

Annual review of accreditation 2020/21

British Association of Sport Rehabilitators and
Trainers (BASRaT)

December 2020

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About the British Association of Sports Rehabilitators and Trainers

The British Association of Sports Rehabilitators and Trainers (BASRaT) registers:

- Sports Rehabilitators and Trainers

Its work includes:

- Setting and maintaining standards of practise and conduct
- Maintaining a register of qualified professionals
- Assuring the quality of education and training
- Requiring registrants to keep up their skills up to date through continuing professional development
- Handling complaints and concerns raised against registrants and issuing sanctions where appropriate.

As of October 2020, there were 1004 registrants on BASRaT's register. BASRaT was first accredited on 10 December 2013. This is its seventh annual review, and this report covers 10 December 2019 to 10 December 2020.

Background

The Professional Standards Authority accredits registers of people working in a variety of health and social care occupations not regulated by law. To be accredited, organisations holding such registers must prove that they meet our demanding [Standards for Accredited Registers](#) (the Standards). Accreditation is reviewed every 12 months.

Accreditation can be renewed by a Moderator in cases where all Standards are evidenced to be met. A Moderator can issue Recommendations and note Achievements.

Where concerns do exist, or information is not clear, a targeted review will be initiated by a Moderator. The outcome of this review is assessed by an Accreditation Panel, who can decide to renew accreditation, renew accreditation with conditions, suspend accreditation or remove accreditation. Panels may also issue Recommendations and note Achievements.

- **Condition** – Changes that must be made within a specified timeframe to maintain accreditation
- **Recommendation** – Actions that would improve practice and benefit the operation of the register, but do not need to be completed for compliance with the Standards to be maintained. Implementation of recommendations will be reviewed at annual renewal
- **Achievement** – Areas where a register has demonstrated a positive impact on one of the four pillars of the programme; protection, choice, confidence and quality.

Outcome

Accreditation for BASRaT was renewed for the period of 10 December 2020 to 10 December 2021.

Accreditation was renewed by a Moderator following a review of evidence gathered by the Accreditation team and supplied by BASRaT.

No Conditions or Recommendations were issued as a result of this annual review.

The following report provides detail supporting the outcome.

Assessment against the Standards for Accredited Registers

Standard 1: the organisation holds a voluntary register of people in health and/or social care occupations

- 1.1 BASRaT reported an increase of registrant numbers since the previous year of accreditation (from 975 to 1004). BASRaT reported an increase of register applications from Graduate Allied Health Professionals, practitioners with similar qualifications to Graduate Sport Rehabilitators (GSR), but who did not pass BASRaT-accredited training programmes. Those applicants reported confidence in BASRaT's high standards. BASRaT reported reasons for registrants not renewing included career changes or breaks.
- 1.2 The Authority found that this Standard continues to be met.

Standard 2: the organisation demonstrates that it is committed to protecting the public and promoting public confidence in the occupation it registers

- 2.1 BASRaT highlighted collaboration with national and international bodies to improve standards and improve services, including the AR collaborative group, The Big R's (Reasoning, Responsibility MSK (musculoskeletal) grass-roots think-tank), the General Council for Massage Therapy, the Rugby Football Union and the Board of Certification (USA).
- 2.2 BASRaT reported the ongoing challenge of gaining recognition by private health insurers and sporting bodies that maintained a default requirement for Health and Care Professions Council (HCPC) registration. BASRaT continued to promote its standards, training requirements, and the role of its accreditation and the Authority in the national regulatory framework. BASRaT continued to promote the need for legislative change allowing HMRC to recognise its registrants as VAT-exempt healthcare practitioners. This lack of recognition disadvantaged registrants against equivalent statutory healthcare occupations.
- 2.3 The Authority found that this Standard continues to be met.

