



Annual Report 2018

Introduction

The British Acupuncture Accreditation Board (BAAB) was set up in 1995 as a company to ensure high standards of professional acupuncture education throughout the United Kingdom. It is an independent non-profit private company responsible for co-ordinating the pre-registration honours degree or equivalent acupuncture education accreditation process, for the British Acupuncture Council (BAcC). It is funded by the BAcC, and the education course providers who are in a formal relationship with the BAAB.

This year the Board Chair, the Treasurer and Executive BAAB Secretary reviewed and renewed the Company Memorandum and Articles of Association to bring them into line with the requirements of the 2006 Companies Act. At the same time, all the existing Objects and Powers that were agreed in the formation of the Company were retained. This was a complex process but it enabled us to look at the Act again and to all processes, procedures and definitions used in the Act, including that of an agreed meaning of the word Acupuncturist, across the profession.

The composition of the Board of Directors includes Acupuncturists, non-Acupuncturists, Regulated Healthcare Professionals, members of the Higher Education profession and people who represent the public interest. Directors of the Company include nominees from the BAcC, and from the Council for Heads of Acupuncture Courses (CHAC). The Chair is a lay person and the Vice Chair is an Acupuncturist. The key role of the Board is to make decisions on course accreditations, and accreditation policies, procedures, and strategy. The Board has the wealth of expertise and experience within it and also benefits from the Accreditation Committee recommendations, to undertake this role. Meticulous attention is paid to the potential of Conflicts of Interest, at every stage of the procedures. The Lead Accreditation Officer (LAO) provides the essential coordination of work between the Board and the Accreditation Committee and is the principle officer responsible to the Chairs of the Board and the Accreditation Committee for the effective and efficient operational running of both organisations.

The BAAB delegates the accreditation process to the Accreditation Committee (AC), chaired by a non-acupuncturist and is composed of experienced acupuncturists, educationalists and lay people who have a range and variety of knowledge and experience. The Lead Accreditation Officer (LAO) who is an acupuncturist, ensures that accreditation policies and procedures are followed to a high standard. She maintains and develops the 3 year rolling Strategic Plan for the Board and the Accreditation Committee. An independent Accreditation Officer works in support to the Lead Accreditation Officer in the accreditation process. The Accreditation Committee prepares a programme of work and an accreditation visit schedule is agreed with the education providers and the Board. All accreditation visits are undertaken by a team drawn from the Accreditation Committee and external educational, professional and lay people appropriate, to the particular education provider. In addition, all education providers complete an Annual Monitoring Audit which invites them to review their courses self critically and to identify significant issues and developments. These are rigorously reviewed.

The model of the BAAB accreditation process for new and continuing acupuncture pre-registration education course providers is developmental and encourages improvement and innovation at the pre-registration level and support when required. This is a rigorous approach to the process of review in accreditation that demonstrates the commitment of the acupuncture profession to public health, to the public and to the maturity of the profession. This has been recognised by the Professional Standards Authority for Health and Social Care which oversees all professional regulation and approves the BAAB acupuncture education accreditation.

The educational accreditation standards set by the BAcC are high and include at least education provider viability, acupuncture content and practice, western medicine, student support and education provided at Honours Degree level or equivalent. They are considered to be comparable with those required by the Health and Care Professions Council and the Quality Assurance Agency for Higher Education.

Chair's report for the 29th Annual General Meeting April 2018

The British Acupuncture Accreditation Board (BAAB) is responsible for working with the acupuncture profession at the British Acupuncture Council (BACc) to undertake the accreditation of pre-registration acupuncture education courses provided in the UK. It does this under the terms of a memorandum of understanding that is agreed with BACc, and which part funds the Board. The remaining cost is met by a student levy on the education providers who are in a Formal Relationship with the BAAB, providing accredited acupuncture pre-registration education.

The accredited pre-registered acupuncture education is at an Honours Degree level and to professional acupuncture standards as set out in the Standards of Training and Education for Acupuncture (SETA) and the BAAB Accreditation Handbook, which is on the web site of the Board. Courses are comparable to those of the Health and Care Professions Council (HCPC) and are delivered in Universities and Independent Colleges. The value of the BAAB Accredited courses is that the students graduate with an acupuncture qualification which is at a similar academic and professional understanding as many other healthcare practitioners. It is also an assurance to public and patients that the practitioner has a credible qualification based on knowledgeable, reflective and competent professional practice. If they are members of BACc, there is an accredited voluntary professional body ensuring continuing professional development and safe practice.

