



Minutes of the Annual General Meeting 16th July 2022 online

Present

Elected Council members: Clare Boyd, Sophia Cowx, Dominik Havsteen- Franklin, Cliff Free, Vivienne Gibbons, Em Inman (Hon. Secretary), Mandy Leonard, Dr Caryl Sibbett (Vice-Chair), Claire Louise Vaculik (Chair)

In attendance: Gary Fereday (Chief Executive Officer, BAAT), Rosie Heavens (Administrator, BAAT), Alex McDonald (IJAT Editor, BAAT)

Council nominees. Sarah Challenger, Sophia Cowx, Vivienne Gibbons, Francesca Norouzi, Catherine Stevens, Michèle Wood

Apologies

Elected Council Members and Council nominees: Sinead Braiden, Dr Susan Carr, Liliana Montoya De La Cruz, Karen Fenna, Sarah Jane Sellors, Jude Smit, Diane Waller (Honorary President)

AGM Ordinary Business

1. AGM opening and official welcome. The Chair welcomed delegates to the AGM, which was being held online for a third year owing to the ongoing Covid-19 situation. She thanked Professor Diane Waller OBE, Honorary President of BAAT, for her contributions over the past year and informed the membership that Professor Waller was not present as she is unwell. Apologies also were shared on behalf of Dr Susan Carr, Karen Fenna, and Jude Smit. The Chair thanked Em Inman, Honorary Secretary, for taking the minutes.

Voting at the AGM. The Chair explained that members had been sent a link by the polling organisation UK Engage to enable them to vote online on the relevant business items on the agenda. Voting would be open until 2 pm. The meeting was quorate through a combination of the proxy votes received and the one hundred and thirty-one BAAT members present on the day. She noted that there would also be an online poll, relating to the accounts and the appointment of the Auditors.

2. Review of the year - Chair and Chief Executive

The Chair began by introducing the current members of BAAT Council and then paid tribute to the hard work and dedication shown by all BAAT members and staff, responding to the many challenges we have all had to deal with individually, as an organization, and as an art therapy community over the past 12 months. The Chair and CEO then reviewed some of the work BAAT has been doing to support its members over the past year. This was all undertaken in the face of the significant ongoing uncertainty from the Covid pandemic.

Back in January 2021, we appointed our new Chief Executive and the 2021/22 period since our last AGM has been a time of considerable change for the organization. This has entailed:

- major review of our operational capacity and staffing configuration
- improvements to our governance
- longer-term strategic planning
- substantial investment to develop a new website, membership database and online member forums.

The organisation now has over 2,000 Full Members, 550 Trainee Members and almost 200 Associate Members. Our Full Members are all qualified and HCPC registered Art Therapists / Art Psychotherapists – titles protected by law. The CEO noted that we are a small professional body with a turnover of £640,000 per annum, which is managed and operationalised by a very small team – just over 7 full time equivalent staff members.

Supporting members:

The Chair and CEO spoke about member benefits. These include a comprehensive range of CPD courses at discounted rates, online access to all International Journal of Art Therapy articles and Newsbriefing, Regional and Special Interest Groups, eBulletins – news about events, jobs and publications, quarterly free on-line lectures, professional and clinical guidance, and access to the Allied Health Professions (AHP) Rewards scheme.

Training courses and events:

They reminded members that there are a significant number of courses and events that are run each year. These include::

- 24 CPD courses,
- Three one-day Introduction to Art Therapy courses,
- Two one-week Art Therapy Foundation courses,
- An accredited Level six supervision course,
- A bespoke 'Children and Young People' course, commissioned on the Island of Jersey,
- The ARTiculate training, for staff working in education and social care,
- Four free evening member lectures,
- An AGM annual lecture, and
- The Annual Conference day.

Publications:

They also shared some highlights from our journal, the International Journal of Art Therapy:

- Four editions each year
- 64 submissions (41 research papers, 15 practice papers, 8 opinion pieces)

- Downloads of articles grew from 104,000 in 2020 to 150,000 in 2021 and are continuing to rise in 2022
- Ranked in the top half of all academic journals in both the clinical psychology and rehabilitation categories.

Newsbriefing continues to attract non-academic, practice-based submissions from BAAT members. While the eBulletin highlights key developments in the profession, training courses, online resources, and job opportunities.

