



BAAT Council meeting
12 - 4 pm, 9 December 2017
24 – 27 White Lion Street, London N1 9PD
Approved minutes

Present

Council members. Emer Douglas, Jayne McConkey, Nicki Power (Vice-Chair), Simon Richardson (Hon. Secretary), Catherine Stevens, Frances Walton, Tim Wright (Chair).

SIG Representatives. Dylis Pugh (Region 7, Wales), James West (Self-Employed, Independent and Private Practice), Jill Westwood (Educators), Kate Meadowcroft (Neurological Conditions), Nili Sigal (proposal for PTSD, Complex Trauma and Dissociation SIG)

In attendance. Alex McDonald (Social Media and Advertising Officer, BAAT), Mary Rose Brady (Director of Operations, BAAT), Joan Woddis (Vice-President, BAAT).

1. Apologies for absence and approval of minutes

1.1. Apologies. Ami Woods, Patricia Watts (BAAT Professional Officer, Scotland), Val Huet (Chief Executive Officer, BAAT), Whittaker Scott.

1.2. Corrections to the Minutes for the Council meeting on 23 September 2017.

A correction was made to point 16.3, Art Therapy and Learning Disability, to say that the SIG would next be meeting in Hertfordshire, not at the University of Hertfordshire.

2. Matters arising

Minutes for the Council meeting on 23 September 2017.

2.1. Consultation on the Healthcare Professions regulation (point 2.1). Joan Woddis suggested BAAT members might not be clear on the difference in the remit of the Professional Standards Authority (PSA) and the Health and Care Professions Council (HCPC). It was important that art therapists understood what the implications of a change in the body responsible for the regulation of the profession might be.

2.2. Grenfell Tower support (point 2.4). Frances Walton said a report on how therapy services were provided following the Grenfell Tower fire would now appear in a future issue of Newsbriefing. She is currently talking to a number of providers of therapy services set up for survivors and Val Huet is liaising with Susan Rudnik about a report for Newsbriefing.

2.3. BAAT website and visibility of sessional workers (point 5.8). James West reported that initial discussion of this issue by members of the Self-Employed, Independent and Private Practice (SIPP) SIG had been inconclusive. Further discussion was needed to reach a consensus amongst SIPP SIG members on how BAAT should proceed with this.

2.4. Art, Personal Representation on social media and the HCPC (point 10). Tim Wright reported that Val Huet is still working on developing draft guidelines to send to trainings and feedback. She will report back to Council when they are ready to be circulated.

3. Chair's report - Tim Wright

3.1. Meeting at the HCPC about the Department of Health consultation on the regulation of healthcare professions. Tim met with Marc Seale (HCPC CEO and Registrar) to discuss this issue. Tim explained that BAAT and the other arts therapies associations want to guide members on how best to respond to the consultation and make clear what any change would entail. Marc Seale suggested that BAAT should:

- emphasise that the PSA accredits organisations, not individuals, so all art therapists would have to be members of BAAT (around three hundred are not at present)
- encourage members to contact their MP (with BAAT providing three main aspects to highlight) to draw their attention to the consultation and let the MP know they may be contacted again about this issue
- forcefully make the point that the size of a profession is not a relevant issue; for example, there is currently a consultation about the regulation of Physician Associates who number around four hundred people
- circulate advice to members on how to fill in the online consultation document along with a list of things to mention in their response
- regularly remind members the closing date for the consultation is 23 January 2018

Actions: Tim Wright to:

- collate a template (including a long-list and short-list) to be sent out to members in the e-Bulletin for 15 December to use when they respond to the online consultation
- draft a 'back story' on art therapy and regulation, with three headline points, that members can use when they contact their MP about the consultation

Actions: BAAT to:

- send out fortnightly reminders to members about the deadline
- work out a social media schedule so that Alex McDonald can send out notification and reminders on social media and in e-Bulletins

3.2. Supervision guidelines. Tim will be contacting members of the working group to set a date for its first meeting.

3.3. Consent guidelines. A working group has been set up and Tim has circulated initial ideas on the areas for revision. The group will have its first meeting on 12 January 2018 and the aim is to have updated guidelines ready by July 2018.

3.4. Recruitment of a new Editor of IJAT Inscape. The post has now been advertised.

3.5. 'Healing with the HeART' initiative. Tim signposted Council to Val Huet's account (in the CEO report) of her attendance at the American Art Therapy Association (AATA) AGM. This had included an often heated debate about an initiative by Karen Pence, wife of the Vice-President of the USA, to promote and raise the visibility of art therapy. Because of how contentious this issue is for AATA members (and following consultation with Val) Tim had

used Chair's Action to decide that BAAT will not share any posts about it on social media unless or until a consensus is reached on the matter by art therapy colleagues in the USA.

