The UK Council for Psychotherapy (UKCP)

EDI-BIIDE Action Plan

2024 - 2027

Table Keys

Year 1 – action to be started in the period **1 October 2024 - 30 September 2025.**

Year 2 – action to be started in the period **1 October 2025 - 30 September 2026.**

Year 3 – action to be started in the period **1 October 2026 - 30 September 2027.**

Below are the EDI-BIIDE Action Plan priorities (in no particular order).

The priorities are BRAG rated in accordance with progress.

Clear	Item not started.
Blue	Item complete.
Red	Active but major concerns and needs to be monitored more closely.
Amber	Active but some concerns and needs to be monitored.
Green	Active and on track.

Strategic Pillar 1: Quality

Objective – to address any identified disparities for those who are being trained, those who complete the training and those who access the training.

Access to training

Year 1

	Actions/Tasks	Outcome/Aims	Responsibility	Progress
1	We will conduct a one-off deep dive exercise into trainee engagement, barriers faced, diversity material, application, and dropout rates to understand the experiences of people from culturally diverse and under-represented communities. We will then embed this material collection exercise in the application process.	Material collection will inform future actions and next steps. We need to improve our data gaps in order to better support prospective trainees.	EDI-BIIDE Committee, EDI projects coordinator, policy and research team, communications team.	In progress – on track.
2	Each organisational member (OM) that provides training will be encouraged to publicly publish the actual fee of training. We will also recommend that each organisation publish the actual fees likely to be incurred for training from year 0 for each college (with all their differing requirements), including any other additional fees incurred. This will be a consolidated average for each college.	This will create the level of transparency required for those aspiring to train as a psychotherapist or psychotherapeutic counsellor, so they can assess the true cost of training.	EDI projects coordinator, senior management team, regulation and quality assurance team, communications team.	In progress – continuing into year 2 for OM communication review.

3	Establish a memorandum of understanding (MOU) with OMs which includes a requirement that data is supplied annually to UKCP on recruitment, progression and attrition.	Material collection will inform future actions and next steps. We need to plug our data gap in order to better support prospective trainees.	Regulation and quality assurance team, senior management team.	In progress – continuing into year 2 for OM communication review.
4	Encourage the formation of special interest groups (SIGs) across EDI-BIIDE issues that would benefit existing members and promote participation.	To increase collaboration and access to opportunities at UKCP.	EDI-BIIDE Committee, communications team, governance team, senior management team, Board of Trustees.	In progress – continuing into year 2.

Year 2

	Actions/Tasks	Outcome/Aims	Responsibility	Progress
5	Create a sub-group within the EDI-BIIDE Committee to liaise with organisational members (OMs) and raise funds for a diversity trainee scholarship, as part of the commitment to equity and diversity across the profession. Once funding is established, launch the scholarship.	To ensure access so that those underrepresented in the profession can become psychotherapists and psychotherapeutic counsellors.	EDI-BIIDE Committee, Board of Trustees, communications team, governance team.	To begin January 2026.
6	Develop an Equality Impact Assessment Framework to work with training organisations to raise awareness of institutional discrimination (including anti-racism, ableism, trans awareness etc.). To be explored through an intersectional lens.	To ensure that all training organisations are aware of the power and privilege they have within the profession.	EDI-BIIDE Committee, EDI projects coordinator, Coalition for Anti-Oppressive Practice, policy and research team.	To begin January 2026.

