



**COUNCIL BUSINESS MEETING
MINUTES
3rd December 2022**

Council members. Claire Louise Vaculik (Chair), Clare Boyd, Sinead Braiden, Sarah Challenger, Liliana Montoya De La Cruz, Em Inman (Hon. Secretary), Mandy Leonard (left at 1.30pm), Francesca Nourouzi, Caryl Sibbett (Vice-Chair), Catherine Stevens, Michèle Wood.

Officers in attendance. Gary Fereday (CEO)

- 1. Apologies for absence and declaration of conflicts of interest**
 - a) Apologies: Sophia Cowx, Kristina Stamatiou (EDI Advisor)
 - b) Conflicts of Interest: The Chair asked if any director had a potential conflict of interest for any of the matters on the agenda for discussion today; none declared.

- 2. Minutes of Last Meeting - Matters arising**
 - Item 2.a. – The Induction training with Andy Burman is confirmed - 14th January 2023;
 - Item 3.b.a. – Guidance to ensure inclusive practice at all BAAT events has not yet been developed.
 - Item 6.a. - The CEO is still waiting to hear back from HCPC about the actual number of art therapists that there are currently on the register, which may be because of changes at HCPC. Their CEO, John Barwick, has resigned. BAAT Chair and CEO will meet the Interim CEO next week, which will allow them to raise breaches of the protected title, as these appear to be increasing.
 - Suggestions for the use of creativity for wellbeing have now been added to the website.
 - Item 6.b. – Council members were again asked to help develop short videos about using the BAAT Forums.
 - Item 7 - Understanding Conversion Therapy: The CEO followed this up with the Memorandum of Understanding (MOU) group. They shared a complication, noting that over the last year there have been a number of legal challenges made to the signatories of the MOU. There was a consensus that BAAT should become a signatory once the legal situation is clearer.

Action: CEO will outline the HCPC and protected title issue in a short paper to come to next Board meeting

- 3. Chair's Report**

The Chair highlighted items from her report, which had been circulated prior to the meeting. She reflected on the enormous challenges being faced. Increasing global instability, political uncertainty, rising energy costs and interest rates, and on-going travel disruptions adding to the difficulties that the service users that art therapists support will

face, impact the organisations in which their work is held, and their own lives too. Providing containment and support can be challenging when we may ourselves feel anxious and concerned. She noted that the Art Therapy, Trauma in Society and Social Activism Conference had been resonant in this context, with much food for thought. The member videos were particularly lovely to see and she believes that this is an exciting way to bring members practice to a wider forum.

The Coalition for Inclusion and Anti-Opressive Practice, which BAAT belongs to, has now developed its 'Equality, Diversity and Inclusion (EDI) Toolkit'. The Chair explained that BAAT are in the process of arranging an event with the authors – Marcelline Menyié and Danielle Osajivbe-Williams – in January or early February. This will give BAAT the chance to share the EDI toolkit with members, explain what it offers, and encourage art therapists, supervisors and art therapy educators to use this resource to enhance and develop their practice. As an important part of BAATs EDI strategy, she was pleased to be able to review the final draft of the toolkit and to see how much this has to offer.

She provided an update about the Arts Therapies Apprenticeships, noting that this had been a long-awaited addition to the training landscape since the standard was approved in 2018. The previous BAAT Chair, Tim Wright, led on this important work. The apprenticeship offers an alternative way to become an art therapist, supporting people from different backgrounds and life experiences to train alongside working. The HEE procurement process came to an end recently, with the University of Gloucester and Teeside awarded these contracts. BAAT Chair, CEO, and Professional Officer will be meeting representatives to explore what needs to be in place - in the curriculum, in practice, and in personal therapy - to support students to succeed on this new pathway and to thrive in our profession.

The Chair and CEO have started to explore the wider professional landscape and partners and stakeholders that BAAT need to develop or build relationships with, in order to raise awareness of art therapy. She highlighted the changing nature of this landscape, noting the resignation of HCPC CEO and significant staff changes in BACP and UKCP too.

