



Annual Report 2020

Introduction

I am delighted to have taken over from Rita Lewis as Chair of the British Acupuncture Accreditation Board (BAAB) as from November 2019. Rita has provided very sound leadership over the past two decades in establishing the standing and credentials of the BAAB. The BAAB itself 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 acupuncture education accreditation process for the British Acupuncture Council (BAC), from pre-registration honours degree level onwards. It is funded by the BAC and the education Course Providers who are in a formal relationship with the BAAB.

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 BAC, and from the Council for Heads of Acupuncture Courses. 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 a wealth of expertise and experience within it and also benefits from the Accreditation Committee recommendations, in undertaking this role. The Board operates with integrity, with attention paid to the potential of conflicts of interest, at every stage of the procedures. The Lead Accreditation Officer provides the essential coordination of work between the Board and the Accreditation Committee and is the principal officer responsible to the Chairs of the Board and the Accreditation Committee for the effective and efficient operational running of both bodies.

The BAAB delegates the accreditation process to the Accreditation Committee, chaired by a non-acupuncturist, which is composed of experienced acupuncturists, educationalists and lay people who have a range and variety of knowledge and experience. The Lead Accreditation Officer, who is an acupuncturist, ensures that accreditation policies and procedures are followed to a high standard. She maintains and develops the rolling Strategic Plan for the Board and the Accreditation Committee. An independent Accreditation Officer works in support of 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 education Course Providers is developmental and encourages improvement and innovation at the pre-registration level and beyond, with support when required. There 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 through BAC by the Professional Standards Authority for Health and Social Care which oversees all professional regulation in the United Kingdom. The educational accreditation standards set by the BAC are high. They include education provider viability, acupuncture content and practice, Western medicine, student support and education provided at honours degree or higher level.

My background as the new Chair of the BAAB is multifaceted. I have served on the Executive of five Universities, including as Chief Executive – as well as having an Emeritus Chair at one of these and Visiting Chairs at four other Universities. This, together with my roles as a previous Dean of a Faculty of Health and a current Board member of another higher education institution, gives me a strong background

in understanding the academic processes involved. In addition, I have published some two dozen books on health, professions and regulation – including the first history of acupuncture in Britain, on which my PhD in Sociology at the LSE was based. I also have a strong enterprise profile and have served as a Chair and member of a range of NHS and other health committees in the United Kingdom, including the Research Council for Complementary Medicine. On the international stage, I have advised governments and professional bodies on health issues – including the UK Departments of Health and the General Medical Council. I am also Vice President of the International Sociological Association Research Committee on health and have key roles with both the World Health Organization on health practitioner regulation and the United Nations on responsible leadership. I trust that this experience will serve me well in leading the BAAB, in a close working relationship with BAAC, during a time of many challenges – not least in relation to the Covid-19 pandemic.

Professor Mike Saks
Chair of the BAAB



Chair's Report for the 31st Annual General Meeting April 2020

As explained in the Introduction, the British Acupuncture Accreditation Board (BAAB) works with the British Acupuncture Council (BACc) to undertake the accreditation of acupuncture education courses in the United Kingdom. Each organisation is independent but is in close cooperation with the other to create opportunities for coordinated committee work to allow for common strategies to develop. The BAAB has to ensure that the standards set by the acupuncture profession are maintained and that they are developed in the light of experience and the requirements of the profession. The funding for this process is in large part from the BACc, with the balance from a student levy from the education providers who are in a formal relationship with the Board. This means that the education providers are involved in the accreditation process with the BAAB to provide accredited pre- and post-registration acupuncture education. The terms of agreement are set out in a Memorandum of Understanding between the BACc and BAAB which was signed off by both Chairs in June 2020.

