



EDI-BIIDE Committee Minutes

Meeting Date: Friday 7 November 2025
Time: 14:00-16:00
Type: Zoom
Location: Online
Version: Confirmed 1st Draft
Apologies: Mamood Ahmad (MA), Emily Bridges (EB), Charles Brown (CB), Fuad Buraimoh (FB), Meera Kapadia (MK), Rani Kaur (RK), Victoria Oruwari (VO), Jo Parker (JP), Caroline Topham (CT), Netalie Shloim (NS), Rachel Wood (RW)
In Attendance: Sheetal Amin (SA), Charlotte Chiu (CC), Lynsey Daniels (LD), Alex Crawford (AC), Will Daniel-Braham (WDB), Jenny Glithero (JG), Jon Levett (JLE) from 15:05 to 15:37, Julia Martin (JM) from 14:09, Zahid Nawaz (ZN), Jen Owen (JO), Lorna Reeve (LR), Kim Shiller (KS), Allyson Vuli (AV)
Minutes By: Alex Crawford – Board & Committees Secretary

***Action Points and Decisions – in Black Bold**

Attendance sheet:

Name	Representation
Zahid Nawaz	EDI (BIIDE) Committee Chair
Charles Brown	Individual Therapist
Fuad Buraimoh	Individual Therapist
Jo Parker	Individual Therapist
Sheetal Amin	Individual Therapist
Victoria Nelson	Individual Therapist
Jenny Glithero	Individual Therapist
Saynab Hassan	Individual Therapist
Emily Bridges	UKCP Senior Management Representative
Alex Crawford	EDI (BIIDE) Committee Coordinator from January 2025
Lorna Reeve	UKCP EDI Projects Coordinator (observer)
Will Daniel-Braham	UKCP Board of Trustees, EDI Liaison
Caroline Topham	NHS Foundation Trust
Kim Shiller	The Psychosynthesis Trust
Allyson Vuli	HIPC College
Rachel Wood	
Meera Kapadia	

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Mamood Ahmad	The Anti-Discrimination Focus (TADF)
Jen Owen	OM representative from the Bath Centre for Psychotherapy & Counselling (BCPC)
Julia Martin	Individual member (HIPC, Welsh Psychotherapy Institute)
Colleges Representation	
Lynsey Daniels	College for Child and Adolescent Psychotherapies (CCAP)
Charlotte Chiu	College of Family, Couple and Systemic Psychotherapy (CFCSP)
<i>No Representation</i>	<i>College of Medical Psychotherapists (CMP)</i>
<i>No Representation</i>	<i>College of Outcome Oriented and Hypno-psychotherapies (COOHP)</i>
<i>No Representation</i>	<i>College for Sexual and Relationship Psychotherapy (CSRP)</i>
<i>No Representation</i>	<i>Constructivist and Existential College (CEC)</i>
Manshant Rani Kaur	Council for Psychoanalysis and Jungian Analysis College (CPJAC)
<i>No Representation</i>	<i>Humanistic and Integrative Psychotherapy College (HIPC)</i>
Emily Rooney	Psychotherapeutic Counselling and Intersubjective Psychotherapy College (PCIPC)
Ruth Millman	Universities Training College (UTC)
Netalie Shloim	Universities Training College (UTC)

Representation volunteers

Will Daniel-Braham
Zahid Nawaz
Saynab Hassan
Charlotte Chiu
Meera Kapadia
Allyson Vuli

1. Welcome, apologies and conflicts of interest

- 1.1. ZN welcomed people to the meeting.
- 1.2. ZN welcomed new committee members Jen Owen and Julia Martin. Introductions were made around the room.
- 1.3. Apologies were given as detailed on page 1 of these minutes.

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2. Minutes of the previous meeting on 5 September 2025

2.1. Corrections

2.1.1. None.

2.2. Matters Arising

2.2.1. None.

2.3. **The committee resolved that the minutes were confirmed/approved.**

3. Action Log

3.1. ZN went through the action log.

3.2. Action 79 '*EB to discuss with ZN a way forward with a comms plan*', ZN advised that EB is working on a communications plan and will update the EDI-BIIDE Committee when ready.

3.3. Action 103 '*Work on possible format and content for an EDI-BIIDE Committee In Person meeting in April or May 2026*', WDB asked if an in-person meeting is going ahead. LR advised that an in-person meeting was in the EDI-BIIDE budget for 2025-26.

3.4. Action 110 '*CT will email EB with her thoughts on having a dedicated Trainee representative on the Members Forum and also that Trainees and Students should have voting rights in UKCP elections*', this is part of the work of the UKCP Constitution Working Group.

3.5. Action 113 '*Check on whether there are processes in place to have regular EDI updates in the UKCP Newsletter from WDB*', LR is liaising with the UKCP Communications Team about this.

3.6. Action 125 '*EB, ZN and LR will draft a 1 page brief history of EDI in UKCP*', LR has drafted a brief history and will share it with the EDI-BIIDE Committee soon.

4. EDI-BIIDE Committee Chair & Vice Chair update

4.1. ZN spoke to the report which covered the following areas:

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- The EDI-BIIDE Action Plan (EDAP)
- The work of the EDI-BIIDE Committee Vice Chair
- College representation on the EDI-BIIDE Committee
- Advisory and Influencing Activity
- Committee focus and agenda planning

4.2. ZN suggested that new EDI-BIIDE committee members are provided with a copy of the EDI-BIIDE Action Plan. LR advised that a version of the plan is in the meeting papers for today's meeting.

