

**BAAT Council meeting**  
**12 - 4.30 pm, 5 December 2020**  
**Zoom (online)**  
**Approved minutes**

**Present**

**Council members.** Claire Louise Vaculik (Chair), Dominik Havsteen-Franklin, Jude Smit, Karen Fenna, Liz Ashby, Mandy Leonard (co-opted), Simon Richardson (Hon. Secretary), Susan Carr.

**SIG Representatives.** Anne Stegmann (Museums and Galleries), Catherine Stevens and Julie Watson (Self-Employed, Independent and Private Practice), Kristina Stamatiou, Tasha D'Aguiar and Shan Rixon (Art Therapy, Race and Culture).

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

**BAAT officers in attendance.** Alex McDonald (Communications, Advertising and CPD Courses Manager), Val Huet (BAAT Director of Research and Development).

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

**1.1. Apologies.** Cliff Free, Colin Sims, Nikki Linfield, Richard Whitaker (Vice-Chair), Sophia Cowx, Vivienne Gibbons.

**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 19 September 2020**

**Corrections of the draft minutes.** None were requested.

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

**3. Matters arising from the minutes of the meeting on 19 September 2020**

**3.2. Regulation of Healthcare Professions** (point 3.4). BAATs Chair has been feeding into the meetings that the Health and Care Professions Council (HCPC) has held for its stakeholders about new areas of work – a draft 5-year strategy that went out to consultation, the EDI Taskforce, and the new Quality Assurance process pilot for approved trainings.

**3.3. Regional Groups and Countries: Scotland** (point 3.5). Tracey O'Neill has been appointed as the new BAAT Scotland Officer - this is a 12 hour a month post. Tracey will be working to support BAAT members in Scotland, ensure regular liaison between BAAT and BAAT Scotland Council, and gather information to network effectively with decision-makers in Scotland.

**3.4. BAAT CEO post** (point 6.1). Interviews for the new CEO were held on 6 November, with the panel comprising Claire Louise Vaculik, Richard Whitaker and Simon Richardson from

BAAT, along with Paul Chapman (AHP Programme Manager at Health Education England) and Victoria Hume (Director of the Culture, Health and Wellbeing Alliance). Gary Fereday, who has previously held CEO roles at the British Psychoanalytic Council and Immigrant Counselling and Psychotherapy, was appointed to the role. He will be starting in post in the first week in January 2021.

**3.5. Dual Experience group** (point 12). The new Dual Experience SIG coordinator, Mandy Leonard, updated Council that the group will now be having its re-launch meeting in early February 2021 (see point 15.2 below).

#### **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 members.** Three online drop-in meetings for BAAT members have been held since the last Council meeting. They provide an opportunity for the Chair to connect with members and ensure their interests, needs and concerns are reflected in BAAT's work.

**4.2. Engaging with BAAT groups.** Claire Louise attended the BAAT Scotland AGM and met with the new Professional Officer, new Chair and Council members. She has also met with the Educators to consider the HCPC consultation on the Standards of Proficiency, and she attended the IJAT Inscape editorial board meeting to provide an update on the work Council is currently doing.

**4.3. HCPC, Partners and Stakeholders.** The HCPC held an Education Quality Assurance Model workshop at which Claire Louise gave BAAT's feedback on its proposals. The Allied Health Professions Federation (AHPF) that BAAT belongs to had agreed to develop a funded leadership course to support people who may have experienced racism or discrimination to take up leadership roles. BAAT will send out information about this to members and encourage them to apply.

**4.4. Other meetings.** Claire Louise and BAAT's Director of Research met with David Cutler from the Baring Foundation to find out about their work supporting the use of the arts for wellbeing. They discussed areas of shared interest that might lead to future partnership work.

**4.5. Equality, Diversity and Inclusion policy and strategy.** Claire Louise arranged a CPD workshop with Dr Dwight Turner, held online in December, which provided an opportunity for BAAT members to explore their experiences of discrimination and privilege. The next step will be to set up focus groups with members in the New Year, to start to work towards developing an effective Equality, Diversity and Inclusion Policy and Strategy for the association.

**4.6. Understanding BAAT and the professional landscape.** Professor Di Waller and Claire Louise are working on a presentation to enable members to understand BAAT, its work, and the range of organisations and partners it is involved with. The aim is to help members feel more confident to navigate this landscape and be better equipped to face the professional challenges that are likely to arise over the next 12 to 18 months.

