

The Association of Child Psychotherapists

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Annual General Meeting

Held on Saturday, 7th July 2018

at Brooks Building, Manchester Metropolitan University; 15:15-16:45

Present:

Isobel Pick, Heather Stewart, David Hadley, Jemima Phorson, Nick Waggett, Eve Grainger, Bidy Youell, Gillian Ingall, Louise Allnutt, Gabrielle Lorenz, Ben Lloyd, Rajni Sharma, Judith Thorp, Sandra Fentiman, Jo Russell, Lynda Ellis, Sara Rance, Claire Lokke, Maria-Eugenia Valdiva, Barnaby Rhodes, Claudia McLoughlin, Anne Hurley, Katie Argent, Iris Gibbs, Ann Horne, Joanne Young, Jill MacKenzie, Christine Wright, Katie Reid, Janine Sternberg, Kate England, Nina Harris, Genevieve Lowes, Ruth Dunstan, Sue Coulson, Paula Land, Tanya Leonard, Catherine McFarlane, Rachel Abedi, Corinne Aves, Deirdre Dowling, Monica Lanyado, Rosie Winter, Diane Hofschroer, Laura Liddell, Marie Bradley, Margarete Lucas, Jacquie Edge, Alison Roy, Sonia Stephenson, Julie Trice, Judith Golberg, Cristina Zago, Sarah Fielding, Milly Jenkins, Kate Purdy, Elizabeth Rene, David Cornelius, Alice Lowe, Rachel Sandells, Rebecca Woodhams, Kanese Da Costa, Valentina De Nardi, Simon Cregeen, Kara Gledsdale, Lorraine McLeod, Eva Shehu-Whitefield, Angharad Howell, Judith Cousins, Amanda Mintowt-Czyz, Gwen Kirkwood, Elena Mardegan, Sarah Fox, Christa Leadbetter, Emma Higgs, Annie Rowling, Jennifer Ng, Janet Shaw, Lydia Hartland-Rowe, Dawn Knight, Janine Cherry-Swaine, Seline Perocevic, Jane Turner, Rachel Melville-Thomas, Ruth Seglow, Emma Pinnock, Melisa Kuzubasoglu, Ellie Shilliday, Mahsa Gilanipour, Nigel Barrow, Marina Manassei.

Apologies:

Caryn Onions, Shirley Ogilvie, Judith Edwards, Jenny Kenrick, Beverley Tydeman, Philippa Boulter, Ricky Emanuel, Maaïke Engelen, Sarah Sutton, Jason Kaushal, Tim Smith, Angelina Veiga, Maria Consta, Sarah Dobson, Mary Walker, John Crowley, Danny Goldberger, Julia Mikardo.

1. Minutes of AGM 2017

Minutes of the AGM 2017 were posted on the ACP website and print copies were available at the AGM. No corrections were raised.

The minutes were approved by the AGM

Proposer:	Katie Argent
Seconder:	Biddy Youell

Introductions

Nick Waggett was introduced to the membership as the new Chief Executive and Isobel Pick as the new Chair.

2. Chair's Report

Isobel Pick spoke about specific areas of work of the ACP and developments beyond what had been written in her Chair's annual report. The report is appended to these minutes.

Areas covered in Isobel's presentation were:

- Treat Them Right campaign
- Developing a public voice for the ACP
- Diversity in the profession
- Funding of our training
- Internal change within the ACP
- The importance of Non-Executive Directors for scrutiny of our duty to protect the public
- Appointment of new Chair and CEO
- Looking ahead for the ACP

Thanks were given to the ACP staff group, Nick Waggett, Ben Heridge and Leanne Stelmaszczyk, who do a fantastic job supporting the huge range of activities going on in the ACP throughout the year. Thanks, especially to Morwenna O'Brien, our Operations Manager, who left the ACP in June after 4 years during which she made a significant contribution to the professionalisation of the ACP.

Thanks were also expressed to all the ACP members who contribute to the large number of committees and working groups of the organisation. Isobel presented a list of those currently involved, of whom there are more than 90.

In addition some had left during the year: on the journal Nigel Carter, Cathy Troupp, and Margaret Lush; on Training Council Lydia Hartland-Rowe; on the media team Georgina Taylor; on Ops and Liaison Ryan Lowe and Ruth Glover.

3. Reports from Committees for approval

IP introduced the directors and David Headley and Heather Stewart took a couple of minutes to present their annual report.

Alison Roy (from the floor) checked that the report from the Media and Communications Directorate would be received as part of the body of reports. IP agreed that it would be and explained that current Directors would be speaking to their reports but her report was part of the Annual Report.

Firstly, DH presented the Scientific Development Committee report in which he said that the committee was progressing well. There is a programme of events for the next 2 years including the ACP's 70th Birthday and the 30th Scottish Birthday Conference in Glasgow in 2019. DH outlined the 3 clinical networks and future ambitions to have more to support psychotherapists nationally. DH also stressed that his position is interim and that the ACP is looking for a director to eventually take over and that if any member is interested to contact him.

HS hoped that members had read her report. On behalf of the Professional Standards Committee, she wanted particularly to acknowledge the working group of Jo Goldsmith and Janine Sternberg from the Ethical Practice Group and Mary Walker and herself with the Independent Scrutiny and Advisory Committee in reviewing and updating The ACP Disciplinary Code, which was adopted by the Board and is now published on the website. As well as this, HS acknowledged the continual support provided by Eve Grainger and the Employment Standards Group in assisting members, when they are going through service redesigns or preparing for interviews.

