

UKCP 2023 MEMBER SURVEY REPORT

OUR RESEARCH

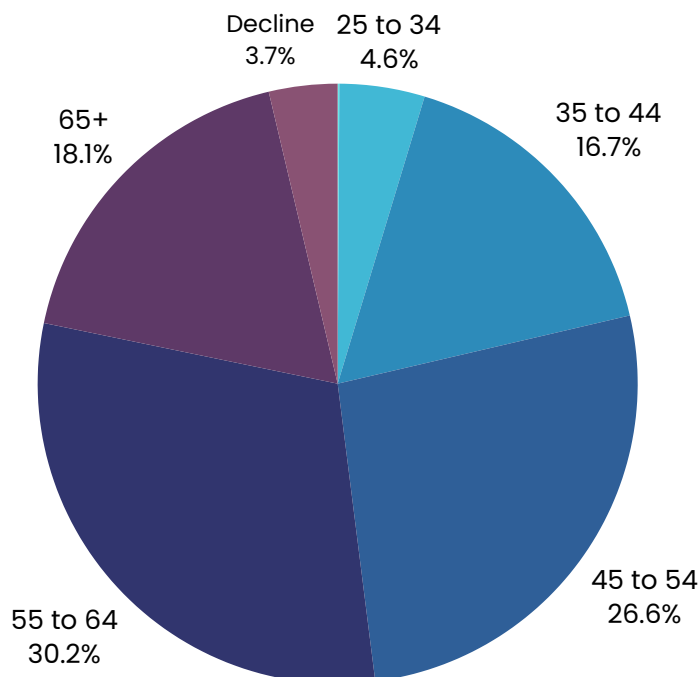
The UK Council for Psychotherapy (UKCP) has conducted the first of what will be an annual data collection of essential metrics from members. We will track this information on a yearly basis to better understand what our membership looks like and how best to support them.

The following summary will be divided into two sections. The first is a summary of demographic data collected from all member renewals in 2023, with a total of 11,043 respondents. Not all respondents answered each demographic question, so total number of responses may vary per question. The second is a summary from an optional member survey collected at the same time, which was completed by 2,424 members.

DEMOGRAPHICS

Age

The age of members skewed older. 0.09% of members were aged 18 to 24, 4.6% 25 to 34, and 16.7% 35 to 44, as compared with 26.7% aged 45 to 54, 30.3% 55 to 64, and 18.1% 65 and older. 3.7% declined to answer.



How does this compare?

According to the latest 2023 NHS workforce census, 56% of NHS psychological professionals were aged under 40. 20% percent were aged 50 and older, with only 5% over 60 years.

Region of residence

The vast majority of members reside in England (91%). Of those who live in England, most live in Greater London, followed by South East England and South West England.

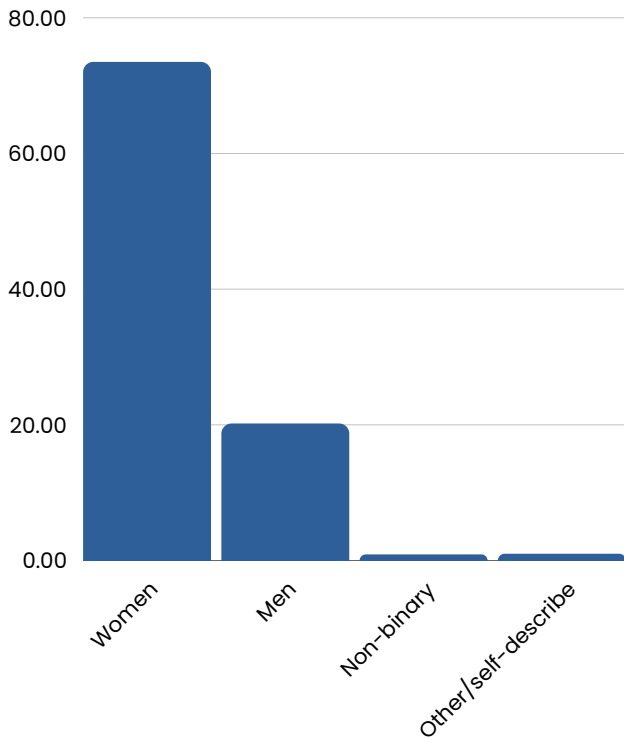
A further 1.9% live in Wales, 1.9% in Scotland, and 0.9% in Northern Ireland.