Standard 3: risk management

- 3.1 When applying for Accreditation and at annual review, registers provide a risk matrix demonstrating their identification and mitigation of risks to the public associated with their registrants' practice, including their personal behaviour, technical competence and business practice. Registers detail the likelihood and impact of risks and any mitigations.
- 3.2 BASRaT's risk scores for inherent and mitigated risks were unchanged from the previous year. Under risks related to technical competence, BASRaT highlighted that it had formalised ratios of clinical supervisors to students in its educational framework. This was intended to enhance students' learning experience related to making clinical decisions.
- 3.3 BASRaT provided its organisational risk matrix relating to the Covid-19 pandemic. This included risks that current graduates would not be able to

attain BASRaT's registration standards or complete exams required for returning to the register. BASRaT noted risks that registrants could be exposed to, or transmit, Covid-19 following return to work. BASRaT outlined the measures it had taken to maintain standards and provide guidance.

- 3.4 BASRaT highlighted challenges reviewing other professional bodies as part of its regular assurance mechanisms due to Covid-19, but confirmed that its regular 'control measures (triggering of educational review, interim institutional visits, educators day, FtP guidance for institutions) remain.'
- 3.5 The Authority found that this Standard continues to be met.

Standard 4: the organisation demonstrates that it has sufficient finance to enable it to fulfil its voluntary register functions effectively including setting standards, education, registration, complaints and removal from the register

- 4.1 There were no significant changes reported or noted in the past year. As part of its due diligence, the Accreditation team reviewed accounts provided by BASRaT to 31 December 2019 and noted that BASRaT appeared to continue to be financially sustainable.
- 4.2 BASRaT reported the risk of registrants, facing financial challenges due to Covid-19, who wished to stop direct debit payments or requested refund of registration fees. Assistance was requested from a small number of registrants, who were allowed to freeze direct debit payments for three months and spread outstanding amounts over the remaining months of the year. BASRaT highlighted support (discussed under Standard 10) provided to registrants to enable them to practice remotely.
- 4.3 The Authority found that this Standard continues to be met.

Standard 5: the organisation demonstrates that it has the capacity to inspire confidence in its ability to manage the register effectively

- 5.1 BASRaT publishes minutes from its Executive Committee meetings on the [register website](#). Recent meetings had been held virtually. The Authority noted BASRaT's consideration of actions that could promote equality and diversity within training providers. BASRaT also considered how it could make its own Committee positions more accessible to encourage applications from BAME members.
- 5.2 The Authority noted from BASRaT's June 2020 minutes that Lay committee members had been asked about its response to the Covid-19 pandemic, BASRaT recorded positive feedback from the lay members.
- 5.3 The Authority found that this Standard continues to be met.

Standard 6: the organisation demonstrates that there is a defined knowledge base underpinning the health and social care occupations covered by its register or, alternatively, how it is actively developing one. The organisation makes the defined knowledge base or its development explicit to the public

- 6.1 BASRaT reported it had worked with the 'British Journal of Sports Medicine, part of the BMJ group, to focus research publications, add our support to public health agendas and further develop standards in this field'.