4. Treasurer's report and accounts

Jemima Phorson, Treasurer, shared information on the budget and accounts. This year a budget has been signed off by the Board and a Remuneration Committee has been established to consider the principles on which members working for the ACP are paid. She talked of future budgets and how they needed to be aligned to decisions about the ACP's priorities. This year's budget estimates there will be a £33,000 overspend. This level of overspend will not be sustainable in the long-term but was felt necessary this year to ensure the development of the new structure and our obligations as a private company limited by guarantee, as well as the ACP's commitment to fight for the continued funding of its training and thus the Treat them Right Campaign. There is an ongoing conversation in the Board about how to balance the books.

The reports were approved by the AGM Proposer: Anne Hurley
 Secunder: Lydia Hartland-Rowe

5. Update from the Union

As Julia Mikardo and Danny Goldberger were unable to attend the conference, Selina Perocevic spoke to Union matters. In her work role, she has been sitting on the Applied Psychology Committee. She urged members to join a Union and suggested that Unite was the most suitable as it does understand the issues facing child psychotherapists. It had organised a rally at the Houses of Parliament and was lobbying on behalf of clinical psychologists and child psychotherapists to try to ensure continued salary support for trainees in the professions.

6. Elections to the Board

Confirmation of Executive Directors:

Confirmation of Executive Directors:

Isobel Pick	Chair
Kate Robertson	Vice-Chair
Heather Stewart	Director of Professional Standards
Phillip McGill	Director of Training
Jemima Phorson	Director of Finance
David Hadley	Director of Scientific Development

Proposer: Gill Ingall
 Secunder: Janine Sternberg

Election of Non-Executive CAPT directors

Mary Walker

Proposer: Sarah Rance
 Secunder: Nina Harris

7. Confirmation of appointments to Professional Standards Committee

It has not been possible to appoint to the position of Director of Professional Standards. Interviews took place for other positions in the directorate and the following appointments had been made:

Appointments made during the year:

Rajni Sharma (Deputy Lead, EPG)
 Chris Kibbey (EPG)

Geoffrey Rivlin (EPG lay)

New appointments:

Laura Liddell (PSC)

Selina Perocevic (PSC/ESG)

Rosie Winter (PSC)

Katie Lewis (EPG)

Silvina Diaz-Bonino (ESG)

Fiona Brodie (ESG from Sept 2019)

8. Elections to other posts in the ACP:

Operations and Liaison Committee:

Kate England

Louise O'Higgins

Scientific Development Committee:

Caryn Onions

Sam Woods

Campaign Group:

Tim Smith

Sandra Fentiman

70th birthday Working Group:

Fiona Brodie

Diversity Working Group:

Becky Hall

Proposer: Faye Brierley

Secunder: Simon Cregeen

9. Discussion

The floor was opened to members and members came forward with the following points:

- Statement: The member was impressed with the "Silent Catastrophe" report and praised the ACP for keeping in touch with its membership.
- Question: The member is soon to leave their post and they doubt it will be filled. What does the ACP do to assist with such matters?
HS- we try to engage with the Trust and support the member. Often the ACP is informed too late and it is useful for us to be told in advance if support from the ACP would be beneficial.
- Question: Would it be useful to collect information on members who have a family member with a disability?
IP took this opportunity to members that from next year the ACP will ask for more specific data on members in order to conduct more valid analysis. This was unanimously agreed by the membership.
- Question: CAMHS is becoming an acute service and will need to be restructured around that approach, what happens to ACP Members, who don't fall into the acute healthcare definition?
PM- This is a concern and we need to get our patients and their parents to approach local MPs to increase exposure to this problem.

- Statement: sanctuary and meaning are needed to provide valuable therapy, it won't be possible to do that within the current CAMHS model.
- Question: NHS England funds ACP training but trainees also work when training at placements. If trainees vanish there won't be this contribution. Can we use this to argue the importance of the funding?
PM- Unfortunately a counter argument is that it can be seen as a way to say local Trusts should pay trainees for their contribution. We are continuing to investigate the best ways to make our case.
- Statement: we should use the voices of children in care to support our position in the Treat Them Right campaign.
- EG reiterated the support offered by the Employment Standards group and encouraged members to contact her if they need assistance.

10. New members and Farewells

Heather Stewart shared with members the huge loss of Jonathan Bradley, who sadly died in 2017. She also welcomed new members of the ACP who have qualified since the last AGM (list appended to minutes).

Farewells and special mentions:

Heather gave a vote of thanks to John Crowley, Treasurer, Mary Walker, Registrar and Director of Professional Standards and Alison Roy. (appended to the minutes).

IP thanked HS for her work as Chair and shared memories from ACP Members. (appended to minutes).

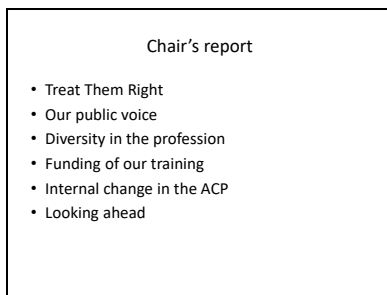
Appendix:

Chairs Presentation

Slide 1



Slide 2



Slide 3



Slide 4

Treat Them Right

The ACP is calling for all CAMHS services to have access to an ACP registered child psychotherapist so every child can benefit from our skills, expertise and experience as part a truly comprehensive system of support

Slide 5

Membership of the ACP

- 640 full members
 - 167 Trainees
 - 92 Retired/not working
 - 11 Honoured
 - 48 Overseas
 - Total 958
-
- 538 full members work wholly or partly in the NHS
 - 167 trainees work in the NHS
 - 239 full members do 'some private practice'
 - 92 full members do 'only private practice'

Slide 6

Treat Them Right

'Silent Catastrophe'

**RESPONDING TO THE DANGER
SIGNS OF CHILDREN AND YOUNG
PEOPLE'S MENTAL SERVICES IN
TROUBLE**

Slide 7

Simon Stevens NHS CEO, July 2018

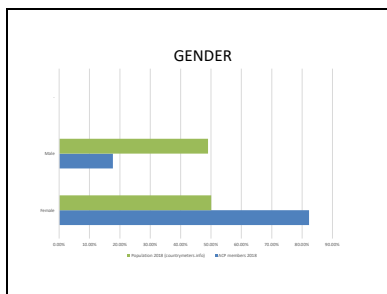
"We are going to need a major ramp up under any scenario of young people's mental health services. That's got to be one of the things that comes out of the long-term NHS plan".