Year 3

	Actions/Tasks	Outcome/Aims	Responsibility	Progress

	Actions/Tasks	Outcome/Aims	Responsibility	Progress
7	Create a sub-group of the EDI-BIIDE Committee to work with the education, training and practice committee (ETPC), ensuring that the training of the trainers has EDI woven throughout with a continuous professional development (CPD) lens.	The aim of this group is to create a way to support and monitor the education working group so that it supports trainees.	EDI-BIIDE Committee, Education Training and Practice Committee.	To begin 2027.
8	Establish a mentoring system, different to supervision that matches established professionals with early career therapists to help them in practical terms. This will form part of CPD for the mentors.	To create a list and/or directory of UKCP mentors that covers all protected characteristics and for trainee therapists to be given the opportunity to be matched with therapists from culturally diverse and under-represented communities. This may include implementing 'reverse mentoring' to really understand the core issues and challenges members within the organisation are having.	EDI-BIIDE Committee, Education Training and Practice Committee, communications team.	To begin 2027.

Whilst training

Year 1

	Actions/Tasks	Outcome/Aims	Responsibility	Progress
9	Work with OMs on best-practice and/or minimum standards on inclusive recruitment and retention strategies for trainees.	To ensure that anyone who is interested in the profession has equal access and opportunity to become a psychotherapist or psychotherapeutic counsellor.	EDI-BIIDE Committee, Education, Training and Practice Committee, EDI projects coordinator, communications team.	In progress – continuing into year 2 to align OM communications.

	Actions/Tasks	Outcome/Aims	Responsibility	Progress
10	Curate a growing list of recommended reading and listening on how to be more inclusive in the profession. The EDI-BIIDE Committee will review and approve suggested materials to be published on a UKCP designated EDI-BIIDE page of the website.	To allow diversity of thought, reading and perspective for all current and future trainees.	EDI-BIIDE Committee, EDI projects coordinator, communications team.	In progress – on track.
11	UKCP to host an annual training conference for educators/supervisors to share best practice and to network.	To enable sharing of best practice and open learning opportunity.	EDI-BIIDE Committee, EDI projects coordinator, events manager, communications team.	In progress – on track for conference in October 2026.

Post training

Year 2

	Actions/Tasks	Outcome/Aims	Responsibility	Progress
12	Colleges to provide CPD guidance with a recommendation for trainers/facilitators to work with external EDI trainers, at a minimum of once every two years.	To support continuous learning and keeping up to date with current EDI-BIIDE information.	Education, Training and Practice Committee.	To begin April 2026.
13	EDI-BIIDE Committee to offer an annual reflective space/conference for OMs to discuss, reflect and review implementation of the EDI-BIIDE Action Plan based on the active choices we want to make on language and any new changes to training/curriculum.	To ensure that organisations are active listeners and change agents on EDI-BIIDE.	EDI-BIIDE Committee.	To begin after conference October 2026.

Strategic Pillar 2: Membership

Objective – to build a representative membership of the UK population and to promote an inclusive environment where the diverse voices of the membership are heard.

Year 1

	Actions/Tasks	Outcome/Aims	Responsibility	Progress
1	Annual requirement for OMs to share data with UKCP on the demographics of their students, attrition rates and more.	To have up-to-date and accurate data, to measure progress.	EDI projects coordinator, membership team, policy and research team.	In progress – ongoing to align OM communication.
2	All OMs (where possible) to agree and sign up to accepting and publicly displaying their commitment to EDI-BIIDE by publishing an equity, diversity and inclusion statement.	To ensure that all UKCP stakeholders are aligned to UKCP EDI-BIIDE values and objectives.	EDI projects coordinator, membership team.	In progress – ongoing to align OM communication.

Year 2

	Actions/Tasks	Outcome/Aims	Responsibility	Progress
3	To have a forum where the membership has direct access to the board and committee members where they can raise their concerns and hold the EDI-BIIDE Committee accountable for actions and decisions. These forums are to offer the opportunity for the membership to contribute and play an active role in shaping the future of the organisation and the profession.	To ensure that UKCP actively engages with the membership, understands their needs and requirements, and works to provide a solution where possible.	EDI-BIIDE Committee, governance team, senior management team.	To begin January 2026.

