

UKCP

UK Council for Psychotherapy



**Trustee recruitment
Candidate information pack
October 2025**



Eastside People



Anyone can benefit from psychotherapy. Talking to a trained professional can help you to explore your concerns, thoughts and feelings and improve your mental health.

Welcome from our Board of Trustees Chair

Dear candidate,

Thank you for your interest in the position of Trustee at the UK Council for Psychotherapy (UKCP).

This is an exciting time to be joining UKCP as we continue to evolve as a modern, responsive and values-driven professional body and regulator and deliver our three-year strategy, “psychotherapy in a changing world”. With over 12,000 members and a respected position within the mental health landscape, we play a vital role in supporting high standards of psychotherapy and psychotherapeutic counselling across the UK.

We are looking for two lay trustees with backgrounds in HR or communications and who are passionate about mental health service provision and public protection. These are roles for individuals who are open to new ideas and embrace innovation, are motivational and pragmatic, and demonstrate sound commercial and business acumen.

You will support an important cause at a time when there is growing demand for greater choices of high-quality mental health service provision. You’ll work alongside colleagues from diverse backgrounds and collaborate with staff and practitioners.

I invite you to explore our services and website and have an exploratory conversation with Eastside People. Having done so, I hope you feel excited and enthusiastic about UKCP and the difference you could make as a trustee.

With best wishes,



Pippa Donovan

Board of Trustees Chair

About us

Who we are

The UK Council for Psychotherapy (UKCP) is the leading organisation for psychotherapists and psychotherapeutic counsellors in the UK.

Psychotherapy can help us in profound ways, solving immediate issues and transforming how we think, feel and behave. It can unlock our potential by improving our relationship with ourselves and others. This change not only benefits the individuals receiving therapy but also impacts their families, friends, colleagues and communities.

What we do

Alongside offering professional support for our members, we are the leading research, innovation and educational body working to advance psychotherapies for the benefit of all. We regulate the profession and speak up for the importance of psychotherapy.

Our impact

UKCP fulfils a vital social purpose by championing the highest standards in psychotherapy and safeguarding public wellbeing.

UKCP is a regulator of psychotherapists and psychotherapeutic counsellors in the UK, accredited by the Professional Standards Authority. Accessing a UKCP registered professional protects individuals from unregulated and potentially harmful services. Our commitment to rigorous, masters-level training distinguishes psychotherapy from counselling and raises the quality of care available nationwide.

At a time when mental health challenges are increasing, UKCP's role is more crucial than ever. By supporting practitioners, upholding standards and advocating for the importance of psychotherapy in public policy, we not only strengthen the profession but also ensure safer, more accessible support for those in need.



Our vision, mission and values

Vision

Our vision is of a society that understands the value and impact of high-quality psychotherapy, the importance of making psychotherapeutic services available to those in need and the relevance of psychotherapy in improving lives.

Mission

We quality assure organisations that educate, train and accredit people to become psychotherapists and psychotherapeutic counsellors, and we ensure they have the highest and most exacting standards in the UK.

We support, promote and regulate psychotherapists and psychotherapeutic counsellors who provide therapeutic support to infants, children, young people, adults and families in communities throughout the UK.

We see first-hand the power of psychotherapy to improve lives, so we speak up for the importance of psychotherapy in national and local policymaking and represent the social value of psychotherapy in the UK today.

Values

Our values are central to us. We recruit according to them, appraise our people against them, embed them in our working practices with colleagues, ensure that our practice is continually informed by them and measure our impact against them.

- We believe in working with integrity throughout the organisation.
- We are innovative in our approach to member support and ensuring high standards of practice.
- We ensure that our policies are informed by data and evidence wherever possible.
- We recognise the pluralism of the modality traditions upon which psychotherapy is based and encourage dialogue to promote understanding.
- We aspire to be courageous and inquisitive in the way we work.
- We seek to be inclusive, recognising the diversity of the society in which we live and work, and we strive to have respect for everyone we work with.

- We aim to work collaboratively with other organisations when it is in the public's interest to do so.
- We are reflective and seek to learn when things do not go as expected.

Our EDI-BIIDE commitment

UKCP is committed to doing more to reflect the communities we serve. The Equity, Diversity and Inclusion – Belonging, Intersectionality, Inclusion, Diversity and Equity (EDI-BIIDE) Committee plays a vital role within UKCP governance, driving the strategic management of equity and inclusion initiatives across the organisation.

The EDI-BIIDE Committee has a commitment to operate under the BIIDE flag:

- **B**elonging
- **I**ntersectionality
- **I**nclusion
- **D**iversity
- **E**quity

The word 'bide' is also a synonym of persistence and endurance, which feels appropriate for change and transformation work.