Slide 8

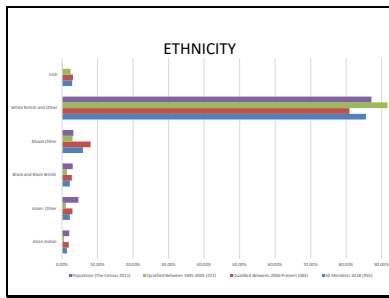
A public voice for the ACP

- Campaign
- Research
- Publications
- Events
- Supported Clinical Networks
- ACP is 70 in 2019
- Scottish School is 30 in 2019

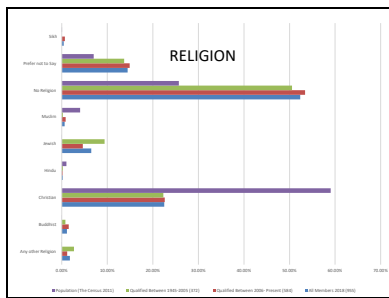
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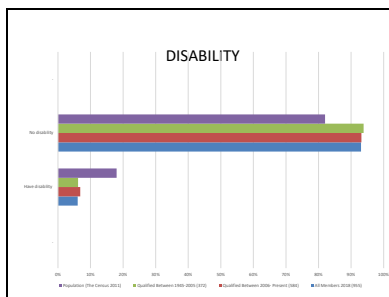
Slide 10



Slide 11



Slide 12



Slide 13

Initiatives to widen access to child psychotherapy training

- Training escalator pathways to attract students from minority groups, backgrounds and with work experience (for example health visiting) who have not traditionally considered our training as a possibility for them
- Looking at the curriculum and the teaching arrangements.
- Bursaries for black and minority ethnic students on the pre-clinical course: The Stuart Hall Foundation has funded a bursary at the Tavistock which has been shared between two students and contributes towards the course fees and analysis.
- IFCADA has the Ruth Schiff Bursary which contributes to pre-training analysis. The fund has awarded 22 bursaries totalling about £40k since its launch in January 2016. About a third of these recipients identified themselves as from black and minority ethnic communities, 7 of the recipients have either started their training or will be starting this year.
- BTPP: has a charitable arm, which offers grants and loans on a substantial scale to students and trainees in financial need. On the pre-clinical course, students on a low wage qualify for a bursary for their BTPP fees; this year, BTPP has 6 trainees in different years on full bursaries.

Slide 14

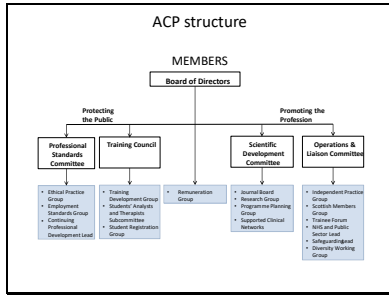
Chair's report

- Treat Them Right
- Our public voice
- Diversity in the profession
- **Funding of our training**
- Internal change in the ACP
- Looking ahead

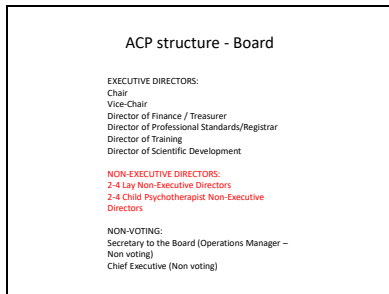
Slide 15

- Treat Them Right
- Our public voice
- Diversity in the profession
- Funding of our training
- **Internal change in the ACP**
- Looking ahead

