



**UK Society for
Behaviour Analysis**

Annual Report

Overview of UK-SBA's Accomplishments for 2022

- Maintained and updated Register of Behaviour Analysts in the UK
- Revised and re-launched the UK-SBA Website
- Ongoing engagement with the PSA to finalise the accreditation application
- Ongoing development of a credentialling system for UK behaviour analysts
- Awarded a Public Awareness Grant from the Society for the Advancement of Behavior Analysis (SABA)
- Applied an elections strategy to increase diversity on the UK-SBA Board of Directors
- Hosted one Speakers' Series event and are set to host our first in-person Speakers' Series event in 2023 since the pandemic began
 - Speakers' Series 14 – June 2022
 - Speakers' Series 15 – January 2023
- Maintained 7 Special Interest Groups (SIGs) and introduced 3 new SIGs:
 - ABA and Autism – established 2022
 - ABA Tutors SIG
 - Acceptance and Commitment Therapy SIG
 - Acquired Brain Injury (ABI) SIG
 - Behaviour Analysis in schools – established 2022
 - Behavioural Gerontology: Ageing and Dementia SIG
 - Health & Fitness – established 2022
 - Independent Practitioners SIG
 - Organisational Behaviour Management (OBM) SIG
 - Positive Behaviour Support (PBS) SIG
- Launched our ninth Student Awards competition
- Continued to provide the UK-SBA Job Board facility
- Continued to provide the Free Quarterly Student Draw for our student members
- Maintained active presence on social media with our established Facebook page and launched our LinkedIn page

Committee Reports

Public Protection and Benefit Committee

- The Public Protection and Benefit Committee members are Suzy Yardley (Chair), Tracie, Coultas-Pitman (Advisory Board Chair), Kate Grant, Maggie Hoerger, Jane McCready (Co-opted), Mikaela Green.
- The Public Protection and Benefit Committee ensures public protection and benefit underpins the UK-SBA Board and its activities. This committee includes a working group for our PSA Application Task Force. The Chair provides the contact point for the Complaints Secretary, and for the newly formed Independent Expert Advisory Group.
- The Committee meets quarterly, as well as conducting Committee work outside of meeting times.

The Public Protection and Benefit Committee undertook two primary tasks this year. The first was to co-ordinate the application to have our voluntary register accredited by the Professional Standards Authority's (PSA). We submitted the application in January 2022. In March 2022 the PSA panel requested further actions and adjourned for six months while these were put into place. The PSA Task Force took the Actions and potential Conditions and Recommendations, created an action plan, and worked through these between March and September. The PSA took these updates back to Panel in November 2022, and we will report back on their decision in the New Year.

As part of the PSA Actions, the Complaints working group, led by Marianne Wooldridge, completed a review and update of the UK-SBA Complaints Procedure, including making the procedure clearer on the website for both parties, more independent by having the procedure overseen by the independent panel earlier in the process, and with clear and independent advocacy for complainants with additional needs as required. It was made clear that the public could also complain about the UK-SBA and could raise concerns about ABA/Behaviour Analysis. Through the Marketing and Comms committee, we also ensured that relevant stakeholders are aware of the UK-SBA and its remit, to increase shared communication and safeguarding.

Another PSA Action was addressed through setting up an Independent Expert Advisory Group (IEAG) of professionals with skills and expertise the Board can draw on as needed, that are outside of Behaviour Analysis and can therefore give an independent view on key issues as required. Areas of expertise in the group include Advocacy, Governance, Complaints, and Law. These can be added to as required.

The PSA working group made further additions to the Risk Register around lone working, ensuring consent/assent, use of punishment and the potential use of abhorrent procedures such as conversion therapy. In collaboration with the Marketing and Communications Committee position statements were issued, to ensure all registrants were clear on the UK-SBA's stance on this.

The second major piece of work was to revise and update our Code of Ethical and Professional Conduct. This links with the Risk Register and heavily influences the new Credentiaing standards, to ensure our ethics and values are at the heart of everything we do as an organisation, and everything we want as a profession here in the UK.

