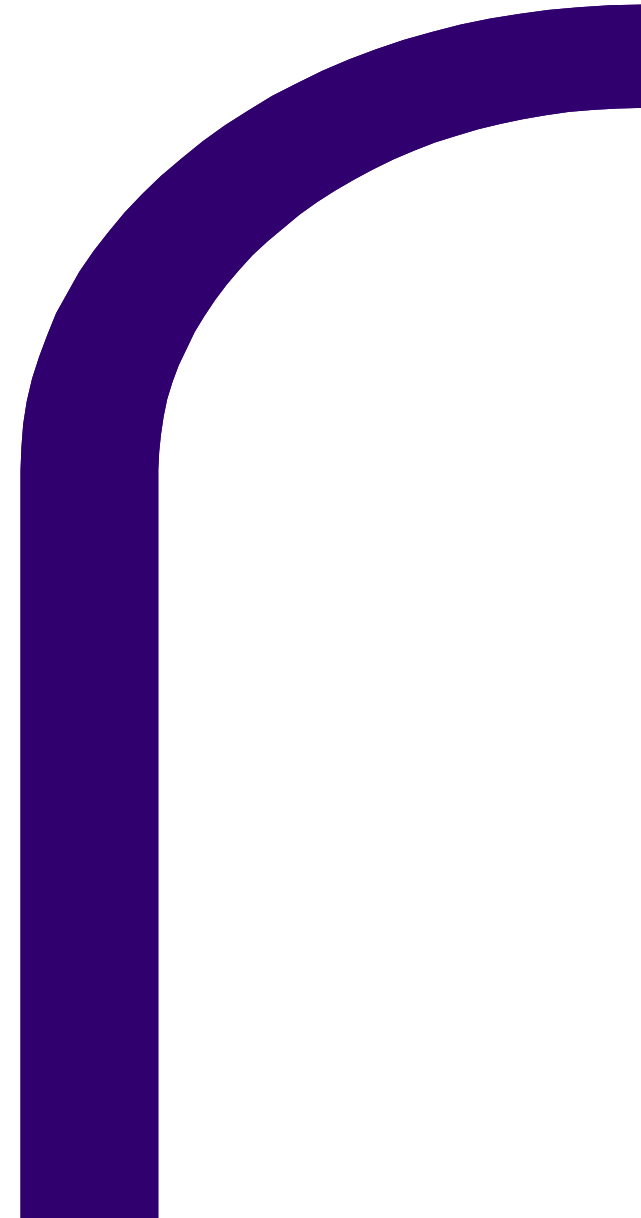# Update on BACP workstreams

BACP'S EDI Strategy and projects

V1/04.04.23

Edith Stokes

www.bacp.co.uk

BACP's EDI Vision:

1. Embed change for diverse representation in counselling professions.

2. Remove barriers to training, entry, and employment.

3. Support therapist development and evolution to ensure a skilled and diverse workforce.

4. Ensure that the BACP is a welcoming and inclusive organisation in which members can identify.

1

Strategic goal one –

We will listen to, learn from and work with our members to inform the work of the Association

Tactical step one –

We will recognise and work to remove barriers that prevent marginalised voices from participating in member consultations, and will ensure that all our members feel listened to and engaged with

2

Strategic goal two –

We will equip our members to be able to work in a fast-changing world, to be able to influence and contribute to the wellbeing of society

Tactical step two –

We will promote learning and development opportunities on equality, diversity and inclusion (EDI) to support members to work with the communities we serve

3

Strategic goal three –

We will be the professional home of choice for members and communities of practice, providing relevant services and opportunities to learn, develop and inspire each other

Tactical step three –

We will take a active stance on issues of EDI in member services and communications, working with members to create a professional home where members feel they belong

4

Strategic goal four –

We will further develop confidence in and credibility of the profession by developing and upholding professional and ethical standards, informed by an evidence base

Tactical step four –

We will ensure EDI awareness and understanding are embedded into training and practice standards

5

Strategic goal five –

We will campaign for the appropriate provision of counselling and psychotherapy for all members of society, and for opportunities for paid employment of our members. We will champion the skills, competence and contribution of our members to the public, employers, commissioners and policymakers

Tactical step five –

We will campaign and advocate for equality of access to counselling and psychotherapy

6

Strategic goal six –

We will optimise the organisation of BACP to ensure it is flexible, responsive, and capable of resourcing the vision and goals

Tactical step six –

We will continue to create an inclusive workplace which respects and values, diversity, equality and inclusivity.

