

DCP UK Chair's update

Roman Raczka



Restructure of the DCP and networks

WE HAVE all faced so many challenges in 2020–2021 that we would never have anticipated. Whilst our main DCP focus has been on supporting our members, people who use services and the public through the pandemic, we have also tried where possible to further our wider objectives, and we gave a summary at the 2021 DCP AGM as follows:

- Co-production and further development of the public facing elements of our **DCP Covid-19 strategy**
- Continuing to **support our members during the pandemic** and beyond
- Taking forward the work and recommendations of the **Equality, Diversity & Inclusion & Anti-Racism task and finish group**, and the work of the Racial and Social disparities workstream
- Piloting and evaluation of **BPS framework for EbE coproduction and involvement** across different DCP committees, working groups and projects
- Participation in **BPS Member Journey phase 2 and DCP** co-creation process to increase effectiveness, efficiency and impact
- Further actions re **climate change and its impact on wellbeing**
- Continued participation in **BPS Campaign 'From Poverty to Flourishing'**
- Work around **Prevention and Public Health and Primary Care**
- Sustaining and promotion of **mentorship scheme** available free to members
- Strategy to continue to increase **DCP membership at all career stages** as part of BPS member journey workstreams
- Development of a **five-year DCP strategy**, contributing to and informed by devel-

opment of BPS five year strategy – this was postponed from 2020 due to the Covid-19 pandemic

- **Webinars and CPD events for 2021**, including online DCP Annual Conference, and events on digital practice and on widening access
- **Face to face events & conferences** to re-start (possibly) by autumn/winter 2021

We have also been on a development journey as part of the BPS member journey. We had started a process of co-creation in June 2020 facilitated by the team from Social Kinetic who had facilitated BPS Member Journey phase 1 involving the DCP Executive working in collaboration with the wider Representative Assembly. To clarify, as DCP members, you are all represented on the Representative Assembly by the Chairs of all our networks (including Faculties and England Branches) together with DCP Expert by Experience leads and the DCP Executive committee members. The Representative Assembly, as a group, meets at least twice a year.

We had hoped to co-produce new ways of working for the DCP involving the Representative Assembly, recognising that we had a lot of issues to address in order to move forwards. However, the process was delayed due to the need for a re-tendering process by BPS, (with the tender awarded to Korn Ferry – more information on their work is included below) as well as the impact of the Covid pandemic. So, as a DCP Executive, we had to work together to develop an interim model, pending the opportunity to take forward the

co-creation work with the Representative Assembly at a later date.

Consequently, we have produced an interim structure for 2021 which was developed to make best use of resources available and to address a number of the challenges we had been facing.

The headlines of the Restructured DCP model include:

A number of leadership positions supported by backfill money to take up the roles.

The backfill money available to be no more than 50 per cent of the income from DCP subscriptions.

The funding of all roles reduced from that provided in 2020 by 20 per cent on average.

Portfolios of all roles clarified with new job descriptions and aligned with DCP priorities and BPS structures to improve efficiency and effectiveness.

The Professional Standards Unit (PSU) restructured and a new role developed – Professional Standards and Research Lead.

The Membership Services Unit (MSU) restructured and a new role developed – Membership and Professional Development Lead.

A new role of Communications, Publications and Marketing Lead developed.

A new role of Workforce and Training Lead developed.

The Chair of the Equality, Diversity, Inclusion and Antiracism Task and Finish Group to be a member of the Executive.

A DCP England committee formed from DCP Chairs.

Increased funding to DCP England and the

devolved nations to deliver virtual events as well as local events when possible and safe to do so.

Explore regrouping of Faculties to enable smaller faculties to be supported by being part of a larger faculty network whilst still retaining their core purpose.

Esther Cohen-Tovée and I will present a detailed paper in a forthcoming *Clinical Psychology Forum* to describe in detail the process and the interim model, together with the associated costs and the prioritisation for spending in 2021 and ambitions for 2022.