Another important function of the Public Protection and Benefit Committee has been to liaise with the Advisory Board Chair to ensure responsiveness to the voices of consumers. Along with the

Marketing and Communications Committee, the website has been reviewed and updated to ensure it has consumer-facing website content and resources (see the Marketing and Communications report).

Complaints and Concerns

The Complaints Secretary is Marianne Woodridge. The Complaints Secretary deals with all complaints and concerns.

All registrants agree to practice within the guidelines of the UK-SBA code of ethical and professional conduct when they sign up to the register. Breaches of the code can be reported by consumers, practitioners and members of the public as a formal complaint. The formal complaint is then investigated by an independent panel of subject experts to determine if a) the complaint is within the remit of the UK-SBA b) if a potential breach has occurred and c) any sanction for breaches of the code.

The UK-SBA code of ethical and professional conduct and the complaints procedure have been updated in 2022 incorporating feedback from consumers, independent experts and the PSA.

Through 2022 the UK-SBA have received four formal complaints. There have been no sanctions issued so far although two are still in progress at the time of writing this report.

We would like to take the opportunity to thank the independent panel members who have volunteered their time to support the UK-SBA with the complaints process.

Goals for 2023

- Further advance our PSA application to give consumer confidence in our registrants and in our profession
- Reach out to groups who have concerns around Behaviour Analysis, or who have had negative lived experiences, to ensure these voices are heard, and to potentially collaborate in meaningful projects

Advisory Board

- The Advisory Board Chair is Tracie Coultas-Pitman, CEO of BeyondAutism, who also serves as a UK-SBA Director and a member of the Public Protection and Benefit Committee. The Advisory Board comprises consumers of behaviour analysis from a variety of areas:
 - Sue Archdall, Focus Surrey, parent
 - Jenny Garside, formally of SeeAbility
 - June Goh, Parent and SOS: SEN adviser
 - Jane McCready, Parent and ABA Access4All founder
 - Lucia Elghali, parent and Fragile X campaigner
 - Eelin Lim, parent and NHS consultant
 - Jo Pryah, Managing Director Green Light PBS Ltd.
 - Lisa Kovacs, Deputy Head of Gogarth School
- The purpose of the Advisory Board is to put the consumer voice at the heart of the UK-SBA's activities. The board ensures that the concerns of those who use ABA services are highlighted at UK-SBA Board meetings, focuses on public protection and public interest issues, and acts as an external voice of service users who can inform the work of the UK-SBA.

- With members in many different parts of the UK, meetings are held remotely by way of Zoom at least 3 times during the year. The Advisory Board are also stayed connected via emails from the Chair seeking views on a number of issues.

Board members attended the AGM in April and presented a consumer view highlighting key areas for consideration. These were minuted for the UK-SBA Board to address as appropriate.

The Advisory Board also undertook the ongoing task of reviewing, discussing, and updating the Impact Grid. Two additional risks were added to the grid: The risk of working in isolated settings, i.e. child or adult client's own home; and risk of professionals not having the tools to assess consent or capacity to consent, leading to poor ethical practice.

The Advisory Board also discussed and recommended updates regarding information available for consumers on the UK-SBA website. These recommendations have been included in the new look website.

Goal for 2023

The Advisory Board goal for 2022 was to broaden the membership of the Advisory Board to include other sectors using behaviour analytical services (e.g., sport, prisons). This has been extremely challenging and will be an ongoing goal.

Executive Committee

- The Executive Committee is comprised of the Officers of the Board; Suzy Yardley (Chair), Maggie Hoerger (President), Kate Grant (Treasurer) and Jo Westley (Secretary) and Leah Fennema (co-opted).
- The committee is charged with ensuring high standards of governance for the UK-SBA.
- The committee includes a working group for elections of Board members entitled the Elections Subgroup.

