



CHARTERED
SOCIETY
OF
PHYSIOTHERAPY

Impact **Report** 2022



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Welcome to the CSP's Impact report

Significant change and challenge for the CSP, the profession and wider society defined 2022. It was a year where we continued to recover from the ongoing impact of Covid-19, while operating at a time of geopolitical and socioeconomic turmoil. This was punctuated by historic moments such as the death of our patron Queen Elizabeth II and the invasion of Ukraine, which we all had to pause and reflect on.

Against this backdrop I became chair of CSP Council at the end of 2022. We welcomed six newly elected members into an increasingly diverse group, which we hope will enable us to represent and engage our growing membership.

The year was in part defined by our members' rejection of NHS staff pay awards and offers, which led the way for unprecedented mandates for industrial action, first in Scotland and then in England and Wales.

With Northern Ireland without a functioning executive, members there continued to be impacted by inertia on pay negotiations and working conditions.



Ishmael Beckford
Chair of CSP Council

We saw members galvanised to exercise their right to strike and have their voice heard on pay, workloads and conditions in the NHS. These decisions were difficult but critical to enable the CSP, alongside other health unions, to secure the best pay deals available. The commitment of CSP staff and activists during this time, alongside the drive and passion of members, was inspiring.

Equity, diversity and belonging (EDB) continued to be a key area of focus for the CSP. In recognition that work around EDB is core to the CSP achieving its wider objectives, council agreed that the equity, diversity and belonging strategy should be incorporated into the 2023-2027 corporate strategy. This ensured that EDB would be an explicitly measured consideration throughout all areas of work.

This approach is essential if we are to address the inequality of experience and opportunity faced by members, and inequality of access and outcomes faced by patients.

We also decided that councils' decision making and leadership around EDB should be supported by a new equity, diversity and belonging committee to provide expertise, insight, support, and advice to council on EDB matters. Whether you're a student, support worker or FCP, or work in the NHS, private practice, or research, all our members are connected by a desire to have a positive impact on and through our profession. I hope you find that this report reflects how the CSP has contributed to this endeavour.

I'd like to place on record my thanks to all the members and staff who contributed to our achievements over 2022.

Ishmael Beckford

Chair of CSP Council

As the immediate impact of Covid-19 receded in 2022, the longer-term effects of the pandemic continued to be felt within our profession, healthcare more widely and society at large.

Alongside this, the cost of living crisis began to have an increasing impact on members, which, alongside a continuing workforce crisis, fuelled anger and low morale among members working in the NHS.

A rejection of initial NHS pay awards and subsequent mandates for industrial action across Scotland, England, and Wales towards the latter half of the year gave voice to these feelings of being chronically undervalued – despite the profession rising to the challenge of an unprecedented pandemic – alongside anger at deteriorating pay and working conditions and fatigue with chronically high workloads.

This mandate led to a revised and improved pay offer being agreed in Scotland and accepted by members there – with the CSP’s position, alongside other health unions, strengthened by the mandate for industrial action which members voted for. As progress stalled for any resolution of the situation in England and Wales, the CSP mobilised to support members in what was anticipated to be the first strike action on pay in the organisation’s history. In Northern Ireland, frustratingly, any progress at all was impeded by the lack of a functioning executive.



Professor Karen Middleton CBE
Chief executive

Alongside supporting members to act on pay, the CSP consistently made the case for government action on the workforce crisis and addressing the backlog in NHS care, as well as the essential role of rehabilitation and how the physiotherapy workforce could tackle the effects of the pandemic and help in accelerating hospital discharge. The CSP also continued to advocate for developing the workforce through FCP and support worker roles to improve access to physiotherapy across the UK.

In support of members we intervened to address HCPC failures during reregistration at the beginning of the year; continued lobbying against single colour AHP uniform proposals; and introducing a free membership category for international physiotherapists and physio students seeking asylum. In recognition of the climate crisis, the CSP declared a climate emergency, and work on greener physiotherapy was included in the 2023-2027 strategy, approved by council towards the end of the year.

