

British College of Osteopathic Medicine



2008/9

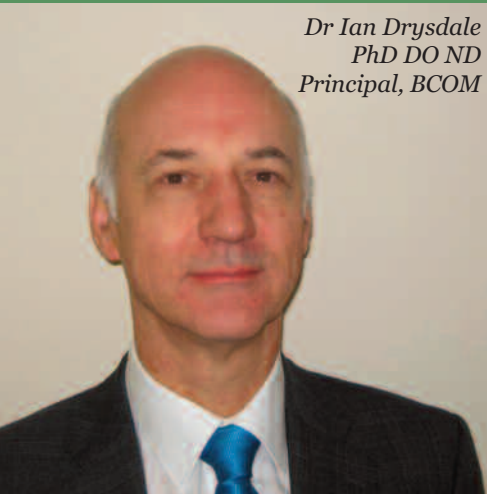
Annual Review

The British College of Osteopathic Medicine
Accredited by the General Osteopathic Council
Established in 1936

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Principal's Welcome



*Dr Ian Drysdale
PhD DO ND
Principal, BCOM*

Welcome to the first corporate annual review of the British College of Osteopathic Medicine. The College has long been an active proponent of – and contributor to – annual reporting by osteopathic institutions. This year, BCOM is delighted to have produced this annual review, a transparent, informative and readable overview of

the institution and its activities during our most recent academic year, 2008/9. We hope that all of our stakeholders - students and staff, patients and practitioners, external colleagues and senior authorities – will find it useful in understanding BCOM's recent work.

"2008/9 was a period of exciting change for BCOM. Staff and students were buoyed by a double success at the start of the year. At the end of 2007/8, after a long relationship with the University of Westminster, BCOM commenced a new partnership with London Metropolitan University and launched an undergraduate integrated Masters in Osteopathy degree. This innovative four-year programme is clear recognition to the high academic and clinical standards and consistently excellent student performance of the BCOM undergraduate course. At the same time, the Quality Assurance Agency recommended to the General Osteopathic Council that BCOM receive a landmark "approval without conditions" as part of its Recognised Qualification (RQ) review of the College. 2008/9 also brought many new resources for BCOM's students, who gained wide access to public funding for the first time. Access to London Metropolitan's electronic learning-resources platform was achieved. Lastly, BCOM unveiled its new-generation intranet, Osteonet, to external and internal acclaim.

"I am delighted to confirm that 2008/9 was an academic success, with student performance and graduation levels maintaining the historic BCOM standard of excellence. This was particularly noteworthy this year as for the first time, all our graduates were at Masters-degree level. However, towards the end of 2008/9, London Metropolitan University was forced to withdraw from the contract with BCOM. In communications from the University's senior management, London Metropolitan confirmed its reluctance to release BCOM and stressed that these events in no way reflected on BCOM's academic or institutional integrity. This placed the College in the position of having to find an appropriate validating institution with which to partner. The University of Westminster quickly stated its desire to renew its relationship with BCOM, also providing public funding to our students.

"A smooth and fast transition of arrangements was arranged. This provided BCOM's students with stability and reassurance during what had had the potential to be an extremely distressing period. I strongly believe that the fact that BCOM was able to recruit for and commence the current academic year with no discernible quality or resourcing impacts, and with a large Year 1 cohort, is excellent evidence of our institutional strength.

"And so we - all of us that comprise the BCOM community - find ourselves in 2009/10, again with Westminster but with an otherwise entirely different landscape. In the current climate for undergraduate and postgraduate education, I am certain that there are further challenges ahead but I am proud to lead a body of staff and students not only fit to meet those challenges, but lead our sector forwards into the future."

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Find out more:

www.bcom.ac.uk

BRITISH COLLEGE OF
BCOM
OSTEOPATHIC MEDICINE

Introduction to the College

In its 70 years of existence, BCOM has developed into one of the largest osteopathic colleges in the UK, with a sector-leading multi-part campus well located in London's Hampstead. All areas are adjoining and linked by walkways, giving a traditional "campus" atmosphere. The principal parts of the campus, and their facilities and functions, are:



Frazer House

Main campus since 1953
Library (including IT, journal and learn-out-loud spaces)
Teaching and seminar facilities
Extensive clinic facilities with full multi-staffed clinic reception
Clinical students' preparation area and changing facilities
Student IT suite
Academic staff's offices



Frazer House Extension

In 2004, BCOM completed this £1 million extension:
120-seat tiered lecture theatre with full audio-visual suite
Additional large and small teaching, lecturing and seminar rooms
Canteen and dining area
Internet cafe
Student recreation area



Lief House

Human Performance Laboratory
Hydrotherapy Suite
Research Clinic
Research Office
Large practical-session suites
Lecturing and seminar rooms
Administration offices
Formal meeting rooms

Off-Campus Facilities

BCOM's additional off-campus facilities include:
Soho satellite clinic in London's West End
Access to UCH Dissection Room

University Facilities

BCOM students have use of university learning and recreational facilities, easily accessible by nearby public transport.

Find out more:

www.bcom.ac.uk/students/facilities

Our Mission

The holistic approach to Osteopathy is central to the philosophy of the College. The purpose of our undergraduate courses is to guide student osteopaths through the acquisition of basic science and osteopathic technique skills towards an integrated clinical appraisal of patients. This allows the formulation of safe, effective, rational and caring treatment plans for as beneficial an outcome as is feasible in a given situation. Our mission is:

1. To ensure that graduates acquire adequate clinical competence via a self-critical approach to integrated, learned skills.
2. To promote an attitude of inquiry and the maintenance of this attitude into professional life to keep abreast of current knowledge.
3. To instil a research ethos into practitioners of holistic Osteopathy.
4. To provide the general public, via the General Osteopathic Council in the UK, as well as in the wider European environment, with safe and competent practitioners of holistic Osteopathy.

