



Training Council Annual Report 2020

Membership of Training Council 2019-20

Jason B Kaushal (Deputy Director of Training till November 2019; Director of Training November 2019 to present); Phillip McGill (Deputy Training Director, November 2019 to present, Director of Training September 2017-November 2019); Jeremy Gunson; Kate Purdy; Corinne Aves; Robin Solomon (lay member).

New Members

Patrick Easen (lay member) Jane Herd (lay member); Louise Allnutt;

Retiring members

Susannah Marks; Teresa Cooke (lay member)

Membership of Training Development Group 2019-20:

Catrin Bradley (Head of Training at Tavistock and Portman NHS Trust); Gillian Sloan Donachy and Lynne Conway (Joint Heads of Training at Human Development Scotland); Janet Shaw (Head of Training at Northern School of Child and Adolescent Psychotherapy up to December 2019); Rajni Sharma Head of Training at Northern School of Child and Adolescent Psychotherapy Jan 2020 till present); Janine Sternberg (Head of Training at Independent Psychoanalytic Child and Adolescent Psychotherapy Association); Kevin Booth (Head of Training at Birmingham Trust for Psychoanalytic Psychotherapy) plus members of Training Council.

Introduction to Training Council

The Training Council manages specific tasks on behalf of the ACP relating to the continued development and implementation of appropriate quality assurance standards for training, to the accreditation of UK trainings in Child and Adolescent Psychoanalytic Psychotherapy and to ensure that new entrants to the training meet the requisite standards for training membership of the ACP.

The Training Council (TC) carry out their work through two linked meetings that are timetabled six times per year, held at the ACP office and joined by members attending in person or digitally. The core group of TC is composed of ACP and lay members, led by two ACP members in the roles of Director of Training and Deputy Director of Training. This group hold the decision-making authority for TC, especially responsibility for good governance.

The TC are joined by the Heads of the UK-based Child Psychotherapy Trainings for the first of the two linked meetings: Training Development Group (TDG). TDG considers all matters relevant to the development and support of our trainings. The second meeting is for the members of TC only. In this way matters can be discussed in the wider forum of the TDG, informed by the knowledge and experience of the Heads of Training, before the TC then meet to review and confirm their plan and decisions.

Some specific tasks are carried out on behalf of Training Council by the Training Analysts and Therapists sub-committee and by our student registration sub-group:

- **The Training Analysts and Therapists Sub-Committee of the Training Council**, chaired by Margaret Rustin, maintain a register of training analysts and psychotherapists and complete all of the work necessary to developing and maintaining this register, as well as working to support the provision of training analysis and psychotherapists across the UK.
- **The Student Registration Group** carry out the trainee registration work of Training Council, in conjunction with the Registrar and the Professional Standards Committee. The registration officer for Training Council was Catherine McFarlane who is now handing over this role to TC members Kate Purdy and Jason Kaushal.

Achievements, developments and acknowledgements

The work of Training Council over the last year has been focused in five areas: responding to the rapidly changing and uncertain circumstances for the NHS financial support towards our training; working towards the incorporation of the Competence Framework (for the Training of Child and Adolescent Psychotherapists) in the Quality Assurance Framework; maintaining the timetable for accreditation of UK Training Schools and developing a new project to review the pre-clinical standards for training as a Child and Adolescent Psychotherapist. In the final months of this reporting period Training Council has also been responding to the COVID-19 pandemic.

The austere financial circumstances for NHS services have continued to impact upon the future provision of Child Psychotherapy training. For some time, it has been difficult for all parties involved as the restructuring of key parts of the NHS organisation meant that little clarifying or constructive engagement was possible. However there has been considerable work by the ACP executive and committees towards presenting a strong and informed response to these challenging circumstances, supported by our members engagement at local and national level.

- i. Training Council and Training Development Group meetings over the year have shared information and maintained contact with key parties, learning about the picture of change across the country. We have also kept abreast with the different needs and arrangements for training developed by each Training School, responding to specific local resource, commissioning and service realities.

