	Peter Iliff
11 June	Rep at BHTA emergency COVID meeting	Peter Iliff
11 June	AHPFS-COVID meeting	Nikki Munro
12 June	HEE- P&O in the future	Lynne Rowley
18 June	Steering group meet SIHED, P&O & podiatry	Lynne Rowley
18 June	AHPFS-COVID meeting	Nikki Munro
19 June	Rep at Multi agency emergency COVID meeting	Peter Iliff
25 June	P&O education leadership forum	Lynne Rowley
25 June	AHPFS-COVID meeting	Nikki Munro
02 July	HEE AHP practice placement meeting	Lynne Rowley
02 July	SIHED board meeting	Lynne Rowley
02 July	Human study Meeting	Lynne Rowley
02 July	AHPFS-COVID meeting	Nikki Munro
03 July	Rep at Multi agency emergency COVID meeting	Peter Iliff
08 July	Practice placement meeting- BAPO	Lynne Rowley
09 July	AHPFS-COVID meeting	Nikki Munro
15 July	Introductory meeting with Leigh Clarke	AOPA
16 July	AHPFS-COVID meeting	Nikki Munro
17 July	Rep at Multi agency emergency COVID meeting	Peter Iliff
21 July	UK APL 2020 BATA/WHO	Miriam Golding day

Date	Description	Attendee/s
22 July	Introductory call with Joanne Fillingham, DCAHPO	Peter Iliff
23 July	BAG (BAPO Advisory Group) meeting	Peter Iliff
23 July	AHPFS-COVID meeting	Nikki Munro
29 July	AHP and PB Partnership board meeting	Peter Iliff
30 July	SIHED update meeting	Lynne Rowley
30 July	AHPFS-COVID meeting	Nikki Munro
04 Aug	AHPF meeting: Black Lives Matter	Peter Iliff
05 Aug	AHPF Policy Officer Group meeting	Peter Iliff
05 Aug	COP Membership experience strategy discussion	Peter Iliff
06 Aug	AHPFS COVID meeting	Nikki Munro
07 Aug	Rep at Multi agency emergency COVID meeting	Peter Iliff
13 Aug	HEE education and training network meeting	Lynne Rowley
20 Aug	PO national document meeting	Lynne Rowley
17 Sept	Practice education leadership forum	Lynne Rowley
22 Sep	Follow up meeting with Leigh Clarke AOPA	Peter Iliff
23 Sept	AHPF Policy Officer Group meeting	Peter Iliff
30 Sept	HEE Clinical practice placement expansion meeting	Lynne Rowley
08 Oct	HEE P&O catch up meeting	Lynne Rowley
09 Oct	Meeting with Joanne Fillingham DCAHPO	Peter Iliff
16 Oct	Rep at Multi agency emergency COVID meeting	Peter Iliff
22 Oct	SIHED board meeting	Lynne Rowley
23 Oct	Apprenticeship Stakeholders Meeting – University of Derby	Peter Iliff
30 Oct	Keele strategy group MSc Programme meeting	Lynne Rowley
11 Nov	Practice placement online symposium	Lynne Rowley
12 Nov	Rehabilitation Commissioning Review NHSE/I	Peter Iliff
17 Nov	Joint meeting BAPO & AOPA officers	Peter Iliff
17 Nov	DHSC briefing on vaccine roll out	Peter Iliff
24 Nov	Meeting with Suzanne Rastrick CAHPO	Peter Iliff
01 Dec	AHPF Board	Peter Iliff
03 Dec	Rep BAPO with a presentation at the ISPO COVID Webinar	Peter Iliff
08 Dec	AHPF Policy Officer Group meeting	Peter Iliff
18 Dec	Meeting with Joanne Fillingham DCAHPO	Peter Iliff
18 Dec	Meeting with Helen Lycett – Clinical Fellow at CAHPO re NICE guidance and GIRFT consultations	

STATEMENT OF ACCOUNTS

British Association of Prosthetists and Orthotists

Income and Expenditure Account for the year ended 31 December 2020

	<u>2020</u>	<u>2019</u>
	£	£
Income		
Members subscriptions	218457	195732
BAPO Conference	0	118445
Information distribution	1918	13049
Newsletter advertisements	14167	23595
Courses	6267	35947
Other	58687	62565
	-----	-----
	299495	449333
Expenses (page 4)		
Association overheads	255079	285664
BAPO Conference	29307	82791
Postage, printing and stationery	25008	36710
Courses	3050	9300
	-----	-----
	312445	414465
	-----	-----
	(12950)	34868
Bank Interest Receivable	418	927
	-----	-----
Net result before Taxation	(12532)	35795
Taxation (note 2)	336	229
	-----	-----
Surplus/ (Deficit) for the year	(12867)	35566
	=====	=====
Accumulated fund brought forward	463664	428098
Surplus / (Deficit) for the year	(12867)	35566
	-----	-----
Accumulated fund carried forward	450796	463664
	=====	=====

All amounts relate to continuing activities.

All recognised gains and losses are included in the income and expenditure account.

The notes on pages 6 through 8 form part of these financial statements.



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