

HCPC Taskforce Report

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Responses/additional questions or comments on this report can be sent to:
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Context

The HCPC Taskforce was a working group set up to determine the impact of HCPC registration on dance movement psychotherapists in the UK. The Taskforce met several times during early 2022 to discuss potential ways in which the membership could be consulted about the discussions, challenges and opportunities HCPC registration could offer. This is also prompted by the current classification of DMP as a Shortage Occupation with the UK Employee Classifications List and how this could be an opportunity to open up dialogue with stakeholders about supporting the development of DMP nationwide.

The survey was live between 30 May and 9 September 2022 and received 57 responses. The questions asked in the survey are attached in Appendix 2.

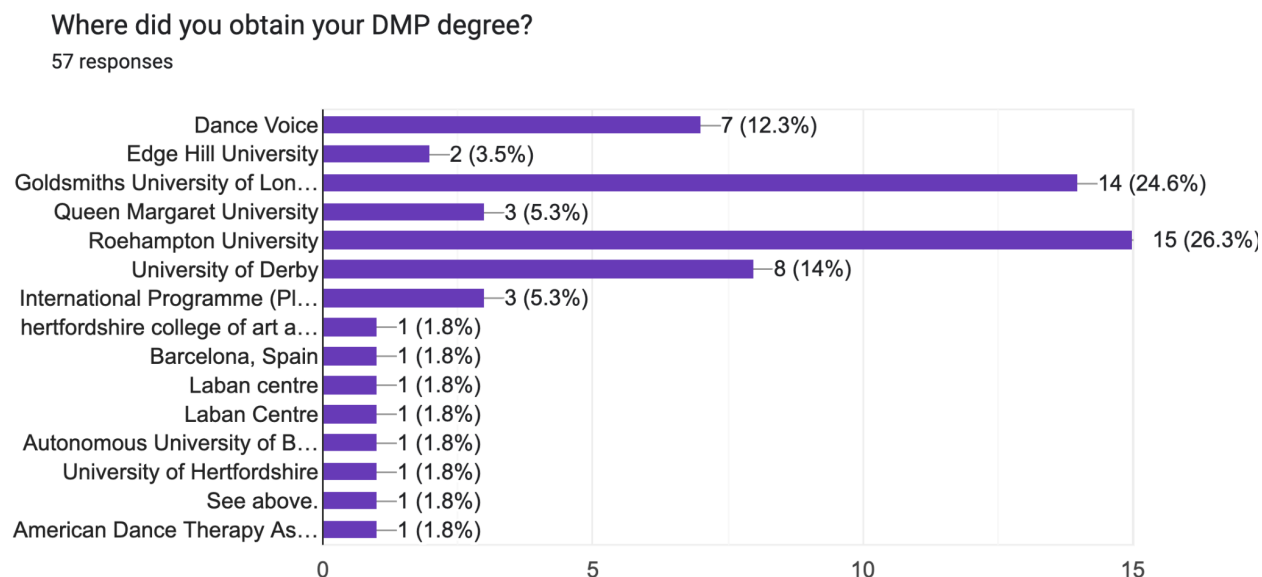
Respondents

The majority of respondents (71%) had qualified as a DMP within the last 10 years. 39% between 5-10 years ago, 32% within the last 5 years, and 26% qualified between 1988-2012; (2 responses were null). An interesting finding was that 16% were recent graduates. These figures indicate that there is interest in this issue across different generations of DMPs.

There were 47 respondents based in England, 2 in Scotland and 8 in Wales. The training programmes of the respondents encompassed all current and former educational institutions offering degrees in DMP in the UK (details in Figure 1 below), with 51% of respondents having trained in London as detailed in the chart below. In addition, 3 respondents trained in International programmes. 82% of the survey participants practised DMP in England, 5% practised in Scotland and 10% in Wales, with respondents additionally practising across the UK (7%), internationally (3%) and online (7%). This corresponds to a post-pandemic increase in working online. This

might also indicate that many practitioners have expanded or adapted their practice either cross-nationally and/or internationally.

