

### Horizon Scanning

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| <b>1.</b> | <b>Background</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 1.1       | At the meeting of the Board held on 7 February 2017 it was agreed that horizon scanning should be a standing item for all future Board meetings.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 1.2       | Sections 2, 3 and 4 below include the range of issues confirmed as at 16 July 2025.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>2.</b> | <b>Generic workplace/employment issues</b> <ul style="list-style-type: none"> <li>• Effectiveness of the Home Based Working policy</li> <li>• The Worker Protection Act (amendment of Equality Act 2010)</li> <li>• Equality and Human Rights Commission submission to UK government of revised Code of Practice for Services, with updated legal definition of sex as 'Legal sex is the sex that was recorded at your birth'.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>3.</b> | <b>Wider political environment</b> <ul style="list-style-type: none"> <li>• The current geopolitical crisis</li> <li>• Cyber security risks</li> <li>• Impact of cost of living increases</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>4.</b> | <b>Healthcare Sector-specific issues</b> <ul style="list-style-type: none"> <li>• Integrated Care Systems White Paper and the prospects for integration of complementary and mainstream healthcare</li> <li>• Social prescribing</li> <li>• Personal Health Budgets/Self Directed Support</li> <li>• Standards for the delivery of online training and assessment</li> <li>• February 2023 published outcome of 2022 government consultation on '<i>Healthcare regulation: deciding when statutory regulation is appropriate and how powers to introduce and remove professions from regulation might be used in the future</i>'</li> <li>• Draft legislation on Ending Conversion Practices in Scotland</li> <li>• AAPP Order 2024 No.374</li> <li>• Professional Standards Authority (PSA) Good Practice guidance on Accepted Outcomes</li> <li>• PSA Regulatory Data and Artificial Intelligence (AI) Group</li> </ul> |
| <b>5.</b> | <b>Current position</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 5.1       | The PSA guidance on Accepted Outcomes was published on 24 June. CNHC submitted a Notice of Change on 31 July.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 5.2       | Proposed additions to section 4 above are <ul style="list-style-type: none"> <li>• PSA Right Touch Regulation version 3</li> <li>• PSA proposed changes to Standards including new Core Expectations and Evidence Requirements for Accredited Registers</li> <li>• PSA Strategic Plan 2026-2029</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>6.</b> | <b>Members' action</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 6.1       | Members are asked to discuss and agree any additions or changes to the issues listed in sections 2, 3 and 4 above.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

Author: Margaret Coats