2.2% live outside the UK.

Region of residence	Percentage (n)
England	91% (9,208)
Greater London	34.4% (3,482)
South East England	18.3% (1,856)
South West England	10.9% (1,108)
East of England	6.3% (635)
East Midlands	4.9% (502)
Yorkshire	4.6% (461)
North West England	4.1% (412)
West Midlands	3.9% (395)
North East England	3.5% (357)
Wales	1.9% (191)
West Wales/The Valleys	1.2% (118)
East Wales	0.7% (73)
Scotland	1.9% (187)
Eastern Scotland	0.9% (87)
Southern Scotland	0.3% (33)
North Eastern Scotland	0.3% (30)
South Western Scotland	0.2% (23)
Highlands and Islands	0.1% (14)
Northern Ireland	0.9% (91)
Antrim	0.4% (39)
Down	0.3% (27)
Derry/Londonderry	0.1% (10)
Armagh	0.1% (6)
Tyrone	0.1% (6)
Fermanagh	0.03% (3)
Outside the UK	2.2% (222)
Prefer not to say	2.2% (218)



Gender identity



73.5% of members identified as women, including transgender women. 20.2% identified as men, including transgender men. 0.9% identified as non-binary, and 1% as other or preferred to self-describe. 5.4% preferred not to say.

How does this compare?

According to the latest 2023 NHS workforce census, on average 82% of NHS psychological professionals identified as women. The general UK population is 51% women, based on the 2021 UK census.

17.7% of people in England are disabled according to the 2021 census. 9% of the NHS psychological professionals were disabled in 2023.

Disability

As defined by the Equality Act, 12.9% (1,428) of members reported having a disability. A higher percentage preferred not to answer the question (7.4%).

Ethnicity

The majority of members reported being white (75.3%). 3.7% are Asian/Asian British, 3.1% Mixed/Multiple ethnic groups, 2.8% Black/African/Caribbean/Black British, and 1.9% other ethnic group. 13.4% preferred not to say.

In the 2021 census, 82% of people identified as white, 9% as Asian, 4% as Black, 3% as Mixed or Multiple ethnic groups, and 2% as other ethnic groups in England and Wales.

Ethnicity	Percentage (n)
White	75.3% (8,453)
English/Welsh/Scottish/Northern Irish	55.6% (6,234)
Another white background	16.2% (1,823)
Irish	3.5% (388)
Roma or Irish Traveller	0.1% (8)
Asian/Asian British	3.7% (411)
Indian	1.5% (173)
Another Asian background	0.9% (105)
Chinese	0.5% (60)
Pakistani	0.5% (55)
Bangladeshi	0.2% (18)
Multiple/mixed ethnic groups	3.1% (346)
Another Mixed ethnic background	1.5% (163)
White and Asian	0.9% (104)
White and Black Caribbean	0.4% (45)
White and Black African	0.3% (34)
Black/African/Caribbean/Black British	2.8% (309)
Black	1.9% (221)
Caribbean	0.5% (52)
Another Black/African background	0.3% (36)
Other ethnic group	1.9% (210)
Another ethnic group	1.6% (183)
Arab	0.2% (27)
Prefer not to say	13.4% (1,501)

How does this compare?

According to the latest 2023 NHS workforce census, 7% of the psychological professions workforce was Asian, 5% Black or Black British, 3% Mixed ethnicity. 75% were white, 2% other ethnicity and 7% unknown.

