

BAAT Council meeting
12 - 4.30 pm, 22 June 2019
24 - 27 White Lion Street, London N1 9PD
Approved minutes

Present

Council members. Liz Ashby, Susan Carr (Co-Editor, IJAT Inscape), Simon Richardson (Hon. Secretary), Richard Whitaker (Hon. Treasurer), Tim Wright (Chair).

SIG Representatives. None in attendance.

BAAT members in attendance. Chris Bardo (proposal for Art Therapy and Homelessness SIG), Christiane Kelegher (shadowing Hon. Secretary), Nikki Linfield (to be co-opted on to Council).

BAAT officers in attendance. Val Huet (Chief Executive Officer, BAAT), Alex McDonald (Communications, Advertising and CPD Courses Manager, BAAT), Alison Wren (Professional Officer, BAAT Scotland).

1. Apologies for absence and approval of minutes

1.1. Apologies. Sarah Challenger, Claire Louise Leyland, Jayne McConkey, Colin Sims.

1.2. Corrections to the Minutes for the Council meeting on 16 March 2019.

No amendments or corrections were requested.

2. Matters arising

Minutes for the Council meeting on 16 March 2019.

2.1. Approved Introduction and Foundation Courses (point 5.3). BAAT is putting on hold until September responding to inquiries from educational bodies worldwide about having BAAT approval for their courses. This is to enable the focus of work in BAAT office to be on preparing for the International Art Therapy Practice Research Conference in July.

2.2. IJAT Inscape contract with Taylor and Francis (T&F) (point 10.2). Val Huet told Council the contract with T&F to publish IJAT Inscape comes up for renewal in 2023. BAAT is open to the possibility of working with other publishers and will begin a scoping process in 2022.

2.3. Special Interest Groups (SIGs) (point 14). Val gave a brief update on the meeting for SIG Co-ordinators held at BAAT office on 13 April. It was co-ordinated by Frances Walton, who stepped down from Council at the AGM in May. Frances is to submit minutes for the meeting and Liz Ashby will be taking over the SIGs Co-ordinator role.

2.4. Any Other Business (point 17.8). BAAT has signed up to Pow Wow Now to enable conferencing calls for Council meetings and other events in BAAT office.

2.5. Minutes for BAAT Council meeting on 1 December 2018. Joan Woddis (Vice-President, BAAT) has requested a clarification to point 16 in the minutes for the 1 December meeting. These minutes were approved at the Council meeting on 16 March 2019 at which Joan was in attendance. Joan wanted to clarify that she was not calling for the Foundation Course at the Dubai Art Therapy International Centre to be discontinued.

3. Chair's report - Tim Wright

3.1. Psychosis task and finish group. The consultation process is now complete and Tim will be meeting with Dr Sue Holttum (BAAT Research Officer) on 24 June to work on the final draft of the guidelines. Sue has prepared a leaflet, with the key themes of the guidelines, which will be available to delegates at the International Art Therapy Practice Research Conference. The guidelines will be officially launched in September.

3.2. Arts Therapies apprenticeships. This project has now moved into the implementation phase. Tim is working with Stephen Sandford (British Association of Music Therapists) and others to encourage various employers to take up the scheme.

3.3. SIG governance. Council members discussed this issue via a conference call on 30 May. BAAT SIGs generally function very well but there are some governance changes that could be made to strengthen the links between Council and SIGs and the support Council provides to them. Liz Ashby will be taking on the role of SIGs Co-ordinator (see also point 2.3 above).

4. Vice Chair's report

The role of Vice-Chair is currently vacant.

5. Chief Executive Officer's report - Val Huet

5.1. BAAT IT update. Work is continuing to install the IT platforms to be used by the Art Therapy Practice Research Network (ATPRN), Regional Groups, and SIGs. There are still some technical issues to overcome, however, particularly around sync-ing the new platforms with BAAT's IT database.

5.2. BAAT office. The Claremont building is to undergo major structural works throughout August, possibly into September, which will include installing a lift. The lift shaft is to be installed in the stairwell next to BAAT office. Access will be restricted while work takes place and there will be high levels of noise. BAAT will operate a rota during this period with one person staffing the office for at least part of each day. Otherwise people will work from home and Val has asked that staff take leave wherever possible during August. Short courses will continue to run on Saturdays as there will be no building work at weekends.

Action: BAAT to notify members in July that responses to inquiries etc. may be slower than usual in August because of the disruption caused by the building work.