Bursary Scheme

- Aims to encourage underrepresented groups into the counselling and psychotherapy professions by providing financial support for training

- Pilot bursary scheme launched in Nov 2022

- 10 bursaries - Bursaries cover costs such as training, supervision, therapy, IT, books or travel, and do not have to be repaid.

- Entry bursaries - Up to £875 for course fee & Extra costs -up to £500

- Progression bursaries - from £2,000 - £9,000 for course fees, Personal therapy – up to £1,500, Supervision – up to £1,000 & Extra costs -up to £500

- Applications closed early due to overwhelming response and reaching the maximum of 100 applications.

- Another round of applications expected in Autumn 2023 after reviewing the pilot scheme.

- Our goal is to create a sustainable bursary model and expand the scheme to include all underrepresented groups in society, ensuring that all protected characteristics are included.

Mentoring scheme

- The lack of EDI awareness and development in training

- Trainees have expressed a strong desire for mentoring support, which has led to the launch of this initiative.

- The mentoring scheme aims to support trainees to progress and succeed in the training environment.

- A mentoring scheme was launched in September 2022

- 30 pairs of mentors and mentees were matched on information provided in application which included diversity information provided to take part in the scheme, which will run until August 2023.

- Next cohort applications will be open in the summer (date tbc)

- Our goal is to create a sustainable mentoring scheme

- Progress of pilot - In Jan 23, we reached the halfway point and interim evaluation conducted

Interim Feedback

"I have become a lot more confident at college and less ashamed about my struggles last year."

"Through discussions the mentee has more focus on goals and achievements as well as gaining more self-awareness."

"I have found in mentoring what I feel is lacking in my postgraduate course. I feel less isolated and more include I consider the implications in clinical practice with regards to the importance of feeling less excluded by having a more ethnically diverse team."

"We explored issues of difference and diversity in life and work, especially around race….She has been struggling with the academic aspect of her training due to dyslexia, and so I provided some support and encouragement around that…"

"My mentor has given me ideas on how to widen my network and supported me though times when I have been completely overwhelmed with all the things I have going on at once, usually Uni, motherhood and placement."

"Mentee is more reflective and accepting of his learning and his understanding of his heritage. The mentee feels heard in the mentoring session…"

Thank you

![bacp | counselling changes lives]

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Accredited Course and Services: Equality, Diversity and Inclusion Review

Update: 18th April 2023

Rebecca Kirkbride, Accreditation Lead
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www.bacp.co.uk

Course and Service accreditation EDI review

This important review is being carried out as part of the wider BACP EDI strategy.

The course and services EDI review is closely linked to strategic goal and tactical step 4 of the strategy:

4

Strategic goal four:

We will further develop confidence in and credibility of the profession by developing and upholding professional and ethical standards, informed by an evidence base

Tactical step four:

We will ensure EDI awareness and understanding are embedded into training and practice standards

Course and Service accreditation EDI review

What's happened so far:

Course accreditation EDI review

Dr Dwight Turner led a review of the course accreditation scheme through an EDI lens, meeting with students and staff and formulating a series of recommendations for change

We're currently looking at how to translate these recommendations into changes to the course accreditation criteria

We've embedded the recommendations into five key areas of course provision and delivery:

1: Staffing – recruitment, EDI training, support and retention.

2: Student – recruitment, selection, retainment, fees and bursaries.