In 2018, the BAAB Memorandum and Articles of Association have been reviewed and revised to accord with the Companies Act 2006. This has offered the opportunity to retain and to revise some of the aspects. Some key points are that the Objects and Powers of the Company remain as in the previous Act. The number of and category of Directors is not specific except for those nominated by BACc or the Council of Heads of Acupuncture Courses (CHAC). CHAC is now in the Act as having formal recognition by the Board of the value of its role to the decision

processes of the Board. How CHAC organises itself to provide a channel for views from the acupuncture education providers is a matter for them to decide. All Directors' Terms of Office will be initially up to 5 years, including the Chair who must be a lay person. The Vice Chair must be an Acupuncturist. Where the Board has a decision to make regarding an admission or a withdrawal of an acupuncture education course, due to the importance that is given to such an event, the Act requires that there is a 75% Quorum of Directors voting. Potential Conflicts of Interest require specific procedures in the Act to protect all interests. The Act is there to provide and support the correct working processes of the Board.

During 2018, there have been some significant changes within our Strategic Direction due to external factors influencing students, especially from abroad, from coming to the UK. Changes in the funding of Universities and of students and the general economic environment have also contributed. There has been a decline in accredited University-based courses for acupuncture education in the last few years. So far, the student numbers have remained similar to last year overall as some of the students have attended the accredited private colleges. There are now 9 accredited acupuncture education courses this year. The Board have been contacted by some new education organisations interested in providing acupuncture education. This will present the Board and the profession with significant challenges going forward.

This year, for the first time, one of the previously accredited acupuncture education Colleges did not achieve the standard required for its acupuncture course. In the context of our developmental approach to accreditation, many hours of additional work was spent by the Accreditation Committee, our Lead and assisting Accreditation Officer. Later, they were unable to accept the standard the course had reached. The Board agreed with the AC recommendation to suspend the BAAB accreditation from this Course, whilst meanwhile continuing to work with the College. However,

the college Principals decided to withdraw their acupuncture education course from BAAB Accreditation.

Our work programme was somewhat delayed whilst the BAAB was completing a review of their committee structures so the ongoing work on Modes of Delivery are only recently being discussed within the profession. There is an urgency to looking at a range of options available for the profession and for Acupuncture Education as the education environment is changing and the BAAB has some choices to make in the ongoing Strategic Direction for 2020-3.

The work that the Accreditation Committee and the Board are taking forward with Harriet Lansdown, our Lead Accreditation Officer, assisted by Karen Charlesworth, to completely review the Accreditation Handbook is progressing and is a major piece of work. The intention is to provide a revised Handbook which will be on our web-site and to provide a shorter Code which will be in hard copy and on the website.

In June, the BAAB hosted another Education Day on the topic of Effective Practice which was appreciated and enjoyed. These events which we are able to hold for course teaching staff have been funded from our economies in our work. They enable the staff and others attending to meet and discuss issues in common. A video was taken of the day to enable people not able to attend to experience the day.

The BAAB had staff and members at the BAAC Conference held in September 2018. It is important that the BAAB is represented there as it provides an opportunity for delegates to find out more about the BAAB and its work and is a source of valuable feedback for the Board. It was there that this year, the BAAC awarded Harriet Lansdown, our Lead Accreditation

Officer, one of their Fellowships, in recognition of her work for the profession. The Board and the Accreditation Committee were delighted.

Our Vice Chair attended the Rothenberg Conference this year and BAAB has representation at the ARCC Research Symposium held in March 2018 and 2019.

Board Director changes include New Directors, Dr Dan Tan, joining in July 2018 as an Educationalist, and Natalie Johnson a BAAC nominee to bring her knowledge working in the Student Services Advisory Group at BAAC. Directors nominated to renew are Janice Booth (BAAC), Jonathan Pledger (CHAC), Mike Cummings, Western Medicine and BMAS.

I want to record my thanks to the Board of Directors and welcome our two new Directors, to Linda Wicks and the Accreditation Committee for all their work especially this year, and to Supporting Accreditation Officer Kerstin Lehr her work with us. I welcome Paul Probyn as new Supporting Accreditation Officer.

None of this would be possible without the British Acupuncture Accreditation Board support for our work and for the efficiency and dedication to our work from Harriet Lansdown, Lead Accreditation Officer and Petra as Board Executive Secretary and Pippa as Secretary to the Accreditation Committee.

