


The HCPC introduce the Standards of proficiency: all you need to know

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Resources on our website



'In brief' videos

These summary videos go through each of the five key themes, setting out the changes, prompt questions, suggestions and tips on how to begin adapting your practice.

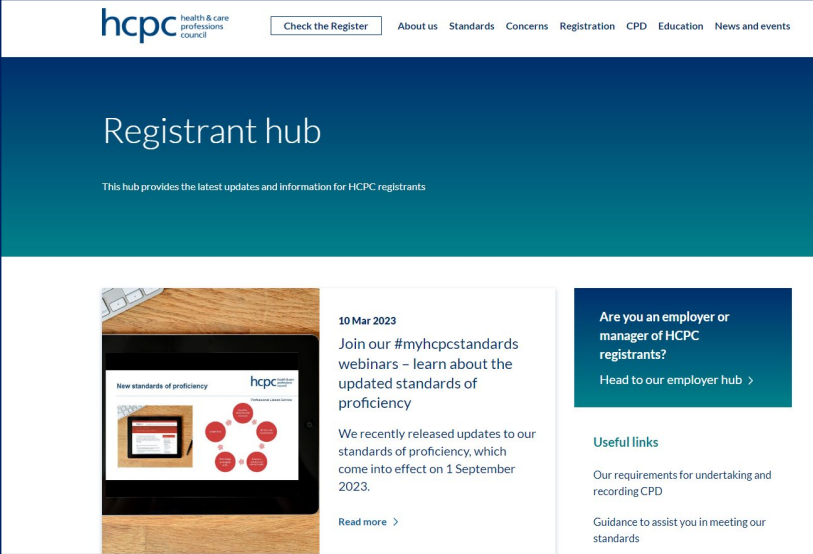
[Watch the videos >](#)



Webinars

Our 45-minute webinars, hosted by HCPC's Professional Liaison Consultants, take a more in-depth look at each theme, with insight and examples from guest speakers.

[Watch the webinars >](#)

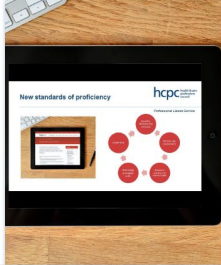


hpcpc health & care professions council

Check the Register About us Standards Concerns Registration CPD Education News and events

Registrant hub

This hub provides the latest updates and information for HCPC registrants



10 Mar 2023

Join our #myhpcstandards webinars – learn about the updated standards of proficiency

We recently released updates to our standards of proficiency, which come into effect on 1 September 2023.

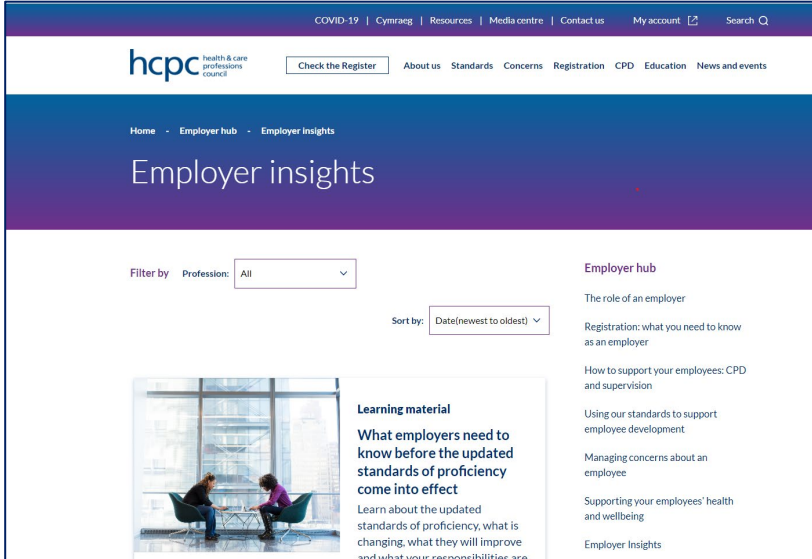
[Read more >](#)

Are you an employer or manager of HCPC registrants?

