



the british
psychological society
promoting excellence in psychology

NOMINEE STATEMENTS

President-Elect and Elected Trustee 2022

June 2022



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PRESIDENT

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President-Elect

Joanna North

Society grade

- Chartered Fellow

Current employment

- Self-employed Company Director

Current roles within the society

- Editor *Psychotherapy Review*
- Chair Elect Safeguarding Advisory Group

Previous roles within the society

- Chair of Psychotherapy Section

Membership of society member networks

- Psychotherapy Section

QUESTION 1

The President of the BPS acts as champion and ambassador for the society, the discipline of psychology and for the wider psychological profession. How has your career and experience to date prepared you for this distinguished role?

My career as a psychotherapist spans 35 years. I have had much public facing work in the latter half of my career and have focused on developing standards, managing risk and complying with regulation as well as influencing organisations to make psychological changes to benefit their systems and society as a whole. I have also focused on psychological work with families who are the microcosms of society. I am Director of Joanna North Associates which is an Ofsted registered Adoption Intermediary Support Agency rated as Outstanding for the last 12 years. This registration has helped me understand the importance of raising the profile of my organisation as well as keeping a good reputation. I think that maintaining the reputation and standards of the BPS in order to underpin the profession of psychology is of vital importance, and I have a strong

felt sense of how to achieve this through upholding core values of the organisation combined with building trust and engagement of the membership. The Nolan Principles for those in public service are core to my beliefs upholding: selflessness, integrity, objectivity, accountability, openness, honesty and providing the hard work of leadership.

I am used to public speaking and helping the public understand psychology, and public institutions to understand how psychological understanding can enhance wellbeing and functioning of organisations and individuals. I increased these skills in my Family Court work where I worked as an Expert Witness for 12 years.

A passion for mental health and wellbeing is a core value of mine that I would bring to the role of President of the BPS. In 2017 I was awarded the Distinguished Contribution to Psychology in Practice Award and this was in recognition of my drive to ensure that psychology gives meaning to people's lives and is easier to interpret and implement.

I also give great weight to the influence of the written word. I am author of *Mind Kind Your Child's Mental Health* (published by Exisle in 2019) as well as *Mindful Therapeutic Childcare* (published by Jessica Kingsley Publishing in 2015). My doctoral thesis culminated in a manual for substitute carers: *How to Think about Caring for a Child with Difficult Behaviour* (Watershed Publishing 2010).

During Covid I set up a series of [podcasts](#) for parents to help with child mental health.

I have worked hard with intent and commitment to having psychology change the lives of our society and believe that this hard work has prepared me for the role of President where I can serve and support the BPS community and the way it influences our world.

QUESTION 2

The BPS's vision is to promote inclusivity and diversity. How do you see this as impacting the society's work?

I think that any leader in an organisation should model the behaviour they expect to see in others and demonstrate the attitudes and culture that they wish to see develop.

The BPS does not just serve one kind of community, and psychological practice is diverse and far reaching. The President of the BPS should have a clear vision of the Society's inclusion policy and implement and model a strategy of understanding difference without bias at every possible opportunity. Any leader in this field needs to understand the politics and psychology of inclusion as well as calculating the impact and cost of excluding human beings across the lifespan. The cost is too high.

This includes an understanding of ethics and safeguarding as well as the positive impact of raising an awareness of the diverse world in which we live.

There is a high cost to society and any organisation in excluding minority groups causing pain and anguish as well as frustration and anger. Repair is initiated when through thought and effort we create pathways so that all can participate in a fair and supportive culture. We correct the world's bias through recognition of the distress that has been caused and continues to be caused by unconscious bias in our world. This is hard work, but if change is achieved and at the level of inclusion the organisation itself will be more functional.

Last year I produced [Mind Kind Podcasts on Racism and Mental Health](#) with British Asian Psychotherapist Sheetal Amin.

QUESTION 3

The BPS aims to create a vibrant member-centred community with a meaningful membership identity. What do you see as the President's role in this?

I see the President of BPS as playing a vital role in how its members see and experience themselves within the psychological community. This is achieved from my perspective by forming a coherent narrative on the identity of a psychologist in today's context across the board: acknowledging differences between various sections and divisions and their focus... at the same time taking down barriers and silos that have come to exist between various fields of psychology. We are not in competition with one another – we work best when we work together and enhance various schools of thinking and fields of research. Psychologists as a group are all hard working people with the intent of bettering and encouraging human beings to thrive... from the various groupings there is no group that has dominance or superiority over this role.

The narratives within psychology as a profession have been built and changed throughout the history of the society. As a social organism we vacillate between chaos and organisation and ebb and flow as we form and reform our identity which is ever changing. Saying we have a fixed identity is a bit like saying that the tide stays in one place all the time – in an evolutionary sense it is impossible not to develop and change and grow. Any president needs to be an anchor as we are swayed by changing times, and especially at this time when the structure of BPS is adapting to a new shape. This is not an easy task bearing in mind all the pathways that lead to coherent and effective groups and all the potential inter-group phenomena in the great sea of pulling together.

Any leader needs to be able to balance the competing forces of conformity and maintaining normative conduct with the tendency to stereotype, prejudice and bias and privilege that can be automatic in humans, and yes psychologists, if not checked and put in place, as well as keeping an eye on potential deviance and taking into account the impact of errors and owning up to them. The faster we can correct mistakes the better we can be.

The reputation of the BPS rests on fine tuning this narrative for the membership. We are all there to help and enhance human life, and we are assisted by clear frameworks such as the *BPS Code of Ethics* leaning on respect, competence, responsibility and integrity as a guide. These values don't change.

QUESTION 4

The President Elect is an integral member of our Board of Trustees, which is the overall governing body of the society. Please outline any leadership, organisational and/or governance experience that would help you carry out this role.

