

ACC Board Meeting Thursday 25<sup>th</sup> February 2025

Venue: Zoom

(Meeting commenced 13.30)

	Title
	<p><b>Opening:</b> TR led devotions on the theme of “the God who sees” .TR then led in prayer.</p> <p><b>In attendance:</b> Sue Monckton-Rickett, Chair (SMR); Chris Williams, Deputy Chair (CW); Tony Ruddle (TR); Leroy Harley (LH); Gathoni Hamilton-Foster (GHF); Christine Pinder (CP);</p> <p><b>Apologies:</b> Peter Roberts (PR); Kathy Spooner, CEO (KS); Wein Fung (WF); Kate Pozzo (KP); Sean Charlesworth (SC). We noted that this is the third meeting absence for SC and second for WF and accordance with guidelines for board attendance, SMR will discuss with both Board members.</p>
1.	<p><b>Minutes of the 23<sup>rd</sup> January 2025</b></p> <p>The minutes were approved with minor changes correcting references to Leroy Harley from (LR) to (LH).</p> <p><b>Matters Arising &amp; Reviewed actions:</b></p> <p>SMR reported we have two people offering their services for the clinical group PCPB re LGBT+ clients.</p> <p>SMR has submitted the Articles of Association changes that need Charity Commission for approval to the Charity commission.</p> <p>SMR reported on the proposed changes to RAP terms of reference. The Chair of RAP had reviewed the proposed changes and proposed some amendments.</p> <p>After discussion these amendments was agreed with some additional comments</p> <ul style="list-style-type: none"><li>• The chair of the meeting should be lay or independent at all times and if not possible no meeting should be held.</li><li>• If the majority of members at any RAP meeting were not lay or independent of ACC then it should be reported to ACC board to consider if any action needed to be taken.</li></ul> <p>SMR will report back to the Chair of RAP</p> <p>CP, LH &amp; KP had offered to be part of the staff pastoral support if required. A framework and guidelines of the role will be drawn up before being shared with staff.</p> <p>Online banking changes had been set-up and the new mandate is being circulated for signature.</p> <p><b>AOB:</b> None</p>
2.	<p><b>Ethnic Tapestry</b></p> <p>Sharon McLean (SM) attended on behalf of the ET Group and asked for more information on the training mentioned in the last ACC email. SMR said that she did not have any further details, but will ask KS to contact Sharon.</p> <p>CW mentioned that Black Psychotherapy.org had requested to join the Coalition on Anti-Oppressive Practices.</p> <p>SM asked about the gathering of ACC membership data on ethnicity. SMR said that the new database meant that ethnicity was one of the data categories that ACC could now collect. Data has started to be gathered as each member renews. This data is being reported to PCPB who are working towards reporting EDI data across the 6 counselling bodies. SM asked for clarification on some of the ethnicity descriptions. SMR said that she would clarify and provide Ethnic Tapestry with EDI data on a regular basis.</p> <p>Board members shared their feedback with SM from their discussions after watching “After the Flood” film and their reactions to the film.</p> <p>SMR said that KS had visited London School of Theology last week and noted the increased numbers of young black men studying counselling and biblical studies. KS had suggested that it may be good for someone like LH to visit LST at some point.</p>

3.	<p><b>Standing items</b></p> <p><b>Conflict of Interest:</b> - None</p> <p><b>RAP/PSA</b> – included in KS reporting.</p> <p><b>Diversity &amp; Inclusion:</b> SMR reported that the latest ACC newsletter announced that a new group is being established for counsellors with disability or neurodiversity and / or working with clients with disability or neurodiversity. There were also 2 articles in the next edition of Accord written by counsellors with sight loss. The EDI data has shown a significant number of our members have some disability.</p> <p><b>Legal / Governance updates</b> – no new documents at present. Living wage has increased. The issue of increased costs of utilities and how we support our home workers was raised and will be shared with PR for comment.</p>
4.	<p><b>Finance Report</b></p> <p><b>December Management Accounts</b> were provided by PR and in his absence shared by SMR.</p> <p>ACC had received grant funding from the Joseph Rank Foundation which will be spread over 3 years. This will allow for other applications for matched funding to be made.</p> <p>The Board discussed the need to grow our counsellor membership, build new membership streams and apply for funding were all part of improving the financial position.</p> <p>SMR said that The Big Give had contacted provided information about a new campaign, which would involve matched funding. KS and Dani Wilson will be attending a workshop to see how this operates.</p>
5.	<p><b>Chair Report</b></p> <p>SMR submitted a written report containing on updates on Complaints, Articles EAP and Joseph Rank Funding. No questions were raised</p> <p><b>AGM:</b> Board re-election SMR informed those Board members, whose terms were ending and also asked Board members to consider potential new members for the board.</p> <p><b>Uganda</b> a breakdown of pastoral care proposal costs was provided and discussed. The board agreed to make a small donation to the projects and to ask members later for donations to support specific elements. GHF confirmed that the work has no other sources of funding.</p> <p><b>Northern Ireland Consultation on Conversion Therapy</b></p> <p>SMR provided draft answers. It was agreed that some minor amendments may be needed for avoiding repetition.</p> <p>SMR asked all Board members to submit any comments or amendments to the draft submission to be sent to her by 7 March 2025,</p>
6.	<p><b>CEO REPORT</b></p> <p><b>Restructure:</b> SMR provided a paper and the recommendation for staff team restructure. It was thought that the proposed new structure would</p> <ul style="list-style-type: none"> <li>• increase staffing levels, which PR had reviewed and agreed as being financially viable</li> <li>• would help with the resourcing and continuity pressures</li> <li>• be beneficial in separating the supporting of members and professional standards / registrar</li> <li>• enable ACC to grow.</li> </ul> <p><b>The board approved the proposed new structure for two new roles.</b></p> <p><b>Retreat:</b> The board agreed that it go ahead, given that there was minimal financial risk even if not fully booked.</p> <p><b>Lead Assessor:</b> Information provided about the change of personnel and the potential for a consultant to provided interim support until the new posts are filled. Thanks was expressed for the retiring lead assessor for her contribution to ACC in the role.</p>

	<p><b>Staying Safe from Suicide</b> – an update was provided in the CEO report. The PCPB made a response welcoming it but not endorsing it. However, the PSA have said that they will embed it in their standards and it will form part of the assessment or Registrars. A challenge regarding any adaptation was opposed by NHS and PSA.</p> <p>The Board agreed that whilst ACC could potentially endorse this document and the principles, but would work with PCPB colleagues on a response. It was felt that there was a bigger issue about what are the protocols for counselling bodies to be consulted appropriately is needed and to express different points of view to those applicable to staff working in the wider NHS?</p> <p>These points will be raised at a PCPB meeting later in the week</p> <p><b>Updates in Written Report on:</b> PCPB, RAP meeting postponement, WAC and course ownership and on-line conference</p> <p><b>Coaching &amp; Mentoring:</b> SMR explained the current proposed 3 levels of membership. An issue was raised about how Level 1 members use the ACC logo/ membership, so that they do not imply a professional qualification / accreditation. SMR will raise this with the coaching consultants</p>
7.	<p><b>AOB</b></p> <p><b>Next meeting: 10<sup>th</sup> April 2025</b></p>

**Approved**



**Chair of ACC**

**10 April 2025**

**Actions from Board Meeting**