Our History

- 1936 Foundation of British College of Naturopathy & Osteopathy
- 1942 World War Two: original campus, Wyndham Place, is destroyed in the Blitz
- 1953 Artist Hector Frazer donates a house to the College in Hampstead, which is now Frazer House
- 1980-8 Substantial extensions to Frazer House
- 1992 BCOM achieves the first UK osteopathic honours degree (University of Westminster)
- 1994 BSc (Hons) Osteopathy "Conversion Degree" validated by the University of Westminster
- 1996 BCOM acquires Lief House, commencing a period of rapid campus growth
- 1999 Recognised Qualification (RQ) accreditation by UK osteopathy's new statutory body, the General Osteopathic Council (GOsC)
BCOM launches ICAOR (International Conference on Advances in Osteopathic Research)
- 2002 Trading name changed to BCOM
- 2004 Frazer House extension, completed comprising modern lecture and clinical facilities
- 2006 QAA institutional audit of the University of Westminster, BCOM as a partner institution
ICAOR 6 returns to BCOM in London
- 2008 Validation of Masters in Osteopathy
QAA recommends "approval without conditions" to the General Osteopathic Council in its RQ Report

Governance & Executive

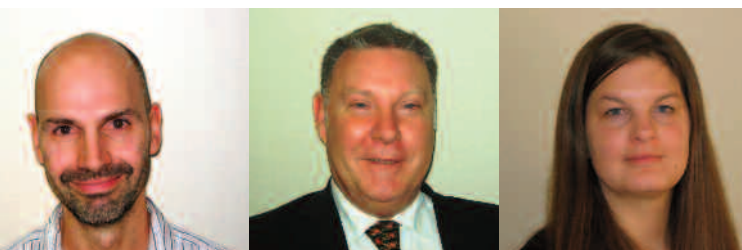
The Board

BCOM's Board of Governors comprises between 12 and 24 members. Non-executive roles within the Board are unremunerated and approximately half are allocated to those from osteopathic and/or naturopathic backgrounds. The Board meets at least three times each year, and receives and considers reports from each of the Standing Committees of the College. The function of the Board is to ensure the development of the College and the attainment of its objects, as well as the appointment of the Principal and other senior staff.

The Board oversees a number of constituted areas of strategic, academic, financial and administrative planning and direction. The BCOM Standing Committees structure box, below, lists the standing committees and the committees that derive from them. These form the executive and middle management of the College, and are minuted with feedback to linked meetings. The current membership of the Board includes several highly experienced osteopaths in private practice, distinguished university academics and highly experienced legal- and financial-sector professionals, as well as members of BCOM's Senior Management Group and our Chair, a distinguished retired civil servant (see box, top right).

Staff Expertise

BCOM draws from a wide range of professional and academic backgrounds to develop its activities through the management skills and expertise of its staff. Current members of staff have a wide range of professional history in university, research, corporate and media organisations. Non-osteopathic areas of expertise are academic (for example, Exercise Physiology and Nutrition), communications (editorial and PR experience), facilities management (including major financial organisations), among others. All these backgrounds and skillsets support our clinical and osteopathic educational activities, delivered by our experienced senior osteopathic staff.



Left to right: Dr Simon Dyll, Head of Academic Studies; Harry Cowling, Facilities & Estates Manager; Belinda Webb, PR & Publicity Officer

The Chair of Governors Dr Roger Heathcote PhD, CBE

Dr Roger Heathcote has been a BCOM Governor since 2004 and was elected Chair in 2006.

Having achieved a PhD in High Energy Nuclear Physics, he joined the Civil Service in 1970, going on to work extensively with nationalised industries in the following decades. His notable positions included that of UK Governor of the International Atomic Energy Agency and of Chief Executive of the Employment Tribunals Service. He retired from the Civil Service the same year that he joined the BCOM Board and was subsequently honoured with a CBE in the 2005 New Year's Honours list.

The BCOM Principal Dr Ian Drysdale PhD, ND, DO

Dr Ian Drysdale has been BCOM's Principal since 1990. Coming from an osteopathic family, he originally pursued an academic career in physiology, achieving a PhD in Clinical Endocrinology. He started lecturing at BCOM (then BCNO) in 1971, qualifying with a Diploma in Osteopathy in 1980. He is highly research-focused and has been one of the profession's primary advocates of osteopathic research for many years.

During his tenure as Principal, BCOM has undergone significant advances, becoming the first institution to offer a validated osteopathic honours degree, achieving public funding for BCOM undergraduates, and leading the College staff and students to the landmark "approval without conditions" QAA recommendation to the General Osteopathic Council in 2008.

BCOM Standing Committees

Academic Board: Academic Management Group, Academic Standards Committee (from which, Course Committee), Learning Resources Committee (from which, Special Needs), Research Committee (from which, Research Ethics Committee)
Audit Committee

Finance & Administration Committee: Budget Committee, Human Resources Committee, Staff Development Allocations Committee
Nominations Committee

Remuneration Committee
Senior Management Group

These meetings and other sub-committees and working groups are formally minuted and approved by parent committees.

BCOM & Osteopathy

BCOM is an influential participant in the national and international osteopathic academic environments. It is the founder of the International Advances in Osteopathic Research conference, a member of the National Council on Osteopathic Research and the Council of Osteopathic Education Institutions.



BCOM's approach to educating osteopaths is based on a holistic approach to treatment. Naturopathic osteopathy attempts to restore a healthy balance by appropriate treatment and advice. Its therapeutic principles are based on the understanding that the human body functions as a unit and has an inherent ability to self-regulate and self-heal. Naturopathic osteopathy holds that, in ideal circumstances, the individual has the capacity to adapt to and compensate for a great many health challenges.

Recognition of BCOM Quality

From the QAA Report to the General Osteopathic Council, November 2008

“The recommendation of the visitors for the Masters in Osteopathy programme is approval without conditions.”



Manoj Mehta
BSc (Hons) DO
ND Head of
Osteopathy

Manoj Mehta, BCOM's Head of Osteopathy, has had a long association with the College dating back to being a student here when it was the British College of Naturopathy and Osteopathy. Gaining a Diploma in Osteopathy in 1985, and subsequently graduating from BCOM's "Conversion Course", Manoj has since worked in many parts of the osteopathic education sector,

“We are known for two things primarily as an osteopathic institution: our holistic approach and the excellence of the education our students receive. I strongly believe that BCOM is unique nationally and internationally for its holistic approach. But that is what osteopathy has been all about, since A T Still. What I am proud of is that BCOM retains the holistic approach to healthcare but has been so proactive in raising educational standards.

