

BRITISH ASSOCIATION FOR COUNSELLING AND PSYCHOTHERAPY

England & Wales · Charity number 298361

Details

Other names BRITISH ASSOCIATION FOR COUNSELLING

Status Registered

Legal form Charitable company

Company number [02175320](#)

Registered 1988-02-15

Register [View on the Charity Commission register](#)

Contact

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Activities

Objects: (I) TO PROMOTE AND PROVIDE EDUCATION AND TRAINING FOR COUNSELLORS AND/OR PSYCHOTHERAPISTS WORKING IN EITHER PROFESSIONAL OR VOLUNTARY SETTINGS WHETHER FULL OR PART TIME WITH A VIEW TO RAISING THE STANDARDS OF THE COUNSELLING PROFESSIONS FOR THE BENEFIT OF THE COMMUNITY AND IN PARTICULAR FOR THOSE WHO ARE THE RECIPIENTS OF COUNSELLING AND/OR PSYCHOTHERAPY. (II) TO INFORM AND EDUCATE THE PUBLIC ABOUT THE CONTRIBUTION THAT THE COUNSELLING PROFESSIONS CAN MAKE GENERALLY AND PARTICULARLY IN MEETING THE NEEDS OF THOSE WHOSE PARTICIPATION AND DEVELOPMENT IN SOCIETY IS IMPAIRED BY PHYSICAL OR PSYCHOLOGICAL HEALTH NEEDS OR DISABILITY

Activities: To promote & provide education & training for counsellors &/or psychotherapists working in either professional or voluntary settings, to raise the standards of counselling/psychotherapy for the benefit of the community. To educate the public in the part that counselling/psychotherapy can play in society.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Defined Groups, The General Public/mankind

Geography

- **Area of benefit:** NATIONAL
- Northern Ireland
- Scotland

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£14,256,764	£13,217,908	£9,734,944	146
2024-03-31	£13,236,545	£12,391,173	£8,751,714	147
2023-03-31	£11,977,299	£11,822,061	£7,770,669	140
2022-03-31	£11,194,120	£10,036,220	£7,936,960	128
2021-03-31	£10,016,231	£8,772,363	£6,705,145	108

Trustees

Name	Role	Appointed
DAVID CHENERY		2024-06-21
Dr Paul Taylor		2025-11-06
Emily Garvie		2025-05-01
Emma Farrell		2023-11-02
Erin Stevens		2025-11-06
Ewan Irvine		2022-11-11
Josephine Bey		2023-11-01
Josephine Bey		2023-11-02
Matthew Cormack		2025-11-06
Olubumi Akinmutande		2025-11-06
William Llorel-Antoine		2025-05-01

Accounts

Annual review and financial statements 2024 to 2025



Contents

Welcome from the Board	3
Welcome from the Chief Executive	4
Our philosophy	5
Our strategy	6
Our year in numbers	8
Key achievements	10
Reference and administrative details of the charity, its Trustees and advisers	12
Board of Governors report	14
Description of principal risks and uncertainties	19
Review of BACP’s financial position	20
Streamline energy and carbon reporting (SECR)	22
UK energy use and emissions	23
Comparisons	24
Statement of Trustees responsibilities	26
Independent auditor’s report	28
Consolidated statement of financial activities	34
Consolidated balance sheet	35
Balance sheet	36
Consolidated cashflow statement	37
Notes to financial statements	38

Annual review and financial statements 2024 to 2025

The British Association for Counselling and Psychotherapy is the professional association for members of the counselling professions in the UK.

As well as presenting our Annual review and financial statements, we’ve also taken this opportunity to outline some of our key achievements during 2024 to 2025.

Welcome from the Board

As we share another annual review and financial statements, we feel honoured to be able to reflect on all that has been achieved by staff, members, and volunteers over the past 12 months.

This year’s document is once again a demonstration of how far we have come as an Association - how BACP has grown, enhanced our offering, and strengthened what we do on behalf of our members, clients and the profession.

This has all been accomplished through dedication, passion and collaboration.

The Association’s activities and achievements this year remain true to our charitable objectives. We continue to ensure we’re providing education and training for counsellors and psychotherapists to raise the standards of the counselling professions and inform and educate the public about contribution the professions can make.

Our campaigning ahead of the 2024 General Election to ensure counselling featured in party manifestos. Our roundtable event discussing the role of counselling professions in combatting racism. Our wide range of podcasts and videos giving members access to high quality and relevant learning content. Our newly published addiction competence framework, another crucial resource to support evidence-based practice. These are just a few of the examples listed in the pages here. There’s even more detail in our Impact review, which we published earlier this year and which members can read on our website.

As a Board of Governors, the past year has been a particularly challenging period of change and renewal. At our November AGM, we will welcome newly elected and appointed members of the Board. We are all passionate about shaping the mental health of the nation and championing the work of BACP members. We have a shared commitment and responsibility to the effective governance and strategic direction of BACP. This annual review is a key part of that accountability and transparency.

We’re looking forward to exciting times ahead and continued positive progress for the Association across all its objectives.

Welcome from the Chief Executive

It's been another busy and rewarding year as we continue to work hard on behalf of our members, their clients and the profession.

BACP exists to raise standards of counselling and psychotherapy practice for the benefit of communities. We're also here to educate the public about the contribution that therapy makes to society. There's so much work that goes on to ensure that people in need can access the gold standard of best practice, before clients even enter the therapy room. This involves serving our members, producing vibrant publications and events, lobbying policy-makers for change, actively upholding standards, pushing forward with new projects and initiatives, and so much more besides. It's so important that we do these things well.

Some 82% of our members say we provide them with resources that support professional and ethical practice well, according to our workforce mapping survey. And 76% say we provide online CPD opportunities well.



We've seen an increase in the proportion of people who know about BACP compared to the previous year, according to our 2025 Public perceptions survey, as we continue to highlight the benefits of therapy and signpost those in need to BACP members through our marketing and media campaigns.

We've awarded £130,000 in grants to organisational members in support of their work to remove barriers to therapy for people from racialised communities.

These numbers are just some examples of how our work throughout the year is making a difference.

It's also important that we're held to account in how we serve our purpose as a registered charity and a professional body.

Our annual report and financial statements is part of that process – demonstrating transparency in our governance and accounts, highlighting progress against our strategic aims and charitable objectives.

It's a privilege to lead this incredible and impactful organisation and to work with such amazing staff and members. After our achievements over the past year, I'm excited about where the next 12 months will take us.

Dr Phil James
CEO

Our philosophy

Counselling changes lives

Counselling changes not just the lives of individuals, but of families and communities.

Our desire for social justice determines everything we do, and guides our relationship with our members and the public, as well as commissioners and government. It's why we champion the counselling professions as a viable, and increasingly evidence-based choice for people. We know counselling works.

We're alongside our members throughout their careers and put them at the heart of what we do. We aim to understand their needs and support them in making a positive difference to the mental wellbeing of their clients.

We do this by promoting and facilitating research to produce trusted best practice, and by providing a robust framework to ensure the profession follows and adheres to the highest possible standards that protect individuals seeking therapy.

As a result, we help the general public, individuals and commissioners make better, more informed choices about the provision of counselling, and continue to raise the ethical and professional standards of the profession.

Charitable objectives

As a registered charity, our two key charitable objectives underpin our work, and we use our income and property to promote these aims.

These are the objectives that guide us in all of our activities, whether we're providing services to members, commissioning research or campaigning.

And they're the principles by which we measure our success.

Our charitable objectives are:

1. to promote and provide education and training for counsellors and psychotherapists working in either professional or voluntary settings, whether full or part time, with a view to raising the standards of the counselling professions for the benefit of the community and in particular for those who are the recipients of counselling or psychotherapy.
2. to inform and educate the public about the contribution that the counselling professions can make generally and particularly in meeting the needs of those whose participation and development in society is impaired by physical or psychological health needs or disability.

Our strategy

We launched our ambitious five-year strategy titled **Increasing Our Reach** in May 2023. It sets a bold agenda for change and improvement that will have a lasting, positive impact for our members, the profession and the public.

The six strategic aims are:

Strategic aim 1

We will set a global gold standard for best practice in the counselling professions

Strategic aim 3

We will be a leading Association shaping global professional standards and the development of the global counselling professions

Strategic aim 5

We will deliver our EDI strategy to improve diversity in the profession and improve access to counselling, psychotherapy and coaching for all those who need it

Our Profession



Setting the gold standard

1



Shaping the profession globally

3



Promoting diversity

5

Our Association



Supporting members with customised services

2



Ensuring financial sustainability

4



Establishing digital best practice

6

Strategic aim 2

In a rapidly changing world, BACP needs to provide relevant and timely services and support to members throughout their professional journey

Strategic aim 4

We will expand and diversify our sources of revenue to ensure long-term financial sustainability

Strategic aim 6

We will set out best practice standards for digital counselling, psychotherapy and coaching, as well as developing new digital services for our members and the wider community

Our year in numbers

 **35% of people**
have had counselling or psychotherapy at some point in their lives

BACP/YouGov Public perceptions survey 2025

116
research projects were advertised by members on our online noticeboard 

82% 
of members say we set standards for the profession well

BACP Workforce mapping survey 2025

2,258 
members amended their direct debit details online rather than having to submit a paper form, after we upgraded our website

  **93% of people**
rated their customer services experience with us as good or excellent



571,445
views of the BACP register

Our Good Practice in Action
resources were downloaded **71,619** times



99,524
subscriptions to our online journals

£1.9 billion

The amount of lifetime financial benefits to the Government that universal access to school counselling in England would generate against a cost of **£250 million**, according to a report by us, Citizen’s UK and Public First



Key achievements

Some of our key achievements from 2024 to 2025 were:

General Election 2024

- A record 50 of our policies featured in 18 party manifestos covering all four nations of the UK during the 2024 General Election campaign. This came about after we'd developed four BACP manifestos to share with political parties to influence their manifestos within two weeks of Rishi Sunak announcing the election date. Our campaign calling on our members to email all political candidates standing in their constituency to promote our manifesto asks resulted in more than 7,400 emails sent to candidates through our online platform.

Change in the law

- We helped influence an amendment to the Victims and Prisoners Bill, which has now been passed into law. It ensured processes are in place for police to only request counselling notes from sexual assault survivors when absolutely necessary and in proportion to their investigation. It means people can feel more secure in accessing vital counselling support at a time when they most need it. We worked alongside the British Psychological Society (BPS), National Counselling and Psychotherapy Society (NCPS) and the UK Council for Psychotherapy (UKCP) on the campaign.

School counsellors' pay increase

- Our Essential guide for leaders providing school-based counselling provision prompted multi-academy trust Cabot Learning Foundation to review job descriptions and pay scales in line with our guidance and recommended salaries. This resulted in pay rises for 11 school counsellors who work for the trust across 35 schools, providing a service for 19,000 pupils. Our guide has also been downloaded more than 1,187 times.

Championing community-based counselling

- Our Bridging the gaps report detailed the value of community-based counselling services and the challenges they face in meeting rising demand amid uncertain funding. A total of 11 third sector counselling services in England contributed to the report, which was shared with commissioners and funders. Many of these services particularly support minoritised or racialised communities. If the report's recommendations are not acted on, we fear services' futures could be under threat leaving people without access to vital, specialised support.

Anti-racism roundtable discussion

- Following the shocking racist violence seen on the streets of towns and cities in England and Northern Ireland in the summer, we held an online roundtable discussion on anti-racism. The session invited members and service leaders to voice their reflections on the role of the counselling professions in combatting racism. We hope this will inspire further conversations and already have a follow-up event planned to further develop and explore some of the issues addressed in this discussion.

Digital marketing

- Our digital marketing campaign generated more than 13,000 enquiries to members listed on our directory from people seeking support. The adverts were shown across Google AdWords, Facebook, Instagram and a range of websites more than seven million times. The campaign objectives are to raise awareness of BACP, highlight the benefits of therapy and ultimately, signpost those in need to a BACP member.

New online content

- We added 373 new videos to our online dashboard, with this content supporting events, the CPD hub, and the Learning centre, to drive professional learning and development. These included videos on topics as wide-ranging as navigating maternity leave in private practice, befriending your anxiety – an existential perspective, and understanding and treating 'Pure O' in OCD. Videos on the platform were viewed more than 106,000 times in total.

Powerful podcasts

- Our podcasts offer members insights into diverse career paths, thought-provoking discussions and guidance on how to expand their expertise. We re-launched our Therapy Today podcast, which delivers engaging content from our main journal, and our Insight podcast, which focused on topical learning and development themes, in summer 2024. Since then, our podcasts have been listened to 3,276 times, representing a year-on-year increase of 117%.

Addictions competence framework

- Our Addictions competence framework has been downloaded 1,192 times following its publication in November 2024. The framework provides therapists, supervisors, trainers and trainees, employers, service providers, commissioners and researchers with an up-to-date resource to inform, support and underpin evidence-based practice. It's accompanied by a specialist curriculum for training providers who wish to deliver a comprehensive training programme for counselling and psychotherapy practitioners to work safely and ethically with adults seeking help with addiction.

Ethics and good practice resources

- We've added links from our Ethics hub to member support on topics including international working, online platforms, data protection, employment disputes and to our Good Practice in Action (GPiA) resources. These help members find the information they need quickly when faced with ethical challenges. We've updated and re-published 53 GPiA resources, including a new resource on contracting for children and young people in the counselling professions.

Research grants

- Three projects are being funded by BACP's research grants, sharing a pot of £120,000. Researchers from the University of Strathclyde and Edinburgh Napier University received funding for their project called Free labour and precarity in mental health provision: trainee counsellors' experiences across the UK. Other projects funded by the grants include the University of Roehampton's study titled Co-development and validation of a young person's therapy preference measure, and Newcastle University's The roles of epistemic mistrust and alliance rupture in dissatisfied dropouts from psychotherapy.

Funded PhD

- Along with York St John University, we've funded PhD student Lei Sorvisto to undertake research on the use and implementation of routine outcome measures (ROMs) in the counselling professions. ROMs are when therapists regularly use outcome measures, or questionnaires, with clients to allow them to understand the progress of their work together over time. Lei's research will explore clients', practitioners' and services' views on the use of ROMs, as well as how more inclusive systems for collecting ROMs can be created.

Get help with counselling concerns

- Our Get help with counselling concerns service responded to 1,754 enquiries, with 92% of people surveyed rating the service as good or excellent. Get help is a confidential, frontline service for anyone who has concerns or is worried about their therapist, supervisor, trainer, or any therapeutic relationship where they've received a service. The service is the only one of its kind in the UK and is an important aspect of our accreditation with the Professional Standards Authority, further demonstrating our commitment to supporting both clients and members.

Our Year of impact 2024 to 2025 highlights how the work of our members and has made a positive difference to the counselling professions.

Read the full report at:
www.bacp.co.uk/impactreport



Reference and administrative details of the charity, its Trustees and advisers For the year ended 31 March 2025

Board of Governors

Natalie Bailey: (removed as Chair 9/06/25, removed as Governor 25/07/25)

Sekinat Adima: (appointed as Deputy Chair 18/04/24, removed as Deputy Chair 25/07/25, removed as Governor 25/09/25)

Punam Farmah (resigned 20/06/25)

Ewan Irvine

Dr Charlotte Venkatraman (resigned 20/09/24)

Josephine Bey

Emma Farrell

Ian Jones (resigned 8/10/24)

Marc Leppard (resigned 25/10/24)

David Chenery (from 21/06/24)

Emily Garvie (from 1/05/25)

William Llorel-Antoine (from 1/05/25)

President

Professor Lynne Gabriel OBE

Vice Presidents

Jabeer Butt OBE

Luciana Berger (from 07/11/24)

Senior leadership team

Chief Executive:
Dr Phil James

Chief Financial Officer:
Philippa Foster

Transformation and Digital Director:
Ben Kay

HR Director:
Jamie Redmond

Director of Professional Standards, Policy and Research:
Lisa Morrison Coulthard

Charity registered numbers

BACP is a company limited by guarantee registered in England and Wales (company number 02175320)

BACP is also a registered charity (number 298361)

Principal office

BACP House, 15 St John’s Business Park, Lutterworth, Leicestershire LE17 4HB

Independent auditors

RSM UK Audit LLP
Rivermead House
7 Lewis Court
Grove Park
Leicester LE19 1SD

Bankers

Lloyds Bank Plc
14 Church Street
Rugby CV21 3PL

Solicitors

Hill Dickinson LLP
No.1 St Paul’s Square
Liverpool
L3 9SJ

Russell-Cooke LLP
2 Putney Hill
London SW15 6AB

Trowers & Hamlins LLP
3 Bunhill Row
London EC1Y 8YZ

Investment managers

SG Kleinwort Hambros Bank Ltd
One Bank Street
Canary Wharf
London E14 4SG
United Kingdom

Board of Governors report

For the year ended 31 March 2025

The Board of Governors (the Board) presents its annual report together with the audited financial statements of the charity for the year 1 April 2024 to 31 March 2025.

The Board has adopted the provisions of the "Statement of Recommended Practice applicable to charities preparing its accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)" in preparing the annual report and financial statements of the charity.

Structure, governance, and accountability

Structure

BACP is a company limited by guarantee registered in England and Wales. BACP is a registered charity with the Charity Commission and incorporates BACP Enterprises Ltd, its wholly owned subsidiary.

BACP is a charitable, not-for-profit organisation, which means our funds are used to maintain and develop the organisation for the benefit of our members and the communities in which we are active. The objectives of BACP are to promote and provide education and training for counsellors and/or psychotherapists working in either professional or voluntary settings, whether full or part time, with a view to raising the standards of the counselling professions for the benefit of the community and in particular for those who are the recipients of counselling and/or psychotherapy. The second objective is to inform and educate the public about the contribution that the counselling professions can make generally and particularly in meeting the needs of those whose participation and development in society is impaired by physical or psychological health needs or disability.

The Association has the power to do anything which is calculated to further its objectives or is conducive or incidental to doing so. Our income comes principally from membership subscriptions, income from the trading subsidiary, BACP Enterprises Ltd, and Therapist directory fees.

The related party transactions are disclosed in Note 17 to these financial statements.

Governance

The BACP Board of Governors currently consists of seven Governors. Our Governors are elected, appointed or co-opted to oversee our strategic direction and the management of the Association. The Board is accountable for providing strong leadership, ensuring we achieve our strategic objectives, determining priorities, ensuring performance and managing risk and accountability, viability and sustainability.

The Board of Governors shall consist of up to a maximum of seven Governors elected by our members, up to a maximum of five Governors appointed by the Board, and up to a maximum of two co-opted Governors at any time by the Board. The Board appoints the Chair and the Deputy Chair from the elected Governors. The Board convenes at least four times each year.

Governors serve for an initial term of four years, and may be re-elected or re-appointed for a further four years of service. No Governor (whether elected or appointed) may serve for a period exceeding eight consecutive years without a two-year break. Appointed Governors are allowed to be re-appointed for a further one calendar year maximum if the Board of Governors resolves by at least a three-quarters majority vote of the Governors present and voting. Elected and appointed Governors will be announced at, and terms of office will commence from, the Annual General Meeting. The AGM takes place between September and December each year.

Below is a list of our Governors during the year, along with the committees they were members of:

Governor	Period of Office	Governance Committee role
Natalie Bailey Chair	Elected 24/11/16 Appointed Chair 7/11/19 re-appointed Chair 26/4/23 Removed as Chair 9/06/25 Removed as Governor 25/07/25	Governor (removed 25/07/25)
Sekinat Adima Deputy Chair	Elected 4/12/20 Deputy Chair 18/04/24 Removed as Deputy Chair 25/07/25	Governor (removed 25/09/25)
Ian Jones Senior Independent Trustee	Appointed 2/11/23 Resigned 8/10/24	Governance, Remuneration and Nominations Committee – Chair (resigned 8/10/24)
Marc Leppard	Appointed 2/11/23 Resigned 25/10/24	Public Protection Committee – Chair (resigned 25/10/24)
Josephine Bey	Elected 2/11/23	Governor
Dr Charlotte Venkatraman	Elected 2/11/23 Resigned 20/09/24	Research Committee – Interim Chair (resigned 20/09/24)
Punam Farmah	Elected 5/11/21 Resigned 20/06/25	Member of Governance, Remuneration and Nominations Committee (resigned 11/12/24)
Ewan Irvine	Elected 11/11/22	Governor
Emma Farrell	Elected 2/11/23	Governor
David Chenery	Appointed 21/06/24	Finance, Risk, Audit, Policy and Performance Committee – Chair (from 21/06/24)
Emily Garvie	Appointed 1/05/25	Governance, Remuneration and Nominations Committee – Chair (from 1/05/25)
William Llorel-Antoine	Appointed 1/05/25	Governor

All elected Governors must be BACP members. Appointments to the Board are made to provide the skills and expertise considered necessary to achieve our strategic aims.

On appointment each Governor completes a register of interests and a confidentiality agreement, and undertakes a comprehensive induction with emphasis placed on the legal status and the responsibility of a Trustee.

They are provided with an induction pack that includes the Articles of Association, Standing Orders of the Association, policies and procedures on issues relevant to the role, alongside best practice guides.

This is updated as required throughout the year and updates are provided to the Trustees and their training needs are regularly assessed and met.

During the latter part of the financial year, we commissioned an independent forensic audit into concerns that came to light from internal financial control systems.

This audit revealed instances where remuneration and expense claims by our Chair exceeded what was permitted, undermining expectations of ethical, accountable, and responsible leadership. Some of these findings also related to our Deputy Chair.

In light of this information, we took decisive action that included removing the Chair and Deputy Chair from those offices, removing the Chair from the Board, and requesting repayment of funds from the Chair back to the charity.

Throughout the process of making these decisions, we've been in regular contact with the Charity Commission and sought extensive external legal and governance advice.

We've also informed the Professional Standards Authority and Companies House of these actions.

Our focus is now firmly upon the future and aligning expectations and behaviours with the governance framework and financial controls that are there to support good practice.

The Board of Governors oversees the business of the Association. The Board's delegated Committees are:

1. The Finance, Risk, Audit, Policy and Performance (FRAPP) Committee
2. The Public Protection Committee (PPC)
3. The Research Committee (RC)
4. The Governance, Remuneration and Nominations (GRaN) Committee

The Finance, Risk, Audit, Policy and Performance (FRAPP) Committee

The scope of the FRAPP Committee includes:

- Responsibility for ensuring the strategic directions set by the Board around finance, audit, risk, policy, and performance is monitored and maintained by the organisation.
- Delegated responsibility for monitoring the financial strategy of BACP including procedures, policies and plans and ensuring compliance with appropriate regulations.
- Monitoring the risk and internal audit processes at BACP.
- Review the organisational policies and procedures and monitor the performance of the organisation.

The membership of FRAPP:

- David Chenery, Chair of the FRAPP Committee and Governor (from 21/06/24)
- William Llorel-Antoine, Committee Member (resigned 1/05/25)
- David Weir, Committee Member
- Jieren Meng, Committee Member (resigned 1/05/25)
- Paul Casson, Committee Member (from 13/02/25)

The Public Protection Committee (PPC)

The scope of the PPC Committee includes:

- Responsibility for developing, informing and monitoring the BACP public protection strategy and the development of the BACP Register and professional conduct functions.
- Setting the strategic direction for the Register and professional conduct process.
- Oversight of quality assurance on professional conduct and register activities.

The membership of PPC:

- Marc Leppard, Chair of PPC and Governor (resigned 25/10/24)
- Philip Matthews, Committee Member (resigned 6/12/24)
- Ciaran Doyle, Committee Member
- Leon White, Committee Member
- Dr Paul Taylor, Committee Member
- Lynette Harborne (from 13/02/25)
- Pippa Menzies (from 13/02/25)

Description of principal risks and uncertainties

The Research Committee (RC)

The scope of the Research Committee includes:

- Responsibility for developing, informing and monitoring the BACP research strategy.
- Overseeing research policies and plans and approving and reviewing research projects, including quality assurance.
- Oversight of the Grants Peer Review Panel’s decisions.

The membership of RC:

- Dr Charlotte Venkatraman, Interim Chair of Research Committee and Governor (resigned 20/09/24)
- Dr Scarlett Brown, Committee Member
- Dr Nicholas Cook, Committee Member
- Professor Naomi Moller, Committee Member

The Governance, Remuneration and Nominations (GRaN) Committee

The scope of the GRaN Committee includes:

- Developing, implementing and monitoring the governance framework of BACP. This includes oversight of the nominations, performance and effectiveness reviews of the Board and its Committees.
- Ensuring appointments to the Board and its Committees are subject to a formal, rigorous, and transparent procedure and an effective succession plan is maintained for the Board, its Committees and senior leadership.
- Overseeing the process for resolving Board disputes or disciplinarys and, where appropriate, engaging with independent consultants or reviewers as and when necessary.
- Oversight of the recruitment, remuneration and performance of the CEO and Senior Leadership Team.

The membership of GRaN:

- Ian Jones, Chair of GRaN Committee and Governor (resigned 8/10/24)
- Emily Garvie, Chair of GRaN Committee and Governor (from 1/05/25)
- Punam Farmah, Committee Member (resigned 11/12/24) and Governor (resigned 20/06/25)
- Vicki Badham, Committee Member
- Hugh Look, Committee Member (resigned 5/12/24)
- Jamie Kinlochan (from 13/02/25, resigned 9/08/26)

The Board of Governors, supported by the Finance, Risk, Audit, Policy, and Performance (FRAPP) Committee, carries out an assessment of the strategic and financial risks facing BACP. We then review the policies, procedures, and reporting regimes, and amend them if needed, to manage and reduce the identified risks. Our risk framework identifies our risk appetite within seven themes:

Key projects: Delivery on time, on budget and to scope is vital to our long-term success. BACP will have a cautious appetite to this risk, subject to continued application of controls.

ICT and security: BACP will have a cautious approach to any risks that could impact or influence all aspects of the digital space.

Membership and professionalism: Maintaining stakeholder trust and confidence is core to our purpose. BACP shall be open to any opportunity that may influence confidence and trust considering all potential options and their benefits, subject to controls.

Funding and finance: Financial sustainability depends on accountability and transparency while maximising opportunities to improve. BACP’s risk appetite will be open, accepting risks of innovation, providing controls are appropriate and effective.

Recruitment and retention: BACP will have an open appetite. We are keen to innovate, create an environment to grow our people, developing strategies to excite and retain the right staff while boosting our specialist capability and culture.

Collaboration: BACP will consider partnerships or sustainable growth opportunities. Our risk appetite is open, as we are willing to consider all potential options, ensuring risk is considered and accepted in line with our risk appetite.

Governance and legal: BACP will have a minimal appetite to risks threatening the integrity of our internal control arrangements, understanding any such risk could affect compliance, legality, resources and the confidence and trust of stakeholders.

The Board has delegated clear lines of authority to our senior leadership team, who review the Risk Register every month, assessing risk in terms of likelihood and impact, and recording mitigation and control strategies in place.

The Board has collective responsibility for monitoring internal strategic and financial controls. Detailed oversight of financial controls is delegated to the FRAPP Committee, which reports on current and mitigated risks to the Board of Governors. If a mitigation process requires financial investment, it is held to account through this process.

Our Governors have assessed the charity by reviewing budgets, plans, internal risks and those arising in the external environment for the forthcoming year. Our Governors are satisfied that there are no material uncertainties around the continuing relevance of the charity or its ability to continue.

Review of BACP’s financial position

Review of business

The Consolidated Statement of Financial Activities and Consolidated Balance Sheet show the results of our operations for the 12 months from 1 April 2024 to 31st March 2025. BACP remains in a healthy financial position in line with our reserves policy. This financial position allows us to undertake and support a broad range of activities in relation to our charitable objectives.

Income

Total income for the year to March 2025 was £14,257k (up 8%) compared to £13,237k in 2023/24.

Membership subscriptions continue to be the primary source of income £11,718k in 2024/25 (£10,494k in 2023/24) accounting for 82% of total income. The trustees recognise that the charity’s reliance on this primary source of income makes the charity vulnerable to unforeseen fluctuations in membership. In response to this, ensuring financial sustainability is a specific strategic aim within BACP’s five year strategy.

Other sources of income performed well during the year with income from investments increasing by 25% from £257k in 2023/24 to £321k in 2024/25, and income from our trading activities increasing by 1% from £796k to £802k. Although income from our trading subsidiary is only 6% of total income, it is important to the financial sustainability of our trading subsidiary, BACP Enterprises Ltd.

Expenditure

Total expenditure for the year to March 25 was £13,218k (up 7%) compared to £12,391k in 2023/24.

The majority of our ongoing expenditure continues to be incurred directly on charitable activities with £12,364k, 94% of total expenditure allocated to activities in pursuance of our charitable objectives. This is a 7% increase on the previous year figure of £11,544k.

As a result of the re-phasing of some activity into future years, BACP ended the year with a surplus of £983k, (£980k in 2023/24). This surplus has been taken to reserves and will be utilised in future years.

Balance Sheet

BACP’s balance sheet reflects a strong financial position. The net assets of the Association stand at £9,735k – an increase of £983k, 11% on the previous year figure of £8,752k.

The increase in net assets is driven by an increase in current assets, from £9,758k to £11,684k, an increase of £1,926k. The cash balance reduced slightly as additional funds were invested in the notice account.

The value of current creditors has increased by £887k, 13%, to £7,723k (2023/24 - £6,836k). The largest element of creditors relates to membership subscriptions received in advance - £6,617k at end March 25, compared to £5,945k at end March 24.

Reserves policy

The Board of Governors reviews the reserves policy annually. In June 2024 the Board agreed the policy of free reserves being at a level to allow for future unanticipated fluctuations in income and expenditure, identified risks and to cover core services for six months. This is currently estimated at £6.6million.

At 31st March 2024 the level of the charity’s free reserves was:

General unrestricted funds	£8,757,223
Less:	
Tangible and Intangible fixed assets	£2,622,637
Capital commitments	£0
Identified risks	£0
Free reserves	£6,134,586

The level of free reserves at £6.1m is considered to be within an acceptable range of the policy.

Investment policy and performance

Kleinwort Hambros Private Bank Limited (KHPB) provides discretionary investment management services of the investment portfolio. KHPB Ltd is regulated by the Financial Conduct Authority and is a member of the London Stock Exchange.

Kleinwort Hambros manage the ethical investment portfolio in line with our policy on ethical investment. The investment objectives criterion is based on maximum total gross return. This is achieved by generating growth through capital appreciation in the value of shares and the reinvestment of income as generated from dividends, while complying with our policy on ethical investment.

The investment portfolio paid out dividends of £93k during the year – consistent with the prior year. There was a small unrealised loss of £56k during the year, compared to an unrealised gain of £135k in 2023/24.

The details of the movement on the investments are set out in note 12 to the financial statements.

Officers’ insurance

The company has Officers’ Liability insurance in place. This insurance indemnified any officer against a liability arising as a result of individual negligence up to an aggregate liability of £1 million. The cost of this insurance amounted to £2,897 (2023/24 - £3,172).

On behalf of the Board of Governors



David Chenery
Governor and Chair of the FRAPP Committee

Date: 25th September 2025

Streamline energy and carbon reporting (SECR)

Introduction to SECR

This section of our Annual Review covers the energy and carbon reporting for the financial year 2024/25. The contents have been written in accordance with the best practice guide for Streamlined Energy and Carbon Reporting (SECR), released in April 2019, and to the best of our knowledge, the information included is correct.

We have worked with TEAM (Energy Auditing Agency Ltd) to complete this report, providing the energy data for our operations during the financial year 2024/25. Included in our UK energy use are Scope 1, 2 and 3 emissions, an energy intensity ratio, and comparative prior year data.

Background to SECR

The Companies Act 2006 (Strategic Report and Directors’ Report) Regulations 2013 introduced changes to require quoted companies to report their annual emissions and an intensity ratio in their Directors’ Report.

The 2018 Regulations bring in additional disclosure requirements for quoted companies and introduced requirements for large unquoted companies and limited liability partnerships to disclose their annual energy use and greenhouse gas emissions, and related information.

Aims of SECR

- Increase awareness of energy consumption and carbon emissions within large and quoted organisations, including enhanced visibility to key decision makers;
- Create more of a level playing field among large organisations, in terms of energy and emissions reporting;
- Ensure administrative burdens associated with energy and emissions reporting are proportionate and broadly aligned to the existing energy reporting requirements and the business reporting framework;
- Provide organisations in scope with the right data to inform adoption of energy efficiency measures and opportunities to reduce their impact on climate change; and
- Provide greater transparency for investors, and other stakeholders, on business energy efficiency and low carbon readiness.

UK energy use and emissions

UK energy use

The Association does not fall under the qualification criteria for SECR reporting, however we have chosen to report on a voluntary basis. As such, we will report on our UK emissions and the associated greenhouse gas emissions calculated from UK energy use. The energy use reported on is that consumed by the Association in our two offices located in Leicestershire.

The time period the data covers is aligned with the financial year 2024 to 2025 running from April 2024 to the end of March 2025.

Energy consumption

The Association’s energy consumption is shown in Table 1 below. The energy consumption is reported under two categories. The first category outlines the consumption of electricity at our offices and sites. The second category outlines the consumption of fuel that we are responsible for purchasing.

Energy consumption category	Total (kWh per annum)
Consumption of electricity purchased	113,788
Consumption of fuel purchased	45,623
Total	159,411

Table 1 – Energy consumption annual totals for BACP

UK emissions

Emissions included in scope of SECR

Scope 1 emissions include emissions that are derived from activities owned or controlled by the Association. As such, they are direct emissions. For the Association this would include emissions from any mains gas used for heating offices; however, there is no gas usage associated with our two current offices.

Scope 2 emissions include emissions released into the atmosphere associated with the consumption of purchased electricity, heat, steam, and cooling. These are indirect emissions which are a consequence of the Association’s activities but occur at sources we do not own or control. For the Association this includes the electricity purchased for use at our office sites.

Scope 3 emissions are a consequence of the Associations actions, which occur at sources which we do not own or control, and which are not classed as Scope 2 emissions. For the Association these include the emissions produced from grey-fleet usage.

Emissions

The Association’s carbon emissions are shown in Table 2 below. The energy consumption is reported under Scope 2 and Scope 3. The table only includes the emissions that are mandatory under SECR.

Emissions category and scope	Total (tCO2e per annum)
Emissions from purchased electricity (Scope 2)	23.56
Emissions from grey fleet (Scope 3)	11.01
Total carbon emissions	34.57

Table 2 – Carbon emissions for BACP by Scope

Comparisons

Comparisons

The guide of best practice for the new Streamlined Energy and Carbon Reporting Framework details that we must provide the energy use and emissions figures for the previous financial year by way of comparison.

Table 3 shows the percentage change for each consumption and emissions category from the financial year 2023 to 2024 to the financial year 2024 to 2025. As shown our overall emissions have decreased by 2.62% between this reporting year and the previous reporting year. Our emissions from transport has increased by 8.16% this year, but this increase has slowed considerably compared to previous years. There has been a small decrease in our emissions from purchased electricity of 6.88%.

	Current reporting year 2024/25	Previous reporting year 2023/24	Percentage change
UK and offshore (mandatory)			
Total energy consumption (kWh)	159,411	164,175	-2.90%
Energy consumption for natural gas (kWh)	0	0	0
Energy consumption for electricity (kWh)	113,788	121,994	-6.73%
Energy consumption for transport (kWh)	45,623	42,181	8.16%
Emissions from combustion of natural gas (Scope 1) (tCO2e)	0	0	0
Emissions from purchased electricity (Scope 2) (tCO2e)	23.56	25.30	-6.88%
Emissions from business travel in rental cars or employee-owned vehicles where the company is responsible for purchasing the fuel (Scope 3) (tCO2e)	11.01	10.20	7.94%
Total emissions (tCO2e)	34.57	35.50	-2.62%
Full-time equivalent	146	147	0.68%
Intensity ratio (tCO2e/FTE)	0.24	0.24	0%

Table 3 – Comparison table

Intensity ratio

We are required to provide emissions figures in the form of at least one intensity ratio. An intensity ratio compares emissions data with an appropriate business metric or financial indicator. Under the new Streamlined Energy and Carbon Reporting Framework, companies can decide upon the most appropriate intensity ratio to ensure it is relevant to our business operations and sector.

The Associations intensity ratio is tCO2e per full-time equivalent member of staff (FTE):

Full-time equivalent member of staff – 146

Intensity Ratio – 0.24 tCO2e per FTE

Methodology

Carbon Emission Factors used in calculations are the 'Government conversion factors for company reporting of greenhouse gas emissions'.

Annual factors for 2024 published on 08/07/2024 have been used in the calculations of carbon emissions for this report.

In line with the scope of the SECR report, the data from the sources listed were categorised into Scope 1, Scope 2, and Scope 3 emissions.

Scope 2 - Indirect emission Data calculation

Electricity consumption data for the year was supplied for the offices and was converted into carbon dioxide emissions (t/CO2e) via the UK electricity conversion factor from the UK Government Conversion Factors for Company Report, published by the Department for Energy, Security and Net Zero.

Scope 3 – Other indirect Emission Data Calculation

Mileage data for the year was provided through claims made by employees and volunteers using their own cars for business purposes. These mileage figures were converted into carbon dioxide emissions (t/CO2e) via the relevant mileage conversion factor from the UK Government Conversion Factors for Company Reporting, published by the UK Department for Business, Energy, and Industrial Strategy.

Energy efficiency actions

No energy efficiency action has been carried out during the financial year 2024 to 2025.

Summary table of SECR consumption and emissions data

	Current reporting year 2024/25	Previous reporting year 2023/24	Percentage change
UK and offshore (mandatory)			
Total energy consumption (kWh)	159,411	164,175	-2.90%
Emissions from combustion of natural gas (Scope 1) (tCO2e)	0	0	N/A
Emissions from purchased electricity (Scope 2) (tCO2e)	23.56	25.30	-6.88%
Emissions from business travel in rental cars or employee-owned vehicles where the company is responsible for purchasing the fuel (Scope 3) (tCO2e)	11.01	10.20	7.94%
Total emissions (tCO2e)	34.57	35.50	-2.62%
Intensity ratio (tCO2e/FTE)	0.24	0.24	0%

Table 4 – Summary table of consumption and emissions data

Statement of Trustees' responsibilities

The Governors, who are also the directors of BACP (for the purposes of company law), are responsible for preparing the Annual Review, including the Strategic Report, and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In preparing these financial statements, the Board of Governors is required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities Statements of Recommended Practice
- make judgments 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 company and group will continue in business.

The Board of Governors is responsible for keeping adequate accounting records, that are sufficient to explain the group and charitable company transactions, and disclose with reasonable accuracy at any time the financial position of the group and charitable company, and to enable the Board to ensure that the financial statements comply with the Companies Act 2006.

The Board of Governors is also responsible for safeguarding the assets of the company and the group, and for taking reasonable steps to prevent and detect fraud and other irregularities.

The Governors 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.

More information about how our Association is governed can be found in our Articles of Association and our Standing Orders.

Statement as to disclosure of information to auditors

As far as the Board of Governors is aware, there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the company's auditors are unaware, and each Governor has taken all the steps that he or she ought to have taken as a Governor to make himself or herself aware of any relevant audit information and to establish that the group's auditors are aware of that information.

Management and staffing

Our Chief Executive, Dr Phil James, is responsible for planning and developing our services and strategies, within clear policies and protocols set by the Board. Our Chief Executive reports to the Board of Governors, via the Finance, Risk, Audit, Policy and Performance (FRAPP) Committee on the financial position of the company, including the actual performance compared to the budget. Management Accounts are received monthly and reviewed quarterly by the Board and regularly by the FRAPP Committee. At our AGM in November 2024, RSM UK Audit LLP was reappointed as the Association's auditors for 2024 to 2025.

The Board approves the Association's salary policy and procedure. Salaries are benchmarked against similar posts in the sector and geographical area.

Our staff team is recruited and supported to provide the skills and expertise needed to operate our organisation successfully.

Membership of BACP

We offer the categories of membership listed below. The members of these categories are also members of the company and have full voting rights:

- Student Member
- Individual Member
- Registered Member (MBACP)
- Registered Accredited Member (MBACP Accred)
- Registered Senior Accredited Member (MBACP Snr Accred)
- Retired Member
- Organisational Member

Volunteers

We're hugely grateful to the many volunteers who support us by serving on our divisions, committees, expert reference groups, forums, working groups and as peer reviewers and media spokespersons. Thank you for your continued and significant contribution to our success – your dedication, commitment, passion, and hard work allow us to better serve our members and stakeholders; to promote the counselling professions effectively and to support our vision: counselling changes lives.

On behalf of the Board of Governors



David Chenery
Governor and Chair of the FRAPP Committee

Date: 25th September 2025

Independent auditor’s report

To the members of the British Association for Counselling and Psychotherapy

Opinion

We have audited the financial statements of The British Association for Counselling and Psychotherapy (the ‘parent charitable company’) and its subsidiaries (the ‘group’) for the year ended 31 March 2025 which comprise the Consolidated Statement of Financial Activities (incorporating an income and expenditure account), the Consolidated and Charity Balance Sheets, the Consolidated Cash Flow Statements 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 group’s and the parent charitable company’s affairs as at 31 March 2025 and of the group’s 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We have been appointed auditors under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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 group and parent 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 governors’ 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 group’s or parent charitable company’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 governors 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 Report of the Governors other than the financial statements and our auditor’s report thereon. The governors are responsible for the other information contained within the Report of the Governors. 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 Governors’ Report, which includes the Directors’ Report and the Strategic Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors’ Report and the Strategic Report included within the Governors’ Report have 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 group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the Directors’ Report or the Strategic Report included within the Governors’ Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of governors’ remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Governors

As explained more fully in the Statement of Governors’ responsibilities set out on page xxx, the governors (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 governors 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 governors are responsible for assessing the group’s and parent 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 governors either intend to liquidate the group or parent 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.

The extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities are instances of non-compliance with laws and regulations. The objectives of our audit are to obtain sufficient appropriate audit evidence regarding compliance with laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, to perform audit procedures to help identify instances of non-compliance with other laws and regulations that may have a material effect on the financial statements, and to respond appropriately to identified or suspected non-compliance with laws and regulations identified during the audit.

In relation to fraud, the objectives of our audit are to identify and assess the risk of material misstatement of the financial statements due to fraud, to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud through designing and implementing appropriate responses and to respond appropriately to fraud or suspected fraud identified during the audit.

However, it is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, the group audit engagement team:

- obtained an understanding of the nature of the sector, including the legal and regulatory framework that the group and parent charitable company operate in and how the group and parent charitable company are complying with the legal and regulatory framework;
- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud;
- discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

As a result of these procedures we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, Charities SORP (FRS 102), Companies Act 2006, Charities Act 2011, the parent charitable company’s governing document and tax legislation. We performed audit procedures to detect non-compliances which may have a material impact on the financial statements which included reviewing the financial statements including the Governors’ Report, remaining alert to new or unusual transactions which may not be in accordance with the governing documents, inspecting correspondence with local tax authorities and evaluating advice received from internal and external advisors.

The most significant laws and regulations that have an indirect impact on the financial statements are those in relation to General Data Protection Regulation (GDPR). We performed audit procedures to inquire of management and those charged with governance whether the group is in compliance with these law and regulations and inspected correspondence with regulatory authorities.

The group audit engagement team identified the risk of management override of controls and income recognition as the areas where the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included but were not limited to testing manual journal entries and other adjustments, evaluating the business rationale in relation to significant, unusual transactions and transactions entered into outside the normal course of business and challenging judgments and estimates, using analytical techniques to test actual incoming resources to expected amounts (including a comparison with the prior year) and testing revenue around the end of the financial year.

A further description of our responsibilities for the audit of the financial statements is provided on the Financial Reporting Council’s website at <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.

RSM UK Audit LLP

GARETH JONES (Senior Statutory Auditor)

For and on behalf of RSM UK Audit LLP,
Statutory Auditor

Chartered Accountants

Rivermead House
7 Lewis Court
Grove Park
Leicester
Leicestershire
LE19 1SD

Date: 30 September 2025

RSM UK Audit LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

Consolidated statement of financial activities
(incorporating an income and expenditure account)
for the year ended 31 March 2025

		Unrestricted general funds £	Unrestricted designated funds £	Total 2025 £	Unrestricted general funds £	Unrestricted designated funds £	Total 2024 £
	Notes						
Income from:							
Donations		378	-	378	253	-	253
Charitable activities	3	13,117,109	-	13,117,109	12,161,865	-	12,161,865
Trading activities	6	801,848	-	801,848	796,240	-	796,240
Investment income	7	321,233	-	321,233	257,471	-	257,471
Other income		16,196	-	16,196	20,716	-	20,716
TOTAL INCOME		14,256,764	-	14,256,764	13,236,545	-	13,236,545
Expenditure on:							
Raising funds	7	52,018	-	52,018	49,651	-	49,651
Trading activities	6	801,707	-	801,707	797,807	-	797,807
Charitable activities	4	12,035,492	328,691	12,364,183	11,369,522	174,193	11,543,715
TOTAL EXPENDITURE		12,889,217	328,691	13,217,908	12,216,980	174,193	12,391,173
NET INCOME/(EXPENDITURE) BEFORE GAINS AND LOSSES ON INVESTMENTS		1,367,547	(328,691)	1,038,856	1,019,565	(174,193)	845,372
Net (loss)/Gain on investments	12	(55,626)	-	(55,626)	134,673	-	134,673
NET INCOME/(EXPENDITURE) FOR THE YEAR		1,311,921	(328,691)	983,230	1,154,238	(174,193)	980,045
Transfers between Funds		-	-	-	(500,000)	500,000	-
NET MOVEMENT IN FUNDS		1,311,921	(328,691)	983,230	654,238	325,807	980,045
Reconciliation of Funds:							
TOTAL Funds Brought Forward		7,510,302	1,241,412	8,751,714	6,856,064	915,605	7,771,669
TOTAL Funds Carried Forward	18	8,822,223	912,721	9,734,944	7,510,302	1,241,412	8,751,714

All of the above results are derived from continuing activities and all losses recognised in the year are included above.

'Unrealised profits on investments have been included in the statement of financial activities as required by the Statement of Recommended Practice 'Accounting and Reporting by Charities'.

Consolidated balance sheet
at 31 March 2025

REGISTERED COMPANY NUMBER: 02175320
(ENGLAND AND WALES)
REGISTERED CHARITY NUMBER: 298361

	Notes	2025 £	2025 £	2024 £	2024 £
FIXED ASSETS:					
Tangible assets	10	2,403,072		2,463,852	
Intangible assets	11	219,565		217,824	
Investments	12	3,151,279		3,148,455	
			5,773,916		5,830,131
CURRENT ASSETS:					
Debtors	13	3,311,537		2,914,096	
Fixed term and notice deposits		5,068,141		2,409,274	
Cash at bank and in hand		3,304,681		4,434,693	
		11,684,359		9,758,063	
CREDITORS: Amounts falling due within one year	14	7,723,330		6,836,480	
NET CURRENT ASSETS			3,961,028		2,921,583
NET ASSETS			9,734,944		8,751,714
UNRESTRICTED FUNDS:					
General income fund	18	8,757,223		7,445,302	
Designated funds	18	912,721		1,241,412	
Property revaluation reserve	18	65,000		65,000	
Total Unrestricted Funds			9,734,944		8,751,714
TOTAL FUNDS			9,734,944		8,751,714

On behalf of the Board of Governors



David Chenery
Governor and Chair of the FRAPP Committee

Approved by the Board of Governors on
25th September 2025

Balance sheet
at 31 March 2025

	Notes	2025 £	2025 £	2024 £	2024 £
FIXED ASSETS:					
Tangible assets	10	2,403,072		2,463,852	
Intangible assets	11	219,565		217,824	
Investments	12	3,151,279		3,148,455	
			5,773,916		5,830,131
CURRENT ASSETS:					
Debtors	13	3,750,633		2,952,094	
Fixed term and notice deposits		5,068,141		2,409,274	
Cash at bank and in hand		2,761,533		4,292,451	
		11,580,307		9,653,819	
CREDITORS: Amounts falling due within one year					
	14	7,618,854		6,731,669	
NET CURRENT ASSETS			3,961,453		2,922,150
NET ASSETS			9,735,369		8,752,281
UNRESTRICTED FUNDS:					
General income fund		8,757,648		7,445,869	
Designated Funds	18	912,721		1,241,412	
Property revaluation reserve	18	65,000		65,000	
Total Unrestricted Funds			9,735,369		8,752,281
TOTAL FUNDS			9,735,369		8,752,281

On behalf of the Board of Governors



David Chenery
Governor and Chair of the FRAPP Committee

Approved by the Board of Governors on
25th September 2025

Consolidated cashflow statement
for the year ended 31 March 2025

	2025 £	2024 £
Net cash provided by operating activities	1,443,335	916,972
Cash flows from investing activities:		
Dividends and interest from investments	321,233	257,471
Purchase of property and equipment	(42,265)	(20,472)
Purchase of intangible assets	(135,000)	(165,000)
Proceeds from sale of investments	236,364	128,537
Purchase of investments	(312,351)	(241,757)
Net cash used in investing activities	67,981	(41,221)
Change in cash and cash equivalents in the reporting period	1,511,318	875,751
Cash and cash equivalents at the beginning of the reporting period	6,931,206	6,055,455
Cash and cash equivalents at the end of the reporting period	8,442,524	6,931,206
Net movement in funds for the reporting period (as per the statement of financial activities)		
	983,230	980,045
Adjustments for:		
Depreciation	103,046	118,194
Amortisation	133,259	134,094
(Gains)/Losses on investments	55,626	(134,673)
Dividends and interest from investments	(321,233)	(257,471)
(Increase) in debtors	(397,440)	(141,084)
Increase in creditors	886,850	217,867
NET CASH PROVIDED BY (USED IN) OPERATING ACTIVITIES	1,443,337	916,972
Cash and cash equivalents at the end of the reporting period		
	8,442,527	6,931,206

	2025 £	2024 £
Cash in hand	3,304,681	4,434,693
Fixed term and notice deposits	5,068,141	2,409,274
Cash held in investments	69,705	87,239
Total cash and cash equivalents	8,442,527	6,931,206

Notes to the financial statements

For the year ended 31 March 2025

1. Accounting policies

a. Basis of accounting

The financial statements have been prepared under the historical cost convention as modified by the revaluation of listed investments and freehold property to market value and comply with United Kingdom Generally Accepted Accounting Principles and statement of Recommended Practice 'Accounting and Reporting by Charities' (SORP 2015 (FRS102)) effective January 2015. All figures are exclusive of value added tax.

b. Basis of consolidation

The group financial statements consolidate the financial statements of the company and its wholly owned subsidiary on a line by line basis. A separate Statement of Financial Activities, or Income and Expenditure Account, for the Charity itself is not presented because the Charity has taken advantage of the exemptions afforded by Section 408 of the Companies Act 2011.

c. Reduced Disclosures

The accordance with FRS 102, the Charity has taken advantage of the exemption from the following disclosure requirements:

Section 7 'Statement of Cash Flows' – Presentation of a Statement of Cash Flow and related notes and disclosures.

