

**BAAT Council meeting**  
**12 - 4.30 pm, 6 March 2021**  
**Zoom (online)**  
**Approved minutes**

## **Present**

**Council members.** Claire Louise Vaculik (Chair), Cliff Free, Dominik Havsteen-Franklin, Jude Smit, Karen Fenna, Liz Ashby, Mandy Leonard (co-opted), Nikki Linfield, Simon Richardson (Hon. Secretary), Sophia Cowx, Susan Carr, Vivienne Gibbons.

**SIG Representatives.** Anne Stegmann (Museums and Galleries), Annika Cox (Art Therapy, Race and Culture), Catherine Stevens and Julie Watson (Self-Employed, Independent and Private Practice).

**BAAT members in attendance.** Em Inman (shadowing Hon. Secretary), Tim Wright (*ex-officio* Chair)

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

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

**1.1. Apologies.** Colin Sims.

**1.2. Conflict of Interest.** Claire Louise Vaculik 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 5 December 2020**

**Corrections of the draft minutes.** The heading for point 6.1 was amended from 'Attachment for the Arts conference' to the correct title 'Attachment and the Arts conference'.

**Action:** Council approved the minutes as an accurate record of the meeting.

## **3. Matters arising from the minutes of the meeting on 5 December 2020**

**3.1. BAAT CEO post** (point 3.4). Claire Louise Vaculik welcomed Gary Fereday to his first Council meeting as BAAT CEO. Gary had started in post in the first week of January.

**3.2. Dual Experience group** (point 3.5). The group has now held a relaunch meeting and Mandy Leonard would be giving a full update later under the SIGs section.

## **4. Chair's report - Claire Louise Vaculik**

Claire Louise highlighted items from her report, which was circulated prior to the meeting.

**4.1. Engaging with BAAT members.** Two online drop-in meetings have been held so far this year. They enable the Chair to connect with members and learn about the interests, needs and concerns people have at present. Claire Louise regularly responds to member inquiries and issues by e-mail and phone too, supporting the team in BAAT office.

**4.2. Engaging with BAAT groups.** Claire Louise attended BAAT Scotland's Council meeting in February. She has had two meetings with the Educators to consider practice placements and look at how courses are adapting to the Covid-19 situation. She attended the networks meetings for the SIGs co-ordinators and the Regional Groups co-ordinators and met with the new associate editors at the IJAT Inscape Editorial Board meeting.

**4.3. Engaging with BAAT staff.** Gary Fereday, the new CEO, started in post on 4 January and Claire Louise has been supporting and working with him as part of a planned induction. She had held some of the CEO responsibilities since September (when the previous CEO stepped down) and has been handing them over to Gary as part of his induction.

**4.4. HCPC, Partners and Stakeholders.** Claire Louise has liaised with the HCPC around a number of issues of concern to BAAT members, along with attending its Education Forum and Equality, Diversity and Inclusion Forum meetings. She is in regular contact with the Chairs and CEOs of the other arts therapies associations and represents BAAT at Health Education England and the Allied Health Professions meetings.

**4.5. Projects in progress.** Claire Louise attended a workshop at the Coalition for Diversity and Inclusion on barriers to inclusion in counselling and psychotherapy training, which will inform some of the work BAAT does to develop its Equality, Diversion and Inclusion policies and guidance. Di Waller and Claire Louise are recording a presentation on BAAT and its work which will then be distributed to members via SIGs.

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

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

**5.1. BAAT induction.** Gary gave a brief outline of his background, having worked in the psychological therapies sector for nearly 15 years. He now works 3 days per week with BAAT and outside this with other mental health organisations. He is working with the Chair, former CEO, and BAAT office staff and being inducted into the key aspects of his role. He has also met with SIG and Regional Group co-ordinators and with BAAT members in Scotland.

**5.2. Meetings with key stakeholders.** Gary has met with a number of key external partner organisations (some of whom he already had contact with through previous roles) including the Chief Allied Health Professions Officers, the Psychological Professions Network, Public Health England, the Allied Health Professions Federation, along with colleagues in the other arts therapies associations and the arts in health sector.

**5.3. Initial impressions of BAAT.** The association has a clear identity as the only art therapy body in the UK, membership numbers are healthy, it offers a good range of products and services for its members (with lots of take-up) such as the short courses and its publications, it has a clear presence on social media, along with good member engagement via the SIGs and Regional Groups and the regular online drop-in meetings with the Chair.

**5.4. Challenges identified.** BAAT is a small organisation with a part-time staff team, growth has been organic (often as a need to react to external events and financial pressures) and without a clear strategic direction. Better business planning and risk management processes are required. There needs to be more focus on externally facing, public affairs activity to promote the profession. BAAT's website and forums are not delivering for members and should be replaced, while better use could be made of the communication and data coming back from the SIGs, Regional and other member groups.

