

Investors in Diversity Re-accreditation – Silver Award Members’ Summary

In July 2024, the bpf received the 'Investors in Diversity - Silver Mark' from the National Centre for Diversity (NCD), acknowledging 18 months of the bpf integrating the FREDIE principles (Fairness, Respect, Equality, Diversity, Inclusion and Engagement) across all aspects of the charity.

At the end of 2025, it was announced that the bpf had been ranked 43rd in the National Centre for Diversity's Top 100 Most Inclusive UK Employers Index 2025. Being ranked 43rd places the bpf in the top half of the UK's most inclusive organisations that entered the Index that year. This indicates that the bpf is performing strongly against national standards for inclusion, and is doing better than many organisations across sectors, including larger and better resourced ones. It shows that inclusion is embedded and demonstrable at the bpf, rather than aspirational or informal.

We are now preparing for re-accreditation in July 2026 and have put together this summary paper, which details how we have applied the FREDIE principles to improve member experience over the last two years, as well as some of our future plans for continued improvement.

Diversifying, broadening and growing the bpf membership community

- Our membership numbers have increased from 560 to 823, building a thriving, inclusive and diverse membership body.
- We have launched bpf North and now have a formal and physical presence in the North of England, making us more geographically diverse. We welcomed members of the North of England Association of Psychoanalytic Psychotherapists (NEAPP) who transferred to our bpf North membership category, launched two new trainings, and are now developing the CPD offering for members based in the north. There are also plans for a conference to take place there this year.
- In 2024-25, the bpf launched a rigorous equivalency process demonstrating our commitment to broadening member pathways. The process allows applications from external candidates to join the bpf, and uses an inclusive selection criterion, considering the external candidates' training, supervision, professional development, research, academic achievements, collaborations, and organisational contributions, while welcoming 'portfolio candidates' who show adaptability through lifelong learning. During the first pilot round, we welcomed seven new members, including international candidates who had trained in the USA and Poland, while our current round has six more applications for both psychoanalytic and psychodynamic memberships.

- We have been actively promoting senior membership routes, in order to recognise and reward the depth of experience within our organisation. For example, the professional route to senior membership is aimed at current bpf members who work in a variety of settings and in private practice at varied frequencies. It is a distinct career-development pathway that aims to recognise members' varied experience and also provides a route to senior membership for our IPCAPA and psychodynamic members.
- New categories outside of the traditional associations have been introduced, in order to welcome new members from varied training backgrounds, e.g.
 - General Membership for Psychodynamic members (and Psychoanalytic/Jungian transfers from other training/institutes)
 - Couples Psychotherapy Membership
 - Parent-Infant Psychotherapy Membership (and transfers from other trainings/institutes e.g. Tavistock)
- Different member rates are now offered to reflect different career stages and circumstances at the bpf:
 - **Newly Qualified:** for those of our trainees who have recently qualified, we offer a 'Newly Qualified' membership category, which carries a discounted annual fee for the first three years of their professional membership.
 - **IPCAPA:** for those who qualify from our IPCAPA training, we offered a discounted membership rate, as we are aware that they must also pay to register with the ACP.
 - **Pre-retired:** this membership is for practitioners that are reducing their client hours, in anticipation of retirement. It is for those who are not taking on any new patients and is limited to a maximum period of three years. It carries a discounted fee and allows for teaching and supervision.
 - **Retired:** our retired membership is for those who are no longer practising, but who wish to stay connected with their professional community and receive support whilst transitioning to retirement. It carries a discounted fee.
 - **Hardship Trainee and Hardship Qualified Member Categories:** these categories have been created to support those members experiencing financial hardship, by offering discounted member rates to help with the cost of practicing/training.

Celebrating and recognising member contributions

- We recognise and celebrate the work and activities of individual members through internal newsletter and at events. For example:
 - In our January 2026 member newsletter, we included the following: "We are delighted to share that Lydia Tischler has been awarded an MBE in the King's New Year's Honours List. Lydia, who turned 97 on the 3rd of January, was recognised for her services to Holocaust Remembrance and Child Psychology. Lydia is a highly respected child analyst who is well known to child psychotherapists who trained with the BAP and now with IPCAPA at the bpf, as well as to colleagues in the wider bpf.."
- We have welcomed nominations from the membership for individuals to receive bpf Fellowships, in order to acknowledge their contributions and commitment to the Foundation and enable Fellows' continued engagement. At our 2025 AGM, we

announced and celebrated bpf and BJAA member, Serena Willmott, becoming a Fellow, and she will also be publicly recognised as such on the BPC Register.