I have experienced leadership in the following roles:

- Trustee of United Kingdom Council for Psychotherapy
- Fellow and Chartered Member of BPS
- Chair of Ethics Committee for UKCP Children and Young People's Committee
- Chair of Psychotherapy Section
- Editor of BPS *Psychotherapy Section Review*
- Chair Elect of BPS Safeguarding Board
- Editing and directing a series of podcasts on mental health for Mind Kind
- Director of three companies... two of which are Ofsted registered and rated as outstanding: Joanna North Associates, Joanna North Adoption and Mind Kind
- Expert Witness in the Family Court.

I think that to succeed as a leader one has to become conscious of the role, and I have learned that leadership involves hard work, attention to detail and courage to implement change.

It is not an opportunity to relax. I have identified that the role of leadership is demanding and requires strong decision-making ability, good moral judgement, the skill of being able to adhere to values, and both make decisions and change decisions if they need adjustment as well as being able to move forward and develop the organisation.

The role of leadership is not about being popular but more about having the capacity to relate, influence and inspire through high levels of engagement. I think it is also crucial to be able to identify areas where there is potential risk of conflict which may erode confidence in an organisation. Skills such as listening to others, dissemination of information, planning and decision making, and excellent time management are all crucial to the role of leadership. Of all the skills available I find the ability to reflect on and process information, in order to make wise and enduring decisions on strategy, is achieved through mindfulness practice. Mindfulness is a vital part of my everyday routine that has helped me manage the most pressing of problems in creative ways with good outcomes.

As evidence of this, my most recent Ofsted report for my service Joanna North Adoption was rated as Outstanding. This is available at Ofsted Reports SC02617067 or see my website www.joannanorth.co.uk and www.joannanorthadoption.co.uk.

PROPOSER 1

DR PHILLIP COX

How long have you known the candidate?

Seven years.

When have you worked with the candidate or come into contact with them?

I have worked with Dr North in multiple roles and on multiple projects. Dr North and I have crossed professional paths for many years. Our collaborations increased when I was a member of the BPS Psychotherapy Section executive committee (EC), and Dr North was elected as our Chair. This led us to work more closely together on event and conference organisation. In time, I became the Section's Chair and Dr North and I worked on ethical and safeguarding projects. Our collaborations continue. For instance, we are both involved as BPS members engaging with UKCP and other professional bodies, where Dr North is highly respected. We are shaping policies in the helping professions.

Why do you think the candidate would make a great President-Elect and President?

Dr North's leadership is creative and Dr North is adept at managing difficult situations. With an advanced understanding of ethical and safeguarding issues, Dr North is well-placed to take the BPS forward with a collaborative approach that brings different and sometimes competing viewpoints together. Dr North brings out the best in others and works in a boundaried way so that colleagues feel safe to express a range of views. This includes Dr North's active focus on inclusivity, such as EDI issues. I hope that Dr North's view for the future of the BPS, on a national and international level, will be valued by the BPS's voting membership.

PROPOSER 2

DR NISHA GUPTA

How long have you known the candidate?

Two years, seven and a half months.

When have you worked with the candidate or come into contact with them?

I first met Dr Joanna North on 18 October 2019 when she was Chair of the BPS Psychotherapy Section at their conference on *The Outsider: Inclusion and Exclusion in the Therapeutic Relationship*. I met and got to know Dr North during this event. I and other attendees were invited to the Annual General Meeting being held that day and Dr North invited me to join the Psychotherapy Section Committee as a co-opted member. I joined and Dr North has also remained an active member as the Vice Chair. She is currently the Editor of the BPS *Psychotherapy Section Review*; I hold the role of Co-Editor. This role has brought me into much closer contact with Dr North, her clinical work, her professionalism, clear thinking, driven personality and ability to motivate and support others.

Why do you think the candidate would make a great President-Elect and President?

Dr North is a highly competent and very experienced psychologist and psychotherapist. She has had a distinguished and remarkable

career. She has worked in her field for over 30 years and has made significant contributions to the psychology profession.

She has held the position of Director of Joanna North Associates since 2012. Her Adoption Support Agency has been rated Outstanding by Ofsted since 2010 – a truly exceptional achievement.

She always aims to support others in their development and is committed to helping children and families through psychological interventions.

Dr North always aims to comply with professional and ethical standards and encourages others to do the same.

She is personable, able to motivate and support others.

She is a good communicator, clear thinker and an effective leader, always aiming to bring people together and reduce exclusion.

Within and outside of the BPS, she has held several roles, including:

- Chair of Psychotherapy Section 2017–2019
- Vice Chair of Psychotherapy Section 2019–2021
- Chair of Ethics at United Kingdom Council for Psychotherapy Childrens Section. 2019–2021
- Editor of BPS *Psychotherapy Section Review* 2021 to present.

Dr North has published widely. Her publications include: *How to think about caring for a child with difficult behaviour* (Watershed, 2010); *Mindful Therapeutic Childcare* (Jessica Kingsley Publishing, 2015); and *Mind Kind – Your Child's Mental Health* (Exisle, 2019).

Dr North would make a great President-Elect and President for multiple other reasons. She would model and demonstrate psychology in practice for the benefit of all. She would make a passionate commitment to advance and expand the field to stay fit and relevant to the ever-changing landscape of modern society,

to which psychology has a significant contribution to make in coming decades, to ultimately continue improving lives of individuals and organisations.

In 2017, she was awarded the BPS Outstanding Contribution to Psychology in Practice award.

Jimmy Petruzzi

BPS Grade

- Graduate Member

Current employment

- Lecturer, radio broadcaster, football coach

Any current roles within the society

- Co-Chair Elect of the North West of England Branch
- Editor of *The North of England Bulletin*

Any previous roles within the society

- None

Membership of any society member networks

- None

QUESTION 1

The President of the BPS acts as champion and ambassador for the society, the discipline of psychology and for the wider psychological profession. How has your career and experience to date prepared you for this distinguished role?