Advice and guidance:

The professional body offers a range of guidance for members to support them to navigate changes in legislation, in practice or challenges that can arise. This service has been developed:

- Advice by telephone and email to members on a wide range of professional and clinical issues.
- To improve responsiveness, staffing has been reconfigured, with additional staff time available to monitor and respond to emails and telephone calls.
- A Professional Advisor has been recruited to provide advice directly to members and ensure our clinical and policy guidance is up to date and reflects current best practice.
- A regular research drop-in session has been offered for members and we also publish our regular digest of new research projects and publications.

Promoting art therapy:

The CEO and Chair noted that we have continued to develop our public affairs and advocacy work, though there is more to be done in this area. Over the past year we have:

- maintained our active membership of the Allied Health Professions Federation
- continued to build our links with colleagues in the NHS, Health Education England, the Culture, Health and Wellbeing Alliance
- Increased partnership work with our colleagues at BADTh and BAMT – the professional bodies for Drama and Music Therapy respectively
- Been invited to join the NHS Psychological Professions Workforce Stakeholder Group
- Developed a partnership with Royal Society for Public Health, highlighting case studies of Art Therapy promoting public health

We were also commissioned by Health Education England to deliver three major projects:

- career mapping of art therapy against other psychological professions
- supporting and increasing availability of clinical training placements
- Establishing the knowledge, skills, and attributes of the 21st century professional - how it could be embedded in the pre-registration curricula

And we held discussions with colleagues across the four nations:

- thinking together how we can better represent art psychotherapy in Scotland, Wales and Northern Ireland
- reflecting and responding to the increasing diversity of policy and delivery of services.

Developing your membership body:

The Chair also highlighted that BAAT had developed and adopted our Equality Diversity and Inclusion (EDI) policy and strategy, become Members of the Coalition for Inclusion and Anti-Oppressive Practice and signed up to become a Disability Confident employer

The Chair and Chief Executive explained that Council has started to develop a longer-term strategic plan, using member consultation and ongoing development. And they will also be looking at how to better engage members – using member surveys and working to improve the support we offer to Regional and Special interest groups.

The new website and membership database enable us to better promote art psychotherapy and improve members' experience. The new site will include much improved "find an art therapist" function, with online maps, and a new members' area where members will be able to:

- easily renew membership,
- book onto events and training courses,
- and access publications and professional guidance and advice

There are also new on-line member forums, which will enable members to better engage with other members in both the Special interest and Regional Groups.

Council is also delighted to have a brand-new image and branding for BAAT, as this will help us promote art therapy to the wider world. The CEO thanked members for their contributions to the development of the website.

The Chair reminded members that the reports for Regional and Special Interest Groups have been shared in the AGM pack. The CEO noted that a priority for the coming year will be to develop these groups.

The Chair then paid tribute to the dedicated staff team at BAAT, and she thanked Val Huet for her years of dedicated service to the profession. She noted that the Professional advisor has been appointed and further information about this will be announced in the e-bulletin this month.

The CEO then took a moment to reflect on his first year in post. He discussed the enormous amount of change that has taken place, including staffing, understanding members' needs, developing resources, improved governance, completing the draft strategy and most the significant action of replacing the current website and improving members ability to communicate and build relationships with one another and continue the development of our profession. He also reflected on the uncertainty due to Covid and noted how this continues to impact our lives, the ongoing conflict in the world, and the need for improving access to services for service users.

The Chair opened the floor to questions or reflections from members:

- Some members had not seen the EDI policy and wished for this to be sent out again.
- A member noted that CPD is expensive and asked if payment plans for training could be considered, as this would mean that accessibility to courses would be improved.

- A member is running the SIG for deaf art therapists and noted that they have to pay for interpreters.
- Equity for members was raised in relation to the website and independent practice and supervision. It was noted that it is important that all members who wish to work in this area of practice can be found in the search function by the public.
- Professional map of therapist locations provided on the website.
- A suggestion was made that BAAT offer a list of PhD supervisors.

ACTIONS:

- EDI policy doc to be resent to members by email, with a link to the policy on the website.
- Review access to interpreters for deaf members. Ensure that the new website will include information in BSL, so that it is fully accessible.

3. Minutes of the last AGM held on 17 July 2021, online on Zoom.

The minutes were made available in the AGM pack sent to members prior to the meeting.

