

Company number: 03258939

Charity number: 1058545

# The United Kingdom Council for Psychotherapy

Report and financial statements

For the year ended 30 September 2021

# The United Kingdom Council for Psychotherapy

## Contents

### For the year ended 30 September 2021

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Reference and administrative information .....	1
Trustees' annual report .....	3
Independent auditor's report .....	21
Statement of financial activities (incorporating an income and expenditure account) .....	25
Balance sheet .....	26
Statement of cash flows .....	27
Notes to the financial statements .....	28

# The United Kingdom Council for Psychotherapy

## Reference and administrative information

For the year ended 30 September 2021

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**Company number** 03258939

**Country of incorporation** United Kingdom

**Charity number** 1058545

**Country of registration** England and Wales

**Registered office and operational address**  
2nd Floor, America House  
2 America Square  
London  
EC3N 2LU

**Trustees** Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Martin Pollecoff	Chair
Andy Cottom	Vice-chair
David FitzGerald	Treasurer
Bob Cooke	Resigned 29 May 2021
Brett Kahr	Resigned 31 December 2020
Divine Charura	Resigned 31 December 2020
Jacqui McCouat	
John Loughrey	Lay
John Nuttall	Appointed 12 February 2021; resigned 18 October 2021
Juliet Rosenfeld	
Suzy Walker	Lay – Resigned 7 June 2021
Syed Azmatullah	
William Daniel-Braham	Appointed 8 March 2021
Joanna Lucas	Appointed 15 November 2021

<b>Key Management Personnel</b>	Sarah Niblock	Chief Executive
	Jovana Perzic	Head of Academic Enterprise and Innovation
	Cath White	Head of Operations and Regulation
	Helen Willingham	Head of Content and Engagement

**Bankers**

CAF Bank Ltd  
Kings Hill West Malling  
Kent  
ME19 4TA

Barclays Bank plc  
PO Box 2764  
London  
NW3 6JD

# The United Kingdom Council for Psychotherapy

## Reference and administrative information

For the year ended 30 September 2021

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Unity Trust Bank  
P O Box 7193  
Planetary Road  
Willenhall  
WV1 9DG

### **Solicitors**

Fieldfisher  
35 Vine Street  
London  
EC3N 2AA

### **Auditor**

Sayer Vincent LLP  
Chartered Accountants and Statutory Auditor  
Invicta House  
108-114 Golden Lane  
London  
EC1Y 0TL

## A message from our Chief Executive

When we set out on our journey to make emotional and mental health a human right, we never envisioned a year like the one we've just experienced. For the public, as well as for some within the UKCP family, it has been a time of tragedy and trauma.

Psychotherapy and psychotherapeutic counselling have a huge role to play in Britain's sustainable recovery – reconnecting individuals, families, communities. The coronavirus pandemic has seen the rates of people experiencing depression and anxiety for the first time significantly increase, while people with pre-existing issues have found their problems worsening. This has fuelled our determination to prioritise the needs of people in distress by better signposting how they can access high-quality support. We've also worked hard to emphasise the benefits of psychotherapy to policy-makers and MPs, and put our energies into supporting our members to deliver excellence.

The pandemic and its impact on the traditional lifeblood way of working for most psychotherapists and psychotherapeutic counsellors – in-person consultations – threw professional life into disarray for longer than was originally expected. We undertook regular surveys of full clinical members to identify particular areas where they needed support, responding with online events, surgeries and guidance via our website's COVID-19 Hub.

We wondered whether members might decide to close their practices, but the vast majority migrated successfully and very capably to fully remote or hybrid ways of working to ensure ongoing support for distressed clients. A key part of our role was to try to gain some clarity from policy-makers on whether/when therapists could work in person in particular settings. Accordingly, we made an effort to collaborate in close tandem with our sister bodies to ensure we were aligned.

Creating a sustainable, values-led, relational solution to the mental health crisis can only be achieved by ensuring our membership reflects the individuals and communities we serve. Our independently chaired Equality, Diversity and Inclusion Taskforce, comprising members and staff, has been meeting all year and is currently finalising its report and set of recommendations for the Board of Trustees. Across the whole organisation, we're working to better understand and address the barriers to both entering and accessing the profession for people with a range of protected – as well as some unprotected – characteristics.

While the year has been one of the most challenging in our recent history, our team has continued to work effectively and productively remotely. They have really stepped up in spite of the unusual and testing conditions to focus on taking the operation from strength to strength while keeping themselves and others safe in a small organisation where we are mutually reliant.

Due in part to many people re-evaluating their careers during the pandemic, we processed an unprecedented number of applications to join UKCP from students and trainees. With these new therapists-in-waiting making up a third of our community, we have taken active steps to ensure they are appropriately targeted and supported during their journey to becoming full clinical members, such as through research events. They represent the future of this profession and its capacity to remain relevant and recognised in the face of significant health funding challenges, along with the surge in threats from other providers, such as apps.

For the wider membership, online events and workshops geared towards enhancing practice during a dramatic period of transition from in-person work to remote have been very well attended. An important focus has been on building a research culture and capacity among our members and by aligning with strategic partners. Demonstrating that psychotherapy works is a logistical as well as financial challenge in an organisation of our size, and yet it is of ever more pressing importance that we find mechanisms to ensure public trust in the profession alongside recognition from policy-makers and parliamentarians. As with so much of our activity, our staff, Board and other volunteers work very creatively and smartly to leverage opportunities to maximise our impact.

Prof. Sarah Niblock  
UKCP Chief Executive

## Trustees' Annual Report

The trustees of the United Kingdom Council for Psychotherapy (UKCP) present their report and the audited financial statements for the year ended 30 September 2021.

Reference and administrative information set out on pages 1 and 2 form part of this report. Our financial statements comply with current statutory requirements, our memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

## Objectives and activities

This report looks at what UKCP has achieved and the outcome of our work within the past 12 months. The trustees report the success of each key activity and the benefits we have brought to the people we are set up to help. The report also helps our trustees ensure our aims, objectives and activities remained in line with our stated purposes.

The trustees review UKCP's aims, objectives and activities each year.

### Vision

We want a world in which emotional and mental wellness is a human right.

### Purpose

To transform lives by unlocking potential.

### Mission

Alongside professional support for our members we are the leading research, innovation, educational and regulatory body working to advance psychotherapies for the benefit of all.

## Our strategic objectives

### Improving access

To make sure that high-quality psychotherapy and psychotherapeutic counselling in both private and public sectors is available to everyone, no matter who they are.

### Engaging better

To improve the way we engage with our individual and organisational members and provide services and benefits which are valued by all.

#### Maintain standards of excellence

To protect the public by making sure everyone on our register meets our professional standards, at the same time making sure our register meets national accreditation requirements. To continue setting high standards in the way we govern and organise ourselves.

#### Collaborating for success

To develop existing external collaborations and actively seek new ones to achieve a more powerful voice to promote psychotherapy and psychotherapeutic counselling.

#### Research

To carry out appropriate research and use findings to promote psychotherapy and psychotherapeutic counselling and inform our members' training and development for the benefit of all.

### Our charitable objectives

Our charitable objectives, as set out in our Articles of Association, provide a framework through which our strategic aims can be achieved. They are to promote:

- the art and science of psychotherapy and psychotherapeutic counselling for the benefit of the public
- the importance of extensive research into psychotherapy and psychotherapeutic counselling methods, and the timely, widespread dissemination of relevant findings
- the highest standards of education, training and practice in psychotherapy and psychotherapeutic counselling
- the wider provision of psychotherapy and psychotherapeutic counselling for all sections of the public.

