# Annual General Meeting
University of Warwick
Thursday 23 July 2015 at 6.00pm

## CONTENTS

<table>
<thead>
<tr>
<th>Item</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Letter from President Rob Newell</td>
<td>4-5</td>
</tr>
<tr>
<td>Agenda</td>
<td>6</td>
</tr>
<tr>
<td>Minutes of the 2014 Annual General Meeting</td>
<td>7-11</td>
</tr>
<tr>
<td>Special Resolutions</td>
<td>12</td>
</tr>
<tr>
<td>Membership Subscriptions</td>
<td>13</td>
</tr>
<tr>
<td>Report and Financial Statements</td>
<td>15-59</td>
</tr>
</tbody>
</table>
Dear Colleagues

It is a real pleasure to write my first annual letter to members as BABCP President, and to do so at a time when the Association is stronger than it has ever been, both in terms of the size of its membership and the extent of its influence in psychotherapeutic practice, education and research.

BABCP’s membership is truly multidisciplinary, and also representative of a workforce in psychological therapies which is likewise multidisciplinary to an extent which might have been unthinkable in the Association’s early days. I am convinced the dissemination of CBT across the disciplines is in great part due to the work of BABCP, in particular via its Branches, Special Interest Groups and through individual members who have championed access to CBT.

The great success of BABCP also, in my view, leads us to a time of continuing change. During my years as a Trustee and as President Elect, I was struck by the sheer amount of energy and commitment demonstrated at all levels in the organisation. At the same time, it was clear that the ever-increasing size of BABCP resulted in a similarly increased amount of work to be done, often without much resource. We have basically relied on each other’s good will to get that work done. However, many of our policies and procedures have groaned under the weight of our increased duties, and I outline elsewhere in this report what we are doing to address this issue.

For the moment, however, I want to just mention the great input from Trudie Chalder in beginning to steer us through a process of change to an organisation whose administrative processes are increasingly fit for purpose, and also for leading BABCP through what were occasionally stormy times as we began that transition. At the same time, she revitalised our commitment to equality and diversity and the involvement of members of the lay public. I could not have a better model for my Presidency.

For me, my first year has been marked by two issues: a recognition of our multiple roles as an organisation (which often compete for attention), and a related recognition of the context within which we operate, both as an organisation and as individuals with a commitment to CBT. BABCP began as an interest group, but quickly developed into a community of members who received an increasing array of membership services. I won’t enumerate these, but will note that additionally, we have now been drawn into a quasi-regulatory group, because of our code of conduct and associated disciplinary procedures. As a result, we now see increasing numbers of complaints about members’ professional conduct – an inevitable consequence of our size and the esteem in which the organisation is held. Similarly, we are increasingly commenting and advising in a range of public forums on the uses of CBT and the nature of the evidence base in psychological treatments.

So we have an array of things BABCP does, partly through its staff group and Committees, but also hugely through its Branches and Special Interest Groups. What unites all these very different activities is that we do them, one way or another, with the purpose of advancing CBT. This in turn we do, it seems to me, because we believe it is to the public good. The other outcomes – the benefits to our members from the Accreditation, the CPD events, the Research Fund, the increased profile of the Association, and so on – are all incidental to that single core value: the desire for a better deal for people who may benefit from psychological therapies and from a cognitive-behavioural perspective on life.
This core value is seen more and more in the Association’s activities. The desire for more devolved organisation of our activities across the nations is a consequence of the belief that this will result in better targeting of what we do, to the eventual benefit of recipients of CBT. To the same end, BABCP’s Strategic Development Unit is looking at how we can better engage with the media and other important groups which can promote CBT as part of ordinary public life. This is part of our core value of inclusivity, from which springs the belief, common to CBT since its earliest days, that it is not useful to pathologise areas of people’s lives simply because these are sometimes a source of difficulty. As part of this commitment, we are continuing to explore how members of the public, including those experiencing such difficulties, can be more actively involved in our Association. BABCP’s Board of Trustees will be asking Branches and SIGs to come up with strategies appropriate to their areas of work and interest for actively involving the lay public, including service users.

In her last letter, Trudie noted the impact on people of the serious economic challenges and resulting cuts in services, with their particular impact on the most vulnerable members of our society. This economic climate has continued during the past year, in the context of a period of uncertainty during the recent General Election. Consistent with BABCP’s support of an inclusive society, we have been involved in two important issues regarding the ways in which CBT is implemented.

Many members raised the matter of inappropriate decision-making regarding how CBT was offered. This revolved around the imposition of arbitrary numbers of treatment sessions. BABCP responded with a statement based on the notion of clinical autonomy in response to individual need, and we saw a very welcome joint letter from Norman Lamb and David Clark to IAPT Clinical and Service Leads addressing the issue. In the continuing atmosphere of service constraints, members will doubtless continue to be vigilant around this matter.

Most recently, you will be aware of controversy around the proposed siting of IAPT therapists in job centres. It has been suggested by some commentators that people claiming benefits may be offered CBT interventions in some conditional way which amounts to coercion. Should this happen, such an approach to therapy and to people is deplorable, and BABCP has issued a statement reaffirming our opposition to the offer of any intervention in the context of coercion or inappropriate inducement. At the same time, this afforded us the opportunity both to support the right of people to access appropriate, evidenced interventions where they wish it, and to deny the validity of wholesale explanations of social issues such as joblessness in terms of purported individual psychological difficulties.

It is important that CBT, through BABCP as its lead organisation, has this public face in support of an open society, and I believe that membership of our Association should reflect this, with increasing inclusivity which reaches beyond therapists and other professionals to include the public. In the past year we have begun this process of reaching out by looking at BABCP’s mission as an organisation and how this might translate into greater inclusion of the public and increased understanding of CBT. We now face considerable challenges in working out how to achieve these goals in practice, particularly given the need to do so working to a tight budget. I do invite you all to share your ideas with me and with BABCP Board about how we might involve a wide range of people in BABCP and with a cognitive-behavioural perspective.

With best wishes

Professor Rob Newell
BABCP President
Annual General Meeting Agenda
Thursday 23 July 2015 at 6.00pm

1 Apologies for Absence

2 Minutes of the 2014 Annual General Meeting

3 Matters arising from the 2014 Annual General Meeting minutes

4 Annual reports 2014/15 including:
   • President
   • Treasurer
   • Committee Chairs and Trustees

5 Special Resolutions to Amend the Articles of Association of BABCP
   The following changes are proposed in relation to BABCP's Articles of Association as follows.
   I  To add 'Memorandum' to the document title so it is known as Memorandum and Articles of Association.
   II To add '....and all Directors forming part of that quorum shall be afforded one vote each with decisions to be passed on a majority basis.' to Article 23.
   III To replace 'adopt such means as they deem necessary' in Article 26 with 'maintain a 'BABCP Policy Schedule' and 'BABCP Bye Law Schedule' as a central register'.

All other amendments are administrative in nature such as updating internal references and updating references to legislation.

6 Membership Subscription 2015/16
   The Board will propose rates of membership subscriptions to apply from 1 October 2015 to 30 September 2016. The recommendations of the Board follow on page 13.

7 Election of Board Members for 2015/16
   a President-Elect (four-year term)*
   b Honorary Treasurer (three-year term)
   c Two Elected Members (three-year term)
       *No ballot was required

8 Honorary Fellow

9 Fellow

10 Branch of the Year

11 Any Other Business
Minutes of the Annual General Meeting
Thursday 24 July 2014 Birmingham University

The following 58 members attended:

Trudie Chalder, London; Rob Newell, Skipton; Gerry McErlane, County Derry; Yaa Nath, Board; Allan Brownrigg, North East; Kate Davidson, Scotland; Brenda Davis, Sussex; Steve Flatt, North East; Rod Holland, Co-opt; Beverley Bell, Ireland; Kathryn Mannix N E & C; Jo Stace, N E & C; Anne Garland, East Midlands; Maggie Fooks, North West Wales; Mike Scott, Mersey; Mark Orr, Northern Ireland; Karen Gordon, Northern Ireland; Paul Salkovskis, Bath; Chris Cullen, Staffordshire; Taregh Shaban, Oxford; Mark Charlton, Ireland; Mark Latham, North East; Thomas Reeves, North East; David Romes, North West; Katy Grazebrook, South East; Sean Harper, Lothian; Lorna Hogg, South West; Paul Gilbert, East Midlands; Lauren Callaghan, London; Debbie Williams, South West; Helen Nightingale, Isle of Man; Mairead Ryan, IABCP; Kevin Noon, Scotland; Brian Langsman, Merseyside; David Veale, London; David Clark, Oxford; George Ferdmen, London; Howard Lomas, Scotland; Sally Pugh, Scotland; Mandy Cole, Devon; Helen Macdonald, South Yorkshire; Fay Kalapoda, REBT SIG; Mohammed Mukhaimar, Staffordshire; Colin Hughes, IABCP; Mortimer However, IABCP; Lauren Black, Scotland; Shirley Reynolds, Reading; Hayley Dare, West London; Patricia Murphy, Kent; Alan Kessedjian, Birmingham; Rachel Handley, Exeter; Peter Langdon, Kent; Pam Myles, Reading; Roz Shafran, London; Nick Hawkes, Hertford; John Kentish, London; Caroline Williams, North West; Mary Welford, South West.

Also in attendance (not voting)

BABCP Employees; Ross White - Company Secretary & Office Manager, Sandra Wolfson - Minute Secretary, Ian Preston - Finance Manager, Carolyn Quinn - Accreditation Liaison, Mark Addis - Accreditation Liaison, Alistair Shottin - Office Administrator, Rachel Osborne – Course Accreditation Officer, Donna Woolley - Office Administration Assistant

Trudie Chalder, President, welcomed everyone to the Annual General Meeting.

1 Apologies for Absence

Linda Matthews, Charlie McConnochie, Ken Lewis, Victoria Williams, Celia Scott-Warren

2 Minutes of the Annual General Meeting 18 July 2013

The minutes of the Annual General Meeting of 18 July 2013 were accepted as a true record and signed by Trudie Chalder, President and Gerry McErlane, Honorary Treasurer.

3 Matters arising from the 2013 Annual General Meeting minutes

There are no matters arising that are not dealt with as part of this year’s Agenda.

4 Annual Reports 2013/2014

President’s Report

The President requested those present to read the reports contained in the 2013/14 BABCP Annual Report. No questions were forthcoming.

Treasurer’s Report

The Treasurer summarised the financial statements included in the 2013/14 Annual Report.

At the last AGM, members supported a motion to increase membership subscriptions, which accounted for 37 per cent of the surplus to the year ending 2014. This means that BABCP is in the position to begin addressing infrastructure shortfalls and in particular to invest significantly in IT.
This expenditure will account for a significant proportion of the year end surplus for this year, with further investment anticipated in personnel.

Attention was drawn to the Finance Manager’s Accounts Overview for 2013/14 regarding staff expenditure. A recent independent review of staff salaries was carried out which confirmed BABCP employee salaries were generally favourable compared to not-for-profit industry sector standards.

Travel and Subsistence expenditure is an area where monitoring and revaluation is constantly being carried out to ensure costs can be saved where possible. Costs, however, give an indication of the increased levels of activity within the organisation.

It is important to mention the contribution of our thriving Branches and SIGs to BABCP’s financial good health. On going high quality CPD events provide a significant income-generating stream which is above and beyond the critical role they play in raising standards, skills and expertise.

The Honorary Treasurer thanked Rod Holland for his tireless contribution to making the Annual Conference a success and for his advice and support to Branches and SIGs ensuring CPD events continue to offer value for money and remain financially viable.

In conclusion, the Treasurer thanked all his colleagues on the Finance Committee, the Board of Trustees and the office staff of BABCP for their commitment, ensuring BABCP remains financially viable and will continue to endeavour to ensure that good governance practices were maintained in how members’ monies are expended for the purposes of promoting CBT, and that BABCP continues to be the lead CBT organisation in the UK and Ireland.

There were no questions from the members present and the accounts were approved as a true and fair reflection of BABCP financial activity over 2013/14.

The Treasurer proposed the membership also accepted Ainsworth’s Accountants as BABCP auditor for 2014/15 - Approved

5 Committee Chairs and Trustees
The President requested questions from those present regarding the various reports of the respective Committee and Working Party Chairs or Board Leads. No questions were forthcoming.

6 Resolutions to amend the Articles of Association of BABCP
a) Conversion of Interim Procedures Governing Member Conduct
Chris Cullen, Chair of the Conduct Committee, explained that the Interim Procedures Governing Member Conduct had been sent out for member consultation. There was little feedback but where it was constructive this had been incorporated into the proposed policy. It was added that there is still room for further improvement to the proposed procedures.

A question was asked how the Conduct Committee handles any conflicts of interest when handling complaints. Chris Cullen answered that there are occasions when members of the Conduct Committee realise they perhaps know an individual who is the subject of a complaint and in these circumstances those members of the Committee withdraw from proceedings after declaring their interest. The President added that Board members sign a Conflict of Interest form and an updated form is being introduced which all Board and respective committee members will be required to sign.