The standard of the pre-registration acupuncture education courses is at honours degree level or equivalent and the professional requirements are set out in the Standards of Training and Education for Acupuncture (SETA) and those outlined in the BAAB Standards of Education and Training for Acupuncture Courses (SETAP) in the Accreditation Handbook. These standards are comparable to those in courses for the Health and Care Professions Council as well as the Quality Assurance Agency for Higher Education so the BAAB accredited students graduate with a similar academic and professional understanding to those in other healthcare professions.

The Accreditation Handbook has pleasingly been completely updated and revised by Harriet Lansdown, the Lead Accreditation Officer, and

colleagues. It can be accessed through its own microsite, which is easy to navigate, user-friendly and comprehensive. The online Handbook is the BAAB's intellectual property and contains all BAAB's processes and guidelines. The microsite provides restricted access through an annual registration process, which is also available to Board members and other relevant parties. Associated with this, the BAAB is seeking to trademark its logo to prevent others from using it. So as not to be too restrictive, a short companion to the Handbook has also been developed which provides a helpful summary of the BAAB's values and standards and is made widely available to interested parties.

The Accreditation Committee undertakes the implementation of the accreditation procedures and reports to the BAAB with recommendations which the Board will consider and decide on action. There are seven Course Providers currently in a formal relationship with the BAAB and they have Full Accreditation. One is a University provider which is closing. Another is a Further Education College which has University Validation, and five are independent Colleges of which two have University Validation. Whilst the nature of the course provision has changed, the total number of students undertaking acupuncture education in Accredited Courses has held up. This means that there are more students on average in each Course Provider. The BAAB are encouraging interest from more Course Providers in teaching acupuncture with BAAB accreditation. This dovetails neatly with the desire of the BAAB to publicise further the high-quality work that is undertaken – not only to Course Providers, but also to potential students, health bodies, government and the wider public. The Annual Report is one vehicle for this, as is *A Brief Guide to BAAB Accreditation*. The use of banners is also being considered at forthcoming BACc events,

Course Provider open days and other gatherings.

However, the biggest change over calendar year 2020 has of course been the advent of the Covid-19 pandemic, which has massively impacted both higher education generally and society at large. Aside from negatively impacting the finances of both the BAcC and BAAB in terms of the funding available from membership fees, there were direct implications too for both Course Providers and their students. Letters went from the Board to Course Providers detailing special provisions for managing the Covid-19 situation, and offering reassurance where appropriate that adaptations to the accredited acupuncture programmes following lockdown continued to meet standards. In consultation with the BAcC, Course Providers were advised that, due to the difficulties of providing clinic practice hours for students, they may conduct the final forty hours of their training under indirect supervision in their own practice, providing strict conditions were met. Where students had completed all other course requirements, they would be granted provisional registration by BAcC with all the associated benefits for four months following graduation. Thirty hours of video consultations conducted online was also allowed whilst face-to-face consultations were not possible.

In re-opening colleges and clinics, the BAAB Chair advised the Board that across the higher education sector re-opening was largely down to self-determination. Given the lack of central direction in the first wave of Covid-19, it was the responsibility of each institution to decide when to re-open – a decision in part driven by student demand. Guidance documents from the Quality Assurance Agency, Universities UK and the government were shared with Course Providers as they emerged. Nor were students neglected. Letters were sent to them outlining these measures and underlining that the Board was continuing to work with their Course Providers to ensure that they could progress through their Accredited Course safely to graduate, while meeting the high standards of their chosen profession. The Board was very impressed with

the way staff and students responded to the challenges posed by the pandemic. Course Providers showed enormous resource and dedication to ensure, wherever possible, that teaching and learning continued in a Covid-safe environment. They could not have done this without the active collaboration of their students who demonstrated their commitment by studying assiduously in very trying circumstances.

