

# UKCP 2024 MEMBER SURVEY REPORT



# OUR RESEARCH

The UK Council for Psychotherapy (UKCP) has conducted a second year of annual data collection of essential metrics from members. We will track this information on a yearly basis to better understand what our membership looks like and how best to support them.

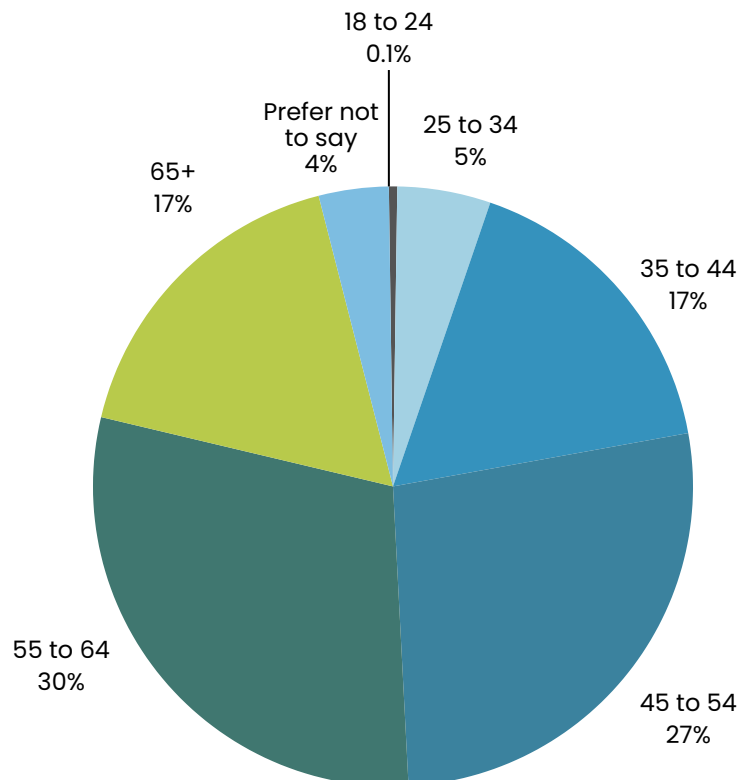
The following summary is divided into two sections. The first is a summary of demographic data collected from all member renewals in 2024, with a total of 11,155 respondents. Not all respondents answered each demographic question, so the total number of responses may vary per question. The second is a summary from an optional member survey collected at the same time, which was completed by 1,718 members.

## DEMOGRAPHICS

For the reader's information, because percentages were rounded up to a whole number, when percentages less than 1 are reported, the total will equal more than 100%.

### Age

Similar to 2023, the majority (74%) of members were aged 45 and older. Approximately 5% were aged 34 and younger.



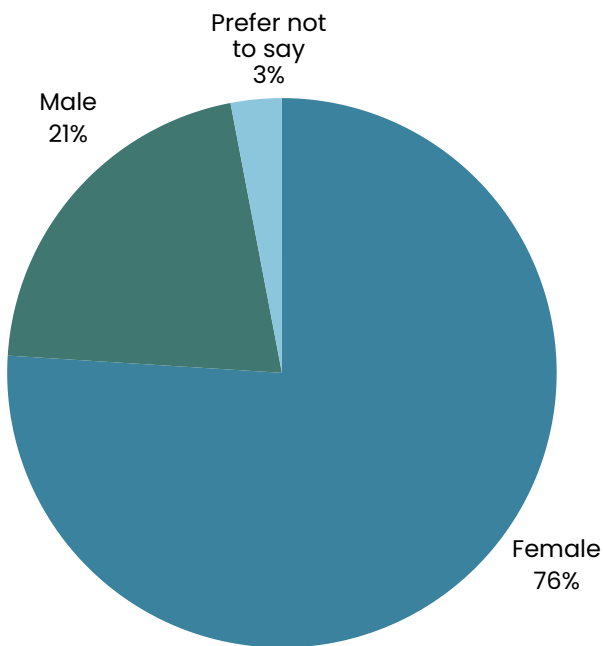


## Region of residence

The majority of members reside in England (89%). Of those who live in England, most live in Greater London, followed by South East England and South West England.

