



Annual Report 2017



British
Acupuncture
Accreditation
Board

Introduction

The British Acupuncture Accreditation Board (BAAB) is a private company responsible for and coordinating the pre-registration honours degree level acupuncture education accreditation process for the British Acupuncture Council (BACc). It is an independent non-profit company that is funded by BACc and by the acupuncture education providers accredited or seeking accreditation from the BAAB. This independence is crucial for credibility for the profession, acupuncture education providers, students and the public to have confidence in the impartiality of the accreditation processes and decisions

The BAAB has a lay Chair, and an acupuncturist Deputy Chair, plus experienced directors from acupuncture, medicine, regulated healthcare professionals, education, finance and lay people who have high level professional practice and senior management experience. This combined expertise is augmented by members from the Council of Heads of Acupuncture Courses (CHAC), nominees from BACc, acupuncture education teachers and student representatives. The BAAB encourages and monitors high quality acupuncture educational standards to enable the profession and the public to be assured that an acupuncturist educated at a BAAB accredited course will be knowledgeable, reflective, competent and a safe practitioner.

The BAAB delegates the actual inspection process which is undertaken by the Accreditation Committee, (AC) headed by a non-acupuncturist Chair and a lead acupuncturist Accreditation Officer (LAO) supported by an independent acupuncturist Accreditation Officer and a committee of experienced acupuncturists, educationalists and lay people who have a range of knowledge and experience. This ensures a level of expertise which is credible and competent to oversee the implementation and development of the process and their role is to be responsible for the organisation and detailed work of the accreditation process and procedures. The AC reports progress on the agreed plan of work to the BAAB during the year at the Board meetings.

There is an ongoing visit schedule by a team drawn from the AC and other educational, professional and lay people appropriate to the educational provider. The visit team reports to the AC and a recommendation is made to the Board who have the final decision on accreditation. All education providers provide an Annual Monitoring Audit which encourages them to review their courses self-critically and to highlight significant issues and developments.

There are currently 10 Fully Accredited Courses which are required to meet at least six high level standards of institutional viability, acupuncture content and practice, western medicine, student support and educational delivery at Honours Degree level and equivalent. These educational standards and requirements are set by the professional body BACc and are regularly updated and can be found in the BAAB Handbook on our web site. They are recognised to be comparable with the standards and requirements of the Health Care Professions Council and of the Quality Assurance Agency for Higher Education.

The Board ensures that a developmental approach is taken to new and continuing acupuncture education course providers and has the view that there can always be opportunities to improve and even to innovate in acupuncture pre-registration education. It is important to support the education course providers especially when the inspections have revealed some reductions in the educational standards expected. This model of accreditation is a rigorous process of review and demonstrates the acupuncture profession's educational maturity. The Professional Standards Authority (PSA) accredits a number of bodies that include acupuncture practitioners. The PSA refers to BACc as a self-regulatory body for the practice of traditional acupuncture in the United Kingdom.

Chair's report for the 28th Annual General Meeting April 2018

The British Acupuncture Accreditation Board (BAAB) is responsible for working with the British Acupuncture Council (BAC) and the acupuncture education providers to ensure that pre-registration acupuncture education courses in the UK meet the required honours degree level and acupuncture professional standards as set out in the BAAB Accreditation Handbook. Courses are allied to the standards of the Healthcare Professions Council (HCPC) and are delivered in Universities and Independent Colleges. These courses are regularly reviewed by the Board's Accreditation Committee and where relevant, the Quality Assurance Agency for Higher Education. Thus, acupuncturists begin their careers at the same academic level and professional understanding as other healthcare practitioners. These courses are not only setting high standards for the acupuncture profession (BAC) but also provide assurance to the public and others, that practitioners who have completed these courses are knowledgeable, safe, reflective, and competent to practice acupuncture.

The British Acupuncture Accreditation Board (BAAB) meets 3 times a year at which times, the open part of the meeting brings together a variety of reports from the range of stakeholders in the various sections of our work. There are reports from the BAAB, the Council of Heads of Acupuncture Courses, the British Acupuncture Council, Finance, the Accreditation Committee (AC), Governance matters for the BAAB and other matters for information and debate on a range of issues. This part of the meeting is open and with notice to the Board Executive Secretary, students and education providers and others interested in our work, may attend.