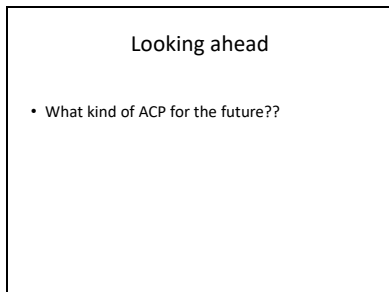
Slide 16



Slide 17



Slide 18



ACP COMMITTEES AND SUBGROUPS - JUNE 2018	
BOARD	SCIENTIFIC DEVELOPMENT COMMITTEE
DAFF - Robert Fyfe, Heather Stewart, David Hedderly, Philipp WAGG, Lorraine Phillips, Mark Wainwright ACP - Janet Curran, Judith Hughes	Dawn Hedderly, Lesley Sutherland, Charlotte Campbell, Doreen Dooling, Frances Lamb, Sue Crangan, Jo Brand, Sue Haggerty, Sarah Kettle, Louise Wright, Louise Stone, Felicia Langdon, Lore Eiler
PROFESSIONAL STANDARDS	Research Group
DAFF - Heather Stewart, Jo Goldstein, Ludin Goldberg, Claire Whitford, Ian Morgan	Joanna Calkin, Sue Crangan, Sarah Pater, Sue Kergonan
ETHICAL Practice Group	Research Ethics and Education Group
DAFF - Jo Goldstein, Kelly Smith, Louise Stirling, Barbara Singh, Christine Kelly, Helen Taylor, Lisa McLeod ACP - Sue Crangan, Sue Haggerty, Lucy Wainwright, Peter Oler, Janet Wood, Sue Bell, Sue, Sue Wainwright	Jo Brand, Sarah Pater, Sue Kergonan, Sarah Pater, Tara Pepper, Lorraine Phillips, Sue Crangan, Jo Brand
Agreement Research Group	Advanced Research and Education Committee
DAFF - Sue Crangan, Julia Roberts, Corinne Auld, Janet Oler, Lorraine Stirling, Catherine Curran	Doreen Dooling, Frances Lamb, Lesley Sutherland, Robert Hedderly, Gary Kelly, Fanny Lamb, Catherine Curran, Louise Stone, Michelle Stone, Janet Oler
TRAINING COUNCIL	National Organising Group
DAFF - Philipp WAGG, Joann Kergonan, Jennifer Gorman, Kate Pearty, Louise Phillips, Lorraine Stone, Lorraine Stone ACP - Judith Hughes, Peter Oler	Nigel Smith, Peter Hedderly, Louise Campbell, Louise Stone, Phyllis Lamb, Paul Reid, Louise Stirling, Louise Taylor, and Sue Wainwright
Training Development Group	OPERATIONS AND LOGISTICS COMMITTEE
To Day DAFF - Cathy Bradley, Ian Wainwright, Kevin Booth, Lorraine Stone, Lorraine Stone, Catherine Curran	Joanna Calkin, Heather Stewart, Sue Crangan, Frances Lamb, Judith Wood, Kelly Smith, Louise Stone, Helen Taylor, Helen Taylor, Philipp WAGG, Philipp WAGG
Student Analyst Task Committee	Regional Practice Group
Heather Stewart, Ian Wainwright, Lydia Eiler, Margaret Whittaker, Margaret Whittaker, Louise Stone, Michelle Stone, Philipp WAGG, Philipp WAGG, Catherine Curran, Louise Stone, Louise Stone ACP - Louise Stone, Philipp WAGG	Lorraine Phillips, Sue Crangan, Louise Stone, Louise Stone, Louise Stone, Louise Stone, Louise Stone
Student Registration Group	Media Group
DAFF - Catherine Curran, Philipp Wainwright	Michelle Stone, Michelle Stone, Sue Crangan, Gary Gault, Bony Macdonald, Rachel McLeod, Louise Stone, Louise Stone
	Jobs and Skills
	Gill Ingham
	Equality Working Group
	Heather Fyfe, Philipp WAGG, Kelly Wainwright, Michelle Stone

INTRODUCTION

There is a lot to report on since the last AGM in 2017. I am going to speak for about 20 mins. I will try not to get lost in the detail and leave you to prompt me in questions afterwards about anything not clear. Then David and Heather are going to speak briefly about issues that are particularly live in their areas. We really want to allow time for a discussion about the issues raised, and any others that you want to bring up.

[SLIDE - LIST]

So I want to say something in general terms about the work going on in the ACP, how the organisation has developed, and also to raise some questions that I would be interested in feedback on.

There are six key areas

‘TREAT THEM RIGHT’ [SLIDE - LOGO]

I hope you are all familiar with this logo now! To me it seems quite strange that it only came into being in January. The campaign has been a new thing for the ACP, but we have worked very hard and had quite an impact in that short space of time, with coverage in the Guardian, Telegraph, Daily Mail, Channel 5 news, the Health Service Journal. There are radio programmes and further coverage in the pipeline.

Work on this started on this last summer under Heather’s leadership as Chair, and with a lot of input in the early months from Alison as Media and Communications Director. Given the growing evidence there was from members, it had become obvious that it should be a priority for the ACP to campaign to protect the specialist NHS services of which we are a part, and without which the future for child psychotherapy would look very different.

[SLIDE – MEMBER STATS]

We all have a stake in this, having either been trained by or worked in the NHS at some point. The current figures for our membership are here.

So we knew we needed to make the profession more visible, but it took some time to work out what the message should be. This is what we decided on.

[SLIDE – TTR MESSAGE]

Our launch in February was obviously timely, given that it coincided with the consultation period on the government’s green paper outlining their intention to roll out mental health services in schools.

How bad the situation is in some parts of the country was borne out by your responses to our recent survey. As you will know, this survey underpinned our report ‘Silent Catastrophe’, the latest stage in the campaign.

The very high level of response demonstrates the urgency, and the intensity of feeling there is in the profession, and meant that we could write a report that has real weight to it. 416 of you completed the survey, many with painful descriptions of what is happening in the services where you work.

[SLIDE – REPORT COVER]

Other bodies and also politicians have also drawn attention to the problems of under funding. In this report we are focusing our efforts on the impact of particular kinds of restructuring going on in specialist CAMHS. We want to convey a positive as well as an urgent message that politicians on both sides can engage with: that better service design should draw on the skills of highly trained specialists because

this leads to more effective and, in fact, more efficient service delivery, with less resources wasted on the management of risk and revolving door treatments.

[SLIDE – SIMON STEVENS QUOTE]

Only last weekend Simon Stevens, Chief Executive of the NHS, publicly identified the negative impact of social media and addiction to gaming as two factors contributing to what he said is “an epidemic of young people’s mental health and distress”. He added, “We are going to need a major ramp up under any scenario of young people’s mental health services. That’s got to be one of the things that comes out of the long-term NHS plan”. Our job as a profession is now to do our best to make sure that specialist services are included in this ramping up, not pushed out by it.