3: Knowledge & Skills content – reading lists, content and materials, skills teaching, assessment, self-awareness development.

4: Placements – selection of placements, supervision.

5: Professional Issues – integrating EDI developments into structure and content, preparation for qualified practice & ongoing CPD.

Course and Service accreditation EDI review

Next Steps:

1. Having embedded the recommendations into five key areas of course provision and delivery, we'll be asking courses to complete a questionnaire capturing current good practice across these areas, as well as areas where further support is needed.

2. We'll continue to map EDI within current course accreditation criteria and will use the annual review system to support courses in embedding good EDI practice within their courses.

3. We'll be starting a review of the service accreditation scheme in summer '23 to support EDI development within accredited services.

4. We'll be developing resources, including webinars and networking opportunities, to support courses and services in embedding good EDI practice.

Thank you

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Accessibility to accreditation

Kevin Kirwan Lead Accreditation Assessor

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Context / Background

Barriers to Accreditation Member survey commissioned 2021.

The key themes identified

- The cost of the accreditation application process

- Simpler guidance for criteria

- Alternative ways of applying for those with a learning difference or disability

- Alternative formats of producing guidance – video, audio, workshops

- Quicker processing of applications

- Reciprocal agreements with other professional bodies

- Further communication with members about the benefits of accreditation

What has happened so far

Implementing alternative formats for submitting evidence - Audio application

Recruiting additional staff to enable the implementation of additional support for members – Support and Inclusion Officer, Assessors and Administration staff

Engaging with members via focus groups to further understand how the scheme can be more accessible – pilot of audio application

Commitment to quicker processing times – KPI of 12 weeks achieved

Online application – Online Portal

Cost – New sliding scale

Utilising expertise in creating accessible resources – Videos linked to criteria

Review all documentation and guidance resources –Independent audit

Next Steps

The ongoing embedding of current developments through 2023 - 2024.

Webinars and workshops reintroduced

Considering the possibility of reciprocal agreements with other professional bodies alongside the introduction of SCoPEd

New streamlined application

Note:
Current individual application scheme closing on 31st October 2023. New scheme launched February 2024

Thank you

Contact details
Kevin Kirwan
Lead Accreditation Assessor
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Third Sector

Workstream Update

Jeremy Bacon – Third Sector Lead

www.bacp.co.uk

1. *Establish supportive relationships with third sector BACP accredited services and organisational members*, to understand the needs of the third sector and inform the work of the Association.

2. *Collect and disseminate case studies, impact evidence and examples of best practice* and to decision makers and commissioners of third sector services, demonstrating the value that third sector counselling services bring to individuals and communities.

3. *Advocate on the behalf of the sector* to improve paid employment opportunities for our members.

4. Develop activity to support third sector organisations across the UK which employ therapists to work with a diverse range of clients, *reducing barriers to accessing therapy for under-represented communities, groups and individuals*

Third Sector Grant Scheme

❑ Grants awarded to 2 BACP organisational members

❑ Projects working in partnership with specialist community organisations

❑ Improving access to counselling for people from marginalised and racialised community backgrounds

Advocating for the Sector

❑ Organisational member e-bulletin

❑ Online event

❑ Roundtable meeting

❑ Expert Reference Group

To pay or not to pay: The role of paid and unpaid work in third sector counselling services.

In the context of calls to end post-qualification volunteering in the counselling professions, and BACP's commitment to campaign for more paid opportunities for qualified therapists, this session will provide insights and experience from a BACP-accredited counselling service that deploys a mix of paid and volunteer therapists, reflecting on the complexity of role and impact of volunteering in the delivery of community-based counselling services.

Toby Sweet, Chief Executive, Sunderland Counselling Service
Counselling in Communities event 3rd October 2022

0:15 / 30:02

jeremy.bacon@bacp.co.uk

Thank you

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Updates from the BACP Research Team

Dr Andrea Anastassiou

www.bacp.co.uk

Research Conference 2023

Every year BACP hosts its research conference, an event where researchers and practitioners come together to exchange ideas on important research findings that are relevant for counselling and psychotherapy practice.