### Public benefit

The trustees have referred to the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

## Achievements and performance in the delivery of public benefit

### Improving access to psychotherapy

*We're committed to raising the profile of psychotherapy and UKCP so the public, service users, media, policy-makers, professionals and partners fully understand the profession, act in its best interests, and think of us as its 'go to' expert body. As part of this work, we target diverse audiences to encourage them to join the profession or feel more open to seeking psychotherapy.*



#### **Helping influence £20 million in new funding for psychotherapy in the NHS**

Alongside Health Education England (HEE) and the other major psychotherapy and counselling professional bodies, we worked on an important project this year to identify and address key barriers to providing psychotherapy and counselling in the NHS in England.

Following the project, HEE announced plans to invest £20 million to recruit and train 300 new high intensity therapists in Improving Access to Psychological Therapies (IAPT) services across England. Most of these new recruits will deliver psychotherapies that are significantly under-represented within IAPT.

To make sure our influencing with HEE reflected our members' experiences, we met with 25 UKCP members who work in the NHS to learn more about the barriers they face. We're now developing a comprehensive report on the structural barriers to the progression of psychotherapy in the public sector, which we'll share next year.

In addition, we surveyed more than 500 UKCP members about the level of unpaid work they've carried out in the NHS, to demonstrate the financial burden this work puts on psychotherapists, as well as the value of it to the NHS. This will feature in our upcoming report too.

We also helped influence HEE to include a psychotherapy and counselling representative in the IAPT stakeholder group – a vital consortium that helps steer the development of services across England. The group had previously only had representatives from the psychology and cognitive behavioural therapy professions.

#### **Campaigning for patients to be offered more treatments**

The updated National Institute for Health and Care Excellence (NICE) guideline on depression in adults – due to be published in 2022 – will influence the provision of depression support nationwide for years to come. We believe the draft guidance isn't fit for purpose. It poses a serious threat to patient choice and will result in patients being offered a limited selection of treatments, which may not be the best treatments for them.

As a leading member of a coalition of more than 40 organisations, this year we continued to put pressure on NICE to amend the guideline. Ahead of the publication of its third and final draft, we contacted more than 200 MPs requesting their signatures on a cross-party letter to NICE in support of our campaign. Our efforts have already led to a number of concessions, and we hope this further political support will help secure a final draft guideline that ensures people with depression have access to the treatment they need.

#### **Launching our new website and Find a Therapist tool**

Our website is crucial to our goals as an organisation. It's the first port of call for people seeking therapy and for anyone looking for psychotherapy training, while influential decision-makers use it to find information about UKCP. It also plays a key role in supporting our members.

After a year of research, design, development and content creation we launched a brand new website for UKCP in December 2020, aiming to provide users with an even better experience. It includes a new and improved Find a Therapist tool for people looking to work with a psychotherapist in person or remotely.

Across the whole of the 2020/21 year, 600,000 people visited our website. The new Find a Therapist tool has led to an increase of over 30 per cent in the time people spend on its webpage, and a 33 per cent increase in people clicking through to therapists' profile pages.

#### **Encouraging diversity and inclusion in psychotherapy**

We know we need to do more to improve the diversity of psychotherapists. In 2020/21, we continued to be an active member of the Coalition for Diversity and Inclusion, which brings together organisations committed to improving diversity in the psychotherapy and counselling professions.

Following a successful event in early 2021 that aimed to identify barriers to inclusion in organisations that train psychotherapists, the coalition has been working to produce a toolkit to ensure psychotherapy trainees receive adequate training to support them working with difference among clients, and to ensure the perspectives of trainees from minority groups are included.

#### **Influencing the Scottish government to support mental health**

Ahead of the Scottish parliamentary elections in May 2021, we asked for candidates to pledge to take action on mental health. As a member of the Scottish Mental Health Partnership, we submitted a joint manifesto asking candidates to commit to promote good mental health for the whole population, prevent poor mental health by tackling issues such as economic insecurity, and provide a full range of treatments and therapies.

Following the election, we met with the newly appointed Scottish Mental Health Minister to introduce him to the Partnership's work and hear about the government's plans to deliver on its 10-year mental health strategy.

#### **Reaching key audiences via the media**

We continued to raise the profile of psychotherapy and UKCP among the public and policy-makers through a broad range of media channels, receiving a steady stream of coverage. Our aim is to demystify psychotherapy, and make it socially acceptable to talk about therapy and mental wellbeing. We championed key dates such as Alcohol Awareness Week and Stress Awareness Month, as well as making our voice heard on issues like the climate crisis and COVID-19.

Some highlights included:

- ITV News across 12 regions featured an interview with UKCP psychotherapist Joanne Hipplewith on the impact of COVID-19 on children during Children's Mental Health Week.
- Several of our members spoke to the Guardian's Annalisa Barbieri for her reader dilemma column, including UKCP psychotherapists Henry Adeane on friendships and Hannah Shebersky on affairs.
- BBC Radio 4's You & Yours invited UKCP psychotherapist Lucy Beresford on air to discuss how relationships have changed during the pandemic.
- UKCP psychotherapist Dr Dwight Turner spoke to the Independent about happiness as part of the International Day of Happiness.
- Planning, BIM & Construction Today published an opinion piece from UKCP Chief Executive Sarah Niblock, calling for 'psychotherapists-in-residence' to inform urban design decisions.
- Psychologies magazine ran a double-page feature on 'How I became a therapist'. The article is also available on the UKCP website – its page has an impressive average session duration of over four minutes, showing how interesting it is to readers.

#### **Engaging better**

*We're committed to providing the very best resources, representation and experience for our members to support them in their high standards of practice. We work hard to attract new – and retain existing – members by improving and promoting what we offer.*

## Trustee's annual report

For the year ended 30 September 2021

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### **Supporting more members than ever before**

Our membership grew by 6 per cent this year, to over 10,000, meaning we're now supporting more psychotherapists and psychotherapeutic counsellors than ever to deliver excellent services to their clients.

Our growth included a remarkable 41 per cent increase in student members compared to last year. This steep rise is mainly due to us offering free student memberships, and our organisational members that offer training courses promoting this. We hit our target for keeping our existing members too, with 96 per cent renewing their memberships.

### **Offering excellent digital events**

With the pandemic still ongoing, we continued to provide high-quality online webinars where our members could learn and network with each other to improve their practice. Subjects included remote working, marketing and research.

We also set up an Events Sub-committee to work on proposals for the format, content and strategy for our events in 2021/22. It held its first meeting in August 2021.

### **Training on conversion therapy**

We organised a series of training days this year to support our organisational members to develop their training and practice in line with the Memorandum of Understanding on Conversion Therapy, a commitment UKCP has signed with other leading organisations to end conversion therapy in the UK.

We also offered a webinar on this topic for our individual members, as well as a separate webinar for supervisors.

### **Providing useful and interesting communications for members**

Building on the success of the communication strategy we introduced last year in response to the pandemic, emails continued to be a great way to communicate useful information to help our members keep up to date and improve their skills.

This year we started personalising our emails, so members only see information relevant to their membership grade and location. This means more members read our emails, and get more value from them. We introduced a monthly email update sharing useful information with our organisational members too.

