

COUNCIL BUSINESS MEETING Saturday 4th February 2023

In attendance:

Council members: Claire Louise Vaculik (Chair), Clare Boyd, Sarah Challenger, Sophia Cowx, Liliana Montoya De La Cruz, Mandy Leonard, Francesca Nourouzi, Caryl Sibbett (Vice-Chair), Catherine Stevens and Michèle Wood.

Officers: Gary Fereday (CEO)

Minute taker: John Twomey

1. Apologies For Absence and Declaration of Conflicts of Interest

a) Apologies: Sinead Braiden and Em Inman (Hon. Secretary)

b) Conflicts of Interest: The Chair asked if any Council member had a potential conflict of interest on any of the matters on the agenda for discussion today. None were declared. Mandy Leonard advised that she now works with the University of South Wales. She will be updating her conflict-of-interest form accordingly.

2. Minutes of Last Meeting - Matters arising

The minutes were previously approved.

These were the matters arising:

- Item 2/ Understanding Conversion Therapy: the CEO advised that he had been in touch with the Memorandum of Understanding (MOU) group. It would appear that the threat of legal action has receded. There is no current threat. Hence BAAT can now proceed to become a signatory.
- Item 2/ HCPC data: The CEO is still waiting for data from the HCPC about the actual number of art therapists currently on the register. He will chase this up.
- Item 5.d/ IJAT: The CEO advised that the 'read aloud' function is available on the on-line Journal on the website.
- Item 6a/ Climate crisis: The two proposing members are unable to participate in the working group but have agreed to submit their notes by e-mail. The other group members are aware and another way of taking this work stream forward will be considered.
- Item 9c/ Report templates for Board members to use: These haven't been developed yet but work is continuing. The new database should make it easier to

prepare reports of membership numbers and the CEO is looking at developing some dashboard type information for the Board.

Action: The CEO will chase the HCPC about the actual number of art therapists currently on the register.

3. Chair's Report

The Chair highlighted items from her report, which had been circulated prior to the meeting and responded to questions, as follows:

MIND have written a very positive feature on BAAT for their membership magazine which has a wide and varied audience of service users and professionals. A connection of this kind with MIND is valuable. The Senior Communications Officer may be able to build on this.

HEE Arts Therapies Apprenticeship Working Group: there are still some outstanding questions. Clarity is still needed regarding appropriate levels of personal therapy whilst in training, to clarify specific requirements for weekly 1-2-1- or group therapy and that monthly group therapy is not sufficient. The CEO and Chair are meeting the relevant Universities and HEE about this.

HCPC: The Chair and the CEO had a very positive meeting with Andrew Smith, the new HCPC Interim Chief Executive. Topics discussed included the new HCPC Standards of Proficiency, misuse of the protected title, how better to communicate with the HCPC and the questions that had arisen from the apprenticeship pathway work. The HCPC have since contacted the CEO to request further meetings.

ANZACATA e-Delphi process: she has taken part in this process and was able to offer feedback from a UK perspective. It was interesting and may have relevance to BAAT in developing its own curriculum.

The Council Members induction program has been continuing with the external consultant, Andy Burman, who is providing training for Council members about the purpose of Articles of Association and how to update them.

Ongoing Regular Meetings and Tasks: she liaised with BAAT's Professional Advisor about members' enquiries. She has continued to hold monthly Chair Drop-in Meetings for members. This has offered a wide range of contacts.

She had completed the annual appraisal of the CEO and it had been very positive.

She was asked how many people attended the drop-in meetings. It varied. The highest attendance was 30 and the lowest was 0. It may be that members feel they no longer need it as much as more queries are now being processed in the normal course of business.

4. Vice-Chair's Report

The Vice Chair highlighted items from her report, which had been circulated prior to the meeting, as follows:

Education Authority, Northern Ireland: she had been liaising with the EA to discuss the final preparations for the issuing of a new tender for the Healthy Happy Minds programme. However, last month the tender process was halted as the Education Authority have been instructed to achieve savings of £100 million by April. This puts the whole programme at risk. This would have very serious implications for service providers, including art therapists. Services to young people, including school-based services, may also be under threat. If the proposed cuts are proceeded with, it will affect employment opportunities. Organisations have had to prepare contingency plans. She has sought a formal meeting with the EA.