Chris Cullen asked those present to approve the proposed policy – Approved
b) To amend the Articles of Association

The President referred to the Articles of Association throughout this Agenda item via the Company Secretary

(i) To add ‘membership’ to Article 5 (c) to now read ‘There shall be no membership subscription fee for Honorary Fellows’. – Agreed

(ii) To remove ‘No person may be a Director and if’ from Article 20 to now read ‘A Director shall cease to hold office if he or she ...’ - Agreed

(iii) To replace ‘The Secretary, Treasurer and Elected Members shall not be eligible for re-election to the same office for a further 12 months after completing three consecutive years of office’ in Article 22(e) with;

‘Trustees can hold office for two terms if successfully re-elected, except the President who can only serve one term in this position before a two year gap. Following the serving of two consecutive full terms in office a Trustee must have a gap of one year before seeking re-election’.

In favour 42, Against 16 - Agreed

(iv) To add Article 22(i); Any member requested to resign or that is removed from the Board, will not normally be eligible for election to the Board or hold any BABCP committee position for a period of five consecutive years following the date of vacation. The President added that this follows suggested good practice from the Charities Commission.

In favour 36, Against 13, Abstentions 9 - Agreed

(v) To add as a last sentence to Article 23; ‘Decisions will be carried by majority (as in Article 11)’.

Members’ attention was drawn to the Articles of Association for clarification.

In favour 30, Against 17, Abstentions 9 - Agreed

(vi) In addition, the following internal references within the following articles are in need of amendment:

<table>
<thead>
<tr>
<th>Proposed Amendment to</th>
<th>Current Reference</th>
<th>Amend to</th>
</tr>
</thead>
<tbody>
<tr>
<td>Article 11</td>
<td>Article 21</td>
<td>Article 22</td>
</tr>
<tr>
<td>Article 22(b)</td>
<td>Article 21 (f)</td>
<td>Article 22 (f)</td>
</tr>
<tr>
<td>Article 22 (f)</td>
<td>Article 21</td>
<td>Article 22</td>
</tr>
<tr>
<td>Article 22 (g)</td>
<td>Article 21</td>
<td>Article 22</td>
</tr>
<tr>
<td>Article 30 (c)</td>
<td>Article 22</td>
<td>Article 23</td>
</tr>
<tr>
<td>Article 36</td>
<td>Article 18</td>
<td>Article 21</td>
</tr>
</tbody>
</table>

In favour 47, Against 4, Abstentions 5 - Agreed

7 Proposed Member Motion – 2015 Congress in Jerusalem

The President referred to the motion on page 13 of the Annual Report, proposed by David Raines and seconded by Mohammed Muhaimar. David Raines spoke in favour of the motion.

Members were reminded that BABCP is not a political organisation and should remain neutral to any political party in the UK or abroad. EABCT operates outside the structure of BABCP.
David Raines addressed the members explaining the difficulties Association of Palestine members will have in attending this event. He asked BABCP members planning on attending or presenting at the conference to consider the statement made by the UK Palestine Mental Health Network in relation to this event.

Katy Grazebrook – BABCP EABCT Representative stated that there were two proposals to host the 2015 Congress, Austria and Israel, but Austria withdrew their proposal. Subsequent EABCT Board discussions have not resulted in a change of venue.

Proposed by David Raines
Seconded by Mohammed Mukhaimar

In favour 45, Against 2, Abstentions 10 - Agreed

8 Membership Subscription 2014/15
The Board proposed an increase by £4 of the annual membership subscription to apply from 1 October 2014 to 30 September 2015. Attention is drawn to members on page 14 of the Annual Report.

Gerry McErlane, Honorary Treasurer presented this proposal

In favour 44, Against 11, Abstentions 2 - Agreed

9 Announcement Regarding Removal of Board Member
The President made an announcement regarding the removal of one of the Trustees by the Board.

At a meeting on 22 May 2014, the Board decided to remove Mr Mike Davison, due to substantial breach of the Trustees Code of Conduct. This is in accordance with the provision of the Code of Conduct and Article 26 of the Articles of Association. Following an investigation, conducted by Chris Cullen, Chair of the Conduct Committee, Mike Davison was found to have breached the Code of Conduct.

The President commented that she was unable to answer any questions with regard to any specifications about the investigation or the discussion by the Board leading to the decision to remove Mike Davison as a Trustee.

10 Election of Board members for 2014/15
The President informed the meeting the following are being invited to join the Board as Trustees:

a) Kate Davidson – Honorary Secretary (three-year term)
b) Brenda Davis - Trustee (three-year term)
   Steve Flatt – Trustee (three-year term)
c) Chris Cullen – Trustee (one-year term)

11 Honorary Fellow
The President stated that the distinction of becoming a BABCP Honorary Fellow is to recognise those members who have made an outstanding contribution to the advancement of CBT and BABCP. This year, BABCP is delighted to bestow Honorary Fellowship on the following members:-

Professor Kate Davidson
Dr Jim White
David Clark
Paul Gilbert
Paul Salkovskis
12 Fellow
Tommy Mackay
Kathryn Mannix

13 Branch of the Year
The President stated that nowhere is the vibrancy and diversity of BABCP more evident than in the excellent commitment of the Branches and SIGs. The events which are organised across the country are the main reason why so many members annually renew their membership.

This award will be known as the Neil Harmer Award for Branch Excellence. Neil Harmer sadly passed away and as a fitting tribute, the Branch Liaison Committee decided to rename the Branch of the Year award in his memory.

The Compassion SIG is one of a new generation of SIGs. Launched in 2012, it has made an impressive impact with a number of events, whose success reflects the growing interest in compassion-focused CBT. The SIG impressed the Branch Liaison Committee with its energy, enthusiasm and commitment to providing high quality affordable CPD. The Highly Commended Award goes to the Compassion SIG.

This year, three Branches are collectively taking the top honours. At the Guildford Conference in 2011, these three Branches organised the inaugural National Wales Forum. These three Branches have gone from strength to strength under the new name of CBT4Wales. CBT4Wales held its inaugural event in March this year in the shadow of the Welsh Assembly in Cardiff, with a master class from Paul Salkovskis. Welsh Health Minister, Mark Drakeford sent a video message to this event. Health Minister, Mark Drakeford announced a £640,000 funding boost to improve access to psychological therapies in Wales.

The Neil Harmer Award for Branch Excellence was awarded collectively to:-
• North West Wales Branch
• South & West Wales Branch
• Chester, Wirral & North East Wales Branch

14 Closing Business
The President concluded the AGM by thanking all Trustees, volunteers and employees of BABCP for their support over the last two years of her Presidency and for the commitment of so many people in the organisation.

It was with pleasure that she now handed over to Rob Newell as the new President.

Signed ............................................................................... Signed ..............................................................................
President Trustee
Date .................................................................................. Date .................................................................................
Special Resolutions to Amend the Articles of Association

Agenda Item 5

Special Resolution that:

The Articles of Association of the Association be amended to read as follows:

i. To add 'Memorandum' to the document title so it is known as Memorandum and Articles of Association.

ii. Article 23:

A quorum necessary at meetings of the Board to make decisions shall be not less than five of the Directors as described in Article 18 and all Directors forming part of that quorum shall be afforded one vote each with decisions to be passed on a majority basis.

iii. Article 26:

The Board of Directors may from time to time make such rules or bye laws as they may deem necessary or expedient or convenient for the proper conduct and management of the Association, provided that no such rule of bye law shall be inconsistent with or shall affect or repeal anything in the Memorandum and/or Articles. The Association in General Meetings, shall have the power to alter, add to or repeal the rules or bye laws and the Directors shall maintain a ‘BABCP Policy Schedule’ and ‘BABCP Bye Law Schedule’ as a central register to bring to the notice of members of the Association all such rules or bye laws, which shall be binding on all members of the Association.
PROPOSAL

In view of the increasing cost associated with servicing the membership BABCP Board is proposing to the AGM on 23 July 2015 an increase in membership subscriptions for 2015/16. These cost increases include:

- Essential investment in upgrading IT infrastructure
- Essential purchase of a new membership database software
- Recruitment of a Senior Clinical Advisor as an addition to the current staffing establishment

In relation solely to income from membership subscriptions BABCP incurred a shortfall of £15.72 per member on income and expenditure from 2014/15. Other direct member-related revenue streams improve this to a small surplus of £8.54.

The proposal is to increase all rates of membership by £3.50 per annum.

The Board of Directors (Trustees) will propose the following rates of membership subscriptions to apply from 1 October 2015 to 30 September 2016.

<table>
<thead>
<tr>
<th>Annual Payment</th>
<th>*Reduced Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>UK &amp; Ireland</td>
</tr>
<tr>
<td>Paid by Direct Debit</td>
<td>£73.50</td>
</tr>
<tr>
<td>Paid by Cheque/Card</td>
<td>£81.50</td>
</tr>
</tbody>
</table>

*NOTE: The reduced rate is available to those Members who can demonstrate that they have a gross income of less than £21,692 per annum.
British Association for Behavioural and Cognitive Psychotherapies (A Company Limited by Guarantee)

Report and Financial Statements
For the year ended 30 April 2015
## Contents of Financial Statements
for the year ended 30 April 2015

<table>
<thead>
<tr>
<th>CONTENTS</th>
<th>PAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trustees and Officers</td>
<td>17</td>
</tr>
<tr>
<td>Report of the Trustee Directors</td>
<td>18 - 45</td>
</tr>
<tr>
<td>Auditor’s Report</td>
<td>46 - 47</td>
</tr>
<tr>
<td>Statement of Financial Activities</td>
<td>48</td>
</tr>
<tr>
<td>Balance Sheet</td>
<td>49</td>
</tr>
<tr>
<td>Notes to the Financial Statements</td>
<td>50 – 59</td>
</tr>
</tbody>
</table>
Trustees and Officers
for the year ended 30 April 2015

TRUSTEE DIRECTORS: Professor R J Newell (President)
Professor T J Chalder (Past President)
A Brownrigg
Professor C Cullen (appointed 24 July 2014)
Professor K M Davidson
M Davison (resigned 22 May 2014)
B V Davis (appointed 24 July 2014)
G M McErlane
G C E Flatt (appointed 24 July 2014)
Y A Nath
V A Williams (resigned 24 July 2014)

TREASURER: G M McErlane
COMPANY SECRETARY: R White
REGISTERED OFFICE: Imperial House
Hornby Street
Bury
Lancashire
BL9 5BN

BANKERS: Yorkshire Bank
40 Church Street
Blackburn
BB1 5AW
National Westminster Bank plc
33 Park Street
Walsall
WS1 1ER

SOLICITORS: Forbes Solicitors
Rutherford House
4 Wellington Street (St Jones)
Blackburn
BB1 8DD

AUDITORS: Ainsworths Limited
Chartered Accountants and Statutory Auditors
The Globe Centre
St James Square
Accrington
Lancashire
BB5 0RE
Report of the Trustee Directors
for the year ended 30 April 2015

The Trustees, who are also Directors of the charity for the purposes of the Companies Act 2006, present their report together with the audited financial statements for the year ended 30 April 2015.

Corporate Status
The company was incorporated under the Companies Act 1985 (Company number 04839948) on 21 July 2003 and took over all assets and operations of BABCP (the former unincorporated charity) on that date. The company is a private company limited by guarantee and does not have a share capital. The liability of each member is limited to an amount not exceeding £10.

The company was registered as a charity on 21 July 2003 under the provisions of the Charities Acts 1992 and 1993 (Charity number 1098704).

The company is governed by its Memorandum and Articles of Association.

Principal Activities and Objectives
The British Association for Behavioural and Cognitive Psychotherapies (BABCP), the ‘Association’, is a multi-disciplinary interest group for people involved in the practice and theory of behavioural and cognitive psychotherapies.

The objects of the Association are to advance the theory and practice of cognitive and behavioural psychotherapies by the promotion of scientific research and the application of evidence-based practice including assessment, therapy and consultancy, in a wide variety of settings in accordance with the BABCP Standards of Conduct, Performance and Ethics.

In setting our objectives and planning our activities the Trustee Directors have given careful consideration to the Charity Commission’s general guidance on public benefit.

The objects of the Association are achieved through the following activities:

• providing a forum for discussion of matters relevant to behavioural and cognitive psychotherapies among members of all helping professions
• disseminating information about and providing training for behavioural and cognitive psychotherapies by organising conferences, courses and workshops
• organising the printing, publication and circulation of a journal, magazine and other publications containing articles, information and news relating to behavioural and cognitive psychotherapies
• making representation to and liaising with public and professional bodies in relation to matters pertaining to the aims of the Association
• fostering and promoting research into behavioural and cognitive psychotherapies and related matters
• facilitating the formation of geographical Branches and Special Interest Groups in order to promote the objects of the Association and to provide a service to the members
• encouraging and assisting in training in behavioural and cognitive psychotherapies
• educating and informing the public about behavioural and cognitive psychotherapies and their availability
• maintaining standards for practitioners of behavioural and cognitive psychotherapies by
  providing an opportunity for members who meet the training standards and other criteria, to
  become accredited

Trustee Directors
The membership of the Board from 1 May 2014 to 30 April 2015 is set out below. All served on the
Board throughout the year except as otherwise stated. The company has no share capital and there
were therefore no Director interests.