One of the main priorities of the Executive Committee this year, has been to manage the governance and Board structure changes that have resulted from our application to the Professional Standards Authority (PSA), to ensure these changes have been in line with our constitution, and have lined up with all external and internal policies and procedures.

Changes have included:

- Formation of the Independent Expert Advisory Group (IEAG) to feed into the Public Protection and Benefit (PP+B) Committee. Members of the group will be consulted for independent advice and recommendations regarding Governance, Advocacy and Complaints. Other experts covering other functions will be added as needed
- Ensuring a clear separation of members and function between the Membership and PP+B committees to avoid any potential conflicts of interest
- Ensuring access to AGM minutes and Board Meeting minutes to those who wish to view them. These are available on request now, and we aim to publish them on the website later in 2023.

The other main priority this year, has been to ensure that the new UKSBA Credential lines up with membership, and to manage the changes involved to give clear guidance to the Membership committee. We have also ensured members are kept up to date, in tandem with the Marketing and Comms committee.

Elections Subgroup

This year the Elections Subgroup included Suzy Yardley and Sam Evans (and previously Jenn Austin). The Elections Subgroup must only comprise those Officers who are not standing down from the Board or standing for election.

The Elections Subgroup is charged with facilitating the fair and unbiased recruitment of candidates, formation of ballots and determination of results.

- 2022 Elections

The Elections Subgroup facilitated the nomination and election process for new members of the Board to take up three positions of Director to the Board and one new Student Representative to the Board in 2023.

Directors stepping down from the Board in accordance with procedures described in the Governing Document were Nick Barratt and Mecca Chiesa. Rebecca Sharp stood down earlier in the year due to relocating outside of the UK. Jenn Austin also stepped down, as she moved back to the US in August 2022 to take on a new role.

Chris Seel the UK-SBA Student Representative is also stepping down from the Board in accordance with procedures described in the Governing Document.

The Board strongly agreed that our current Board continues to not reflect the diversity within our membership or within our profession. As an organisation that supports equality and diversity, the Board agreed to again implement a positive action strategy for the 2022 elections. This strategy meant that the candidate for the post of Director with the most votes would be appointed as usual; however, the remaining two positions would be appointed with deference to candidates from underrepresented groups. This meant the candidates with the most votes from those groups would be appointed, even if those candidates did not receive the highest number of votes overall. It was agreed that if we did not have enough candidates from underrepresented groups on the ballot to fill the remaining two spaces, we would revert to the regular election procedures (i.e., those with the most votes for the unfilled posts). We explained these new procedures to members via email, and also strongly encouraged members to nominate members from underrepresented groups or for those members to put themselves forward for nomination.

Voting to elect the positions of Director to the Board opened on 31st October 2022 and closed at midnight on 18th November 2022. The following three candidates, listed on alphabetical order, were elected by Full, Associate and Affiliate members as the three new Directors to the Board of the UK-SBA:

- Zahira Ali
- Emma Craig
- Andrew Swartfigure

The position of Student Representative was voted for by our Student Membership. Voting to elect this position opened on 21st November 2022 and closed at midnight on 4th December 2022. The

following candidate was elected by the Student Membership as Student Representative to the Board of the UK-SBA:

- Nathan Bunyan

In accordance with the Society's Governing Document, officers of the Board (Chair, Secretary, Treasurer and President) will be appointed by a democratic vote by the Board members in the first Board Meeting following the 2023 AGM.

Priorities for 2023

- Continue to manage governance changes that arise from the PSA and from IEAG recommendations
- Continue to manage the introduction of the UKSBA certifications
- Continue to look for ways to increase diversity on the Board and across the membership to ensure all behaviour analysts are confident that the society is fully welcoming to all

Strategic Planning Committee

- The strategic planning committee (SPC) consists of Kate Grant, Suzy Yardley, Maggie Hoerger, Jo Westley, and Leah Fennema (chair).
- The committee is charged with facilitating progression toward long term goals that will protect and benefit users of behaviour analytic services in the UK as we work towards regulation of the profession, and to ensure that through the process of effective governance the UK-SBA has a clear vision, mission and strategic direction.
- The committee meets in between Board meetings, but members undertake aspects of the work and regular discussions take place as work progresses.