Meanwhile, a Consultation is underway into mental health in schools. After liaising with the CEO and Chair, she submitted a 15-page response. She and Clare Boyd have offered to participate in the oral feedback sessions.

She had participated in the CEO's appraisal and expressed thanks to him for his valuable work.

She has been liaising with Allied Health Professions Federation NI.

The Vice Chair was thanked for her timely and effective engagement in a challenging funding situation. It was observed that a cut of £100 million was huge in the context of the NI budget and that this in turn raised the question of how BAAT might raise its profile in order to advocate and support.

5. Chief Executive's report

The CEO highlighted key items from his report, which had been circulated prior to the meeting, as follows:

a) Operational Plan Update

The plan is now embedded into the way the organisation plans and monitors its work. Staff are using it more - it has given clarity and proving helpful.

Priorities from 2022:

There were 6 objectives in 2022. All but one was achieved.

1. Producing an agreed Strategic Plan objective had been completed.
2. The new website and database are in place. The forums appear to be increasing in activity. Traffic is increasing. Increased support and advice is being offered to coordinators.
3. Operational capacity: there is a good staff team in place. A Senior Communications Officer has just been appointed. She has previously worked with Universities UK and is already having an impact.
4. Membership support has improved. The recruitment of a membership role is still envisaged.

5. Operational and financial planning: improved and clearer processes have now been established.
6. Public affairs/advocacy activity: competing operational priorities have limited progress on this.

This Year's Suggested Priorities

Five objectives for 2023 were suggested by the CEO

1. Develop BAAT's advocacy and public affairs activity to better represent art therapy to policy makers.
2. Continue to improve member engagement and networking, particularly through the Special Interest and Regional Groups and the associated on-line forums. All forums are now online. The database now functions better and is freeing staff to work more creatively.
3. Relaunch the Art Therapy Practice Research Network (ATPRN) with some symposiums. There wasn't capacity to run it last year.
4. Relaunch and develop Newsbriefing as a more engaging online magazine, with both member-only and public content. This is already underway and now online under a new title, "*Insight*", offering a mix of public and member-only content. It's not a peer-reviewed journal but is more magazine-like.
5. Review and update articles of association and byelaws. The external consultant Andy Burman will speak later on this.

There was a wide-ranging discussion about the proposed objective regarding the ATPRN. It was felt that greater clarity was needed regarding its role; how it functioned, how it was led, how active it was and how it linked with SIG's. Nonetheless, there was consensus about the value of evidence-based research and its importance in supporting public affairs / advocacy. However, it remained unclear if the proposed objective was the best means of serving these.

The CEO found this input helpful, and he will refine the objective.

It was asked if non-members can submit to "*Insight*". They can, if it is of relevance to art therapy.

Action: The CEO will reframe the objective in regard to evidence-based research.

b) Management Accounts Q4 2022

The Q4 accounts are now complete. Income has been much as predicted. Attendance at courses is good. Online courses attract international participants. Bookings have been increasing but some courses weren't able to be run. Overall CPD income is up. Membership income has also increased. The new membership officer is working to clean up the membership data. The new database has proved helpful. It should be soon possible to compare the data with the HCPC database figures.

There were no significant expense variances except under IT. There has been historic underinvestment in this area.

Instead of a projected surplus of £10k, there will in fact be a deficit of £10k. This is because an invoice from our journal publishers is awaited. The deficit can be covered by reserves. However, going forward, further income generation will need to be looked at e.g., CPD offer and member subscriptions.

In response to a question, the CEO confirmed that the White Lion St offices remained in use. It was modestly priced accommodation. Staff work flexibly. There is not enough space for all staff to work in the office at the same time.