2023 conference on "Global issues in counselling and psychotherapy research, policy and practice"

Hybrid conference co-hosted by Leeds Beckett University, in-person and online, 18-20 May 2023.

https://www.bacp.co.uk/events-and-resources/research/conference/

Good Research Practice Member Resources

Our online resources are designed to support students engage with research findings and begin undertaking their own research.

Our research recourses contain panel discussions, member interviews, presentations and written information covering different areas including:

- ✓ Critically appraising research
- ✓ Developing research methodology
- ✓ Presenting at conferences
- ✓ Research ethics
- ✓ Writing a research proposal
- ✓ Writing for publication

Students can access the research resources by visiting:
https://www.bacp.co.uk/events-and-resources/research/good-research-practice/

CPR and EBSCO database
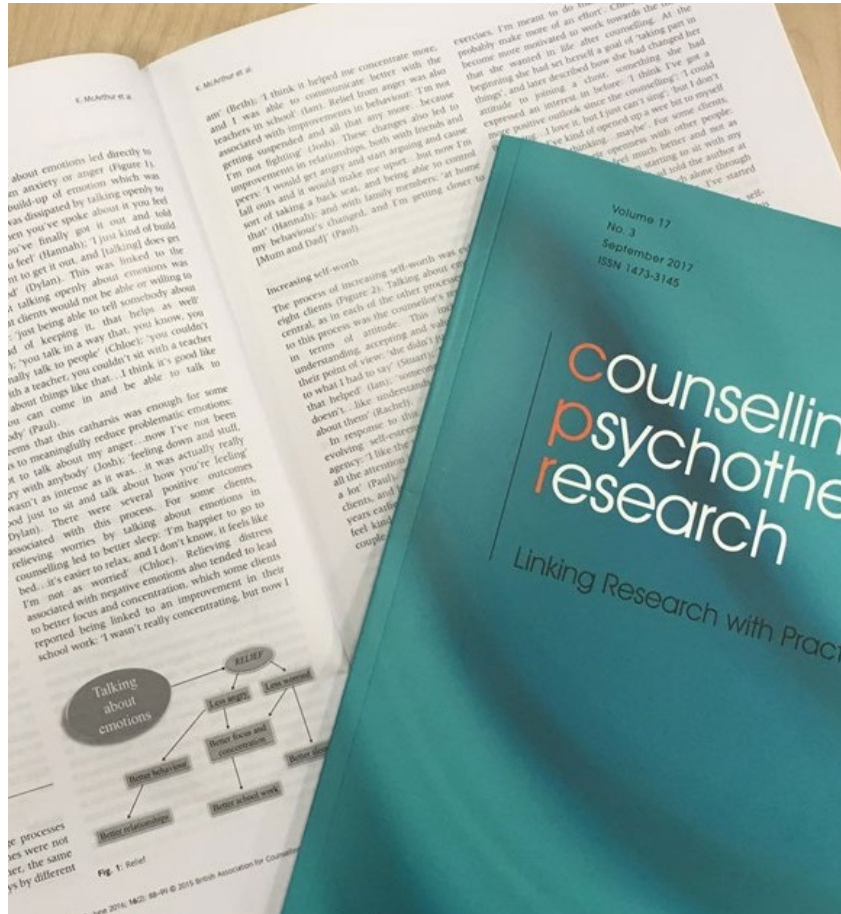
Do your students want to access some of the latest counselling and psychotherapy research for free?

BACP members have free access to the *Counselling and Psychotherapy Research* journal and the EBSCO database.

https://www.bacp.co.uk/bacp-journals/counselling-and-psychotherapy-research-journal/

https://www.bacp.co.uk/events-and-resources/research/ebsco/

Postgraduate Research (PGR) Forum

Are your students undertaking research as part of their masters, PhD or other postdoctoral degree in counselling and psychotherapy?

