



**BAAT Council meeting**  
12 - 1.30 pm, 15 May 2021  
Zoom (online)

**Present:**

**Council members.** Claire Louise Vaculik (Chair), Cliff Free, Dominik Havsteen-Franklin, Jude Smit, Karen Fenna, Liz Ashby, Mandy Leonard (co-opted Dual Experience representative), Simon Richardson (Hon. Secretary), Sophia Cowx, Kristina Stamatou (co-opted EDI representative).

**SIG Representatives.** Tasha D'Aguiar (Art Therapy, Race and Culture SIG) and Catherine Stevens (Self-Employed, Independent and Private Practice SIG).

**BAAT members in attendance.** Em Inman (shadowing Hon. Secretary and taking minutes)

**BAAT officers in attendance.** Gary Fereday (Chief Executive), Alex McDonald (Communications, Advertising and CPD Courses Manager),

**1. Apologies for absence and declarations of conflict of interest**

**1.1. Apologies.** Colin Sims, Susan Carr and Vivienne Gibbons.

**1.2. Conflict of Interest.** Chair asked if any Council member had a potential conflict of interest for any of the matters to be discussed. None were declared.

**2. Approval of the minutes for the meeting on 6th March 2021**

**2.1. Corrections of the draft minutes.**

Item 6.2. SIPP SIG representative queried the description of the discussion related to supervision guidelines and asked for the minutes to reflect that: 'the supervision guidelines were changed without consultation with the SIPP SIG. The SIG provided feedback to council but there has been no response to date.' This was agreed by Council.

**2.2. Matters arising from the minutes of the meeting on 6th March 2021.**

There were no matters arising.

**3. Chair's report - Claire Louise Vaculik**

The Chair highlighted items from her report, which was circulated prior to the meeting.

**3.1. BAAT strategy.** Work to develop a longer term strategic plan for BAAT has continued and priorities and areas of focus are starting to emerge. This is an important area for Council, as it will enable BAAT to plan ahead, to build relevant strategic links, to raise awareness of our work, and to be more responsive to our members. Members will be engaged and consulted as the plan develops.

**3.2. Equality, Diversity and Inclusion (EDI) policy group.** There is now a working group whose focus is to develop BAAT's EDI policy, which is a priority for art therapists. The group includes members from England, Scotland, Northern Ireland and Wales. The group has reviewed several EDI policies and to develop a first draft for a BAAT EDI policy. This draft will be reviewed by BAAT's HR advisors and following this will go out to consultation for BAAT members to share their views and ideas. The working group for our BAAT EDI Policy and Strategy is:

- *Kristina Stamatou, BAAT EDI Advisor*
- *Mandy Leonard, BAAT Dual Experience Advisor*
- *Mary Anne Ibe, BAAT Scotland Race and Culture Rep*
- *Paolo Plotegher, BAAT Scotland LGBTQ+ Rep*
- *Caryl Sibbett, BAAT Northern Ireland*
- *BAAT is awaiting confirmation of a representative from Wales.*

**3.3. BAAT Council nomination form update.** The Chair has reviewed the BAAT Council nomination form and made some adjustments to provide more of the information for prospective nominees and an outline of work that is done by Council. Also, to engage a wider and more diverse representation, so that Council truly reflects BAAT's membership and their priorities.

**3.4. BAAT Chair's drop-in sessions.** The Chair has held two monthly drop-in meetings for BAAT members, which led to some rich discussions about practice and about the guidance and resources that BAAT provides for members.

**3.5. Projects in progress.** The Chair has attended meetings of the Allied Health Professions Federation (AHPF) on workforce planning, the Health and Care Professions Council (HCPC) Education Forum, and the HCPC Equality, Diversity and Inclusion Forum.

In addition, the Chair has taken part in a Health Education England (HEE) project, which enabled BAAT to work in collaboration with a group of primary schools in Birmingham. This project aimed to raise awareness of art therapy and the work that art therapists do amongst school children, by deepening their understanding of the potential of metaphor, imagination and art-making for communication and wellbeing and linking this to teaching about literacy.