Section 33 'Related Party Disclosures' - Compensation for key management personnel (Charity only)

d. Key judgements and assumptions

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 actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

e. Going concern

The financial statements have been prepared on a going concern basis. The governors have carried out a detailed review of the group's position and its forecast at the date of signing the accounts, to the period ending March 2027. Considering this review, and with regard to the challenges presented by the current economic climate, the governors are satisfied that the group has sufficient cash flows to meet its liabilities as they fall due for at least one year from the date of approval of these financial statements. The governors consider that the company has adequate resources to enable it to continue in operational existence for the foreseeable future.

f. Fund accounting

General income funds are unrestricted funds which are available for use at the discretion of the Board of Governors 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 Board of Governors for particular purposes.

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. The Charity does not hold any restricted funds.

g. Incoming resources

Subscriptions are accounted for in the period in which the service is provided. All other income is included in the period in which it is receivable.

The value of services provided by volunteers has not been included.

All income from departments is treated as furthering the charity's objectives since it either relates to the membership of an accredited body to enhance the public's confidence or the sale of publications and training aids and facilities to improve the standard of counselling and psychotherapy in the UK.

h. Resources expended

Resources expended are included in the Statement of Financial Activities on an accruals basis.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories. Certain other costs, which are attributable to more than one activity, are apportioned across cost categories on the basis of an estimate of the proportion of time spent by staff on those activities.

Grants payable are charged to the statement of financial activities on an instalment basis and when the criteria for recognition in the SORP have been met.

i. Operating leases

Operating lease rentals are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

j. Pensions

The company contributes towards a group defined contribution pension scheme for employees. Contributions are charged to the Statement of Financial Activities in the period in which they are made.

k. Irrecoverable value added tax

As the membership subscriptions are exempt from value added tax, there is a restriction in the amount of input value added tax that the group is allowed to reclaim on its expenses.

l. Tangible fixed assets and depreciation

Tangible fixed assets costing more than £5,000 (2024: £5,000) are capitalised and included at cost together with any incidental costs of acquisition.

Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

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:

Freehold property	- straight line basis over 50 years
Computer equipment and accessories	- 33% per annum - straight line basis

m. Intangible assets and amortisation

Intangible assets consisting of direct costs associated with the build of a replacement membership database and website together with wider IT infrastructure upgrades are capitalised and included at cost.

Amortisation will be provided to write off the cost, less estimated residual value, of intangible assets, over their estimated useful lives, commencing when the asset comes into service, as follows:

Data and website costs	- 33% per annum - straight line basis
Purchased software	- 33% per annum - straight line basis

n. Investments

Listed investments are stated at market value on the balance sheet date.

Realised and unrealised gains and losses are included in the Statement of Financial Activities.

o. Debtors

Debtors are brought into the financial statements where there is a reasonable certainty of collection. They are valued at the actual amount that will be received where this can be ascertained, otherwise a pro-rata basis or best estimate valuation is used.

p. Cash at bank and in hand

Cash at bank and in hand comprises cash plus amounts held in fixed term and notice deposits.

q. Creditors and deferred income

Creditors are brought into the financial statements where there is a reasonable certainty that a liability exists. They are valued at the transaction price where ascertainable, otherwise a pro-rata basis or best estimate valuation is used.

Deferred income is provided to match advance payments for conferences, events, and advertising etc., to the period in which the service will be provided.

r. Financial instruments

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and are subsequently carried at amortisation cost using the effective interest method unless the arrangement constitutes a financing transaction, where the financial asset is measured at the present value of the future receipts discounted at a market rate of interest.

s. Termination Benefits

Termination benefits are recognised when the Association has communicated its plan of termination to the affected employees. The cost of all benefits to which employees are entitled to at the reporting date, but yet to be paid, are accrued in the financial statements.

2. Company status

The company is a company limited by guarantee. The company registration number is 02175320 (incorporated in the United Kingdom 8 October 1987), the charity registration number is 298361. BACP is a Public Benefit Entity under FRS 102.

The governing documents are the Articles of Association and the Standing Orders of the company, the members of the Board of Governors are Directors of the Company and Trustees under Charity Law.

The registered office is BACP House, 15 St John’s Business Park, Lutterworth, Leicestershire, LE17 4HB this also serves as the principal place of business.

All individual members guarantee an amount not to exceed £1 payable in the event of the company being wound up with a deficiency of net assets. At 31 March 2025 there were 73,528 members (2024-69,508).

3. Income from charitable activities

	2025 £	2024 £
Membership Subscriptions	11,717,580	10,493,871
Income from Publications	1,156,689	1,012,664
Accreditation	242,840	655,330
Total Group	13,117,109	12,161,865

4. Expenditure on charitable activities

	New Projects and programmes £	Representing the Profession £	Register £	Research £	Governance £	Designated £	2025 Total £	2024 Total £
STAFF COSTS								
Staff and Contractors	1,289,403	2,944,772	1,031,487	453,701	125,202	206,541	6,051,106	6,133,123
							6,051,106	6,133,123
OTHER DIRECT COSTS								
Annual General Meeting	-	-	-	-	52,046	-	52,046	67,351
Auditor's Remuneration	-	-	-	-	33,750	-	33,750	28,935
Bursaries	7,858	-	-	3,934	-	-	11,792	32,939
Committees, conferences & travel	8,664	116,657	4,973	18,527	34,083	1,709	184,614	154,196
Events	-	42,430	-	-	-	-	42,430	58,257
Grants*	-	-	-	21,275	-	114,892	136,167	28,356
Hearings	-	-	295,808	-	-	-	295,808	206,655
Information Technology	28,220	192,617	-	4,790	-	-	225,627	293,789
Journals & Publications	21,351	1,421,371	-	78,540	-	-	1,521,262	1,395,049
Operational costs	-	154,555	65,146	6,881	1,101	234	227,917	255,911
Professional Fees	-	14,543	85,218	-	78,774	1,500	180,035	127,716
Projects	30,300	274,772	166,874	-	-	2,549	474,495	375,464
Property Running Costs	-	-	-	-	-	-	-	466
Recruitment & Staff Costs	-	11,373	10,576	-	-	1,266	23,216	69,434
Research	-	-	-	4,030	-	-	4,030	5,795
TOTAL DIRECT COSTS	1,385,796	5,173,089	1,660,084	591,678	324,956	328,691	9,464,294	9,233,436
SUPPORT COSTS								
Staff & Contractors	226,858	844,109	271,759	96,859	-	-	1,439,585	926,940
Committees, conferences & travel	296	1,102	355	126	-	-	1,879	2,262
Information Technology	55,837	207,762	66,889	23,840	-	-	354,328	340,103
Operational costs	112,216	418,728	134,427	47,912	-	-	713,283	661,401
Professional Fees	11,943	44,439	14,307	5,099	-	-	75,788	54,763
Property Running Costs	16,361	60,876	19,599	6,985	-	-	103,821	120,723
Recruitment & Staff Costs	21,946	81,659	26,290	9,370	-	-	139,265	204,087
Restructuring	7,146	28,584	-	-	36,210	-	71,940	-
	452,603	1,687,259	533,626	190,191	36,210	-	2,899,889	2,310,279
Reallocation of Governance costs	51,111	190,795	61,228	21,822	-324,956	-	-	-
TOTAL SUPPORT AND GOVERNANCE COSTS	503,714	1,878,054	594,854	212,013	-288,746	-	2,899,889	2,310,279
TOTAL COSTS	1,889,510	7,051,143	2,254,937	803,692	36,210	328,691	12,364,183	11,543,715

*See Note 5

5. Grants payable

	2025 £	2024 £
Third Sector Grant Scheme	70,000	5,000
EDI Bursaries	44,892	23,356
Research Grants	21,275	-
Total	136,167	28,356

6. Activities of subsidiaries

The Charity has one subsidiary, BACP Enterprises Limited. It owns the entire share capital of 1,000 shares of £1 each in BACP Enterprises Limited, a company incorporated in the United Kingdom.

BACP Enterprises Limited (company registration number 1064190) was originally donated to the British Association for Counselling and Psychotherapy and therefore there is no cost of investment in the balance sheet of the British Association for Counselling and Psychotherapy. BACP Enterprises Limited deals with income raised from advertisements placed in the Therapy Today Journal (TT), Divisional journals produced by the British Association for Counselling and Psychotherapy, and member events. It is a trading subsidiary and gifts Net Profit to the parent company the British Association for Counselling and Psychotherapy.

	BACP Enterprises Limited 2025 £	BACP Enterprises Limited 2024 £
Turnover	801,848	796,240
Administrative expenses	(801,707)	(797,807)
Net profit	141	(1,567)
Amount gifted	-	-
Retained profit brought forward	(1,567)	-
Retained loss	(1,426)	(1,567)
The assets and liabilities of the subsidiary:		
Current assets	104,051	104,244
Creditors: amounts falling due within one year	(104,476)	(104,811)
Total net assets	(425)	(567)
Aggregate share capital and reserves	(425)	(567)

7. Investment income

	2025 £	2024 £
INVESTMENT INCOME		
Interest receivable	228,336	164,882
Dividends income	92,898	92,589
	321,233	257,471
Cost of raising funds:		
Fund management charges	52,018	49,651

8. Staff numbers and costs

	2025	2024
The average number of employees (including part-time staff) by activity during the year was:		
Support Services	19	18
New Projects and Programmes	24	26
Representing the Profession	60	60
Governance	2	4
BACP Registers	23	23
Research	9	7
Enterprises	8	9
	146	147

	2025	2024
The number of employees earning over £60,000 per annum was as follows:		
£60,001 - £70,000	3	2
£70,000 - £80,000	4	6
£80,000 - £90,000	2	2
£90,001 - £100,000	1	-
£100,001 - £110,000	2	1
£110,001 - £120,000	1	1
£140,001 - £150,000	1	-

Contributions to the pension scheme for higher paid employees amounted to £97,250 for the year (2024 - £70,444).

The total employee remuneration received during the year by the key management personnel active in the organisation at the balance sheet date was £1,128,961 (2024- £901,976).

Trustees' expenses, which include costs directly incurred by Trustees and amounts paid on their behalf, were £25,195 relating to 10 Trustees (2024 - 10 Trustees, £39,631).

Included within this amount is £526 claimed by the Chair in excess of BACP’s Business Expenses Policy.

	2025 £	2024 £
The aggregate payroll costs amounted to:		
Wages and salaries	6,341,845	5,764,766
Social security costs	625,739	572,758
Other pension costs	331,394	300,952
Death in service	44,919	36,730
	7,343,897	6,675,206

The above wages and salary costs include £71,940 relating to redundancy payments (2024 - £10,479).

9. Net income / (Expenditure) for the year

This is stated after charging:

	2025 £	2024 £
Depreciation of tangible assets	103,046	118,194
Amortisation of intangible assets	133,259	134,094
Operating lease rentals: equipment	7,590	6,382
Auditor's remuneration (excluding VAT):		
Audit	37,250	30,750
Other services	20,825	4,742

10. Tangible fixed assets (Group and Company)

	Computer equipment & accessories £	Freehold property £	Total £
Cost			
At 31st March 2024	254,263	2,482,500	2,736,763
Additions	42,265	-	42,265
At 31st March 2025	296,528	2,482,500	2,779,028
Depreciation			
At 31st March 2024	173,611	99,300	272,911
Charge for the year	53,396	49,650	103,046
At 31st March 2025	227,007	148,950	375,957
Net book value			
At 31 March 2025	69,521	2,333,550	2,403,072
At 31 March 2024	80,652	2,383,200	2,463,852

If the freehold properties had not been revalued then the historical cost would have been:

	2025 £	2024 £
Cost	2,884,476	2,884,476

The freehold properties, known as BACP House and Unit 3, were valued on an open market basis on 26th May 2022 by George and Company (Surveyors) Limited, Chartered Surveyors.

11. Intangible assets (Group and Company)

	Database & Website Costs £	Purchased Software £	Total £
Cost			
At 31st March 2024	938,334	35,461	973,795
Additions	135,000	-	135,000
At 31st March 2025	1,073,334	35,461	1,108,795
Amortisation			
At 31st March 2024	720,510	35,461	755,971
Charge for the year	133,259	-	133,259
At 31st March 2025	853,769	35,461	889,230
Net book value			
At 31 March 2025	219,565	-	219,565
At 31 March 2024	217,824	-	217,824

Amortisation has only been provided for assets in use. The amortisation charge is included within information technology in the SORP grid in note 4.

12. Investments (Group and Company)

	2025 £	2024 £
Market value		
Opening market value	3,061,206	2,813,313
Additions	312,351	241,757
Disposals at opening market value	(236,364)	(128,537)
	3,137,193	2,926,533
Unrealised profit/(loss) on investments	(55,628)	134,673
At 31 March 2025	3,081,565	3,061,206
Cash held by Investment Managers	69,705	87,239
	3,151,269	3,148,445
Shares in property management service company relating to freehold property in Lutterworth	10	10
	3,151,279	3,148,455

All the investments are held primarily to provide an investment return for the charity.

	2025 £	2024 £
Investments at market value comprised:		
Fixed interest securities	1,116,341	1,012,664
Equities	1,797,082	1,700,393
Alternatives	237,846	348,149
	3,151,269	3,061,206

13. Debtors

	The Group		The Company	
	2025 £	2024 £	2025 £	2024 £
Trade debtors	2,729,429	2,535,576	2,726,969	2,472,340
Amount owed from subsidiaries: – BACP Enterprises Limited	-	-	481,654	114,094
Other debtors	90,019	38,057	49,922	38,057
Prepayments	492,088	340,463	492,088	327,603
	3,311,537	2,914,096	3,750,633	2,952,094

14. Creditors: amounts falling due within one year

	The Group		The Company	
	2025 £	2024 £	2025 £	2024 £
Trade creditors	538,462	451,099	538,267	451,099
Social security and other taxes	143,591	146,531	101,800	95,312
Accruals	382,066	256,660	361,537	239,737
Deferred income	41,961	36,669	-	-
	1,106,080	890,959	1,001,604	786,148
Membership and United Kingdom register fees in advance	5,838,948	5,243,589	5,838,948	5,243,589
Other subscriptions received in advance	778,302	701,932	778,302	701,932
	7,723,330	6,836,480	7,618,854	6,731,669

Deferred income (Group and Company)

	The Group		The Company	
	2025 £	2024 £	2025 £	2024 £
Balance at the beginning of the year	36,669	37,504	-	-
Released to income during year	(36,669)	(37,504)	-	-
Amount deferred in the year	41,961	36,669	-	-
Balance at the end of the year	41,961	36,669	-	-

Deferred income relates to member events.

15. Operating lease commitments

At 31 March 2025 the company had total commitments under non-cancellable operating leases as follows:

	2025 £	2024 £
Less than 1 year	7,547	5,135
Between 1-5 years	13,755	-
	21,301	5,135

16. Movement in funds

a. Group

	General Income Fund £	Designated Fund £	Revaluation Reserve £	Total £
Funds as 1 April 2024	7,445,302	1,241,412	65,000	8,751,714
Income	14,256,765	-	-	14,256,765
Expenditure	(12,944,845)	(328,691)	-	(13,273,536)
Funds at 31 March 2025	8,757,222	912,721	65,000	9,734,943

b. Charity

	General Income Fund £	Designated Fund £	Revaluation Reserve £	Total £
Funds as 1 April 2024	7,445,869	1,241,412	65,000	8,752,281
Income	13,454,917	-	-	13,454,917
Expenditure	(12,944,845)	(328,691)	-	(12,471,829)
Funds at 31 March 2025	8,757,648	912,721	65,000	9,735,369

* Designated funds include £412,721 restricted for the delivery of the ED&I strategy, end date December 2026; £250,000 for research grants, end date December 2028 and £250,000 for strategic projects, end date December 2028.

17. Related parties

BACP Trustees are not remunerated, however, the Articles of Association set out the basis under which certain payments are allowed ensuring compliance with relevant sections of Companies Acts 2006, Charites Acts 2011 and including approval from the Charities Commission.

	2025 £	2024 £
N Bailey, (Chair 2024 / 25; removed as Chair 25/07/25)	13,000	23,724
S Admima (Deputy Chair from 18/04/24; removed as Deputy Chair 25/07/25)	2,833	-

During the period April 2022 to October 2023, additional invoices were submitted by the Chair to the Charity resulting in an overpayment of £9,950 over and above the remuneration policy. Reimbursement of the overpayment sum of £9,950 has been requested by the Board.

18. Analysis of group net assets between funds

a. Group

	General £	Designated £	Revaluation £	Total £
Tangible Assets	2,398,852	-	65,000	2,463,852
Intangible Assets	217,824	-	-	217,824
Investments	3,148,455	-	-	3,148,455
Net Current Assets	1,680,171	1,241,412	-	2,921,583
As at 31 March 2024	7,445,301	1,241,412	65,000	8,751,714

Tangible Assets	2,338,072	-	65,000	2,403,072
Intangible Assets	219,565	-	-	219,565
Investments	3,151,279	-	-	3,151,279
Net Current Assets	3,048,307	912,721	-	3,961,028
As at 31 March 2025	8,757,223	912,721	65,000	9,734,944

b. Charity

	General £	Designated £	Revaluation £	Total £
Tangible Assets	2,398,852	-	65,000	2,463,852
Intangible Assets	217,824	-	-	217,824
Investments	3,148,455	-	-	3,148,455
Net Current Assets	1,680,738	1,241,412	-	2,922,150
As at 31 March 2024	7,445,869	1,241,412	65,000	8,752,281

Tangible Assets	2,338,072	-	65,000	2,403,072
Intangible Assets	219,565	-	-	219,565
Investments	3,151,279	-	-	3,151,279
Net Current Assets	3,048,732	912,721	-	3,961,453
As at 31 March 2025	8,757,648	912,721	65,000	9,735,369

**British Association for
Counselling and Psychotherapy**

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Accounts

Annual review and financial statements **2023 to 2024**

**British Association for
Counselling and Psychotherapy**

15 St John's Business Park
Lutterworth, Leicestershire,
LE17 4HB

Contents

Welcome from the Chair	3
Welcome from the Chief Executive	4
Our philosophy	5
Our strategy	6
Our year in numbers	8
Key achievements	10
Reference and administrative details of the charity, its Trustees and advisers	12
Board of Governors report	14
Description of principal risks and uncertainties	19
Review of BACP’s financial position	20
Streamline energy and carbon reporting (SECR)	22
UK energy use and emissions	23
Comparisons	24
Statement of Trustees responsibilities	26
Independent auditor’s report	28
Consolidated statement of financial activities	34
Consolidated balance sheet	35
Balance sheet	36
Consolidated cashflow statement	37
Notes to financial statements	38

Annual review and financial statements 2023 to 2024

The British Association for Counselling and Psychotherapy is the professional association for members of the counselling professions in the UK.

As well as presenting our Annual review and financial statements, we’ve also taken this opportunity to outline some of our key achievements during 2023 to 2024.

Welcome from the Chair

The past year has marked the dawn of a new era for BACP as we launched our 2023 to 2028 strategy. It’s a vital step towards supporting more people and communities at a time when our professions have never been more needed. It builds on our successes and strengths, and works towards BACP becoming a positive force on the global stage for counselling, psychotherapy and coaching professionals.

This year’s annual review and financial statements is the first to reflect this bold agenda for change, and the six objectives which will guide our work for the next few years. This document, in particular, highlights the work done in ensuring financial and organisational sustainability.

BACP is a multifaceted membership organisation and professional body, and continues to be a thriving Association with more than 70,000 members. There is a lot we achieve – but always more that we can do. Our strategy includes a strong focus on BACP members whose work is the gold standard of therapy, on putting research front and centre, on embracing necessary digital technology and on fostering positive relationships with new stakeholders in the UK and internationally.

This year has not been without challenges. It’s crucial that we’re able to reflect on this period, take forward any learnings, and continue to build on the many the successes that we also celebrate within our organisation. I was delighted to read our first ever Year of impact report that we published in April. It was uplifting to read the powerful stories of people whose lives have been impacted by the work of our dedicated staff and members. I want to thank everyone who has contributed to these successes over the past year. Some of these stories are captured in the following pages of this annual review.

It was a great pleasure to welcome Dr Phil James as our CEO in December 2023. I and my fellow Board colleagues look forward to collaboratively working on our new strategy with, our Senior Leadership Team, staff, and volunteers, in service to our members.

Natalie Bailey
Chair, BACP Board of Governors



Welcome from the Chief Executive

When I joined BACP as CEO in December, I was immediately struck by the energy, dedication and passion that our staff and members have for their work. This has continued to shine through as I've got to know our team over the past few months, and through conversations with members in person or online.

I've seen first-hand how this translates into making a tangible difference in the lives of our members, the public and in the counselling and psychotherapy community.

I've also seen how this helps us make positive progress towards achieving our charitable objectives and strategic aims.

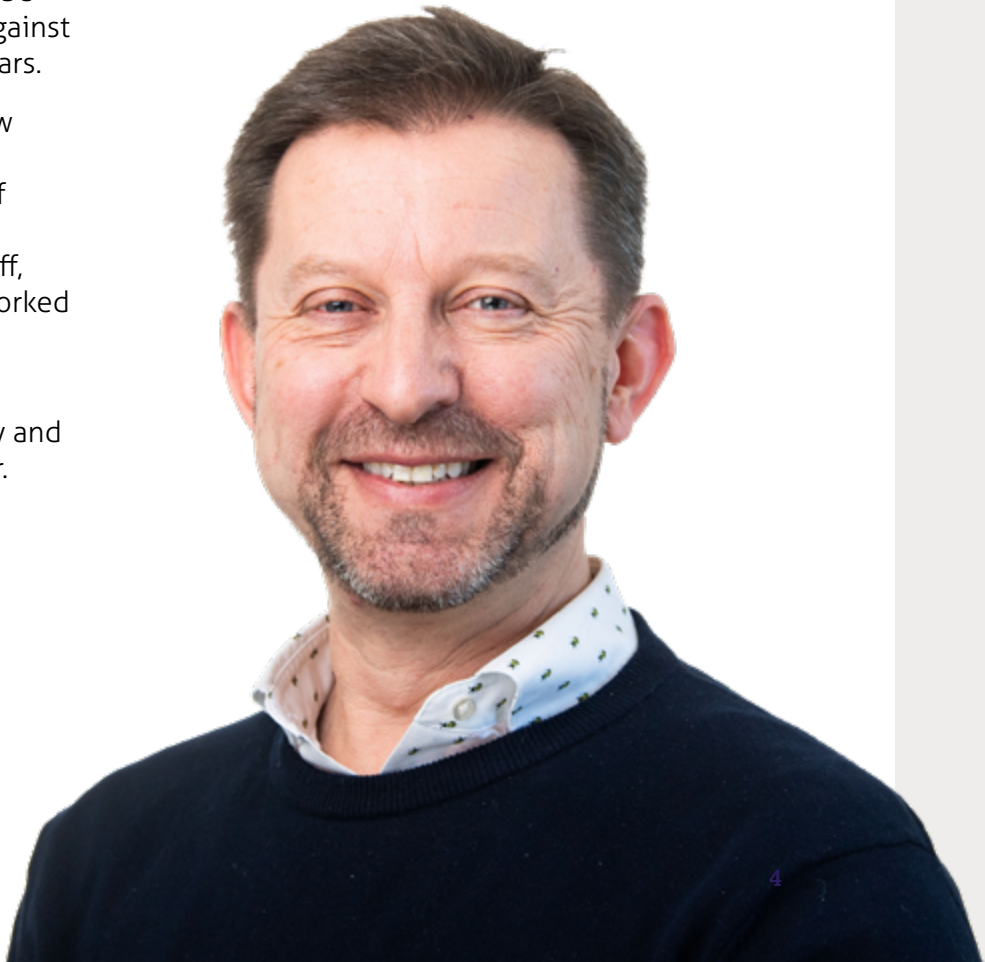
All of our work and objectives are rooted in our knowledge that counselling changes lives. This is the driving force that powers us. It's more important than ever before that we're working together as a combined community of practice to advance the profession for the benefit of the public we all serve.

We're a year into our new strategy, and we'll be talking more about the impact of our work against our strategic objectives over the next few years.

Of course, having only been at BACP for a few months, I can't take the credit for the work shared in this annual review, or in our Year of impact review that we published earlier this year. The credit must go to our incredible staff, members, Trustees and volunteers who've worked tirelessly throughout the year, sometimes in challenging circumstances.

It's been a privilege to start my BACP journey and I'm thrilled to see where we go next together.

Dr Phil James
CEO



Our philosophy

Counselling changes lives

Counselling changes not just the lives of individuals, but of families and communities.

Our desire for social justice determines everything we do, and guides our relationship with our members and the public, as well as commissioners and government. It's why we champion the counselling professions as a viable, and increasingly evidence-based choice for people. We know counselling works.

We're alongside our members throughout their careers and put them at the heart of what we do. We aim to understand their needs and support them in making a positive difference to the mental wellbeing of their clients.

We do this by promoting and facilitating research to produce trusted best practice, and by providing a robust framework to ensure the profession follows and adheres to the highest possible standards that protect individuals seeking therapy.

As a result, we help the general public, individuals and commissioners make better, more informed choices about the provision of counselling, and continue to raise the ethical and professional standards of the profession.

Charitable objectives

As a registered charity, our two key charitable objectives underpin our work, and we use our income and property to promote these aims.

These are the objectives that guide us in all of our activities, whether we're providing services to members, commissioning research or campaigning.

And they're the principles by which we measure our success.

Our charitable objectives are:

1. to promote and provide education and training for counsellors and psychotherapists working in either professional or voluntary settings, whether full or part time, with a view to raising the standards of the counselling professions for the benefit of the community and in particular for those who are the recipients of counselling or psychotherapy.
2. to inform and educate the public about the contribution that the counselling professions can make generally and particularly in meeting the needs of those whose participation and development in society is impaired by physical or psychological health needs or disability.

Our strategy

We launched our ambitious five-year strategy titled **Increasing Our Reach** in May 2023. It sets a bold agenda for change and improvement that will have a lasting, positive impact for our members, the profession and the public.

The six strategic aims are:



Our year in numbers



One in three people

have had counselling or psychotherapy at some point in their lives.

BACP/YouGov Public Perceptions Survey 2024



77%

of our members say we provide them with resources that support professional and ethical practice well.

BACP membership survey 2023

70%



of our members say we set standards well.

BACP membership survey 2023

We reached

7,978

delegates through 25 online events.



65,000

customer services enquiries were dealt with via phone and email.

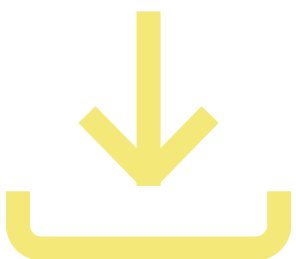
There were

1.1 billion

opportunities to see media coverage of BACP.



The *Ethical Framework* was downloaded **64,055** times during 2023 to 2024.



205,927

enquiries to members came through our Therapist Directory.

We were part of a coalition that helped secure

£7.9 million

Government funding for 24 early help support hubs for young people in England, with counselling a key part of the services.



Key achievements

This year we published our first ever Year of impact report, which highlights how the work of our members and staff has made a positive difference to the counselling professions.

Some of the key achievements from 2023 to 2024 were:

Ofsted guidance on adoption

- Adult adoptees, birth parents and adoptive parents will no longer face a major barrier to accessing therapy, following pressure from the counselling and psychotherapy sector and adoption charities. In December 2023, updated Ofsted guidance removed a previous requirement for those who provide adult adoption-related therapy in England to be registered with Ofsted. This followed a government consultation in 2023. Our evidence on why the legislation needed changing was referenced throughout the Government's consultation response. The change in legislation will significantly increase access to therapy and help more people at a time when they need it most.

School counselling

- We established a coalition in Northern Ireland calling on the country's political leaders to prioritise school counselling. The group, which published a report, involved representatives from a range of professional bodies and providers. It followed on from our campaigning on the Healthy Happy Minds programme, which closed in spring 2023. The coalition has gathered cross-party political support for primary school counselling, and we're optimistic that we can secure a commitment to re-establishing funding for this vital programme.



Race is complicated toolkit

- The Coalition for Inclusion and Anti-Oppressive Practice, of which we're a member, released its Race is complicated toolkit. The interactive PDF supports people involved with delivering psychological therapy training to be more comfortable in managing and working within racial and cultural diversity. The toolkit has been downloaded more than 1,500 times since its launch in November. The coalition is now encouraging senior leaders in training institutions, programme leaders and tutors to adopt the toolkit.

Media campaigns

- We launched two media campaigns which received national coverage – reaching an estimated 306 million people. "Anxiety is..." featured a collection of AI art generated from quotes describing people's real life anxiety symptoms, which were displayed near Waterloo Station. It aimed to raise awareness of the importance of seeking qualified support from a registered therapist. Our R.A.I.S.E. campaign helped people spot the symptoms of depression in men and encouraged them to access professional support. Our member Anthony Davis spoke about the R.A.I.S.E. campaign and its aims at a hearing of the Health and Social Care Select Committee.

Digital advertising

- Our digital adverts, on Google AdWords, social media and targeted websites, aim to raise awareness of BACP and counselling, and encourage those in need of support to contact our members. They were shown 8.9 million times and generated several thousand member enquiries through our Therapist Directory.

International collaboration

- We developed links with two journals owned by the American Counseling Association (ACA) and worked with them to curate a special joint virtual issue to coincide with the research conference. Articles were free to access for six months.

Private Practice conference

- Our annual hybrid Private Practice conference focused on anxiety. It featured a keynote presentation from Emmy van Deurzen on an existential perspective on anxiety, and another from Josh Fletcher, known to many on Instagram as Anxiety Josh. Nearly 200 people attended in person in London, with another 345 logging on virtually. Our post-event survey found that 93% of attendees said it made them more knowledgeable, and 89% said it inspired them.

Video content

- We uploaded 379 videos to our website including content for our live events, CPD hub and learning centre. The videos aim to support members with continued learning and development throughout their careers and to help keep their skills and knowledge up to date. Topics of videos included neurodiversity and counselling, working with obsessive compulsive disorder (OCD), and inclusion versus anti-oppressive practice. The videos received 125,455 views during the year, compared to 95,500 in 2022 when 362 videos were uploaded.

SCoPED transition

- The Scope of Practice and Education (SCoPED) framework is a ground-breaking shared standards framework that transparently sets out the core training, practice and competence requirements for counsellors and psychotherapists working with adults. In 2024, it took an important step forward with the opening of the transition period. During this time members can move between our membership categories, which are aligned to the standards of the SCoPED framework columns, where they have the relevant skills, training, knowledge and experience to do so. About 3,000 members booked to attend our webinar in September 2023 on the transition period mechanisms.

Good Practice in Action

- Our Good Practice in Action (GPiA) resources were downloaded more than 75,500 times, providing information and support to thousands of our members. Some 50 GPiAs have been created or updated during the year. GPiAs on working online, supervision, managing confidentiality, and safeguarding children and young people were among the most downloaded during the year.

Research published

- Our Research team presented 19 papers at conferences in the UK and internationally, and published six peer-reviewed journal articles and one book chapter. Article topics included university counselling, and the parents of children with mental health difficulties. We've also had six citations in policy documents and 67 media stories, largely from research featured in our Counselling and Psychotherapy Research journal.

Certificate of proficiency

- We supported 4,242 members in passing their certificate of proficiency (CoP) assessment and becoming eligible for registration. We developed case study material, helped members with their queries as they prepared and gave feedback on their results. The CoP is free for individual members if they book it within 24 months of starting their Individual membership, and for their first three attempts at taking it.

Complaints support

- We launched a service to give members who are going through the complaints process access to support from specially trained individuals. We know that this can be a distressing and challenging situation for members, and they have said they would value more support. While it's important all our staff remain impartial within the process, we recruited four practitioners who were trained to provide support sessions to members. Since November, members going through the complaints process have access to up to six, 30-minute sessions during a 12-month period.

Reference and administrative details of the charity, its Trustees and advisers For the year ended 31 March 2024

Board of Governors

Natalie Bailey: Chair
Sekinat Adima
Professor Kate Smith (Removed 5/10/23)
Punam Farmah
Alwyn Li (Resigned 22/03/24)
Ewan Irvine
Dr Charlotte Venkatraman (from 2/11/23)
Josephine Bey (from 2/11/23)
Emma Farrell (from 2/11/23)
Ian Jones (from 2/11/23)
Marc Leppard (from 2/11/23)
David Chenery (from 21/06/24)

President

Professor Lynne Gabriel OBE (from 1/04/23)

Vice Presidents

Professor Dame Sue Bailey
(term ended 16/11/23)
Luciana Berger (term ended 16/11/23)
Jabeer Butt OBE
Julia Samuel MBE (term ended 16/11/23)

Senior leadership team

Chief Executive:
Dr Phil James (started 14/12/23)
Interim Chief Executive:
Anna Daroy (Interim term ended on 23/11/23)
Chief Financial Officer:
Philippa Foster
Transformation and Digital Director:
Ben Kay (from 12/06/23)
HR Director:
Jamie Redmond (from 26/06/23)
Director of Professional Standards, Policy and Research:
Lisa Morrison Coulthard (from 4/12/23)

Charity registered numbers

BACP is a company limited by guarantee registered in England and Wales (company number 02175320)

BACP is also a registered charity (number 298361)

Principal office

BACP House, 15 St John’s Business Park,
Lutterworth, Leicestershire LE17 4HB

Independent auditors

RSM UK Audit LLP
Rivermead House
7 Lewis Court
Grove Park
Leicester LE19 1SD

Bankers

Lloyds Bank Plc
14 Church Street
Rugby CV21 3PL

Solicitors

Hill Dickinson LLP
No.1 St Paul’s Square
Liverpool
L3 9SJ

Russell-Cooke LLP
2 Putney Hill
London SW15 6AB

Trowers & Hamlins LLP
3 Bunhill Row
London EC1Y 8YZ

Investment managers

SG Kleinwort Hambros Bank Ltd
One Bank Street
Canary Wharf
London E14 4SG
United Kingdom

Board of Governors report

For the year ended 31 March 2024

The Board of Governors (the Board) presents its annual report together with the audited financial statements of the charity for the year 1 April 2023 to 31 March 2024.

The Board has adopted the provisions of the "Statement of Recommended Practice applicable to charities preparing its accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)" in preparing the annual report and financial statements of the charity.

Structure, governance, and accountability

Structure

BACP is a company limited by guarantee registered in England and Wales. BACP is a registered charity with the Charity Commission and incorporates BACP Enterprises Ltd, its wholly owned subsidiary.

BACP is a charitable, not-for-profit organisation, which means our funds are used to maintain and develop the organisation for the benefit of our members and the communities in which we are active. The objectives of BACP are to promote and provide education and training for counsellors and/or psychotherapists working in either professional or voluntary settings, whether full or part time, with a view to raising the standards of the counselling professions for the benefit of the community and in particular for those who are the recipients of counselling and/or psychotherapy. The second objective is to inform and educate the public about the contribution that the counselling professions can make generally and particularly in meeting the needs of those whose participation and development in society is impaired by physical or psychological health needs or disability.

The Association has the power to do anything which is calculated to further its objectives or is conducive or incidental to doing so. Our income comes principally from membership subscriptions, income from the trading subsidiary, BACP Enterprises Ltd, and Find a Therapist directory fees.

The related party transactions are disclosed in Note 17 to these financial statements.

Governance

The BACP Board of Governors currently consists of ten Governors. Our Governors are elected, appointed or co-opted to oversee our strategic direction and the management of the Association. Representing and accountable to our members, their role includes providing strong leadership, ensuring we achieve our strategic objectives, determining priorities, ensuring performance and managing risk and accountability, viability and sustainability.

The Board of Governors shall consist of up to a maximum of seven Governors elected by our members, up to a maximum of five Governors appointed by the Board, and up to a maximum of two co-opted Governors at any time by the Board. The Board appoints the Chair and the Deputy Chair from the elected Governors. The Board convenes at least four times each year.

Governors serve for an initial term of four years, and may be re-elected or re-appointed for a further four years of service. No Governor (whether elected or appointed) may serve for a period exceeding eight consecutive years without a two-year break. Appointed Governors are allowed to be re-appointed for a further one calendar year maximum if the Board of Governors resolves by at least a three-quarters majority vote of the Governors present and voting. Elected and appointed Governors will be announced at, and terms of office will commence from, the Annual General Meeting. The AGM takes place between September and December each year.

Below is a list of our Governors during the year, along with the committees they were members of:

Governor	Period of Office	Governance Committee role
Natalie Bailey Chair	Elected 24/11/16 Elected Chair 7/11/19 Re-elected Chair 26/4/23	Board Member
Ian Jones Senior Independent Trustee	Appointed 2/11/23	Governance, Remuneration and Nominations Committee – Chair (from 1/01/24)
Marc Leppard	Appointed 2/11/23	Public Protection Committee - Chair (from 2/11/23)
Josephine Bey	Elected 2/11/23	Board Member
Sekinat Adima	Elected 4/12/20	Board Member
Professor Kate Smith	Elected 4/12/20 Removed 5/10/23	Research Committee - Chair (removed 5/10/23)
Dr Charlotte Venkatraman	Elected 2/11/23	Research Committee – Interim Chair (from 19/01/24)
Punam Farmah	Elected 5/11/21	Member of Governance, Remuneration and Nomination Committee (Resigned as Interim Chair 1/01/24)
Alwyn Li	Appointed 3/05/22 Resigned 22/03/24	Finance, Risk, Audit, Policy, and Performance Committee – Chair (Resigned 22/03/24)
Ewan Irvine	Elected 11/11/22	Board Member
Emma Farrell	Elected 2/11/23	Board Member
David Chenery	Appointed 21/06/24	Finance, Risk, Audit, Policy and Performance Committee – Chair (from 21/06/24)

All elected Governors must be BACP members. Appointments to the Board are made to provide the skills and expertise considered necessary to achieve our strategic aims.

On appointment, each Governor completes a register of interests and a confidentiality agreement. Each member of the Board undertakes induction training, consisting of a comprehensive briefing by the Chair of the Board, the Chief Executive, and the Head of Governance, with emphasis placed on the legal status and the responsibility of a Trustee. Board members meet with the senior management team to understand the work of the Association as a whole.

They are provided with an induction pack that includes the Articles of Association, Standing Orders of the Association, policies and procedures on issues relevant to the role, alongside best practice guides.

This is updated as required throughout the year and updates are provided to the Trustees and their training needs are regularly assessed and met.

The Board of Governors oversees the business of the Association. The Board's delegated Committees are:

1. The Finance, Risk, Audit, Policy and Performance (FRAPP) Committee
2. The Public Protection Committee (PPC)
3. The Research Committee (RC)
4. The Governance, Remuneration and Nominations (GRaN) Committee

The Finance, Risk, Audit, Policy and Performance (FRAPP) Committee

The scope of the FRAPP Committee includes:

- Responsibility for ensuring the strategic directions set by the Board around finance, audit, risk, policy, and performance is monitored and maintained by the organisation.
- Delegated responsibility for monitoring the financial strategy of BACP including procedures, policies and plans and ensuring compliance with appropriate regulations.
- Monitoring the risk and internal audit processes at BACP.
- Review the organisational policies and procedures and monitor the performance of the organisation.

The membership of FRAPP:

- Alwyn Li, Chair of the FRAPP Committee and Board Member (Resigned 22/03/24)
- William Llorel-Antoine, Committee Member
- Emma Clarke, Committee Member (Resigned 30/10/23)
- Clair Jones, Committee Member (Resigned 17/08/23)
- David Weir, Committee Member
- Jieren Meng, Committee Member (from 12/10/23)
- David Chenery, Chair of the FRAPP Committee and Board Member (from 21/06/24)

The Public Protection Committee (PPC)

The scope of the PPC Committee includes:

- Responsibility for developing, informing and monitoring the BACP public protection strategy and the development of the BACP Register and professional conduct functions.
- Setting the strategic direction for the Register and professional conduct process.
- Oversight of quality assurance on professional conduct and register activities.

The membership of PPC:

- Velia Soames, Chair of the PPC Committee (Resigned 30/09/23)
- Marc Leppard, Chair of PPC (from 2/11/23)
- Humza Chaudhry, Committee Member (Resigned 17/03/24)
- Jo Burns, Committee Member (Resigned 7/09/23)
- Philip Matthews, Committee Member
- Mervyn Wynne-Jones, Committee Member (Resigned 29/11/23)
- Ciaran Doyle, Committee Member (from 22/09/23)
- Leon, White, Committee Member (from 22/09/23)
- Dr Paul Taylor, Committee Member (from 22/09/23)

The Research Committee (RC)

The scope of the Research Committee includes:

- Responsibility for developing, informing and monitoring the BACP research strategy.
- Overseeing research policies and plans and approving and reviewing research projects. including quality assurance.
- Oversight of the Grants Peer Review Panel's decisions.

The membership of RC:

- Dr Kate Smith, Chair of the Research Committee and Board Member (Removed 5/10/23)
- Dr Charlotte Venkatraman, Interim Chair of Research Committee (from 19/01/24)
- Dr Scarlett Brown, Committee Member
- Dr Nicholas Cook, Committee Member
- Dr Jeannette Roddy, Committee Member (Resigned 4/08/23)
- Professor Lynne Gabriel OBE (Resigned 31/01/23)
- Jeremy Sachs, Committee Member (Resigned 22/01/24)
- Professor Naomi Moller, Committee Member

The Governance, Remuneration and Nominations (GRaN) Committee

The scope of the GRaN Committee includes:

- Developing, implementing and monitoring the governance framework of BACP. This includes oversight of the nominations, performance and effectiveness reviews of the Board and its Committees.
- Ensuring appointments to the Board and its Committees are subject to a formal, rigorous, and transparent procedure and an effective succession plan is maintained for the Board, its Committees and senior leadership.
- Overseeing the process for resolving Board disputes or disciplinarys and, where appropriate, engaging with independent consultants or reviewers as and when necessary.
- Oversight of the recruitment, remuneration and performance of the CEO and Senior Leadership Team.

The membership of GRaN currently includes:

- Ian Jones, Chair of GRaN Committee (from 1/01/24)
- Punam Farmah, Interim Chair of GRaN Committee (from 27/01/23 to 1/01/24) and Board Member
- Sheila Edmund, Committee Member (Resigned 26/10/23)
- Vicki Badham, Committee Member (from 1/09/23)
- Hugh Look, Committee Member (from 30/11/23)

Description of principal risks and uncertainties

The Board of Governors, supported by the Finance, Risk, Audit, Policy, and Performance (FRAPP) Committee, carries out an assessment of the strategic, business, operational and financial risks facing BACP. We then review the policies, procedures, and reporting regimes, and amend them if needed, to manage and reduce the identified risks.

During the year, the Board updated its policy on risk management, identifying risk appetite within seven themes:

Key projects: Delivery on time, on budget and to scope is vital to our long-term success. BACP will have a cautious appetite to this risk, subject to continued application of controls.

ICT and security: BACP will have a cautious approach to any risks that could impact or influence all aspects of the digital space.

Membership and professionalism: Maintaining stakeholder trust and confidence is core to our purpose. BACP shall be open to any opportunity that may influence confidence and trust considering all potential options and their benefits, subject to controls.

Funding and finance: Financial sustainability depends on accountability and transparency while maximising opportunities to improve. BACP's risk appetite will be open, accepting risks of innovation, providing controls are appropriate and effective.

Recruitment and retention: BACP will have an open appetite. We are keen to innovate, create an environment to grow our people, developing strategies to excite and retain the right staff while boosting our specialist capability and culture.

Collaboration: BACP will consider partnerships or sustainable growth opportunities. Our risk appetite is open, as we are willing to consider all potential options, ensuring risk is considered and accepted in line with our risk appetite.

Governance and legal: BACP will have a minimal appetite to risks threatening the integrity of our internal control arrangements, understanding any such risk could affect compliance, legality, resources and the confidence and trust of stakeholders.

The Board has delegated clear lines of authority to our executive and senior leadership team, who review the Risk Register every month, assessing risk in terms of likelihood and impact, and recording mitigation and control strategies in place.

The Board, as a body, is together responsible for establishing, implementing, and monitoring the internal financial controls. Detailed oversight of financial controls is delegated to the FRAPP Committee, which reports on current and mitigated risks to the Board of Governors. If a mitigation process requires financial investment, it is held to account through this process.

Our Governors have assessed the charity by reviewing budgets, plans, financial and operational risks, and the external environment for the forthcoming year. Our Governors are satisfied that there are no material uncertainties around the continuing relevance of the charity or its ability to continue.

Review of BACP’s financial position

Review of business

The Consolidated Statement of Financial Activities and Consolidated Balance Sheet show the results of our operations for the 12 months from 1 April 2023 to 31st March 2024. We remain in a healthy financial position in line with our reserves policy. This financial position allows us to undertake and support a broad range of activities in relation to our charitable objectives.

The main source of income funding are membership subscriptions (79% of total income) and income from our trading subsidiary, BACP Enterprises Ltd (6%).

Total income for the year increased by £1,259,248 to £13,236,546 - an increase of 11%. The increase was principally driven by growth in membership numbers of 5%, from 66,056 to 69,508 resulting in membership subscription income increasing from £9,746,171 to £10,493,871, a growth of 8%. Overall, our income continues to support the costs required to deliver on our key objectives through representing the profession, developing research, the provision of journals, hosting conferences and events and professional standards.

Operating expenditure grew by £569,112 to £12,391,173, an increase of 5%, a lower growth than the prior year due to reduced cost for hearings, information technology and restructuring. The majority of our ongoing expenditure continues to be incurred directly on charitable activities with £11,543,715, or 93%, (2022/23 £11,042,507, 93%) of total expenditure allocated to activities in pursuance of our charitable objectives.

The net assets of the Association grew by 13% from £7,771,669 to £8,751,714. Tangible assets fell slightly whilst all classes of assets, intangible, debtors, cash and deposit holdings and the value of investments all increased (see following section). The value of creditors due within one-year increased, 3%, but at a lower rate than that of our assets.

Reserves policy

The Board of Governors reviews the Reserves policy annually. In June 2023 the Board agreed the policy of free reserves being at a level to allow for future unanticipated fluctuations in income and expenditure, identified risks, and to cover the estimated running cost of core services for six months. This is currently estimated at £6.6 million.

The Free Reserves for this purpose are the total reserves, less restricted and designated funds (to the extent that they have been committed), less tangible and intangible fixed assets and capital commitments, with the exception of administrative land and buildings, which are considered to be disposable.

At 31 March 2024 the level of the charity's free reserves was:

Total reserves:	£8,751,714
Less:	
Restricted funds	£0
Designated funds (that have been committed)	£1,241,412
Property revaluation reserve	£65,000
Tangible and Intangible fixed assets*	£298,476
Capital commitments	£0
Sub total	£7,146,826
Less identified risks	£0
Free reserves	£7,146,826

*excluding administrative land and buildings, which are considered to be disposable

The level of free reserves is in line with the reserves policy.

Investment policy and performance

Kleinwort Hambros Private Bank Limited (KHPB) provides discretionary investment management services of the investment portfolio. KHPB Ltd is regulated by the Financial Conduct Authority and is a member of the London Stock Exchange.

Kleinwort Hambros manage the ethical investment portfolio in line with our policy on ethical investment. The investment objectives criterion is based on maximum total gross return. This is achieved by generating growth through capital appreciation in the value of shares and the reinvestment of income as generated from dividends, while complying with our policy on ethical investment.

The investment portfolio paid out dividends of £92,588 (2022/23 £82,688) during the year. There was an unrealised gain of £134,673 during the year compared to an unrealised loss of £320,529 in 2022/23. The details of the movements on the investments for the year are set out in note 12 to the accounts.

Officers’ insurance

The company has Officers’ Liability Insurance in place. This insurance indemnifies any officer against a liability arising as a result of his or her negligence up to an aggregate liability of £1 million. The cost of this insurance amounted to £3,172 (2023 - £3,660) for the year.

On behalf of the Board of Governors



Natalie Bailey
Chair of the Board of Governors

Date: 20th September 2024

Streamline energy and carbon reporting (SECR)

Introduction to SECR

This section of our Annual review covers the energy and carbon reporting for the financial year 2023 to 2024. The contents have been written in accordance with the best practice guide for Streamlined Energy and Carbon Reporting (SECR), released in April 2019, and to the best of our knowledge, the information included is correct.