This impact report is the last of the CSP's strategic period 2020-2022. The achievements outlined here provide a foundation for the CSP's work in the next strategic period, with several recurring themes running between both.

Equity, diversity and belonging (EDB), for example, will run across all our work. Some activities, such as our microaggressions campaign, will continue into 2023, with tangible progress on this a priority. Work on pay and the physiotherapy workforce will continue.

Our commitment to supporting and advancing the interests of our members and of physiotherapy, too, will continue to be the aim of all our work.

Professor Karen Middleton CBE
Chief executive

Building a thriving physiotherapy community

CSP membership grew by 1.1 per cent over 2022 to a new record level with 63,803 chartered physiotherapist, associate, student and affiliate members forming our community. Four out of five registered physiotherapists chose to be CSP chartered members, with 80.1 per cent of the Health and Care Professions Council's register of physiotherapists in CSP membership.

Although Covid-19 receding made more face-to-face contact possible in workplaces and universities, pressures on members' time and energy remained, affecting capacity to volunteer to undertake in person member recruitment. To supplement the efforts of workplace representatives, we introduced a 'Refer and Reward' recruitment incentive scheme. Members recruited an extra 195 members between May and December.

To support physiotherapists dealing with the threat of conflict in their countries, we introduced a new affiliate membership category to provide access to certain CSP benefits to displaced practitioners and students who were seeking asylum in the UK.

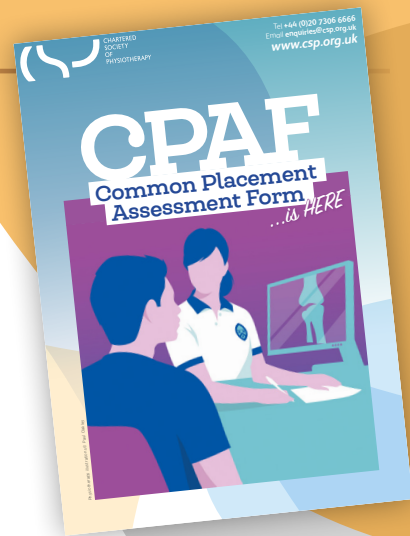
We saw a continued increase in the diversity of our membership, and a substantial rise in members feeling comfortable sharing details of their protected characteristics with us.

The proportion of our membership identifying as Black, Asian, or Minority Ethnic (BAME) grew from 10.9 per cent to 12.5 per cent; and those identifying as LGBTQIA+ grew from 1.8 per cent to 2.3 per cent. The figure for members reporting one or more disabilities remained at 4.9 per cent.

Reflecting the continued pressures on voluntary time, we recorded an unsurprising 7.3 per cent drop in members' engagement with CSP over the year. However, there were several areas where activity grew significantly, and members came together in large numbers to support our NHS pay campaign, to fight the loss of practice space, and to protect rehab services.

Part of our engagement effort has been to build members' confidence to influence others. Our influencers network continued to grow, and members used our influencing training and support to advocate successfully for physiotherapy in their regions and countries.

We also aimed to build members' sense of belonging with CSP, particularly with members from marginalised communities. Our polling showed these groups of members feeling as strong a bond with us as the membership overall.



Securing a balanced workforce

With waiting times for rehabilitation continuing to grow, the CSP continued to make the case for an increase in the physio workforce as a vital pathway to improving patient care

Growing supply

Workforce supply grew in 2022, with training places on pre-registration programmes expanding by nine per cent from academic year 2021/22 to 2022/23. This was mostly across higher education providers in England, and to a lesser extent in Wales and Scotland. With supply growing – but still below the level required to address the backlog in treatment and a long-term increase in demand for rehabilitation – the CSP consistently pressed governments to create more NHS roles to meet this demand.

The CSP contributed to several inquiries by the Health and Social Care Committee (HSCC) in 2022, including one on recruitment, training and retention of health and social care staff; calling for an increase in physio numbers.

