

# Impact Report 2021



# ImpactReport

## Welcome to the CSP's Impact Report

**W**ith the effects of the Covid-19 pandemic continuing to be felt, 2021 was another difficult year for the physiotherapy workforce. While vaccinations provided both hope and a much-needed effect on the pandemic, the lasting effects began to come into sharper focus, with clarity that they will linger for some time.

I know from speaking with many members that these effects included an exhausted physio workforce, yet one which across 2021 stepped up, day in, day out, to offer the care and professionalism patients needed.

Our members in private practice had to develop business resilience to adapt and change in the light of everything that has gone on. Many went through incredibly lean times last year as they had to change their way of practice and now many are reporting an upsurge in demand, like many physio services, which is equally challenging to meet.

It was a year, too, during which debates around race and equity, diversity and belonging (EDB) continued, both in society at large and within the membership and staff of the CSP.

In co-production with diversity network members, other members and CSP staff, in 2021 the CSP created its first EDB strategy, building on work which took place in this area in 2020. Much of the work it outlines has already commenced, but there are also actions for each and every one of us too. We owe it to our colleagues and patients to get this right.

In representation on bodies such as Council, the CSP made tangible progress in 2021. Work done in previous years, of encouraging members from marginalised backgrounds to stand for election to the CSP Council, showed dividends. This built on the decision, too, to co-opt a member of the Black, Asian and Minority Ethnic network to Council to ensure better representation prior to establishing the new EDB Committee, enhancing the representation of the diversity of the CSP membership in its governance structures.

We are developing a new corporate strategy to start in 2023, which will have equity, diversity and belonging at its heart. The strategy sets out the priorities for the CSP – staff and members – to work on; and the choices we make will inform the direction and work of the CSP for several years ahead.

Finally, my thanks to the Council members who stepped down in 2021. They stayed on an extra year due to the extraordinary circumstances we found ourselves in 2020 and continued to provide the leadership members expected during such a challenging time.

**Alex MacKenzie**  
Chair of Council

**I**n many ways 2021 was a more difficult year for the physio workforce than 2020. When the Covid-19 pandemic hit, there was an immediate, singular clarity of purpose for many of us. In 2021, the challenges became more numerous and complex: exhaustion, catching up with a backlog of need, restarting services – and these have all taken their toll.

At the same time, we have all experienced unprecedented changes in the ways that we work. The pandemic forced a step-change in the way physios offer care to patients through digital means, which became more deeply embedded in practice as 2021 went on.

While welcome – and an acceleration of trends we were already seeing – best practice for working with patients digitally is still being established.

At the CSP, too, the way that we worked underwent a significant shift. Emergency measures instituted at the beginning of the pandemic to ensure business continuity have transitioned into a new, permanent change in the way we work – as a workforce distributed across the UK and working remotely, coming together to collaborate in our new offices in Furnival Street in central London.

In many ways this move in late 2021 – from the CSP's previous offices in Bedford Row, also in central London – was emblematic of the seismic shifts in working culture in the last couple of years. While I know many members and staff held our office there in deep affection, the changes wrought by the pandemic meant the CSP needed a new workspace better suited to in-person team working. This new space will be used for collaboration, bringing staff together to advance our strategic priorities.

This new way of working was vindicated in 2021 through continuing successes in representing the interests of members, through campaigns ranging from community rehabilitation to First Contact Practitioners (FCPs) to developing the physio workforce, alongside all the other achievements set out in this impact report.

Similarly, the CSP continued to innovate in ways to engage with our members, which in many ways have increased accessibility through utilising technology.

We ran Physiotherapy UK using a virtual platform for the second time in 2021, offering the opportunity for members to hear from 190 speakers wherever their location.

At the same time, we know that meeting face-to-face with CSP representatives is highly valued by members and a key method of building a sense of community. Our new ways of working have meant that staff are free to meet members where they are, including in workplaces and universities across the country. This is an area of work I know that both staff and members will be keen to see increase significantly as we emerge from the pandemic in 2022.