Our PGR Forum offers:

- ✓ **An online platform to discuss research interests, ideas and challenges**

- ✓ **Optional monthly online meetings for discussion and research presentations from forum members**

Students can join the PGR Forum by contacting us at research@bacp.co.uk

https://www.bacp.co.uk/events-and-resources/research/bacp-postgraduate-research-forum/

Research Noticeboard

Are your students looking to recruit participants for their research project?

BACP members, along with members of the Postgraduate Research Forum can advertise their call for participation on our Research Noticeboard.

https://www.bacp.co.uk/events-and-resources/research/research-noticeboard/

Contact us: research@bacp.co.uk

Ethical guidelines for research in the counselling professions

These guidelines are designed to encourage best practice in research, to help prevent misconduct, and assist researchers by providing general principles and standards for good practice in research by members of BACP.

https://www.bacp.co.uk/events-and-resources/research/publications/ethical-guidelines-for-research-in-the-counselling-professions/
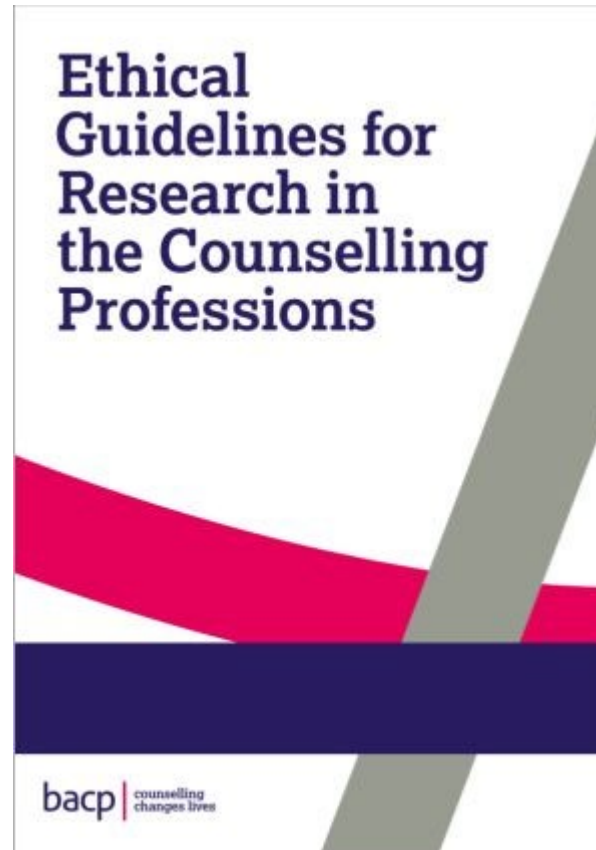
Student Dissertation Database

We are in the planning stages of developing a searchable online database that will include catalogue information (i.e. author name, title and abstract) of dissertations completed by students on accredited courses.

This will give students the opportunity to:

✓ Have their dissertations read by a wider audience.
✓ For those planning their dissertation, search for past topics to generate ideas and avoid duplication of common topics.
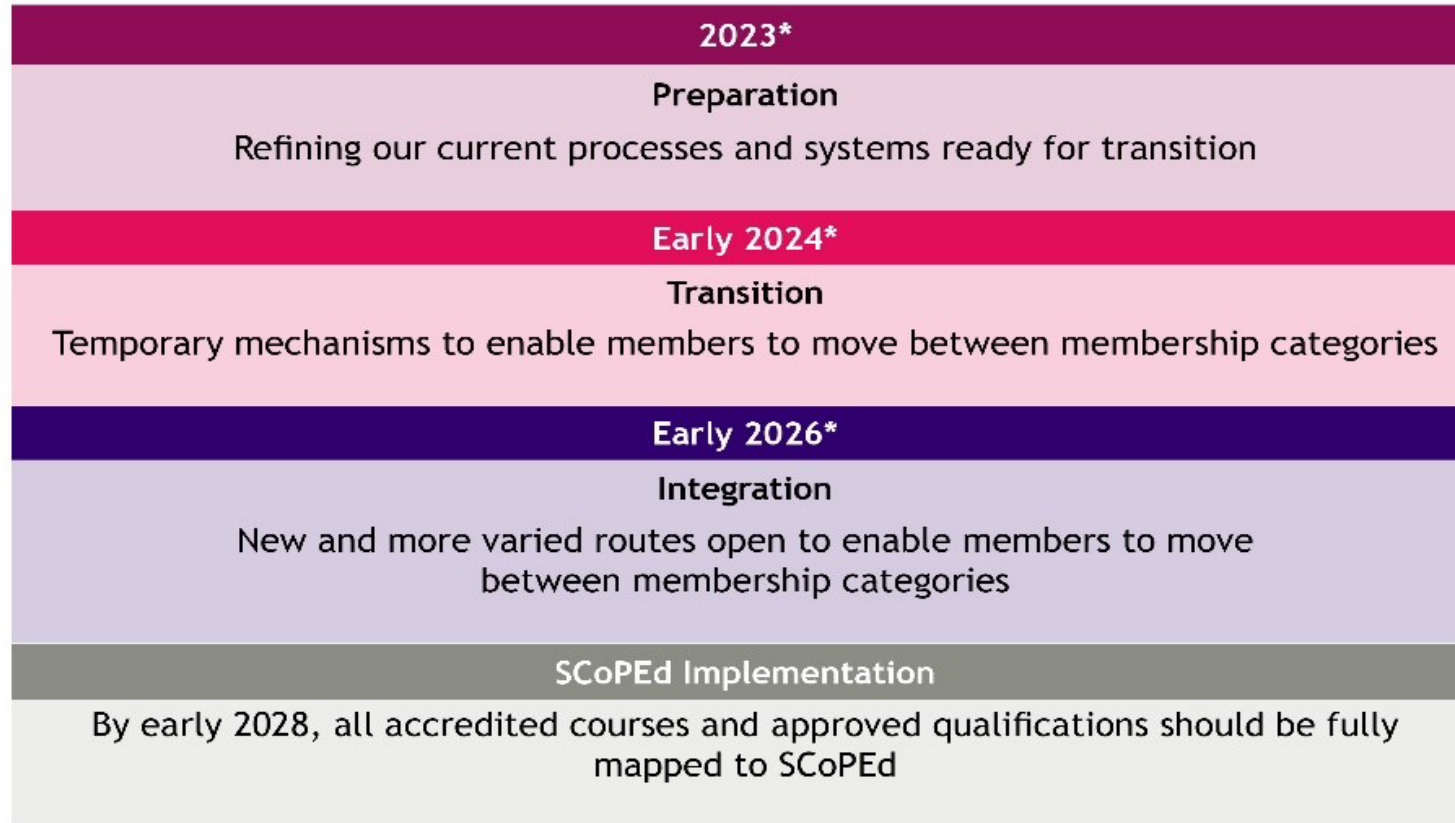
Thank you

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SCoPEd update

Tuesday 18th April 2023

Caroline Jesper
Caroline.jesper@bacp.co.uk

www.bacp.co.uk

BACP's SCoPEd implementation timeline

2023*

Preparation

Refining our current processes and systems ready for transition

Early 2024*

Transition

Temporary mechanisms to enable members to move between membership categories

Early 2026*

Integration

New and more varied routes open to enable members to move between membership categories

SCoPEd Implementation

By early 2028, all accredited courses and approved qualifications should be fully mapped to SCoPEd

*Estimated timescales and may vary as implementation period progresses

Preparation: February 2023 – early 2024

- Refining current processes and systems ready for the transition period

- New temporary mechanisms to enable movement between membership categories during the transition period