3% of members live in Scotland, 2% in Wales and 1% in Northern Ireland. 3% live outside the UK.

Region of residence	Percentage
Greater London	32%
South East	19%
South West	11%
East	6%
East Midlands	5%
Yorkshire and Humber	5%
North West	4%
West Midlands	4%
North East	3%
<b>England</b>	<b>89%</b>
Scotland	3%
Wales	2%
Northern Ireland	1%
Outside the UK	2%
Prefer not to say	3%



## Sex

The majority (76%) of members reported their sex as registered at birth as female.



### How does this compare?

In the 2023 NHS Psychological Professions Census, the workforce was 82% female, with 1% reporting their gender identity was different from their sex registered at birth.

## Gender identity

94% of members reported that the gender they identified with was the same as their sex registered at birth. 1% of members said that their gender identity was not the same as their sex registered at birth, and 5% preferred not to say.

## Sexual orientation

The majority (72%) of members reported that they identify as straight or heterosexual. 6% identified as gay or lesbian, 4% as bisexual, and 2% as queer.

Sexual orientation	Percentage
Straight or heterosexual	72%
Gay or lesbian	6%
Bisexual	4%
Queer	2%
Pansexual	1%
Questioning or unsure	1%
Asexual	0.2%
Other sexual orientations	0.2%
Prefer not to say	14%

**17.7% of people in England are disabled according to the 2021 census. 9% of the NHS psychological professionals were disabled in 2023.**

## Disability

5% of members reported that they are disabled as defined by the Equality Act.

## Ethnicity

The majority of members reported being white (80%). 5% were Asian or Asian British, 3% multiple or mixed ethnic groups, and 3% were black, African, Caribbean, or black British. 3% were another ethnic group.

In the 2021 UK census, 82% of people identified as white, 9% as Asian, 4% as black, 3% as mixed or multiple ethnic groups, and 2% as other ethnic groups in England and Wales.

Ethnicity	Percentage
<b>White</b>	<b>80%</b>
English/Welsh/Scottish/Northern Irish	59%
Another white background	17%
Irish	4%
Roma or Irish Traveller	0.1%
<b>Asian/Asian British</b>	<b>5%</b>
Indian	2%
Another Asian background	1%
Chinese	1%
Pakistani	1%
Bangladeshi	0.3%
<b>Multiple/mixed ethnic groups</b>	<b>3%</b>
Another mixed ethnic background	1%
White and Asian	1%
White and black Caribbean	0.5%
White and black African	0.4%
<b>Black/African/Caribbean/Black British</b>	<b>3%</b>
Black	1%
Caribbean	1%
Another black/African background	0.3%
<b>Other ethnic group</b>	<b>3%</b>
Jewish	2%
Another ethnic group	1%
Arab	0.4%
<b>Prefer not to say</b>	<b>6%</b>

Membership	Percentage
Full clinical	78%
Trainee	18%
Student	3%
Retired	0.5%
Non-clinical	0.5%
Full clinical pre-retirement	0.3%
Non-clinical affiliate	0.1%

## Membership type

The majority (78%) of renewals were full clinical. Approximately 21% were trainees and students. Less than 1% were retirees.

## UKCP active membership

Almost all applications were for active membership (99%), with a small minority applying for a sabbatical.

**In 2023, NHS psychological professions had a 20% turnover rate, 76% retention rate, and 13% vacancy rate.**

## SUMMARY

- The majority (74%) of members were aged 45 and older. Approximately 5% were aged 34 and younger.
- The majority (80%) of members were white, approximately 5% Asian/Asian British and over 3% from multiple or mixed ethnic groups. 3% were black/African/Caribbean/ black British and 3% another ethnic group.
- More than three quarters of members were assigned female at birth. 1% had a different gender identity than their sex assigned at birth.
- 72% of members reported that they identify as straight or heterosexual, 6% identified as gay or lesbian and 4% as bisexual.
- A combined total of 15% of members identified as LGBTQIA+.
- The majority of member (89%) resided in England. 3% lived in Scotland, 2% in Wales, and 1% in Northern Ireland.
- 5% were disabled as defined by the Equality Act.
- The majority (78%) were full clinical members, with 21% trainees and students.
- Given that questions were changed in their wording and/or composition, it is difficult to track significant demographic changes in the membership between 2023 and 2024. However, overall statistical analysis found that there were no changes between the age demographics of the membership between 2023 and 2024. Less members reported being in London, slightly more identified as women and white, and there were more trainees in 2024 as compared to 2023. We hope to gain more comprehensive insights in how member demographics change throughout the years in the future.



