
United Kingdom Council for Psychotherapy (UKCP)

Strategy 2024–27: psychotherapy in a changing world



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Foreword

We are living in a world that is always changing. The effects of climate change, global conflict, social media, artificial intelligence, discrimination, oppression and ideological division are impacting us all.

UKCP members work at the frontline of change, as they enable their clients to manage or harness the psychological effects that a changing world brings.

UKCP, as the UK's leading membership and registration body of psychotherapists and psychotherapeutic counsellors, needs to be acutely aware of our changing world and its impact on clients and psychotherapists. We need the agility to adapt to these changes at pace, in order to provide the support that our members need and the assurance of high standards of ethical practice that the public seeks.

This is the context in which we present this three-year strategy.

A period of deep reflection and consultation was the precursor to this strategy. We went back to basics. What is UKCP here for? How can we assure high standards of ethical practice? Why would psychotherapists and psychotherapeutic counsellors want to belong to UKCP? How can we make sure those with power and influence understand the transformative effects of psychotherapy on mental health and wellbeing? How can psychotherapy be an agent for social change?

For those who wish to know more about the process which led to this strategy, and the feedback we received, we recommend you read the accompanying [feedback engagement report](#).



Through this reflective process we reaffirmed our strengths, not least UKCP's unique ability to hold together different modalities of psychotherapeutic practice in one organisation. UKCP's commitment to high standards of ethical practice, underpinned by the regulation of its members, was also reaffirmed as a key strength.

But we heard from our members that there were clear areas that need to improve. Our members want to see more support from us to help them develop their practice, through continuing professional development (CPD), guidance, events and networking. Improving the diversity of our membership and access to psychotherapy for marginalised groups were also identified as areas requiring further development.

Of course, this all needs to be delivered in a challenging financial context. We have had to carefully balance the requests we have received through feedback from our members with the financial reality we face. Ensuring efficient working practices, developing new revenue streams and growing our membership will be key to UKCP's future success. And there are areas where we will be most effective if we work with partner organisations in the psychotherapy and counselling world.

This strategy sets out a roadmap for UKCP's development until September 2027. We are now excited to concentrate on its delivery, which we will take forward in the same reflective and consultative spirit that led to this strategy. We hope you enjoy reading about the work we will be doing to support and promote high standards of psychotherapeutic practice in a changing world and that it inspires you to work with us as we move forward together.

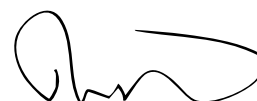


P M Donovan

Pippa Donovan
Interim chair, UKCP



Helen Windsor
Chair, Professional
Regulatory Committee
of the Colleges
and Faculties



Jon Levett
CEO, UKCP

Who we are

About UKCP

UKCP (United Kingdom Council for Psychotherapy) is the leading membership and registration body for psychotherapists and psychotherapeutic counsellors in the UK. It is a registered charity and a company limited by guarantee whose purpose is to uphold and maintain high standards of psychotherapy and psychotherapeutic counselling education, training and practice for the benefit and safety of the public. The advancement of psychotherapy and psychotherapeutic counselling is at the heart of all that we do.

UKCP is accredited by the Professional Standards Authority (PSA) as part of the accredited registers programme. The PSA is a statutory body that has specific powers to oversee and accredit organisations holding registers of health and social care professionals which meet its high standards. The PSA recognises UKCP's adult and child registers as meeting these standards. PSA accreditation of UKCP's registers brings those on them within the framework of UK public regulation, giving assurance to the public that those on UKCP registers are fit to practice and trained to a recognised standard.





UKCP's charitable objectives are to promote:

- the art and science of psychotherapy and psychotherapeutic counselling for the public benefit
- research in psychotherapy and psychotherapeutic counselling and to disseminate the results of any such research
- high standards of education and training and practice in psychotherapy and psychotherapeutic counselling
- the wider provision of psychotherapy and psychotherapeutic counselling for all sections of the public.

UKCP maintains registers of psychotherapists and psychotherapeutic counsellors and holds responsibility for the oversight of regulatory procedures.

It is responsible for ensuring that regulatory policy, procedures and practice meet legal obligations. All UKCP registered practitioners adhere to UKCP's Code of Ethics and Professional Practice and UKCP's requirements for continuing professional development (CPD).