We have worked with Team (Energy Auditing Agency Ltd) to complete this report, providing the energy data for our operations during the financial year 2023 to 2024. Included in our UK energy use are Scope 1, 2 and 3 emissions, an energy intensity ratio, and a narrative commentary on the energy efficiency action we have taken in financial year 2023 to 2024.

Background to SECR

The Companies Act 2006 (Strategic Report and Directors’ Report) Regulations 2013 introduced changes to require quoted companies to report their annual emissions and an intensity ratio in their Directors’ Report.

The 2018 Regulations bring in additional disclosure requirements for quoted companies and introduced requirements for large unquoted companies and limited liability partnerships to disclose their annual energy use and greenhouse gas emissions, and related information.

Aims of SECR

- Increase awareness of energy consumption and carbon emissions within large and quoted organisations, including enhanced visibility to key decision makers.
- Create more of a level playing field among large organisations, in terms of energy and emissions reporting.
- Ensure administrative burdens associated with energy and emissions reporting are proportionate and broadly aligned to the existing energy reporting requirements and the business reporting framework.
- Provide organisations in scope with the right data to inform adoption of energy efficiency measures and opportunities to reduce their impact on climate change.
- Provide greater transparency for investors, and other stakeholders, on business energy efficiency and low carbon readiness.

UK energy use and emissions

UK energy use

The Association does not fall under the qualification criteria for SECR reporting, however we have chosen to report on a voluntary basis. As such, we will report on our UK emissions and the associated greenhouse gas emissions calculated from UK energy use. The energy use reported on is that consumed by the Association in our two offices located in Leicestershire.

The time period the data covers is aligned with the financial year 2023 to 2024 running from April 2023 to the end of March 2024.

Energy consumption

The Association’s energy consumption is shown in Table 1 below. The energy consumption is reported under two categories. The first category outlines the consumption of electricity at our offices and sites. The second category outlines the consumption of fuel that we are responsible for purchasing.

Energy consumption category	Total (kWh per annum)
Consumption of electricity purchased	121,994
Consumption of fuel purchased	42,181
Total	164,175

Table 1 – Energy consumption annual totals for BACP

UK emissions

Emissions included in scope of SECR

Scope 1 emissions include emissions that are derived from activities owned or controlled by the Association. As such, they are direct emissions. For the Association this would include emissions from any mains gas used for heating offices; however, there is no gas usage associated with our two current offices.

Scope 2 emissions include emissions released into the atmosphere associated with the consumption of purchased electricity, heat, steam, and cooling. These are indirect emissions which are a consequence of the Association’s activities but occur at sources we do not own or control. For the Association this includes the electricity purchased for use at our office sites.

Scope 3 emissions are a consequence of the Association's actions, which occur at sources which we do not own or control, and which are not classed as Scope 2 emissions. For the Association these include the emissions produced from grey-fleet usage.

Emissions

The Association’s carbon emissions are shown in Table 2 below. The energy consumption is reported under Scope 2 and Scope 3. The table only includes the emissions that are mandatory under SECR.

Emissions category and scope	Total (tCO2e per annum)
Emissions from purchased electricity (Scope 2)	25.3
Emissions from grey fleet (Scope 3)	10.2
Total carbon emissions	35.5

Table 2 – Carbon emissions for BACP by Scope

Comparisons

Comparisons

The guide of best practice for the new Streamlined Energy and Carbon Reporting Framework details that we must provide the energy use and emissions figures for the previous financial year by way of comparison.

Table 3 shows the percentage change for each consumption and emissions category from the financial year 2022 to 2023 to the financial year 2023 to 2024. As shown electricity consumption has decreased by 11% compared with the previous financial year. Consumption related to transport has increase by a substantial amount, 37%, compared with the previous financial year. However, some of the increase will be due to conditions relating to the COVID19 pandemic which saw travel restrictions and supressed travel across 2020 and 2021. Whilst our travel consumption and emissions have increased, the overall total energy consumption has decreased by 2%. The intensity ratio, which accounts for the increase in FTE between the two periods, shows a slight increase of 1.69%.

	Current reporting year 2023/24	Previous reporting year 2022/23	Percentage change
UK and offshore (mandatory)			
Total energy consumption (kWh)	164,175	168,821	-2.75%
Energy consumption for natural gas (kWh)	0	0	0
Energy consumption for electricity (kWh)	121,994	138,033	-11.62%
Energy consumption for transport (kWh)	42,181	30,788	37%
Emissions from combustion of natural gas (Scope 1) (tCO2e)	0	0	0
Emissions from purchased electricity (Scope 2) (tCO2e)	25.3	26.69	-5.21%
Emissions from business travel in rental cars or employee-owned vehicles where the company is responsible for purchasing the fuel (Scope 3) (tCO2e)	10.2	7.36	38.59%
Total emissions (tCO2e)	35.5	34.05	4.26%
Full-time equivalent	147	144	2.08%
Intensity ratio (tCO2e/FTE)	0.24	0.236	1.69%

Table 3 – Comparison table

Intensity ratio

We are required to provide emissions figures in the form of at least one intensity ratio. An intensity ratio compares emissions data with an appropriate business metric or financial indicator. Under the new Streamlined Energy and Carbon Reporting Framework, companies can decide upon the most appropriate intensity ratio to ensure it is relevant to our business operations and sector.

The Association's intensity ratio is kgCO2e per full-time equivalent member of staff (FTE):

Full-time equivalent member of staff – 147

Intensity ratio – 241 kgCO2e per FTE

Methodology

Team (Energy Auditing Agency Ltd) have determined the energy consumption and emissions based on the GHG Protocol Corporate Accounting and Reporting Standard, the UK Government Conversion Factors for Company Report published by the UK Department for Business, Energy & Industrial Strategy, and the data issued to them from the Association. This data included the electricity consumption totals for both office sites, as well as mileage data for the grey fleet.

Scope 2 - Indirect emission data calculation

Electricity consumption data for the year was supplied for the offices and was converted into carbon dioxide emissions (t/CO2e) via the UK electricity conversion factor from the UK Government Conversion Factors for Company Report, published by the UK Department for Business, Energy & Industrial Strategy.

Scope 3 – Other indirect Emission Data Calculation

Mileage data for the year was provided through claims made by employees and volunteers using their own cars for business purposes. These mileage figures were converted into carbon dioxide emissions (t/CO2e via the relevant mileage conversion factor from the UK Government Conversion Factors for Company Reporting, published by the UK Department for Business, Energy, and Industrial Strategy.

Energy efficiency actions

No energy efficiency action has been carried out during the financial year 2022 to 2023.

Summary table of SECR consumption and emissions data

	Current reporting year 2023/24	Previous reporting year 2022/23	Percentage change
UK and offshore (mandatory)			
Total energy consumption (kWh)	164,175	168,821	-2.75%
Emissions from combustion of natural gas (Scope 1) (tCO2e)	0	0	N/A
Emissions from purchased electricity (Scope 2) (tCO2e)	25.3	26.69	-5.21%
Emissions from business travel in rental cars or employee-owned vehicles where the company is responsible for purchasing the fuel (Scope 3) (tCO2e)	10.2	7.36	38.59%
Total emissions (tCO2e)	35.5	34.05	4.26%
Intensity ratio (tCO2e/FTE)	0.24	0.236	1.69%

Table 4 – Summary table of consumption and emissions data

Statement of Trustees' responsibilities

The Governors, who are also the directors of BACP (for the purposes of company law), are responsible for preparing the Annual Review, including the Strategic Report, and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In preparing these financial statements, the Board of Governors is required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities Statements of Recommended Practice
- make judgments 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 company and group will continue in business.

The Board of Governors is responsible for keeping adequate accounting records, that are sufficient to explain the group and charitable company transactions, and disclose with reasonable accuracy at any time the financial position of the group and charitable company, and to enable the Board to ensure that the financial statements comply with the Companies Act 2006.

The Board of Governors is also responsible for safeguarding the assets of the company and the group, and for taking reasonable steps to prevent and detect fraud and other irregularities.

The Governors 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.

More information about how our Association is governed can be found in our Articles of Association and our Standing Orders.

Statement as to disclosure of information to auditors

As far as the Board of Governors is aware, there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the company's auditors are unaware, and each Governor has taken all the steps that he or she ought to have taken as a Governor to make himself or herself aware of any relevant audit information and to establish that the group's auditors are aware of that information.

Management and staffing

Our Chief Executive, Dr Phil James, is responsible for planning and developing our services and strategies, within clear policies and protocols set by the Board. Our Chief Executive reports to the Board of Governors, via the Finance, Risk, Audit, Policy and Performance (FRAPP) Committee on the financial position of the company, including the actual performance compared to the budget. Management Accounts are received monthly and reviewed quarterly by the Board and regularly by the FRAPP Committee. At our AGM in November 2023, RSM UK Audit LLP was reappointed as the Association's auditors for 2024 to 2025.

The Board approves the Association's salary policy and procedure. Salaries are benchmarked against similar posts in the sector and geographical area.

Our staff team is recruited and supported to provide the skills and expertise needed to operate our organisation successfully.

Membership of BACP

We offer the categories of membership listed below. The members of these categories are also members of the company and have full voting rights:

- Student Member
- Individual Member
- Registered Member (MBACP)
- Registered Accredited Member (MBACP Accred)
- Registered Senior Accredited Member (MBACP Snr Accred)
- Retired Member
- Organisational Member

Volunteers

We're hugely grateful to the many volunteers who support us by serving on our divisions, committees, expert reference groups, forums, working groups and as peer reviewers and media spokespersons. Thank you for your continued and significant contribution to our success – your dedication, commitment, passion, and hard work allow us to better serve our members and stakeholders; to promote the counselling professions effectively and to support our vision: counselling changes lives.

On behalf of the Board of Governors



Natalie Bailey
Chair

Date: 20th September 2024

Independent auditor’s report

To the members of the British Association for Counselling and Psychotherapy

Opinion

We have audited the financial statements of The British Association for Counselling and Psychotherapy (the ‘parent charitable company’) and its subsidiaries (the ‘group’) for the year ended 31 March 2024 which comprise the Consolidated Statement of Financial Activities (incorporating an income and expenditure account), the Consolidated and Charity Balance Sheets, the Consolidated Cash Flow Statements 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 group’s and the parent charitable company’s affairs as at 31 March 2024 and of the group’s 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We have been appointed auditors under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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 group and parent 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 governors’ 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 group’s or parent charitable company’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 governors 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 Report of the Governors other than the financial statements and our auditor’s report thereon. The governors are responsible for the other information contained within the Report of the Governors. 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 Governors’ Report, which includes the Directors’ Report and the Strategic Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors’ Report and the Strategic Report included within the Governors’ Report have 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 group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the Directors’ Report or the Strategic Report included within the Governors’ Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of governors’ remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Governors

As explained more fully in the Statement of Governors’ responsibilities set out on page 26, the governors (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 governors 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 governors are responsible for assessing the group’s and parent 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 governors either intend to liquidate the group or parent 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.

The extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities are instances of non-compliance with laws and regulations. The objectives of our audit are to obtain sufficient appropriate audit evidence regarding compliance with laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, to perform audit procedures to help identify instances of non-compliance with other laws and regulations that may have a material effect on the financial statements, and to respond appropriately to identified or suspected non-compliance with laws and regulations identified during the audit.

In relation to fraud, the objectives of our audit are to identify and assess the risk of material misstatement of the financial statements due to fraud, to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud through designing and implementing appropriate responses and to respond appropriately to fraud or suspected fraud identified during the audit.

However, it is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, the group audit engagement team:

- obtained an understanding of the nature of the sector, including the legal and regulatory framework that the group and parent charitable company operate in and how the group and parent charitable company are complying with the legal and regulatory framework;
- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud;
- discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

As a result of these procedures we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, Charities SORP (FRS 102), Companies Act 2006, Charities Act 2011, the parent charitable company's governing document and tax legislation. We performed audit procedures to detect non-compliances which may have a material impact on the financial statements which included reviewing the financial statements including the Governors' Report, remaining alert to new or unusual transactions which may not be in accordance with the governing documents, inspecting correspondence with local tax authorities and evaluating advice received from internal and external advisors.

The most significant laws and regulations that have an indirect impact on the financial statements are those in relation to General Data Protection Regulation (GDPR). We performed audit procedures to inquire of management and those charged with governance whether the group is in compliance with these law and regulations and inspected correspondence with regulatory authorities.

The group audit engagement team identified the risk of management override of controls as the area where the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included but were not limited to testing manual journal entries and other adjustments, evaluating the business rationale in relation to significant, unusual transactions and transactions entered into outside the normal course of business.

A further description of our responsibilities for the audit of the financial statements is provided on the Financial Reporting Council's website at <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.

GARETH JONES (Senior Statutory Auditor)

For and on behalf of RSM UK Audit LLP,
Statutory Auditor

RSM UK Audit LLP

Chartered Accountants

Rivermead House
7 Lewis Court
Grove Park
Leicester
Leicestershire
LE19 1SD

Date: 24th September 2024

RSM UK Audit LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

Consolidated statement of financial activities
(incorporating an income and expenditure account)
for the year ended 31 March 2024

	Notes	Unrestricted general funds £	Unrestricted designated funds £	Total 2024 £	Unrestricted general funds £	Unrestricted designated funds £	Total 2023 £
Income from:							
Donations		253	-	253	268	-	268
Charitable activities	3	12,161,865	-	12,161,865	10,863,226	-	10,863,226
Trading activities	6	796,240	-	796,240	946,832	-	946,832
Investment income	7	257,471	-	257,471	136,224	-	136,224
Other income		20,716	-	20,716	30,749	-	30,749
TOTAL INCOME		13,236,545	-	13,236,545	11,977,299	-	11,977,299
Expenditure on:							
Raising funds	7	49,651	-	49,651	30,563	-	30,563
Trading activities	6	797,807	-	797,807	748,991	-	748,991
Charitable activities	4	11,369,522	174,193	11,543,715	10,739,977	302,530	11,042,507
TOTAL EXPENDITURE		12,216,980	174,193	12,391,173	11,519,531	302,530	11,822,061
NET INCOME/(EXPENDITURE) BEFORE GAINS AND LOSSES ON INVESTMENTS		1,019,565	(174,193)	845,372	457,768	(302,530)	155,238
Net (loss)/Gain on investments	12	134,673	-	134,673	(320,529)	-	(320,529)
NET INCOME/(EXPENDITURE) FOR THE YEAR		1,154,238	(174,193)	980,045	137,239	(302,530)	(165,291)
Transfers between Funds		(500,000)	500,000	-	-	-	-
NET MOVEMENT IN FUNDS		654,238	325,807	980,045	137,239	(302,530)	(165,291)
Reconciliation of Funds:							
TOTAL Funds Brought Forward		6,856,064	915,605	7,771,669	6,718,825	1,218,135	7,936,960
TOTAL Funds Carried Forward	18	7,510,302	1,241,412	8,751,714	6,856,064	915,605	7,771,669

All of the above results are derived from continuing activities and all losses recognised in the year are included above.

Unrealised losses on investments have been included in the statement of financial activities as required by the Statement of Recommended Practice 'Accounting and Reporting by Charities'.

Consolidated balance sheet
at 31 March 2024

REGISTERED COMPANY NUMBER: 02175320
(ENGLAND AND WALES)
REGISTERED CHARITY NUMBER: 298361

	Notes	2024 £	2024 £	2023 £	2023 £
FIXED ASSETS:					
Tangible assets	10	2,463,852		2,561,574	
Intangible assets	11	217,824		186,918	
Investments	12	3,148,455		2,951,070	
			5,830,131		5,699,562
CURRENT ASSETS:					
Debtors	13	2,914,096		2,773,011	
Fixed term and notice deposits		2,409,274		2,303,296	
Cash at bank and in hand		4,434,693		3,614,412	
			9,758,063		8,690,719
CREDITORS: Amounts falling due within one year					
	14	6,836,480		6,618,613	
NET CURRENT ASSETS			2,921,583		2,072,107
NET ASSETS			8,751,714		7,771,669
UNRESTRICTED FUNDS:					
General income fund	18	7,445,302		6,791,064	
Designated funds	18	1,241,412		915,605	
Property revaluation reserve	18	65,000		65,000	
Total Unrestricted Funds			8,751,714		7,771,669
TOTAL FUNDS			8,751,714		7,771,669

On behalf of the Board of Governors

Natalie Bailey

N Bailey
Chair

Approved by the Board of Governors on
20th September 2024

Balance sheet
at 31 March 2024

	Notes	2024 £	2024 £	2023 £	2023 £
FIXED ASSETS:					
Tangible assets	10	2,463,852		2,561,574	
Intangible assets	11	217,824		186,918	
Investments	12	3,148,455		2,951,070	
			5,830,131		5,699,562
CURRENT ASSETS:					
Debtors	13	2,952,094		2,938,125	
Fixed term and notice deposits		2,409,274		2,303,296	
Cash at bank and in hand		4,292,451		3,360,100	
		9,653,819		8,601,521	
CREDITORS: Amounts falling due within one year					
	14	6,731,669		6,530,414	
NET CURRENT ASSETS			2,922,150		2,071,107
NET ASSETS			8,752,281		7,770,669
UNRESTRICTED FUNDS:					
General income fund		7,445,869		6,790,063	
Designated Funds	18	1,241,412		915,605	
Property revaluation reserve	18	65,000		65,000	
Total Unrestricted Funds			8,752,281		7,770,669
TOTAL FUNDS			8,752,281		7,770,669

On behalf of the Board of Governors



N Bailey
Chair

Approved by the Board of Governors on
20th September 2024

Consolidated cashflow statement
for the year ended 31 March 2024

	2024 £	2023 £
Net cash provided by operating activities	916,972	1,015,872
Cash flows from investing activities:		
Dividends and interest from investments	257,471	136,224
Purchase of property and equipment	(20,472)	(86,074)
Purchase of intangible assets	(165,000)	(75,000)
Proceeds from sale of investments	128,537	244,554
Purchase of investments	(241,757)	(302,531)
Net cash used in investing activities	(41,221)	(82,827)
Change in cash and cash equivalents in the reporting period	875,751	933,045
Cash and cash equivalents at the beginning of the reporting period	6,055,455	5,122,410
Cash and cash equivalents at the end of the reporting period	6,931,206	6,055,455
Net movement in funds for the reporting period (as per the statement of financial activities)		
	980,045	(165,292)
Adjustments for:		
Depreciation	118,194	105,361
Amortisation	134,094	190,467
(Gains)/Losses on investments	(134,673)	320,529
Dividends and interest from investments	(257,471)	(136,224)
Increase in debtors	(141,084)	(172,386)
Increase in creditors	217,867	873,416
NET CASH PROVIDED BY (USED IN) OPERATING ACTIVITIES	916,972	1,015,872
Cash and cash equivalents at the beginning of the reporting period		
	6,055,455	5,122,410
Total cash and cash equivalents	6,931,206	6,055,455

Notes to the financial statements for the year ended 31 March 2024

1. Accounting policies

a. Basis of accounting

The financial statements have been prepared under the historical cost convention as modified by the revaluation of listed investments and freehold property to market value and comply with United Kingdom Generally Accepted Accounting Principles and statement of Recommended Practice 'Accounting and Reporting by Charities' (SORP 2015 (FRS102)) effective January 2015. All figures are exclusive of value added tax.

b. Basis of consolidation

The group financial statements consolidate the financial statements of the company and its wholly owned subsidiary on a line by line basis. A separate Statement of Financial Activities, or Income and Expenditure Account, for the Charity itself is not presented because the Charity has taken advantage of the exemptions afforded by Section 408 of the Companies Act 2011.

c. Reduced Disclosures

The accordance with FRS 102, the Charity has taken advantage of the exemption from the following disclosure requirements:

Section 7 'Statement of Cash Flows' – Presentation of a Statement of Cash Flow and related notes and disclosures.

Section 33 'Related Party Disclosures' - Compensation for key management personnel (Charity only)

d. Key judgements and assumptions

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 actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

e. Going concern

The financial statements have been prepared on a going concern basis. The governors have carried out a detailed review of the group's position and its forecast at the date of signing the accounts, to the period ending March 2026. Considering this review, and with regard to the challenges presented by the current economic climate, the governors are satisfied that the group has sufficient cash flows to meet its liabilities as they fall due for at least one year from the date of approval of these financial statements. The governors consider that the company has adequate resources to enable it to continue in operational existence for the foreseeable future.

f. Fund accounting

General income funds are unrestricted funds which are available for use at the discretion of the Board of Governors 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 Board of Governors for particular purposes.

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. The Charity does not hold any restricted funds.

g. Incoming resources

Subscriptions are accounted for in the period in which the service is provided. All other income is included in the period in which it is receivable.

The value of services provided by volunteers has not been included.

All income from departments is treated as furthering the charity's objectives since it either relates to the membership of an accredited body to enhance the public's confidence or the sale of publications and training aids and facilities to improve the standard of counselling and psychotherapy in the UK.

h. Resources expended

Resources expended are included in the Statement of Financial Activities on an accruals basis.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories. Certain other costs, which are attributable to more than one activity, are apportioned across cost categories on the basis of an estimate of the proportion of time spent by staff on those activities.

Grants payable are charged to the statement of financial activities on an instalment basis and when the criteria for recognition in the SORP have been met..

i. Operating leases

Operating lease rentals are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

j. Pensions

The company contributes towards a group defined contribution pension scheme for employees. Contributions are charged to the Statement of Financial Activities in the period in which they are made.

k. Irrecoverable value added tax

As the membership subscriptions are exempt from value added tax, there is a restriction in the amount of input value added tax that the group is allowed to reclaim on its expenses.

l. Tangible fixed assets and depreciation

Tangible fixed assets costing more than £5,000 (2023: £5,000) are capitalised and included at cost together with any incidental costs of acquisition.

Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

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:

Freehold property	- straight line basis over 50 years
Computer equipment and accessories	- 33% per annum - straight line basis

m. Intangible assets and amortisation

Intangible assets consisting of direct costs associated with the build of a replacement membership database and website together with wider IT infrastructure upgrades are capitalised and included at cost.

Amortisation will be provided to write off the cost, less estimated residual value, of intangible assets, over their estimated useful lives, commencing when the asset comes into service, as follows:

Data and website costs	- 33% per annum - straight line basis
Purchased software	- 33% per annum - straight line basis

n. Investments

Listed investments are stated at market value on the balance sheet date.

Realised and unrealised gains and losses are included in the Statement of Financial Activities.

o. Debtors

Debtors are brought into the financial statements where there is a reasonable certainty of collection. They are valued at the actual amount that will be received where this can be ascertained, otherwise a pro-rata basis or best estimate valuation is used.

p. Cash at bank and in hand

Cash at bank and in hand comprises cash plus amounts held in fixed term and notice deposits.

q. Creditors and deferred income

Creditors are brought into the financial statements where there is a reasonable certainty that a liability exists. They are valued at the transaction price where ascertainable, otherwise a pro-rata basis or best estimate valuation is used.

Deferred income is provided to match advance payments for conferences, events, and advertising etc., to the period in which the service will be provided.

r. Financial instruments

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and are subsequently carried at amortisation cost using the effective interest method unless the arrangement constitutes a financing transaction, where the financial asset is measured at the present value of the future receipts discounted at a market rate of interest.

s. Termination Benefits

Termination benefits are recognised when the Association has communicated its plan of termination to the affected employees. The cost of all benefits to which employees are entitled to at the reporting date, but yet to be paid, are accrued in the financial statements.

2. Company status

The company is a company limited by guarantee. The company registration number is 02175320 (incorporated in the United Kingdom 8 October 1987), the charity registration number is 298361. BACP is a Public Benefit Entity under FRS 102.

The governing documents are the Articles of Association and the Standing Orders of the company, the members of the Board of Governors are Directors of the Company and Trustees under Charity Law.

The registered office is BACP House, 15 St John’s Business Park, Lutterworth, Leicestershire, LE17 4HB this also serves as the principal place of business.

All individual members guarantee an amount not to exceed £1 payable in the event of the company being wound up with a deficiency of net assets. At 31 March 2024 there were 69,508 members (2023-66,056).

3. Income from charitable activities

	2024 £	2023 £
Membership Subscriptions	10,493,871	9,746,172
Income from Publications	1,012,664	881,009
Accreditation	655,330	236,045
Total Group	12,161,865	10,863,226

4. Expenditure on charitable activities

	New Projects and programmes £	Representing the Profession £	Register £	Research £	Governance £	Designated £	2024 Total £	2023 Total £
STAFF COSTS								
Staff and Contractors	1,375,366	3,036,090	1,014,582	362,026	212,855	132,204	6,133,123	5,964,536
							6,133,123	5,964,536
OTHER DIRECT COSTS								
Annual General Meeting	-	-	-	-	67,351	-	67,351	43,380
Auditor's Remuneration	-	-	-	-	28,935	-	28,935	18,850
Bursaries	28,686	-	-	4,253	-	-	32,939	32,203
Committees, conferences & travel	4,698	88,169	774	10,707	49,599	249	154,196	140,099
Events	24,342	29,156	0	518	345	3,896	58,257	33,375
Grants*	-	-	-	-	-	28,356	28,356	55,000
Hearings	-	-	206,655	-	-	-	206,655	309,404
Information Technology	44,067	240,265	-	1,401	8,056	-	293,789	241,467
Journals & Publications	2,070	1,315,856	-	77,123	-	-	1,395,049	1,281,315
Operational costs	-	177,783	63,200	7,371	3,077	4,480	255,911	241,819
Professional Fees	-	7,946	34,755	-	80,007	5,008	127,716	170,642
Projects	108,480	99,808	167,176	-	-	-	375,464	330,509
Property Running Costs	-	466	-	-	-	-	466	-
Recruitment & Staff Costs	10,606	3,021	9,543	-	46,264	-	69,434	29,160
Research	-	-	-	5,795	-	-	5,795	6,495
TOTAL DIRECT COSTS	1,598,315	4,998,560	1,496,685	469,194	496,489	174,193	9,233,436	8,898,254
SUPPORT COSTS								
Staff & Contractors	173,022	541,107	162,020	50,791	-	-	926,940	751,540
Committees, conferences & travel	422	1,321	395	124	-	-	2,262	379
Information Technology	63,483	198,537	59,447	18,636	-	-	340,103	498,586
Operational costs	123,457	386,096	115,607	36,241	-	-	661,401	388,702
Professional Fees	10,222	31,968	9,572	3,001	-	-	54,763	28,917
Property Running Costs	22,534	70,473	21,101	6,615	-	-	120,723	121,561
Recruitment & Staff Costs	38,095	119,137	35,672	11,183	-	-	204,087	157,512
Restructuring	-	-	-	-	-	-	-	197,055
	431,235	1,348,639	403,814	126,591	-	-	2,310,279	2,144,253
Reallocation of Governance costs	92,674	289,829	86,781	27,205	-496,489	-	-	-
TOTAL SUPPORT AND GOVERNANCE COSTS	523,909	1,638,468	490,595	153,796	-496,489	-	2,310,279	2,144,253
TOTAL COSTS	2,122,224	6,637,028	1,987,280	622,990	-	174,193	11,543,715	11,042,507

*See Note 5

5. Grants Payable

	2024 £	2023 £
Third Sector Grant Scheme	28,356	55,000
Total	28,356	55,000

6. Activities of subsidiaries

The Charity has one subsidiary, BACP Enterprises Limited. It owns the entire share capital of 1,000 shares of £1 each in BACP Enterprises Limited, a company incorporated in the United Kingdom.

BACP Enterprises Limited (company registration number 1064190) was originally donated to the British Association for Counselling and Psychotherapy and therefore there is no cost of investment in the balance sheet of the British Association for Counselling and Psychotherapy. BACP Enterprises Limited deals with income raised from advertisements placed in the Therapy Today Journal (TT), Divisional journals produced by the British Association for Counselling and Psychotherapy, and member events. It is a trading subsidiary and gifts Net Profit to the parent company the British Association for Counselling and Psychotherapy.

	BACP Enterprises Limited 2024 £	BACP Enterprises Limited 2023 £
Turnover	796,240	946,832
Administrative expenses	(797,807)	(748,991)
Net profit	(1,567)	197,841
Amount gifted	-	(197,841)
Retained profit brought forward	-	-
Retained profit	(1,567)	-

The assets and liabilities of the subsidiaries were:

Current assets	104,244	370,789
Creditors: amounts falling due within one year	(104,811)	(369,789)
Total net assets	(567)	1,000
Aggregate share capital and reserves	(567)	1,000

7. Investment income

	2024 £	2023 £
INVESTMENT INCOME		
Interest receivable	164,882	53,536
Dividends income	92,589	82,688
	257,471	136,224
Cost of raising funds:		
Fund management charges	49,651	30,563

8. Staff numbers and costs

	2024	2023
The average number of employees (including part-time staff) by activity during the year was:		
Support Services	18	18
New Projects and Programmes	26	29
Representing the Profession	60	53
Governance	4	5
BACP Registers	23	21
Research	7	7
Enterprises	9	7
	147	140

	2024	2023
The number of employees earning over £60,000 per annum was as follows:		
£60,001 - £70,000	2	3
£70,000 - £80,000	6	5
£80,000 - £90,000	2	1
£90,001 - £100,000	-	2
£100,001 - £110,000	1	-
£110,001 - £120,000	1	-
£140,001 - £150,000	-	1
£160,001 - £170,000	-	1

Contributions to the pension scheme for higher paid employees amounted to £70,444 for the year (2023 - £72,833).

The total employee remuneration received during the year by the key management personnel active in the organisation at the balance sheet date was £901,976 (2023 - £765,883).

During the year members of the Board of Governors have been reimbursed for travelling and accommodation costs amounting to £4,712 (2023 - £5,606). Other amounts paid directly in respect of accommodation and travel amounted to £34,919 (2023 - £34,587), there is a correction to the prior year figure. 10 Trustees had expenses reimbursed during the year (2023 - 8).

	2024 £	2023 £
The aggregate payroll costs amounted to:		
Wages and salaries	5,764,766	5,650,663
Social security costs	572,758	570,718
Other pension costs	300,952	274,794
Death in service	36,730	33,189
	6,675,206	6,529,364

The above wages and salary costs include £10,479 relating to redundancy payments (2023 - £197,055).

9. Net income / (Expenditure) for the year

This is stated after charging:

	2024 £	2023 £
Depreciation of tangible assets	118,194	105,361
Amortisation of intangible assets	134,094	190,467
Operating lease rentals: equipment	6,382	7,548
Auditor's remuneration (excluding VAT):		
Audit	30,750	23,750
Other services	4,742	8,467

10. Tangible fixed assets (Group and Company)

	Computer equipment & accessories £	Freehold property £	Total £
Cost			
At 31st March 2023	233,791	2,482,500	2,716,291
Additions	20,472	-	20,472
At 31st March 2024	254,263	2,482,500	2,736,763
Depreciation			
At 31st March 2023	105,067	49,650	154,717
Charge for the year	68,544	49,650	118,194
At 31st March 2024	173,611	99,300	272,911
Net book value			
At 31 March 2024	80,652	2,383,200	2,463,852
At 31 March 2023	128,724	2,432,850	2,561,574

If the freehold properties had not been revalued then the historical cost would have been:

	2024 £	2023 £
Cost	2,884,476	2,884,476

The freehold properties, known as BACP House and Unit 3, were valued on an open market basis on 26th May 2022 by George and Company (Surveyors) Limited, Chartered Surveyors.

11. Intangible assets (Group and Company)

	Database & Website Costs £	Purchased Software £	Total £
Cost			
At 31st March 2023	773,334	35,461	808,795
Additions	165,000	-	165,000
At 31st March 2024	938,334	35,461	973,795
Amortisation			
At 31st March 2023	589,178	32,699	621,877
Charge for the year	131,332	2,762	134,094
At 31st March 2024	720,510	35,461	755,971
Net book value			
At 31 March 2024	217,824	-	217,824
At 31 March 2023	184,156	2,762	186,918

Amortisation has only been provided for assets in use. The amortisation charge is included within information technology in the SORP grid in note 4

12. Investments (Group and Company)

	2024 £	2023 £
Market value		
Opening market value	2,813,313	3,075,865
Additions	241,757	302,531
Disposals at opening market value	(128,537)	(244,554)
	2,926,533	3,133,842
Unrealised (loss)/profit on investments	134,673	(320,529)
At 31 March 2024	3,061,206	2,813,313
Cash held by Investment Managers	87,239	137,747
	3,148,445	2,951,060
Shares in property management service company relating to freehold property in Lutterworth	10	10
	3,148,455	2,951,070

The historical cost of the investment portfolio (excluding cash) at 31st March 2024 was £2,852,045 (2023 - £2,682,100).

All the investments are held primarily to provide an investment return for the charity .

	2024 £	2023 £
Investments at market value comprised:		
Fixed interest securities	1,012,664	836,755
Equities	1,700,393	1,452,618
Alternatives	348,149	523,940
	3,061,206	2,813,313

13. Debtors

	The Group		The Company	
	2024 £	2023 £	2024 £	2023 £
Trade debtors	2,535,576	2,384,798	2,472,340	2,324,302
Amount owed from subsidiaries: – BACP Enterprises Limited	-	-	114,094	281,591
Other debtors	38,057	85,361	38,057	30,230
Prepayments	340,463	302,852	327,603	302,002
	2,914,096	2,773,011	2,952,094	2,938,125

14. Creditors: amounts falling due within one year

	The Group		The Company	
	2024 £	2023 £	2024 £	2023 £
Trade creditors	451,099	253,164	451,099	253,164
Social security and other taxes	146,531	134,108	95,312	134,108
Accruals	256,660	713,685	239,737	662,990
Deferred income	36,669	37,504	-	-
	890,959	1,138,461	786,148	1,050,262
Membership and United Kingdom register fees in advance	5,243,589	4,822,295	5,243,589	4,822,295
Other subscriptions received in advance	701,932	657,857	701,932	657,857
	6,836,480	6,618,613	6,731,669	6,530,414

Deferred income (Group and Company)

	The Group		The Company	
	2024 £	2023 £	2024 £	2023 £
Balance at the beginning of the year	37,504	13,342	-	-
Released to income during year	(37,504)	(13,342)	-	-
Amount deferred in the year	36,669	37,504	-	-
Balance at the end of the year	36,669	37,504	-	-

Deferred income relates to member events, this business was transferred to BACP Enterprises, from BACP during the 2020-21 financial year.

15. Operating lease commitments

At 31 March 2024 the company had total commitments under non-cancellable operating leases as follows:

	2024 £	2023 £
Less than 1 year	5,135	7,548
Between 1-5 years	-	5,032
	5,135	12,580

16. Movement in funds

a. Group

	General Income Fund £	Designated Fund £	Revaluation Reserve £	Total £
Funds as 1 April 2023	6,791,064	915,605	65,000	7,771,669
Income	13,371,218	-	-	13,371,218
Expenditure	(12,216,980)	(174,193)	-	(12,391,173)
Transfer	(500,000)	500,000	-	-
Funds at 31 March 2024	7,445,302	1,241,412	65,000	8,751,714

b. Charity

	General Income Fund £	Designated Fund £	Revaluation Reserve £	Total £
Funds as 1 April 2023	6,790,064	915,605	65,000	7,770,669
Income	12,574,978	-	-	12,574,978
Expenditure	(11,419,173)	(174,193)	-	(11,593,366)
Transfer	(500,000)	500,000	-	-
Funds at 31 March 2024	7,445,869	1,241,412	65,000	8,752,281

Designated funds include £741,412 restricted for the delivery of the ED&I Strategy, and £500,000 was designated by the Board in January 2024 to support the delivery of the new strategy.

17. Related parties

BACP Trustees are not remunerated, however, the Articles of Association set out the basis under which certain payments are allowed ensuring compliance with relevant sections of Companies Acts 2006, Charites Acts 2011 and including approval from the Charities Commission.

	2024 £	2023 £
N Bailey, (Chair 2022/23)	23,724	20,687
M Golding (Deputy Chair resigned 20.01.2023)	-	4,544

18. Analysis of group net assets between funds

a. Group

	General £	Designated £	Revaluation £	Total £
<i>Tangible Assets</i>	2,496,575	-	65,000	2,561,575
<i>Intangible Assets</i>	186,918	-	-	186,918
<i>Investments</i>	2,951,070	-	-	2,951,070
<i>Net Current Assets</i>	1,156,502	915,605	-	2,072,107
As at 31 March 2023	6,791,064	915,605	65,000	7,771,669
Tangible Assets	2,398,852	-	65,000	2,463,852
Intangible Assets	217,824	-	-	217,824
Investments	3,148,455	-	-	3,148,455
Net Current Assets	1,680,171	1,241,412	-	2,921,583
As at 31 March 2024	7,445,302	1,241,412	65,000	8,751,714

b. Charity

	General £	Designated £	Revaluation £	Total £
<i>Tangible Assets</i>	2,496,575	-	65,000	2,561,575
<i>Intangible Assets</i>	186,918	-	-	186,918
<i>Investments</i>	2,951,070	-	-	2,951,070
<i>Net Current Assets</i>	1,155,501	915,605	-	2,071,105
As at 31 March 2023	6,790,064	915,605	65,000	7,770,669
Tangible Assets	2,398,852	-	65,000	2,463,852
Intangible Assets	217,824	-	-	217,824
Investments	3,148,455	-	-	3,148,455
Net Current Assets	1,680,738	1,241,412	-	2,922,150
As at 31 March 2024	7,445,869	1,241,412	65,000	8,752,281



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Company Limited by Guarantee 2175320.

Registered in England and Wales. Registered Charity 298361.

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Accounts

Annual review and financial statements 2022 to 2023



Contents

Welcome from the Chair	3
Welcome from the Interim Chief Executive	4
Our philosophy	5
Our strategy	6
Annual review	8
Reference and administrative details of the charity, its Trustees and advisers	32
Board of Governors report	34
Description of principal risks and uncertainties	39
Strategic report	40
Review of BACP's financial position	44
Streamline energy and carbon reporting (SECR)	46
UK Energy Use and Emissions	47
Comparisons	48
Statement of Trustees responsibilities	50
Independent auditor's report	52
Consolidated statement of financial activities	58
Consolidated balance sheet	59
Balance sheet	60
Consolidated cashflow statement	61
Notes to financial statements	62

Annual review and financial statements 2022 to 2023

The British Association for Counselling and Psychotherapy is the professional association for members of the counselling professions in the UK.

As well as presenting our Annual review and financial statements, we've also taken this opportunity to outline some of our key achievements during 2022 to 2023.

Welcome from the Chair

In a particularly difficult year, I'm encouraged by how much we have delivered and achieved as an Association on behalf of our members.

2022 was a tough year for many people, with 2023 beginning in the same way.

As we came out of the grip of COVID-19, we faced a cost of living crisis, spiraling mortgage rates and financial uncertainty, as well as political instability and war in Europe.

Over the past 12 months we have seen change internally at BACP as well, with departures from our senior executive team and Board and the arrival of a new Interim CEO.

Our staff, volunteers, committees and Board of Governors have delivered a huge volume of work on our members' behalf – from day-to-day operations to projects that will influence the future of BACP and the profession.

I want to thank everyone who has contributed to these achievements in the past 12 months.

The commitment, dedication and passion of the people who work for BACP has been incredible, as always. This year we have taken huge strides in becoming a more diverse and inclusive Association and profession, and in addressing shared standards within the complex landscape of the profession.

The implementation of the SCoPEd framework and the tactical steps outlined in our Equality, Diversity and Inclusion (EDI) strategy will be a continued focus for us going forward.

While this annual review celebrates the work achieved in a one-year period, it also gives us a moment of reflection on what has been accomplished over the course of the four years since we launched this strategy.

I'm pleased with how we've listened to members, equipped them to work in a fast-paced world, built a community, strengthened the confidence and credibility in the profession and campaigned for better provision of counselling and psychotherapy.

Counselling changes lives and we are there to support our members to best support their clients.

We could not do any of our work without the contributions of our members – their skills, expertise and knowledge are at the heart of our Associations' achievements.

The Board is excited to lead the organisation into our next five-year strategy, building on the work already achieved over the past few years. This will be a huge moment in the Association's history and I'm looking forward to reporting back on how we are progressing with it in our member communications during the coming months, and in next year's annual review.

Natalie Bailey
Chair, BACP Board of Governors



Welcome from the Interim Chief Executive

It has been exciting to join BACP at such a significant moment in the Association's history.

When I took on the role of Interim Chief Executive Officer in November 2022 it was immediately obvious that much great work had already been achieved during a challenging year. With the world still coming to grips with the aftermath of the Covid-19 pandemic, the provision of accessible, gold standard services across counselling, psychotherapy and coaching became a vital mission.

The projects listed here in the annual review demonstrate the passion, innovation and collaboration that has driven forward work of benefit to members, the counselling and psychotherapy profession, and clients, for years to come.

They highlight the added value being a BACP member brings, and how we support our members in their day to day work and continue to open up new channels and pathways for practitioners. We know that counselling changes the lives of individuals, families and communities and we will continue to champion our members as they do that.

The first few months of 2023 have been a landmark point in BACP's journey, with the adoption of the ground breaking SCoPEd framework and the move to the implementation stage, as well as the launch of our Equality Diversity and Inclusion (EDI) strategy.

A huge amount of work has gone into these important projects so far and I know these will have a lasting positive impact and shape the future of the professions.

This annual review covers the activities under the final year of our current strategy and shows the positive trends achieved against our targets.

Looking forward 2023 is also an important year for BACP because of the launch of our ambitious new five-year strategy. It will help the Association adapt in this fast-moving world and remain relevant and fit for the future including in the digital sphere and also internationally. There is a huge opportunity for us to do more and do better – and, crucially, to increase our reach.

I would like to take this opportunity to put on record my thanks to colleagues at BACP for the dedication and commitment they bring to their work on behalf of members, and also to our Chair Natalie Bailey and the Board for their strategic leadership throughout the period.

I am looking forward to leading the delivery of our new strategy and helping the Association go from strength to strength in the coming months and years. We are looking forward to continuing to provide the best possible services, support and experiences for our members, clients and the profession.

Anna Daroy
Interim Chief Executive Officer



Our philosophy

Counselling changes lives

Counselling changes not just the lives of individuals, but of families and communities.

Our desire for social justice determines everything we do, and guides our relationship with our members and the public, as well as commissioners and government. It's why we champion the counselling professions as a viable, and increasingly evidence-based choice for people. We know counselling works.

We're alongside our members throughout their careers and put them at the heart of what we do. We aim to understand their needs and support them in making a positive difference to the mental wellbeing of their clients.

We do this by promoting and facilitating research to produce trusted best practice, and by providing a robust framework to ensure the profession follows and adheres to the highest possible standards that protect individuals seeking therapy.

As a result, we help the general public, individuals and commissioners make better, more informed choices about the provision of counselling, and continue to raise the ethical and professional standards of the profession.

Charitable objectives

As a registered charity, our two key charitable objectives underpin our work, and we use our income and property to promote these aims.

These are the objectives that guide us in all of our activities, whether we're providing services to members, commissioning research or campaigning.

And they're the principles by which we measure our success.

Our charitable objectives are:

1. to promote and provide education and training for counsellors and psychotherapists working in either professional or voluntary settings, whether full or part time, with a view to raising the standards of the counselling professions for the benefit of the community and in particular for those who are the recipients of counselling or psychotherapy.
2. to inform and educate the public about the contribution that the counselling professions can make generally and particularly in meeting the needs of those whose participation and development in society is impaired by physical or psychological health needs or disability.

Our strategy

Our 2019 to 2022 strategy makes a firm commitment to work with and for our members, and for the benefit of the public, to build acceptability and credibility of the counselling professions.

1

We will listen to, learn from and work with our members to inform the work of the Association.

2

We will equip our members to be able to work in a fast-changing world, to be able to influence and contribute to the wellbeing of society.

3

We will be the professional home of choice for members and communities of practice, providing relevant services and opportunities to learn, develop and inspire each other.

4

We will further develop confidence in and credibility of the profession by developing and upholding professional and ethical standards, informed by an evidence base.

5

We will campaign for the appropriate provision of counselling and psychotherapy for all members of society, and for opportunities for paid employment of our members. We will champion the skills, competence and contribution of our members to the public, employers, commissioners and policy makers.

6

We will optimise the organisation of BACP to ensure it is flexible, responsive, and capable of resourcing the vision and goals.

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changes lives

We are BACP and counselling changes lives



1

We will listen to, learn from and work with our members to inform the work of the Association.

Key achievements

EDI strategy in action

Our EDI strategy was launched to members along with updates on the work that has already been achieved in this area. Key projects, including our third sector grant scheme, the mentoring scheme and bursaries, are already in progress. The strategy and some of the key pieces of work were developed with the support and guidance of a member-led EDI task and finish group. This strategy aims to help counselling and psychotherapy change the lives of more people because of the diversity of members and our Association that supports them.

Race podcasts

Working with Hackney Borough Council, we recorded a series of podcasts on race, racial trauma and anti-racism. The podcasts, which are publicly available on our website, aim to encourage more conversations about systemic racism, its impact on individuals and society, and the action required of individuals and organisations to produce lasting change.

Supervisors' event

We held our first in-person event solely for supervisors, in response to members' requests. The event had a collaborative feel and attendees had the opportunity to network, learn from presenters and share knowledge with each other. Delegates helped identify ideas and solutions to current gaps in supervision provision and support. Our post-event survey found that 76% of attendees agreed the event had made them more knowledgeable, and 55% said the event made them feel listened to.

Accessible accreditation

We launched an online form to make applying for accreditation more straight forward for members. We also improved guidance available on our website. A support and inclusion officer was recruited to help members with individual needs complete their application. We're also piloting an audio submission process for members who wish to apply in that way.

Complaints' survey

We created a feedback form to send to members and complainants after conduct cases have closed. This aims to gather their views on the conduct procedure, which will help us develop processes and support for both parties in the future.

Journal feedback

Journal editors now have improved access to feedback on what online content members are reading and engaging with the most. This is helping editors to plan and tailor their articles so they fit with members' preferences and needs. Our annual journal reader survey helps shape editors' content planning and commissioning too.

Member's view

Carolyn Lee, member of our EDI Task and Finish Group, psychotherapist and culture consultant

“Working as part of the task and finish group to develop the EDI strategy has been a fascinating way to contribute as a member to BACP’s work. Inclusion, and understanding difference, are such integral parts to the work we do as therapists. It felt important to get involved in helping BACP develop a strategy which was thought-through, rigorous and far-reaching, for BACP itself and for its members. We knew that it mattered to members to get this right, to include everyone, and to remind us all to be proactive about educating ourselves and developing the skills and the courage to speak out.”



Staff view

Edith Stokes, Equality, Diversity and Inclusion Lead

“Listening to our members informs a large part of my work as EDI Lead. We’ve held roundtable discussions to listen to our members and to understand the impact of COVID-19 on black and minority communities and the role that we play as a professional body. The feedback was unequivocal: training is Eurocentric, does not adequately cover EDI issues, and there is no support for trainees from minority backgrounds. It is also widely regarded as a white middle-class profession. Our EDI work must cover all aspects of individual identities where difference can lead to barriers to access or disadvantages. To help address this, I am leading BACP’s first pilot bursary scheme to encourage people from underrepresented groups to enter the counselling profession, as well as BACP’s first mentoring scheme to provide current trainees from underrepresented and racialised communities with the support they require to progress and succeed in the training environment.”



2

We will equip our members to be able to work in a fast-changing world, to be able to influence and contribute to the wellbeing of society.

Key achievements

Third sector grant scheme

Our grant scheme has funded two organisational members to work on projects to remove barriers to therapy for people from marginalised and racialised community backgrounds. Children North East is adapting its service to increase access and uptake of counselling for children and young people from refugee and asylum seeking communities. The Metanoia Institute is developing avatar-assisted technology to engage autistic people in therapy.

Certificate of proficiency

We increased our ability to deliver the certificate of proficiency (CoP) with our Approved Qualification partner centres. This meant 611 candidates were able to take CoP assessments at these centres in the past 12 months compared to 65 in the previous year. The CoP is embedded within the approved qualification and means that once qualified the member is immediately eligible for registration. Some 5,262 sessions were taken in total during the year, including both remote and in-centre sessions.

Research resources

We've expanded our set of research resources and added practical guidance for members who are interested in introducing routine outcome measures into their therapeutic work. We've also increased the number of good practice in research resources for members using a variety of formats, such as written resources, panel discussions and video content. These cover topics including critically appraising research, developing methodology and presenting at conferences. We've introduced a dedicated research section in *Therapy Today* too.

Podcasts

We've published 10 Therapy Today podcasts, with interviews covering neurodivergence affirmative practice, loneliness, clinical wills and effective text-based counselling. These have provided our members with another format for their learning content. It complements what is already available on a range of topics including: climate change, working with financial anxiety, working with refugees, survivors of male sexual abuse, domestic abuse, and working online.

Ethics support

A couples counselling ethics consultant was recruited to provide specific support for members on ethical queries relating to this specialist area of work. We've also started to look at how to make improvements to the ethics service and will be developing an online booking system to make the service more accessible to our members. In the past year, our ethics officers responded to more than 2,500 calls and 2,000 emails.

Conduct hearings

Following the end of COVID-19 restrictions, we resumed the option of in-person hearings. While virtual hearings remain our default position, we can now assess the merits of cases being held virtually or in-person on a case-by-case basis, taking into consideration the preferences of those involved. We found that parties involved showed a greater level of engagement in virtual hearings. It has also ensured we're up to date with modern technology and ways of living.