**5.5. New CEO: early priorities.** Gary identified five key areas which he wants to prioritise in his work for BAAT over the next twelve months:

- 1. Member demographics and views.** Conduct a survey of members to find out what services and activities they value and what improvements they want to see; better engage and support the work of SIGs and Regional groups; understand the key issues for colleagues in Northern Ireland, Scotland and Wales.
- 2. Improve the website and member forums.** This is a major project that could take a year to complete but will result in the website, forums, library and other services combined into a new site with a single log-in. It will include an external facing aspect to promote art therapy to commissioners, policy makers and the public.
- 3. Improve external relations and public affairs.** Build links with other psychological therapy professions; ensure BAAT understands and represents art therapy across the four nations in the UK; develop parliamentary allies and partners across the mental health sector; articulate a clear evidence base for the effectiveness of art therapy.
- 4. Develop Equality, Diversity and Inclusion (EDI) policies.** Produce a clear statement and policy on EDI and ensure it is fully implemented; undertake an all member survey to gain data on the diversity of the profession.
- 5. Improve strategic, business and financial planning.** Develop a strategic plan to help set long term priorities; create an operational plan, risk register and clearer financial planning; review HR policies and procedures; review governance, organisational structure and decision making.

## **6. Feedback from SIGs, Regional Groups and Countries**

**6.1. BAAT Council SIG Network Co-ordinator - Liz Ashby.** Liz met with the CEO in January to give him an introduction to the work of the SIGs and the current issues she is working on. This includes setting up a shared BAAT calendar to avoid SIGs meeting clashes and holding the SIG co-ordinators meetings on a separate day to Council meetings (up to now they have been held prior to Council's meeting). The next joint SIGs meeting will be in April. Liz proposed that she, Karen Fenna (Regional Group Network Co-ordinator), the CEO and Chair meet to discuss how resources might be pooled in setting up meetings and encouraging partnership working between different SIGs and the Regional Groups.

**6.2. SIG Co-ordinators updates.** Representatives from the following groups were present and gave updates on the work their SIG had been doing.

**Self Employed, Independent and Private Practice (SIPP).** Catherine Stevens thanked the Chair for the Council minutes and draft Touch Policy having been sent out in advance of the meeting. SIPP SIG members wanted to know what the deadline was for submitting proposals

to the AGM. Claire Louise explained that BAAT is looking at options for holding the AGM in July (after the Covid-19 restrictions are due to be lifted) so there can be a blend of in-person / online attendance. Once the AGM date is finalised, members will be notified of the deadline for submitting proposals and nominations for Council. Catherine added that SIG members are still awaiting the revised Supervision guidelines to review and provide feed back on. Claire Louise clarified that the guidelines are still being reviewed by Council at present but will be circulated to the SIG once they are ready.

**Museums and Galleries (MAG).** Anne Stegmann reported that the MAG SIG is next due to meet on 13 March, so there were no new updates since the last Council meeting. Minutes of the upcoming meeting will be circulated to all SIG members. Claire Louise asked for a copy to be forwarded to Council.

**Dual Experience (DE).** Mandy Leonard reported that the DE SIG had its relaunch meeting in February and, so far, 50 people have signed up to be members. Co-production is one of the issues the SIG wants to focus on, along with developing the service user perspective in BAAT and as part of evolving art therapy theory and practice.

**6.3. BAAT Council Regional Group Network Co-ordinator - Karen Fenna.** A review of the 21 regions is currently underway to find out which groups are active and who is involved in and attending the meetings. Karen met with the Chair and CEO in January and will be polling the regional groups to agree a date for the next co-ordinators meeting in April. She noted that regional groups tend to have a steady turnover of co-ordinators so that contact information can quickly become out-of-date. Co-ordinators have asked for greater clarity on how money is allocated to groups and what kind of member resources it can be spent on. There have also been requests for training on how to use the Forums (so as to be able to assist members to access them) and updates to the 'Find a Therapist' function on the BAAT website. Feedback from regional group members is that they would like more of the in-person training courses held at venues outside London. Following Karen's report there was a discussion on ways that BAAT might better support the regional groups.

**6.4. Scotland.** Gary Fereday highlighted points from the report Tracey O'Neill, the BAAT Scotland Officer, had submitted. She works 2 days per month for BAAT and Gary had met with her to discuss how to optimise this time. Tracey is currently working to identify which members of the Scottish parliament might be allies for art therapy in Scotland. There is an issue at present around art therapy not being included as one of the options available to children needing counselling. Tracey is also working to map all the art therapy activity in Scotland to find out where art therapists are located, where they are working, and which sectors are supportive of art therapy. Karen Fenna offered to talk with Tracey about this as she used to work in Scotland and has a number of useful contacts.

**6.5. Wales.** Karen Fenna gave an update on activity in Region 7 (Wales). The regional group has been dormant as both co-ordinators have been on maternity leave and lockdown has meant in-person meetings were not possible. However, the Wales Arts Therapies Advisory Forum (WATAF) has continued to meet and proved useful in facilitating partnership working between the different arts therapies; it also has regular contact with the Welsh government. There is a similar situation to Scotland around art therapists not being included in the counselling options offered in schools which WATAF is helping to resolve. A continuing issue for Region 7 is the country's geography and though group meetings have been alternating between the north and south, consideration is being given as to whether the region should

divide into two. There are considerable challenges facing art therapy in Wales with regional variations in health provision, more jobs in the Third Sector than the NHS, and a lack of jobs overall. WATAF is currently doing a mapping exercise (similar to the one BAAT is doing in Scotland) and is working to strengthen its links with the Welsh government.