	This can be in the form of 'Town Halls' or any other suitable formats.		
4	Create an EDI-BIIDE accreditation for each OM after extensive research on how this can be suitably carried out independently and delivered. This is to be rigorously assessed at the OMR (organisational member review) of training organisations, by assessors that reflect the diversity of UKCP members.	To ensure that all OMs and UKCP have aligned EDI-BIIDE values, goals and objectives which can adapt to the changing internal and external landscape.	Regulation and quality assurance team.	For discussion in 2026 as to whether this is still a priority aim or can be achieved in a different way.

Strategic Pillar 3: Voice

Objective – represent the diversity of our UKCP membership in our external environment to actively promote inclusivity in the articulation of psychotherapy today.

Internal Voice

Year 1

	Actions/Tasks	Outcome/Aims	Responsibility	Progress
1	To empower members via quarterly briefings and updates by trustees and senior management team for all members on the vision, values and direction of UKCP's strategy, including a high-level commitment to upholding EDI-BIIDE.	To ensure that UKCP values and EDI-BIIDE are embedded within regular communications (such as emails/bulletins and New Psychotherapist magazine) and operations.	Senior management team, communications team.	In progress – continuing into year 2.

2	Review and development of the UKCP house style to ensure that our language and vocabulary is appropriate and consistent. The EDI-BIIDE Committee should provide input into the house style.	To ensure consistency in communications on all things EDI-BIIDE at UKCP.	EDI-BIIDE Committee, communications team.	Completed with ongoing review.
3	Ensuring our PR strategy continues to promote a diverse range of spokespeople and story pitches.	To bring diverse voices to marketing and communications.	PR manager, communications team, policy and research team.	Completed with ongoing review.
4	Ensuring our content strategy continues to push out key messages regarding our values of belonging, intersectionality, inclusivity, diversity and equity (BIIDE).	For UKCP stakeholders and audiences to understand the underlying principles of EDI-BIIDE development throughout the organisation.	Communications team, policy and research team.	In progress – continuing into year 2.
5	Continue to collaborate on campaigns with partner organisations such as members of the Coalition for Anti-Oppressive practice in Psychotherapy and Counselling.	To develop a diverse pool of partners and collaborators who represent as many of UKCP's diverse communities, members and trainees.	EDI-BIIDE committee, EDI Projects Coordinator, Policy and research team	In progress - continuing into year 2
6	EDI-BIIDE Committee to engage with the wider membership such as through podcasts, guest blogs, emails and webinars to raise the profile of the committee	To ensure that UKCP stakeholders are aware of the EDI-BIIDE Committee, the members and what they are delivering on.	EDI-BIIDE Committee, communications team.	Ongoing.

External Voice and Enhancing Visibility

Year 1

	Actions/Tasks	Outcome/Aims	Responsibility	Progress
7	Review existing statements on commitment to diversity and make them highly visible on the UKCP website.	For UKCP to show its public commitment to EDI-BIIDE.	EDI-BIIDE Committee, EDI projects coordinator, senior management team, Board of Trustees, communications team, policy and research team.	In progress – on track.

	Actions/Tasks	Outcome/Aims	Responsibility	Progress
8	Continue to engage with the government minister for universities for an extension of the student grants system for students in private colleges.	To ensure wider access to the profession.	Policy and research team, senior management team.	No longer a policy priority.
9	Continue to engage with NHS England (formerly Health Education England) to develop a culturally aware and sensitive mental health workforce.	To encourage collaboration so that those who train on UKCP accredited courses are able to practice within an NHS setting.	Policy and research team, senior management team.	In progress – ongoing.
10	Commit to advertising/editorials in diversity media press/partners, local community networks and mailings to attract a wide and diverse audience.	To be able to reach a wider and more diverse group of people.	Communications team, policy and research team, PR manager.	Deferred to year 2, to begin January 2026
11	Collaborate with other professional bodies and create a dialogue with organisations such as the Aashna project, the Black, African and Asian Therapy Network (BAATN) and Barriers to Inclusion group to support moving the EDI-BIIDE agenda forward for the profession.	To engage with diverse partners and actively work with them.	EDI-BIIDE Committee, EDI Projects Coordinator, Content and Engagement team	In progress – continuing into year 2.
12	To ensure EDI-BIIDE representation when providing platforms for UKCP and its members for the public to learn about the value of psychotherapy and the values that UKCP hold.	To be able to educate the wider public on what the profession is and what they do.	Communications team, policy and research team, PR manager.	In progress – continuing into year 2.

