

MISSION STATEMENT

2025 - 2030



ASiT 50
YEARS

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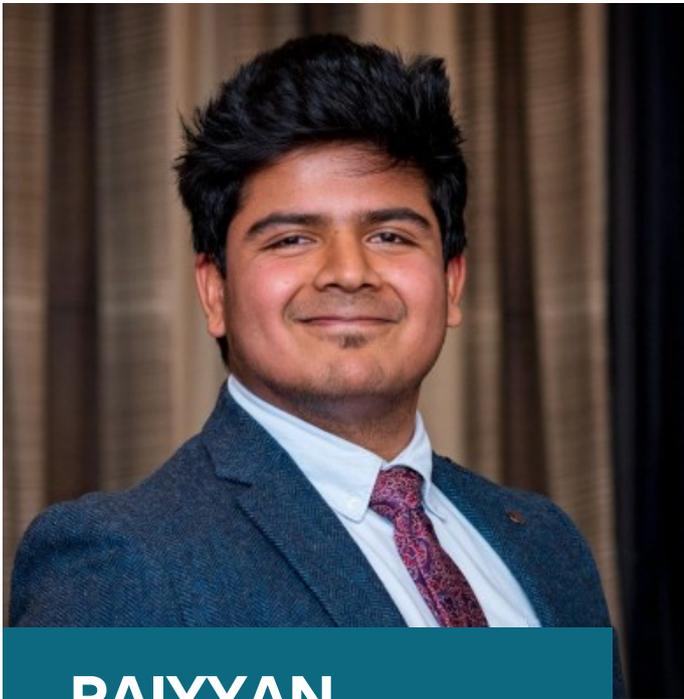
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FOREWORD



RAIYYAN AFTAB

President 2025 - 2026
March 2026

As the Association of Surgeons in Training (ASiT) marks its 50th anniversary, we find ourselves at a pivotal moment in surgical training. The landscape has evolved dramatically since our founding in 1976; shaped by technological innovation, workforce pressures, health service reform, and an increasing focus on equity, diversity, and wellbeing.

This Mission Statement defines our purpose, vision, and values for the period 2025-2030.

It reflects the collective insight of our Executive, Council, specialty groups, and external partners, and provides the foundation for our 5-Year Organisational Strategy.

Our commitment remains unwavering: to ensure that every surgical trainee; regardless of background, specialty, or geography, has access to world-class training, equitable opportunities, and a powerful collective voice. This Mission Statement articulates how we will achieve that ambition through focused priorities, collaborative partnerships, and evidence-based advocacy.

Improve
access to
training

Improve
quality of
training

Recognise
trainers





INTRODUCTION

The Association of Surgeons in Training (ASiT) is an **independent, trainee-led professional body** committed to promoting excellence in surgical training across the United Kingdom and Ireland. Established in 1976 as a forum for senior registrars to connect socially and discuss training matters, ASiT has grown into one of the largest surgical specialty associations in the UK, with a diverse and active membership of over 3,500 individuals spanning all ten surgical specialties. ASiT is unique in its comprehensive representation of trainees at all levels, serving not only its members but also the wider surgical training community through high-quality educational courses, fellowships, grants, and national prizes. The Association is proud to remain independent of other professional medical bodies, ensuring it is run **by trainees, for trainees**.

Our work is driven by elected specialty and regional representatives, and our voice is heard at the highest levels of surgical training governance - including the **four Royal Colleges of Surgeons, Specialty Advisory Committees, and the Joint Committee on Surgical Training**.

Each year, our commitment to surgical education culminates in the ASiT Annual Conference, which brings together delegates for a weekend of lectures, practical courses, abstract presentations, and lively debate on the future of surgical training.

This document sets out ASiT's mission, vision, and values - defining the principles that guide our work and our **enduring commitment to excellence in surgical training**.