“Since I graduated, what we offer in terms of educational provision, in teaching and learning, in resources, is unrecognisable. Standards, both in terms of what is delivered by our staff and how the students achieve as student osteopaths, is very high and has been recognised as such. I believe that BCOM leads the way in all these areas. This is why BCOM has been able to build such close relations with colleagues in Australia, Belgium, France, Italy, New Zealand, Spain and Sweden, and these institutions have recognised our standards and have chosen our experience to further develop their own programmes and syllabi.”

Manoj believes the future holds both opportunities and challenges for the osteopathic education sector. “It is a great milestone for osteopathy to get recognition from an organisation such as NICE, to see osteopathy entering the NHS mainstream but future educational funding issues pose a threat to the development of osteopathic education in the UK. Careful strategic planning, academic excellence and an evidence base, such as that underpinned by BCOM's focus on research, will help us create that future.”

Find out more:

www.bcom.ac.uk/introduction/holisticosteopathy

Our Courses

Masters In Osteopathy

The purpose of this four-year validated undergraduate integrated masters degree, which operated for the first time in 2008/9, is to produce graduates suitable for registration with the General Osteopathic Council as safe, competent osteopaths in practice. Entry to the M.Ost incorporates the award of Diploma in Osteopathy and Diploma in Naturopathy. These are professional awards denoting clinical competence as accredited by both the General Osteopathic Council and General Council & Register of Naturopaths. The aims of the degree are:

1. To ensure that graduates acquire adequate clinical competence via a self-critical approach to integrated, learned skills.
2. To instil an evidence-based research ethos into practitioners of clinical practice through holistic Osteopathic Medicine.
3. To acquire knowledge and understanding of health and its promotion.
4. To acquire knowledge and understanding of disease, its prevention and management in the context of the whole individual and his or her place in the family and in society.
5. To promote an attitude of inquiry and the maintenance of this attitude into professional life and to keep abreast of current knowledge by maintaining Continuing Professional Development.
6. To foster inter-professional dialogue and referral.
7. To recognise the advanced standard of professional competence and responsibility demonstrated by masters level graduate practitioners of Osteopathic Medicine.

Diploma in Osteopathy

This award covers the principles and practice of Osteopathy as originally founded by A.T. Still. Osteopathic manipulative techniques are studied from the base of biomechanical principles through supervised classroom student practice, moving towards clinical application.

The Diploma in Osteopathy has its own RQ accreditation by the General Osteopathic Council.

Diploma in Naturopathy

This diploma covers the principles and practice of Naturopathy as evolved from Hippocrates and the early Greek philosopher practitioners. The basis of naturopathic practice is founded on the maintenance of health rather than curing of disease.

The Diploma in Naturopathy is accredited by the General Council & Register of Naturopaths.

The Conversion Course

The BSc (Hons) Osteopathy for Diplomates, often known as the Conversion Course, is a unique honours degree programme designed to provide an academic top-up for those that entered the profession with a Diploma in Osteopathy. Over time, the Conversion Course has attracted fewer UK diplomates (as numbers requiring the top-up facility of the degree have diminished) and increasing numbers of international students. The large majority of applicants now come from continental Europe.

BCOM recently won approval for its delivery of the programme both at its campus in London and also at prestigious international sites.

Students enrolling on this degree will already be fully qualified and practising Osteopaths with professional registration.

Conversion Course graduates 2008/9: 15

Find out more:

www.bcom.ac.uk/students



BRITISH COLLEGE OF
BCOM
OSTEOPATHIC MEDICINE

Educating Osteopaths

BCOM Fast Facts: Clinic

3 clinics, 2 in London NW3, 1 in London W1
32 modern clinic rooms
Clinics open to the public five days per week
Private & GP-referral treatments

Our Clinics

BCOM offers excellent clinic accommodation and facilities, both to patients and as part of the student learning experience. BCOM is well supplied by its clinic facilities with 32 clinic rooms (with four located off campus at its Soho clinic.) The structure of the BCOM clinic ensures that patients receive continuity of care and provide students the level of experience required for autonomous clinical practice upon graduation. There are changing facilities and dedicated administrative support. The clinic and communications teams at BCOM liaise closely to promote the clinics to our local communities and the London media.

Clinical Education

Osteopathic education begins at the very start of the course, with the introduction of a range of workshop- and practical-based learning of techniques. At the end of Year 2, and with the integration of significant anatomical, physiological and osteopathic-technique learning, students enter Clinic as observers. In Year 3, this role develops into that of a practitioner under close supervision before moving finally towards Year 4's greater autonomy. The final transition towards graduation is the Final Clinical Competence Assessment, also known as the FCCA.

Competence into Excellence

In 2008/9 BCOM had another strong FCCA performance by its students, with 100% first-attempt pass rate, a consistent mark of excellence achieved by our students over several years. This reflects the continuing excellence achieved by both clinical and academic staff and students. The FCCA moderator was highly complementary about BCOM and its clinical standards and student achievement. Four students achieved extremely well and were awarded a distinction for their Final Clinical Competence Assessment. The whole cohort received very positive comments from the external examiners, praising their "Anatomy and Physiology background knowledge" - a key feature of the BCOM clinical-education experience. The external examiners report also noted "the remarkable consistency between the internal examiners and the moderators".