[Head to our employer hub >](#)

Useful links

- Our requirements for undertaking and recording CPD
- Guidance to assist you in meeting our standards



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hpcpc health & care professions council


Check the Register About us Standards Concerns Registration CPD Education News and events

Home - Employer hub - Employer insights

Employer insights

Filter by Profession: All

Sort by: Date (newest to oldest)



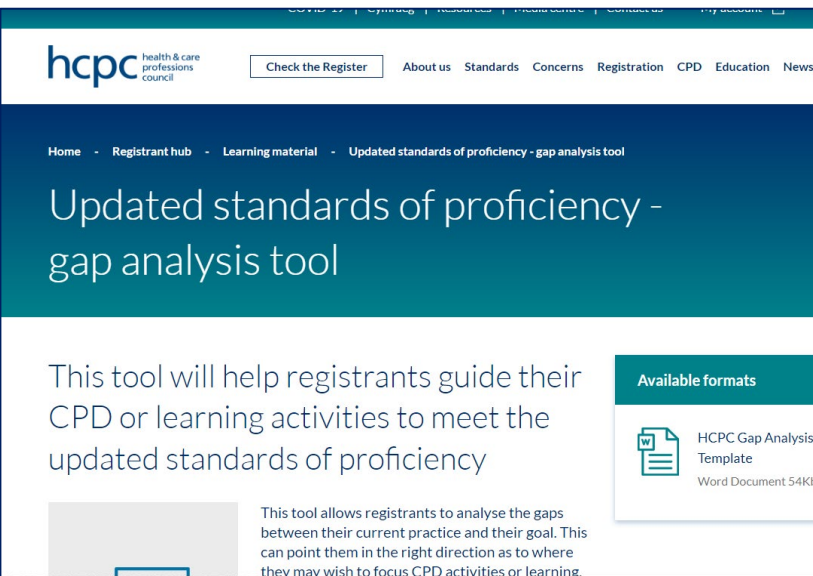
Learning material

What employers need to know before the updated standards of proficiency come into effect

Learn about the updated standards of proficiency, what is changing, what they will improve and what your responsibilities are

Employer hub

- The role of an employer
- Registration: what you need to know as an employer
- How to support your employees: CPD and supervision
- Using our standards to support employee development
- Managing concerns about an employee
- Supporting your employees' health and wellbeing
- Employer Insights



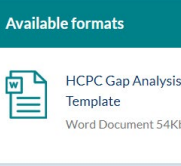
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Home - Registrant hub - Learning material - Updated standards of proficiency - gap analysis tool

Updated standards of proficiency - gap analysis tool

This tool will help registrants guide their CPD or learning activities to meet the updated standards of proficiency



Available formats

- HCPC Gap Analysis Template
- Word Document 54Kb

This tool allows registrants to analyse the gaps between their current practice and their goal. This can point them in the right direction as to where they may wish to focus CPD activities or learning.



Resources for BAAT members

- Networking with colleagues and like-minded people helping to develop the profession.
- Members' area of our website, with a wealth of resources, documents, and guides for professionals and trainees.
- CPD courses specifically aimed at art therapists, at discounted rates.
- Four free CPD evening workshops throughout the year, access to a library of free CPD resources to help support your professional work.
- CPD platform to record and update CPD in a format to help with HCPC audit



Resources for BAAT members

- Members can join a regional group and full and trainee members can join any of the Special Interest Groups, which provide opportunities to network and engage with colleagues within the forum and attend free art therapy events and meetings that count as CPD.
- Free access to all International Journal of Art Therapy articles and the journals of our partner professional bodies in the USA and Canada.
- Free access to our magazine, InSight, including member-only articles about the art therapy profession and our work.
- Regular bulletins with all the latest art therapy news and updates.

