



The UK Council for Psychotherapy (UKCP)
Equity, Diversity and Inclusion Action Plan (EDI-BIIDE Action Plan)
2024 - 2027

Table Keys

Year 1 – Action to be started in the period **1 October 2024 – 30 September 2025**.

Year 2 – Action to be started in the period **1 October 2025 – 30 September 2026**.

Year 3 – Action to be started in the period **1 October 2026 – 30 September 2027**.

Below are the EDI- BIIDE Action Plan priorities in no particular order.

The priorities are BRAG rated in accordance with progress.

Clear	Item not started
Blue	Item complete.
Red	Active but major concerns and needs to be monitored more closely.
Amber	Active but some concerns and needs to be monitored.
Green	Active and on track.

Strategic Pillar 1: Quality

Objective – To address any identified disparities for those who are being trained, those who complete the training and those who access the training.						
	Actions/Tasks	Outcome/Aims	Responsibility	Start by	Completed by	BRAG rating
Access to Training						
	Year 1					
1	<p>We will conduct a one-off deep dive exercise into trainee engagement, barriers faced, diversity material, application and dropout rates to understand the experiences of people from culturally diverse and under-represented communities.</p> <p>We will then embed this material collection exercise in the application process.</p>	Material collection will inform future actions and next steps. We need to improve our data gaps in order to better support prospective trainees.	CRM administrator, research team, registrar	<i>Year 1 – October 2024</i>	<i>September 2025</i>	Progress report expected April 2025
2	Each organisational member (OM) that provides training will be encouraged to publicly publish the actual fee of training. We will also recommend each organisation to publish the actual fees likely to be incurred for training from year 0 for each college (with all their differing requirements). Including any other additional fees incurred. This will be a consolidated average for each college.	<p>This will create the level of transparency required for those aspiring to train as a psychotherapist, so they can assess the true cost of training. Data provided on</p> <p>1) how many trainees/students signed up 2) how many completed the course/qualified and then 3) leaver’s destination/job.</p>	Senior management team (Registrar)	<i>Year 1 – October 2024</i>	<i>September 2025</i> <i>On hold</i>	Progress report expected April 2025 – on hold

3	Establish a memorandum of understanding (MoU) with OMs that includes a requirement that data is supplied annually to UKCP on recruitment, progression and attrition.	Material collection will inform future actions and next steps. We need to plug our data gap in order to better support prospective trainees.	Regulation and quality assurance team	<i>Year 1 – October 2024</i>	<i>On hold pending review</i>	Progress report expected April 2025 – on hold
4	Encourage the formation of special interest groups (SIGs) across EDI issues that would benefit existing members and promote participation.	To increase collaboration and access to opportunities at UKCP.	UKCP BIIDE Committee; content and engagement team; governance team	<i>Year 1 – October 2024</i>	<i>Ongoing</i>	Progress report expected April 2025
Year 2						
5	Create a sub-group within the BIIDE Committee to liaise with Organisational Members (OMs) and raise funds for a Diversity Trainee Scholarship, as part of the commitment to equity and diversity across the profession. Once funding is established, launch a Diversity Trainee Scholarship.	To ensure access so that those underrepresented in the profession can become psychotherapists and psychotherapeutic counsellors.	UKCP Board (EDI-BIIDE liaison), communications and engagement team, chief operating officer, governance team	<i>Year 2 – October 2025</i>	<i>Not started</i>	Progress report expected April 2026
6	Develop an Equality Impact Assessment Framework to work with training organisations to raise awareness of institutional discrimination (including anti-racism, ableism, trans awareness etc.). To be explored through an intersectional lens.	To ensure that all training organisations are aware of the power and privilege they have within the profession.	UKCP BIIDE Committee and Coalition for Anti-Oppressive practice, policy and research team, EDI lead (role TBC)	<i>Year 2 – October 2025</i>	<i>Not started</i>	Progress report expected April 2026
Year 3						

