

# Consultation on Preceptorship principles

## Individual or Organisation

Q1. Are you responding to this consultation on behalf of an organisation?

Yes

## Organisation Respondents Details

Q2. Please tell us the name of your organisation?

Royal College of Occupational Therapists

Q3. Please select the category below that best describes your organisation.

Professional Body

Q4. Where is your organisation active?

UK-wide

Q5. Please tell us the contact email for your organisation

nikki.daniels@rcot.co.uk

## HCPC Registrant

Q6. Are you an HCPC registered professional?

*No Response*

## Personal Details

Q7. Please tell us your name

*No Response*

Q8. Please tell us your email address

*No Response*

## HCPC Registrant Information

Q9. What is your registered profession?

*No Response*

Q10. Where is your regular place of work or activity?

*No Response*

## Osteopaths

Q11. Are you an Osteopath?

*No Response*

## Osteopath Personal Details

Q12. Please tell us your name

*No Response*

Q13. Please tell us your email address

*No Response*

Q14. Where is your regular place of work or activity?

*No Response*

## Public Respondents

Q15. Please tell us your name

*No Response*

Q16. Please tell us your email address

*No Response*

Q17. How would you describe yourself?

*No Response*

Q18. Where do you normally live?

*No Response*

## Equality, Diversity and Inclusion Questions

Q19. Age

How old are you?

*No Response*

Q20. Ethnicity

Which of the following best describes your ethnic origin?

*No Response*

Q21. Sex

This is your sex recorded at birth. For births registered in the UK, this will either be male or female. However, some other countries may include 'intersex' as an option.

What is your sex?

*No Response*

Q22. We would also like to know if your gender identity is different from the sex recorded at birth. Your gender identity may be the same as your sex, but it may be different. You may identify as the opposite gender to your assigned sex, you may identify with neither, or with a self-described gender identity.

Is the gender you identify with the same as your sex registered at birth?

*No Response*

Q23. Disability

This is defined as "a physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities" You may have none, one, or more conditions that you believe are covered by this definition. Please answer how you feel this definition applies to you.

Do you consider yourself to have a disability or to be a disabled person?

*No Response*

Q24. Pregnancy and maternity

The Equality Act 2010 defines 'pregnancy' as the condition of being pregnant or expecting a baby, and 'maternity' refers to the period of 26 weeks after birth. The Equality Act 2010 protections also cover a someone who has had a miscarriage.

Do you consider your self to fall under the protected characteristic of 'pregnancy & maternity'?

*No Response*

## Consultation Document Questions - Principle 1

Q25. Question 1. To what extent do you agree or disagree with this principle?

Partially agree

Q26. Question 2. Do you have any comments on the principle, or any suggestions for improving this principle?

Yes

**Comments:**

point (a) could be more inclusive by explicitly including the social care sector, for example, 'be embedded in health and social care workforce and organisational systems'. it needs to be very clear from the outset that this principles apply to all registrants in all settings to reduce the risk of some sectors thinking these principles lack relevance/ apply to them  
point (c) 'support future career journey' - can this be made more relevant to the here and now, to support their ongoing development; establish their career journey  
point (e) would like to include 'innovation and improvement'

## Consultation Document Questions - Principle 2

Q27. Question 1. To what extent do you agree or disagree with this principle?

Partially agree

Q28. Question 2. Do you have any comments on the principle, or any suggestions for improving this principle?

Yes

**Comments:**

The points seem quite lengthy/wordy and perhaps not fully reflective of the overarching statement. A key omission is the reference to preceptors and ensuring quality and effectiveness based on robust processes to ensure application of learning into practice

Suggested improvements:- To enable effective preceptorship, there should be: a) processes to identify registrants who require it, establishing their needs; b) processes to support relevant mix of profession-specific and multi-profession learning / development within organisations or with wider networks; c) integration with induction where appropriate; d) recognition of system challenges and steps to mitigate these; e) systems in place to monitor, evaluate and review preceptorship programmes; f) professional and organisational governance frameworks, allowing the process to be audited and reported; and g) understanding of, and compliance with, national and local policies, and the relevant governance requirements required by the four countries of the UK.