Published three times a year, our magazine, New Psychotherapist, also continued to provide valuable updates for all our members, including interesting features on hot topics in the profession, and useful advice for psychotherapists and psychotherapeutic counsellors to enhance how they practise.

### **Funding trainees**

This year we continued to financially support psychotherapists and psychotherapeutic counsellors in training so they can afford to join the profession. The UKCP Bursary 2021 cycle was successfully launched in June 2021. This year we extended applications to both UKCP Trainee and Student members.

We gave 54 students and trainees £750 each towards their training, following 97 applications. On top of £20,000 set aside in our budget for bursaries, we were able to add another £16,000, which we saved by digitalising our membership certificates last year. We also invited donations to increase our bursary fund. These raised another £2,425, making a total of £40,500 including gift aid and funds brought forward from 2019/20.

## Trustee's annual report

### For the year ended 30 September 2021

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Last year we developed a robust process to make applying easier, fairer and more transparent – we followed this again in 2020/21, with some minor improvements. We processed applications via our CRM system, which meant we were able to generate a report with some useful insights on applicants' backgrounds.

#### **Understanding our members' needs**

Keen to understand what our student and trainee members need from UKCP, we asked them to complete a survey this year. Thirty students and 150 trainees answered 15 questions on their experience of UKCP membership. We received a lot of very useful feedback, which we'll analyse and formulate into a strategy to improve what we offer.

We also surveyed our organisational members this year, to help us restructure our categories and fees for these members, and to find out where they might need more support from us. We're now collating the findings as we continue working to improve organisational membership. We set up a Working Group to help better define the relationship we have with our organisational members too.

#### **Maintaining standards of excellence**

*To achieve the most for our members and the psychotherapy profession, we're committed to improving the way we govern ourselves and regulate our members. We continually review structures across our organisation, addressing diversity issues as a priority.*

#### **Ensuring high standards from psychotherapists and psychotherapeutic counsellors**

This year we continued to conduct quality reviews of our organisational members and annual audits of our individual clinical members, making sure they are providing the highest quality psychotherapy and psychotherapeutic counselling for their clients.

We successfully moved all our quality reviews online in response to the COVID-19 restrictions. In the 2021 calendar year we audited 196 psychotherapists, while in the 2020/21 financial year we reviewed 17 current organisational members, two applicant organisations, and three new training programmes offered by current organisational members.

#### **Launching our Equality, Diversity and Inclusion Taskforce**

We were delighted to launch our new Equality, Diversity and Inclusion Taskforce in October 2020. Its goal within 12 months is to inform and recommend a Diversity Action Plan for the benefit of existing UKCP members, potential members and clients.

The Taskforce aspires to address power, privilege and discrimination dynamics within UKCP systemically, structurally and politically, creating a paradigm shift within the organisation and the profession.

The Taskforce is chaired by Inclusive Boards, a leading agency specialising in inclusion, and taskforce members come from all levels of UKCP. They were recruited through a fair and transparent process intended to attract people to represent all protected characteristics as well as some relevant unprotected characteristics, including socio-economic diversity.

### **Updating our training standards**

To support our child psychotherapeutic counsellor members and ensure those new to practice get the best training possible, our Education, Training and Practice Committee reviewed and revised the UKCP Standards of Education and Training for Child Psychotherapeutic Counselling this year.

### **Improving education and training**

Our Education Working Group was formed in November 2019 to make recommendations to the Board of Trustees on mechanisms to ensure that UKCP psychotherapy and psychotherapy trainings are providing the highest level and quality of education and career preparation.

The group explores the potential for various educational partnerships and developments, including the diversity and inclusivity education within UKCP trainings. This year two group members represented UKCP on the Advisory Group of the Quality Assurance Agency (QAA) for Higher Education (HE) for the review of Subject Benchmark Statements for Counselling and Psychotherapy (BA and MA).

### **Looking after our people**

We've been fortunate to retain a solid staff team throughout 2020/21, with only a low level of turnover. UKCP staff continued to work from home in line with government guidelines, which made it important to look after their wellbeing so they could remain happy and productive.

A survey we did in February 2021 showed that our people continue to feel happy and supported in their roles, and believe our work culture remains as positive as it was pre-pandemic. We carried out further consultations with staff to gather qualitative feedback on what working at UKCP might look like going forward. Most staff told us they would like to adopt a hybrid model of blended home and office working.

### **Improving our IT systems**

This year we worked hard to put streamlined IT solutions in place to make it easier and smoother for our members to renew their memberships and take part in our quality assurance processes. We've also improved how we gather data on our members, which will help us meet their needs more exactly.

### **Honouring the best in the field**

Every year, through our Honorary Fellowship Awards, we pay tribute to those in the profession who further the values and ideals of the fields of psychotherapy and psychotherapeutic counselling, and of UKCP. Following a robust and rigorous nominations and selection process, four UKCP psychotherapists received an Honorary Fellowship in 2021.

### **Dealing with complaints**

A core part of our service to the public is dealing with any complaints about psychotherapists on our register. During 2020/21, we received 81 formal complaints (out of an average of 8,519 members) against our members, resulting in three interim suspension order hearings and nine adjudication panel hearings. Our swift move to holding hearings online meant we continued to hear the most serious complaints in a timely manner despite the challenges of COVID-19.

Our analysis found that confidentiality continues to be the most common cause of complaints about our members. In December 2020, we delivered a webinar to 97 practitioners looking at situations where psychotherapists and psychotherapeutic counsellors might be asked to break confidentiality, such as during court proceedings, and what to do about it.

## Collaborating for success

*To best support our members and advocate for and promote the psychotherapy profession, we're committed to brokering new, and developing existing, collaborations with professional bodies, service users, the media and those in research and the private sector. We develop relationships with those representing minority groups to help us achieve mutual diversity aims.*

### **Delivering courses with Imperial College London**

In partnership with Imperial College London, we delivered three online evening courses this year: 'Introduction to Psychotherapy: A Social History of the Mind', 'Understanding Psychotherapy: Through the Psychotherapists' Eyes', and '10 Great Psychotherapists'.

Some students have since gone on to enrol with our organisational members on other UKCP-accredited courses. The courses also offered a great opportunity for UKCP members to refresh their knowledge and gain CPD towards their re-accreditation. All three modules received very positive feedback from attendees and the Imperial team.

We've agreed to run another three courses in 2021/22.

### **Raising awareness with the Talking Therapies podcast**

This year we continued our podcast series, Talking Therapies, in partnership with Psychologies magazine. With more than 5,000 listens across all episodes between October 2020 and August 2021, Talking Therapies raises awareness of psychotherapy and promotes emotional and mental wellness.

### **Working together to combat conversion therapy**

We believe conversion therapy – trying to change a person's sexual orientation or suppress their gender identity – is unethical and harmful. We are a signatory of the Memorandum of Understanding (MoU) on Conversion Therapy in the UK, alongside 20 other organisations, and an active member of the MoU Coalition against conversion therapy.

Amidst the coalition's ongoing work to end conversion therapy, we welcomed the government's commitment to introducing legal measures to ban conversion therapy in the May 2021 Queen's Speech. We pledged to support the Government Equalities Office to develop effective legislation that complements existing ethical guidance for therapists. We also met with officials to discuss progress, offer our perspective on how the existing MoU on Conversion Therapy might interact with a legal ban, and how to avoid unintended consequences for therapists.