MISSION STATEMENT

ASiT champions surgical trainees to ensure every future surgeon has access to **world-class training, equitable opportunities, and a powerful collective voice.**



VISION

A future where **every** surgical trainee thrives





CORE VALUES

Our values define who we are and how we conduct our work. They are embodied by our representatives, officers, and staff:

ADVOCACY

- * We are the independent voice of surgical trainees, using evidence to influence policy and drive meaningful change in training standards and working conditions.

INCLUSIVITY

- * We champion diversity and inclusion, working to remove barriers to access and progression, ensuring every trainee feels represented and valued.

INTEGRITY

- * We maintain transparency, accountability, and ethical governance in all our operations, ensuring trust among members, stakeholders, and the public.

EXCELLENCE

- * We promote the highest standards in surgical training, education, and professional development, striving for continuous improvement in all our activities.

COLLABORATION

- * We build strong partnerships with Royal Colleges, JCST, GMC, NHS bodies, and speciality networks, recognising that collective action drives systemic change.

INNOVATION

- * We embrace digital transformation, technology, and research, positioning ASiT at the forefront of modern surgical education and training reform.



STRATEGIC FOUNDATIONS

TRAINEE VOICE AND LEADERSHIP

- * ASiT is run by trainees, for trainees. We ensure trainee perspectives shape decisions at every level of surgical training governance, from local departments to national policy.

QUALITY AND SAFETY IN TRAINING

- * We advocate for consistent, high-quality training that produces competent, confident surgeons. Quality training underpins patient safety and workforce sustainability.



EQUALITY, DIVERSITY AND INCLUSION

- * We are committed to building an inclusive surgical workforce that reflects the diversity of the patients we serve. We work to remove barriers based on gender, ethnicity, disability, socioeconomic background, or training pathway (including LTFT).

TRAINEE WELLBEING

- * We recognize that thriving trainees deliver better patient care. We champion work-life balance, mental health support, and systemic solutions to burnout, bullying, and discrimination.

ORGANISATIONAL SUSTAINABILITY

- * We ensure ASiT is financially stable, well-governed, and operationally efficient. We invest in our team, embrace digital tools, and demonstrate environmental and social responsibility.

EVIDENCE BASED AND DATA INFORMED ACTIONS

- * We ground our advocacy and strategy in robust data - through surveys, research, and collaboration with national bodies - to ensure our positions are credible, impactful, and responsive to trainee needs.



THEMES & PRIORITIES

To achieve our mission and vision, ASiT will focus on five strategic themes over the next five years. Each theme is operationalized through specific objectives, measurable outcomes, and key performance indicators detailed in our 5-Year Organisational Strategy.

THEME 1: REPRESENTATION AND ADVOCACY

Our Commitment: ASiT is the independent voice of surgical trainees, influencing training policy, workforce planning, and working conditions through evidence-based advocacy and strategic partnerships.

KEY PRIORITIES

- Represent trainee views nationally and regionally through active participation in Royal Colleges, JCST, GMC, NHS bodies, and government forums.
- Influence training policy and working conditions through evidence-based campaigns.
- Maintain strong partnerships with Colleges, JCST, GMC, think tanks, and policymakers.
- Use data and surveys to inform policy positions and advocacy strategies.
- Ensure every surgical trainee has effective regional and specialty representation.

THEME 2: TRAINEE WELFARE & PROFESSIONAL DEVELOPMENT

Our Commitment: We champion surgical trainee wellbeing, recognising that thriving trainees deliver better patient care. We promote work-life balance, provide mentorship, and tackle systemic discrimination, bullying, and burnout.

