



## **BAAT COUNCIL BUSINESS MEETING**

### **MINUTES**

**Saturday 4th December 2021**

**Council members.** Claire Louise Vaculik (Chair), Clare Boyd, Susan Carr, Sophia Cowx, Cliff Free, Dominik Havsteen-Franklin, Em Inman (Hon. Secretary), Mandy Leonard, Caryl Sibbett (Vice-Chair), Kristina Stamatiou (EDI Advisor), and Karen Fenna.

**BAAT officers in attendance.** Gary Fereday (Chief Executive)

#### **1. Apologies for absence and declaration of conflicts of interest.**

- a) Apologies: Viv Gibbons, Jude Smit.
- b) Conflict of interest: Chair asked if any Director had a potential conflict of interest for any of the matters to be discussed. None were declared.

#### **2. Approval of minutes of last meeting & matters arising**

- a) Minutes were previously approved via email.
- b) Matters arising from the minutes of the meeting on 16th October 2021.  
There were no matters arising.

#### **3. Chair's report –**

The Chair highlighted items from her report, circulated prior to the meeting. Since the decision made in October to appoint the successful company to deliver the website and re-branding project, much of the focus has been on supporting the team with this new workstream. The Chair has taken part in a 1:1 interview with the brand consultant and taken part in the user experience workshop. She also set up a telephone survey to collect members' views from across the UK and together with a team of other Council members, they made calls to over 50 BAAT members. These conversations led to a connection being made with the NHS Scotland Arts Therapies Strategy Group, which has been very helpful. The Chair has also liaised with other NHS colleagues, across the UK, who wanted to share good practice examples about how they had developed posts in their Trust

Last month, she met Aisling Brennan, Chair of the Irish Association of Creative Arts Therapists (IACAT) and they agreed that possible shared interests/ partnership work with ICAT would continue to be explored, as these opportunities arise.

The Chair also reported that the Attachment and the Arts Conference was very successful, with excellent feedback from members. Council discussed how the event could be shaped a little

differently in the coming year so members might be able to put forward ideas for presentations to showcase innovative practice from across the UK that BAAT may not otherwise be aware of.

Ongoing regular meetings and tasks include:

- Holding monthly Chair drop-in meetings for members
- Monthly "From the Chair" update for the eBulletin
- Attending Coalition for Diversity and Inclusion meetings.
- Attending HEE Education and Training network meetings

While the Chair has been responding to clinical membership enquiries, these will now be undertaken by a staff member again. The Chair was pleased to be able to have been able to support the staff team with this operational task over a period of change for the organisation.

**DECISION:** *Dominic Havsteen-Franklin will represent BAAT at relevant HEE meetings.*

#### **4. Vice-Chair's report –**

The Vice Chair shared details about some significant developments in Northern Ireland in her first report to Council. The Department of Education in NI has launched a tender for counselling services in all primary schools and applications are open to art therapists to. This is a very important step, resulting from effective links being made with other professionals across NI. She informed Council that the 'Array Collective' has just won the 2021 Turner Prize, highlighting that one of the core members is an Art Psychotherapist. In addition, there are on-going discussions between IACAT/BAAT NI about a collaboration to develop an all-Ireland creative arts therapies conference.

#### **5. Chief Executive Officer report –**

The CEO highlighted items from his report, which was circulated prior to the meeting.

##### **a) Operational plan 2021 progress –**

The CEO spoke to some of the main operational challenges that the organisation faces. Taking Council through the operational plan, the CEO highlighted some areas of concern that include:

- SIG's and RG's - There are a considerable number of SIGs and RG's, with some very active and others less so. Each has a small, allocated budget held centrally by BAAT and the groups rely on volunteers to co-ordinate activity. There isn't currently sufficient clarity about governance or processes and not all groups have coordinators in place. It would be helpful to develop a more sustainable model for SIGs and RG's organisation, so that co-ordinators are clearer about role, requirements, and BAAT procedures. This would also mean that their work can be better supported.
- Scotland, Wales and Northern Ireland - Structures set up for the nations differ within BAAT, with some currently seen as regional groups. This makes it more difficult to respond to consultations and issues that arise in the devolved nations and to support and promote art therapy there effectively. It will be important to reflect further on how BAAT can maintain a distinct national voice for each country and develop effective professional networks, while maintaining a consistent and coherent UK-wide presence.
- Staff team roles and roles and responsibilities continue to be developed. The appointment of an operational manager and events officer has been positive. A

communications officer will be advertised and appointed in the new year. Homeworking continues for team members who now all have BAAT laptops to improve communication, team-working and ensure GDPR compliance A clearer staffing structure and objective setting/appraisal process for all staff members will begin in the new year.

**b) Website/database project update –**

This is on-going and the CEO reflected on the scale of this project that is being undertaken. The new operational manager is project managing the website development. Branding workshops and user experience workshops are taking place . Branding concepts are being developed with reference to member views and values collated from the recent member survey and telephone interviews. Council will be required to sign off the branding concepts in the new year. The “go live” date for the new website and branding is currently proposed for Summer 2022. Ideas for a launch event from Council would be welcomed.

**c) All member survey and strategic plan consultation –**

This is ongoing. An all-member survey will take place December / January and results will be analysed in the new year. The findings will feed into the draft five-year strategic plan 2022 – 2027, which will go out for member consultation in the spring.