## **5. Vice Chair's report - Richard Whitaker**

Richard had sent his apologies prior to the meeting.

## **6. Director of Research & Development/ Interim Manager's report - Val Huet**

The Director of Research highlighted items from her report, which was circulated prior to the meeting. Alongside this work, she has been providing interim operational management (supporting members and BAAT office staff) which will continue until Gary Fereday starts the CEO post in January.

**6.1. Attachment and the Arts conference.** Over three hundred people attended the event, held online on 14 November. This included international delegates and many UK-based art therapists who would otherwise not have been able to afford to travel to London had the conference been held in-person. Thanks were recorded to Ioanna Xenophon (BAAT Office Manager) and Alex McDonald for their support on the day with the IT and social media. Video films of each of the lectures will be available shortly online with pay-to-view access.

**6.2. Certificated courses.** Recruitment has been good for the third intake of the Supervision Diploma, with 18 students due to start in January. The taught modules will be delivered online which has made the course accessible to more people. The Diploma in Therapeutic Art Practice with Children and Young People course has now had formal approval from the Counselling and Psychotherapy Central Awarding Body (CPCAB).

**6.3. HEE funded project on practice placements.** A survey of student placement supervisors was set up, with 107 responses received. Feedback from BAAT members so far has been that supervisors and supervisees are experiencing huge amounts of stress. The aim is to start analysing data in January and submit a report to HEE by the end of March. The information gained will be used to put together a toolkit to support placement supervisors.

**6.4. Work on salary structure in education.** A draft survey was circulated to the other arts therapies associations, but they have not yet sent feedback on the proposed questions. BAAT members working in education will also be consulted (to ensure the questions in the survey cover the relevant issues) before sending it out to the wider membership. This project will be handed over to the new CEO, Gary Fereday, once he is in post.

**6.5. Psychological Therapies Workforce Stakeholder Group.** The arts therapies have not previously been included in this group, as they were seen as part of the allied health professions in the NHS professional groupings. The project's lead, Adrian Whittington, was contacted by BAAT and with the agreement of Suzanne Rastrick (the Chief AHP Officer for England) the arts therapies have now been included as part of an adjunct group and can attend meetings and contribute to the work of this project.

**6.6. Website re-design and self-employed members.** BAAT has had feedback from members on ways self-employed art therapists could be made searchable on the website, so as to be contactable by potential employers. Gary Fereday will take on this project once he is in post.

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

**7.1. Self-employed survey.** Council was updated on the responses to the survey so far. People who are self-employed had been asked what contact information they would want to have visible on the updated BAAT website. Most seemed open to having some contact details visible on the website, so that potential employers could make contact with them. This project will be handed over to Gary Fereday to continue, as part of the website upgrade.

**7.2. Review of the Regional and Special Interest Group Co-ordinator guidelines.** Dominik Havsteen-Franklin and Liz Ashby have been working on updating the governance document, based on discussions with co-ordinators and other stakeholders. They will be meeting to finalise the draft document and then bring this back to Council for discussion.

**7.3 Survey of BAAT members.** This has been put on hold until Gary Fereday starts in post, as he will be taking the lead on this project.

**7.4. Touch policy guidelines.** Richard Whitaker and Nikki Linfield are awaiting feedback from Council members, before sending the draft policy out to SIGs and Regional Groups for review. They had both sent their apologies for this meeting so it was agreed this should be held over until the next Council meeting in March.

**7.5. NHS support for people bereaved by Covid-19.** Karen Fenna gave an update on an NHS initiative to set up a network of therapists who can work with people bereaved after losing someone to Covid-19. A number of dramatherapists and music therapists are involved with this, but no art therapists. Karen felt surprised at this, as she had expected there would be art therapists working with bereavement. It has to be NHS-based workers as the funding will come from the NHS.

