EDI-BIIDE Committee
Minutes

Meeting Date: Friday 5 June 2026
Time: 14:00-15:44
Type: Zoom
Location: Online
Version: Unconfirmed 1st Draft
Apologies: Fuad Buraimoh (FB), Jo Parker (JP), Caroline Topham (CT), Sheetal Amin (SA), Rachel Wood (RW), Meera Kapadia (MK), Julia Martin (JM), Kim Shiller (KS), Charles Brown (CB), Mamood Ahmad (MA), Victoria Oruwari (VO), Jenny Glithero (JG),
In Attendance: Bridget Cunningham (BC), Charlotte Chiu (CC), Alex Crawford (AC), Will Daniel-Braham (WDB), Zahid Nawaz (ZN), Lynsey Daniels (LD), Jen Owen (JO), , Rani Kaur (RK), Liz Nicholl (LN), Lorna Reeve (LR), Emily Bridges (EB), Allyson Vuli (AV), Netalie Shloim (NS), Emily Herbert (EH) – *15:10 to 15:40*
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
Bridget Cunningham	Individual Therapist
Rachel Wood	Individual Therapist
Meera Kapadia	Individual Therapist
Julia Martin	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

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Caroline Topham	NHS Foundation Trust
Kim Shiller	The Psychosynthesis Trust
Allyson Vuli	HIPC College
Mamood Ahmad	The Anti-Discrimination Focus (TADF)
Jen Owen	OM representative from the Bath Centre for Psychotherapy & Counselling (BCPC)
Colleges Representation	
Lynsey Daniels	College for Child and Adolescent Psychotherapies (CCAP)
Charlotte Chiu	College of Family, Couple and Systemic Psychotherapy (CFCSP)
No Representation	*College of Medical Psychotherapists (CMP)*
No Representation	*College of Outcome Oriented and Hypno-psychotherapies (COOHP)*
No Representation	*College for Sexual and Relationship Psychotherapy (CSRP)*
Liz Nicholl	Constructivist and Existential College (CEC)
Manshant Rani Kaur	Council for Psychoanalysis and Jungian Analysis College (CPJAC)
No Representation	*Humanistic and Integrative Psychotherapy College (HIPC)*
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

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1. Welcome, apologies and conflicts of interest

1.1. ZN welcomed people to the meeting.

1.2. Introductions were made around the virtual 'room'.

1.3. Apologies were given as detailed on page 1 of these minutes.

2. Minutes of the previous meeting on 10 April 2026

2.1. Corrections

2.1.1. **Point 4.5 should be corrected to read, 'CC is still looking for someone to join LD and herself as an additional EDI-BIIDE representative on the ETPC.'**

2.2. Matters Arising

2.2.1. Re: point 4.6 concerning vacant roles in the organisation for EDI-BIIDE members, WDB asked for an update. LR reported that NS is now on the Bursary Panel and that some people have come forward to join the Events Working Group. The Professional Conduct Committee will be recruiting members soon.

2.3. **The committee resolved that the minutes were confirmed/approved, pending the one correction.**

3. Action Log

3.1. There were no updates to the action log.

4. UKCP EDI-BIIDE update

4.1. ZN advised that this is now a combined report of the former Chair & Vice Chair Update plus the Staff Update.

4.2. Points from the report included:

4.2.1. LR is now a permanent member of staff and the Senior EDI Officer and the committee gave their congratulations.

4.2.2. The EDI-BIIDE Resources list is included in the meeting papers.

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4.2.3. Thanks were given to NS for volunteering to be the EDI-BIIDE Committee representative on the Bursary Panel.

4.2.4. There will be a wider consultation on the UKCP Complaints and Conduct Process (CCP) soon.

4.2.5. ZN will review the Equality Impact Assessment and will ask the committee to review it soon.

4.2.6. EB advised that the Partnership for Counselling and Psychotherapy Bodies (PCPB) consultation on conversion practices will be opened towards the end of August 2026 and will come to the EDI-BIIDE committee as part of the consultation.

4.2.7. It was noted that the EDI-BIIDE event on 23 October 2026 is entitled '*Forging inclusive futures in training and supervision'* (not 'inclusive cultures' as written in the report).

4.2.8. WDB updated the committee on the work of the Special Interest Groups (SIGs). The Rainbow SIG will provide a gender related glossary of terms which will be sent to EB and LR.