If the proactive and creative way in which Course Providers and their students responded to Covid-19 was highly commendable at a time when all Board meetings necessarily switched to a Zoom format, so were the efforts of the organisers of the annual BAAB Education Day. Over sixty participants attended the online event in June. The main theme of the day was how teachers, students and Course Providers have been affected by Covid-19. The great majority reported they were satisfied or extremely satisfied with the event. Student representatives were invited to join for the first time and reported that they found the event interesting and helpful. Running the event online was a new experience and provided learning points for improvements. Needless to say, the impact of Covid was also picked up by the Board in its evolving risk register – even if every effort was made to turn adversity into advantage as a number of initiatives like virtual accreditations were successfully pioneered by the Accreditation Committee, as will be seen in the report that follows.

Other developments the Board oversaw included the signing of a Memorandum of Understanding between the BAAB/BAcC and the National Certification Commission for Acupuncture and Oriental Medicine (NCCAOM) in September 2020. This development, spearheaded by Harriet Lansdown and Paul Probyn, means that acupuncturists who are active members of the BAcC will be able to achieve eligibility to sit for NCCAOM Board examinations by documenting completion of NCCAOM-approved coursework in the domains identified in this project. Reciprocally, active NCCAOM diplomates will be able to achieve eligibility for membership of the BAcC by

documenting completion of BAcC-approved coursework. Central to this bilateral agreement about entry requirements is the report on *Toward Global Mobility: A Comparability Study of Acupuncture Education Competencies in the United States and the United Kingdom* compiled by the Commission on Graduates of Foreign Nursing Schools, an organisation based in the United States with extensive experience of evaluating qualifications worldwide. What this highlighted is that there is remarkable congruence and harmony between educational standards in the United Kingdom and the United States – albeit that more clinical hours (660 vs. 400 hours) are required for registration in the latter.

On another front spanning international boundaries, the Lead Accreditation Officer and the Chair were invited by the European Traditional Chinese Medicine Association (ETCMA) to speak at the School Leaders Day as part of an online conference in July 2020. Jasmine Uddin, the Vice Chair of the Board, who is head of the Education Committee, also presented. She reported back that there was a desire to explore the potential for European-wide standards backed by accreditation. This may encouragingly result in some countries seeking support in developing an accreditation system. Both this and the links with the United States underline the international aspirations of the BAAB. It is stressed, though, that both initiatives will be highly unlikely to increase the revenue of the BAAB which has been further stretched by a reduction by £17,000 in BAcC payments in the wake of Covid-19. The unusual circumstances in which we find ourselves has led to a fourth year of the BAAB running a deficit budget, which has placed additional strain on reserves which have fallen to around £60,000.

Nonetheless, it is very pleasing that the BAAB was able to present a positive Strategic Plan covering 2021 to 2025 to the Board at its November meeting. It was also pleasing that the Board Effectiveness Survey for the year generally proved to be very positive. Throughout its three meetings in 2020, the Board has welcomed observers from the BAcC such as Sarah Atwell-Griffiths, Chair, Pia Huber, Interim Chair, Steven Rainbird, Membership Manager, Jennifer Norton, CEO, and Paul Blacker, Chair of the Professional Standards and Regulatory Committee. However, it was noted that Natalie Johnson, the BAcC Student Membership Manager, would be stepping down from the Board as a result of the reorganisation of BAcC. Other Board Directors are thanked sincerely for their contributions over the course of the year in which it was agreed that attendance fees would no longer be automatic, but be available for those foregoing income to attend. Profound thanks is also given to Harriet Lansdown as the BAAB Lead Accreditation Officer, Petra Nannes, Executive Secretary, David Martin, Finance Officer, and Linda Wicks, Accreditation Committee Chair, as well as Paul Probyn, Accreditation Officer, and Pippa Sequeira, Secretary to the Committee. Without their involvement and that of the Accreditation Committee members, the BAAB would not have made such praiseworthy progress in face of a serious period of adversity in 2020.