7	Create a sub-group of the BIIDE Committee to work with the education, training and practice committee (ETPC), ensuring that the training of the trainers has EDI woven throughout with a Continuous Professional Development (CPD) lens	The aim of this group is to create a way to support and monitor the Education Working Group so that it supports trainees.	UKCP EDI-BIIDE Committee and ETPC	Year 3 - October 2026	Not started	Progress report expected April 2027
8	Establish a mentoring system, different to supervision that matches established professionals with early career therapists to help them in practical terms. This will form part of CPD for the mentors.	To create a list and/or directory of UKCP mentors that covers all protected characteristics and for trainee therapists to be given the opportunity to be matched with therapists from culturally diverse and under-represented communities. This may include implementing 'reverse mentoring' to really understand the core issues and challenges members within the organisation are having.	UKCP education training and practice committee; UKCP BIIDE Committee; communication and engagement team	Year 3 – October 2026	Not started	Progress report expected April 2027

Whilst Training

<i>Year 1</i>						
9	Work with OMs on best-practice and /or minimum standards on inclusive recruitment and retention strategies for trainees.	To ensure that anyone who is interested in the profession has equal access and opportunity to become	Education, Training and Practice	Year 1 – October 2024	September 2025	Progress report expected April 2024

		a psychotherapist or psychotherapeutic counsellor.	Committee (ETPC)			
10	Curate a growing list of recommended reading and listening on how to be more inclusive in the profession. The BIIDE Committee will review and approve suggested materials to be published on a UKCP designated EDI-BIIDE page of the website.	To allow diversity of thought, reading and perspective for all current and future trainees.	UKCP BIIDE Committee; content and engagement team	<i>Year 1 - October 2024</i>	<i>Ongoing</i>	Progress report expected April 2024
11	UKCP to host an annual training conference for educators/supervisors to share best practice and to network.	To enable sharing of best practice and open learning opportunity.	Events manager; membership team; regulation and quality assurance team; communications and engagement team; Coalition for Anti-Oppressive Practice	<i>Year 1 – October 2024</i>	<i>September 2026</i>	Progress report expected January 2025

Post Training

	<i>Year 2</i>					
12	Colleges to provide CPD guidance with a recommendation for trainers/facilitators to work with external EDI trainers, at a minimum of once every 2 years.	To support continuous learning and keeping up to date with current EDI-BIIDE information.	Education, Training & Practice Committee (ETPC)	<i>Year 2 – October 2025</i>	<i>Not started</i>	Progress report expected April 2026

13	BIIDE Committee to offer an annual reflective space/conference to OMs to discuss, reflect and review implementation of the EDI-BIIDE Action Plan based on the active choices we want to make on language and any new changes to training/curriculum.	To ensure that organisation are active listeners and change agents on EDI.	UKCP BIIDE Committee	<i>Year 2 - April 2026</i>	<i>Not started</i>	Progress report expected October 2026
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Strategic Pillar 2: Membership

Objective – To build a representative membership of the UK population and to promote an inclusive environment where the diverse voices of the membership are heard						
	Actions/Tasks	Outcome/Aims	Responsibility	Start by	Completed by	BRAG rating
Year 1						
1	Annual requirement for OMs to share data with UKCP on the demographics of their students, attrition rates and more.	To have up-to-date and accurate data, to measure progress.	Membership team; policy and research team	<i>Year 1 – October 2024</i>	<i>Ongoing</i>	Progress report expected April 2025
2	All OMs where possible to agree and sign up to accepting and publicly displaying their commitment to EDI-BIIDE by publishing an equity, diversity and inclusion statement.	To ensure that all UKCP stakeholders are aligned to UKCP EDI-BIIDE values and objectives.	Membership team	<i>Year 1 – October 2024</i>	<i>Ongoing</i>	Progress report expected April 2025
Year 2						
3	To have a forum where the membership has direct access to the Board and committee members where they can raise their concerns and hold the BIIDE Committee accountable for actions and decisions.	To ensure that UKCP actively engages with the membership, understands their needs and requirements, and works to provide a solution where possible.	UKCP BIIDE Committee	<i>Year 2 – October 2025</i>	<i>Ongoing</i>	Progress report expected April 2026

	<p>These forums are to offer the opportunity for the membership to contribute and play an active role in shaping the future of the organisation and the profession.</p> <p>This can be in the form of ‘Town Halls’ or any other suitable formats.</p>					
4	<p>Create an EDI-BIIDE accreditation for each OM after extensive research on how this can be suitably carried out independently and delivered.</p> <p>This to be rigorously assessed at OMR reviews of training organisations, by Assessors that reflect the diversity of UKCP members.</p>	<p>To ensure that all OMs and UKCP have aligned EDI-BIIDE values, goals and objectives which can adapt to the changing internal and external landscape.</p>	<p>Regulation and quality assurance team</p>	<p><i>On hold</i></p>	<p><i>Ongoing – on hold</i></p>	<p>Progress report expected January 2024 – on hold</p>