Rob Newell (President)
Trudie Chalder (Past President)
Kate Davidson (Honorary Secretary - Appointed July 2014)
Gerry McErlane (Honorary Treasurer)
Allan Brownrigg
Yaa Nath
Brenda Davis (Appointed July 2014)
Chris Cullen (Appointed July 2014)
Steve Flatt (Appointed July 2014)
Mike Davison (Removed June 2014)
Victoria Williams (Resigned July 2014)

Organisational Structure
The Trustees are each elected for a period of three or four years by the full membership of the
Association. They serve on the Board having been elected as Trustees to serve on the Board as
ordinary members, President, Secretary or Treasurer. The President serves a one-year term as
President Elect, two-year term as President and then a further one-year term as Past President making
up a four-year term of office. Elections are held annually with three or four places becoming vacant
each year, thus staggering replacement of Trustees to provide some continuity. The Company
Secretary sits on the Board as a non-voting member.

A number of standing committees and also ad-hoc committees and working groups are made up of
Trustees and other members of the Association. These committees and groups operate under specific
terms of reference with delegated functions from the Board. Each committee and group has its
decisions ratified by the Board. Committees and groups operating throughout the reporting period
were: Complaints and Disciplinary Committee, Accreditation and Registration Committee, Finance
Committee, Branch Liaison Committee, Scientific Committee, Behavioural and Cognitive
Psychotherapy Journal Editorial Committee, the Cognitive Behaviour Therapist Journal Editorial
Committee, Communications Committee, Research Committee, Conference Strategy Committee,
Strategic Development Unit, Accreditation Chairs Committee, Psychological Wellbeing Practitioner
Committee, Fellowship Committee, Policy and Procedures Audit Committee, Regulation and
Accreditation Working Party and Evidence Based Parent Training Practitioner Accreditation Group.
Chairs of all committees combine with the Board of Trustees to form a National Committees Forum
(NCF), which meets twice a year in addition to the Annual General Meeting (AGM).

The Trustees meet at least five times a year, including the NCF, but in addition to the AGM. Many
committees, groups and the Trustees also conduct business through telephone conferences and
suitable electronic means such as email exchanges. New Trustees attend an induction programme.
The first face-to-face business meeting for the whole Board is held in September, which is seen as the
first business meeting of the new business year.

Overview
This last year has seen continued growth across many areas of BABCP. Membership grew to 10,015 by the end of April 2015, finally surpassing the elusive 10,000 milestone, the highest membership so far and showing net growth of 245 over the financial year. This equates to 2.5 per cent growth within the year to date. By comparison, growth over the full year 2013/14 was 319, 2012/13 was 391 while 2011/12 saw net growth of 58.

The growth in membership, however, has been exceeded by the relative growth in accredited members. At the end of April 2015 there 4,628 accredited members (46 per cent) compared to 4,190 twelve months previous. At the end of April 2013 there were 3,630 accredited members. The graph below indicates the growth in membership numbers over the last eight years and the increasing proportion of accredited members within the membership.

The following diagram shows the number of accredited members as a percentage of the total membership.
There has been a further modest increase in staff levels employed to support BABCP operating schedule as the full staff complement now equates to 17.9 full-time equivalents (FTE) at the end of this financial year, as shown in the table below, compared to 15.95 last year.

<table>
<thead>
<tr>
<th>Position</th>
<th>FTE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Company Secretary/Office Manager</td>
<td>1.0</td>
</tr>
<tr>
<td>PA/Secretary</td>
<td>0.95</td>
</tr>
<tr>
<td>Finance Manager (0.4 home-based)</td>
<td>1.0</td>
</tr>
<tr>
<td>Finance Staff (1.0 not on permanent contract)</td>
<td>2.0</td>
</tr>
<tr>
<td>Senior Accreditation Liaison Officer (home-based)</td>
<td>0.6</td>
</tr>
<tr>
<td>3 Accreditation Liaison Officers</td>
<td>1.4</td>
</tr>
<tr>
<td>Course Accreditation Registrar (self-employed)</td>
<td>0.6</td>
</tr>
<tr>
<td>Admin Officer Course Accreditation</td>
<td>0.95</td>
</tr>
<tr>
<td>Communications &amp; Branch Liaison Manager</td>
<td>1.0</td>
</tr>
<tr>
<td>7 Administration Officers</td>
<td>6.4</td>
</tr>
<tr>
<td>Web &amp; IT Officer</td>
<td>1.0</td>
</tr>
<tr>
<td>Communications Officer</td>
<td>1.0</td>
</tr>
<tr>
<td>Total</td>
<td>17.9</td>
</tr>
</tbody>
</table>

There is additional support via a sub-contracted Course Accreditation Registrar (0.6 FTE) and with two further staff respectively employed remotely as Scientific Committee Support at University of Reading (0.6 FTE) and Scientific Journal Support at Bath University (0.8 FTE). There are also eight Accreditors working on a sub-contractual basis processing Accreditation applications.

There has been a significant increase in the volume of CPD events coordinated at Head Office on behalf of the 42 active Branches and Special Interest Groups. Shown in each calendar year:

**Branch/SIG Events Coordinated Annually via Head Office**

This year has seen the start of a review and evaluation of available BABCP resource and how it is allocated and performs against the needs of the organisation. I am pleased to report that BABCP is working more effectively and efficiently to deliver a developing operating schedule to meet current organisational needs and future strategy. BABCP is operationally well positioned to meet the challenges presented by a rapidly changing external operating environment.
**Accreditation**

**Committee Membership**
Membership is described in the Terms of Reference for the Committee, with representatives from the main professions and interested parties. Thanks to Anne Garland (Nursing), Rod Holland (Co-opted), Linda Matthews (Counselling), Mark McCartney (Medicine), Denise Christy (AREBT), Helen Macdonald (Course Accreditation) and Yaa Nath (Board Lead) for their work through the year. Rob Newell is a member of the committee as President. Mark Latham stood down temporarily from his role as Supervisor and Trainer Lead during the year, and we hope he is able to return in due course. Meanwhile his role is covered by the committee. Carolyn Quinn has moved on from her work as ALO over the past three and a half years, and thanks were extended to her. Ross White and Sandra Wolfson have attended from BABCP office. The committee continues to be supported by the whole Accreditation Team at the office, and Accreditation Liaison Officers Charlie McConnochie, Mark Addis, Lisa Thomas and Andy Gray have all attended meetings.

**Meetings**
Two meetings have taken place this year, one month before the NCF. Reports of meetings are provided to the Board. Additional representation has been made by the ALO’s to a variety of meetings throughout the year, including the All Ireland Group, CYP and Parenting working parties and CBT 4 Wales launch.

**Business**
The main business of the year has concerned matters arising from the National Strategic Development Unit (SDU). A working party on Accreditation has met once, plus twice by teleconference, and Charlie McConnochie and Amanda Cole have attended SDU meetings. Essentially the issues involve possible misperceptions of Accreditation as a form of regulation and/or as a measure of competency by the members, the wider healthcare system and the public. Various actions to correct these misperceptions have been considered, but any decisions must await the outcome of the overall SDU review.

**Other Business**
1. Contributions have been made to the review of the Association’s role with PWPs and are ongoing
2. A procedure for succession to the committee roles has been agreed
3. The questionnaire for gathering routine feedback about the Accreditation process and experience has been agreed and made available. It will be used in feedback reports to the Board, and will also inform changes to the process itself where possible
4. The Supervisors Training Manual collaboration with Derek Milne and Robert Reiser is ongoing through a working party representing the key professions. A survey of supervisors has taken place and there is liaison with the Supervision SIG
5. Further details are to be sought on assessors of ‘top up’ case reports
6. Supervisor and Trainer CPD standards and forms of evidence have been updated in alignment with Practitioner standards
7. The external audit of the Accreditation procedure by all committee members has taken place
8. The CPD App is still being considered

Practitioner Accreditation continues to increase, currently standing at 4,700, and Supervisor and/or Trainer at 250. Standards and processes are continually reviewed and refined. The work of the Accreditors is much appreciated.

Amanda Cole - Chair

Board Lead - Yaa Nath
Course Accreditation

This report is intended to provide an update on the activities of the Course Accreditation Committee, giving a summary of course accreditation activities carried out on behalf of the BABCP Board since the Annual Report 2014. The Course Accreditation Committee meets approximately monthly via teleconference, and has at least one face-to-face meeting per year. The most recent meeting took place in May 2015. Administration on behalf of the committee is delivered by the Course Accreditation Support Officer and the Course Accreditation Registrar.

Course Accreditation Activities

The committee oversees the process of course accreditation, and arranges to deliver course accreditation including convening panels, completing course accreditation visits, feeding back and preparing reports. Panels for visits are chaired by a member of the committee, and the Course Accreditation Registrar and Course Accreditation Support Officer are standing panel members for all visits where possible.

The course accreditation team has now worked with over 80 different courses, with 51 successful accreditations.

- There are 27 High Intensity IAPT CBT programmes which became accredited initially. Of these, 18 are still running, and 17 are expected to run for the next cohort intake.
- There are nine Level 1 programmes currently accredited, with three additional programmes where a visit has taken place, but the process is not yet completed
- Thirteen Level 2 programmes are accredited, including one CYP IAPT CBT pathway. Two courses have received their visit, but the process is not completed
- One Clinical Psychology programme is now accredited at Level 2
- One EBPT programme is now accredited, with one further programme in the process of becoming accredited (see below)
- Formal applications have been received from three courses, but the visit has not yet been arranged
- Enquiries include new courses starting up, enquiries about independently delivered, international and shorter trainings for which no course accreditation process currently exists, and enquiries from well-established programmes wishing to pursue accreditation

Doctorate in Clinical Psychology course accreditation

Since the previous Annual Report, the course accreditation team has been able to accredit the DClinPsych course at Bath as a BABCP Level 2 programme. This is the first Clinical Psychology doctoral programme to complete the BABCP’s course accreditation process, and is the first time that BABCP has accredited the CBT components of a wider training course. The first cohort of trainees was due to graduate in 2014, and there have already been some applications for individual accreditation from graduates of the programme.

Children and Young People’s (CYP) IAPT training programmes

The course accreditation team has also started to put into practice the new process for accrediting Evidence-Based Parenting Training programmes, and carried out the first accreditation visit to a CYP IAPT programme, at the Charlie Waller Institute, University of Reading.

The visit took place over one and a half days, looking at both the CBT pathway, against BABCP’s existing Level 2 criteria, and the Parent Training Practitioner pathway, against the new Evidence-Based Parent Training course criteria. Both courses met the criteria, and the programme team has responded to the reports, and the courses are now accredited.
The panel was joined by a representative of the Association for Family Therapy as an observer. The aim is to include representatives from other modalities on CYP IAPT visits, as agreed by the National Council for CYP IAPT Accreditation.

This led to an arrangement to collaborate in the accreditation of the Greater Manchester West CYP IAPT programmes. The BABCP course accreditation team carried out the accreditation visit to the CBT and EBPT pathways in May 2015, and at the same time facilitated the representatives from the Association for Family Therapy panel looking at the family therapy pathway in parallel. This entailed having joint meetings with some representatives, such as senior university colleagues and commissioners; with parallel meetings for the CBT-specific and Parent Training specific elements of the panel visit. The Course Accreditation Support Officer and Course Accreditation Registrar enabled the timetabling of the visits, and the process worked satisfactorily. The Manchester CBT and EBPT courses both met the criteria, and the reporting process is under way.

**Other visits**

These have been carried out to look at reaccreditation of existing IAPT HI courses and Level 1 and Level 2 programmes. Reaccreditation takes place after five years. A number of High Intensity IAPT courses are changing in response to current needs. These include options such as a CBT pathway with specialist options, or non-IAPT placement arrangements, self-funding places or part-time pathways. These are reviewed as part of our usual (re)accreditation procedures.

In the past year we have visited programmes for their first course accreditation. Two on psychological therapies with children and young people in Scotland, both of which are seeking to work towards Level 1 accreditation, and a new adult CBT programme at the University of Sussex in Brighton. We continue to receive enquiries including courses in Northern Ireland, Scotland, Wales and England.

The 44 courses which have already achieved full accreditation include 27 IAPT High Intensity Level 2 courses of which 19 are still running. There are nine BABCP Level 1 courses and 12 BABCP Level 2 courses.

**Other activities**

**EBPT Individual accreditation:** A working group was convened in collaboration between the Accreditation Committee and the Course Accreditation Committee to look at the individual accreditation process for Evidence-Based Parenting Practitioners, as agreed with the IAPT National Council. The group has been working on the first draft produced by the Course Accreditation Registrar. Meetings have been taking place and a final draft produced. A meeting was planned for June 2015 in order to complete the process and present it to the Board.

**Course Directors’ Meeting:** The Course Accreditation team also arranges Course Directors’ meetings annually, which are open to any CBT course lead, regardless of accreditation status. The most recent took place in September 2014. Previous meetings have been well attended, with updates on aspects of course and individual accreditation, updates from the Course Directors and working groups on topics relevant to CBT courses. The discussions have highlighted the need for trainer-specific CPD opportunities for CBT course teachers. The Course Accreditation Registrar is liaising with the Training SIG in order to discuss this further. A meeting has been arranged for the BABCP Annual Conference in July 2015 in Warwick and the Chairs of the Training and Supervision SIGs are invited to take part. UK-based members of the EABCT SIG on training may also be invited. The next half-day meeting for Course Directors will be arranged for September 2015.
KSA training days: The Course Accreditation Registrar contributes regularly to the KSA selection training days which usually take place twice per year. Courses with accreditation are required to have a named KSA assessor if their course accepts non-core profession trainees, and the KSA assessor is expected to attend a training day at least once every five years.