4.2.9. WDB said that anyone wishing to attend the Pride event in London should let him know.

4.2.10. LR advised that she is meeting with ZN w/c 8 June 2026 to discuss the creation of a Mentoring Working Group. LR has spoken to the Education, Training and Practice Committee (ETPC) Chair about setting up the working group and the relevant SIGs will also be consulted.

4.2.11. WDB gave an update on the Coalition for Inclusion and Anti-Oppressive Practice. There has been a change in their structure to avoid hierarchy and the coalition has published a set of principles.

4.3. The EDI-BIIDE Committee were happy with the new combined report.

5. Colleges and Committees updates

5.1. We now have representation from 7 colleges on the EDI-BIIDE Committee, however UKCP committees are not so well represented.

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5.2. **ZN, CC and WDB will stay on after today's meeting to discuss how to get better committee representation on the EDI-BIIDE Committee**.

5.3. **The Chair of the Professional Regulatory Committee of the Colleges and Faculties (PRCCF), Ashlynne Ludlow, will be invited to the next EDI-BIIDE Committee meeting on 11 September**.

5.4. Regarding the Humanistic and Integrative Psychotherapy College (HIPC), AV advised that Transgender Awareness Training has now been approved. The training will be available to all HIPC members.

5.5. Regarding the Constructivist and Existential College (CEC), LN advised that CEC are reviewing their policies with a consideration to EDI-BIIDE.

6. Ethnicity Terminology

6.1. ZN and LR reported that we are looking to set general guidelines and reviewing best practice.

6.2. The terminology differs within organisations, e.g. within the Civil Service they use the term 'Ethnic Minority Community' instead of BAME (Black, Asian and Minority Ethnic). The term 'hard to reach communities' is also used.

6.3. This is about opening up conversation and about broad statements on ethnicity rather than specifics.

6.4. One committee member said that 'people from ethnic backgrounds' is the term that she uses. ZN suggested 'community' instead of 'people'.

6.5. WDB said that 'minority' is no longer used.

6.6. **LR will conduct a survey on Ethnicity Terminology and share with the wider EDI-BIIDE Committee and across networks**.

EH joined the meeting at 15:10

7. Governance Review

7.1. ZN welcomed EH (UKCP Head of Governance) to the committee.

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7.2. EH introduced herself and then gave an overview of why we are conducting a Governance Review plus the current status of the review.

7.3. UKCP is a complex, resource intensive organisation with an unclear structure. The structure needs to be tweaked to *support* good governance, not be a barrier to it.

7.4. The review is looking at where decision making sits within the organisation.

7.5. Legal compliance and best practice are also key considerations.

7.6. UKCP needs to future-proof itself against a changing environment, e.g. the possible introduction of statutory regulation.

7.7. UKCP is a membership organisation, a regulator and a charity and we need to determine how to 'square' these functions.

7.8. There has been engagement and consultation with committees and colleges regarding the governance review.

7.9. The Governance Working Group (GWG) has been engaged in foundational work, looking at the law and best practice.

7.10. The GWG have also been reviewing the UKCP Articles of Association. UKCP plan to make the first set of changes to the Articles of Association at a UKCP General Meeting toward the end of 2026.

7.11. UKCP will be publishing a '*Priorities for Change*' document very soon and will welcome feedback. There will be a long and a short version of the document and EH encouraged people to read them when received.

7.12. As part of the governance review EDI-BIIDE is being considered as a value and a commitment.

7.13. The scheme of delegation document will impact the EDI-BIIDE Committee in terms of delegated authority. The fact that decisions need to be well informed has an EDI element.

7.14. Governance needs to be inclusive and any barriers identified.

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7.15. We are also looking at the public in general and those who access the services of our members.

7.16. ZN asked that the expertise within the EDI-BIIDE Committee should be utilised when consulting on governance review documentation.

7.17. EH said that governance is foundational and not just about compliance.

7.18. ZN thanked EH for her presentation.

EH left the meeting at 15:40

8. Engagement and Representation Opportunities

8.1. This item had already been covered earlier in the meeting.

8.2. People were encouraged to buy tickets for the UKCP Conference on 19 and 20 June 2026.

8.3. People are to get in touch LR if they would like to get involved in planning the EDI-BIIDE event on 23 October 2026 (mentioned earlier at 4.2.7).

9. AOB

9.1. None.

10. Next Meeting

10.1. Friday 11 September 2026, 14:00 to 16:00 online by Zoom.

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