



ASSOCIATION OF CLINICAL PSYCHOLOGISTS

Strategy Document

July 2020

ACP-UK is a not-for-profit company which is owned and run by its members to promote, publicise, support and develop the work of clinical psychologists, with the overarching aim of improving the health and social care of the population of the UK. In the following document its four main strategy areas are defined and operationalised in terms of recent achievements and ongoing work.

1. MEMBERSHIP

WHY JOIN ACP-UK? CONNECTING, SUPPORTING AND UNITING THE CLINICAL PSYCHOLOGY COMMUNITY

What we have done over the last year:

- Development of a one-to-one support network, whereby members offer to support a colleague and are matched in a bounded and suitable way
- Set-up of Complex Mental Health and Leadership Networks; development in progress of Clinical Health Psychology, Trainee and Independent Practitioner Networks
- First annual conference with presentations by inspiring and varied speakers; second conference postponed but ready-to-go
- Initiation of placement scheme, whereby members apply for learning opportunities from colleagues across the four nations
- Initiation of research awards, inviting submissions from qualified and trainee members
- Initiation of poster competition, showcasing research and innovation in the field
- Consolidation of communications strategy, consisting of regular consultations of members, monthly editions of Buzz, quarterly editions of Chair's Bulletins and regular posts on Twitter and Facebook

What we plan to do over the coming year:

- Launch online membership directory to promote and support connectivity (live from August)
- Publicise and actualise the connection possibilities of the online directory
- Make use of the directory to welcome members and introduce our member offer
- Encourage interaction with/between members through use of the Your Voice Matters! part of the Members Area of the website
- Make and distribute a video with members and Board Directors saying why they joined ACP-UK

2. PROFESSIONAL AND PUBLIC PRESENCE

ENHANCING THE PRESENCE OF CLINICAL PSYCHOLOGY IN THE PUBLIC ARENA FOR THE BENEFIT OF SOCIETY; RAISING THE PROFILE OF THE CLINICAL PSYCHOLOGY PROFESSION WITH THE MEDIA, GOVERNMENT, THE NHS AND THE PUBLIC

What we have done over the last year:

House of Commons Health and Social Care Committee investigation concerning Delivering Core NHS and Care Services during the Pandemic and Beyond

ACP-UK submitted written evidence to the Committee, whose report is currently awaited

Department for Digital, Culture, Media and Sport Inquiry into Reality TV (Following reality show suicides and the withdrawal of the Jerry Springer Show)

ACP-UK submitted formal evidence which resulted in the appointment of a special psychological advisor to the Inquiry who is an ACP-UK member

Caroline Flack suicide

ACP-UK made a formal statement critical of the tabloid press and social media and supportive of the mental health of celebrities and young people

Chief Psychological Professions Officer Campaign

ACP-UK have joined with the Psychological Professions Network in strongly supporting the campaign to create a CPPO

Tate Modern Tragedy

The news coverage of the event when a young man who happened to be on the autistic spectrum inexplicably threw a young child off a public balcony of the Tate Modern Art Gallery causing life changing injuries; this resulted in a public perception that people with autism might be dangerous and ACP-UK made a public statement countering this notion

Racism in clinical psychology profession and the GTiCP Liverpool Conference

Despite the best of intentions, the after-dinner performance at the Group of Trainers in Clinical Psychology (GTiCP) Conference caused great trauma and the shock waves continue to reverberate. ACP-UK made a public statement and the incident gave further impetus to the development of our Equity, Diversity and Inclusion (EDI) strategy and election of an EDI Director

APPG Mental Health Act Review

Our Parliamentary Liaison Officer arranged for the Chair to appear at the All Party Parliamentary Group (APPG) Mental Health Act Review at Westminster and to make a significant contribution to the debate, highlighting the role of clinical psychologist Responsible Clinicians

BMA Survey of mental health

ACP-UK collaborated with the British Medical Association (BMA) in their survey of the mental health of the NHS workforce

European Conference

ACP-UK submitted abstracts and funded representatives to attend the annual conference of the European Clinical Psychology Federation in Autumn 2019

Inaugural conference

ACP-UK held its inaugural conference at the Royal College of Physicians, Edinburgh; it was generally viewed as a great success with more than 200 delegates, high profile speakers and coverage in the press

Guidelines for working with unaccompanied minors

ACP-UK released these important guidelines in 2019

Whorlton Hall

ACP-UK released a timely statement in response to the Whorlton Hall scandal, criticising the policy of incarcerating people with autism in abusive institutions

NICE depression guidelines

ACP-UK joined with other organisations to express concern regarding National Institute of Clinical Excellence (NICE) criteria for evaluating treatments for depression

Covid-19 support for frontline staff including ICU consultants

ACP-UK organised a 1:1 support scheme for frontline senior doctors and managers in response to the Covid-19 pandemic, including Intensive Care Unit (ICU) consultants

Covid-19 support for members

ACP-UK has set up a 1:1 support system for ACP-UK members during the period of the Covid-19 crisis, which is likely to evolve into a long-term peer support scheme for members

Covid-19 webinars

ACP-UK created and provided a series of highly praised training webinars in response to the Covid-19 crisis

Covid-19 guidelines and guidelines for remote working

ACP-UK produced guidelines for clinical psychologists and for remote working in a timely fashion in the face of the emerging pandemic

Collaborations: Health Care Professions Council (HCPC), British Psychological Society Division of Clinical Psychology (DCP), British Medical Association (BMA), Royal College of Anaesthetists (RCoA), Faculty of Intensive Care Medicine (FICM) and Unite the Union

What we plan to do over the coming year:

Reinvigorate the National Assessors Scheme

This year we aim to continue this work, in collaboration with the British Psychological Society, with the aim of enabling ACP-UK members to participate in it, and supporting them in doing so with training and ongoing peer support