I have authored several books and resource manuals, and in my work as a radio broadcaster over many years, I have researched topics and background information for items to be featured on the programme plan. I rehearse shows, write and sometimes memorise scripts, liaise with other members of the production and technical teams, introduce and host programmes, interview guests in the studio by telephone or on-location, meet with the production crew to assess or review a broadcast, and plan the next show.

In my lecturer role I plan delivery of schemes of work and lesson plans, and individual learning plans to support learner progress and timely achievement. I undertake ongoing high quality formative and summative assessment of learners' work, both in class and through regular out-of-class activity to monitor progress.

I initiate and respond to new curriculum developments and plan resources as

appropriate. I reflect on my own practice, including teaching, learning and assessment, and review and implement ways in which the learning experience can be improved.

I complete and submit all paperwork relevant to the role in a timely manner, including exam entries and accredited achievements, and attend all meetings and appropriate staff and curriculum development activities as required.

I am a life-long learner of modalities, applying principles from the arts, martial arts, sport and business into my delivery.

I've been a world-renowned performance coach for over 20 years, working around the world with many top businesses, entrepreneurs, corporations, professional football teams and individuals at national and international level in the English premiership and worldwide. I work with international and Olympic athletes, and top professional sports people, and as a consultant with sports organisations, businesses and associations, helping them achieve peak performance in all aspects of their lives. Over the past 20 years, I have worked with thousands of people worldwide, and am a sought-after and highly regarded speaker for conferences and seminars internationally.

QUESTION 2

The BPS's vision is to promote inclusivity and diversity. How do you see this as impacting the society's work?

I am from a ethnic minority and I'm passionate about promoting inclusivity and diversity. I would like to promote a diverse representation of the society, in terms of age, race, religion, nationality, sexual orientation, gender, gender identity, and national origin, which brings diverse viewpoints and perspectives.

Having an inclusive culture makes people feel valued and proud of their culture. Diversity in the workplace statistics show that having an inclusive culture and reflecting a variety

of backgrounds and experiences encourages others to embrace non-discriminatory practices and policies. All members feel included when they feel 'safe' to voice their concerns and opinions without fear of victimisation. The freedom of expression without fear also empowers people to not just listen to but also actively embrace diverse viewpoints.

I truly want everyone to feel included, taking into account any barriers and preferences, and embracing different people from different backgrounds and generations, with sometimes vastly different perspectives.

Through my leadership commitment to inclusivity and diversity, I would work to achieve the following:

- Strengthening anti-discriminatory policies
- Eliminate bias in the evaluation process and promotion opportunities
- Segment employee engagement surveys by minority groups
- Use independent groups to conduct focus groups
- Acknowledge and honour multiple religious and cultural practices
- Introduce a policy for honouring a variety of cultural and religious practices
- Foster a company culture where every voice is welcome, heard, and respected
- Invite diversity of discussions.

I would promote inclusivity and diversity by having a safe space for people to practice their beliefs, and would promote inclusion or cultural diversity by holding regular culture days. Let the members of different communities have the opportunity to speak about their culture.

I would build a fairer and more inclusive environment regardless of our identity, background or circumstance. We all deserve the opportunity to develop our skills and talents to our full potential, working in a safe, supportive and inclusive environment, being fairly rewarded and recognised for our work and having a meaningful voice on matters that affect us.

Inclusion is where people's differences are valued and used to enable everyone to thrive at work. An inclusive working environment is one in which everyone feels that they belong without having to conform, that their contribution matters and where they are able to perform to their full potential, no matter their background, identity or circumstances. An inclusive workplace has fair policies and practices in place and enables a diverse range of people to work together effectively.

It's by recognising difference that we can acknowledge the benefit of having a range of perspectives in decision-making, and by ensuring the workforce is representative of the organisation's members

Differences include visible and non-visible factors, for instance, personal characteristics such as background, culture, personality, work-style, accent, and language. It's important to recognise that a 'one-size-fits all' approach to managing people does not achieve fairness and equality of opportunity for everyone. People have different personal needs, values and beliefs. Good people management practice needs to be consistently fair but also flexible and inclusive to support both individual and business needs.

QUESTION 3

The BPS aims to create a vibrant member-centred community with a meaningful membership identity. What do you see as the President's role in this?

I advocate psychology for all, giving everyone a voice, and every member a voice, building a vibrant member collective from creative people from all walks of life who share a similar mindset – a passion for psychology. We each share the same passion for connecting with likeminded members and growing relationships. We invite members to our exclusive member events programme to join us through the power of talks, all designed to empower and inspire. Our members are at the heart of everything we do.

At our core we represent:

- British values
- Democracy
- The rule of law
- Individual liberty
- Mutual respect
- Tolerance of those of different faiths and beliefs
- And primary ethical principles of respect, competence, responsibility, and integrity.

I would involve the members in decision-making about their area and the services within it, ensuring they are well networked and supportive, where members look out for each other, with community-centred approaches

I'm a Committee member, Communications Officer, and Co-Chair Elect of the North West of England Branch, where I work to maintain a unique brand voice, developing and executing marketing and public relations campaigns and social media management, identifying target audiences and executing strategies to engage others.

Events play a huge part in the success of an organisation. I manage and plan the events Psychology in the City (for members only) and Psychology in the Community (open to non-members). I organise the promotion, ensuring the target audience is engaged and the message of the event is marketed properly.

QUESTION 4

The President Elect is an integral member of our Board of Trustees, which is the overall governing body of the society. Please outline any leadership, organisational and/or governance experience that would help you carry out this role.

As a Committee Member and Communications Officer of the North West of England Branch, I organise events and edit the Branch bulletin.

When organising events I manage the whole process from the planning stage, right through to running the event and carrying out the post-

event evaluation. The role is primarily hands-on and often involves working as part of a team.

