

Accredited Registers Impact Assessment

Accredited Register: British Psychological Society (BPS)

Type of Review: Full Renewal Assessment

Period under review: 2022-2025

Date Approved for Panel: 03 September 2025

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 BPS is a signatory of the Memorandum of Understanding on Conversion Therapy¹ which has been signed by 25 psychology, counselling, therapy and allied organisations and states that 'Organisations with practice members will ensure through training and/or published guidelines that the relevant over-arching ethical principles in their statements of ethical practice are understood and applied when working with sexually and gender diverse clients, as pertaining to the basic standards of honest, competent and non-discriminatory practice to which clients of all identities and orientations are entitled.' The BPS are also signatories of the Science Council Declaration on Equity, Diversity and Inclusion² and the Business in the Community Race at Work Charter³.

The BPS did not historically collect data about protected characteristics from its registrants, however, from March 2022, the BPS allowed registrants to input personal characteristics if they wished to. EDI data that has been collected is reviewed by the EDI Board each quarter where disparities are explored in further developing BPS EDI objectives.

The BPS has an EDI Strategic Board whose terms of reference are published on the website.⁴

Impacts on groups with protected characteristics

Age

Type of impact	Group(s) affected	Description	Actions required	Date identified
Positive	Young People	Registrants will work with people at all ages including children and young	None	July 2025.

¹ [Who we are | BPS](#)

² [Equity, Diversity & Inclusion - The Science Council ~ : The Science Council ~](#)

³ [The Race at Work Charter - Business in the Community](#)

⁴ [Diversity and Inclusion | BPS](#)

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		people. The BPS has highlighted that all registrants will be required to have criminal record checks check as part of their employment requirements.		
Positive	Young People	Two of these roles work specifically with children (CWP and EMHP)'s bringing these roles under the Accredited Registers programme provides further assurance to service users and employers.	None	July 2025

Disability

Type of impact	Group(s) affected	Description	Actions required	Date identified
Positive	Those requiring low intensity mental health treatment	These roles form part of the wider mental health workforce in the UK. The roles allow low intensity interventions to be tried and care to be stepped up if needed. Bringing these roles under the Accredited Registers programme provides further assurance to service users and employers	None	July 2025.

Gender reassignment

Type of impact	Group(s) affected	Description	Actions required	Date identified
Neutral		The BPS is a signatory of the Memorandum of Understanding on	None	July 2025.

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		Conversion Therapy ⁵ which is signed by 25 psychology, counselling, therapy and aligned organisations.		
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Race

Type of impact	Group(s) affected	Description	Actions required	Date identified
Positive	Those from ethnically diverse backgrounds.	The BPS is currently exploring new work around the pipeline into psychology for those from ethnically diverse backgrounds. The society acknowledges that are barriers to progression for many Black and Asian people in psychological study and progression. Many of these potential barriers were highlighted in the Nuffield Report 2021.	In line with this report BPS has committed to an extensive work programme exploring Decolonising of the Curriculum and Research during 2022 and 2023. By further embedding professional standards across allied psychological professions this work will have more impact in dovetailing with learning and standards across BPS registered professions.	August 2025.

Sex

Type of impact	Group(s) affected	Description	Actions required	Date identified
Positive	Men	The BPS told us there are currently several barriers under investigation in relation to sex, including the number of	The BPS are carrying out further work in this area.	August 2025.

⁵ Refer to footnote 1.

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		men studying and completing psychology at an undergraduate level.		
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Sexual orientation

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified
Positive		The BPS is a signatory of the Memorandum of Understanding on Conversion Therapy ⁶ which is signed by 25 psychology, counselling, therapy and aligned organisations	None	July 2025

Cost and market impacts – summary

- A one-off application fee of £35 applies to all members regardless of grade, this is £30 if there is a graduate membership held. The Wellbeing Practitioner Registration fee is £54, and the Associate Membership fee is £51. The total cost for the first year is no more than £140 and £89 per year thereafter.
- There is no fee set by practitioners as they work within the NHS setting and do not operate as private or independent practitioners.

Social and environmental impacts – summary

- Employers of eligible Wider Psychological Workforce registrants expect to see that the Society's provision of registration is managed effectively and robustly in the absence of regulation. Having the WPW register accredited with the PSA Quality Mark provides a further layer of assurance and confidence for employers that high standards are being met and maintained with a continued commitment to protecting the public and promoting public confidence in the psychological occupations being registered.

⁶ Refer to footnote 1.

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- Accreditation of the register gives registrants the additional confirmation of the maintenance of their currency and fitness to practise. This is likely to be of benefit for those seeking an external reference point, for example when moving between employers or contexts.
- Currently there is not a registration scheme for this wider psychological roles and so service users, or potential service users do not have a way of checking that a psychological practitioner in one of these occupations meets recognised standards of competency and is giving good and safe care. The development of a register and one that is accredited provides assurance that competency, safe practise and high standards are maintained as individual practitioners on a PSA accredited register are part of a government-backed scheme to protect the public. This has advantages for the public including enabling them to feel confident that the practitioner they see is competent and trustworthy, that action is taken to protect them from risk by managing complaints and fitness to practise concerns and that high standards are met meaning that practitioners received appropriate training and meet the required knowledge, skills and competence.
- There is no environmental impact of accreditation.

Decision

The Panel noted the above actions and considered the conditions and recommendations highlighted as part of the assessment. The Panel agreed with these actions and considered that it is in the public interest to re-accredit the BPS.