Service profile and Consultant ratio working group

The working group has met once so far, interrupted by the pandemic; we expect it to be reinstated shortly

Regulation of Practitioner Psychologists and Protection of Psychologist title

We are aware of cases when those without clinical trainings and membership of professional bodies advertise themselves as psychologists; we have mounted a campaign to increase understanding in the general public about the importance of finding a practitioner psychologist registered with HCPC and have made preliminary inquiries of our Parliamentary Liaison Officer concerning mounting a campaign to protect the psychologist title

3. DEVELOPING THE PROFESSION

RESPONDING TO MEMBERS' REQUESTS FOR GUIDANCE REGARDING PROFESSIONAL PRACTICE AND STANDARDS; RESPONDING TO NATIONAL INITIATIVES AND CONSULTATIONS WITH THE AIM OF PROMOTING STRATEGIC AND PSYCHOLOGICALLY-INFORMED APPROACHES TO THE PROVISION OF HEALTH AND SOCIAL CARE SYSTEMS

What we have done over the last year:

- Set ACP-UK up as a Community Interest Company with the capacity for strategic action at Board level and essential support functions (a part-time administrator; IT infrastructure and webmaster role; privacy, editorial and other policies; quick response mechanisms as part of our editorial policy; full financial oversight; the ACP-UK Website, Facebook and Twitter as communication tools)
- Participation in work originally initiated by the Psychology Professions Network with the aim of expanding training places and clinical psychology posts (with an emphasis on expansion of senior roles), and creating the post of Chief Psychological Professions Officer
- Establish members' participation in alerting Board to professional needs and priorities through clear mechanisms for raising queries and consultation on issues via Qualtrics surveys

- Response to NICE Guideline proposals
- Re-invigoration of National Assessor scheme
- Establishment of a service profile and Consultant ratio working group
- Appointment of Parliamentary Officer
- Appointment of representative to attend Group of Trainers in Clinical Psychology meetings in the form of a Director for Training on the Board
- Development of a Memorandum of Understanding with the Division of Clinical Psychology within the British Psychological Society
- Made use of high quality insurance and legal advice services
- Establishment of member networks to take forwards professional needs of particular groups

What we plan to do over the coming year:

- Increase membership, and thereby our ability to represent the profession
- Foster research (e.g. Trainee Research poster prizes)
- Develop our Equity, Diversity and Inclusion strategy under the leadership of EDI Director with the aim of working to address diversity and social issues in training, theory and practice
- Engage with digital advances in practice and within ACP-UK (establish new website functionality including a Members' Directory and blog facilities)
- Remain open to member concerns, ideas and involvement in setting and actioning priorities
- Identify responsibility within the Board for professional and service development issues
- Bring to light issues in the employment of Assistant Psychologists and Honorary Assistant Psychologists and produce revised guidance to address this

4. ORGANISATIONAL GOVERNANCE

ENSURING OPERATIONAL AND FINANCIAL GOVERNANCE WITHIN ACP-UK

What we have done over the last year:

We have sought to embed the eight major characteristics of good governance within ACP-UK:

- participatory
- consensus oriented
- accountable
- transparent
- responsive
- effective and efficient
- equitable and inclusive
- follows the rule of law

a) Operational governance has been established through these ways and others:

- participatory
 - invited member involvement and feedback through regular information bulletins
 - established member networks
- consensus oriented
 - consulted members through surveys
 - used member perspectives to inform decision making and strategy
- accountable
 - established a board structure and director positions
 - held annual elections for director posts
 - kept records of board meetings and AGMs
- transparent
 - established and developed a website
 - regularly shared posts on website and social media, shared annual financial accounts and strategy documents
- responsive
 - responded swiftly and publicly about important professional issues
 - allowed members to guide key areas for professional representation

- shared responses on social media and on website
- effective and efficient
 - established membership arrangements
 - employed administrators
 - established consultancy arrangements for those working with ACP-UK
- equitable and inclusive
 - established EBE and EDI Director posts
 - formed an EDI steering group, developed TOR and a framework strategy
 - implemented reflective practice sessions in board meetings
- follows the rule of law
 - established ACP-UK as CIC
 - held AGMs
 - submitted annual returns

b) Financial Governance

The following actions from ACP-UK's original business plan (2018) have been realised:

1. Identified a current account in which to maintain a minimum balance of £20,000 to ensure that the Association remains solvent
2. Identified and purchased necessary insurances
3. Identified and appointed accountant to provide annual independent review of accounts
4. Submitted financial accounts for annual independent review
5. Submitted annual returns to Companies House
6. Ensured that membership subscriptions are collected accurately and in a timely manner, and membership fees are regularly reviewed
7. Financially supported and produced guidance for sub-system activities (Member Networks) on the basis of predicted income and expenditure

What we plan to do over the coming year:

a) Operational governance:

1. Enhance participation through increasing member networks
2. Explore possibilities for establishing closer links with Unite the Union or undertaking similar functions to support members
3. Collect diversity data from members
4. Elect or appoint a Carers Director
5. Establish a Citizens' Assembly

b) Financial governance:

1. Seek grants from grant-making organisations to supplement income from membership subscriptions and subsystem activities
2. Identify potential sponsors for ACP-UK, for conferences and other activities of the organization
3. Explore possibilities for developing a relationship with a publisher, to provide an additional income stream
4. Implement an enhanced, integrated membership system within the website, to provide a more streamlined membership and registration process
5. De-invest from current banking arrangements into a more ethical provider
6. Establish the Association with HM Revenue and Customs (HMRC) as a professional body approved for tax relief

ACP) UK

ASSOCIATION OF CLINICAL PSYCHOLOGISTS