As the BPS *North of England Bulletin* editor, my responsibilities include assisting in producing the biannual bulletin, fact-checking writers' articles and optimising written pieces to increase user engagement. I proofread, restructure and edit articles by content writers, including assisting in planning, coordinating, writing and editing content for the publication.

My other leadership and organisational experience comes from my work within sport coaching, radio broadcasting and working as a lecturer.

SPORT COACHING

- Mental Skills Education Coordinator for Australasian Soccer Academy (February 2020 to present date).
- Bury 1st team Football Conditioning Coach (2005 October to November 2006).
- Youth Team and School of Excellence Performance Director (July 2003 to 2006).
- Fitness trainer for Bury Football Club, Youth Team under 16s to under 19s. Duties include overseeing physical development of School of Excellence under 9s to 16s.
- Delivering Youth Football Scholar Education programme to football scholars, along with football fitness, and psychology knowledge.
- Designing and implementing strength training and conditioning programs in-season, off-season, and pre-season for all school-sanctioned male and female athletic programs in a manner that reflects research-driven practices and our country's Long-Term Athletic/Fitness Development Model.
- Working in cooperation with the sports medicine or athletic training staff in the rehabilitation and strengthening of injured athletes.
- Facilitating a collaborative relationship among sport coaches, sports medicine staff, and the strength and conditioning staff.

- Working with Borough Football Club (August 2018 to present date) by enhancing team spirit, building cohesion, establishing and honing team strategies, goals and tactics and increasing confidence amongst team members, including relaxation and anxiety management techniques.

RADIO BROADCASTING

- Working with Salford City Radio (August 2018 to present date) on research topics and background information for items to be featured on the programme, including planning and rehearsing shows, writing and sometimes memorising scripts, liaising with other members of the production and technical teams, and introducing/ hosting programmes.
- Interviewing guests in the studio, by telephone or on location.
- ‘Driving’ the desk and operating some of the technical equipment for recording and playback, using computers to cue up and play music and jingles.
- Keeping the programme running to schedule, responding positively and quickly to problems or changes and improvising where necessary.

WORKING AS A LECTURER

- Planning and implementing an effective training curriculum.
- Preparing hard copy training materials such as module summaries, videos, and presentations.
- Developing monitoring systems to ensure that all employees are performing job responsibilities according to training.

PROPOSER 1

MIA PAL

How long have you known the candidate?

Two years.

When have you worked with the candidate or come into contact with them?

We have worked together first as ordinary members of the Committee of BPS North West

Branch and then as Co-Chairs of the same Committee. Over the last two years I have seen Jimmy devoting his precious time, knowledge and support in the most selfless and sustained ways to assure the longevity and strength of our Committee.

Why do you think the candidate would make a great President-Elect and President?

It is a privilege to be able to write this nomination for Jimmy Petruzzi. During the two years we have been working together in the NW Branch Committee I have personally witnessed the tremendous dedication Jimmy showed towards the society values and their implementation in our communities. His immense expertise in high performance leadership coaching backed by over 20 years of training in sports performance, psychology and neuroscience enables Jimmy to act and serve as a continuous role model for our members, for students, fiercely passionate about the future of BPS’s values and how the society is represented to members and non-members. In particular, I have been impressed by the creativity and initiative in dissemination through radio broadcasting of the North West Branch events and interviews with top psychologists from various arms of psychology in an effort to continuously expand psychological knowledge amongst our communities.

Highly influential in his field and a distinguished communicator and diplomat, Jimmy understands profusely the inherent challenges and nuances that the position of BPS President-Elect holds, yet his ability to work collaboratively across departments and his business acumen and his commitment and passion to act as a vibrant ambassador for the society commends him naturally for this role. I propose Jimmy wholeheartedly for the position of BPS President-Elect and I have no doubt that should he win, he will serve and represent the society both to our members and outside its borders with integrity, commitment and originality.

PROPOSER 2

ANDREA STEIN

How long have you known the candidate?

Four years.

When have you worked with the candidate or come into contact with them?

I met Jim in November 2018, when he joined the North West of England Branch (NWB) committee as a current committee member running as Secretary. I am a graduate member with a MSc Organisational Psychology (University of Manchester), in my 3rd year of my full-time PhD in Applied Psychology at the University of Salford and lecture there part-time.

I have known Jim for four years. We then met during our monthly meetings and committee events, work well together and I consider Jim my friend. I have worked with him, co-hosting BPS NWB events (Psychology in the Community and City). I wrote an article for the North of England Bulletin, which he co-edited. It was a positive experience as he motivated and encouraged me to improve my writing. He interviewed me on the radio to promote the university TEDx event. He is an incredible facilitator and was a highly enjoyable experience.

Why do you think the candidate would make a great President-Elect and President?