Membership	Percentage (n)
Full Clinical	74.6% (8,142)
Trainee	15.9% (1,732)
Full Clinical Direct Member	6% (651)
Student	2.3% (249)
Retired	0.5% (50)
Non-Clinical	0.4% (48)
Full Clinical Pre-Retirement	0.4% (43)
Non-Clinical Affiliate	0.05% (6)

Membership type

8,836 were full clinical members, of which 651 were direct members and 43 had the pre-retirement add-on. The smallest membership category was non-clinical affiliate at 0.05%.

How does this compare?

According to the latest 2023 NHS workforce census, 17% of the psychological profession workforce were trainees. Of the 25,406 total, 9,366 (37%) were classified as psychological therapists.

NHS psychological professions has a 20% turnover rate, 76% retention rate, and 13% vacancy rate.

UKCP active membership

Of those applying, 99.7% were applying for active membership, with a small minority were applying for sabbatical.



SUMMARY

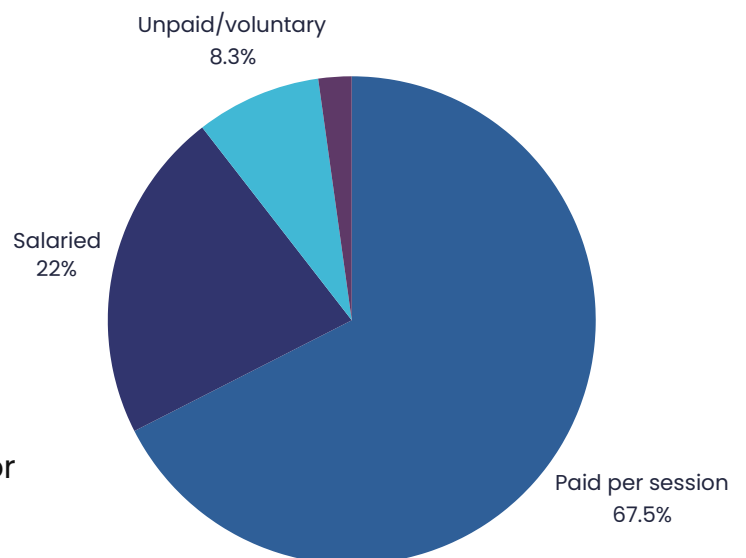
- More than half of members were between 45 and 64 years of age.
- Less than 5% were between 18 to 34 years of age.
- 75% of members were White, approximately 4% Asian/Asian British and just over 3% from multiple ethnic groups. 3% were Black/African/Caribbean/Black British, and 2% another ethnic group. 13% preferred not to say.
- 73% of members identified as women. Less than 2% identified as non-binary or another gender identity.
- Over 90% resided in England.
- 13% had a disability as defined by the Disability Act.
- 75% were full clinical members, with 16% trainees.

ADDITIONAL SURVEY

During the application process, we also promoted an optional member survey which was completed by 2,424 members (22% of total membership).

Salaried or per session pay

67.5% of respondents reported they had been paid per session, 22% had been paid as a salary, and 8.3% reported their work was unpaid or voluntary. 2.2% preferred not to say, or were not currently working.