Year 2

	Actions/Tasks	Outcome/Aims	Responsibility	Progress
13	Explore how we actively engage with universities, colleges and schools to inform them on possible career paths from course selection to accreditation.	To be able to reach a wider and more diverse group of people.	Communications team, policy and research team.	To begin July 2026.

14	Where appropriate, take an active stance and where necessary, put out statements and interviews, taking a positioned voice as an organisation that can challenge inequity, unethical practices and actively participate in upholding human rights and social justice.	To showcase UKCP as an organisation that welcomes and speaks on issues where necessary. To engage with EDI-BIIDE topics with care and sensitivity.	Communications team, policy and research team, senior management team, Board of Trustees.	To begin January 2026.

Strategic Pillar 4: Organisation

Objective –to ensure that we have the 'cultural competence' and the internal mechanisms required to drive forward the EDI-BIIDE priorities, with a particular focus on data, policies, and stakeholder relationships, procurement and staff training.

Year 1

	Actions/Tasks	Outcome/Aims	Responsibility	Progress
1	Review all existing policies and protocols across UKCP and ensure they all align with the Equality Act 2010. All policies adapted/amended/monitored on an ongoing basis to actively promote anti-oppressive practice.	To ensure all documentation has the most up-to-date and relevant information.	HR, EDI projects coordinator, EDI-BIIDE Committee, senior management team.	In progress – ongoing work in year 2.
2	Develop continuous engagement on UKCP values and culture across the organisation at all levels and with all members.	To ensure that UKCP values and EDI-BIIDE are embedded within communications and operations. Fostering a culture of openness, honesty and transparency within the organisation and modelling this to our	Senior management team, communications team.	In progress – ongoing work in year 2.

	Actions/Tasks	Outcome/Aims	Responsibility	
		external partners, membership and clients, patients and service users.		
3	EDI-BIIDE representative to agree and manage the dissemination of the action plan to colleges, and to engage with colleges/discuss the action plan with them to better understand their need for separate EDI-BIIDE committees, as well as to identify the opportunities/challenges for bringing these under one umbrella and/or aligning college EDI groups with the EDI-BIIDE Committee.	For UKCP to have one voice on EDI-BIIDE.	EDI-BIIDE Committee.	In progress – on track.
4	Review and update current procurement processes to ensure alignment with UKCP's EDI-BIIDE vision and values.	To ensure UKCP is working with partners that are aligned to their EDI-BIIDE vision and values.	EDI-BIIDE Committee, senior management team.	In progress – continuing into year 2.
5	Collate board and committee diversity data of UKCP to ensure progress towards representation.	To ensure up to date data, to measure progress and to recognise areas for development.	Senior management team, governance team.	Deferred to year 2 for wider discussion. To begin January 2026.

Year 2

	Actions/Tasks	Outcome/Aims	Responsibility	Progress
6	All boards and committees to have diversity targets informed by the data collection.	To increase representation across the organisation.	Senior management team, governance team.	Discussion beginning January 2026, with action 5 above (collating diversity data).

Year 3

	Actions/Tasks	Outcome/Aims	Responsibility	BRAG rating
7	To promote inter-college relationships, sharing of knowledge and resources	To increase collaboration and access to opportunities at UKCP.	EDI-BIIDE Committee.	To begin 2027.

across colleges, and create facilitative spaces where difficult conversations around power and privilege can take place.			

Document version: 7
Date: 28/11/2025
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