



Snapshot: British Psychological Society (BPS) Wider Psychological Workforce (WPW) register



accredited register

let's work together

Accreditation decision

ACTIVITIES & ACTIONS SHOWING HOW THE BPS IS MEETING THE STANDARDS FOR ACCREDITED REGISTERS

The BPS is a representative body for psychology and psychologists in the UK. It holds a register for practitioners working in the wider psychological workforce (WPW) such as the Psychological Wellbeing Practitioners and Children's Wellbeing Practitioners. These roles work in a variety of settings including the NHS, private healthcare, education settings, prisons and within some voluntary sector organisations. In addition, BPS members include Practitioner Psychologists, who are regulated by the Health and Care Professions Council (HCPC). The BPS also holds voluntary registers of other psychologist roles not required to be registered with the HCPC, and which are not currently accredited by the Authority.

25

accredited registers

60

occupations

100k

practitioners

► Commitment to protecting the public/promoting confidence

The BPS demonstrates its commitment to protecting the public and promoting confidence in the wider psychological workforce through its *Code of Ethics and Conduct*, the *Member Conduct Rules* and the *Fitness to Practise Framework*. All registrants must meet the BPS' education and training standards and complete the required Continuing Professional Development (CPD). The introduction of the Register Advisory Panel (RAP), responsible for overseeing the register, creates separation between the register and the membership functions.

► Managing risk

The activities of the practitioners in the wider psychological workforce are aimed at service users seeking treatment for minor to moderate psychological issues. This is achieved by PWPs, CWPs and EMHPs which were developed as part of the NHS England's IAPT programme, by offering evidence-based, 'low intensity' psychological interventions, such as group-based therapy as part of the 'stepped care' approach.

KEY STATS

BPS:

- Registers
- Psychological Wellbeing Practitioners (PWP) – UK wide
- Children's Wellbeing Practitioners (CWP) – England only
- Education Mental Health Practitioner (EMHP) – England only
- Clinical Associates in Psychology (CAP) – England only
- Clinical Associates in Applied Psychology (CAAP) – Scotland only

○ The register was launched in June 2021, there are 46 registrants on BPS WPS register (as of August 2022)

○ Met 11/11 Standards

○ First accredited in August 2022



ACTIVITIES/ACTIONS SHOWING HOW BPS IS MEETING THE STANDARDS FOR ACCREDITED REGISTERS

►Managing risk (cont)

A 'stepped care' approach means people are treated first with a low intensity intervention such as those offered by the wellbeing practitioners on the WPW register. Those individuals who do not fully recover at this level are 'stepped up' to higher-intensity treatments. We considered potential risks arising from the practice of these practitioners such as not having appropriate safeguarding in place, or that individuals will not be 'stepped-up' to specialist care due to misdiagnosis. The BPS identified these risks and put appropriate mitigations in place. We noted that the barriers to accessing mental health support means that the introduction of these roles makes it more likely that people will be able to access appropriate care.

►Governance

The BPS is overseen by the Board of Trustees, governed in accordance with its Royal Charter. There are 11 Trustees, the BPS will be recruiting lay members to the Board following a recent change to its rules.

The BPS is developing the Register Advisory Panel (RAP) which will be majority lay and chaired by a lay person. The RAP will 'provide assurance that competency, safe practice and high standards are maintained for the Wider Psychological Workforce register and that the register continues to fulfil its objective of public protection.' As this group is not yet in place, we required the BPS to complete its recruitment to the Panel and provide reports to the Accreditation team on its progress.

►Handling complaints and concerns

The BPS publishes information about how to complain about registrants on the WPW register on its [website](#). We noted that this information was accessed through the WPW register microsite and was not easy to locate from the BPS main website so required the BPS to make its complaints handling processes easier to find. The [WPW Register Complaints Procedure](#) allows for consensual disposals where a sanction is agreed without the need for a full adjudication hearing.



2022 initial accreditation

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Conditions

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Recommendations

CONDITIONS:

We issued **two Conditions** relating to **Managing risks**. The BPS is required to:

- complete its recruitment to its Register Advisory Panel and its Complaints Standing Committee without undue delay and should provide reports to the Accreditation team on this recruitment
- ensure that Accredited Register status is clearly defined and make clear that it (and the AR quality mark) apply to the WPW register (and its registrants) only and not members of its other registers, lists or directories.

We issued **three Conditions** relating to **complaints**. The BPS are required to:

- allow the Authority to observe the next complaints hearing held by the BPS
- review its decision making panels to ensure there is appropriate separation
- review its indicative sanctions guidance and the publication of sanctions issued by its investigatory panel.

REMEMBER TO USE OUR **CHECK-A-PRACTITIONER** TOOL TO CHECK AND CHOOSE PRACTITIONERS ON ACCREDITED REGISTERS



ACTIVITIES/ACTIONS SHOWING HOW BPS IS MEETING THE STANDARDS FOR ACCREDITED REGISTERS (CONT)

► Handling complaints and concerns (cont)

The process includes a clear mechanism for adjudication hearings when they are needed which allows registrants to present their case and address evidence presented against them. The BPS has a range of sanctions as noted in the *WPW Register Sanctions Guidance*. All sanctions whether issued through consensual disposal or through an adjudication hearing will be published.

Positive findings showing how BPS is meeting the Standards

- The BPS has robust processes in place for assessing education and training.
- The BPS has demonstrated its commitment to equality, diversity and inclusion (ED&I), for example it has developed an EDI Strategic Board to consider ED&I, it has a published statement on its website and includes consideration of ED&I in its assessment of courses.
- The BPS has actively engaged with key stakeholders such as NHS England, Health Education England, NHS Education for Scotland and education providers when setting up the register and developing its education and training standards for these roles.

You can find more details of how BPS met the Standards for Accredited Registers in its **Accreditation Decision 2022** on our website.



Find out more about:

- ➔ BPS and its register
- ➔ the Accredited Registers programme
- ➔ the Standards for Accredited Registers

2022 accreditation

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Condition

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Recommendations

CONDITIONS:

We issued five Conditions relating to registration. The BPS must:

- review its register for consistency, accuracy and clarity of information and should develop quality assurance mechanisms to ensure its accuracy going forward
- review the information it provides on its register and the associated webpages to ensure that members of the public can make informed decisions, this should include providing explanations of key terms used and reviewing where sanctions are displayed
- publish its registration processes to ensure these are clear to applicants
- develop and publish an appeals process for registration decisions
- review and update its application form to ensure that it includes all fitness to practise declarations and develop a policy for handling positive declarations.

We issued two Conditions relating to education and training. The BPS are required to:

- develop criteria and a process for assessing whether courses meet its registration standards and ensure that they continue to do so
- ensure that its education and training standards are clear to the public.