She thanked BAAT staff members and reported that she has valued having the new Professional Advisor on board who is doing an excellent job responding to enquiries and taking the learning from these, so BAAT can develop the right resources for members. The Chair and Professional Advisor have met regularly to talk through some of the implications of the sort of issues that have arisen for members. The Chair was interviewed by Dr Zoe Moula, who is undertaking a project funded by HEE for BAAT, and by a representative from HEE about Advanced Practice. Her ongoing regular meetings included: monthly Chair drop-in meetings for members; attending the HCPC EDI Forum; and the HEE Education and Training network meetings (Liliana Montoya De La Cruz will now take on this liaison role for BAAT).

4. Vice-Chair's Report

The Vice-Chair highlighted items from her report, which was circulated prior to the meeting. She continues to be involved in various activities pertaining to BAAT and BAAT Northern Ireland (NI). She meets BAAT's CEO and Chair each month and participates in ongoing BAAT meetings and communications, taking part in discussions about BAAT's

work, recruitment, and reflecting on challenges and opportunities. This has included thinking about how to progress proposals from the AGM and planning for the forthcoming Board half-day training on the role and duties as Company Directors.

Externally, the Vice-Chair has been involved in discussions about the work of the Chief Allied Health Professions Officer (CAHPO) in NI, the promotion of Art Therapy, and representation at several Allied Health Professions events. She was also invited to meet with representatives from the Education Authority in NI to discuss how their wording of tenders could accurately represent the regulatory requirements of the Art Therapy/Art Psychotherapy profession. She has continued to liaise with the Allied Health Professions Federation NI on various matters relating to workforce and wider enquiries received about the profession.

She reflected on the privilege it was to view the high quality of presentations submitted for the recent BAAT conference, noting too that it was a joy to see the Array Collective's presentation at the conference. She shared that she is looking forward to the coming year with BAAT and to seeing the website continue to develop. She thanked everyone involved, particularly CEO, Chair and BAAT staff members.

5. Chief Executive's report

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

- a) Operational Plan (Update): The CEO reflected on operational activity, which is proceeding much as planned. He noted that the BAAT team have put in an amazing amount of effort this year. Most have worked extra hours, particularly around the delivery of the new website. He wanted to formally thank the staff team for this. The CEO explained that he plans to shift focus and resources to public affairs and advocacy in 2023. Part of this work will require identifying board members who might represent BAAT on the various committees and working groups held by other bodies and partner/stakeholder organisations.
- b) Risk (Update): There are a number of risks identified on the risk register, which is brought to Council every six months. The CEO explained that BAAT Finances are very tight and this remains a key risk that needs to be monitored closely.
- c) Website/Database (Update): Council members asked questions about the website, plans for an interactive calendar, and the feedback from the membership. The CEO explained that the vast majority of the feedback received is very positive. The BAAT team is working through the few remaining teething problems. There will be a Phase Two of website development, which will focus on developing the forums, members' ability to post events on a shared calendar, and the public-facing areas of the website.

The "Find an Art Therapist" section on the website was discussed. For many years BAAT has had an application process (with associated registration fees) for members who wish to register as an approved Private Practitioners and Supervisor, and who, following successful approval, appear on the BAAT website. This process may need to be reviewed if all members of BAAT are to be findable on the new website.

Independent practice and the private practitioner' and supervisors' lists were discussed, with consideration given to the possibility of a kite-mark being developed. Governance and the role of regulators were also discussed. There was consensus that that all art therapists that are BAAT members should be able to be found on the public-facing part of the site, if they choose this option. It was agreed that this will come to a future Council meeting.

Kite-marking could be linked to CPD, and also for there to be a link to the HCPC website so potential clients / referrers can easily check that the therapist / supervisor is HCPC registered.

Action: The CEO will bring a brief paper to the next meeting, which outlines any issues and potential ways to enable all members to be visible in the search area on the BAAT website.

d) International Journal of Art Therapy (Update and Decision):

Quarterly Performance – The CEO gave credit to the Editorial team, noting all the hard work he has observed. The Editor-in-Chief role will be going out to advert soon, as the current post holder's term comes to an end in April 2024. The Chair thanked the current and previous Editorial Board for their excellent work, which has enabled the journal to continue to develop and grow in readership and influence. The CEO noted that this is very important for the profession and shows that there is a clear return on BAAT's investment in the journal. He believes that this is a success story to be proud of. He also reminded Council of the benefits for members of having access to the American and Canadian Art Therapy Journals, via the website.