Professional Liaison Service

01

**Introduction
to the HCPC
&
Professional
Liaison
Service**

02

**Standards of
Proficiency**

03

**Resources and
other sources of
support**

04

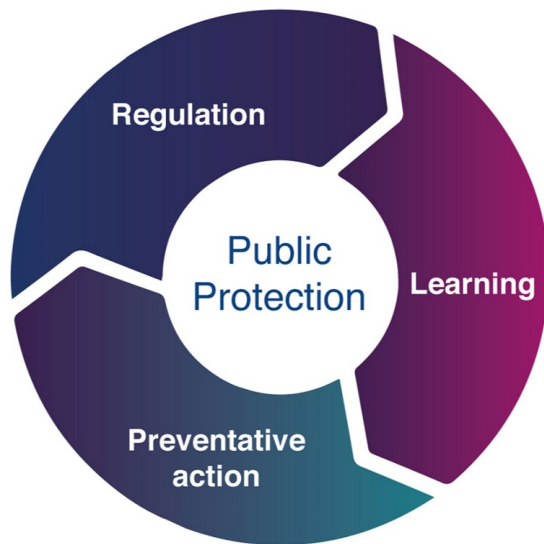
**Any
Questions**

01

Introduction to the HCPC and Professional Liaison Service

The Health and Care Professions Council

Professional Liaison Service



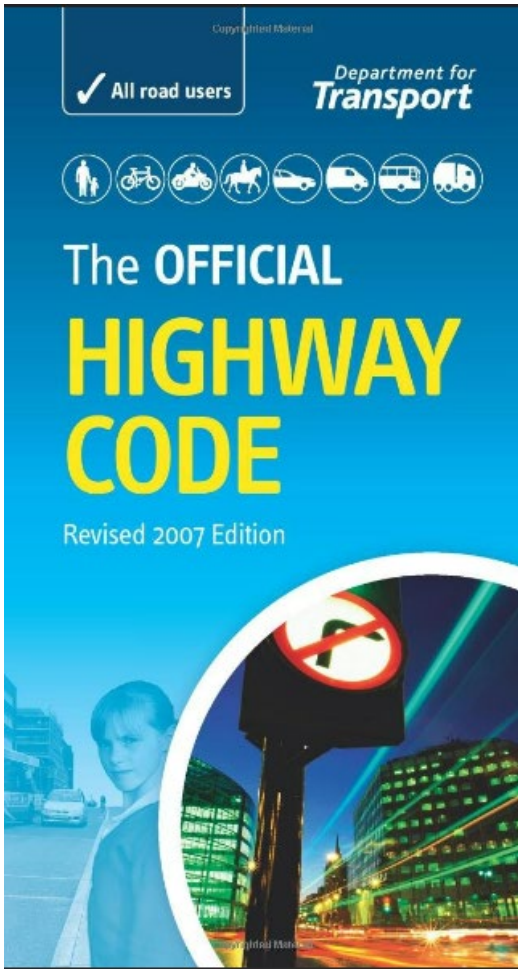
Quality assuring education

**Maintaining and publishing
a register of professionals**

**Responding to fitness to
practise concerns**

**Setting appropriate
Standards**

Upstream regulation is the process of taking learning from fitness to practice concerns, specific intelligence, research and cross regulatory and agency working to support registrants to give the best care they can, to reduce harms and to protect themselves and their reputation



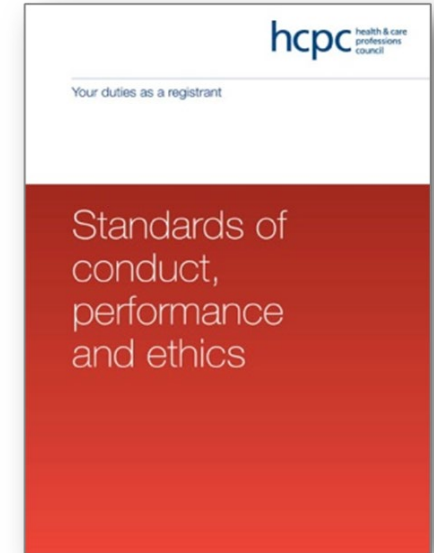
Role of BAAT

- Membership body NOT a Regulatory one
- Advice and support for members professional concerns
- Encouraging learning and development and good practice
- Facilitating peer discussions and professional connections
- Sharing new developments and research
- Representing the profession with policy makers
- Raising the profile of Art therapy
- Publishing latest research and practice