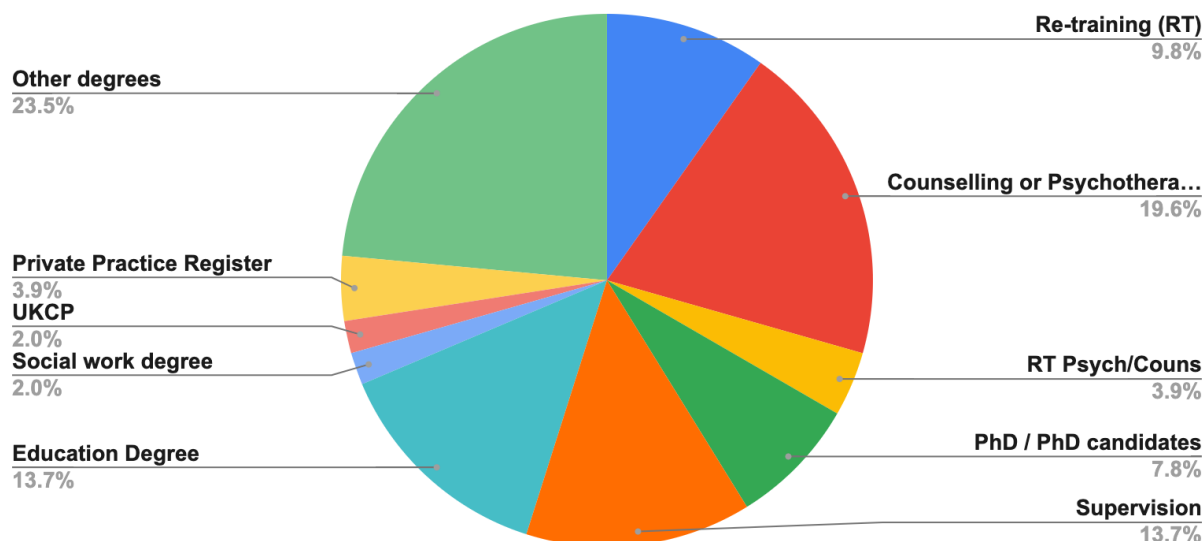
Figure 1. DMP Training



An important question the Taskforce considered was whether the participants held additional qualifications (see Figure 2). This question aimed to understand the wide variety of educational/training backgrounds DMPs come from and whether this professional pathway had been impacted/affected by HCPC/UKCP registration. We found that although there were many with additional qualifications related to DMP/dance/movement and somatic practices and verbal psychotherapy/counselling, there were a considerable amount of participants who were additionally trained in professions within the fields of education and business, with some singular responses detailing qualifications in social welfare, perinatal wellbeing, marketing, Eastern Medicine, and social policy/planning. This points not only to the fact that DMPs come from a very wide gamma of fields, but also that adaptability has been a crucial factor in further/additional/complementary training to maintain employability. 2.6% of respondents stated they currently had UKCP registration. It was a considerable finding that 13% of respondents were currently re-training in a different profession. Five percent were re-training specifically in counselling/psychotherapy. The responses linked the reason they were re-training in a different field was due to job opportunities, with 5% of respondents stating that the specific reason they needed to re-train was due to current restrictions in UKCP/HCPC registration. In later statements, a larger number of DMPs

46% stated they were considering getting another qualification due to HCPC not being an option. These two survey questions therefore provoke an inquiry about the current adaptability of DMP training and perhaps exploring how employability issues are affecting professional trajectories.

Figure 2. Additional Qualifications



UKCP: Current status

ADMP UK requested that the Taskforce also included a question of the overall status of UKCP registration. Only 5 respondents currently hold UKCP registration. However 16 were working towards UKCP and 10 respondents held Trainee UKCP status, together constituting 54% who are involved actively with UKCP. Figure 3 shows the percentages of current UKCP status in more detail. 10% of respondents stated they are currently ineligible to apply for UKCP registration. Additionally, 33% of respondents were unsure about pursuing this pathway and 12% were not interested in UKCP registration. A significant finding on this aspect was that 28% of respondents were waiting for the children's route to become available.

The cost of training for registration was a key factor mentioned across all questions on impact of HCPC and UKCP registration, with 67% of respondents listing this as a huge concern. One participant even declared that they had accrued significant financial debt due to the course requirements in UKCP. It is therefore important to consider how much financial investment is required from DMPs when considering both registration bodies.

