

# Accredited Registers Impact Assessment

Accredited Register: British Association of Play Therapy

Type of Review: Full Renewal Standards 2-8

Period under review: 2023-2024

Date Approved for Panel: 21 February 2024

## Introduction

Before we make a decision about accreditation, we undertake an impact assessment to understand likely effects on different groups, and the wider health system. We begin to gather the information required for the impact assessment when a Register first applies for accreditation. We consider any changes to impacts when we renew accreditation, and when taking other decisions that affect accreditation status such as imposing Conditions or suspension.

A key part of the impact assessment is consideration of equalities. The Equality Act 2010 imposes a legal duty, the Public Sector Equality Duty on all public bodies to consider the equality impact of its policies and decision making. The duty is known as the Equality Duty and it requires a public authority, in the discharge of its function to consider the following three aspects which form the basis of the duty:

- Consider the impact and eliminate unlawful (direct or indirect) discrimination and any other conduct prohibited under the Equality Act 2010.
- Advance equality of opportunity between people with protected characteristics and those who do not share these characteristics
- Foster good relations between people with protected characteristics and those who do not share these characteristics.

This means that public bodies must consider equality impact on individuals protected under the Equality Act 2010 in carrying out their work. The Authority, therefore, needs to be always mindful of the public duty when carrying out its oversight role which includes the approving of registers. It needs to have 'due regard' to the needs to balance the three aspects which make up the Equality Duty when achieving its goals.

The Equality Impact Assessment is an important tool/mechanism for demonstrating 'due regard' through the consideration of evidence and analysis, actual and potential to identify positive and/or adverse impacts. The key groups we need to consider when making our decisions are, sex, age, ethnicity, disability, religion and belief, sexual orientation, gender reassignment, marriage and civil partnership, pregnancy, and maternity.

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### Impacts

#### Equalities impacts - summary

- BAPT's initiatives demonstrate their commitment to inclusivity and diversity. We note positively BAPT's efforts to ensure accessibility of play therapy services to underrepresented groups.
- BAPT should continue to promote and enhance diversity within its accredited training courses and consider how this may be assessed as part of portfolio assessments to assure consistency amongst all registrants.
- As per form 1a, BAPT do not collect data about the protected characteristics of its registrants or registrants' services users. BAPT's Ethical Basis of Good Practice outlines aspects of practice which seeks to address issues of discrimination, harassment, victimisation and any other conduct that is prohibited under the Equalities Act 2010. All BAPT registrants abide by this document. This is supported by clinical supervision processes and annual membership declaration.
- BAPT has however surveyed its members as a one-off exercise in 2023. Prior to this, BAPT had never collected demographic data on its members. This data will be collected as part of the membership renewals process for the year 2024 onwards.
- BAPT recognised a lack of diversity within its membership and stated they are continually looking for ways to address this. The development of the EDI subcommittee in 2024 will have oversight of these processes, and identify areas of development for BAPT.
- Universities operating accredited training programmes also have their own EDI policies that should be adhered to as part of their work with BAPT.
- As part of the Accredited Registers Collaborative meetings, EDI is a standing item on the agenda that is discussed every meeting.
- BAPT advised that its Chair and Vice-Chair regularly meet with PTUK and liaise to discuss EDI within the sphere of Play Therapy.
- We may consider these points further under the Standard 9 assessment in due course.
- BAPT suggested numerous possible impacts of accreditation for people with protected characteristics, which will need to be checked against evidence gathered following its data collection and other EDI work.

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### Impacts on groups with protected characteristics

#### Age

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified
Positive	Children and Young people	BAPT provides specific services for the benefit of children and young people, demonstrated within the Standard One assessment. Accreditation could promote BAPT and modalities practiced within Play Therapy, increasing service to those within this group.		11/12/23
Positive	Older registrants	BAPT highlights that Accreditation will benefit older registrants 'enhancing their credibility and market value', allowing the benefit of their diverse experience to assist service users.		11/12/23
Negative	Younger registrants	BAPT highlighted potential bias against younger registrants of perceived lesser competence.	Promotion of the AR quality mark as a measure of competence shared by all registrants on Accredited Registers.	11/12/23

#### Disability

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Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified
Positive	Neuro-Divergent children	We noted examples of registrants practising 'Autplay' ( <a href="https://autplaytherapy.com/">https://autplaytherapy.com/</a> ) which may benefit this group, practised within BAPT's codes, risk management and policies for adjunctive therapies.		

### *Gender reassignment*

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified

### *Marriage and civil partnership*

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified
None noted				

### *Pregnancy and maternity*

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Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified
None noted				

*Race*

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified
None noted				

*Religion or belief*

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified
None noted				

*Sex*

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified
None noted				

*Sexual orientation*

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified
None noted				

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### Cost and market impacts – summary

- BAPT noted the costs of undertaking MA training may be prohibitive and is investigating bursaries to assist inclusivity and accessibility. Accreditation may promote the programme to more diverse groups of students.
- BAPT promotes the value of BAPT play therapists at <https://www.bapt.info/play-therapy/information-for-professionals-and-employers/>. It considered a risk that ‘Disadvantages of our accreditation for employers could be an increase in their salary costs by employing a PSA Accredited Play Therapist’.
- BAPT does not collect information on costs charged by registrants and could not estimate whether costs of accreditation may affect clients, or employers. It estimates costs of £50 to £100 per session based on facts such as area and experience.

### Social and environmental impacts – summary

- BAPT did not foresee any environmental impacts of accreditation.
- Greater recognition of registrants on Accredited Registers, who are appropriately trained and meet standards of conduct, competence and business practice, may help increase access to mental health services for children and young people. This may lead to reduced risks of harm from seeing unregistered or unregulated practitioners. The BAPT’s community engagement might assist the reach of play therapy services to underrepresented groups.

### Decision

The Panel noted the above, including the BAPT’s current and planned actions that may impact on different groups.