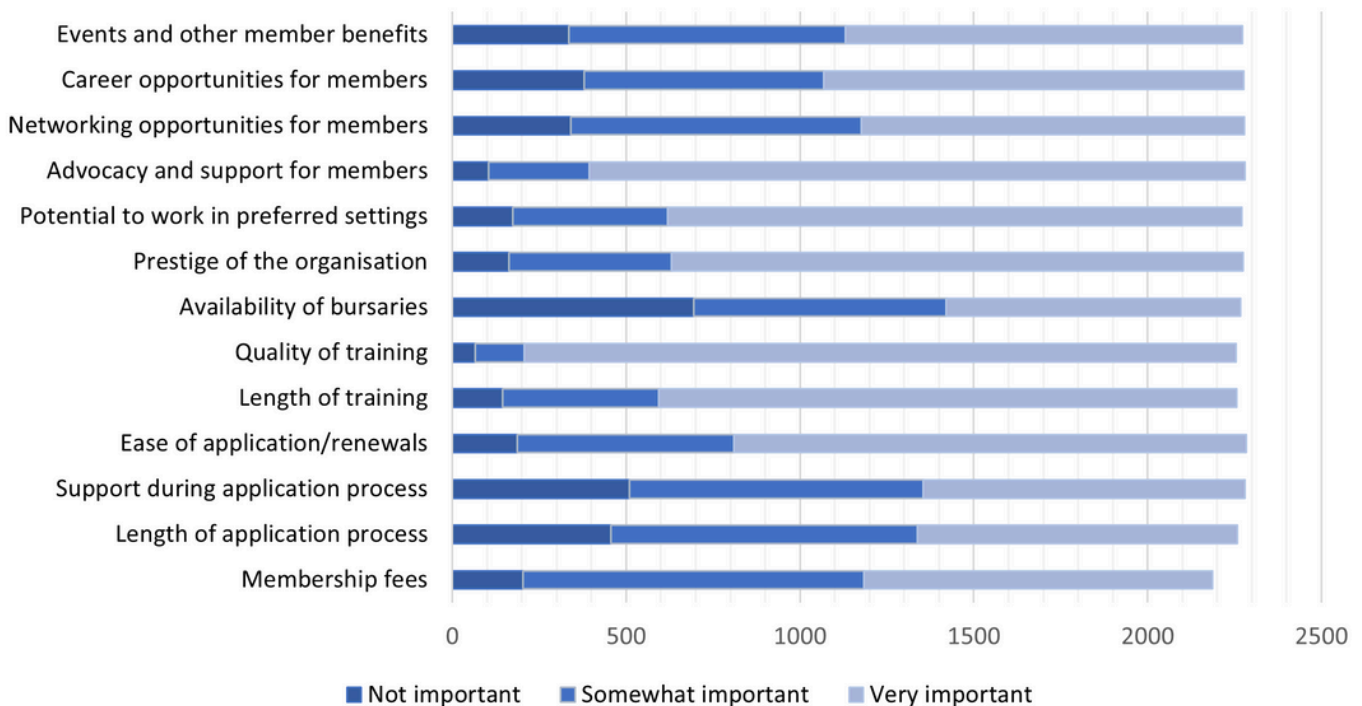


Reasons for UKCP membership

76.6% of respondents indicated that quality of training was very important as to why they had UKCP membership. This was followed in importance by advocacy and support for members (59.4%), length of training (48.5%), potential to practice in preferred settings (47.7%), prestige of the organisation (47.2%), and ease of applications/renewals (41%).

The least important factors for UKCP membership were support during applications/renewals (22.9%), availability of bursaries and other financial support (23.1%), and time taken to complete application/renewals process (23.2%).

Important Factors in UKCP Membership





Client groups

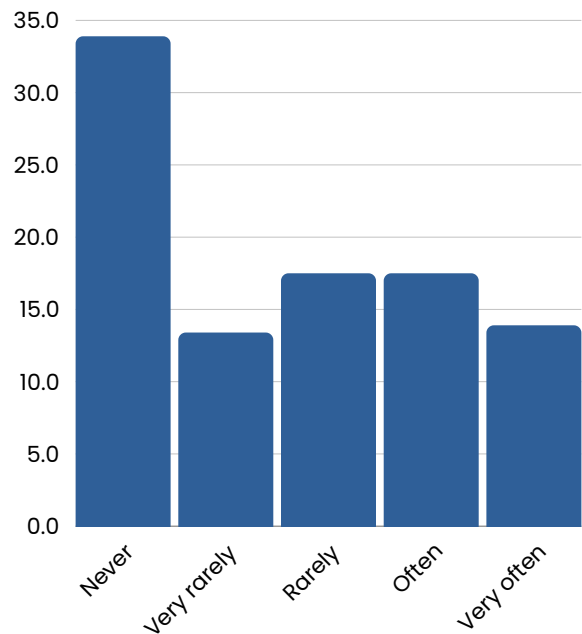
The majority of respondents worked with adults individually (89.4%). 32.4% worked with couples, 23.9% with children/young people (CYP) aged 12 to 18 years, and 23.7% with adults in groups. 19.5% worked with families.

