

Memorandum of Understanding (MoU)

Between

The British Academy of Audiology (BAA)

The British Society of Audiology (BSA)

The British Society of Hearing Aid Audiologists (BSHAA)

The Association of Independent Hearing Healthcare Professionals (AIHHP)

1. Purpose

This Memorandum of Understanding (MoU) establishes a collaborative framework between BAA, BSA, BSHAA and AIHHP (“the Parties”) to work together through the **Joint Audiology Leadership Group (JALG)** on matters of shared strategic importance to the audiology profession across the United Kingdom.

The MoU enables joint working while a **College of Audiology** is in development, ensuring that the Parties can:

- Strengthen the collective voice of the audiology profession
- Promote high standards of clinical practice, education, and research
- Coordinate workstreams where joint action provides greater impact
- Provide unified leadership on national issues affecting hearing and balance services

This MoU does **not** create a legal partnership, merged entity, or shared financial structure. Each Party retains full independence, identity, governance, and membership.

2. Principles of Collaboration

The Parties agree to work together in a manner that reflects the shared values outlined in the JALG Terms of Reference, including:

- Professional integrity
- Evidence-based practice
- Patient-centred care
- Equity, diversity, and inclusion
- Transparency and accountability
- Mutual respect and collaboration

These principles will guide decision-making, communication, and prioritisation across all joint activities.

The members (see 4.2) will commit to responding to all communications in a timely manner. Each party should offer a response within one week to email communications and, where reference to their respective governing committees is required, commit to offer initial responses within a month.

3. Scope of Collaboration

The Parties will collaborate through JALG on areas including, but not limited to:

3.1 Professional Standards & Guidance

- Joint development, review, or endorsement of standards, position statements, and best-practice resources.

3.2 Education, Training & Workforce Development

- Coordinated approaches to training pathways, CPD, competency frameworks, and workforce planning.

3.3 Research & Evidence Translation

- Supporting research engagement, dissemination of evidence, and alignment of research priorities.

3.4 Policy & Advocacy

- Unified responses to national consultations, regulatory changes, and issues affecting service quality and patient safety.

3.5 Public and Patient Engagement

- Shared messaging to improve public understanding of hearing and balance health.

3.6 Cross-Sector Collaboration

- Strengthening relationships with NHS bodies, regulators, charities, industry partners, and international organisations.

4. Governance and Structure

4.1 Joint Audiology Leadership Group (JALG)

The Parties will collaborate through JALG, operating under the Terms of Reference agreed collectively.

4.2 Membership

Each Party will nominate two senior representatives, typically:

- President/Chair (or equivalent)

- Vice President/Vice Chair (or equivalent)

Operational representatives may attend as required. Substitutes may attend by agreement.

4.3 Chairing and Secretariat

- The Chair will rotate annually between the Parties.
- The hosting organisation will provide secretariat support for that year, including agenda setting, minute-taking, and coordination of actions.

4.4 Meetings

- JALG will meet bi-monthly, with additional meetings convened as required.
- Meetings may be held virtually or in person.
- A meeting is quorate when at least one representative from each Party is present.

5. Decision-Making

- Decisions will be made by consensus, reflecting the Parties' commitment to shared values and collaborative leadership.
- Consensus may be reached within meetings or via email between meetings.
- Where consensus cannot be reached, the matter may be:
 - deferred for further work,
 - escalated to organisational Boards/Councils, or
 - progressed only by those Parties that agree, provided this does not conflict with shared principles.

6. Workstreams

JALG may establish time-limited or standing workstreams aligned to agreed priorities.

Each workstream will have:

- A named lead organisation
- Clear objectives and deliverables
- A defined timeline
- Reporting responsibilities to JALG

Examples include:

- Joint standards development
- Workforce strategy
- Research and evidence translation
- Public engagement campaigns
- Policy and regulatory responses

7. Communication

- The Parties will maintain open communication to ensure alignment and avoid duplication.
- Joint statements, publications, or announcements will be agreed collectively.
- Each Party retains autonomy over its own communications unless otherwise agreed.
- No Party may speak on behalf of the others without explicit consent.

8. Independence of the Parties

Nothing in this MoU shall:

- Create a legal partnership, joint venture, or merged entity
- Affect the financial independence of any Party
- Transfer assets, liabilities, or financial obligations between Parties
- Alter each Party's governance, membership structure, or organisational identity

Each Party remains fully responsible for its own operations, finances, staffing, and strategic direction.

9. Reporting and Accountability

- JALG will provide an annual summary of activities to the Boards or governing bodies of each Party.
- Workstream leads will report progress at each JALG meeting.

10. Duration, Review, and Termination

- This MoU comes into effect on the date of signature by all Parties.
- It will be reviewed every two years, or sooner if required.
- Any Party may withdraw from the MoU with three months' written notice.
- The MoU will naturally conclude upon the formal establishment of a College of Audiology.

11. Signatories

Signed on behalf of:

British Academy of Audiology (BAA)

Name: Claire Benton

Role: President

Date: 14th July 2026

British Society of Audiology (BSA)

Name: Richard Windle

Role: Chair

Date: 16th July 2026

British Society of Hearing Aid Audiologists (BSHAA)

Name: Michael Marchant

Role: President

Date: 16/07/26

Association of Independent Hearing Healthcare Professionals (AIHHP)

Name: Emily Woodmansey

Role: Chair

Date: 30-7-26