

EDI-BIIDE Committee Minutes

Meeting Date: Friday 11 July 2025
Time: 14:00-16:00
Type: Zoom
Location: Online
Version: Confirmed
Apologies: Rani Kaur (RK), Allyson Vuli (AV), Jonathan Fisher (JF), Fuad Buraimoh, Caroline Topham (CT)
In Attendance: Zahid Nawaz (ZN), Charlotte Chiu (CC), Emily Bridges (EB), Lynsey Daniels (LD), Rachel Wood (RW), Alex Crawford (AC), Meera Kapadia (MK), Will Daniel-Braham (WDB), Jenny Glithero (JG), Lorna Reeve (LR), Mamood Ahmad (MA), Charles Brown (CB), Kim Shiller (KS), Sandra Scott (SS) from 15:23 to 15:57
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)
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>
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

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 Mamood Ahmad to the meeting and also welcomed Lorna Reeve, the new UKCP EDI Projects Coordinator.
- 1.3. Apologies were given for RK, AV, FB, VN and CT.
- 1.4. It was noted that JF has resigned from the committee.

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2. Minutes of the previous meeting on 2 May 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. There were no comments or amendments to the Action Log.

4. Chair update

4.1. ZN spoke to his report.

4.2. We will be looking at the deliverables for the EDI-BIIDE Action Plan.

4.3. CC in her capacity as the new EDI-BIIDE Committee Vice Chair is driving things forward.

4.4. CC has met with the UKCP Ethics Lead, Julie Stone. CC has asked if the Ethics Committee and the EDI-BIIDE Committee can share minutes.

4.5. CC has stepped-down from the Education, Training & Practice Committee (ETPC) but will stay on for the time being unless someone else is happy to be the EDI-BIIDE Committee representative on the ETPC.

4.6. CC asked how much the EDI-BIIDE Committee are able to get involved in working with the ETPC on particular projects. The ETPC have also asked for advice on the Memorandum of Understanding on Conversion Therapy.

4.7. EB has been discussing how EDI feeds into the Standards of Education and Training (SETs) and suggested the EDI-BIIDE Committee input into the ETPC's work on the SETs revisions.

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- 4.8. **ZN and CC will discuss how to establish a relationship between the EDI-BIIDE Committee and the ETPC.**
- 4.9. To enhance communications ZN said we will be working with LR on having a regular EDI-BIIDE item in the UKCP news updates.
- 4.10. ZN has been asked to provide a regular update to the Board of Trustees on the EDI-BIIDE Action Plan deliverables.
- 4.11. **EDI-BIIDE should be a standing agenda item for all UKCP committees. LR and EB will discuss how to implement this (having EDI-BIIDE regularly discussed by all committees).**

5. Board update

- 5.1. WDB gave a verbal report.
- 5.2. WDB attended the Members Forum meeting in Birmingham on 28 June 2025, along with ZN.
- 5.3. There is still some negative feeling amongst some members that EDI-BIIDE is being forced on them.
- 5.4. The Board of Trustees are in support of Statutory Regulation.
- 5.5. WDB asked who will be taking plans forward for the EDI best practice conference in 2026. EB advised that the UKCP Events Manager is working on this and that it is likely to take place in October 2026. The EDI-BIIDE Committee will be responsible for the content and EB asked for volunteers to meet once a month to start planning the conference. Volunteers are to contact EB and LR.
- 5.6. WDB reported on the progress of the LGBGTQIA+ Special Interest Group (SIG) and the Neurodivergent SIG. Both are going well and have a good number of members.
- 5.7. One of the regional representatives on the Members Forum is interested in creating a SIG for psychotherapists who work with those from displaced communities (e.g. refugees). EB is looking into whether this SIG, if created, would have a 'dotted line' to the EDI-BIIDE Committee.