Many responses regarded the impending pressures of additional financial restraints within the current cost-of-living crisis. One respondent captures this ongoing concern:

[What concerns me the most about UKCP/HCPC processes] The added cost of personal therapy and CPD courses combined is comparable to my Master's, The time it takes to complete these processes is nearly double that of my Master's, and the underlying concern that even if I do what I have to do I will somehow be facing another dead end (if the laws/stipulations change again). Having paid and worked hard to complete the MA, I'm very unsure why there are this many obstacles to achieving accreditation.

There were other concerns regarding the additional therapy requirements, which were not able to be achieved by some DMPs, and the difficulty with having to pursue two routes when working with both adults and children, which poses a challenge for DMPs who have needed to be adaptable to changing work environments.

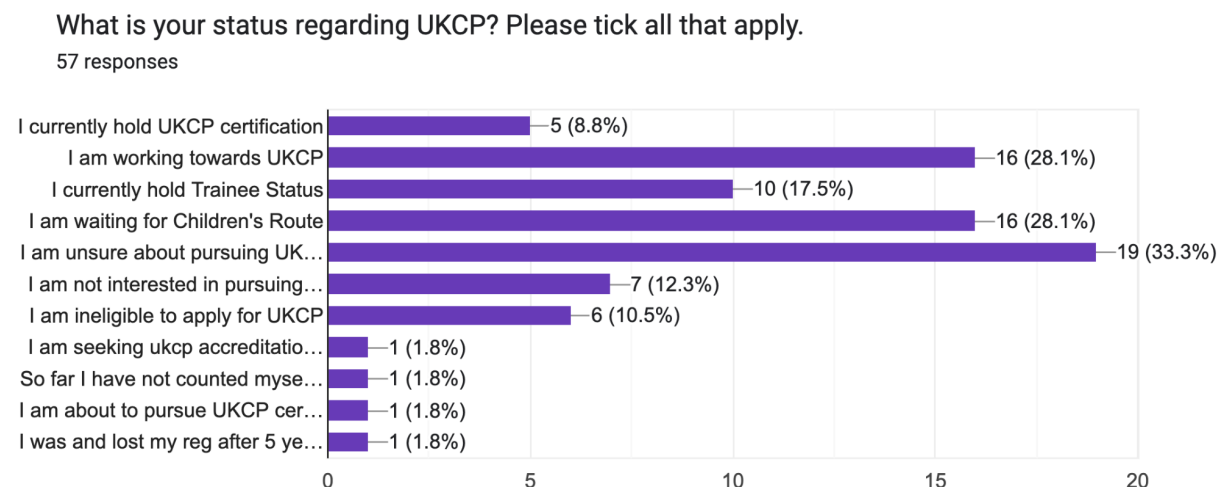
Another respondent recommended embedded the UKCP/HCPC requirements into coursework:

Finding additional money for the training when already spent thousands, can't get a well enough paid job or enough employment to pay for training then when work did finally come in, finding time to do the additional training. They should be fully embedded in the Masters qualification and then CPD required thereafter.

A concern expressed by several respondents was concerning the differing routes for children and adults:

I have personally looked into the children's route and it seems that a lot of additional training would be needed for recently qualified DMPs- this will be expensive and long winded. Making DMP not a very viable or attractive option in the first place for people who want to work with children.