It was suggested that recordings of CPD courses could be charged for. The CEO will look into this.

c) Risk Register

The risk register was noted. The CEO recommended focusing on the two high areas of risk:

1. Finance viz. income generation, finance mapping and financial controls.
2. Staffing: Staff team are working extremely well with very little, if any, spare capacity. If a staff member were to unexpectedly leave or go on long-term leave, there isn't capacity to cover.

d) IJAT Update

The journal goes from strength to strength. Its citation rating has increased. Last year there were 150k downloads. This year's figures are awaited. It's now fully online.

A new editor-in-chief is being recruited. The present editor is due to leave next year. It is hoped to offer the new editor a long induction.

The Chair expressed thanks to the editorial board for their valuable work.

[Francesca Nourouzi joined the meeting at 2:05]

6. Updating Articles of Association

Andy Burman introduced himself as a consultant specialising in governance issues. He had previously been the CEO of the British Dietetic Association for many years.

He had examined BAAT's articles of association and believed that they needed to be revised. He had identified three key areas:

1. Proxy voting: The articles presently allow a non-member of BAAT to be delegated to vote on behalf of a member and, further, to vote within their own discretion on supplemental issues.
2. Virtual general meetings: These are common now. The articles do not mention them. Though they are implicitly permitted to be held, it would be preferable to explicitly permit them in new articles.

3. Streamlining: The template articles of association offered by Companies House are now much clearer and simpler. The present articles set out detailed procedures on the conduct of the organisation's governance. These can be difficult to follow and may prove cumbersome if changes were needed. It would be preferable to streamline the articles along the lines of the Companies House templates and, separately, to take the existing procedures and regulations and transfer them to a suite of byelaws suitable to BAAT.

Council asked a number of questions:

Q: What does the term "byelaws" mean?

A: It means the "rules", "procedures" or "standing orders" under which an organisation conducts its governance. The terms are interchangeable.

Q: There have been at least two revisions of the articles within memory, the latest being three and a half years ago. How often do articles need to be revised?

A: It is common to review every three or four years.

Q: What would be the time frame for the revision?

A: It is hoped that the revised articles will be voted upon at this year's AGM.

Members had a wide-ranging discussion about the proposed revision and the following points emerged:

- The present articles are difficult to navigate in certain respects. They could be a lot clearer. They would serve BAAT members better if they were easier to understand.
- The revised articles will need to be considered initially by Council but ultimately will have to be adopted by members at an AGM.
- Further changes may need to be considered as well e.g. how national structures fit within the overall BAAT structure?

It was agreed unanimously that work should begin on the preparation of a new set of articles and a suite of byelaws to be consulted upon with members and voted upon at the AGM this year.

7. HCPC, protected titles and role of BAAT

Council discussed this issue for which the CEO had produced a paper which had been circulated prior to the meeting.

The titles "Art therapist" and "Art psychotherapist" are protected titles. They are not permitted to be used by anyone who is not registered with the HCPC. Members have reported instances of people incorrectly styling themselves as art therapists. Others are using titles that are conspicuously similar to the protected titles e.g. "Creative Arts Therapist" or "Arts Therapist". The Professional Standards Authority (PSA) has also been sanctioning the use of similar titles e.g. "Certified play and creative arts counsellor of

children and young people". BAAT reports instances of misuse to the HCPC who are responsible for the policing of the correct use of the titles.

Council Members were unanimous in their concern in regard to any misuse. Special concern was expressed in regard to the risk that the PSA may be keeping a register of essentially unregulated practitioners. It was desirable that the public should be aware of the value of using a registered art therapist to enable them to make an informed choice when seeking therapy. It was also desirable that employers were aware, e.g. the NHS. It was important for BAAT to be proactive on the issue in order to protect the need for regulation.

It was agreed that the following actions would be taken:

- Brief members in regard to the correct use of the protected title. This in turn should help them to spot misuse.
- Encourage members to alert the HCPC directly and BAAT of instances of misuse. We can collate data and liaise with the HCPC. Where appropriate and possible, we can work with them to help them police the misuse.
- Seek a meeting with the PSA to discuss the titles that they accredit.
- Work on a joint statement with the HCPC in regard to the protected titles. This could be shown to someone who may be incorrectly using them.

