

British Medical Association (“BMA”)

Terms of reference – The Romney Review



Introduction

Crowe UK were appointed as internal auditors for the British Medical Association Group in 2021. Following the Audit and Risk Committee (“ARC”) in March 2021 the Three-Year Audit Plan for the 2021 - 23 financial years was approved. Seven audits were agreed and the review of the Romney Review represents the third audit to be undertaken for the 2021 / 22 financial year.

The BMA Council Chair initiated the external investigation into both sexism and sexual harassment at the BMA following the publication of an article in GP Online in April 2019 written by two members of its General Practitioners Committee (“GPC”). The Romney Review, undertaken by Daphne Romney QC in October 2019, investigated allegations concerning both its members and its staff, and included poor behaviours relating to harassment but also gender bias.

The report put forward 31 recommendations covering the following areas:

- Culture
- Calling Out
- Committees (Structure, Training and Election Processes)
- Listservers
- Resolution Process

In response to the Romney Review, the BMA set up the Culture and Inclusion Oversight Group, led by an independent non-executive director of the BMA to address the recommendations from the review.

A year or so on from the initial review, an internal audit has been agreed to be undertaken to review not only the organisational approach to addressing the recommendations but to evaluate the extent of cultural change at the organisation.

Scope

The objective of the audit is to provide assurance regarding the implementation and embedding of the recommendations from the Romney Report. This will include a focus on the:

- specific actions in respect of the recommendations
- implementation of the agreed actions
- how the implementation of the actions is measured, including outputs, outcomes and impacts (recognising the latter may not yet have been realised)
- the extent to which changes / actions have become embedded across the Association

- whether the actions have addressed the issue which the recommendation set out to address.

This will be achieved through discussion with those involved as members of the Culture and Inclusion Oversight Group, The Speak Up Guardian, BMA Staff (including members of the GMB Staff Union), BMA Members, review of relevant documentation (policies, procedures, communications etc.) and assessment of available information / data. Our work will include:

- one-to-one meetings
- attendance at team / group meetings
- the use of a structured and anonymised survey.

Areas to be covered as part of the review are:

- Roles and responsibilities within the Culture and Inclusion Oversight Group
- Identification of the actions undertaken in response to the Romney Review, assessing both for implementation and embedding.
- Arrangements for the monitoring of effectiveness, lesson learning and implementing change.
- Training / support provided to both Members and Staff of the BMA to assess for attendance and coverage of training provided. This will also consider the delivery methods, communication (methods, content and frequency) and potential barriers to access.
- Feedback processes, mechanisms for reporting concerns / issues and record keeping. This will consider the impact of changes to processes following the Romney Review.

The output of this review will consist of a narrative report setting out our findings and recommendations.

If you have any questions about the review, please contact: Richard.Evans@crowe.co.uk.

The BMA Next Steps

Following the review, the BMA will be publishing a progress report on the BMA website.

The 2020 update from the BMA culture, inclusion and oversight group is available on the [BMA website](#).