5.3. BAAT CPD courses. From July to December BAAT will be running its CPD courses at LIFT Islington (located nearby at 45 White Lion Street) while the refurbishment to Claremont takes place. Because renting space at LIFT is more expensive than Claremont there is likely to be a knock-on effect on income from short courses (because of the higher costs incurred).

5.4. BAAT research. Sue Holttum has run a mentoring surgery for art therapists involved in research and will be doing a presentation with Tim Wright at the International Art Therapy Practice Research Conference on the art therapy and psychosis guidelines. A full report on Sue's work over the past months will be circulated at the next Council meeting.

5.5. NICE (National Institute for Health and Care Excellence) guidelines on depression. Val attended a meeting at NICE at which therapies professional bodies raised concerns that the draft guidelines on depression only recommend Cognitive Behavioural Therapy. NICE was also challenged on the research methodology it uses for its guidelines. Val asked a question about how NICE recruits people to its draft guidelines working groups. She is to follow this up with a Freedom of Information request to find out who is recruited to NICE panels and what kind of recruitment process is used.

5.6. Meeting with Chairs of the arts therapies associations. The meeting on 19 June of the Chairs from the art, drama and music therapy associations discussed the following issues:

1. the possibility of creating a jointly-funded Welsh Arts Therapies officer post to help lobby for the professions in commissioning and governmental forums. There is continuing concern over arts therapists not being able to apply for certain jobs because the arts therapies are under-represented in the Matrix Cymru guide.
2. the arts therapies bodies jointly seeking advice on new HMRC (HM Revenue and Customs) rules on self-employment. It was agreed the associations will share the cost of gaining professional help on this issue.
3. how to challenge the current situation where job adverts for psychotherapy or counselling jobs - that do not specifically ask for applicants to have UKCP or BACP registration - will often not accept applicants with HCPC registration.
4. co-sponsoring an AHPF (Allied Health Professions Forum) Award at the annual Advancing Healthcare Awards. This could help to raise the arts therapies profile but could be costly for the smaller AHPF professions. Ben Saul from the British Association for Music Therapy (BAMT) is following this up with the AHPF.

5.7. Financial report. A financial report was circulated with the Council meeting pack. Turnover for the financial year has already reached £412,189 but there will be bills of around £50K to be paid for the International Art Therapy Practice Research Conference. The event's partners, the American Art Therapy Association, will also receive 30 per cent of the profits. Even so, BAAT is still on course to end the financial year in surplus and with an increased reserve fund.

5.8. Control and Restraint training for clinicians. Members have been contacting BAAT for advice on how to respond to NHS Trusts and other bodies asking arts therapists to undertake courses on managing patient violence and aggression. Because of the level of concern from members Val suggested BAAT should develop a position statement on this.

Action: BAAT to request feedback from members asked to do this kind of training. Val then to develop a draft position statement to be circulated to Council for approval.

5.9. Supporting colleagues who are called to court as a witness. BAAT has received calls from members seeking advice on how to support colleagues who have been called to court by parents' solicitors as a witness, particularly after a disclosure by a child in art therapy.

Nikki Linfield talked about her experience of supporting a colleague in this situation. It was agreed that some BAAT guidelines are needed as it is a potentially very stressful situation.

Action: Nikki Linfield to work with Val Huet on developing a draft set of guidelines to be brought back to a future Council meeting for discussion and approval.

5.10. Adult clients disclosure of historical abuse. Phil McFadden has forwarded BAAT his Trust's policy on how practitioners should proceed if and when they become involved in this kind of situation. Practitioners can very often find themselves caught in the middle of acrimonious disputes with very little support. Council agreed with Val's suggestion of contacting the Trust to seek permission to reproduce their guidelines.

Action: Val Huet to contact the Trust to request permission for BAAT to use these guidelines.

5.11. Co-opting Nikki Linfield onto Council for the period 2019 / 2020. Val proposed that Nikki be made a co-opted member of Council, as her considerable experience of working with children and young people could usefully contribute to BAAT's work in this area. As a co-opted Council member Nikki would not have any voting rights.

Action: Council members present voted unanimously to co-opt Nikki onto Council.

6. Feedback on AGM 2019

The consensus was that the AGM had gone well. Glasgow Caledonian University had been a good venue and BAAT Scotland had been very helpful in organising and preparing for the AGM. Tim Wright clarified that Council members elected at the 2019 AGM would have a one-year term. The new three-year term for someone elected to Council - as stipulated in the updated Articles of Association approved at the AGM - will begin as of the 2020 AGM.