# ADDITIONAL SURVEY

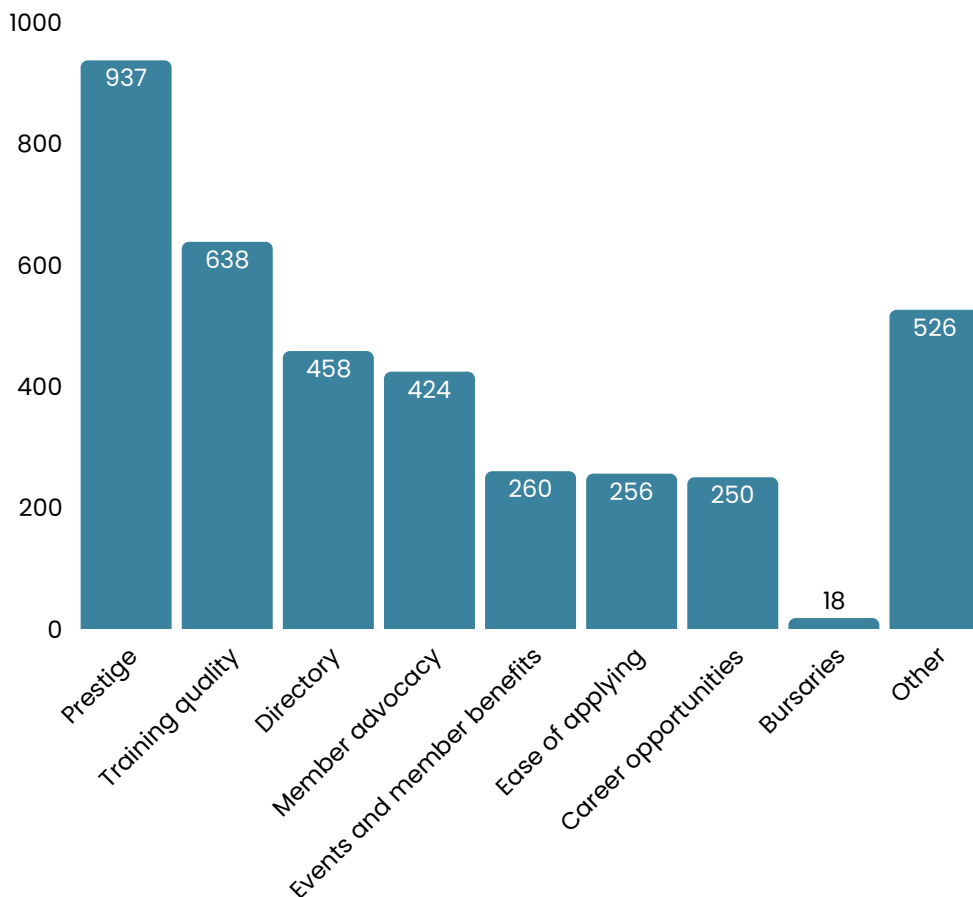
During the application process, we also promoted an optional member survey which was completed by 1,718 members (15% of total membership).

## Reasons for UKCP membership

1,648 respondents answered this question. Over half (57%) said that the prestige of the organisation was their top reason for applying for membership at UKCP. This was followed by the quality of training (39%), the Find a Therapist directory (28%), and advocacy and support for members (26%).

32% responded that they had another reason for membership, most commonly that their training organisation was associated with UKCP or that it was an employer's requirement.

The least common factors that led to UKCP membership were the availability of bursaries and other financial support (1%), career opportunities for members (15%), the ease of applying and renewals (16%), and events and other member benefits (16%).





