

Accredited Registers Impact Assessment

Accredited Register: UK Council for Psychotherapy (UKCP)

Type of Review: Full renewal assessment

Period under review: 2023-24

Date Approved for Panel: 22 February 2024

Introduction

Before we make a decision about accreditation, we undertake an impact assessment to understand likely effects on different groups, and the wider health system. We begin to gather the information required for the impact assessment when a Register first applies for accreditation. We consider any changes to impacts when we renew accreditation, and when taking other decisions that affect accreditation status such as imposing Conditions or suspension.

A key part of the impact assessment is consideration of equalities. The Equality Act 2010 imposes a legal duty, the Public Sector Equality Duty on all public bodies to consider the equality impact of its policies and decision making. The duty is known as the Equality Duty and it requires a public authority, in the discharge of its function to consider the following three aspects which form the basis of the duty:

- Consider the impact and eliminate unlawful (direct or indirect) discrimination and any other conduct prohibited under the Equality Act 2010.
- Advance equality of opportunity between people with protected characteristics and those who do not share these characteristics
- Foster good relations between people with protected characteristics and those who do not share these characteristics.

This means that public bodies must consider equality impact on individuals protected under the Equality Act 2010 in carrying out their work. The Authority, therefore, needs to be always mindful of the public duty when carrying out its oversight role which includes the approving of registers. It needs to have 'due regard' to the needs to balance the three aspects which make up the Equality Duty when achieving its goals.

The Equality Impact Assessment is an important tool/mechanism for demonstrating 'due regard' through the consideration of evidence and analysis, actual and potential to identify positive and/or adverse impacts. The key groups we need to consider when making our decisions are, sex, age, ethnicity, disability, religion and belief, sexual orientation, gender reassignment, marriage and civil partnership, pregnancy, and maternity.

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Impacts

Equalities impacts - summary

- The UKCP's registrants work as psychotherapists and psychotherapeutic counsellors. It is estimated that 1 in 6 people a week in England experience a common mental health problem (NHS Digital, 2014). Approximately 1 in 4 people within the UK will experience a mental health problem each year¹.
- There is an Equality, Diversity and Inclusion (EDI) Committee that sets out an EDI Action Plan. The UKCP appears to be actively engaged in promoting EDI in a range of areas, and this will be considered further as part of the upcoming Standard Nine (EDI) assessment.
- Accreditation should help to have a positive impact on groups with protected characteristics. The UKCP undertakes work to understand how to improve access to psychological therapies amongst different groups. It also publishes guidance on specific areas relating to EDI.
- UKCP collected detailed data about its registrants' protected characteristics for the first time in 2023. It intends to use this to better understand how to enhance EDI within its processes.

¹ McManus, S., Meltzer, H., Brugha, T. S., Bebbington, P. E., & Jenkins, R. (2009). Adult psychiatric morbidity in England, 2007: results of a household survey. The NHS Information Centre for health and social care.

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Impacts on groups with protected characteristics

Age

| Type of impact (positive/neutral/negative) | Group(s) affected | Description | Actions required | Date identified |
|--|-------------------|-------------|------------------|-----------------|
| | | | | |

Disability

| Type of impact (positive/neutral/negative) | Group(s) affected | Description | Actions required | Date identified |
|--|-------------------|-------------|------------------|-----------------|
| | | | | |

Gender reassignment

| Type of impact (positive/neutral/negative) | Group(s) affected | Description | Actions required | Date identified |
|--|-------------------|-------------|------------------|-----------------|
| | | | | |

Marriage and civil partnership

| Type of impact (positive/neutral/negative) | Group(s) affected | Description | Actions required | Date identified |
|--|-------------------|-------------|------------------|-----------------|
| | | | | |

Pregnancy and maternity

| Type of impact (positive/neutral/negative) | Group(s) affected | Description | Actions required | Date identified |
|--|-------------------|-------------|------------------|-----------------|
| | | | | |

Race

| Type of impact (positive/neutral/negative) | Group(s) affected | Description | Actions required | Date identified |
|--|--------------------|--|--|-----------------|
| Positive | Black and Minority | The UKCP is seeking to remove barriers to accessing and completing | Monitoring of progress by PSA through Standard Nine (EDI). | 31.01.2024 |

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|--|--------------------------|--|--|--|
| | Ethnic (BAME) therapists | its trainings to encourage greater numbers of BAME therapists ² . | | |
|--|--------------------------|--|--|--|

Religion or belief

| Type of impact (positive/neutral/negative) | Group(s) affected | Description | Actions required | Date identified |
|--|---------------------------------------|---|--|-----------------|
| Neutral | People holding gender-critical views. | In November 2023, the UKCP published <i>Guidance regarding gender critical views</i> ³ . This provides a statement on the law regarding gender-critical views and its implications for the practice of psychotherapy and psychotherapeutic counselling and is intended as a guide for registrants. | We will review the guidance as part of our assessment of Standard Nine (EDI) in July 2024. | 31.01.2024 |

Sex

| Type of impact (positive/neutral/negative) | Group(s) affected | Description | Actions required | Date identified |
|--|-------------------|-------------|------------------|-----------------|
| | | | | |

Sexual orientation

| Type of impact (positive/neutral/negative) | Group(s) affected | Description | Actions required | Date identified |
|--|-------------------|-------------|------------------|-----------------|
| | | | | |

² <https://www.psychotherapy.org.uk/news/ukcp-statement-racial-injustice/>

³ <https://www.psychotherapy.org.uk/news/ukcp-guidance-regarding-gender-critical-views/>

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Cost and market impacts – summary

The UKCP's psychotherapists and psychotherapeutic counsellors may work in private/self-employed settings, but also in education, charity/voluntary sector, within the NHS and local authorities, or in other settings. People seeking talking therapies may self-refer or be referred through their GP or other services. They may use NHS, private services, or charities and voluntary organisations. The Authority's accreditation of the UKCP may encourage people to prefer services offered by its registrants, and also for mental health providers to refer to such registrants.

We note from the UKCP's EDI Action Plan⁴ that 'Each organisational member (OM) that provides training will be encouraged to publicly publish the actual fee of training', which should have a positive impact.

Social and environmental impacts – summary

Greater recognition of registrants on Accredited Registers, who are appropriately trained and meet standards of conduct, competence and business practice, may help increase access to mental health services and reduce risks of harm from seeing unregistered or unregulated practitioners.

Decision

The Accreditation Panel noted the Conditions issued as part of the assessment, and the areas that will be looked at in greater detail during the upcoming Standard Nine (EDI) assessment. It determined that overall, it is in the public interest to renew accreditation of the UKCP.

⁴ <https://www.psychotherapy.org.uk/media/to4fukyww/ukcp-equality-diversity-action-plan-v4-0.pdf>