3.1. Corrections. No corrections were requested for the minutes of the 2021 AGM.

3.2. Matters Arising. No matters arising were raised.

3.3. Vote on the 2021 AGM minutes. Minutes were accepted. The Chair thanked Simon Richardson for his diligent approach and comprehensive minutes. The approved minutes will now be available on the BAAT website.

4. Financial report - Annual accounts for the year to 31st December 2021

The accounts were shared on-screen, and the CEO went through each section to give members an overview of BAAT's income and expenditure for that year. He reflected on the impact of Covid-19 and lockdown. He noted that despite this, BAAT had a small operating surplus of £10K. As BAAT is a not-for-profit organisation, this will be reinvested in the association to help it improve services to members. The balance sheet showed BAAT was in a stable financial position at present, with reserves of £150K – around 3 months of BAAT operating costs. While this is comfortable, it is the minimum an organisation of this nature should have.

In summary, BAAT accounts are good and in a reasonable position, however things may potentially get tighter in the coming year. The CEO and Chair thanked Dr Abimbola Badiora (BAAT Finance Manager) for her hard and diligent work.

4.1. Proposal for approval of the accounts by the AGM. The Chair asked for approval for the accounts.

4.1.1. Vote on the accounts. Delegates voted in the online poll as follows: Content, 95 per cent; Not content, 5 per cent. The accounts were approved.

4.1.2. Questions and comments.

- A member asked what the item labelled 'subscription to other organisations' refers to in the accounts. Explained that this is what we pay to belong to professional networks, such as the Allied Health Professions Federation.
- Training course expenses of £69k were listed. A member wondered if there is a breakdown of these training course expenses and how these are commissioned. Explanation offered

about the balance of courses on offer and monitoring the subscription to courses, so that new ones can be considered.

- A member asked why the IJAT and Newsbriefing costs have increased, considering they are now offered electronically. Explained that there are more issues published and costs have increased.
- A member noted that they are having to pay for a hard copy of IJAT now and wondered if that will change, as they used to be posted out as part of our membership before. Noted that online is great, but having a paper copy is important for some.
- A member asked about parity with other psychological therapies in relation to the private practitioner or a supervisor lists. A lot of ATs work in private practice type arrangements and as supervisors, without meeting the additional expectations of experience/training that BAAT asks for to join the list. Should be more of a requirement, as it appears to be with other professional bodies such as BACP? Do we need to seriously consider the extra training and experience that people should have, in order to meet professional competencies that other psychological therapies expect? Some discussion ensued, with different perspectives on levels of skill and experience.

4.2. Re-appointment of Higgisons as Accountants

4.2.1. Proposal for formal approval by the AGM. The Chair asked for approval for the reappointment of Higgisons, Chartered Accountants, for the next financial year.

4.2.2. Vote on the proposal. Delegates voted in the online poll as follows: Content, 95 per cent; Not content, 5 per cent. Higgisons were therefore reappointed for the next financial year.

5. Member proposals

5.1 Proposal 1: climate crisis

Proposer: Gary Nash

Secunder Jamie Bird

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*

Gary spoke to the proposal details and reflected that he and Jamie had raised this proposal, due to the matter being raised with them by multiple stakeholders.

5.1.1 Discussion:

Proposal was positively received, with suggestions made about linking in with the Climate Psychology Alliance A member asked what the CEO anticipates members and the organisation would need to do going forward to be active, in terms of practical or political steps. The CEO noted that he would like members to be able to seek support about the Climate Crisis through BAAT, and believed that this important issue will be included in the BAAT narrative as we move ahead in our communications and public affairs work. Suggestions were made about the way BAAT could be active in addressing the climate crisis, with some resources shared in the chat - <https://theconversation.com/what-psychotherapy-can-do-for-the-climate-and-biodiversity-crises-116977>.

5.1.2 Vote on the proposal: The aggregate of the proxy and online votes was as follows:

For, 261;

Abstain, 9;

Against, 22.

5.2 Proposal 2: hard copies of Journal and Newsbriefing

Proposer: Alison Hawtin

Secunder: Diana Watts

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).