In June, CSP staff submitted a response and participated in a roundtable convened by the HSCC expert panel on workforce. This submission included a recommendation of targets for a minimum allied health professions (AHP) workforce for the next People Plan for both the registered and non-registered workforce. In autumn 2022, the UK government's Plan for Patients included the £500m Adult Social Care Discharge Fund for increased physio staffing in community teams and to support rehab for patients at home.



Practice-based learning

The CSP worked with the Royal College of Occupational Therapists (RCOT) to develop the 'principles of practice-based learning', seven principles that offer an evidence-based direction to create quality placement opportunities for both physiotherapy and occupational therapy learners (students and apprentices). Since their launch in October 2022, the principles have been well received by educators, university teams and learners and are acting as a catalyst for conversation and structured thinking.

Common Placement Assessment Form (CPAF)

Following the launch of CPAF in 2021, during 2022 the CSP drove a 98 per cent uptake of CPAF across UK universities, in line with the society's original ambition. All universities using CPAF reported applicability across all four pillars of practice. This aims to open up more diversity in placement settings, better reflecting current health care provision and providing more opportunity to see physiotherapy through a range of different lenses.

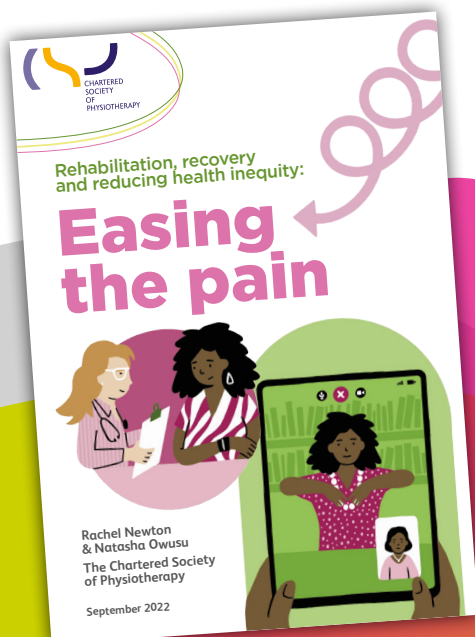
Championing physiotherapy

As the long-term effects of the Covid-19 pandemic came into focus, we launched our Stronger My Way campaign and continued to advocate for improved rehab for patients

Strengthening the profession's reputation

In support of the CSP's strategic objective to advocate for the profession to key stakeholders, including policymakers, allied health professionals, other clinicians and the public, the society worked to achieve positive coverage for physiotherapy across a range of media.

- The highlight of the year was achieving coverage in over 1,000 media outlets highlighting our actions to seek a better pay deal for our members.
- We raised the issue of the loss of rehab spaces and resources which resulted in national and regional coverage across the UK and the CSP's chief executive, Karen Middleton, was interviewed on Sky News about the issue.
- We shared data with the media in Scotland showing that most hospital-based pools remained closed more than two years on from the start of the pandemic and



highlighted the impact on patients. As part of an aquatic therapy campaign, we shared with local media the story of a teenager's experience of aquatic physiotherapy and why he wants these services to be prioritised. The film achieved over 26,000 views and generated over 100,000 impressions across social media channels.

- CSP members and staff also appeared in national media outlets throughout the year to support and educate the general public about several issues, including the importance of strength and resistance training for the over 50s; working from home; how to use outdoor gym space over the summer; looking after your back and commenting on massage guns.
- We commented on the waiting list backlogs throughout the year, highlighting that the failure to reopen physiotherapy services was having a devastating impact on patients.

External influencing

Across the UK in 2022 we continued to realise gains in pushing rehabilitation up the agenda with governments and health leaders, and gain support for physiotherapy as a workforce solution that should be utilised and grown. This was in the context of an increasingly challenging health policy environment, still dominated by the aftermath of the Covid-19 pandemic and acute pressure on services.



- The CSP published the report Rehabilitation, recovery and reducing health inequity: easing the pain, which set out the consequences

for communities of poor access to rehabilitation and recommendations for how to address this to reduce health inequalities.

