



UKCP
UK COUNCIL FOR PSYCHOTHERAPY

HUMANISTIC & INTEGRATIVE
PSYCHOTHERAPY SECTION
Heward Wilkinson, Chair, on behalf
of HIPS Political Group

The Future in your Hands

Dear UKCP Registrants,

This briefing comes from the Political Group of the Humanistic and Integrative Psychotherapy Section of the UKCP. The future of your Profession and Professional Association is in your hands. We urge you to read carefully the enclosed in its entirety and take active responsibility for the future. We are aware that everyone has busy lives but we recommend strongly that you read this document from start to finish as the decisions you take at this moment in time will effect the profession of psychotherapy and therefore the psychological life of the people in the UK for decades ahead. In particular how you vote for a new Chair of the UKCP will be of paramount significance.

The Board of Trustees of UKCP has authorised the fullest possible debate and open campaigning in this Election, and will disseminate on its website non-defamatory views representing all positions.

This is a briefing paper that has four sections.

- 1. A detailed contextual report of the overall political picture and the achievements of the UKCP in engagement with these.**
- 2. Drawing your attention to the *Alliance for Counselling and Psychotherapy Against State Regulation* and the one-**

- sided representation and interpretation of events being put forward and disseminated widely.
3. **Crucial issues about the founding principles of UKCP in relation to the possible election of a new Chair who avowedly rejects those principles. To elect a Chair who is associated with the leadership of the *Alliance for Counselling and Psychotherapy Against State Regulation* would present the UKCP with a fundamental issue of aims and principles that needs to be understood by the registrants, as it will have far reaching implications. This would undermine the UKCP's central aims, purpose and function in principle for the last twenty years and have a seriously far reaching impact on the future.**
 4. **A statement from the HIPS Political Group elected to address the political crisis related to UKCP, HIPS and regulation.**

1. A Contextual Report

The Department of Health and Skills for Health Mapping Process

With the help of all the UKCP registrants and the letter writing campaign, the group elected from the section to address the issue of the exclusion of Humanistic and Integrative-Humanistic psychotherapy has been successful in securing a positive outcome from the political process. There are now in place clear and coherent competencies and National Occupational Standards (NOS) that can adequately reflect the range of training Institutions and methods of approach within the HIP Section. Under the overall title of Humanistic you will find Person-Centred and Integrative-Humanistic NOS which are eloquent and coherent with reference to contemporary psychotherapeutic practice.

This has ensured that Humanistic Psychotherapies have their rightful status and position within the DH framework. This means that all HIPS registrants will be able to recognise themselves and the way that they practise in the context of the DH map. Thank you all for your support in writing to MPs and in particular many thanks to Lord Alderdice for his political intervention to enable a fair, safe and effective political process. We have been able to evidence our unique strengths and define ourselves in ways that evidence we are 'on the map' and fit for purpose. (Link is as follows:

<http://www.skillsforhealth.org.uk/>

- go to 'competences'/ 'competences in development' / 'psychological therapies'/18.09.09 Revised Draft Humanistic NOS).

Thanks have to go to Tricia Scott for co-ordinating all the work on the SFH project and for travelling from France to be able to do so. Also thanks to Angela Cotter and to Vanya Orlans for their crucial work in the Expert Reference Group (ERG), to Ken Evans, Jocelyne Quennell, Barbara Monk-Steel and Heward Wilkinson for their work on the NOS and the political process, to Carmen Ablack for supporting the whole process in her capacity as UKCP Training Standards Officer. This was an all-consuming task and work of the the group has been recognised by UKCP and even by senior members of the Alliance as having made a vital and decisive impact.

Together we have all worked to be able to secure the best possible outcome for all UKCP HIPS MOs and registrants with reference to status, professional standing and respect as well as employment prospects in public services.

Increasing Access to Psychological Therapies (IAPT), The National Institute for Clinical Excellence (NICE), and The Mental Health Providers Forum (MHPF).

The UKCP-wide Political Action Group has been working all year on co-ordinating our information and points of engagement with all the contextual issues related to the provision of psychological therapies. This has been chaired by Richard Denning who has brought people together across all the sections to ensure the effective dissemination of up-to-date information and the opportunity to engage in rigorous critical debate about all the relevant issues. There have been many opportunities to have dialogue between sections and to collaborate on how UKCP can most effectively engage with the issues and political process on all levels. There are undoubtedly very real concerns about IAPT and the domination of the CBT derivatives which are being purchased by commissioners in the NHS to be delivered under the auspices of 'mental health for all'.