7. International Art Therapy Practice Research Conference - Val Huet

Val reported that each day of the conference has now reached 400 registered delegates so, with the 3-day and 1-day tickets combined, there will be 600 delegates in attendance each day. The BAAT conference team continues to work on practical preparations, with Ioanna Xenophonotes having co-ordinated interviews and training for the group of 20 volunteers who have been recruited. Val asked Council members to retweet or share BAAT's social media posts about the conference to help build its online profile in the run-up to the event.

8. Update on Conflict of Interest policy - Tim Wright

Tim talked Council through the current draft of the policy, prepared by Russell Cooke Solicitors, and asked for feedback. He felt it could benefit from some amendments to make sure it met BAAT's particular needs. Val Huet suggested inserting a statement at the front to recognise that BAAT staff and members may sometimes unavoidably hold multiple roles within the association and other bodies because of art therapy still being a relatively small profession. Richard Whitaker added that it would be helpful to include a section stating why BAAT has this policy and to be clear about its commitment to transparency. Tim suggested there should be more about 'Connected persons' (point 3) and how this might relate to the kind of relationships art therapists' can have with colleagues, for example, through supervision, teaching, or personal therapy. There was a consensus that any register of interests should be available to be viewed on application rather than being made freely

available in a public domain (such as the BAAT website). Tim added that these and other comments would be fed back to Russell Cooke Solicitors to help in developing a final draft.

9. Newsbriefing - Alex McDonald

Alex told Council the upcoming issue is in the process of being paginated and will be sent out to BAAT members in July. She reported on feedback from one of the regional groups that there ought to be more news items about what is happening in the SIGs and other regional groups. Liz Ashby has joined the Newsbriefing editorial team as an Associate Editor.

10. IJAT Inscape - Susan Carr

10.1. News updates. Susan reported that issue 24-02 is now being printed and will be the first to include Plain Language summaries at the start of articles. The winner of the student essay prize is to be announced at the Council meeting in September, with the essays submitted having gone through two peer review rounds. A new Associate Editor, Anna Playle, has been appointed.

10.2. Manuscripts in production. The acceptance rate for articles submitted for publication is now at 27 per cent, with 10 papers currently in the peer review process. There are special or themed issues in preparation, including art therapy with children (July 2019), papers from the International Art Therapy Practice Research Conference (March 2020), and co-production in art therapy practice, research and publication (January 2021).

11. Service user involvement

The role of service user involvement lead is currently vacant.

12. BAAT Website and Social Media - Alex McDonald

Alex reported that overall the traffic on BAAT's social media platforms continues to increase. The reach of posts on BAAT's Facebook page has declined (possibly reflecting a more general move away from this platform) but views of content posted on its Instagram and Twitter pages has continued to increase. All BAAT's social media platforms have continued to gain followers. The BAAT social media team has been working hard to increase its response rate to questions or feedback received on Facebook. At present, they are focusing on promoting the upcoming International Art Therapy Practice Research Conference.

13. Regional Groups and Countries

13.1. Regional Group Network Co-ordinator. Jayne McConkey had sent her apologies prior to the meeting.

13.2. Scotland. Alison Wren (Professional Officer, BAAT Scotland) highlighted points from her report which was circulated with the Council pack. She continues to be heavily involved with AHPF Scotland and is also working with the Scottish Arts and Health Forum. A question about access to art therapy for children affected by long term conditions has been asked in the Scottish parliament. There has been no formal response as yet but Alison is using this to

help make the case for increasing art therapy posts. The BAAT Scotland AGM is to be held in Inverness on 23 November.

13.3. Wales. Sarah Challenger had sent her apologies prior to the meeting. Her report was circulated with the Council meeting pack.

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

14. Special Interest Groups

14.1. SIGs Co-ordinator. Liz Ashby is arranging an away day on 16 November for all SIG Co-ordinators at which the current structure of SIGs will be reviewed. This will include looking at how SIG areas of interest are decided and whether there should be a move away from the current client group emphasis towards an alignment with workplace settings. Val Huet will be circulating the minutes of the SIG Co-ordinators meeting held on 13 April (organised by the previous SIGs Co-ordinator Frances Walton) in due course.