Strategic Pillar 3: Voice

Objective – Represent the diversity of our UKCP membership in our external environment to actively promote inclusivity in the articulation of psychotherapy today

	Actions/Tasks	Outcome/Aims	Responsibility	Start by	Completed by	BRAG rating
Internal Voice						
	Year 1					
1	<p>To empower members via quarterly briefings and updates by Trustees and Senior Management Team for all members on the vision, values, and direction of UKCP’s strategy,</p>	<p>To ensure that UKCP values and EDI-BIIDE are embedded within regular communications (such as emails/bulletins and New</p>	<p>Senior management team; communications</p>	<p><i>Year 1 – October 2024</i></p>	<p><i>Ongoing – to be embedded as business as usual</i></p>	<p>Progress report expected April 2025</p>

	including a high-level commitment to upholding EDI-BIIDE.	Psychotherapist magazine) and operations.	and engagement team			
2	Review and development of the UKCP 'house style' to ensure that our language and vocabulary is appropriate and consistent. The BIIDE Committee should provide input into the 'house style'.	To ensure consistency in communications on all things EDI-BIIDE at UKCP.	Content and engagement team; UKCP BIIDE Committee	<i>Year 1 – October 2024</i>	<i>Ongoing</i>	Progress report expected April 2025
3	Ensuring our PR strategy continues to promote a diverse range of spokespeople and story pitches.	To bring diverse voices to marketing and communications.	PR manager; content and engagement team	<i>Year 1 – October 2024</i>	<i>Ongoing</i>	Progress report expected April 2025
4	Ensuring our content strategy continues to push out key messages regarding our values of belonging, intersectionality, inclusivity, diversity and equity (BIIDE).	For UKCP stakeholders and audiences to understand the underlying principles of EDI-BIIDE development throughout the organisation.	Content and engagement team	<i>Year 1 – October 2024</i>	<i>Ongoing</i>	Progress report expected April 2025
5	Continue to collaborate on campaigns with partner organisations such as members of the Coalition for Anti-Oppressive practice in Psychotherapy and Counselling.	To develop a diverse pool of partners and collaborators who represent as many of UKCP's diverse communities, members and trainees.	Policy and research manager	<i>Year 1 – October 2024</i>	<i>Ongoing</i>	Progress report expected April 2025
6	BIIDE Committee to engage with the wider membership such as through podcasts, guest blogs, emails and webinars to raise the profile of the BIIDE Committee	To ensure that UKCP stakeholders are aware of the BIIDE Committee, the members and what they are delivering on.	UKCP BIIDE Committee; content and engagement team	<i>Year 1 – start April 2025</i>	<i>Ongoing</i>	Progress report expected October 2025
External Voice & Enhancing Visibility						
Year 1						

7	Review existing statements on commitment to diversity and make them highly visible on the UKCP website.	For UKCP to show its public commitment to EDI-BIIDE.	Content and engagement team	Year 1 – October 2024	Ongoing	Progress report expected April 2025
8	Continue to engage with the government minister for universities for an extension of the student grants system for students in private colleges.	To ensure wider access to the profession.	Policy and research manager; senior management team	Year 1 - October 2024 (on hold pending policy priorities review)	Ongoing (on hold pending policy priorities review)	Progress report expected April 2024
9	Continue to engage with NHS England (formerly Health Education England) to develop a culturally aware and sensitive mental health workforce.	To encourage collaboration so that those who train on UKCP accredited courses are able to practice within an NHS setting.	Research and policy manager; senior management team	Year 1 – October 2024	Ongoing	Progress report expected April 2025
10	Commit to advertising/editorials in diversity media press/partners, local communities networks and mailings to attract a wide and diverse audience.	To be able to reach a wider and diverse group of people.	Content and engagement team; PR Manager	Year 1 – October 2024	Ongoing	Progress report expected April 2024
11	Collaborate with other professional bodies and create a dialogue with organisations such as the Aashna project, the Black, African and Asian Therapy Network (BAATN) and Barriers to Inclusion group to support moving the EDI-BIIDE agenda forward for the profession.	To engage with diverse partners and actively work with them.	Content and engagement team	Year 1 – October 2024	Ongoing	Progress report expected April 2025
12	To ensure EDI-BIIDE representation when providing platforms for UKCP and its members for the public to learn about the value of therapy and the values that UKCP hold.	To be able to educate the wider public on what the profession is and what they do.	Content and engagement team	Year 1 – October 2024	Ongoing	Progress report expected April 2025
Year 2						