**3.6. AGM Planning.** BAAT's AGM will be taking place online on Saturday, 17 July 2021. Planning continues, as there are many variables that are unfortunately still changing day-by-day. There will be online proxy voting run by a specialist company, so all members can vote before or during the meeting.

An afternoon session will be offered on Zoom: *'Doing the Work: Understanding Trauma and the Impact of Racism and Disadvantage'*. The speakers are Judy Ryde, Corrina Eastwood and Mary Anne Ibe, followed by small groups art-making and discussion.

#### **4. Chief Executive Officer report - Gary Fereday**

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

##### **4.1. Key Activities.**

Our new Chief Executive is four months into the post, part-time (3 days per week). In this time he has focused on:

- Working with the Chair, and colleagues on Council to develop more long term strategic thinking
- review and develop systems of operational and financial planning, risk management and HR procedures
- meeting with SIG and RG co-ordinators to continue to build understanding of concerns to inform our work streams
- representing BAAT to key external stakeholders
- reviewing our wider policy and public affairs work

#### **4.2. Better understanding member demographics and views**

- Member survey is being planned for summer that could capture demographic data of membership
- service and activities do members value, feel could improve, and those they value less
- Better engaging and supporting the work of SIGs and RGs
- Terms of reference and coordinator role descriptions are being updated
- Engaging with colleagues in Scotland, Wales and Northern Ireland
- To ensure BAAT is not England / London-centric

#### **4.3. Website and member forums.**

- Identified budget for the new website and digital integration of database and administrative back office processes
- Specialist digital project manager has been appointed and started working to draft the technical specification and tender documents
- Short initial survey is going to smaller group of members — wider members engagement will follow in the process
- Tender will go out late June / July with successful company hopefully starting September 2021
- Significant project — completion date, spring 2022
- Members forum will be brought into the main website with a single point of access for all member services

#### **4.4 External relations and public affairs**

The Chief Executive has had meetings with

- The Chief Allied Health Professional Officers for England, Northern Ireland and Scotland
  - *Including raising issue of art therapy in school*
- Psychological Professions Workforce Stakeholder Group
  - *Art therapy now engaging with wider psychological professions*
- The Deputy Chief Allied Health Professions Officer for England, (Health Education England)
  - *looking at workforce planning in NHS*
- Allied Health Profession Federation (AHPF)
- Colleagues in partner professional organisations for music and drama therapy
- BAAT Northern Ireland, to support the response to the 10 year mental health strategy consultation for Northern Ireland
- Working with Scottish Officer to map Scottish parliamentarians interest in the arts and mental health to start more focused public affairs work in Scotland
- Wales Art Therapies Advisory Forum - thinking about how we more effectively represent art therapy in Wales

The Chief Executive also led the joint (art, music and drama therapy) response to the consultation around funding cuts to creative arts university courses and responded to the George Floyd murder trial with clear statement about our intend around equality, diversity and inclusion. The CEO thanked our EDI lead, Kristina Stamatiou for support in developing the response to George Floyd Murder trial outcome.

#### **4.5. Equality diversity and inclusion policies**

- The Chief Executive referred to the work already outlined by the Chair and added that a review of staff recruitment and HR practices was also underway
- The Chief Executive pointed out that the 'all member survey' will be a useful starting point to gain some data on the diversity of the profession.