The closed meeting deals with confidential reports and matters of the education providers and is where the BAAB receives the accreditation recommendations from the Accreditation Committee (AC) for decision.

The Chair and members are careful to ensure that anyone with a Conflict of Interest in an item on the agenda must remove themselves from that part of the meeting, to maintain impartiality of decisions. This year, the work of the Board and the AC have continued to follow their strategic and operational plans agreed at the beginning of the year.

The Board continues to be aware that due to the changing landscape in higher education in the UK, that there are likely to be changes required in the acupuncture education standards, some of which are awaiting updating shortly. The 'Modes of Delivery Working Group' led by the Deputy Chair, has now made recommendations as to the likely changes required which, after consultation have been agreed and are awaiting the BAC Governing Board ratification. The BAAB can then continue with preparations for any further changes required.

The AC has continued with the implementation of the Annual Monitoring and Reporting Format (AMAF) taking account of the experiences of the Education Providers in making the change in reporting. Each education provider has to prepare a similar range of information annually at an agreed time in their respective academic year. The information has been able to be reviewed by AC more efficiently and the data obtained able to provide accessible comparative annual information. Work is continuing to co-ordinate the information required for the BAAB accreditation and that required for the Quality Assurance Agency (QAA), (HEFCE) (HCPC)) to reduce duplication of data collection for the Education Providers. This detailed accreditation work including major reviews by visiting teams to Education Providers is ably lead by the AC Chair, Linda Wicks and the Lead Accreditation Officer, Harriet Lansdown and supporting Accreditation Officer Kerstin Lehr, and the members of the Accreditation Committee.

The Board, supported by the BAcC, was again able to hold an Education Day for Education Providers to learn more about 'The BAAB Online Learning Matrix' and the development of online systems for acupuncture learning and teaching. The day was organised by Harriet Lansdown and Kerstin Lehr and Karen Charlesworth who all gave presentations. It was very interesting and informative. I think that we all enjoyed the learning and the opportunity for those attending to network. This is an example of how people working in pre-registration acupuncture education are determined to provide the highest standards for students and for acupuncture professional integrity. It is also an example of the Board working with the Education Providers to develop their teaching methods as new challenges arise. The Board is planning an Education Day for education providers in 2018 to look at 'Effective Practice'.

Continuing work for the Board includes reviewing our Governance particularly the roles of members and procedures of the Board, updating our Company Articles of Association, and ensuring that the Board Data Protection procedures meet the shortly to be published changes to legislation. The BAAB Handbook of requirements for acupuncture pre-registration education will be updated, this is an on-going process. The revision of Standards for Acupuncture Education and Standards for Safe Practice with the BAcC is a high priority for this year,

and overdue. The BAAB website is regularly updated and it is important for students and all involved in acupuncture education to keep informed.

This year the Deputy Chair attended the Rothenberg Conference. Accreditation Officers and members attended the September 2017 BAcC Conference and BAAB accreditation officers gave presentations. The March 2018 BAcC Acupuncture Research Symposium was another opportunity for the BAAB officers and some members to be networking.

During the year two Board members left, Sue Harrington, and recently, Jacqueline Dodding. I want to record my thanks for their work and support for the Board. We welcomed healthcare professional Zofia Dymitr and Barbara Ross as a lay member onto the Board.

I want to thank Petra for her support as Board Executive Secretary and Pippa as Accreditation Committee Secretary for their very efficient work in supporting our work. I also thank Harriet and Kerstin for their hard work as Lead and Supporting Accreditation Officers. Thank you to Linda and the whole AC for all the work undertaken this year. I am grateful to the Board members for their work and for the support given to us from BAcC.

Rita Lewis
Chair



Accreditation Committee Report 2016/17

The Accreditation Committee (AC) met three times in the academic year 2016/17, and produced reports for the Board on its accredited Teaching Institutions (TIs) and on those seeking accreditation. The AC's reports are based on balanced and informed debate by experienced professionals from health and higher education backgrounds, plus a representative of the public interest. The committee has continued to fulfil the Board's regulatory brief of monitoring closely the maintenance of honours degree level educational standards at accredited institutions; and implementing the Board's developmental policy of encouraging a high level of professional standards.