You can read in further detail about our commitment to EDI-BIIDE and access a copy of our action plan [on our website](#).



An exciting time to join us

The two trustee roles present an opportunity to positively impact the UK's mental health at the highest level, improving therapy standards and public protection nationwide. They will suit individuals who recognise the importance of comprehensive oversight in supporting effective on-the-ground service delivery.

By becoming a UKCP trustee, you will be part of an internationally recognised organisation. This is an opportunity to support and shape the work and strategic direction of UKCP and help us achieve our vision of a world in which emotional and mental wellness is a human right.

The landscape of the psychotherapy profession is undergoing considerable change. In response, UKCP is actively reviewing its governance arrangements. These changes aim to ensure the organisation remains effective and fit for purpose, particularly as demand for mental health services increases and standards continue to rise.

This is a particularly exciting time to join the UKCP as we deliver our three-year strategy, 'psychotherapy in a changing world'. Our strategy is built around four key pillars that underpin all of UKCP's activities. Every activity we undertake must align with at least one of these pillars, ensuring a clear focus on our core priorities and values:

1. **quality**: upholding high standards of practice and safeguarding the public
2. **membership**: supporting the professional growth and development of our members
3. **voice**: amplifying the role of psychotherapy and advocating for its impact on society
4. **organisation**: building a future-fit, adaptable and financially sustainable organisation

You can read our strategy and how it was developed on the [strategy page of our website](#).

Recruiting for lay Trustees

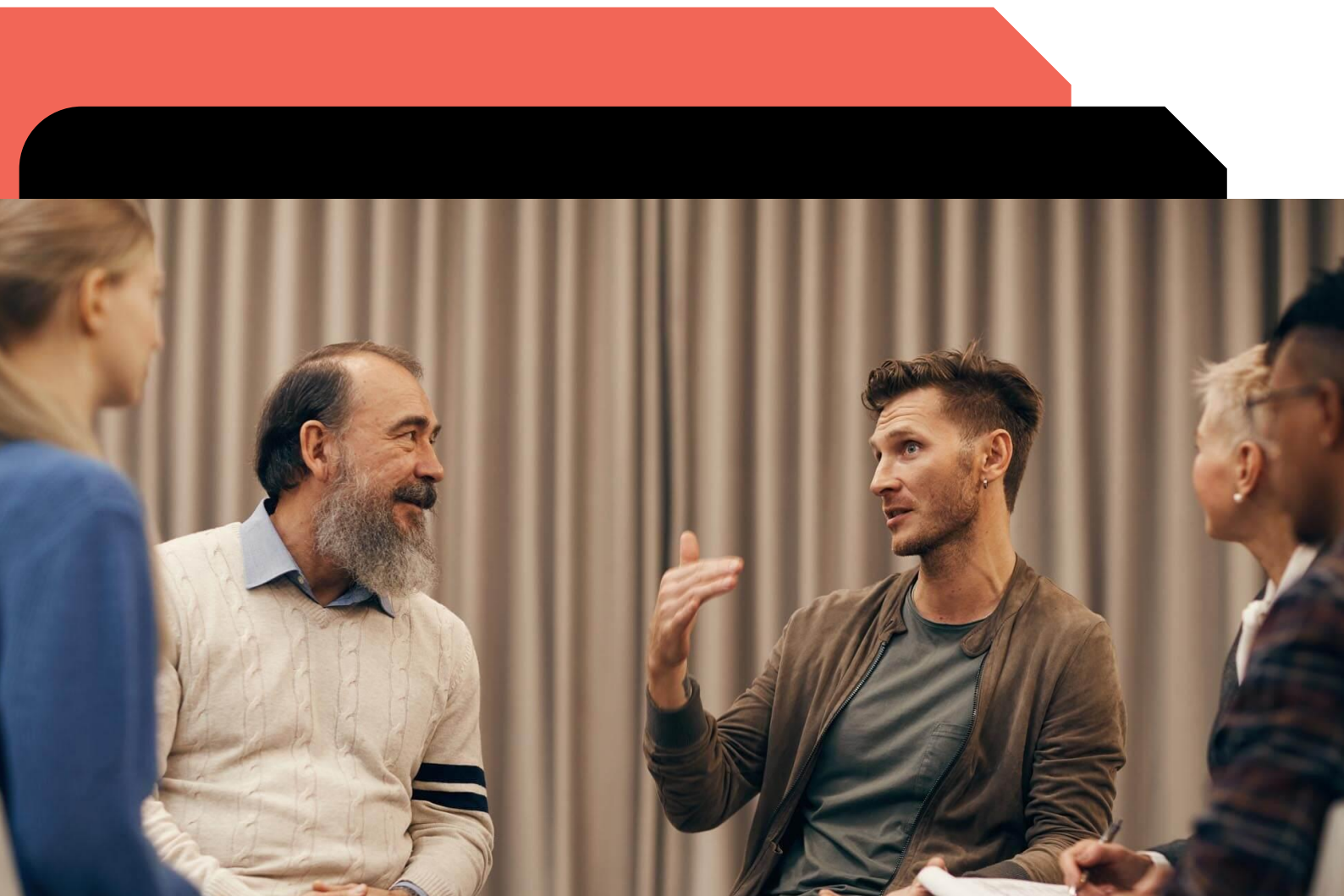
We are recruiting lay Trustees with expertise in human resources or communications to join our Board of Trustees. This means we are seeking individuals who are not UKCP members or employees, or from a health or psychological profession but who will bring expertise essential to the effectiveness of our Board.