Process and document review: The terms of reference and process documents for the committee and its activities were reviewed at the most recent face-to-face meeting in May 2015. There are revisions planned which will be presented for approval once completed.

Planned activities: The Course Accreditation Committee has started working on accreditation processes for Behavioural Couples Therapy trainings with a small sub-group. This is a new venture, since it is the first accreditation process planned for trainings delivered to CBT practitioners who are already qualified, but are undertaking specialist training. There are also meetings planned to consider accreditation processes for SMI trainings, and the development of the process is in early stages at the moment.

Office

Course Accreditation Support Officer Rachel Osborne has researched the records, and identified that a minimum of 2,380 IAPT High Intensity trainees have completed courses on accredited programmes which are still running. Work is in progress to look at how many of these graduates have gone on to seek individual accreditation via BABCP.

Rachel Osborne has also completed a summary of the number of hours' training in CBT offered on each of the accredited programmes.

The Course Accreditation team continues to field hundreds of emails and numerous phone calls. The Board, Course Accreditation Committee members, course team members, supervisors, trainees, service and education commissioners, the individual accreditation team, independent trainers, IAPT representatives and individual therapists, supervisors and trainees all make use of the team's input.

The Course Accreditation process continues to rely heavily on the goodwill of volunteers who take part in meetings, panel visits, and scrutinise the reports associated with each course. This can be a demanding role, and particularly includes the members of the Course Accreditation Committee.

During 2014/15, the Trustee member of the Committee has been Yaa Nath, with Allan Brownrigg taking a specific interest in Children and Young People.

The Course Accreditation team expressed its gratitude for the invaluable contributions made to the committee by its members.

The Course Accreditation Committee members are:
Gillian Haddock (Chair), Chris Brannigan, Sarah Corrie, Rod Holland, Michael Townend, Deb McNally, Gillian Rayner, Nicky Dummett (Children's Speciality)

The committee is served by:
Helen Macdonald (Course Accreditation Registrar)
Rachel Osborne (Course Accreditation Support Officer)
Trustee Board members for Course Accreditation Committee - Yaa Nath and Allan Brownrigg

Helen Macdonald - BABCP Course Accreditation Registrar
Board Lead - Yaa Nath
Conduct Committee

As we explained at the 2014 AGM, this Committee is in transition although the workload continues to grow. In fact there are around 30 cases in various stages at the moment.

I made a number of observations in my last Annual Report about the need for therapists in private practice to ensure that they have sound business procedures, such as agreeing fee structures with clients before seeing them. Unfortunately this continues to be an issue, and a number of complaints still relate to client dissatisfaction with financial arrangements.

We have seen a number of complaints by therapists – sometimes working in the NHS – about the behaviour of a client’s previous therapist. When a person moves to another therapist they sometimes disclose matters to the new service which give cause for concern. However, while the new therapist may have professional concerns about earlier treatments, sometimes the client does not wish to become involved. Obviously this throws up a number of ethical dilemmas for the complainant and for the Committee.

Some members of the Association fail to understand that it is their personal responsibility to cooperate with the Committee when there is the possibility of a complaint. This includes telling us if they have been disciplined by their employer; a number of people fail to do this and it is only if a third party (such as an HR department) informs us that we can consider whether the member has breached the Code of Conduct. It also includes telling us if the member has been found guilty of a serious criminal offence.

Co-operating with the Committee also means answering our written questions in a timely and honest manner. We have a current complaint where the member has disregarded letters from us to the extent that the matter has dragged on for over a year. Not surprisingly the complainant is very unhappy about the timescale and feels that the Association is at fault. We have a difficulty in such cases as we have to ensure that we are giving members every chance to defend themselves, and we cannot be seen to be acting in a high-handed manner when it is possible that the member might have significant personal or illness problems which impact on their ability to reply to what are usually very difficult questions.

Following our usual procedures there have been a number of cases this year which have been first dealt with by the member’s primary regulator, in these cases the NMC and the HCPC. We have taken their findings into account when making our decisions on whether the member should be removed from membership of the Association, or whether some other sanction is more appropriate, such as requiring a period of enhanced supervision.

I am stepping down as Chair of the Committee, and will continue as a member for one year to provide support to Yaa Nath who takes over from me as an interim measure. We have contacted a number of organisations with a view to bringing on members who are not directly involved in CBT, and we have interest at the moment from the Law Society and from the British Association for Counselling and Psychotherapy. Many of the existing members of the Committee have served for many years, and the Association owes them a huge debt of gratitude for all their hard work. However, this illustrates both the difficulty in finding appropriately senior and experienced people to serve on the Committee, and the fact that we do not have a robust procedure for appointment and retiring of members. This is something which Yaa will address during the coming year. There will be a call for new members, with a role description and revised terms of reference for the new Committee.
It has been a great privilege to serve the Association as Chair of the Conduct Committee, but I must acknowledge that most of the work is carried out by members of the Committee, and by Ross White and Sandra Wolfson in the office. With the apparently increasing volume of complaints, the Board will have to consider whether extra resources should be allocated to the work of the Committee in the future.

**Members of the Committee are:**

- Chris Cullen (Chair)
- Yaa Nath (Board Lead), started 13 January 2015
- Chris Brannigan
- Bill Davidson, started 13 January 2015
- Steve Kellett, stood down 21 January 2015
- Howard Lomas
- Helen Macdonald, stood down 19 February 2015
- Lisa Matthews
- Caroline Williams

**Chris Cullen - Chair**

**Board Lead - Yaa Nath**
Conferences and Workshops

2014/15 was another successful year for the Conference and Workshop organisation with Glenn Waller taking over as the sole Chair of the Conference Scientific Committee. This year we also convened the first meeting of the Conference Strategy Group which aims to take an overview of conference organisation and develop a long-term plan for the future although we still expect the Annual Conference to remain an important event each year. In 2014/15 we have also begun to feel the impact of less funding being available to support BABCP members attending conferences and workshops and we do also have to recognise that the Branches and Special Interest Groups themselves are running many more local events each year.

Last year’s Annual Conference and Workshops programme moved to Birmingham for the first time and was a success in spite of a lower than expected number of registrations. We still had over 1,000 people attending the workshops and/or conference programme. Sixteen pre-conference workshops ran attracting 451 delegates and the Conference attracted 782 delegates. Financially the event made a small surplus of approximately £17,000 and contributed nearly £4,500 to the Research Fund.

The Spring Conference and Workshops returned again to King’s College London in April and held a very successful programme under the title ‘CBT Approaches to Personality Disorder in Adolescents and Adults’. The workshop programme included six workshops but only four were run because one (the most popular) was cancelled by the workshop leaders at an early stage and another had to be cancelled because of poor uptake. The remaining four workshops attracted 96 delegates and the Conference attracted 86 delegates. A very small surplus of about £700 is forecasted with a contribution to the Research Fund.

The 2015 Conference is being held at the University of Warwick and following the success of the Belfast Spring Conference in 2013 we will be taking the Annual Conference to Belfast in 2016 before returning to Manchester again in 2017. A decision is still to be made on the venue for 2018 but we are exploring a venue in Glasgow.

Plans are underway to run a spring event in London in 2016 on the subject of CBT and Diversity.

Rod Holland - Chair  Board Lead - Gerry McErlane

Scientific Committee

The Scientific Committee continues to meet several times a year to set the content of the two annual conferences. The Spring meeting had the theme of personality disorders. The Annual Conference continues to mix invited addresses and peer-review submissions, in order to ensure diversity of topics and financial viability of the meeting.

The 2014 annual meeting was held in Birmingham. Unfortunately, the facilities fell short of the promised quality (though the content was well-rated), and the feedback has ensured that we are unlikely to return there in the foreseeable future. The 2015 meeting will be held at the University of Warwick, and the programme is being finalised at the time of preparing this report.

The Scientific Committee is represented at the meetings of the recently formed Conference Organising Committee, which oversees all aspects of the management and content of the two annual BABCP conferences (e.g. planning future venues, publicity, etc.). Representatives also attend the National Committees Forum meetings and visit conference venues in preparation for the conferences.

Glenn Waller – Chair  Board Lead - Professor Kate Davidson
Communications

After completing my term as Chair of the Branch Liaison Committee, I was asked to become Acting Chair of the Communications Committee. Particularly from those two vantage points, it is clear to see how effective communications is critical in binding the Association together. Indeed, the dual role of Stephen Gregson, in the BABCP office, as Communications & Branch Liaison Manager, has helped increase the professionalism in the thriving network of Branches and Special Interest Groups in terms of better marketing.

However, this report is solely concerned with the remit of the Communications Committee. What follows is an update on some of the headline areas we are working on.

As previously reported, the Committee has been planning a combined CPD and Supervision smartphone and tablet application (‘app’), with collaboration from the Accreditation Committee. Many of you will be aware that, earlier this year, changes were made to the way in which CPD is recorded for BABCP Accreditation purposes. Understandably, this has introduced a delay in completing the app. That said, I am pleased to note that the Board has already voted to support this project to completion, and the Communications Committee is now at the stage of procuring quotations from app developers.

The Communications Committee is currently in the process of finding out members’ current and future needs for an integrated web presence that brings together all our platforms and social media activity. I appreciate that this is an overdue issue for many. To date, we have relied on the expertise of IT and Web Officer Phil McDougall in the BABCP office. But it is abundantly clear that the Association’s online presence is a much more significant strategic issue that cannot be borne by a single paid officer, even a hard-working and talented one. As such, we intend to have a meaningful dialogue with all areas of BABCP and using the information we collect to inform a specification to take to the Board before the end of this business year.

By now, I hope you are one of the 2,000-plus followers of BABCP on Twitter. With a line of accountability in place to manage risk, we continue to cultivate the BABCP Twitter presence as a ‘human face’ as well as an official information service. This year, we have also facilitated access to the BABCP Twitter account for the Annual Conference organisers, so that they can provide regular updates as soon as they are available. Running a Twitter account seven days a week, 12 months of the year takes a great deal of effort from both Communications Committee members and our communications staff, often working in their own time including weekends. A more formal Twitter policy has been put forward to the Board for consideration, so that the account can be managed in a way that minimises risk and without imposing too much on good will.

This has been another strong year for CBT Today magazine. I would like to credit Associate Editor Patricia Murphy and Managing Editor Peter Elliott for their hard work, imagination and tenacity in ensuring this valued membership benefit is always of the highest quality and reflects the diverse interests within BABCP.

Tom Reeves - Chair

Board Lead - Gerry McErlane
Journals

the Cognitive Behaviour Therapist

Copy flow for tCBT was slow for several years, but 2013 and 2014 have been successful in increasing the number of articles published. The 2013 volume opened in May and closed, slightly late, in January 2014. Consequently the 2013 volume was open for only nine months, during which time we published 17 articles and 224 pages which equates to almost 90 per cent of the page budget. The 2014 volume closed slightly late in January 2015, and we published 21 articles, 20 per cent over the page budget at 305 pages. Of the 21 articles published, 11 were transfers from Behavioural and Cognitive Psychotherapy. For 2015 we aim to close the volume on time and on page budget, with the cut-off date for articles to be received by Production being set at 1 December 2015.

An application was made to Scopus on 31 March 2015. They stated, upon confirmation of receipt of the application, that it would take six to 12 months to review the title. In October 2012, tCBT was rejected by Thomson Reuters with the following statement: 'Cognitive Behaviour Therapist, for low numbers of articles (only four so far in 2012, 13 in 2011)'. The journal can be resubmitted for evaluation from 20 September 2015. Medline have been quite inconsistent in their feedback on journal evaluations lately, and have been making numerous changes to their pre-requisites for acceptance without always informing the publisher community. Despite this, it seemed like the right time to make an application for the inclusion of tCBT and it was submitted on 23 April 2015. It takes circa 12 months for their evaluation to be completed and to provide feedback.

Special issues take a lot of planning by the editorial team, from identifying suitable topics and recruiting a guest editor to the solicitation of quality content. We know that special issues based on a topical theme, or currently expanding research area, tend to be widely read and cited, thus boosting the reputation of a journal. The content is easily marketable and can have email campaigns and other promotional activities centred around them. A special issue on CBT clinical supervision is currently underway with publication anticipated for the end of 2015; guest editors are Derek Milne and Robert Reiser. Claire Lomax (tCBT Associate Editor) and Stephen Barton from Newcastle University are currently working on a special issue on 'complexity' for next year; a ‘call for papers’ flyer is included in this year’s conference packs. Pam Myles (Editor) and Vicki Curry (Associate Editor) are working together with Steve Killick to produce a paper on the use of metaphors in CBT. A number of international experts have agreed to contribute to the article including Christine Padesky and Judith Beck. This article is expected to have broad appeal and should be sent for peer review late summer/early autumn 2015.

Overall, the journal is doing well with all Associate Editors working hard. Over the next few months it is hoped that a new Associate Editor who is able to cover a broad range of CBT topics can be recruited to help strengthen our editorial team.