## Research

*We're committed to delivering research to promote psychotherapy and psychotherapeutic counselling, and to inform our members' training and development. We aim to undertake research to identify issues around diversity facing the profession and the mental health sector.*

### **Awarding research grants**

This year we awarded a total of £14,820 in funding to three impactful research projects on relational research supervision, Chinese calligraphy as an effective form of therapy, and inclusivity and exclusivity in therapy. We also commissioned analysis of IAPT datasets and contracted Professor Michael Barkham and his team at the University of Sheffield to conduct research on the importance and efficacy of client choice.

### **Continuing momentum with our Research Working Group**

## Trustee's annual report

### For the year ended 30 September 2021

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Our Research Working Group, which first met in March 2020, has continued to hold remote meetings each month to assess and support UKCP's overarching research goals, providing valuable input on high-level research priorities.

#### **Improving members' engagement with research**

This year we continued to engage with our members about our research activities. Highlights included a well-attended webinar on reflexivity and research, which attracted 197 participants.

#### **Sharing the best submissions from our COVID-19 article competition**

Last year we launched an article competition asking members to write about psychotherapy in the age of COVID-19. This year the 10 winning articles were brought together into a special edition PDF, which we published on the UKCP website.

#### **Capturing COVID-19 insights through member surveys**

We captured the experiences of our members delivering therapy during COVID-19 in three surveys that spanned last year and this year. This not only helped us provide better support for our members, but we also combined the quantitative and qualitative insights that we gained from these surveys into a journal article, which is now ready for publication.

#### **Working with YouGov on mental health**

In partnership with YouGov, we polled a representative sample of 2,000 UK adults to gain a better understanding of the impact of COVID-19 on mental health and the subsequent take-up of mental health support. As well as showing that more than 50 per cent of respondents felt that NHS support either made no difference or worsened their mental health, the survey also revealed that respondents found psychotherapy and counselling to be significantly more effective interventions than medication or cognitive behavioural therapy. We summarised the findings in a blog, which we published on our website.

## Plans for the future

#### **Securing commitment for greater recruitment of psychotherapists and counsellors**

This remains our key campaigning objective, and we aim to build on the successes of the past year in 2021/22. We'll continue to push for greater non-CBT IAPT recruitment, to ensure a range of therapies are available to people, regardless of where in the country they are.

We'll also push for greater NHS recruitment of psychotherapists working with severe mental illness, and for a government strategy to deploy more child psychotherapists to meet the enormous and growing demand for children's mental health services.

#### **Securing changes to NICE depression guideline**

With the final draft of the NICE guideline for depression in adults set to be published in November 2021 and the final version expected in May 2022, we will escalate our campaign to put pressure on NICE in the coming months. This issue is of paramount importance to the profession.

Ahead of the publication of the third and final draft of the guideline we'll focus on securing political support once more for our campaign. After publication we'll provide an individual and joint stakeholder response for the consultation.

Regardless of the extent to which our concerns are addressed, when NICE publishes the final version of the guideline we'll hold those responsible for implementing it to account on the key issue of patient choice.

#### **Launching our report to improve treatment pathways for people with complex personality disorders**

Next year we'll launch our health economics report demonstrating extreme cost inefficiencies in existing treatment pathways for people considered to have complex personality disorders. We'll use it to help convince NHS commissioners to support long-term psychotherapy services for this group.

We jointly commissioned the report in partnership with the Royal College of Psychiatrists, the British Association for Counselling and Psychotherapy, the British Psychoanalytic Council, the Association for Psychoanalytic Psychotherapy and the Society for Psychotherapy Research.

#### **Holding events to break down NHS barriers**

One of the major themes to emerge from our extensive work examining barriers to psychotherapy within the NHS has been the lack of preparation for NHS careers during therapists' time as students and trainees. Therapists often qualify without having worked in NHS or other multidisciplinary settings, without a realistic sense of the experience required to find paid work in the NHS, and without the ability to speak the language of the NHS or properly understand referral pathways.

We plan to draw on the expertise of UKCP's NHS-based therapists to create an event, targeted at students and trainees but open to all, that gives therapists the tools early on in their journeys to pursue the career that's right for them and keep their options as open as possible.

Another theme to emerge from our research has been the problems created by a mutual lack of understanding between different psychological professions, especially clinical psychology. With this in mind, we're going to hold an event aimed at breaking down some of these misunderstandings and focusing on the unique value different professions bring to mental healthcare.

#### **Improving our communications**

We want our communications to reach more psychotherapists, psychotherapeutic counsellors and people seeking therapy in the coming year. We'll do this by launching our new monthly My Psychotherapy Career podcast, increasing the visibility of our members through PR work, making further improvements on our social media channels to better target audiences, and by creating new content.

We'll measure our success by examining how many people visit our website and where they come from, and we'll engage with various partners to help drive new users to our website.

#### **Expanding our research capacity**

We've lined up a partnership with the University of Sheffield to secure staff support to expand our capacity for conducting research. The research we'll be conducting together will focus on supporting key UKCP policy goals. We're also introducing a hub on our website focused on current research issues essential to the psychotherapy field and policy work. We plan to put out an open call for published research by members on key research themes.

#### **Investing in research for policy campaigns**

It's critical that the arguments we make for policy change are underpinned by evidence. Thanks to our Research Working Group, our partnership with the University of Sheffield, and our Policy and Research Officer embedded in both areas of work, the connection between research and policy is as strong as ever at UKCP.



Upcoming research initiatives that will directly support our campaigning include:

- **Highlighting variables in the successful delivery of IAPT.** This is the major piece of data analysis we've commissioned the University of Sheffield to carry out in 2020/21 and 2021/22. The project supports our long-term aim of building the evidence base for psychotherapies, as well as serving our immediate goal of promoting patient choice. As well as funding the analysis, we're aiming to employ a consultant with expertise in tying the outputs of this research to our policy goal of diversifying IAPT therapies available across England.
- **Commissioning YouGov to conduct research examining public attitudes and experience of mental health.** These insights will be crucial both in informing our policy work and in providing evidence to support our key messages for journalists and policy-makers.
- **Child psychotherapy audit.** We will carry out research examining the many different contexts in which child psychotherapists are currently working in community, educational and criminal justice settings and publish a report emphasising the crucial roles played by this 'hidden' section of the children's mental health workforce.

#### Enhancing the Practitioner Research Network

Following a change in leadership during the current year, we'll work with the new leader of our Practitioner Research Network (PRN) to strengthen the network and recruit new members.

#### Migrating to the cloud

Given the move to more remote working and the need for better data security, over the next year we intend to move to cloud-based working. We'll also make sure we do more to protect UKCP against cyberattacks by working towards the government's Cyber Essential certificate.

## Financial reports

### Financial review

The attached Statement of Financial Activities and Balance Sheet provide the results of our operations for the twelve months from 1 October 2020 to 30 September 2021.

Income for the year to September 2021 was £2,560k, up 3.25% on 2020. Total expenditure was £2,563k (down 4.4%) compared to £2,682k in 2020.

There is a break clause in the lease at 2 America Square in July 2022 and the Board is in consultation with the landlords as well as considering alternative options. No decision has been made at date of this report. If we vacate the office we will have to pay for dilapidations; a provision of £57k has been made towards this expense. Depreciation of leasehold improvements has also been accelerated to bring the net book value to zero by the break date.