The ACP and HEE were pleased to announce a successful completion of this process with the announcement of a National Training Scheme for Child & Adolescent Psychoanalytic Psychotherapists from September 2020. There is further work to be done in fleshing out and implementing this plan, for example in ensuring that Child & Adolescent Psychoanalytic Psychotherapy training is in alignment with the NHS Long Term Plan.

- ii. Following the development of our Competence Framework, we have been working towards incorporating reference to this in our Quality Assurance Framework and as a key outcome to inform the training curriculum. The Heads of Training and other members of TDG have taken a lead on the next stages for incorporating the competence framework in the training programme at each school. The curriculum will continue to provide crucial experience in intensive and less-intensive forms of therapy along with a host of other vital elements. The completed updated Quality Assurance Framework has been approved by the Board and is about to be published and will be available to members of the ACP and members of the public on the ACP website.
- iii. The accreditation of Training Schools follows a careful and structured approach described in the Quality Assurance Framework. The task of reviewing, visiting and reporting on the accreditation of a Training School is completed by an independent panel of ACP and lay members led by a Convenor with significant relevant experience. A panel is recruited by Training Council specifically for each accreditation.

Training Schools are now formally visited every five years. Their accreditation is considered in a report to Training Council, completed by the accrediting panel which might include commendations, conditions and recommendations. This report then stands as a guide to the current circumstances of the school. Actions and progress required or recommended in the report should be completed according to the noted

timescales. This interim progress is described as part of each Training School's Annual Report to Training Council. Reports in the accreditation process are available to members of the ACP and members of the public on the ACP website.

In 2019, Kathryn Hinchliff lead a successful re-accreditation of the Human Development Scotland Training School. I would like to take this opportunity to thank and appreciate the members of the accreditation panel for their careful and responsive voluntary work.

- iv. The pre-clinical standards for training, which describe the requirements for anyone considering applying to become a trainee, were last reviewed in 2010. It is time to reconsider the current standards and this provides a welcome opportunity for also reviewing the impact of the current standards on the ACP's aims of increasing the diversity and strength of our profession. The ACP Board have agreed to the setting up of a project group which will lead this work. We are currently developing the terms of reference for this project, which will follow a similar format to the Competence Framework project. A small steering group was convened to hold the process and a larger expert reference group, to consider options and make recommendations.

The steering group work has begun with undertaking an equality impact assessment on the current pre-clinical standards and has been drawing up person specifications for a training candidate which will help inform further discussion with the profession. This is an important project for our profession. We will be communicating more fully about this with you to give further information and to ask for feedback and contributions from members.

- v. Since the outbreak of the COVID-19 pandemic and especially since the period of lockdown the TC and TDG have been involved in gathering information of the varied experiences and responses to this and in formulating responses to the changes brought about. There has been a much more intensive series of meetings to work together on these. This is vital, ongoing work to ensure the Training Schools can continue to train future professionals and to ensure ongoing CAPPT input into the mental health of children adolescents and families in the UK. I want to thank all those who have put in a lot more hours and effort in response to this unprecedented situation.

Coming to the end of this annual report I would like to give my own commendation, on behalf of Training Council, to acknowledge and thank Catherine MacFarlane and for her valuable contribution to Training Council. I would also like to note the longstanding contribution of Susannah Marks who has been an example of how senior clinicians support the ongoing functioning and development of the ACP and the profession. It is also important to mention the longstanding contribution of our retiring lay member Teresa Cooke who has given her time and energy to volunteering her services for the protection of the public and the betterment of a profession other than her own. I would also like to note my thanks and appreciation for the work of all of my colleagues in the different groups of Training Council, whose lively and thoughtful company and contributions are the body and soul of everything we achieve. Finally, I would like to record the terrific support for us, across the year, from the ACP Chief Executive, Business Manager and administration team.

Jason B Kaushal
Director of Training Council