- In September 2022 CSP teams met with Healthwatch branches in South Central and Midlands regions. The Midlands branch was particularly interested in the launch of the easing the pain report and invited CSP staff to present again at a future meeting.
- A letter from Karen Middleton was sent to chief executives and health inequity leads of integrated care systems (ICSs) in October 2022 to promote the health inequity report. A few days on from sending this letter, over half of all ICSs targeted had clicked through to the report.

Regional engagement – promoting aquatic physiotherapy

The CSP worked to underline the importance of aquatic physiotherapy and support members to campaign against pool closures across the UK. The team led collaboration with the Aquatic Therapy Association (ATACP) and the National Axial Spondyloarthritis Society (NASS) to produce a set of resources to support members working in aquatic therapy. The resources featured a patient story video together with template letters to lobby or engage stakeholders, a series of top tips and an FAQ.

The CSP supported ATACP to host an event on protecting and promoting aquatic therapy services in July 2022. Over 60 delegates attended.



Preventative health

In May 2022, the CSP launched Stronger My Way using National Lottery funds distributed by Sport England. The resource provided advice, reassurance and exercises for people living with a health condition to do strengthening on a more regular basis.

Crucially, it also delivered evidence, training and resources to enable healthcare professionals to support behaviour change among their patients.

The campaign secured endorsements from NHS England, patient organisations and other professional bodies, including the RCGP, further delivering on the objectives of that workstream to position the CSP as a leader in prevention.

Access the Stronger My Way hub at: www.csp.org.uk/stronger

The CSP also supported distribution of a hydrotherapy service survey that was organised by ATACP on behalf of the Hydrotherapy and Aquatic Physiotherapy Alliance.

The resources helped members to campaign against pool closures across the UK and CSP supported members locally with five campaigns which included local MP engagement.

As part of the campaign to promote the benefits of Aquatic Therapy, Sarah Green MP (Chesham and Amersham constituency) visited the newly re-built hydrotherapy pool at Amersham Hospital in August.

Community rehabilitation

With the CSP as co-leader, the Community Rehabilitation Alliance (CRA) – and sister alliances in the devolved nations, with a shared agenda on the need to improve community rehabilitation – consolidated its influence in 2022

Nationwide, the CSP co-developed, with rehabilitation alliance partners, the Community Rehabilitation Best Practice Standards for the UK, publishing editions endorsed by the alliances in England and Northern Ireland and The Right to Rehab Coalition in Wales. The Scotland edition will be published in 2023. Funded by the CSP Charitable Trust, the standards were picked up by AHP leaders and others to drive service improvement at a service and system level.

England

- Following direct lobbying from the CSP, physiotherapy and rehabilitation were highlighted as key factors in the government's delivery plan for recovering urgent and emergency care services.
- Having secured a director of rehabilitation in NHSE in 2021 (lobbied for by the CRA), the Alliance made a call for a rehab lead in each integrated care board (ICB) to be incorporated into the NHSE Intermediate Care Programme.



- The CRA data and evidence task and finish group produced a report that created new opportunities for the CSP to be influencing data improvement programmes at NHSE in 2023.
- Following lobbying from the CRA, the government established an Adult Social Care Discharge Fund of £500m to increase staffing to support rehab recovery at home through additional physiotherapists in community teams.

Northern Ireland

- In the first quarter of 2022 the CRA for Northern Ireland held several meetings with political parties in advance of Assembly elections in May 2022. We achieved several verbal commitments of support for a Right to Rehab and in some instances support in party manifestoes – with the Alliance party including a specific reference to the Right to Rehab campaign in theirs, for example.
- In October the CRA hosted an event at Stormont, campaigning for a Right to Rehab to be included in the next Northern Ireland Programme for Government, where we gained support from all the political parties at Stormont. The minister for health, Robin Swann, was unable to attend but sent a letter

in advance stating that he and the Department of Health, “fully support the aims and objectives of the Community Rehabilitation Alliance in Northern Ireland.”