The new NICE guidelines which have been formulated mainly on the evidence produced by Randomised Control Trials (RCT's) are the main source of the restriction here and this is why the work of the MHPF is so important in campaigning for the widening of the research methodology used by NICE for the evaluation of the effectiveness of psychological therapies. We believe in evidence-based methodology, but not one which has been restrictive to the point of becoming pseudo-science. The annual

Savoy Conference is a place where the CBT-dominated IAPT plan can be seen most clearly in action and it is a forum for all issues related to this to be fiercely debated and contested by everyone involved with mental health provision. David Pink, the new Chief Executive of the UKCP is speaking at the next conference this November on the subject of diversity in psychotherapy provision. If you have the time and money do attend the Savoy Partnership conference to investigate for yourselves and make an accurate risk assessment of the real issues that the field will face in the years ahead.

In this low grade CBT hegemony, which is a caricature of genuine CBT, the role of the supervisor is to ensure 'fidelity to the model' rather than the person. It is a standardised and manualised style of applied technique. We believe most people are aware how low the training standards are for those who implement it, which is already making life very difficult for the low intensity workers faced with the reality of client's psychological crises in the NHS. There is no requirement for personal work on oneself in any way as this style of practice falls entirely outside what we have grown to recognise as the central tenets of a psychotherapeutic approach. It is the epitome of the tick-box mentality obsessed with measurement and gathering statistics which has alienated so many professions and professionals in this current zeitgeist. James Antrican, Sally Forster, Heward Wilkinson and Jocelyne Quennell amongst others from the UKCP were present last year to examine the situation closely and generate critique. We are all deeply dissatisfied with what is being proposed here and recognise a need for collective engagement with the issues. Our aim is to make sure the Government takes stock of the whole picture so that what is currently marketed as Increasing Access to Psychological Therapies can be understood actually potentially seriously to reduce access to genuine Psychological Therapies and threaten entirely the principle of patient choice. Our strategy is also informed by the fact that there are the beginnings of a new approach from the Government focusing on well-being in the form of the New Horizons in Mental Health initiative:

http://www.dh.gov.uk/en/News/Recentstories/DH_097701

The IAPT-NICE connection represents the next most serious political challenge and there are currently mixed reports from the field about how this is being played out. Some stories tell of all therapists being required to top up their own training with CBT as this is all that will be delivered as commissioners set out to commission Psychological Therapies entirely based upon the NICE 'guidelines'. Others stories tell of individuals, departments, partnerships and Trusts withstanding and grappling with this in

order to preserve the ethical necessity for diversity of approach in the delivery of Psychological Therapies.

The Mental Health Providers Forum

The MHPF is an umbrella organisation which represents the whole of the third sector including private, voluntary and charity provision. The Chief Executive is Judy Weleminsky and the organisation has committed to a five year campaign which is funded by the Artemis Trust. They are co-ordinating a UK – wide campaign to widen the research methodology employed by NICE in the evaluation of psychological therapies. Whilst we all need now to engage with issues related to transparency, accountability, cost-effectiveness and efficacy there may be many ways of doing so which are not in the form of RCT's. The field needs to be supported by more qualitative research methodology better suited to our psychological life and more cost-effective by way of providing an evidence base for these important factors. Patient Recorded Outcome Measures (PROMS) will be important here as well as the many forms of qualitative research methods that have been taught on HIPS trainings for the last decade.

There are three strands to the MHPF campaign which include:

- The Patient-User Group panel which aims to collate and feed back from all the patient user groups in the UK. Angela Cotter (HIPS) is on this committee.
- The Scientific Panel which is seeking to deconstruct and critique the science applied and set out clearly the problems with adopting such an RCT driven approach at NICE. This will focus on critiquing the work done in the research sites in Newham and Doncaster where the IAPT research has been headed up by Dr David Clark.
- The Philosophy Panel which is comprised of leading thinkers, clinicians, psychotherapists, academics, doctors, psychiatrists, philosophers, writers and educators who are exploring the philosophical, cultural, ideological, ethical, social and psychological implications of what is happening placed in the context of the diversity of therapies that have emerged out of the UK at this time. Jocelyne Quennell is the Chair of this group which is also attended by James Antrican, Heward Wilkinson and Ernesto Spinelli who are all UKCP registrants. Diane Waller is also a member of this group and she is both a UKCP registrant and the Chair of the HPC PLG. Malcolm Allen Chief Executive Officer of the British Psychoanalytic Council is also a member.