4. Vice Chair's report - Nicki Power

4.1. Learning Disability National Senate. Nicki is the representative for art therapy in this forum. The arts therapies representatives - Nicki, Wendy Ruck (Music Therapist), Seren Grimes (Dramatherapist) and Jackie Edwards (Dance Movement Therapist) - liaise through quarterly conference calls and discuss issues to raise and respond to at Senate meetings.

4.2. The STOMP campaign. BAAT Council has agreed BAAT should support this campaign to reduce inappropriate and over-medication of people with learning disabilities. Nicki will be working with Alex McDonald to send out BAAT updates on the campaign on social media.

4.3. Response to NICE guidelines consultation. On behalf of BAAT, Nicki provided a response to the draft guidance consultation on 'Learning disabilities and behaviour that challenges: service design and delivery'. She highlighted the omission of the terms 'arts therapies' or 'psychological therapies' in the draft guidelines, with only 'psychology' being used instead.

5. Chief Executive Officer's report - Val Huet

Val had given her apologies and circulated a report prior to the meeting. Tim Wright gave a summary of her report's main points.

5.1. CPD, Introduction and Foundation courses, and Conferences. The Introduction and Foundation courses in London have been well-subscribed. The feedback on the Attachment and the Arts conference in October has been very positive, with well over two hundred people attending. BAAT is still waiting to hear whether Bessel Van der Kolk is available to be keynote speaker at the 2018 conference. Planning the concept and practicalities for BAAT's International Art Therapy Research Conference is underway.

5.2. BAAT profile and other activities. BAAT has supported the submission of interest for Apprenticeships for Arts Therapists and is waiting to hear if it goes through to the next stage. Val has joined the Adamson Trust Board, continues to be a member of the Paintings In Hospitals advisory group, and has been invited to join the working group on taking forward the recommendations of the Creative Health report.

5.3. American Art Therapy Association (AATA). Val attended AATA's five-day conference and AGM held in Albuquerque from 8 - 12 November. While the 'Healing with the HeART' initiative by the Second Lady, Karen Pence, dominated AGM business, the conference included a range of interesting and innovative research presentations.

5.4. Psychology department, Peking University. Val will be visiting Beijing in China in early December to run the Introduction to Art Therapy course at the Psychology department in Peking University. She also aims to establish links with art therapy colleagues in China.

5.3. Consultation on the regulation of health care professions. As agreed with Council, Neil Springham and Val will do an analysis of the HCPC 'fitness to practice' cases where arts therapists have been struck off. They will also revive the 2005 'Banding Project' by the Art

Therapy Practice Research Network (ATPRN) and produce a 'vulnerability' survey to provide evidence of the need for public protection for art therapy clients.

6. Director of Operations report - Mary Rose Brady

6.1. Working with Children in the Arts Therapy. The first group of the course have now completed the ten Saturday seminars, with final exams due in February to a panel of internal and external assessors. The second group of the course began in October 2017 with eleven students recruited, three from overseas. In November BAAT was given a centre inspection by the Counselling and Psychotherapy Central Awarding Body (CPCAB) to ensure it has the systems, policies and procedures in place to provide accredited courses.

6.2. ARTiculate. The course is for school staff who may use art in the process of supporting children with educational or other needs. It is made clear to attendees that ARTiculate does not qualify them to be art therapists. However, organisations whose staff have done the course often go on to employ art therapists, as they then have a clearer idea of how art can be beneficial. BAAT is working towards Accreditation at Level 3 for this course, which would require trainees to take 72 hours of accredited learning instead of 20 hours as at present.

6.3. General Data Protection Regulations (GDPR) guidelines. Mary Rose is currently drafting a set of guidelines for BAAT members on how to meet the new data protection legislation, which will apply from 25 May 2018. GDPR has particular implications for people working in private practice. Mary Rose has used advice from the Information Data Control Agency to draft a 12-point plan for this (circulated to Council at the meeting). The guidelines will be sent out to members prior to the GDPR implementation date in May.

7. AGM 2018 planning

The 2018 BAAT AGM will be on 19 May in London (venue to be confirmed). At the Council meeting on 23 September Val Huet had suggested rethinking the AGM format, particularly whether it should revert to a full day, with a proposed theme of the work of the Special Interest Groups (SIGs) using a series of stalls and poster presentations. Council discussed these ideas further at this meeting. A suggested running timing of 10.30 am to 4.30 pm was proposed, with a light snack provided midday but signposting to nearby cafés. People liked the idea of the AGM focusing on the role of SIGs, with the emphasis on how they can help art therapists to develop practice-based research skills. James West suggested art-based research as one of the strands featured. Frances Walton offered to lead on the planning for the art-based section of the AGM. Alex McDonald highlighted how any art-based aspect could be featured on BAAT's social media. There was also a discussion around whether having a keynote speaker would help to boost attendance against the cost implications.

