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The UK Council for Psychotherapy (UKCP)

Equity, Diversity and Inclusion Action Plan (EDI Action Plan)

2023 - 2028

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A Message from the UKCP EDI Committee

We are excited to introduce our first Equity, Diversity and Inclusion Action Plan. This document sets out our plan to ensure EDI is at the heart of our work – for our members, our volunteers, our staff and, crucially, for the public with whom we and our members interact professionally.

Our commitment to advancing equity, diversity and inclusion was brought into sharp focus by the death of George Floyd in police custody in May 2020. As many organisations have, we took a long hard look in the mirror to examine our culture and practices in light of the long overdue public discussions about racism, homophobia, ableism and misogyny worldwide.

The psychological impact of dehumanising injustice cannot be overstated, and we recognise that our sector and profession face ever greater and more complex risks. Now is the time to drive forward action to do more to reflect the diverse communities we serve.

We are at the start of this journey and we recognise making change happen is complex and difficult. This plan is the manifestation of our commitment to change.

The EDI Committee will review this document quarterly

Equality, Diversity and Inclusion

An **Equality, Diversity and Inclusion (EDI) Taskforce** was set up in October 2020. The taskforce was established through an open recruitment process and it worked towards the development of the Equality, Diversity and Inclusion Action Plan and embedding a strategic committee within UKCP that will be responsible for supporting the EDI strategic goals and objectives throughout UKCP. For the purposes of the development of the EDI Action Plan, **the responsibilities of the taskforce were as follows:**

- To deliver a completed Equality, Diversity and Inclusion Action Plan (EDI Action Plan) for UKCP.
- To develop, promote and scrutinise the EDI Action Plan.
- To advise on the content and final layout of the EDI Action Plan.
- To enable stakeholder perspective to be expressed and used to influence EDI Action Plan development.
- To assist in communicating the EDI Action Plan to internal and external stakeholders of UKCP.
- To examine potential work on how UKCP can be more diverse and inclusive as an organisation.

EDI Action Plan aims

This EDI Action Plan is designed to challenge existing UKCP norms on EDI and advise on commitments for change. It has two main aims in terms of reach. Firstly, to change the experience of those from culturally diverse backgrounds who are already part of UKCP (including staff, volunteers and members) who do not feel heard and/or psychologically safe in the organisation. Secondly, the plan will consider all key stakeholders of UKCP, not just the membership and the staff but the wider public and service users in its approach. Our aim is for the development and the eventual implementation of the EDI Action Plan to have an impact on people from culturally diverse communities, those covered within and beyond the protected characteristics.

EDI committee values

- **Commitment**

We commit to being anti-discriminatory and openly challenging existing norms.

- **Inclusion**

We commit to creating a psychologically and physically safe environment for all.

- **Evidence**

We commit to being open and transparent in our decision-making, which incorporates a balance of people’s lived experience and research. And where the information does not exist, we will seek to gather it to further inform our decision-making by engaging with the membership and other key stakeholders.

As an organisation we understand the importance of language and defining words and what they mean to us. For the purposes of this document and how we engage with equity, diversity, and inclusion with our stakeholders both internally and externally, we adopt the following values and definitions:

Belonging

Intersectionality

Inclusivity

Diversity

Equity

Equality ensures everybody has an equal opportunity and is not discriminated against because of their characteristics. This may at times require us to treat people differently based on their needs (equity).

Diversity recognises and acknowledges the differences of individuals. We take an intersectional approach to how we view these differences and not just what is protected within the Equality Act 2010, but we will always go beyond.

Inclusion is the behaviours and norms that ensure people feel welcome. This means we commit to reviewing structures and systems that may be barriers to promoting inclusivity.

This EDI Action Plan brings together UKCP equity, diversity, and inclusion efforts. Over the next five years, as we deliver on the actions in this plan, we want equity, diversity and inclusion to not be a separate issue, but embedded in everything we do.

The committee is referred to as the EDI committee externally and in the UKCP governing documents. To accommodate our values we refer to the committee in this document as the BIIDE committee from hereon in.

BIIDE committee

UKCP are committed to implementing this EDI Action Plan and ensure its delivery. UKCP has set-up an EDI committee within the UKCP governance structure. The BIIDE committee will measure progress, while also being open to evolving the Action Plan against a changing internal and external environment to ensure we keep moving forward as an organisation.

Communicating with colleges

The colleges are a key stakeholder in ensuring the success of this plan. The BIIDE Committee, who will be responsible for the oversight and implementation of this plan, will communicate openly and transparently with the colleges. Where required the colleges will also be consulted with. This plan has an annual review cycle and though membership of the BIIDE committee is open to college representation, the wider college membership and representatives will be engaged with as part of the annual review.