Taylor and Francis Contract – BAAT's contract with IJAT's publishers, Taylor and Francis, is due for renewal. They have been very supportive of the journal over the 10 years that they have been publishing IJAT. They also publish the Canadian and American Art Therapy journals, which is how these can be shared with our members too. Taylor and Francis have offered BAAT a 3-year contract this time, which is very similar in terms to the previous contract. The CEO then explained that he was recommending that BAAT remain with Taylor and Francis.

Council asked to discuss *Item 6.b. Members' Proposal 2* here, as this was about the journal and would need to be taken into account in the decision made about the contract. Members had asked BAAT to reinstate posted hard copies of IJAT (and Newsbriefing), suggesting a possible opt-out for members who preferred online access.

The CEO had been asked to explore issues and options with the publisher and also to consider the accessibility of the journal. He reported that there is a global trend towards online publication only, which offers opportunities to be more creative about content (with more illustrations, video content, etc.). It is also more sustainable, which is important in the context of climate change. Issues around accessibility were explored with the publishers, with advice sought from the British Dyslexia Association (BDA) too. Taylor and Francis are committed to accessibility and they have developed functions that enable the Journal to be read aloud and both font and backgrounds changed, in order to make the articles easier for people to access. Council wondered

if members knew about this functionality and how to use it. Advice from the BDA was that this was good practice and supportive for people with dyslexia. The BDA did not suggest that print copies would be needed to meet accessibility objectives, in fact their own guidance documents and resources are provided online.

Some discussion arose about the BAATs connection to members, with the act of receiving the journal being linked to the value of being a member. Council noted that the journal is a tangible, transitional and embodied object for many members. Wider issues pertaining to the value of membership, particularly in the current financial landscape, were considered. Council discussed what members think they are getting in return for their membership of BAAT, principally the importance of getting art therapy work.

The financial implications for BAAT of returning to paper publication for IJAT/ Newsbriefing were set out and discussed. Returning to print would cost approximately £55,000 per year, which was a conservative estimate. The CEO informed Council that a decision to return to paper would have serious implications for BAAT's financial position. He recommended that the journal remains online for the foreseeable future, but that is kept under review. The CEO reminded Council of the annual printed compendium, which is available at a heavily discounted price of £25. Council asked if purchasing the annual compendium could be made easier for members on the BAAT website, so more of them were aware of this option and could choose to purchase print copies if they wanted these.

It was agreed that it would be financially unsustainable to provide printed versions of IJAT and Newsbriefing.

Decision: council voted unanimously to continue the contract with Taylor and Francis, with the journal published online.

Action: CEO to ensure that members are aware of the 'read aloud' and other functions on the IJAT website, which aim to improve accessibility. Also, to ensure that it is easier for members to purchase the annual printed IJAT compendium.

- e) Finance – Management accounts Q3 2022 (For information): The CEO presented the management accounts, which had been circulated prior to the meeting. He reported that CPD income is below target, and for the one-week art therapy foundation course. The Annual Conference income is also lower than budgeted, but this was due to a huge take up of ticket sales at the last minute. He reported that this appears to be a trend with online events. Expenditure for this quarter has gone up in some areas though. Website development costs were slightly higher than expected. Council raised some queries about CPD and Private Practice and Supervision registration income and the value of some trainings for practitioners.
- f) Finance – Draft Budget 2023 (For decision): The CEO discussed his finance report and the draft Budget for the coming year, which had been circulated prior to the meeting. Some discussion about membership fees, the value of membership, and how to support members in these difficult economic times. To enable a balanced budget, the following budgetary assumptions had been made:

- The Journal and Newbriefing remain on-line
- The number of CPD trainings, short courses and conferences remains broadly like 2022
- AGM remains online
- Membership numbers remain broadly the same
- A below inflation £10 fee increase is applied for full and associate members in the spring, and a smaller £5 increase for students and other reduced fee categories – the first membership fee increase since 2017
- A cost-of-living increase is applied to salaries – however recognising the economic realities, this would need to be below inflation

Decision: Council voted unanimously to approve the budget, with the agreed budgetary assumptions and the fee increase to take effect from April 2023.