#### **4.6. Strategic, business and financial planning**

The Chief Executive outlined how he is

- Working with Council to identify longer-term strategic planning
- Developing an operational plan that is now being finalised
- Introducing clearer financial planning, inc. annual budget setting with quarterly reviews
- Developing a organisational risk register to ensure we manage and mitigate risk
- Engaging a GDPR consultant to review data handling and confidentiality to ensure that BAAT is compliant with relevant legislation.
- Reviewing HR policies and procedures, and introducing new HR online platform to support our HR function

#### **4.7. Financial**

The Chief Executive provided an overview of the reviewed the current budget for 2021:

Total Revenue	£750,018
Total Expenditure	£724,888
Projected Surplus for year	£25,130

Draft 1st quarter 2021 profit and loss

Turnover	£246,378
Costs	£139,620
Profit	£106,758

BAAT is broadly on target with its budget – the considerable profit in the first quarter 2021 is as expected and would not repeated each quarter given the phasing of income and expenditure. BAATs reserves currently stand at £150,000 which are about the right level for organisation of its size to help manage risk and allow for any additional spends and contingency planning.

The CEO is working with BAAT's Finance Manager to produce the budget for 2022 to ensure financial planning and management is improved.

#### **4.8. The discussion following the CEO's report raised the following points:**

- *Developing BAAT engagement with Scotland*
- *Links with AHP/NHS workforce, other Arts Therapies professional bodies*
- *Campaigning/Lobbying*

- *Creating links with other psychotherapy and counselling bodies such as the British Association of Counselling and Psychotherapy (BACP)*
- *Exclusion of Arts Therapists in schools in Scotland policies and general discussion around art therapists working in education*
- *Long term planning for the profession and its links with AHPs/NHS/Education*
- *Potential for BAAT's documentation to be in both languages for Wales*

## 5. Feedback from Special Interest Groups, Regional Groups and Countries

### 5.1. BAAT Council SIG Coordinator - Liz Ashby.

Liz discussed her report on the BAAT special interest groups. BAAT currently has 17 SIG's, 2 are inactive and the Homelessness SIG is currently dormant.

Liz has hosted 2 meetings with SIG co-ordinators, one in January and one in April.

She noted that there is a move towards having 2+ coordinators for each SIG, as it is a role that requires commitment and organisation. There is currently lots of positive engagement in many SIG's.

Representatives from the following SIGs were present:

- **Self Employed, Independent and Private Practice (SIPP).** SIG representative asked if SIG coordinators will be asked to provide an annual report for the upcoming AGM. The Chair responded this is very much desired and BAAT will be sending a report template to coordinators.
- **Dual Experience (DE).** A verbal update was given.
- **Art Therapy, Race and Culture (ARC).** ARC Coordinators would like to meet with the CEO, as they have some ideas about and questions about funding of SIG groups and SIG events. ARC has good connection with many well-known artists, who have run successful CPD events for the SIG. These have been very popular and ARC is now selling tickets for their events. They wonder if this creates issues around equality and who can attend though and as a SIG they struggle with this deeply. The group wondered if some of these events and possibly other events about their specialist area of interest might be run by BAAT, as part of the formal CPD programme, which would ensure that the speakers could be paid for their contribution.

In reflecting on feedback from members and the information shared at the meeting, the Chair noted that there are many interesting events going on in SIG's and that these groups provide such a rich resource for BAAT members. The CEO reflected that there is an extraordinary amount of experience and knowledge in SIG/RG's, but with so many it is difficult to capture and understand their concerns in a coherent way, and asked if it would be possible to develop a means for current issues, data, and the work being done by these groups in these networks to be shared with him.

### 5.2. BAAT Council Regional Network Coordinator - Karen Fenna.

Karen discussed some of the point in her report, highlighting the number of regions across the UK and noting that some are active and others less active. She has held a series of meetings to further identify strengths and challenges of regional coordination and spoke about the value of defining the regional coordinator role more clearly and providing updated guidelines from BAAT. She also shared some of the issues and frustrations that have been raised.

Council members asked if a regional group might access another region's events, or set up shared events. There was also discussion about the shared calendar for BAAT Regional and Special Interest Group activity - the CEO confirmed this would be addressed in the upgrade of the new website.

### **5.3. Scotland.**

No report had been submitted.