Pamela Myles - Editor

Board Lead – Allan Brownrigg
Branch Liaison Committee

Branches and Special Interest Groups (SIGs) continue to provide high quality CPD events for BABCP members with a diversity of established and newer cutting edge topics on CBT and its therapeutic uses. New Branches and SIGs continue to emerge, adding further diversity to the organisation.

The Branch Liaison Committee (BLC) is the largest of the BABCP national committees, bringing together a representative - known as a Liaison Officer - from each of the current Branch and SIG Committees. Since last year, the BLC meets twice yearly, as follows:

- A two-day event held each spring at the Etihad Stadium in Manchester for all Liaison Officers, which includes a half-day committee meeting, networking and best practice sharing forum, finance and risk surgery, and governance, communications and other relevant training and awareness raising. This event is particularly focused on ensuring Branch and SIG committees have the necessary expertise and knowledge to carry out business in line with BABCP's governance arrangements and robust financial practices. Trustees and paid officers are also encouraged to attend, in order to provide a regular opportunity to meet and engage with Liaison Officers. The second Branch Liaison spring event took place in May and feedback again showed that this is a much more welcome format for productive interaction and effective decision making.

- A full-day meeting for Liaison Officers from geographical Branches only, where issues are considered and managed in line with a communications pathway that is intended to connect the individual member with the top tier of BABCP. This pathway is facilitated by each Branch having a single point of contact email address which local members can use to seek answers to a range of queries relating to BABCP business. In some cases, these queries can be escalated to the Board of Trustees using this pathway.

Branches in Scotland, Ireland and Wales also continue to provide high quality forums and opportunities for the dissemination of CBT, improving public and political awareness.

Each year the BLC presents an award to a Branch or SIG that has shown high levels of activity and innovation in their events. This award is named in honour of former Liaison Officer Neil Harmer who died of cancer in 2013. This year, the Neil Harmer Award 2015 goes to the Yorkshire Branch, whereas the Glasgow Branch were recognised with a Highly Commended award. Both awards will be presented at the BABCP AGM at the Annual Conference.

On behalf of the BLC, I would like to pay special thanks to Peter Elliott and Stephen Gregson in the BABCP office for all their support.

Debbie Thrush - Chair

Board Lead - Gerry McErlane
Research Fund

The current Research Fund stood at nearly £125,000 at the start of the last financial year. This provided sufficient funding for BABCP’s current PhD commitments and provided financial support for another round of grant applications with a deadline in September 2014. Two new research awards were made in January 2015:

1. Dr Abigail Wroe (Reading) & Professor Roz Shafran (UCL). Treating comorbid anxiety and depression: A comparison of one vs. Multiple intervention

2. Dr Josie Millar & Professor Paul Salkovskis (Bath). A Pilot Randomised Controlled Trial to assess the feasibility of Cognitive Behavioural Therapy (CBT) delivered in Intensive and Weekly Treatment Formats for Treatment Resistant Obsessive Compulsive Disorder (OCD)

Grants depend on the monies raised from Gift Aid and is further supported by a contribution from Spring and Summer Conference registration fees, so please do remember to Gift Aid your membership subscription fees on renewal. Progress on current research awards is detailed below.

David Veale - Chair Research Fund Committee
Board Lead - Trudie Chalder

Summaries of ongoing projects

(1) Evaluating training in CBT: Assessing disorder-specific competencies and clinical outcomes in IAPT high-intensity CBT training

Grant Holders: Jennifer Wild and Sheena Liness

The database is complete and includes PTSD (25 sessions), social phobia (30 sessions) and panic disorder (30 sessions) cases from IAPT trainees across years one to five with ratings from expert CBT markers on both the generic CTS-R and the disorder specific CTSR for panic, social phobia and PTSD = 85 therapy sessions rated, with 10 per cent second marked to check inter-rater reliability.

All related generic outcome measures (Phq9 GAD7) and disorder specific outcome measures (SPIN, IES, MI) have been entered. The data has been checked, initial analysis conducted on demographics such as gender, pay banding, core profession, highest qualification, age distribution. Total scores across generic and disorder specific CTSs have been compared. General versus CBT specific therapy items have also been compared across CTSs. As a potential confounder client complexity has also been analysed.

Further analysis is ongoing with a view to writing up the findings for publication.

(2) An Investigation of Sudden Gains within CBT for Panic Disorder with or without Agoraphobia

Grant Holders: Dr Rachel Lee, Dr Dean McMillan and Professor Mike Lucock

The phenomenon of sudden gains in CBT treatments has been widely examined in depression but less studied in anxiety disorder including panic. Sudden gains refer to large, sustained improvements occurring between one session and the next. The phenomenon of sudden gains provides opportunities to investigate change mechanisms in therapy. The aims of the current BABCP-funded project were:

1) to establish whether those people with panic disorder who demonstrate sudden gains show greater improvement at post-treatment than those who do not demonstrate sudden gains

2) to establish whether within-session cognitive shifts predict subsequent between-session sudden gains, as would be predicted by CBT theory

Recruitment to the study has ended and all data has been collected and inputted. We are currently
analysing the data and preparing a manuscript for publication in the *Journal of Consulting and Clinical Psychology*.

Data was collected from 64 service users, of which 60 participants met our inclusion criteria. Initial analyses have revealed that 24 (40 per cent; 24/60) of the participants demonstrated one or more sudden gains in panic symptomatology, as measured by the Panic Disorder Severity Scale (PDSS), according to the sudden gain criteria specified by Tang and DeRubeis (1999).

Sudden gains tended to occur early in therapy, and were most likely to occur in session three (11/24, 46 per cent). Participants who made a sudden gain were more likely to have a lower PDSS score at the end of therapy, compared to those who did not make a sudden gain (p<.001).

Two different definitions of a within-session cognitive shift were utilised; the first involved taking a mean of all the items of the Agoraphobic Cognitions Questionnaire (ACQ) and the second involved using the mean of the ACQ items with the highest scores (i.e. the client's key cognitions) at the start of the pre-gain session.

We found a significantly greater level of cognitive shift in the pre-gain session compared to a control session (the session prior to the pre-gain session) when the second definition, involving the most highly rated cognitions, was used.

This suggests that cognitive change in participants’ key cognitions may be responsible for sudden gains.

In conclusion, preliminary analyses have revealed that 40 per cent of clients receiving CBT for panic disorder with or without agoraphobia within an IAPT service experienced at least one sudden gain, and sudden gains were associated with a better treatment outcome.

The finding of within-session cognitive shifts in participants’ most highly rated panic disorder cognitions, or catastrophic misinterpretations, in the session preceding the sudden gain suggests that cognitive shift may be the mechanism of change in CBT for panic disorder with or without agoraphobia and is consistent with Clark’s (1986) cognitive model of panic disorder, which states that catastrophic misinterpretations of bodily sensations maintain panic disorder.

(3) IAPT – Linking Training and Patient Outcomes

**Grant Holder: Pamela Myles**

The national Improving Access to Psychological Therapies (IAPT) programme aims to train 6,000 Psychological Wellbeing Practitioners (PWPs) and High Intensity therapists (HIs) to deliver evidence-based Low and High Intensity psychological treatments to patients suffering with depression and anxiety disorders. The studies funded by the 2010 BABCP Research Grant were conducted to ascertain whether the training led to improved therapist competence, and to better understand relationships between training and patient outcomes. A secondary objective was to explore the influence of therapist characteristics on training and patient outcome.

Competence was measured through a series of clinical and academic assessments. Clinical skill is measured by Observed Standardised Clinical Examinations (OSCEs) for PWPs and ratings of therapy sessions using the Cognitive Therapy Scale - Revised (CTS-R) for HIs improved over the duration of the respective courses. No tests of clinical knowledge improved over training. Training outcome was best predicted by past performance. Trainees achieving higher undergraduate degree grades were more likely to perform well clinically and academically. Demographic variables (age, gender and experience), personality and cognitive ability were largely unrelated to training outcome.
Patient outcome was unrelated to performance on the PWP or HI training programmes, and did not differ according to whether patients were treated during or after training. However, differences emerged in the outcomes of patients treated by the most and least competent therapists. More patients than expected being treated by PWP trainees in the top quartile of OSCE performance reliably improved and recovered, the reverse was true of patients treated by the poorest performing PWPs. Similarly, more patients treated by the most competent HI trainees showed a reliable improvement in symptoms of anxiety, and reached recovery than expected. Therapist characteristics were unrelated to patient outcome.

Awards

The BABCP 2010 Research Grant funded the final year of Amanda Branson’s PhD. Amanda completed her thesis entitled ‘Improving Access to Psychological Therapies: Linking Training and Patient Outcome’ in November 2012, and was awarded a PhD from the University of Reading in July 2013.

Dissemination

The HI/CBT patient outcomes study has been published in Behaviour Research and Therapy, and features in May’s edition. This paper has been published by open access, and it will be added to the IAPT website over the coming weeks. The University of Reading are currently working on a news story tying this research into the new Conservative Government’s commitment to ensure that therapists are available in ‘every part of the country’.

The therapist characteristics study, which contributed to Amanda Branson’s PhD, has been published in the May 2015 edition of Behavioural and Cognitive Psychotherapy.

Final Comments

Thanks to the BABCP funding, we have been able to engage in research around the impact of IAPT training on patient outcome which led to a publication in Behaviour Research and Therapy with an additional publication in Behavioural and Cognitive Psychotherapy. The project has now ended. We would like to conclude this report with a huge thank you to the BABCP for their support of this project.

References


http://dx.doi.org/10.1016/j.brat.2015.03.002

(4) Developing and evaluating valid, reliable and cost-effective measures of CBT competence

Grant Holder: Kate Muse

In December 2010 BABCP awarded a grant of £59,775 to Kate Muse and Freda McManus to carry out a series of studies investigating the measurement of competence in CBT. The project commenced in October 2011 and was completed in September 2014 when Kate Muse successfully completed a DPhil in Psychiatry awarded by the University of Oxford.

The accurate and efficient measurement of CBT competence is crucial to the success of the UK’s current drive to expand CBT training and service provision, and to the widespread dissemination of
CBT into routine clinical practice settings. It is, however, recognised that existing measures of CBT competence have significant limitations. Thus the current body of research aimed to further evaluate and refine existing measures of CBT competence and to develop measures with improved validity, reliability and cost effectiveness that can be used in a broad range of situations.

The research included three key projects:

1) A systematic review of methods for assessing therapist competence in CBT
2) Expert insight into the assessment of CBT competence: A qualitative exploration
3) Developing and evaluating a CBT competence rating scale

All of these projects are complete and the findings will be disseminated to clinicians and researchers through three mediums. First, the Assessment of Core CBT Skills (ACCS) tool is freely available online - https://www.accs-scale.co.uk/.

Second, the findings from these studies were reported at the BABCP Conferences in 2013 and 2014. Third, the following two research articles have now been published and three more publications are currently in preparation:


European Association for Behavioural and Cognitive Therapies (EABCT)

The European Association for Behavioural and Cognitive Therapies (EABCT) is an organisation that brings together 53 individual associations from 39 different countries. Each association is committed to the empirically based principles and practice of behavioural and cognitive therapy approaches in health, social, education and related fields. They also share a common goal of developing the highest standard of clinical practice through the development of training, continuing professional development and evidence based practice. The latest country and Association to join was the Georgian Association accepted as a member in 2014.

During the year from July 2014 to June 2015, BABCP was represented by Katy Grazebrook at the EABCT AGM and half annual meeting.

In 2014/15 EABCT created the Honorary Fellow and EABCT Awards.

Rod Holland was awarded the first Honorary Fellowship of EABCT as a recognition of his outstanding work for EABCT. Rod Holland has been President of EABCT for the last six years and has been active in EABCT for over 30 years.

Paul Emmelkamp received the EABCT Award. The EABCT Award is given to a person that has been key to the development of CBT in the region of the congress.

The 45th EABCT conference is in Jerusalem (Israel), 31 August to 3 September 2015 ‘CBT: A road to hope and compassion for people in conflict.’ Future conference venues have been agreed; 2016 Stockholm (Sweden), 2017 Istanbul (Turkey), 2018 Sofia (Bulgaria). EABCT was successful in its bid to host the World Congress in 2019, the venue will be Berlin, Germany.

After two terms as President of EABCT, Rod Holland stepped down. Thomas Kalpakoglou was elected as President from a strong group of contenders. Helen Macdonald was re-elected as Secretary unopposed.

Thomas Kalpakoglou has been part of the EABCT since 1997. He started by representing the Greek Association for Behavioural Modification (GBA) and became one of the first members of EABCT’s working group on Training Standards. Thomas trained in the UK, doing his undergraduate degree at Keele University, and his PhD in Manchester under the supervision of Professor Nick Tarrier.

Thomas has a strong vision for EABCT in the future, promising to improve communication between the member associations and the governance structure within EABCT. He wishes to create a ‘mobile CBT academy’ taking excellent CBT training to countries where this is in short supply.

Katy Grazebrook
Irish Association for Behavioural & Cognitive Psychotherapies (IABCP)

The IABCP has had a very active 2014/15. The following are a summary of the various activities and issues that have arisen for the Branch.