8. Newsbriefing report - Nicki Power

The Winter issue will be sent out to members shortly. There had been fewer submissions than usual but the articles submitted showed people were using writing for Newsbriefing as a way to explore issues relating to their practice. The deadline for articles for the following issue is May 2018.

9. IJAT Inscape - Whittaker Scott.

Whittaker had given his apologies and circulated a report prior to the meeting. Tim Wright gave a brief summary of the report. Whittaker's tenure as editor of IJAT Inscape ends in December and Council asked that an appreciation of his work for the journal be circulated.

Action: Tim Wright to draft a note of thanks to Whittaker for his work as editor of IJAT Inscape to be circulated in the next BAAT e-Bulletin.

10. Service user involvement - Ami Woods

Ami had given her apologies and circulated a report prior to the meeting. Tim Wright gave a brief summary of the report. James West said he will be contacting Ami to see if she could attend the next SIPP SIG meeting to talk about art therapy and dual experience.

11. BAAT Website and Social Media - Alex McDonald

Alex provided an overview of the use of BAAT's e-Bulletin and social media platforms. The e-Bulletin is being sent to a larger number of members but less people are actually clicking on or reading the content. Followers on Facebook and Twitter continue to grow, although the number of people reached on Facebook decreased over the period from September to November 2017 but increased on Twitter.

12. Regional Groups and Countries

12.1. Regional Group Network Co-ordinator. The role is currently vacant but Alice Thornley has expressed interest in taking it on in the new year (see point 2.6, minutes for the BAAT Council meeting on 23 September 2017).

12.2. Scotland. Patricia Watts (BAAT Professional Officer, Scotland) had given her apologies and circulated a report prior to the meeting. Tim Wright gave a brief summary of the report. Patricia will be standing down in January 2018 at the end of her one-year contract.

12.3. Wales. Dylis Pugh (BAAT Cymru representative) circulated an article about the use of the Welsh language in Wales. The Senedd (Welsh Government) has asked that all statutory agencies provide services in the language service users prefer. Dylis asked if there could be financial help for BAAT Cymru to have the 'What is Art Therapy?' leaflet translated into Welsh. Tim Wright asked Dylis to supply some costings for doing this.

12.4. Northern Ireland. Jayne McConkey updated Council on the regional group's recent meeting. She had also attended an Allied Health Professions (AHP) consultation meeting about the Department of Health's proposed Advanced Practice Framework. The next stage of the AHPs workforce review in Northern Ireland will include arts therapists and it is hoped this may lead to an increase in the number of arts therapists employed in Health Trusts.

13. Special Interest Groups

13.1. PTSD, Complex Trauma and Dissociation SIG proposal. Nili Sigal talked through the proposal (circulated with the Council meeting pack) for a SIG for art therapists working with children and adults with PTSD, complex trauma or dissociation. It would meet quarterly and

enable members to network and share ideas and practice issues. The group would also set up a website to act as a resource for practitioners alongside its regular meetings.

Action: Council members voted unanimously to accept the proposal.

13.2. Self-Employed, Independent and Private Practice. James West reported the SIG now has an e-mail group of over a hundred and eighty people. Meetings are well attended and run for a whole day. The next one is due to be held in March 2018. A book 'Art Therapy in Private Practice', with chapters by SIG members, was published in September 2017.

13.3. Art Therapy and Learning Disability. Nicki Power talked about the SIG's most recent meeting on 28 November, which had a business meeting in the morning and the afternoon focusing on practice issues including working with people with learning disabilities and a personality disorder. Planning is underway for a meeting in Spring / Summer 2018 on the role of art therapy in learning disabilities educational settings.

13.4. Neurological Conditions. Kate Meadowcroft outlined the work the SIG has been doing on practice guidelines. It has held two meetings this year (with ten members attending each time) and membership of its e-mail group is growing. A presentation by Mark Wheeler at the last meeting was filmed with the aim of developing it into a podcast. Meetings include constructive art making as part of responding to and reflecting on their content.

13.5. Educators. Jill Westwood reported on the issues the group has been working on, including discussing the Apprenticeships for Arts Therapists initiative and how it might work in practice. Jill also talked about the current levels of stress and demoralisation in the education sector and how the group is working to meet the challenge of this.

14. Dates of the next Council meetings

9 December 2017
24 February 2018
19 May 2018 (AGM)
7 July 2018
22 September 2018
1 December 2018

15. Any Other Business

No further issues were raised for report or discussion.