- We regularly promote bpf members who have won external awards, e.g. in our December 2024 member newsletter, we included an announcement celebrating that bpf Fellow Helen Morgan had been awarded the Lifetime Achievement Award, presented at the British Psychoanalytic Council's conference, 'Psychoanalytic Psychotherapy Now'.

Engaging, consulting and communicating with members

- Members are also Trustees. It is required that at least 60% of the bpf Board be drawn from our membership (qualified psychotherapists). In this way our members are directly involved in shaping bpf strategy and vision.
- Members run and take part in various committees (e.g., training committees, the ethics committee), ensuring that they are involved in key aspects of organisational life.
- As we continue to work towards registration with the Office for Students (OfS), we will be recruiting members with the relevant experience to join special panels such as our Academic Board, which will aim to establish fair and consistent academic standards, approve policies that safeguard students, and monitor teaching quality and student outcomes. We will also be recruiting members with relevant experience to join our Student Complaints, Academic Appeals and Fitness to Practice Panels.
- There is ongoing engagement with members through Termly Forums and the AGM, providing opportunities to share updates and to hear member views on bpf developments, including FREDIE-related news.
- A Members Discussion Forum exists for members and trainees to discuss and engage in organisational life, and topics raised here can be fed back to bpf staff for any recommended action or follow up.
- There has been active encouragement for members and trainees to use the online forum for discussion and engagement. Topic areas include: Membership and Governance, Training, Clinical Services, Diversity, Events/CPD, Global Political Issues, Leadership/Strategy, Professional Practice, Research/Publications.
- Staff provide administrative and logistical support for social events such as winter and summer gatherings for member groups.
- We regularly highlight bpf news and wider professional developments to members through various communications. For example:
 - Monthly newsletters
 - Direct communications - for example notices are shared for a Retired Members group, for a series of Reflective Spaces for Jewish members, for a members' Palestine Working Group, for a LGBTQIA+ group, or for the bpf associations.
 - and social media (for example via [Facebook](#) or [LinkedIn](#) posts).

Members can also request that notices be included such as ads for consulting rooms, news of publications, or events that they are participating in.

- The bpf Annual Report is shared publicly and on our website for members to read and is therefore fully transparent to members.
- There has been further development of local and regional events and networking for members based outside of London, including exploring formal collaborations (e.g., bpf North, Wessex, East Anglian Psychotherapy Network).
- We consulted on the CPD needs of members via a survey, resulting in a new CPD Action Plan and a full programme of CPD and professional events tailored to meet member needs and interests.

Member benefits and support

In addition to our standard membership benefits, we have offered the following additional benefits to foster more inclusion at the bpf and increase engagement with members.

- There has been increased investment in our CPD/events programme. In 2024-2025 we ran 41 CPD/member events. In 2025-2026 we have so far run or scheduled 24 CPD/member events, including masterclasses, book launches, film screenings, reflective spaces, workshops, seminars and conferences.
- We offer discounted rates for events for specific groups, such as retired members.
- We offer lower membership fees for members on postgraduate trainings, such as the Couples Psychotherapy course.
- We have regularly encouraged members to become Trustees for the bpf, and when advertising the role, we have stated that we particularly welcome applications from women, disabled and Black, Asian, and Minority Ethnic [BAME] candidates.
- We support members to run special interest groups e.g. by providing Zoom accounts for meetings, advertising events, news and engagement etc. These groups include:
 - Bpf North Clinical Members' Group
 - CPD Working Group
 - LGBTQIA+ Group
 - Members Discussion Group
 - Members migrating from the NHS to full-time private practice
 - Palestine Working Group
 - Reflective Space for bpf Jewish Members and Trainees
 - Retirement Group
- We often advertise opportunities for paid employment within the organisation, including for teachers, examiners, clinical supervisors and so on. These roles are highlighted in our monthly member newsletters and via direct communications to members.
- We have increased opportunities for our members to engage with our Clinical Services, for example via the dissemination of monthly communications listing patients who are seeking therapy.

- We have offered assessment training to members at a reduced fee, enabling them to develop their assessment skills, either for their own private practice or to join the Assessment Group at Clinical Services.
- There are plans to recruit a qualified member to promote clinical services in the North.

Strengthening bpf policies and governance to ensure fairness

- The organisation's Articles of Association were updated, voted for by the membership at the 2025 AGM, to ensure members are empowered to engage in decision-making about how the organisation is structured.
- Elections have been held for key committees, strengthening the democratic process of these groups and enabling members to take part in the running of the associations and wider organisation.
- Staff and members have been developing and introducing multiple policies, via the Audit and Risk Committee (ARC), helping the bpf run more efficiently and transparently.