14.2. SIG proposal: Art Therapy and Homelessness. Chris Bardo went through the proposal he had submitted to Council and explained why an art therapy and homelessness SIG was needed. There was very little research on art therapy and homelessness and, having worked in the sector for five years, he had found there was little contact between the various homeless charities. Tim Wright noted that the proposal fitted well with the move towards SIGs being aligned with workplaces. Simon Richardson added that, as someone also working in the sector, the proposal encapsulated the issues facing art therapists working with people affected by homelessness very well. Val Huet agreed it was a good proposal that reflected the move towards socially-engaged practice. She suggested Chris should attend the SIGs Co-ordinators away day in November so that the new SIG could be set up in line with the review of SIG structures.

Action: Chris to submit an expression of interest notice for BAAT to circulate to members in one of its upcoming e-Bulletins.

15. Dates of the next Council meetings

21 September 2019

7 December 2019

7 March 2020

16 May 2020 (AGM)

16. Any Other Business

No-one requested that any other issues be raised.

17. Elected Council members

Present

Council members. Liz Ashby, Susan Carr, Simon Richardson (Hon. Secretary), Richard Whitaker, Tim Wright (Chair)

In attendance. Val Huet (Chief Executive Officer, BAAT)

17.1. BAAT office staff salaries and grading. Val proposed that BAAT implement an uplift of 3 per cent in salaries for BAAT office staff following on from the restructure last autumn (see point 17.1, Council minutes, 22 September 2018). This would also be in recognition of the extra work staff had taken on to prepare for the International Art Therapy Practice Research Conference. The Chair's honorarium could be reviewed as part of this process as it has remained unchanged since 2014. Val suggested BAAT should upgrade the job description and salary for the Administrator (Ioanna Xenophontes) and the Communications, Advertising and CPD Courses Manager (Alex McDonald) posts, as both staff were doing far more than their current job descriptions required.

Action: Council members voted to approve Val's proposals for staff salaries and regrading.

17.2. Succession planning: Chief Executive Officer (CEO). Val presented a draft proposal for the division of the current 5-days per week CEO role into two 3-days per week posts: a Chief Executive (CE) and a Director of Research and Development (DRD). The responsibilities of the posts would be as follows:

1. Chief Executive:
 - Overall strategic and financial planning for BAAT in consultation with Council
 - Liaising with existing partners and representing BAAT at professional forums
 - Responding to members' professional queries
 - Developing BAAT governance
 - Planning BAAT Council meetings and AGMS; liaising with the IJAT Inscape board
 - Supervising and line managing BAAT office staff
2. Director of Research and Development:
 - Certificated courses
 - International approval programmes
 - Research projects planning and management
 - Attachment and the Arts (annual) and the International Art Therapy Practice Research (bi-annual) conferences, planning and delivery

BAAT would have to pay an extra 1-day per week salary initially, but this has been budgeted for. As a large part of the DRD post would be income generation, the aim would be for the post to become self-funding after the first year. The salary for the CE and DRD posts would be (pro-rata) equivalent to the bottom and the top spinal point for NHS Band 8d respectively.

There was a discussion on the recruitment process for the CE post. It was agreed it should be advertised in late 2019, with a closing date of January 2020. Interviews would take place in February 2020.

Action: Val Huet to draft job descriptions to bring to Council for the 21 September meeting.

17.3. Succession planning: Chair of BAAT. The change to the current CEO post and Val Huet stepping down from the role in June 2020 will co-incide with a change of Chair at the 2020 AGM, as Tim Wright will be standing down. There was a discussion about the potentially destabilising effect this could have on BAAT, as it would mean the new Chief Executive and Chair both settling into their posts at the same time. Tim asked if any of the current Council members had considered standing for Chair? A candidate for the role has to be a current Council member and to have been on Council for at least a year. Val noted that if there were

to be no candidate at the 2020 AGM, Tim's tenure might have to be extended for a year. She reminded Council members that the Chair's honorarium is to be reviewed (see point 17.1 above) as it is currently graded at the (pro-rata) equivalent of 1-day per week on the bottom spinal point of NHS Band 7.

17.4. Updating governance for SIG and Regional Co-ordinators. There was a discussion on whether the term 'Special Interest Group' was still appropriate or if there needed to be a term that more clearly described such a group's relationship to BAAT and Council. Richard Whitaker suggested they might be renamed sub-Committees or at least that the governance structure should make clear this is the role they fulfil. Liz Ashby updated Council members on the review of SIGs, which will be part of the discussions at the SIG Co-ordinators away day in November. Liz is building on the work Frances Walton was doing, as part of taking over the SIGs Co-ordinator role on Council.