Finally the overall campaigns panel which is seeking to co-ordinate and direct the campaign is chaired by Judy Weleminsky while David Pink and Jocelyne Quennell from the UKCP are on this panel. The inspiration behind this project is Beth Collier who is the main consultant for the whole process. She is an Integrative-Humanistic Psychotherapist, social anthropologist and human-rights specialist and is in attendance at all panels.

The Health Professions Council (HPC)

The Health Professions Council

<http://www.hpc-uk.org/>

because it represents such a wide range of extra-medical professions, does not discriminate ideologically in the internal matters of Professions, but rather is concerned with minimum standards and accountability. It is, serendipitously, far the best chance for Regulating our Profession on a pluralistic basis that we could have dreamt of.

The UKCP has been represented at the HPC by Kathi Murphy (HIPS) at the Programme Liaison Group (PLG) as well as James Antrican (UKCP-Chair) and Carmen Ablack (HIPS, UKCP Standards Officer). The main work has been done jointly by Kathi Murphy and Carmen Ablack. Throughout the last year they have been working towards adapting the UKCP generic Training Standards and Standards of Proficiency which will be used as the basis for regulation with the HPC. These have been forged out of twenty years of collaboration across all orientations in the context of the UKCP and represent a colossal workload on behalf of so many contributors. The UKCP Professional Occupational Standards (PROS) are currently being developed by each section and will underpin these generic training standards.

There are many professions clamouring at the door of the HPC. For example The Complementary and Natural Healthcare Council has invited the HPC to their meetings in the hope that in future they may be considered for statutory regulation. It is usual that professions apply and the reason is that it increases professional status, employment prospects and salaries. Psychotherapy is the first HPC profession to have been pro-actively regulated by the Government. Whilst much of the field's discussions have focused for and against regulation the facts of the matter are now that psychotherapy was never given a choice. It is going to go ahead and this was anticipated by the UKCP founders twenty years ago when they started the process of preparing for regulation. They knew this day would come and they wanted to be ready so that it could be achieved with the profession's

pro-active engagement. There are many professions who would find this an enviable position.

The role of the UKCP is now changing and will be concerned with how to promote service provision and best practice as well as market psychotherapy in its multiple and diverse forms. The UKCP is in a unique position to represent diversity and patient choice as it is the only regulatory authority whose structure is based upon multi-modality within the field of psychotherapy.

2. The Alliance for Counselling and Psychotherapy Against State Regulation

The Alliance for Counselling and Psychotherapy Against State Regulation have implied that the DH SFH process, NICE, IAPT, UKCP and HPC are one and the same which is entirely misleading. They have systematically and widely marketed a one-sided view circulating from quarters which are opposed to and have always been opposed to the UKCP and State Regulation in principle. The aim of this report is to provide clear facts that can dispel the one-sided representation and interpretation so that registrants can see what has actually been done. There are many inaccurate interpretations that are being disseminated and this report aims to clarify exactly what the UKCP has done.

James Antrican and Jocelyne Quennell invited Michael Guthrie from the HPC to a consultation meeting at the UKCP to clarify in writing the distinctive differences between the different agendas and organisations. This consultation process engaged all the member organisations in an entirely transparent way ensuring that any and all questions that MO's may have could be raised and all anxieties and concerns about the overall political context could be discussed. The questions and answers were published earlier this year and confirmed that the HPC was in no way complicit with IAPT, NICE or SFH. The fact that they were happening simultaneously was an unfortunate coincidence and the HPC has absolutely no interest in restricting practice in any way.

In fact, the evidence is to the contrary, in that the HPC has clearly prevented from happening the suggestion that only NICE recommended Therapies be regulated, and so HPC puts forward a non-partisan pluralistic framework for psychotherapies which is compatible with everything the UKCP has striven for over twenty years. It is clear that the HPC's values and principles are very close to those of the UKCP in creating a level playing field for a wide

range of psychotherapies to be included in a generic framework that can respect everyone.

It is absolutely the best chance which exists for formal State Recognition of the entire range of accountable psychotherapy practice.