Professor Mike Saks
Chair of the BAAB

Accreditation Committee Report 2019/20

The Accreditation Committee (AC) has continued to fulfil the Board's regulatory brief of closely monitoring the quality of educational standards, and implementing the Board's developmental policy of helping Course Providers to improve their curricula and educational services. These standards are set out in the British Acupuncture Council's Standards of Education and Training for Acupuncture (SETA) and the British Acupuncture Accreditation Board's Standards of Education and Training for Acupuncture Courses (SETAP) and in *A Brief Guide to BAAB Accreditation*.

The Committee met three times in the academic year 2019/20, and produced reports for the Board on its accredited Course Providers and on those seeking accreditation. Reports are based on balanced and informed debate by experienced professionals, with backgrounds in acupuncture, health and higher education, plus representatives of the public interest.

Resources and Personnel

There are two part-time Accreditation Officers, Harriet Lansdown and Paul Probyn. Harriet's role as Lead Accreditation Officer also involves managing the work of the AC and the Board, strategic direction, developing future plans and projects, and working with stakeholders, in particular the British Acupuncture Council (BAcC). The BAAB is very ably supported by Pippa Sequeira as secretary for the AC, and Petra Nannes, Executive Secretary for the Board. The work of the accreditation team is overseen by the Chairs of the Accreditation Committee and the Board itself.

Financial resources come from funding via the BAcC and the Course Providers. The AC has a lay Chair and the Committee is made up of educationalist, acupuncturist and lay members who scrutinise and report on the accreditation documents submitted to the Committee. Annie Milles stepped down from the AC during the

year after several years of excellent service. AC agreed there was no need to recruit a replacement as the AC's skills requirements were still adequately met. Specialist advice has been provided by David Martin (finance), Karen Charlesworth (online learning/publishing) and Olga Crosse (human resources). Other external expertise is sought when needed.

Course Providers

At the end of 2019/20 there were seven Course Providers in a formal relationship with the Board, all offering fully accredited programmes. The course at the University of Westminster is the last of the currently accredited university-based acupuncture degrees. When Westminster's final cohort graduates in the summer of 2021 (or later because of Covid-19), the course at Lincoln College of Further Education will be the only BAAB-accredited provision in a public sector institution available to potential applicants through UCAS.

Standards remain high across the independent educational institutions, and some have successful validation partnerships with universities. During the year, the Northern College of Acupuncture entered into a new validation agreement with the University College of Osteopathy, which already validates the degree at the College of Integrated Chinese Medicine.

Three independent providers – the Northern College of Acupuncture (NCA), City College of Acupuncture (CCA) and the College of Integrated Chinese Medicine (CICM) – continue to be reviewed successfully by the Quality Assurance Agency (QAA), and students at the NCA and CICM courses remain eligible for student loans. NCA and CICM are both registered with the Office for Students (OfS), but due to delays caused in part by the pandemic, City College still awaits a decision on its OfS registration. Although

there had been a pending application from Wrexham Glyndwr University, the providers decided to close their acupuncture degree programme.

Monitoring of Accredited Courses

Re-accreditation visits were scheduled with the NCA and the CCA, and were carried out successfully. Due to Covid-19, the CCA re-accreditation was held online, and a further short visit to check clinical work will be arranged when conditions allow. Benefits of the online visit were that more students, teachers and graduates were able to join meetings via the internet. Both visits resulted in re-accreditation with conditions, recommendations and commendations.

All institutions not subject to an accreditation visit submitted an Annual Monitoring Audit Form and an Institutional Clinical Self Audit (ICSA). AC scrutinised each report and timely feedback was sent back, with visits arranged as required.

Covid-19

The accredited Course Providers faced significant challenges when they were forced to close their premises in March 2020 due to the Covid-19 pandemic. Most teaching and learning of non-clinical work was moved online with remarkable speed, with due regard to quality and engagement with students. Lincoln and the independent colleges have all re-opened their clinic facilities, but Westminster remains closed until January. There is a backlog of students' clinical hours to be made up in some Colleges.