Action Plan overview

The following pages show clearly what the outcomes and aims are for each of the actions we are committing to and the key objectives for the three priority areas identified (not ranked in order of priority). Where we do not have the material to inform a practical change, we will put forward an action to collect this material and seek to engage a wider stakeholder group in the collection of any material needed.

A glossary of terms can be found in **Appendix 1** of this document.

Training/Curriculum/Qualifications

We want to address any identified disparities in those who are being trained, those who complete the training and those who can access the training in the first place. We have so far looked at putting actions into place to collect material on the application and dropout rates of trainees – in particular for those of culturally diverse backgrounds. We are exploring how we can work with training organisations to raise awareness of institutional discrimination (including anti-racism). One key area to explore is the access to the training provision. Making it more accessible is crucial, that is why we are looking at a Diversity Scholarship Scheme. We are looking at pathways to jobs and training and opposing mandatory free use of our trainee members.

Ensuring that the curriculum is reflective of the diverse trainees in UKCP and making the qualification relevant and accessible means making real change to the established way of doing things. The EDI taskforce found that the way things are right now is causing significant distress to culturally diverse groups and we want to support and encourage changes. To do this, some of our discussions have been centred around conducting a review of the qualification process through an EDI lens where it works better for all trainees. This includes a review of how top-up courses can be attained as part of the full qualification process. The EDI taskforce considered that current curricula may not be as reflective of the trainees in UKCP and inclusive enough to effectively prepare them to work with a wide range of service users from diverse and marginalised groups. We believe that a comprehensive review of training texts, books and information shared with trainees should take place, independently and conducted through an EDI lens. We want to establish a clear commitment to anti-oppressive and anti-discriminatory practices in the colleges, schools and mentoring system so that everyone at all levels can be included in the delivery of a higher standard of practice and training.

Engagement

As a profession, our engagement internally and externally needs a reassessment, so we are inclusive in our engagement with everyone. We are committed to having a voice and being active in relation to key issues that have an adverse effect on us in the profession and the wider public. This is

especially true as we claim that the very remit of what we do is empathy, support and connection with each other and with the public who access our services. We must, therefore, not only commit in words but also in actions to address power and privilege perceived within the profession. Our engagement practices simply must change. As a committee, we are looking at actions that are bold, brave, and challenging.

Membership

UKCP, as an organisation, are making a strong commitment to build a representative membership of the UK population. As we work to achieve these goals, the priority areas of Training, Engagement and Membership will set the foundation for us in achieving this. As we become more diverse, it follows that being more inclusive will become a priority. We aim to address biases and microaggressions in all its forms.

We are aware that systemic discrimination, oppression and marginalisation has played a role for those who wish to enter our profession and numerous challenges affecting people with protected characteristics of the Equality Act 2010, ie institutional racism and socio-economic barriers such as finance, and this is why the work of the BIIDE committee is important. We do not want to accept and/or be part of a system that continues to place barriers for those within and outside the protected characteristics. It is now time to implement long-overdue changes and create a more diverse and inclusive UKCP.

Table Keys

Short-Term – Action to be worked on and delivered over a 12-month period.

Medium-Term – Action to be worked on and delivered over a period of 2-3 years.

Long-Term – Action to be worked on and delivered over a period of 3-5 years.

Below are the EDI 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.

Priority: Training

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						
Short-Term						
1	<p>We will conduct a one-off material collection 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>	<p>Material collection will inform future actions and next steps. We need to plug our data gap in order to better support prospective trainees.</p>	<p>CRM administrator, Research team</p>	<p>January 2024</p>	<p>Ongoing</p>	<p>Progress report expected April 2024</p>
2	<p>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>	<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> <ol style="list-style-type: none"> 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)</p>	<p>On hold</p>	<p>On hold</p>	<p>Progress report expected April 2024 – on hold</p>

3	Create a sub-group of the BIIDE committee to work with 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 BIIDE Committee and ETPC	<i>October 2023</i>	<i>Ongoing</i>	Progress report expected December 2023
4	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>January 2023</i>	<i>On hold pending review</i>	Progress report expected December 2023 – on hold
Medium Term						
5	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.	<p>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.</p> <p>This may include implementing ‘reverse mentoring’ to really understand the core issues and challenges members within the organisation are having.</p>	UKCP education training and practice committee, UKCP BIIDE committee	<i>January 2024</i>	<i>Ongoing</i>	Progress report expected April 2024