16. Elected Council members

16.1. Supervision guidelines review working group. The group will comprise Tim Wright, Nicki Power, Emer Douglas (via conference calls and e-mail), Frances Walton, and Val Huet. It will work to produce an initial draft for Council, which will then be circulated more widely to members as part of a consultation exercise to review and update the guidelines.

16.2. Chief Executive Officer job description. Tim Wright introduced this item by explaining that Council was being asked to review the job description as part of BAAT's work to update

and standardise its remuneration policy, job descriptions, and appraisal system. The current job description describes the role and responsibilities the CEO presently fulfils.

16.2.1. Original CEO job description. Catherine Stevens thought that seeing the initial CEO job description and salary would be useful, as it could be compared to the present one. Val Huet had said it could not currently be found, which Catherine felt raised an additional point about how BAAT's records are stored and archived.

16.2.2. Requirements not covered in the job description. Catherine suggested adding the following aspects: liaising with trainings and accountability to Council (the system used for the CEO's appraisal). She also suggested there should be a Treasurer post on Council to focus on finance-related matters. Tim Wright said there had been an Honorary Treasurer post but this had effectively lapsed as BAAT took on paid staff to deal with financial matters. Council members discussed reinstating the Honorary Treasurer post, which Catherine expressed interest in taking on.

Action: Tim Wright to include the Honorary Treasurer job description in the Council meeting pack for 24 February 2018, to enable discussion and a vote about co-opting Catherine Stevens into the role.

16.2.3. Rationalising the CEO job description. Catherine suggested Council work through the points in the job description with the aim of making it manageable for the post-holder. There was a discussion about which parts of the job could be taken on by Council members, SIGs, Regional Groups, etc. Catherine suggested setting up a sub-committee to do this.

16.2.4. Review of the CEO job description. Tim Wright suggested Council should go through the job description point-by-point to decide which responsibilities the CEO should retain and which could be taken on by other people. He proposed using the following five categories to assign tasks in the current CEO job description: CEO, Council Officers (including Treasurer), Council Members, SIGs, and Other. He felt this would lead to a more manageable, sustainable CEO job description and help with clarifying what are BAAT office and BAAT Council roles and how they interconnect.

Action: Elected Council members to go through the Word document for the current CEO job description and divide the tasks into the categories as above. They are then to be e-mailed to Emer Douglas (by a deadline of 19 January 2018) who will collate the decisions for the next Council meeting on 24 February.

16.3. Chair's Action on 'Healing for the HeART'. Tim Wright expanded on his explanation of why he had taken Chair's Action on this issue (see point 3.5 above). He had not wanted to risk BAAT being seen as interfering or taking sides and possibly damaging BAAT's links with AATA. Jayne McConkey, Nicki Power and Catherine Stevens spoke in agreement with this approach. Joan Woddis talked about the difficult employment situation in the USA for art therapists and why the Second Lady's support might be seen by some as beneficial.

Action: Council members voted to endorse the Chair's Action and for BAAT to maintain the approach of not sharing or retweeting posts about 'Healing for the HeART'.

16.4. Business plan and BAAT office post changes. Tim Wright opened this item by outlining the changes Val Huet had proposed in the CEO Business Plan (circulated to Council

members prior to the meeting) which included a two per cent uplift in BAAT office staff salaries.

16.4.1. CEO Business Plan proposal. There was a discussion about how the proposed salary increases sit within BAAT's current income streams and how they compare with art therapy salary averages at present. The proposal was then put to the vote. Council members were prepared to back everything in the CEO Business Plan except the salary uplifts.

16.4.2. Compromise proposal. Council members suggested salaries remain frozen pending further discussion before the end of the financial year. If the CEO Business Plan was subsequently accepted in full, then the proposed salary increases could be back-dated. Tim Wright responded that an Extraordinary General Meeting would probably then be needed as BAAT's financial year runs from December to December.

16.4.3. Art Therapy Trust one-day per week Officer post. Catherine Stevens asked for extra information about the Art Therapy Trust (ATT) and the money earmarked for a one-day per week ATT Officer post. Emer Douglas asked if it was possible for Council to vote on all the issues except the salary for the ATT Officer post? Jayne McConkey suggested a time-limited one-off vote on the proposal this year, on the understanding that by this time next year there will be a proper system and appraisal process in place.

16.4.4. Proposal put to the vote. Council accepted the following wording to vote on: "Council agrees a two per cent salary uplift for the forthcoming year on the basis that any future uplift will be subject to review by Council. Council will also continue to develop the appraisal process for BAAT staff."

Action: Council voted to support this proposal by 5 votes to 1.

16.4.5. Additional information for CEO Business Plan. Council members requested more information on BAAT's proposed half-day funding of the one day per week Art Therapy Trust Officer post and how it is intended that will be rationalised.