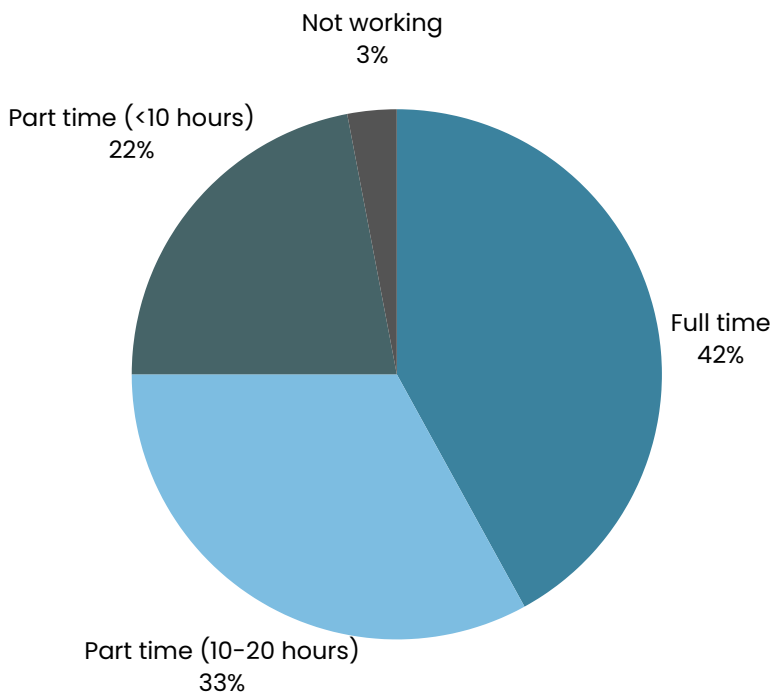


## Client groups

1,658 respondents answered this question. The majority worked with adults individually (87%). 30% worked with couples, 22% with adults in groups, 20% with children and young people aged 3 to 18 years, 17% with families, and 17% with parents and carers.

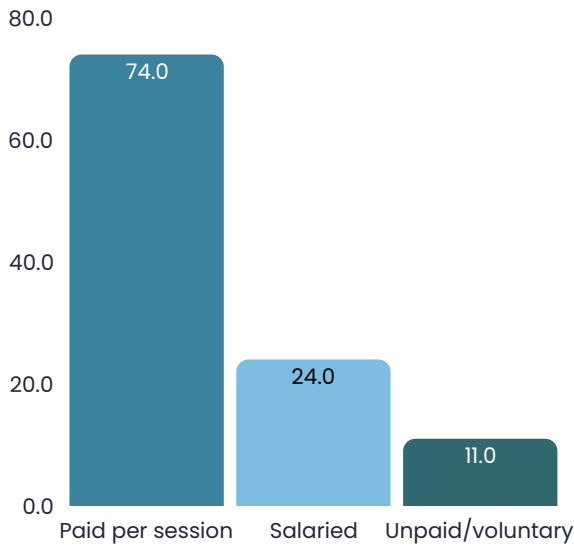
Fewer respondents worked with infants and parents (3%).

Client group	Percentage
Adults individually	87%
Couples	30%
Adults in groups	22%
Children and young people (3-18 years)	20%
Families	17%
Parents/carers	17%
Infant-parent (0-2 years)	3%
Not currently working	2%
Other	4%



## Hours working per week

1,649 respondents answered this question. Over half worked part time (less than 20 hours per week) as a psychotherapeutic professional, with 22% working fewer than 10 hours per week. 42% indicated that they worked full time (20 or more hours per week) and 3% weren't currently working.