Member's view

Rachel Leslie, Operational Lead – Therapeutic Services at BACP organisational member Children North East

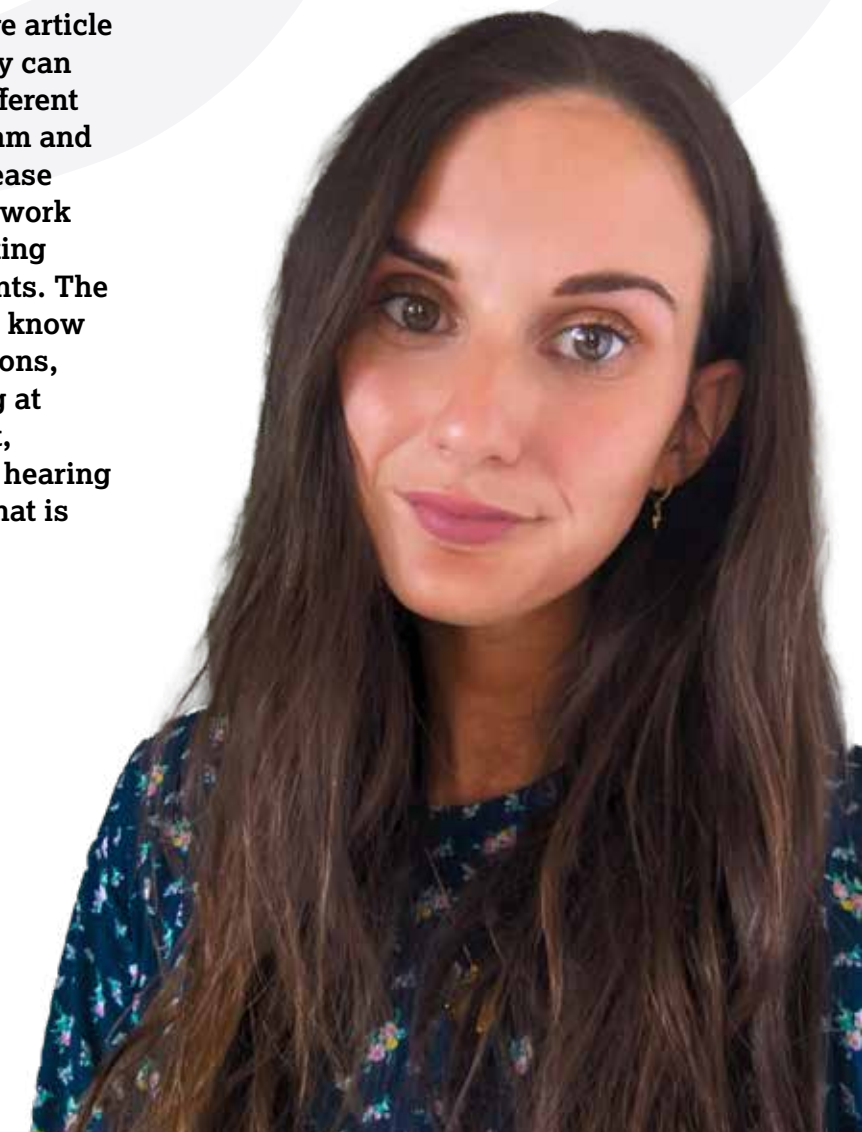
“Children North East was thrilled to receive funding from BACP to work with young people from refugee and asylum-seeking backgrounds to engage with and access counselling. The project, delivered in partnership with NEST, will increase understanding of the barriers faced by displaced eight to 25-year-olds to participate in therapeutic support. Funding has been used to deliver consultations with affected young people from different countries over extended periods, enabling our teams to build trust and promoting a greater depth of insight into participant experiences. Diverse counselling methods are being used in familiar community venues, where young people felt safe to talk. Importantly, the project has provided evidence of the barriers faced by young people, and the impact different therapeutic approaches can offer, supporting further funding ambitions to reach more young people across the North East.”



Staff view

Jade Ingham-Mulliner, Content Lead

“My role is to align member content throughout the organisation to ensure we create engaging, innovative and relevant CPD and learning. On a weekly basis, I can work with the member resources team and external subject matter experts to create content for BACP’s events and the CPD hub or with our journal editors to explore article contributions and evaluate how they can reach further audiences through different channels. I work with our policy team and professional standards to help increase communications of their incredible work by using platforms such as the Making Connections and Working with events. The greatest part of my role is getting to know members through content submissions, whether this is members presenting at events, interviewing on the podcast, authoring online presentations and hearing all the amazing and creative work that is taking place in the profession.”



3 We will be the professional home of choice for members and communities of practice, providing relevant services and opportunities to learn, develop and inspire each other.

Key achievements

Building a community

We launched our Communities of Practice platform – a member-only online space where therapists can connect, collaborate and network. There are currently 20 member-proposed communities, including person-centred therapy, trauma-focused psychotherapy and neurodiversity. The platform's received more than 50,000 page views since it launched. It has helped members offer peer-to-peer support and learning, and already given rise to cross-modality collaborative work between spirituality and addiction therapists. It's also helped source speakers for events.

Directory

We've made updates to our directory to help potential clients looking for a therapist and improvements to the directory contact form process. Directory subscriptions have increased by 17% between January 2022 to January 2023, compared to the previous year.

Bursary scheme launched

We had an incredibly positive response to the launch of our pilot bursary scheme for counselling and psychotherapy training, with more than 100 applications submitted within four weeks. The scheme aims to support underrepresented groups in the counselling and psychotherapy professions financially. Five entry-level bursaries will be offered to applicants beginning their training, and five progression-level bursaries will be for applicants studying diplomas or up to master's level. We hope to run the scheme again in autumn 2023.

Stronger networks

We've enhanced our network meeting provision to offer more support to members to set up and run these groups. The meetings help members complete CPD with their peers, focusing on the topics that they've requested support for. They also help tackle the isolation of the profession. Around 400 members attended a total of 43 meetings in the past 12 months. We held 13 in-person network meetings, the first time these had been held since COVID-19.

Event platform launch

Our new event platform launched in September 2022 at our private practice conference. The platform aims to improve users' experience of events and give everyone attending equal opportunities to interact in the day, whether they are there in person or online. Members are able to get involved by taking part in polls, asking questions and up-voting questions for presenters to ask. There has been fantastic involvement since the launch of the platform, with more than 40,000 page views and 267 questions submitted.

Private practice conference

The hybrid conference received hugely positive feedback from members. Some 95% of those who attended felt it made them more knowledgeable and inspired, and 83% of delegates agreed the conference was relevant to their practice. The event encouraged private practitioners to embrace innovation to develop their practice.

Learning centre nominated

The Learning centre, which supports members to plan and log their CPD and access resources, was shortlisted for Memcom's Best online/e-learning initiative 2022 award. The number of members holding a learning centre licence has reached 25,000, an increase of 75% on the previous year. Some 362 new videos were added in 2022, equating to 7,500 minutes of content to support members in their practice.

Divisional journals

Since our divisional journals were made free online in April 2020, we've seen a month on month increase in the number of subscribers. We now have more than 58,000 online subscribers, which represents just under 90% of our membership. We're also continuing to build the divisional podcasts as resources for members. These are housed within the Learning centre, but can also be accessed from the online divisional journals' pages.

Complaints resources

A series of six resources were developed to look at what can be learnt from upheld complaints and to explore implications for practice. The What complaints tell us about... series covers a range of topic areas based on the most common themes that were identified in upheld complaints, including boundaries and confidentiality. The resources are open access on our website and form part of our work to help raise standards in the hope that issues do not arise that lead to complaints.

Accessibility project

As part of our EDI strategy, we're committed to ensuring all our products, services and communications are accessible to all our members. We've worked with a consultant on putting into action recommendations to improve accessibility, and staff have undergone training. The training included topics such as the fundamentals of disability, the provision of reasonable adjustments, and accessible documents.



Member's view

Anthony Davis, London-based therapist and Making Connections presenter

“It was truly a pleasure presenting at the BACP Making Connections event in central London. I explored the psychological distress Black queer men experience and beneficial therapeutic practice with this community. I found the experience enlightening and rewarding, and an opportunity to inform practitioners of the mental health concerns among a marginalised community. The attendees were warm and welcoming and demonstrated reflection and interest in my presentation. I was intrigued by their questions and appreciated the sharing of authentic experiences. I highly encourage counsellors and psychotherapists to present at a Making Connections event to enhance their professional and personal development.”

Member's view

Mima Cornish, an integrative counsellor in private practice and contact for the northwest Spirituality division network meetings

“I have enjoyed hosting meetings, and connecting with the other facilitators has been an enjoyable and fulfilling experience. The collaborative nature of the Spiritually network is supportive and welcoming. The meetings I have been part of always represent such a diverse group of counsellors meaning that we can all share our varying beliefs and values. We can grow from our similarities and differences. Gatherings such as these allow us to challenge our own perceptions of spirituality and inspire each other with how we might or might not experience it in our practice. I have learnt from my peers and look forward to seeing the network grow.”



Staff view

Rebecca Stew, Communities of Practice Lead

“Communities of Practice was launched in October last year and has been steadily growing since, exceeding 50,000 views this month. We now have 20 communities, all proposed and championed by BACP members, full of peer learning resources and therapy related discussions. I’m enjoying working with the members to make this platform a success. Their enthusiasm for the project really spurs me on. We are hoping to increase awareness of Communities of Practice and its benefits.”

4

We will further develop confidence in and credibility of the profession by developing and upholding professional and ethical standards, informed by an evidence base.

Key achievements

SCoPEd adopted

Along with all six SCoPEd partners, we formally adopted the SCoPEd framework. The framework sets out the core training, practice and competence requirements for counsellors and psychotherapists working with adults. We've moved into an implementation period, which involves looking at agreed mechanisms and routes with partners for moving between membership categories that will be aligned to the SCoPEd framework. These will need to be reflected within our existing processes and systems, and membership and accreditation standards will be refined.

Mentoring scheme

A total of 30 pairs of mentors and mentees were matched together by our mentoring scheme for trainees from marginalised and racialised communities. Anecdotal feedback from mentees has included that it has helped to boost confidence and motivation, reduce isolation and the sessions have been insightful. The pilot programme will be reviewed after its end in June 2023.

Collaborative research

We worked with academics and researchers from a range of institutions to develop projects and funding bids to increase the evidence base for the counselling professions. This included the Open University, Coventry University, University of Bristol, Sheffield Hallam University and Ulster University. Research focused on issues, such as interventions for parents and carers of young people with mental health difficulties, race and diversity in counselling training and practice, supporting the mental health of refugees and asylum seekers, and psychotherapeutic interventions for people with dementia and their families.

Research conference

Our annual research conference had the theme Striving for equality, diversity and inclusion in research, practice and policy. The conference, co-hosted by Abertay University, was held online and in person in Dundee. Keynote papers were from Professor Heidi Levitt, who spoke about healing from sexual minority and intersectional stigma events, and Dr Dwight Turner, whose presentation was on researching the other.

Good Practice in Action

Our Good Practice in Action resources help members implement the Ethical Framework in their practice. The GPiAs are based on current research and evidence and reviewed by member-led focus groups and experts in the field. We've published three new GPiAs – Working online with the counselling professions, Working with suicidal clients in the counselling professions and Working with the Crown Prosecution Service Pre-trial Therapy Guidance. We've also reviewed 34 GPiAs this year.

Coaching competences

We published a coaching competence framework, user guide and training curriculum. This helps identify the competences needed for qualified therapists to move into coaching, either as a separate activity to their therapy practice, or through integrating therapy and coaching into a single form of practice. The Coaching training curriculum aims to support training providers to develop courses for qualified therapists who wish to learn the knowledge and skills needed for effective and ethical coaching.

Online and phone competences

We identified best practice for working remotely with younger clients in our newly-published CYP-OPT competences, which are now included in the CYP competence framework and training curriculum. The new subject area for remote working with children and young people in the training curriculum helps counselling practitioners to develop the knowledge, understanding and skills needed to practise safely and effectively with young clients online and over the phone.

Research grants

We've been preparing to launch a suite of research grants. During 2022 and early 2023, this has included recruiting a high calibre panel of academics, researchers and people with lived experience of counselling and psychotherapy to a grants' peer-review panel. The grants, which support collaborative working and secondary analysis of existing datasets, were officially launched at our research conference in May 2023.

Approved qualifications

There are now 54 centres delivering BACP-approved qualifications. In 2022, five courses started the accreditation process and 94 existing courses maintained accreditation. In 2022, 11 services started the accreditation process, we accredited four new services and maintained accreditation for 144 existing services.

Get Help

Our Get Help with Counselling Concerns team has responded to more than 900 enquiries in 12 months from members of the public who have worries about their therapy. To help inform the public about counselling, the service has published a series of blogs, covering a range of subjects including contracting, endings, and notes and record keeping, and a client information sheet on endings.

Mental Health Research Matters

Our research team joined the social media campaign #MentalHealthResearchMatters to showcase the work they do and how research matters for shaping the future direction of the counselling professions. Their blogs, videos and resources covered topics including counselling in schools through to counselling in care homes, from looking into sexuality in therapy to understanding why culturally sensitive research matters. The social media posts received around 38,000 impressions and 8,000 video views.

Member's view

David Sanmartino, recipient of a fully-funded PhD opportunity from York St John University, BACP and UKCP

"I am so grateful and proud to have this opportunity. Working closely with an excellent supervisory team and meeting people and researchers from BACP and UKCP have been an invaluable experience. There is extensive literature on Routine Outcome Measures (ROMs). Still, little is known about the client's perspective and the practical and theoretical issues therapists face when implementing these tools in clinical/therapeutic practice. We need to find out what works for the client and how this practice aligns with our theoretical approaches as counsellors and psychotherapists."

Member's view

Lucy Myers, BACP Coaching Division Chair

"The launch of coaching competencies represents a significant milestone for BACP's coaching division and for qualified therapists interested in moving into coaching. Placing BACP as a potential thought-leader in this evolving space, the competences provide clarity; identifying the skills, knowledge and attitudes needed before counsellors practise as coaches, and offering an understanding of what integrated coaching and therapy practice involves. UK businesses and communities are increasingly seeking practitioners able to work both at emotional depth and with forward momentum."



Member's view

Pepe Sarpong, mentee on the BACP mentoring scheme

"I am pleased I joined the mentoring scheme as it has alleviated my concerns regarding a career in counselling. It has been reassuring to hear about my mentor's own experiences as a counsellor from an ethnic minority background. For me, it has been a very positive experience and I am encouraged knowing I am good enough just as I am."



Staff view

Charlie Duncan, Senior Research Fellow

"I've worked in the research team at BACP for over 10 years now and the ability to contribute to, and develop, the evidence base for the counselling professions is an amazing part of my job. I also really value the opportunity to talk to members who have an interest in research when I meet them at events like our Annual Research Conference. To me, research is really just observing something of interest and trying to understand more about what it is that I'm observing, just as you might do in the therapeutic space."



5

We will campaign for the appropriate provision of counselling and psychotherapy for all members of society, and for opportunities for paid employment of our members. We will champion the skills, competence and contribution of our members to the public, employers, commissioners and policy-makers.

Key achievements

COVID-19 campaign success

We led an influential campaign calling for mental health to be included within the remit of the COVID-19 public inquiry. Our letter to inquiry Chair Baroness Hallett was signed by 26 leading mental health organisations – including Mind, Rethink Mental Health and the Centre for Mental Health. It prompted an expansion of the terms of reference of the inquiry to include the impact on the mental health and wellbeing of the UK population.

Counselling in the media

Our Counselling Changes Lives media campaign resulted in more than 430 pieces of media coverage in national newspapers, TV, radio and online during 2022. This contributed to a huge increase in reach and volume of mentions of BACP in the media – of 238% and 48% respectively. The media campaign aims to raise awareness of the benefits of counselling, position our members as highly skilled and qualified experts, and signpost those in need to our members. Highlights of the campaign were our Therapy Talks video, our annual Mindometer report and our Couples Collective resources.

Labour Party conference

Our well-attended event at the 2022 Labour Party Conference discussed the long-term impacts of the pandemic on the mental health of the nation. The panel discussion, held in partnership with UKCP, BPC and IPPR, looked at how mental health services, including counsellors and psychotherapists, can help steer the nation through such challenging times. The panel included our Deputy CEO Fiona Ballantine Dykes, and Dr Rosena Allin-Khan, the Shadow Mental Health Minister.

Finding a registered counsellor

We highlighted ethical counselling and the importance of members of the public looking for a counsellor from a PSA-accredited register in national and local media. This included on BBC Panorama, BBC News, and a television piece that went across ITV regional bulletins featuring our Head of Professional Standards Caroline Jesper and seven of our members.

Google Ad Words campaign

We continued our Google AdWords campaign to raise awareness of BACP and reach those seeking therapy for themselves or their loved ones. Our adverts have been shown more than 900,000 times and generated 2,500 new enquiries for members listed on our Directory.

Public Perceptions Survey

We worked with YouGov to survey around 5,000 members of the public and to understand their views on mental health and counselling. The annual survey helps inform our public-focused work and also generates media coverage. In 2022 we saw a rise of 170% in volume of media coverage of the survey results compared to 2021, up from 17 articles to 46 articles.

NHS training pathway

We were involved in securing a landmark funded and salaried core training pathway into the NHS workforce in England. The pilot psychotherapeutic counselling core training pathway offers three-year core training with an embedded NHS Talking Therapies qualification. We're hopeful this pilot can lead the way in opening up new routes of entry into the NHS workforce for counsellors and psychotherapists who wish to work in NHS services.

Leading workplace wellbeing

We've worked to raise the profile of BACP as a thought leader in the UK workplace wellbeing space, with the aim of highlighting the benefits of businesses investing in counselling for their staff. This included co-sponsoring the Health and Wellbeing at Work conference and presenting on industry-specific workforce challenges, alongside member organisations, academic research partners and a national rural charity.

School counselling collaboration

We worked with Citizens UK to campaign for national investment in school and college counselling provision across England. Our Children, Young People and Families Lead Jo Holmes spoke at a Citizens UK event in Brighton and Hove, and appeared on BBC South East Today as a result. Citizens UK is made up of community organisers and leaders who hold those in power to account to influence change. We're now working with them on a national scale to influence all political parties to include funded school counselling provision in party manifestos in the run up to the next election.

Social media campaign

Our social media adverts appeared on Facebook and Instagram users' feeds 6.5 million times in 2022. The campaign aims to reach members of the public to show that counselling changes lives and to encourage people to seek professional support if needed. The campaign has resulted in more than 8,400 visits to our website.

Northern Ireland campaigning

We secured commitments to counselling and psychotherapy in all seven of the Northern Ireland political party manifestos ahead of the May 2022 Elections. In March 2023, we launched a campaign to save the Healthy Happy Minds programme after funding was cut for the vital school counselling service. More than 3,200 letters were sent to MPs and MLAs in the first 48 hours of the campaign.

Member's view

Josephine Bey, BACP Workplace division executive and accredited member

“I attended the Health and Wellbeing at Work conference at the NEC in Birmingham as a member of the BACP Workplace division. During the two-day event, I spoke with businesses to promote the workplace competencies, to myth bust and promote the benefits of SCoPED, and also answered members’ questions. I also shared BACP’s mission and work with those who were meeting us for the first time. Following a year of tremendous change and challenge for BACP, I felt it was important to attend the conference. It’s an exciting time to be a wellbeing advocate and part of a body pioneering transformation.”



Member's view

Nicola Vanlint, BACP media spokesperson

“Media coverage gives people a better understanding of what mental health is and further rids the stigma of seeking therapy. I have contributed to national and local newspapers, magazines, health websites, and even a news broadcast, which was scary but a fun experience. The topics are varied from Agony Aunt-style pieces to describing the difference between a panic attack and heart attack on Patient website. I have found there to be many benefits to being a BACP media spokesperson. It keeps me up to date with what's ‘on topic’ within the media. Some subjects require quite a bit of research and this time is then put towards CPD hours.”



Staff view

Andy Mann, Communications Officer

“My role involves working to raise awareness through the media of counselling, of BACP and our members, and of the need for the public to ensure they’re seeing a registered counsellor. I’ve supported members and staff on opportunities to share their expertise with print, online and broadcast media on a whole range of issues, from anxiety to relationships, from bereavement to body image. One of the major successes was working with the BBC’s Panorama team on an investigation into crisis pregnancy advice centres to help highlight the importance of ethical counselling. Our comments were featured right across the BBC and reached an estimated 30 million people. It’s hugely rewarding to know our media work is raising the profile of the Association and our members, and helping people who are seeking therapy to find the right support.”



6

We will optimise the organisation of BACP to ensure it is flexible, responsive, and capable of resourcing the vision and goals.

Key achievements

Staff training

A strong focus on EDI-related training has included the delivery of webinars for all staff, covering unconscious bias and neurodiversity. This has also led to us working with a new supplier for staff to have referrals relating to neurodiversity, to help provide support in the workplace. There has also been a considerable focus on first aid training, fire warden training and risk assessment training for staff who attend events so that we can continue to provide a safe environment for our members on these occasions.

Carbon neutral project

We reviewed our carbon footprint between 2019 and 2022, and offset the carbon with two projects, one international and one in the UK. We'll continue to review and offset each year, and also plan to have more discussions about our buildings and larger projects to ensure that we try to move towards a reduced carbon footprint.

Measuring our impact

We put a new process in place to help us measure the impact of the work we do for the benefit of members and the profession. Project leads are reporting back on extra details relating to the outcomes and impact of their work helping us to better evidence that we're delivering against our strategy and working for the best possible value for members and professions.

Health and safety at work

Since we first gained ISO accreditation in 2021, a substantial amount of work has been carried out in the area of health and safety. In the past 12 months, we focused on the management aspect of health and safety across BACP with the senior management team, reviewing all the policies and safe systems of work.

Reference and administrative details of the charity, its Trustees and advisers

For the year ended 31 March 2023

Board of Governors

Natalie Bailey: Chair

Michael Golding: Deputy Chair
(resigned 20/01/23)

Vanessa Stirum (resigned 22/04/22)

Sekinat Adima

Julie May (co-opted term ended 11/11/22)

Kate Smith

Punam Farmah

Alwyn Li (from 03/05/22)

Ewan Irvine (from 11/11/22)

President

David Weaver (term ended 11/10/22)

Vice Presidents

Professor Dame Sue Bailey

Luciana Berger

Jabeer Butt OBE

John Cowley

Nancy Rowland (resigned 16/11/22)

Julia Samuel MBE

Senior leadership team

Chief Executive: Hadyn Williams
(resigned 30/09/22)

Interim Chief Executive: Anna Daroy
(started as interim 24/11/22)

Deputy Chief Executive and Chief Professional Standards Officer: Fiona Ballantine Dykes
(resigned 30/12/22)

Chief Financial Officer: Philippa Foster

Chief Officer for Membership and Operations: Chelsea Shelley
(returned from maternity leave on 18/12/22, post made redundant 31/03/23)

Interim Chief Officer for Membership and Operations: Adam Pollard
(interim term ended 5/12/22)

Charity registered numbers

BACP is a company limited by guarantee registered in England and Wales (company number 02175320)

BACP is also a registered charity (number 298361)

Principal office

BACP House, 15 St John's Business Park, Lutterworth, Leicestershire LE17 4HB

Independent auditors

RSM UK Audit LLP
Rivermead House
7 Lewis Court
Grove Park
Leicester LE19 1SD

Bankers

Lloyds Bank Plc
14 Church Street
Rugby CV21 3PL

Solicitors

Russell-Cooke LLP
2 Putney Hill
London SW15 6AB

Trowers & Hamlins LLP
3 Bunhill Row
London EC1Y 8YZ

Investment managers

SG Kleinwort Hambros Bank Ltd
5th Floor
8 St James's Square
London SW1Y 4JU

Board of Governors report

For the year ended 31 March 2023

The Board of Governors (the Board) present its annual report together with the audited financial statements of the Charity for the year 1 April 2022 to 31 March 2023.

The Board has adopted the provisions of the "Statement of Recommended Practice applicable to charities preparing its accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)" in preparing the annual report and financial statements of the charity.

Structure, governance, and accountability

Structure

BACP is a company limited by guarantee registered in England and Wales. BACP is a registered charity with the Charity Commission and incorporates BACP Enterprises Ltd, its wholly owned subsidiary.

BACP is a charitable, not-for-profit organisation which means our funds are used to maintain and develop the organisation for the benefit of our members and the communities in which we are active. The objectives of BACP are to promote and provide education and training for counsellors and/or psychotherapists working in either professional or voluntary settings, whether full or part time, with a view to raising the standards of the counselling professions for the benefit of the community and in particular for those who are the recipients of counselling and/or psychotherapy; and to inform and educate the public about the contribution that the counselling professions can make generally and particularly in meeting the needs of those whose participation and development in society is impaired by physical or psychological health needs or disability.

The Association has the power to do anything which is calculated to further its objectives or is conducive or incidental to doing so. Our income comes principally from membership subscriptions, income from the trading subsidiary, BACP Enterprises Ltd, and Find a Therapist directory fees.

The related party transactions are disclosed in Note 17 to these financial statements.

Governance

The BACP Board of Governors currently consists of six Governors. Our Governors are elected, appointed or co-opted to oversee our strategic direction and the management of the Association. Representing and accountable to our members, their role includes providing strong leadership, ensuring we achieve our strategic objectives, determining priorities, ensuring performance and managing risk and accountability, viability and sustainability.

The Board of Governors shall consist of up to a maximum of seven Governors elected by our members, up to a maximum of five Governors appointed by the Board, and up to a maximum of two co-opted Governors at any time by the Board. The Board appoints the Chair and the Deputy Chair from the elected Governors. The Board convenes at least four times each year.

Governors serve for an initial term of four years, and may be re-elected or re-appointed for a further four years of service. No Governor (whether elected or appointed) may serve for a period exceeding eight consecutive years without a two-year break. Appointed Governors are allowed to be re-appointed for a further one calendar year maximum if the Board of Governors resolves by at least a three-quarters majority vote of the Governors present and voting. Elected and appointed Governors will be announced at, and terms of office will commence from, the Annual General Meeting. The AGM takes place between September and December each year.

The election of Governors is supervised by an external organisation appointed by our President.

Below is a list of our Governors during the year, along with the other committees they were members of:

Governor	Period of Office	Governance Committee role
Natalie Bailey Chair	Elected 24/11/16 Elected Chair 7/11/19	Board Member
Michael Golding Deputy Chair	Elected 4/12/20 Elected Deputy Chair 11/9/21 Resigned 20/01/23	Governance, Remuneration and Nominations Committee - Chair
Vanessa Stirum	Co-opted 4/3/16 Appointed 24/11/16 Re-appointed 7/11/19 Resigned 22/04/22	Public Protection Committee - Chair Governance, Remuneration and Nomination Committee - Member Former Chair, Audit and Risk Committee (disbanded)
Julie May	Elected 16/11/18 Co-opted term ended 11/11/22	Board Member
Sekinat Adima	Elected 4/12/20	Board Member
Dr Kate Smith	Elected 4/12/20	Research Committee - Chair
Punam Farmah	Elected 5/11/21	Board member
Alwyn Li	Appointed 3/05/22	Finance, Risk, Audit, Policy, and Performance Committee – Chair
Ewan Irvine	Elected 11/11/22	Board Member

All elected Governors must be BACP members. Appointments to the Board are made to provide the skills and expertise considered necessary to achieve our strategic aims.

On appointment, each Governor completes a register of interests and a confidentiality agreement. Each member of the Board undertakes induction training, consisting of a comprehensive briefing by the Chair of the Board, the Chief Executive, and Head of Governance, with emphasis placed on the legal status and the responsibility of a Trustee. Members meet with the senior management team to understand the work of the Association as a whole.

They are provided with an induction pack that includes the Articles of Association, Standing Orders of the Association, policies and procedures on issues relevant to the role, alongside best practice guides.

This is updated as required throughout the year and updates are provided to the Trustees and their training needs are regularly assessed and met.

The Board of Governors oversees the business of the Association. The Board's delegated Committees are:

1. The Finance, Risk, Audit, Policy and Performance (FRAPP) Committee
2. The Public Protection Committee (PPC)
3. The Research Committee (RC)
4. The Governance, Remuneration and Nominations (GRaN) Committee

The Finance, Risk, Audit, Policy and Performance (FRAPP) Committee

The scope of the FRAPP Committee includes:

- Responsibility for ensuring the strategic directions set by the Board around finance, audit, risk, policy, and performance is monitored and maintained by the organisation.
- Monitoring the financial procedures, policies and plans and ensuring compliance with appropriate regulations.
- Co-ordinating the risk auditing and reporting process and maintaining and monitoring the Risk Register on behalf of the Association.
- Considering GDPR matters with the Committee Chair acting as BACP's point of contact on the Board of Governors for GDPR.

The membership of FRAPP:

- Alwyn Li, Chair of the FRAPP Committee and Board Member
- William Llorel-Antoine, Committee Member (from 31/08/22)
- Emma Clarke, Committee Member (from 31/08/22)
- Clair Jones, Committee Member (from 31/08/22)
- David Weir, Committee Member (from 31/08/22)
- Richard Mason, Committee Member (Resigned 31/08/22)
- Sonia Minards, Committee Member (Resigned 01/03/23)

The Public Protection Committee (PPC)

The scope of the PPC Committee includes:

- Responsibility for the development of the BACP Register and professional conduct functions.
- Obtaining legal and professional advice on any matter within its Terms of Reference on approval of the Board.
- Commissioning reports on Internal audits against policy.
- Ensure effective Implementation of all strategies relating to professional conduct and register activities.

The membership of PPC:

- Velia Soames, Chair of the PPC Committee
- Humza Chaudhry, Committee Member
- Jo Burns, Committee Member
- Philip Matthews, Committee Member
- Mervyn Wynne-Jones, Committee Member
- Julie May, Committee Member and Board Member (Co-opted term ended 11/11/22)
- Vanessa Stirum, Committee Member and Board Member (Resigned 22/04/22)

The Research Committee (RC)

The scope of the Research Committee includes:

- Responsibility for developing, informing and monitoring the BACP research strategy in accordance with the scheme of delegation, overseeing research procedures, policies and plans, and approving and reviewing research projects.
- Ensuring all policies developed by the Committee comply with appropriate legislation.
- Approving and reviewing research projects (subject to budget provisions).
- Provision of advice and practical suggestions on research projects.

The membership of RC:

- Dr Kate Smith, Chair of the Research Committee and Board Member
- Dr Scarlett Brown, Committee Member
- Dr Nicholas Cook, Committee Member
- Dr Jeannette Roddy, Committee Member
- Professor Lynne Gabriel, Committee Member
- Jeremy Sachs, Committee Member (from 01/03/23)
- Naomi Moller, Committee Member (from 01/03/23)

The Governance, Remuneration and Nominations (GRaN) Committee

The scope of the GRaN Committee includes:

- Supporting the Board in fulfilling its legal, ethical, and functional responsibilities through adequate governance policy development, recruitment strategies, training programs, monitoring of Board activities, and evaluation of Board members’ performance.
- Ensuring appointments to the Board are subject to a formal, rigorous, and transparent procedure and an effective succession plan is maintained for the Board and senior management.
- Overseeing the process for resolving Board disputes or disciplinaries and where appropriate engaging with independent consultants or reviewers as and when necessary.
- Reviewing the organisation’s governance matters and make recommendations to the Board, take any actions to enable the
- Committee to fulfil its responsibilities and seek independent advice to perform its duties where necessary.

The membership of GRaN currently includes:

- Michael Golding, Chair of GRAN Committee, Deputy Chair, and Board Member (Resigned 27/01/23)
- Punam Farmah, Interim Chair of GRAN Committee (from 27/01/23) and Board Member
- Sheila Edmund, Committee Member
- Vanessa Stirum, Committee Member and Chair of PPC (Resigned 22/04/22)

Description of principal risks and uncertainties

Policies and procedures are designed to identify, assess, and mitigate risk. During the year, the Finance, Risk, Audit, Policy, and Performance (FRAPP) Committee and the Board of Governors carry out an assessment of the strategic, business, operational and financial risks. We then review the policies, procedures, and reporting regimes, and amend them if needed, to manage and reduce the identified risks.

The key strategic risks identified include:

- a. Reliance on a single source of income.
- b. Performance of BACP’s investments and potential impact on the level of the reserves held by the Association.
- c. Inefficient back office operational processes and technology, and the associated costs to ensure best practice.
- d. Losing Professional Standards Authority accreditation of the BACP Register.
- e. Damage to BACP’s reputation where member practices are not compliant with current legislation and safeguarding practices.
- f. Lack of expertise and leadership at senior level.

These key strategic risks are recorded in the strategic risk register, which records the mitigations that are in place, together with further action.

Risks are divided into five categories: governance, operational, financial, external and compliance.

The Risk Register is reviewed every month by the senior leadership team assessing each risk in terms of likelihood and impact. Mitigation and control strategies are in place that continually monitors and updates risk across the organisation.

The Board, as a body, is together responsible for establishing, implementing, and monitoring the internal financial controls. The detailed oversight of the internal financial controls is delegated to the FRAPP Committee and reported to FRAPP by the Head of Governance and the Interim Chief Executive Officer.

The FRAPP Committee then makes reports on current and mitigated risks to the Board of Governors. If a mitigation process requires financial investment, it is held to account through this process.

Our Governors have assessed the charity by reviewing budgets, plans, financial and operational risks, and the external environment for the forthcoming year. Our Governors are satisfied that there are no material uncertainties around the continuing relevance of the charity or its ability to continue.

The Board has delegated clear lines of authority to our executive and senior leadership team who are involved in the recognition of risk in their activities.

Since the end of the reporting period, the Association has begun a thorough review of its risk framework in line with industry standards and the ability to provide the FRAPP Committee and the Board with regular and in depth risk assurances.

Strategic Report

Key Performance Indicators

Achievements against our 2019-2022 strategy are measured by a series of key performance indicators (KPIs) which reflect both our strategic goals and charitable objectives. We've seen a positive trend in the figures across all areas of these measurements over the three-year life of the strategy. Although some areas may be below the challenging targets that were set in 2019, we've shown that substantial improvements have been made on behalf of our members, the profession, clients and the wider public. It must be remembered that these targets were set ahead of the COVID-19 pandemic. Since March 2020, we've had to shift our strategic and operational focus to adjust to the challenges and opportunities brought about by the pandemic. This had widespread and unexpected consequences on what we have been able to achieve in some areas in the past three years.

Net Promoter Score (NPS)

	At launch	Target	Latest
Members would 'recommend' BACP (NPS)	-4	+10	-1*
Members feel listened to	39%	50%	48%*
Members feel valued	36%	50%	41%*
Members are satisfied with membership (NPS)	-25	0	-15.5

We've seen big improvements in these statistics, which are collected through our annual membership survey. Listening to our members' feedback and working on their behalf have been at the heart of our strategy. In the key achievements section of this report we've demonstrated the actions that have been taken in the past 12 months as a result of members' suggestions.

Relevancy

	At launch	Target	Latest
Members feel supported	57%	70%	62%*
Members feel BACP is relevant to their practice (NPS)	0	15	3*
Members feel part of a community	32%	50%	34%*

We have a diverse membership of more than 65,000 individuals who work in different settings, locations and with varied client demographics. We've taken on board feedback from members to ensure our events, learning and development opportunities, journals and resources are inspired by what members tell us they need in their day-to-day practice. We've highlighted the additional member services we've developed in the past year in the key achievements' section of this report. We hope these figures will continue to improve the next time we ask our members these questions in our 2023 membership survey.

Value for money

	At launch	Target	Latest
Value for money (NPS)	-35	0	-26*
Member growth	49.5k	53k	66k**
Organisational growth	919	1,000	922**

While membership figures have grown over the past three years, it's important that each member knows the benefits and value they get from their membership. We've highlighted these areas to members through a member benefits' web page and video. This page explains what's included in members' annual subscription, including ethical support, learning and CPD, events, journals, and career development. It also emphasises how we work on members' behalf. We've added a significant number of benefits to membership since 2019, including Communities of Practice platform, EBSCO research database, discounts and podcasts.

Influential to government

	At launch	Target	Latest
Members feel we're working to improve employment	19%	35%	28%*
We influence government	29%	50%	35.8%

We're continually advocating for an increase in paid employment opportunities for our members across the UK by building links with policy makers and working closely with third sector organisations and employers. Our response to the Government's 10-Year Mental Health Strategy consultation included the need to invest in paid, trained counsellors in a range of settings, including the NHS, workplaces, schools, colleges and community hubs. We regularly share updates with our members on this work, and are pleased that these results from our 2022 membership survey show an improvement on previous years.

Professional standards

	At launch	Target	Latest
Members would 'recommend' BACP (NPS)	70%	80%	77%*

Supporting our members in professional and ethical practice and upholding high standards within practice are the focus of much of what we do as a professional body. SCoPEd continues to be an important step in setting standards for the profession, and we're making sure we keep members updated about the project's progress. The latest figure for this KPI is from our 2022 membership survey, before SCoPEd was adopted.

Awareness raising

	At launch	Target	Latest
Media reach (a month)	N/A	10 million	75 million***
Members feel we raise awareness in media	37%	50%	45%*
Public awareness of BACP	18%	20%	22%****

We've worked hard to ensure that counselling and psychotherapy have a prominent place in the media conversation around mental health. Our Counselling Changes Lives campaign and Public Perceptions' Survey have played a massive part in securing more media coverage for BACP, our members and about counselling. The result of this has been a huge increase in our media reach, measured through our media monitoring service, and a rise in public awareness of BACP, measured through our annual Public Perceptions' Survey with YouGov. We're pleased that more members are recognising this work is taking place, according to results from our 2022 membership survey.

Budget

	At launch	Target	Latest
Staffing costs remain less than 60% of income	N/A	60%	52.7%

*Figures from 2022 BACP membership survey
** Figures from BACP membership data
*** Figures from Onclusive media monitoring
**** Figures from BACP/You Gov survey February 2023

We have worked hard to ensure that our workforce remains flexible, responsive and capable of resourcing the vision and goals, whilst also ensuring are staff costs remain less than 60% of member income.

2023 to 2028 strategy

Increasing our reach: 2023 to 2028 is a bold agenda for change and improvement. We are ambitious for our members, for the profession and for the public.

Our strategic goals are:

The six goals in our Increasing our reach strategy are to:

- 1. Set the global gold standard for best practice in psychotherapy and counselling.
- 2. Supporting members with new, customised services throughout their professional journey.
- 3. Shape the future of the global counselling and psychotherapy community.
- 4. Expand and diversify the sources of revenue to ensure long term financial sustainability.
- 5. Promote a diverse and inclusive profession and access to counselling and psychotherapy services.
- 6. Establish digital best practice and provide high quality digital services.

We will report back on our progress and achievements against our KPIs for this new strategy in future annual reviews.

Review of BACP’s financial position

Review of business

The Consolidated Statement of Financial Activities and Consolidated Balance Sheet show the results of our operations for the 12 months from 1 April 2022 to 31st March 2023. We remain in a healthy financial position in line with our reserves policy. This financial position allows us to undertake and support a broad range of activities in relation to our charitable objectives.

Our main sources of funding are membership subscriptions (81% of total income), income from our trading subsidiary, BACP Enterprises Ltd (8%), and Find a Therapist directory fees (7%).

Total income for the year increased by £783,179 to £11,977,299 - an increase of 7%. The increase was principally driven by year on year membership growth of 7% from 61,756 to 66,056 members. The funding sustains the costs incurred in delivering our key objectives through representation of the profession, developing research, the provision of journals, conferences and events, professional standards and the register and conduct process.

Operating expenditure increased by £1,785,841 to £11,822,061 an increase of 18%. The increase in expenditure is consistent with the continued emergence from the pandemic, with 83% of the increase relating to our charitable activities. Within these activities expenditure on our designated fund EDI strategy has increased fourfold and included the launch of BACP’s bursary scheme as well as BACP’s first mentoring scheme. We have also seen increased expenditure on hearings, journals and publications, committees, and the associated staff and professional expertise to undertake these activities.

The net assets of the Association fell by 2% from £7,936,960 to £7,771,669. Fixed assets fell slightly by 7% mainly due to the reduction in the value of the investments (see next section), this reduction being offset by an increase in current assets of 15% driven by an increase in cash holdings. There was an increase in creditors of 15% due to the year end accruals for termination benefits and accruals for invoices received after the cut off date.

Investment policy and performance

Kleinwort Hambros Private Bank Limited (KHPB) provides discretionary investment management services of the investment portfolio. KHPB Ltd is regulated by the Financial Conduct Authority and is a member of the London Stock Exchange.

Kleinwort Hambros manage the ethical investment portfolio in line with our policy on ethical investment. The investment objectives criterion is based on maximum total gross return. This is achieved by generating growth through capital appreciation in the value of shares and the reinvestment of income as generated from dividends, while complying with our policy on ethical investment.

The investment portfolio paid out dividends of £82,688 (2022-£68,144) during the year. There was an unrealised loss on the investment portfolio of £320,529 during the year compared to a small gain of £73,915 in 2022.

The details of the movements on the investments for the year are set out in note 12.

Reserves Policy

The Board of Governors reviews the reserves policy annually. In June 2023 the Board agreed that the free reserves policy should be at a level to allow for future unanticipated fluctuations in income and expenditure, identified risks, and to cover the estimated running costs of core services for six months. This is currently estimated at £5.8million.

The free reserves for this purpose are the total reserves, less designated funds (to the extent that they have been committed), less tangible and intangible fixed assets except for administrative land and buildings, which are considered disposable.

At 31 March 2023 the level of the charity’s free reserves was;

Total reserves:	£7,771,669
Less:	
Designated funds	£915,605
Property revaluation reserve	£65,000
Tangible and intangible fixed assets*	£315,642
Free reserves	£6,475,422

*Excluding administrative land and buildings which are considered disposable.

The level of free reserves is £0.7m higher than policy. A strategy to manage the excess reserves will be considered by the Board of Governors in the Autumn.

Officers’ insurance

The company has Officers’ Liability Insurance in place. This insurance indemnifies any officer against a liability arising as a result of their negligence up to an aggregate liability of £1million. The cost of this insurance amounts to £3,660 (2022 - £3,665).

Fundraising

The Association does not actively fund raise, and no professional fund-raisers are engaged. No appeals to members of the public have been made, and no fund raising is carried out on behalf of the Association.

Streamline Energy and Carbon Reporting (SECR)

Introduction to SECR

This section of our Annual Review covers the energy and carbon reporting for the financial year 2022/23. The contents have been written in accordance with the best practice guide for Streamlined Energy and Carbon Reporting (SECR), released in April 2019, and to the best of our knowledge, the information included is correct.

We have worked with Elmhurst Energy Consultancy to complete this report, providing the energy data for our operations during the financial year 2022/23. Included in our UK energy use are Scope 1, 2 and 3 emissions, an energy intensity ratio, and a narrative commentary on the energy efficiency action we have taken in financial year 2022/23.

Background to SECR

The Companies Act 2006 (Strategic Report and Directors’ Report) Regulations 2013 introduced changes to require quoted companies to report their annual emissions and an intensity ratio in their Directors’ Report.

The 2018 Regulations bring in additional disclosure requirements for quoted companies and introduced requirements for large unquoted companies and limited liability partnerships to disclose their annual energy use and greenhouse gas emissions, and related information.

Aims of SECR

- Increase awareness of energy consumption and carbon emissions within large and quoted organisations, including enhanced visibility to key decision makers;
- Create more of a level playing field among large organisations, in terms of energy and emissions reporting;
- Ensure administrative burdens associated with energy and emissions reporting are proportionate and broadly aligned to the existing energy reporting requirements and the business reporting framework;
- Provide organisations in scope with the right data to inform adoption of energy efficiency measures and opportunities to reduce their impact on climate change; and
- Provide greater transparency for investors, and other stakeholders, on business energy efficiency and low carbon readiness.

UK Energy Use and Emissions

The Association does not fall under the qualification criteria for SECR reporting, however we have chosen to report on a voluntary basis. As such, we will report on our UK emissions and the associated greenhouse gas emissions calculated from UK energy use. The energy use reported on is that consumed by the Association in our two offices located in Leicestershire.

The time period the data covers is aligned with the financial year 2022/23 running from April 2022 to the end of March 2023.

Energy consumption

The Association’s energy consumption is shown in Table 1 below. The energy consumption is reported under two categories. The first category outlines the consumption of electricity at our offices and sites. The second category outlines the consumption of fuel that we are responsible for purchasing.

Energy Consumption Category	Total (kWh per annum)
Consumption of electricity purchased	138,033
Consumption of fuel purchased	30,788
Total	168,821

Table 1 - Energy consumption annual totals for BACP

Emissions Included in Scope of SECR

Scope 1 emissions include emissions that are derived from activities owned or controlled by the Association. As such, they are direct emissions. For the Association this would include emissions from any mains gas used for heating offices; however, there is no gas usage associated with our two current offices.

Scope 2 emissions include emissions released into the atmosphere associated with the consumption of purchased electricity, heat, steam, and cooling. These are indirect emissions which are a consequence of the Association’s activities but occur at sources we do not own or control. For the Association this includes the electricity purchased for use at our office sites.

Scope 3 emissions are a consequence of the Associations actions, which occur at sources which we do not own or control, and which are not classed as Scope 2 emissions. For the Association these include the emissions produced from grey-fleet usage.

Emissions

The Association’s carbon emissions are shown in Table 2 below. The energy consumption is reported under Scope 2 and Scope 3. The table only includes the emissions that are mandatory under SECR.

Total (tCO2e per annum)	Total (kWh per annum)
Emissions from purchased electricity (Scope 2)	26.69
Emissions from grey fleet (Scope 3)	7.36
Total carbon emissions	34.05

Table 2 – Carbon emissions for BACP by Scope

Comparisons

The guide of best practice for the new Streamlined Energy and Carbon Reporting Framework details that we must provide the energy use and emissions figures for the previous financial year by way of comparison.

Table 3 shows the percentage change for each consumption and emissions category from the financial year 2021/22 to the financial year 2022/23. As shown electricity consumption has decreased by 2% compared with the previous financial year. Consumption related to transport has increase by a substantial amount, 111%, compared with the previous financial year. However, some of the increase will be due to conditions relating to the COVID19 pandemic which saw travel restrictions and supressed travel across 2020 and 2021. 2022 has been the first full year with travel restrictions being lifted. Whilst our travel consumption and emissions have increased, overall total consumption and emissions have increased by 8% and 1.86% respectively as transport activity is a much smaller proportion of our consumption. The intensity ratio, which accounts for the increase in FTE between the two periods, shows a decrease of 9.40%.

	Current Reporting Year 2022/23	Previous Reporting Year 2021/22	% Change
UK and offshore (mandatory)			
Total energy consumption (kWh)	168,821	155,439	8.61%
Energy consumption for natural gas (kWh)	0	0	0
Energy consumption for electricity (kWh)	138,033	140,882	-2.02%
Energy consumption for transport (kWh)	30,788	14,557	111.21%
Emissions from combustion of natural gas (Scope 1) (tCO2e)	0	0	0
Emissions from purchased electricity (Scope 2) (tCO2e)	26.69	29.91	-10.76%
Emissions from business travel in rental cars or employee-owned vehicles where the company is responsible for purchasing the fuel (Scope 3) (tCO2e)	7.36	3.52	109.07%
Total emissions (tCO2e)	34.05	33.43	1.86%
Full-time equivalent	144	128	12.50%
Intensity ratio (tCO2e/FTE)	0.236	0.261	-9.40%

Table 3 – Comparison Table

Intensity Ratio

We are required to provide emissions figures in the form of at least one intensity ratio. An intensity ratio compares emissions data with an appropriate business metric or financial indicator. Under the new Streamlined Energy and Carbon Reporting Framework, companies can decide upon the most appropriate intensity ratio to ensure it is relevant to our business operations and sector.

The Associations intensity ratio is t/CO2e per full-time equivalent member of staff (FTE):

Full-time equivalent member of staff - 144

Intensity Ratio – 0.236 tCO2e per FTE

Methodology

Elmhurst Energy Consultancy have determined the energy consumption and emissions based on the GHG Protocol Corporate Accounting and Reporting Standard, the UK Government Conversion Factors for Company Report published by the UK Department for Business, Energy & Industrial Strategy, and the data issued to them from the Association. This data included the electricity consumption totals for both office sites, as well as mileage data for the grey fleet.

Scope 2 - Indirect Emission Data Calculation

Electricity consumption data for the year was supplied for the offices and was converted into carbon dioxide emissions (t/CO2e) via the UK electricity conversion factor from the UK Government Conversion Factors for Company Report, published by the UK Department for Business, Energy & Industrial Strategy.

Scope 3 – Other Indirect Emission Data Calculation

Mileage data for the year was provided through claims made by employees and volunteers using their own cars for business purposes. These mileage figures were converted into carbon dioxide emissions (t/CO2e via the relevant mileage conversion factor from the UK Government Conversion Factors for Company Reporting, published by the UK Department for Business, Energy, and Industrial Strategy.

Energy Efficiency Actions

An energy audit report was carried out during the financial year 2022/23 to identify measures that we could undertake to reduce our energy consumption.

The recommendations of the energy audit report will be considered as part of our new five year strategy.

Statement of Trustees Responsibilities

The Governors, who are also the directors of BACP (for the purposes of company law), are responsible for preparing the Annual Review, including the Strategic Report, and the financial statements

in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In preparing these financial statements, the Board of Governors is required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities Statements of Recommended Practice
- make judgments 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 company and group will continue in business.

The Board of Governors is responsible for keeping adequate accounting records, that are sufficient to explain the group and charitable company transactions and disclose with reasonable accuracy at any time the financial position of the group and charitable company and to enable the Board to ensure that the financial statements comply with the Companies Act 2006.