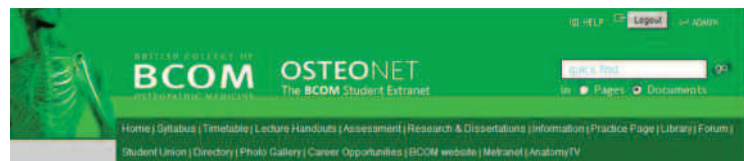
Find out more:

www.bcom.ac.uk/patients

www.bcom.ac.uk/students/courses/clinical-practical

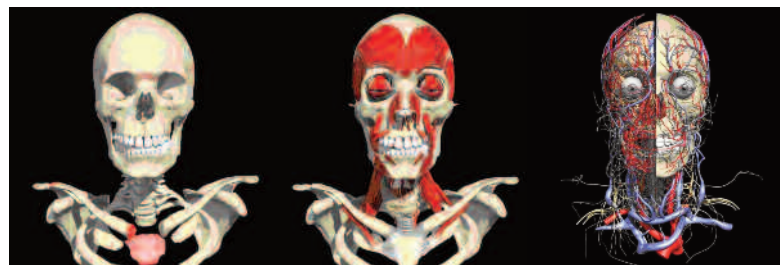
Digital Learning

From the earliest days of new "self-directed learning" technologies in higher education, BCOM has embraced the digital learning environment. In 2008, it replaced its landmark Vesalius student intranet with a cutting-edge new in-house site, which the staff and students voted to name Osteonet. This has some unique and sector-leading functionalities and is the central point for news, assessment results, all lecture notes, general information about BCOM and a wide range of University, academic, osteopathic and medical links. Some especially ex-



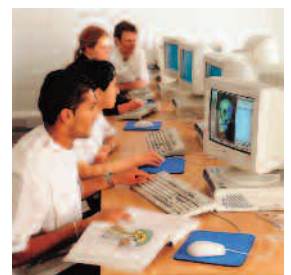
iting features of Osteonet include an innovative and much-praised searchable electronic dissertation archive, a direct link to the prestigious AnatomyTV© (images below), a students-only Career Opportunities microsite and a College forum.

AnatomyTV© images courtesy of Primal Pictures



BCOM Fast Facts: Library

Housed at the same site since 1953
Open >50 hours per week
Full-time professional librarian staff
Quiet Space (with Learn-Out-Loud Space)
Statistical & Physiological Multi-media
Computer Room
Journal Room
Heritage networked
>4,000 volumes
Rare specialist collections



BCOM Library

Educating Osteopaths

Teaching & Learning

BCOM has a particularly strong scientific and anatomical focus to its programmes, which distinguishes its osteopathic education provision from many other institutions. Consequently, the Masters in Osteopathy, is one of the most academically rigorous osteopathic degrees in the UK. The M.Ost involves a minimum of 25 hours theory and practical classes per week. Its large clinical component means that the College is operational for 51 weeks per year with a 45-week academic/clinical year in Years Three and Four. Years One and Two are essentially delivered via traditional lectures, whereas Years Three to Four incorporate a more problem-based learning approach using clinical situations with real patients. A high percentage of practical study demonstrates the skills required to become an Osteopath. At least 25 per cent of lectures have an interactive group-based approach and a high proportion of the osteopathic/practical sessions are tutorial-based. Teaching and learning on the Conversion Course is very different, with two short bouts of block teaching, either at BCOM or another, prestigious overseas osteopathic institution, followed by the submission of a supervised research project.

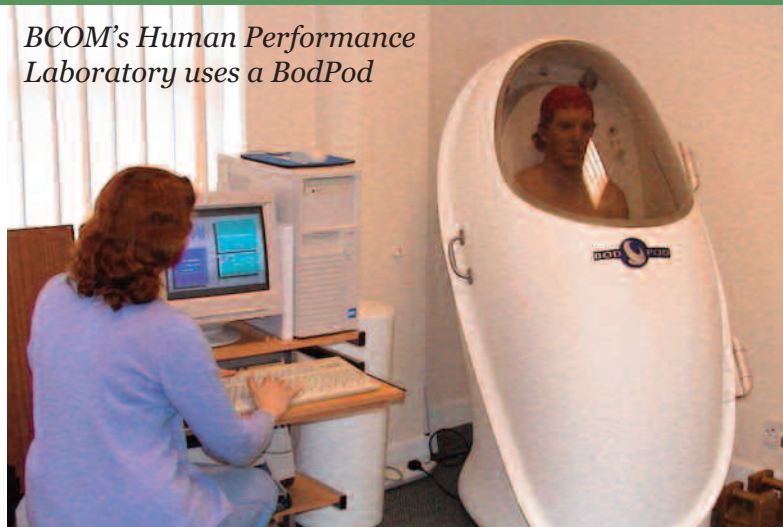
Assessment

The BCOM assessment strategy includes formal examinations, coursework, practical and clinical assessments, vivas and a journal-submission-ready research paper. Final examinations are usually set at or near the end of the academic year. All students receive an assessment schedule. This timetable is published on Osteonet, the College intranet.

Research at BCOM

BCOM's involvement in research is central to its educational activities. Evidence-based medicine is increasingly being required to demonstrate the efficacy of treatments. BCOM's academic approach foregrounds the importance and integration of research and research methodology as essential for the advancement of osteopathy. As part of its commitment to research, BCOM founded the International Conference on Advances in Osteopathic Research in 1999. The M.Ost replaced BCOM's traditional dissertation with an innovative, publication-ready research paper. The best BCOM student research has been presented at international osteopathic conferences. The Human Performance Laboratory, which opened in 1997, contains a range of state-of-the-art equipment. It is the hub of BCOM's extensive research and is perhaps the most advanced human-performance research facility of any European osteopathic institution. Many BCOM students use these cutting-edge facilities during their research work. BCOM's facilities also include a Hydrotherapy Suite.

BCOM's Human Performance Laboratory uses a BodPod



Staff Research

BCOM's development of a full-time PhD-level academic staff has supported the development of the osteopathic evidence base. Our researchers are active in a wide variety of projects as well as regularly contributing to periodicals and conferences both within and beyond Osteopathy.

Faculty Conference Attendance

ICAOR7, Florida, September 2008; American College of Sports Medicine, Seattle, May 2009; National Osteoporosis Society, Manchester, June 2009; Society of Sports Therapists, London, 2009; NCOR Strategic Planning meeting, July 2009; American Society of Bone & Mineral Research, September 2009.