As we continue to deliver on our strategic objectives, the Strategic Planning Committee has continued this year to support the work of the Board by monitoring the planning process across all the committees. The focus has been on the submission of an application to the Professional Standards Authority (PSA), which has now been accomplished.

Terms of reference have been updated as follows:

The Strategic Planning Committee has delegated responsibility to :

- ensure that through the process of effective governance the UK-SBA has a clear vision, mission and strategic direction and is focused on achieving these.
- work in partnership with the President, Chair and other Board Members to ensure that:
 - UK-SBA has a clear vision, mission, set of values and strategy, and that there is a common understanding of these by Board members, staff and volunteers.

- The Society is able to achieve its vision by developing and implementing a dynamic and responsive planning process.
- There is regular review of the need for UK-SBA and for the services it provides or could provide, and regular review of strategic plans and priorities.
- There is regular review of the external environment for changes that might affect UK-SBA (environmental, political, financial, competitive, partnerships, alliances).
- Operational plans and budgets and the committee priorities and plans support the vision, mission and strategy.
- Communications about progress with strategic planning are issued to the Board, consumers and members in a timely and effective manner
- There is regular review of the balance, structure and composition of the Board and its committees encouraging diversity in viewpoints, collective decisions, and a clear plan for succession.

Strategic Priorities for 2022-2025 have been created:

Beginning this year, each committee will draft their own initiatives, intended to meet the goals associated with the strategic priorities below.

Strategic Priorities		Goals	Actions	Ownership
1	High standards for professional competence	<p>Ensure high-quality course standards and standards of professional conduct unique to the UK</p> <p>Ensure availability of high-quality ongoing professional development opportunities</p>	<p>Develop a credentialing system suited to behaviour analysts practicing in the UK - EC</p> <p>Set education standards for training in behaviour analysis - EC</p> <p>Develop experience and supervision standards that cover the breadth of behaviour analytic application - EC</p> <p>Set standards for ethical and professional practice - PPBC</p> <p>Create and signpost to high-quality continuing education and training opportunities available to registrants, the public, and allied professions - EC</p>	<p>EC PPBC</p>
2	Public protection	<p>Achieving PSA accreditation</p> <p>Ensure protection of the public by identifying and mitigating risk</p> <p>Ensure an effective and robust complaints procedure</p> <p>Building professional recognition</p>	<p>Continue PSA application process - PPBC</p> <p>Maintain risk register - PPBC</p> <p>Meeting regularly with advisory board - PPBC</p> <p>Engage with consumer groups and other key stakeholders - MCC</p> <p>Ongoing review of the complaints procedure - PPBC</p> <p>Addressing complaints - PPBC</p> <p>Monitoring and reviewing complaint data - PPBC</p>	<p>PPBC MCC</p>
3	Effective communication	<p>Engage effectively with consumers, registrants and other stakeholders to</p>	<p>Develop a marketing and communications strategy - MCC</p>	<p>MCC MC</p>