- Also in October, we hosted a stand at the DUP conference and organised a fringe meeting with members of the CRA, which featured in the DUP conference programme. DUP health spokesperson Pam Cameron, MLA and DUP health committee member Deborah Erskine, MLA both spoke at the event to voice their party’s support for a Right to Rehab for patients in Northern Ireland.

Wales

- After lobbying by the Right to Rehab Campaign for rehabilitation to be prioritised, the Welsh Government published the All Wales Rehabilitation Framework and made a commitment that rehab and prehab must be embedded in ‘all pathways’ as part of planned care recovery.
- After a CSP campaign raising the issue of a loss of rehabilitation space under the Right to Rehab banner, the minister for health made a statement that rehab space must either be returned or suitable alternative space in the community be found.
- The CSP has lobbied for year-on-year growth in physio commissioning numbers in Wales – in 2022 they grew by three per cent to 180 places.
- The Streamlining ‘golden handcuff’ graduate scheme was finally scrapped – something that the CSP had called for since its introduction.

Scotland

- We held a Workforce Consensus Summit of physio leaders from education and practice to develop shared proposals for the Scottish government on addressing the physio supply problem, initially to feed into the AHP workforce review. This resulted in a proposal for making physio a ‘controlled subject’ like nursing and paramedic education is in Scotland.
- Positive engagement with the AHP education and workforce policy review highlighted the importance of workforce planning and accredited workplace learning and delivered important shifts in policy in the final draft in December 2022.
- Following campaigning for a Right to Rehabilitation, the Scottish government published the Once for Scotland Framework with six principles for good rehabilitation and committed to each Health Board and Health and Care Partnership having a rehab lead by 2025.
- The CSP secured a constructive meeting with the then cabinet secretary for health, Humza Yousaf, in December 2022, following positive engagement at the SNP conference fringe meeting on workforce in October.
- The CSP took an active role in the Right to Rehab Coalition in Scotland, leading on workstreams to adopt branding, adopt the rehabilitation standards and on campaign and engagement planning.

41

Members supported through HCPC cases by CSP senior negotiating officers

44000

Emails from members which the CSP enquiries team responded to in 2022

Supporting members

in their professional and working lives

2022 was dominated by efforts by the CSP and other NHS health unions and their members to secure fair pay in the NHS

Organising on NHS pay

Despite huge workplace pressures, members delivered fantastic results in the industrial ballots in Scotland, Wales and England, giving a firm foundation for strike action in 2023. The commitment of reps was crucial to this success. In addition, work on pay has also strengthened the union locally, as our organising team has taken opportunities presented by the high number of member meetings and heightened engagement of members to recruit workplace reps.

2243

physios reinstated to HCPC register after being wrongly removed during reregistration in 2022, following CSP intervention

2000+

members attending 72 in-person and online meetings on NHS pay across the UK

Reps' training and development

The CSP returned in 2022 to in-person training. To develop reps' skills to better support members in the workplace, we:

- Launched a new online safety reps independent learning course
- Launched a new blended stewards' induction course
- Ran a new stewards induction stage two course, focussing on skills-based learning
- Returned to our in-person 'regional training days', improving reps' skills and knowledge on representing members around sickness absence and how to recognise and tackle discrimination in the workplace
- Supported and empowered new workplace reps through several online organising clinics, supporting 700 attendees across the year.

14607

Eligible members voting in strike ballots in 2022 in Scotland, Wales and England*

Scotland

Through NHS Scotland partnership and negotiating groups – on which the CSP has a seat – we have influenced on guidance on working at Christmas when it is a weekend; the Scottish government’s equalities work; a digital strategy for NHS Scotland; climate strategy; and a national care service. We raised the profile of the CSP and our campaigns to defend rehab space at the Scottish Trades Union Congress (STUC) and equality at the STUC LGBT workers conference.