The Board of Governors is also responsible for safeguarding the assets of the company and the group, and for taking reasonable steps to prevent and detect fraud and other irregularities.

The governors 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.

More information about how our Association is governed can be found in our Articles of Association and our Standing Orders.

Statement as to disclosure of information to auditors

As far as the Board of Governors is aware, there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the company's auditors are unaware, and each Governor has taken all the steps that he or she ought to have taken as a Governor to make himself or herself aware of any relevant audit information and to establish that the group's auditors are aware of that information.

Management and staffing

Our Interim Chief Executive, Anna Daroy, is responsible for planning and developing our services and strategies, within clear policies and protocols set by the Board. Our Interim Chief Executive reports to the Board of Governors, via the Finance, Risk, Policy and Performance Committee (FRAPP, which now incorporates the previous Finance and Policy Committee), on the financial position of the company, including the actual performance compared to the budget. Management Accounts are received monthly and reviewed quarterly by the Board and regularly by the FRAPP Committee. At our AGM in November 2022, RSM UK Audit LLP was reappointed as the Association's auditors for 2022/23.

The Board approves the Association's salary policy and procedure. Salaries are benchmarked against similar posts in the sector and geographical area.

Our staff team is recruited and supported to provide the skills and expertise needed to operate our organisation successfully.

Membership of BACP

We offer the categories of membership listed below. The members of these categories are also members of the company and have full voting rights:

- Student Member
- Individual Member
- Registered Member (MBACP)
- Registered Accredited Member (MBACP Accred)
- Registered Senior Accredited Member (MBACP Snr Accred)
- Retired Member
- Organisational Member

Volunteers

We're hugely grateful to the many volunteers who support us by serving on our divisions, committees, expert reference groups, forums, working groups and as peer reviewers and media spokespersons. Thank you for your continued and significant contribution to our success – your dedication, commitment, passion, and hard work allow us to better serve our members and stakeholders; to promote the counselling professions effectively and to support our vision: counselling changes lives.

On behalf of the Board of Governors



Natalie Bailey
Chair of the Board of Governors

Date: 22nd September 2023

Independent auditor’s report

To the members of the British Association
for Counselling and Psychotherapy

Opinion

We have audited the financial statements of The British Association for Counselling and Psychotherapy (the ‘parent charitable company’) and its subsidiaries (the ‘group’) for the year ended 31 March 2023 which comprise the Consolidated Statement of Financial Activities (incorporating an income and expenditure account), the Consolidated and Charity Balance Sheets, the Consolidated Cash Flow Statements 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 group’s and the parent charitable company’s affairs as at 31 March 2023 and of the group’s 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We have been appointed auditors under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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 group and parent 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 governors’ 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 group’s or parent charitable company’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 governors 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 Report of the Governors other than the financial statements and our auditor’s report thereon. The governors are responsible for the other information contained within the Report of the Governors. 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 Governors' Report, which includes the Directors' Report and the Strategic Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report and the Strategic Report included within the Governors' Report have 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 group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report or the Strategic Report included within the Governors' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Governors

As explained more fully in the Statement of Governors' responsibilities set out on page 51, the governors (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 governors 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 governors are responsible for assessing the group's and parent 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 governors either intend to liquidate the group or parent 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.

The extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities are instances of non-compliance with laws and regulations. The objectives of our audit are to obtain sufficient appropriate audit evidence regarding compliance with laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, to perform audit procedures to help identify instances of non-compliance with other laws and regulations that may have a material effect on the financial statements, and to respond appropriately to identified or suspected non-compliance with laws and regulations identified during the audit.

In relation to fraud, the objectives of our audit are to identify and assess the risk of material misstatement of the financial statements due to fraud, to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud through designing and implementing appropriate responses and to respond appropriately to fraud or suspected fraud identified during the audit.

However, it is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, the group audit engagement team:

- obtained an understanding of the nature of the sector, including the legal and regulatory framework that the group and parent charitable company operate in and how the group and parent charitable company are complying with the legal and regulatory framework;
- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud;
- discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

As a result of these procedures we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, Charities SORP (FRS 102), Companies Act 2006, Charities Act 2011, the parent charitable company's governing document and tax legislation. We performed audit procedures to detect non-compliances which may have a material impact on the financial statements which included reviewing the financial statements including the Governors' Report, remaining alert to new or unusual transactions which may not be in accordance with the governing documents, inspecting correspondence with local tax authorities and evaluating advice received from internal and external advisors.

The most significant laws and regulations that have an indirect impact on the financial statements are those in relation to General Data Protection Regulation (GDPR). We performed audit procedures to inquire of management and those charged with governance whether the group is in compliance with these law and regulations and inspected correspondence with regulatory authorities.

The group audit engagement team identified the risk of management override of controls as the area where the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included but were not limited to testing manual journal entries and other adjustments, evaluating the business rationale in relation to significant, unusual transactions and transactions entered into outside the normal course of business.

A further description of our responsibilities for the audit of the financial statements is provided on the Financial Reporting Council's website at <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.

RSM UK Audit LLP

GARETH JONES (Senior Statutory Auditor)

For and on behalf of RSM UK Audit LLP,
Statutory Auditor

Chartered Accountants

Rivermead House
7 Lewis Court
Grove Park
Leicester
Leicestershire
LE19 1SD

Date: **28th September 2023**

RSM UK Audit LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

Consolidated statement of financial activities
(incorporating an income and expenditure account)
for the year ended 31 March 2023

	Notes	Unrestricted general funds £	Unrestricted designated funds £	Total 2023 £	Unrestricted general funds £	Unrestricted designated funds £	Total 2022 £
Income from:							
Donations		268	-	268	936	-	936
Charitable activities	3	10,863,226	-	10,863,226	10,173,891	-	10,173,891
Trading activities	6	946,832	-	946,832	892,316	-	892,316
Investment income	7	136,224	-	136,224	73,936	-	73,936
Other income		30,749	-	30,749	53,041	-	53,041
TOTAL INCOME		11,977,299	-	11,977,299	11,194,120	-	11,194,120
Expenditure on:							
Raising funds	7	30,563	-	30,563	24,457	-	24,457
Trading activities	6	748,991	-	748,991	445,890	-	445,890
Charitable activities	4	10,739,977	302,530	11,042,507	9,484,008	81,865	9,565,873
TOTAL EXPENDITURE		11,519,532	302,530	11,822,061	9,954,355	81,865	10,036,220
NET INCOME/(EXPENDITURE) BEFORE GAINS AND LOSSES ON INVESTMENTS		457,767	(302,530)	155,238	1,239,765	(81,865)	1,157,900
Net (loss)/gain on investments	12	(320,529)	-	(320,529)	73,915	-	73,915
NET INCOME/(EXPENDITURE) FOR THE YEAR		137,238	(302,530)	(165,291)	1,313,680	(81,865)	1,231,815
Transfers between Funds		-	-	-	(1,300,000)	1,300,000	-
NET MOVEMENT IN FUNDS		137,238	(302,530)	(165,291)	13,680	1,218,135	1,231,815
Reconciliation of Funds:							
TOTAL Funds Brought Forward		6,718,825	1,218,135	7,936,960	6,705,145	-	6,705,145
TOTAL Funds Carried Forward	18	6,856,063	915,605	7,771,669	6,718,825	1,218,135	7,936,960

All of the above results are derived from continuing activities and all losses recognised in the year are included above.

Unrealised losses on investments have been included in the statement of financial activities as required by the Statement of Recommended Practice 'Accounting and Reporting by Charities'.

Consolidated balance sheet
at 31 March 2023

REGISTERED COMPANY NUMBER: 02175320
(ENGLAND AND WALES)

	Notes	2023 £	2023 £	2022 £	2022 £
FIXED ASSETS:					
Tangible assets	10	2,561,574		2,580,862	
Intangible assets	11	186,918		302,385	
Investments	12	2,951,070		3,224,270	
			5,699,562		6,107,517
CURRENT ASSETS:					
Debtors	13	2,773,011		2,600,625	
Fixed term and notice deposits		2,303,296		2,256,135	
Cash at bank and in hand		3,614,412		2,717,880	
		8,690,719		7,574,640	
CREDITORS: Amounts falling due within one year	14	6,618,613		5,745,197	
NET CURRENT ASSETS			2,072,107		1,829,443
NET ASSETS			7,771,669		7,936,960
UNRESTRICTED FUNDS:					
General income fund	18	6,791,064		6,653,825	
Designated funds	18	915,605		1,218,135	
Property revaluation reserve	18	65,000		65,000	
Total Unrestricted Funds			7,771,669		7,936,960
TOTAL FUNDS			7,771,669		7,936,960

On behalf of the Board of Governors

Natalie Bailey

N Bailey
Chair

Approved by the Board of Governors on
22nd September 2023

Balance sheet at 31 March 2023

	Notes	2023 £	2023 £	2022 £	2022 £
FIXED ASSETS:					
Tangible assets	10	2,561,574		2,580,862	
Intangible assets	11	186,918		302,385	
Investments	12	2,951,070		3,224,270	
		5,699,562		6,107,517	
CURRENT ASSETS:					
Debtors	13	2,938,125		2,961,613	
Fixed term and notice deposits		2,303,296		2,256,135	
Cash at bank and in hand		3,360,100		2,301,535	
		8,601,521		7,519,283	
CREDITORS: Amounts falling due within one year	14	6,530,414		5,690,840	
NET CURRENT ASSETS		2,071,107		1,828,443	
NET ASSETS		7,770,669		7,935,960	
UNRESTRICTED FUNDS:					
General income fund		6,790,063		6,652,825	
Designated Funds	18	915,605		1,218,135	
Property revaluation reserve	18	65,000		65,000	
Total Unrestricted Funds		7,770,669		7,935,960	
TOTAL FUNDS		7,770,669		7,935,960	

On behalf of the Board of Governors



N Bailey
Chair

Approved by the Board of Governors on
22nd September 2023

Consolidated cashflow statement for the year ended 31 March 2023

	2023 £	2022 £
Net cash provided by operating activities	1,015,872	1,420,309
Cash flows from investing activities:		
Dividends and interest from investments	136,224	73,936
Purchase of property and equipment	(86,074)	(70,935)
Purchase of intangible assets	(75,000)	(175,000)
Proceeds from sale of investments	244,554	348,963
Purchase of investments	(302,531)	(285,698)
Net cash used in investing activities	(82,827)	(108,734)
Change in cash and cash equivalents in the reporting period	933,045	1,311,575
Cash and cash equivalents at the beginning of the reporting period	5,122,410	3,810,835
Cash and cash equivalents at the end of the reporting period	6,055,455	5,122,410
Net movement in funds for the reporting period (as per the statement of financial activities)		
(165,292)		1,213,815
Adjustments for:		
Depreciation	105,361	37,619
Amortisation	190,467	213,149
Losses/(Gains) on investments	320,529	(73,915)
Dividends and interest from investments	(136,224)	(73,936)
Increase in debtors	(172,386)	(301,713)
Increase in creditors	873,416	387,290
NET CASH PROVIDED BY (USED IN) OPERATING ACTIVITIES	1,015,872	1,420,309
Cash and cash equivalents at the end of the reporting period		
6,055,455		5,122,410

1. Accounting policies

a. Basis of accounting

The financial statements have been prepared under the historical cost convention as modified by the revaluation of listed investments and freehold property to market value and comply with United Kingdom Generally Accepted Accounting Principles and statement of Recommended Practice 'Accounting and Reporting by Charities' (SORP 2015 (FRS102)) effective January 2015. All figures are exclusive of value added tax.

b. Basis of consolidation

The group financial statements consolidate the financial statements of the company and its wholly owned subsidiary on a line by line basis. A separate Statement of Financial Activities, or Income and Expenditure Account, for the Charity itself is not presented because the Charity has taken advantage of the exemptions afforded by Section 408 of the Companies Act 2011.

c. Reduced Disclosures

The accordance with FRS 102, the Charity has taken advantage of the exemption from the following disclosure requirements:

Section 7 'Statement of Cash Flows' – Presentation of a Statement of Cash Flow and related notes and disclosures.

Section 33 'Related Party Disclosures' - Compensation for key management personnel (Charity only)

d. Key judgements and assumptions

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 actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

e. Going concern

The financial statements have been prepared on a going concern basis. The governors have carried out a detailed review of the group's position and its forecast at the date of signing the accounts, to the period ending March 2025. Considering this review, and with regard to the challenges presented by the current economic climate, the governors are satisfied that the group has sufficient cash flows to meet its liabilities as they fall due for at least one year from the date of approval of these financial statements. The governors consider that the company has adequate resources to enable it to continue in operational existence for the foreseeable future.

f. Fund accounting

General income funds are unrestricted funds which are available for use at the discretion of the Board of Governors 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 Board of Governors for particular purposes.

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. The Charity does not hold any restricted funds.

g. Incoming resources

Subscriptions are accounted for in the period in which the service is provided. All other income is included in the period in which it is receivable.

The value of services provided by volunteers has not been included.

All income from departments is treated as furthering the charity's objectives since it either relates to the membership of an accredited body to enhance the public's confidence or the sale of publications and training aids and facilities to improve the standard of counselling and psychotherapy in the UK.

h. Resources expended

Resources expended are included in the Statement of Financial Activities on an accruals basis.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories. Certain other costs, which are attributable to more than one activity, are apportioned across cost categories on the basis of an estimate of the proportion of time spent by staff on those activities.

Grants payable are charged to the statement of financial activities on an instalment basis and when the criteria for recognition in the SORP have been met..

i. Operating leases

Operating lease rentals are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

j. Pensions

The company contributes towards a group defined contribution pension scheme for employees. Contributions are charged to the Statement of Financial Activities in the period in which they are made.

k. Irrecoverable value added tax

As the membership subscriptions are exempt from value added tax, there is a restriction in the amount of input value added tax that the group is allowed to reclaim on its expenses.

l. Tangible fixed assets and depreciation

Tangible fixed assets costing more than £5,000 (2022: £5,000) are capitalised and included at cost together with any incidental costs of acquisition.

Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

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:

Freehold property	- straight line basis over 50 years
Computer equipment and accessories	- 33% per annum - straight line basis

In a change in accounting estimate, freehold property is depreciated over its useful economic life, estimated at 50 years. The impact of this on the current year is a depreciation charge of £49,650. Freehold property is still subject to revaluation in line with the accounting policy.

m. Intangible assets and amortisation

Intangible assets consisting of direct costs associated with the build of a replacement membership database and website together with wider IT infrastructure upgrades are capitalised and included at cost.

Amortisation will be provided to write off the cost, less estimated residual value, of intangible assets, over their estimated useful lives, commencing when the asset comes into service, as follows:

Data and website costs	- 33% per annum - straight line basis
Purchased software	- 33% per annum - straight line basis

n. Investments

Listed investments are stated at market value on the balance sheet date.

Realised and unrealised gains and losses are included in the Statement of Financial Activities.

o. Debtors

Debtors are brought into the financial statements where there is a reasonable certainty of collection. They are valued at the actual amount that will be received where this can be ascertained, otherwise a pro-rata basis or best estimate valuation is used.

p. Cash at bank and in hand

Cash at bank and in hand comprises cash plus amounts held in fixed term and notice deposits.

q. Creditors and deferred income

Creditors are brought into the financial statements where there is a reasonable certainty that a liability exists. They are valued at the transaction price where ascertainable, otherwise a pro-rata basis or best estimate valuation is used.

Deferred income is provided to match advance payments for conferences, events, and advertising etc., to the period in which the service will be provided.

r. Financial instruments

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and are subsequently carried at amortisation cost using the effective interest method unless the arrangement constitutes a financing transaction, where the financial asset is measured at the present value of the future receipts discounted at a market rate of interest.

s. Termination Benefits

Termination benefits are recognised when the Association has communicated its plan of termination to the affected employees. The cost of all benefits to which employees are entitled to at the reporting date, but yet to be paid, are accrued in the financial statements.

2. Company status

The company is a company limited by guarantee. The company registration number is 02175320 (incorporated in the United Kingdom 8 October 1987), the charity registration number is 298361. BACP is a Public Benefit Entity under FRS 102.

The governing documents are the Articles of Association and the Standing Orders of the company, the members of the Board of Governors are Directors of the Company and Trustees under Charity Law.

The registered office is BACP House, 15 St John's Business Park, Lutterworth, Leicestershire, LE17 4HB this also serves as the principal place of business.

All individual members guarantee an amount not to exceed £1 payable in the event of the company being wound up with a deficiency of net assets. At 31 March 2023 there were 66,056 members (2022-61,756).

3. Income from charitable activities

	2023 £	2022 £
Membership Subscriptions	9,746,172	9,123,855
Income from Publications	881,009	773,996
Accreditation	236,045	276,040
Total Group	10,863,226	10,173,891

4. Expenditure on charitable activities

	New Projects and programmes £	Representing the Profession £	Register £	Research £	Governance £	Designated £	2023 Total £	2022 Total £
STAFF COSTS								
Staff and Contractors	1,475,833	2,657,799	977,020	325,155	282,193	246,536	5,964,536	4,740,754
							5,964,536	4,740,754
OTHER DIRECT COSTS								
Annual General Meeting	-	-	-	-	43,380	-	43,380	26,194
Auditor's Remuneration	-	-	-	-	18,850	-	18,850	17,400
Bursaries	32,203	-	-	-	-	-	32,203	49,305
Committees, conferences & travel	24,681	52,693	253	4,452	57,496	524	140,099	62,571
Events	3,092	29,813	-	-	-	470	33,375	51,027
Grants*	-	-	-	-	-	55,000	55,000	-
Hearings	-	-	309,404	-	-	-	309,404	268,498
Information Technology	41,452	200,015	-	-	-	-	241,467	235,937
Journals & Publications	-	1,206,313	-	75,002	-	-	1,281,315	1,155,441
Operational costs	-	150,113	60,418	6,116	25,172	-	241,819	219,358
Professional Fees	-	29,938	34,221	-	106,483	-	170,642	106,935
Projects	161,469	26,030	143,010	-	-	-	330,509	362,873
Property Running Costs	-	-	-	-	-	-	-	1,952
Recruitment & Staff Costs	19,347	6,847	2,659	307	-	-	29,160	9,037
Research	5,075	-	-	1,420	-	-	6,495	23,610
TOTAL DIRECT COSTS	1,763,152	4,359,561	1,526,985	412,452	533,574	302,530	8,898,254	7,330,893
SUPPORT COSTS								
Staff & Contractors	164,358	406,391	142,343	38,448	-	-	751,540	1,100,641
Committees, conferences & travel	83	205	72	19	-	-	379	349
Information Technology	109,038	269,608	94,433	25,507	-	-	498,586	198,661
Operational costs	85,007	210,188	73,621	19,886	-	-	388,702	606,620
Professional Fees	6,324	15,637	5,477	1,479	-	-	28,917	18,121
Property Running Costs	26,585	65,734	23,024	6,219	-	-	121,561	73,530
Recruitment & Staff Costs	34,447	85,174	29,833	8,058	-	-	157,512	153,819
Restructuring	43,095	106,556	37,323	10,081	-	-	197,055	83,238
	468,939	1,159,493	406,124	109,697	-	-	2,144,253	2,234,980
Reallocation of Governance costs	116,690	288,527	101,060	27,297	(533,574)	-	-	-
TOTAL SUPPORT AND GOVERNANCE COSTS	585,627	1,448,020	507,186	136,994	(533,574)	-	2,144,253	2,234,980
TOTAL COSTS	2,348,779	5,807,581	2,034,171	549,446	-	302,530	11,042,507	9,565,873

Depreciation and amortisation of have been reclassified from Support, Operational costs to Support, Information Technology in the 2023 figures.
*See Note 5

5. Grants Payable

	2023 £	2022 £
Third Sector Grant Scheme	55,000	0
Total	55,000	0

6. Activities of subsidiaries

The Charity has one subsidiary, BACP Enterprises Limited. It owns the entire share capital of 1,000 shares of £1 each in BACP Enterprises Limited, a company incorporated in the United Kingdom.

BACP Enterprises Limited (company registration number 1064190) was originally donated to the British Association for Counselling and Psychotherapy and therefore there is no cost of investment in the balance sheet of the British Association for Counselling and Psychotherapy. BACP Enterprises Limited deals with income raised from advertisements placed in the Therapy Today Journal (TT), Divisional journals produced by the British Association for Counselling and Psychotherapy, and member events. It is a trading subsidiary and gifts Net Profit to the parent company the British Association for Counselling and Psychotherapy.

	BACP Enterprises Limited 2023 £	BACP Enterprises Limited 2022 £
Turnover	946,832	892,315
Administrative expenses	(748,991)	(445,890)
Net profit	197,841	446,425
Amount gifted	(197,841)	(446,425)
Retained profit brought forward	-	-
Retained profit	-	-

The assets and liabilities of the subsidiaries were:

Current assets	370,789	511,969
Creditors: amounts falling due within one year	(369,789)	(510,969)
Total net assets	1,000	1,000
Aggregate share capital and reserves	1,000	1,000

7. Investment income

	2023 £	2022 £
INVESTMENT INCOME		
Interest receivable	53,536	5,792
Dividends income	82,688	68,144
	136,224	73,936
Cost of raising funds:		
Fund management charges	30,563	24,457

8. Staff numbers and costs

	2023	2022
The average number of employees (including part-time staff) by activity during the year was:		
Support Services	18	16
New Projects and Programmes	29	26
Representing the Profession	53	52
Governance	5	4
BACP Registers	21	16
Research	7	7
Enterprises	7	7
	140	128

	2023	2022
The number of employees earning over £60,000 per annum was as follows:		
£60,001 - £70,000	3	5
£70,000 - £80,000	5	1
£80,000 - £90,000	1	-
£90,001 - £100,000	2	2
£130,001 - £140,000	-	1
£140,001 - £150,000	1	-
£160,001 - £170,000	1	-

Earnings include one-off redundancy payments.

Contributions to the pension scheme for higher paid employees amounted to £72,833 for the year (2022 - £57,094).

The total employee remuneration received during the year by the key management personnel active in the organisation at the balance sheet date was £765,883 (2022- £814,698).

During the year members of the Board of Governors have been reimbursed for travelling and accommodation costs amounting to £5,606 (2022 - £2,132). Other amounts paid directly in respect of accommodation and travel amounted to £40,193 (2022 - £18,195). 8 trustees had expenses reimbursed during the year (2022 :7).

	2023 £	2022 £
The aggregate payroll costs amounted to:		
Wages and salaries	5,650,663	4,772,576
Social security costs	570,718	456,130
Other pension costs	274,794	236,533
Death in service	33,189	24,635
	6,529,363	5,489,874

The above wages and salary costs include £197,055 (2022-£83,238) relating to redundancy payments. Included within the redundancy payments is the sum of £29,234 in respect of an ex gratia payment. This forms part of a settlement agreement negotiated through the Advisory, Conciliation and Arbitration Service (ACAS).

9. Net income / (Expenditure) for the year

This is stated after charging:

	2023 £	2022 £
Depreciation of tangible assets	105,361	37,621
Amortisation of intangible assets	190,467	213,149
Operating lease rentals: equipment	7,548	2,656
Auditor's remuneration (excluding VAT):		
Audit	23,750	18,725
Other services	8,467	5,584

10. Tangible fixed assets (Group and Company)

	Computer equipment & accessories £	Freehold property £	Total £
Cost			
At 31st March 2022	147,717	2,482,500	2,630,217
Additions	86,074	-	86,074
At 31st March 2023	233,791	2,482,500	2,716,291
Depreciation			
At 31st March 2022	49,356	-	49,356
Charge for the year	55,711	49,650	105,361
At 31st March 2023	105,067	49,650	154,717
Net book value			
At 31 March 2023	128,724	2,432,850	2,561,574
At 31 March 2022	98,361	2,482,500	2,580,861
If the freehold properties had not been revalued they would have been included at the following historical cost:			
	2023 £	2022 £	
Cost	2,884,476	2,884,476	

The freehold properties, known as BACP House and Unit 3, were valued on an open market basis on 26th May 2022 by George and Company (Surveyors) Limited, Chartered Surveyors.

11. Intangible assets (Group and Company)

	Database & Website Costs £	Purchased Software £	Total £
Cost			
At 31st March 2022	698,334	35,461	733,795
Additions	75,000	-	75,000
At 31st March 2023	773,334	35,461	808,795
Amortisation			
At 31st March 2022	402,378	29,032	431,410
Charge for the year	186,800	3,667	190,467
At 31st March 2023	589,178	32,699	621,877
Net book value			
At 31 March 2023	184,156	2,762	186,918
At 31 March 2022	295,956	6,429	302,385

Amortisation has only been provided for assets in use. The amortisation charge is included within information technology in the SORP grid in note 4

12. Investments (Group and Company)

	2023 £	2022 £
Market value		
Opening market value	3,075,865	3,065,215
Additions	302,531	285,698
Disposals at opening market value	(244,554)	(348,963)
	3,133,842	3,001,950
Unrealised (loss)/profit on investments	(320,529)	73,915
At 31 March 2023	2,813,313	3,075,865
Cash held by Investment Managers	137,747	148,395
	2,951,060	3,224,260
Shares in property management service company relating to freehold property in Lutterworth	10	10
	2,951,070	3,224,270

The historical cost of the investment portfolio (excluding cash) at 31st March 2023 was £2,682,100 (2022 - £2,751,820).

All the investments are held primarily to provide an investment return for the charity.

	2023 £	2022 £
Investments at market value comprised:		
Fixed interest securities	836,755	826,925
Equities	1,452,618	1,643,875
Alternatives	523,940	605,065
	2,813,313	3,075,865

13. Debtors

	The Group		The Company	
	2023 £	2022 £	2023 £	2022 £
Trade debtors	2,384,798	2,204,157	2,324,302	2,139,229
Amount owed from subsidiaries: – BACP Enterprises Limited	-	-	281,591	456,610
Other debtors	85,361	49,120	30,230	24,864
Prepayments	302,852	347,348	302,002	340,910
	2,773,011	2,600,625	2,938,125	2,961,613

14. Creditors: amounts falling due within one year

	The Group		The Company	
	2023 £	2022 £	2023 £	2022 £
Trade creditors	253,164	240,397	253,164	240,151
Social security and other taxes	134,108	113,396	134,108	84,157
Accruals	713,685	373,725	662,990	362,195
Deferred income	37,504	13,342	-	-
	1,138,461	740,860	1,050,262	686,503
Membership and United Kingdom register fees in advance	4,822,295	4,446,496	4,822,295	4,446,496
Other subscriptions received in advance	657,857	557,841	657,857	557,841
	6,618,613	5,745,197	6,530,414	5,690,840

Deferred income (Group and Company)

	Group	Company
	2023 £	2022 £
Balance at the beginning of the year	13,342	13,991
Released to income during year	(13,342)	(13,991)
Amount deferred in the year	37,504	13,342
Balance at the end of the year	37,504	13,342

Deferred income relates to member events.

15. Operating lease commitments

At 31 March 2023 the company had total commitments under non-cancellable operating leases as follows:

	2023 £	2022 £
Less than 1 year	7,548	7,548
Between 1-5 years	5,032	12,582
	12,580	20,130

16. Movement in funds

a. Group

	General Income Fund £	Designated Fund £	Revaluation Reserve £	Total £
Funds as 1 April 2022	6,653,825	1,218,135	65,000	7,936,960
Income	11,977,299	-	-	11,977,299
Expenditure	(11,840,060)	(302,530)	-	(12,142,590)
Funds at 31 March 2023	6,791,064	915,605	65,000	7,771,669

b. Charity

	General Income Fund £	Designated Fund £	Revaluation Reserve £	Total £
Funds as 1 April 2022	6,652,825	1,218,135	65,000	7,935,960
Income	11,228,308	-	-	11,228,308
Expenditure	(11,091,069)	(302,530)	-	(11,393,599)
Funds at 31 March 2023	6,790,064	915,605	65,000	7,770,669

The designated fund is a restricted fund that the trustees have set aside for the delivery of the EDI Strategy.

17. Related parties

Agreement to pay for the Chair' and Deputy Chair's time was sought from and agreed by the Charity Commission.

	2023 £	2022 £
N Bailey, (Chair 2022/23)	20,687	8,176
M Golding (Deputy Chair 2022/23)	4,544	850

18. Analysis of group net assets between funds

a. Group

	General £	Designated £	Revaluation £	Total £
Tangible Assets	2,515,862	-	65,000	2,580,862
Intangible Assets	302,385	-	-	302,385
Investments	3,224,270	-	-	3,224,270
Net Current Assets	611,308	1,218,135	-	1,829,443
As at 31 March 2022	6,653,824	1,218,135	65,000	7,936,960
Tangible Assets	2,496,575	-	65,000	2,561,575
Intangible Assets	186,918	-	-	186,918
Investments	2,951,070	-	-	2,951,070
Net Current Assets	1,156,502	915,605	-	2,072,107
As at 31 March 2023	6,791,064	915,605	65,000	7,771,669

b. Charity

	General £	Designated £	Revaluation £	Total £
Tangible Assets	2,515,862	-	65,000	2,580,862
Intangible Assets	302,385	-	-	302,385
Investments	3,224,270	-	-	3,224,270
Net Current Assets	610,308	1,218,135	-	1,828,443
As at 31 March 2022	6,652,825	1,218,135	65,000	7,935,960
Tangible Assets	2,496,575	-	65,000	2,561,575
Intangible Assets	186,918	-	-	186,918
Investments	2,951,070	-	-	2,951,070
Net Current Assets	1,155,501	915,605	-	2,071,105
As at 31 March 2023	6,790,064	915,605	65,000	7,770,669

**British Association for
Counselling and Psychotherapy**

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Accounts



Annual review and financial statements **2021 to 2022**

**British Association for
Counselling and Psychotherapy**

15 St John's Business Park
Lutterworth, Leicestershire, LE17 4HB

www.bacp.co.uk

Contents

Welcome from the Chair	3
Welcome from the Chief Executive	4
Our philosophy	5
Our strategy	6
Annual review	8
Reference and administrative details of the charity, its Trustees and advisers	32
Board of Governors report	34
Description of principal risks and uncertainties	39
Review of BACP's financial position	40
Strategic report	41
Streamline energy and carbon reporting (SECR)	42
UK energy use	43
Quantification and reporting methodology	44
Statement of Trustees responsibilities	46
Independent auditor's report	48
Consolidated statement of financial activities	54
Consolidated balance sheet	55
Balance sheet	56
Consolidated cashflow statement	57
Notes to financial statements	58

Annual review and financial statements 2021 to 2022

The British Association for Counselling and Psychotherapy is the professional association for members of the counselling professions in the UK.

As well as presenting our Annual review and financial statements, we've also taken this opportunity to outline some of our key achievements during 2021 to 2022.

Welcome from the Chair

As I write the welcome to this annual review, I've reflected on another year of change, growth and how we continue to adapt to an evolving external landscape.

The sheer level of activity carried out in the past 12 months by our staff and members has been phenomenal. We can see the positive impact of this work in many areas and I want to thank everyone who has contributed to the achievements listed in the coming pages.

Much of this work was carried out amid the challenges of COVID-19, remote working and what felt like constantly changing restrictions.

While we are yet to appreciate the full effect of the pandemic on our lives, we recognise that it has prompted changes to how some of us work, thus creating a new normal – including a sustained increase in those delivering and accessing therapy online.

We've planned our return to face-to-face events after a two-year absence, and there's been a recognition of some positives of virtual events. Some of these aspects have been incorporated into how we plan and deliver conferences and workshops from now on.

We must also recognise the long-term effect that the pandemic has had on our clients' mental health and wellbeing.

A members' survey that we carried out in June 2021 found that 51% of respondents think we'll continue to see the impact of COVID-19 on people's mental health for up to five years.

This is just one of the many reasons it is important for us to keep a strong focus on our charitable objectives, and remain true to our purpose.

The actions arising from our new Equality, diversity and inclusion strategy, which was developed this year with the help of a group of our members, are an important element for our future.

We have committed to evidencing tangible actions – such as a toolkit to help improve training and a pilot grants scheme.

I'm continuously pleased with the robust and detailed work carried out in our delegated committees and with other governance activities. Our Association continues to lead and influence the profession, as well as supporting our members, and we are delivering/have delivered against the goals and objectives in this, the final year of our strategy.

I'm looking forward to us carrying through the impact and productivity with a new strategy over the next 12 months, and beyond.

Natalie Bailey

Chair of the Association



Welcome from the **Chief Executive**

This year we welcomed our 60,000th member. It is a huge honour to support all our members in the life changing work they do and we are immensely proud of achieving this membership milestone.

The achievements detailed in this annual review highlight how we have worked on behalf of all 60,000 of our members in 2021 and 2022 – whether that is related to their training, continued learning or as they strive for the highest professional and ethical standards.

An increased membership has given us even more energy and inspiration to deliver a range of ground-breaking projects. The size of our membership also enables us to have a stronger and more potent voice to champion counselling and psychotherapy as a major agent of change across our diverse communities.

This year, we have been delighted to see an increased momentum resulting from our work to inform and educate the public about the counselling professions. I am also hugely proud of work being carried out that I firmly believe will lead to an increase in access to therapy for all members of society who need it.

This review is evidence of another outstanding year of persistence and creativity to serve our members and promote the value of counselling and psychotherapy across our diverse society.

We will continue to work hard to build on this progress for our members and the public.

Hadyn Williams

Chief Executive Officer



Our philosophy

Counselling changes lives

Counselling changes not just the lives of individuals, but of families and communities.

Our desire for social justice determines everything we do, and guides our relationship with our members and the public, as well as commissioners and government. It's why we champion the counselling professions as a viable, and increasingly evidence-based choice for people. We know counselling works.

We're alongside our members throughout their careers and put them at the heart of what we do. We aim to understand their needs and support them in making a positive difference to the mental wellbeing of their clients.

We do this by promoting and facilitating research to produce trusted best practice, and by providing a robust framework to ensure the profession follows and adheres to the highest possible standards that protect individuals seeking therapy.

As a result, we help the general public, individuals and commissioners make better, more informed choices about the provision of counselling, and continue to raise the ethical and professional standards of the profession.

Charitable objectives

As a registered charity, our two key charitable objectives underpin our work, and we use our income and property to promote these aims.

These are the objectives that guide us in all of our activities, whether we're providing services to members, commissioning research or campaigning.

And they're the principles by which we measure our success.

Our charitable objectives are:

1. to promote and provide education and training for counsellors and psychotherapists working in either professional or voluntary settings, whether full or part time, with a view to raising the standards of the counselling professions for the benefit of the community and in particular for those who are the recipients of counselling or psychotherapy.
2. to inform and educate the public about the contribution that the counselling professions can make generally and particularly in meeting the needs of those whose participation and development in society is impaired by physical or psychological health needs or disability.

Our strategy

Our 2019 to 2022 strategy makes a firm commitment to work with and for our members, and for the benefit of the public, to build acceptability and credibility of the counselling professions.

1

We will listen to, learn from and work with our members to inform the work of the Association.

2

We will equip our members to be able to work in a fast-changing world, to be able to influence and contribute to the wellbeing of society.

3

We will be the professional home of choice for members and communities of practice, providing relevant services and opportunities to learn, develop and inspire each other.

4

We will further develop confidence in and credibility of the profession by developing and upholding professional and ethical standards, informed by an evidence base.

5

We will campaign for the appropriate provision of counselling and psychotherapy for all members of society, and for opportunities for paid employment of our members. We will champion the skills, competence and contribution of our members to the public, employers, commissioners and policy makers.

6

We will optimise the organisation of BACP to ensure it is flexible, responsive, and capable of resourcing the vision and goals.

We are BACP and counselling changes lives



Annual Review

1

We will listen to, learn from and work with our members to inform the work of the Association

Key achievements

EDI strategy

We developed our equality, diversity and inclusion strategy, with the support of a member-led EDI task and finish group. The group gave advice and shared their insight during the creation of the strategy. An EDI project manager was recruited and an internal EDI steering group was set up to help implement the strategy. These will help ensure that we lead on equality, diversity, and inclusion across the counselling professions.

Listening workshops

Professional standards, accreditation and training were a few of the broad range of subjects discussed as part of our listening workshop series. The sessions aimed to give our members an opportunity to ask questions and share their views on topics relating to our work. Nearly 4,000 attendees joined the nine workshops. The accreditation workshop was the best attended, and the professional standards workshop received the most positive feedback from attendees.

Race roundtables

Our President David Weaver held several virtual roundtable discussions to give members and stakeholders a chance to express their views on key issues affecting the professions. These included conversations on the issues of race and racism within the counselling professions, and the training and development of diverse counselling professions. Members responded with constructive challenges on difficulties accessing the profession, particularly for marginalised groups, and asked to see action to tackle this. Their comments have helped in the development of our EDI strategy and its associated activities.



Accessible accreditation

Following a member survey asking about how we can make the individual accreditation process more accessible, we hired two accreditation assessors and a learning and disability consultant to help us improve accessibility. We're developing a new online application form and webpages to support members applying for accreditation and to make the process more straightforward.

Listening group

We brought together a group of staff from across different departments to review member feedback every month and look at what actions need to be taken. A monthly report is produced and shared with staff and members, highlighting work carried out in response to member feedback.

Research priorities

We asked members, staff, researchers and academics what our research priorities should be over the next three to five years. Suggestions included research on EDI issues, online and telephone therapy, and client experiences of counselling and psychotherapy. These responses will inform our research strategy, which will particularly emphasise client-focused research.

Readers' views

Our divisional journals' content and design are shaped by member feedback so they continue to inspire and inform readers. We adapted the look and content of the journals' webpages, following the results of a reader survey. There was a positive response to the online journals in our January 2022 survey.

Therapy Today advisory board

Our *Therapy Today* editorial advisory board was launched in September 2021. The group is made up of seven of our members who bring both their professional and their lived experiences to *Therapy Today*. We hope the board will help us keep the content of *Therapy Today* relevant, helpful, appropriate and inclusive for all members.

Member's view

Nick Rennie, a member of our EDI strategy task and finish group

“I gravitate towards initiatives where I can see a genuine commitment of wanting to change and where the focus is on the people, not box ticking. Being a member of the EDI task and finish group, I wanted to be involved with something that could truly benefit BACP members, communities, and those wanting to get into the profession. My experiences as a student highlighted some of the barriers across the profession. I wanted to use my personal experience as a black male, a student, a counsellor, an EDI professional and everything in-between, to help create and shape the EDI strategy. I have contributed towards a strategy which takes into account what matters to me, the voice of our members, communities, and future therapists along with backable actions to support lasting change and improvements.”



Member's view

Kathy Carter, a member of our *Therapy Today* editorial advisory board

“As a neurodiversity advocate, I was pleased to see BACP’s response to members’ wishes that neurodiversity recognition is included more within the Association’s resources, and that neurodivergent voices are heard and accounted for when publishing information. Hence, invitation onto the excellent *Therapy Today* magazine’s editorial board, which celebrates visibility of the Association’s diverse membership, was an exciting step for myself and other advocates and allies. I therefore hope the board will help meet the need (existing within all therapeutic member organisations!) for EDI resources that support neurodivergent client-bases in an identity-affirming way, and support the many neurodivergent students and practitioners.”



Staff view

Sarah-Jane Smith, Customer Services Supervisor

“I supervise and support 10 customer services officers. BACP’s objective to listen to, learn from, and work with our members is at the heart of what we do. As first point of contact we’re in a position to flag issues or gain feedback which is fed into the listening group. We record the types of calls and emails to track trends. We aim to deliver a quality service. I feel a sense of purpose in supporting members who are helping to change lives.”



2

We will equip our members to be able to work in a fast-changing world, to be able to influence and contribute to the wellbeing of society

Key achievements

Jobs board

We saw a 96% increase in the number of jobs advertised on the BACP jobs board, compared to the previous year. A new online booking system has made it easier for advertisers to post jobs on the site. The jobs board promotes paid job opportunities and student placements to all of our members.

Ethics support

Our ethics team recorded a 20% increase in member enquiries this year, and we recruited a new ethics officer to help meet this demand. Member feedback on the service has been consistently high, with an average 96% excellent or good rating from members. We also developed a flow chart, available on our website, to guide members to the correct service and help improve their experience of reaching out for ethics support.

Podcasts

Divisional journal editors began recording podcasts based on content within their latest editions. This has increased the variety of online content for our members so they can consume information in a different format. They can be accessed from either our learning centre or the online divisional journal pages. We've also recorded 14 *Therapy Today* podcasts on subjects as varied as climate change, counselling in prisons, and the ethical dilemmas of online dating as a therapist.

Gender diversity event

Our Queering therapy spaces and working with gender diverse clients event was held in response to demand for more specialist learning from therapists and professionals with lived experience of gender dysphoria and gender diversity. The event was fully booked and received positive feedback from attendees.

Staying connected

More than 1,400 members attended our six free online networking events throughout the year. Each event included three CPD presentations on a range of themes to support members in their practice. They also included themed breakout spaces to network with colleagues and hear the latest updates and news from staff and divisions.

Grant scheme

We launched a £30,000 pilot grant scheme to fund two of our organisational members to deliver a project that aims to improve access to therapy for people from marginalised and racialised community backgrounds. We'll use this pilot to shape future grant funding that support organisations to remove barriers to talking therapies.

Research resources

We've created a suite of resources to help develop members' research skills. They include video presentations, panel discussions with research experts, interviews and written resources. They're on a range of topics such as research ethics, developing a research question, writing for publication and more.

Supervision

A supervision skills training programme, developed by BACP member Steve Page and our Children, Young People and Families Lead Jo Holmes, was rolled out across the UK. This has resulted in a network of members, who are also counselling supervisors with experience of working in education, leading on delivering the project to school and college staff.

COVID guidance

We continued to update our webpages with the latest guidance to help members navigate through changes to COVID restrictions. These pages were viewed more than 140,000 times during the year.

Member's view

Chris Grant, presenter of Queering therapy spaces and working with gender diverse clients event

“I brought the topic Queering therapy spaces and working with gender diverse clients to BACP's attention as there are very few practitioners in BACP who are both trans and qualified practitioners developing queer specific therapy practice. One of the key drivers for the event was to disseminate the learning I have gained over many years of lived experience and practice, to centre trans professional voices and shift the narrative to one informed by both professional expertise and lived experience, and finally platform the intersectional and overlapping themes when working with trans and gender diverse clients. I think the enormous amount of positive feedback demonstrates the need for more of these kinds of events and the importance of increased visibility for trans practitioners.”



Member's view

Emma Brand, presenter of Communication and working creatively with clients with sensory needs at Staying Connected in January 2022

“As part of being involved in Staying Connected, I wanted to share my knowledge and experience, but I also found it an opportunity to evaluate my own practice which was incredibly helpful. I felt the opportunity gave me a space to look at the subject matter from different perspectives to consider what has changed over time. My presentation explored sensory/communication needs and how to integrate and support clients who may experience this in private practice. I found the experience very rewarding, from the preparation and recording process, to the engagement of the participants and diverse questions raised. This enabled me and the presenter to take the discussion on different tangents and opened up more space for deeper exploration.”



Staff view

Mark Jackson, Senior Events Organiser

“Over the past year, we have run a series of free, regional, online events with the main aim of networking with other local therapists, BACP staff and divisional members along with hearing from a range of speakers. There have been a total of six Staying Connected events over the past 12 months across the four nations, and we are really pleased with the way our members have been able to network remotely through these events over the course of the pandemic. I have loved being a part of the team who organise these events and keeping that contact with our members, albeit remotely. We will be returning to in-person Making Connections events in 2022, we can't wait to see you there.”



3

We will be the professional home of choice for members and communities of practice, providing relevant services and opportunities to learn, develop and inspire each other

Key achievements

Learning centre

The Learning centre was launched to all members and now has more than 18,000 users. It's home to CPD resources for members, including 300 hours of content and they can also plan and record their learning. Members can also use the free CPD log area to submit their records for audit.

Building a community

We've developed a Communities of practice platform that will give members an online space to connect and share professional knowledge. The project is in response to members' requests for a new online community to support them in their work and was developed in collaboration with 17 members. The communities will include: students; multilingualism psychological therapies; ecotherapy; disability and chronic pain; and neurodiversity. The platform is due to launch in summer 2022.

Hybrid conferences

We held two 'hybrid' lite conferences as part of our roadmap to returning to face-to-face events. The hosts and panels at our Private Practice conference in September 2021 and AGM in November 2021 were at a studio, while the audience watched online at home. These capitalised on positive elements of both formats to give a dynamic, engaging experience for viewers.

Accessing the profession

We've worked with a consultant to explore how to increase representation at all levels of the profession of people from Black and ethnic minority heritage. This work has started to look at understanding and reducing barriers to entry and progression and to identify and work with key ally organisations. It will establish a plan of action for us. We hope this will lead to pilot funding for bursaries to encourage people from underrepresented groups or those who require financial support to enter the counselling professions.

Directory support

We launched a telesurgery service to provide one-to-one support and guidance to members who advertise on our directory. This has helped members to improve and update their listing and provided them with statistics on profile views and enquiries.

Private practice toolkit

The toolkit now includes 11 new resources to support members working in private practice. Subjects include growing your practice, contracts, tax and data protection. The toolkit has had more than 20,000 views.

Journal success

Our online journals have gone from strength to strength and now have more than 40,000 subscribers. Subscriptions have grown by 83% in the past 12 months. *BACP Workplace* journal was shortlisted in the Memcom Excellence Awards, reflecting the careful and creative planning, content and design of the journal.

Website refresh

We're currently in the process of refreshing and relaunching our website, having carried out research with our members and other website visitors. We're planning to launch our upgraded website later this year and are excited to be able to offer an improved experience for all users.

Divisional emails

We developed a new quarterly dedicated email bulletin for our divisional members in 2021, which included content tailored specifically to our divisions. Members have commented on the emails' informative and interesting content.



Member's view

Rima Sidhpara, Chair of BACP Private Practice division and co-host of the 2021 BACP Private Practice conference.

“Due to COVID-19, the conference was delivered online for the second year running. We hosted it from a live studio at BACP House, which helped to add an interactive element to the event. It was interesting to see behind the scenes. The online chat room had a lively buzz and helped to bring to life the atmosphere of the conference. We opened with a keynote from Helen Odell-Miller on the role of music therapy. There were also six interesting workshops and we ended with a fantastic keynote on the importance of shared reading with Jane Davis. There was a great energy all day and I’m pleased to say that delegates reported a positive experience.”



Member's view

Vanessa Hurst, BACP member who advertises through our directory

“The BACP directory telesurgery service was really helpful to me. I had a friendly and informative session which gave me insight into how the register works, and I made changes to my profile based on advice given. This has definitely led to more enquiries and I would recommend the service to others.”



Staff view

Rebecca Gibson, Member Resources Manager

“I lead a team who design and develop learning resources for our members. We work with subject matter experts to commission free and subscriber CPD hub content for the Learning centre. We also deliver a programme of in-person and online CPD events across the year, to support members in their continuous learning and development and to facilitate networking opportunities. I work creatively with my team to innovatively provide the most effective and accessible learning opportunities. I've worked for the organisation for 10 years and have a passion for supporting our members with their CPD.”



4

We will further develop confidence in and credibility of the profession by developing and upholding professional and ethical standards, informed by an evidence base

Key achievements

SCoPEd

Working with five Professional Standards Authority-accredited bodies, we published the January 2022 version of the SCoPEd framework. The ground-breaking shared standards framework sets out the core training, practice and competence requirements for counsellors and psychotherapists working with adults. Key changes since the 2020 version include a greater emphasis on the role of the therapeutic relationship and qualities of therapy, additional standards relating to online and phone therapy, further focus on equality, diversity and more consistent use of language that is inclusive and more accessible to a wider audience. We've also increased communication and engagement with members on SCoPEd, including updating web pages and FAQs, journal articles, social media posts and held or attended events.

Online therapy competence development

Last year we published an updated online and phone therapy (OPT) competence framework in response to the COVID-19 pandemic and the increased numbers of members delivering therapy in this way. In 2021 to 2022 we published an OPT user guide and training curriculum as well. The curriculum is aimed at training providers and has different options for student counsellors and qualified practitioners, ranging from initial core training to an extended course, or top-up training and CPD. We also embedded OPT into our course accreditation and qualification approval schemes, supporting courses and partners in this process.

Good practice resources

We produced six new Good Practice resources and reviewed and updated 33 others. Our new e-learning resource Exploring suicidal risk with clients was published in December.

Supervision competences

We developed and published a supervision training curriculum to offer training providers a framework for delivering counselling and psychotherapy supervision training. This was underpinned by the supervision competence framework, published in 2021, which identifies the additional knowledge and skills needed to work ethically and effectively as a supervisor.

Meeting standards

There are now 50 centres delivering BACP-approved qualifications. In 2021 we accredited one new course and maintained accreditation for 91 existing courses. In 2021, we accredited five new services and maintained accreditation for 148 existing services

Diversity toolkit

We're working with the Diversity and Inclusion Coalition to create a toolkit for counselling and psychotherapy programmes. It aims to support institutions, training programmes and individual tutors to develop their skills and understanding when working with diversity and inclusion – and will initially focus on race, ethnicity and anti-oppressive practice.

Sharing research

Our 2021 research conference included more than 80 presentations. It also highlighted two major research trials important to the profession – the PRaCTICEd trial – which is the largest randomised controlled trial to date of Person-Centred Experiential Therapy - and the ETHOS trial - which has examined the effectiveness and cost-effectiveness of humanistic counselling in schools.

The conference helped researchers and members share their research with a wide audience, as well as giving them access to research that was relevant to practice for their own CPD.

Reaccreditation

Our register was reaccredited for another 12 months by the Professional Standards Authority. Every year, the PSA examines how we uphold professional standards, including how we carry out our complaints procedure, and also looks at our financial status and governance processes. The PSA cited our approach to increasing diversity within the roles it registers and our aim to increase talking therapies in the report.