A number of complex non-clinical complaints against Organisational Members and volunteers resulted in legal expenses being higher than usual this year. Procedures have been reviewed and updated to mitigate any future issues and we are drafting a Memorandum of Understanding for Organisational Members which we hope will enhance our relationship with them. A Governance Review was launched during the year and

# The United Kingdom Council for Psychotherapy

## Trustee's annual report

### For the year ended 30 September 2021

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additional staff were engaged to assist with the process. We continued to work on the website and the investment has proved to be worthwhile as traffic has increased significantly.

There continue to be savings in all departments as in-person meeting and hearings have not resumed and our staff continue to work from home. Legal costs for the Complaints & Conduct Process have fallen and the funding provided has been reduced accordingly.

The majority of the charity's income is from membership fees (£2,520k in 2021 and £2,400k in 2020). The trustees recognise that the charity's reliance on this sole source of income makes the charity vulnerable to unforeseen fluctuations in membership. The trustees take this factor into account in setting levels of reserves to be held and also in putting appropriate strategic priority to maintaining and growing membership.

The Complaints and Conduct Process was reclassified as a Designated Fund on 1 October 2014. The number of cases heard each year fluctuates; cases planned for the following year are taken into account in the budget setting model and will continue to be monitored. The contribution from the general reserves has decreased, owing fewer cases being referred by the Professional Conduct Committee. Costs are monitored closely and managed to the best of our ability; there has been a considerable saving as a result of hearings being held online. Processes are under constant review to ensure we contain costs as far as we are able.

In an organisation so heavily dependent on voluntary effort, any analysis of expenditure by activity gives a distorted picture of the charity's costs. The charity continues to employ a small staff team, so most of our programmes rely on the commitment of very hard working volunteers. The many hours of work on The United Kingdom Council for Psychotherapy committees, standards, registration, regulation and quality assurance are not reflected in the columns of figures in the financial statements. The Board of Trustees takes this opportunity to thank all those who have given time to UKCP for the advancement of psychotherapy and psychotherapeutic counselling.

Some volunteers are paid a token amount in recognition of the time they spend on UKCP business including but not limited to carrying out assessments and reviewing or writing documents and procedures. These amounts are in no way meant to reimburse them at market rates.

Some Trustees presented lectures at the short courses held in conjunction with Imperial College and received payment for this contribution. These amounts are disclosed in note 11 to the accounts.

All trustees give their time voluntarily, with the exception of the Chair as explained in note 8; no expenses were reclaimed from the charity this year.

Our balance sheet continues to reflect our stability with cash reserves in excess of our target. Current liabilities include deferred income of £141k, reflecting membership income received in advance of the 2021/22 financial year.

## Investment policy and performance

The trustees' investment policy was put in place to ensure that UKCP's cash is invested in the most effective and secure manner.

The policy states that the objectives of investments are:

- To produce the best financial return within an acceptable level of risk
- To produce a total return in excess of inflation for medium term investments
- To preserve the capital value with a minimum level of risk for short term investments

The policy also details the trustees' position on risk, ethical investments and liquidity.

The Finance, Risk and Audit Committee has decided to invest reserves in the F&C CAF Socially Responsible Portfolio. The investments paid out dividends of £4k during the year, a yield of 1.5%. The investments have risen in value by 67% since their purchase in February 2016.

## Reserves policy and going concern

The key threat to our income is a drop in membership renewals and/or a reduction in new members joining. Despite our initial concerns in the light of Covid-19, the membership renewals for 2020/21 were more successful than ever. We are, therefore, reasonably confident that our income is secure. Much of our expenditure is within our control. The Board is satisfied that there are no material uncertainties of which they are aware. The Board has a reasonable expectation that the Charity will remain a going concern for at least 12 months from approving these accounts.

The trustees have a reserves policy which requires that reserves be maintained at a level which ensures that the Charity's core activities could continue during a period of unforeseen difficulty.

The Complaints and Conduct Process has a separate reserves policy. A proportion of these reserves must be maintained in a readily realisable form.

The Charity's income and expenditure are both highly predictable in timing and amounts. Reserves are calculated by reference to the risks the Charity faces and the costs of aligning expenses with income if required, or to meet the risks of unplanned costs.

The trustees set reserves targets at the beginning of the financial year and monitor the actual results at each Board meeting. The current reserves target for the general fund has been increased to £350k (from £325k). The target ensures funds are available to cover any outstanding rent and operational costs as well as ensuring staff are adequately remunerated should we have to cease operations.

The free reserves at 30 September 2021 are £630,747 (2020: 534,850) (unrestricted funds less net book value of tangible fixed assets). The excess free reserves of £280,747 are being carried forward to the 2021/22 financial year.

Management is working on plans to utilise these funds in the most effective way. A long term strategy to improve our internal processes and deliver an improved experience for members members is being prepared and will be presented in due course.

The target for the Complaints and Conduct Process fund is £55k. This is set taking account of potential litigation or risk and insurances held against these. Expenditure, other than operational costs, is dependent on the number of cases accepted and this varies from year to year. The budget setting process takes the number of cases accepted but not heard into account so reserves at the end of a financial year may be higher than the target to make allowance for expected future legal costs.

## Related parties and relationships with other organisations

The Charity is a membership organisation and has, in the ordinary course of its activities, transactions with its members individually and with groups of members in the Colleges. Colleges are not separate legal entities and facilitate engagement and involvement with members.

## Remuneration policy

The Charity sets the pay of its staff and key management personnel using industry benchmarks, performance reviews and appraisals. UKCP has a Remuneration, Appointments and Performance Management Committee (RAPMC) which is responsible for re-evaluating decisions to remunerate trustees, committee chairs and college personnel on an annual basis and reports their findings to the UKCP Board of Trustees. The RAPMC is currently reviewing all contracts for services to ensure they are compliant with current legislation. The Board approves any annual increases and changes to the Chief Executive's remuneration package, as recommended by the RAPMC.

## Fundraising

The United Kingdom Council for Psychotherapy does not engage in public fundraising and does not use professional fundraisers or commercial participators. The Charity nevertheless observes the relevant fundraising regulations and codes. During the year there was no non-compliance with these regulations and codes and the Charity received no complaints relating to its fundraising practice.

## Structure, governance and management

### Constitution

The organisation is a charitable company limited by guarantee, incorporated on 30 September 1996 and registered as a charity on 8 October 1996.

The company was established under a memorandum of association which established the objects (see page 4) and powers of the charitable company and is governed under its articles of association.

#### Organisational structure and decision making

The Board of Trustees, which is responsible to UKCP members and the Charity Commission, oversees the fulfilment of our charitable objectives. A number of committees report to the Board or to the Executive Committee, which oversees ongoing work.

On appointment, each trustee is asked to declare any conflicts of interest. They are also asked annually to declare any interests, ensuring the UKCP Register of Interests is accurate and up-to-date.

We give our new trustees an induction pack outlining the roles and responsibilities of being a trustee as well as the Charity Commission's 'Charity trustee: what's involved' (CC3a) and 'The essential trustee: what you need to know' (CC3). We also aim to meet any training needs for new trustees that will help them carry out their role.

