



## **COUNCIL BUSINESS MEETING**

### **MINUTES**

**Saturday 24 September 2022**

**Council members.** Claire Louise Vaculik (Chair), Clare Boyd, Sinead Braiden, Sarah Challenger, Sophia Cowx, Liliana Montoya De La Cruz, Em Inman (Hon. Secretary), Mandy Leonard, Caryl Sibbett (Vice-Chair), Catherine Stevens, Michele Wood.

**BAAT officers in attendance.** Gary Fereday (CEO)

The Chair welcomed the newly formed BAAT Council members to their first meeting. She invited them to introduce themselves, giving a brief overview of their background and interests. The Chair reflected on how Council's efforts continues to strengthen the work BAAT does across the four nations, supporting art therapists and the communities they serve. She spoke about the important role the directors hold to ensure that the organisation is well-run and sustainable, so that it can support future generations of art therapists. She praised the ongoing commitment and vision of the CEO, who has done so much for BAAT and the profession since being appointed. The CEO then spoke about his long-standing passion and commitment to psychological therapies more broadly, which informs his interest in art therapy.

#### **1. Apologies for absence and declaration of conflicts of interest**

- a) Apologies: Francesca Nourouzi & Kristina Stamatiou (EDI Advisor)
- b) Conflict of interest: Chair asked if any director had a potential conflict of interest for any of the matters to be discussed. None were declared.

#### **2. Introductions and welcome to new Council members**

- a) Induction and Board training - The CEO will be organising an induction training for Council members.
- b) Board roles and responsibilities - The Chair explained the various roles within Council, noting that the network coordinator roles:
  - a) Sarah Challenger - Regional Group Network Coordinator
  - b) Em Inman - Special Interest Group Coordinator and Honorary Secretary

She spoke about some strategic priorities set for the next two years and outlines some opportunities that could arise for directors to represent BAAT at meetings, which align with their particular skills, interest and expertise.

#### **3. Approval of minutes of last meeting and matters arising**

- a) Minutes were previously corrected and approved by email.

- b) Matters arising from the minutes of the meeting on 14th May 2022:
  - a) The guidance to ensure inclusive practice at all BAAT events still needs to be developed.
  - b) The use of the terms 'volunteer' and 'honorary' and whether another term such as 'unpaid professional work' might be more appropriate. There was an acknowledgement of the importance of the language we use, and that there will be times when terms may need to be reviewed.
  - c) The Chair acknowledged the recent launch of the new BAAT website, within the timeframe set out at the start of the project. She congratulated the staff team and developers, noting this was a tremendous achievement and acknowledged the amount of work that had been required.
  - d) The Chair explained that the call out for proposals for members' presentations at the Annual Conference had been well received, with a range of excellent submissions received for this and the online conference exhibition.

#### **4. Chair's report**

The Chair shared details from her previously circulated report, reflecting on the journey travelled by BAAT over the past two and a half years. She noted her aim when standing was to increase engagement with members and to work towards using more consultation, collaboration and co-design in Council's work. She is pleased to have continued to offer her monthly drop-in meetings, which have been so rich and varied. She spoke about how the BAAT surveys (on diversity, equality and inclusion, an all-member survey about BAAT our services and resources, and our strategic plan) have enabled Council to gather feedback directly from members in their own words and metaphors. BAAT have used this feedback to develop new policy, adapt ways of working, and rebranded and to developed the new BAAT website - which just launched this month, on schedule.

She outlined that she is pleased Council has been able to implement some of the steps needed to be more inclusive in our shared work too, welcoming difference, using language sensitively, and widening access to the profession. She is also encouraged that this approach is enabling those within the field to make their voices heard, by sharing some of the creative, innovative practice across the UK – we will hear examples of this at the exciting Annual Conference on art therapy, trauma in society, and social activism. She spoke about the importance for the profession of looking ahead together, reflecting and planning our work, so that we take a structured and pragmatic approach as a small profession. We will need to choose how we focus our energy and also building partnerships to be able to make a real impact for members and service users.