As an HR professional, you will bring valuable insights into effective people management, organisational culture, staff wellbeing, recruitment and developing talent – key elements for fostering a high-performing, inclusive environment that supports both staff and members.

Similarly, as a communications professional, you will play a crucial role in shaping the narrative and amplifying the voice of psychotherapy within society, enabling UKCP to advocate more powerfully for the profession, engage stakeholders and deliver clear, impactful messages that promote understanding and trust with the public.

By welcoming Trustees with strong HR and comms backgrounds, UKCP will enhance its ability to adapt, grow and deliver on its mission – upholding high standards, supporting member development and safeguarding the public.

There'll be scope for professional development as well as personal reward in running the charity and mentoring the executive. In short, it is an opportunity to make a real difference.



Being a trustee – what's involved

A helpful summary of trustee roles and responsibilities can be found in the Charity Commission guidance for new Trustees: [The Essential Trustee: what you need to know, what you need to do \(CC3\)](#).

What you'll gain from this role

Becoming a trustee is an interesting and compelling way to engage with a charity. It is a role that will give back as much as you put in, and often more. One of the primary takeaways from the [Charity Commission's 2025 research into trusteeship](#) is the extent to which trustees benefit from their experience. Many trustees reported experiencing multiple and profound benefits, from feeling they are positively impacting the world to feeling more connected to a community or movement, highlighting the rewards of responsibility.

Strategic experience

A charity Board role is a fantastic way of allowing you to develop and hone your critical thinking, problem-solving and analytical skills. The strategic experience which can be gained through a trustee role can have an immediate and powerful impact on your career, opening doors to new responsibilities and more senior job prospects.

Equally, for those who have already had some strategic responsibilities, a Board role provides an opportunity to use those skills in a significantly different context.

Continued personal development

Through a trustee role, you can gain a clearer idea of your professional strengths and weaknesses whilst simultaneously learning new skills. Understanding how to adapt your professional knowledge to useful and impactful ends is a good reminder of your versatility, giving you confidence in your existing abilities while challenging you to push the boundaries of your expertise.

Teamworking

As a Trustee at UKCP, you are part of a team and will have the opportunity to apply your unique skills and experience while also learning from others. Working in a team with a passionate team of individuals who bring diverse perspectives is often one of the most enjoyable aspects of the role. The ability to collaborate effectively with others and to challenge constructively the ideas of fellow trustees as well as those of the leadership team is essential to ensuring the Board's strategic decisions are fully informed, reasonable and effective.



Trustee job description

Location	Hybrid, London King's Cross area.
Time commitment	Four all-day in-person Board meetings per year (usually Fridays, London King's Cross area), a two-day away day and approximately four remote subcommittee meetings (three hours each). The overall time commitment is approximately 1.5-2 days per month. Trustees can undertake a maximum of two 4-year terms.
Reports to	Chair of the Board of Trustees
Salary	This is a voluntary role. Reasonable expenses can be claimed in accordance with the expenses policy

Main focus of role

By being an active member of the Board of Trustees, you will provide leadership and direction to the organisation in order to pursue UKCP's vision, mission and strategic direction.

You will help to embed good governance practices in everything UKCP, the Trustees and officers, and staff undertake, abiding by the Nolan principles, the Trustees' code of conduct and ethical behaviours, as well as promoting diversity and inclusion.

General responsibilities for all trustees

- Maintain an up-to-date knowledge of issues pertinent to UKCP and the Board's business.
- Prepare for and attend Board and other meetings and contribute expert ideas and know-how, listen to the debate and collaborate with other members to reach consensus and decisions in the best interests of UKCP.
- Declare any potential or perceived conflicts of interest and be recused for the pertinent sections of the meeting.
- Carry out actions as agreed by the Board.