Finally, the Treasurer Dan Regan, has given notice to stand down in 2019 after 24 years working with BAAB. Also, I have decided to stand down after 19 years working as a Director of BAAB. We will a smooth handover as soon as replacements have been successfully recruited. We have both enjoyed working with all our colleagues past and present and we wish the profession all the very best for the future.

Rita Lewis
Chair



Accreditation Committee Report 2017/18

The Accreditation Committee (AC) met four times in the academic year 2017/18, as the recent format of three meetings a year left insufficient time for discussing reflective and developmental work, such as the review of the Accreditation Handbook. Reports were produced for the Board on its accredited Course Providers (CPs). 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 educational standards equivalent to Higher Education Level 6 on accredited courses; and implementing the Board's developmental policy of encouraging a high level of professional standards.

Course Providers in a formal relationship with the Board

At the end of 2017/18 there are ten Course Providers in a formal relationship with the Board, all with fully accredited programmes. Six of the CPs 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. Four of the independent colleges have their programmes validated by a university.

This represents a total of 516 students currently studying at accredited courses, just 2% down from 2016/17. Although the number of accredited institutions has reduced in the last few years, student numbers have remained relatively steady.

Although there were no new courses working towards accreditation, Glyndwr University in Wales has made enquiries in relation to a course already operating there. The Asante Academy of Chinese Medicine has not pursued their intention to join the accreditation process.

Accredited courses

Two planned formal accreditation visits, were scheduled during the year. The postponed Major Review of the College of Naturopathic Medicine's Diploma of Acupuncture took place

in November 2017. This resulted in a number of conditions required to ensure standards were met. In order to facilitate the teaching team being fully involved in the development of the curriculum, the college was given time to meet these conditions, with a final decision on the status of the course to be made by the Board in November 2018.

A Major Review of London South Bank University's acupuncture course was cancelled by the university, followed by notification to the Board that their BSc (Hons) Chinese Medicine: Acupuncture was closing. As there were no new students on the programme last year, the final cohort is due to graduate in 2019/20. A reduced Major Review visit was scheduled for October to ensure the quality of the programme as it runs out.

In addition, the AOs have attended validation and Quality Assurance Agency (QAA) events at the request of CPs and special visits on behalf of the AC.

The International College of Oriental Medicine has decided to withdraw from their relationship with the University of Greenwich.

Lincoln College of Further Education's BSc (Hons) in Acupuncture achieved validation with the Open University this year.

The Northern College of Acupuncture is now validated by London South Bank University.

Course Closures

The planned closures of courses at the University of Middlesex and London South Bank University, expected in 2019-20, and the University of Westminster in 2021-22, see the last of currently university based programmes. The reasons largely relate to financial issues affecting the higher education sector.

Strategic and Action Plans

A key aim of the Board's strategy 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 pre-qualification acupuncture programmes at a level equivalent to Higher Education Level 6, 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, the main area of focus has been streamlining procedures, and a review of the Accreditation Handbook.

The further aims, to maintain the profile of the Board, respond to issues raised relating to Board activity from any source, especially the BAAC, and look to the future, has been partly achieved. Work with the BAAC and its Education Committee was halted when the Committee was dissolved and plans were in progress for the creation of a new Professional Standards Committee.

Projects

After the successful event in June 2017, another Education Day was held in 2018. Teachers from all of the accredited courses were invited to present and discuss topics of their own choice. Presentations included assessment of clinical learning, engaging students in research, use of technology in the classroom and Western medical acupuncture. Attendees were very positive about the event

The Review of the Accreditation Handbook began this year, with valuable input from Karen Charlesworth and a small working group from AC. The additional AC meeting in January proved most helpful for in-depth discussion of this Review and other developmental matters.

Evaluation

Feedback from the course providers showed them to be very satisfied overall with the AC and the Board's work. The Annual Monitoring Audit Form (AMAF) which was revised last year was reviewed and enhanced to include more provision for recording continuity and progression of issues from years to year. The AC's own feedback on its work was also positive overall, with members mindful to ensure

the size and composition of the committee are congruent with needs and resources.