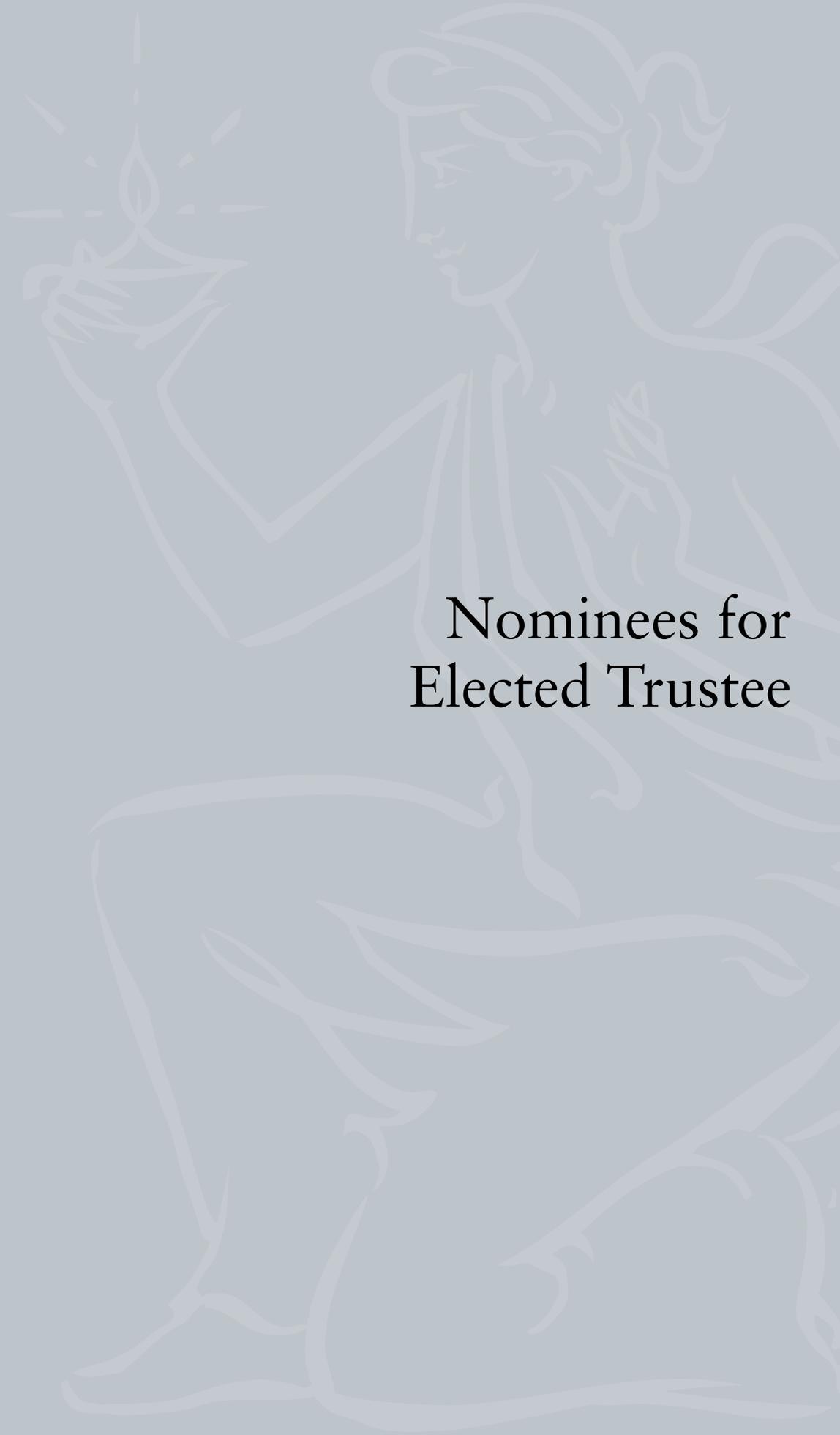
Jim would make a great President-Elect as he is a brilliant organiser. Jim started taking over the

organising of the Psychology in the Community and City events and managed to bring in exciting speakers and increase the community engagement. Jim then took this further by being Communications Officer. He then took on the Co-Editorship of BPS *North of England Bulletin*, where he represented the NW, and his co-editor represented the North East. He was always eager to step in and help with any activity and he is great at multi-tasking. Jim then stood for BPS NWB Chair Elect in 2021, where he co-chaired with Mia Pal.

Jim is one of the most optimistic, passionate, approachable, energetic, and collaborative people that I know. He is a full-time lecturer, NLP trainer, author, high performance coach and radio broadcaster for Salford City Radio. As a toastmaster, he is an incredible speaker, and his talks/presentations/events are incredibly interesting, dynamic, and engaging. He is such a positive team member and great leader as well. He will go out of his way to assist his friends and colleagues and he has so much wisdom and experience to share. He has many creative ideas as well as the energy to carry them out. I believe knowing Jim as well as I do that, he can take the society to a new level, bringing, ideas, approachability, communication, and transformational leadership into the BPS. I believe that Jim is the perfect person to uplift the BPS and bring a return in engagement, collaboration, excitement and help with a new surge in membership!

TRUSTEE

Nominees for
Elected Trustee



Julia Faulconbridge

Society grade

- Chartered

Current employment

- Independent

Current roles within the society

- DCP Lead for Communications, Marketing and Publications
- Deputy Chair BPS Member Board

Previous roles within the society

- Chair, Trent Branch of DCP
- Committee member of DCP Faculty for Children, Young People and Families
- Committee Member
- Conference Organiser
- Chair
- Vice Chair

Membership of society member networks

- Division of Clinical Psychology (DCP)
- DCP Faculty for Children, Young People and Families

Government's Department for Children, Schools and Families and the Department of Health to work with services and commissioners on improvement programmes for NHS CAMHS services.

I was a Specialist Advisor with Care Quality Commission for a number of years, taking part in many inspections.

Within the BPS I have held a number of leadership roles and have represented the BPS in external fora, e.g. the Coalition Government's Task Force on Child Mental Health which produced 'Future in Mind'. I have worked closely with BPS staff across the whole organisation. In my role as Deputy Chair of the Member Board, I have been involved in all the work of this relatively new Board which reports directly to the Board of Trustees. This includes work on the new membership grades and the member conduct rules.

Outside of psychology, I am Chair of our local Parish Council.

All these areas of work have given me wide experience of leadership in differing contexts and I have led organisational development and change in some of them. I have also advised on and supported organisational change in a number of other settings as part of my work. I have been responsible for ensuring high quality and effective governance in all elements of my work and have also been involved in the inspection of, and advice about, governance in other organisations. Whilst I do not have specific expertise in being a Trustee, I feel I do have understanding of the role and the breadth of experience to enable me to fulfil it.

QUESTION 1

The Elected Trustee will be a member of our Board of Trustees, which is the overall governing body of the society. Please outline any leadership, organisational and/or governance experience that would help you carry out this role.

Before retirement from the NHS, I ran an innovative community child psychology service for many years that I had developed from scratch. I was involved at a senior management level at the Trusts I worked in. I was also closely involved in the training of clinical psychologists, both in teaching and supervision.

