



British Orthopaedic
Association

DIVERSITY AND INCLUSION ACTION PLAN 2020



Introduction

Trauma and Orthopaedics (T&O) is a challenging and rewarding career but its future depends on attracting and retaining the best applicants, nurturing the talents of all of its members and delivering care through a workforce that better reflects the diverse population it serves.

The BOA is committed to embedding the principles of diversity and inclusion across its core objectives, thus providing equal opportunities and eliminating discrimination in all areas.

Action is required to ensure that T&O is more attractive to women and other under-represented groups. This Diversity and Inclusion Strategy seeks to identify the obstacles, and sets out a plan to begin to address the issues.

As well as looking at our internal mechanisms, services and activities within the BOA, this strategy and action plan will also work on identifying how the BOA can influence the wider culture within T&O and work with other key stakeholders to improve recruitment and retention of under-represented groups within surgery.

Although T&O is the second largest surgical speciality, our available data shows it currently has the lowest percentage of female surgeons across all grades. We need to address this imbalance and to nurture, develop and maintain interest in T&O as a career, from medical school onwards.

While it is reassuring that the number of female surgeons in T&O has increased over the past decade, the rate of change is not keeping pace with the changing demographic at medical student level. Our work to establish data for other under-represented groups will enable us to establish similar baselines and monitor our progress.

Our Diversity and Inclusion Action Plan will focus on five key priorities:

Priority 1

To understand and define the groups that are currently under-represented across the BOA and the trauma and orthopaedic profession and to demonstrate a commitment to addressing that under representation.

Priority 2

To strengthen the diversity of BOA Leadership (Council, Executive and Committees) with the aim of moving towards a composition that reflects the demographics of the membership at large and society as a whole.

Priority 3

Increase the diversity of chairs, speakers and invited guests at BOA Congress and other educational events.

Priority 4

To increase awareness of orthopaedics as a career option, especially for medical students, with the aim of driving greater diversity within the profession.

Priority 5

Maintain interest and provide support throughout a trauma and orthopaedics career by increasing student and trainee participation within the Association.

We believe that these actions will enable the BOA to fulfil our:

- Vision for an inclusive surgical profession that inspires, attracts and retains the best talent from a wide variety of backgrounds, and
- Mission Statement to lead the profession to challenge the status quo, stimulate cultural change and improve diversity and inclusion across Trauma and Orthopaedics. To create an inclusive culture that values diversity and for each member to feel respected and included.

British Orthopaedic Association Diversity and Inclusion Action Plan

2020-2022

This plan will be regularly reviewed and updated as new initiatives are identified

Priority 1		
To understand and define the groups that are currently under-represented across the BOA and the trauma and orthopaedic profession and to demonstrate a commitment addressing that under representation.		
To achieve this we will...	Key milestones and progress on delivery	Ability to achieve (RAG)
Make a commitment, through a statement from the President, to progressing towards gender parity and greater diversity throughout the BOA and the trauma and orthopaedic profession.	Statement published March 2020	
Adopt a commitment in Council to progressing towards gender parity and wider diversity for its Council and committees.	Approved by Council February 2020	
Work with the Specialist Societies to agree an approach to challenging the lack of diversity within the profession and utilise best practice across the societies to inform development.	Ongoing	
Establish a baseline for data currently collected and monitored by the BOA for its membership and to implement practices to improve data held and methods of reporting.	Monitoring forms and processes in place from February 2020 Retrospective data collection during 2020	
Implement an anonymised monitoring form as part of future recruitment processes and where possible, review Council and Committee recruitment statistics, by known protected characteristics and by applicant, shortlisted and appointed to establish areas of under-representation.	Implementation commenced during 2020 committee recruitment	
Identify ways in which Council members can pro-actively promote diversity and inclusion and act as champions for the BOA	Discussions commenced. Further action during 2020	
Report annually on monitoring data as part of the Annual Report	June 2020	

Priority 2

To strengthen the diversity of BOA Leadership (Council, Executive and Committees) with the aim of moving towards a composition that reflects the demographics of the membership at large and society as a whole.

To achieve this we will...	Key milestones and progress on delivery	Ability to achieve (RAG)
Explore innovative ways of attracting candidates for Council and Committee appointments (working with the Diversity & Inclusion sub-group).	In progress and ongoing	Green
Use various forms of communication to ensure recruitment to Council and Committees is open, transparent, advertised with clear messages of commitment to diversity and welcoming to applicants from under-represented groups.	In progress and ongoing	Green
Eliminate gender bias language from BOA documentation and encourage Specialist Societies to review their own documentation.	In progress and ongoing	Green
Set aspirational targets for representation on Council and committees for under-represented groups (ensuring to remain within committee terms of reference).	In progress	Green
Profile of women in leadership positions in BOA print and on social media.	Ongoing Social Media campaign for International Women's day. Themed JTO Mar 2020	Green
Develop targeted communications encouraging minority groups to stand for BOA positions.	In progress and ongoing	Green
Adopt name-blinded recruitment practices for committees and diverse interview panels (where viable) to help reduce unconscious bias in recruitment.	Implementation started during 2020 committee recruitment	Green
Facilitate the development of a skilled pipeline of diverse individuals by implementing positive change through the BOA governance structures, including through positive action. ¹	Under development for Dec 2021	Green