PUBLIC VOICE

[SLIDE – PUBLIC VOICE]

As well as through the campaign, we have other ways to develop our ideas, and make our voice more audible to others. We can make our developing events programme, more outward facing, sometimes also bringing in people from other walks of life and addressing when possible wider audiences. Our newly established Supported Clinical Networks (in paediatric liaison, work with refugees and work in schools) are one way to advance this.

Another way could be through wider circulation of our publications, on and offline. Our journal is a flagship for the profession. We are reviewing, with our publisher, its impact and management, and also exploring, in principle (subject to questions of confidentiality, etc.) whether our fine bulletin can in future be distributed to a much wider a mailing list that could include politicians, civil servants, managers in the NHS, journalists, think tanks, partner organisations and others. We have no immediate plans to do this, but I would be interested in your reactions to these ideas.

Next year is our 70th anniversary, and the Scottish school celebrates 30 years since it was founded. Both these birthdays will be a chance to mark the remarkable achievements that have taken place over the years, and to showcase what we offer now and can offer in future. We hope they will enable us both to come together as a profession as we will at our annual conference, to be held next year in Glasgow, and to reach out to a wider audience.

DIVERSITY

But if we have much to celebrate we also need to be open to critical scrutiny, and to think hard about what we have got right and wrong in the past, and to make appropriate changes. In that regard, I want to say something further about the questions of diversity and inequality, and to think for a moment about what we might have to address as a profession.

Having a conference that addresses questions of difference and inequality was an inspired idea, and I think the presentations raise a wide range of important and difficult questions for us, as well as for others. These include questions about our practice, theory, and the contexts and settings in which we work. Questions also about how we recruit and train students, and how we provide post-qualification professional development. And, questions for the ACP as an organisation, which recruits members to work for it and employs professional staff.

Work has begun on these issues.

The ACP does in fact ask members in their profile to identify their sex, ethnicity, religion and whether they identify as having a disability.

I thought you might be interested to know what the breakdown looks like at present;

[SLIDE – GENDER]

This first chart shows the analysis of ACP membership (in blue) by men and women, compared with the census of the whole UK population (in green).

As you can see, and as you might expect, we have a very low proportion of men compared to the population as a whole. Unfortunately, I can't tell you at this moment whether the situation on this is improving or not, but we can do this analysis.

[SLIDE – ETHNICITY]

This chart shows the proportions of our membership that identify as from different ethnic groups.

Purple = the proportions in the general population, taken from the census 2011.

Green = the proportions amongst members who qualified up to 2005

Red = the proportions amongst members who qualified from 2006 onwards including current trainees.

Blue = the proportions in the ACP membership overall

This needs more analysis for an accurate picture, but you can see that the proportion from minority groups has grown in recent years, but that we still have a way to go before we reflect the population as a whole, especially looking at those who identify as black and or Asian.

From these next two charts, you can see that we have a relatively high proportion of self-defining members of no religion and Jewish members, and a relatively low proportion of Hindu, Muslim and Christian members....

and a low proportion of members with disabilities.

I want to say two things about these figures:

The first is that we are considering widening the scope of the questions we ask you to complete, to covering all the characteristics identified in the 2010 Equality Act. We will think very hard about how we do this, to protect the anonymity of members. Some may prefer not to answer and have the right to do so. But I would like to encourage you to participate; the information will only ever be used for our anonymous global analysis and would help us monitor how we are doing as a profession in recruiting and training a membership that reflects the society we are part of and which we serve.

The second thing is that in my view it is important that our profession and the ACP itself reflects the society of which it is a part, and ensures no discrimination exists to weaken its membership. Our Diversity Working Group that will pursue this further, as well as working with the training schools on measures to widen access and develop the curriculum. This will build on initiatives that are already in place – examples that I know about so far are on this slide –I'll come back to that later if you are interested.

If you would like to be part of this work, then please do get in touch.

FUNDING OF OUR TRAINING [SLIDE]

In the charts I just showed you I took 2005 as the cut off point: that is because that year was when most people qualifying would have been in a funded training post. What's clear is the impact that having a funded training has made to the diversity of our intake. This is important to know as it is a major argument for the continued funding of our training by the NHS.

At the moment there is still uncertainty about the future. Although the trainees who start in September 2018 will be funded, we do not know yet the situation for new recruits in 2019 and beyond. Health Education England (HEE), the part of the NHS which commissions the training of health professionals, has begun work on a review, but what form it will take, and what they hope to achieve are as yet unknown.

Phillip as Training Director, Nick, our CEO, and myself have formed a strategy group to put together the case for continued funding of our training. Nick and I are also building relationships with the clinical psychologists, who have their own not dissimilar messages about funding from HEE. The campaign helps in this regard too.

INTERNAL CHANGE [SLIDE]

Meanwhile, changes have been taking place inside the ACP.

I realize many of you will know it but bear with me if I set out the structure we now have, not least because I want to encourage even more of you to get involved in helping run the organisation.

[SLIDE – ORGANISATION CHART – ACP STRUCTURE]

Here is a chart showing the structure of the ACP.

Before becoming a limited company in 2017, with a Board of Directors, the ACP's Chair and Treasurer were personally liable for its debts, a situation that was not tenable in the new environment of regulation and increasing potential litigation.

The Board of Directors and the structure it oversees came into being under Heather's leadership, in January 2017.

You can see there are two directorates (Professional Standards and Training Council) which are primarily responsible for our duty to protect the public – patients, trainees, and also members. These two areas involve a great deal of work behind the scenes and I would like to pay tribute to Mary Walker, Jo Goldsmith and now Heather for their hard work in maintaining our register and managing complaints, and to Phillip McGill and now Jason Kaushal for their work on setting maintaining standards of training through Training Council.