*inclusive of both our ‘wave 1’ main ballot, and our ‘wave 2’ ballot of 11 additional employers, which ran Dec 2022 to Jan 2023

Northern Ireland

The CSP contributed to improved disciplinary and grievance policies.

The latter now includes a status quo clause, meaning rules and practices that led to a grievance remain in place until the dispute resolution procedure have been resolved, a protection against management attempts to impose changes to terms and conditions.

We attended the all-island Women's Conference of the Irish Congress of Trade Unions and the Northern Ireland committee of the ICTU conference, where we presented two motions on equality issues.

Wales

Stewards in Aneurin Bevan University Health Board fought hard to ensure physios in the workplace had a space where they could perform admin tasks, eat lunch, and take breaks. Members were having to sit on the floor and in corridors to eat lunch. In addition, through the work of the Wales reps race equality group, we have significantly increased the ethnic diversity of our steward and rep network in Wales. CSP Wales also negotiated and agreed a national uplift to the mileage rate of reimbursement during the peak in petrol prices.

Equity, diversity and belonging

Following the launch of the equity, diversity and belonging strategy at the end of 2021, work progressed throughout 2022 to offer tangible support and enhance belonging for members

Following the approval by council of the new strategy in the last quarter of 2021, throughout 2022 the CSP made comprehensive progress to enhance support and belonging among members from minoritised communities; piloting a new approach to providing additional practical support in the workplace and in raising awareness of microaggressions with a major membership communications campaign.

Building autonomy for diversity networks

Following a review of the functioning of all CSP networks – and with the agreement of CSP Council in December 2021 – a new model constitution was introduced for diversity networks in 2022, enabling them to access similar resources to other CSP networks (such as regional networks) for the first time.



Additionally, this change in governance arrangements created more leadership opportunities – the posts of chair, vice-chair and up to ten committee members for each network – enabling more diversity network members to gain valuable experience they could apply in their professional life, too.

CSP support to broaden engagement

The aim of these changes was to enable diversity networks to better engage and support existing members, grow their memberships and engage the broader CSP membership with equity, diversity and belonging.

Alongside constitutional changes enabling diversity networks to hold events, the CSP recruited for a permanent diversity engagement officer. The post provided additional support to networks to open events to other CSP members, staff and other AHPs for the first time. By the end of 2022, membership of the BAME network had increased by 16 per cent; the DisAbility network by 17 per cent and the LGBTQIA+ network by 12 per cent year-on-year.

The diversity engagement officer also facilitated the first in-person diversity network day since the onset of the Covid-19 pandemic, and the largest to date. The day was highly valued by those that attended, fostering closer understanding and solidarity across the diversity networks.

Introducing equality reps in the workplace

As part of the CSP's commitment to ensuring our members feel supported and represented in the workplace, in 2022 the CSP initiated a pilot of workplace equality reps, with the aim of demonstrating allyship and challenging discrimination.

The initial pilot took place across trusts and health boards in England and Scotland, with nine reps in the first cohort, in workplaces where there was already a CSP steward present. In their new roles, the reps advised on equity, diversity and belonging policy within their trust or health board, delivered training and advised stewards on relevant case work.

With positive feedback from the initial pilot, and to provide more data on the utility of workplace quality reps for members, the CSP decided to expand the pilot from January 2023.

Raising awareness of microaggressions

Guided by the new strategy, CSP members and staff worked together to build a member communications campaign with the objective of demonstrating and building allyship across the membership. Further collaboration developed this work into a distinct campaign around microaggressions, with a multi-channel campaign launching in November 2022.

The campaign aimed to enable members with different needs, identities, and backgrounds to feel like they belong; to ensure physiotherapy is seen as inclusive; increase

awareness among managers about the importance of creating a supportive environment; and reduce microaggressions faced by physiotherapy staff and students with marginalised protected characteristics.

The campaign comprised an online hub, including downloadable posters, member case studies, an explainer animation, and a practical guide to reporting behaviours. Printed posters were sent to 60,000 members in Frontline and there was a social media campaign to highlight this type of discrimination.