Long-Term						
6	<p>Launch a Diversity Trainee Scholarship, fundraising for this will be external.</p> <p>Develop partnership strategy to help fund the Diversity Trainee Scholarship.</p>	To ensure access so that those underrepresented in the profession can become psychotherapists and psychotherapeutic counsellors.	UKCP Board (EDI liaison)	September 2024	Ongoing	Progress report expected December 2024
7	Create a sub-group within the BIIDE Committee responsible for liaising with OMs to raise funds for the Diversity Trainee Scholarship, as part of their commitment to equity and diversity across the profession.	To support effective monitoring and delivery of the scholarship.	UKCP BIIDE Committee, governance	January 2024	Ongoing	Progress report expected April 2024
8	Develop an Equality Impact Assessment to work with training organisations to raise awareness of institutional discrimination (including anti-racism, ableism, 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	October 2023	Ongoing	Progress report expected December 2023 – COMPLETED through coalition work
Whilst Training						
Short-Term						
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 a psychotherapist or psychotherapeutic counsellor.	Education, Training and Practice Committee	September 2023 – BIIDE committee member to liaise with ETPC	September 2024	Progress report expected December 2023

10	<p>Curate a growing list of recommended reading and listening on how to be more inclusive in the profession.</p> <p>A sub-group within the BIIDE Committee will review and approve suggested materials to be published on a UKCP designated EDI page of the website.</p>	To allow diversity of thought, reading and perspective for all current and future trainees.	UKCP BIIDE Committee and Content and Engagement Team	<i>September 2023</i>	<i>Ongoing</i>	Progress report expected December 2023
Medium Term						
11	<p>UKCP to host an annual training conference for educators/supervisors to share best practice and to network.</p> <p>(CPD?)</p>	To enable sharing of best practice and open learning opportunity.	Events Manager, Membership Team, Regulation and Quality Assurance Team and Coalition for Anti-Oppressive practice	<i>January 2024</i>	<i>Ongoing – events manager now in post</i>	Progress report expected April 2024
Post Training						
Short-Term						
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 information.	Education, Training & Practice Committee	<i>January 2024 – need ETPC liaison from committee</i>	<i>Ongoing</i>	Progress report expected April 2024

Priority: Engagement

Objective – To communicate better internally and externally with all our stakeholders and to engage on key issues that have an impact on the profession and the wider public.

	Actions/Tasks	Outcome/Aims	Responsibility	Start by	Completed by	BRAG rating
Internal Engagement						
	Short-Term					
1	Develop continuous engagement on UKCP values and culture across the organisation at all levels and with all members.	To ensure that UKCP values and EDI are embedded within communications and 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.	Senior Management Team	<i>February 2023</i>	<i>Ongoing</i>	Progress report expected July 2024
2	Quarterly to thrice-yearly briefings by Trustees and Senior Management Team for all members on the vision, values, and direction of UKCP's strategy, including a high-level commitment to upholding EDI.	To ensure that UKCP values and EDI are embedded within communications and operations.	Senior Management Team	<i>March 2024</i>	<i>Ongoing – new 3-year strategy being developed</i>	Progress report expected September 2024
3	Create a sub-group of the BIIDE Committee to engage/discuss with	For UKCP to have one voice on EDI.	UKCP BIIDE Committee	<i>May 2023</i>	<i>September 2024</i>	Progress report expected

	colleges to better understand their need for separate EDI committees, and to identify opportunities/challenges to bringing under one umbrella and/or aligning college EDI groups with the BIIDE Committee.					September 2023
4	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 at UKCP.	Content and Engagement team and UKCP BIIDE Committee	January 2023	Ongoing	Progress report expected January 2024
5	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 and Content and Engagement Team	Continued	Ongoing	Progress report expected September 2024
6	Ensuring our content strategy continues to push out key messages regarding our values of belonging, intersectionality, inclusivity, diversity and equity.	For UKCP stakeholders and audiences to understand the underlying principles of EDI development throughout the organisation.	Content and Engagement Team	Continued	Ongoing	Progress report expected September 2024
7	Continue to collaborate on campaigns with partner organisations 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 Public Affairs Manager	Continued	Ongoing	Progress report expected September 2023