02

Standards of Proficiency

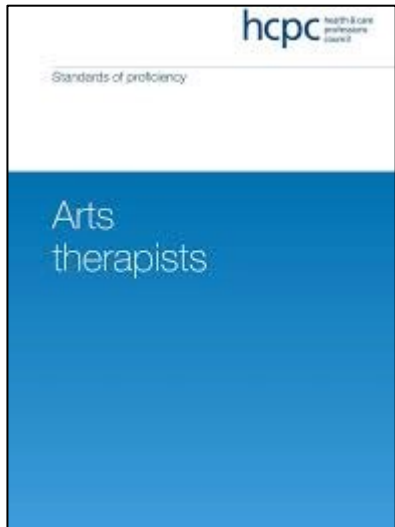
HCPC standards of proficiency



What has changed in the Standards of proficiency ?



Mythbusters #1 HCPC Standards of Proficiency



~~“I will need to prove I meet the new standards”~~

You will be asked to sign the professional declaration when you come up for renewal

Your registrants must make a professional declaration once every two years in order to stay registered

You are confirming that you:

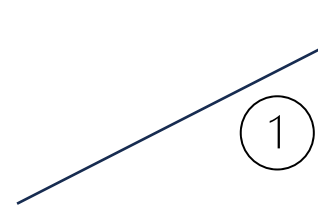
- Continued to meet the HCPC’s Standards of proficiency for the safe and effective practice of my profession
- Have not had any change relating to your good character
- Had any change relating to your health which may affect the ability to practice safely and effectively; or
- Continued to meet the HCPC’s standards for continuing professional development

Mythbusters #2 HCPC Standards of Proficiency

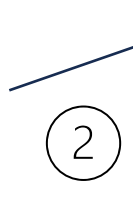


~~"If I am called for CPD audit I would need to evidence how I meet all the standards point by point"~~

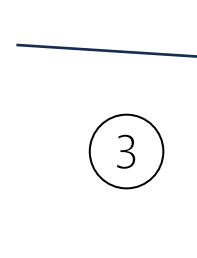
You will be asked to describe current role, then list CPD activities, then option to reflect on 4-6 of them and how they changed practice



Describe your current role and the work you do



Provide a dated list of your CPD activities



Choose 4-6 activities, describe them, what you learnt and how they improved your work for patients



Give evidence which shows the CPD activities you have written about have taken place

Mythbusters #3 HCPC Standards of Proficiency



~~"The updated standards are introducing new expectations into my practice"~~

Revised to better reflect both contemporary practice and service-user needs, and developed with registrants and professional bodies

Equality, diversity and inclusion

We have significantly expanded the role of equality, diversity and inclusion (EDI), placing specific importance on making sure that practice is inclusive for all service users.

The key changes in the updated standards of proficiency can be grouped into a number of themes, of which this is one. The changes in the updated standards extend beyond these themes. To see them all, download the [full standards for your profession >](#)

Why?

The HCPC is committed to ensuring that registrants can provide healthcare to all their service users. EDI requirements already existed in the standards of proficiency and the standards of conduct, performance and ethics, and these changes have strengthened our EDI commitment.