#### Risk management

Our Board reviews the risks facing UKCP on an annual basis via a Risk Register. The register covers strategic, operational, financial, human resources, technological and reputational risks. The risks we have identified are prioritised in terms of potential impact and likelihood of occurrence and the trustees confirm that systems or procedures are in place to mitigate significant risks. Five of the main risks that the trustees have identified and the strategies for mitigating these are:

- Impact of Covid-19 on membership income:- we continue to monitor this closely and refer to this risk in the going concern note above.
- Legal challenges on complaints and conduct cases :- robust procedures are followed for each case, overseen and reviewed by suitable parties. Suitable insurance against a Judicial Review is in place.
- Statutory regulation being introduced, potentially meaning that therapists no longer need UKCP registration, or any other economic, political or regulatory change resulting in a substantial reduction in member numbers :- we continue to engage with Government and other interested professional bodies. We are simultaneously engaged in an ongoing programme of creating a value proposition for members to remain in the organisation should this occur.
- Brand damage or other deterioration in the perception of our premium status resulting from actions (fraudulent or otherwise) by UKCP members, employees or outsourced staff may result in losses to the Charity in financial or reputational terms :- robust procedures followed by all staff, contractors and the external finance team ensure these risks are low.
- Breach of data, including loss or theft of confidential or sensitive data or equipment on which data is stored, hacking attack or human error:- continuous assessment of risk and data breach process is in place.

#### Statement of responsibilities of the trustees

The trustees (who are also directors of the United Kingdom Council for Psychotherapy for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

**Trustee's annual report**

**For the year ended 30 September 2021**

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Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The trustees' annual report has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

The Trustees' Annual Report has been approved by the trustees on 11 February 2022 and signed on their behalf by

M Pollecoff

## Independent auditor's report

To the members of

The United Kingdom Council for Psychotherapy

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### Opinion

We have audited the financial statements of The United Kingdom Council for Psychotherapy (the 'charitable company') for the year ended 30 September 2021 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 30 September 2021 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on The United Kingdom Council for Psychotherapy's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

## **Other Information**

The other information comprises the information included in the trustees' annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

## **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report as been prepared in accordance with applicable legal requirements.

## **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.



## Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

## Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

## Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management and the finance, risk and audit committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
  - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
  - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
  - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.

## Independent auditor's report

### To the members of

#### The United Kingdom Council for Psychotherapy

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- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

## Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Judith Miller (Senior statutory auditor)

1 April 2022

for and on behalf of Sayer Vincent LLP, Statutory Auditor  
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

**The United Kingdom Council for Psychotherapy**

**Statement of Financial Activities** (incorporating an income and expenditure account)

**For the year ended 30 September 2021**

	Note	2021 Unrestricted £	2021 Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
<b>Income from:</b>							
Donations	2	–	2,425	<b>2,425</b>	–	9,506	9,506
Charitable activities							
Registration fees and subscriptions	3	2,520,547	–	<b>2,520,547</b>	2,400,563	–	2,400,563
Other trading activities	4	32,941	–	<b>32,941</b>	64,898	–	64,898
Investments	5	4,202	–	<b>4,202</b>	5,135	–	5,135
<b>Total income</b>		<b>2,557,690</b>	<b>2,425</b>	<b>2,560,115</b>	<b>2,470,596</b>	<b>9,506</b>	<b>2,480,102</b>
<b>Expenditure on:</b>							
Charitable activities							
Improving access		376,761	2,425	<b>379,186</b>	410,428	9,506	419,934
Engaging better		385,797	–	<b>385,797</b>	399,836	–	399,836
Maintain standards of excellence		1,416,179	–	<b>1,416,179</b>	1,493,072	–	1,493,072
Collaborating for success		224,230	–	<b>224,230</b>	220,909	–	220,909
Research		157,821	–	<b>157,821</b>	148,148	–	148,148
<b>Total expenditure</b>	6	<b>2,560,788</b>	<b>2,425</b>	<b>2,563,213</b>	<b>2,672,393</b>	<b>9,506</b>	<b>2,681,899</b>
<b>Net expenditure before net gains on investments</b>		<b>(3,098)</b>	<b>–</b>	<b>(3,098)</b>	<b>(201,797)</b>	<b>–</b>	<b>(201,797)</b>
Net gains on investments	14	61,163	–	<b>61,163</b>	1,521	–	1,521
<b>Net income/(expenditure) for the year and net movement in funds</b>	7	<b>58,065</b>	<b>–</b>	<b>58,065</b>	<b>(200,276)</b>	<b>–</b>	<b>(200,276)</b>
<b>Reconciliation of funds</b>							
Total funds brought forward		764,655	–	<b>764,655</b>	964,931	–	964,931
<b>Total funds carried forward</b>	19	<b>822,720</b>	<b>–</b>	<b>822,720</b>	<b>764,655</b>	<b>–</b>	<b>764,655</b>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 19 to the financial statements.

# The United Kingdom Council for Psychotherapy

## Balance sheet

Company no. 03258939

For the year ended 30 September 2021

	Note	£	2021 £	2020 £
<b>Fixed assets</b>				
Tangible fixed assets	13		89,876	169,942
Investments	14		335,014	273,851
			<u>424,890</u>	<u>443,793</u>
<b>Current assets</b>				
Debtors	15	174,004		135,927
Cash at bank and in hand		731,404		738,353
		<u>905,408</u>		<u>874,280</u>
<b>Liabilities</b>				
Creditors: amounts falling due within one year	16	(507,578)		(553,418)
			<u>397,830</u>	<u>320,862</u>
<b>Net current assets</b>				
			<u>822,720</u>	<u>764,655</u>
<b>Net assets</b>	18			
<b>The funds of the charity</b>	19			
Restricted funds			–	–
Unrestricted funds				
Designated funds			102,097	59,863
General funds			720,623	704,792
<b>Total charity funds</b>			<u>822,720</u>	<u>764,655</u>

Approved by the trustees on 11 February 2022 and signed on their behalf by:

**Martin Pollecoff**  
Chair

**David Fitzgerald**  
Treasurer

The United Kingdom Council for Psychotherapy

Statement of cash flows

For the year ended 30 September 2021

	2021		2020
	£	£	£
<b>Cash flows from operating activities</b>			
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	58,065		(200,276)
Depreciation charges	81,764		34,989
Gains on investments	(61,163)		(1,521)
Dividends, interest and rent from investments	(4,202)		(5,135)
Increase in debtors	(38,077)		(1,844)
(Decrease)/increase in creditors	(45,840)		93,296
<b>Net cash used in operating activities</b>		(9,453)	(80,491)
<b>Cash flows from investing activities:</b>			
Dividends, interest and rents from investments	4,202		5,135
Purchase of fixed assets	(1,698)		-
<b>Net cash provided by investing activities</b>		2,504	5,135
<b>Change in cash and cash equivalents in the year</b>		(6,949)	(75,356)
Cash and cash equivalents at the beginning of the year		738,353	813,709
<b>Cash and cash equivalents at the end of the year</b>		731,404	738,353

**1 Accounting policies**

**a) Statutory information**

The United Kingdom Council for Psychotherapy is a charitable company limited by guarantee and is incorporated in the United Kingdom.

The registered office address and principal place of business is America House, 2 America Square, London, EC3N 2LU.

**b) Basis of preparation**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

The income and expenditure of colleges is included within the charity's financial statements, as required by paragraph 25.9 of the SORP. Part of the charity's general funds are held in bank accounts controlled by colleges and faculties. At the end of the year the extent of such funds was £9,244 (2020: £13,703).

