**Updated HCPC Standards – Suggested resources and activities which may be of help in responding to your HCPC standards gap analysis. Special thanks to the South East Coast members who contributed many of these ideas through the fantastic group discussions at the March 23 in-person event.**

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| Standard focus | Resources | Team or individual activities |
| Leadership | Kings Fund courses – An Introduction to leading with kindness and compassion in health and social care: [An introduction to leading with kindness and compassion in health and social care | The King's Fund (kingsfund.org.uk)](https://www.kingsfund.org.uk/courses/introduction-kindness-compassion-health-and-social-care)  Leading well for staff health and wellbeing in the NHS: [Leading well for staff health and wellbeing in the NHS | The King's Fund (kingsfund.org.uk)](https://www.kingsfund.org.uk/courses/leading-well-staff-health-wellbeing-NHS)  Leadership for Personalised Care: <https://www.leadershipforpersonalisedcare.org.uk/online-programmes.html>  CSP leadership resources- <https://www.csp.org.uk/professional-clinical/leadership> | Look for/ discuss in your supervision opportunities across your team/pathway or wider service- such as shadowing, acting up, chairing meetings, organising team training opportunities, offering to support a student placement or be involved with a practice improvement project or audit.  SWOT analysis (<https://heeoe.hee.nhs.uk/sites/default/files/swot_analysis_template.pdf> )- reflect on your role and what opportunities you have to show leadership- what kind of leader are you?  Join the CSP mentoring scheme- <https://www.csp.org.uk/professional-clinical/leadership/csp-mentoring-scheme> )    Join your CSP regional network committee- <https://www.csp.org.uk/networks/nations-regions>  Become a CSP workplace steward or rep- <https://www.csp.org.uk/workplace/what-you-can-do> |
| Wellbeing | The Academy of Fabulous Stuff – A Social movement for sharing Health and Social care ideas, services and solutions that work: [Fab NHS Stuff](https://fabnhsstuff.net/)  CSP health and safety resources with a focus on managing your mental health in the workplace- <https://www.csp.org.uk/workplace/health-safety/taking-care-your-mental-health/mental-health-resources-helplines> and <https://www.csp.org.uk/workplace/health-safety/stress>  NHS Kindness and Positivity Network: [Kindness](https://fabnhsstuff.net/fab-collections/kindness-positivity-campaign)  [5 steps to mental wellbeing - NHS (www.nhs.uk)](https://www.nhs.uk/mental-health/self-help/guides-tools-and-activities/five-steps-to-mental-wellbeing/)  [Top tips to improve your mental wellbeing - Every Mind Matters - NHS (www.nhs.uk)](https://www.nhs.uk/every-mind-matters/mental-wellbeing-tips/top-tips-to-improve-your-mental-wellbeing/)  [Evidence based approaches to workforce wellbeing | NHS Employers](https://www.nhsemployers.org/articles/evidence-based-approaches-workforce-wellbeing)  Thrive- Mental Wellbeing- NHS Scotland <https://www.nhs24.scot/staff-information/staff-wellbeing/> | Listen to the HCPC webinar recording on registrants' mental health- <https://www.hcpc-uk.org/news-and-events/events/?Categories=210>    Speak to your workplace CSP safety rep- or consider becoming a safety rep- <https://www.csp.org.uk/networks/safety-reps/become-rep> .  Request support to debrief after being involved in challenging situations. Investigate if your organisation has a specialist team to support with this.  Request that wellbeing check points form part of your routine- such as during supervision or peer support sessions.  Look into your employer’s support networks e.g. wellbeing champions, counselling, free activities for staff.  Look into psychological safety- consider the NICE guidelines on Mental Wellbeing at Work- <https://www.nice.org.uk/guidance/ph22> |
| Equity, diversity and belonging | CSP Microaggressions video: [Call Out Microaggressions: downloadable resources | The Chartered Society of Physiotherapy (csp.org.uk)](https://www.csp.org.uk/campaigns-influencing/campaigns/microaggressions/downloadable-resources)  E- Learning for Health resources: [E-Learning for Health resources — Equality, diversity and inclusion - About (hee.nhs.uk)](https://nshcs.hee.nhs.uk/about/equality-diversity-and-inclusion/e-learning-for-health-resources/)  Accessible in England, Wales, Scotland and Northern Ireland  NHS Education for Scotland: [Module 4 : equality and diversity : respecting difference | Turas | Learn (nhs.scot)](https://learn.nes.nhs.scot/48011/person-centred-care-zone/person-centred-resources/module-4-equality-and-diversity-respecting-difference)  CSP Diversity Networks: [CSP diversity networks](https://www.csp.org.uk/networks/diversity-networks)  CSP Equity, Diversity and Belonging strategy- <https://www.csp.org.uk/about-csp/equity-diversity-belonging> | Explore your unconscious bias and reflect how this could impact your practice- consider how you can mitigate it’s impact- <https://implicit.harvard.edu/implicit/takeatest.html>  Complete your organisations EDI training and read the corresponding policies- reflect on how this impacts your practice and discuss in your supervision/at an appropriate team meeting any gaps that you reflect on in your knowledge or within the service.  Look at the resources available in your workplace to support inclusion for your patients- e.g. access to interpreters, resources in different languages (<https://www.nhs.uk/about-us/health-information-in-other-languages/> ) and environments suitable for people who use wheelchairs or those with learning disabilities- <https://acppld.csp.org.uk/publications/so-your-next-patient-has-learning-disability-guide-physiotherapists-not-specialising#:~:text=The%20ACPPLD%20'So%20your%20next,disability%20when%20they%20access%20mainstream> |