TIs in a formal relationship with the Board

At the end of 2016/17 there are ten TIs in a formal relationship with the Board, all with fully accredited programmes. Six of the TIs are independent colleges, three are universities and one is a college of further education. There are seven programmes offering BSc (Hons) awards of which one University also offers a pre-qualifying MSc. Three of the independent colleges offer a degree level diploma or licentiate in acupuncture. This represents a total of 527 students currently studying at accredited courses, similar to last year and an increase on 2014/15. Although the number of accredited institutions has reduced in the last few years, student numbers have remained steady.

Accredited courses

No new courses were proposed this year. The College of Integrated Chinese Medicine underwent a successful Major Review and was found to be fully compliant with the standards. There were ten commendations of effective practice, three recommendations and no conditions. The College also began QAA oversight in January 2014 and was successfully reviewed in October 2017. A Major Review of the College of Naturopathic Medicine was postponed as the institution was unable to provide the necessary documents by the agreed deadline. The situation was a cause for serious concern.

Course Closures

This academic year saw the Manchester Metropolitan University's BSc (Hons) final graduates successfully complete the programme, and the course is now closed. The University of Middlesex is closing all its complementary medicine provision, including its BSc and PG Dip/MSc acupuncture programmes, which should run out in 2018/19. Recently, the University of Westminster also announced it was running out its complementary medicine provision, with the acupuncture course closing to new students in 2017/18. This will leave the BAAB with just one university based accredited programme. The reasons are largely financial, as these programmes have small student numbers.

Strategic and Action Plans

A primary aim of the Board's strategic goals is to keep high educational standards and professional values at the heart of British acupuncture education and practice. The AC contributes to this through its rigorous processes in the accreditation of honours degree level, pre-qualification acupuncture programmes, on behalf of the British Acupuncture Council and its practitioner membership.

The AC achieved all the required planned work in relation to the reviewing of institutions and courses, and in work related to the committee's own structure and processes. In work related to the Board's accreditation structure and processes, all but one objective was achieved. This objective was to 'identify and implement ways of disseminating the Board's work to the student body, and facilitating their feedback'. This has been discussed and will be progressed in the current year.

The further aims, to maintain the profile of the Board, respond to issues raised relating to Board activity from any source, especially the BAcC, and look to the future, has been partly achieved. A presentation by BAAB Officers about the benefits of the BAcC's accreditation with the Professional Standards Authority (PSA) was made at the Annual Conference, and has been since shared online. Officers

have also attended various meetings and events to promote the Board's work. Work with the BAAC and its Education Committee has not been progressed, as this area has not been a priority for the BAAC this year.

Projects

The Education Day in June was well attended and introduced the Online Learning Matrix (OLM) which provides guidance and a framework for quality assuring virtual learning. Attendees were positive about the event and found the discussions about online learning useful. Following the success of the event, and in response to the feedback, another Education Day is planned for 2018 for teachers to present and discuss their choice of topics. Two other BAAB projects are planned for 2017/18, namely a full review of the Accreditation Handbook, and a discussion day for the AC as requested in their feedback from last year.

Evaluation

Our evaluation forms were revised for ease of use, and to improve the relevance of the feedback for further development. Feedback from the teaching institutions showed them to be very satisfied overall with the AC and the Board's work. The new Annual Monitoring Audit Form (AMAF) was straightforward and easy to use, and the AC's written responses were described as thorough and constructive. The AC's own feedback on its work was also positive overall, and constructive suggestions for improvement were made. An ongoing issue is the lack of diversity on the committee, which we will address as new members are sought.