Following that, I was a member of the National CAMHS Support Service, including a period of being the East Midlands Lead. This service was established jointly by the last Labour

QUESTION 2

The BPS's vision is to promote inclusivity and diversity. How do you see this as impacting the society's work?

I have been working in the DCP and engaging with others, e.g. in our Minorities

Subcommittee to address issues of inclusivity and diversity in the profession of clinical psychology and am drawing on that learning.

We must have a very strong focus on race and culture whilst also remembering that inclusivity and diversity needs to address other barriers; for example, for those with health issues and disabilities and for non-protected characteristics like socio-economic background. It is crucial that the BPS itself embraces the need for systemic, cultural change, including addressing institutional racism and becoming an organisation which truly promotes and values equality, diversity and inclusion. The new EDI Board is an important step. However, the work of change must not be confined in one place but be the work of every part of the organisation, guided by the Board.

Those of us in positions of leadership need to do the 'heavy lifting'. This must not be another task just for those who are marginalised. As leaders we need to listen to and validate the feelings and experiences of our marginalised colleagues and ally with them in creating effective change. Very importantly we need to find ways to spread this process as best we can throughout the membership.

Becoming a genuinely inclusive organisation requires work at both interpersonal and structural levels. Testimonies of psychologists from marginalised backgrounds highlight ongoing experiences of discrimination, micro-aggressions and failures to understand their perspectives or listen to their experiences in their working lives. We need to be working with, supporting and involving our whole membership to make progress and become truly non-discriminatory and inclusive as an organisation. Within the membership we have many people with very significant theoretical and practical expertise in this field who can support the BPS in this work.

Understanding the structural barriers hampering access for marginalised groups to the discipline of psychology and to the professions is essential. Many of those barriers are part of the UK's wider political and socio-economic context and so we need

to argue for change in the long term and mitigate as best we can in the short term. But increasing access and therefore numbers of psychologists from minority backgrounds is not enough – the systems they are joining have to change to make inclusivity a reality rather than an aspiration. The BPS, as the home for psychological professions, is a key partner in achieving both goals through its accreditation and advocacy roles. We must also ensure the BPS itself is a place of welcome, support, and mentorship where diversity is positively valued and where all members feel 'at home'.

Making real progress on diversity and inclusion is difficult, challenging and emotionally demanding work but talking is the relatively easy part. We have been talking for a long time and this is the time for concrete actions.

QUESTION 3

The BPS aims to create a vibrant member-centred community with a meaningful membership identity. What do you see as the Elected Trustee's role in this?

As a member organisation, the BPS is its members. The members represent the major source of knowledge and expertise in the UK about the academic study of psychology; the teaching and dissemination of it, its practical applications and professional groups who apply it. The subject has grown enormously over the last 50 years, as has the number of psychologists.

This breadth and depth is both a strength and a challenge for the BPS in creating a membership identity and a sense of community. The challenge is the disparate and diffuse nature of the membership and, at times, their conflicting views and interests. The strength comes when these differing perspectives and knowledge bases are brought together.

One of the key steps in creating a meaningful membership identity is being able to harness the commonalities and knowledge. An example of this was the creation of the cross-society

working group producing the Covid resources. In addition to the very valuable resources, this led to improved links between previously separate networks in the BPS.

I would hope that one of the roles of the Elected Trustee, together with the rest of the Board, would be to use their knowledge and experience to aid in the creation of that membership identity by the combination of positive support and constructive challenge. Scrutiny of reports and the discussions of strategic matters needs to be done through several lenses. It is obvious that financial and governance matters are essential to that scrutiny. A membership lens is also needed – what does this achieve for the membership, how does it further their interests and how does it impact on recruitment and retention of members?

One element is what the society provides for members in terms of personal and professional benefits and that is very important, especially in these financially testing times. However, for many members, just as important is what the society does for the public as part of the fulfilment of its charitable aims. The BPS being a body of influence that promotes the discipline and the application of psychological knowledge in the public arena is crucial and is a means of creating a vibrant member-centred community in which members come together, are able to contribute and feel proud of what the BPS is achieving. It can make the BPS an organisation that people want to be part of, that feels an essential part of their identity as a psychologist. A key role for the Elected Trustee and the Board should be in helping the organisation to develop that public role further and to navigate the inevitable sensitivities and risks which it can entail.

PROPOSER 1

TONY LAVENDER

How long have you known the candidate?

Over 10 years.

When have you worked with the candidate or come into contact with them?

I have worked most closely with Julia as a member of the DCP Executive Committee. We are also on a number of sub-committees some of which I chair and some of which she chairs. For example, Workforce and Training, Communications and Publications. This work also involves liaising outside the committees.

Why do you think the candidate would make a great trustee?

I think the candidate would make a very good trustee. She has shown a long term commitment to the society and has remained so throughout quite a difficult period for the DCP/BPS. She will remain analytic and critical where she see problems but will always do so in a constructive manner. She has been working closely with a number of BPS staff particularly on the communications agenda and always seems to find solutions to problems encountered.

She seems to understand well the trustee's role in terms of governance, strategy and the management of risk. She has good external contacts connected with the NHS and psychology services, in particular services for children. She has a strong sense of her values and has been committed to inclusivity for both people from diverse backgrounds and to the deep engagement of Experts by Experience.

Julia has a strong commitment to ensuring positive communications (Chairing the DCP sub-committee) about the work of the BPS and DCP. She has appeared on a number of media platforms and understands the processes involved. She has also pioneered the work on introducing a process to work with psychologists at an early stage of developing potential publications (also facilitating decisions about whether the publication should be for a wider group of practitioner psychologists) as well as monitoring their progress.

Overall I think Julia would make a very good contribution to the Board of Trustees and will provide the required critical eye but will do so in a way that is collaborative and constructive.