Staff Projects

Current projects include: Fibre Composition Of The Hypoglossal Nerve And Its Relation To The Development Of Speech; Analysis Of BCOM Clinic Data; The Sailors of the Mary Rose; Comparison of VO₂ max, bone mineral density, body composition and ankle stability between ultra-endurance runners, marathon runners, and non-athletes; Bone Health Of Vegans; Fracture Risk Prediction; POsTE (Patients Osteopathic Experiences) Study; The effects of omega-3 fatty acid supplementation on movement disorders in children; Validation Of The Vegan Specific Food Frequency Questionnaire

Find out more:

www.bcom.ac.uk/research

The Student Experience

BCOM Fast Facts: Students

2008/9 Numbers

193 Full-Time Students

Year 1 56 students

Year 2 41 students

Year 3 48 students

Year 4 45 students

Year 5 3 students (Masters in Osteopathic Medicine)

2008/9 Performance

97% students took the assessments in the first take

92% of students successfully passed all assessments and progressed/graduated

(This rate is virtually 100% by the end of study)

25% of students achieve the equivalent of a First
(Masters in Osteopathy is an unclassified degree)

The Student Voice

BCOM is still small enough to allow informal direct communication between staff and students. Students also have representation on formal College-wide meetings, primarily a termly Course Committee, which elected student representatives attend. Student representatives attend Board of Governors meetings. Additionally, to relay important institutional news, there are occasional whole-College meetings in the Douglas Drysdale Lecture Theatre.

In 2008/9, for the first time, BCOM undertook electronic student feedback surveying, using external software supplied by a leading online surveying company. The basic structure came from a previous paper-based survey, which used a multiple-choice questionnaire asking for responses to a range of statements. More individualised comment was made available than previously by use of text boxes to help expand comment and further identify trends or issues within or across modules and departments. There was a broadly 40% response rate across all years, which is regarded as very good for online surveying. The quality and detail of the written feedback was significantly greater than on the previously used paper questionnaires.

After the survey period closed, the results were collated and analysed by the survey software and delivered to BCOM as finished reports. The Head of Quality & Communications instituted and chaired an Enhancement Group, consisting of Heads of Department, Academic Registrar and the Principal, and created an action plan. This was then followed up with outcomes to be fed back to BCOM's students during 2009/10 at the College Course Committee.

2008/9 Applications

For 2009/10 entry, that is the applicants that were made during 2008/9, BCOM noted an increase in applications compared to the previous year. The UCAS report confirmed that the number of applications submitted via UCAS by September 2009 had increased by 13.5% compared to the previous year. BCOM's principal competitor noted an increase of only 1.4%, according to UCAS statistics. The new Masters in Osteopathy programme as well as public funding, together with the College's reputation, realigned BCOM to its major competitors. It was also noted that the Open Days offered to prospective students were very well attended (on average, there was over 50% increase in the number of attendees). More than half of BCOM applicants (51%) were between 18 and 21 years of age. The second largest group were 22-29 years of age (31%). 54% of applicants were female. Students applying to BCOM usually have standard entry qualifications, e.g. science A-levels, science undergraduate degrees or science foundation/access courses, but the College offers carefully considers all applications.

Widening Participation & Equality

Widening participation was inherently an advantage of pursuing funding via a new university partnership. The advantages of widening participation are accepted throughout the HE sector, both in terms of the student body institutions receive and the student service they offer. To further enhance its commitment to widening participation, BCOM introduced a formal bursary scheme in 2008/9. The College also operates a Single Equality Scheme, seeking to create equality for all, whilst recognising the particular issues faced by certain groups in our community.

Kasia Tarnowska, Academic Registrar

Kasia Tarnowska has been Academic Registrar at BCOM since 2006. Her department, the Registry, has seen tremendous change since then, particularly with the move to public funding for BCOM students. "There have been changes to the academic profile of the students we get and people are applying from wider backgrounds to before," she says. For Registry staff, there was a more practical problem to their work. As she says, "The number of applications went through the roof!"

Kasia describes the work of the BCOM Registry as being "the first point of contact for our students, whatever the issues, from personal problems to general guidance, the day-to-day to finding out about policies." She wants students to experience her department as approachable, informative and useful. "It's important that they see that we are here for them - not the other way round!"



Graduation & Beyond

BCOM alumni have one of the highest employment rates among all healthcare graduates in the UK. Above 95% of BCOM graduates are in full-time practice within three months of completing their studies. These are UK registrants with the General Osteopathic Council. Other alumni practise overseas, pushing this remarkable figure higher.



From Banker To Osteopath

"I began a career in banking almost without thought, beginning my working life as a secretary but moving into the commercial lending arm of the Royal Bank of Scotland, where I came to specialise in property and construction

projects, where I would regularly work with anything from an average of £20m up to £600m. I worked hard for many years but with rising levels of job-related stress, I turned to yoga. It seemed that the more I liked yoga, the less I liked banking! It was from my love of yoga and coming to see it as a medicine, like it is seen in India, that I turned to osteopathy. Then a life-changing event occurred in 2005. By this time, I was also working as a yoga teacher in the evenings and working during the day on London's Holborn. The 7th July 2005 bombings hit nearby and my colleagues and I were evacuated from our building; this was the moment that proved to be the catalyst for change. Within a month, I had resigned from my post and applied to the British College of Osteopathic Medicine. Whilst studying at BCOM - where I was awarded a student prize every year - I also earned a part-time income from teaching the intensive form of heat yoga known as Bikram yoga. Upon graduation in 2009, I set up a clinic room at my home, whereby I already treat my yoga clients for massage, and quickly had a list of willing patients all ready and waiting for when I graduated as an osteopath!"

Dianne Tayles, BCOM Graduate

From Patient To Osteopath

"I knew I wanted to become an Osteopath from my early twenties after my back problem was resolved in just a few treatments where other therapies had failed. The holistic and Naturopathic approach offered by BCOM was what attracted me to this college. It has been the best decision I have ever made. BCOM has made me into a very holistic and naturopathic practitioner being able to examine patients from all walks of life and offer each one an individual and specific treatment plan to include diet and lifestyle advice, exercise and fitness advice as well as a wide range of treatment modalities. Throughout the

four years of training, there have been many highs. It has been tough in places, however we are extremely well supported by all staff throughout the entire journey. There is always someone to ask. I personally can't believe the change in me from day one, being excited and slightly intimidated as to what lay ahead to now, about to step back out into the real world as a qualified Osteopath! The reward for all the hard work is clearly visible in my patients. When someone consults you because they are in pain, a bit scared and confused as to what is wrong, you put their mind at ease and, after a few treatments, they leave telling you that they feel so much better - the feeling is amazing!