**d) IJAT update –**

IJAT continues to go from strength to strength with the IJAT Board working hard to raise the profile of the journal, the standards of publications, and the diversification of the journal networks. There have been new appointments, with Dr Zoe Moula joining IJAT as Deputy Editor, Trish Bedford as EDI Lead Associate Editor, Dr Sue Holttum as Research Reporting Standards Lead Associate Editor, and Dr Johanna Czamanski-Cohen as Strategic Development Lead Associate Editor. BAAT Council was delighted to welcome them all on to the IJAT team. They also sent congratulations on the increase in the number of articles downloaded this year, which is very impressive for a small publication.

The 2021 Prizes – The Prizegiving took place at the Attachment & the Arts conference in November: Shireen Malik - Early Career Researcher (ECR) Prize winner, Jessie Holder - New Practitioner (NP) Prize winner, Zuleika Gregory and Carolina Peral Jiménez – ECR runners up, Eleanor Polihronis – NP runner-up

**e) Finance; management accounts –**

The CEO presented the management accounts to Council. Costs have been controlled well and finances are looking healthy going into 2022. In Q3 there was a loss of £15k, however this was predicted as substantial income came earlier in the year. The item listed as significant income not received was for the Level 6 Diploma for Art Therapy with Children and Young People, as this course has not run in 2021 due to low take up. CPD events continues to be well attended.

The CEO noted that he is considering how to better present management accounts to Council in the future, as current approach could be improved to give better financial intelligence/ reporting.

**6. Draft Operational Plan and Budget for 2022 –**

The CEO took Council through the draft operational plan and laid out the 6 key priorities, which are to:

1. Consult members and then finalise the BAAT five-year strategic plan for 2022-2027;
2. Deliver the new website / database / forums platform;

3. Continue to improve operational capacity to enhance member experience;
4. Review feedback from all-member survey and review the membership offer;
5. Continue to improve operational / financial planning and associated risk management;
6. Consider how to shift resources to more public affairs / advocacy activity.

He highlighted some key points for Council to bear in mind, including:

- The Operational Plan assumes that CPD will continue to be delivered online for 2022;
- Briefings, guidance, and advice that supports members to maintain best clinical practice, and compliance with regulatory and legal requirements will need to be reviewed;
- Online publication of IJAT and Newsbriefing will need to be reviewed;
- Further work will be needed to identify how best to maintain distinct regional voices for Scotland, Wales and Northern Ireland, within a UK-wide framework;
- BAAT to develop a public affairs strategy;
- BAAT to continue to develop good partnerships and strategic alliances to better promote art therapy;
- Continue to deliver the new EDI strategy for members and for employees, following the adoption of the BAAT EDI policy and strategy earlier this year;
- On-going review is needed about how the Articles of Association are implemented in practice to ensure that all BAAT activity is undertaken in line with these;
- BAAT staffing roles and structure will need to be reviewed;
- Review and develop GDPR compliance across BAAT, following the expert audit and report recommendations;
- Consult the membership on the draft strategic plan,

The CEO then took Council through the draft revenue and expenditure budgets for 2022. He noted that BAAT's financial situation is stable, with some growth predicted for 2022. Income is expected to be up from £514,000 in 2020; he reminded Council that 2019 had been an untypical year, as income included the international conference held that year.

2019	£700,863
2020	£514,000
2021	£682,630 Predicted
2022	£700,058 Budgeted

Council considered the strategic plan and associated budget for 2022. The discussion explored the possibility of considering different business models for conferences, recording of conference material, the role of SIGs and RGs, consulting with membership around the strategic plan, and the need for a review of membership categories so the member offer is clearer.

The Chair commented on the amount of work that has gone into the development of the operational plan and thanked the CEO for his work on this.

**DECISION:** *Council voted unanimously to accept the draft operational plan for 2022, with minor amendments as discussed.*

**DECISION:** *Council voted unanimously to accept the 2022 budget.*

## 7. Draft Research Strategy –

Director of Research put forward a proposal for a BAAT research strategy. A discussion ensued around the research strategy and the operational priorities of the organisation. Council felt a further discussion was needed to consider this strategy and the timeframe for implementation, so that the organisation's resources could be allocated appropriately across the different strategic and operational priorities.

## 8. Feedback from –

**a) BAAT Council SIG Network Coordinator:** Three meetings are planned for next year, hosted online on 10th March 2022, 16th June 2022 and 15th September 2022 6-8pm. One meeting took place on the 25th November, which was very positive and well-attended. Actions included developing an agenda for the meetings and coordinating SIG events, so coordinators are aware of what each other are offering and whether there is scope for collaboration.

**b) BAAT Council Regional Network Coordinator: RG co-ordinator** to provide an update at next meeting.

**c) BAAT Country Representatives for Northern Ireland, Scotland and Wales:** Ideas for developing the work in Wales were discussed. It was noted that while there is a BAAT Professional Officer, there is currently no representation from Scotland on BAAT Council and reports about the work in Scotland have not been provided. The developments in Northern Ireland had been discussed earlier in meeting; the Vice-chair highlighted again the importance of supporting members with tender processes and noted that mapping art therapists across the regions could enable more collaboration and the development of new services..

**9. BAAT Council Working Groups (update on progress & delivery) -** to be discussed at next meeting.

## 10. Dates of next Council meetings

5th February 2022  
14th May 2022  
16th July 2022 (AGM)  
24th September 2022  
3rd December 2022

## 11. Any Other Business

An update about apprenticeships, the developments in this work, and possible HEE support for apprenticeship procurement will be discussed at next meeting.

Meeting closed.