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- 5.8. WDB mentioned that there may be a SIG created for those who have retired or are nearing retirement.
- 5.9. WDB really welcomed LR joining UKCP as the EDI Projects Coordinator.
- 5.10. It was suggested that a working group be created to review the history of EDI within UKCP. **EB, ZN and LR will draft a 1 page brief history of EDI in UKCP in order to give context.**
- 5.11. LR is engaged in her own landscape research of the history of EDI within the organisation.
- 5.12. WDB mentioned the old 63 page Diversity, Equalities and Social Responsibility (DESRC) report which will help with the history of EDI within UKCP. **WDB will send the report to EB and ZN.**
- 5.13. ZN mentioned the Members Forum meeting in Birmingham. WDB reported that one of the Members Forum members was offended that the request for EDI data went directly to members and not to the Organisational Members. WDB addressed their concerns at the meeting.
- 5.14. LD commented that the narrative that EDI is being pushed on people (mentioned by WDB) was also raised by the UKCP CEO at the UKCP Induction Day on 4 July.
- 5.15. ZN thanked LD for her supportive comments at the UKCP Induction Day.
- 5.16. EB said that we have more resource now LR is on board and that once LR is embedded in the post EB will be drafting an EDI-BIIDE communications plan.
- 5.17. CC said that we need to spread a more constructive narrative.
- 5.18. ZN suggested having an EDI-BIIDE article in the UKCP New Psychotherapist magazine.
- 5.19. LR gave a brief summary of her background and experience and said that she will be reassuring people that EDI-BIIDE is in the benefit of the profession and psychotherapists.
- 5.20. **Further to the suggestion that EDI-BIIDE is embedded in all UKCP committees, EB and CC will discuss having an article about this in the New Psychotherapist magazine. It could be a joint article with the Ethics Committee.**

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6. Staff update

- 6.1. EB referred to her written report.
- 6.2. EB will circulate the student survey to the EDI-BIIDE Committee so people can give the Organisational Members 'a push' to complete the survey.
- 6.3. EB will bring the results of the survey back to the EDI-BIIDE Committee.
- 6.4. EB, WDB and the UKCP CEO went on an EDI leadership training course last month which was very good.

7. College and committees update

- 7.1. WDB has met with Ashlynn Ludlow, the new Chair of the Professional Regulatory Committee of the Colleges and Faculties (PRCCF). WDB will be attending the PRCCF meeting on 18 July.
- 7.2. LD reported that the College for Child and Adolescent Psychotherapy (CCAP) currently does not have a college chair which is a cause for concern. There is a CCAP meeting at 5pm today to discuss this situation.

8. The Anti-Discrimination Focus (TADF) Presentation

- 8.1. There was a presentation by MA on TADF followed by questions and discussion.
- 8.2. **MA will send a link to the materials and advised that the book will be out next month.**
- 8.3. ZN thanked MA for his presentation.
- 8.4. **MA and KS requested the Terms of Reference for the EDI-BIIDE Committee.**
- 8.5. WDB mentioned that the EDI-BIIDE member role description needs reviewing as the 3 year term of office may put some people off. The role description needs reviewing before being circulated.

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SS joined the meeting

9. UKCP House Style

- 9.1. SS shared the UKCP House Style Guide document which is part of the UKCP branding. It is an internal document for staff, not intended for committees. The guidance aims to give staff a consistent UKCP 'voice'.
- 9.2. The Guardian, the BBC and the Government are used as sources for the guidance.
- 9.3. SS welcomed input from the EDI-BIIDE Committee on such topics as:
 - Christmas (e.g. wording for those that do not celebrate it)
 - Use of gender pronouns (e.g. they, them etc.)
 - LGBTQIA+ language
- 9.4. **ZN requested a key summary of the EDI relevant points from the House Style Guide which SS will provide.**
- 9.5. ZN thanked SS for her presentation and asked that the committee be kept informed. ZN also welcomed SS to come back to the committee for advice.

SS left the meeting

10. EDI-BIIDE Action Plan

- 10.1. This was already covered in the meeting. ZN advised that LR will provide an update at the next meeting.

11. Standing Items

11.1. Members Forum

- 11.1.1. The meeting on 28 June had already been discussed.

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11.2. UKCP Induction Days

11.2.1. There was great feedback for the Induction Day on 4 July. The next Induction Day is on Wednesday 5 November. Anyone wishing to attend should send a request by email to AC.

11.3. Interview Panels

11.3.1. No update.

12. AOB

12.1. CC requested feedback regarding the MoU on Conversion Therapy. EB said that CC can 'copy and paste' the relevant part of her July SMT Staff Report.

12.2. WDB mentioned the UKCP response to the Supreme Court ruling was a great collaborative piece of work and he thanked everyone who was involved.

13. Next Meeting

13.1. Friday 5 September, 14:00 to 16:00 online by Zoom.