**Action:** BAAT to send a notice out to members promoting this initiative.

## **8. Black Lives Matter - ARC and BAAT actions**

Claire Louise Vaculik gave an update on progress. Events have been held on how racism and discrimination can impact clients and therapists working in a range of practice areas, along with online workshops such as the one facilitated by Dr Dwight Turner (see point 4.5 above). BAAT's aim now is to develop an equality, diversity and inclusion policy and strategy, which will support colleagues and increase diversity in the profession. Focus groups will be taking place in the New Year, to enable discussion and gain feedback from members on what should go into the policy and guidelines. Claire Louise asked for Council members to be involved in these meetings and Gary Fereday will be taking part in them too, as part of his CEO induction. The aim is for the strategy and policy to be ready to be rolled out, preferably sometime after Easter. This initiative was welcomed, but it was noted that it came with an expectation that art therapists affected by racism and discrimination should input their experiences without any recognition of the unpaid labour they were providing in doing this. Representatives from ARC SIG asked BAAT to think about ways in which input from members of the SIG and other art therapists with lived experience of discrimination could be formally valued and recognised.

## **9. Update on Forums for Regional Groups and SIGs**

New forums for the Art Therapy Practice Research Network - one for Full Members and one for Trainees - have been set up on the BAAT Forums. These will be launched formally in January. Another group for active researchers is being planned but it needs to have an additional plug-in from the BAAT database before it can be set up.

## **10. Newsbriefing - Alex McDonald**

There will not be a Winter 2020 issue, as it had been agreed (following a request from ARC SIG) that the planned special issue would be postponed. Selected articles from the Summer 2020 issue were to have been uploaded to the BAAT website and social media but, owing to IT problems, this has not yet been possible. The IT company are working to resolve this. The next issue will be Summer 2021 and the deadline for copy is 1 May 2021.

## **11. International Journal of Art Therapy: Inscape - Susan Carr**

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

**11.1. IJAT Inscape profile.** There has been a marked increase in article downloads, possibly because readers have been mostly accessing the journal online during lockdown. So far in 2020 there have been 71,619 article downloads, over 9000 more than at the same time in 2019. Online access also gives a more detailed picture of which articles are being read.

**11.2. Editorial team.** Interviews for new Associate Editors were held on 30 November, with five people being appointed (including art therapists working in the USA and Israel). This will help towards making the journal's Board more truly representative of art therapy internationally.

**11.3. Paper types.** The editorial board has made the decision to publish 'Opinion Pieces' in the journal. A template for opinion pieces is being created to assist authors in preparing their manuscripts and to ensure consistency in quality, format and content.

**11.4. IJAT Inscape special issues.** The next special issue 'Online art therapy' will appear in December 2020, with 'Co-production in Art Therapy Practice, Research and Publication' to follow in 2021. A call for papers for the 2022 special issue 'Trauma-informed Approaches to Art Therapy with Children and Young People' has just been sent out.

**11.5. IJAT Inscape newsletter.** The journal now has a quarterly newsletter to help promote international submissions and readership. The aim is to build a journal community and to build links with art therapy associations around the world.

## **12. Service User Involvement**

The role of service user involvement lead is currently vacant.

## **13. BAAT staff activity reports**

**13.1. BAAT website and social media - Alex McDonald.** The e-Bulletin has been showing a higher percentage of people reading the reports and clicking on items over the past three months. The number of followers on all BAAT's social media pages continues to rise, apart

from LinkedIn (which is pending reactivation). Lex Bagust (Social Media Officer) and Alex (Communications Manager) are back to working full hours, but the team is still one member down. Interviews are being held on 10 December with the new team member – due to start in post in January. Despite the disruption caused by the pandemic, Lex maintained a 100 per cent response rate to contacts from members and followers on Facebook throughout this time.

**13.2. Short courses - Alex McDonald.** The report Alex presented had been prepared with Abimbola Badiora (Finance Manager) and Ioanna Xenophontes (Office and Events Manager). Capacity has increased because of the courses going online, which has had the effect of making them more accessible to members across the UK and internationally. However, the profit from the courses is down year-on-year because of the lockdown closure. A number of new courses are being offered alongside the established ones for 2020 / 2021.

**13.3. BAAT Research.** Dr Sue Holttum (BAAT Research Officer) had sent in a report, which was circulated prior to the meeting. Sue has continued to support BAAT members with research issues and has been linking in with the IJAT Inscape editorial board and UK educators. She will be providing support with the re-launch of the Dual Experience group, which she is keen to promote having personal experience of this issue.