Effective practice in the teaching institutions

Two institutions had Major Reviews during the year and all TIs were contacted and had their programmes fully discussed at AC meetings. The following are examples of good practice observed in TIs, which were brought to the attention of the AC and the Board during the year:

- peer review processes designed to share good practice and encourage critical self-reflection
- staff management, including induction for new staff, support and appraisal, opportunities for progression, and

- transparency of college issues providing a strong sense of inclusion and community
- funding staff to receive teacher training qualifications and sharing their learning with colleagues
- strong and supportive staff relationships with students enabling them to be confident and critically engaged
- high quality feedback given to students, which is individual, positive and helpful, and highly praised by the students.
- small regional groups providing regular sessions for students, tailor-made to the student needs
- a 'paired supervisor scheme' which offers additional perspective on each student's clinical progression. This enhances their range of experience and adds to the validity of assessment of practice. It allows supervisors to discuss both patients and students with each other, encouraging sharing of experience and problem solving.
- support for new Clinic Supervisors including a comprehensive body of written supporting materials alongside mentoring and team teaching.
- use of formative feedback so students can develop their learning approaches and improve achievement
- a moderation process in which a sample of scripts are blind double-marked and moderated, before the rest of the scripts are marked. This is excellent to ensure fair standards of marking.
- a flexible course delivery with different entry points, modules and specialisms
- pastoral support for students from choosing their course and throughout their studies
- the enthusiasm and commitment of teachers.
- improving recruitment through launching a new website an improved open day and a continued emphasis on an interview process.
- staff and students use of critical reflectiveness
- innovative approaches in clinical teaching and learning through maintaining a student-centred approach.

Issues for TIs and AC members arising from all aspects of the Accreditation Committee's work

During 2016/17 the AC has focused on policies and progress in the following areas:

- Online learning and the use of the QAM, especially considering what does and doesn't work well, training and encouraging staff to develop their understanding and the monitoring of online engagement.
- Confidentiality, safe practice and learning issues in multi-bed practice settings.

- Emphasising awareness of the limits to competence of new graduates, especially in relation to groups currently being considered by the profession as 'specialist areas of practice' (for example, obstetrics).
- How TIs prepare students for running a business after graduation.
- Contingency Plans in the event of sudden course closure.
- All TIs having a Complaints Policy that is fit for purpose.

Harriet Lansdown

Lead Accreditation Officer

April 2018



Short accounts for 2017 from 1 January to 31 December

The financial information presented in this Annual Report does not comprise the statutory financial statements of the British Acupuncture Accreditation Board for the financial year ended 31 December 2017 issued on 23 April 2018, but represents extracts from them. These extracts cannot be expected to provide as full an understanding of the financial performance, financial position, and financing and investment activities of the company as a reading of the complete financial statements would.

The statutory financial statements have been delivered to the Registrar of Companies and the auditors have reported on them; their report was unqualified and did not contain statements under section 498(2) or (3) of the Companies Act 2006. The complete financial statements, including the auditors' report can be obtained, free of charge, on request to the company at the company's offices.

Income		Expenditure	
Contributions	£ 87,000	Accommodation and subsistence	£ 1,968
Accreditation fees	£ 50,695	Accountancy and audit	£ 5,400
Total income for the period	£137,695	Allowances and honoraria	£ 18,575
		Communications	£ 1,537
Brought forward from 2016	£ 51,231	Depreciation	£ 23
		Consultancy fees	£ 16,900
		Insurance	£ 2,569
		Meetings cost	£ 3,476
		Office cost	£ 3,965
		Other	£ 201
		Printing, postage and stationery	£ 822
		Projects	£ 2,632
		Salaries	£ 60,386
		Staff development	£ 85
		Travel	£ 5,678
		Total expenditure for the period	£ 124,217
		Carried forward to 2018	£ 64,709
Total	£188,926	Total	£188,926

BAAB fully accredited institutions and courses during 2017

CITY COLLEGE OF ACUPUNCTURE
London

COLLEGE OF INTEGRATED CHINESE MEDICINE
Reading, Berkshire

COLLEGE OF NATUROPATHIC MEDICINE
London

INTERNATIONAL COLLEGE OF ORIENTAL
MEDICINE UK
East Grinstead, West Sussex

LONDON SOUTH BANK UNIVERSITY
London

MANCHESTER METROPOLITAN UNIVERSITY
Manchester

MIDDLESEX UNIVERSITY
London

NORTHERN COLLEGE OF ACUPUNCTURE
York, Yorkshire

LINCOLN COLLEGE
Brayford Pool, Lincolnshire

THE ACUPUNCTURE ACADEMY
Leamington Spa

UNIVERSITY OF WESTMINSTER
London

BAAB Board members

Ian Appleyard

Janice Booth

Mark Chamberlayne

Dr Mike Cummings

Jacqueline Dodding

Dr Richard Giordano

Dr Sue Harrington

Rita Lewis (Chair)