Kate Brooker, BCOM Graduate



From Soldier To Osteopath

"I left the Army in 1998, after serving 12 years as an officer in the Royal Artillery. I was treated several times by osteopaths and was impressed with the approach and the results. I had always been very interested in diet and fitness, which, when added

to my impression of osteopathy, decided that it was the career for me upon leaving the forces. After leaving the Army, however, the prospect of four years' full time study without an income proved to be too big a step so it was put on hold. With the support now available from military and civilian sources, the opportunity to retrain is far easier than it used to be and the transition less daunting. In 2005 I was finally able to commit to full-time study. Now the four years of hard work in training have all paid off. Since graduating with a Masters in Osteopathy last year, I haven't looked back. Working with the human body is so rewarding; to see people with often painful back and other musculoskeletal conditions recover as a result of treatment I have provided is a great feeling. The military background is something that I hope will enable me to raise the profile of osteopathy in the Armed Forces. An Army is only effective if its soldiers are fit enough to perform the job they are trained to do."

Steven Graham, BCOM Graduate

Supporting Our Staff

BCOM Fast Facts: Staff

- 61 Teaching Staff
- 9 Full-Time Teaching Staff
- 52 Part-Time Teaching Staff
- 23 Non-Teaching Staff
- 1:10.5 Staff:Student Ratio

Academic Staff Analyses

Honours Degree	45	74%
Higher Degree	22	36%
PhD	7	12%
Osteopathic Qualification	50	82%
Clinical Qualification	54	89%

Our Staff

BCOM places the recruitment of the best staff, and providing them with subsequent opportunities for professional and academic development, at the heart of its ongoing excellence of provision. Given the high scientific, anatomical/physiological and research content of the programmes, BCOM has invested in recruiting a sector-leading level of PHD-level staff. In addition, on the clinical side, BCOM draws from a wide range of osteopaths, encouraging recruitment from non-BCOM graduates to encourage a breadth of experience from which BCOM students can draw.

Staff Development

BCOM has a Staff Development Allocations Committee that promotes and supports personal and professional development. The College has always demonstrated a commitment to the professional development of all staff, both teaching and non-teaching, and the Committee was introduced to enable BCOM employees to apply to attend courses, undertake training and receive BCOM support to assist in the development of their roles. This support ranges from professional-association membership to conference attendance, specialist training and financial contribution and/or time off for study and exams, and support for higher and further education. During 2008/9, BCOM released staff for the equivalent total of 110 whole days of staff-development activity in addition to financial and time help given to academic staff being supported by BCOM through programmes of higher study.

There is a calendar of College-wide academic-development events. Faculty Development Day, usually held twice a year in the Lecture Theatre with a well-publicised schedule, includes presentations on academic and research interests of teaching staff, administrative and assessment procedures, IT and policy developments, among many subjects. BCOM also holds an open-forum Learning and Teaching Strategies Meeting.

BCOM has a system of Peer Observation of Teaching in operation. Peer Observation of Teaching involves three or four faculty members sitting in on each other's lectures at regular intervals in the academic year and giving constructive feedback.



PhD Focus: Mark Hines
BCOM Lecturer

"Over the last couple of decades the breadth of rehabilitative medicine has expanded considerably, and often with a lack of evidence or efficacy for the work. I am keen to develop bio-mechanical assessments and rehabilitation practices to advance sports medicine. The work will involve using ultrasonography, Fastrak and EMG equipment, and may incorporate more as the research advances. It is certainly a new area and we are hoping the application to physical therapies will be both swift and cutting-edge. BCOM were incredibly generous in their support of my PhD. In addition to contractual commitments, put in place to assist me through both the whole course and my continued lecturing, I received constant help and guidance from the Research Department to develop the College's links with Roehampton."

PhD Focus: Iona Bramati
BCOM PhD Student



Iona's PhD concerns the effects of visceral osteopathy on autistic children. After studying Psychology in Brazil, where medication is used to treat autistic children, she began to find that simple massage had successful effects. "Parents reported that the children were arriving at home more calm and relaxed," she explains. This small anecdotal experience has led directly to her PhD. "A PhD is a life-changing experience. A new world opens slowly before your eyes." Iona's supervisor is BCOM Principal Dr Ian Drysdale. "I would not have even started my PhD if Dr Drysdale and the College were not 100% behind me. It has been a pleasure to work with Dr D! He makes time to help me when I encounter difficulties and always points me in the right direction!" She hopes to continue her work with autistic children, mixing osteopathy, naturopathy and psychology.

Reaching Out

BCOM's Public Benefit

The College places the provision of a low-cost teaching clinic at the core of its educational activities. Located at the same site in Hampstead, London NW3 since 1953, the College has strong links with the diverse residential and business population of the London Borough of Camden. The College's principal charitable functions are therefore twofold: firstly, the provision of high-standard, low-cost and/or free osteopathic and naturopathic healthcare to the population of London (and surrounding areas); secondly, degree-level osteopathic education for students from all backgrounds. The quality of this was recognised in 2008 when the QAA recommended a landmark "approval without conditions" recognition for BCOM to the General Osteopathic Council, the statutory regulator in the UK.



In Focus: The Children's Clinic

BCOM has long used its position in a mixed residential and business area along the Finchley Road to develop and retain a broad patient base drawn from all sections of the local population. Paediatric osteopathy has always been an area of special interest among many students. During 2008/9, BCOM successfully rebranded its osteopathic services for children with the launch of its dedicated Children's Clinic. This is an entirely free clinic for any child of 16 years of age or under. The communications and clinic teams collaborated on a major online and local leafleting campaign with press coverage in local newspapers and online media. The provision of free osteopathic care for local children in Camden and the surrounding areas is a significant public-benefit success for BCOM as well as a significant and popular learning opportunity for its students.