Over the coming months there is more to be done, the adoption of BAAT's five-year strategy, continuing to implement the remaining tasks on the Equality, Diversity and Inclusion Strategy, and then starting to develop our communications and public affairs work. We need to be able to speak out with a clear voice in national debates and to continue to use our shared endeavors to show what it is about our work that provides such a unique resource for service users, staff, organisations and for our communities. She believes that it is important that in our work on Council, we equip every single member to be an ambassador for the profession and the communities they live and work in.

The Chair spoke about the rich and diverse professional landscape that art therapists inhabit, noting that we need to build upon the existing relationships and collaborative opportunities. Maintaining and strengthening our links to our regulator, with the music and drama therapy professional bodies, and attending network meetings for the allied health professions, psychological professions and arts in health could really enable us to advocate for our profession and for the people who access art therapy.

Since the last meeting she has liaised regularly with our CEO and Vice Chair of BAAT, working on the website and drafting some of the text for the webpages. She also helped to develop a new role, Professional Advisor, to support members and took part in the recruitment for this role. She and the CEO have met representatives from one of the trainings, in order to support them to respond to proposed changes at their HEI. She has also attended IJAT Board meetings, which highlighted the amazing work being done by the editorial team. For the BAAT supervision diploma, she took part in two days of vivas, serving as the internal examiner for eight trainees. She has also continued to attend the HCPC meetings for Professional Bodies and some of the HEE Education and Training network meetings.

The Chair shared how pleased she is with the progress that we have been able to make as a community over the past two years, guided by our members' experience and drawing on the outstanding professional skills of our CEO, Gary Fereday, and staff team. She noted how exciting it is to be joined on this next stage of the journey by the newly elected Council members and she welcomed them again. She also thanked those who had returned to offer service for another year. Being a part of BAAT Council affords an opportunity to give back to our community, to get to know more about our profession, and to make a real difference to the lives of art therapists and service users in each and every part of our four nations.

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

The Vice-Chair shared details from her previously circulated report. Since the last BAAT Council business meeting, she has been involved in various activities pertaining to BAAT generally and BAAT Northern Ireland. She echoed the Chair's comments on the rich experience within the newly formed Council group and remarked on feelings of re-energised hopefulness about the work of Council and how this can support members.

The Vice-Chair introduced herself to new members explaining her areas of special interest, which include acute mental health, The Troubles and abuse related trauma, cancer, hospice and forensic services and schools. She spoke about pluralistic art therapy, strands of therapy and practice weaving together, systematic evaluations, values-based approaches, good standards and governance. She reflected it had been great to be involved in the recent AGM and that she is looking forward to involvement at BAAT conference.

She also described working with the BACP in their communications with the Education Authority about the 'Happy Minds Therapeutic and Counselling Service' Pilot in Northern Ireland (NI) primary schools. This led to an opportunity to engage in her BAAT capacity, to develop a formal collaboration between BAAT and BACP. A joint BAAT/BACP letter was sent to the Minister of Education in late June which included asking for consideration of additional funding to enable the service to continue. Subsequently, the Minister of Education announced further funding allowing the service to continue to at least the end of 2022. The Vice-Chair and the BACP CYP Lead were invited to a meeting in August with the Minister of Education in Stormont in to discuss strategic matters relating to the HHM and ICSS services; representatives from the Department of Education, and Specialist Advisors to the Minister were also in attendance. BACP has said it welcomes further and wider collaboration with BAAT, such as on the NI Mental Health Strategy.

She noted the need for evidence-based art therapy, working collaboratively with drama and music therapies. The Vice-Chair spoke of her passion for collaboration, she reflected on art therapy as a very alive and passionate profession and how it is important that we share that passion. She shared a message of being 'stronger together than apart', finding ways to best navigate the

regulatory landscape wondering how we maintain boundaries while collaboratively, respectfully and sensitively championing art therapy. She will be finalising a workforce planning report for the Department of Health on Arts Therapies in NI. The BAAT NI committee is also represented on the AHP Federation NI and has contributed to a report on the need for more arts therapies posts in NI Health Trust mental health settings. She spoke of her involvement with several other BAAT NI committee members in ongoing collaboration with the *Irish Association of Creative Arts Therapists* and arts therapies colleagues will be planning the first Allireland Arts Therapies Convocation in 2023.

