

Accredited Registers Impact Assessment

Accredited Register: British Accupuncture Council (BAcC)

Type of Review: Full Renewal Assessment

Period under review: 2025-2026

Date Approved for Panel: 30 May 2025

Introduction

Before we make a decision about accreditation, we undertake an impact assessment to understand likely effects on different groups, and the wider health system. We begin to gather the information required for the impact assessment when a Register first applies for accreditation. We consider any changes to impacts when we renew accreditation, and when taking other decisions that affect accreditation status such as imposing Conditions or suspension.

A key part of the impact assessment is consideration of equalities. The Equality Act 2010 imposes a legal duty, the Public Sector Equality Duty on all public bodies to consider the equality impact of its policies and decision making. The duty is known as the Equality Duty and it requires a public authority, in the discharge of its function to consider the following three aspects which form the basis of the duty:

- Consider the impact and eliminate unlawful (direct or indirect) discrimination and any other conduct prohibited under the Equality Act 2010.
- Advance equality of opportunity between people with protected characteristics and those who do not share these characteristics
- Foster good relations between people with protected characteristics and those who do not share these characteristics.

This means that public bodies must consider equality impact on individuals protected under the Equality Act 2010 in carrying out their work. The Authority, therefore, needs to be always mindful of the public duty when carrying out its oversight role which includes the approving of registers. It needs to have 'due regard' to the needs to balance the three aspects which make up the Equality Duty when achieving its goals.

The Equality Impact Assessment is an important tool/mechanism for demonstrating 'due regard' through the consideration of evidence and analysis, actual and potential to identify positive and/or adverse impacts. The key groups we need to consider when making our decisions are, sex, age, ethnicity, disability, religion and belief, sexual orientation, gender reassignment, marriage and civil partnership, pregnancy, and maternity.

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Impacts

Equalities impact – summary

- BAcC has made its commitment to EDI publicly [available](#) and set out within its policies to enhance inclusivity across the organisation. These include its guidelines on compliance with the Equality Act 2010 and measures to foster an inclusive environment. The BAcC has committed to ensuring EDI factors can be identified on risk registers and that action is taken to support staff and member needs, and to determine if additional support is required for members and the public with protected characteristics. [British Acupuncture Council's commitment to Equity, Diversity & Inclusion \(EDI\) - BAcC](#)
- [The Reasonable Adjustment Policy](#), and the information on its website sets out how it aims to remove barriers.
- BAcC initiated collection of demographic data through a voluntary self-reporting process. This should help the BAcC understand the demographic of its register and any potential equalities impacts.
- BAcC has demonstrated its commitment to EDI through its policies, and campaigns, this were assessed further as part of the Standard Nine (EDI) assessment.

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Impacts on groups with protected characteristics

Age

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified
Positive	Older people and Adults	<p>Osteoarthritis is the most common type of arthritis in the UK. It most often develops in people in their mid-forties or older¹.</p> <p>The Scottish Intercollegiate Guidance Network (SIGN 136) <i>Management of Chronic Pain</i> (2019) recommends acupuncture for low back pain as 'Acupuncture should be considered for short-term relief of pain in patients with chronic low back pain or osteoarthritis'. The BAcC also provided evidence for acupuncture being effective in treating low back pain (Cochrane Library, 2020) and osteoarthritis knee (2021).</p>	No action required	May 2025

¹ [Arthritis - NHS](#)

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		NICE guidelines on <i>Headaches in over 12s: diagnosis and management (2021)</i> ² described 'If both topiramate and propranolol are unsuitable or ineffective, consider a course of up to ten sessions of acupuncture over 5 to 8 weeks according to the person's preference, comorbidities, and risk of adverse events'		
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Disability

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified
Positive	Disability	This systematic review and meta-analysis published in the journal <i>Disability and Rehabilitation</i> explores the effectiveness of various acupuncture techniques in reducing pain, improving mouth opening, and jaw functions in adults with orofacial pain. The study found that acupuncture significantly reduced pain intensity, tenderness in the medial pterygoid muscle, and jaw		June 2025

² [Overview](#) | [Headaches in over 12s: diagnosis and management](#) | [Guidance](#) | [NICE](#)

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		dysfunction in patients with temporomandibular disorders (TMDs) ³		
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Gender reassignment

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified

Marriage and civil partnership

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified

Pregnancy and maternity

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified
Women	Trying for pregnancy	Acupuncture may be a useful intervention to assist with the reduction of infertility-related stress ⁴ .		May 2025

Race

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified

Religion or belief

³ [The effectiveness of different types of acupuncture to reduce symptoms and disability for patients with orofacial pain. A systematic review and meta-analysis - PubMed](#)

⁴ [The effect of acupuncture on psychosocial outcomes for women experiencing infertility: a pilot randomized controlled trial - PubMed](#)

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Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified

Sex

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified
Women	Positive	<p>Based on the following systematic reviews:</p> <p>Acupuncture for endometriosis: A systematic review and meta-analysis (Giese et al, 2023)</p> <p>Acupuncture treatment for endometriosis demonstrated clinically relevant improvements in pelvic pain and should be considered as a potential treatment intervention.</p> <p>Acupuncture for clinical improvement of endometriosis-related pain: a systematic review and meta-analysis (Chen et al 2024)</p> <p>Acupuncture is effective in alleviating dysmenorrhea and pelvic pain associated with endometriosis, reducing serum CA-125 levels, decreasing the size of nodules, improving patients' quality of life, and lowering the recurrence rate.</p>		May 2025

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Sexual orientation

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified

Cost and market impacts – summary

- Full practising Membership with BAcC costs £610.
- The BAcC has a steady increase in membership numbers

Social and environmental impacts – summary

- There is evidence of environmental impacts. As per [BAcC strategy](#), one of the objectives is 'Strive to be a green and environmentally friendly organisation in line with current best practice'. This will be achieved through measures such as encourage reduction and recycling of plastic and paper waste in clinical practice continuously review environmental impact and maximise green potential.

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Decision

The Accreditation Panel noted above actions and considered the conditions and recommendations highlighted as part of the assessment, and the areas looked at in greater detail during the Standard Nine (EDI) assessment. It determined that overall, it is in the public interest to renew accreditation of the BAcC.