

Professional Network and EDI officer- Annual Report

I. Summary

Since the start of 2025, I have actively engaged in a series of constructive conversations, strategic meetings, and exploratory project discussions with a range of organisations and professional networks, all centred on advancing Equity, Diversity, and Inclusion (EDI). These collaborations have helped shape potential initiatives and strengthen shared understanding across the MSK community.

In parallel, I have worked closely with the MACP administrative team and sub-committee members to optimise internal operations, focusing on member profiling, diversity data, and improvements in education and training pathways. A number of actions have already been completed and implemented, reflecting our commitment to our EDI objectives at MACP.

II. Actions taken/ completed between Jan 2025- Sept 2025:

- **Diversity data-** Updated 'Diversity' section of member profile. Interpreted diversity data to identify if any activity we may need to undertake to achieve our EDI objectives
- **Application form of online courses and f2f study day-** Updated application form of online courses and f2f study day application including addition of 1. communication requirement; 2. access requirement and. 3. dietary requirement.
- **Member's view-** Invited members to express their views of EDI, and if any suggestion in relation to the development of our EDI strategy at MACP. We have responded accordingly.
- **Easy Read CES Leaflet-** Collaborated with CE Champion Charity, and integrating collective feedback from the MACP team on the Easy Read CES Leaflet (English). The finalised 'Easy Read CES Leaflet (English)' is now available on the MACP website, with accompanying COMMs plan completed.
- **Collaboration and professional network-** Held regular meetings with EDI leads from the NSN and APPN. Also attended ARMA's quarterly EDI meetings since June 2025, alongside CSP, NSN and FSEM EDI representatives.
- **Online education session- "Enhancing Cultural Sensitivity & Competence"** - this ½ day online education event is in collaboration with CSP, APPN and NSN. We are currently

organising this event and liaising with speakers. Aim to schedule in Jan 2026. Target audience includes leadership team, committee and sub-committee members and administrative team of professional network/ organisations.

Learning objectives:

1. Defining cultural sensitivity and cultural competence.
2. Exploring practical methods to enhance culturally responsive healthcare practices.
3. Showcasing real-life examples and applications.

III. Actions- Next 6 months

- Following review of diversity data and feedback from CEA members for portfolio route, it is suggested if well-being support and neuro-diversity support (e.g. dyslexia) can be considered in MACP, or if any resources we can signpost to?
- Continue to work with CE Champion charity to develop on 'Welsh-language Easy Read CES Leaflet'
- Continue to collaborate with a wider MSK professional groups/ network, and to share knowledge and ideas. One idea is collaborative educational event in 2026 for clinicians- with the aim to raise awareness of EDI- e.g. consider population health, HI, EDI, health literacy during consultation, education & advice etc.

IV. Key Messages

- Since early 2025, we have taken proactive steps aligned with MACP's EDI objectives, completing a number of meaningful actions that reflect our shared commitment to progress.
- Collaboration remains central to our approach. We welcome and encourage partnerships that help drive forward EDI initiatives across our profession.
- EDI and EDB are broad, evolving domains. Our focus is on identifying priorities that are both relevant and impactful for MACP members and staff, ensuring continuous improvement in experience and outcomes, and fostering a culture that is welcoming, inclusive, and supportive for all.

Sharon Chan-Braddock