In closing, the Vice-Chair reported she is grateful to the Chair, CEO, BAAT staff and Council colleagues for all their hard work within BAAT, with members, and externally on behalf of BAAT and the profession.

## **6. Chief Executive's report**

The CEO highlighted items from his report, which was circulated prior to the meeting. He reflected on his last year in post. He reported he has been focused on developing BAAT into a safe and sustainable organisation.

### **a) Operational plan 2022 update –**

Six key areas the Chief Executive flagged for Council members to consider, which included:

- a) consult the membership on and then finalise our five-year strategic plan 2022-2027
- b) deliver the new website / database / forums platform
- c) continue to improve operational capacity to improve member experience
- d) review feedback from all-member survey and consider improvement to the membership offer
- e) continue to improve operational / financial planning and associated risk management
- f) consider how to shift resources to more public affairs / advocacy activity

Some points were then noted and considered, in relation to each area of work:

### **Support Members**

- The CEO informed Council that Louise Smart has been appointed as the Professional Advisor within BAAT. He reported this role is already having an impact, as member enquiries are being responded to in a timely manner and insights gained from the sorts of issues raised fed into wider systems.
- A new e-Bulletin which will be launched next week in line with BAAT's re-brand. Separate e-Bulletins for jobs and events to be launched.
- Information about the number of arts therapists is not currently available from the HCPC by modality, though we are working with BAMT to address this. BAAT aims to ensure that HCPC are considering any possible breaches of the protected title, or instances where art therapists may be disadvantaged, e.g., some job advertisements state HCPC registrants are not able to apply. As Art Therapists are now included in the Psychological Professionals Network (PPN) and will join their mapping of professions on the website, this should be easier to address.
- CPD bookings are lower than anticipated, so this will need be monitored.
- There is not a 'Library function' currently on the new website, Information is being displayed different ways although a Library function is being considered to see how it might be incorporated into the new site.

- Regional and Special Interest Groups - the CEO aims to focus on this area of membership engagement to improve these forums. Terms of Reference will need to be developed, so coordinators supported in these important roles.

### **Promote BAAT and the profession**

- The approach to public affairs has for many years been rather ad hoc and this needs to be developed, if we are to raise profile of art therapy to policy makers, opinion formers and commissioners. The CEO is looking to work with Council to develop a clear public affairs strategy.
- Partnerships and strategic alliances - develop our research alliance and build our communications strategy.
- IJAT publication - Longer-term decision needed whether to remain on-line, return to print or offer print version as additional fee.
- The Annual Conference tickets are selling, but it could be good to promote this as BAAT has taken a new approach this year and it promises to be an exciting event. The CEO asked Council to share the booking link with colleagues.

### **Develop the profession**

- Recruitment for Supervision cohort 2023 to be monitored.
- Art Therapy Practice Research Network requires review, as this is not currently operational.
- Partnerships with key academic research projects requires review too, due to departure of Director of Research and Development.

### **Ensure a well governed, professional and sustainable organisation**

- A review of the Articles of Association is planned to begin in the Autumn, with the aim of taking the draft revised articles to members at the 2023 AGM.
- Financial procedures will continue to be improved, enabling greater process and contingency planning, along with risk management - need a greater understanding of longer-term financial risks
- The IT and telephone infrastructure has been overhauled, after many years of limited investment, to ensure it is now fit for purpose.