Figure 3. UKCP Status



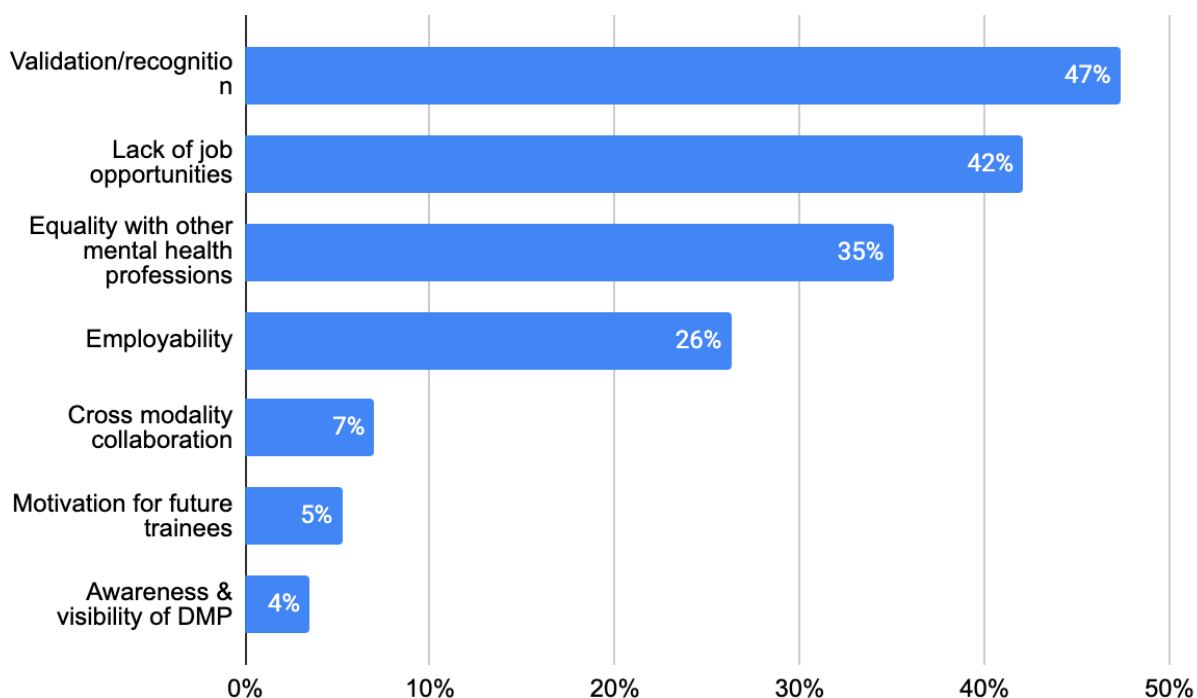
HCPC Impact

An overwhelming majority of respondents (91%) thought that DMPs should be HCPC registered, with 9% stating that they were unsure. No respondents stated that they disagreed with pursuing HCPC registration. The Taskforce found 4 key themes in the analysis of responses across all questions. These themes speak to the impact of HCPC status on the profession. Generally all respondents saw the need for being recognised by and registered with HCPC as a DMP. The failure of being able to register is expressed in every response as having a negative impact on all the areas mentioned below. The nuances of the themes are detailed in Figure 4 below.

The main themes found were:

- Validation/Recognition (of DMP as a profession)
- Employability & Job Opportunities
- Cross-Modality Relationships with Arts Therapies
- Sustainability/Growth of the Profession (Motivation for future trainees)

Figure 4. Detailed Breakdown of Themes Analysed



Validation & Recognition

Validation and recognition was the area that received the most responses. Respondents stated that they would feel validated in being part of a professional support system like HCPC. Respondents mentioned HCPC will offer “greater credibility, broader network, job opportunities”. Participants highlighted how having HCPC would also help uphold and protect DMP standards of practice.

One participant exemplified how the rigour of HCPC would impact them:

HCPC is definitely needed, because I frequently find myself in a position where I am unable to even begin applying for a job due to it requiring either BACP or HCPC registration. The HCPC regulates the other Arts Therapies and I am having to go up against professionals in those therapies who already have HCPC registration meaning I am less likely to get the job even though I have similar qualifications and training and work experience. HCPC will mean that it will allow many more professionals (DMPs) to enter the field of mental health offering many more skills and safe practice. It will also decrease likelihood of unemployment.

There seemed to be an underlying sense of feeling devalued by other professions which affected the recognition of DMP. The respondents wrote about how the lack of HCPC

registration puts DMP at an unequal position (also captured within the cross-modality collaborations theme). Therefore respondents repeatedly described how external bodies perceive DMPs as 'not being trained well enough' and not 'taken seriously', which leads to a sense of professional devaluing and demoralisation. These two quotes from respondents exemplified these complex dynamics:

There seems to be a perception that we are not as rigorous in training and professional practice. In addition, other professionals find the differences in accreditation confusing resulting in a reluctance to become familiar with ADMP.

DMP is a potent modality and is particularly successful in some client groups and with some difficulties. Being excluded from registration where others are included sends the message that DMP is potentially less safe, less effective or less moderated. This undermines the profession and also potentially stops someone coming to a DMP who could potentially be helped.