In the UK, UKCP is the only professional body with a structure which embeds and consolidates a diversity of approaches to psychotherapy and psychotherapeutic counselling. We remain committed to showing the efficacy of psychotherapy through studies, reviews, analyses and trials demonstrating positive, enduring outcomes from both short-term and long-term interventions.

UKCP has minimum core professional practice standards. Academic standards are set at master's/doctoral level for psychotherapy and degree level for psychotherapeutic counselling. UKCP's quality assurance process is protected by its constitution such that all individuals put forward to the UKCP registers have been trained and/or accredited by an approved training/accrediting organisation. These organisational members' standards and processes are reviewed and validated by a UKCP college according to agreed standards, including, where appropriate, modality-specific ones.

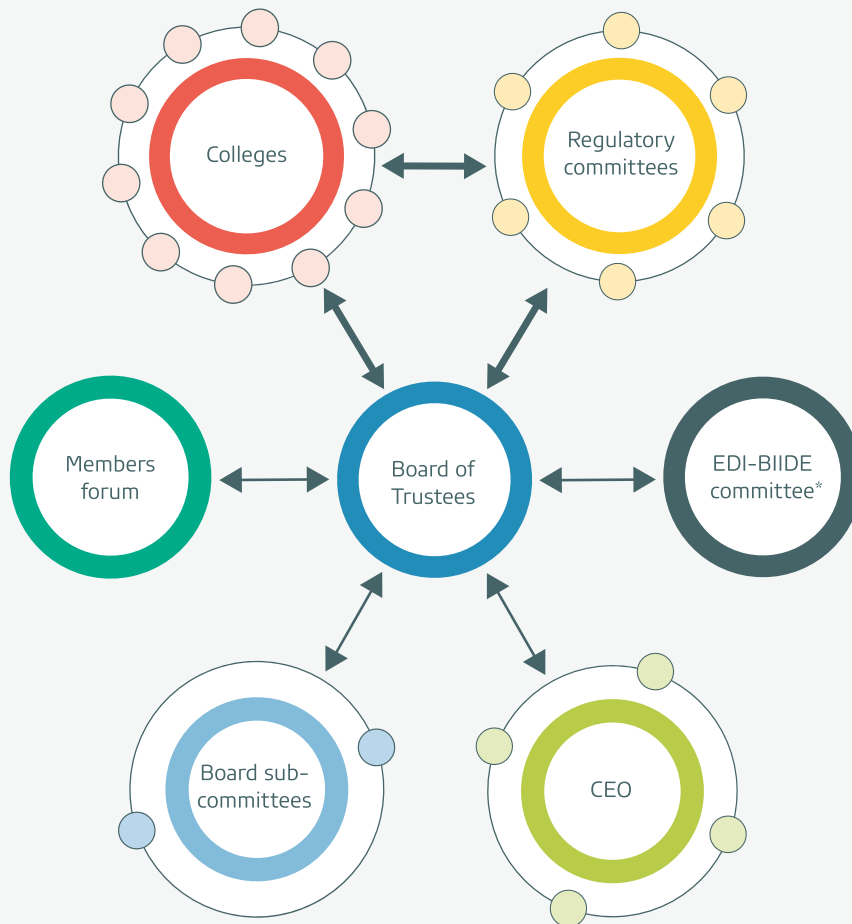
As a membership organisation, UKCP has both organisational and individual members, and supports them in maintaining high standards in all aspects of professional practice through the provision of events, continuing professional development and professional guidance.

UKCP is the voice of the profession, advocating for its interests, and the wider public interest, with authoritative expert advice to politicians and policymakers.

UKCP is member-led, with key positions on its Board of Trustees being elected by its members. Members play a central role in both policy and operations through its committees, colleges and a members forum, which was established to advise the Board of Trustees on the future direction and strategy of UKCP.

Organogram

This organogram provides a strategic overview of UKCP's structure and decision-making flow. It highlights key governance, leadership and functional areas that support our strategic priorities, while illustrating clear lines of accountability and collaboration across the organisation. The focus is on the alignment of our structure with UKCP's mission, rather than detailing every operational element.



