

EDI-BIIDE Committee Minutes

Meeting Date: Friday 2 May 2025
Time: 14:00-16:00
Type: Zoom
Location: Online
Version: Confirmed
Apologies: Ruth Millman (RM), Victoria Nelson (VN), Kim Shiller (KS)
In Attendance: Zahid Nawaz (ZN), Charlotte Chiu (CC), Emily Bridges (EB), Lynsey Daniels (LD), Rachel Wood (RW), Alex Crawford (AC), Allyson Vuli (AV) from 14:06, Meera Kapadia (MK) from 14:20, Jonathan Fisher (JF) from 14:30, Will Daniel-Braham (WDB), Jenny Glithero (JG), James Pickering (UKCP Registrar) from 15:15 to 15:35.
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
Will Daniel-Braham	UKCP Board of Trustees, EDI Liaison
Caroline Topham	NHS Foundation Trust
Kim Shiller	The Psychosynthesis Trust
Allyson Vuli	HIPC College
Lynsey Daniels	
Rachel Wood	
Meera Kapadia	
Colleges Representation	
<i>No Representation</i>	<i>College for Child and Adolescent Psychotherapies (CCAP)</i>

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Charlotte Chiu	College of Family, Couple and Systemic Psychotherapy (CFCSP)
<i>No Representation</i>	<i>College of Medical Psychotherapists (CMP)</i>
Jonathan Fisher	College of Outcome Oriented and Hypno-psychotherapies (COOHP)
<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>
<i>No Representation</i>	<i>Psychotherapeutic Counselling and Intersubjective Psychotherapy College (PCIPC)</i>
Ruth Millman	Universities Training College (UTC)

Representation volunteers

Jonathan Fisher
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.

AV joined the meeting at 14:06

1.2. Introductions were made around the room for the new committee members.

1.3. Apologies were given for Caroline Topham, Fuad Buraimoh, Kim Shiller, Rani Kaur, Ruth Millman and Victoria Nelson.

2. Minutes of the previous meeting on 21 March 2024

2.1. Corrections

2.1.1. None.

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2.2. Matters Arising

2.2.1. There are now 2 new college representatives on the committee.

2.2.2. LN queried the point from the March minutes about things being imposed on them and sought clarification.

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

3. **Action Log**

3.1. There were no comments or amendments to the Action Log.

4. **Chair update**

4.1. ZN spoke to his report.

MK joined the meeting at 14:20

4.2. ZN welcomed new committee member MK to the meeting and introductions were made around the room.

4.3. More college representatives on the committee are welcome and it is good that we have 2 new college members.

4.4. There were 300 applications for the EDI Project Co-ordinator role.

4.5. ZN is responding to email communications received regarding EDI-BIIDE.

5. **EDI-BIIDE Vice Chair Role**

5.1. ZN reported that 2 EDI-BIIDE committee members, CC and JF, expressed an interest in the role of EDI-BIIDE Vice Chair. Subsequently JF has withdrawn his interest in the role.

JF joined the meeting at 14:30

5.2. JF confirmed his support for CC as Vice Chair.

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5.3. **There were no objections to CC being appointed the EDI-BIIDE Vice Chair. The committee resolved that CC is the EDI-BIIDE Vice Chair from 2 May 2025.**

5.4. **ZN will meet with CC offline (along with EB and WDB) to bring her up to speed.**

6. Board update

6.1. WDB spoke to his report.

6.2. LGBTQIA+ Special Interest Group

6.2.1. The group have crafted a group response to the Senior Management Team (SMT) following the SMT's decision to not approve UKCP representation at Pride 2025.

6.2.2. AV commented that one of the reasons given for not allowing Pride representation was because UKCP should stay neutral.

6.2.3. ZN was of the opinion that UKCP representation at Pride does not compromise the organisation's neutrality.

6.3. Supreme Court Ruling

6.3.1. This is regarding the recent Supreme Court Ruling that the term "woman" in the Equality Act 2010 refers to biological sex, meaning it does not include transgender women who have obtained a Gender Recognition Certificate.

6.3.2. This is a serious issue and other organisations like the BACP have put messages out in support of the trans community. WDB said that he will urge the Board of Trustees to make a statement, otherwise silence from UKCP on this matter could look like indifference.

6.3.3. ZN commented on the Supreme Court Ruling. The issue is complex and UKCP needs time to position itself. The Equality and Human Rights Commission (EHRC) were heavily criticised for making an early interpretation/assessment of what the ruling will mean in practice. We should not use the ruling to marginalise the trans community as they are still protected.

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6.3.4. ZN said we should look at the implication of the ruling on:

- Membership
- Training
- Legislation
- The UKCP Voice Strategy pillar

6.3.5. We need to take our time over this sensitive issue as the trans community will feel vulnerable.

6.3.6. AV said it was about acceptance and tolerance and that UKCP, via the LGBGTQIA+ Special Interest Group, should engage in conversation with the trans community.

6.3.7. WDB shared the BACP's response to the ruling on screen.

6.3.8. EB said that if a UKCP statement on the court ruling were to be drafted then the Board of Trustees would need to be made aware. EB said that the Ethics Committee and the Education, Training & Practice Committee (ETPC) would need to be involved in looking at the implications of the ruling. We may also need to consider making changes regarding data collection on gender and sex when members renew. Conversations about the ruling are also taking place by the Partnership for Counselling and Psychotherapy Bodies (PCPB).

