

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.

We are BACP and counselling changes lives





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

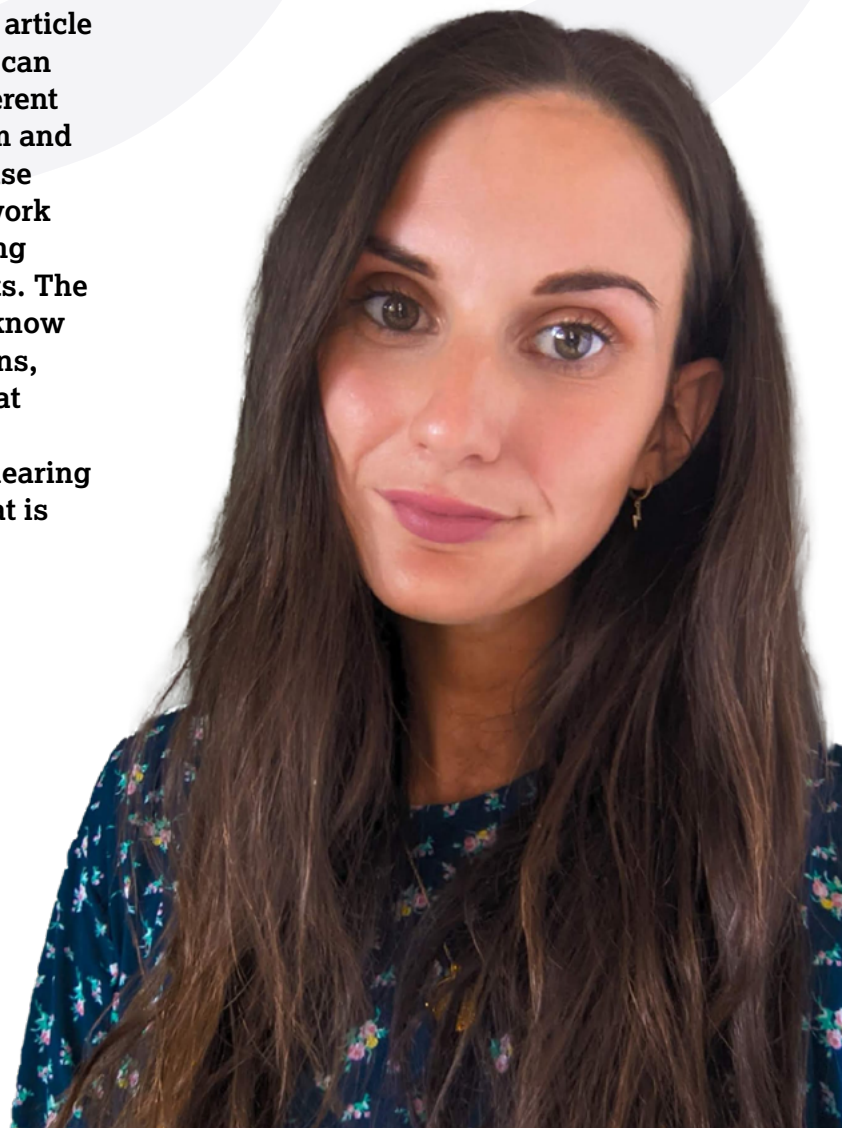
“Children North East was thrilled to receive funding from BACP to work with young people from refugee and asylum-seeking backgrounds to engage with and access counselling. The project, delivered in partnership with NEST, will increase understanding of the barriers faced by displaced eight to 25-year-olds 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.

Annual review

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 disciplinarys 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.

Strategic Report

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 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 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.

Total (tCO ₂ e 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%.

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

	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

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



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
Cash in hand	3,614,412	2,717,880
Fixed term and notice deposits	2,303,296	2,256,135
Cash held in investments	137,747	148,395
Total cash and cash equivalents	6,055,455	5,122,410

Notes to the financial statements for the year ended 31 March 2023

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

Notes to the financial statements for the year ended 31 March 2023

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.

Notes to the financial statements for the year ended 31 March 2023

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

Notes to the financial statements for the year ended 31 March 2023

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

Notes to the financial statements for the year ended 31 March 2023

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	<i>BACP Enterprises Limited 2022</i>
	£	£
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

Notes to the financial statements for the year ended 31 March 2023

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.

Notes to the financial statements for the year ended 31 March 2023

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

Notes to the financial statements
for the year ended 31 March 2023

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.

Notes to the financial statements for the year ended 31 March 2023

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

Notes to the financial statements for the year ended 31 March 2023

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

Notes to the financial statements for the year ended 31 March 2023

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.

Notes to the financial statements for the year ended 31 March 2023

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.

Notes to the financial statements for the year ended 31 March 2023

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 £
<i>Tangible Assets</i>	2,515,862	-	65,000	2,580,862
<i>Intangible Assets</i>	302,385	-	-	302,385
<i>Investments</i>	3,224,270	-	-	3,224,270
<i>Net Current Assets</i>	611,308	1,218,135	-	1,829,443
<i>As at 31 March 2022</i>	6,653,824	1,218,135	65,000	7,936,960
<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
<i>As at 31 March 2023</i>	6,791,064	915,605	65,000	7,771,669

b. Charity

	General £	Designated £	Revaluation £	Total £
<i>Tangible Assets</i>	2,515,862	-	65,000	2,580,862
<i>Intangible Assets</i>	302,385	-	-	302,385
<i>Investments</i>	3,224,270	-	-	3,224,270
<i>Net Current Assets</i>	610,308	1,218,135	-	1,828,443
<i>As at 31 March 2022</i>	6,652,825	1,218,135	65,000	7,935,960
<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
<i>As at 31 March 2023</i>	6,790,064	915,605	65,000	7,770,669

**British Association for
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