There were more than 10,000 unique page views (UPVs) of the online hub within the first eight months, approximately 16 per cent of our membership.

Support on social media was strong, with organisations including Council of Deans Health, Allied Health Professions NI, University Salford Physio and East Cheshire NHS AHPs all sharing material.

Campaign evaluation showed that there was a 13 per cent increase in members' awareness of the term 'microaggression' and a 10 per cent increase in members saying they would report a microaggression.

CSP accounts 2022

Significant improvements to the CSP's balance sheet highlight underlying volatility

Membership growth was the primary driver of the CSP's financial performance in 2022, as an increase to 63,803 members (2021: 63,107) led to income of £21.2m, up £1.5m on 2021. The CSP returned a surplus before tax of £2.4m, with high inflation contributing to costs of £19m, up £1m on the previous year.

Council has been looking to generate a surplus each year in order to improve the CSP's net asset position (everything the CSP owns less everything we owe). The CSP's net assets were valued at £19.3m at 31 December 2022, up from a net liability of £0.8m at the end of 2021. The improvement is mostly caused by a £22m reduction in the CSP's pension valuation to a £7.7m liability.

This remains a highly volatile part of the CSP's balance sheet. In 2022 the CSP agreed an updated recovery plan over 12 years in order to ensure the CSP is able to meet this long term liability as it falls due.

Council has been focussed on improving the CSP's organisational sustainability in all areas, with a financial strategy committed to improving the CSP's reserve position and making best use of our assets. Reserves are critical to any organisation to enable it to weather economic uncertainty, innovate, and manage organisational risks.

The value of the CSP's Bedford Row estate declined by £1.8m to £7.6m as the commercial property market in London experienced uncertainties brought about by a combination of economic and societal factors. Bedford Row is currently on the market for sale as the CSP has downsized to more modern premises and staff have a continued focus on supporting our members wherever they work.

Income and expenditure account

for the year ended 31 December 2022

	2022 £000	2021* £000
Income for services and products	21,150	19,659
Investment income	335	100
Income from furlough	0	90
Operating expenses		(17,553)
Pension finance charge	(539)	(482)
Payments to associated charities	-	-
Operating surplus	2,444	1,814

Income

where has it all come from?

	2022 £000	2021* £000
Subscriptions	20,189	18,880
Income from journals	427	502
Income for educational purposes	89	159
Events	0	87
Miscellaneous including grants	445	31
Total income	21,150	19,659

Expenditure

what has it all cost?

Area of activity	2022 £000	2021* £000
Practice and Development	4,857	4,750
Employment Relations & Union Services	2,998	2,640
Journals	1,017	910
Strategy, Policy and Engagement	4,224	3,270
Events	176	241
Administration and Finance**	5,769	6,224
Total expenditure	19,041	18,035

Balance sheet

as at 31 December 2022

	2022 £000	2021* £000
Fixed assets		
Tangible and intangible assets***	7,937	9,773
Investments	19,590	19,479
Current assets		
Debtors and prepayments	871	1,905
Cash at bank and in hand	931	1,332
Creditors: amounts falling due within one year	(2,258)	(3,482)
Net current assets	(456)	(245)
Total assets less current liabilities	27,071	26,007
Defined benefit pension scheme liability	(7,729)	(29,832)
Net assets excluding pension liability	29,803	26,960
Defined benefit pension scheme liability	(29,832)	(37,176)
Net assets/(deficit) including pension liability	19,342	(825)

* 2021 restated accounts

** Also includes HR, governance, business rates, insurance, depreciation and costs associated with the pension scheme

*** Includes the CSP's owned office building with a market value of £7.6m at 31 December 2022



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Further information

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**This document can be made available
for people with sight problems.**

Tel: [020 7306 6666](tel:02073066666)

THE CHARTERED SOCIETY OF PHYSIOTHERAPY

is the professional, educational and trade union body for the United Kingdom's 64,000 chartered physiotherapists, physiotherapy students and support workers.