## **14. Educators group**

Claire Louise Vaculik met with the group in October to consider the HCPC consultation on the Standards of Proficiency and discuss what BAAT's response to this should be. The next meeting in December will look at changes in the HCPC's education quality assurance model and how data can be used more effectively to quality assure training programmes. The group will also review how different courses have been adapting their teaching and practice in response to the Covid-19 pandemic. Karen Fenna fed back that course tutors have had extra work preparing online teaching, as it looks unlikely that in-person teaching will restart in the new term. There is also concern about the practice placements and how courses can work with and support them to ensure they continue to be available for students.

## **15. Special Interest Groups**

**15.1. BAAT SIG Group Co-ordinator - Liz Ashby.** The format for the joint SIG Co-ordinators meetings is being reviewed. A date in January is to be set for a longer meeting, which will enable the new CEO, Gary Fereday, to attend and meet with SIG co-ordinators.

**15.2. Dual Experience.** Information about the Dual Experience group will be sent out to members in the first week in January. The group's aim is to raise awareness of dual experience in art therapy and it will be holding a launch meeting in early February. People who were involved in the group previously will also be notified.

**15.3. Self-Employed, Independent and Private Practice.** Representatives from SIPP SIG asked for the Agenda be sent out in advance and requested more time to review draft minutes, so that corrections could be made where needed. Concerns were raised about the BAAT Forums and referrals for client work and supervisor requests being shared on them, as they are open to all BAAT members (newly-qualified and qualified). SIPP SIG members are worried that this potentially undermines BAAT's Supervisor and Private Practice registers.

**15.4. Art Therapy, Race and Culture.** Kristina Stamatiou and Tasha D’Aguiar have recently taken over co-ordinating the group and are settling into the role but already feel that having joint co-ordinators makes running the SIG more manageable. It was discussed whether this should be the case for SIGs more generally.

## **16. Regional Groups and Countries**

**16.1. Regional Group Network Co-ordinator.** Karen Fenna will be working on planning and setting up a meeting of the Regional Group co-ordinators in the New Year.

**16.2. Scotland.** A report on the BAAT Scotland AGM by Tracey O’Neill (Professional Officer, BAAT Scotland) was circulated prior to the meeting. Claire Louise Vaculik also shared some of points raised at the BAAT Scotland AGM meeting, which she had attended in her role as Chair of BAAT.

**16.3. Wales.** Karen Fenna reported that the Covid-19 pandemic and lockdown measures had resulted in a hiatus in activity in Region 7. However, the Wales Arts Therapies Advisory Forum (WATAF) had been able to continue with its work of advising the Welsh government on arts therapies issues; BAAT members have been attending its meetings.

**16.4. Northern Ireland.** Colin Sims had sent his apologies prior to the meeting.

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

6 March 2021  
15 May 2021 (AGM)  
17 July 2021  
18 September 2021  
4 December 2021

## **18. Any Other Business**

There were no requests for any other business to be discussed.

## **BAAT Council meeting - Elected members**

**12 - 4.30 pm, 5 December 2020**

**Zoom (online)**

**Draft minutes**

### **Present**

**Council members.** Claire Louise Vaculik (Chair), Dominik Havsteen-Franklin, Jude Smit, Karen Fenna, Liz Ashby, Mandy Leonard (co-opted), Simon Richardson (Hon. Secretary), Susan Carr.

**BAAT officers in attendance.** Val Huet (Director of Research and Development).

### **19. Approval of the minutes for the Elected members' section of the Council meeting on 19 September 2020**

**Corrections of the draft minutes.** None were requested.

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

### **20. Matters arising from the minutes of the Elected members' section of the Council meeting on 19 September 2020**

**20.1. Feedback on Small Claims court case** (point 21.2). The member who brought a case against BAAT, which was dismissed at the court hearing in August, has subsequently made a further complaint to the Information Commissioner's Office (ICO) about BAAT's handling of data relating to that case. The ICO has now written to BAAT about this. Claire Louise Vaculik will be responding to the ICO to confirm the issue has been addressed.