Two others, Development and Operations and Liaison, and Scientific Development, are primarily responsible for promoting the development of the profession and supporting members.

Recently, I am delighted to say we have appointed David Hadley as our first (interim) Director of Scientific Development. This new part of the organisation is bringing together research, events, publications and Supported Clinical Networks, something that involves some upheaval and change, but is an exciting development for the ACP.

We used to have a Directorate of Media and Communications, but we are reviewing how these functions, which incredibly, under Alison also included writing policy responses, can best work with the new structure.

NEDs AND SCRUTINY

This slide [SLIDE – BOARD] shows the makeup of the Board.

I want to highlight the NEDs, of whom we currently have two lay and one child psychotherapist.

The NEDs are important for 2 reasons:

- 1) members can put themselves forward and be elected directly by the membership into these positions on the Board.
- 2) In future they will take on the scrutiny function that ISAC has been holding for us. ISAC was the committee that was formed 4 years ago when we were first accredited as a voluntary register with the PSA. Their function was to ensure we were fulfilling our duty to protect the public. They have decided that we are now ready to take on this scrutiny function ourselves and disbanded themselves. They were particularly impressed with the success that Heather had in recruiting good lay NEDs and in the functioning of our Board of Directors.

CHAIR: NEW SELECTION PROCESS

I also want to highlight another change that has occurred in the new ACP structure, which is that the chair is elected by the Board.

This reflected a view within the Board that it needed to be chaired by someone known to them, who understands the organisation and who they could back for the role. However, the Chair is also the Chair of the association, and so although the Board has elected me, I am also standing today to be endorsed by members in this role. Although this is a departure from the chair being elected only by direct election by the membership, in fact previous Chairs have generally come from the executive and stood for election unopposed.

In addition, we are working hard to ensure that the processes for appointing to committees and posts within the ACP are ever more transparent. Members have the opportunity to put themselves or others forward. It is vital of course that the organisation is led by people who are supported by the membership.

APPOINTMENT OF CEO

The other reform I want to flag is that the Board decided to appoint an interim CEO. It is no coincidence that the CEO and Chair appointments were made at the same time. The number of members who could have devoted the time and energy that Heather has been willing to in the last 4 years are very few and far between. Leading the ACP has become a larger and ever more complex job in recent times. In that context amongst others, it seems most helpful to have the professional input of a CEO, and to have two people working together to lead the organisation.

As Chair, I am focussing on building member involvement, developing our campaign and relationships with key strategic partners, and ensuring that the Board can effectively do its job in a way that reflects the priorities of members. Nick takes care of running the organisation, managing what is needed to ensure our compliance with the regulatory framework, drafting policy responses and a lot of liaison with external agencies. Within 2 weeks of starting for example, he had drafted our response to the government's green paper, and he has been a powerhouse in the campaign team and will help ensure our organisation is set on a still more professional footing in the future.

LOOKING AHEAD

We need to look ahead as an association and think what kind of organisation we want the ACP to be in 2, 5, 10 years time. There are choices. By investing as we are at present, (through drawing on our reserves) in the professional expertise of a CEO, our new events and development manager, and in our work on Treat Them Right, we are able to do all sorts of things we couldn't do in the past. Beyond the next year or two however, if we want to continue on this path, we will need to decide how to fund all this.

We are working hard to establish other income streams. For example, our events do now generate income, as does the journal. We are investigating other possibilities, such as online resources we could market.

There are of course unknowns – for example, our regulatory framework may be reformed and relieve us of the responsibilities and costs of running the register and dealing with complaints. You may have read Heather's excellent response to the consultation on the review of the regulation of health professions back in January.

However, maintaining the ACP in its current form will in all likelihood mean raising membership fees.

I know this will be difficult for some. We do have choices: in theory we could cut back drastically - at the extreme the ACP could be a body that just runs the register. However, to provide adequate member support, and have some capacity to campaign and to lobby as we are now doing requires both voluntary and professional effort.

One of the tasks for Nick, Jemima (our new and excellent treasurer), and myself, is to prepare business plans for possible futures, so that the Board can consider them, and present the membership with thought-through options. I would welcome any thoughts you may have on this as we undertake this crucial work.

THANKYOUS

I would like to end by thanking everyone involved in making the ACP a success.

[SLIDE – ACP COMMITTEES]

We are going to say thank you tomorrow to our fantastic staff group, and at the end of the meeting to members who have made a particularly important contribution. But for now, I would like to acknowledge warmly all those members who have a role on a committee, sub-committee or group. I have counted the members involved in this way and there are more than 90 giving their time and expertise in a wide variety of ways.

This list shows the names of those currently involved, albeit not those who have recently stood down, including on the journal Nigel Carter, Cathy Troupp, and Margaret Lush; on Training Council Lydia Hartland-Rowe; on the media team Georgina Taylor; on Ops and Liaison Ryan Lowe and Ruth Glover.

I am very sorry if I have missed anyone out - the ACP depends on the contributions of all of you and a big thank you is due to all those who have contributed. – will you all join me in giving these people a big thank you!

Farewells

John Crowley, by Heather Stewart

John was approached by Bidy in 2013 to become Treasurer when Suzan Sayder stepped down to return to the USA. He agreed tentatively but wanted to explore what the job might entail first, so he agreed to come to an Executive meeting to think about what his role might look like. At his first meeting, he and the rest of us learned that Bidy was ill and was going to have to step down with immediate effect. Jackie Hall was thrust into the role of Acting Chair and John was immediately left with all the responsibilities of being Treasurer and more. He had to oversee our office move from West Heath Road to the BPC offices in Wedmore Street and manage all the related business aspects, our SLA with the BPC, our telephone lines, our employment contracts...the list was endless. A tentative interest became a full-blown commitment.