Core purpose of the DCP

The core purpose of the DCP is to support the development of clinical psychology, both as a profession and as a body of knowledge, by working collaboratively with others to promote the unique and important contributions of clinical psychology that cannot be replicated by other approaches.

To do this we have co-developed eight strategic objectives as follows:

1. To promote and develop the profession of clinical psychology
2. To promote the professional voice of clinical psychology
3. To provide support to our members and promote member networks
4. To strive to improve the wellbeing of the whole population through working with relevant systems and organisations
5. To support safe, effective, high quality provision of clinical psychology
6. To work in partnership with service users, carers, professional bodies, voluntary organisations and other key stakeholders
7. To promote and develop research and theory in relation to clinical psychology
8. To ensure effective and efficient functioning of the Executive and subsystems

and we try to achieve impact in each of these domains every year.

Member Network Review

The Member Network review is now being facilitated by an external consultancy firm Korn Ferry whose initial task was to review member networks across the BPS with particular focus on the way networks interact with the wider BPS.

The Korn Ferry team have been meeting with members from across the BPS to find out what is working well and what needs to be changed to enhance membership and improve the effectiveness of the BPS. Updates on this progress are on the [Member Board webpage](#) and a summary of the report is also available [here](#).

Professional Standards and Research update from Dr Ryan Kemp

Dr Ryan Kemp has been appointed as our DCP Professional Standards and Research Lead. Ryan has provided an update on the progress he has made creating two new DCP groups: a Research group and a Professional Standards group.

‘The Research Group will be seeking to support practitioner clinical psychologists to become more research active. We will be looking for ways to build research confidence through events and guidance. We are looking at ways to allow clinical psychologists to publish work that may not make it into peer-reviewed journals, but is still relevant and important. We are especially keen to support newly qualified clinical psychologists to disseminate their project results. Too much of this great work goes unshared.

The Professional Standards Group is not about regulating practice, but rather about how the DCP supports members to maintain and attain the highest levels of professional practice. Some of the issues raised already are (1) supervision; (2) how are clinical psychologists going to relate to new roles like Clinical Associate Psychologists (CAPs) and the Education Mental Health Practitioners; (3) how are clinical psychologists to operate in health settings that demand they expand their roles into areas they are traditionally trained in. These are not easy topics but we

hope to support and supply guidance that will steer individual practitioners and the services they work in. This agenda is not decided and the group will be open to new areas of work, especially those brought by group members.’

Membership and Professional Development update from Dr Annette Schlosser

Dr Annette Schlosser has been appointed as our DCP Membership and Professional Development Lead. Annette has shared her thoughts regarding her ambitions and what she would like to achieve.

‘The Professional Development role will be looking to work with BPS and DCP Faculties and Branches to ensure professional development opportunities are on offer for all layers of the profession; continuing the good work on widening access to clinical psychology initiatives, and making sure that we keep in mind representation of lesser heard voices in the profession and voices of people with lived experience throughout all of our activities.

The Membership role will involve connecting with DCP and BPS colleagues to ensure our activity joins up to enhance the membership experience; encouraging clinicians who have left the DCP to reconsider and return. We know there is still a lot of work to be done, as the recent membership report by Korn Ferry showed, but we are hopeful that with a renewed digital infrastructure in the BPS and better relationships with more openness and transparency between DCP and BPS, the experience of all members will improve. Again, it will be important for us as an organisation to show our values around inclusion and equity in what we do and how we do it.

The BPS has changed a lot in the past few years and there are many more exciting changes to come which I look forward to welcoming in.’

Workforce and Training update from Professor Tony Lavender

Clinical Psychology Training Commissions (2021)

There has been an increase in commissioned training places across all of the Nations.

In Scotland, the 25 per cent increase in commissioned places has been consolidated in the base line numbers and across the two courses the new entry will have risen to 80.

