

BACP Workplace Executive Profiles

Kevin Friery, Chair

Kevin Friery Kevin was elected as ACW's Chair in June 2008 and is currently Director of Counselling for EAP provider, Right Corecare, having been in post since 2001. Kevin has worked as a manager in the Public, Private and Voluntary sectors and brings a varied experienced to BACP Workplace. Kevin has established and managed Primary Care Counselling in the NHS and has used CORE in a number of settings. He is BACP registered Counsellor and Trainer, but also has background as a Behavioural Psychologist. Kevin states he is particularly interested in the development of better training for Counsellors to enable them to engage in the complex contracts that can existing in Workplace Counselling settings and is involved with ACW because he is keen to see it becoming a strong voice to represent this particular aspect of the Counselling profession.

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Geoff Holmes, Deputy Chair

Geoff Holmes Geoff was elected by the Executive Committee as Deputy Chair in 2009 having joined the BACP Workplace Executive in 2004 and states that he has found an opportunity, through this group of motivated practitioners, to explore more effective ways of supporting counsellors in the often isolated role of 'the counsellor' at work. Geoff understands the need for organisations to offer a 'robust' means of counselling to their employees that will support both the client and organisation. "Responding to the needs of both is a challenge I relish!" Feedback from the BACP Workplace membership has given some clear pointers as to what the Executives' remit should be.

Geoff is a Clinical Director of an Employee Assistance Provider, Care First; he brings valuable experience of working with counsellors, both employed and self-employed and of helping organisations to find solutions for their 'people' issues.

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Andrew Kinder, Past Chair

Andrew Kinder Andrew stepped down as ACW Chair in June 2008 and is currently serving the Executive in the role of Past Chair. Andrew is a Chartered Occupational & Counselling Psychologist and BACP Accredited Counsellor and has been working as a manager and practitioner within the workplace counselling domain for over 11 years. He is responsible for all professional issues within the area of counselling within Atos Healthcare. Andrew is particularly interested in developing/expanding the role of counsellors within organisations, carrying out organisational stress risk assessments, CPD for workplace counsellors and in the evaluation of workplace counselling. His latest publication with co-authors Rick Hughes & Professor Cary Cooper is 'Employee Wellbeing Support; a Workplace Resource'. The publisher is John Wiley.

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Jean Crispin

Jean CrispinJean first began counselling as a volunteer with Relate in 1985 and quickly decided that she would like to make a career in counselling, although at that time there were even fewer opportunities to practice as a full-time professional. After four years as a part-time volunteer, she started psychotherapy training, which was designed to lead to long term work in private practice. However, Jean always felt attracted to short term work in organisational settings, and secured a part-time job as a counsellor in a GP surgery where she stayed for six years, alongside running a private practice, including work for employee assistance programmes. Jean returned to Relate to work as a centre supervisor and spent a year setting up a witness service scheme for Victim Support. In 2000 she became a full-time staff counsellor in the Police service working within an occupational health setting. Jean's current role is Director of Staff Counselling at the University of Bristol running an internal, but independent workplace service for the university's 6000 employees.

Jean states "As my interest in workplace counselling has developed, ACW (now BACP Workplace) has been a fantastic resource, putting me in touch with practitioners in the field, finding appropriate supervision and supporting me as a service manager. I have helped to run a local ACW network group over the last few years, and have benefited enormously from the contact with colleagues and the opportunity to form special interest groups in coaching and service management."

As a member of the executive, Jean is particularly interested in developing the potential of local networking groups, so that members can feel directly connected to a professional body tailored to their needs and interests and is keen to be involved in promoting and developing workplace counselling as a specialist profession at this time of rapid change in the therapy field.

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Shirley Cullup

Shirley CullupShirley, a BACP Senior Accredited Counsellor, originally found her way into counselling from a career as a Human Resources Manager with a major brewer. She is now an Independent Practitioner with over 16 years experience of counselling in the workplace. She was elected to the ACW Executive in June 2002 and enjoys the challenge of moving workplace counselling forward.

Shirley states "the various activities of BACP Workplace are a great platform for networking both personally and from a corporate aspect."

Currently Shirley has a small private practice in addition to receiving casework from EAP providers, private clients and specialist trauma work.

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Mandy Rutter

Mandy RutterMandy trained originally as a psychologist and after completing her degree spent some time doing academic research. However she realised that she wanted to be with people rather than study them and became a Community Worker; she qualified as a Youth Worker and ran a youth centre on a secondary school campus and worked for 10 years with children, young people, teenage mums and parent groups. Mandy completed her psychodynamic counselling training and moved on campus to become the School Counsellor. Mandy has also trained as a family mediator working with families in conflict.

After having a family of her own, Mandy moved to become a telephone counsellor and case manager with an EAP service. She became involved in supporting employees after major disasters and has participated in an EAP working group on developing a new approach to traumatic incidents in response to NICE (2005) guidelines on PTSD. For the last 5 years Mandy has managed a department within AXA-ICAS that specialises in providing both trauma support and a range of ad-hoc counselling and psychological services outside the traditional EAP approach.

Mandy states "I am very excited to be part of the BACP Workplace Executive. We are in incredibly challenging times as counsellors within the workplace... I hope to be able to bring some analytic thoughtfulness to the debate on workplace counselling and other sensitive workplace issues".

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Anne Scoging

Anne ScogingPrior to entering the field of counselling and psychotherapy Anne spent 20+ years as a Clinical Scientist working in medical research and has retained a deep interest in researching and finding evidence to support best practice and what really works for our clients.

After spending 8 years heading up a North London mental health agency delivering holistic services for people with mental health difficulties including a large primary care counselling service, Anne has now entered the field of work place counselling with her appointment as Head of Advisory and Counselling Services for the London Fire Brigade (LFB).

This service offers both debt/money advice and counselling to all LFB employees; approximately 5000 are uniformed, operational staff. The service offers psychological support for the comprehensive range of difficulties that employees can face but also has a focus on providing psychological containment for those attending critical and/or catastrophic incidents as well as working in more depth with complex trauma responses.

Anne states "I have a particular interest in looking at the range of services that workplace counsellors are often called on to provide today, the complexities of providing an in-house service and the areas in which counselling services can become involved to promote resilience and psychological wellbeing throughout organisational workforces. I have joined the BACP Workplace committee with a real desire to contribute to the continuing work of developing and promoting best practice across the field, drawn from all our experiences."

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BACP Lead Advisor for Counselling in the Workplace : Rick Hughes

Rick Hughes Rick is BACP's part-time 'Lead Advisor for Counselling in the Workplace', a new resource that bridges BACP Workplace and BACP and integrates the workplace counselling agenda firmly within BACP. This allows him the opportunity to champion workplace counselling within industry and Government. A former Deputy Chair of BACP Workplace and BACP Workplace member since 1996, Rick has extensive experience in the workplace counselling community having worked with some of the largest EAP providers in the UK. He's an advocate for organisations utilising a wide repertoire of support interventions to facilitate a conducive working environment and this was reinforced by his recent co-edited book 'Employee Well-being Support: A Workplace Resource', with Andrew Kinder and Prof Cary Cooper.

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