Working together, we have achieved much in 2021. As we all adjust to a very different landscape post-pandemic and the challenges that brings, we will continue advocating for physiotherapy and working to represent the interests of you, our members, in overcoming them.

**Professor Karen Middleton CBE**  
Chief executive officer



# ImpactReport

## Championing physiotherapy

As the Covid-19 pandemic continued, we highlighted the effects of deconditioning on the population and worked to promote measures to grow the physiotherapy workforce

### External influencing

We used our relationships with partners and worked within broader alliances to influence around a number of issues, particularly those related to building the physiotherapy workforce.

- With support from our partners in the Cavendish Coalition, we ensured physiotherapy was added to the shortage occupation list after lobbying the Migration Advisory Committee, making it easier for overseas national physios to get visas and less bureaucratic for employers.
- We led a coalition of 13 allied health professions (AHPs) professional bodies and trade union partners to agree a consensus statement on the need to strengthen the career opportunities for and value placed on the AHP non-registered workforce. This resulted in Health Education England (HEE) developing a career development framework for the AHP support workers to support access to apprenticeships and drive growth and development of AHP support worker workforce in England.

### Strengthening the profession's reputation

During 2021, as part of the CSP's objective to advocate for the profession to key stakeholders including policymakers, AHPs, other clinicians and the general public, we worked to achieve positive coverage of physiotherapy across a range of media.

- Several physios, including Lisa Osborn-Jenkins, Caroline Appel and Uzo Ehiogu, gave advice on how to regain muscle lost during lockdown in an article on the BBC website
- Kate Lough from Pelvic Obstetric and Gynaecological Physiotherapy (POGP) gave advice on pelvic health exercises to the Press Association, picked up worldwide
- CSP members discussed their role in the pandemic and we stated our call for a national rehab strategy through the BBC
- CSP chief executive Karen Middleton spoke out when an expected announcement on NHS pay was abruptly shelved in July 2021.



### Promoting preventative health

In March we published the 'Strength Messaging Insight Project', funded by Sport England and the Centre for Ageing Better. The report detailed the findings of a year-long series of interviews, focus groups and other interactions with people living with long-term conditions about their perceptions, barriers and motivations when it came to strengthening.

It also included recommendations from a similar process with physiotherapy staff about what would encourage them to talk more to patients about the benefits of strengthening. Sport England subsequently funded a second phase of the project to put the findings of the insight report into practice – in what would become Stronger My Way.

# 1,000

In 2021, the CSP's second virtual Physiotherapy UK was attended by over 1,000 delegates

### Community rehabilitation

We continued to raise the profile of rehabilitation in the national media, especially in the context of deconditioning of the population during the Covid-19 pandemic, and used our position as leader of a movement to push for national commitments to rehab across the UK's four nations.

- We influenced HEE for community focused credentials and funded advanced practitioner opportunities
- We built relationships with key stakeholders, such as the British Heart Foundation, British Lung Foundation and the Stroke Association, who are building their approaches to rehabilitation incorporating multiple conditions
- Secured a pilot of an integrated community rehab offer, backed by the Royal College of GPs and the British Medical Association
- Led and hosted the Community Rehab Alliance (CRA) of more than 60 organisations drawn from across the UK.

### Building a thriving physiotherapy community

Despite the effects of the Covid-19 pandemic continuing to be felt, the CSP's membership grew by almost four per cent in 2021, reaching a record total of more than 63,000 members by the end of the year.

Alongside this growth, we saw a small but positive change in the diversity of our membership, in terms of ethnicity, disability and sexual orientation.

To continue building our community, we offered 12 months of free membership to graduating students, recognising the importance of continued connection while they search for their first practising role.

We also launched international affiliate membership to extend our community to overseas qualified physiotherapists and physiotherapy students, who are looking to relocate to the UK, or just wanting to build a more international network.