Respondents worked with infant/parents 0-2 years (3%) the least, followed by children/young people aged 3-11 years (16%).

Membership	Percentage (n)
Adults individually	89.4% (2,044)
Couples	32.4% (742)
CYP aged 12-18 years	23.9% (547)
Adults in groups	23.7% (542)
Parents/carers	22.4% (513)
Families	19.5% (446)
CYP aged 3-11 years	16% (366)
Infant-parent 0-2 years	3% (69)
Other	2.8% (65)

Outcome measure usage

When reporting on outcome measure usage over the previous 12 months, 33.9% reported never using outcome measures. This was followed by 17.5% using outcome measures rarely (less than once a month), and 17.5% using outcome measures often (at least once a month). 13.9% used outcome measures very often (at least once a week), and 13.4% used them very rarely (one or two times per year). 1% were unsure and 2.8% preferred not to say.



Work setting	Percentage (n)
Private/independent practice	75.5% (1,715)
Charity/volunteer sector	22.2% (505)
NHS (other settings)	9.5% (216)
Universities or higher education	8.4% (191)
NHS (CYPMHS, formerly CAHMS)	6.5% (147)
Employee assistance programme	6.2% (140)
Schools	5.9% (134)
Other settings	4.7% (106)
NHS (tertiary care)	3.1% (71)
Non-NHS health service provider	3.1% (70)
Social services	2.7% (62)
NHS (Talking Therapies)	2.6% (58)
Criminal justice	1.2% (27)

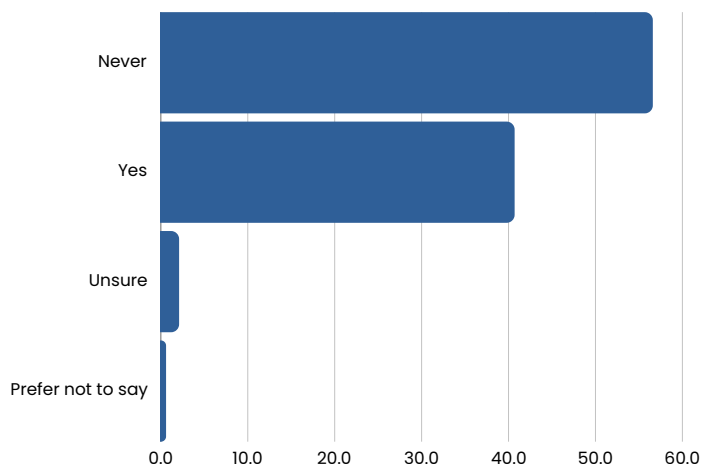
Work settings

Respondents could select all the settings they currently worked in. The majority of respondents worked in private or independent practice (75.5%). This was followed by the charity/volunteer sector (22.2%), other settings in the NHS that were not Talking Therapies/tertiary care or CYPMHS (9.5%), and universities or higher education (8.4%).

The least common settings to work in were criminal justice (1.2%), NHS Talking Therapies (2.6%), and social services (2.7%).

Psychotherapy as sole employment

70.1% reported psychotherapy as their sole employment. 24.5% had other paid roles, while 4.1% had voluntary/unpaid roles. 1.3% preferred not to say.



Ever worked in NHS

Just over half reported never having worked in an NHS-funded post (56.6%). 40.7% had worked in the NHS, and 2.1% were unsure. 0.6% preferred not to say.