6.2 The Authority found that this Standard continues to be met.

Standard 7: governance

- 7.1 BASRaT reported positive feedback from registrants about its communication of issues and guidance relating to Covid-19.
- 7.2 BASRaT reported that having adopted new ways of working under Covid-19 its officers had transitioned to home-working on a permanent basis. BASRaT was converting all hard-copy documents and resources to digital formats.
- 7.3 BASRaT highlighted work to develop literature and guidance supporting Sport Rehabilitation from both a professional, regulatory and public information perspective. The Authority checked an article by BASRaT's Chief Executive in the [British Journal of Sports Medicine](#) highlighting the benefits of organisations' collaborating to 'cut across professional boundaries, integrate healthcare systems and support the rights of patients and the public to achieve their potential and live as well as possible.'
- 7.4 BASRaT highlighted the launch of its updated website. BASRaT stated this would allow it to further promote the occupations it registers and the Authority's accreditation.
- 7.5 The team checked BASRaT's [online register](#) and separate [Find A Practitioner](#) service. The latter page confirms that every practitioner on the directory is also on the register and complies with BASRaT's registration requirements.
- 7.6 BASRaT's register allows the public to search for registrants by surname. Membership number, town or county. This provides basic details including type of registration, membership number, town/county, and if any disciplinary actions are in place. The Find A Practitioner service allows the public to access full contact details, website addresses and practitioners' clinical specialties.
- 7.7 The team noted that the register and directory are accessible from the website's front page. Information on raising concerns can be accessed from the Contact Us page.
- 7.8 The Authority had checked the level of access by registrants on Accredited Registers to access their personal register and practitioner directory entries, to reduce risk of incorrect or inappropriate information being posted. BASRaT confirmed that registrants cannot change any aspect of the public register without BASRaT approval. On the 'find a practitioner database', registrants can add their own business details and select which areas from within the BASRaT scope of practice they specialise in.
- 7.9 BASRaT highlighted articles on the website promoting the work of its registrants including those working in NHS roles, care homes, and other environments.
- 7.10 The Authority found that this Standard continues to be met.

Standard 8: setting standards for registrants

- 8.1 BASRaT's independent Ethics Committee receives concerns about BASRaT as an organisation, and reviews reports produced by BASRaT's independent

auditors, and BASRaT Lay Committee. The [Ethics Committee's reports](#) are published on BASRaT's website. The Authority checked the [November 2018 - November 2019 Ethics Committee Report](#). The Committee reported it had 'not dealt with any issues or complaints in the past twelve months and therefore all members of the committee have no activity to report.'

- 8.2 BASRaT reported it had incorporated its required Declaration of Health and Good Character into registrants' online renewal process, where previously it was required to be scanned and emailed.
- 8.3 The Authority found that this Standard continues to be met.

Standard 9: education and training

- 9.1 BASRaT reported an increasing number of Higher Education institutions. BASRaT had accredited new undergraduate and post-graduate programmes and had reaccredited current and probationary providers. BASRaT also reported 'the growth and improved framework of the BASRaT Accreditation Team' which allowed for greater independency of decision-making processes and effective learning from outcomes.
- 9.2 BASRaT reported that due to the Covid-19 pandemic it had reduced requirements for its supervised clinical placement by students at its accredited training institutions from 400 to 300 hours. Graduates required additional sign-off of competency from the training provider, including verification of academic attainment and all other requirements for BASRaT registration.
- 9.3 BASRaT also noted that trainees may not be able to complete the trauma care qualification component of their degree, required for registration. BASRaT had allowed those graduates to register providing they met BASRaT's insurance requirements to hold Emergency First Aid qualifications. Those graduates would be required to meet the required standard for trauma care within one year of registration or would become ineligible to renew registration until gained. BASRaT confirmed that these registrants had been signed off as competent from a clinical practice in placement setting perspective.
- 9.4 The Authority found that this Standard continues to be met.

Standard 10: management of the register

- 10.1 The Authority considered the BASRaT's approach to the Covid-19 pandemic. BASRaT advised that at the outset of the pandemic in March 2020 BASRaT issued guidance and advice to registrants in line with UK government regulations. This included requirements for registrants to cease face to face contact and use remote care. BASRaT issued NHS 'refresher' guidance on "[urgent and emergency MSK conditions](#)" to assist screening for conditions requiring urgent and emergency care. BASRaT provided advice for registrants with businesses or who were self-employed facing financial hardship.
- 10.2 BASRaT reported that it had regularly updated its guidance over the course of the year in line with updated government advice, including on [assessing whether face to face appointments](#) were essential. BASRaT continued to update registrants directly by email and by social media.