PROPOSER 2

ROMAN RACZKA**How long have you known the candidate?**

Six years.

When have you worked with the candidate or come into contact with them?

I know Julia due to her various roles within the DCP/BPS including roles as Interim DCP Chair, DCP Vice Chair, DCP Communications and Publications Lead and BPS Member Board Vice Chair. Over the period of time that I have known Julia, we have had very regular contact in meetings (face-to-face and online) as well as telephone and video calls.

Why do you think the candidate would make a great trustee?

In my opinion, Julia would make an excellent trustee. She is a highly experienced and very well respected psychologist who has had many years of being a practising clinician as well as head of a service. She also has had many years of involvement in the BPS and the DCP in a range of roles including with the Children and Young People's Faculty, the DCP Executive and also as Vice Chair on the BPS Member Board.

Drawing on her extensive experience, Julia would bring an in-depth knowledge of psychology to the trustee role. In addition, Julia has a wide range of very relevant skills and personal qualities. Julia's personal qualities include honesty, integrity, and dependability with strong personal values. Her skills include excellent interpersonal skills, she is a great communicator and a really good listener. She demonstrates excellent attention to detail and has an analytic mind using objective evidence to make decisions. Whilst skilled at working independently, Julia is also proactive about contributing to team work and collaborating with colleagues.

Julia is especially passionate about the BPS and would be a highly valued asset to the Trustee Board as well as to members if she were to be elected. I believe that Julia would use her knowledge, skills and qualities to take on the role of trustee as an enthusiastic, committed participant working collaboratively with other Board members to ensure that the society is well led, well run and ensuring maximum benefit to members.

Society grade

- Student Member

Current employment

- Student

Current roles within the society

- None

Previous roles within the society

- None

Membership of society member networks

- None

I took several courses on management to further expand my skills in the field:

- Project Management, Google
- International Leadership and Organizational Behavior, Università Bocconi
- Intercultural Management, ESCP
- International Business I and II, University of New Mexico
- Managing the Company of the Future, University of London
- Quality Management, Great Learning

And I have acquired a certificate for the Professional Skills for the Workplace Specialization from the University of California.

QUESTION 1

The Elected Trustee will be a member of our Board of Trustees, which is the overall governing body of the society. Please outline any leadership, organisational and/or governance experience that would help you carry out this role.

I believe I have a lot of qualities that will enable me to perform the duties of the Elected Trustee very efficiently and successfully.

EDUCATION

I am currently studying for an MSc Psychology Conversion Degree (BPS) at Arden University.

Prior to that, I acquired a Bachelor's degree in Business Management at University 'Union – Nikola Tesla', Faculty of Business Studies and Law, Belgrade, Serbia.

I also have two Undergraduate Certificates:

- Undergraduate Certificate in Law of Internal Affairs, Criminology at University of Novi Pazar, Pan evo, Serbia.
- Undergraduate Certificate in Geoeconomic and Regional Studies at Megatrend University, Faculty of Geoeconomics, Belgrade, Serbia.

WORK EXPERIENCE

I worked as a Business Manager at STR Rinfuz, Pan evo, Serbia from November 2020 until December 2021. I was also an Operations Manager Intern at Panagro M&G, Pan evo, Serbia for two months at the end of 2018.

I established an NGO, My Future Pet, that focused on finding new homes for stray animals across Serbia. It operated from March 2013 until December 2019.

VOLUNTEER EXPERIENCE

I am currently occupying the following volunteer roles:

- MSc Psychology, Student Representative at Arden University, Coventry, United Kingdom
- Volunteer Global Ambassador at Duolingo, Pittsburgh, United States
- Brand Ambassador at Lanlo, Leeds, United Kingdom
- Brand Ambassador at FluentWorlds, Utah, United States

QUESTION 2

The BPS's vision is to promote inclusivity and diversity. How do you see this as impacting the society's work?

I believe this is a great initiative that can impact BPS' work in a very positive way.

Diverse teams foster better employee engagement and productivity, and they allow for better problem-solving abilities as varying perspectives often approach business challenges in a new way.

Promoting this kind of attitude can shine a positive light on our society.

QUESTION 3

The BPS aims to create a vibrant member-centred community with a meaningful membership identity. What do you see as the Elected Trustee's role in this?

I think an Elected Trustee can have a meaningful role in this community.

An Elected Trustee's role in this can be similar to that of a student representative, in this case a member representative, representing the link between members and higher-level BPS personnel. It can also play a bigger part in forming a member-centred community.

It is just a suggestion. There could be an endless number of possibilities as long as the right person is chosen for this position. A person that would take initiatives. Someone who would go beyond the mere description of this role. Someone who would strive to constantly improve the performance, impact, and image of the role of an Elected Trustee and the whole British Psychological Society.

PROPOSER 1

DR KONSTANTINOS ARFANIS

How long have you known the candidate?

Three months.

When have you worked with the candidate or come into contact with them?

Dejan Hrcan was a student in my MSc Social Psychology module.

Why do you think the candidate would make a great trustee?

He is hard working and honest.

PROPOSER 2

GAIL STEPTOE-WARREN

How long have you known the candidate?

Six months.

When have you worked with the candidate or come into contact with them?

As Head of School Psychology at Arden University – Dejan is our course rep and represents students across the psychology programmes.

Why do you think the candidate would make a great trustee?

He is a responsible individual who takes his role seriously. He is passionate about psychology, and becoming involved with the BPS and supporting developments in the area.

His commitment and reliability are excellent.

Society grade

- Graduate Member

Current employment

- In Cognition UK – self-employed

Current roles within the society

- Co-Chair North West Branch
- Committee Member DCP Northwest Branch

Previous roles within the Society

- Committee Member North West Branch

Membership of society member networks

- None

and on increasing diversity and inclusion in our events by setting a target that by the end of 2022 each member of the committee has been involved in initiating at least one event/opportunity they feel passionate about in the field of psychology. This has seen tremendous growth and coherence at the level of the committee, resulting in powerful collaborations with colleague branches, successful and original events, just to mention the most recent Afro-Asian Critical Psychology Conference from 5 May 2022, and a new confidence in the immense resources and possibilities that being part of the society offers.