8	BIIDE Committee to engage with the wider membership such as podcasts, guest blogs, webinars.	To ensure that UKCP stakeholders are aware of the BIIDE Committee, the members and what they are delivering on.	UKCP BIIDE Committee in collaboration with Content and Engagement	January 2023	Ongoing	Progress report expected September 2023
9	Collate Board and committee diversity data at UKCP. All boards and committees to have diversity targets informed by the data collection.	To ensure up to date data, to measure progress and to recognise areas for development.	Senior Management Team	May 2023	Ongoing	Progress report expected September 2023
<i>Medium - Term</i>						
10	Encourage the formation of cross-modality clubs and interest groups that would benefit existing members and promote participation.	To increase collaboration and access to opportunities at UKCP.	UKCP BIIDE Committee in collaboration with Content and Engagement	Continued	Ongoing – forming part of new three-year strategy review	Progress report expected September 2024
11	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.	UKCP BIIDE Committee	May 2024	Ongoing	Progress report expected September 2024
12	Review all existing policies and protocols across the organisation to identify if any existing policies are not aligned to the Equality Act 2010.	To ensure all documentation has the most up-to-date and relevant information.	Senior Management Team	September 2023	Ongoing	Progress report expected April 2024

	All policies adapted/amended and ongoing monitoring to actively promote anti-oppressive practice.					
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External Engagement

Short-Term						
13	Make existing statements on commitment to diversity highly visible on the UKCP website.	For UKCP to show its public commitment to EDI.	Content and Engagement Team	<i>January 2023</i>	<i>Ongoing</i>	Progress report expected September 2023
14	Review current processes in place where current and future advertisers in UKCP magazine and online must display and/or present evidence must display, where possible, alignment to UKCP EDI vision and values. This will be monitored continuously.	To ensure UKCP is working with partners that are aligned to their EDI vision and values.	Content and Engagement Team	<i>July 2023</i>	<i>Ongoing – new magazine publisher in place</i>	Progress report expected September 2024
15	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 Public Affairs Manager and Senior Management Team	<i>January 2024</i>	<i>Ongoing</i>	Progress report expected April 2024
16	Continue to engage with NHS England (formerly Health Education England) for 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.	Policy and Public Affairs Manager and Senior Management Team	<i>Continued</i>	<i>Ongoing</i>	Progress report expected September 2024

17	Commit to advertising/editorials in diversity media press/partners and local communities and through 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	June 2023	Ongoing	Progress report expected September 2023
18	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	January 2024	Ongoing	Progress report expected April 2024
19	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 agenda forward for the profession.	To engage with diverse partners and actively work with them.	Content and Engagement Team	January 2024	Ongoing	Progress report expected April 2024
Medium-Term						
20	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 topics with care and sensitivity.	Content and Engagement Team	January 2023	Ongoing	Progress report expected September 2023
21	Providing platforms for UKCP and its members for the public to learn	To be able to educate the wider public on what the	Content and Engagement Team	January 2024	Ongoing	Progress report expected

	about the value of therapy and the values that UKCP hold.	profession is and what they do.				September 2024
22	A sub-group within the BIIDE Committee to offer an annual reflective space/conference to OMs to discuss, reflect and review implementation of the EDI Action Plan based on the active choices we want to make on language any new changes to training/curriculum.	To ensure that organisation are active listeners and change agents on EDI.	UKCP BIIDE Committee	April 2024	Ongoing	Progress report expected July 2024

Priority: Membership

Objective – To build a representative membership of the UK population and to ensure they always feel included.						
	Actions/Tasks	Outcome/Aims	Responsibility	Start by	Completed by	BRAG rating
Short-Term						
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	September 2023	Ongoing	Progress report expected July 2024
2	All OMs where possible to agree and sign up to accepting and publicly displaying their commitment to EDI by publishing an Equity, Diversity and Inclusion statement.	To ensure that all UKCP stakeholders are aligned to UKCP EDI values and objectives.	Membership Team	Mar 2024	Ongoing	Progress report expected October 2024
3	To have forum where the membership has direct access to the Board and	To ensure that UKCP actively engages with the	UKCP BIIDE Committee	July 2024	Ongoing	Progress report expected

	<p>committee members where they can raise their concerns and hold the BIIDE Committee accountable for actions and decisions.</p> <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>	<p>membership, understands their needs and requirements, and works to provide a solution where possible.</p>				<p>September 2024</p>
Medium-Term						
4	<p>Create an EDI 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 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>

Glossary of Terms

Audience: Receivers of a message, e.g. UKCP members, the general public etc.

BAATN – The Black, African and Asian Therapy Network. The UK’s largest independent organisation to specialise in working psychologically, informed by an understanding of intersectionality, with people who identify as Black, African, South Asian and Caribbean.

EDI – Equity, Diversity and Inclusion.

Material – data, research, information and publications.

OM – Organisational Member.

OMR – Organisational Member Review.

Stakeholders: Groups or individuals who are directly impacted by a decision or action, e.g. UKCP members, Colleges, etc.