

Joint Audiology Leadership Group (JALG)

Terms of Reference

1. Purpose

The Joint Audiology Leadership Group (JALG) brings together senior leaders from the **British Society of Hearing Aid Audiologists (BSHAA)**, the **British Society of Audiology (BSA)**, the **Association of Independent Hearing Healthcare Professionals (AIHHP)** and the **British Academy of Audiology (BAA)** to collaborate on areas of shared strategic importance.

The aim is to evidence joint working whilst a College of Audiology is in formation.

The Group exists to:

- Strengthen the collective voice of the audiology profession across the UK.
- Promote high standards of clinical practice, education, and research.
- Coordinate workstreams where joint action delivers greater impact than individual efforts.
- Uphold shared values of professionalism, integrity, evidence-based practice, and patient-centred care.
- Provide unified leadership on national issues affecting hearing and balance services.

2. Scope

The Group will focus on collaborative work that advances the profession and benefits the public, including but not limited to:

- **Professional standards & guidance**
Joint development, review, or endorsement of standards, position statements, and best-practice resources.
- **Education, training & workforce development**
Coordinated approaches to training pathways, CPD, competency frameworks, and workforce planning.
- **Research & evidence translation**
Supporting research engagement, dissemination of evidence, and alignment of research priorities.
- **Policy & advocacy**
Unified responses to national consultations, regulatory changes, and issues affecting service quality and patient safety.
- **Public and patient engagement**
Shared messaging to improve public understanding of hearing and balance health.

- **Cross-sector collaboration**

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

3.1 Core Members

Each organisation will nominate **two senior representatives**, typically:

- President/Chair or equivalent
- Vice President/Chair or equivalent

Organisations operational representatives may also attend

Substitutes may attend by agreement.

3.2 Observers / Guests

Subject-matter experts or guests may be invited to contribute to specific agenda items or workstreams.

4. Chairing and Secretariat

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

5. Meetings

- The Group 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 organisation** is present.

6. Decision-Making

- Decisions will be made by **consensus**, reflecting the Group's commitment to shared values and collaborative leadership. This may occur outside of meetings if necessary by email.
- Where consensus cannot be reached, the matter may be:
 - deferred for further work,
 - escalated to organisational Boards/Councils, or
 - progressed only by those organisations that agree, provided this does not conflict with the Group's shared principles.

7. Workstreams

The Group 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 the Group

Examples include:

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

8. Shared Values

The Group commits to working in a manner that reflects the core values of all four organisations:

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

These values will guide decision-making, communication, and prioritisation.

9. Communication

- The Group will maintain open communication between organisations to ensure alignment and avoid duplication.
- Joint statements, publications, or announcements will be agreed collectively.
- Each organisation retains autonomy over its own communications unless otherwise agreed.

10. Reporting and Accountability

- The Group will provide an annual summary of activities to the Boards or councils of BSHAA, BSA, AIHHP and BAA.
- Workstream leads will report progress at each meeting.

11. Review

These Terms of Reference will be reviewed **every two years** or sooner if required, to ensure they remain relevant and effective.

The Group will naturally end once a College of Audiology has formed.