### **5.4. Wales.**

Regions have all been relatively quiet. It was noted that members would really value having leaflets and information provided in the Welsh language. This is a priority as it is required by the Welsh government.

### **5.5. Northern Ireland.**

No report had been submitted.

### **6. Educators group.**

No report had been submitted.

The Chair reported that no meeting had taken place since the last Council meeting. This would be scheduled after the summer term's assessments and exams were all completed.

### **7. BAAT Council working groups.**

No reports had been submitted for discussion.

### **8. BAAT Equality, Diversity and Inclusion (EDI) - Claire Louise Vaculik and Kristina Stamatiou.**

Kristina reported that she had attended the first Coalition for Diversity and Inclusion meeting, which is developing a toolkit to support the teaching of EDI on psychotherapy/ counselling trainings.

The BAAT EDI Working Group is currently developing a draft EDI policy and strategy for BAAT, which will then go out to consultation with members. As mentioned previously, the group includes members from all of the four nations.

### **9. IJAT Inscape - Alex McDonald**

Alex highlighted items from the IJAT report, which was circulated prior to the meeting. She reported some of the many successes since the last meeting. Downloads of articles have increased again; this year appears to be well over 25% annual growth that has been reported over each of the past 3 years. Alex noted that there is enough copy accepted or planned for issues for the coming year, with the current accept rate at 45%.

The IJAT prizes were popular this year and the winning and runner-up papers will announcement at the Attachment & the Arts conference in November and published in time for this.

An advert will go out for any IJAT Board vacancies in June 2021, including a new role for a Trainee Advisor to work alongside the New Practitioner Advisor. There is also a new IJAT EDI Advisor and Guest Co-Editor for Special Issue on Intersectionality, Corrina Eastwood. She will be working with EiC and holding focus groups with BAAT members to work towards diversifying IJAT reviewer network.

Looking ahead, there are several upcoming special issues planned:

**2021: *Co-Production in Art Therapy Practice*** (Edited by Neil Springham and Ioanna Xenophontes and due to be published as a double issue in May/June 2021)

**2022: *Trauma-informed Approaches to Art Therapy with Children & Young People*** (Edited by Karen Treisman, Meagan Corrado & Alex McDonald with deadline of September 2021)

**2023: *Examinations of Anti-oppressive Art Therapy: Intersectionality, Anti-colonialism, and Cultural Humility*** (BAAT: EiC + Corrina Eastwood, Dwight Turner, Patrick Vernon; CATA: EiC + Megan Kanarehtenha:wi Whyte; AATA: EiC's + Louvenia Jackson. The call for papers is being published in May/June 2021)

The Chair noted the success of the journal and how much it has developed over recent years. She reported that Alex McDonald has been confirmed as Editor-in Chief of IJAT for a further 3-year period. Susan Carr will be stepping down to focus on her own research work. She thanked them both for all of their hard work on behalf of members. The CEO also thanked Alex for her commitment to the journal.

It was agreed that the IJAT report will be moved on the agenda, so that it follows the CEOs report for future meetings.

#### **10. Dates of the next Council meetings.**

17 July 2021 (AGM)

18 September 2021 (TBC)

4 December 2021 (TBC)

#### **11. Any Other Business**

No other business items were requested. The Chair thanked everyone for attending and for their contributions to the meeting today.





## **Elected Council members and the CEO**

2 - 4.30 pm, 15 May 2021  
Zoom (online)

### **Draft minutes**

#### **12. Approval of Accounts**

##### **12.1. CEO report.**

The CEO explained some of the details of the accounts for the Elected Council members, who have responsibility as Directors of BAAT to promote the success of the organisation.

Some key points included:

- Income in 2020 was down from 2019, due to the Covid-19 situation, as many courses had to be cancelled
- The 'other operating income' listed on report is the income provided by the government's support to furlough staff, due to the global pandemic
- As an organization, BAAT has a more comfortable level of reserves at this time
- Income from membership subscriptions is increasing, which is positive for the profession, however individual membership fees have not increased since 2016 – this needs review.