13	Explore how we actively engage with universities, colleges, and schools to inform them on possible career paths from course selection to accreditation.	To be able to reach a wider and more diverse group of people.	Content and engagement team	Year 2 – October 2025	Not started	Progress report expected April 2026
14	Where appropriate take an active stance and where necessary put out statements and interviews, take a positioned voice as an organisation that can challenge inequity, unethical practices and actively participate in upholding human rights and social justice.	To showcase UKCP as an organisation that welcomes and speaks on issues where necessary. To engage with EDI-BIIDE topics with care and sensitivity.	Content and engagement team	Year 2 – October 2025	Not started	Progress report expected April 2026

Strategic Pillar 4: Organisation

Objective – To ensure that we have the ‘cultural competence’ and the internal mechanisms required to drive forward the EDI-BIIDE priorities, with a particular focus on data, policies, and stakeholder relationships, procurement and staff training.						
	Actions/Tasks	Outcome/Aims	Responsibility	Start by	Completed by	BRAG rating
Year 1						
1	Review all existing policies and protocols across UKCP and ensure they all align to the Equality Act 2010. All policies adapted/amended and ongoing monitoring to actively promote anti-oppressive practice.	To ensure all documentation has the most up-to-date and relevant information.	Senior management team; HR	Year 1 – October 2024	Ongoing	Progress report expected April 2025
2	Develop continuous engagement on UKCP values and culture across the	To ensure that UKCP values and EDI-BIIDE are embedded within communications and	Senior management team;	Year 1 – October 2024	Ongoing – to be embedded as business as usual	Progress report expected April 2025

	organisation at all levels and with all members.	operations. Fostering a culture of openness, honesty and transparency within the organisation and modelling this to our external partners, membership and clients, patients and service users.	communications and engagement team			
3	EDI-BIIDE representative to work with and agree the dissemination of the action plan to colleges and to engage/discuss with colleges to better understand their need for separate EDI-BIIDE committees, as well as identifying opportunities/challenges to bringing under one umbrella and/or aligning college EDI groups with the BIIDE Committee.	For UKCP to have one voice on EDI-BIIDE.	UKCP BIIDE Committee	<i>Year 1 – October 2024</i>	<i>Ongoing</i>	Progress report expected April 2025
4	Review and update current procurement processes to ensure alignment with UKCP's EDI-BIIDE vision and values.	To ensure UKCP is working with partners that are aligned to their EDI-BIIDE vision and values.	Senior management team; chief operating officer	<i>Year 1 – October 2024</i>	<i>Ongoing</i>	Progress report expected April 2025
5	Collate Board and committee diversity data of UKCP to ensure progress towards representation	To ensure up to date data, to measure progress and to recognise areas for development.	Senior management team	<i>Year 1 – October 2024</i>	<i>Ongoing</i>	Progress report expected September 2025
Year 2						
6	All boards and committees to have diversity targets informed by the data collection.	To increase representation across the organisation.	Senior management team; governance team	<i>Year 2 – October 2025</i>	<i>Not started</i>	Progress report expected April 2026
Year 3						

7	To promote inter-college relationships, sharing of knowledge and resources across colleges and create facilitative spaces where difficult conversations around power and privilege can take place.	To increase collaboration and access to opportunities at UKCP.	BIIDE Committee	<i>Year 3 – October 2026</i>	<i>Not started</i>	Progress report expected April 2027
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UK Council for Psychotherapy

York House
221 Pentonville Road
London

N1 9UZ

Telephone: 020 7014 9955

General email: info@ukcp.org.uk

EDI-BIIDE Committee chair: EDIchair@ukcp.org.uk

Website: www.ukcp.org.uk