4.3. ZN suggested having focussed agenda items for future meetings.

4.4. CC advised that she is continuing to liaise with the Education, Training and Practice Committee (ETPC).

5. Board of Trustees update

5.1. WDB gave a verbal report which covered the following areas:

- Statutory Regulation Working Group – WDB attends meetings
- Special Interest Groups – see below
- Members Forum – process for electing a new Moderator is ongoing
- Coalition for Inclusion and Anti-Opressive Practice – WDB, Ellen Dunn, ZN and LR attend meetings
- Lay Trustee recruitment – WDB involved in the shortlisting and interviews

6. UKCP Special Interest Groups (SIGs)

6.1. Currently there is a SIG for UKCP members that identify as neuro divergent practitioners which has 39 members. This is known as the 'Diverse Minds' SIG.

6.2. There is also a SIG for UKCP members that identify as LGBTQ+ which has 47 members. This is known as the 'Rainbow' SIG.

6.3. A SIG is planned/in its 'embryonic stage' for UKCP members that work with displaced people/refugees.



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- 6.4. JG asked how she finds out about SIGs and how to join. Information can be found on the UKCP website here: <https://www.psychotherapy.org.uk/about-ukcp/how-we-are-structured/faculties-and-groups/>
- 6.5. If people are interested in creating a new SIG then they should email communications@ukcp.org.uk
- 6.6. In response to a query from JG, WDB advised that members are made aware of the SIGs via the UKCP Newsletters.
- 6.7. WDB advised that currently there is no structure, process for support of the SIGs by the UKCP office.

7. Staff update

- 7.1. ZN spoke to EB's report in her absence.
- 7.2. The recent email from JLE gave an update on the new UKCP staff appointments.
- 7.3. The Director of Resources will be starting soon and a new Events Manager will soon be in post.
- 7.4. There are currently live surveys about statutory regulation and potential constitutional changes – JLE will speak to the latter when he joins.
- 7.5. UKCP has adopted a principle based approach toward statutory regulation.
- 7.6. The Partnership for Counselling and Psychotherapy Bodies (PCPB) has started holding sessions on the future of counselling and psychotherapy.

8. College and committee updates

- 8.1. AV has been asked by HIPC to feed back to the EDI-BIIDE committee that they (HIPC) feel that one of the candidates in the last UKCP Chair election was treated badly and was 'demonized.'
- 8.2. WDB said that making a formal complaint is an option for HIPC.
- 8.3. CC said that members should be respectful of differences and other opinions.



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- 8.4. AC mentioned that there is a *UKCP Code of Conduct for Elections* that is circulated for each election and which all members should abide by, however it is difficult to monitor behaviours on social media.
- 8.5. The ongoing project looking at therapists that work with children and young people was mentioned. The project is being led by Michael Guthrie who is an external consultant and he has been meeting with various colleges and committees.

JLE joined the meeting at 15:05

9. Governance Review update

- 9.1. JLE updated the committee on progress with the governance review

JLE left the meeting at 15:37

10. EDI-BIIDE Action Plan (EDAP)

10.1. Trainee Survey

- 10.1.1. There have been 115 responses received.
- 10.1.2. Results indicate that trainees are more diverse than the wider membership.
- 10.1.3. Financial and time constraints are a common theme. Possible actions include increasing the UKCP bursary award amounts, introducing an emergency fund and subsidising personal therapy & supervision.
- 10.1.4. The UKCP's decision to leave the Memorandum of Understanding on Conversion Therapy was cited by a number of trainees as not aligning with trainee values.
- 10.1.5. **LR will send out the full 15 page survey feedback to the EDI-BIIDE Committee.**

10.2. Resource List

- 10.2.1. Any suggestions for the resource list are welcome and are to be sent to LR.

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10.2.2. Input on the resources list from the SIGs is also welcome. **WDB will feed this back to the SIGs.**

11. EDI-BIIDE conference planning group update

11.1. The conference will be entitled *Learning from Best Practice for Trainers and Supervisors*.

11.2. A conference working group has been established and the conference is likely to take place in October 2026.

11.3. It was suggested it should be called an 'event' rather than a 'conference' as 'conference' feels too top-down. LD suggested it be called a 'summit' via the zoom chat.

12. EDI-BIIDE meeting dates 2026

12.1. The following dates were pencilled in:

- Friday 6 February 2026
- Friday 10 or 17 April
- Friday 5 June
- Friday 4 or 11 September
- Friday 6 November

12.2. WDB suggested that the meetings are increased to 3 hours and are 1pm to 4pm. This is to be confirmed.

13. Standing Items

13.1. Members Forum

13.1.1. The next Members Forum meeting will be arranged when a new Moderator has been elected.

13.2. UKCP Induction Days

13.2.1. The next Induction Day is on Thursday 26 February 2026.

13.3. Interview Panels

13.3.1. Interviews for Lay Trustees will be arranged in January 2026.



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14. AOB

14.1. ZN thanked everyone for their great work during 2025.

15. Next Meeting

15.1. Friday 6 February 2026, 14:00 to 16:00 online by Zoom.