In development of a more active and representative physiotherapy community, we completed a 12 month review into our engagement with members. This resulted in a new strategic approach to engagement and a revised model of relationships with our different types of member network.

### Virtual events

With the Covid-19 pandemic still having a significant impact on the operation of in-person events in 2021, the CSP's offering of virtual events continued to broaden.

For the second year running, the CSP ran Physiotherapy UK through an online virtual platform. We welcomed over a thousand delegates to the conference, and received 374 abstract submissions, the highest number ever.

The East of England regional network offered a series of webinars focusing on support workers, celebrating their contribution and to explore ways to tackle continuing challenges posed by the pandemic.

The South West regional network organised a half-day virtual event with a special focus on community rehabilitation.





# Supporting members in their professional and working lives

**The CSP continued to offer members support during an unprecedented period of pressure as the Covid-19 pandemic continued**

## Campaigning and organising

CSP activists ran more than ten workplace demonstrations across the country in support of a fair and significant pay rise for NHS staff. The CSP also provided new ways for members to get involved in our workplace campaigns. We ran three letter campaigns, with 500 members and supporters writing to more than 250 elected parliamentarians across the UK.

## Reps' learning

The global pandemic saw the CSP continue to deliver digital training for stewards and safety reps. The CSP ran six online stewards induction courses and four online safety rep inductions throughout the year. These online training courses won a highly commended award at the TUC Communications Awards.

## The NHS contract

The CSP negotiated and agreed new flexible working provisions with other healthcare trade unions and NHS employers. This significantly expanded NHS staff's contractual rights to flexible working.

## Equality, diversity and inclusion

As part of the This Is Not Working alliance, we pressured government to commit to a new duty on employers to protect staff from sexual harassment at work. The CSP also initiated a joint statement – 'we demand safety, we demand justice' – bringing unions together around a collective statement against male violence.

CSP BAME network members fed into the Trades Union Congress (TUC) Anti-Racism Taskforce – tasked with shining a light on racial injustice in the workplace – through the TUC Black Workers Conference. The CSP trialled a new equality rep role as a new addition to our workplace team. The new role aims to enhance the great work currently carried out by our stewards on equity, diversity and belonging issues.

## Regional engagement

CSP regional networks and country boards are managed by a core team of CSP members who voluntarily engage with the CSP membership locally, using online and in-person events and social media platforms to connect with the profession.

In 2021 they held 41 events for CSP members, embracing the post-pandemic shift in demand to more online events held at a variety of times in the day and evening according to what worked best for their members.

The topics of these events provided a variety of opportunities for members locally to broaden their understanding on CSP strategic aims (including workforce development, First Contact Physiotherapy, Community Rehabilitation and equity diversity and belonging) as well as topics linked to the ongoing effect of the pandemic.

More than 6,800 members registered to attend these online events which saw an overall increase in member engagement with the CSP locally.

- Work to engage members around equity, diversity and belonging included six events across three regions (South East Coast, West Midlands, South Central and Wales).
- Several regional networks, including East of England and East Midlands, hosted events to showcase innovative local placements after practice based learning and a shortage of student placements was identified as a key issue.

- The CSP North East regional network welcomed CSP members to a webinar on health and wellbeing in May which sought to offer advice and support to members handling burnout and negative effects of the pandemic.
- The Northern Ireland country board hosted an event which focused on how physiotherapy roles and services have evolved during and since the pandemic.

## Northern Ireland

Our senior negotiating officer worked with other unions to keep pressure on the government to secure the funding for the Pay Review Body recommended pay award. There were regular meetings with employer and the department to ensure that guidance for staff during Covid-19 remained relevant and updated.

## Wales

The CSP's Wales team heard members in independent practice were missing out on priority access to the Covid-19 vaccine as healthcare workers. So, we lobbied health boards and the Welsh government to ensure members could register for a vaccine with their local health board.