In the case of the Alliance there has been the potential for peoples' fears and anxieties to become directed at the HPC. It is the view of the HIP Section's chair and a majority of the Executive that regulation with the HPC will produce the best possible outcome for our registrants, finally creating the conditions for transparency, accountability, meritocracy and equal opportunity. It is the view of the HIP section that it will be absolutely essential if we are to be able robustly to address the political issues that have been described in this report for psychotherapy to be statutorily regulated.

If the Government is to get serious about the delivery of psychological therapies, which the original pledge of £170million suggests it did, (although this is now threatened by the economic cutbacks), it will not be possible for it to make this investment in a way that is inclusive of a wide range of psychotherapies without statutory regulation. The political aim here being pursued by both the UKCP and the MHPF is to expand the restricted practice characteristic with IAPT in its current form to include a wider range of provision. The image at the Savoy Conference that was used was to change what is being experienced as a juggernaut into a snow plough. This will require everyone's support and commitment on all levels. HPC regulation is indispensable for this; without it, our view is that there would be little or no hope of doing so.

It is vital for people to remember that the UKCP was founded twenty years ago by far-sighted professional psychotherapists who knew that they needed to organise themselves in preparation for the day when the government would impose regulation. The UKCP has achieved its aim here, which has been continually reiterated by all the member organisations through the democratic vote throughout this time. This meant that when the government appointed the HPC as the official regulator and indeed did impose regulation the UKCP was ready with generic guide-lines and training standards. These are enshrined with the values, principles, theories, philosophy, codes of conduct, ethics and professional practice that have evolved collaboratively, systematically and strategically over twenty years. The UKCP successfully negotiated the basis for the regulation of psychotherapy under one single title of psychotherapy that could be inclusive and encompass the immensely rich variety of approaches in the UK today.

UKCP's final response to and critique of the Political Liaison Group of the HPC's proposals is a few days away, but the Board of Trustees of UKCP at its meeting this weekend (26-09-09) voted unanimously in favour of supporting Regulation through the HPC.

3. The Election of a New Chair

The Changing Shape of the UKCP and New Democratic Powers for Registrants and the Election of a New UKCP Chair

The UKCP has been going through some major re-structuring work to bring the registrants into closer liaison with the centre. In future this will mean that instead of the UKCP being an organisation made up of Training Institutes it will be comprised of registrant members. This process was inspired by and first conceived of by Richard Cleminson (HIPS) and the section has always sought to empower the registrant members towards greater participation and involvement on all levels.

With these devolved powers come greater responsibilities for registrants who can now stand to be elected as officers and actively contribute to all aspects of UKCP's policy and practice. The central role of UKCP will be the promotion of service delivery of psychotherapy once regulation has been taken over in full by the HPC. It is clear that Sally Forster has played an important role in maintaining stability throughout this restructuring process in her capacity as Treasurer (HIPS) and for this we all owe her a great debt of gratitude. It is now no longer possible for registrants to rely on Training or accrediting Organisations to carry the responsibility for the profession and it is vital that every psychotherapist in the UK focuses on the outer world as well as the inner world in order to be informed and up to date with all the issues.

James Antrican has held the organisation through a most significant period of turmoil and change with unwavering commitment and integrity. He has been able to accommodate a wide range of sometimes conflicting perspectives whilst also holding steady the UKCP's foundational principles and values as the profession moves towards embracing statutory regulation. The registrant members will now, through a postal vote, be required to participate in the electoral process of James's successor. Our recommendation is that each registrant takes the time to familiarise and scrutinise the candidates in detail and to talk with colleagues in the field before exercising their democratic right to vote. Candidates for election will

post their manifestos on the UKCP website and as far as we are aware there are three candidates: Sally Foster, Carmen Ablack and Andrew Samuels.

Issues of Principle with Reference to Core Conflict of Values in relation to UKCP

It is not normally appropriate for the organs of a Section to recommend one candidate or another. But a problem arises if a candidate is avowedly opposed to the aims of an organisation during its entire history. Such a candidacy would strike at the root of the organisation.

Andrew Samuels continues to play a leading role in the *Alliance for Counselling and Psychotherapy Against State Regulation*, and whilst his manifesto does not explicitly state that he is to take an anti-regulatory stance, it is clear from the resource materials on the Alliance website and from his own website as well as all the critical discourse he has generated that this is his position. This would in effect make this candidate a ‘Trojan Horse’ for the Alliance for Counselling and Psychotherapy Against State Regulation and this would entirely contradict the aims, purpose and function of the UKCP since its conception twenty years ago. This has the very real potential to create serious splits in the organisation as it will be impossible to work effectively towards the aim of the UKCP with a leader who is evidently opposed to its central aims in principle.