Since Covid in 2020 our BAAT journals have gone online. Informally there has been feedback that this has both reduced people's reading of the journals and created questions about what's happening to our membership fees associated with this saving. Back copies are available but at additional cost to ourselves via the publisher. This was clearly widely concerning and as a result a survey was created. 48/98 of the Region 8 email membership responded and fuller discussion of these results will be presented at the AGM.

5.2.1 Discussion:

This proposal was supported by many members of the membership body. A discussion ensued with a range of different ideas, exploring sustainability (of printed documents), accessibility, the journal as a material object that is linked to our modality as art therapists, additional costs for printed journals, acknowledgement of differentiation an learning styles and needing to meet the needs of all.

5.2.2 Vote on the proposal: The aggregate of the proxy and online votes was as follows:

For, 230;

Abstain, 11;

Against, 51.

5.3 Proposal 3: membership of BAAT

Proposer: Catherine Stevens

Secunder: Sally Skaife

*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.

The CEO gave some feedback about the general position of the Articles, but reflected that it is hard to see why the directors would need to decline a qualified member from the organisation. The Chair noted that she is not aware that Council had ever declined an application from a member that met the criteria for membership. The CEO said that he will be looking further into the articles. Sally Skaife asked for a timeframe for this to be completed by. A member reflected that it may leave BAAT vulnerable to remove this ability to remove members. She acknowledged that it might sound concerning, but perhaps in a safeguarding respect it may be necessary.

The Chair thanked members for their proposals and reminded members to cast their vote this afternoon.

5.3.1 Vote on the proposal: The aggregate of the proxy and online votes was as follows:

For, 188;

Abstain, 41;

Against, 63.

6. Election of Members of Council for a period of two years

6.1 Nomination statements.

Sinead Braiden, Sarah Challenger, Sophia Cowx, Liliana Montoya De La Cruz, Karen Fenna, Vivienne Gibbons, Francesca Norouzi, Sarah Jane Sellors, Catherine Stevens, Michèle Wood were standing for election to Council. Those present in the meeting gave a statement in support of their nomination, they have also shared statements in the AGM pack.

6.2. Vote on the nominations. The aggregate of the proxy and online votes was as follows:

Candidates:

Name	VOTES	ELECTED
Sinead Braiden	121	YES
Sarah Challenger	101	YES
Sophia Cowx	110	YES
Liliana Montoya De La Cruz	109	YES
Karen Fenna	98	NO
Vivienne Gibbons	96	NO
Francesca Norouzi	152	YES
Sarah Jane Sellors	66	NO
Catherine Stevens	116	YES
Michèle Wood	215	YES

Elected to Council: Sinead Braiden, Sarah Challenger, Sophia Cowx, Liliana Montoya De la Cruz, Francesca Nourouzi, Catherine Stevens and Michele Wood.

7. Any other business

The Chair thanked members for their attendance and participation at the AGM today. She also thanked all BAAT staff and Council members (both in post and those stepping down) for their commitment and dedication to the profession. Ordinary Business was concluded and the AGM adjourned for lunch and for members to do their online voting for the Vice-Chair and Council Members posts and the Proposal for consideration.

8. Annual lecture – Linda Thai

Linda drew on her work and life experiences to examine self-care for therapists in a time of trauma, sharing inspiring stories and practical suggestions to support members in their life and work. For more details about Linda Thai, see <https://www.linda-thai.com/> The lecture was followed by independent art making in response to the topic, then small group discussion, and a plenary session.

9. Election results and closing remarks.

The Chair again thanked delegates for their attendance and contributions today, both at the AGM and in the reflections shared on the fascinating lecture given by Linda Thai. The CEO

acknowledged the positive relationship he has with the Chair of BAAT, noting that Claire Louise's leadership and guidance was solid and very appreciated.

The CEO reminded members to 'Save the date' for the upcoming annual conference, which will be held online on Saturday 5 November 2022. This will explore the impact of trauma on our work and on society, examining how we might each become social activists, so we can work together to advocate for change in our society. Speakers will include: Karen Treisman exploring trauma-informed practice; Daniel Regan exploring mental health, art and service user perspectives; and Stephen Miller and colleagues from the Turner Prize winning 'Array Collective' exploring art therapy and social activism.

The Chair explained that there will be a call for presentations from members, enabling them to share innovative work in this area of practice.

The day ended with attendees holding up and sharing artwork that had been created in response to the annual lecture.