**c) Public benefit entity**

The charitable company meets the definition of a public benefit entity under FRS 102.

**d) Going concern**

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. Further information is included in the trustees' annual report.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

**e) Income**

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from registration fees and subscriptions is recognised evenly over the registration year.

**f) Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

**g) Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes.

# 1 Accounting policies (continued)

## h) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Expenditure on charitable activities includes the costs of delivering services, training and other membership activities undertaken to further the purposes of the charity and their associated support costs
- Other expenditure represents those items not falling into any other heading

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

## i) Allocation of support and governance costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

	2021	2020
• Improving access	13.66%	14.90%
• Engaging better	13.90%	14.35%
• Maintain standards of excellence	51.02%	51.66%
• Collaborating for success	8.08%	7.80%
• Research	5.69%	5.23%
• Governance costs	7.65%	6.06%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities. These are apportioned over each area of activity in proportion of the total costs of that activity.

## j) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

Where fixed assets have been revalued, any excess between the revalued amount and the historic cost of the asset will be shown as a revaluation reserve in the balance sheet.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

• Short term leasehold property	Over life of lease
• Furniture and fittings	25% pa reducing balance
• Furniture and fittings held under finance leases	Term of the lease
• Office equipment	25% pa reducing balance
• Computer equipment	20 – 25% pa straight line

**1 Accounting policies (continued)**

**k) Listed investments**

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading "Net gains/(losses) on investments" in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

**l) Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**m) Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**n) Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

**o) Financial instruments**

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**p) Pensions**

The charity contributes to personal pension plans of its employees. The pension charge represents the amounts payable by the charity to such plans in the financial year.



Notes to the financial statements

For the year ended 30 September 2021

**2 Income from donations**

	2021 Total £	2020 Total £
UKCP Bursary Fund	2,425	9,506
Total donations	2,425	9,506

All income from donations is restricted.

**3 Income from charitable activities**

	2021 Total £	2020 Total £
Registration fees and subscriptions	2,520,547	2,400,563
Total income from charitable activities	2,520,547	2,400,563

All income from charitable activities is unrestricted.

**4 Income from other trading activities**

	2021 Total £	2020 Total £
Advertising Income	25,494	46,358
Conferences and events	–	16,336
Other income	7,447	2,204
	32,941	64,898

All income from other trading activities is unrestricted.

**5 Income from investments**

	2021 Total £	2020 Total £
Interest income	71	931
Investment income	4,131	4,204
	4,202	5,135

All income from investments is unrestricted.

## 6a Analysis of expenditure (current year)

	Charitable activities						2021 Total £	2020 Total £
	Improving Access £	Engaging better £	Maintain standards of excellence £	Collaborating for success £	Research £	Governance costs £		
Operational staff costs (excl' CCP staff costs)	128,985	139,168	463,329	98,436	49,218	74,676	953,812	904,985
Premises and other operational costs	82,056	88,535	294,756	62,622	31,311	47,506	606,786	471,257
Committees and Board of Trustees	879	879	5,275	879	440	440	8,792	18,461
Communications	54,609	76,452	32,765	32,765	21,843	–	218,434	254,341
Governance and membership administration	16,346	16,346	57,212	8,173	–	65,385	163,462	135,804
Colleges	8,355	8,355	50,129	4,177	4,177	8,355	83,548	89,388
Research	–	–	–	–	38,742	–	38,742	–
Faculties	–	–	–	–	–	–	–	9,545
Complaints and Conduct Process (incl' staff costs)	22,457	22,457	404,223	–	–	–	449,137	684,109
Development projects	36,450	4,050	–	–	–	–	40,500	114,009
	350,137	356,242	1,307,689	207,052	145,731	196,362	2,563,213	2,681,899
Governance costs	29,049	29,555	108,490	17,178	12,090	(196,362)	–	–
<b>Total expenditure 2021</b>	<b>379,186</b>	<b>385,797</b>	<b>1,416,179</b>	<b>224,230</b>	<b>157,821</b>	<b>–</b>	<b>2,563,213</b>	
Total expenditure 2020	419,934	399,836	1,493,072	220,909	148,148	–		2,681,899

The Research faculty was closed on 30 September 2020. Research activities are now managed by the staff team with outsourced support as required. The Faculty for the Psychological Health of Children was closed on 30 September 2020 and the activities are now included in the College for Children and Young People.

6b Analysis of expenditure (prior year)

	Charitable activities						
	Improving Access £	Engaging better £	Maintain standards of excellence £	Collaborating for success £	Research £	Governance costs £	2020 Total £
Operational staff costs (excl' CCP staff costs)	122,173	141,781	407,245	102,565	64,857	66,364	904,985
Premises and other operational costs	63,620	73,830	212,066	53,409	33,773	34,559	471,257
Committees and Board of Trustees	1,846	1,846	11,077	1,846	923	923	18,461
Communications	63,585	89,019	38,151	38,151	25,435	–	254,341
Governance and membership administration	13,580	13,580	47,532	6,790	–	54,322	135,804
Colleges	8,939	8,939	53,633	4,469	4,469	8,939	89,388
Faculties	477	477	3,818	–	3,818	955	9,545
Complaints and Conduct Process (incl' staff costs)	34,205	34,205	615,699	–	–	–	684,109
Development projects	85,507	11,401	11,401	–	5,700	–	114,009
	393,932	375,078	1,400,622	207,230	138,975	166,062	2,681,899
Governance costs	26,002	24,758	92,450	13,679	9,173	(166,062)	–
<b>Total expenditure 2020</b>	<b>419,934</b>	<b>399,836</b>	<b>1,493,072</b>	<b>220,909</b>	<b>148,148</b>	<b>–</b>	<b>2,681,899</b>

Notes to the financial statements

For the year ended 30 September 2021

**7 Net income/(expenditure) for the year**

This is stated after charging/(crediting):

	2021 £	2020 £
Depreciation		
owned by the charity	81,764	34,989
Operating lease rentals:		
property	141,841	141,841
Auditor's remuneration (excluding VAT):		
audit	8,900	8,700
Loss on disposal of assets	–	–
Trustees' remuneration (see note 8)	8,000	8,000
Trustees' expenses	–	3,179
	<u>          </u>	<u>          </u>

**8 Trustees' remuneration**

During the year honoraria were paid to the following trustees and officers of the charity:

	2021 £	2020 £
M Pollecoff	8,000	8,000
	<u>          </u>	<u>          </u>

Payment of the Chair's honorarium has been agreed by the Charity Commission.

**9 Analysis of staff costs and the cost of key management personnel**

Staff costs were as follows:

	2021 £	2020 £
Salaries and wages	1,037,145	994,287
Social security costs	107,761	96,322
Employer pension contributions	84,924	83,023
Temporary staff costs	3,708	–
Redundancy and termination costs	3,393	–
	<u>1,236,931</u>	<u>1,173,632</u>

Of the £1,236,931 staff costs (2020: £1,173,632), £339,912 (2020: £335,547) relates to the Complaints and Conduct Process Designated Fund.

The following number of employees received employee benefits in excess of £60,000 (excluding employer national insurance and employer pension contributions) during the year between:

	2021 No.	2020 No.
£90,000 – £99,999	1	1
	<u>          </u>	<u>          </u>

The total employee benefits (including employer national insurance and employer pension contributions) of the key management personnel were £283,644 (2020: £273,796).