Our senior negotiating officer worked with other health trade unions to lobby the government on improving the NHS pay offer in Wales. After several rounds of negotiations the Welsh government has made an enhanced pay offer, improving the 3 per cent pay award announced by Westminster.

## Scotland

Pay was determined in Scotland in 2021 by a process of direct negotiations, rather than via the independent Pay Review Body process. The CSP, working with other unions, negotiated a pay award for NHS staff for 2021/22 which was backdated to December 2020.

The CSP worked with other unions and employers and the department to keep policies and guidance updated through the changing landscape of Covid-19. The agenda for change handbook was also given a substantial refresh and reissued.



More than **6,800**

members registered to attend online events which saw an overall increase in member engagement with the CSP locally.

# Equity, diversity and belonging



# 63%

of respondents felt engaged with our equity, diversity and belonging aims (89 per cent of staff, 58 per cent of members).

The CSP worked steadily throughout the year with members to develop and refine a strategic approach to equity, diversity and belonging

## Taking the time to get to right

- In January 2021, we sent out an equality, diversity and inclusion (EDI) member survey to all members, and members were also invited to join an EDI member reference group.
- The EDI Member Reference Group was then established, along with an EDB Staff Reference Group.
- Both of these came about as a direct result of feedback from listening meetings.
- In February, however, we decided to delay the launch of our EDI strategy and slow its development, in response to feedback from meetings with the EDI member reference group.

## A focus on language and terminology

- Over the next few months, the Member Reference Group formed sub-groups to focus on honing the strategy's language (e.g. by using the words 'equity' and 'belonging' instead of 'equality' and 'inclusion') and the strategy's objectives in relation to each of the CSP's four strategic aims.
- Meanwhile, during March and April, Stephanie Nixon, associate professor in the Department of Physical Therapy at the University of Toronto, provided EDB training sessions for all CSP staff.

## Consulting with members and staff

- In June, we launched a consultation on our draft Equity, Diversity and Belonging (EDB) strategy, requesting staff and members views on the draft strategy via a survey.
- The consultation, which was run by external research agency Enventure Research, used a mixed-methodology approach, including both quantitative and qualitative methods.
- It included an online consultation survey targeting CSP members and staff, three online focus groups with CSP members, one in-depth interview with a CSP staff member, and 13 written responses from Unite members and other external groups.
- The consultation survey was sent to staff, members and CSP groups and networks. Closing in July, it received 612 responses, included 90 from CSP staff.

## Acting on feedback

In September, we produced a consultation report and undertook work to use the findings, recommendations and conclusions from the report to inform and finalise the EDB strategy.

During this period we acted on feedback from the consultation, which had revealed that:

- 63 per cent of respondents felt engaged with our equity, diversity and belonging aims (89 per cent of staff, 58 per cent of members).
- One in six respondents (16 per cent) had identified potential omissions. These were largely around specific actions but also seeking more information; from timetables and measurement, to accountability and goals.
- The language and terminology in the draft strategy was generally seen as easy to understand, but there were some terms that not everyone fully understood, such as 'allyship', 'equity' and 'diversity'.

As a result of all the feedback collected by the consultation, we:

- Updated our action plans to reflect changes that would enhance impact and include new actions.
- Developed indicators of success to accompany the action plans.
- Reviewed the terms 'equity', 'diversity' and 'allyship' and added explanations in the glossary to ensure they were easily understood.
- Used visuals to help explain elements of the strategy in our communications and published the main aims separately on the website – to improve accessibility.