	<p>demonstrate the nature and impact of our work and to ensure consumers and the general public understand what we do and have access to useful information and resources.</p> <p>Engage effectively with our registrants to communicate best practice.</p> <p>Build a reputation with stakeholders and develop strategies aimed at public policy change.</p> <p>Facilitate collaborative working, dissemination, and exchange of information across organisations and independent practitioners.</p> <p>Lay foundation for establishing an active public policy group</p>	<p>Effectively communicate the Board’s priorities and progress to registrants, consumers, and the wider public through our website, events, and social media - MCC</p> <p>Maintain and update website to ensure it is functioning optimally - MCC</p> <p>Provide website resources for consumers and registrants to promote good practice and to inform and protect the public - MCC</p> <p>Provide position statements and media response as required - MCC</p> <p>Establish and monitor ongoing progress of special interest groups (SIGs) to facilitate networking and the sharing of resources and information, and to promote development in their sectors and contribute to the UK-SBA objectives. - MC</p>	
Diversity Equity and Inclusion	Facilitate inclusion and diversity of practitioners, board members, consumers of services, and the wider public	<p>Engage with current and future practitioners to develop a diversity strategy – EXEC, MCC</p> <p>Ensure appropriate training in DEI for Board members - EXEC</p> <p>Create and monitor policies and procedures that increase diversity on the Board - EXEC</p> <p>Engage with consumers to inform organisational strategy, policy and procedures – EXEC, MCC</p> <p>Engage with the wider public to ensure information about the Society and its activities is accessible and transparent - MCC</p> <p>Engage with the wider public to understand concerns to inform organisational strategy, policy, and procedures – EXEC. MCC</p>	EXEC MCC
Organisational sustainability	<p>Strengthen UK-SBA as a dynamic, sustainable, transparent, and accountable organisation</p> <p>Ensuring the UK-SBA has appropriate and effective governance and finance arrangements and conducts its business openly and is accountable for its actions</p>	<p>Review internal structures, governance, and operation to ensure the Board is set up to achieve its goals - SPC</p> <p>Ensure conflicts of interest are identified and appropriate actions taken - EXEC</p> <p>Ensure the board and the members are aware of their roles and responsibilities - EXEC</p> <p>Conduct proceedings of the Society in line with its governing document and other rules, policies and regulations - EXEC</p>	EXEC SPC EC MC

		<p>Ensuring effective functioning and benefit of the Board and its committees, administration, resources and processes, and SIGs</p> <p>Increase revenue to levels necessary to sustain impactful performance as a professional body</p> <p>Establish a culture of psychological safety among colleagues, inspiring positive cultures with and across other organisations</p>	<p>Regularly publish financial records and meeting minutes - EXEC</p> <p>Create a strategy to engage new and diverse registrants, ensuring there are sufficient benefits to retain registrants - MC</p> <p>Establish sustainable revenue sources in addition to existing sources, which include registrant fees and events – EC, MC, SPC</p> <p>Revise and update the strategy document to provide an accurate picture of the Board and its future direction - SPC</p>	
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UK-SBA Values

The committee approved the adoption of the Values written by Education Committee as interim organisation values. These were taken from the competence framework and have been added to the website as behaviour analytic values; org values will be revisited by the Board during 3-year planning work, post PSA decision.

VALUE 1: We are committed to understanding individuals
We respect and promote equity, diversity, and inclusion
By promoting collaborative partnerships that are respectful of equity, diversity, inclusion, we ensure the goals, methods, and outcomes of any intervention are important, understandable, and acceptable to the individuals involved.
VALUE 2: We are committed to understanding the context of behaviour
We understand behaviour is a function of unique context
By taking a <i>constructional approach</i> , we recognise and understand the starting point and work to extend knowledge and skills to achieve meaningful outcomes.
VALUE 3: We are committed to advancing the field
We will continuously evolve our practice in keeping with advances in science and society
By actively pursuing conversations, remaining curious, and demonstrating a willingness to change in response to new information, we advance our individual practice and the field.

UK-SBA Structure

The committee have approved a change to the Board structure to now include the Independent Expert Advisory Group (IEAG) feeding into the PPB committee. The committee have also approved the Terms of Reference for the IEAG: small amendments were made to ensure yearly meetings are not required if unnecessary and to ensure all recommendations inform a decision-making process as opposed to being automatically accepted and actioned. Further decisions around structure and strategy are on hold until we receive a decision from the PSA, which is expected by the end of 2022.