In Northern Ireland, a further increase of three places has been agreed so that the 2021 first year entry will be 21.

In Wales, the picture is slightly more complicated in that there was an increase of two commissions last year (rolled over to this year) and a further increase of one in South Wales, and one rolled over from last year plus another one in North Wales. HEIW have indicated there will be a year on year 10 per cent increase, but this has yet to be signed off.

In England, the entry for 2019 was 511, for 2020 it was 688 and for 2021 the total commissions available was 914, although it looks like approximately 900 will be taken. This seems a very good uptake given the rapidness of the expansion.

Across all the nations course staff and staff in services are working hard to ensure the successful delivery of the much needed expansion in training numbers.

Recent DCP publications

There are two recent publications from the DCP that I would like to bring to your attention.

Leadership development and support for clinical psychologists working in health and social care

Leadership is recognised as one of the key components of quality care. Clinical psychologists working in health and social care are expected to be providing leadership and have a responsibility to work with others to manage planned and emergent change. They often find themselves in leadership roles with little or no training and sometimes soon after qual-

ifying. The DCP commissioned a project to look at leadership development and support needs of clinical psychologists working in health and social care.

The project worked with clinical psychologists to understand the needs and current opportunities for leaders in health and social care. Based on the findings of the project, this paper looks at concerns the profession has with regard to its leadership capacity and sustainability and makes a series of recommendations to strengthen clinical psychologists' professional capacity to lead and influence.

It recommends that any BPS/DCP sponsored leadership support will require a broad multi-dimensional approach and strategy, attending to the following key elements:

- A leadership strategy for clinical psychology.
- Address the diversity gap.
- Promote leadership in partnership.
- Set out leadership support, training and development opportunities.
- Prepare for leadership for the future beyond the pandemic

Access the full paper [here](#).

Racial and social equalities in action:

What can possibly go right?

The DCP position paper Racial and social inequalities in the times of Covid-19 – taking conversations forward offered initial thoughts on the risks and impact of Covid-19 on pre-existing racial and social inequalities and structural racism. The DCP webinar on Racial and Social inequalities in September 2020 launched a campaign to raise awareness and mobilise action. This latest paper Racial and Social Equalities in Action: What can Possibly Go right? has been written based, in part, on the conversations from the September Webinar and is aligned to the work of the BPS Presidential Task Force on Equality, Diversity and Inclusion, the DCP Minorities sub-committee as well as the DCP Equality, Diversity, Inclusion and Antiracism Task and Finish Group.

The paper highlights a number of key themes and comments that have emerged, raising awareness, naming barriers to change,

and sharing the words and personal experiences of people from a diverse range of perspectives. The paper repeatedly challenges the reader to reflect on 'What can possibly go right', and encourages us to identify the actions that we should all take to achieve racial and social equalities.

We have all been encouraged to reflect on actions that we may and to take a pledge 'Towards Racial and Social Equality: Be Part of the Solution'. In January 2021, the DCP Executive made a collective pledge which was shared at the DCP AGM in March 2021, with the following statement and actions:

'We condemn racial violence, discrimination and structural racism.

We pledge to:

Continue to listen, learn and improve

Be inclusive and welcoming to all Increase, value and celebrate diversity

Take positive action for positive change

Evaluate our progress

We invite all our members to make a personal pledge'

This latest publication is a really important step in our learning, sharing and taking action.

Access the full paper [here](#).

Key events updates

Advance notice of upcoming events

'Fully Human: Soul, Psyche, Skin - Exploring Race in Psychology'

A two day online event 2–3 December organised by the DCP Covid workstream

This conference will study the way that society separates us on the basis of race, class, gender, ability, language, accent, and creates a system that places more value on some people over others. We will study the lived experience of these forces of separation and judgement as they emerge in the working Group Relations conference as a temporary learning organisation.

The online event will give attendees a chance to encounter the lived experience

of the dynamics of what it might mean to be fully human.