Board sub-committees

- Finance, Risk and Audit Committee (FRAC)
- Remuneration, Appointments and Performance Management Committee (RAPMC)

Colleges

- College for Child and Adolescent Psychotherapies (CCAP)
- College of Family, Couple and Systemic Psychotherapy (CFCSP)
- College of Medical Psychotherapists (CMP)
- College of Outcome Oriented and Hypno-psychotherapies (COOHP)
- College for Sexual and Relationship Psychotherapy (CSRP)
- Constructivist and Existential College (CEC)
- Council for Psychoanalysis and Jungian Analysis College (CPJAC)
- Humanistic and Integrative Psychotherapy College (HIPIC)
- Psychotherapeutic Counselling and Intersubjective Psychotherapy College (PCIPC)
- Universities Training College (UTC)

Regulatory committees

- Education Training and Practice Committee (ETPC)
- Executive Committee
- Ethics Committee
- Membership Committee
- Professional Conduct Committee (PCC)
- Professional Regulatory Committee of the Colleges and Faculties (PRCCF)

CEO

- Staff delivering activities under the quality pillar
- Staff delivering activities under the membership pillar
- Staff delivering activities under the voice pillar
- Staff delivering activities under the organisation pillar

* Equity, diversity and inclusion (EDI) and belonging, intersectionality, inclusivity, diversity and equity (BIIDE)

About UKCP: impact graphics

These statistics cover the period from 1 October 2023 to 30 September 2024 (UKCP's financial year) unless otherwise stated.

Quality



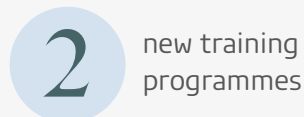
Organisational member reviews

We assess organisational members at least once every five years to ensure training standards are met and that operational procedures, policies and appropriate structures are in place.

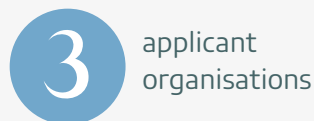
Number of organisational member reviews



organisational member reviews



new training programmes

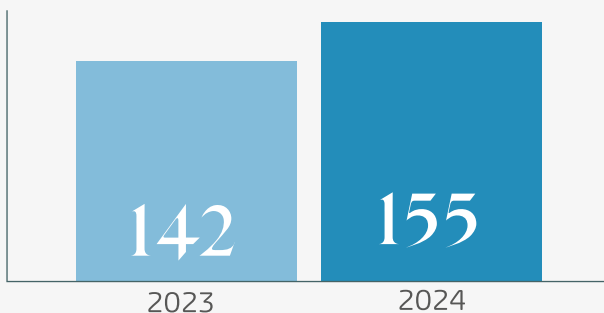


applicant organisations

Reaccreditation

Our members must undergo reaccreditation at least once every five years in order to confirm ongoing professional development and adherence to standards.

Direct member reaccreditations



Audit

Each year, we audit 3% of registrants to verify compliance with clinical, supervisory and professional standards.

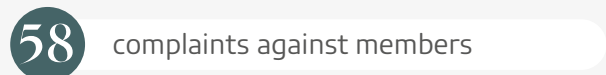
Number of registrants audited

225

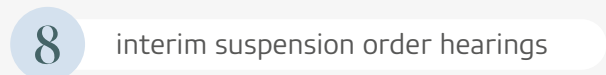
individual psychotherapists on our registers, chosen at random in the 2024 calendar year

Complaints

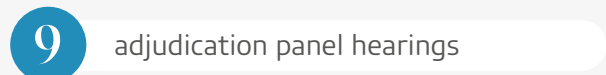
Most recurring causes of complaints in 2023 were unprofessional communication and/or breakdown in communication, failure to maintain professional boundaries and decisions made by another professional body.



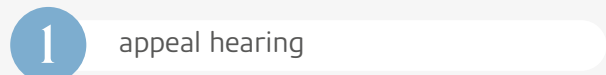
complaints against members



interim suspension order hearings



adjudication panel hearings



appeal hearing

Membership



Number of members

11,811

New Psychotherapist paper copies

30,980

Number of students and trainees

2,582

Number of organisational members

79

Number of member events held

7

Strategy engagement and CPD opportunities

Emails sent

387,833

Followers on social media

43,091

Podcast listens

10,895

Member equity, diversity and inclusion (EDI) statistics

Key diversity highlights from the 2023 membership report* include:

Age 45+



- White – 75.27%
- Mixed – 3.08%
- Prefer not to say – 13.37%
- Black – 2.75%
- Asian/Asian British – 3.66%
- Other – 1.87%

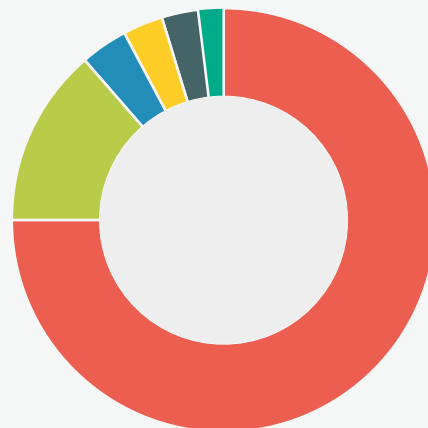
Live in England



Identify as women



Disabled



Bursaries

Key highlights from the 2023 programme:

128

applications

50

awarded

The UKCP bursary fund aims to support student and trainee members who may need financial assistance.

*The full report is available to view [on our website](#)



Website

2,837,555
page views

376,262
views of the
Find a Therapist page

Media coverage

121

pieces

(including The Guardian, iNews, The Daily Telegraph, Yahoo and The Independent)

Policy engagement

3

responses to government consultations

(Welsh mental health and wellbeing strategy consultation, the Labour mental health review consultation and an NHS consultation on professional titles)

9

joint letters sent to government

Coalitions we are involved in

- the All-Party Parliamentary Group for Prescribed Drug Dependency
- the Artificial Intelligence Coalition
- the Children and Young People's Mental Health Coalition
- the Climate Minds Coalition
- the Coalition for Inclusion and Anti-Opressive Practice
- the Mental Health Alliance
- the National Psychological Professions Stakeholder Working Group
- the Psychedelics Coalition
- the Scottish Mental Health Partnership
- the Talking Therapies Taskforce.



Organisation



10
colleges*

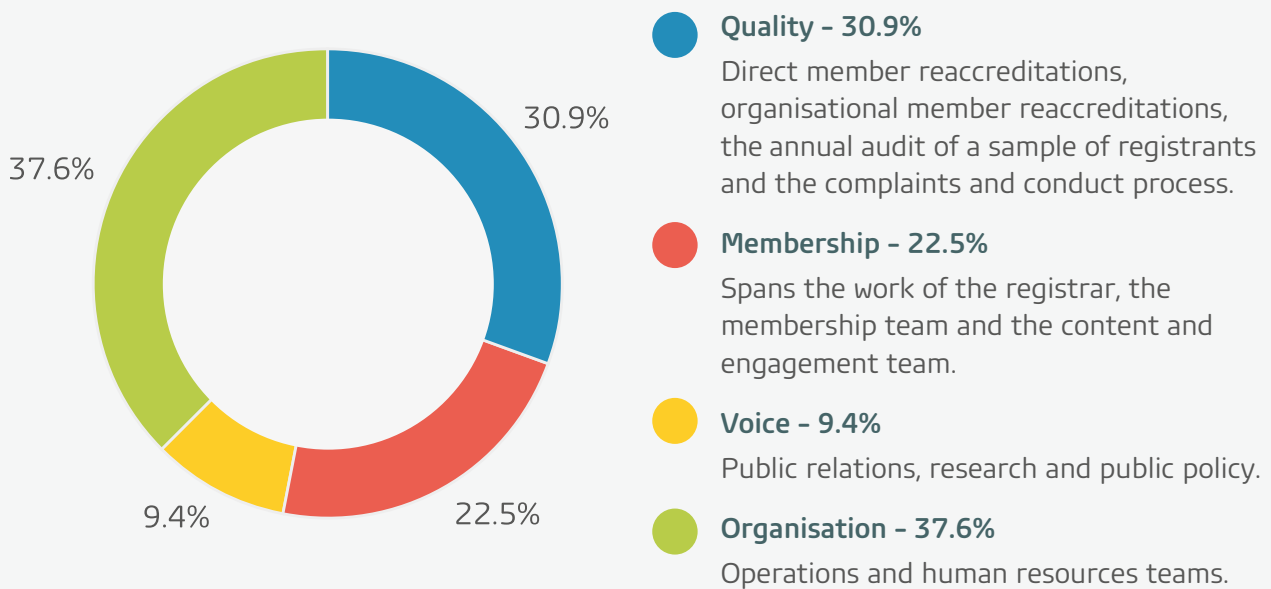
9
committees

33
staff

200+
volunteers

Finance

How we spend our money



Total income**

£2,734,580

Total income from membership fee**

£2,648,387

Phone calls received

11,217

* UKCP colleges are collections of members – organisational or individual – who share a philosophy of psychotherapy