This validation and recognition was tied into the theme of sustainability and growth, with direct quotes alluding to the fact that HCPC registration is an important selling point which would appeal to more potential trainees in DMP in the future. This would help sustain some of the current DMP courses

Employability / Job Opportunities

Employability was a dominant theme in the responses with a high level of impact on DMPs experiences. The Taskforce decided to analytically separate out the factors influencing employability from the responses relating to the lack of opportunities in DMP. There seemed to be two different perspectives on employability. The statements about job opportunities seemed to be linked to concrete instances of job losses or job descriptions excluding DMP. Employability seemed to reflect more urgency, and express frustration, and serious loss of long term, secure and financially stable employment. The respondents portrayed concrete examples of challenges to employability which occurred both in the past and experiencing these currently.

One of the respondents summarises this frustration with the uncertainty of employability:

I don't want to put time and money into pursuing UKCP registration if things will change again. It is expensive and time consuming, and right now, I need to spend my time focused on work, because it took me a long time to find

sustainable work as a DMP - largely because of the poor recognition and lacking job opportunities [...]

More than half of respondents stated they felt discouraged from applying for mental health positions due to lack of HCPC registration (53%). They expressed opportunities within NHS and other job opportunities are limited, which meant:

- Clients will have less access to DMPs across the UK
- DMPs have needed to go into other professions/lines of work
- Less potential placements for students and potential motivation to pursue DMP

One of the respondents captured all these struggles in this quote:

[Why is HCPC needed/not needed?]

Because our training is equitable to the other arts therapies who are hcpc registered and we were pre approved by hcpc before the change in government. It is essential that we obtain this registration as it [is] having a severe impact on our capacity to be employed by the national health [service]. I have lost two jobs because of this issue when I was offered two NHS posts but was unable to be employed as the HR team couldn't accept my ADMP registration I have subsequently had to retrain as a CBT therapist just to be able to get a job which is heart breaking as DMP is my true passion. I feel strongly that our profession will struggle to survive without HCPC registration. It will also deter future trainees if there are no jobs post qualifying

The Taskforce decided to also analyse employability and impact according to how long DMPs had been qualified for. The aim was to find out whether the lack of HCPC registration was affecting the 'generations' of DMPs differently. One example was the survey question about whether DMPs had lost a job due to not being HCPC registered. When these responses were stratified (see Figure 5), the survey uncovered that the lack of HCPC registration was primarily affecting DMPs who have qualified between 2012-2017 (between 5-10 years ago). A potential theory is that this might be the transition period into private practice/supervision for some DMPs. DMPs might be making decisions about whether to take on freelance roles and therefore HCPC registration might be a barrier to access the private sector. Another theory could be that this is a time period where DMPs are looking for more long term work and therefore facing more roadblocks due to registration. Future analyses could delve deeper into the circumstances surrounding these factors.

Figure 5. Have you lost a job opportunity due to not being HCPC registered? (57 responses)

Years Qualified (# Respondents in this classification)	Lost a job opportunity due to not being HCPC registered	HCPC registration was not a factor in job acquisition
> 5 years (18)	23% (13)	11% (6)
5-10 years (22)	32% (18)	7% (4)
10+ years (15)	14% (8)	12% (7)

Cross-Modality Relationships with other Arts Therapies

The cross modality collaboration heading is understood in this context in various ways:

- As a loss of the valuable input of DMP can offer within the arts therapy professions
- Loss of collaboration opportunities in mental health (NHS) due to the difficulty getting jobs if not HCPC registered.

The lack of HCPC separates DMP from the other arts therapies and thus provoked a sense of inequality. Respondents felt the need to be recognized and valued as an equal to other arts therapies and stated they felt less recognition from both arts therapies and other professional bodies. Wales offered the example of being excluded from Allied Health Professionals (which requires HCPC) and not having representation of DMP in key decisions within the mental health and NHS systems. This impacts the morale of DMPs in professional spaces. There was a unanimous sense of exclusion from vital growth processes for our profession and from other networks.

Report Limitations

A challenge of the Taskforce was the intensive amount of time required to analyse the survey. There are many more layers of data analysis that could have been tackled with more support from other DMPs interested in this topic. Although the Taskforce started out with six members, due to time commitments only two members were able to assist with the analysis of responses. Having more participation from ADMP UK members and potentially students with an interest in research would help support the process of gathering these responses and looking at the data from more angles.