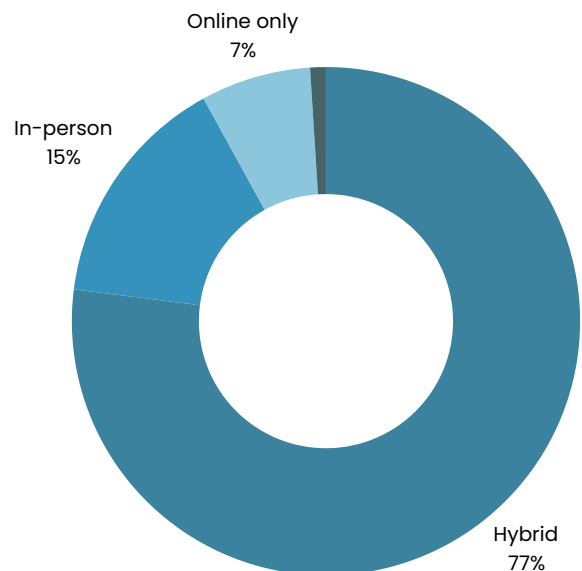


## Salaried or per session pay

The majority of respondents (74%) reported they had been paid per session in the past year. 24% had been paid a salary, and 11% reported they had done unpaid or voluntary work in the past year.

## Online or in-person work?

1,625 respondents answered this question. The majority worked both in-person and online (77%). 15% worked in-person only, and 7% worked online only. 1% preferred not to say.



Work setting	Percentage
Private/independent practice	77%
Charity/volunteer sector	23%
Universities or higher education	9%
NHS (other settings)	8%
NHS (CYPMHS, formerly CAHMS)	6%
Schools	5%
Employee assistance programme	5%
Other settings	4%
Non-NHS health service provider	3%
NHS Talking Therapies (IAPT)	3%
Social services	2%
NHS tertiary care	2%
Criminal justice	1%

## Work settings

1,655 respondents answered this question.

Respondents could select all the settings they currently worked in.

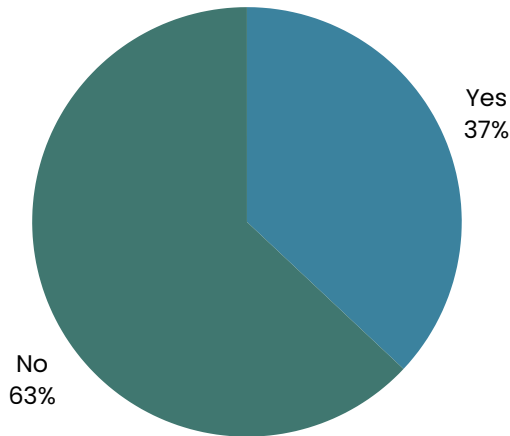
The majority of respondents worked in private or independent practice (77%). This was followed by the charity/volunteer sector (23%), universities or other high education settings (9%), and other settings in the NHS that were not Talking Therapies/tertiary care or CYPMHS (8%).

The least common settings to work in were criminal justice (1%), NHS tertiary care (2%) and social services (2%).

## Psychotherapy as a career

According to the 1,633 respondents who answered this question, 90% had another career prior to working as a psychotherapist or psychotherapeutic counsellor.

From 1,628 respondents who answered this question, 75% reported psychotherapy as their sole employment. 24% had other paid employment. 1% preferred not to say.



## Ever worked in NHS

1,657 respondents answered this question. 37% indicated they had worked in the NHS at some point in their psychotherapy career.

## Pay band in NHS

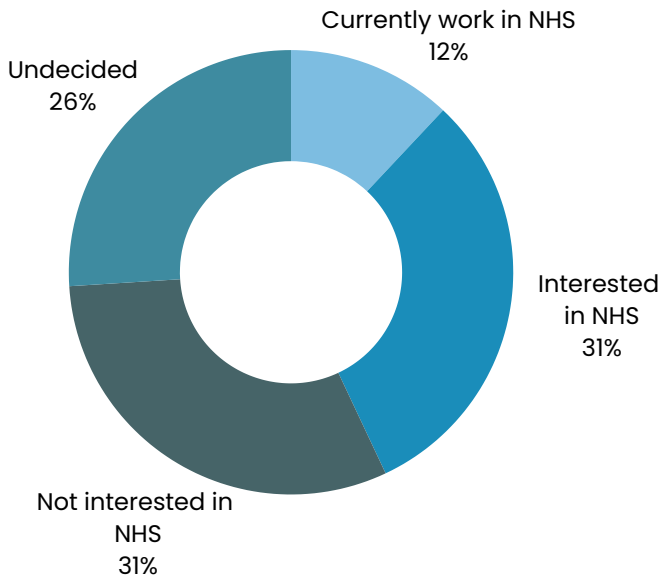
614 respondents answered this question. Of those that have worked in the NHS or an NHS-funded post, the largest percentage of respondents indicated they were paid on Band 8a (21%) or Band 7 (21%). 34% were on Band 8a or higher.