- **A Workshop** was held on 5 September 2014 called ‘CBT Practice across Ireland’. There were six presentations by local CBT Therapists with topics including Compassion Therapy, Stress Control, CBT in Forensic Settings, CBT for Children, CBT for GAD and CBT for Bipolar Illness. All presenters did so without a fee and expenses only covered. This raised necessary funds for the Branch. The purpose of the Workshop was also to celebrate the clinical work in Ireland, encourage local presenters to consider presenting at the BABCP Annual Conference in Belfast in 2016 and to develop networking among IABCP members.

- **The AGM** was held after the Workshop and was well attended. The current Committee will sit until 2017 which will allow for continuity until after the BABCP Annual Conference in Belfast in 2016.

- **The ACTSIG/IABCP & ACBS Conference** took place on 2-5 December 2014. There was a reasonable uptake of delegates with a break-even in financial terms. All three groups will have representation at the Conference. Experience of running previous ACT Conference and BABCP Spring Conference had been helpful.

- **Our Workshop Co-ordinators, Roy Cheetham and Beverley Bell,** organised a full schedule of Workshops for 2015/16. David Veale on Disgust (March 2015), Paul Salkovskis on OCD (October 2015) and Colin Espie on Sleep (March 2016). It is anticipated that this will help support the Committee activity throughout 2015/16. Whilst BABCP Annual Conference coming to Belfast is very much welcomed, it will affect our financial income in 2016.

- **The IABCP Development Plan** was forwarded to the Board for consideration in November 2013. In July 2014 Paddy Love (IABCP Chair) presented to the BABCP Board on the Win/Win for supporting the Strategy. As a result the Strategy is currently being discussed at the SDU and we look forward to receiving feedback on this process and outcome as soon as possible.

- **An IABCP Development Plan Meeting** was held in November 2014. In order to manage finances better, a decision was made to reduce committee meetings to twice per year and hold sub-committee meetings by Skype in between. The committee meetings will now be held the night before the workshops. The IABCP Development Plan was endorsed in principle by the BABCP Board.

- **CBT in Ireland,** an event similar to CBT4Wales, will now be held in October 2016 in Dublin. There was much debate about the timing, and due to the Annual Conference in Belfast, organised Workshops and the need for the event to be a single day, it was decided to delay until October 2016. It is hoped that a meeting to promote the event can be held at the Annual Conference in Belfast in June 2016.

- **The CBT in Ireland sub-committee** have met on three occasions via Skype and twice face to face (March and June 2015). Further face to face meetings will be held in October 2015 and March 2016. The Committee welcome two new members from Dublin who have joined the sub-committee (Magda Listwain and Mary Clare Douglas). Stakeholders from the North and South of Ireland will be involved in this event to promote IABCP/BABCP in Ireland. Particular focus will be in ROI and activating politicians, health service providers, insurance companies, voluntary and community sector in acknowledging CBT as an evidence-based treatment of choice.
• IABCP members are well placed to help promote BABCP and its services within the commissioning and policy networks across all Ireland. For example IABCP committee members Stephen Herron and Paddy Love continue to attend the Psychological Therapies Implementation Strategy Group in Northern Ireland. In the ROI, Damian Price and Paddy Love recently met with two Directors of National Counselling Service for adult survivors of childhood sexual abuse who co-ordinate the Counselling in Primary Care Service throughout ROI. This was to highlight the high standards that practitioners can offer who achieve BABCP Accreditation.

• This sort of activity will be required on a more frequent basis in the future in both ROI and NI and it concerns the IABCP that we have no dedicated funding provision for this. Previously we had to rely on Branch funds for activity that is more than should be accepted from a geographical Branch. The goodwill of individuals is also relied on to attend these meetings who have to attend in their own time. More recently we have requested funding from Central Funds on each occasion, which has enabled us to cover the expenses.

• Thanks to the Accreditation Committee for inclusion of the Irish Association of Counselling and Psychotherapy as a Core Profession. It is anticipated this will increase the numbers applying for BABCP Accreditation from a counselling background.

• As agreed by the BABCP Conference Strategy Group, IABCP will submit a bid in March 2016 to host the EABCTC Conference in 2020.

Paddy Love - Chair
Policies and Procedures Audit Committee

The Policies and Procedures Audit Committee (PPAC) was set up in order to ensure that BABCP’s policies and procedures are fit for purpose in an organisation whose size and range of activities has grown rapidly. To meet this aim, the PPAC examines these policies and procedures to see whether they adequately reflect the charity’s core aims, to review the relevant documentation and to make recommendations accordingly. The PPAC reports to the BABCP Board.

In my report last year, I noted that I expected this Committee to have completed its work this year, with the expectation that further reviews would revert to the other relevant BABCP Committees. It has not been possible to reach this target. This is because the scale of the task was greater than first anticipated. Some of our policies are complex, and the documentation associated with them considerable. Moreover, the BABCP Board has rightly identified additional areas which it wishes the PPAC to examine. Finally, the PPAC has identified areas of BABCP activity where no policies exist and which represent potential risk to the organisation in consequence.

During the past year, the PPAC has reviewed the policies and procedures associated with Accreditation and with the award of Research Grants by the Scientific Committee. Accreditation is an extremely important part of BABCP business and is a key reflection of the Association’s aim of promoting CBT. As might be expected, this area of work generates considerable documentation, which it is difficult for colleagues not involved in the process to gain a complete overview of. Accordingly, the PPAC is particularly grateful to Mandy Cole and Charlie McConnochie for their help in examining Accreditation. The award of Research Grants is likewise central to BABCP’s core aim, and the PPAC thanks David Veale for his assistance with small revisions to the procedures associated with this activity. The PPAC will produce a template to help these and other Committees with continuing audits of their policies and procedures.

The BABCP currently lacks specific policies related to such key areas as safeguarding of vulnerable adults, equal opportunities, the activities of volunteers, and such policies will be drafted during the coming year. The PPAC will also review the BABCP staff handbook and the process for the award of Fellowships as its next reviews in the coming year. I will report to BABCP Board over the coming year on continuing progress towards finishing initial reviews of BABCP policies. It is recommended to the Board that the PPAC continues after this time as a standing Committee to examine regular reviews of policies and procedures from the relevant Committees and officers. This will free the BABCP Board from that role, and Board will ordinarily receive reports by exception from the PPAC.

Rob Newell - Chair and Board Lead

Board Lead - Steve Flatt
Workforce Development

Issues that impact on BABCP members are regularly discussed at BABCP Board and NCF meetings and action is taken where appropriate. We monitor policy developments from the Government and the Department of Health and consider the implications that they have on mental health services, psychological therapy and CBT in particular. The landscape continually changes and with the end of the coalition government this year we are keen to understand what impact central government will have on mental health policy.

BABCP is engaging with other organisations in the We Need to Talk coalition that aims to target and influence public policy in relation to Talking Therapies and is well supported by Steve Flatt’s involvement with this group. Again with Steve’s hard work we have raised the issue of services being forced to deliver levels of therapy that do not necessarily meet the standards that the evidence-based guidelines require. This has had a direct effect on influencing some commissioners against cutting back on therapy time because of financial constraints and has the support of other professional bodies associated with psychological therapies. However, we still have to better understand and influence the new commissioning structures in England and monitor the developments in psychological therapies in the other home nations.

Workforce Development has also continued to look at the implications of the roll out and further development of the IAPT programme, particularly into the new areas of Child and Young People’s IAPT services and the more recent developments of pathfinder sites to explore the development of an IAPT approach with people with serious mental health illness. Updates on these developments will be included in the Annual Conference programme in Warwick with the attendance of David Clark, the IAPT National Advisor.

Rod Holland - Chair
Strategic Development Unit

The Strategic Development Unit (SDU) was founded resulting from BABCP’s Strategic Development Plan. It is a working party with the purpose of discussing, reviewing and operationalising that plan. The SDU has an agreed set of terms of reference and regular meetings co-ordinated with Board meetings. The main activity undertaken by the SDU during the past year has been re-examination of the Development Plan and its implications for the future direction of BABCP, with particular consideration of the varied roles of the association, public involvement, accreditation (for which a subgroup was convened), and the public face of BABCP.

An early objective of the SDU was to hold an awayday to look at BABCP’s aims and values and examine how those might translate into action. Because of difficulties with availability of SDU members, this event occurred on 26 March 2015. At the event, there was broad agreement that increasing public understanding of and involvement in CBT whilst increasing membership and influence were key components in implementing the charitable aim of BABCP for the future. A list of specific action points was generated at the event, which will influence future SDU activity.

Arising from the awayday and from SDU meetings during the year, the BABCP Board is now considering several proposals for the future direction of the organisation. In particular, costing of different models of BABCP membership to allow for greater accessibility to lay people with an interest will take place. Similarly, the BABCP Board will revisit the idea of a name change for the Association to one which more readily communicates to the public our promotion of CBT. In recognition of the increase of our public role, the Board will consider a senior staff appointment with a clinical leadership focus. The Board will engage in consultation with our membership during the coming year about these possible initiatives, in the context of a discussion about members’ perceptions of the role of BABCP and its meaning to them.

Joint Chairs - Professor Trudie Chalder and Professor Rob Newell
Accounts Overview
The year to 30 April 2015 has realised a surplus of £171,017 compared with last year’s surplus of £147,497. The surplus comprises a figure of £164,277 as net operational gains, and a further £6,740 as a result of the revaluation of our investments. The Trustees had set a budget for 2014/15 which predicted an overall surplus for the year of around £56,000, but this has been considerably exceeded due primarily to increasing subscriptions, the continuing increase in workshops and a significant increase in Gift Aid receipts. We had also anticipated a significant spend, estimated at around £45,000, for the replacement of our database and investment in upgrading our IT systems. However, this did not happen during the year, which accounts for £45,000 of the increased surplus. This particular area is being actively scoped out currently and there is likely to be a spend of £70,000 to £100,000 in the forthcoming financial year.

This year has seen total financial income for the Association rise to £1.497 million from £1.395 million in 2013/14, an increase of 7.31 per cent.

Some observations of income/expenditure compared with 2013/14 are made here. Staff costs have increased by 3.07 per cent (compared with 3.19 per cent last year) due to further increases in the numbers of staff employed, some re-grading of existing staff and an annual pay increase of 1 per cent in April 2014. However, due to continuing increased efficiencies, mainly due to the continuing implementation of IT systems and despite an increase in numbers, this represents a proportion of turnover of 38.69 per cent which is down from 40.2 per cent on last year. Professional fees (within charitable expenditure) have increased to £137,098 from £100,583 last year, although the year before was £133,599. These are largely fees paid to sub-contracted Accreditors and the Course Accreditation Registrar as well as legal and auditor’s fees. This is indicative of the increasing Accreditation activity. Rent costs are fixed and have therefore remained static from last year.

Overall advertising income (including flyers and inserts) has dropped slightly to £120,879 (from £124,521 last year). The small increase in subscriptions and an increase in numbers of members has meant that the total income from subscriptions increased by 7.68 per cent (from 9.91 per cent last year) to £650,256.

Membership Subscriptions 2015/16
Current economic conditions and a predicted increase in costs such as printing, travel and subsistence mean that the Trustees have again been cautious in producing the budget for next year. They have been mindful that there is a considerable investment to be made in the database and IT infrastructure, and they have also considered the fact that we must ensure that our level of Reserves is maintained at a level to satisfy the Charity Commissioners’ recommendations.

In addition, a recent analysis of the costs of servicing the needs of the membership has revealed that each Member actually costs the Association £15.72 after taking into account the subscriptions paid. This is, however, offset to some degree by other areas of activity which produce a surplus (e.g. Conferences, website listings, Gift Aid, Branch & SIG workshops, etc.), and results in a small surplus of £8.54 per Member (from £6.95 last year). Clearly, continuing in this vein leaves our financial position at some risk as any unanticipated drop in income from these other sources could have serious implications for BABCP. This has identified the need to increase membership subscriptions. However this has been kept to an absolute minimum given the tight financial situation many members are currently in. There was also an acknowledgement by the Board to maintain a surplus that allowed for future investment as in the Senior Clinical Advisor and given the year on year costs – potentially of this
as well as other IT infrastructure. It is proposed by the Trustees at the Annual General Meeting to increase all classes of membership subscription by £3.50 per annum. The standard full membership fee will therefore increase to £73.50 (if paid by direct debit).

These changes, if agreed by the membership, will take effect from 1 October 2015. It is still considered that membership is extremely good value for money and subscriptions are substantially lower than in most comparable organisations.

**Investments Selection Policy**

In earlier years, after taking financial advice and in accordance with Article 24 (a) of the Articles of Association, the Trustees considered that £50,000 could be invested in the longer term leaving sufficient funds for immediate use throughout the year. Consequently, in August 2007 £15,000 was invested with Kames Ethical Equity Fund (formerly known as AEGON) and £35,000 was invested with F&C Stewardship Income Fund. The Trustees considered that the charity needed to achieve long-term capital appreciation and income. Until a situation is reached where the charity needs to use the income from the investment, accumulation funds were chosen.

In the year to 30 April 2015, the value of these investments appreciated by £6,740 (2014: increase of £7,683) to £70,406. The Trustees still consider this to be an acceptable rate of return for their longer term objective of capital growth.