Virtual complaints hearings

We successfully moved from the development and piloting of virtual hearings to running virtual hearings as opposed to face-to-face hearings. This allowed us to process complaints when it was not possible to host physical hearings.

Get help with counselling concerns service

The service continues to develop and grow. It successfully engages with members of the public, and it is often able to help clients resolve their concerns with their therapist.



Member's view

Chris Brown and Juanita Harriot, from
Lewisham Counselling and Counsellor
Training Associates

“We have annually encouraged our year two Higher Professional Diploma students to submit their research abstracts for poster presentation at the BACP research conference since 2006. We sponsor our successfully selected students to attend the conference in person, because it rockets them into an environment layered with professionals in our field from professors to newly qualified practitioners from other nationwide institutions. Last year was an entirely different experience with the conference being online, but it was none-the-less a highly professional one. As well as being instructive, our students had fun creating our recordings and then watching these and other contributions on the day. The key presentations were as informative as ever, and it was (as always) a focused opportunity to learn more about the research-based movements and new understandings related to counselling and psychotherapy.”



Member's view

Dr Anna Constantine, BACP accredited and COSRT registered therapist and clinical supervisor

“I have presented in person at a number of BACP research conferences and have found them to be an effective way, not only to disseminate my research, but to network with other presenters and delegates. During the pandemic, the BACP 2021 online research conference offered me a welcome opportunity to do this again. I presented a paper entitled ‘The influence of heteronormativity in counselling and psychotherapy training’, followed by a live question and answer session. The presentation explored how heteronormativity presents within psychotherapeutic education.”



Staff view

Jagjit Purewal, Register Officer

“My job involves running the Certificate of Proficiency assessments and working on the Register audits. I enjoy this busy and varied role. There’s a lot of preparation that goes into the assessments, and I work on developing case study material, the assessment platform, handle queries from members, process results and give members feedback. We want to make things as clear as possible for members and this year I worked with our website manager to update web pages and introduce a timeline so people know exactly what they need to do from the start to finish of the assessment process. I enjoy speaking to people on the phone and knowing that I’ve helped them, along with working with our contractors to develop and review case studies for the CoP.”



5

We will campaign for the appropriate provision of counselling and psychotherapy for all members of society, and for opportunities for paid employment for our members. We will champion the skills, competence and contribution of our members to the public, employers, commissioners and policy-makers

Key achievements

Making the headlines

We've seen an 83% increase in the reach of media coverage mentioning BACP since we started working with PR agency 23red in February 2020. This included widespread coverage of our Mindometer survey, which highlighted the impact of COVID-19 on counselling, national articles on the mental health of small business owners and on our annual public perceptions survey. Members and staff have featured on national TV, radio, local broadcast media, in papers and online talking about counselling. The aim of this work is to raise awareness of BACP, counselling and therapists' expertise and to signpost people looking for help to our members.

BBC focus on therapy

Our Head of Professional Standards Caroline Jesper was interviewed for a BBC documentary on the risks of unqualified and unregistered online practitioners. Caroline spoke about the importance of choosing a registered therapist, our members' training, ethical and professional standards requirements, and about the benefits of therapy. The documentary featured on the BBC news channel and on BBC iPlayer and was also covered by the BBC News website, BBC1's Morning Live, and national and local BBC radio stations – reaching an estimated 34 million people. It also prompted other media opportunities, including a section on BBC Radio 4's You and Yours programme, in which our Deputy Chief Executive Fiona Ballantine Dykes featured.



NICE consultation

We submitted our response to the consultation on the National Institute for Health and Care Excellence (NICE) draft guideline for treatment of adults with depression. We welcomed the improved focus on client choice and the recommendation that all psychological therapies should be considered as first-line treatments for depression. But we raised serious concerns, such as how the guideline was put together and how relevant research was not considered.

Parliamentary debate

MPs highlighted the need for the Government to invest in qualified, paid counsellors in schools in England during a debate in Parliament. We briefed MPs ahead of the session, and our data and key points about school counselling were mentioned in the debate. It was the first time MPs had the opportunity to challenge the Government's position on school-based counselling in detail.



Therapy investment calls

We called on the Government and policy makers in London to invest in counselling and psychotherapy, during a virtual roundtable event attended by the Minister and Shadow Ministers for Mental Health. Our Chair Natalie Bailey and CEO Hadyn Williams made the case for counselling and psychotherapy to play a bigger part in our society's mental health recovery from COVID-19.

Consultations and conversations

We responded to 23 government consultations and parliamentary inquiries across the four nations of the UK to make the case for counselling and psychotherapy. Our policy team had 451 impactful conversations during the year, demonstrating the increased interest in counselling and psychotherapy.

Royal Foundation

We've worked with the Royal Foundation of the Duke and Duchess of Cambridge to create a directory of therapists who can work with emergency responders. It's part of a wider package of support for frontline emergency workers being funded by the foundation. We're part of an expert reference group for the project.

Setting the agenda

We joined the Health Devolution Commission, a high-profile group that includes former UK health ministers. This will help us to better influence the devolved health agenda in England. The group's lobbying on the Health and Care Bill secured important cross-party support for improved mental health investment in the new Integrated Care Systems across England.

Social media advertising

We launched our first ever social media advertising campaign to highlight how counselling can help and signpost people to our members. The adverts, which feature mainly on Facebook and Instagram, have been viewed more than 1.6 million times in five months.

Google AdWords

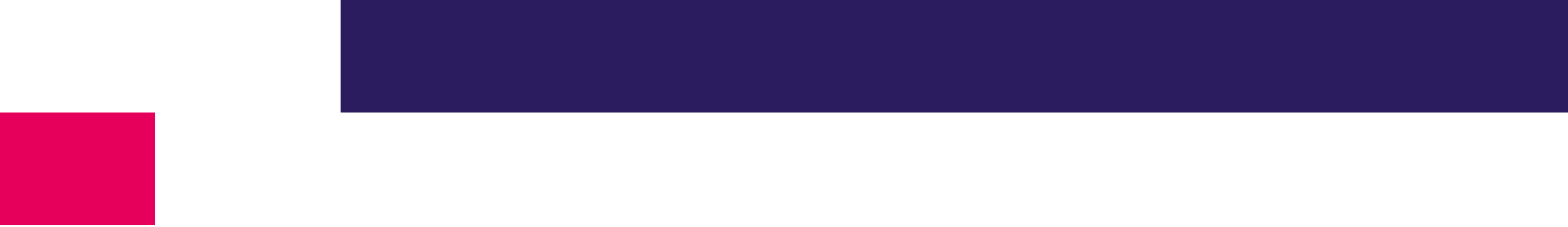
This year we took steps to optimise the use of our Google AdWords charity grant and supported it with a paid advertising campaign to improve our visibility against the most popular counselling and psychotherapy search terms. Direct enquiries from our website to our members increased by 27%.

GP surgery campaign

Eye-catching leaflets and posters sharing our 'counselling changes lives' message were distributed to 3,000 GP practices. They introduced what counselling is, what a counsellor can help with and explained how to access counselling. They also emphasised why it's important to choose a counsellor listed on a Professional Standards Authority accredited register.

Mapping the workforce

We're carrying out a rolling survey of members that explores their working practices, including the client groups they work with, the settings they work in and their pay and hours. It's allowing us to build up a detailed picture of who our members are and where they are working, but also gives us an understanding of the financial issues our members face in relation to earning a living. Data from the survey have already been used by the policy team to support their work campaigning for more paid opportunities for our members. We email the survey to members following their annual membership renewal.



Across the nations

We secured at least one BACP-suggested action within each manifesto of the main parties in both Scotland and Wales ahead of parliamentary elections. We also met each of the new Ministers for Mental Health in Wales, Scotland and England, helping us to champion the professions at the very highest levels of Government. We also ensured important commitments for the counselling professions featured in the development of Northern Ireland's new Mental Health Strategy.

Influencing parliament

Through our joint briefing with the British Psychological Society, we directly influenced amendments within the Police, Crime, Sentencing and Courts Bill to protect patient confidentiality.



Member's view

Dee Johnson, BACP media spokesperson

“To be a public voice for BACP is an exciting privilege. Appearing in digital and print media, plus radio, representing BACP and counsellors’ vital work supports my passionate belief that we must continue normalising therapy, mental health services, breaking stigmas, misunderstandings, promoting good mental fitness, and vitally making professional counselling accessible. Being part of BACP’s Christmas media campaign and being interviewed by many radio stations were hugely proud moments, and I’m hopeful that talking all things mental health is becoming normal.”



Member's view

Julie Hughes, Chair of BACP Workplace division

“As Chair of the Workplace Division, I recognise we are in a fast-changing landscape. Employees who experience trauma need to receive recognised specialist support. The Royal Foundation is an exciting and very welcome project that will allow organisations to access highly experienced trauma counsellors and will complement the Counselling in the Workplace Competencies framework introduced in 2021.”



Staff view

Steve Mulligan, Four Nations Lead

“My focus is securing greater recognition for the counselling professions from key decision makers across our four nations. This year, I’ve worked with political connections in Wales and Scotland to embed 24 BACP policies across 10 manifestos ahead of the elections. We met mental health ministers in both nations to press them to ensure counselling is central to their programmes. With partners in Northern Ireland, we challenged poor recognition of counselling in the draft Mental Health Strategy, securing a commitment to invest in the counselling workforce. I also held events to champion counselling with England’s devolved decision makers, in Greater Manchester and in London. Together this has helped raise the profile of the profession and puts us in a strong position to secure more investment and paid opportunities for our members across the UK.”



6

We will optimise the organisation of BACP to ensure it is flexible, responsive, and capable of resourcing the vision and goals

Key achievements

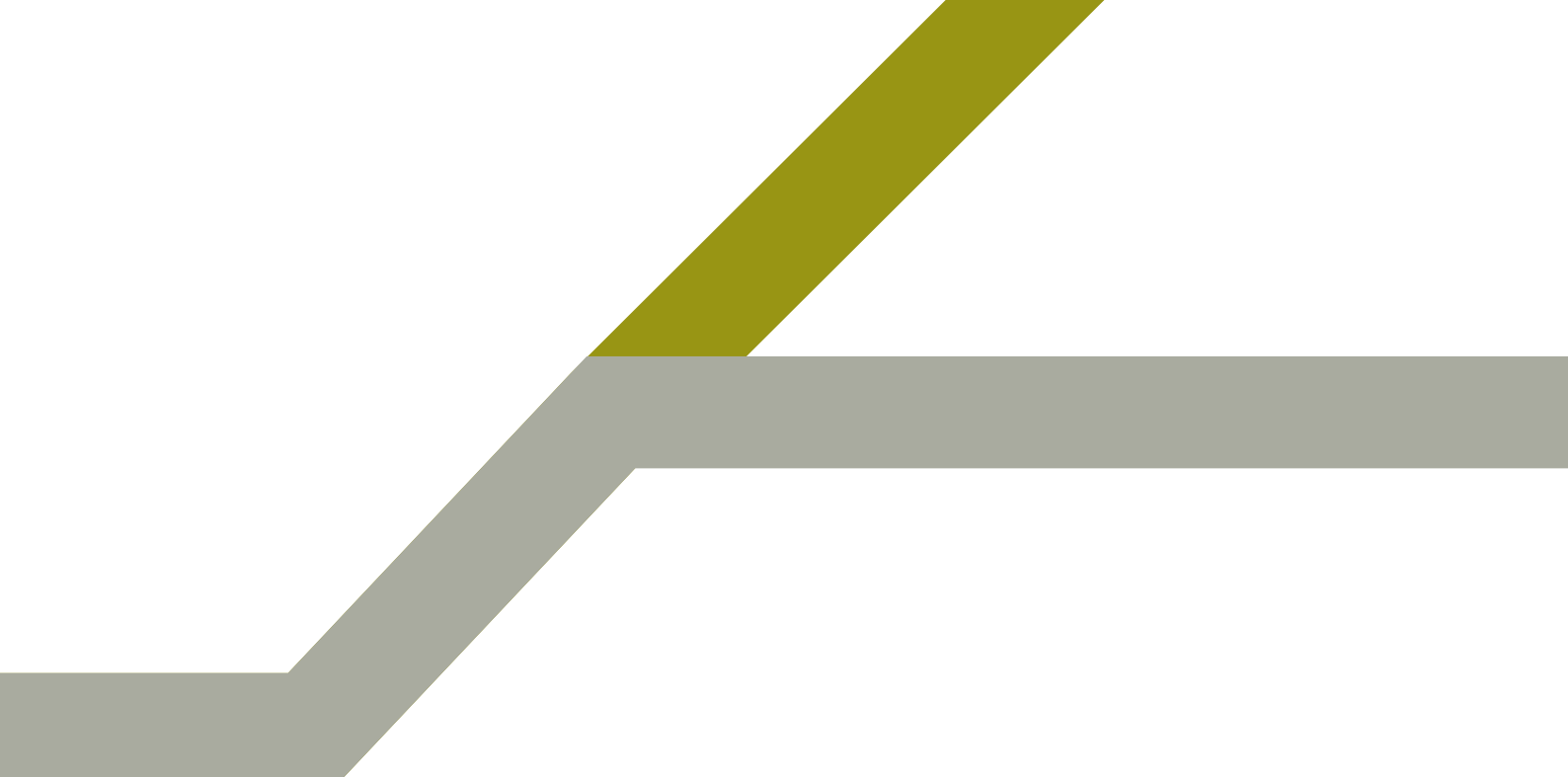
Telephone upgrade

We completed the roll out of an online telephone system for all staff. It has increased the number of lines available to our customer services team and meant they are better able to meet the demands of a growing membership. Call answer rates have improved to 98% in just over a year, and call waiting times have decreased significantly. Call recording has allowed for greater training and development opportunities within the customer services team so they can better respond to members' needs. It's also improved how we collect member feedback and has helped us to identify key trends and areas where members need most support.

Environmentally friendly

We changed our plastic membership cards to sustainable paper-based cards. These can be recycled from home along with other card waste, or composted.

We also now print all our divisional journals on World Land Trust accredited paper and boards, meaning we're reducing our carbon footprint by reducing our emissions. All our divisional journals are now delivered in a new compostable film wrap.



Diversity and inclusion training

Staff took part in thought-provoking and interactive training on diversity and inclusion. This included gaining an understanding of unconscious bias, identifying assumptions and learning more about language and terminology. The aim was for staff to understand more about how to improve inclusion in the workplace and the positive impact that will have on all our work.

Business insights

We've created a new Business Insights team to bring together project management, business analysts and customer relationship management (CRM) development activities. This will better support the business in a cohesive way to deliver change and improvements.

Reference and administrative details of the charity, its Trustees and advisers

For the year ended 31 March 2022

Board of Governors

Natalie Bailey - Chair
Michael Golding - Deputy Chair
Vanessa Stirum
Sekinat Adima
Julie May
Kate Smith
Punam Farmah

President

David Weaver

Vice Presidents

Professor Dame Sue Bailey
Luciana Berger
Jabeer Butt OBE
John Cowley
Nancy Rowland
Julia Samuel MBE

Senior leadership team

Chief Executive: Hadyn Williams
Deputy Chief Executive and Chief Professional Standards Officer: Fiona Ballantine Dykes
Chief Financial Officer: Philippa Foster
Chief Officer for Membership and Operations: Chelsea Shelley (started maternity leave 10/12/2021)
Interim Chief Officer for Membership and Operations: Adam Pollard (started as interim from 13/12/2021)

Charity registered numbers

BACP is a company limited by guarantee registered in England and Wales (company number 02175320)
BACP is also a registered charity (number 298361)

Principal office

BACP House, 15 St John's Business Park,
Lutterworth, Leicestershire LE17 4HB

Independent auditors

RSM UK Audit LLP

Rivermead House
7 Lewis Court
Grove Park
Leicester LE19 1SD

Bankers

Lloyds Bank Plc

14 Church Street
Rugby CV21 3PL

Solicitors

Russell-Cooke LLP

2 Putney Hill
London SW15 6AB

Trowers & Hamlins LLP

3 Bunhill Row
London EC1Y 8YZ

Investment managers

SG Kleinwort Hambros Bank Ltd

5th Floor
8 St James's Square
London SW1Y 4JU

Board of Governors report

For the year ended 31 March 2022

The Board of Governors (the Board) present its annual report together with the audited financial statements of the Charity for the year 1 April 2021 to 31 March 2022.

The Board has adopted the provisions of the "Statement of Recommended Practice applicable to charities preparing its accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)" in preparing the annual report and financial statements of the charity.

Structure, governance, and accountability

Structure

BACP is a company limited by guarantee registered in England and Wales. BACP is a registered charity with the Charity Commission and incorporates BACP Enterprises Ltd, its wholly owned subsidiary.

BACP is a charitable, not-for-profit organisation which means our funds are used to maintain and develop the organisation for the benefit of our members and the communities in which we are active. The objectives of BACP are to promote and provide education and training for counsellors and/or psychotherapists working in either professional or voluntary settings, whether full or part time, with a view to raising the standards of the counselling professions for the benefit of the community and in particular for those who are the recipients of counselling and/or psychotherapy; and to inform and educate the public about the contribution that the counselling professions can make generally and particularly in meeting the needs of those whose participation and development in society is impaired by physical or psychological health needs or disability.

The Association has the power to do anything which is calculated to further its objectives or is conducive or incidental to doing so. Our income comes principally from membership subscriptions, income from the trading subsidiary, BACP Enterprises Ltd, and Find a Therapist directory fees.

The related party transactions are disclosed in Note 17 to these financial statements.

Governance

The BACP Board of Governors currently consists of seven Governors. Our Governors are elected, appointed or co-opted to oversee our strategic direction and the management of the Association. Representing and accountable to our members, their role includes providing strong leadership, ensuring we achieve our strategic objectives, determining priorities, ensuring performance and managing risk and accountability, viability and sustainability.

The Board of Governors shall consist of up to a maximum of seven Governors elected by our members, up to a maximum of five Governors appointed by the Board, and up to a maximum of two co-opted Governors at any time by the Board. The Board appoints the Chair and the Deputy Chair from the elected Governors. The Board convenes at least four times each year.

Governors serve for an initial term of four years, and may be re-elected or re-appointed for a further four years of service. No Governor (whether elected or appointed) may serve for a period exceeding eight consecutive years without a two-year break. Appointed Governors are allowed to be re-appointed for a further one calendar year maximum if the Board of Governors resolves by at least a three-quarters majority vote of the Governors present and voting. Elected and appointed Governors will be announced at, and terms of office will commence from, the Annual General Meeting. The AGM takes place between September and December each year.

The election of Governors is supervised by an external organisation appointed by our President.

Below is a list of our Governors during the year, along with the other committees they were members of:

Governor	Period of Office	Governance Committee role
Natalie Bailey Chair	Elected 24/11/16 Elected Chair 7/11/19	Governance, Remuneration and Nominations Committee - Member
Michael Golding Deputy Chair	Elected 4/12/20 Elected Deputy Chair 11/9/21	Governance, Remuneration and Nominations Committee - Chair
Vanessa Stirum	Co-opted 4/3/16 Appointed 24/11/16 Re-appointed 7/11/2019	Public Protection Committee - Chair Governance, Remuneration and Nomination Committee - Member Former Chair, Audit and Risk Committee (disbanded)
Julie May	Elected 16/11/18	Board Member
Sekinat Adima	Elected 4/12/20	Board Member
Kate Smith	Elected 4/12/20	Research Committee - Chair
Punam Farmah	Elected 5/11/21	Board member
Val Elliott	Elected 15/6/18 Resigned 2/8/21	Former Chair, Finance and Performance Committee (disbanded)
Maira Sibbald	Elected 15/6/18 Resigned 30/7/21	Former Chair, Public Protection Committee
Heather Roberts	Elected 7/11/19 Resigned 30/7/21	Former Board Member
Neela Masani	Elected 7/11/19 Resigned 30/7/21	Former Board Member

All elected Governors must be BACP members. Appointments to the Board are made to provide the skills and expertise considered necessary to achieve our strategic aims.

On appointment, each Governor completes a register of interests and a confidentiality agreement. Each member of the Board undertakes induction training, consisting of a comprehensive briefing by the Chair of the Board, the Chief Executive and Company Secretary and Head of Governance, with emphasis placed on the legal status and the responsibility of a Trustee. Members meet with the senior management team to understand the work of the Association as a whole.

They are provided with an induction pack that includes the Articles of Association, Standing Orders of the Association, policies and procedures on issues relevant to the role, alongside best practice guides.

This is updated as required throughout the year and updates are provided to the Trustees and their training needs are regularly assessed and met.

The Board of Governors oversees the business of the Association. The Board's delegated Committees are:

1. The Finance, Risk, Audit, Policy and Performance (FRAPP) Committee
2. The Public Protection Committee (PPC)
3. The Research Committee (RC)
4. The Governance, Remuneration and Nominations (GRaN) Committee

The Finance, Risk, Audit, Policy and Performance (FRAPP) Committee

The scope of the FRAPP Committee includes:

- Responsibility for ensuring the strategic directions set by the Board around finance, audit, risk, policy and performance is monitored and maintained by the organisation.
- Monitoring the financial procedures, policies and plans and ensuring compliance with appropriate regulations.
- Co-ordinating the risk auditing and reporting process and maintaining and monitoring the Risk Register on behalf of the Association.
- Considering GDPR matters with the Committee Chair acting as BACP's point of contact on the Board of Governors for GDPR.

The membership of FRAPP currently includes:

- Alwyn Li, Interim Chair of the Committee
- Sonia Minards, Committee Member
- Richard Mason, Committee Member

The Public Protection Committee (PPC)

The scope of the PPC Committee includes:

- Responsibility for the development of the BACP Register and professional conduct functions.
- Obtaining legal and professional advice on any matter within its Terms of Reference on approval of the Board.
- Commissioning reports on Internal audits against policy.
- Ensure effective Implementation of all strategies relating to professional conduct and register activities.

The membership of PPC currently includes:

- Vaness Stirum, Chair of PPC and Trustee of the Board
- Mervyn Wynne-Hughes, Committee Member
- Velia Soames, Committee Member
- Philip Matthews, Committee Member
- Humza Chaudry, Committee Member
- Jo Burns, Committee Member

The Research Committee (RC)

The scope of the Research Committee includes:

- Responsibility for developing, informing and monitoring the BACP research strategy in accordance with the scheme of delegation, overseeing research procedures, policies and plans, and approving and reviewing research projects.
- Ensuring all policies developed by the Committee comply with appropriate legislation.
- Approving and reviewing research projects (subject to budget provisions).
- Provision of advice and practical suggestions on research projects.

The membership of RC currently includes:

- Dr Kate Smith, Chair of the Research Committee and Board Member
- Dr Scarlett Brown, BACP Committee Member
- Dr Nicholas Cook, BACP Committee Member
- Dr Jeannette Roddy, BACP Committee Member
- Professor Lynne Gabriel, BACP Committee Member

The Governance, Remuneration and Nominations (GRaN) Committee

The scope of the GRaN Committee includes:

- Supporting the Board in fulfilling its legal, ethical, and functional responsibilities through adequate governance policy development, recruitment strategies, training programs, monitoring of Board activities, and evaluation of Board members' performance.
- Ensuring appointments to the Board are subject to a formal, rigorous, and transparent procedure and an effective succession plan is maintained for the Board and senior management.
- Overseeing the process for resolving Board disputes or disciplinaries and where appropriate engaging with independent consultants or reviewers as and when necessary.
- Reviewing the organisation's governance matters and make recommendations to the Board, take any actions to enable the Committee to fulfil its responsibilities and seek independent advice to perform its duties where necessary.

The membership of GRaN currently includes:

- Michael Golding, Chair of the GRaN Committee and Deputy Chair to the Board
- Sheila Edmund, BACP Committee Member
- Vanessa Stirum, BACP Committee Member and Chair of PPC

Description of principal risks and uncertainties

Policies and procedures are designed to identify, assess, and mitigate risk. During the year, the Finance, Risk, Audit, Policy, and Performance (FRAPP) Committee (formerly the Audit, Risk and Performance Committee) and the Board of Governors carry out an assessment of the strategic, business, operational and financial risks. We then review the policies, procedures, and reporting regimes, and amend them if needed, to manage and reduce the identified risks.

The key strategic risks identified include:

- Inability to deliver against our financial strategy due to changes in the sector. A challenging economic climate for our members continues to impact upon BACP's income stream with membership being the primary source of income for the Association.
- Inability to fulfil the requirements set out by our regulators particularly the Professional Standards Authority.
- The potential impact of implementing SCoPED on membership numbers, membership income and ultimately BACP's financial position.
- Damage to the BACP brand resulting from actions of the employees and members of BACP which could result in financial or reputational damage including breach of data and loss of confidential and sensitive information. A lack of external brand profile could weaken the Association's voice and make it hard to articulate BACP's voice.
- Legal challenges on complaints and conduct cases overseen by the professional conduct team.

These key strategic risks are recorded in the strategic risk register, which records the mitigations that are in place, together with further action. The Board, as a body, is together responsible for establishing, implementing, and monitoring the internal financial controls. The detailed oversight of the internal financial controls is delegated to the FRAPP Committee.

Our Governors have assessed the charity by reviewing budgets, plans, financial and operational risks, and the external environment for the forthcoming year. Our Governors are satisfied that there are no material uncertainties around the continuing relevance of the charity or its ability to continue.

Risks are divided into five categories: governance, operational, financial, external and compliance. The Risk Register is reviewed every month by assessing each risk in terms of likelihood and impact. Mitigation strategies are drawn up, responsibilities allocated, and progress monitored.

The Audit, Risk and Performance (now FRAPP) Committee then makes reports on current and mitigated risks to the Board of Governors. If a mitigation process requires financial investment, it is held to account through this process.

The Board has delegated clear lines of authority to our staff and staff are involved in the recognition of risk in their activities.

Review of BACP's financial position

We remain in a healthy financial position in line with our reserves policy. This financial position allows us to undertake and support a broad range of activities in relation to our charitable objectives.

Further details about the financial position are included in the 'Review of the business' section of the strategic report.

Reserves policy

The Board of Governors reviews the Reserves policy annually. In March 2022 the Board agreed that the free reserves policy should be at a level to allow for future unanticipated fluctuations in income and expenditure, identified risks, and to cover the estimated running cost of core services for six months. This is currently estimated at £5.5 million.

The Free Reserves for this purpose are the total reserves, less restricted and designated funds (to the extent that they have been committed), less tangible and intangible fixed assets and capital commitments, with the exception of administrative land and buildings, which are considered to be disposable.

At 31 March 2022 the level of the charity's free reserves was:

Total reserves:	£7,936,960
Less:	
Restricted funds	£0
Designated funds (that have been committed)	£1,218,135
Property revaluation reserve	£65,000
Tangible and intangible fixed assets*	£400,747
Capital commitments	£0
Sub total	£6,253,078
Less identified risks	£192,058
Free reserves	£6,061,020

*excluding administrative land and buildings, which are considered to be disposable

The level of free reserves is within an acceptable range of the reserves policy.

Investment policy

Kleinwort Hambros Private Bank Limited (KHPB) provides discretionary investment management services of the investment portfolio. Further details about the investments are included in the 'Review of the business' section of the Strategic report. KHPB Ltd is regulated by the Financial Conduct Authority and is a member of the London Stock Exchange. The results for the year are set out in note 11.

Officers' insurance

The company has Officers' Liability Insurance in place. This insurance indemnifies any officer against a liability arising as a result of his or her negligence up to an aggregate liability of £1 million. The cost of this insurance amounted to £3,665 (2021 - £2,257) for the year.

Strategic report

Review of business

Our main sources of funding are membership subscriptions (82% of total income), income from our trading subsidiary, BACP Enterprises Ltd (8%), and Find a Therapist directory fees (5%).

Total income for the year increased by £1,177,889 to £11,194,120, an increase of 12%. The increase was principally driven by higher individual membership numbers which increased from 57,005 to 61,756 in the year to 31st March 2022. This accounted for £756,532 of the increase with Find a Therapist directory and income from BACP Enterprises Ltd accounting for £122,434 and £268,164 respectively. The funding sustains the costs incurred in delivering our key objectives through representation of the profession, developing research, the provision of journals, conferences and events, professional standards and the register and conduct process.

Operating expenditure increased by £1,263,857 to £10,036,220, an increase of 14%. The increase in expenditure is consistent with the increase in income and is significant against the backdrop of a 0.5% expenditure increase in 2020/21 and a fall in expenditure of 2.4% in 2019/20.

The main driver for the increase in expenditure has been the emergence from the pandemic and most of the increase in expenditure relates to our charitable activities. Within these activities we have seen increased expenditure on hearings, project costs associated with our six point strategy, journals and publications, committees, and the associated staff and professional expertise to undertake these activities.

Investment income has fluctuated throughout the year due to market volatility caused by the economic and geo-political environment. Although we have seen a small gain on the investment portfolio of £73,915 this is much reduced from the gain of £403,814 in the previous year.

Kleinwort Hambros private bank manage the ethical investment portfolio in line with our policy on ethical investment. The investment objectives criterion is based on maximum total gross return. This is achieved by generating growth through capital appreciation in the value of shares and the reinvestment of income as generated from dividends, while complying with our policy on ethical investment.

BACP's free reserves have increased by £480,144 against a movement in funds of £1,231,815. As reported last year £1.3m has been designated towards specific high-profile and long-term pieces of work. This, together with the decision by the Governors to change the free reserves policy to six months of running costs, has ensured that the level of free reserves is within an acceptable margin of the policy.

Streamline Energy and Carbon Reporting (SECR)

This section of our Annual Review covers the energy and carbon reporting for the financial year 2021/22. The contents have been written in accordance with the best practice guide for Streamlined Energy and Carbon Reporting (SECR), released in April 2019, and to the best of our knowledge, the information included is correct.

We have worked with Elmhurst Energy Consultancy to complete this report, providing the energy data for our operations during the financial year 2021/22. Included in our UK energy use are Scope 1, 2 and 3 emissions and an energy intensity ratio.

Background to SECR

The Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 introduced changes to require quoted companies to report their annual emissions and an intensity ratio in their Directors' Report.

The 2018 Regulations brought in additional disclosure requirements for quoted companies, and introduced requirements for large unquoted companies and limited liability partnerships to disclose their annual energy use and greenhouse gas emissions, and related information.

Aims of SECR

- Increase awareness of energy consumption and carbon emissions within large and quoted organisations, including enhanced visibility to key decision makers;
- Create more of a level playing field among large organisations, in terms of energy and emissions reporting;
- Ensure administrative burdens associated with energy and emissions reporting are proportionate and broadly aligned to the existing energy reporting requirements and the business reporting framework;
- Provide organisations in scope with the right data to inform adoption of energy efficiency measures and opportunities to reduce their impact on climate change; and
- Provide greater transparency for investors, and other stakeholders, on business energy efficiency and low carbon readiness.

UK Energy Use

The Association does not fall under the qualification criteria for SECR reporting, however we have chosen to report on a voluntary basis.

As such, the Association will report on its UK emissions and the associated greenhouse gas emissions calculated from UK energy use. The energy use reported on is that consumed by the Association in our two offices located in Leicestershire.

The time period the data covers is aligned with the financial year 2021 running from April 2021 to the end of March 2022.

The guide of best practice for the new Streamlined Energy and Carbon Reporting Framework details that the Association must provide the energy use and emissions figures for the previous financial year by way of comparison. The figures for the previous financial year have been recalculated by Elmhurst Energy.

Table 3 shows the percentage change for each consumption and emissions category from the financial year 2020/21 to the financial year 2021/22. As shown all relevant areas have increased in consumption, with transporting showing the largest percentage increase in terms of both energy consumed and emissions generated.

The intensity ratio, which accounts for the increase in FTE between the two periods, shows an increase of 6.97%. The increase is largely due to the enforced lockdowns during the Coronavirus pandemic and the large reduction in travel, due to enforced travel restrictions during 2020 and 2021.

	Current Reporting Year 2021/22	Previous Reporting Year *2020/21	% Change
UK and offshore (mandatory)			
Total energy consumption (kWh)	155,439	124,070	+25.28%
Emissions from combustion of mains gas (Scope 1) (tCO ₂ e)	0	0	N/A
Emissions from purchased electricity (Scope 2) (tCO ₂ e)	29.913	26.165	+14.32%
Emissions from business travel in rental cars or employee-owned vehicles where the company is responsible for purchasing the fuel (Scope 3) (tCO ₂ e)	3.518	0.203	+1633.01%
Total emissions (tCO ₂ e)	33.432	26.368	+26.79%
Intensity ratio (tCO ₂ e/FTE)	0.261	0.244	+6.97%

*recalculated

Quantification and reporting methodology

The UK Government's environmental reporting guidance on how to measure and report greenhouse gas emissions has been used, along with the government provided GHG reporting conversion factors for 2021.

Intensity measurement

The Association is required to provide emissions figures in the form of at least one intensity ratio. An intensity ratio compares emissions data with an appropriate business metric or financial indicator. Under the new Streamlined Energy and Carbon Reporting Framework, companies can decide upon the most appropriate intensity ratio to ensure it is relevant to their business operations and sector.

The Association's intensity ratio is t/CO₂e per full-time equivalent member of staff (FTE):

Full-time equivalent member of staff - 128

Intensity ratio – 0.261 tCO₂e per FTE

Methodology

Elmhurst Energy Consultancy has determined the energy consumption and emissions based on the GHG Protocol Corporate Accounting and Reporting Standard, the UK Government Conversion Factors for Company Report published by the UK Department for Business, Energy & Industrial Strategy, and the data issued by the Association. This data included the electricity consumption totals for both office sites, as well as mileage data for the grey fleet.

Scope 2 - Indirect Emission Data Calculation

Electricity consumption data for the year was supplied for the offices and was converted into carbon dioxide emissions (t/CO₂e) via the UK electricity conversion factor from the UK Government Conversion Factors for Company Report, published by the UK Department for Business, Energy & Industrial Strategy.

Scope 3 – Other Indirect Emission Data Calculation

Mileage data for the year was provided through claims made by employees using their own cars for business purposes. Though not employed by the Association, we have included mileage claimed by BACP Trustees and committee members.

These mileage figures were converted into carbon dioxide emissions (t/CO₂e) via the relevant mileage conversion factor from the UK Government Conversion Factors for Company Reporting, published by the UK Department for Business, Energy and Industrial Strategy.

Energy Efficiency Actions

The Association is actively looking to reduce its energy consumption and associated greenhouse gas emissions.

The Association is proactively looking after the environment and is striving to become more energy conscious by reducing carbon emissions and through commitment to its energy efficiency actions.

During 2022 we will be carrying out energy audits on both our buildings to assist us in identifying ways in which we can reduce our energy usage and reduce our carbon emissions.

GHG protocol scope	Definition
Scope 1 (Direct) GHG emissions	Scope 1 emissions include emissions that are derived from activities owned or controlled by the organisation. As such, they are direct emissions. For BACP this would include emissions from any mains gas used for heating offices; however, there is no gas usage associated with our two current offices.
Scope 2 (Energy indirect) emissions	Scope 2 emissions include emissions released into the atmosphere associated with the consumption of purchased electricity, heat, steam, and cooling. These are indirect emissions which are a consequence of the organisation's activities, but occur at sources they do not own or control. For BACP this includes the electricity purchased for use at our offices sites.
Scope 3 (Other indirect) emissions	Scope 3 emissions are a consequence of the organisations actions, which occur at sources which they do not own or control, and which are not classed as Scope 2 emissions. For BACP these include the emissions produced from grey-fleet usage.

Statement of Trustees Responsibilities

The Governors, who are also the directors of BACP (for the purposes of company law), are responsible for preparing the Annual Review, including the Strategic Report, and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In preparing these financial statements, the Board of Governors is required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities Statements of Recommended Practice
- make judgments 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 company and group will continue in business.

The Board of Governors is responsible for keeping adequate accounting records, that are sufficient to explain the group and charitable company transactions and disclose with reasonable accuracy at any time the financial position of the group and charitable company and to enable the Board to ensure that the financial statements comply with the Companies Act 2006.

The Board of Governors is also responsible for safeguarding the assets of the company and the group, and for taking reasonable steps to prevent and detect fraud and other irregularities.

The governors 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.

More information about how our Association is governed can be found in our Articles of Association and our Standing Orders.

Statement as to disclosure of information to auditors

As far as the Board of Governors is aware, there's no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the company's auditors are unaware, and each Governor has taken all the steps that he or she ought to have taken as a Governor to make himself or herself aware of any relevant audit information and to establish that the group's auditors are aware of that information.

Management and staffing

Our Chief Executive, Dr Hadyn Williams, is responsible for planning and developing our services and strategies, within clear policies and protocols set by the Board. Our Chief Executive reports to the Board of Governors, via the Finance, Risk, Policy and Performance Committee (FRAPP, which now incorporates the previous Finance and Policy Committee), on the financial position of the company, including the actual performance compared to the budget. Management Accounts are received monthly and reviewed quarterly by the Board and regularly by the FRAPP Committee. At our AGM in November 2021, RSM UK Audit LLP was reappointed as the Association's auditors for 2021/22.

The Board approves the Association's salary policy and procedure. Salaries are benchmarked against similar posts in the sector and geographical area every third year.

Our staff team is recruited and supported to provide the skills and expertise needed to operate our organisation successfully.

The Senior Leadership Team for 2021/ 2022 comprises of:

- Chief Executive: Hadyn Williams
- Deputy Chief Executive & Chief Professional Standards Officer: Fiona Ballantine Dykes
- Chief Financial Officer: Philippa Foster
- Interim Chief Officer for Membership and Operations: Adam Pollard

The Senior Management Team, who oversee each of our departments, are listed on our website.

Membership of BACP

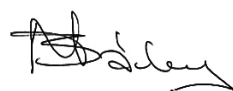
We offer the categories of membership listed below. The members of these categories are also members of the company and have full voting rights:

- Student Member
- Individual Member
- Registered Member (MBACP)
- Registered Accredited Member (MBACP Accred)
- Registered Senior Accredited Member (MBACP Snr Accred)
- Retired Member
- Organisational Member

Volunteers

We're hugely grateful to the many volunteers who support us by serving on our divisions, committees, expert reference groups, forums, working groups and as peer reviewers and media spokespersons. Thank you for your continued and significant contribution to our success – your dedication, commitment, passion and hard work allow us to better serve our members and stakeholders; to promote the counselling professions effectively and to support our vision: counselling changes lives.

On behalf of the Board of Governors



Natalie Bailey

Chair of the Board of Governors

Date: 23rd September 2022

Independent auditor's report

To the members of the British Association for Counselling and Psychotherapy

Opinion

We have audited the financial statements of The British Association for Counselling and Psychotherapy (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2022 which comprise the Consolidated Statements of Financial Activities (incorporating an income and expenditure account), Group and Charity Balance Sheets, Group Cash Flow Statement 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 group's and the parent charitable company's affairs as at 31 March 2022 and of the group's 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We have been appointed auditors under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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 group and parent 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 governors' 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 group's or parent charitable company'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 governors 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 Report of the Governors other than the financial statements and our auditor's report thereon. The governors are responsible for the other information contained within the Report of the Governors. 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 Governors' Report, which includes the Directors' Report and the Strategic Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report and the Strategic Report included within the Governors' Report have 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 group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report or the Strategic Report included within the Governors' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Governors

As explained more fully in the Statement of Governors' responsibilities set out on page 46, the governors (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 governors 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 governors are responsible for assessing the group's and parent 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 governors either intend to liquidate the group or parent 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.

The extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities are instances of non-compliance with laws and regulations. The objectives of our audit are to obtain sufficient appropriate audit evidence regarding compliance with laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, to perform audit procedures to help identify instances of non-compliance with other laws and regulations that may have a material effect on the financial statements, and to respond appropriately to identified or suspected non-compliance with laws and regulations identified during the audit.

In relation to fraud, the objectives of our audit are to identify and assess the risk of material misstatement of the financial statements due to fraud, to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud through designing and implementing appropriate responses and to respond appropriately to fraud or suspected fraud identified during the audit.

However, it is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, the group audit engagement team and component auditors:

- obtained an understanding of the nature of the sector, including the legal and regulatory framework that the group and parent charitable company operate in and how the group and parent charitable company are complying with the legal and regulatory framework;
- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud;
- discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

As a result of these procedures we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, Charities SORP (FRS 102), Companies Act 2006, Charities Act 2011, the parent charitable company's governing document and tax legislation. We performed audit procedures to detect non-compliances which may have a material impact on the financial statements which included reviewing the financial statements including the Governors' Report, remaining alert to new or unusual transactions which may not be in accordance with the governing documents, inspecting correspondence with local tax authorities and evaluating advice received from internal and external advisors.

We performed audit procedures to detect non-compliances which may have a material impact on the financial statements which included reviewing the financial statements including the Governors' Report, remaining alert to new or unusual transactions which may not be in accordance with the governing documents, inspecting correspondence with local tax authorities and evaluating advice received from internal/external advisors.

The most significant laws and regulations that have an indirect impact on the financial statements are those in relation to General Data Protection Regulation (GDPR). We performed audit procedures to inquire of management and those charged with governance whether the group is in compliance with these laws and regulations and inspected correspondence with licensing or regulatory authorities.

The group audit engagement team identified the risk of management override of controls as the area where the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included but were not limited to testing manual journal entries and other adjustments and evaluating the business rationale in relation to significant, unusual transactions and transactions entered into outside the normal course of business challenging judgments and estimates.

A further description of our responsibilities for the audit of the financial statements is provided on the Financial Reporting Council's website at <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.

GARETH JONES (Senior Statutory Auditor)

For and on behalf of RSM UK Audit LLP, Statutory Auditor



Chartered Accountants

Rivermead House
7 Lewis Court
Grove Park
Leicester
Leicestershire
LE19 1SD

Date: 27/09/22

RSM UK Audit LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

Consolidated statement of financial activities (incorporating an income and expenditure account) for the year ended 31 March 2022

	Notes	Unrestricted general funds £	Unrestricted designated funds £	Total 2022 £	Unrestricted general funds £	Unrestricted designated funds £	Total 2021 £
Income from:							
Donations		936	-	936	955	-	955
Charitable activities	3	10,173,891	-	10,173,891	9,316,114	-	9,316,114
Trading activities	5	892,316	-	892,316	624,152	-	624,152
Investment income	6	73,936	-	73,936	47,785	-	47,785
Other income		53,041	-	53,041	27,225	-	27,225
TOTAL INCOME		11,194,120	-	11,194,120	10,016,231	-	10,016,231
Expenditure on:							
Raising funds	6	24,457	-	24,457	25,898	-	25,898
Trading activities	5	445,890	-	445,890	363,756	-	363,756
Charitable activities	4	9,484,008	81,865	9,565,873	8,382,709	-	8,382,709
TOTAL EXPENDITURE		9,954,355	81,865	10,036,220	8,772,363	-	8,772,363
NET INCOME/(EXPENDITURE) BEFORE GAINS AND LOSSES ON INVESTMENTS		1,239,765	(81,865)	1,157,900	1,243,868	-	1,243,868
Net Gains on investments	11	73,915	-	73,915	403,814	-	403,814
NET INCOME/(EXPENDITURE) FOR THE YEAR		1,313,680	(81,865)	1,231,815	1,647,682	-	1,647,682
Transfers between Funds	16	(1,300,000)	1,300,000	-	-	-	-
NET MOVEMENT IN FUNDS		13,680	1,218,135	1,231,815	1,647,682	-	1,647,682
Reconciliation of Funds:							
TOTAL Funds Brought Forward		6,705,145	-	6,705,145	5,057,463	-	5,057,463
TOTAL Funds Carried Forward	16	6,718,825	1,218,135	7,936,960	6,705,145	-	6,705,145

All of the above results are derived from continuing activities and all losses recognised in the year are included above.

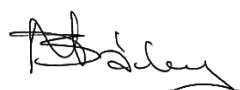
Unrealised losses on investments have been included in the statement of financial activities as required by the Statement of Recommended Practice 'Accounting and Reporting by Charities'.

Consolidated balance sheet at 31 March 2022

Company Registration
Number 02175320

	Notes	2022 £	2022 £	2021 £	2021 £
FIXED ASSETS:					
Tangible assets	9	2,580,862		2,547,546	
Intangible assets	10	302,385		340,534	
Investments	11	3,224,270		3,121,161	
			6,107,517		6,009,241
CURRENT ASSETS:					
Debtors	13	2,600,625		2,298,912	
Fixed term and notice deposits		2,256,135		250,640	
Cash at bank and in hand		2,717,880		3,504,259	
		7,574,640		6,053,811	
CREDITORS: Amounts falling due within one year	13	5,745,197		5,357,907	
NET CURRENT ASSETS			1,829,443		695,904
NET ASSETS			7,936,960		6,705,145
UNRESTRICTED FUNDS:					
General income fund	16	6,653,825		6,640,145	
Designated funds	16	1,218,135		-	
Property revaluation reserve	16	65,000		65,000	
Total Unrestricted Funds			7,936,960		6,705,145
TOTAL FUNDS			7,936,960		6,705,145

On behalf of the Board of Governors



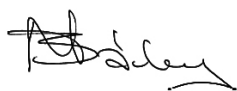
N Bailey
Chair

Approved by the Board of Governors on
23rd September 2022

Balance sheet at 31 March 2022

	Notes	2022 £	2022 £	2021 £	2021 £
FIXED ASSETS:					
Tangible assets	9	2,580,862		2,547,546	
Intangible assets	10	302,385		340,534	
Investments	11	3,224,270		3,121,161	
			6,107,517		6,009,241
CURRENT ASSETS:					
Debtors	12	2,961,613		2,513,821	
Fixed term and notice deposits		2,256,135		250,640	
Cash at bank and in hand		2,301,535		3,239,397	
		7,519,283		6,003,858	
CREDITORS: Amounts falling due within one year	13	5,690,840		5,308,950	
NET CURRENT ASSETS/(LIABILITIES)			1,828,443		694,908
NET ASSETS			7,935,960		6,704,149
UNRESTRICTED FUNDS:					
General income fund		6,652,825		6,639,149	
Designated Funds	16	1,218,135		-	
Property revaluation reserve	16	65,000		65,000	
Total Unrestricted Funds			7,935,960		6,704,149
TOTAL FUNDS			7,935,960		6,704,149

On behalf of the Board of Governors



N Bailey
Chair

Approved by the Board of Governors on
23rd September 2022

Consolidated cashflow statement for the year ended 31 March 2022

	2022 £	2021 £
Net cash provided by operating activities	1,420,309	1,777,518
Cash flows from investing activities:		
Dividends and interest from investments	73,936	47,785
Additional cash invested in investment fund	-	(750,000)
Purchase of property and equipment	(70,935)	(64,186)
Purchase of intangible assets	(175,000)	(184,333)
Proceeds from sale of investments	348,963	754,507
Purchase of investments	(285,698)	(1,035,837)
Net cash used in investing activities	(108,734)	(1,232,064)
Change in cash and cash equivalents in the reporting period	1,311,575	545,454
Cash and cash equivalents at the beginning of the reporting period	3,810,835	3,265,381
Cash and cash equivalents at the end of the reporting period	5,122,410	3,810,835
	2022 £	2021 £
Net movement in funds for the reporting period (as per the statement of financial activities)	1,231,815	1,647,682
Adjustments for:		
Depreciation	37,619	37,634
Amortisation	213,149	286,544
Gains on investments	(73,915)	(403,814)
Dividends and interest from investments	(73,936)	(47,785)
Increase in debtors	(301,713)	(254,426)
increase in creditors	387,290	511,683
NET CASH PROVIDED BY OPERATING ACTIVITIES	1,420,309	1,777,518
	2022 £	2021 £
Cash in hand	2,717,880	3,504,259
Fixed term and notice deposits	2,256,135	250,640
Cash held in investments	148,395	55,936
Total cash and cash equivalents	5,122,410	3,810,835

Notes to the financial statements for the year ended 31 March 2022

1. Accounting policies

Accounting convention

The financial statements have been prepared under the historical cost convention as modified by the revaluation of listed investments and freehold property to market value, and comply with United Kingdom Generally Accepted Accounting Principles and Statement of Recommended Practice 'Accounting and Reporting by Charities' (SORP 2015 (FRS102) effective January 2015) and with the Companies Act 2006. All figures are exclusive of value added tax.

Basis of consolidation

The group financial statements consolidate the financial statements of the company and its wholly owned subsidiaries on a line by line basis. A separate Statement of Financial Activities, or Income and Expenditure Account, for the Charity itself is not presented because the Charity has taken advantage of the exemptions afforded by Section 408 of the Companies Act 2011.

Reduced disclosures

In accordance with FRS 102, the Charity has taken advantage of the exemption from the following disclosure requirements:

Section 7 'Statement of Cash Flows' - Presentation of a Statement of Cash Flow and related notes and disclosures.

Key judgements and estimates

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 actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

Going concern

The financial statements have been prepared on a going concern basis. The governors have carried out a detailed review of the group's position and its forecasts at the date of signing the accounts to the period ending March 2024. Considering this review, and with regard to the challenges presented by the current economic and health climate, the governors are satisfied that the group has sufficient cash flows to meet its liabilities as they fall due for at least one year from the date of approval of the financial statements. The governors consider that the company has adequate resources to enable it to continue in operational existence for the foreseeable future.

Fund accounting

General income funds are unrestricted funds which are available for use at the discretion of the Board of Governors 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 Board of Governors for particular purposes.

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. The Charity does not hold any restricted funds.

Incoming resources

Subscriptions are accounted for in the period in which the service is provided. All other income is included in the period in which it is receivable.

The value of services provided by volunteers has not been included.