Notes to the financial statements

For the year ended 30 September 2021

**10 Staff numbers**

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2021 No.	2020 No.
Professional and other services	28	27
Administration	1	2
	<u>29</u>	<u>29</u>

**11 Related party transactions**

During the year, honorarium payments were made to one trustee of the charity. This is disclosed in note 8 to these accounts.

Some members are paid a token amount for specific pieces of work undertaken on behalf of the Charity, although these amounts are in no way meant to reimburse them at market rates. Members and trustees receive reimbursement for travel expenditure whilst on charity business which are all part of the normal course of business. There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

During the year, an amount of £35,750 (2020: £36,850) was paid to Kelsey Publishing Limited for advertising in Psychologies Magazine. Suzy Walker, a former Trustee, was the editor of the magazine. The contract was awarded before Ms Walker was appointed a Trustee.

During the year some Trustees were paid for presenting online lectures. Payments were made to M Pollecoff £750 (2020: £750), D Charura £750 (2020: £500), B Kahr £1,250 (2020: £nil) and J Rosenfeld £nil (2020: £1,000).

**12 Taxation**

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Notes to the financial statements

For the year ended 30 September 2021

13 Tangible fixed assets

	Short term leasehold property £	Furniture, fittings and equipment £	Computer equipment £	Total £
<b>Cost</b>				
At the start of the year	181,980	99,284	32,502	313,766
Additions in year	–	–	1,698	1,698
At the end of the year	181,980	99,284	34,200	315,464
<b>Depreciation</b>				
At the start of the year	56,112	64,234	23,478	143,824
Charge for the year	68,656	8,762	4,346	81,764
Disposals in year	–	–	–	–
At the end of the year	124,768	72,996	27,824	225,588
<b>Net book value</b>				
At the end of the year	57,212	26,288	6,376	89,876
At the start of the year	125,868	35,050	9,024	169,942

All of the above assets are used for charitable purposes.

14 Listed investments

	2021 £	2020 £
Market value at the start of the year	273,851	272,330
Net gain on revaluation	61,163	1,521
Market value at the end of the year	335,014	273,851
Investments comprise:	2021 £	2020 £
UK Common investment funds	335,014	273,851
Historical cost	200,000	200,000

**15 Debtors**

	2021 £	2020 £
Trade debtors	2,197	100
Other debtors	42,585	37,738
Prepayments	129,222	98,089
	<b>174,004</b>	<b>135,927</b>

**16 Creditors: amounts falling due within one year**

	2021 £	2020 £
Trade creditors	113,539	158,874
Other taxation and social security	27,613	48,715
Other creditors	100,475	49,629
Accruals	124,944	137,995
Deferred income (note 17)	141,007	158,205
	<b>507,578</b>	<b>553,418</b>

**17 Deferred income**

Deferred income comprises membership income for 2021–2022.

	2021 £	2020 £
Balance at the beginning of the year	158,205	134,966
Amount released to income in the year	(158,205)	(134,966)
Amount deferred in the year	141,007	158,205
Balance at the end of the year	<b>141,007</b>	<b>158,205</b>

**18a Analysis of net assets between funds (current year)**

	Designated funds £	General funds £	Total funds £
Tangible fixed assets	–	89,876	<b>89,876</b>
Investments	–	335,014	<b>335,014</b>
Current assets	102,097	803,311	<b>905,408</b>
Creditors due within 1 year	–	(507,578)	<b>(507,578)</b>
<b>Net assets at the end of the year</b>	<b>102,097</b>	<b>720,623</b>	<b>822,720</b>

18b Analysis of net assets between funds (prior year)

	Designated funds £	General funds £	Total funds £
Tangible fixed assets	–	169,942	169,942
Investments	–	273,851	273,851
Current assets	59,863	814,417	874,280
Creditors due within 1 year	–	(553,418)	(553,418)
<b>Net assets at the end of the year</b>	<b>59,863</b>	<b>704,792</b>	<b>764,655</b>



## Notes to the financial statements

For the year ended 30 September 2021

## 19a Movements in funds (current year)

	At 1 October 2020 £	Incoming resources and gain £	Outgoing resources and losses £	Transfers in/(out) £	At 30 September 2021 £
<b>Restricted funds:</b>					
UKCP Bursary Fund	–	2,425	(2,425)	–	–
<b>Total restricted funds</b>	<b>–</b>	<b>2,425</b>	<b>(2,425)</b>	<b>–</b>	<b>–</b>
<b>Unrestricted funds:</b>					
<i>Designated funds:</i>					
UKCP Bursary Fund	3,196	–	(38,075)	36,000	1,121
Complaints and Conduct Process	56,667	493,446	(449,137)	–	100,976
<i>Total designated funds</i>	<i>59,863</i>	<i>493,446</i>	<i>(487,212)</i>	<i>36,000</i>	<i>102,097</i>
<b>General funds</b>	<b>704,792</b>	<b>2,125,407</b>	<b>(2,073,576)</b>	<b>(36,000)</b>	<b>720,623</b>
<b>Total unrestricted funds</b>	<b>764,655</b>	<b>2,618,853</b>	<b>(2,560,788)</b>	<b>–</b>	<b>822,720</b>
<b>Total funds</b>	<b>764,655</b>	<b>2,621,278</b>	<b>(2,563,213)</b>	<b>–</b>	<b>822,720</b>

**Purposes of restricted funds**

The UKCP Bursary Fund was created to award bursaries to UKCP trainees in their final years of training. Donations have been received from members and the general public. Direct costs are attributed to the fund.

**Purposes of designated funds**

The Complaints and Conduct Process designated fund is funded from membership subscriptions and the general fund. The fund is used to cover the costs of operating the Complaints and Conduct department and any related expenses. Funds are transferred from general reserves to cover expenses during the year.

The UKCP Bursary Fund was created to award bursaries to UKCP trainees in their final years of training. £36,000 from general funds was transferred to the designated fund during the year. Funds not awarded are carried forward to future years.

Notes to the financial statements

For the year ended 30 September 2021

19b Movements in funds (prior year)

	At 1 October 2019 £	Incoming resources and gains £	Outgoing resources and losses £	Transfers in/(out) £	At 30 September 2020 £
<b>Restricted funds:</b>					
UKCP Bursary Fund	–	9,506	(9,506)	–	–
<b>Total restricted funds</b>	–	9,506	(9,506)	–	–
<b>Unrestricted funds:</b>					
<i>Designated funds:</i>					
UKCP Bursary Fund	–	–	(16,804)	20,000	3,196
Complaints and Conduct Process	224,675	516,101	(684,109)	–	56,667
<i>Total designated funds</i>	224,675	516,101	(700,913)	20,000	59,863
<b>General funds</b>	740,256	1,956,016	(1,971,480)	(20,000)	704,792
<b>Total unrestricted funds</b>	964,931	2,472,117	(2,672,393)	–	764,655
<b>Total funds</b>	964,931	2,481,623	(2,681,899)	–	764,655

**Purposes of designated funds**

The Complaints and Conduct Process designated fund is funded from membership subscriptions and the general fund. The fund is used to cover the costs of operating the Complaints and Conduct department and any related expenses. Funds are transferred from general reserves to cover expenses during the year.

20 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Land and buildings	
	2021 £	2020 £
Less than one year	147,136	181,091
Between one and five years	–	147,136
	<b>147,136</b>	<b>328,227</b>

21 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.