10% worked in the NHS in an unpaid or voluntary role.

NHS pay band	Percentage
Unpaid/voluntary	10%
Band 1	0%
Band 2	0.2%
Band 3	0.2%
Band 4	0.2%
Band 5	2%
Band 6	8%
Band 7	21%
Band 8a	21%
Band 8b	8%
Band 8c	4%
Band 8d	0.7%
Band 9	0.3%
Unsure	10%
Prefer not to say	6%
Other	9%

### How does it compare?

According to the 2023 NHS workforce census, most psychological therapists were paid between Bands 7 and 8. Only 3% were on Band 8a or higher.

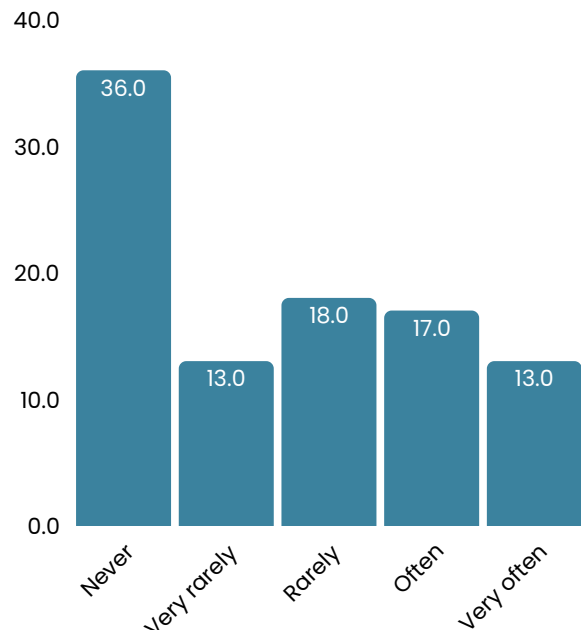


### Interest in NHS work

1,643 respondents answered this question. 12% of them were already working in an NHS-funded post. Respondents who had never worked in the NHS were evenly split, with 31% not interested in ever working in the NHS and 31% interested in working in the NHS in the future. A large percentage were undecided, with 26% unsure if they would like to work in the NHS in the future or not.

### Outcome measure usage

1,639 respondents answered this question. When reporting on outcome measure usage over the previous 12 months, 13% used outcome measures very often (at least once a week), 17% used them often (at least once a month), and 18% used them rarely (less than once a month). 13% used them very rarely, and 36% of respondents had never used an outcome measure in the past year. 1% were unsure whether they had, and 2% preferred not to say.





## SUMMARY

- Prestige of the organisation (57%) and quality of the training (39%) were rated the top reasons for membership at UKCP. Bursaries and financial support availability and career opportunities were the least cited factors.
- The majority of respondents worked with adults individually (87%).
- 55% of respondents worked part time (less than 20 hours per week) while 42% worked full time (20 or more hours per week).
- The majority of respondents reported their pay was per session (74%).
- Most (77%) of respondents work both in-person and online.
- The majority of respondents worked in private or independent practice (77%). 23% worked in the charity/volunteer sector. Less than half (37%) have previously worked in an NHS-funded post. The majority of those who worked in the NHS were paid between Band 6 and Band 8b. Of those not currently working in the NHS, 31% indicated an interest in working in this setting.
- 90% of respondents had another career prior to working as a psychotherapist or psychotherapeutic counsellor. Most (75%) have psychotherapy as their sole current employment.
- Over a third of respondents did not use outcome measures during the past year. 30% used outcome measures somewhat or very often.

## WHAT'S NEXT?

UKCP is using the information compiled in this report for strategic planning, policy and research development, member engagement, improving membership diversity and benchmarking and comparison.

We will be distributing this survey annually in order to track trends across the years. We are thankful to everyone who participated in these surveys for helping us collect this important information.