KEY PRIORITIES

- Promote trainee wellbeing through comprehensive resources, peer support networks, and wellbeing-focused events.
- Strengthen career guidance through specialty career guides, mentorship programs, and professional development resources.
- Support trainee-led research engagement through bursaries, dissemination platforms, and research networks.
- Tackle discrimination, bullying, and burnout through clear reporting channels, advocacy, and systemic reform.
- Champion support for Less Than Full Time (LTFT) trainees



THEMES & PRIORITIES

THEME 3: EQUITY, DIVERSITY & INCLUSION

Our Commitment: We build an inclusive surgical workforce reflecting patient diversity by removing barriers to access and progression, increasing leadership representation, and embedding EDI in all activities.

KEY PRIORITIES

- Promote an inclusive surgical workforce through leadership diversity initiatives and transparent reporting.
- Remove barriers to access and progression through bursaries, scholarships, and equitable award processes.
- Increase representation across leadership, committees, event speakers, and award recipients.
- Address differential attainment through partnerships with GMC, Royal Colleges and JCST
- Ensure accessibility of ASiT website, events, and communications

THEME 4: EDUCATION & TRAINING EXCELLENCE

Our Commitment: We advocate for high-quality, consistent surgical training while delivering world-class educational resources, courses, and conferences that promote innovation and support trainee-led research.

KEY PRIORITIES

- Advocate for high-quality, consistent surgical training across all regions and specialties.
- Support curriculum reform and flexibility in training pathways, informed by trainee feedback and evidence.
- Develop and share educational resources through courses and conferences.
- Champion innovation through simulation, robotics, digital learning, and trainee-led research (delivered via RaDiST Committee).
- Expand course offerings regionally to improve geographic equity in educational access.
- Promote JCST Quality Indicators and reduce unwarranted variation to drive training quality improvements.



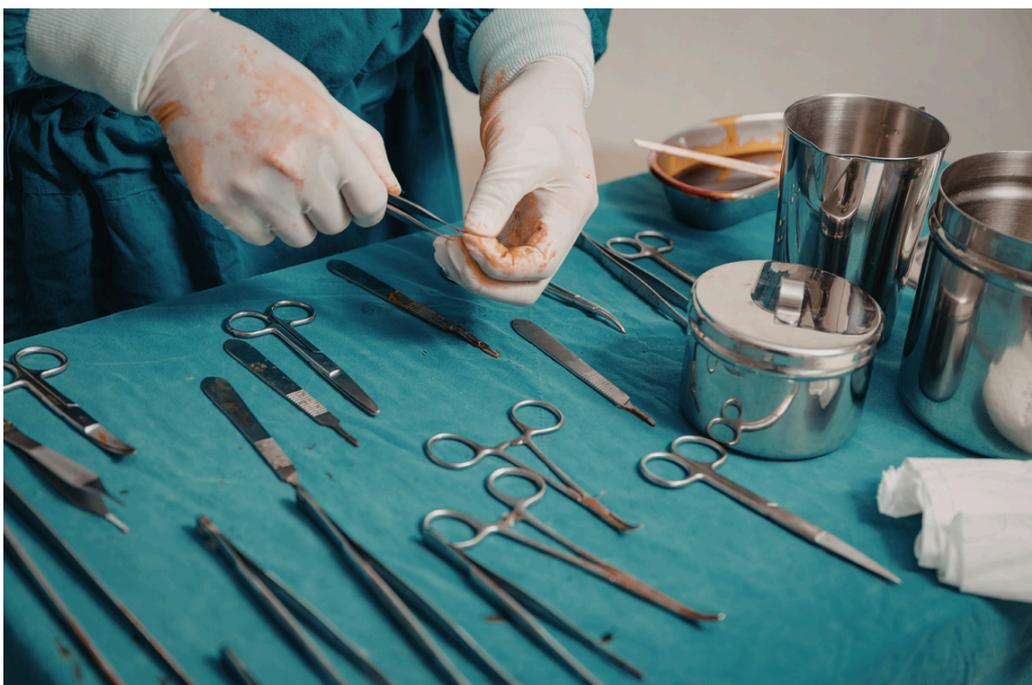
THEMES & PRIORITIES

THEME 5: ORGANISATIONAL SUSTAINABILITY

Our Commitment: We ensure ASiT is financially stable, well-governed, and operationally efficient through diversified income, robust governance, digital transformation, and environmental responsibility.