** For financial year 2022–2023

UKCP strategy 2024–27

Our mission

UKCP is the leading UK membership organisation for psychotherapists and psychotherapeutic counsellors and has been for over 30 years.

We validate organisations that educate, train and accredit people to become psychotherapists and psychotherapeutic counsellors, and we ensure they have the highest and most exacting standards in the UK.

We support, promote and regulate psychotherapists and psychotherapeutic counsellors who provide therapeutic support to infants, children, young people, adults and families in communities throughout the UK.

We see first-hand the power of psychotherapy to improve lives, so we speak up for the importance of psychotherapy in national and local policymaking and represent the social value of psychotherapy in the UK today.

Our vision

Our vision is of a society that understands the value and impact of high-quality psychotherapy, the importance of making psychotherapeutic services available to those in need, and the relevance of psychotherapy for improving lives.



Our values

Our values are central to us.

We recruit according to these values, appraise our people against them, embed them in our working practices with colleagues, ensure that UKCP's practice is continually informed by them and measure our impact against them.

We believe in working with **integrity** throughout the organisation.

We are **innovative** in our approach to member support and ensuring high standards of practice.

We ensure that our policies are **informed by data and evidence**, wherever possible.

We **recognise the pluralism of the modality traditions** upon which psychotherapy is based and encourage dialogue to promote understanding.

We aspire to be **courageous and inquisitive** in the way we work.

We seek to be **inclusive**, recognising the diversity of the society in which we live and work, and we strive to have respect for everyone we work with.

We aim to **work collaboratively** with other organisations when it is in the public's interest to do so.

We are **reflective** and seek to learn when things do not go as expected.



Pillars 2024–27

This strategy provides us with a clear framework and direction of travel for the next three years through four key priorities – or pillars. That framework is broad enough to allow us to respond to both internal and external circumstances as they unfold. The strategy is underpinned by a detailed rolling action plan, and a three-year budget, and is monitored regularly by our Board of Trustees and its committees, and in colleges and faculties as its operational arms.

Annual updates on progress will be shared via an annual impact report, including how we are performing against key performance indicators.



Quality



Membership



Voice



Organisation

Pillar 1:

Quality

UKCP aims to ensure that those accessing services from our members receive high quality, impactful psychotherapy and psychotherapeutic counselling, underpinned by appropriate regulation.

We will do this by:

- reviewing and documenting all regulatory processes, including processes for accrediting member organisations and individual members, and complaints processes, to ensure our resources are focused on mitigating the areas of greatest risk of harm to the public and to increase trust in the profession
- developing a suite of ethical guidance and other resources to support our members in developing their practice in the service of public protection
- taking equity, diversity and inclusion (EDI) and belonging, intersectionality, inclusivity, diversity and equity (BIIDE) into consideration in all aspects of our work
- addressing any identified disparities for those who are being trained, those who complete training and those who access training
- developing our approaches to complaints, widening the opportunities for early resolution and ensuring the most serious alleged breaches of the Code of Ethics and Professional Practice result in a formal hearing
- addressing system-wide gaps, including co-designing policies, guidance and processes with members, wherever possible
- developing special interest groups/partnerships that support UKCP to be a learning organisation and to ensure practitioners are aware of the latest research and best practice within a speciality or community
- facilitating a comprehensive programme of research activity.

Pillar 2:

Membership

UKCP aims to retain and grow our membership, by ensuring that UKCP members are recognised for their high standards of training and practice, and by providing services to members that support them at the different stages of their professional journey, whatever their modality of practice or wherever they are in the UK.