Pay band in NHS

Of those that have worked in the NHS or an NHS-funded post, the largest percentage of respondents indicated they were paid on Band 8a (22.8%), followed by Band 7 (21.9%). 8.9% were on Band 8b, and 8.6% were on Band 6.

5.7% worked in the NHS in an unpaid or voluntary role.

NHS pay band	Percentage (n)
Unpaid/voluntary	5.7% (52)
Band 1	0.1% (1)
Band 2	0% (0)
Band 3	0.7% (6)
Band 4	1% (9)
Band 5	2.1% (19)
Band 6	8.6% (78)
Band 7	21.9% (200)
Band 8a	22.8% (208)
Band 8b	8.9% (81)
Band 8c	2.8% (35)
Band 8d	0.8% (7)
Band 9	0.8% (7)
Unsure	14.6% (133)
Prefer not to say	4.1% (37)
Other	4.3% (39)

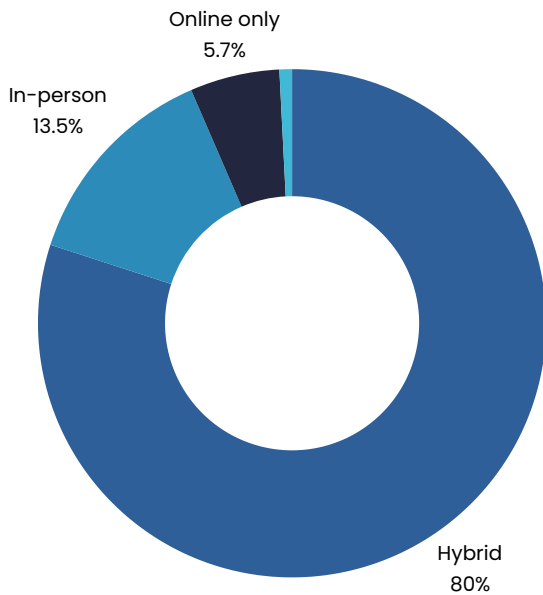
How does it compare?

According to the latest 2023 NHS workforce census, most psychological therapists were paid between Bands 7 and 8. Only 3% were on Band 8a or higher.



Interest in future NHS work

12.2% of respondents were already working in an NHS-funded post. 32.7% were not working in the NHS and had no interest in doing so, while 31.1% would be interested in working in the NHS. A large percentage were undecided, with 23.3% unsure if they would like to work in the NHS in the future or not.



Online or in-person work?

The vast majority of respondents worked both in-person and online (80%). 13.5% worked in-person only, and 5.7% worked online only. 0.1% were not sure and 0.7% preferred not to say.

SUMMARY

- The two largest bodies UKCP members were registered with besides UKCP were BACP (24%), and AFT (12%).
- Quality of training (77%) and advocacy and support for members (59%) were rated the highest factors for membership at UKCP. Bursaries and financial support availability, and application process support/time were the least important factors.
- The vast majority of respondents worked with adults individually (89%).
- 35% of respondents worked part-time (10–20 hours per week), and 43% of respondents worked full-time (20 or more hours per week).
- The majority of respondents reported their pay was per session (77%), with their salary in the last 12 months distributed between £10,000 and £50,000.
- The majority of respondents worked in private or independent practice (76%). 22% work in the charity/volunteer sector. 41% have previously worked in an NHS-funded post. The majority of those who worked in the NHS were paid Band 6, 7, and 8a. Of those not currently working in the NHS, 31% indicated an interest in working in this setting.
- 70% reported that psychotherapy was their sole employment, with 25% of respondents indicating they have other paid roles.
- Over a third of respondents did not use outcome measures during the past year. 31% used outcome measures somewhat or very often.
- 80% of respondents work both in-person and online.

WHAT'S NEXT?

Some of the ways UKCP is using the information compiled in this report for strategic planning, policy and research development, member engagement, improving membership diversity and benchmarking and comparison.

We will be distributing this survey annually in order to track trends across the years. We are thankful to everyone who participated in these surveys for helping us collect this important information.