- 10.3 BASRaT had commissioned access to software packages for its registrants enabling them to conduct telehealth consultations and issue exercise prescriptions virtually. BASRaT reported this was well received.
- 10.4 BASRaT reported challenges in producing guidance on Covid-19 due to conflicting advice provided by the four UK governments. BASRaT had benefited from regular contact with other bodies in the musculoskeletal field. BASRaT had previously reported a specific challenge that Scottish guidance did not recognise practitioners on Accredited Registers as it did for statutory occupations, however updated that such recognition had recently been gained.
- 10.5 The Authority noted updated guidance for registrants was accessible from the main page of BASRaT's website at the time of assessment.
- 10.6 BASRaT outlined proposals for registration of international practitioners. BASRaT outlined work to assure its standards could be met from a global perspective and this would feed into revisions of its overall curriculum development, standards and quality assurance. As part of this BASRaT highlighted work with the [World Federation of Athletic Training and Therapy](#) and associated international bodies to promote the occupation and share policies and standards.
- 10.7 The team checked the provided 'International Arrangement Framework for the International Partners of Athletic Training and Therapy (June 2020)' which aimed to provide:
- The recognition of a global standard
 - Provide a service to each association/credential holders
 - Ability for the AT to practice in other partner organisations countries. As a result, the objective is to develop an education comparability tool that works for all partners to evaluate credentialed professionals from each partner organization for the purpose of becoming eligible to the exam of partner organizations to become credentialed and potentially able to practice across borders.
- 10.8 BASRaT had published new CPD guidelines for registrants in June 2020. Registrants are required 'to maintain an up-to-date CPD profile or portfolio which reflects their practice and the needs of those whom they work with.' BASRaT does not set a minimum requirement however requires registrants to demonstrate a continuous improvement of practise. CPD profiles are submitted every two years following which registrants may be selected for audit. BASRaT audits 5% of eligible registrants per year. Registrants who pass the audit will be allowed to renew membership the following year. Registrants who do not meet the requirements and continue to fail to do so following initial guidance will be unable to renew membership until their CPD is adequately completed.
- 10.9 BASRaT reported well attended CPD-webinars which provided CPD opportunities in the absence of its usual CPD courses due to Covid-19.
- 10.10 The team noted that registrants who do not meet CPD requirements, following provision of support, will remain registered but be ineligible to renew registration the following year until issues are addressed. BASRaT confirmed

it could act immediately if CPD evidence suggested any serious risk to competence

- 10.11 BASRaT registers practitioners throughout the UK and Ireland. The team noticed an example of a registrant in Dublin using the Accredited Registers quality mark against the Accreditation Mark licensing agreement. The Authority asked BASRaT to ensure the mark was being used correctly. BASRaT advised it would issue clear guidance on use of the quality mark by overseas registrants.
- 10.12 The Authority found that this Standard continues to be met.

Standard 11: complaints and concerns handling

- 11.1 There were no significant changes reported or noted in the past year.
- 11.2 The Authority noted that information about raising concerns against registrants was available on BASRaT's [website](#). BASRaT reported that it did not receive any complaints against registrants, or against itself, over the past year of accreditation. The Authority considered whether this raised concerns about how far employers and patients were aware of BASRaT and its complaints role, however noted that concerns had been received and investigated in previous years. The Authority acknowledged this was a very unusual year in which there may well have been less scope for complaints to arise. The Authority will monitor the position.
- 11.3 The Authority found that this Standard continues to be met.

Share your experience

- 12.1 The Accreditation team did not receive any responses to the invitation to share experience and did not receive any concerns about BASRaT during the accreditation year.

Impact assessment

- 13.1 There were no significant changes reported or noted in the past year. The Authority took account of the impact of its decision to renew accreditation.
- 13.2 BASRaT reported a challenge that 'external bodies and organisations cannot always readily see the standards of professions that are held on accredited registers, this can have the effect of reducing the recognition and acceptance of the AR scheme overall.' BASRaT had raised this with the Authority.

Equality duty under the Equality Act 2010

- 14.1 The Authority had regard to its duty under the Equality Act 2010 when considering the application for renewal of accreditation. The Authority noted BASRaT's consideration of actions that could promote equality and diversity within training providers. BASRaT considered how it could make its own Committee positions more accessible to encourage applications from BAME members.