### **21. Welcome and induction planning for the new CEO**

**21.1. Gary Fereday, new BAAT CEO.** Gary will be starting in post in the first week of January. He attended the Elected members meeting to introduce himself to Council and hear about some of the issues it is presently working on. Gary gave an outline of his experience in the mental health sector over the past 25 years, including being CEO of Immigrant Counselling and Psychotherapy (ICAP) and then the British Psychoanalytic Council (BPC). Both posts involved working to improve membership experience, representing the organisations in public and statutory forums, and working with issues around regulation of practice and accreditation. Gary has been discussing a CEO induction programme with Claire Louise Vaculik and Val Huet. He will be focusing on meeting with BAAT staff and members in his first weeks in post. Elected members introduced themselves to Gary and talked about the areas of Council work in which they take a lead role.

**21.2. Finance report.** BAAT's Interim Manager gave an overview of BAAT's financial situation, going through the various sections of the report. This highlighted how BAAT's income streams have been diversified over the years, to make the organisation less vulnerable to financial difficulties than when it relied solely on membership fees. This had helped BAAT to withstand the financial impact of the Covid-19 pandemic. Membership has increased as people made use of BAAT services during lockdown. BAAT presently has a projected profit on ordinary



activities for its current financial year and will start 2021 in a sound financial position. The UK is predicted to go into a deep recession next year and this will mean BAAT is well-placed to advise and support members through this difficult period.

## **22. BAAT staff update**

The BAAT staff team is now back to full-time working (as discussed in various reports in the Business meeting). The part-time Office Administrator is currently vacant and the proposed Junior Comms. and Marketing post, discussed at the Council meeting in September, will be put out to advert in January. This post will be for 1 year initially with the aim of promoting BAAT's courses, events and conferences on social media and in other forums and helping to increase income from them.

## **23. Planning for the new online diploma training courses – Director of Research & Development**

**23.1. Supervision diploma course.** 18 students have been recruited for the new intake in January. There has been increased interest in all of BAAT's courses now they can be accessed online and this has meant that students have been enrolled from across the UK and internationally. Because intake has been larger than was originally planned, the tutor team has been increased to help manage the workload.

**23.2. Diploma in Therapeutic Art Practice with Children and Young People.** Following a review of who was applying for the Working with Children and Young People in Art Therapy Diploma course, this has been reconfigured to meet the needs of attendees. The new version will be aimed at people who want to use art as part of a therapeutic intervention and the course will promote best practice in the health and social care sector. It will also enable BAAT to signpost people who want to train in art therapy to the approved MA / MSc training courses. The Diploma course has been approved by the Counselling and Psychotherapy Central Awarding Body (CPCAB).

## **24. Planning the research strategy - Director of Research & Development**

**24.1. Research strategy.** Some initial ideas have been developed for a BAAT Research programme, which will need to be discussed with Council so that a longer-term research strategy can be formulated. The Chair has planned an away day for Council members to focus strategy and research can be included as one of the items to be discussed.

**Action:** Claire Louise Vaculik and Gary Fereday to set up a BAAT Council away day in the New Year.

**24.2. Research forums and support for members.** The Art Therapy Practice Research Network (ATPRN) will be re-launched on the BAAT Forum and a similar network for trainees set up. The Director of Research has been developing links with external organisations, with the aim of raising the research profile of art therapy. Council members asked how the Educators might be involved in this, as the trainings may take different approaches to research. Developing BAAT Research Guidelines could support the Educators in their work and help them to make the case with training institutions for research to continue to be an important part of the HEIs work – in the face of the many reported challenges that have arisen

due to Covid-19. Research Guidelines could also help art therapy to build the research profile that equivalent professions like psychology already have. Council members noted that this could help art therapists working within NHS psychological therapies teams to 'level up' with colleagues from other professions.

**24.3. Research and service user involvement.** The new Dual Experience SIG and the work planned around dual experience, service user involvement, and how the benefits of this can be evidenced were explained. BAATs Director of Research will be applying for an advanced fellowship with the National Institute for Health Research (NIHR) to support engagement with the research methodologies that are needed to underpin this work.

## **25. Scheduling reviews of BAAT guidance and governance policies**

Because of time constraints in this meeting, a review of the guidance and governance policies needing to be updated was held over for the next Council meeting in March.

## **26. Any Other Business**

A council member highlighted that some BAAT members involved in SIGs focusing on art therapy in education had asked about pay scales in schools and how they could be standardised for arts therapists. Claire Louise agreed that this was an important issue and noted that Interim Manager has already been in discussion with the other professional bodies about setting up an arts therapies career path for education. Gary Fereday will be taking over this piece of work when he starts in post as CEO.