## Consultation Document Questions - Principle 3

Q29. Question 1. To what extent do you agree or disagree with this principle?

Partially agree

Q30. Question 2. Do you have any comments on the principle, or any suggestions for improving this principle?

Yes

**Comments:**

Effective preceptorship also requires the preceptee to fully engage in the process, so whilst point (e) outlines the preceptees autonomy to influence and work in partnership with their preceptor, does there also need to be a focus on the commitment to and engagement with the process from the preceptee? Will this be reflected in the principles?

Preceptorship should not retest clinical competence - why clinical? Could this be competence so it is reflective of all four pillars (not just clinical)?

## Consultation Document Questions - Principle 4

Q31. Question 1. To what extent do you agree or disagree with this principle?

Partially agree

Q32. Question 2. Do you have any comments on the principle, or any suggestions for improving this principle?

Yes

**Comments:**

This raises a question about the experiences of those with preceptors from the same profession vs. preceptors from a different profession. Whilst it would not be logistically possible to always have profession-specific preceptors, what is the learning from people's experiences and has that already been embedded into this principle? Has this been based on evidence or practicalities? Whilst we respect the need to not be prescriptive, our anecdotal feedback is that preceptorship programmes are less successful when they do not have a profession specific element. We'd like to see greater endeavours to ensure preceptees have support from a preceptor from the same profession (Or alternative strategies when this is not possible); part of the transition is about developing professional identity, confidence and competencies.

We would also like to see Preceptors helping to monitor, evaluate and shape the Preceptorship programme

## Consultation Document Questions - Principle 5

Q33. Question 1. To what extent do you agree or disagree with this principle?

Partially agree

Q34. Question 2. Do you have any comments on the principle, or any suggestions for improving this principle?

Yes

**Comments:**

Good to see the acknowledgement of the need for diversity and flexibility. We would caution the balance between these and ensuring a consistent approach/fair access as this might be difficult to achieve/resource intensive. We'd also like to see more emphasis/explicit consideration of the application of learning to practice to ensure integration

## Consultation Document Questions - Implementing the principles

Q35. Question 3. To what extent are these principles practicable in your working environment?

Neutral

Q36. Question 4. What benefits do you see in these principles being implemented?

a culture of support, reflection and growth as individuals transition through their first professional experience.  
address inconsistencies, improve support and establish an individualised approach based on preceptee needs  
recognition of the preceptor role and hopefully dedicated development for them also

Q37. Question 5. Do you think there will be any challenges to implementing them?

Yes

**Comments:**

Needs to be incentives for preceptors; preceptors dedicated to this role, and prepared to develop within this role, are vital to success  
Challenges to ensuring consistency and fair access across organisations

Q38. Question 6. Do you have any suggestions about how any identified challenges to implementation might be addressed. For example, what support might be helpful?

Yes

**Comments:**

Making the preceptor role a more formally recognised example of career development and leadership which supports career progression  
Working with employing organisation L&D departments and clinical managers to shape core standards for delivery and practical application  
Opportunities to share good practice across organisations (strategies to ensure we don't have the current issues of inequity)  
Support organisations to understand what the needs of different groups might be and how these could be incorporated into a programme; so each organisation is not left to design a programme from scratch, but has national resources on which they can build/contextualise. This could be complimented by profession specific national resources from professional bodies

## Consultation Document Questions - Equalities Impacts

Q39. Question 7. In addition to those equality impacts set out in in the consultation document, do you think there are any other positive or negative impacts on individuals or groups who share any of the protected characteristics?

The protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

In addition to protected characteristics, could we also consider class, social mobility and intersectionality?

Unable to view the equality impact assessment of these proposals which is linked in Section 5 of the consultation document. Page not found.

Q40. Question 8. Do you have any suggestions about how any negative equality impacts you have identified could be mitigated?

*No Response*