The College's charitable work includes the following activities:

- Patients treated without direct fee (via NHS referral)
- Patients treated on low fees (compared to private practice)
- A free Children's Clinic, well promoted to local schools and parents (see the Children's Clinic box, right)
- Publication and distribution of free health information on osteopathic and naturopathic healthcare
- Running an HEI with full-time students following a sophisticated schedule of learning and assessment
- Undertaking and dissemination of research by staff and students and publication of peer-reviewed articles
- Maintaining an academic library
- Bursary support for students; support for academic and teaching development of staff
- A mentoring relationship with overseas institutions to develop the international presence of osteopathy



Communicating BCOM

During 2008/9, a number of new communications initiatives have been successfully developed, substantially raising media stakeholder contact with BCOM and its services. In spring 2009, the College launched a new online newsletter named the BCOM Bee, which is delivered to thousands of patients, professionals and other stakeholders. Throughout the year, articles and features about BCOM have been featured in national newspapers (Daily Telegraph, Daily Express, The Times, Times Higher Educational Supplement, Daily Mail), local and metropolitan newspapers (The London Paper, Camden New Journal, Ham & High) and many online outlets. A particular success was a springtime press release that saw BCOM featured in a wide range of major media outlets, with BCOM Principal Dr Ian Drysdale being interviewed on BBC Radio 4 and BBC Radio 5.

Find out more:
www.bcom.ac.uk/news

Financial Statement

Welcome to the College's Financial Statement for 2008/9

The following financial statement presented by the BCOM Board of Governors was audited by Grant Thornton UK LLP.

The auditor's report stated:

"the financial statements give a true and fair view of the state of the charitable company's affairs as at 31 August 2009 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended; the financial statements have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; the financial statements have been prepared in accordance with the Companies Act 2006; and the information given in the Report of the Governors is consistent with the financial statements."

Statement of Financial Activities

All monetary values £

	Note	General fund	Designated fund	Restricted funds	Total 2009	Total 2008
Income And Expenditure						
Incoming resources						
Voluntary income	2	381,706	-	-	381,706	16,665
Investment income	2	18,335	-	-	18,335	27,870
		400,041	-	-	400,041	44,535
Charitable activities	3	1,742,622	-	-	1,742,622	1,736,223
Total incoming resources		2,142,663	-	-	2,142,663	1,780,758
Resources expended						
Cost of generating voluntary income		-	-	-	-	-
Investment management costs		7,376	-	-	7,376	5,510
Charitable activities	4	1,921,218	-	41,161	1,962,379	1,922,725
Governance costs		41,016	-	-	41,016	63,925
Total resources expended		1,969,610	-	41,161	2,010,771	1,992,160
Net incoming resources for the year before transfers						
		173,053	-	(41,161)	131,892	(211,402)
Transfers between funds	15	19,157	-	(19,157)	-	-
Net incoming resources for year and surplus of income over expenditure		192,210	-	(60,318)	131,892	(211,402)
Other recognised gains and losses						
Profit on investment assets realised		3,056	-	-	3,056	(6,370)
Losses on investment assets						
unrealised	9	(37,156)	-	-	(37,156)	(16,296)
Net movement in funds		158,110	-	(60,318)	97,792	(234,068)
Balances brought forward at 1 September 2008						
		2,087,894	10,721	2,173,794	4,272,409	4,506,477
Balances carried forward at 31 August 2009						
		2,246,004	10,721	2,113,476	4,370,201	4,272,409

All operations are continuing.

The accompanying accounting policies and notes form an integral part of these financial statements.

Financial Statement

Balance Sheet

	Note	2009	2009	2008	2008
Fixed assets					
Tangible assets	8		4,536,320		4,514,068
Investments	9		742,545		426,466
			5,278,865		4,940,534
Current assets					
Debtors	10	24,312		66,291	
Cash at bank and in hand		42,620		139,043	
		66,932		205,334	
Creditors: amounts falling due within one year					
	11	(272,564)		(122,566)	
Net current (liabilities)/assets			(205,632)		82,768
Total assets less current assets			5,073,233		5,023,302
Creditors: amounts falling due after more than one year					
	12		(703,032)		(750,893)
Total assets less total liabilities			4,370,201		4,272,409
REPRESENTED BY					
Unrestricted funds 14					
General fund		2,246,004		2,087,894	
Scholarship fund		10,721		10,721	
			2,256,725		2,098,615
Restricted funds 14			2,113,476		2,173,794
			4,370,201		4,272,409

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006 and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

Notes to the Financial Statement

1 LEGACIES

During the year ended 31 August 2009 the charity received a bequest amounting to £333,356 representing 50% of the estate of a deceased patron. The charity has received notification that it will receive 15% of the estate of a deceased patron. The full estate was last valued in October 2009 at approximately £520,000. In accordance with the requirements of the Statement of Recommended Practice for Charities, the legacy has not been included in the statement of financial activities as the value of the incoming resource cannot be measured with sufficient reliability.

2 ANALYSIS OF INCOME FROM GENERATING FUNDS

Voluntary income comprises income from:	2009	2008
Philo Trust donation	13,500	15,500
Bequests and other donations	368,206	1,165
	381,706	16,665
Investment income comprises income from:	2009	2008
	£	£
Listed investments	10,933	23,140
Bank deposits	7,402	4,730
	18,335	27,870

Financial Statement

3 ANALYSIS OF INCOME FROM CHARITABLE ACTIVITIES

	2009	2008
Academic and professional services	1,522,934	1,537,237
Clinical services	219,688	198,896
Total incoming resources from charitable activities	1,742,622	1,736,223

4 ANALYSIS OF RESOURCES EXPENDED ON CHARITABLE ACTIVITIES

	Direct costs	Support costs (note 5)	2009 total	2008 total
Academic and professional services	483,483	548,867	1,032,350	1,033,384
Clinical services	344,101	334,902	679,003	696,096
Research	152,975	46,514	199,489	166,858
Information dissemination	51,537	-	51,537	26,387
	1,032,096	930,283	1,962,379	1,922,725

Total resources expended include:	2009	2008
Depreciation on owned assets	83,552	124,712
Auditors' remuneration	13,263	13,371
Operating leases - land and buildings	4,495	10,419

5 ALLOCATION OF SUPPORT COSTS

	Academic and professional services	Clinical services	Research	2009 total	2008 total
Finance and administration	266,153	162,399	22,555	451,107	353,659
IT	19,638	11,982	1,664	33,284	21,475
Property	159,855	97,539	13,547	270,941	273,799
Catering	35,202	21,479	2,983	59,664	59,312
Other support costs	68,019	41,503	5,765	115,287	211,736
	548,867	334,902	46,514	930,283	919,981

Basis of allocation

Support costs are allocated relative to the amount of resource allocated to each of the activities, and has been calculated to be proportionate to the full-time equivalent staff numbers involved in those activities.