Membership Committee

- The Membership Committee consists of Adele Yellow (Chair), Mecca Chiesa, Maggie Hoerger, Jessica Aviles, and Christopher Seel.
- The committee is charged with reviewing membership applications, recruiting new members, and maintaining existing members.
- It is responsible for on-going review of membership categories and on-going review of the requirements (qualifications, evidence provided, etc.) for allocating applicants to appropriate membership categories.
- The Membership Committee oversees the Student Award and Special Interest Group (SIG) working groups.
- The committee meets quarterly and also conducts work outside of meeting times.

The Committee is responsible for the oversight and approval of members' documentation during their application for inclusion on the Register. In the period 2022-2023 the Committee continued to review membership criteria and work with the Administrator to scrutinise and facilitate approval of documentation provided for membership. Committee members have continued to work alongside other Directors and the Administrator to monitor functioning of the Register and registration procedures. When required, this has resulted in minor amendments and alterations to structures and functions of the Register and registration procedures.

At the time of writing this report, UK-SBA membership comprises:

- Full members: 272
- Associate members: 46
- Affiliate members: 8
- Student members: 40

The Membership Committee is/has:

- Changed membership criteria within the Full membership to only include those certified. This is to bring in line with PSA requirements
- Continuing to develop resources and additional benefits aimed at affiliate-level members. The aim is to provide more incentive and benefit for Affiliate Members to join and maintain membership in the UK-SBA.
- Responded to member feedback regarding the process for membership renewal and profile information. The Committee worked with the Administrator, Public Protection and Benefit Committee, and the Website Working Group to update the registration and renewal processes. Members will be able to select from additional Job Role Titles and identify multiple, more specific regions where they work. The aim is to take on board member feedback to create a more user-friendly process that produces a more accurate profile for each member on the register. The processes changes will launch in the year 2023.

Student Award Working Group

The Student Award was developed to recognise outstanding achievements from our student members in the areas of research and clinical practice. This award was created to give support, promote and recognize scholarly work by early career Behaviour Analysts. The student award is run by Catherine Storey.

The 2022 Student Award winner was Nathan Bunyan, who was awarded the Undergraduate Award. Nathan has been elected by the Student Membership to step into the role of student representative.

The 2023 Student Award opened for submissions on 5th December 2022 and will close on 24th February 2023. There will be no significant changes to the general running of the award process except for the use of a shared Dropbox. Reviewers will access submissions via this Dropbox and upload their reviews directly to the Dropbox. We will be reaching out to Aimee Giles and Claire McDowell this week to determine if they would act as reviewers for the process.

Special Interest Groups (SIGs)

The aim of the SIGs is to ensure the UK-SBA is representing consumers of behaviour analytic services and representing the scope of behaviour analytic practice across the UK. All SIGs are overseen by the Membership Committee with Adele Yellow overseeing all SIG activity in the role of SIG Lead. SIGs are encouraged to develop and share useful resources and information with the public and membership.

SIGs are regularly advertised on the UK-SBA Facebook page and we also have a dedicated SIG page on our website.

In 2022, the ABA in Mainstream Education & ABA in schools merged into one SIG to become Behaviour Analysis in schools. 2 new SIGs were approved: Health & Fitness SIG and ABA and Autism

We currently have 10 established groups and 8 have webpages on our website. .

In 2022, we had 10 approved SIGs:

- Behaviour Analysis in schools – established 2022
- Health & Fitness – established 2022
- ABA and Autism – established 2022
- Acceptance and Commitment Therapy – established 2018
- Acquired Brain Injury – established January 2016
- ABA Tutors – established 2015
- Behavioural Gerontology: Ageing and Dementia – established 2018
- Organisational Behaviour Management – established 2015
- Positive Behaviour Support (PBS) – established 2015
- Independent Practitioners – established June 2020

At the time of writing the report, the Acquired Brain Injury SIG and the Behavioural Gerontology SIG were due to merge but contact with the SIG lead hasn't been possible to action this merging yet.