The ethical investment policy agreed by the Trustees is:

BABCP adopts an ethical investment policy, which is in line with its responsibilities as a registered charity, and which complements the aims and objectives of the organisation. In this respect it seeks to invest with companies who have proven socially responsible portfolios and to have its investments managed by financial advisors who are ethically led with a demonstrable record of sound financial control and planning.

In this respect the policy statement reflects the aims and objectives of our charity:

1. BABCP considers ethical investment is consistent with the aims and objectives of the organisation.
2. BABCP adopts a policy of supportive ethical investment. That is to say investing in companies with a commitment to responsible business practices, positive products and services. BABCP does not consider it appropriate to invest by negative screening.
3. Whilst investing ethically, such a policy is not in conflict with its requirement to maximise funds for the benefit of the organisation, and ensure that such a policy does not involve a risk of significant financial detriment.

The remaining funds fluctuate throughout the year and are held in interest-bearing deposit accounts. During the year as these funds fluctuate, it is agreed by the Trustees that the money should be invested on the Money Market for fixed short term periods (seven days upwards, but more usually for three month terms) to attract higher interest rates and to meet their requirements to generate income and secure capital values. The Finance Manager, in consultation with the Treasurer to the Trustees, will accordingly decide the amount and period of investment to allow sufficient funds to remain in the current accounts for immediate use.
Grant-Making Policy

Sixteen years ago a Research Fund was set up with the ultimate objective of making grants for research relevant to the objectives of the Association. In 2007 the fund achieved sufficient assets to be able to make annual grants. The Trustees have a policy for making such grants and they have invited applications for modest Research Grants in previous years. Several applications were received for grants of up to £20,000 and these were considered by the Research Fund Committee who made recommendations to the Trustees. Two new research awards were made in January 2015.

1 Dr Abigail Wroe (Reading) & Professor Roz Shafran (UCL). Treating comorbid anxiety and depression: A comparison of one vs. Multiple intervention.

2 Dr Josie Millar & Professor Paul Salkovskis (Bath). A Pilot Randomised Controlled Trial to assess the feasibility of Cognitive Behavioural Therapy (CBT) delivered in Intensive and Weekly Treatment Formats for Treatment Resistant Obsessive Compulsive Disorder (OCD).

Grants depend on the monies raised from Gift Aid and is further supported by a contribution from Spring and Summer Conference registration fees.

Reserves

The Trustees have reviewed the level of free reserves, which are unrestricted funds not invested in fixed assets held by the charity, and they are satisfied that the level of reserves is adequate.

At the last day of the financial year, the amount of reserves was £700,096 (2014: £529,079) of which designated funds were £592,236 (2014: £452,761). It should be remembered that designated funds are still unrestricted funds.

Funding

The Trustee Directors are satisfied that the charity’s assets are adequate to fulfil its obligations.

The main source of funding continues to be annual subscriptions from members for their membership and accreditation. Membership subscriptions can always be increased to meet the costs of any additional services to members but the Trustees have to consider carefully what level of subscription members will accept without withdrawing from membership. The charity has maintained a 92 per cent renewal rate or better for very many years and at this level, there have always been more new members joining each year than required to maintain the membership level.

Accreditation fees and subscriptions cover the cost of providing accreditation services. The Trustees regularly review these costs and adjust the fees accordingly. Gift Aid also provides an increasing source of income as more members join the scheme enabling the charity to recover an additional 25 per cent of membership subscriptions from HM Revenue and Customs. However, all Gift Aid income goes to the Research Fund which is a designated fund. Selling of advertising through the Association media is a continuing source of revenue and the Trustees are seeking to increase this through special advertising supplements and advertising through the internet.

Risk Assessment

The Trustee Directors have assessed the major risks to which the charity is exposed, in particular those related to the operational finances of the charity, and are satisfied that systems are in place to mitigate the charity’s exposure to major risks. The Trustees have embarked on a thorough risk assessment of all aspects of the charity’s activities and implementation of risk management strategies.
Statement of Trustee Directors’ Responsibilities
Company law requires the Trustee Directors to prepare financial statements for each financial year which give a true and fair view of the financial position of the company during the year and of its financial position at the end of the year. In preparing those financial statements, the Trustee Directors should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice 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 charity will continue in operation.

The Trustee Directors are responsible for keeping proper accounting records which disclose with reasonable accuracy the financial position of the company and which enable them to ascertain their financial position and to ensure that the financial statements comply with the Companies Act 2006 and the Charities Act 1993 and regulations thereunder. They are also responsible for safeguarding the assets of the company and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement as to Disclosure of Information to Auditors
So far as the Trustee Directors are 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 Trustee Director has taken all the steps that he or she ought to have taken as a Trustee Director in order to make himself or herself aware of any relevant audit information and to establish that the company’s auditors are aware of that information.

Small Company Exemption
These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Charity Requirements
This report has been prepared in accordance with requirements set down by the SORP 2005.

Auditors
The auditors, Ainsworths Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

ON BEHALF OF THE TRUSTEE DIRECTORS

..............................................

Director/Trustee
Dated 23 July 2015
Independent Auditor’s Report

to the Members of the British Association for
Behavioural and Cognitive Psychotherapies

We have audited the financial statements of the British Association for Behavioural and Cognitive Psychotherapies for the year ended 30 April 2015 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard for Smaller Entities (effective April 2008) (United Kingdom Generally Accepted Accounting Practice) for smaller entities.

This report is made solely to the charity’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 charity’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 charity and the charity’s members as a body, for our audit work, for this report or for the opinions we have formed.

Respective responsibilities of Trustees and Auditor

As explained more fully in the Statement of Trustee Directors’ Responsibilities, the Trustees (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. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board’s (APB’s) Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company’s circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Trustee Directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Annual Report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies, we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company’s affairs as at 30 April 2015 and of its 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.
Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Trustees’ Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustee Directors’ remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustee Directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption from the requirement to prepare a strategic report or in preparing the Report of Trustees

Michael Heys (Senior Statutory Auditor)
for and on behalf of Ainsworths Limited
Chartered Accountants and Statutory Auditors
Charter House
Stansfield Street
Nelson
Lancashire
BB9 9XY

Dated 23 July 2015
Statement of Financial Activities
(including the income and expenditure account)
for the year ended 30 April 2015

<table>
<thead>
<tr>
<th>Notes</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
</tr>
</tbody>
</table>

**INCOMING RESOURCES**

Incoming resources from generated funds:
- Activities for generating funds: 2 128,020 133,315
- Investment income: 2,112 1,219
- Sub total incoming resources from generated funds: 130,132 134,534

Incoming resources from charitable activities:
- Membership subscriptions: 650,256 603,878
- Accreditations: 355,643 355,587
- Branch events and workshop bookings: 287,108 249,487
- Other income from charitable activities: 74,055 48,899
- Sub total incoming resources from charitable activities: 1,367,062 1,257,851

Other incoming resources: 100 3,176

**TOTAL INCOMING RESOURCES** 1,497,294 1,395,561

**RESOURCES EXPENDED**

- Costs of generating funds: 4 71,949 74,184
- Charitable activities: 5 1,247,457 1,170,273
- Governance costs: 4 13,611 11,290

**TOTAL RESOURCES EXPENDED** 1,333,017 1,255,747

**NET INCOME FOR THE YEAR** 164,277 139,814

**OTHER RECOGNISED GAINS**

- Unrealised gain on revaluation of investment assets: 6,740 7,683

**NET MOVEMENT IN FUNDS** 171,017 147,497

Total funds brought forward: 529,079 381,582

**TOTAL FUNDS CARRIED FORWARD** 700,096 529,079

All the income and expenditure in the year are of unrestricted funds.

There are no acquisitions or discontinued operations in the year. All of the charity’s activities are classed as continuing.

There are no other recognised gains or losses other than those shown in the Statement of Financial Activities.
# Balance Sheet

as at 30 April 2015

<table>
<thead>
<tr>
<th>Note</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td><strong>FIXED ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Intangible fixed assets</td>
<td>9</td>
<td>-</td>
</tr>
<tr>
<td>Tangible fixed assets</td>
<td>10</td>
<td>7,592</td>
</tr>
<tr>
<td>Investments</td>
<td>11</td>
<td>70,406</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td><strong>77,998</strong></td>
</tr>
<tr>
<td><strong>CURRENT ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Debtors and prepayments</td>
<td>12</td>
<td>123,091</td>
</tr>
<tr>
<td>Cash at bank and in hand</td>
<td></td>
<td>667,211</td>
</tr>
<tr>
<td><strong>NET CURRENT ASSETS</strong></td>
<td></td>
<td><strong>622,098</strong></td>
</tr>
<tr>
<td><strong>TOTAL ASSETS LESS CURRENT LIABILITIES</strong></td>
<td></td>
<td><strong>700,096</strong></td>
</tr>
<tr>
<td><strong>CREDITORS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amounts falling due within one year</td>
<td>13</td>
<td>168,204</td>
</tr>
<tr>
<td><strong>NET ASSETS</strong></td>
<td></td>
<td><strong>700,096</strong></td>
</tr>
<tr>
<td><strong>THE FUNDS OF THE CHARITY</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unrestricted income funds:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Designated</td>
<td>15</td>
<td>596,236</td>
</tr>
<tr>
<td>General</td>
<td>16</td>
<td>103,860</td>
</tr>
<tr>
<td><strong>TOTAL CHARITY FUNDS</strong></td>
<td></td>
<td><strong>700,096</strong></td>
</tr>
</tbody>
</table>

These accounts were prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and with the Financial Reporting Standards for Smaller Entities (effective April 2008).

The financial statements were approved by the Board of Trustees on 23 July 2015.

Signed on behalf of the Board of Trustees

..............................................

Professor R J Newell
Director/Trustee

The notes on pages 50 to 59 form part of these accounts
Notes to the Financial Statements
for the year ended 30 April 2015

1 ACCOUNTING POLICIES

(a) Basis of preparation
The financial statements have been prepared under the historical cost convention except for investments which have been included at revalued amounts, and in accordance with applicable accounting standards, the Financial Reporting Standard for Smaller Entities (effective April 2008) and follow the recommendation in the Statement of Recommended Practice: Accounting by Charities (SORP) 2005.

(b) Cash flow statement
The Trustee Directors have taken advantage of the exemption in Financial Reporting Standard No 1 (Revised) from including a cash flow statement on the grounds that the charity is a small company as defined in Section 382 of the Companies Act 2006.

(c) Incoming resources
Membership subscriptions and accreditations are recognised in full in the period in which they are received. All other income is recognised on an accruals basis, with income relating to events after the year end being deferred.

(d) Resources expended
Expenditure is classified under the principal categories set out in the Statement of Recommended Practice.

Costs of charitable activities are those directly associated with achieving the charity’s goals. Governance costs are those incurred in connection with the management of the charity’s assets, organisational administration and compliance with constitutional and statutory requirements.

Resources expended are recognised on an accruals basis.

(e) Branch transactions
Branch transactions are included in full in the financial statements.

(f) Fund accounting
Unrestricted funds are subscriptions and other incoming resources received or generated for expenditure on the general objectives of the charity.

Designated funds are unrestricted funds which have been designated for specific purposes by the Trustees.

(g) Intangible fixed assets
Intangible fixed assets represent expenditure developing the website which is written off over its expected useful life of three years.
(h) **Tangible fixed assets**

All tangible fixed assets are capitalised at cost. Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over its expected useful life as follows:

- **Office equipment**: 15% reducing balance
- **Computer equipment**: 50% reducing balance

(i) **Investments**

Investments are stated at market value at the balance sheet date. The Statement of Financial Activities includes the net gains and losses arising on any revaluations or disposals throughout the year.

(j) **Operating leases**

Rentals payable under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

(k) **Pensions**

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. Contributions payable for the year are charged in the Statement of Financial Activities.

(l) **Taxation**

The company is a registered charity and is therefore exempt from Income Tax and Corporation Tax under the provisions of Section 505(1) of the Income and Corporation Taxes Act 1988.

(m) **Grants Payable**

Each year the charity makes a single grant for research to be carried out into behavioural and cognitive psychotherapies. The liability is recognised when the obligation arises.

In 2012, the charity became contractually committed to funding a PhD. The research project lasted for three years and the grant was payable in three instalments of £19,925, each one falling due at the start of the academic year. The full liability of the commitment was recognised in the financial statements but the grant shown in the Statement of Financial Activities represented the current instalment only.

Two new grant awards were made in January 2015.
### 2 ACTIVITIES FOR GENERATING FUNDS

<table>
<thead>
<tr>
<th>Activity</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advertising, flyers and inserts</td>
<td>120,879</td>
<td>124,521</td>
</tr>
<tr>
<td>Address labels</td>
<td>6,405</td>
<td>8,289</td>
</tr>
<tr>
<td>Professional services rendered</td>
<td>736</td>
<td>505</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>128,020</strong></td>
<td><strong>133,315</strong></td>
</tr>
</tbody>
</table>

### 3 OTHER INCOME FROM CHARITABLE ACTIVITIES

<table>
<thead>
<tr>
<th>Activity</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journals</td>
<td>970</td>
<td>1,660</td>
</tr>
<tr>
<td>Gift Aid</td>
<td>47,904</td>
<td>26,535</td>
</tr>
<tr>
<td>National Conference &amp; Workshop event surplus</td>
<td>25,181</td>
<td>20,704</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>74,055</strong></td>
<td><strong>48,899</strong></td>
</tr>
</tbody>
</table>
4 ALLOCATION OF SUPPORT COSTS

The Association allocates its support costs on a basis consistent with the use of resources, as shown in the table below.