6 GOVERNORS AND EMPLOYEES

Staff costs during the year were as follows:	2009	2008
Wages and salaries	1,105,953	1,115,958
Social security costs	97,710	100,047
Pension costs	73,142	68,338
	1,276,805	1,284,343

The average number of employees of the College during the year was:	2009	2008
Full time	19	21
Fractional	62	67
Total	81	88
Full time equivalents	35	38

During the year 7 Governors (2008: 8) have been reimbursed a total of £1,562 (2008: £1,120) for travelling expenses incurred attending meetings of the charity.

Financial Statement

7 TAXATION

The company is a registered charity and is exempt from taxation under section 505(1) of the Income and Corporation Taxes Act 1988.

8 TANGIBLE FIXED ASSETS

	Freehold property Frazer House	Freehold property Lief House	Building improvements	Furniture equipment heating	Databases	Total
Cost or valuation						
At 1 September 2008	2,062,500	1,646,369	1,832,020	877,693	52,931	6,471,513
Additions	-	100,000	-	5,804	-	105,804
At 31 August 2009	2,062,500	1,746,369	1,832,020	883,497	52,931	6,577,317
Depreciation						
At 1 September 2008	167,067	221,622	659,682	856,143	52,931	1,957,445
Provided in the year	18,563	15,756	36,640	12,593 -	-	83,552
At 31 August 2009	185,630	237,378	696,322	868,736	52,931	2,040,997
Net book amount at 31 August 2009	1,876,870	1,508,991	1,135,698	14,761	-	4,536,320
Net book amount at 31 August 2008	1,895,433	1,424,747	1,172,338	21,550	-	4,514,068

The freehold property, Frazer House, 6 Netherhall Gardens, was valued by the Governors on an existing use basis at 31 August 1996. This valuation includes an estimated £928,000 in respect of the buildings that are being depreciated.

(Note a) The freehold property, Lief House, 3 Sumpter Close, was originally purchased in September 1994 as a Long Leasehold. The company acquired the Freehold of this property during the year for £100,000. This asset is stated at cost as at the balance sheet date. A professional valuation was undertaken in July 2007 of the leasehold interest of Lief House at the time and the property's market value was assessed at £4,000,000.

The Governors are satisfied that the net realisable values of the properties are at least as much as their net book amounts.

9 FIXED ASSET INVESTMENTS

Listed investments	2009	2008
Market value at 1 September 2008	426,466	445,511
Additions	500,638	85,305
Disposals at Carrying Value	(128,401)	(102,031)
Net cash funds movements	(19,002)	13,977
Net unrealised investment loss during the year	(37,156)	(16,296)
Market value at 31 August 2009	742,545	426,466
Historical cost	817,028	444,790
Analysis of investment assets	2009	2008
Cash and settlements pending investment - overseas	51,150	70,445
Government stock - UK	78,826	107,414
Unit Trusts	612,569	248,607
	742,545	426,466

10 DEBTORS

Amounts falling due within one year:	2009	2008
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Financial Statement

Student debtors	1,088	34,726
Other debtors	10,475	6,667
Prepayments and accrued income	12,749	24,898
	24,312	66,291

11 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2009	2008
Bank loan and overdrafts	99,258	23,905
Trade creditors	38,372	25,215
Social security and other taxes	32,293	31,541
Accruals	38,801	31,956
Other Creditors	54,840	1,146
Deferred income	9,000	8,803
	272,564	122,566

All deferred income relates to amounts received in respect of student fees for the year ending 31 August 2010. Deferred income recognised at 31 August 2008 was released in full during 2008-09.

12 CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2009	2008
Bank loan	703,032	750,893

13 BORROWINGS

Borrowings are repayable as follows:

Bank loan:	2009	2008
Within one year	31,455	12,470
After one year and within two years	32,255	11,018
After two and within five years	101,568	51,377
After five years	569,209	688,498
	734,487	763,363

The bank loan is secured by a fixed charge over Lief House. For details of the valuation of this property see note 8. The loan is repayable over 20 years and is subject to a rate of interest at 1.5% above the bank's base rate.

14 ANALYSIS OF NET ASSETS BETWEEN FUNDS

Fund balances at 31 August 2009 are represented by:

	Unrestricted General fund	Designated fund Scholarship fund	Restricted Funds		2009	2008
			Research	Frazer House		
Tangible fixed assets	2,632,689	-	26,761	1,876,870	4,536,320	4,514,068
Investments	521,979	10,721	209,845	-	742,545	426,466
Net current assets	(205,632)	-	-	-	(205,632)	82,768
Long-term liabilities	(703,032)	-	-	-	(703,032)	(750,893)
Total net assets	2,246,004	10,721	236,606	1,876,870	4,370,201	4,272,409

15 TRANSFERS BETWEEN FUNDS

Restricted Fixed Assets

A transfer has been made from restricted funds to the general fund of an amount equivalent to the annual depreciation charge for restricted fixed assets.

16 OPERATING LEASE COMMITMENTS

At 31 August 2009 there was a commitment of £4,904 (2008: £7,356) in respect of a property lease that expires in less than one year.

17 CAPITAL COMMITMENTS

There were no capital commitments at 31 August 2009 or at 31 August 2008.

18 CONTINGENT LIABILITIES

How to get in touch

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The British College of Osteopathic Medicine
Accredited by the General Osteopathic Council
Established in 1936

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