Dr Lara McClure

Jonathan Pledger

Barbara Ross

Jasmine Uddin

Appointed officers

Consultant

Lead Accreditation Officer

Accreditation Consultant

Chair Accreditation Committee

Finance Officer/Treasurer

Accreditation Committee Secretary

Board Secretary/Company Secretary

Earl Baldwin of Bewdley

Harriet Lansdown

Kerstin Lehr

Linda Wicks

Dan Regan

Pippa Sequeira

Petra Nannes

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BAAB Board members: 2017

Ian Appleyard BSc (Hons) Acupuncture MBAcC is course director for acupuncture at London South Bank University Confucius Institute for TCM. He lived for over three years in China learning the language and continuing his acupuncture training in various hospitals. He also spent a year in Japan studying with a private practitioner. He is currently undertaking a PhD.



Janice Booth qualified as an acupuncturist at CTA in 1988, undertook the integrated TCM/five element course with J and A Hicks in 1990 and has had a practice in Swindon for the last 30 years. She is a senior lecturer and the programme leader for Chinese medicine theory at the College of Integrated Chinese Medicine in Reading.

Mark Chamberlayne is a lay member. He has retired from full-time employment in business where he was responsible for personnel matters for the Reuters Group and before that for the BAT industries group. He is a law graduate from Oxford University who has also been a lay member of the Bar Council Professional Conduct Committee and a local healthcare forum, as well as of the British Horse Society and the British Horseracing Authority. He now runs a small private farm.



Dr Mike Cummings is the medical director of the British Medical Acupuncture Society (BMAS) and a former medical officer in the Royal Air Force. He was awarded his degree in medicine from Leeds University in 1987. He is an honorary clinical specialist at the Royal London Hospital for Integrated Medicine. His principal academic and clinical interest is musculoskeletal pain, and in particular, needling therapies in the treatment of myofascial pain syndromes.

Jacqueline Dodding has a MSc in homeopathy and is a fellow of the HEA, and a registered member of the Society of Homeopaths (RSHom). She teaches at the University Centre Blackburn College on the FdSc complementary therapies, BSc (Hons) professional practice in complementary therapies and BA (Hons) education studies. She principally teaches research methods at levels 4, 5, and 6, and supervises undergraduate dissertations. She has recently submitted her thesis for her professional doctorate in education at the University of Central Lancashire, during which she has investigated the educational experiences of non-traditional higher education students.



Dr Richard Giordano is a senior lecturer and programme lead for the MSc in leadership and management in health and social care at Southampton University. He has held academic and research positions at Birkbeck, Brown University, MIT, and the University of Manchester. He was a senior consultant in leadership development at the King's Fund. Richard's expertise and teaching broadly includes informatics, work practice and information processing, decision making, evaluation, and organisational development. His current research is focused on healthcare informatics, particularly analysis and design theories, implementation, and the effect of digital information on work practice and sense making in organisational settings.

Dr Sue Harrington is an acupuncturist having graduated from The Acupuncture Academy with her professional licentiate in acupuncture. Sue is a chartered occupational psychologist registered with the Health and Care Professions Council (HCPC). She has a BSc (Hons) psychology, MSc occupational psychology, PGCE in higher education, and her PhD explored workplace bullying. Until she began her acupuncture studies, Sue was a lecturer at the University of Leicester, teaching on the distance learning MSc occupational psychology and campus-based BSc psychology courses.



Rita Lewis, Board chair, has a BA(Hons) econs, MSc in public and social policy, and a PGCE. She was the chair of the national charity Action Against Medical Accidents. She has been a lay member of three professional regulatory bodies – nursing and midwifery, osteopathy, and chiropractic – and a Community Health Council member and chair of the National Association for England and Wales. She has taught health management in higher education and been a NHS trust board non-executive director.