All income from departments is treated as furthering the charity's objectives since it either relates to the membership of an accredited body to enhance the public's confidence or the sale of publications and training aids and facilities to improve the standard of counselling and psychotherapy in the UK.

Resources expended

Resources expended are included in the Statement of Financial Activities on an accruals basis.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories. Certain other costs, which are attributable to more than one activity, are apportioned across cost categories on the basis of an estimate of the proportion of time spent by staff on those activities.

Operating leases

Operating lease rentals are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pensions

The company contributes towards a group defined contribution pension scheme for employees. Contributions are charged to the Statement of Financial Activities in the period in which they are made.

Irrecoverable value added tax

As the membership subscriptions are exempt from value added tax, there is a restriction in the amount of input value added tax that the group is allowed to reclaim on its expenses.

Tangible fixed assets and depreciation

Tangible fixed assets costing more than £5,000 (2021 : £5,000) are capitalised and included at cost together with any incidental costs of acquisition.

Depreciation is provided so as to write off the cost, less estimated residual value, of tangible fixed assets, over their estimated useful lives as follows:

Freehold property	not provided
Computer equipment and accessories	33% per annum - straight line basis
Office furniture and equipment	20% per annum - straight line basis

Freehold property is held at valuation.

Notes to the financial statements for the year ended 31 March 2022

Intangible assets and amortisation

Intangible assets consisting of direct costs associated with the build of a replacement membership database and website together with wider IT infrastructure upgrades are capitalised and included at cost.

Amortisation will be provided so as to write off the cost, less estimated residual value, of intangible assets, over their estimated useful lives, commencing when the asset comes into service, as follows:

IT infrastructure upgrades	33% per annum - straight line basis
----------------------------	-------------------------------------

Investments

Listed investments are stated at market value on the balance sheet date.

Realised and unrealised gains and losses are included in the Statement of Financial Activities.

Debtors

Debtors are brought into the financial statements where there is a reasonable certainty of collection. They are valued at the actual amount that will be received where this can be ascertained, otherwise a pro-rata basis or best estimate valuation is used.

Bank and cash

Bank and cash comprises cash in hand plus amounts held in fixed term and notice deposits.

Creditors and deferred income

Creditors are brought into the financial statements where there is a reasonable certainty that a liability exists. They are valued at the transaction price where ascertainable, otherwise a pro-rata basis or best estimate valuation is used.

Deferred income is provided to match advance payments for conferences, events and advertising etc., to the period in which the service will be provided.

Financial instruments

The charity only has financial assets and 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.

Notes to the financial statements for the year ended 31 March 2022

2. Company status

The company is a company limited by guarantee. The company registration number is 02175320 (incorporated in the United Kingdom 8 October 1987), the charity registration number is 298361. BACP is a Public Benefit Entity under FRS 102.

The governing documents are the Articles of Association and the Standing Orders of the company, the members of the Board of Governors are Directors of the Company and Trustees under Charity Law.

The registered office is BACP House, 15 St John's Business Park, Lutterworth, Leicestershire, LE17 4HB this also serves as the principal place of business.

All individual members guarantee an amount not to exceed £1 payable in the event of the company being wound up with a deficiency of net assets. At 31 March 2022 there were 61,756 members (2021 - 57,005).

3. Income from charitable activities

	2022 £	2021 £
Membership Subscriptions	9,123,855	8,367,323
Income from Publications	773,996	648,382
Accreditation	276,040	300,292
Conferences and Events	-	117
Total Group	10,173,891	9,316,114

Notes to the financial statements for the year ended 31 March 2022

4. Expenditure on charitable activities

	New Projects and programmes £	Representing the Profession £	Register £	Research £	Governance £	Designated £	2022 Total £	2021 Total £
STAFF COSTS								
Staff and Contractors	1,421,888	2,071,859	701,419	291,108	174,317	80,164	4,740,755	3,748,077
							4,740,754	3,748,077
OTHER DIRECT COSTS								
Office Expenses	8,433	133,475	64,213	10,867	2,205	165	219,358	178,103
Recruitment and Staff Costs	950	1,939	5,955	53	140	-	9,037	11,633
Travel and Committees	15,459	7,664	0	3,798	35,224	426	62,571	14,001
Annual General Meeting	-	-	-	-	26,194	-	26,194	31,778
Information Technology	44,536	191,401	-	-	-	-	235,937	326,247
Events	26,883	23,294	-	-	-	850	51,027	45,594
Projects	210,455	9,962	141,998	-	198	260	362,873	228,160
Bursaries	46,425	-	-	2,880	-	-	49,305	45,466
Property Running Costs	-	321	1,631	-	-	-	1,952	19,416
Professional Fees	-	18,761	21,445	-	66,729	-	106,935	71,625
Auditors Remuneration	-	-	-	-	17,400	-	17,400	15,250
Journals and Publications	-	1,083,261	-	72,180	-	-	1,155,441	1,115,181
Hearings	12,500	-	255,998	-	-	-	268,498	138,593
Research	23,110	-	-	500	-	-	23,610	39,951
TOTAL DIRECT COSTS	1,810,639	3,541,937	1,192,659	381,386	322,407	81,865	7,330,893	6,029,075
SUPPORT COSTS								
Staff and Contractors	287,711	562,814	189,514	60,602	-	-	1,100,641	1,165,398
Restructuring	21,759	42,564	14,332	4,583	-	-	83,238	221,853
Office Expenses	158,572	310,196	104,451	33,401	-	-	606,620	607,950
Recruitment and Staff Costs	40,209	78,656	26,485	8,469	-	-	153,819	65,118
Travel and Committees	91	179	60	19	-	-	349	128
Information Technology	51,931	101,586	34,206	10,938	-	-	198,661	197,186
Property Running Costs	19,221	37,599	12,661	4,049	-	-	73,530	74,521
Professional Fees	4,737	9,266	3,120	998	-	-	18,121	21,480
	584,231	1,142,861	384,829	123,059	-	-	2,234,980	2,353,634
Reallocation of Governance costs	84,278	164,863	55,514	17,752	(322,407)	-	-	-
TOTAL SUPPORT AND GOVERNANCE COSTS	668,509	1,307,724	440,343	140,811	(322,407)	-	2,234,980	2,353,634
TOTAL COSTS	2,479,148	4,849,661	1,633,002	522,197	-	81,865	9,565,873	8,382,709

5. Activities of subsidiaries

The Charity has one subsidiary, BACP Enterprises Limited. It owns the entire share capital of 1,000 shares of £1 each in BACP Enterprises Limited, a company incorporated in the United Kingdom.

BACP Enterprises Limited (company registration number 1064190) was originally donated to the British Association for Counselling and Psychotherapy and therefore there is no cost of investment in the balance sheet of the British Association for Counselling and Psychotherapy. BACP Enterprises Limited deals with income raised from advertisements placed in the Therapy Today Journal (TT), Counselling and Psychotherapy Research Journal (CPR), Divisional journals produced by the British Association for Counselling and Psychotherapy, and member events. It is a trading subsidiary and gifts Net Profit to the parent company the British Association for Counselling and Psychotherapy.

	BACP Enterprises Limited 2022 £	BACP Enterprises Limited 2021 £
Turnover	892,315	624,152
Administrative expenses	(445,890)	(363,756)
Net profit	446,425	260,396
Amount gifted	(446,425)	(260,101)
Retained profit brought forward	(0)	(295)
Retained profit	0	(0)

The assets and liabilities of the subsidiaries were:

Current assets	511,969	49,953
Creditors: amounts falling due within one year	(510,969)	(48,953)
Total net assets	1,000	1,000
Aggregate share capital and reserves	1,000	1,000

6. Investment income

	2022 £	2021 £
INVESTMENT INCOME		
Interest receivable	5,792	26
Dividends and other investment income	68,144	47,759
	73,936	47,785
Cost of raising funds:		
Fund management charges	24,457	25,898

Notes to the financial statements for the year ended 31 March 2022

7. Staff numbers and costs

	2022	2021
The average number of employees (including part-time staff) by activity during the year was:		
Support Services	16	16
New Projects and Programmes	26	17
Representing the Profession	52	47
Governance	4	2
BACP Registers	16	13
Research	7	7
Enterprises	7	6
	128	108

	2022	2021
The number of employees earning over £60,000 per annum was as follows:		
£60,001 - £70,000	5	4
£70,001 - £80,000	1	-
£80,001 - £90,000	-	1
£90,001 - £100,000	2	1
£130,001 - £140,000	1	1

Notes to the financial statements for the year ended 31 March 2022

Contributions to the pension scheme for higher paid employees amounted to £57,094 for the year (2021 - £46,658).

The total employee remuneration received during the year by the key management personnel active in the organisation at the balance sheet date was £814,698 (2021- £869,715). Key management personnel are deemed to be members of the Senior Leadership Team and Senior Management Team as outlined on page 47.

During the year members of the Board of Governors have been reimbursed for travelling and accommodation costs amounting to £2,132 (2021 - £92). Other amounts paid directly in respect of accommodation and travel amounted to £18,195 (2021 - £2,996). 7 trustees had expenses reimbursed during the year (2021 - 4).

	2022 £	2021 £
The aggregate payroll costs amounted to:		
Wages and salaries	4,772,576	4,316,640
Social security costs	456,130	387,801
Other pension costs	236,533	206,514
Death in service	24,635	25,760
	5,489,874	4,936,715

The above wages and salary costs include £83,238 (2021- £221,583) relating to redundancy payments.

8. Net income / (Expenditure) for the year

This is stated after charging:

	2022 £	2021 £
Depreciation of tangible assets	37,621	37,634
Amortisation of intangible assets	213,149	286,544
Operating lease rentals: equipment	2,656	-
Auditor's remuneration (excluding VAT):		
Audit	18,725	17,400
Other services	5,584	3,775

9. Tangible fixed assets (Group and Company)

	Computer equipment & accessories £	Office furniture & equipment £	Freehold property £	Total £
Cost				
At 31st March 2021	157,571	10,586	2,482,500	2,650,657
Additions	70,935	-	-	70,935
Disposals	(80,789)	(10,586)	-	(91,375)
At 31st March 2022	147,717	-	2,482,500	2,630,217
Depreciation				
At 31st March 2021	92,871	10,240	-	103,111
Charge for the year	37,274	347	-	37,621
Disposals	(80,789)	(10,587)	-	(91,375)
At 31st March 2022	49,356	-	-	49,356
Net book value				
At 31 March 2022	98,361	-	2,482,500	2,580,862
At 31 March 2021	64,700	346	2,482,500	2,547,546

Cost/Valuation at 31 March 2022 is represented by:

	Computer equipment & accessories £	Office furniture & equipment £	Freehold property £	Total £
Cost	203,621	10,586	-	214,207
Build Cost	-	-	1,767,310	1,767,310
Fit Out and Professional Costs	-	-	767,166	767,166
Purchase Cost	-	-	350,000	350,000
	203,621	10,586	2,884,476	3,098,683
Surplus on valuation in 2007	-	-	65,524	65,524
Surplus on valuation in 2013	-	-	200,000	200,000
Surplus on valuation in 2014	-	-	38,000	38,000
Deficit on valuation in 2019	-	-	(705,500)	(705,500)
	203,621	10,586	2,482,500	2,696,707

If the freehold properties had not been revalued they would have been included at the following historical cost:

	2022 £	2021 £
Cost	2,884,476	2,884,476

The freehold properties, known as BACP House and Unit 3, were valued on an open market basis on 26 May 2022 by George and Company (Surveyors) Limited, Chartered Surveyors.

10. Intangible assets (Group and Company)

	Database & Website Costs £	Purchased Software £	Total £
Cost			
At 31st March 2021	880,509	35,461	915,970
Additions	175,000	-	175,000
Disposals	(357,175)	-	(357,175)
At 31st March 2022	698,334	35,461	733,795
Amortisation			
At 31st March 2021	558,217	17,219	575,436
Charge for the year	201,336	11,813	213,149
Disposals	(357,175)	-	(357,175)
At 31st March 2022	402,378	29,032	431,410
Net book value			
At 31 March 2022	295,956	6,429	302,385
At 31 March 2021	322,292	18,242	340,534

Amortisation has only been provided for assets in use. The amortisation charge is included within office expenses in the SORP grid in note 4

Notes to the financial statements for the year ended 31 March 2022

11. Investments (Group and Company)

	2022 £	2021 £
Market value		
Opening market value	3,065,215	1,630,071
Additional cash invested in investment fund	-	750,000
Additions	285,698	1,035,837
Disposals at opening market value	(348,963)	(754,507)
	3,001,950	2,661,401
unrealised profit on investments	73,915	403,814
At 31 March 2022	3,075,865	3,065,215
Cash held by Investment Managers	148,395	55,936
	3,224,260	3,121,151
Shares in property management service company relating to freehold property in Lutterworth	10	10
	3,224,270	3,121,161

The historical cost of the investment portfolio (excluding cash) at 31st March 2022 was £2,751,820 (2021 - £2,759,800).

All the investments are held primarily to provide an investment return for the charity

	2022 £	2021 £
Investments at market value comprised:		
Fixed interest securities	826,925	805,866
Equities	1,643,875	1,753,913
Alternatives	605,065	505,436
	3,075,865	3,065,215

Notes to the financial statements for the year ended 31 March 2022

12. Debtors

	The Group		The Company	
	2022 £	2021 £	2022 £	2021 £
Trade debtors	2,204,157	1,952,555	2,139,229	1,914,813
Amount owed from subsidiaries: – BACP Enterprises Limited	-	-	456,610	278,855
Other debtors	49,120	43,984	24,864	17,780
Prepayments	347,348	302,373	340,910	302,373
	2,600,625	2,298,912	2,961,613	2,513,821

13. Creditors: amounts falling due within one year

	The Group		The Company	
	2022 £	2021 £	2022 £	2021 £
Trade creditors	240,397	228,897	240,151	228,893
Social security and other taxes	113,396	98,501	84,157	81,456
Accruals	373,725	380,844	362,195	362,927
Deferred income	13,342	13,991	(0)	-
	740,860	722,233	686,503	673,276
Membership and United Kingdom register fees in advance	4,446,496	4,138,672	4,446,496	4,138,672
Other subscriptions received in advance	557,841	497,002	557,841	497,002
	5,745,197	5,357,907	5,690,840	5,308,950

Deferred income

	Group	Company
	2022 £	2022 £
Balance at the beginning of the year	13,991	-
Released to income during year	(13,991)	-
Amount deferred in the year	13,342	-
Balance at the end of the year	13,342	-

Deferred income relates to member events, this business was transferred to BACP Enterprises, during the 2020-21 financial year.

14. Operating lease commitments

At 31 March 2022 the company had total commitments under non-cancellable operating leases as follows:

	2022 £	2021 £
Less than 1 year	7,548	-
Between 1-5 years	12,582	-
	20,130	-

15. Unrestricted general income fund (Group and Company)

The general income fund balance includes the unrealised investment reserve as follows:

	2022 £	2021 £
Unrealised gains at 31 March	305,355	(38,456)
Losses realised on investments against market value at 31 March	(54,407)	(60,003)
	250,948	(98,459)
Unrealised gains for the year	73,915	403,814
Unrealised gains at 31 March	324,863	305,355

16. Movement in funds

	General Income Fund £	Designated Fund £	Revaluation Reserve £	Total £
Funds as 1 April 2021	6,640,145	-	65,000	6,705,145
Income	11,268,035	-	-	11,268,035
Expenditure	(9,954,355)	(81,865)	-	(10,036,220)
	7,953,825	(81,865)	65,000	7,936,960
Transfers	(1,300,000)	1,300,000	-	-
Funds at 31 March 2022	6,653,825	1,218,135	65,000	7,936,960

The transfer of £1,300,000 relates to the designation of funds for specific high profile and long term pieces of work as reported in 2021.

17. Related parties

Agreement to pay for the Chair' and Deputy Chair's and time was sought from and agreed by the Charity Commission.

	2022 £	2021 £
N Bailey, (Chair 2021/22)	8,176	9,690
M Golding (Deputy Chair 2021/22)	850	-

18. Analysis of group net assets between funds

	General £	Designated £	Total £
Tangible Assets	2,547,546	-	2,547,546
Intangible Assets	340,534	-	340,534
Investments	3,121,161	-	3,121,161
Net Current Assets	695,904	-	695,904
As at 31 March 2021	6,705,145	-	6,705,145
Tangible Assets	2,580,862	-	2,580,862
Intangible Assets	302,385	-	302,385
Investments	3,224,270	-	3,224,270
Net Current Assets	611,308	1,218,135	1,829,443
As at 31 March 2022	6,653,824	1,218,135	7,936,960

Notes

[illegible]



**British Association for
Counselling and Psychotherapy**

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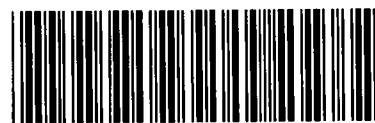
Accounts

Annual review and financial statements 2020 to 2021

**British Association for
Counselling and Psychotherapy**

15 St John's Business Park
Lutterworth, Leicestershire, LE17 4HB

THURSDAY



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07/10/2021

#209

COMPANIES HOUSE

Contents

Welcome from the Chair	3
Welcome from the Chief Executive	4
Our philosophy	5
Our strategy	6
Annual review	8
Governance, structure and accountability	32
Streamline Energy and Carbon Reporting (SECR)	34
Quantification and reporting methodology	35
Board of Governors' responsibilities	36
Review of BACP's financial position	38
Strategic report	39
Description of principal risks and uncertainties	40
Independent auditor's report	41
Consolidated statement of financial activities	46
Consolidated balance sheet	47
Balance sheet	48
Consolidated cashflow statement	49
Notes to financial statements	50
Professional advisers	65

Annual review and financial statements 2020 to 2021

The British Association for Counselling and Psychotherapy is the professional association for members of the counselling professions in the UK.

As well as presenting our Annual review and financial statements, we've also taken this opportunity to outline some of our key achievements during 2020 to 2021.

Welcome from the Chair



There is no escaping that this has been a challenging year for all. It's also been a year that has demonstrated to me how our collective strength can be incredibly powerful in these times of gigantic change.

In spring 2020 we were stopped in our tracks by the magnitude of the COVID-19 pandemic. We all had to adapt and evolve in how we lived and worked. That adaptability continued throughout the 12 months, as changing lockdown and social contact restrictions impacted our livelihoods, relationships and emotions.

For many individuals it may have felt that the past 12 months stood still, while collectively as an Association, we have strived to move forward. Rather than operate from a position of survival mode, we have been both creative and strategic in making decisions to move us towards a more positive future.

We have developed new ways to listen to feedback and incorporate that in to how we act. We have worked hard to respond to members' concerns about the COVID-19 pandemic and gleaned knowledge to help inform the production of guidance, resources, training and events. We have supported our members as they've represented the highest professional and ethical standards, while recognising the majority of our members are coming to terms with working virtually.

We have campaigned tirelessly on our members' behalf to highlight both the vital work they've been doing to support the nation's mental health and the urgent need to invest in counselling in the long-term. This year, we've reached more people through the media than ever before.

"I believe we have demonstrated to members, partners, policy-makers and the public that we are a relevant and impactful organisation in these unpredictable times."

I also know there is much more work to do in further articulating our purpose as well as contributing to societal shifts in attitudes. We will continue our work to promote equity and to value diversity according to our EDI strategy. I'm looking forward to what we can achieve together as we build on the hard work of 2020 and 2021.

Natalie Bailey
Chair of the Association

Welcome from the **Chief Executive**

This year's annual report reflects how COVID-19 presented our members, their clients, and our staff with a seismic change in their circumstances that none of us have experienced before.

I'm proud of how we've continued to anticipate, serve and exceed our members' expectations throughout the past 12 months. I am also hugely proud of how BACP members have adapted to ensure their clients continued to receive the help and support they needed.

In a year when many of us may have felt isolated at times, I've been delighted to see how we've found new ways to make sure our members can still connect virtually, learn from and inspire each other.

From our research conference, held online just six weeks after the first lockdown started, to our two-day student conference that took place virtually as the third lockdown was in its final weeks. These both deserve a special mention as examples of how our community of professionals can remain dynamic and innovative under such challenging and exceptional circumstances.

We've seen how people across the country have increasingly struggled with their mental health and wellbeing. There's never been a more crucial time for there to be better investment in, and access to, counselling and psychotherapy. Our tireless campaigning work has built stronger relationships and ensured our voice has been heard in the corridors of power in service of our members and fundamentally for all their clients.

We will continue representing our members and their clients, in this way, as we leave behind the shadow of the pandemic.

Hadyn Williams

Chief Executive Officer



Our philosophy

Counselling changes lives

Counselling changes not just the lives of individuals, but of families and communities.

Our desire for social justice determines everything we do, and guides our relationship with our members and the public, as well as commissioners and government. It's why we champion the counselling professions as a viable, and increasingly evidence-based choice for people. We know counselling works.

We're alongside our members throughout their careers and put them at the heart of what we do. We aim to understand their needs and support them in making a positive difference to the mental wellbeing of their clients.

We do this by promoting and facilitating research to produce trusted best practice, and by providing a robust framework to ensure the profession follows and adheres to the highest possible standards that protect individuals seeking therapy.

As a result, we help the general public, individuals and commissioners make better, more informed choices about the provision of counselling, and continue to raise the ethical and professional standards of the profession.

Charitable objectives

As a registered charity, our two key charitable objectives underpin our work, and we use our income and property to promote these aims. These are the objectives that guide us in all of our activities, whether we're providing services to members, commissioning research or campaigning. And they're the principles by which we measure our success.

Our charitable objectives are:

1. to promote and provide education and training for counsellors and psychotherapists working in either professional or voluntary settings, whether full or part time, with a view to raising the standards of the counselling professions for the benefit of the community and in particular for those who are the recipients of counselling or psychotherapy.
2. to inform and educate the public about the contribution that the counselling professions can make generally and particularly in meeting the needs of those whose participation and development in society is impaired by physical or psychological health needs or disability.

Our strategy

Our 2019 to 2022 strategy makes a firm commitment to work with and for our members, and for the benefit of the public, to build acceptability and credibility of the counselling professions.

1

We will listen to, learn from and work with our members to inform the work of the Association.

2

We will equip our members to be able to work in a fast-changing world, to be able to influence and contribute to the wellbeing of society.

3

We will be the professional home of choice for members and communities of practice, providing relevant services and opportunities to learn, develop and inspire each other.

4

We will further develop confidence in and credibility of the profession by developing and upholding professional and ethical standards, informed by an evidence base.

5

We will campaign for the appropriate provision of counselling and psychotherapy for all members of society, and for opportunities for paid employment of our members. We will champion the skills, competence and contribution of our members to the public, employers, commissioners and policy makers.

6

We will optimise the organisation of BACP to ensure it is flexible, responsive, and capable of resourcing the vision and goals.

**We are BACP
and counselling
changes lives.**



Annual Review

1

We will listen to, learn from and work with our members to inform the work of the Association

Key achievements

• Listening workshops

A series of monthly listening workshops was launched with a session about our policy and campaigning work. The workshops aim to help us understand what matters most to members, how we can best support them and what changes they want to see from us. We've also set up an internal listening group, which includes staff from all departments. This will continually review feedback and look at how we can incorporate it into the way we work.

• Equality, diversity and inclusion

It's clear we need to work together with our members, staff, board of trustees and stakeholders to respond to challenges around equality, diversity and inclusion. Our EDI strategy is in the early stages of development. We've already held a number of events as part of this and announced the formation of a task and finish group, which will be member-led.

• Shaping events and CPD content

We held a range of events and put together CPD content based on topics members said they wanted support with. Our 'Working with complex grief' event was developed specifically in response to feedback from members who attended an earlier bereavement event and said they wanted another session, which would give more insight into complex grief, provided a toolkit to take away and also had case study examples.

• Supporting the NHS

We received requests from therapists to fast track applications, renewals and reinstatements from counsellors wanting to work for the NHS to support the mental health response to COVID-19. Our membership team processed these requests as a priority to allow members to apply for and take up these roles as soon as possible.

• EAP response

After receiving a string of enquiries from members relating to changes to their work with Employee Assistance Programmes (EAPs). We were among several organisations to lobby EAPs to ensure therapists affected by the lockdown continued to receive fair and reasonable rates of pay. Our work with EAP provider Health Assured saw them introduce a higher rate for all forms of counselling, whether delivered online or face to face.

• Member surveys

We sent more than 70 surveys to members in 2020 and received nearly 22,000 responses in return. The results of these have been vital in understanding how we continue to best support our members and work towards our charitable objectives and strategic goals.

• School counselling experts

An expert reference group was formed for school and college counsellors. The group provides a platform for members to directly influence and drive our children, young people and families policy and campaign agenda, promoting school counselling to a range of stakeholders.

• Remote working consultations

We engaged and consulted with accredited courses and services, and our approved qualification partners, regarding the development of support and resources in response to the need to move to remote working during COVID-19. This meant training and placements could continue during the pandemic, while also maintaining standards.

• Journals readers' survey

The findings of a readers' survey helped journal editors understand what articles and topics members enjoyed most, informed future editorial decisions and prompted a redesign of the pages so members were getting the best content possible from their subscriptions.

• Further feedback opportunities

A 'customer thermometer' has been introduced on our outgoing communications to members. This gives them a chance to let us know whether the content or response to their email has been helpful and can help shape future communications.

• Outbound call project

We began contacting lapsed members to understand the reasons they did not renew their membership. This will help us to address issues that may lead to members lapsing and to understand any frustrations or concerns.

Case study: COVID-19 guidance and resources

When COVID-19 restrictions came into force, members looked to us for guidance and support during an immensely challenging period. Our team, who were all working from home, quickly developed and delivered a comprehensive suite of resources.

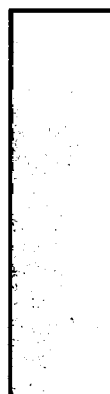
This included our dedicated COVID-19 micro-site; FAQs aimed at practitioners, businesses, counselling services, students and trainers; and collaborations with external partners such as The Open University to bring specialist knowledge, insight and resources to our members. Much of this content was informed by the queries and concerns that were raised by members through our ethics and customer services team, via social media, and other contact points.

We responded particularly promptly at the start of the pandemic to survey members about the impact on their work, and the responses helped us develop appropriate resources and services too.

We also connected with training courses and services to further understand their experiences and what guidance they needed from us.

This continued throughout the year to support members on a range of issues that were important to them – from whether they could return to face-to-face therapy, access vaccinations, apply for grants or take their therapy sessions outdoors.

Much of the work involving incorporating members' feedback into our resources was guided by the Member and Public COVID-19 Response (MaPCoR) committee – made up of staff from across different departments. And we were honoured that this project was shortlisted for Best Member Support During COVID-19 category at the Association Awards UK 2020.





Member's view

Shira Baram is co-chair of our school-based counselling expert reference group and works for a charity in Tameside offering children and young people counselling in schools and the community, and in private practice.

"I feel so passionate about the importance of accessibility and providing children and young people with a choice as to where they can access counselling, and highlighting the benefits for them and their families, as well as the challenges faced by counsellors working in schools.

When BACP's Children, Young People and Families Lead Jo Holmes asked at a webinar for people interested in getting involved in the expert reference group, I immediately emailed her. At a meeting in October, Jo outlined the objectives and how we would help BACP raise the profile and promote this vital area. There was a buzz and an enthusiasm from everyone.

Niki Gibbs and I stepped forward to act as co-chairs of the ERG. It feels very exciting to be working with other passionate individuals who work with children, young people and families. What I also love is the fact that we have membership from across the UK as well as primary, secondary, colleges and other providers. The great thing about the ERG is everyone has the opportunity to speak, share their experiences and best practice and discuss ways we can increase awareness."

In numbers

28,000

calls



Our customer services team answered 28,000 calls and responded to more than 30,000 emails.



30,000

email responses

Our COVID-19 guidance web pages received more than

697,000

page views

9,103

members completed our survey asking them for their views on the Professional Standards Authority's accredited registers programme. This helped inform our response to the PSA's consultation.

Next step

Our focus will be on holding further listening workshops and enhancing how we gather member feedback that will help shape our future activities.



We will equip our members to be able to work in a fast-changing world, to be able to influence and contribute to the wellbeing of society

Key achievements

• Online and phone therapy

A revised version of our Online and Phone Therapy Framework was published to support members' practice and training. It was updated in recognition of how the COVID-19 pandemic had meant the majority of members had moved to online or phone counselling. We're now starting a further review of the evidence base to ensure the framework is underpinned by contemporary research.

• Virtual events

We moved our entire events programme online, meaning we were still able to support members in their practice with a variety of virtual workshops and conferences. These received positive feedback and ensured continued growth and development for our members. The online programme also increased accessibility to our events as members did not have to travel.

• CPD hub

We saw a huge annual growth in the popularity of our CPD hub, with more than 13,000 members benefiting from over 250 hours of content. A total of 72 hours of extra content was added in 2020 to 2021.



- **Online training standards**

Working with training providers and other professional bodies, we determined standards for online training, online and phone therapy placements and also the requirements for assessing face-to-face competence during the pandemic.

- **COVID-19 impact on BAME communities**

In response to the disproportionate effect that COVID-19 has had on Black, Asian and Minority Ethnic (BAME) communities, we held a webinar exploring how the counselling profession can learn and respond to this. It also discussed the culturally appropriate therapeutic needs of BAME communities.

- **Competence frameworks**

We developed and published competence frameworks on workplace counselling, supervision and counselling skills. These support members in specific areas of their work. Members can use the frameworks to map their existing competences to identify areas for development.

- **Ethics support**

Our ethics officers and consultants responded to more than 3,000 member queries in 12 months. These included a new range of COVID-19 ethical queries that had never come up before.

- **Modules reviewed**

We reviewed 15 Counselling MindEd modules. The modules are a free, interactive e-learning resource for counsellors. There were 24,141 launches of these modules in the past 12 months.

Annual review



Member's view

Ellie Stokes is a second-year trainee children and young people counsellor studying at the University of Northampton. She attended our online student conference in February 2021.

"This is the first time I've been to a BACP conference and it certainly didn't disappoint. I was wondering what it would be like to attend such a big conference in our current climate albeit virtually. But BACP made it feel like home from home. I loved the chat feature - I really felt like I was part of a community. And having the two channel strands, meant that I could listen to whichever channel was most useful for me. I think though what I really took away from the day was the feeling of togetherness and the immense amount of support that BACP has to offer. To me, it's become more than just an organisation, it's become like an extended counselling family."

Case study: Open University online counselling primer course

The onset of the COVID-19 pandemic saw an overwhelming majority of our members moving their practices and work online. Face-to-face counselling was neither possible nor safe. But for some this was their first experience of working with clients online. We knew they needed support to be able to move their services online – and quickly.

We worked with The Open University to produce a free course on online counselling for our members. The course aimed to provide advice and guidance on how to offer technology-based counselling safely and effectively.

It was launched in the middle of April - just a few weeks after lockdown began. Within a week more than 2,500 people had taken part in the course. Some 500 of these had completed all sections of the course and passed the assessment.

The course helped members to understand the range of technology-based counselling types; be aware of key technological, legal, ethical and clinical considerations for safe and effective online counselling; have sound knowledge and critical understanding of key concepts relevant to online counselling; and reflect on the meaning of their own opinions, experiences and use of digital communication technologies in terms of online counselling practice.

The course was never intended to substitute full-length training. But crucially it provided members with a quick and accessible way of boosting their knowledge and confidence in online counselling at a time when they needed this training more than ever before.

In numbers

We held

94 'virtual' events

These were attended online by more than 16,500 people.

1,000

individual accreditation applications were processed.

95,000 downloads

Our Ethical Framework and Good Practice in Action resources have been downloaded more than 95,000 times.

Next step

We'll be launching a new online learning centre for members that will provide a home for CPD resources. This will support members in their professional development with a greater range of high-quality resources and increased functionality.



We will be the professional home of choice for members and communities of practice, providing relevant services and opportunities to learn, develop and inspire each other



Key achievements

• Private practice toolkit

We worked with our Private Practice division to compile a toolkit of resources to support members with all aspects of setting up, managing, developing and working in a private practice. The launch of this was brought forward to help members cope with the impact of the pandemic. The toolkit was reviewed more than 25,000 times in its first six months.

• Free online journals

We gave all our members free online subscriptions to our divisional journals to support their learning, research and CPD. This means they can access the current issue and more than 10 years' worth of archived content. Online subscriptions increased six-fold since this was introduced in April.

• Directory improvements

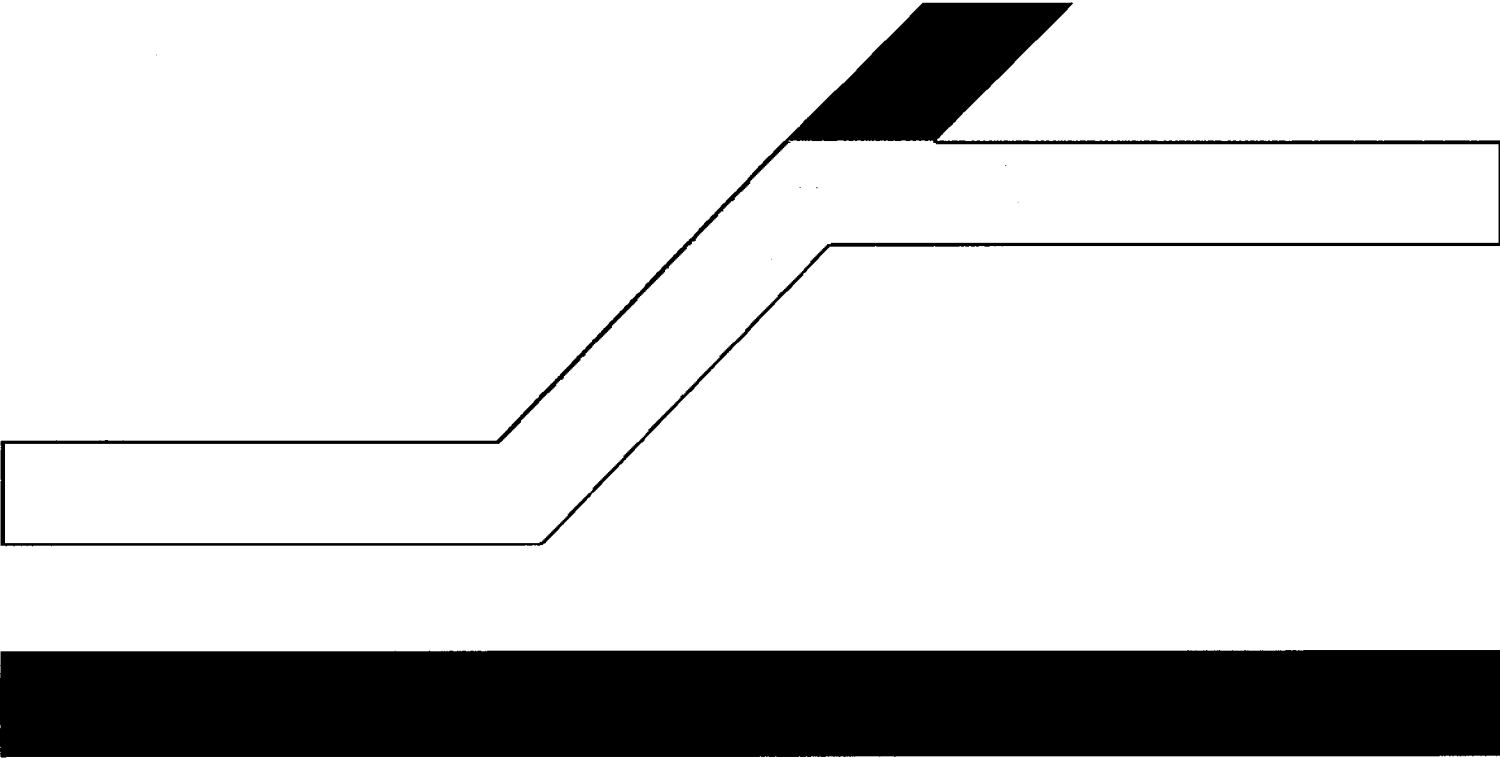
We introduced the largest suite of improvements to the directory in three years, including improved search functionality, the addition of therapists' photos to the mobile platform, enhanced security and more information within each listing.

• Staying Connected

Instead of taking our popular Making Connections events on the road around the UK, COVID-19 restrictions meant we re-launched the series as online-only 'Staying Connected' days. It meant more members were able to attend and hear keynote speakers, watch attendees' two-minute platforms, network with each other and take part in virtual roundtable sessions on key topics.

• Social media engagement

We've enhanced our social media presence so we can better respond to questions and comments, celebrate our members' successes and also use these channels to help educate and inform the public about how counselling changes lives.



• Supporting research

We've launched a postgraduate researcher forum, which brings together people who are considering or undertaking PhDs in order to offer support and help them develop research skills. We've been able to offer members a suite of resources to further support them with their research activity - including a PhD membership fee-waiver scheme and a research ethics event.

• Social media guidance

Working in collaboration with our Private Practice division executive committee, we updated our social media guidance for members. This document aims to remind members of their professional responsibilities as therapists using social media, but also support them if they face difficult situations through these channels.

• Members' voices

We started featuring blogs on our website so members can share their experiences, learn from and inspire each other. The variety of subjects covered have included coping in private practice during lockdown, working with multilingual clients, the therapeutic role of animals, and getting involved in research.

• Older clients workshops

Members of our Older People Expert Reference Group delivered a series of workshops on their work with older clients as part of an online CPD event for members.

Case study: Research Conference

Our annual Research Conference is always one of the highlights of the year bringing together academics, practitioners and students for two days of inspiring talks and presentations celebrating counselling research.

But this year the event was put in doubt when COVID-19 restrictions meant it couldn't take place in its original format. But our CPD, events and research teams pulled out all the stops to turn the flagship physical conference into an online one-day event just six weeks after the national coronavirus lockdown on March 23.

It even scooped the prize for Best Online Conference at the Association Awards UK 2020.

The conference, called Keeping clients at the centre, brought together live and webcast elements and achieved huge member engagement. Members were able to choose from a range of presentations, submit questions to hosts and network with other practitioners in our chatroom.

There was also a research poster exhibition and a chance for attendees to explore a collection of papers from counselling and psychotherapy research focusing on clients' experiences and perspectives on research.

It was free to attend and attracted just under 1,000 delegates, with an on-demand service running until the end of August. In total, more than 2,000 people watched it online, meaning it had a 400% increase in engagement from the previous year's event.

At the Association Awards UK, the judges said:

“Very impressed this was turned around in just six weeks. A huge success for the organisation, pulling together the relevant teams across the business to support members in their practice during the pandemic.”





Member's view

Gaz Binstead sits on the Private Practice executive committee, and is divisional lead on the Private practice toolkit. She is an integrative counsellor, mindfulness-based psychotherapist, and supervisor.

"The BACP Private practice toolkit is an exciting joint venture between our division and the Membership Services team that seeks to 'fill in the gaps' for practitioners looking for support, learning and development in building their private practices. This is a project that I am really passionate about.

There are over 30,000 BACP members working in private practice, and many seek out support in this niche area via workshops and clubs, which focus on building successful practice. My utmost belief has always been that it is vital that this information is more accessible, and that support for private practitioners 'working on the ground' is directly available from people's membership bodies - hence, why the creation of this toolkit has been such an important piece of work.

The toolkit includes lots of articles, written documents and guidelines. There are also resources relevant to the more seasoned private practitioner. The material is laid out in an 'easy to access' way, to support members in whatever stage they are at in their careers.

This is an organic project that will be expanding this year, and I'm really excited about how it will develop in the future."

In numbers

7,000



7,000 new member subscriptions to our free online divisional journals, and these have been viewed over 570,000 times - two and a half times more than 2019.

We advertised over

500 New Jobs

Our Jobs Board advertised more than 500 employment opportunities to our members across the UK.

75%



of members say we keep them informed about issues within the profession and how they affect them, according to our 2020 membership survey.

Next step

We're launching a project to refresh our website and will be developing further resources for the Private practice toolkit.



We will further develop confidence in and credibility of the profession by developing and upholding professional and ethical standards, informed by an evidence base

Key achievements

• SCoPEd

We've enhanced opportunities for members to engage with the SCoPEd project, following the publication of the latest iteration of the draft framework in July. The project aims to agree a shared, evidence-based competence framework for the training and practice standards for counselling and psychotherapy. The updated framework includes a number of changes prompted by member feedback from the first SCoPEd member consultation. After its publication, members were invited to complete a questionnaire giving their views. There was also an opportunity to take part in a bulletin board and join online discussions about the framework. Our project team have featured in video question and answer sessions and podcasts, and we've increased coverage of the project across all our member communications channels. The project group has also increased from three to seven partner organisations. It now comprises of BACP, The British Psychoanalytic Council (BPC), United

Kingdom Council for Psychotherapy (UKCP); Association of Christian Counsellors (ACC), The Association of Child Psychotherapists (ACP), The Human Givens Institute (HGI) and The National Counselling Society (NCS).

• School counselling research

The findings of a large-scale research project into the effectiveness of school-based humanistic counselling were published in *The Lancet: Child and Adolescent Health*. The study was led by the University of Roehampton in collaboration with our research team. We've also been doing research into the impact of COVID-19 on the provision of school-based counselling.

• AdaPT project

We extended our AdaPT project to include more members and to run until 2022. The project offers free access to an online system that supports members' use of research measures in their practice with clients, and also, with the appropriate consent, allows them to share these data with us for analysis.



• Practitioner qualification

We worked with the Counselling and Psychotherapy Central Awarding Body (CPCAB) to develop a practitioner qualification that meets the high standards of both organisations. The joint award gives students a more straightforward route on to our register once they complete their training.

• Good Practice in Action

We published nine new Good Practice in Action (GPiA) resources focusing on issues in practice – including charging for services; race, religion and belief; accountability; candour; four-way contracting; unhealthy dependency; self-disclosure; recognising and managing attraction; and working with domestic abuse. We also updated 62 GPiA resources and produced two new Good Practice across the Counselling Professions resources on working with disability and what works in counselling and psychotherapy.

• Published research

Members of our research team have ensured our work reaches the largest possible audience and has the greatest impact, with several papers published in peer-reviewed academic journals. These include research on school counselling, university counselling and access of older people to third sector counselling services.

• Get help

Our Ask Kathleen service was relaunched as Get help with counselling concerns. The refreshed service aims to help us reach more members of the public when they search online about what to do if they have a concern about their therapist. We wanted to make it clearer about what the service does.

• Virtual complaints hearings

With COVID-19 restrictions in place, we began conducting the initial stages of our complaints process virtually, rather than with face-to-face hearings. This was straight forward as no member or complainant attended these sessions. This enabled us to assess complaints which met the test for a hearing and to reject and close those that did not.

• Register audit

A total of 755 members were asked to take part in our register audit. 99% passed on their first attempt. We also introduced some flexibility in deadlines as some members had difficulty obtaining information needed owing to COVID-19, and 81 extensions were granted. We audit 2% of our registrants annually to check they're meeting the terms and conditions of registration.

• Public protection report

Our public protection committee published its public protection strategy in December, followed by the first public protection committee annual report in March, which provided details of the register's activities in 2020. It highlighted key statistics and insights and explained the steps we take to protect members of the public and ensure our members and registrants meet our standards.

Annual review



Member's view

Daniela Lourenco is a psychoanalytic psychotherapist based in south west London who works in private practice, primary schools and in higher education settings

"I joined the AdaPT Project at the beginning of 2020, and it has been an asset to my private practice. The platform is very easy to navigate and the support offered by the team has been excellent.

The platform offers a wide range of outcome measures for adults and young people and has helped me to assess my clients' needs and levels of risk. It facilitates regular reviews and helps practitioner and client to keep track of the therapeutic task, its objectives and desired outcomes. The system also offers several tools to collect clients' feedback about their experience of therapy.

I have received very positive feedback from clients, especially young people, who I think expect to see results more concretely. In addition to the variety of outcome measures available, the platform stores clients' details securely, it is encrypted and GDPR compliant.

By joining the AdaPT Project I now have a better understanding about the importance of outcome measures for research purposes and the credibility of our profession."

Case study: PRaCTICED

Results from the largest randomized controlled trial to date of Person-Centred Experiential Therapy (PCET) – also known as Counselling for Depression (CfD) and Person-Centred Experiential Counselling for Depression (PCE-CfD) – found no evidence of any meaningful differences between it and cognitive behavioural therapy as delivered in Improving Access to Psychological Therapies (IAPT) services provided by the NHS in England when tested at either six months after entering the trial or at the end of treatment.

The trial, led by a research group at the University of Sheffield and funded by BACP, was published in The Lancet Psychiatry.

The results of the trial – known as PRaCTICED – further strengthen the evidence base for the effectiveness of counselling as we continue to lobby the National Institute for Health and Care Excellence (NICE) to recommend a wider choice of talking therapies for mental health conditions.

It also gives stronger evidence for NICE to recommend PCET, as a frontline intervention on the same basis as CBT, for patients accessing IAPT services in England; in turn increasing the number of opportunities for counsellors to work within the NHS delivering these services.

The findings will also help us to demonstrate to NHS England, Health Education England and service commissioners that counselling needs to play a greater role in their choice of interventions.

Our Head of Research, Dr Clare Symons said:

“The PRaCTICED trial findings support our campaigning for patients and clients to have a better choice of treatment and show that there is no reason why PCET should not be offered on an equal basis as a front-line intervention.”

In numbers

95%

of our members rate setting standards for the professions and client protection as important work, according to our 2020 membership survey.

We ran

3,341

Certificate of Proficiency assessments.

We responded to

1,382

concerns from the public through our Get help with counselling concerns service. (previously known as Ask Kathleen).

Next step

We'll be developing a new suite of materials and resources to support members with research, and will be consulting them to find out what research they think we should prioritise.



We will campaign for the appropriate provision of counselling and psychotherapy for all members of society, and for opportunities for paid employment of our members. We will champion the skills, competence and contribution of our members to the public, employers, commissioners and policy-makers

Key achievements

• School counselling campaign

More than 4,000 people wrote to their MPs to put pressure on the Chancellor of the Exchequer to consider funding school and college counselling as part of the comprehensive spending review (CSR). Of the 97 responses we saw from MPs, 85 committed to write to the Chancellor to call for this to be included within the CSR. The campaign has also prompted multiple oral questions in parliament, including from Shadow Mental Health Minister, Rosena Allin-Khan MP. Jon Trickett, Labour MP for Hemsworth, also tabled an early day motion calling for funding for school counselling services, which has been supported by 36 MPs from across a range of parties. Although in the end school counselling did not feature in the

comprehensive spending review, we built strong political relationships to take our campaign forward to fight for parity in England with the other UK nations.

• Paid employment

We've engaged with organisations across the public, private and third sectors to promote the value of counselling and helped create new paid employment opportunities. Successes include securing at least 20 new jobs for our members at EAP Red Umbrella; and working with the Royal Agricultural Benevolent Institution (RABI) to help shape their investment in a new counselling service for agricultural workers that led to employment and training opportunities for our members.



• Making the headlines

We started working with an agency on the national media campaign to champion the expertise of our members and signpost the public to them if they need counselling support. This is in addition to our day-to-day work with journalists, which has resulted in media coverage of BACP and our members reaching 327 million people in 2020 and 2021.

• Google advertising

Our ongoing Google AdWords campaign helped steer people who were searching on the internet about counselling or mental health to our website, directory and our members.

• Bereavement support

During the early stages of the pandemic we worked with our strategic partner Cruse Bereavement Care to incorporate a joint call for comprehensive bereavement support into our COVID-19 campaign.

• Promoting talking therapies

Working in partnership with older people's charities Age UK and Independent Age, we supported IAPT guidance and a research report promoting the value of talking therapies to older adults. And as part of the project group for The Campaign To End Loneliness's report into the psychological aspects of loneliness, we articulated the value of talking therapies as an important part of combatting chronic loneliness.

• Breaking barriers

We helped secure the launch of a project with Health Education England and NHS England that focuses on identifying and tackling the barriers preventing counsellors and psychotherapists finding more employment opportunities within the NHS.

• Job alerts

We introduced a 10% discount to organisational members for adverts on our jobs board, which increased the visibility of the service to these organisations and added value to membership. We also reached 10,000 subscribed members on our weekly jobs alert email giving more members the opportunity to view available jobs.

• Election preparations

Ahead of the Holyrood and Senedd Cymru election in Scotland and Wales in May 2021, we worked with key partners and political parties in both nations on manifesto content to help us further extend our influence.

• Northern Ireland strategy

We've been invited by the Department of Health to sit on a range of working groups that will influence the implementation of Northern Ireland's 10 Year Mental Health Strategy. Northern Ireland Mental Health Champion Professor Siobhan O'Neill agreed to support our call for greater visibility of counselling in the strategy so it reflects the important contribution our members make to supporting the mental health of the nation.



Case study: COVID-19 campaign

When COVID-19 struck it quickly became apparent that the pandemic was to have far-reaching impacts on people's mental health, as well as their physical health. Bereavement, trauma, anxiety, loneliness, depression and isolation were just a few of these consequences. We had to ensure that counselling and psychotherapy would play a key role in the mental health response to the pandemic.

Our COVID-19 campaign has been a key focus of our policy and public affairs work over the past year. It aims to champion the role of the counselling professions and ensure the most vulnerable are given access to counselling and psychotherapy across the four nations.

We moved rapidly during the first lockdown to bring together a coalition of 27 key organisations comprising professional bodies, campaign groups, mental health support providers and think tanks to amplify our voice to secure change. This has been successful in helping influence each of the governments to drive forward clear action plans to ensure mental health support is central to the COVID-19 response and to promote greater awareness of available support.