Conclusions and Recommendations

Sustainability & Growth

The responses to the survey confirm that HCPC registration is a primary concern for the majority of DMPs, which needs a wider confirmation from the membership. It would be a recommendation to ascertain the reasons behind potential barriers to access to the survey. Survey respondents were still interested in HCPC registration despite over half of them (54%) already working towards UKCP. However, it is considered extremely positive that the survey garnered 57 responses.

The threat to employability and inclusion of DMP in the Shortage Occupation List of the UK Government are crucial aspects that should be considered in future strategy development for the sustainability of DMP. It is a recommendation from the Taskforce that ADMP UK engage with the relevant UK governmental agencies to see if there are mechanisms of support from the government to foment growth in shortage occupations.

Overall, the responses indicate that lack of HCPC registration affects the sustainability and growth of the profession. It can be a barrier to access for newcomers to the field, a source of discouragement for recent graduates unable to get jobs, and a challenge to mid- and late- career practitioners, who are currently needing to retrain, get additional courses, or change careers due to employability concerns. Although UKCP was not the focus of the survey, there were ongoing issues presented that echo some of the difficulties with HCPC. There is an impact on the drive/motivation to apply or pursue DMP after qualifying and the worry of the longer term effects on DMP, as one respondent stated:

Without these registrations DMP will become a non-profession. I have not taken up any opportunities to work in the NHS because of my knowledge of colleagues who have tried and failed to be recruited or lost their jobs in the NHS.

There was an important sentiment expressed in all responses about the struggle for visibility, professional acknowledgement of DMP and workplace validation from other mental health disciplines and employers. There was also a recognition of the value of DMP, and that in some cases, employers have been happy to accommodate DMP within their offerings since they do see the value of the work (an encouraging 53%). There was an undeniable sense from participants that DMP offers a lot of value to different workplaces and client groups. A solidarity was expressed with DMP as a profession that is important to hold as part of this process. In conclusion, all responses show the ongoing resilience and passion for the profession, even within the challenges faced.

In summary, the recommendations involve:

For ADMP UK Council:

1. Reinstating the possibility of pursuing HCPC as a future pathway
2. Initial probe into procedures needed to re-apply for HCPC and what support would be needed
3. Research on additional avenues of support for DMP as a profession in the Shortage Occupation UK List
4. ADMP UK to meet with HCPC Taskforce to identify next steps

For the wider ADMP UK Membership

5. The Taskforce welcomes new members to join this process.
6. Members can provide contacts who could lobby for DMP (MPs, government contacts, networks) and send these to ADMP UK Council.
7. Taskforce would like to keep collecting evidence on HCPC registration:
 - a. ADMP UK members who did not fill out the survey in this round can add to the responses provided.
 - b. All members can help spread the word between DMP practitioners to keep gathering responses. Survey link will remain active.
Survey Link: <https://forms.gle/fagN9qcFu4chFvwQ8>
8. Taskforce would like to thank all respondents. However, respondents could additionally help by adding more evidence to their submission (if they haven't already done so). Respondents can send any evidence (screenshots of emails, evidence of specific instances where jobs have been threatened, and other barriers to HCPC/UKCP). Low resolution images/files preferred.
Evidence can also be uploaded directly to a shared google file here:
<https://drive.google.com/drive/folders/1Aujb6MaAa24J1arWaqFvUqQt2jm2rh4N?usp=sharing>

Thank you to ADMP UK for supporting this initiative and to the other taskforce members for their input and impetus. Please send in an expression of interest to join the HCPC Taskforce: admp.waleshub@gmail.com.