## Launching the strategy

- At the end of September, the strategy was approved by CSP Council.
- In October, following all of the collaboration with CSP's diversity networks, members, staff and stakeholders, which had informed its production, we launched the final version of the EDB strategy.
- The launch was promoted via an online news story, the Physiotherapy News e-bulletin, CSP's social media channels and CSP networks.
- Indicators of success were also publicised alongside the strategy and scheduled to be reviewed quarterly by the Committee and Council.
- Following publication of the strategy, we considered how to progress its aims during 2022 and beyond. This included developing plans, outcomes and relevant indicators of progress, as well as considering how best to communicate our work and progress to members, staff and stakeholders – and deciding how all this work would be governed and monitored.
- In the November issue of Frontline, a viewpoint column from the chair of Council encouraged members to join the new EDB committee - and also reminded members that the strategy had been finalised.
- In December 2021, Council took the decision to combine the Corporate Strategy, which governs all of CSP's work, with the EDB Strategy – in order to produce one, cohesive strategy that would come into effect in 2023 and ensure that EDB issues remained integral to everything we do.
- This new approach was adopted in order to ensure the delivery of long-lasting, transformative change.



Sulaimen Anibaba, GP Surgery Photography: © Joanne O'Brien

## Income and expenditure account for the year ended 31 December 2020

	2021 £000	2020 £000
Income for services and products	20,455	19,664
Investment income	(605)	148
Income from furlough	90	63
Operating expenses	(17,553)	(17,158)
Pension finance charge	(482)	(538)
Payments to associated charities	-	-
<b>Operating surplus</b>	<b>1,905</b>	<b>2,179</b>

## Income where has it all come from?

	2021 £000	2020 £000
Subscriptions	18,880	18,019
Income from journals	502	393
Income for educational purposes	159	205
Events	87	183
Miscellaneous including grants	827	864
<b>Total income</b>	<b>20,455</b>	<b>19,664</b>

## Expenditure what has it all cost?

Area of activity	2021 £000	2020 £000
Practice and Development	4,749	4,132
Employment Relations & Union Services	2,640	2,305
Journals	910	2,492
Marketing and Communications	3,270	3,017
Events	241	209
Administration and Finance <sup>2</sup>	6,224	5,541
<b>Total expenditure</b>	<b>18,034</b>	<b>17,696</b>

# CSP ACCOUNTS 2021

Throughout 2021, the CSP put measures in place to strengthen its financial resilience and ensure long-term sustainability

The CSP continued to support members wherever they work as a return to normal services resumed alongside the ongoing response to the pandemic. There were no interruptions to services, although the switch to virtual remained a theme as flexibility and access combined with social restrictions to change how we work.

Membership growth was the primary driver of the CSP's financial performance, as an increase to 63,107 members (2020: 60,738) across all categories led to income of £20.5m, up £0.8m on 2020. The CSP returned a surplus of £2.6m which contributed to its overall net asset position (everything the CSP owns less everything we owe) showing around £0, up from a net liability of £9.4m at the end of 2020.

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 £1.1m to £9.4m as the commercial property market in London adjusted to changes to how organisations work. The CSP moved to a smaller, cheaper and more collaborative office space in London. Bedford Row is currently on the market for sale and we will look to use the proceeds to increase our investments and further improve our financial position. The CSP has also adopted a new investment strategy aiming to realise returns that help the CSP against future changes to the pension liability.

The CSP's defined benefit pension scheme liability improved from £37m to £30m in the year. The valuation of this liability in the CSP's accounts is highly volatile and to a large degree outside of the CSP's control. A new updated recovery plan will be agreed in response to the actuarial valuation of the pension scheme deficit in 2021 that will work to reduce this deficit over the term of the plan.

## Balance sheet as at 31 December

	2021 £000	2020 £000
<b>Fixed assets</b>		
Tangible and intangible assets <sup>1</sup>	9,773	10,969
Investments	19,479	6,824
<b>Current assets</b>		
Debtors and prepayments	2,701	2,415
Cash at bank and in hand	1,332	10,253
Creditors: amounts falling due within one year	(3,482)	(3,501)
<b>Net current assets</b>	<b>551</b>	<b>9,167</b>
<b>Total assets less current liabilities</b>	<b>29,803</b>	<b>26,960</b>
Provisions for liabilities	-	-
<b>Net assets excluding pension liability</b>	<b>29,803</b>	<b>26,960</b>
Defined benefit pension scheme liability	(29,832)	(37,176)
<b>Net assets including pension liability</b>	<b>(29)</b>	<b>(10,216)</b>

(1) Includes the CSP's owned office buildings with a market value of £9.4m at 31 December 2021.