From the beginning, John was amazing. He quickly took a hold of the complexity of our organisation and tried to build systems to help it run smoothly. When we had nobody in the office, he agreed to take on an operational lead in order to understand what level of staffing we would need as we went forward. John was instrumental in arranging for us to have a new website with the possibility of online CPD returns and online payments; he made the arrangements for us to become a private company limited by guarantee, which included transferring our accountants from a tried and trusted much loved elder statesman, who still did all the accounts in pencil, to a more established firm which now manages our interface with Companies House. John was utterly dedicated, a great team player....many of the structural changes to the ACP over the last four years have been built on John's thinking and creativity. His background in communications was also behind the work we did with Forsters to think further about our communications strategy.

John was himself a strategic thinker and an incredibly hard worker, who always brought good humour and warmth into our discussions. I think the ACP owes him a huge debt of gratitude....he can't be with us today...those of you who know him will know that he has taken on another project...a new puppy, which for now is all-consuming and is restricting his travelling opportunities. The Board gave him a send-off in March, but this is an opportunity at the AGM for members to recognise his contribution and thank him in absentia.

Mary Walker, by Heather Stewart

Mary often jokes about how she was encouraged to take on a “very small” job for the ACP, which wouldn’t require much work...just turning up at a few meetings...this was the role of Chair of the Membership Committee. I am not sure when Mary started out as Chair of this committee. She had served many years before I joined the Executive as Honorary Secretary in 2010. But this “small job” as people will know became bigger and bigger over the years.

Along with our accreditation by the PSA came more rules and regulations about protecting the public through our register. So Mary went from being Chair of the Membership Committee to Registrar to Director of Professional Standards.

I’m sure any of you who have had dealings with Mary will know that she is very generous, kind, straight-talking, firm, honest, hard-working...a consummate professional, dedicated to her profession and to setting and upholding the highest of standards and a loyal and supportive colleague.

Mary worked hard to ensure that we could comply with standards set by the PSA; she’s built up a good team around her and ensured that the ACP is fit for purpose in 2018. She has engaged with thinking about restructuring and stayed on as Registrar longer than she wanted to in order to support the restructuring and embed it into the organisation.

For health reasons, she stepped down at the end of March 2018. I am glad to say that she is recovering well after a recent operation but for that reason is not able to be with us today. Mary would not go until she was sure that a dedicated person would step into her role and it was for that reason that I agreed to take on her role when stepping down as Chair. I realise now just how much Mary managed behind the scenes, dealing with issues to do with CPD, supervision, registration and how she did so much in an unassuming, quiet way. We are delighted that she agreed to stay on the Board as a non-Executive Director until new appointments could be made. Her astute and questioning mind keeps us all on our toes.

In her absence, I would like to thank her for her quiet (but significant) contribution....

Alison Roy, by Heather Stewart

This is the first AGM which I’ve attended in which Alison hasn’t been on the stage. I think Alison has been a central figure in the ACP for at least 15 years and it is difficult to think about the ACP without her.

Whenever I talk of Alison, I use the word “prolific” ...Alison could be writing briefing papers, preparing policy responses, editing the Bulletin, attending meetings all in the space of a week when she had a three-day job in the NHS. Alison would be emailing at midnight and then the following morning at 6.00am. I’m not sure that she that she ever got much sleep in her role as Bulletin Editor.

Like John and Mary, Alison got behind the work to restructure the ACP. She met with the PSA and created a leaflet to explain our relationship with them as an accrediting body. She reinvented the Bulletin to make it work for the members and worked hard to communicate with members how changes might affect them. Alison always had at the heart of what she did a desire to connect with members and her media team was testament to that. Alison also always encouraged trainees to get involved...she wasn’t hierarchical...she was a team player...and she wanted to provide a space for all voices within the ACP to be heard.

I would like just to quote from a couple of people...one at the beginning of her time as Bulletin Editor and one at the end when her role was Director of Media and Communications...

Julia Mikardo:

She was so helpful because she had a background in journalism, so she immediately got us a bit more savvy and professionalised, and when she became Editor, revolutionised the look of the Bulletin.

As you know she is also extremely committed and creative, and wanting to continue with what I feel was the way of thinking of previous Editors such as Ruth Seglow, that is to really connect with members and help them feel the Bulletin could be a voice for them as well as the official organ of the ACP.

Milly Jenkins:

I would want to say something about how warmly she welcomed new people like myself onto the committee, her extraordinary energy and enthusiasm for the work of the ACP and her considerable skills as a communicator (which meant she was so well suited to the role).

Alison worked on developing an ACP style and to bring cohesiveness to our communications. Time never stood still for her. In her final newsletter in March 2018, Alison's quote of the month was as follows:

It is not the strongest species that survive, nor the most intelligent, but the most responsive to change. Charles Darwin

Alison was able to do exactly that...respond to change. I am not sure how many Chairs she worked with...six? She was absolutely dedicated throughout her time working for the ACP and I want to finish with one of Alison's own slides, which summarises what she has done for the ACP...built us a nest from which we can fly. Please can we now show our gratitude with a big round of applause for someone with a big heart and huge generosity to the ACP.



Vote of thanks by Isobel Pick to Heather Stewart, Chair 2014-18

Last, but certainly not least, we need to thank Heather, for being our Chair for the last nearly 4 years.

It is impossible to cover everything that has been achieved in that time, nor to do justice to the vision, perseverance and good humour that she has brought to the task, but I will try.