Lara McClure is Course Director for the Acupuncture BSc and MSc courses at the Northern College of Acupuncture in York. She teaches Research on these courses and on the NCA's Chinese Herbal Medicine MSc. Lara has completed a Postgraduate Certificate in Higher Education with Middlesex University and is an External Examiner for Westminster University



Jonathan Pledger is joint principal at the College of Integrated Chinese Medicine, as well as a Chinese medicine teacher and clinical supervisor. He has completed a master's researching the effects of acupuncture on autistic children.



Barbara Ross is a nurse by profession and has held nursing and management positions in a variety of NHS organisations, including Director of Nursing and Deputy Chief Executive of an NHS Trust. In this capacity Barbara had particular responsibility for promoting safe clinical practice and working on the clinical governance strategy. Since retiring from the NHS Barbara worked within the NHS as a consultant to support general management projects and the training and development of NHS staff.



Jasmine Uddin is a past president and chair of the British Acupuncture Council and is now its president emeritus. She is currently an education consultant to the BAcC and vice chair of the BAAB as well as being editor of the European Journal of Oriental Medicine. After being its president for many years, Jasmine now leads the Education and Symposium Committee of the European Traditional Chinese Medicine Association, which aims to foster high standards of education and practice across Europe. She has an acupuncture practice in Brighton.



BAAB Board officers: 2017



Harriet Lansdown Harriet is an acupuncturist with over 25 years of experience and has a practice in York, where she is the deputy clinical director of the York Clinic for Integrated Healthcare. She held a Visiting Research Fellowship focused on pragmatic clinical acupuncture trials at the University of York after completing an MSc in Health Services Research in 2006. She has been extensively involved in acupuncture education and is a Fellow of the Higher Education Academy. She served on the BAAB's Accreditation Committee in the late 1990's, and returned in 2013 as Lead Accreditation Officer. Harriet is passionate about quality standards in acupuncture education, believing they are fundamental to developing acupuncture as an effective and accepted profession.

Dr Kerstin Lehr is a practising acupuncturist working from clinics in Highbury & Islington, London and Letchworth Garden City. She is a member of the Hertfordshire Acupuncture Childbirth Team, and has worked with the Maternity Acupuncture Support Team based at the Lister (Stevenage) and Bedford Hospitals. She is also a trained social scientist with particular expertise in qualitative and quantitative methods, and holds a PhD in contemporary Chinese education. Kerstin has extensive teaching and administrative experience across the UK higher-education sector, having worked at the Universities of Sheffield and Edinburgh, the School of Oriental and African Studies (SOAS) and the School of Advanced Studies (SAS), University of London.



Dr Dan Regan MBE is the Board's Finance Officer. His career was mainly in local government finance and management. His final appointments were as Chief Executive and Director of Finance of a London borough. Dan is a lawyer, and a member of the Inner Temple, having been called to the Bar many years ago. He is a Fellow of the Chartered Institute of Public Finance and Accountancy (CIPFA). Dan's PhD is in the field of education his other academic qualifications are in economics and occupational psychology. He is a fellow of the Royal Society of Arts. He holds a number of chairmanships and advisory positions

Linda Wicks attends the Board as chair of the Accreditation Committee. Linda qualified as a homeopath in 1986 and has been in part-time practice since then. Also qualified in education, she taught for 20 years in a variety of mainstream settings, as well as having experience teaching homeopathy, supervising, mentoring and facilitating professional groups. She worked as senior education advisor for the Society of Homeopaths for 16 years, having developed and maintained a recognition system for homeopathy courses across the UK. Recently, she was also involved in setting up one of the first School-based Integrated Health Centres in the country, designed to make healthcare and the promotion of wellbeing more accessible for young people. She is currently a Director of the Society of Homeopaths.



Pippa Sequeira is secretary to the Board's Accreditation Committee. She joined the BAAB in July 2003. She has a BSc (Hons) in physiology. She qualified as an acupuncturist in 2000 and along with her husband runs a multidisciplinary clinic in central Canterbury.



Petra Nannes is the secretary to the Board. She holds a BSc (Hons) in acupuncture and a diploma in tuina. She has a private practice in North London. Before joining the BAAB in 2006 she worked at the London College of Traditional Acupuncture and Oriental Medicine.