| Centralising role of service user | Personalised Care Institute: [Your learning options (personalisedcareinstitute.org.uk)](https://www.personalisedcareinstitute.org.uk/your-learning-options/) plus their endorsed e-learning  Using technology to optimise personalised care- reflect on the CSP remote consultation guidance which champions a hybrid, equitable personalised model of consultations- <https://www.csp.org.uk/professional-clinical/professional-guidance/remote-consultations> | Reviewing service user feedback options within a team – how do you get service user feedback, act on this and communicate any changes – is this process equitable/ are there barriers for some service users? (consider the CSP advice on using data meaningfully- <https://www.csp.org.uk/professional-clinical/digital-physiotherapy/using-meaningful-data> )  Reflect on the personalised care knowledge that you have- is this knowledge being effectively translated into your practice? Consider and share with your team/leads ideas that you have which could improve this and look for support to action your suggestions.  Developing collaborative services- look for opportunities to include service users in your evaluation and development plans. |
| Digital skills | CSP Digital Physiotherapy Resources: [Digital physiotherapy (csp.org.uk)](https://www.csp.org.uk/professional-clinical/digital-physio)  Personalised care institute remote consultation eLearning: [Your learning options (personalisedcareinstitute.org.uk)](https://www.personalisedcareinstitute.org.uk/your-learning-options/)  Read the CSP Remote Consultations resources and find resources to enhance your digital offer via the repository for all 4 nations- <https://www.csp.org.uk/professional-clinical/professional-guidance/remote-consultations>  HCPC guidance on good practice in remote consultations <https://www.hcpc-uk.org/standards/meeting-our-standards/scope-of-practice/high-level-principles/>  NHS England Guide to adopting remote consultations in adult musculoskeletal physiotherapy services: <https://www.england.nhs.uk/long-read/guide-to-adopting-remote-consultations-in-adult-musculoskeletal-physiotherapy-services/#utm_source=The%20King%27s%20Fund%20newsletters%20%28main%20account%29&utm_medium=email&utm_campaign=13776000_NEWSL_HMP%202023-02-14&dm_i=21A8,879MO,B7NGRC,XMYIV,1> | Join the CSP Digital and Informatics Physiotherapy Group (DIPG)- <https://www.csp.org.uk/professional-clinical/digital-physiotherapy/digital-informatics-physiotherapy-group>  Reflect on the technology you us at work- request further support, training and induction around systems at your work that you are not confident in.  Does your organisation have a digital lead or champion? If they do find out more about their work and perhaps invite them to a team meeting. What strategies do they have to help enhance physiotherapy practice in your workplace? |
| promoting public health and preventing ill-health | Future Learn Courses: <https://www.futurelearn.com/courses/working-with-people-and-communities-to-improve-health-outcomes/1?utm_source=alliedhealth&utm_medium=email&utm_id=4315954470_bau>  Do you know your population?- <https://www.csp.org.uk/frontline/article/do-you-know-your-population>  King’s Fund resources- Health Inequalities framework- <https://www.kingsfund.org.uk/publications/tackling-health-inequalities-framework-allied-health-professionals> and Health Inequalities in a nutshell- <https://www.kingsfund.org.uk/projects/nhs-in-a-nutshell/health-inequalities> .  CSP FCP winter webinar- Empowering your population in primary care- <https://www.csp.org.uk/professional-clinical/improvement-innovation/first-contact-physiotherapy/fcp-implementation-0> | Look at the data your service collects discuss as a team if the data supports you to understand if your service is welcoming and accessible to all groups from your population.  Find out about your local healthcare organisations’ strategy regarding public health. Are there public health teams you could link with to help your understanding or service development?  Review government guidance and reflect if you can make small changes to your practice to promote public health and prevent ill-health: Scotland- <https://www.gov.scot/about/how-government-is-run/directorates/population-health/> England- [Health disparities and health inequalities: applying All Our Health - GOV.UK (www.gov.uk)/](https://www.gov.uk/government/publications/health-disparities-and-health-inequalities-applying-all-our-health/health-disparities-and-health-inequalities-applying-all-our-health) NI- <https://www.nisra.gov.uk/statistics/health-and-social-care/health-and-social-care-statistics> Wales- <https://www.futuregenerations.wales/aotp/health/> |

Resource links for education content:

<https://rise.articulate.com/share/OnDZJAA22DyrgN9tc5luEru4X_TrKH_c#/>

<https://www.hcpc-uk.org/news-and-events/blog/2022/updated-standards-of-proficiency---inside-the-changes/>

<https://www.hcpc-uk.org/education-providers/updates/2022/revisions-to-our-standards-of-proficiency--what-you-need-to-do/#:~:text=You%20need%20to%20deliver%20the,%27effective%27%20from%20September%202023>