8. Developing The "Find an Art Therapist" Function on Website

Council discussed this issue. The CEO had produced a paper which had been circulated prior to the meeting.

The options in regard to the public-facing part of the site were considered. Presently only 155 members who are registered as private practitioners and supervisors are shown.

There were three options:

1. Include all members and drop the private practitioner and supervisor categories.
2. Include all members but offer an 'enhanced website listing' where the payment of a fee enables the practitioner to be found as someone offering private practice or supervision.
3. Offer a listing for private practitioners and supervisors on the basis of agreed criteria. It might also be possible to offer a 'kite mark' showing that the practitioner has met criteria that BAAT believes appropriate for an individual to undertake private practice or supervision.

There was general agreement that all BAAT members should be on the public facing website. Reservations were expressed about offering a kite mark based on assessed criteria. This could lead to BAAT being perceived as a regulator and being vulnerable to challenge in regard to its assessment processes. The members list should not function as a

formal register. Instead, it could be made clear that a member's registration could be checked on the HCPC website.

The general preference was for all members to be listed but for an "enhanced listing" to also be available based on a self-declaration process. The CEO will follow this up.

9. Annual Conference 2023:

The CEO is keen to agree an overall theme for the Conference as soon as possible to enable the preparation work to begin, particularly engaging a keynote speaker. The conference is an important event for members and supports them in their development. It is also an important income stream.

Council members offered a wide range of suggestions in regard to a possible theme. A sample of these included changing times, adaptive practice, helping professionals survive in changing times, innovation, integrative practice, climate crisis, broadening practice, developing practice and adapting our practice to changing times.

A preference emerged from the discussion for the theme to be relevant to clinical practice. An overarching theme based on the concept of change appealed to members.

A steering group was desirable, but it would need to be formed quickly as time is limited.

The cost of attendance was also discussed. We should be mindful of the tight budgets for members. It is more likely that an employer would contribute to the cost of attendance if the theme is demonstrably relevant to therapy practice.

A very long list of suggested topics for presentations was shared as well. A sample of these included digital or non-traditional methods, EMDR, simplifying psycho-educational concepts, family art therapy, sensorimotor psychotherapy with art therapy in the context of trauma work, working with teenagers and developing practitioner research, writing an art therapy practice/research paper, promoting art therapy in an NHS CAMHS setting and working with clients who will not/cannot enter the therapy space.

10. Updates from regions

a) Council SIG Network Coordinator

Em Inman provided a note advising that the following issues had been discussed - member benefits/ journal/ role of SIG's and terms of reference / importance of SIGS/ advertising events in BAAT bulletin.

b) Council Regional Network Coordinator

Sarah Challenger advised that the following issues had been discussed:

- Would it be possible to acknowledge the value of the regional coordinator in a practical way by offering a free or discounts to CPD events?

The CEO responded that this seemed a good idea. The staff team were looking at how it might be implemented. Others in comparable voluntary roles might benefit as well. Should it be extended to them?

- The desirability of guidance about BAAT approval for CPD events.
- How the regional groups are delineated and considerable variance in size and geographical coverage of the groups.

c) England, Scotland, Wales, and Northern Ireland

Wales - Sarah Challenger. WATAF have had their meeting today. Wales is becoming more active as a region.

Northern Ireland – Clare Boyd. Members were seeking clarity around the size of their region and their terms of reference.

Scotland- The CEO attended the Scottish annual meeting online. The feedback was that this was welcome and that BAAT was perceived to be less London-centric than before.

11. Meetings Attended

Francesca Nourouzi is representing BAAT at the Office for Health Improvement and Disparities (formerly Public Health England) on the Allied Health Professions, Public Health Strategy Board.

12. AOB

The BAAT staff team have enrolled in Race Equality Week next week to each undertake a daily 5 minute challenge. Council Members saluted this and were happy to take part. The staff team member leading this work will e-mail Council with details.

Close 4.40

Dates of next meetings

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