We were delighted that more than 12,000 members signed our petition. We've also had significant success in securing support from the shadow frontbench teams in the UK Parliament and across all the governments and parties in the four nations. But we know there's still more to do. We're stepping up our campaign in 2021, building on the excellent coalition of support we've established over the past year.



Member's view

Rachel Johnston is a BACP-accredited counsellor and clinical supervisor. She is vice-chair of the BACP Healthcare Executive and director of Connect2 Counselling, a community interest company.

"The long-awaited Mental Health Strategy 2021-2031 is now in the consultation process. Decisions made will have a major impact on all of us and future generations in Northern Ireland. Counsellors experience first-hand the plight of people who are worn down by the inadequacy of services and many encounter attitudes from professionals and protocols within institutions that leave them feeling unheard, voiceless and de-humanised. It might be said that counsellors face a parallel process. We are so busy working on the ground that we too have become voiceless and therefore need advocacy. Steve Mulligan, Four Nations Lead, and Jeremy Bacon, Third Sector Lead, are already working with us in Northern Ireland. They have an opportunity to participate in a consultative role with government, and members can actively engage with them to advocate for our clients. Hopefully government will listen, and counselling services will receive the recognition they deserve."

In numbers

Media coverage of BACP reached more than

327
million
people

More than

11,900



people signed a petition supporting our COVID-19 campaign.

Nearly

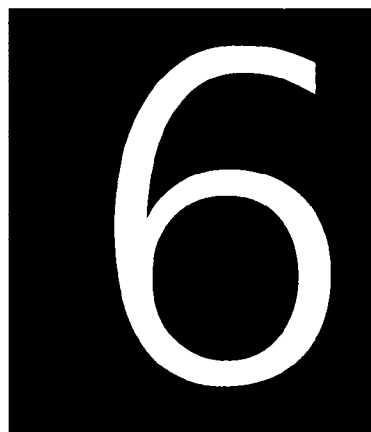
4,200



letters were written to MPs calling for a paid counsellor in every secondary school as part of our campaign.

Next step

We'll be stepping up our Counselling Changes Lives media campaign to secure national coverage about counselling, how it can help people and signpost those in need to our members.



We will optimise the organisation of BACP to ensure it is flexible, responsive, and capable of resourcing the vision and goals

Key achievements

• Better customer service experience

We rolled out a new telephone system across our Customer Services team aiming to create the best possible experience for members contacting us. This has meant we're able to increase the number of external calls we can support at once, especially while working remotely. It's helped us improve the rate at which calls to the main Customer Services line are answered and the efficiency with which they are dealt. The use of technology, such as call recording and call reporting, are proven methods that will increase productivity within the Customer Services team and also aims to raise member satisfaction by promoting consistency in our interactions and offering a more efficient and reliable service.

• Project delivery

Our programme board, which ensures projects that directly improve our membership proposition are prioritised, has gone from strength to strength. As we've delivered more dedicated projects we've seen an increase in tenders, third-party contracts and checks, such as GDPR. We've maintained the highest levels of compliance throughout and ensured these projects have been effectively resourced and supported. We've managed large and small projects with clear focus, direction and attention to detail, and made sure they've remained on track during challenging times.

• Media training

We've invested in media training for senior managers and our Board of Governors to support our work promoting counselling in the media and to the public.



- **Enabling home working**

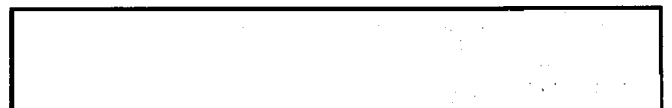
Our business continuity plan swung into action when all our staff had to move to home working. Our planning and investment in technology meant that we were able to keep all areas of the business functioning throughout the pandemic. We've continued to invest in tools and technology throughout the year to support remote working – and consequently ensured all our staff can work effectively and can continue to support members.

- **Database updates**

We've continued to roll out updates to our membership database system to increase efficiency and enhance our member services and information management.

Next steps

As we emerge from the third lockdown and staff return to the office, we are working hard to ensure that we can retain and build upon the positives associated with remote working, the use of new technologies and new ways of working.



Designated funds

We've identified a number of important projects that we want to carry out to help us further achieve our charitable objectives and which would draw on funding from our financial reserves.

We've designated £1.3 million towards these specific high-profile and long-term pieces of work so we can show how we're actively working to strengthen our purpose as a registered charity. This section of our annual report gives some more details about these potential projects.

Equality, Diversity and Inclusion

Our emerging EDI strategy is a critical element of our overall strategy.

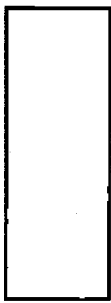
Resources have already been allocated internally, a steering group established, and some events have already taken place to signal our commitment to this area of work, especially in the wake of the Black Lives Matter movement.

Responsibility for the overall strategy is held by the Head of Stakeholder Relations who has recruited a member-led task and finish group with extensive knowledge of equality, diversity and inclusion. This group, which first met in April, will support and develop the strategy, as well as identifying and implementing the best way of achieving its aims and objectives.

This project is now underway and some broad, potential areas for exploration and funding have been identified and are being developed.

These include:

- Internal project management to oversee the overall project development and workplans.
- External resources and expertise to explore and establish a sustainable source of funding to support widening inclusion of those from disadvantaged groups into training as well as supporting them to have the means to progress, such as bursaries. The fund would include direct seed corn funding from reserves as well as commissioning expertise on establishing an external source of funding on a long-term sustainable model.
- Currently undetermined additional support for those from disadvantaged groups to ensure greater diversity and opportunity for our members; for instance, mentoring.



Increasing access to accredited membership

Designated funds will be used to undertake a full review of the individual accreditation scheme.

This review will have a particular focus on removing barriers that prevent members from achieving accredited status. We recently carried out a survey of registered members to gain a better understanding of the barriers to accreditation. The findings from this survey will help us to develop a package of different support mechanisms to increase accessibility to accreditation. Our aim is to enable members who currently feel excluded from the scheme to become accredited if they choose to do so.

These include:

- Making accreditation more affordable for members with financial constraints
- Mechanisms to increase accessibility for members with learning difficulties, disabilities or who are neurodivergent
- Improving our suite of accreditation resources
- Introduction of focused support services to help members who are completing their application.

Research

Following on from the results of our PRaCTICED trial, we need to ensure that funding is available so that we can support a research study or programme of work of a similarly high impact within our field. Work is currently underway to identify the most relevant and appropriate research area, which would make a significant contribution within the counselling professions. We are looking to support research projects, which would potentially add to the evidence base to support opportunities for our members, and which would not otherwise be possible without support from our designated funds.

Governance, structure and accountability

Our Governors are elected or appointed to oversee our strategic direction and the management of the Association. Representing and accountable to our members, their role is to provide strong leadership, enhance our decision-making and to make sure that we achieve our objectives.

The Board of Governors consists of up to seven Governors elected by our members, and up to five Governors appointed by the Board. The Board appoints the Chair and the Deputy Chair from the elected Governors. The Board convenes up to four times each year.

New Governors serve for a term of four years and may serve one further term of four years. Elected and appointed Governors will be announced at, and terms will commence from, the Annual General Meeting. The AGM takes place between September and December each year.

The election of Governors is supervised by an external organisation appointed by our President. Below is a list of our Governors during the year, along with the other committees they were members of:

Governor	Period of Office	Governance Committee role
Natalie Bailey Chair	Elected 24/11/16 Elected Chair 7/11/19	Remuneration and Governance – Chair (from 7/11/19)
Caryl Sibbett Deputy Chair (until 4/12/20)	Elected 14/11/11 Re-elected 21/11/14 Re-elected 16/11/17 Elected Deputy Chair 16/11/17	Remuneration and Governance – Committee member Membership and Professional Standards – Committee member
Mhairi Thurston (until 4/12/20)	Elected 14/11/11 Re-elected 21/11/14 Re-elected 16/11/17	Research Committee – Chair
Vanessa Stirum	Co-opted 4/3/16 Appointed 24/11/16 Re-appointed 7/11/2019	Audit, Risk and Performance – Chair Remuneration and Governance – Committee member
Andrew Kinder (until 4/12/20)	Co-opted 24/3/17 Appointed 16/11/17	
Una Cavanagh (until 5/11/20)	Elected 16/11/17	Membership and Professional Standards – Chair
Julie May	Elected 16/11/18	
Val Elliott (until 2/8/2021)	Co-opted 01/06/2018 Appointed 16/11/18	Finance and Policy – Chair
Moirra Sibbald (until 30/7/2021)	Co-opted 01/06/2018 Appointed 16/11/18	Public Protection – Chair Remuneration and Governance – Committee member
Heather Roberts (until 30/7/2021)	Elected 7/11/19	Remuneration and Governance – Committee member
Neela Masani (until 30/7/2021)	Elected 7/11/19	
Sekinat Adima	Elected 4/12/20	
Michael Golding	Elected 4/12/20	
Kate Smith	Elected 4/12/20	

All elected Governors must be BACP members. Appointments to the Board are made to provide the skills and expertise considered necessary to achieve our strategic aims.

The Board may also co-opt up to two members with the relevant skills and experience to fill any vacancies that may arise.

On appointment, each Governor completes a register of interests and a confidentiality agreement. They're provided with a Governor Handbook that includes the Articles of Association, Standing Orders of the Association, policies and procedures on issues relevant to the role, alongside best practice guides. All new Governors meet with the Chair and the Chief Executive and an induction meeting with senior staff. Their training needs are regularly assessed and met.

BACP Presidents

President	Vice Presidents
David Weaver	Professor Dame Sue Bailey Luciana Berger Jabeer Butt OBE John Cowley Nancy Rowland Julia Samuel MBE

Streamline Energy and Carbon Reporting (SECR)

The Association is not legally required to follow the streamlined energy and carbon reporting requirements due to our company size. We are voluntarily providing this information to reflect our commitment to minimising our carbon footprint and becoming carbon neutral in the medium term.

The Association operates from 2 offices. Both Offices are heated by electricity which is purchased. The Association does not own any vehicles. Any member of staff can claim mileage as a business expense if they use their car for a relevant business journey. Though not employed by the Association, we have included mileage claimed by BACP Trustees and committee members.

Energy Source		Consumption K Wh	Emissions tCO ₂ e
Scope 1	Gas\Oil etc	n/a	-
	Company Cars	n/a	-
Scope 2	Electricity	122752	28.618
Scope 3	Transport - Air	n/a	0.000
	Transport - Rail	n/a	0.026
	Transport - Car	n/a	0.184
	Transmission & Distribution of Electricity	122752	2.461
	Water Treatment	n/a	0.438
Total		122752	31.728
Full time equivalent staff ("FTE")			108
Intensity ratio (tCO ₂ e per FTE)			0.294

Quantification and reporting methodology

The UK Government's environmental reporting guidance on how to measure and report greenhouse gas emissions has been used, along with the government provided GHG reporting conversion factors for 2020.

The financial control approach has been used to define the scope boundary. The reporting period is 1 April 2020 to 31 March 2021, aligning with the financial year.

Intensity measurement

The chosen intensity measurement ratio is the total gross emissions in metric tonnes CO₂e per FTE member of staff.

Energy Efficiency Actions

The Association is actively looking to reduce its energy consumption and associated greenhouse gas emissions.

The Association is proactively looking after the environment and is striving to become more energy conscious by reducing carbon emissions and through commitment to its energy efficiency actions.

We have recently switched our electricity to a renewable tariff, which will reduce our carbon footprint next year.

GHG protocol scope	Definition
Scope 1 (Direct) GHG emissions	These include emissions from activities owned or controlled by your organisation that release emissions into the atmosphere. They are direct emissions. Examples of Scope 1 emissions include emissions from combustion in owned or controlled boilers, furnaces, vehicles; emissions from chemical production in owned or controlled process equipment.
Scope 2 (Energy indirect) emissions	These include emissions released into the atmosphere associated with your consumption of purchased electricity, heat, steam and cooling. These are indirect emissions that are a consequence of your organisation's activities, but which occur at sources you do not own or control.
Scope 3 (Other indirect) emissions	Emissions that are a consequence of your actions, which occur at sources which you do not own or control and which are not classed as Scope 2 emissions. Examples of Scope 3 emissions are business travel by means not owned or controlled by your organisation, waste disposal which is not owned or controlled, or purchased materials.

Board of Governors' responsibilities

Company law requires the Board of Governors to prepare the financial statements for each financial year, which give a true and fair view of the state of affairs of the company and the group and of the surplus or deficit of the group for that year.

In preparing these financial statements, the Board of Governors is required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities Statements of Recommended Practice
- make judgments and estimates that are reasonable and prudent
- prepare the financial statements on the 'going concern basis', unless it is inappropriate to presume that the company and group will continue in business.

The Board of Governors is responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the company and to enable the Board to ensure that the financial statements comply with the Companies Act 2006, the Charities Act 2011 and the Statement of Recommended Practice for Accounting and Reporting by Charities (SORP 2015 (FRS102) effective January 2015).

The Board of Governors is also responsible for safeguarding the assets of the company and the group, and for taking reasonable steps to prevent and detect fraud and other irregularities.

More information about how our Association is governed can be found in our Articles of Association and our Standing Orders.

Statement as to disclosure of information to auditors

As far as the Board of Governors is aware, there's no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the company's auditors are unaware, and each Governor has taken all the steps that he or she ought to have taken as a Governor to make himself or herself aware of any relevant audit information and to establish that the group's auditors are aware of that information.

Management and staffing

Our Chief Executive, Dr Hadyn Williams, is responsible for planning and developing our services and strategies, within clear policies and protocols set by the Board. Our Chief Executive reports, via the Finance and Policy Committee, on the financial position of the company, including the actual performance compared to the budget. Management Accounts are received monthly and reviewed quarterly by the Board and regularly by the Finance and Policy Committee. At our AGM in December 2020, RSM UK Group Ltd were reappointed as the Association's auditors for 2020/21.

The Board approve the Association's salary policy and procedure. Salaries are benchmarked against similar posts in the sector and geographical area every third year.

Our staff team is recruited and supported to provide the skills and expertise needed to operate our organisation successfully. The Senior Management Team, who oversee each of our departments, are:

Dr Hadyn Williams	Chief Executive
Fiona Ballantine Dykes	Chief Professional Standards Officer and Deputy Chief Executive
Chelsea Shelley	Chief Operations and Membership Officer
Martin Bell	Head of Policy and Public Affairs (from 1/10/2020) Deputy Head of Policy and Public Affairs (until 30/9/2020)
Steve Cantell	Head of ICT (until 31/8/2020)
Christina Docchar	Registrar
Grace Gardiner	Head of Member Services (from 6/7/2020)
Caroline Jesper	Head of Professional Standards (from 6/4/2020)
Suky Kaur	Head of Stakeholder Relations (from 1/10/2020) Head of Policy and Stakeholder Relations (until 30/9/2020)
Suzanne O'Neill	Head of Communications (until 12/6/2020)
Adam Pollard	Head of Marketing and Engagement (from 6/7/2020)
Richard Smith	Head of Operations (from 1/6/2020) Deputy Head of Member Services (until 31/5/2020)
Dr Clare Symons	Head of Research

Membership of BACP

We offer the categories of membership listed below. The members of these categories are also members of the company and have full voting rights:

- Student Member
- Individual Member
- Registered Member (MBACP)
- Registered Accredited Member (MBACP Accred)
- Registered Senior Accredited Member (MBACP Snr Accred)
- Retired Member
- Organisational Member

Volunteers

We're hugely grateful to the many volunteers who support us by serving on our divisions, committees, expert reference groups, forums, working groups and as peer reviewers and media spokespersons. Thank you for your continued and significant contribution to our success – your dedication, commitment, passion and hard work allow us to better serve our members and stakeholders; to promote the counselling professions effectively and to support our vision: counselling changes lives.

Review of BACP's financial position

We remain in a healthy financial position in line with our reserves policy. This financial position allows us to undertake and support a broad range of activities in relation to our charitable objectives.

Further details about the financial position are included in the 'Review of the business' section of the strategic report.

Reserves policy

The Board of Governors reviews the Reserves policy annually. The current policy is that the free reserves should be at a level to allow for future unanticipated fluctuations in income and expenditure, identified risks, and to cover the estimated running cost of core services for four months. This is currently estimated at £2.6 million.

The free reserves for this purpose are the total reserves, less restricted and designated funds (to the extent that they have been committed), less tangible and intangible fixed assets and capital commitments, with the exception of administrative land and buildings, which are considered to be disposable.

At 31 March 2021 the level of the charity's free reserves was:

Total reserves:	£6,705,145
Less:	
Restricted funds	£0
Designated funds (that have been committed)	£0
Property revaluation reserve	£65,000
Tangible and intangible fixed assets*	£405,580
Capital commitments	£0
Sub total	£6,234,565
Less identified risks	£272,492
Free reserves	£5,962,073

*excluding administrative land and buildings, which are considered to be disposable

Although higher than policy, planned deficits will be incurred to bring the level of the free reserves in line with the policy over the forthcoming years.

In June 2021 the Board of Governors approved the reallocation of £1.3 million of free reserves to designated reserves, further information on these designated funds can be found on page 30.

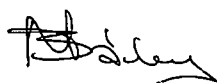
Investment policy

Kleinwort Hambros Private Bank Limited (KHPB) provides discretionary investment management services of the investment portfolio. Further details about the investments are included in the 'Review of the business' section of the Strategic report. KHPB is regulated by the Financial Conduct Authority and is a member of the London Stock Exchange. The results for the year are set out in notes 11 and 18.

Officers' insurance

The company has Officers' Liability Insurance in place. This insurance indemnifies any officer against a liability arising as a result of his or her negligence up to an aggregate liability of £1 million. The cost of this insurance amounted to £1,791 (2020 – £1,791) for the year.

On behalf of the Board of Governors



N Bailey

Chair

Date: 10th September 2021

Strategic report

Review of business

Our main sources of funding are membership subscriptions, Find a Therapist directory fees, accreditation fees and income from our trading subsidiary, BACP Enterprises Ltd.

Total incoming resources for the year increased by £658,860 to £10,016,231 (7.0%). The increased income was principally driven by higher individual membership numbers which increased from 52,095 to 57,005 in the year to 31st March 2021. The sources of funding sustain the costs incurred in delivering our key objectives through representation of the profession, developing research, the provision of journals, conferences and events, professional standards, register and conduct processes.

We maintain a sound practice of review and planning. Operating expenditure increased by £42,997 to £8,772,363 (0.5%). This increase in expenditure is low compared to the 7.0% growth in income and a fall in expenditure last year of £218,682 (-2.4%). The main driver for this increase in expenditure relates to project costs associated with the rollout of our 6 point strategy, investment in membership systems, Learning management systems, online counselling systems, and a digital telephone system, offset by a significant fall in office and travel related expenditure due to the pandemic. We expect that expenditure will rise next year, as the affects of the pandemic reduces, whilst costs associated with the 6 point strategy continue to rise.

We have continued to invest in our IT infrastructure, with an additional £248,000 spent on new computer equipment and improvements to the main membership systems in the year.

In the year we received £28,118 of Government Coronavirus Job Retention scheme grants. The Board of Trustees have agreed that this grant should be refunded to the government in 2021/22 due to the strong financial position of the Association.

Investment Income fell sharply at the end of the last financial year, due to market volatility caused by the pandemic. These losses have reversed this year, and we have recorded a gain of £452,000 in this financial year.

At the AGM we indicated that our reserves would be broadly flat in 2020/21, before falling in 2021/22 as we continued to implement our 6 point strategy. Our free reserves have actually risen by £2,076,645 in the year.

This significant increase in free reserves has been driven by investment gains, a good operational performance, and lower levels of risk. Free reserves will fall in future years as we designate funds, as per page 30.

Kleinwort Hambros Private Bank manage the ethical investment portfolio in line with our policy on ethical investment. The investment objectives criterion is based on maximum total gross return. This is achieved by generating growth through capital appreciation in the value of shares and the reinvestment of income as generated from dividends, while complying with our policy on ethical investment.

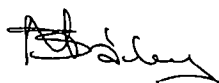
Description of principal risks and uncertainties

During the year, the Audit, Risk and Performance Committee and the Board of Governors carry out an assessment of the business, operational and financial risks. We then review the policies, procedures and reporting regimes, and amend them if needed, to manage and reduce the identified risks. Our Governors have assessed the charity by reviewing budgets, plans, financial and operational risks and the external environment for the forthcoming year. Our Governors are satisfied that there are no material uncertainties around the continuing relevance of the charity or its ability to continue.

Risks are divided into five categories: governance, operational, financial, external and compliance. The Risk Register is reviewed every month by assessing each risk in terms of likelihood and impact. Mitigation strategies are drawn up, responsibilities allocated and progress monitored. The Audit, Risk and Performance Committee then make reports on current and mitigated risks to the Board of Governors. If a mitigation process requires financial investment, it is held to account through this process.

The Board has delegated clear lines of authority to our staff and staff are involved in the recognition of risk in their activities.

On behalf of the Board of Governors



Natalie Bailey

Chair

Date: 10th September 2021

Independent auditor's report

To the members of the British Association for Counselling and Psychotherapy

Opinion

We have audited the financial statements of British Association for Counselling and Psychotherapy (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2021 which comprise the Consolidated Statement of Financial Activities, the Group and Charity Balance Sheets, the Consolidated and Charity Cash Flow Statements 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 group's and the parent charitable company's affairs as at 31 March 2021 and of the group's 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; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We have been appointed auditors under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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 group and parent 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 Governors' 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 group's or parent charitable company'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 Governors 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 annual report other than the financial statements and our auditor's report thereon. The Governors 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 Governors' Report, which includes the Directors' Report and the Strategic Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report and the Strategic Report included within the Governors' Report have 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 group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report or the Strategic Report included within the Governors' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the Board of Governors

As explained more fully in the Statement of Board of Governors' responsibilities set out on page 34, the Governors (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 Governors 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 Governors are responsible for assessing the group's and parent 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 Governors either intend to liquidate the group or parent 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.

The extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities are instances of non-compliance with laws and regulations. The objectives of our audit are to obtain sufficient appropriate audit evidence regarding compliance with laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, to perform audit procedures to help identify instances of non-compliance with other laws and regulations that may have a material effect on the financial statements, and to respond appropriately to identified or suspected non-compliance with laws and regulations identified during the audit.

In relation to fraud, the objectives of our audit are to identify and assess the risk of material misstatement of the financial statements due to fraud, to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud through designing and implementing appropriate responses and to respond appropriately to fraud or suspected fraud identified during the audit.

However, it is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, the group audit engagement team:

- obtained an understanding of the nature of the sector, including the legal and regulatory frameworks that the group and parent charitable company operate in and how the group and parent charitable company are complying with the legal and regulatory frameworks;
- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud;
- discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

As a result of these procedures we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, Charities SORP (FRS 102), Companies Act 2006, Charities Act 2011, the parent charitable company's governing document and tax legislation.

We performed audit procedures to detect non-compliances which may have a material impact on the financial statements which included reviewing the financial statements including the Governors' Report, remaining alert to new or unusual transactions which may not be in accordance with the governing documents, inspecting correspondence with local tax authorities and evaluating advice received from internal/external advisors.

The most significant laws and regulations that have an indirect impact on the financial statements are those in relation to General Data Protection Regulation (GDPR). We performed audit procedures including review of relevant available reports and documentation for evidence of non-compliance which may have a material impact of the financial statement and inquiry of management and those charged with governance as to whether the group and charity is in compliance with these laws and regulations.

The group audit engagement team identified the risk of management override of controls as the area where the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included but were not limited to testing manual journal entries and other adjustments, evaluating the business rationale in relation to significant, unusual transactions and transactions entered into outside the normal course of business, challenging judgments and estimates.

A further description of our responsibilities for the audit of the financial statements is provided on the Financial Reporting Council's website at <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.

Gareth Jones (Senior Statutory Auditor)

For and on behalf of RSM UK AUDIT LLP, Statutory Auditor

Chartered Accountants

Rivermead House
7 Lewis Court
Grove Park
Leicester
Leicestershire
LE19 1SD

RSM UK Audit LLP

Date 20/09/2021

RSM UK Audit LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

**Consolidated statement of financial activities
(incorporating an income and expenditure account)
for the year ended 31 March 2021**

	Notes	Unrestricted general funds £	Unrestricted designated funds £	Restricted funds £	Total 2021 £	Unrestricted general funds £	Unrestricted designated funds £	Restricted funds £	Total 2020 £
Income from:									
Donations		955	-	-	955	1,999	-	-	1,999
Charitable activities	3	9,316,114	-	-	9,316,114	8,688,980	-	-	8,688,980
Trading activities	5	624,152	-	-	624,152	593,802	-	-	593,802
Investment income	6	47,785	-	-	47,785	61,577	-	-	61,577
Other income		27,225	-	-	27,225	11,013	-	-	11,013
TOTAL INCOME		10,016,231	-	-	10,016,231	9,357,371	-	-	9,357,371
Expenditure on:									
Raising funds	6	25,898	-	-	25,898	21,673	-	-	21,673
Trading activities	5	363,756	-	-	363,756	458,648	-	-	458,648
Charitable activities	4	8,382,709	-	-	8,382,709	8,213,737	35,308	-	8,249,045
TOTAL EXPENDITURE		8,772,363	-	-	8,772,363	8,694,058	35,308	-	8,729,366
NET INCOME/(EXPENDITURE) BEFORE GAINS AND LOSSES ON INVESTMENTS		1,243,868	-	-	1,243,868	663,313	(35,308)	-	628,005
Net (Losses)/Gains on investments	15	403,814	-	-	403,814	(130,441)	-	-	(130,441)
NET INCOME/(EXPENDITURE) FOR THE YEAR		1,647,682	-	-	1,647,682	532,872	(35,308)	-	497,564
Transfers between Funds	16	-	-	-	-	-	-	-	-
Other recognised gains/ (losses):									
Gains/(losses) on revaluation of fixed assets	9	-	-	-	-	(705,500)	-	-	(705,500)
NET MOVEMENT IN FUNDS		1,647,682	-	-	1,647,682	(172,628)	(35,308)	-	(207,936)
Reconciliation of Funds:									
TOTAL Funds Brought Forward at 31 March 2020		5,057,463	-	-	5,057,463	5,230,091	35,308	-	5,265,399
TOTAL Funds Carried Forward at 31 March 2021	18	6,705,145	-	-	6,705,145	5,057,463	-	-	5,057,463

All of the above results are derived from continuing activities and all losses recognised in the year are included above.

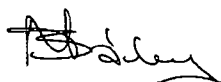
Unrealised losses on investments have been included in the statement of financial activities as required by the Statement of Recommended Practice 'Accounting and Reporting by Charities'.

The surplus for the year for Companies Act purposes comprises the net incoming resources for the year plus realised losses on investments, and unrealised property revaluation and was £1,342,327 (2020 - £150,040 deficit)

Consolidated balance sheet at 31 March 2021

	Notes	2021 £	2021 £	2020 £	2020 £
FIXED ASSETS:					
Tangible assets	9	2,547,546		2,520,994	
Intangible assets	10	340,534		442,746	
Investments	11	3,121,161		1,947,664	
			6,009,241		4,911,404
CURRENT ASSETS:					
Stocks		-		-	
Debtors	12	2,298,912		2,044,485	
Fixed term deposits		250,640		1,500,000	
Cash at bank and in hand		3,504,259		1,447,798	
		6,053,811		4,992,283	
CREDITORS: Amounts falling due within one year	13	5,357,907		4,846,224	
NET CURRENT ASSETS/(LIABILITIES)			695,904		146,059
NET ASSETS			6,705,145		5,057,463
RESTRICTED FUNDS	16		-		-
UNRESTRICTED FUNDS:					
General income fund	18	6,640,145		4,992,463	
Designated funds	16	-		-	
Property revaluation reserve	14	65,000		65,000	
Total Unrestricted Funds			6,705,145		5,057,463
TOTAL FUNDS			6,705,145		5,057,463

On behalf of the Board of Governors



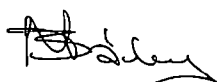
N Bailey
Chair

Approved by the Board of Governors on
10th September 2021

Balance sheet at 31 March 2021

	Notes	2021 £	2021 £	2020 £	2020 £
FIXED ASSETS:					
Tangible assets	9	2,547,546		2,520,994	
Intangible assets	10	340,534		442,746	
Investments	11	3,121,161		1,947,664	
			6,009,241		4,911,404
CURRENT ASSETS:					
Stocks		-		-	
Debtors	12	2,513,821		2,057,181	
Fixed term deposits		250,640		1,500,000	
Cash at bank and in hand		3,239,397		1,413,934	
		6,003,858		4,971,115	
CREDITORS: Amounts falling due within one year	13	5,308,950		4,825,759	
NET CURRENT ASSETS/(LIABILITIES)			694,908		145,356
NET ASSETS			6,704,149		5,056,760
RESTRICTED FUNDS					
	16	-		-	
UNRESTRICTED FUNDS:					
General income fund		6,639,149		4,991,760	
Designated Funds	16	-		-	
Property revaluation reserve	14	65,000		65,000	
Total Unrestricted Funds			6,704,149		5,056,760
TOTAL FUNDS			6,704,149		5,056,760

On behalf of the Board of Governors



N Bailey
Chair

Approved by the Board of Governors on
10th September 2021

Consolidated cashflow statement for the year ended 31 March 2021

	2021 £	2020 £
Net cash (used in)/provided by operating activities	1,777,518	1,331,970
Cash flows from investing activities:		
Dividends and interest from investments	47,785	61,577
Additional cash invested in investment fund	(750,000)	-
Purchase of property and equipment	(64,186)	(8,634)
Purchase of intangible assets	(184,333)	(352,138)
Proceeds from sale of investments	754,507	475,793
Purchase of investments	(1,035,837)	(326,525)
Net cash provided by (used in) investing activities	(1,232,064)	(149,927)
Change in cash and cash equivalents in the reporting period	545,454	1,182,043
Cash and cash equivalents at the beginning of the reporting period	3,265,381	2,083,338
Cash and cash equivalents at the end of the reporting period	3,810,835	3,265,381
	2021 £	2020 £
Net movement in funds for the reporting period (as per the statement of financial activities)	1,647,682	(207,936)
Adjustments for:		
Depreciation	37,634	89,441
Amortisation	286,544	397,941
Property Revaluation (Gains)/Losses	-	705,500
Losses/(Gains) on investments	(403,814)	130,441
Dividends and interest from investments	(47,785)	(61,577)
Losses on sale of fixed assets	-	-
(Increase)/Decrease in stock	-	2,879
Increase in debtors	(254,426)	93,704
(Increase)/Decrease in creditors	511,683	181,577
NET CASH PROVIDED BY (USED IN) OPERATING ACTIVITIES	1,777,518	1,331,970
	2021 £	2020 £
Cash in hand	3,504,259	1,447,798
Fixed term deposits	250,640	1,500,000
Cash held in investments	55,936	317,583
Total cash and cash equivalents	3,810,835	3,265,381

Notes to the financial statements for the year ended 31 March 2021

1. Accounting policies

Accounting convention

The financial statements have been prepared under the historical cost convention as modified by the revaluation of listed investments and freehold property to market value, and comply with United Kingdom Generally Accepted Accounting Principles and Statement of Recommended Practice 'Accounting and Reporting by Charities' (SORP 2015 (FRS102) effective January 2015) and with the Companies Act 2006. All figures are exclusive of value added tax.

Basis of consolidation

The group financial statements consolidate the financial statements of the company and its wholly owned subsidiaries on a line by line basis. A separate Statement of Financial Activities, or Income and Expenditure Account, for the Charity itself is not presented because the Charity has taken advantage of the exemptions afforded by Section 408 of the Companies Act 2011.

Going concern

The accounts have been prepared on a going concern basis. Having carried out a detailed review of the group's position and its forecasts at the date of signing the accounts and with regard to the challenges presented by the current economic and health climate, the governors are satisfied that the group has sufficient cash flows to meet its liabilities as they fall due for at least one year from the date of approval of the accounts. The governors consider that the company has adequate resources to enable it to continue in operational existence for the foreseeable future.

Key judgments and assumptions

There are no key judgments that have a significant effect on the accounts or assumptions that have a significant risk of causing a material adjustment in the next reporting period.

Fund accounting

General income funds are unrestricted funds which are available for use at the discretion of the Board of Governors 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 Board of Governors for particular purposes.

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.

Incoming resources

Subscriptions are accounted for in the period in which the service is provided.
All other income is included in the period in which it is receivable.

The value of services provided by volunteers has not been included.

All income from departments is treated as furthering the charity's objectives since it either relates to the membership of an accredited body to enhance the public's confidence or the sale of publications and training aids and facilities to improve the standard of counselling and psychotherapy in the UK.

Resources expended

Resources expended are included in the Statement of Financial Activities on an accruals basis.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories. Certain other costs, which are attributable to more than one activity, are apportioned across cost categories on the basis of an estimate of the proportion of time spent by staff on those activities.

Operating leases

Operating lease rentals are charged to the Statement of Financial Activities on payment.

Pensions

The company contributes towards a group defined contribution pension scheme for employees. Contributions are charged to the Statement of Financial Activities in the period in which they are made.

Irrecoverable value added tax

As the membership subscriptions are exempt from value added tax, there is a restriction in the amount of input value added tax that the group is allowed to reclaim on its expenses.

Tangible fixed assets and depreciation

Tangible fixed assets costing more than £5,000 (2020 £5,000) are capitalised and included at cost together with any incidental costs of acquisition.

Depreciation is provided so as to write off the cost, less estimated residual value, of tangible fixed assets, over their estimated useful lives as follows:

Freehold property	not provided
Computer equipment and accessories	33% per annum - straight line basis
Office furniture and equipment	20% per annum - straight line basis

The Governors are of the opinion that the residual value of the freehold property is at least equal to the book value, therefore, no depreciation is provided.

Notes to the financial statements for the year ended 31 March 2021

Intangible assets and amortisation

Intangible assets consisting of direct costs associated with the build of a replacement membership database and website together with wider IT infrastructure upgrades are capitalised and included at cost.

Amortisation will be provided so as to write off the cost, less estimated residual value, of intangible assets, over their estimated useful lives, commencing when the asset comes into service, as follows:

IT infrastructure upgrades	33% per annum - straight line basis
----------------------------	-------------------------------------

Investments

Listed investments are stated at market value on the balance sheet date.

Realised and unrealised gains and losses are included in the Statement of Financial Activities.

Stocks

These are valued on a first in, first out basis, at the lower of cost and net realisable value.

Debtors

Debtors are brought into the financial statements where there is a reasonable certainty of collection. They are valued at the actual amount that will be received where this can be ascertained, otherwise a pro-rata basis or best estimate valuation is used.

Bank and cash

Bank and cash balances are included in the balance sheet at the sterling equivalent of the actual amounts held.

Creditors and deferred income

Creditors are brought into the financial statements where there is a reasonable certainty that a liability exists. They are valued at the transaction price where ascertainable, otherwise a pro-rata basis or best estimate valuation is used.

Deferred income is provided to match advance payments for conferences, events and advertising etc., to the period in which the service will be provided.

Notes to the financial statements for the year ended 31 March 2021

2. Company status

The company is a company limited by guarantee. The company registration number is 02175320 (incorporated in the United Kingdom 8 October 1987), the charity registration number is 298361. BACP is a Public Benefit Entity under FRS 102.

The governing documents are the Articles of Association and the Standing Orders of the company, the members of the Board of Governors are Directors of the Company and Trustees under Charity Law.

The registered office is BACP House, 15 St John's Business Park, Lutterworth, Leicestershire, LE17 4HB this also serves as the principal place of business.

All individual members guarantee an amount not to exceed £1 payable in the event of the company being wound up with a deficiency of net assets. At 31 March 2021 there were 57,005 members (2020 - 52,095).

3. Income from charitable activities

	2021 £	2020 £
Membership Subscriptions	8,367,323	7,804,414
Income from Publications	648,382	523,682
Accreditation	300,292	244,908
Conferences and Events	117	115,976
Total Group	9,316,114	8,688,980

Notes to the financial statements for the year ended 31 March 2021

4. Expenditure on charitable activities

	New Projects and programmes £	Representing the Profession £	Register £	Research £	Governance £	Designated £	Restricted £	2021 Total £	2020 Total £
STAFF COSTS									
Staff and Contractors	880,094	1,962,443	557,915	259,491	88,134			3,748,077	3,813,745
Restructuring								-	-
	880,094	1,962,443	557,915	259,491	88,134	-	-	3,748,077	3,813,745
OTHER DIRECT COSTS									
Office Expenses	28,164	122,100	15,397	11,499	943			178,103	144,582
Recruitment and Staff Costs	7,155	1,318	3,135	-	25			11,633	32,409
Travel and Committees	7,488	2,825	37	215	3,436			14,001	163,762
Annual General Meeting	-	-	-	-	31,778			31,778	25,435
Information Technology	151,182	175,065	-	-	-			326,247	2,850
Events	14,137	31,457	-	-	-			45,594	80,128
Projects	114,786	12,594	100,780	-	-			228,160	198,790
Bursaries	41,904	-	-	3,562	-			45,466	37,160
Property Running Costs	19,079	337	-	-	-			19,416	5,870
Professional Fees	-	13,030	20,067	-	38,528			71,625	55,767
Auditors Remuneration	-	-	-	-	15,250			15,250	12,750
Journals and Publications	210	1,041,797	-	73,174	-			1,115,181	1,037,773
Hearings	73,450	-	65,143	-	-			138,593	92,170
Research	38,201	-	-	1,750	-			39,951	36,318
TOTAL DIRECT COSTS	1,375,850	3,362,966	762,474	349,691	178,094	-	-	6,029,075	5,739,509
SUPPORT COSTS									
Office Expenses	142,959	349,431	79,225	36,335	-			607,950	814,135
Recruitment and Staff Costs	15,312	37,428	8,486	3,892	-			65,118	68,870
Travel and Committees	30	73	17	8	-			128	1,077
Staff and Contractors	274,042	669,835	151,870	69,651	-			1,165,398	1,297,984
Restructuring	52,168	127,515	28,911	13,259	-			221,853	-
Information Technology	46,368	113,337	25,696	11,785	-			197,186	210,488
Property Running Costs	17,524	42,832	9,711	4,454	-			74,521	88,285
Professional Fees	5,051	12,346	2,799	1,284	-			21,480	28,697
	553,454	1,352,797	306,715	140,668	-	-	-	2,353,634	2,509,536
Reallocation of Governance costs	41,879	102,363	23,208	10,644	(178,094)			-	-
TOTAL SUPPORT AND GOVERNANCE COSTS	595,333	1,455,160	329,923	151,312	(178,094)	-	-	2,353,634	2,509,536
TOTAL COSTS	1,971,183	4,818,126	1,092,396	501,003		-	-	8,382,709	8,249,045

Notes to the financial statements for the year ended 31 March 2021

5. Activities of subsidiaries

The Charity has one subsidiary, BACP Enterprises Limited. It owns the entire share capital of 1,000 shares of £1 each in BACP Enterprises Limited, a company incorporated in the United Kingdom.

BACP Enterprises Limited (company registration number 1064190) was originally donated to the British Association for Counselling and Psychotherapy and therefore there is no cost of investment in the balance sheet of the British Association for Counselling and Psychotherapy. BACP Enterprises Limited deals with income raised from advertisements placed in the Therapy Today Journal (TT), Counselling and Psychotherapy Research Journal (CPR), Divisional journals produced by the British Association for Counselling and Psychotherapy, and member events. It is a trading subsidiary and gifts Net Profit to the parent company the British Association for Counselling and Psychotherapy.

	BACP Enterprises Limited 2021 £	<i>BACP Enterprises Limited 2020 £</i>
Turnover	624,152	593,802
Administrative expenses	(363,756)	(458,648)
Net profit	260,396	135,154
Amount gifted	(260,101)	(135,154)
Retained profit brought forward	(295)	(295)
Retained profit	(0)	(295)

The assets and liabilities of the subsidiaries were:

Current assets	49,953	92,840
Creditors: amounts falling due within one year	(48,953)	(92,135)
Total net assets	1,000	705
Aggregate share capital and reserves	1,000	705

6. Investment income

	2021 £	2020 £
INVESTMENT INCOME		
Interest receivable	26	3,259
Dividends and other investment income	47,759	58,318
	47,785	61,577
Cost of raising funds:		
Fund management charges	25,898	21,673

Notes to the financial statements for the year ended 31 March 2021

7. Staff numbers and costs

	2021	2020
The average number of employees (including part-time staff) by activity during the year was:		
Support Services	16	22
New Projects and Programmes	17	11
Representing the Profession	47	51
Governance	2	3
BACP Registers	13	15
Research	7	6
Enterprises	6	6
	108	114

	2021	2020
The number of employees earning over £60,000 per annum was as follows:		
£60,001 - £70,000	4	2
£70,001 - £80,000	-	2
£80,001 - £90,000	1	1
£90,001 - £100,000	1	1
£100,001 - £110,000	-	1
£110,001 - £120,000	-	-
£120,001 - £130,000	-	-
£130,001 - £140,000	1	1

Notes to the financial statements for the year ended 31 March 2021

Contributions to the pension scheme for higher paid employees amounted to £46,658 for the year (2020 - £55,204).

The total employee remuneration received during the year by the key management personnel active in the organisation at the balance sheet date was £869,715 (2020- £753,025).

During the year members of the Board of Governors have been reimbursed for travelling and accommodation costs amounting to £92 (2020 - £6,138). Other amounts paid directly in respect of accommodation and travel amounted to £0 (2020 - £19,646). 4 trustees had expenses reimbursed during the year (2020 - 12).

	2021 £	2020 £
The aggregate payroll costs amounted to:		
Wages and salaries	4,316,640	4,457,829
Social security costs	387,801	401,625
Other pension costs	206,514	213,753
Death in service	25,760	26,063
	4,936,715	5,099,270

The above wages and salary costs include £221,853 relating to redundancy payments.

8. Fees payable to auditors

	The Group		The Company	
	2021 £	2020 £	2021 £	2020 £
Relating to audit services	17,500	16,250	15,250	12,750
Relating to non-audit services	3,775	5,000	2,500	5,000
	21,275	21,250	17,750	17,750

Notes to the financial statements for the year ended 31 March 2021

9. Tangible fixed assets (Group and Company)

	Computer equipment & accessories £	Office furniture & equipment £	Freehold property £	Total £
Cost				
At 1 April 2020	398,819	89,169	2,482,500	2,970,488
Additions	64,186			64,186
Disposals	(305,434)	(78,583)		(384,017)
Revaluation				-
At 31st March 2021	157,571	10,586	2,482,500	2,650,657
Depreciation				
At 1 April 2020	360,920	88,574	-	449,494
Charge for the year	37,385	249		37,634
Disposals	(305,434)	(78,583)		(384,017)
At 31st March 2021	92,871	10,240	-	103,111
Net book value				
At 31 March 2021	64,700	346	2,482,500	2,547,546
At 31 March 2020	37,899	595	2,482,500	2,520,994

Cost/Valuation at 31 March 2021 is represented by:

	Computer equipment & accessories £	Office furniture & equipment £	Freehold property £	Total £
Cost	157,571	10,586	-	168,157
Build Cost	-	-	1,767,310	1,767,310
Fit Out and Professional Costs	-	-	767,166	767,166
Purchase Cost	-	-	350,000	350,000
	157,571	10,586	2,884,476	3,052,633
Surplus on valuation in 2007	-	-	65,524	65,524
Surplus on valuation in 2013	-	-	200,000	200,000
Surplus on valuation in 2014	-	-	38,000	38,000
Deficit on valuation in 2019	-	-	(705,500)	(705,500)
	157,571	10,586	2,482,500	2,650,657

If the freehold properties had not been revalued they would have been included at the following historical cost:

	2021 £	2020 £
Cost	2,884,476	2,884,476

The freehold properties, known as BACP House and Unit 3, were valued on an open market basis on 28 November 2019 by Ernest Hawk, Chartered Surveyors.

Notes to the financial statements for the year ended 31 March 2021

10. Intangible assets

	Database & Website Costs £	Purchased Software £	Total £
Cost			
At 1 April 2020	1,306,120	70,273	1,376,393
Additions	173,333	11,000	184,333
Disposals	(598,944)	(45,812)	(644,756)
Revaluation			-
At 31st March 2021	880,509	35,461	915,970
Amortisation			
At 1 April 2020	895,813	37,834	933,647
Charge for the year	261,348	25,196	286,544
Disposals	(598,944)	(45,811)	(644,755)
At 31st March 2021	558,217	17,219	575,436
Net book value			
At 31 March 2021	322,292	18,242	340,534
At 31 March 2020	410,307	32,439	442,746

Amortisation has only been provided for assets in use. The amortisation charge is included within office expenses in the SORP grid in note 4

Notes to the financial statements for the year ended 31 March 2021

11. Investments (Group and Company)

	2021 £	2020 £
Market value		
Opening market value	1,630,071	1,909,780
Additional cash invested in investment fund	750,000	-
Additions	1,035,837	326,525
Disposals at opening market value	(754,507)	(475,793)
	2,661,401	1,760,512
Unrealised (loss)/profit on investments	403,814	(130,441)
At 31 March 2021	3,065,215	1,630,071
Cash held by Investment Managers	55,936	317,583
	3,121,151	1,947,654
Shares in property management service company relating to freehold property in Lutterworth	10	10
	3,121,161	1,947,664

The historical cost of the investment portfolio (excluding cash) at 31st March 2021 was £2,759,860 (2020 - £1,668,526).

All the investments are held primarily to provide an investment return for the charity

	2021 £	2020 £
Investments at market value comprised:		
Fixed interest securities	805,866	544,763
Equities	1,753,913	851,772
Property	505,436	233,536
	3,065,215	1,630,071

Notes to the financial statements for the year ended 31 March 2021

12. Debtors

	The Group		The Company	
	2021 £	2020 £	2021 £	2020 £
Trade debtors	1,952,555	1,856,026	1,914,813	1,856,019
Amount owed from subsidiaries: – BACP Enterprises Limited	-	-	278,855	69,935
Other debtors	43,984	58,393	17,780	1,161
Prepayments	302,373	130,066	302,373	130,066
	2,298,912	2,044,485	2,513,821	2,057,181

13. Creditors: amounts falling due within one year

	The Group		The Company	
	2021 £	2020 £	2021 £	2020 £
Trade creditors	228,897	168,174	228,893	168,141
Amount owed to subsidiaries: – BACP Enterprises Limited	-	-	-	-
Social security and other taxes	98,501	129,853	81,456	131,590
Accruals	380,844	339,049	362,927	325,237
Deferred income	13,991	8,357	-	-
	722,233	645,433	673,276	624,968
Membership and United Kingdom register fees in advance	4,138,672	3,807,717	4,138,672	3,807,717
Other subscriptions received in advance	497,002	393,074	497,002	393,074
	5,357,907	4,846,224	5,308,950	4,825,759

Deferred income

	Group	Company
	2021 £	2021 £
Brought forward at 1 April 2019	139,936	-
Released during year	39,163	-
Total invoiced in year	114,764	-
Carried forward at 31 March 2020	(13,991)	-
Total income in year	139,936	-

Deferred income relates to member events, this business was transferred to BACP Enterprises, from BACP during the financial year.

Notes to the financial statements for the year ended 31 March 2021

14. Revaluation reserve

	The Group		The Company	
	2021 £	2020 £	2021 £	2020 £
Refer to note 9 for full details.	65,000	65,000	65,000	65,000
	65,000	65,000	65,000	65,000

15. Unrestricted general income fund (Group and Company)

The general income fund balance includes the unrealised investment reserve as follows:

	2021 £	2020 £
Unrealised gains at 31 March 2020	(38,456)	100,698
(Gains)/Losses realised on investments against market value at 31 March 2020	(60,003)	(19,702)
	(98,459)	80,996
Unrealised gains/(losses) for the year	403,814	(119,452)
Unrealised gains at 31 March 2021	305,355	(38,456)

Notes to the financial statements for the year ended 31 March 2021

16. Designated and restricted funds

	Research Fund £	Insurance Fund £	Restricted Funds £	Total £
Funds as 1 April 2020	-	-	-	-
Income	-	-	-	-
Expenditure	-	-	-	-
Transfers	-	-	-	-
Funds at 31 March 2021	-	-	-	-

17. Related parties

Agreement to pay for the Chair's, Deputy Chair's and Governors' time was sought from and agreed by the Charity Commission.

	2021 £	2020 £
A Reeves, (Chair person 2019/20)		3,465
C Sibbett, (Deputy Chair person 2019/20)		819
N Bailey, (Chair person 2020/21)	9,690	

An amount of £804, included above for N Bailey was paid in April 2021

Notes to the financial statements
for the year ended 31 March 2021

18. Analysis of group net assets between funds

	General £	Designated £	Restricted £	Total £
<i>Tangible Assets</i>	2,455,994	-	-	2,455,994
<i>Intangible Assets</i>	442,746	-	-	442,746
<i>Investments</i>	1,947,664	-	-	1,947,664
<i>Net Current (Liabilities)/Assets</i>	146,059	-	-	146,059
	4,992,463	-	-	4,992,463
<i>Revaluation Reserve</i>	65,000	-	-	65,000
<i>As at 31 March 2020</i>	5,057,463	-	-	5,057,463
<i>Tangible Assets</i>	2,482,546	-	-	2,482,546
<i>Intangible Assets</i>	340,534	-	-	340,534
<i>Investments</i>	3,121,161	-	-	3,121,161
<i>Net Current (Liabilities)/Assets</i>	695,904	-	-	695,904
	6,640,145	-	-	6,640,145
<i>Revaluation Reserve</i>	65,000	-	-	65,000
<i>As at 31 March 2021</i>	6,705,145	-	-	6,705,145

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