The issues were discussed by Council. Feedback was positive about the operational plan, as this offers a real insight into the work that is being carried out and enables reflection about any potential issues in good time. Council members also had some queries and made suggestions:

- Some additions to some of the information provided on the website suggested, so that the use of creativity for wellbeing is highlighted for the public and guidance about how to access help takes account of current pressures on the NHS.
- Development of the 'How to access art therapy' page
- Query about the pages for each of the four nations; the CEO explained that these are now in development
- The CEO informed Council that subject to criteria previously agreed members can advertise art therapy jobs for free in BAAT's members areas and in SIG and regional forums. This contrasts with the job opportunities page of the members area where organisations pay BAAT a fee for advertising art therapy jobs
- Council reflected that with the announcement of the new HCPC standards of proficiency, members may need support in reviewing these and preparing for how they will impact practice.

**Action: Additional dates to be added to operational plan to enable progress tracking**

**b) Website/database update -**

The CEO reported that the website has launched on time and on budget. The feedback from Members and non-members has been positive. He spoke about the members forums, which have been improved although there is still a little more development and improvement to be completed. There are now real-time updates of the membership lists for Regional and Special Interest Groups, and coordinators will be able to email all members in their group directly from the Forum in a GDPR compliant manner. Communication within these groups will be vastly improved by the new system.

Council congratulated the staff team on this achievement, which has taken an enormous amount of work and required real commitment and dedication from the team.

Some thoughts were shared about re-engaging members in the forums, as some have stopped using them. It was suggested that some Council members could record a video explaining how to use them, as the previous videos about being on Council had been so well-received. There are further developments that will be carried out over the coming months.

**Action: CEO to share Council's thanks with members of the staff team for their shared achievement in getting the website launched on time and on budget.**

**c) Finance**

a) management accounts Q2 2022 -

The CEO presented the second quarter accounts (to end of June 2022). The Second Quarter actual is showing a deficit against the budgeted position, though this is primarily due to a late payment for some project work and payment should be made shortly. An area of concern is CPD courses, as these are generating less revenue than last year. On expenditure - whilst the new website came in much on budget there were additional costs associated with leaving the old website and database due to significant problems migrating membership data from the old database.

b) Planning for 2023 budget -

The CEO was working with the Finance Manager on the 2023 budget.

**d) Risk Register - update**

The risk register was reviewed as part of the operational plan and will be covered in more detail in future meetings. The registered is RAG rated (Red, Amber Green), to help clearly highlight areas of risk for BAAT.

**7. Strategic plan - for approval**

The CEO presented the feedback from the member survey. Around 100 members had responded to this, which was good to see as it enabled us to incorporate member feedback. The findings were:

- 85% of respondents felt the vision and mission statements captured or partly captured the essence of what BAAT stands for. Those that didn't feel that the vision captured the essence, went onto suggest some alternative wording to parts of it.

- 92 % of respondents felt that the themes broadly describe what BAAT needs to work towards. Those that only felt partly this to be the case (30%), then tended to have things they felt we might add to our activity.
- There was interesting and thoughtful feedback in the free text responses, with four themes emerging among responses:
  1. To add 'art psychotherapist 'alongside 'art therapist ,inorder to emphasise we have two protected titles; also, a suggestion that we reinforce this with mention of the clinical underpinning of the work and rigour of the trainings
  2. To remove 'creative therapies', as there is not an agreed definition for this term and it may confuse people
  3. To ensure we emphasise our commitment to EDI in our strategy
  4. That the order of the themes should emphasise our role in supporting members.

These member suggestions had been incorporated into the revised strategic plan presented to Council.

Proposal: To approve the Strategic plan

**Decision: Council voted unanimously to adopt the strategic plan with a number of small revisions as outlined below**

- Item 4 on page 9 needs to be revised
- Item 3:4:c NICE is representative only in England, so this wording should be changed to 'national consultations', some discussion regarding language used about research and co-production - amend Item 3 to read 'Ensuring the efficacy of what we do is understood, and advance research and innovation'.