2022 Goals for the SIG Working Group

1. To continue to highlight and approach new groups who work using Behaviour Analytic practice, and encourage them to consider developing a SIG.
2. To continue to encourage those with an interest or research area in new applications of Behaviour Analysis to consider developing a SIG.
3. To help SIGs develop Forums established via Facebook.
4. To ask SIGs to update research lists specific to their area.
5. To ask SIGs to suggest potential stakeholders from their field, to ensure information is effectively disseminated.
6. To ask SIGs to survey the public in their field to gauge knowledge, satisfaction, and suggestions for improving the input of the UK-SBA for the end user.

In addition, going forward the SIG Lead will focus on ways to promote and support some of the smaller SIGs. SIGs that represent specialised subfields find it difficult to recruit members because of the small number of practitioners working in the area, and we will endeavour to find ways to support these SIGs.

Education Committee

- The Education Committee consists of Jo Coulson (Chair to September 2022), Claire Cotterill (acting chair from September 2022 covering maternity leave), Louise Denne, Mecca Chiesa, Maggie Hoerger, and Catherine Storey.
- The committee is charged with establishing and maintaining high standards of education for trainee and practising behaviour analysts. It includes oversight of the Credentialing Task Force, Supervision and Experience Standards Sub-Group, and the Events Team.
- The committee meets in between Board meetings and each member has taken responsibility for specific activities on an on-going basis.

The main aim for 2022 has been to coordinate, with the UK-SBA Board, the continuation of a task force delegated with responsibility for developing supervision requirements as part of a credentialing system for all levels of Behaviour Analysts in the UK. Any system that is proposed needs to satisfy the UK-SBA strategic objectives:

Establish high quality course, experience, and supervision standards that cover the breadth of behaviour analytic application, as well as ethics and professionalism skills. Develop a credentialing system suited to behaviour analysts practicing in the UK at different levels.

Our aim is to set up a system that is relevant to the range of settings in which behaviour analytic work might be conducted, accommodates, and broadens all applications of behaviour analysis in the UK, develops a range of qualifications across the workforce that map onto the Regulated Qualifications Framework, and recognises the breadth of pathways to competence/qualification across service delivery models.

Key activities:

- The proposal for a competency-based framework for supervision rather than one which was hours-based framework was approved by the UK-SBA Board.
- The Committee coordinated a focus group which largely consisted of heads of service providers or their representatives from the UK, to provide feedback on our postgraduate academic and competences supervision standards. The response was overwhelmingly and unanimously positive about the A & C standards- the feedback was that this would improve the field.
- A new name for the postgraduate level of qualification- UKBA (cert) was agreed.
- Speaker series successfully completed via BehaviorLive on 30.06.22 and 01.07.22. The second of the year was planned and booked for November but unfortunately postponed due to a train strike. This has been rescheduled for January 2023- this is the launch of the credentialing system.
- The Supervision and Experience sub-group (led by Leah Fennema), which is comprised of behaviour analytic practitioners across the UK has reconvened to work on the graduate level credential. This is close to being ready to present to the board for approval.

- A pathways document has been agreed to aid the transitioning of BCBA's over to UKBA (cert)'s title. This transitioning will begin in January 2023.
- The task list for the vocational level has been approved.
- Discussed having stalls at events to broaden the field wider but not sponsoring events as this looks like endorsement etc.

Events Team

The Events Team continued our successful collaboration with BehaviorLIVE to deliver a Speakers' Series event. Our 30th June/1st July event featured Dr Florence DiGennaro Reed, who spoke about evidence-Based strategies for training and supporting human-service staff, and Dr Linda LeBlanc, who spoke about the behavior analyst as supervisor: creating advanced supervision and mentoring repertoires. 55 and 68 people, respectively, attended these events.

Our in-person November Series was unfortunately postponed to January 2023 due to an unforeseen train strike in London. This will now go ahead in January 2023 and will be the launch of the UK-SBA credential system. This will be delivered by Dr Maggie Hoerger and Leah Fennema. Additionally, we will be welcoming Sheila Sekasi to discuss understanding racism from a behaviour analytic perspective and the impact of racism on service provision for autistic individuals.