KEY PRIORITIES

- Ensure financial stability and transparency through increased reserves, income diversification, and rigorous financial planning.
- Develop the ASiT team and alumni network to maintain organisational memory, leadership development, and succession planning.
- Embrace digital tools to streamline operations, improve member engagement, and reduce administrative burden.
- Demonstrate environmental and social responsibility through sustainable practices and community initiatives.
- Maintain highest governance standards through Charity Governance Code compliance, annual impact reporting, and member accountability.



IMPLEMENTATION & GOVERNANCE

OPERATIONAL PLANNING

- 5-Year Organisational Strategy (2025-2030): Defines specific objectives, measurable outcomes, KPIs, and timelines for each strategic theme
- Annual Workplans: Translate strategy into specific deliverables with assigned owners, timelines, and success metrics
- Quarterly Progress Reviews: Executive team monitors KPI progress using RAG (Red/Amber/Green) status tracking
- Annual Impact Reporting: Public reporting of achievements, challenges, and progress toward strategic objectives

OWNERSHIP & LEADERSHIP

- Implementation: Led by ASiT Executive and delivered through Council, specialty representatives, regional representatives, and specialty committees
- Strategy Leads: Nominated for each strategic theme to report progress to Executive and Council
- Accountability: Annual Workplan reviewed at Executive Handover to ensure organisational momentum and continuity

MEMBER & STAKEHOLDER ENGAGEMENT

- Member Consultations: Regular surveys, listening sessions, and feedback mechanisms to ensure strategy reflects trainee needs
- Stakeholder Engagement: Active collaboration with Royal Colleges, JCST, GMC, NHS England, DHSC, think tanks, and specialty networks
- Collaborative Initiatives: Joint projects with partner organisations to amplify impact and drive systemic change