HCPC Taskforce Report

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28 October 2022

Appendix 1. Statements regarding HCPC

Colour code: Red: 30-77% of respondents, Yellow: 15-29%, Green: less than 5%

I have not been able to apply for a job due to HCPC being a pre-requisite	77%	44
I am concerned about the financial requirements of applying to UKCP/HCPC	67%	38
My employer has been happy to hire me without HCPC registration	53%	30
I have been discouraged from applying for mental health positions due to lack of HCPC registration	53%	30
I have been excluded from interviewing for a job due to not having HCPC registration (you can specify if these cases have to do with NHS)	51%	29
I am considering getting another qualification due to HCPC not being an option	46%	26
I am ineligible or unable to apply for other psychotherapy certifications (BACP, UKCP, etc.)	32%	18
A job I applied for was given to someone else because they were HCPC registered	30%	17
I am working towards/am registered with UKCP because I needed to be part of an umbrella organisation to find work	30%	17
My employer has needed to make adjustments within the workplace since my job required HCPC registration	5%	3
Most of my clinical hrs are with children however, which is currently not a training option for UKCP	2%	1
I have had employers doubt my effectiveness and abilities as a therapist due to lack of accreditation	2%	1
I have increased my financial debt due to the further training needed	2%	1
Registration with either HCPC or UKCP is the prerequisite for some training that I would like to do. In addition I have been up until now working in private practice but would like to work with an organisations going forward and not having registration is an issue that at present precludes me from working there.	2%	1
None of the above	2%	1

HCPC Taskforce: Mapping Survey

This survey aims to gauge the impact not holding HCPC registration has had on dance movement psychotherapists. Please note that this is only a mapping survey and results will be compiled into a report and shared with ADMP. You can refer to the historical context of HCPC on the ADMP website to get more information about its trajectory (<https://admp.org.uk/members-home/hcpc-historical-context/>).

This survey may take between 10-30 minutes to complete (Duration depends on the quantity of evidence you would like to provide).

* Required

1. Name (optional)

2. Which year did you qualify as a DMP? Please note this survey only captures experiences from certified DMPs. *

3. Where did you obtain your DMP degree?

Check all that apply.

- Dance Voice
- Edge Hill University
- Goldsmiths University of London
- Queen Margaret University
- Roehampton University
- University of Derby
- International Programme (Please clarify in 'Other')
- Other: _____

4. Where in the UK are you based now?

5. Where in the UK do you practice? (if it is different from where you work)

6. Do you hold any additional qualifications? Please detail below.

7. Are you affiliated with an ADMP Hub? If yes, please tick all that apply

Check all that apply.

- Birmingham Hub
- Bristol Hub
- Derby Hub
- Manchester Hub
- Norfolk Hub
- Scotland Hub
- Wales Hwb
- Other: _____

8. Are you currently practicing as a DMP? If yes, please detail the types of settings you are working in.

Check all that apply.

- Private Practice
- NHS
- Not for profit organisation or charity
- Higher education
- Governmental Agency
- Private agency
- Retired
- Primary / Secondary School
- Not currently practicing
- Other: _____

9. In 3-5 key words/phrases, could you summarise the type of work you do?

10. Do you think DMPs should be HCPC registered? *

Mark only one oval.

- Yes
- No
- Unsure

11. Please say why you think HCPC is needed / not needed?

12. Have you lost a job opportunity due to not being HCPC registered?

Mark only one oval.

- Yes
- No

13. Please give details of your experience. If this has happened more than once, please detail each instance separately

14. How do you think not having HCPC registration impacts the DMP profession as a whole?

15. What is your status regarding UKCP? Please tick all that apply. *

Check all that apply.

- I currently hold UKCP certification
- I am working towards UKCP
- I currently hold Trainee Status
- I am waiting for Children's Route
- I am unsure about pursuing UKCP
- I am not interested in pursuing UKCP
- I am ineligible to apply for UKCP
- Other: _____

16. What concerns you the most about HCPC/UKCP processes?

17. Please tick any of the statements below that apply to your own experience *

Check all that apply.

- I have been excluded from interviewing for a job due to not having HCPC registration (you can specify if these cases have to do with NHS)
- I have not been able to apply for a job due to HCPC being a pre-requisite
- A job I applied for was given to someone else because they were HCPC registered
- My employer has needed to make adjustments within the workplace since my job required HCPC registration
- My employer has been happy to hire me without HCPC registration
- I am considering getting another qualification due to HCPC not being an option
- I have been discouraged from applying for mental health positions due to lack of HCPC registration
- I am ineligible or unable to apply for other psychotherapy certifications (BACP, UKCP, etc.)
- I am working towards/am registered with UKCP because I needed to be part of an umbrella organisation to find work
- I am concerned about the financial requirements of applying to UKCP/HCPC
- Other: _____

18. Can the Taskforce contact you via email if we need further clarification?

Mark only one oval.

- Yes
- No

19. Feel free to add any additional comments

20. Please upload any supporting documents (optional) (i.e. emails, screenshots, etc). Please compile them as one file whenever possible.

Files submitted:

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