**6.6. Northern Ireland.** Colin Sims had sent his apologies but had submitted Eileen McCourt's report of the BAAT Northern Ireland AGM, held on 27 February, which had an overview of activity over the last year. The regional group, co-ordinated by Heather Pollock and Brian Wallace, provided monthly peer support meetings on Zoom (including time for art making) and hosted a weekly writing group between December and February. Heather and Brian have held monthly online meetings with BAAT's Chair to report on issues art therapists in Northern Ireland are facing. They also attend the Allied Health Professions Northern Ireland monthly meetings and are contributing to the Northern Ireland Mental Health Strategy for 2021 - 2031. A CPD workshop on Research and Writing Techniques (provided by Helen Jury, an associate editor for IJAT Inscape) was held in December. The AGM heard presentations from Dr Caryl Sibbett and Professor Siobhan O'Neill and there was a discussion on the future role of BAAT Northern Ireland and how it can be developed.

## **7. Feedback from the Educators group - Claire Louise Vaculik.**

The Chair attended both the Educators group meetings that have been held since the last Council meeting. Educators are now working on a curriculum review, which is periodically requested by the Health and Care Professions Council. Current curriculum content allows for a range of approaches in training courses and the review will enable Educators and other stakeholders in the profession to see what is working well. Karen Fenna asked which groups within the profession would be having input into this process? Claire Louise was keen for the SIGs (particularly the Dual Experience group) to be involved. The review is still in its early stages but the Chair will be regularly attending Educators meetings and will keep Council updated on progress. Susan Carr suggested some kind of mapping exercise on the current course content of trainings might be useful as part of this process.

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

**8.1. Co-opt Kristina Stamatiou on to Council.** Following the discussion at the last meeting the Chair had contacted Kristina (joint Co-ordinator of the Art Therapy, Race and Culture SIG) about being co-opted on to Council to work on the development of BAAT's EDI policy and statement. Kristina was interested in doing this so Claire Louise was now asking Council to vote on formally approving this.

**Action:** Council members voted unanimously to co-opt Kristina on to Council.

**8.2. Coalition for Diversity and Inclusion.** BAAT has joined this coalition which is chaired by the Place2Be and aims to address the ethnic and gender disparity in the therapeutic sector.

## **9. IJAT Inscape - Alex McDonald and Susan Carr**

Alex and Susan highlighted items from their report, which was circulated prior to the meeting.

**9.1. IJAT Inscape profile.** There has been a continued increase in article downloads, with

the year-to-date figures 26 per cent higher for 2020 than 2019. IJAT Inscape was notified by Web of Science at the end of December that its application for inclusion in the Emerging Sources Citation Index (ESCI) had been successful.

**9.2. Editorial team.** Five new Associate Editors and an Early Career Researcher editor have been recruited to the editorial board. The recently appointed BAAT Marketing and Events Junior Officer will be involved in supporting the editorial team.

**9.3. IJAT Prizes.** Submissions for the Art Therapy New Practitioner and Early Career Researcher 2020 - 2022 prizes have now closed. The editorial team has begun work on the reviewing process, with the winners to be announced in due course.

**9.4. Publication and distribution.** From 2022 the page budget will increase by 38 pages to 228 pages per year. This will allow for publication of one additional paper per issue. Plastic packaging will no longer be used for mailing out issues to make them more eco-friendly.

**9.5. IJAT Inscape special issues.** The next special issue 'Co-production in Art Therapy Practice, Research and Publication', edited by Neil Springham and Ioanna Xenophonotes will be published as a double issue in May or June. A call for papers for the 2022 special issue 'Trauma-informed Approaches to Art Therapy with Children and Young People' has been published.

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

15 May 2021 (AGM)

17 July 2021

18 September 2021

4 December 2021

## **11. Any Other Business**

**11.1. Proposal for a new SIG.** Val Huet (BAAT Director of Research and Development) had submitted a proposal for an 'Art Therapy with Staff, Teams and Organisations' SIG. This would be for art therapists providing support for employees experiencing issues related to workplace stress. The Chair suggested it would be useful to develop a clear pathway for making proposals for new SIGs. Simon Richardson felt this should include a clear process for winding up SIGs too so there is a record of why they were ended. He cited the case of the Art Therapy and Homelessness SIG where the co-ordinators had stopped working in the sector and no-one came forward to take over. This reflected issues in the homelessness sector (where there are currently no art therapy posts) rather than a lack of interest in the issue. The Chair then asked Council to vote on the application.

**Action:** Council members voted unanimously to approve setting up the new SIG.

**11.2. Shadowing Hon. Secretary role.** Simon introduced Em Inman to Council. She has been shadowing the minute taking and will be standing for the Hon. Secretary post at the AGM.

**11.3. Vote of thanks to BAAT office team.** The Chair asked for a formal record of Council's thanks to BAAT staff for all their hard work for the association to be added to the minutes.