Specific standards:

Registrants must:

- 5: recognise the impact of culture, equality and diversity on practice and practise in a non-discriminatory and inclusive manner

Revisions to the standards of proficiency

Active implementation of the standards

Promoting public health and preventing ill-health

Equality, diversity and inclusion

Further centralising the service user

Registrants' mental health

Digital skills and new technologies

Leadership

What's the same

Why and how we revised our standards of proficiency

Resources

Summary of the changes

Specific standards detailed

- 5.3: recognise the potential impact of their own values, beliefs and personal biases (which may be unconscious) on practice and take personal action to ensure all service users and carers are treated appropriately with respect and dignity
- 5.4: understand the duty to make reasonable adjustments in practice and be able to make and support reasonable adjustments in theirs and others' practice
- 5.5: recognise the characteristics and consequences of barriers to inclusion, including for socially isolated groups
- 5.6: actively challenge these barriers, supporting the implementation of change wherever possible
- 5.7: recognise that regard to equality, diversity and inclusion needs to be embedded in the application of all HCPC standards, across all areas of practice

Resources

Fact sheet on EDI

EDI fact sheet (PDF)



Equality, diversity and inclusion
Adobe PDF Document 169Kb

Summary video on EDI



Resources:
Factsheet
Summary video
45 min webinar

<https://www.hcpc-uk.org/standards/standards-of-proficiency/>



What has
changed in
the
Standards of
proficiency ?

Digital skills and new technologies

We have emphasised the need to be able to keep up to date with digital skills and new technologies.

Why?

Technology continues to play an expanding role in the work of our registrants. We have made it clear that we expect registrants to maintain their ability to use new technology relevant to their practice.

Expectations of registrants:

- The use of technology has always been an important part of the way registrants meet the standards
- The four standards above cover key areas in which registrants should be able to make use of technology
- This standard does not mean registrants must be able to use all technology relevant to their field, as we know that registrants will have different access to technology based on their work setting and/or employer
- One way that registrants can integrate the new standards into their practice is through their own records. For instance, when offering telehealth services to a new service user, registrants should:
 - consider how this might impact on the service user's confidentiality
 - take time to explain to the service user how any of their information might be stored differently when compared to a face-to-face meeting
- Registrants may also find it useful to specifically direct their CPD to new technology relevant to their field and reflect on the possible impact of new technology on their practice

Examples of active language...

Previous

understand the
importance of
maintaining their own
health



Current

understand the importance of
their own mental and physical
health and wellbeing strategies
in
maintaining fitness to practise

What has
changed in
the
Standards of
proficiency ?

Leadership

We have emphasised the role and importance of leadership at all levels of practice.

Why?

We believe in the importance of registrants being autonomous professionals and in displaying leadership without needing to be in a management role.

Expectations of registrants:

- Leadership is not just about the management or supervision of others, but is an attribute all registrants should demonstrate in their roles
- Leadership will mean different things in different roles and there is no set way to show leadership
- We will be developing online material about leadership, but registrants can also consult their professional body, union or employer for further resources

Making use of the standards - summary

Provides a high-level framework for you

- 'Check in' regularly to ensure practice aligns with the standards
- Add to Team meeting agendas
- Use available resources
- Have conversations with colleagues/buddy up
- Undertake a gap analysis and address any issues identified

Not prescriptive

- How you meet the standards depends on context
- Room for variation dependent on role and scope

Autonomy and flexibility

- You should use your own professional judgement to assess what is safe and effective in your context
- You can rely on support from practice leads, professional bodies to help you apply any changes that are necessary

03

Resources and other sources of support

HCPC Gap Analysis Tool

This tool allows registrants to analyse the gaps between their current practice and their goal. This can point them in the right direction as to where they may wish to focus CPD activities or learning, in order to meet the updated standards of proficiency.

Standards of proficiency

Gap analysis tool

The HCPC standards of proficiency are the professional standards all HCPC registrants must meet in order to join the Register and remain on it. Updates to the standards, which come after extensive consultation with a wide range of stakeholders, come into effect on 1 September 2023. All HCPC registrants need to meet these standards, as far as they relate to their scope of practice.

This tool can be a useful first step in identifying gaps between the updated standards and your current practice. You can then focus on addressing the gaps as part of your continuing professional development (CPD) or learning and development plans.

We recommend using this tool to look at a small number of updated standards, and repeating the exercise for all the updates that relate to your scope of practise.

