

Accredited Registers Impact Assessment

Accredited Register: The British Association of Sport Rehabilitators (BASRaT)

Type of Review: Full Renewal Assessment

Period under review: 2022-2023

Date Approved for Panel: 1 December 2023



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 impacts – summary

This impact assessment evaluates BASRaT's compliance with the Standards for Accredited Registers, focusing on safeguarding, professional practice, behaviour, equality, diversity, and inclusivity.

BASRaT's accreditation could positively influence health and fitness services accessibility for people with protected characteristics. Their practices and policies are designed to ensure that sports rehabilitators cater to a diverse clientele, including those with specific health needs or disabilities, thereby enhancing accessibility and inclusivity in health and fitness services. The broad benefits of exercise and physical activity, as advocated by BASRaT's registrants, positively impact various groups, including those with protected characteristics.

Within our Standard One assessment we noted limitations in evidence for some core practices, such as sports massage, and adjunctive therapies such as acupuncture, cryo and thermotherapies. These highlighted the importance of ongoing research, training, and development in sports rehabilitation practices, especially for adjunctive therapies. It underscores the need for BASRaT and its registrants to continually update their practices based on emerging evidence and to communicate the benefits and limitations of various therapies accurately to service users. This awareness is crucial for maintaining public trust, ensuring patient safety, and upholding professional standards in sports rehabilitation.

We noted that BASRaT's Educational Framework emphasizes cultural competence, requiring registrants to demonstrate awareness of patients' cultural differences and work effectively with diverse patient populations in various environments. BASRaT had noted that 'having a range of institutions running [Sports Rehabilitation] accredited programmes helps to support a diverse range of opportunities to geographically and academically access accredited programmes as well as an inclusive and supportive environment once successfully reading for an accredited degree.'

During our assessment we noted that BASRaT has an EDI policy for recruitment and includes lay members on its Executive Committee, but there is a need for more comprehensive recruitment and training policies, particularly for roles involved in complaint processes.

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We were not aware that BASRaT has collected data about protected characteristics of registrants; these are not required on its registration application forms. We are not aware that BASRaT receives such information about registrants' clients via registrants, or for example, via its complaints forms. These, and development of a published statement regarding BASRaT's overall approach to EDI may be considered within our upcoming assessment against our new [Standard 9](#).

Impacts on groups with protected characteristics

We did not identify specific risks to particular groups with protected characteristics, however noted some wide-ranging risks. This included that although BASRaT's Standards of Ethical Conduct and Behaviour (SECB) requires registrants to act without delay if there is a risk to patient safety or public safety, it lacks explicit mention of sexual misconduct, physical, or emotional boundary violations that are set out later in its complaints procedures. We addressed the risk that BASRaT's requirements could potentially hinder complaints processes by requiring them to make its SECB clearer, or explicit, in these areas.

Age

| Type of impact (positive/neutral/negative) | Group(s) affected | Description | Actions required | Date identified |
|--|-------------------|---|----------------------|-----------------|
| Positive | Older people | Sports rehabilitation, i.e. the broader benefits of exercise, may have a positive impact across all age groups, with specific benefits for older people in terms of improved quality of life. | No actions required. | October 6 2022 |

Disability

| Type of impact (positive/neutral/negative) | Group(s) affected | Description | Actions required | Date identified |
|--|-------------------|--|----------------------|-----------------|
| Positive | People with | Treatments provided by BASRaT registrants may have a positive impact on individuals with various (physical | No actions required. | October 6 2022 |

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|--|-------------------|---|--|--|
| | health conditions | and mental) health conditions, such as back pain. Studies we indicated strong support for the use of exercise and physical activity to reduce cancer risk and support cancer patients' wider treatment and quality of life. | | |
|--|-------------------|---|--|--|

Gender reassignment

| Type of impact (positive/neutral/negative) | Group(s) affected | Description | Actions required | Date identified |
|--|-------------------|-------------|------------------|-----------------|
| No specific impacts | | | | |

Marriage and civil partnership

| Type of impact (positive/neutral/negative) | Group(s) affected | Description | Actions required | Date identified |
|--|-------------------|-------------|------------------|-----------------|
| No specific impacts | | | | |

Pregnancy and maternity

| Type of impact (positive/neutral/negative) | Group(s) affected | Description | Actions required | Date identified |
|--|-------------------|-------------|------------------|-----------------|
| No specific impacts | | | | |

Race

| Type of impact (positive/neutral/negative) | Group(s) affected | Description | Actions required | Date identified |
|--|---|--|------------------|-----------------|
| Positive | Applicants to the register of different cultures and faiths | BASRaT noted that 'having a range of institutions running SR accredited programmes helps to support a diverse range of opportunities to geographically and academically access accredited programmes as well | | 28/11/23 |

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|--|--|--|--|--|
| | | as an inclusive and supportive environment once successfully reading for an accredited degree' for example: Widening Access - Wrexham University | | |
|--|--|--|--|--|

Religion or belief

| Type of impact (positive/neutral/negative) | Group(s) affected | Description | Actions required | Date identified |
|--|---|---|------------------|-----------------|
| Positive | Applicants to the register of different religions | BASRaT noted that 'having a range of institutions running SR accredited programmes helps to support a diverse range of opportunities to geographically and academically access accredited programmes as well as an inclusive and supportive environment once successfully reading for an accredited degree' for example: Widening Access - Wrexham University | | 28/11/23 |

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Sex

| Type of impact (positive/neutral/negative) | Group(s) affected | Description | Actions required | Date identified |
|---|----------------------|-------------|------------------|-----------------|
| No specific impacts | | | | |

Sexual orientation

| Type of impact (positive/neutral/negative) | Group(s) affected | Description | Actions required | Date identified |
|---|----------------------|-------------|------------------|-----------------|
| No specific impacts | | | | |

Cost and market impacts – summary

We are not aware that prior or future costs of accreditation are resulting in the need to pass costs directly to registrants and from them to the service user.

BASRaT is the only Accredited Register for Sports Rehabilitators although some therapies are registered by other bodies such as acupuncture, or sports massage. Alternatively, practitioners may choose to join related regulated occupations such as physiotherapy, with mandatory annual registration fees.

While the benefits of exercise and physical activity are well-supported, it is possible that limited evidence for certain therapies, such as sports massage and cryotherapy, could potentially affect market perception and demand. We have noted in other assessments that some treatments, i.e. acupuncture may have seen conflicting evidence over recent years.

Social and environmental impacts – summary

Accreditation through the programme will provide employers with further reassurance that practitioners have met its registration standards including education and training.

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Decision

The Panel noted the above, and the Conditions and Recommendations issued as part of the assessment.