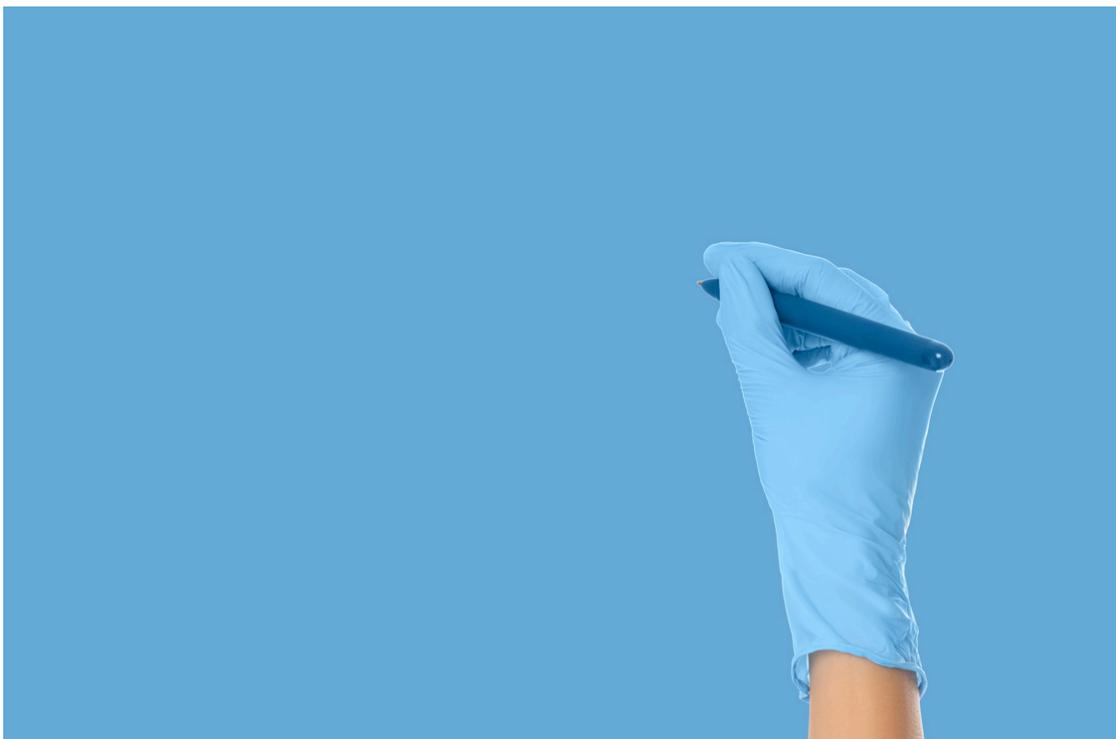
IMPLEMENTATION & GOVERNANCE

RISK MANAGEMENT AND FLEXIBILITY

- Responsive Planning: Built-in organisational flexibility to respond to emerging challenges, policy changes, and training landscape shifts
- Mid-Term Review: Comprehensive strategy review in 2028 to assess progress, adjust priorities, and course-correct as needed
- Scenario Planning: Ongoing risk assessment and contingency planning for systemic shifts or crises

ACCOUNTABILITY & TRANSPARENCY

- Annual Public Reporting: Strategy progress reports and financial updates shared with members and published on ASiT website
- Open Feedback Channels: Multiple mechanisms for members to provide input, raise concerns, and shape organisational direction
- Governance Excellence: Compliance with Charity Governance Code and regular governance audits



WHAT SUCCESS LOOKS LIKE

BY 2030, SUCCESS WILL BE EVIDENT THROUGH:

TANGIBLE IMPROVEMENTS IN TRAINING STANDARDS

- Reduced geographic variation in training quality
- Increased access to simulation, innovation, and educational resources
- Policy wins on training infrastructure investment and wellbeing mandates
- Improved trainee satisfaction with training quality

STRONGER TRAINEE VOICE AT POLICY TABLES

- ASiT representation maintained on all key national committees
- Formal partnerships with think tanks and parliamentary committees
- ASiT cited in national policy documents and evidence sessions
- Policy consultation responses demonstrably influencing outcomes

INCREASED ENGAGEMENT IN ASiT ACTIVITY

- Membership growth to >4,000 members with 80%+ retention
- 1,000+ attendees across ASiT educational events annually
- 30%+ quarterly digital engagement with ASiT platforms
- 20%+ member survey response rates

GROWTH IN RESEARCH OUTPUTS & PARTNERSHIPS

- Annual publication of ASiT-badged research generating the evidence base to advocate for trainee wellbeing and professional development
- Active differential attainment research partnerships with Royal Colleges and JCST
- Tackling unwarranted variation in surgical training with data driven approaches



WHAT SUCCESS LOOKS LIKE

BY 2030, SUCCESS WILL BE EVIDENT THROUGH:

ENHANCED REPUTATION NATIONALLY & INTERNATIONALLY

- ASiT maintains ongoing recognition as leading voice of surgical trainees in UK and beyond
- Regular national media coverage of ASiT campaigns
- "Exceeds standards" rating in Charity Governance Code compliance
- Ongoing and improved member satisfaction with ASiT overall



CONCLUSION



ASiT Executive and Council 2025

This Mission Statement defines ASiT's purpose, vision, and values for 2025-2030. It provides the foundation for our 5-Year Organisational Strategy and annual operational workplans.

As we enter our sixth decade, ASiT remains committed to its founding principle: surgical trainees, working together, can drive meaningful change in training standards, working conditions, and the future of surgery itself.

Our ambition is clear: a future where every surgical trainee thrives; through equitable training, meaningful reform, and unwavering advocacy from medical school to consultancy.

TOGETHER, WE WILL SHAPE THE FUTURE OF SURGICAL TRAINING