We will do this by:

- developing an engaging programme of events and CPD, aligned with members' interests, including an in-person annual conference
- reviewing membership categories and services for members to support them through key points in their professional journey
- supporting the members forum to ensure it is effective in being the members' voice in advising the Board of Trustees on UKCP's strategic direction
- regularly reviewing whether services and products still hold a purpose or whether there are new opportunities for development, including listening to the views and ideas of members
- aiming to build a representative membership of the UK population and promoting an inclusive environment where the diverse voices of the membership are heard as set out in UKCP's EDI-BIIDE action plan
- communicating and engaging more effectively with our members, aligning our messages with key issues that have an impact on the profession and the wider public
- building strategic alliances and collaborations where appropriate, which promote growth
- exploring UKCP achieving chartered status and members being able to use the titles 'chartered psychotherapist' and 'chartered psychotherapeutic counsellor' to reflect the high standards of training of UKCP members.

Pillar 3:

Voice

UKCP aims to be a trusted body that develops and amplifies an organisational voice for psychotherapy, while also creating spaces and platforms for members to share their knowledge and experience as experts in their own work. We will listen to, learn from and work with our members to inform the work of UKCP.

We will do this by:

- ensuring that the media and the public have information on what UKCP psychotherapists and psychotherapeutic counsellors say about psychological wellbeing in the UK today
- leveraging our experience in psychotherapy to ensure we are the go-to organisation for comment on psychotherapy today
- continuing to build our brand so that we are recognised, trusted and supported by the public, and thereby reaching more people through our work
- representing the diversity of our UKCP membership in our external environment to actively promote inclusivity in the articulation of psychotherapy today, as set out in the UKCP EDI-BIIDE action plan
- promoting and supporting the work of our organisational members and colleges
- giving all members an opportunity to meet, exchange ideas and vote on UKCP policies at an annual general meeting.

We recognise that we operate within broad and complex systems, and that developing societal challenges are having a profound impact on many aspects of mental health, for example in relation to marginalisation and anti-oppressive practice. We must ensure that we do all we can to prepare our therapists to meet these challenges and leverage our unique position to facilitate change for the benefit of psychological health throughout the UK. As such we will collaborate with key partners to campaign for better access to psychotherapy for all who want it.

We will do this by:

- establishing and leading an all-party parliamentary group (APPG) on talking therapies at Westminster and cross-party groups in the devolved administrations
- advocating across the political spectrum for policy and investment that is relevant to the frameworks that place psychological wellbeing at the heart of our society
- seeking to influence local and national priorities, policy and practice, providing insight and evidence that is based on our research and work directly done by our members with infants, children, young people, adults and families
- collaborating with strategic partners to enhance working practices, expand access to psychotherapy and explore emerging areas of practice.

Pillar 4:



Organisation

UKCP aims to be an agile and focused organisation that manages uncertainty in a challenging financial context so that we can continue to be there for the people who need us. We will use technology to promote more efficient working practices, ensuring a strong and inclusive culture that enables our people to thrive. We will support colleagues to work together to achieve the best outcomes possible for everyone we work with.

We will do this by:

Governance

- consulting on, updating and approving new governance structures and documentation to improve working practices across UKCP
- consulting on and approving information governance arrangements so that each part of the organisation receives the right information and data they need to make fair and equitable decisions.

Financial

- maintaining and growing our main source of revenue (membership subscriptions) to ensure long-term financial sustainability
- developing new sources of revenue to reduce the current high reliance on membership subscriptions as an income stream
- making sure we give and obtain value for money, that all contracts are carefully reviewed and that we remain alert at all times to financial viability so that we do not expose UKCP to unacceptable levels of financial risk.

Technology

- investing in technologies where these support our charitable objects, our mission and vision
- continuing to advance our technological capabilities to facilitate more efficient and effective working practices and communication.

People

- reviewing our organisational structure and undertaking a work planning exercise to review roles across UKCP ensuring legal compliance and that our structure reflects our strategic priorities
- supporting and equipping people to do their job, ensuring they have opportunities to develop and that they know they belong
- refining and embedding our EDI-BIIDE action plan to improve diversity within the profession and access to psychotherapy for all, in particular those people who would not normally have access to psychotherapy
- continuing our efforts to build a more diverse organisation, to foster a more inclusive culture and continue to support the wellbeing of our people.

Sustainability

- maximising our social value and embedding social value considerations into every area of UKCP, including our drive towards sustainability in UKCP's office and management as part of our ongoing commitment to the environment and sustainability planning.



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