

# Condition Review: British Psychological Society (BPS)

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## 1. Outcome

- 1.1 At the British Psychological Society's (BPS) accreditation renewal<sup>1</sup>, the Professional Standards Authority ('we') issued one Condition on its accreditation, which was to be completed by March 2026 (see paragraph 6.12 of the published outcome).
- 1.2 This report sets out our assessment of the actions taken by the register to satisfy the Condition.
- 1.3 We found that the BPS had met Condition C-BSP-FR-25/26-1.

## 2. Background

- 2.1 We assess registers against our Standards for Accredited Registers ('the Standards')<sup>2</sup>. Where a Register has not met a Standard, we can issue Conditions. A Condition sets out the requirements and the timeframe that a Register must meet.
- 2.2 At the BPS' last full renewal, completed in September 2025, we issued one Condition which had to be implemented by March 2026  
**C-BSP-FR-25/26-1:** *The BPS should develop and document their approach to ensuring diversity in the composition of their senior leadership team, Board and Committee members, particularly in relation to ensuring fair recruitment and training processes.*
- 2.3 This report discusses the actions the BPS took to address the Condition, as well as our decision about whether the Condition is met.
- 2.4 We reviewed the following evidence:
  - BPS' reported actions about what it had done to meet Condition C-BSP-FR-25/26-1

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<sup>1</sup>

<https://www.professionalstandards.org.uk/sites/default/files/attachments/Full%20Renewal%20Report%20BPS%20Sept%202025.pdf>

<sup>2</sup> Standards for Accredited Registers, 2023 edition:

[www.professionalstandards.org.uk/publications/standards-accredited-registers](http://www.professionalstandards.org.uk/publications/standards-accredited-registers)

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- BPS' Equality Diversity and Inclusion Policy
  - BPS' Learning and Development Policy
  - BPS' Recruitment Guide

### 3. Concerns leading to the Condition

- 3.1 At the full renewal assessment, we noted that the BPS' WPW Standing Panel provides a range of expertise on matters of relevance to the wider psychological workforce. The Accreditation Panel acknowledged the BPS' efforts to recruit a diverse Standing Panel, however also considered that no documented evidence of recruitment and training processes was provided. As such, the Accreditation Panel issued a condition for the BPS to develop and document its approach to ensure diversity within the organisation.
- 3.2 Further details can be found under Standard Six (page 16) of the BPS' accreditation renewal outcome<sup>3</sup>,

### 4. Assessment of Condition C-BSP-FR-25/26-1

- 4.1 The BPS provided its response to the Condition on 8 December 2025, enclosing three documents – Equality Diversity and Inclusion Policy, Learning and Development Policy and, BPS Recruitment Guide. Upon reviewing these documents, we noted the following.

- 4.2 **Equality Diversity and Inclusion Policy:** This document sets out the BPS' commitment to promoting EDI in the workplace. It includes a section specifically in relation to Recruitment and Selection, detailing how the BPS will ensure these procedures are fair and objective. It notes that it may take Positive Action (in line with legislation) where there is under-representation in its workforce and commits to including the following wording to all advertisements for jobs or placements:

*'The British Psychological Society is committed to a culture of equality, diversity and inclusion. We welcome applications from all sections of the community, irrespective of your background and circumstances.'*

- 4.3 It also makes clear that all those involved in the recruitment and selection process must have appropriate and up to date training to support them in making fair and objective selection decisions.

- 4.4 **Learning and Development Policy:** This is a detailed document highlighting how the BPS uses Learning and Development (L&D) to support employees un undertaking their responsibilities. It explicitly states:

*'In applying this policy, the BPS will have due regard for the need to eliminate unlawful discrimination, promote equality of opportunity, and provide for good relations between people of diverse groups...'*

- 4.5 **BPS Recruitment Guide:** We assessed that this was a comprehensive guide that sets out the process to be followed when recruiting into the BPS. We considered that the

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<sup>3</sup>

<https://www.professionalstandards.org.uk/sites/default/files/attachments/Full%20Renewal%20Report%20BPS%20Sept%202025.pdf>

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guide:

- Is a good tool to support a consistent approach to recruitment, including making available templates.
- Highlights the need for Recruitment and Selection training, signposting to the HR Team.
- States the need for Job Profiles to have gender neutral wording and ensure that it does not inadvertently discriminate certain protected characteristics, for example by avoiding requirements such as ‘must have X years of experience’.
- Requires (where possible) that panel members are balanced in terms of gender and ethnicity to help tackle unconscious bias.
- Provides information on offering and supporting reasonable adjustments.
- Encloses the BPS Manager’s Induction Checklist (Appendix 7) which includes the need to check ‘*that the individual has completed the mandatory training courses*’.

## **5. Conclusion**

- 5.1 The BPS has in place clear and comprehensive recruitment and EDI related policies / processes that effectively demonstrate its approach to ensure diversity at all levels in the organisation.
- 5.2 We therefore found that Condition C-BSP-FR-25/26-1 has been met.