Effective practice in the accredited courses

The following examples of effective practice were observed in reviews of accredited courses, and brought to the attention of the AC and the Board during the academic year 2017/18:

- a popular flexible course structure with different entry points, modules and specialisms
- pastoral support offered to students from their first contact to post graduation
- the innovative use of new teaching technologies in the classroom
- using conflict management training to develop personal skills in responding to situations
- using actors to create therapeutic encounters which enhances analysis and reflection on clinical cases
- exposing students to the wider political realities of acupuncture practice and research through bodies such as Acupuncture Now
- a 'You Said – We Did' forum explaining practical and pedagogical reasons for fulfilling, or not, student feedback requests.
- demonstrating how staff development and scholarly activity impact on the curriculum.
- a complimentary graduate website and Facebook page with uptake gathered through a survey.
- collecting clinical data which is used to feedback into the student learning experience.
- student and tutor feedback being actively sought and responded to promptly and thoughtfully

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

Over the next academic year, the AC will focus on policies and progress in:

- 'preparing and supporting students for setting up in practice after qualification'

Other issues which will be explored in the future may include:

- blended and e-learning: 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
- fair and transparent complaints procedures
- Involving 'users' (i.e. patients) in the programme and in decision-making committees.

Harriet Lansdown Lead Accreditation Officer
Linda Wicks Chair, Accreditation Committee
March 2019



Short accounts for 2018 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 2018 issued on 1st April 2019, 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	£ 2,213
Accreditation fees	£ 46,610	Accountancy and audit	£ 5,400
Total income for the period	£133,610	Allowances and honoraria	£ 17,500
		Communications	£ 1,075
Brought forward from 2017	£ 64,709	Depreciation	£ 19
		Consultancy fees	£ 21,782
		Insurance	£ 2,612
		Meeting costs	£ 4,112
		Office costs	£ 4,405
		Other	£ 264
		Printing, postage and stationery	£ 714
		Projects	£ 5,595
		Salaries	£ 64,069
		Staff development	£ 681
		Travel	£ 5,278
		Total expenditure for the period	£ 135,719
		Carried forward to 2019	£ 62,600
Total	£198,319	Total	£198,319

BAAB fully accredited institutions and courses during 2018

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

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

Janice Booth

Dr Mike Cummings

Zofia Dymtr

Dr Richard Giordano

Natalie Johnson

Rita Lewis (Chair)

Dr Lara McClure

Jonathan Pledger

Barbara Ross

Dr Dan Tan

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: 2018

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.



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.

Zofia Dymitr is a practising homeopath registered with the Society of Homeopaths. She has an MSc in Integrated Healthcare, and a Diploma in Supervision, offering supervision to homeopathy students and other health professionals. Zofia has contributed to the development of the homeopathy profession over twenty-six years in a range of roles including Chair of the Society of Homeopaths. She is also Vice Chair of the European Central Council of Homeopaths with a special interest in promoting the development of high standards in the patient interest



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.

Natalie Johnson qualified as an acupuncturist at the College of Integrated Chinese Medicine in 2016. After a truly inspiring course she practiced from the College's clinic rooms before returning to Cruise Lines practicing acupuncture (treating mainly seasickness!). She is now the Admissions and Student Membership Manager at the British Acupuncture Council, practicing in London one day a week. Natalie is passionate in improving the Student Membership experience; connecting student networking within our BAAB accredited teaching institutions.





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 a member of the Council of Heads of Acupuncture Courses



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. Barbara has recently qualified as a coach mentor and is now coaching the beneficiaries of the Royal Medical Benevolent Fund in voluntary capacity.



Dr Dan Tan is a passionate and conscientious academic professional with much teaching & clinical practice experience, mainly in the UK and China, within the Higher Education Sectors. Dan spent over 10 years at Middlesex University, as a Course Leader for MSc/BSc Acupuncture. Currently Dan works at London South Bank University. Before moving to the UK, Dan worked at Beijing University of Chinese Medicine. Dan qualified as a TCM Doctor in her native China. She has studied both Acupuncture and Chinese Herbal Medicine, and has been awarded the qualifications of PhD, Master and Bachelor

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 BAAC 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: 2018



Harriet Lansdown has been an acupuncturist for over 25 years and practises in York, where she is the deputy clinical director of the York Clinic for Integrated Healthcare. 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. Harriet achieved an MSc in Health Services Research in 2006 and went on to hold a Visiting Research Fellowship focused on pragmatic clinical acupuncture trials at the University of York, contributing to 10 research papers. She was elected a Fellow of the British Acupuncture Council in 2018.

Dr Kerstin Lehr is a practising acupuncturist working from clinics in Marylebone, London and Letchworth Garden City, Hertfordshire. 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 the Chair 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.