##### **12.2. Approval of the 2020 accounts.**

The CEO recommended that Council approve the 2020 accounts. Elected Council members voted unanimously to approve them.

##### **12.3. 2021 Budget.**

The CEO reported that Council will receive a budget forecast going forward and gave an overview of the 2021 budget. A discussion ensued about the profitability of CPD courses and the delivery of training post-pandemic.

#### **13. BAAT Strategy development**

The CEO discussed the ongoing development of BAAT's strategic and operational planning. An away day in June for elected Council members and the CEO will help to inform the development. He had identified some priorities for 2021:

1. to agree longer term strategic aims and priorities for BAAT
2. improve operational and financial planning and associated risk management
3. start process of delivery of a new website for completion spring 2022
4. conduct all member survey to start improving member engagement
5. consider how we shift resources to more public affairs type activity to promote our art therapy profession

#### **14. Operational plan and risk register development**

The CEO gave an initial outline draft of the plan, so that he could get feedback from Council about this. He explained how he would like to present a draft budget and a draft operational plan for 2022, prior to the start of the year. He spoke about BAAT's vision, mission and strategic aims and how to develop these and reported that once its strategy is in hand, the operational plan will be developed further.

CEO was in process of appointing a specialist consultant to support BAAT with advice on how to manage GDPR and provide recommendations for how to operate within a legal framework.

**ACTION:** The CEO invited Council members to review the draft operational plan and provide feedback to him by email **by 31 May 2021**. Gary will collate thoughts and comments for discussion at a future Council meeting.

## **15. BAAT website development**

The CEO introduced Nadja Stanglauer to the meeting to give an update on the development of new BAAT website. She explained that she is half way through the draft tender document, on track for completion mid-end June. This will be followed by a bidding process and appointment of developer.

Nadja has set up a survey, which has been shared with Council and SIG Coordinators. Wider engagement of members will take place as the website is developed. The Chair asked for Council members to complete the survey.

Nadja has also met with some stakeholders in the last few weeks, in order to explore need and function, design and end-to-end processes. She has been looking at how members register, the database, potential automation of bookings and payments. Automation will create seamless functionality and reduce time it takes for both members and BAAT staff to do these procedures.

The CEO explained that the forums will be redesigned, as there is wide acceptance that they are not functional in their current form. There was a discussion related to what has worked in the past and it was noted that a resource area for Members would be possible.

Council members then discussed the project, highlighting some additional points for consideration

- It would be helpful to differentiate between levels of membership automatically, so that it is clearer the benefits that are available for each.
- The search function should be improved across the website, so that content is easier for members to access. It needs to be intuitive, emotionally intuitive, people are 'fed up with faff'.
- The website might provide a means to link in with other organisations / areas of interest for art therapists.
- It would be helpful for CPD certificates to be automated and available electronically, so that they can be downloaded and printed if needed.
- Branding may need to be reviewed, as it is a little old fashioned now.
- It may also be helpful further down the line to engage external stakeholders and understand end user thoughts about BAAT, so that we understand more clearly what the public think of art therapy and art therapists and can use this to inform the content that we provide.

## **16. Any Other Business.**

**16.1.** Cliff Free gave a vote of thanks to Simon Richardson, for his long service as Honorary Secretary since 2011. Claire Louise seconded the thanks to Simon. Simon wished BAAT Council continuing success in its work in the future.

**16.2.** Karen Fenna asked about Zoom subscriptions, as she wondered if there is a way for BAAT to support the Regions and SIGs with a central Zoom account rather than individual subscriptions for each group.

**16.3.** Liz Ashby asked why SIG coordinators are invited to attend council meetings, but Regional Group coordinators do not. Claire Louise noted that this appears to be an anomaly, as this is not set out in BAAT's Articles of Association. Meetings will be considered as part of BAAT's review of practice and strategic plan for future work, to ensure that the organization is working effectively and efficiently.