

ACPICR Equality, Diversity and Belonging Statement (July 2024)



The Association of chartered physiotherapists in cardiovascular rehabilitation (ACPICR) is a membership organisation which champions the role of the physiotherapist in cardiovascular rehabilitation (CR), promotes professional competence and service equity welcoming all professionals working in or interested in the exercise/physical activity components of CR.

VALUES/BELIEF STATEMENT

We believe that it is vital for any organisation working in the public realm to actively combat discrimination and inequality and create and maintain inclusive environments in which members feel respected, valued, safe, trusted, and have a sense of belonging.

We believe that equality and diversity encompasses more than the nine protected characteristics [1] cited in the 2010 Equality Act, and aim to be an organisation that treats everyone equally well, through our policies, processes, and practices.

[1] The 'protected characteristics' are: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.

AIMS

We have identified three areas of the ACPICR work in which equality, diversity and inclusion are especially important to be considered.

- Membership
- Inclusivity and uptake in CR
- Production of patient information

Membership: We want to ensure that active engagement extends across our membership, in all aspects of its diversity, including, for example, profession, roles, functions, ethnic origin, sex and age. In seeking to be a membership body that reflects the CR community we may need to be proactive in seeking to increase the number and proportion of our members in committees/working groups to reflect the diversity of the communities served by our members.

Inclusivity and uptake in CR: The uptake of CR remains disappointingly low at around 50%, which means that many patients, particularly those that are most disadvantaged, do not realise its benefits. We aim to actively support and encourage members to deliver CR programmes which are menu based, delivered across a variety of modes and truly personalised to the patients' needs and preferences.

Patient information: Our patient information leaflets are available online for the public and healthcare professions to use. We aim to ensure that information is reflective and inclusive of our CR community. This includes the wordings used, the pictures included and the activities written about.