¹ Positive action is defined as voluntary actions employers can take to address any imbalance of opportunity or disadvantage that an individual with a protected characteristic could face. Protected characteristics, as identified in the Equality Act 2010, are race, gender, religion, age, sexuality, disability, marriage/civil partnership status and pregnancy/maternity. Under the Equality

Review the Council members' Induction Programme to ensure it covers information on equality and diversity and make recommendations for any changes.	Process started for 2020 induction, processes to be further developed in year	
Include Unconscious Bias training, or similar, as part of the yearly trustee training and ensure there is guidance on Unconscious Bias and the importance of diversity and inclusion available for all wider Council and committee members.	Process started, to be further developed in year	
Provide a session on unconscious bias (or wider diversity session) at the 2020 Congress.	September 2020	Congress cancelled due to COVID19 – exploring options for delivery
Explore new events and schemes to encourage 'expressions of interest' of committees across the BOA and Specialist Societies, e.g. Shadowing/observing BOA committees for interested individuals and promotion of individual stories or video interviews for the BOA webpages.	In development for 2021	

Priority 3**Increase the diversity of chairs, speakers and invited guests at BOA Congress and other educational events.**

To achieve this we will...	Key milestones and progress on delivery	Ability to achieve (RAG)
Have a robust plan which actively seeks a diverse range of speakers and Chairs to enable a diversity across representatives at Congress and education events.	Work commenced Jan 2020	
Establish a log of previous and future chairs and potential speakers across the specialties and use this to challenge the status quo.	In progress and ongoing	
Drive the above by considering the establishment of targets for the numbers of female speakers/chairs at Congress.	In progress and ongoing	
Avoid all male panels and invite more panel members from under-represented groups to speak or chair. Specialist Society sessions should commit to complying with the same requirement.	Jan 2020 - Written into guidance on Congress speakers. Factored into choosing key note speakers for the 2020 Congress.	Requires effective cross organisational working.

Priority 4**Recruitment: to increase awareness of orthopaedics as a career option, especially for medical students, with the aim of driving greater diversity within the profession.**

To achieve this we will...	Key milestones and progress on delivery	Ability to achieve (RAG)
Develop BOA career navigation resources, social media, online and in print, to inform student career and specialty choices.	In progress, careers pages created and being further developed. Participation in national careers week	
Undertake a recruitment drive targeted at medical schools, but extending into Foundation Programmes, to encourage diversity of the profession. An initial push could start with a drive to encourage more females to enter orthopaedic training and to encourage more female students and trainees to join the Association and then develop out to other groups.	Initial plans to be developed by Dec 2020	Likely to be delayed by the impact of COVID-19
Increase awareness of orthopaedics as a career option for medical students through the curriculum by using the Student Selected Components (Student Study Modules) as a means of providing access to clinical and academic experience. Using the surgical societies and appointment of a Lead for "Early years" liaison within all Training Programmes.	Initial plans to be developed by Dec 2020	
Investigate options to promote work experience and other forms of exposure to surgery for school students. Encourage members to seek out opportunities to get involved through initiatives such as Inspiring Futures or development of network of local champions to speak at events	Initial plans to be developed by Dec 2020	Need to identify resources required
Investigate ways to encourage applications at Core Training and ST3 level.	Initial plans to be developed by Dec 2020	Requires effective cross organisational working
Promote access to training and leadership opportunities, e.g. BOA Futures Leaders, Faculty of Medical Leadership Management and RCS Emerging Leaders Programme	Initial plans to be developed by Dec 2020	

Priority 5**Maintain interest and provide support throughout a trauma and orthopaedics career by increasing student and trainee participation within the Association.**

To achieve this we will...	Key milestones and progress on delivery	Ability to achieve (RAG)
Increase trainee participation within the association through Educational courses, trainee session chairs, trainee prizes, engagement with BOTA.	Initial plans to be developed by Dec 2020	
Increase the numbers of members from under-represented groups through a dedicated recruitment drive to ensure that trauma and orthopaedics continues to recruit from the best possible pool of candidates.	In progress	Will need to be evaluated against the success of new reporting methods
Explore mentorship and networking through formal and informal networking events including opportunities at the annual congress.	Initial plans to be developed by Dec 2020	Congress cancelled due to COVID19 – exploring alternative options for delivery