- As necessary, collaborate with Board members 'offline' in order to progress the work of the board satisfactorily.
- Sit on/attend committees, panels and working groups, and/or present at events as required.

This is not an exhaustive list and you are required to be flexible in your approach to carrying out your duties which may change from time to time to reflect changes in the UKCP's approach to a culture of continuous improvement.

HR Trustee

Specific HR responsibilities

- Provide HR expertise and oversight to the Board, supporting understanding and decision-making on complex human resources and tax matters, especially relating to the 'worker status project' (reviewing employment status of volunteers such as assessors and committee chairs).
- Offer checks and balances on HR-related projects, acting in an advisory capacity.
- Contribute HR knowledge to subcommittees.
- Support the Board as it transitions towards a clearer separation of membership and regulatory functions, in anticipation of statutory regulation changes.
- Participate actively in governance review processes, helping to simplify and clarify organisational arrangements.
- As a lay trustee, represent the interests of the UK public within the psychotherapy profession.
- As a lay trustee, help keep maintain the Board's focus on a governance/oversight remit and avoid straying into operations.

Who we're looking for

- Professional expertise in HR.
- A desire to improve the UK's mental health and an appreciation of the role of high-level oversight in achieving this.
- Appreciation of membership bodies' responsibility to represent public benefit.

- An understanding of the distinction between governance and management. This can be based on corporate, public or not-for-profit board experience.
- Excellent communication and stakeholder engagement skills with experience of working in an influential role.
- Demonstrates good, independent judgement; can also act with impartiality, fairness and respect confidences.
- A willingness to speak your mind, with an ability to navigate complex and sensitive issues with tact, diplomacy and empathy

Communications Trustee

Specific communications responsibilities

- Provide strategic oversight and challenge to the organisation's communications, PR, and marketing activities, ensuring alignment with the overall mission and strategy.
- Act as a sounding board for the Head of Policy and Communications, supporting and constructively challenging staff proposals and initiatives.
- Bring expertise in communications, PR or marketing to address gaps on the Board and help raise the organisation's public profile, especially among the general public and key stakeholders.
- Support efforts to communicate the value proposition to members and drive member engagement and retention.
- Contribute ideas and guidance for public-facing campaigns, particularly around educating the public to verify therapist registration.
- Collaborate with staff and external partners to develop effective strategies for increasing awareness of the organisation and its standards.
- As a lay trustee, represent the interests of the UK public within the psychotherapy profession.
- As a lay trustee, help maintain the Board's focus on a governance/oversight remit and avoid straying into operations.

Who we're looking for

- Professional expertise in communications, marketing and/or public relations.
- A desire to improve the UK's mental health and an appreciation of the role of high-level oversight in achieving this.
- Appreciation of membership bodies' responsibility to represent public benefit.
- An understanding of the distinction between governance and management. This can be based on corporate, public or not-for-profit board experience.
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Psychotherapy works.

Everyone should be able to access long-term, high-quality therapy regardless of their economic situation.

Ready to apply?

[Eastside People](#) is supporting UKCP in the recruitment of these roles. Please [click here](#) to apply by submitting your CV and a cover letter **both in Word doc format**.

Please use the cover letter (maximum two pages) as an opportunity to add to the information you have shared in your CV and ensure that you cover the following:

- why you are interested in a trustee role at UKCP
- having read the information pack, what relevant experience and skills you feel you would bring to this role. This might come from paid work, study, community or voluntary work or other experience.

You are welcome to send your cover letter in writing or as a video or audio clip, alongside your CV. Any video or audio submissions should be emailed to johns@eastsidepeople.org.

If you would like a call to discuss any of the roles in more detail, please email John Sanger to arrange a convenient time at johns@eastsidepeople.org. Having a call of this kind will not influence the success or otherwise of your application.

We want you to have every opportunity to demonstrate your skills, ability and potential. If you have a disability or require reasonable adjustments during the application or interview process, please contact us so we can support you appropriately.

The closing date for applications is Monday 24th November. Shortlisting interviews with Eastside People will take place shortly after and shortlisted candidates will have an interview with UKCP shortly after this.

We actively welcome applications from individuals of all backgrounds, cultures, beliefs and lived experiences.

Finally

We understand AI can be a helpful tool, but please use it with caution and ensure your application is personalised and accurate.



Eastside
People

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Eastside People is the trading name for Eastside Consulting Ltd. Company number:
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