

EDI-BIIDE Committee Minutes

Meeting Date: Friday 5 September 2025
Time: 14:00-16:00
Type: Zoom
Location: Online
Version: Confirmed
Apologies: Fuad Buraimoh (FB), Caroline Topham (CT), Rachel Wood (RW), Meera Kapadia (MK), Mamood Ahmad (MA), Kim Shiller (KS)
In Attendance: Zahid Nawaz (ZN), Charlotte Chiu (CC), Emily Bridges (EB), Lynsey Daniels (LD), Alex Crawford (AC), Will Daniel-Braham (WDB), Jenny Glithero (JG) from 14:15, Lorna Reeve (LR), Charles Brown (CB) until 15:00, Netalie Shloim (NS), Allyson Vuli (AV), Rani Kaur (RK), Jo Parker (JP)
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
Lynsey Daniels	
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)
Colleges Representation	
<i>No Representation</i>	<i>College for Child and Adolescent Psychotherapies (CCAP)</i>
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>	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>
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 member Netalie Shloim.
- 1.3. Apologies were given for FB, CT, RW, MK, MA and KS.

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2. Minutes of the previous meeting on 11 July 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. Increasing college participation on the EDI-BIIDE Committee is on-going.

3.2. LR is working on having EDI-BIIDE as a standing agenda item for all UKCP committee meetings.

3.3. EDI-BIIDE Committee members are to send ZN any ideas they have for EDI-BIIDE articles for the UKCP magazine.

3.4. The EDI-BIIDE Committee Member Role Description is currently being reviewed by EB and CC. **Once reviewed, AC will send the role description and EDI-BIIDE Committee Terms of Reference to new committee members. The college report template will also be sent to new college representatives.**

4. EDI-BIIDE Committee Chair & Vice Chair update

4.1. ZN went through the points in the report.

4.2. LR is working on the EDI-BIIDE Action Plan and will provide an update later in the meeting.

4.3. CC in her capacity as Vice Chair is focussing on increasing representation from other committees on to the EDI-BIIDE committee. WDB and ZN are focussed on increasing representation from colleges.

4.4. ZN responds to various emails that he receives and is in the process of articulating a response regarding reasonable adjustments for reaccreditation. CC said that we should consider reasonable adjustments more broadly than just reaccreditation e.g. for trainees.

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- 4.5. Whether UKCP should adopt the IHRA (International Holocaust Remembrance Alliance) definition of antisemitism is a broader discussion underway with other organisations.
- 4.6. ZN will be demonstrating the good progress the committee has made when he reports to the Board of Trustees for their meetings.
- 4.7. CC is making good progress with the Education, Training and Practice Committee (ETPC) and the Ethics Committee (EC) and is liaising with them both.

5. Board of Trustees update

- 5.1. WDB gave a verbal report.
- 5.2. The Board of Trustees are in favour of adopting a principles-based approach to statutory regulation.
- 5.3. The Special Interest Groups (SIGs) continue to be well attended. The LGBGTQA+ SIG now has 45 members, and the Neurodiversity SIG has 27 members. A new SIG for displaced clients/refugees is in the process of being created. There may also be new SIG created for victims of conflict and a SIG for those who have retired or in the process of retiring.
- 5.4. Re: the Coalition of Anti-Oppressive Practice, there is a working group looking at what is meant by anti-oppressive practice. WDB suggested this could be a future EDI-BIIDE Committee agenda item.

6. Staff update

- 6.1. EB spoke to her report.
- 6.2. The PCPB (Partnership for Counselling and Psychotherapy Bodies) held a meeting this morning and one of the agenda items was gender identity and sexual orientation. EB will keep the EDI-BIIDE committee updated on this.
- 6.3. EB updated the EDI-BIIDE committee on changes to the UKCP staff structure.

7. College and committee update

- 7.1. AV said that the HIPC (Humanistic and Integrative Psychotherapy College) have still not had a response as to whether transgender awareness training will be approved by UKCP. EB advised that this was discussed by the SMT (Senior Management Team) and that the CEO will speak to the HIPC Chair about this soon.

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- 7.2. WDB suggested that transgender awareness training should be UKCP wide and not just for HIPC.
- 7.3. LD reported that the College for Child and Adolescent Psychotherapies (CCAP) was still operating without a college chair. LD also reported that CCAP do not have an EDI-BIIDE committee.

8. EDI-BIIDE Action Plan (EDAP)

- 8.1. LR gave a presentation on-screen and answered questions.
- 8.2. The presentation included the following points:
 - 8.2.1. Research has been done with the OMs and a collaborative, positive process with them has been developed.
 - 8.2.2. There will be more collaborations with other organisations.
 - 8.2.3. Policies & procedures are being developed, and procurement processes are also being looked at.
 - 8.2.4. Some actions in the EDAP have been deferred until year 2.
 - 8.2.5. Year 2 of the EDAP starts in October 2025.
- 8.3. LR welcomed contact from people who wished to give their input into the action plan. Any suggestions with regards to relevant resources (e.g. books, tv shows etc.) are also most welcome.
- 8.4. EB advised that a review of the UKCP Bursary scheme will soon be taking place and the EDI-BIIDE Committee will be involved in this review.
- 8.5. WDB advised that following an unsuccessful first round of recruitment for lay trustees, the next round will positively target representative lay trustees.

9. Planning for the EDI-BIIDE Conference in 2026

- 9.1. We are committed to holding a conference, as stated in the action plan.
- 9.2. The conference will be focussed on learning from and sharing best practice.
- 9.3. The EDI-BIIDE Committee needs to own and plan the conference and EB suggested that a working group from the committee be created to conduct this work.

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9.4. **NS, JG, RK, AV and LD all volunteered to be on the working group.** WDB asked if he could be copied into the emails from the working group.

10. Standing Items

10.1. Members Forum

10.1.1. **Post meeting update:** the Members Forum online meeting planned for 25 October 2025 has been postponed because efforts to appoint a new Moderator are still ongoing.

10.2. UKCP Induction Days

10.2.1. **Post meeting update:** the Induction Day planned for 5 November 2025 has been cancelled due to low numbers. The next Induction Day will be on 26 February 2026.

10.3. Interview Panels

10.3.1. Some EDI-BIIDE interview panel members may be needed for upcoming staff recruitments.

11. AOB

11.1. WDB advised that the BACP (British Association of Counselling and Psychotherapy) have added 'Belonging' to their EDI acronym.

11.2. LR informed people of the upcoming National Inclusion Week and Psychological Safety Week.

12. Next Meeting

12.1. Friday 7 November, 14:00 to 16:00 online by Zoom.