On Andrew’s website it is currently possible to see a video clip of him speaking directly in a live psychodrama to Marc Seale (the chief executive of the HPC) in a way that entirely undermines the objectives of the UKCP at this time. He refers to himself as being above the law as he is Jungian analyst rather than a “bog-standard psychotherapist” (sic).

http://www.andrewsamuels.com/custom_coms/viewer.php?videofile=0909-warning

We are concerned that the next Chair of UKCP needs to be able to represent the “bog-standard psychotherapists” we all are. We are therefore drawing your attention to this fundamental conflict of values that could sabotage our long-held objectives at the eleventh hour of achieving all that we set out to do.

Statement by the Political Group of Humanistic and Integrative Psychotherapy Section (HIPS) of UKCP

The Political Group of HIPS was set up and mandated by the Section to address the crisis which arose with the threat to the Fourth Modality in 2007,

and has been involved with the substantially successful work with Skills for Health since then, of which delegates have been kept fully informed. This crisis is not over and it has now taken a new and different form; one in a sense created by ourselves, because it concerns the very existence of UKCP.

UKCP was set up as a result of Parliamentary initiatives in the late 70s and early 80s, to create a single unified Profession of Psychotherapy which would include all modalities and which could meet appropriate ethical and accreditation standards. It has always been its aim to achieve State Regulation for the Psychotherapies, as near as achievable, on terms congruent with the Profession's own values, protecting the full range of the Psychotherapies. At the same time it has always been UKCP's stance to await the final results of negotiations which it has sought to influence as fully as possible. In this context, the evolution of discussions with the Health Professions Council (HPC) has in UKCP's view and experience been positive, even though some problems may remain. We see the HPC as able to achieve a level playing field for all the Psychotherapies, in the face of one-sided initiatives emanating from the Department of Health through NICE.

But, as many of you are aware, movements exist which are opposed to forms of State Regulation of the Psychotherapies which gives authority to any State organ. These movements are for self-regulation in all but name. The Alliance for Counselling and Psychotherapy against State Regulation is the body in which all those sympathetic to such positions are gathered. UKCP has indeed sought to engage with the Alliance during negotiations with the HPC, with a view especially to protecting the positions of principled non-compliers after Regulation. We understand and share the concerns about protecting the individual character of the work which motivate the Alliance and its members.

At the same time, it is clear that the Alliance's political stance is opposed to everything UKCP has stood for. UKCP has always believed that the only way to achieve and develop as a unified and non-marginalised Profession, incorporating its diversity, is through State Regulation. We believe that if the opportunity of State Regulation on an equitable basis is spurned at this time it will lead to the marginalisation of the Profession for generations to come. And we believe it will destroy the influence of UKCP at this time, and perhaps UKCP itself.

This is not a question of the personal qualities of candidates for the post of Chair of UKCP, which are not our business. Individual conscience positions of all Registrants are a free matter. But we believe that any candidacy which

takes a stand on positions which are inherently opposed to State Regulation is incompatible with UKCP as it has been throughout its history, and will inevitably split and destroy it at this time. This is the crisis we now face, and we believe it may be the greatest crisis UKCP has ever faced, because it concerns its very existence. The statement we feel called upon to make at this present time is therefore aimed at drawing your attention to the huge issues which are at stake in this Election.

The HIPS briefing document has addressed some of the key one-sided and polemical stances which have been taken by those opposed to Regulation, regarding the role of UKCP and the position of the Health Professions Council (HPC). We hope you have found this informative and useful.

We recognise that there will always be an element within both HIPS and other Sections which will not be comfortable with State Regulation, and who will be drawn towards Principled Non-Compliance. We have sought to contain and protect our differences within UKCP and within HIPS. But the majority of UKCP within its representative structures hitherto have maintained a commitment to Regulation for over 20 years, and this has been the basis on which UKCP has lived and worked and achieved its very considerable influence and standing.

The Future is now in your hands.

The Political Action Group of behalf of the HIP Section

Heward Wilkinson, Chair of Section

Tricia Scott

Ken Evans

Angela Cotter

Jocelyne Quennell