QUESTION 1

The Elected Trustee will be a member of our Board of Trustees, which is the overall governing body of the society. Please outline any leadership, organisational and/or governance experience that would help you carry out this role.

I have held a number of leadership roles in my career and within the society as current Co-Chair of the North West Branch. This role has given me a ‘hands on’ understanding of the dynamics, responsibilities and processes that take place at the level of local branches and further into the society layers, such as Senate and Member Networks.

Having worked for the last seven years in my private practice In Cognition UK as a therapist and as a consultant for various agencies in security and forensic fields, I have extensive experience as a clinical leader and I maintain a good balance between managing the organisational and financial aspects of running an organisation.

As Co-Chair of North West Branch, my focus has been on creating a vibrant committee in which every member feels valued and heard

QUESTION 2

The BPS’s vision is to promote inclusivity and diversity. How do you see this as impacting the society’s work?

The society has undertaken significant steps in establishing and embedding inclusivity and diversity into its core values and has consistently responded to these issues by transparently improving membership access, grades, practices and activities across its member networks.

Transition from old systems to new ones is a process and we have to be mindful that like any process where change is involved, adjusting, assimilation and time are required for successful implementation. I see the society as a living entity and not as an abstraction, that is constantly expanding and learning on how best to integrate sensitive issues like inclusivity and diversity in ways that recognise that everyone is different, in ways that highlight the most representative cultural awareness and environment where individuals can be their full selves.

I feel that this work is permeating throughout the society fabric, and it is growing into a strong awareness which can be witnessed not only in the written manifesto but also in the

society's current organisational policies, the wealth of activities, events, and professional opportunities. It is a work that we must become intimately accustomed with at the level of our individual work within the society first and to become that individual voice we want to represent and promote. Reflecting the communities and the wide diversity of our psychologists, their skills and knowledge is not a task that should be only on the Management teams or the Board of Trustees' agenda – we have to share this work of growing together and educating ourselves and our members into committing to building a diverse and inclusive psychological culture. We must achieve a unity of vision, thought and expression in which diversity and inclusivity are the glue that strengthens us, as individuals and as a society, not dividing us. Also, we have to make sure we have the necessary resources at levels of management to support the effective actions we are implementing and that we are prepared to constructively respond and work with challenging opinions.

QUESTION 3

The BPS aims to create a vibrant member-centred community with a meaningful membership identity. What do you see as the Elected Trustee's role in this?

Creating a member-centred community is intrinsically linked and built on a culture that celebrates inclusivity and diversity, that celebrates and invites individuals to add something different to discussions, in ways that help the society as a whole to grow and redefine itself in the process, accurately reflecting these collective endeavours. I have worked towards this aim for the last 18 months within my branch and in particular within the committee, establishing patterns in meetings where everyone's voice is being heard but more, members are encouraged to be creative, courageous and see opportunity within their roles which has seen an increased attendance to committee meetings, and an infectious enthusiasm and engagement in the branch events.

As an Elected Trustee, my role as a member of the society wouldn't necessarily end, the same as when in a family a son becomes a father, he doesn't stop being a member of the family. On the opposite, there is an enhancement of the role, a richer contribution to the values of family – of the Society – that becomes possible. Being an Elected Trustee makes it more about listening carefully and being open to challenge and change than about me, creating strategies that strike a delicate yet healthy balance between society objectives and members' visions and voices. Recently I was invited to speak with another colleague Chair to one of our committees who has lost their Chair and needed some support from branches. One of the questions from a committee member was if it feels different to go from being an ordinary member to a Chair and if it doesn't feel overwhelming. My answer was that being a Chair has not changed me. The role has changed but I do the same things I was doing as a member. I am still involved in planning events, in reaching out to colleague branches, in creating collaborations. What has also changed is the opportunity to be involved and reaching out within the society more and that is a tremendous opportunity of growth. Yes, there is an aspect of responsibility and leadership and yes, we need to commit time and effort to know our society, be aware of the processes and structures on an on-going basis but it shouldn't change us as a person. In the same way, as an Elected Trustee I would once more be given an opportunity of making an impact by joining our Board of Trustees and be that strong branch that the Board needs in running the society.

PROPOSER 1

LORNA MILLS

How long have you known the candidate?

Since September 2020.

When have you worked with the candidate or come into contact with them?

I have worked with the candidate as part of the North West BPS committee. We have worked together on a conference for young people and

are currently working on a trauma conference. I have also worked with them on general committee duties.

Why do you think the candidate would make a great trustee?

I think that Mia will make a great trustee because, alongside their subject knowledge, they have shown themselves to be reliable and hardworking. I think that everyone on the committee and the support staff would agree.

Through work on the committee I have seen Mia bring members together and inspire them to move into action. They have demonstrated strong leadership skills and strengths in networking.

They have a good perspective and eye for strategy, while still maintaining attention to detail, both which I think would be valuable strengths in a trustee.

They have also been open and engaging, looking for positive ways forward, without getting blocked by obstacles. They are flexible and innovative when they meet challenges. They also support others.

I think these skills are important as they will be undertaking a complex role and working as part of a team to do the best for the society.

PROPOSER 2

JIMMY PETRUZZI

How long have you known the candidate?

Two years.

When have you worked with the candidate or come into contact with them?

As Co-Chair Elect on the BPS committee.

Why do you think the candidate would make a great trustee?

Mia is very passionate about psychology, very well organised, has successfully organised events, displays excellent leadership skills, is a great communicator, and has a true desire to help people.

Mia is very vibrant and has excellent listening skills, great organisation skills and is reliable.



the british
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promoting excellence in psychology

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