(2) Also includes HR, Governance, business rates, insurance, depreciation and costs associated with the pension scheme.

(3) The figures are currently in draft as the 2021 audit has not yet been finalised.



# Securing a balanced workforce

**We continued to respond to the workforce challenges exposed and exacerbated by the pandemic**

## Growing supply

Workforce supply in the UK grew in 2021 – with more programmes and more places, largely in England and Wales – with an increase in student intake and graduate numbers in 2021. Workforce supply was a greater challenge in Scotland however; and in Northern Ireland supply continued to fall short of demand from the system.

The lack of effective workforce planning across the UK was a challenge including, in England, a lack of workforce guidance or targets to deliver on significant commitments to expand rehabilitation provision in the NHS Long Term Plan.

In Wales, the government's streamlining policies created a bottleneck at graduate entry creating a risk of insufficient posts for graduates. The policy was modified after the CSP raised the issue with the Senedd and with the Welsh government, but the risk to supply continued throughout 2021. The CSP sought to ensure the need for staffing increases was reflected in Integrated Medium Term Plans by working with physiotherapy managers.

Across the UK we strengthened our lobbying of policy makers in all four countries on the need to expand supply to meet demand to deliver policy commitments including the pace of roll out of FCPs and meet growing rehab needs. This was reflected in the CSP input to the Health Education England (HEE) call for evidence on the development of a strategic framework for the health and social care workforce in England over next 15 years.

## Placements

The CSP continued its placement campaign, seeking to encourage placements in all sectors using innovative placement models. This also included the CSP leading by example and hosting 12 students from 12 different higher education providers. Placements have kept up with growth, although this remains a challenge and a risk.

The CSP developed and launched the Common Placement Assessment Form (CPAF) in order to standardise assessment across all settings to improve quality, diversify settings and actively promote equity, diversity and belonging principles in practice based learning. By the end of 2021 most universities had use of the new form in their plans for the next academic year.

## Data and evidence

The CSP contracted three research projects in 2021, commissioning the North of England Commissioning Support Unit to carry out a review of physiotherapy workforce data; the University of Hertfordshire to carry out an education review (the KnowBest study); and Manchester Metropolitan University a practice based learning research project.

Frontline  
Extra



**Make  
the most  
of your  
membership**

# Ways to save with your CSP membership

**W**ith the cost of living increasing, it's now more important than ever to make savings wherever we can. As a member of the CSP, you have access to specialist services and resources that will protect and support you throughout your working life. Here are just a few ways that you can save money through your CSP membership:

## Stay protected and insured

Whether you're practicing within an NHS or private setting, giving advice outside of the workplace or undertaking voluntary physiotherapy work, professional liability insurance (PLI) has practicing chartered and associate members covered. You can also access the professional advice service for confidential advice and support, or gain representation at work to support you through employment issues. Like any insurance, hopefully you won't ever need any of the above, but you'll save thousands of pounds through your membership if you do.

## Boost your employability

The CSP has a wealth of member benefits designed to support your professional development and to help you advance in your career.

- Access career tools and virtual learning activities through the CSP Learning Hub and manage your CPD through your own digital portfolio.
- Attend regular webinars to help grow your knowledge in different clinical areas.
- Become a mentor or mentee, to share or develop your skills with other members.
- Get involved in a professional, diversity or regional network to develop skills and build your professional network.
- Apply to take part in our Leadership Development Programme in 2023.

With 8 out of 10 physiotherapists and an increasing number of support workers choosing to be members, you'll appear more attractive to employers when you're part of the CSP community. 'I joined the CSP as an associate member to enhance my knowledge. Accessing Frontline and online CSP resources have empowered me and keep me informed of evidence-based practice on community rehabilitation,' says Olufunmilayo Oludare, interim lead AHP support worker, North East London NHS Trust.