## **5. Member proposals from AGM - for feedback/agreement**

### Proposal 1: Climate Crisis

*That BAAT develops a climate / environmental / ecological crisis strategy that outlines what it will to:*

- a) identify, develop and promote ways that art therapy can support people and communities to think about, and address, the environmental and ecological crisis*
- b) provide resources and CPD training to support members to work with people and communities to help understand the implications of the crisis*
- c) collaborate with other organisations across the wider arts therapies, psychological therapies, and mental health fields to raise awareness of the crisis and the response the arts therapies can offer*
- d) ensure the organisation minimises its own impact on the climate crisis*

Decision: Council voted unanimously to adopt proposal 1 and take action broadly as set out in proposal's next steps. A time limited task and finish group, to look at points a to c, was proposed and Caryl Sibbett and Catherine Stevens volunteered to be part of the group. The CEO and Operational manager would look at point d.

### Proposal 2: Hard copies of Journal and Newsbriefing

*To re-instate posted hard copies of IJAT and Newsbriefing to all members. (Maybe with an option to opt-out & receive only electronic versions for those who choose).*

There was a discussion about the cost implications of printing IJAT. Council considered that BAAT's dyslexia survey recorded around 40% of BAAT members are dyslexic. A council member suggested that access to printed copies could raise EDI issues. The discussion covered a range of views including the possibility of members being offered a choice to opt in to receiving IJAT in paper form without having to pay extra for this.

**Action: Board unable to make a decision at this time due to unknown financial implications – the CEO has been in conversations with the Journal publishers to establish options and associated costs. These are being investigated further and will be brought back to Council**

### Proposal 3: Membership of BAAT as set out in the Articles

*That Section 6.4 of BAAT's articles is amended in the following way. Section 6.4 states: 'The Directors may determine criteria for membership and may set out in Regulations a procedure and requirements for applying for membership. Directors are not obliged to admit any person satisfying such criteria as Members and may decline in their absolute discretion any person's application and need not give reasons for such as decision. '*

*We think that all but the first sentence should be taken out. The part to be removed is here in bold. This would then make Section 6.4 of the articles read: 'The Directors may determine criteria for membership and may set out in Regulations a procedure and requirements for applying for membership. '*

*We cannot see any reason why the Directors might want to prevent anybody that meets their criteria from becoming a member. Additionally, we think that to withhold reasons for stopping them becoming members, even though they meet the criteria, is inhumane and not fitting for a therapeutic organisation. It is important that BAAT's Articles show that BAAT treats all applicants equally, transparently and fairly. The current wording in 6.4 of BAAT's Articles, as it stands at present, is discriminatory and lacks transparency. The proposed change in the wording of point 6.4 would correct this. To give added clarity to the process of becoming a member of BAAT, it would help if the Articles made clear that acceptance into BAAT as a full member, should be based on clear and simple criteria, for example, to have qualified from a recognised Art Therapy training, and to be HCPC registered*

Council agreed that Proposal 3 to amend point 6.4 of BAAT's articles should be looked at within the broader context of reviewing and updating the whole of BAAT's articles of association, which when completed and agreed by Council would need to be adopted at the 2023 AGM. Professional expertise / legal advice would be required through this process.

**Decision: Council members voted unanimously to look at this clause as part of a wider review of the articles.**

### **6. Feedback from:**

- a) BAAT Council SIG Network Coordinator - EI
- b) BAAT Council Regional Network Coordinator – SC
- c) BAAT Country Representatives from England, NI, Wales and Scotland



There was no Council discussion or feedback on this agenda item. The Chair noted that network coordinators were in post for SIG and regional groups and that these meetings would now be scheduled. It was agreed that it would be helpful to give more guidance about what to include in reports for Council from network coordinators and the four nations.

**Action: Report templates will be shared. This item will be discussed more fully at the December meeting, when completed reports are available.**

**7. AOB:**

Council member noted a request from a joint SIG meeting, which had asked if BAAT could consider becoming a signatory of the Memorandum of understanding on conversion therapy in the UK.

**Action: The CEO to explore this and bring the issue back to Council in December meeting.**

**Scheduled meetings**

- Saturday 3 December 2022 12.00pm to 1.30pm then 2.00pm to 4.30pm