<table>
<thead>
<tr>
<th>Cost of generating funds</th>
<th>Charitable Governance activities costs</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Travel, accommodation and subsistence</td>
<td>-</td>
<td>146,141</td>
<td>5,973</td>
</tr>
<tr>
<td>Printing and publishing</td>
<td>32,490</td>
<td>97,471</td>
<td>-</td>
</tr>
<tr>
<td>Hire charges</td>
<td>124</td>
<td>2,357</td>
<td>-</td>
</tr>
<tr>
<td>Staff costs</td>
<td>28,970</td>
<td>550,439</td>
<td>-</td>
</tr>
<tr>
<td>Stationery</td>
<td>571</td>
<td>10,844</td>
<td>-</td>
</tr>
<tr>
<td>Postage and distribution</td>
<td>1,852</td>
<td>35,191</td>
<td>-</td>
</tr>
<tr>
<td>Rent</td>
<td>2,475</td>
<td>47,022</td>
<td>-</td>
</tr>
<tr>
<td>Insurance</td>
<td>232</td>
<td>4,412</td>
<td>-</td>
</tr>
<tr>
<td>Audit fees</td>
<td>-</td>
<td>-</td>
<td>6,075</td>
</tr>
<tr>
<td>Accountancy services</td>
<td>-</td>
<td>-</td>
<td>1,563</td>
</tr>
<tr>
<td>Repairs and renewals</td>
<td>35</td>
<td>656</td>
<td>-</td>
</tr>
<tr>
<td>Software/computer supplies</td>
<td>1,162</td>
<td>22,086</td>
<td>-</td>
</tr>
<tr>
<td>Telephone</td>
<td>680</td>
<td>12,915</td>
<td>-</td>
</tr>
<tr>
<td>Bank charges</td>
<td>685</td>
<td>6,163</td>
<td>-</td>
</tr>
<tr>
<td>Amortisation of website costs</td>
<td>2,342</td>
<td>2,342</td>
<td>-</td>
</tr>
<tr>
<td>Depreciation</td>
<td>249</td>
<td>4,728</td>
<td>-</td>
</tr>
<tr>
<td>Loss on disposal</td>
<td>82</td>
<td>1,564</td>
<td>-</td>
</tr>
<tr>
<td>TOTAL SUPPORT COSTS</td>
<td>71,949</td>
<td>944,331</td>
<td>13,611</td>
</tr>
</tbody>
</table>
5 ANALYSIS OF CHARITABLE EXPENDITURE

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants payable (see below)</td>
<td>-</td>
<td>19,925</td>
</tr>
<tr>
<td>Event costs</td>
<td>156,898</td>
<td>143,668</td>
</tr>
<tr>
<td>Publicity</td>
<td>7,043</td>
<td>3,619</td>
</tr>
<tr>
<td>Professional fees</td>
<td>137,098</td>
<td>100,583</td>
</tr>
<tr>
<td>Support costs (see note 4)</td>
<td>944,331</td>
<td>900,503</td>
</tr>
<tr>
<td>Sundry expenses</td>
<td>2,087</td>
<td>1,975</td>
</tr>
<tr>
<td></td>
<td><strong>1,247,457</strong></td>
<td><strong>1,170,273</strong></td>
</tr>
</tbody>
</table>

The prior year grant of £19,925 was paid to the University of Oxford from the designated Research Fund to sponsor Kate Muse’s PhD research into ‘Developing and evaluating valid, reliable and cost-effective measures of CBT competence’. This grant represented the third instalment of three.

6 NET INCOME FOR THE YEAR

The income for the year is stated after charging:

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Auditors’ remuneration:</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Audit services</td>
<td>6,075</td>
<td>4,475</td>
</tr>
<tr>
<td>Non-audit services</td>
<td>1,563</td>
<td>1,476</td>
</tr>
<tr>
<td>Amortisation of website costs</td>
<td>4,684</td>
<td>11,388</td>
</tr>
<tr>
<td>Depreciation of owned tangible assets</td>
<td>4,977</td>
<td>3,657</td>
</tr>
<tr>
<td>Loss on disposal of owned tangible assets</td>
<td>1,646</td>
<td>-</td>
</tr>
<tr>
<td>Pension costs</td>
<td>42,038</td>
<td>42,419</td>
</tr>
<tr>
<td></td>
<td><strong>579,409</strong></td>
<td><strong>562,154</strong></td>
</tr>
</tbody>
</table>

7 STAFF COSTS

Staff costs during the year were as follows:-

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wages and salaries</td>
<td>492,115</td>
<td>476,074</td>
</tr>
<tr>
<td>Social security costs</td>
<td>45,256</td>
<td>43,661</td>
</tr>
<tr>
<td>Pension costs</td>
<td>42,038</td>
<td>42,419</td>
</tr>
<tr>
<td></td>
<td><strong>579,409</strong></td>
<td><strong>562,154</strong></td>
</tr>
</tbody>
</table>

The average number of staff employed by the charity (including Trustee Directors) during the year was:

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>number</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trustee Directors</td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td>Provision of charitable services</td>
<td>18</td>
<td>18</td>
</tr>
<tr>
<td></td>
<td>28</td>
<td>28</td>
</tr>
</tbody>
</table>

No employee earned £60,000 per annum or more in this or the preceding year.
8 TRUSTEE DIRECTORS AND CONNECTED PERSONS

No Trustee Director received any remuneration in the year, directly or indirectly, from the charitable company.


9 INTANGIBLE FIXED ASSETS

Website and portal costs

<table>
<thead>
<tr>
<th></th>
<th>£</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost:</td>
<td></td>
</tr>
<tr>
<td>At 1 May 2014</td>
<td>36,151</td>
</tr>
<tr>
<td>Additions</td>
<td>-</td>
</tr>
<tr>
<td>At 30 April 2014</td>
<td>36,151</td>
</tr>
</tbody>
</table>

Depreciation:

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>At 1 May 2014</td>
<td>31,467</td>
</tr>
<tr>
<td>Charge for the year</td>
<td>4,684</td>
</tr>
<tr>
<td>At 30 April 2015</td>
<td>36,151</td>
</tr>
</tbody>
</table>

Net book value at 30 April 2015: -

Net book value at 30 April 2014: 4,684

10 TANGIBLE FIXED ASSETS

<table>
<thead>
<tr>
<th></th>
<th>Office equipment £</th>
<th>Computer equipment £</th>
<th>TOTAL £</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost:</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>At 1 May 2014</td>
<td>8,555</td>
<td>29,253</td>
<td>37,808</td>
</tr>
<tr>
<td>Additions</td>
<td>183</td>
<td>4,895</td>
<td>5,078</td>
</tr>
<tr>
<td>Disposals</td>
<td>(5,139)</td>
<td>-</td>
<td>(5,139)</td>
</tr>
<tr>
<td>At 30 April 2015</td>
<td>3,599</td>
<td>34,148</td>
<td>37,747</td>
</tr>
</tbody>
</table>

Depreciation:

<table>
<thead>
<tr>
<th></th>
<th>£</th>
<th>£</th>
<th>£</th>
</tr>
</thead>
<tbody>
<tr>
<td>At 1 May 2014</td>
<td>4,187</td>
<td>24,484</td>
<td>28,671</td>
</tr>
<tr>
<td>Charge for the year</td>
<td>675</td>
<td>4,302</td>
<td>4,977</td>
</tr>
<tr>
<td>Eliminated on disposals</td>
<td>(3,493)</td>
<td>-</td>
<td>(3,493)</td>
</tr>
<tr>
<td>At 30 April 2015</td>
<td>1,369</td>
<td>28,786</td>
<td>30,155</td>
</tr>
</tbody>
</table>

Net book value at 30 April 2015: 2,230 5,362 7,592

Net book value at 30 April 2014: 4,368 4,769 9,137
11 INVESTMENTS

2015 2014
£  £
Valuation brought forward at 1 May 2014 63,666 55,983
Net gain on revaluation 6,740 7,683
Valuation carried forward at 30 April 2015 70,406 63,666

The investment is in a UK open-ended investment company, held to provide an investment return for the charity.

12 DEBTORS

2015 2014
£  £
Trade debtors 53,208 126,531
Other debtors 1,879 3,084
Prepayments and accrued income 68,004 50,737

123,091 180,352

13 CREDITORS

Amounts falling due within one year

2015 2014
£  £
Trade creditors 56,644 16,122
Accruals 25,329 23,193
Deferred income 47,584 47,584
Social security and other taxes 27,206 9,775
Other creditors 11,441 148
Grants payable - -

168,204 96,822

The movement in deferred income is analysed as follows:

2015 2014
£  £
Deferred income brought forward 47,584 18,238
Amounts released from previous years (47,584) (18,238)
Income received this year deferred to later years 47,584 47,584
Deferred income carried forward 47,584 47,584

The deferred income relates to branch events and workshops that were invoiced for but had not taken place at the year end.
14 CREDITORS
Amounts falling due after one year

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants payable</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td></td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

15 DESIGNATED FUNDS

<table>
<thead>
<tr>
<th></th>
<th>Research funds</th>
<th>Branch funds</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>At 1 May 2014</td>
<td>124,994</td>
<td>327,767</td>
<td>452,761</td>
</tr>
<tr>
<td>Incoming resources</td>
<td>86,042</td>
<td>276,997</td>
<td>363,039</td>
</tr>
<tr>
<td>Resources expended</td>
<td>(23)</td>
<td>(219,541)</td>
<td>(219,564)</td>
</tr>
<tr>
<td>At 30 April 2015</td>
<td>211,013</td>
<td>385,223</td>
<td>596,236</td>
</tr>
</tbody>
</table>

NAME OF FUND                      DESCRIPTION, NATURE AND PURPOSES OF THE FUNDS
Research funds  For the provision of grants to third parties to carry out research relevant to the objectives of the Association.
Branch funds    This represents the surplus of income over expenditure arising from branch events held.

16 UNRESTRICTED FUNDS

<table>
<thead>
<tr>
<th></th>
<th>Designated funds</th>
<th>General funds</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>At 1 May 2014</td>
<td>452,761</td>
<td>76,318</td>
<td>529,079</td>
</tr>
<tr>
<td>Incoming resources</td>
<td>363,039</td>
<td>1,134,255</td>
<td>1,497,294</td>
</tr>
<tr>
<td>Resources expended</td>
<td>(219,564)</td>
<td>(1,113,453)</td>
<td>(1,333,017)</td>
</tr>
<tr>
<td>Gain on revaluation of investment assets</td>
<td>-</td>
<td>6,740</td>
<td>6,740</td>
</tr>
<tr>
<td>Funds at 30 April 2015</td>
<td>596,236</td>
<td>103,860</td>
<td>700,096</td>
</tr>
</tbody>
</table>
17 ANALYSIS OF NET ASSETS BETWEEN FUNDS

<table>
<thead>
<tr>
<th></th>
<th>Designated funds</th>
<th>General funds</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Fixed assets</td>
<td>511</td>
<td>77,487</td>
<td>77,998</td>
</tr>
<tr>
<td>Current assets</td>
<td>661,392</td>
<td>128,910</td>
<td>790,302</td>
</tr>
<tr>
<td>Creditors falling due within one year</td>
<td>(65,667)</td>
<td>(102,537)</td>
<td>(168,204)</td>
</tr>
<tr>
<td></td>
<td>596,236</td>
<td>103,860</td>
<td>700,096</td>
</tr>
</tbody>
</table>

18 OPERATING LEASE COMMITMENTS

The following operating lease payments are committed to be paid within one year:

<table>
<thead>
<tr>
<th>Expiring:</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Land and buildings</td>
<td>Other buildings</td>
</tr>
<tr>
<td></td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Within one year</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Between two and five years</td>
<td>50,544</td>
<td>6,801</td>
</tr>
<tr>
<td></td>
<td>50,544</td>
<td>6,801</td>
</tr>
</tbody>
</table>
19 CONTINGENT LIABILITIES

There were no contingent liabilities at 30 April 2015 or 30 April 2014.

20 OTHER COMMITMENTS

There were no other commitments at 30 April 2015 or 30 April 2014.

21 POST BALANCE SHEET EVENTS

There have been no significant events affecting the financial statements since the Balance Sheet date.

22 TRANSACTIONS WITH TRUSTEE DIRECTORS

No Trustee Director or other related party was a party to any transaction with Trustee Directors during the year except as disclosed in note 8 on page 55.

23 CONTROLLING RELATED PARTY

The Trustee Directors are the controlling related party by virtue of their office in the company.

24 COMPANY LIMITED BY GUARANTEE

The company is limited by guarantee and does not have a share capital. The liability of each member by way of their guarantee to the company is to contribute a sum not exceeding £10 to the assets of the company if so required on the winding up of the company.

At 30 April 2015 there were 10,514 (2014: 9,872) members.