To get started, you'll need to familiarise yourself with the updated standards of proficiency:

- [Updated standards for all professions](#)
- [Updated standards \(and summary tables\) for each profession](#)
- [Helpful resources on key themes in the changes](#)

1. Choose **one or more of the updated standards** and try to **summarise it** below.

Standard number and text:

Taking HCPC standards into practise

LOGO

As part of future planning an Arts therapist working as a sole practitioner, is considering offering remote consultations and treatments to patients, so decided to initially focus on the digital skills and new technologies standard.

Actions:

- Reviews remote consultations resources.
- Explores how others offer remote consultations.
- Gained the opinions of her patients.
- Work overlaps with centralising the service user HCPC standard.

BUSINESS

Further to undertaking the HCPC standards gap analysis an Arts Therapist working as part of a team identifies that their highest priority is to develop a greater understanding of their own mental health and wellbeing in maintaining fitness to practise.

Actions:

- Watches HCPC webinars on the standards change.
- Reflect on their gap analysis in supervision.
- Proposes a change to supervision template to include opportunities to meaningfully discuss wellbeing.
- Change is rolled out across the team.



BRITISH
ASSOCIATION
OF ART
THERAPISTS


hcpc health & care
professions
council

Professional Liaison Service

BAAT resources with SoP

- Professional advice and support online
- Access to guidelines/ FAQs regarding practice
- Free and discounted CPD
- BAAT Chair online drop in sessions
- Regional and SIG groups
- Latest research and learning regarding practice in IJAT and InSight


Resources on our website



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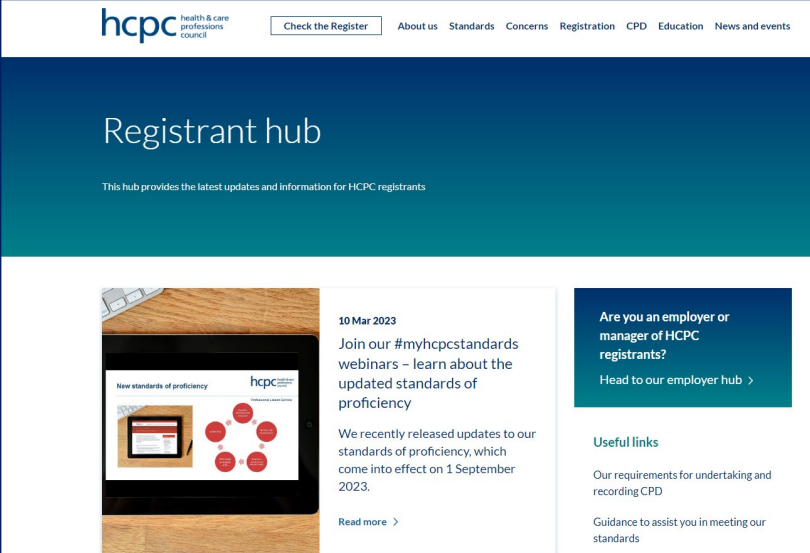
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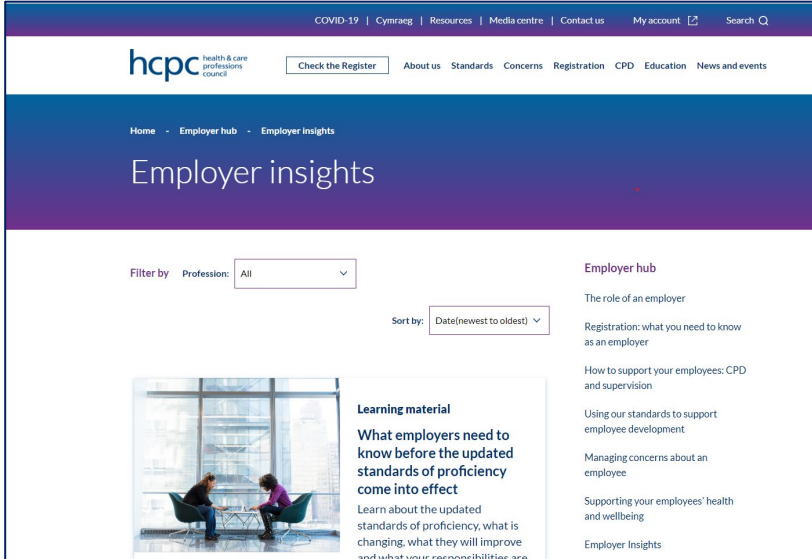
Webinars