The Group Relations Conference applies a systems psychodynamic lens to the study of social and organisational dynamics. This is an active learning event that requires the full participation of members to bring their thoughts, feelings and experience to share in the contained learning space of the Group Relations Workshop Event as a temporary learning organisation.

This is a bold and creative innovation from the DCP that puts the BPS at the front and centre in thinking about this issue in our current context.

Booking link

<https://www.bps.org.uk/events/fully-human-soul-psyche-skin-exploring-race-psychology>

'Clinical Psychology, Climate, and Wellbeing: Joining the dots' organised by the South West and South Central DCP Branches, 20 September 2021

This virtual webinar is to help us make connections between our understandings (and our puzzlements, dismays and hopes) regarding the climate and ecological emergency.

We will explore what we can bring to environmental care through our everyday practice as clinical psychologists informed by values of social justice, inclusivity, dignity and human rights, along with our concern for future generations.

We will consider scientific evidence from climate scientists and from relevant psychological research, and explore what actions we can take as health professionals, as psychologists, and as local and global citizens, to promote wellbeing along with environmental care and living in harmony with nature.

There will be short talks from a range of practising clinical psychologists who are making links between their values of environmental care and their practice, along with time for questions, discussion and shared reflective time.

There are no simple answers to the emergencies we face, but by coming together we hope to open up an informed pluralism in exploring the complexities.

Booking link

<https://www.bps.org.uk/events/clinical-psychology-climate-and-wellbeing-joining-dots>

Climate Change: what's Psychology got to do with it?, Scottish interdivisional event on Climate Change, 23 September 2021

All eyes will be on Scotland when it hosts the UN Climate Change Conference in Glasgow later this year. With some of the conference goals focusing on securing global net zero by mid-century and adapting to protect communities and natural habitats, the BPS Scottish Branch wanted to deliver an event for its members which considers the climate crisis and more importantly what psychology and psychologists can contribute over and above what they are already doing personally.

The event aims to provide an opportunity to hear from a variety of speakers representing the divisions of psychology across Scotland as well as a platform to openly discuss issues raised. Attendees will gain a greater awareness of what psychology can deliver from an individual, leadership and workplace perspective as well as what groups, such as the BPS Steering Group on the Climate and Environmental Crisis, are doing to influence government policy on climate change.

Booking link

<https://www.delegate-reg.co.uk/scotwebsept2021>

BPS Strategic Framework 2021–2022

The BPS Strategy for 2021–2022 was announced at the BPS AGM in July. **This strategy aims to define the purpose, vision, values and initiatives of the BPS until the end of 2022.**

It captures the BPS aim to grow as an organisation – in reach, influence, impact – to work collaboratively across the society to provide high quality guidance, support and services for psychologists and the wider psychological workforce, support the advancement of

psychology, and place psychology at the centre of tackling wider societal issues.

Six strategic goals make up this strategy which bridge the gap between where we are now and where we want to be:

1. We will promote and advocate for diversity and inclusion within the discipline and profession of psychology and work to eradicate discriminatory practice.
2. We will strive to create a vibrant member-centred community with a meaningful membership identity.
3. We will promote the value of and encourage collaboration in interdisciplinary development and engagement.
4. We will be the home for all psychology and psychologists and uphold the highest standards of education and practice.
5. We will increase our influence and impact and advance our work on policy and advocacy.
6. We will strive to be more innovative, agile, adaptive and sustainable.

If you want to read the full interim strategy, a new website has been launched and is [available for members](#)

Election of President and President Elect

Finally, congratulations to Katherine Carpenter and Nicky Hayes.

Katherine was elected as BPS President 2021 to 2022 taking on this role following the July AGM. Katherine is Chair of the Division of Neuropsychology, vice Chair of the Practice Board and is also a Clinical Psychologist and member of the DCP.

Nicky was elected as the President elect and will become the BPS President 2022–2023.

Dr Roman Raczka

DGP-UK Chair