6. Members' Proposals (Update and decision): The Chair thanked the CEO and members for continuing to work on these proposals, which members had brought to the AGM.

a) Proposal 1: Climate Crisis: Council has set up a time-limited task and finish group to do the work set out in this proposal. This is made up of the proposers (Gary Nash and Jamie Bird), Caryl Sibbett, Catherine Stevens, and Michèle Wood. Gary shared information about an NHS Greener initiative, which BAAT is now taking engaged with too.

b) Proposal 2: Hard copies of Journal and Newsbriefing: Discussed under CEO's Report – above.

c) Proposal 3: Membership of BAAT as set out in the Articles: Council has committed to revising the Articles, with revisions presented for adoption at AGM 2023. The CEO noted that this is a tight timeframe, but work will start shortly.

7. Annual conference 2023: The CEO and Chair asked Council for some initial thoughts and ideas for the Annual Conference, as planning for this event will start in the new year. The CEO explained some options to consider, as the event could be re-budgeted as an in-person conference.

- Council agreed they would like to continue inviting proposals for video submissions from members, as this had worked very well and brought new voices into this forum;
- Ideas put forward: Collaboration, Eco/Climate/Environment, Activism, Art Therapy Research, Innovative Practice, Drawing together in times of adversity, Relationships with people that Art Therapists work alongside in teams, Organisational Relationships;
- Council members Sarah Challenger and Liliana Montoya De La Cruz and Caryl Sibbett would like to be involved in working group to organise the conference.

8. Art Therapy apprenticeship pathway: BAAT has received queries about weekly personal therapy and some other established training practices, as part of the development of the new apprenticeship pathway. The pathway has highlighted areas that may need to be set out more clearly, in order to ensure that art therapy trainees across this new, diverse training landscape are all supported while training and well-equipped for the workplace. Council discussed the potential need for BAAT to develop curriculum guidelines, which could be used alongside the standards of proficiency (SOPs) to give clearer guidance for trainings. The

HCPC are supportive of professional bodies developing this sort of resource and it is an approach used by many of the allied health professions.

9. Updates from:

- a) **Council SIG Network Coordinator** – Em Inman gave an update on recent SIG Coordinators meeting which was very well attended and positive. Some themes emerged, including noting the low numbers of members participating in some of these groups and an on-going curiosity around why this is.
- b) **Council Regional Network Coordinator** – Sarah Challenger gave an update on recent Regional Coordinators meeting which was very well attended. This was also generally positive. Some queries about the possibility of some sort of compensation for being a coordinator. They also requested guidance from BAAT about CPD certificates, what is appropriate for CPD, and the regional structures in place.
- c) **England, Scotland, Wales, and Northern Ireland** – The Chair noted that the templates for reports from the nations, which that had been planned at the last meeting, had not been developed and sent out. As written reports for this meeting had not been received, she invited representatives to share an update:
 - Clare Boyd gave an update from Northern Ireland: The two NI Regional Representatives have stepped down since the last meeting. As a committee they are working on encouraging members to take up the role(s).
 - Sarah Challenger gave an update from Wales: There are two new coordinators in place; WATAF have gone through some key organisational changes. There have been a lot of art therapy vacancies advertised in Wales, which is very positive to see.
 - The CEO gave an update for Scotland: The BAAT Scotland officer has stepped down. He has been in touch with BAAT Scotland to discuss their work and how to best liaise in the coming year. This is an opportunity to think about how to develop and improve communication with all four nations..

10. Representing BAAT – updates from Council members

Liliana Montoya De La Cruz gave an update from the regular meetings that she has been attending for BAAT – the HEE Education and Training network. Recent meetings have looked at pathways for the development for Art Therapists in the NHS and industrial action and the impact that this is having on trainees.

Close 4.30

Dates of next meetings

- Feb 4th
- May 20th
- June 24th (AGM)
- Sept 30th
- Dec 2nd