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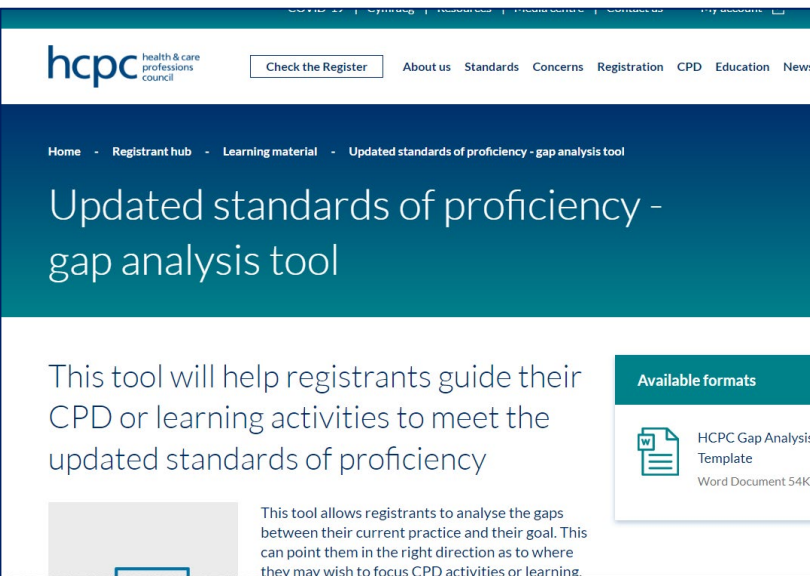
[Watch the webinars >](#)



The screenshot shows the HCPC Registrant hub page. The header includes the HCPC logo and navigation links: Check the Register, About us, Standards, Concerns, Registration, CPD, Education, News and events. The main heading is "Registrant hub" with a sub-heading: "This hub provides the latest updates and information for HCPC registrants". A featured article titled "10 Mar 2023" discusses updated standards of proficiency, with a "Read more >" link. A sidebar on the right asks "Are you an employer or manager of HCPC registrants?" and provides a link to the employer hub, along with "Useful links" for requirements and guidance.



The screenshot shows the HCPC Employer insights page. The header includes the HCPC logo and navigation links: Check the Register, About us, Standards, Concerns, Registration, CPD, Education, News and events. The breadcrumb trail is: Home - Employer hub - Employer insights. The main heading is "Employer insights". There are filters for "Filter by Profession: All" and "Sort by: Date (newest to oldest)". A featured article titled "Learning material: What employers need to know before the updated standards of proficiency come into effect" is highlighted. A sidebar on the right lists "Employer hub" topics: The role of an employer, Registration: what you need to know as an employer, How to support your employees: CPD and supervision, Using our standards to support employee development, Managing concerns about an employee, Supporting your employees' health and wellbeing, and Employer Insights.



The screenshot shows the HCPC Updated standards of proficiency - gap analysis tool page. The header includes the HCPC logo and navigation links: Check the Register, About us, Standards, Concerns, Registration, CPD, Education, News and events. The breadcrumb trail is: Home - Registrant hub - Learning material - Updated standards of proficiency - gap analysis tool. The main heading is "Updated standards of proficiency - gap analysis tool". The text describes the tool: "This tool will help registrants guide their CPD or learning activities to meet the updated standards of proficiency". A sidebar on the right lists "Available formats" and shows a document icon for "HCPC Gap Analysis Template" (Word Document 54Kb). The bottom text states: "This tool allows registrants to analyse the gaps between their current practice and their goal. This can point them in the right direction as to where they may wish to focus CPD activities or learning."



Insights for employers

August 2023

[View in browser](#)