6.3.9. RW said that the organisation needs to reassure people and move quickly – her concern is if UKCP says nothing.

6.3.10. AV said that an absence of a statement is not neutrality – silence makes a statement.

6.3.11. **The committee resolved to approve WDB's suggestion that the SMT be asked to draft a UKCP statement/response to the court ruling which the EDI-BIIDE Committee and LGBGTQIA+ Special Interest Group can help draft. EB will take this request to the SMT. WDB will also confirm to EB that this request also comes from the LGBGTQIA+ Special Interest Group.**

6.3.12. ZN said that if anyone feels impacted directly then they should reach out to himself, WDB or EB. We are inclusive and here to listen.

6.4. New College Members

6.4.1. WDB expressed appreciation for having new college members at the meeting today.

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6.5. Board of Trustees Away Day 15 & 16 May 2025

6.5.1. The Away Day is happening soon and EB, ZN and WDB will meet before hand on what to discuss at the Away Day.

7. **Staff update**

7.1. EB referred to her written report.

7.2. As mentioned by ZN, we have had over 300 applications for the EDI Project Co-ordinator role and interviews will be taking place soon.

7.3. Other items in the report concern the EDI-BIIDE Acton Plan which is on the agenda.

8. **College and committees update**

8.1. CC will be standing down from the ETPC soon and said that we need to identify another ETPC member to attend EDI-BIIDE meetings.

8.2. The committee resolved that as part of her EDI-BIIDE Committee Vice Chair role, CC will look into EDI-BIIDE Committee representation on other UKCP committees.

JP, the UKCP Registrar, joined the meeting at 15:15

9. **UKCP Complaints and Conduct Process (CCP)**

9.1. EB advised that JP had been asked to attend today as previously it was mentioned that there are EDI-BIIDE issues with the CCP. However, specific issues have not been received and so it is difficult for JP to respond.

9.2. JP gave an overview of the complaints process with regards to EDI-BIIDE.

9.3. There is a great deal of diversity within the UKCP Complaints Team and on the UKCP Professional Conduct Committee (PCC). All members of the Complaints Team and PCC undergo Unconscious Bias training.

9.4. The Professional Standards Authority (PSA), who accredit UKCP each year, have a keen eye on EDI matters. We have received praise from them with regards to EDI and so pass external scrutiny in this area.

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- 9.5. Since JP became Registrar he has only been aware of 1 complaint that was EDI-BIIDE related, however in this case both UKCP and the PSA agreed that EDI-BIIDE bias did not play a part.
- 9.6. One area of the CCP that could be improved is the language used which is very legalistic with lots of jargon. JP advised that work is under way to make the language more open and inclusive.
- 9.7. EB asked about reasonable adjustments for complaints and JP said that we accommodate requests where possible.
- 9.8. JP said that lots of information about the UKCP complaints process is available from the UKCP website [here](#)
- 9.9. There is a Learning from Complaints UKCP event on 16 May 2025.

JP left the meeting at 15:35

10. EDI-BIIDE Action Plan

- 10.1. EB gave some background for the benefit of the new committee members.
- 10.2. An EDI-BIIDE Action Working Group has been created to look at milestones and ensure delivery.
- 10.3. It was suggested that we may wish to create an EDI-BIIDE SharePoint page. MK suggested the creation of a Microsoft Teams channel.
- 10.4. With regards to barriers to training and engagement, progress is being made on this with the UKCP Research Team. A survey will be launched soon and EB asked for volunteers to liaise with EB and the Research Team on the survey questions. **RW and JG volunteered to help with the survey.** EB will also contact SH about helping with the survey.
- 10.5. The new UKCP Head of Governance will be looking at the collection of diversity data for boards and committees.
- 10.6. With regards to Organisational Member (OM) best practice, we will be putting something out about this in a UKCP communication in June/July. JG said she was happy to work with EB on this.
- 10.7. AV said that the Humanistic and Integrative Psychotherapy College (HIPC) diversity working group have not seen the EDI-BIIDE Action Plan.

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- 10.8. It was requested that the college feedback form be sent out before each EDI-BIIDE Committee meeting in order to improve communications.
- 10.9. EB suggested that the new EDI Project Co-ordinator could provide a short summary after each EDI-BIIDE Committee meeting which could be circulated to the colleges. JF was fully in support of this idea.
- 10.10. Sandra Scott, UKCP Communications Manager, will come to the next EDI-BIIDE meeting on 11 July to give an update on UKCP house style communications and EDI-BIIDE.
- 10.11. WDB would like to see EDI-BIIDE embedded in all boards and committees and to ensure that there is always representation. EB said that it has been suggested that the EDI-BIIDE Committee be involved in UKCP policy reviews – a suggestion which WDB welcomed.

11. Standing Items

11.1. Members Forum

- 11.1.1. There will be an in-person Members Forum meeting in Birmingham on 28 June 2025.

11.2. UKCP Induction Days

- 11.2.1. The next Induction Day is on 4 July. Anyone wishing to attend should send a request by email to AC.

11.3. Interview Panels

- 11.3.1. MK and AV volunteered to be available for interview panels.

12. AOB

12.1. UKCP Conference Working Group

- 12.1.1. WDB asked for volunteers to join the Conference Working Group. **LD volunteered and WDB will introduce her to the UKCP Events Manager, Sashel Idris.**

13. Next Meeting

- 13.1. Friday 11 July 2025, 14:00 to 16:00 online by zoom.