- Ready for members to view by September 2023

- 1st September 2023 – SCoPEd event to help answer any member questions

- Temporary of individual accreditation scheme by 12 noon Tuesday 31 October 2023 (for approx. 3 months)

- While this development and refinement is ongoing, we'll retain all other current membership processes

- Current senior accreditation scheme remains closed

Transition: early 2024- early 2026

New, temporary accreditation schemes to enable members to move from:

- Registered membership (A) - Accredited membership (B)
- Accredited membership (B) – New Senior accredited membership (C)
- Current Senior accredited membership (B) - New Senior accredited membership (C)

- Finalise new permanent accreditation routes and aligned membership entry requirements

- Members will be able to move membership categories via the new temporary mechanisms where they can evidence the skills, training, knowledge and experience to do so

- The details of these mechanisms will be shared with members by September 2023.

Integration: early 2026

- BACP membership category entry requirements will be fully aligned with SCoPEd columns A, B and C

- Additional and permanent accreditation schemes and routes, mapped to the SCoPEd standards and competences of columns B and C, will open, enabling members to move membership categories should they wish to

- Aiming to maximise opportunities for members to move through the SCoPEd framework (EDI strategy – Tactical step 4)

- New accreditation routes will reflect training, knowledge and experience gained through practice and CPD

- New specialist accreditation schemes aligned to BACP competence frameworks

Accredited services

- No significant changes as a result of SCoPEd

- Services may use the framework to determine the range of knowledge and skills needed for the services they provide

- This is likely to include a mix of column A, B and C practitioners - as is the case now (i.e. Registered, Accredited and Senior Accredited)

- Majority of competences sit in column A and so many services will find that most of their work can be accommodated by Registered members

Accredited courses

- **Courses will be given until early 2028 to fully align with the SCoPEd column B competences**

- **2023 - Initial survey for accredited courses to help us better understand what's needed**

- **2024- SCoPEd mapping exercise**

- **Early 2028 - Evidence of SCoPEd alignment**

- **Graduates from Accredited courses will benefit from a more streamlined accreditation application once they've acquired their 450 practice hours**

- **Possible new BACP endorsed top-up training pathways**

- **Possible direct entry training pathways**

New NHS training pathway pilot

- In 2021, NHS England announced the launch of a landmark three-year pilot programme to provide fully funded training for psychotherapeutic counselling within IAPT services (now NHS Talking Therapies for anxiety and depression)

- Three courses began in September 2022 delivering postgraduate level training in:

❖ Person-centred experiential counselling for depression (PCE-CfD) – Metanoia
❖ Dynamic interpersonal therapy (DIT) – University of Roehampton
❖ Couples therapy for depression (CTfD) – Tavistock

- Trainees are paid while they undertake the training, with placement hours carried out in their local NHS Talking Therapies (IAPT) service

- Training to be jointly accredited by five of the six the SCoPEd partners currently recognised in the NHS Talking Therapies manual (ACC, BPC, BACP, NCS, and UKCP)

- The course curriculum is aligned with column B of SCoPEd and the competences in the IAPT manual for each modality

- The SCoPEd partners are committed to contributing time, resources and experience to ensure that standards of education are met and to encourage further opportunities for funded training and expanded opportunities for qualified counsellors to work in NHS settings

- The joint accreditation of this pilot programme allows us to demonstrate the importance of the SCoPEd partnership in developing relationships with NHS decision-makers, promoting counselling and psychotherapy to the public and ensuring a choice of therapies in NHS services.

This initiative will meet our EDI commitments by:

- Improving the choice of therapies available in the NHS, challenging the dominance of medication and CBT treatment options

- Increasing accessibility into the counselling and psychotherapy profession, especially for those less able to self-fund training such as those coming from marginalised and disadvantaged groups

- Creating more pathways to funded training, if the pilot is successful

- Benefiting clients, the public and the profession by increasing accessibility to the counselling and psychotherapy workforce
- and to NHS services

Thank you

Caroline Jesper

Head of Professional Standards

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