## Everyday deals and discounts

Save money on gym membership, cinema tickets and car insurance with CSP Plus. You can also save 15 per cent on CSP branded uniform. Plus, when you refer a new member to the CSP through our Refer and Reward Scheme, both you and the new member will get a £10 reward code to spend with a variety of retailers, restaurants and experience providers.

## Influence on pay

Being part of a 63,000 strong physiotherapy community means you are part of the voice of the profession. You can help us campaign and demonstrate on issues that affect you including pay and cost of living.

## Claim tax back on your subscriptions

Did you know you may be able claim tax relief on your CSP and HCPC subscription fees? Keep an eye out for our advice on how to do so when we notify you of your 2023 membership renewals.

Explore your full list of member benefits:

### Associate

[www.csp.org.uk/associate](http://www.csp.org.uk/associate)

### Chartered

[www.csp.org.uk/chartered](http://www.csp.org.uk/chartered)

**T**he CSP guided me through a very difficult time with work. Not only was my physical health affected but also my mental health. Work had no consideration for my well-being throughout my recovery from Covid and developing Long Covid. They showed no understanding. Unfortunately/fortunately I have had to use the CSP on three occasions now. One for harassment and bullying, secondly because work stopped paying us due to no work at the hospital during the pandemic, and finally this current episode. I currently pay car insurance, house insurance, life insurance and, when going away, travel insurance. I could argue what is the point of paying for all those, they are a waste of time. Money thrown away because I don't need to use them. We pay for all those because when you crash your car and it cost thousands of pounds, that's when car insurance is worth it.

And that is why CSP fees are worth it. When there is an indemnity claim, an employment problem or you need representation at an employment tribunal, then you look at it differently and the fees are worth it. If I hadn't had the support and all the hours that the CSP has given me, what would I have done? Citizens Advice Bureau may be an option but they don't know the ins and outs of our profession well enough, or I could have got some advice from a solicitor who deals in employment law. Solicitors may be a tad more expensive than joining the CSP!

**RM, chartered CSP member**



*'I joined the CSP as an associate member to enhance my knowledge. Accessing Frontline and online CSP resources have empowered me and keep me informed of evidence-based practice on community rehabilitation'*

**Olufunmilayo Oludare,**  
Interim lead AHP support worker,  
North East London NHS Trust

Share your member tips and stories on Twitter and Instagram @thecspstudents



# Get ahead with your CSP student membership

**Y**our student membership is designed to equip you with all the resources, tools and networks that you'll need whilst studying physiotherapy and during your placements. Make the most of your student membership by exploring the following benefits:

## Reflect on your learning and progress

The ePortfolio enables you to create and manage a digital portfolio of your work, reflections and achievements online. You can also find templates to help you evaluate your learning from different situations and experiences over the course of your degree.

## Join or catch-up on a student webinar

Have you attended one of our student webinars? Covering a range of topics from placement advice to landing your first job, there's bound to be something to help further your learning. Check out our Student Learning Hub for exclusive on-demand webinars.

<https://www.csp.org.uk/networks/students/opportunities-events-students/student-learning-hub>

## Build your professional network

You're part of a thriving community of 63,000 physiotherapists, students and support workers. Through our national, regional, professional and diversity networks, you can connect with people from a wide range of backgrounds and specialisms.

## Access graduation support

Look out for our handy Graduate Handbook, that we'll send you in your final year of study. This guide is packed full of information and advice on securing your first job and transitioning into the workplace. We'll also give you three months of free membership when you become a chartered member, saving you over £100.

Visit the Graduate Hub:

[www.csp.org.uk/networks/new-graduates](http://www.csp.org.uk/networks/new-graduates)

*"The iCSP (online forums) benefits me as you can connect with other members, have discussion on the forum and also ask questions; and they always get answered online. Someone with the knowledge will get back to you."*

Abigail Reilly,  
BSc graduate