Prior to becoming Chair, Heather had been Honorary Secretary to the Executive, the precursor to the Board of Directors, for 4 years - I think that's right (I'm not sure I have the dates exactly right but suffice to say she has done a long stint!)

She took on the role of Chair at the moment when the ACP was being accepted as a voluntary register by the PSA, something that previous Chairs, most recently Bidy Youell and Jackie Hall, had steered us towards, together with Ricky Emanuel. An enormous and urgent task facing Heather was to go through, one by one, the pages and pages of conditions and requirements they imposed on us and ensure that we were able to comply with them all.

She had the support of the executive, but also gathered around her a group that included Jackie, John Crowley (treasurer and general troubleshooter), Mary Walker who was Chair of Membership and became the Registrar in the new world of the PSA, and Alison Roy, who as we've heard, had edited the bulletin and was building up our media, comms and policy work. I later joined as Chair of Training Council.

John, always ready with an apt metaphor, described the way this group found themselves dealing with the constant new demands coming at it thus: 'we were all in close contact and working like mad to keep the ACP functioning whilst dealing with 'whack a mole' issues that never seemed to end.'

He recalled an executive meeting where he "raised another issue needing solving, whereupon the exec "wrung its hands" over costs and possible short-cuts to save money, only for Jackie to offer her famous lampoon that we were in this mess as the ACP always wanted to 'knit its own solution' to every need! Heather gloriously laughed with us all and quickly gave permission to spend the money. It was in Heather's reign that it was agreed that we needed to professionalise the ACP and do things properly, so staff were employed and we invested, for example, in an online database to see who was actually a member, and who had or hadn't paid their fees..."

He added: 'What was most striking about this mayhem was the good humour and good grace that existed within our small group and Heather's leading role shaped and held that spirit making it possible for the rest of us to do our jobs.'

The existence of this group of 'officers', each responsible for a different area of the organisation, and the way it was lead by Heather is remembered by all who were part of it as central to our work being possible. We all worked hard but enjoyed the challenge. As Mary put it, "Heather's support and the mutual support afforded by this group made the trials and tribulations bearable and worth while".

Heather's collaborative approach extended beyond this group. She sought the views and skills of others to help, and she ensured members were involved in the process of change. She has not been afraid to draw on the skills of those outside the profession as well. She brought in Nick, now our CEO, as consultant to the process of structural change in the organisation. I remember the workshops she ran to think about ideas for the new structure of the ACP, inviting the Chairs of all the committees to present their thoughts to members to seek their views about difficult issues. Ken Foote, who was chair of ISAC,

our scrutiny committee and an organisational consultant, was there and provided helpful structure and containment.

So along the way Heather oversaw the creation of our electronic register and of our online CPD and registration processes, the elimination of the conflict of interest that existed in Training Council, accreditation by the PSA 5 times, the restructuring of the organisation into directorates, the creation of a system of financial management with budgets assigned to each directorate and the responsibility of the relevant director to manage, the overhaul of the procedures for dealing with complaints, fighting the threat to our training in 2016, the move from unsuitable premises in Hampstead to a shared office in Holloway, the management of a very difficult relationship with our partner organisation and then landlord, the BPC, and eventual move from their offices to new premises in Southwark, establishment of new partnerships with, for example, the APP, politicians and others, linking up the regions, in particular her native Scotland, with the London-based ACP, the work that has led to our Treat Them Right campaign, and much much else.

Her sharp mind for detail and recalls for the history of things has been a much-needed asset in the midst of so much going on.

I think also we can't underestimate the courage that pushing through these necessary changes has involved. It is not easy to face opposition and criticism from your colleagues, and inevitably this was part of the process of change. I hope she found the group she formed around her as well as others a source of support. But certainly, it has been her leadership style of inclusive thoughtfulness that has made it possible for the ACP to make its first steps towards being a more professional body.

Alison attended a lot of meetings together with Heather over the years, with partner organisations and politicians. In particular she remembered a visit to the Children's Commissioner's office, together with a group of young people. Relating this to me by email, she said: "This was most memorable and the young people we took have never forgotten how their views were listened to and taken seriously. Heather had a natural and relaxed manner with young people and a contagious sense of humour, which helped them relax and speak openly."

I think everyone who comes into contact with Heather has something of this experience. She is a warm, giving person. She has given to the ACP way over and above what would reasonably be expected of her, often at considerable personal cost. Even now, although she has stepped down as Chair, she has kindly agreed to stay on as interim Registrar and Vice Chair.

Perhaps something Mary said sums her up best: "Heather represents the traditional approach of a professional person who gives all they can to public service, not sparing their time or effort to get things right and improve things for those she serves."

We will be getting her a proper token of our appreciation, but for now I hope she will accept these flowers, and please will you all join me giving our warm thanks for everything she has done.

Members qualified since last AGM

Dora Riconda
Rachel Bull
Susanna Reisz
Victoria Hayward
Louise O'Higgins
Jo Bent-Hazelwood

Alexandra de Rementería
Alex Volovisky
Chen Wagner
Nigel Barrow
Kate Purdy
Valsamina Mavrommati
Helene Ross
Valerie Allison
James Norris
Yuen Ki Jennifer Ng
Kasia Zych
Ben Stambler
Ben Yeo
Denise Ray
Emily Gough
Mihla Sibanda
Carlos Vasquez
Sophie Latham
Rory Hutchinson
Lena Roberts Smith
Gary Catterall
Carlotta Bozzetti
Nicole Brodie
Anna Ras
Felicity Tyson
Diana Radeva
Mariana Lima Abreu
Lucy Bean
Rinat Hanna Shemesh Arnsberg
Jo Horner
Janine Tully
Korina Soldatic
Ruth Vivar
Jessica Rice
Gabby Gandz