We are also planning an on-line event in February 2023 with a focus on consent and assent.

We are committed to continuing to offer high-quality training events to our UK-SBA registrants and the wider behaviour analytic community. We are aiming to ensure that these align with the values of the UK and the UK-SBA.

Acknowledgements

The Education Committee would like to thank the Supervision and Experience sub-group (led by Leah Fennema) for their continued contribution to the development of a set of standards for UK behaviour analysts. The work produced has been of outstanding quality and far exceeded the expectations of the education committee. We would like to thank all the members of the group for their time and commitment to furthering the field in the UK.

Marketing and Communications Committee

- The Committee consists of Nick Barratt (Chair), Leah Fennema, James Kiamtia-Cooper, Jo Westley and Marianne Wooldridge. The committee met twice in 2022.
- The Marketing and Communications Committee is responsible for sharing information on behaviour analysis and on the work of the UK-SBA.
- In 2021, Marketing and Communications became responsible for the UK-SBA's website. We formed the Website Group, which consists of Nick Barratt (Chair), Sam Evans, Mikaela Green and Jo Westley. The Website Group is responsible for coordinating the content of the website and, in collaboration with the developer, ensuring visitors have a rewarding experience. This group met once in 2022.

Key activities in 2022

The UK-SBA Website

August 2022 saw the launch of our new website. Many of the changes we made were the result of feedback from our members and the UK-SBA Advisory Board. A notable change was the introduction of *For Professionals* and *For the Public* links on the Home Page. We hope members find the website more user-friendly and look forward to receiving their feedback in the months and years to come.

Keeping members informed of the Society's activities

Highlights include emailing members to inform them of:

- The release of the updated Position Statement on Punishment
- The launch of the UK-SBA's LinkedIn page
- Our application to HMRC, which resulted in the UK-SBA being added to the list of approved professional organisations and learned societies
- The updated Code of Ethical and Professional Conduct

Engaging positively with a range of stakeholder groups

The Committee communicated with a range of stakeholders – including schools, care providers, NHS, Ofsted – about the work the UK-SBA is doing to protect consumers of behaviour analytic services, such as the creation of the Register, our requirements regarding safeguarding and insurance, and the PSA application. We asked stakeholders to encourage behaviour analytic practitioners to join our Register, and made additional requests specific to the category of stakeholder – for example, we asked organisations that recruit behaviour analysts to make UK-SBA registration an essential criterion on person specifications.

Responding to issues relevant to the practice of behaviour analysis in the UK

Marketing and Communications led on the writing of UK-SBA's Position Statement on Conversion Therapy, in which we unequivocally condemned any approach that attempts to change an individual's gender or sexuality.

"This is ABA"

Marketing and Communications worked with our videographer to edit the *This is ABA* video, which we were delighted to complete in December 2022. A huge thank you to everyone who sent in a clip.

Goals for 2023

While our activities have always aligned with the Society's strategic aims, we have never had our own strategy. This coming year will see the development of our very own Marketing and Communications Strategy.

Student Representative Summary

The Student Representative for 2021-2023 is Christopher Seel.

Over the past year, the Student Representative has attended several online board meetings, as well as attended the first in-person board meeting since the beginning of the Covid pandemic. The Student Rep has also contributed to the Society via the Membership Committee throughout the year.

In December, Nathan Bunyan was elected as the next Student Representative. Over the next few months, the current Student Rep will work with Nathan to ensure a smooth transition.

The student prize draw has continued this year. Each quarter, active student members are automatically entered into the draw, with the winner receiving a choice of three prizes. The Student Rep has been responsible for selecting prizes each quarter. Prizes this year have included various book bundles, a subscription to the Journal of Applied Behavior Analysis, free entry to in-person Speak Series events, and vouchers to access BehaviorLIVE events.

Financial Report

At the time of writing this report the finalized accounts had not been received. The full Treasurer's report and associated documents will be forwarded to the membership in early January 2023.