The response to Covid-19, and how most effectively to support Course Providers and their students, has been the team's major preoccupation during the second half of this academic year. The Board agreed two statements which were sent to Course Providers, setting out how the SETAPs would be implemented during the pandemic, to ensure that students could continue to progress. The Board and the AC recognised

that teaching, assessment, and clinical practice would have to be delivered differently while the emergency continued.

A key element of these provisions was the agreement by BAcC that graduating students who had not completed their 400 clinical hours could register for Full Membership of BAcC, provided they had met all their other course requirements, and that their college certified them as safe to practise. These final hours would be monitored and assessed through indirect supervision by their Course Provider. The Board also issued a letter to all students on accredited courses, reassuring them about the steps the Board and Course Providers were taking to enable them to continue with their education.

Subsequently, the BAAB participated in a meeting with the Colleges and BAcC to discuss ways to catch up with clinical skills and practice teaching. Following this meeting, the AC agreed that as a temporary measure in these exceptional circumstances, video consultations of patients currently attending clinic could count for up to 30 hours of clinical observation time.

Committee Work relating to Processes and Structures

Annual Monitoring Audit Form (AMAF)

This has been reviewed and enhanced since its introduction in 2016. Small revisions are made each year to ensure it remains relevant, user-friendly and effective. Each year a section in the Annual Monitoring Audit Form asks the Course Providers to provide information on particular issues arising from all areas of the Board's work. This supports the Board's aim to review areas of interest or concern, and maintain currency with the acupuncture profession and higher education. Last year's topics were:

- Fair and transparent complaints procedures for students, staff and patients
- Involving users in the programme and in decision-making committees.

Written reports on these topics are discussed by the AC and contribute to the development of new policies. This year's topics are:

- Follow-up on the requirements of the new SETAP 3.3 'The programme must be effectively governed'
- Having a Programme Specification Document.

The Accreditation Handbook

Work has been undertaken on the new interactive version of the Accreditation Handbook. Feedback from the consultation with the Council of Heads of Acupuncture Courses (CHAC) demonstrated that it is functional, user-friendly and clear, as well as having the added advantage of being fully up-to-date. In response to CHAC's feedback, pdfs of each section are available to download in the final version.

Modes of Delivery Working Group Report

Following extensive consultation with Course Providers, and amendments to take account of their concerns, the Modes of Delivery Working Group Report was approved by the BAAC Governing Board. The report aims to help the acupuncture profession maintain equivalence with comparable health professions and with developments in higher education. One result of the Report's approval is that BAAB is authorised to consider proposals for the accreditation of postgraduate pre-qualifying courses.

Additional Projects

United Kingdom/United States Comparability Project

During the past year, the Committee has continued to support the work of the Accreditation Officers with their counterparts in the United States on a competency matching project. The objective is to enable graduates of accredited acupuncture courses in the United States and the United Kingdom to enter the profession in the other country on the same terms as local graduates. The Board of the National Certification Commission for Acupuncture and Oriental Medicine

(NCCAOM) approved funding for the project, which was coordinated by staff of the Commission on Graduates of Foreign Nursing Schools (CGFNS), an organisation based in the United States with extensive experience of evaluating qualifications from around the world. Harriet Lansdown served as a Subject Matter Expert on behalf of the BAAB and BAAC, and we currently await NCCAOM approval of the draft report.

The next stage is to negotiate any additional requirements each country might require of acupuncturists migrating between the United States and the United Kingdom. Paul Blacker, Chair of the BAAC Professional Standards and Regulatory Committee, and Harriet Lansdown will represent the BAAC and the BAAB for this stage. It is hoped that this work will establish a model that can be followed in the future to establish comparability with other countries, such as Australia and New Zealand that have developed processes for accreditation of degree-level acupuncture programmes.

Education Day 2020

This year's Education Day was held online, using Zoom, and sessions focused on key topics in contemporary acupuncture education, including the impact of the COVID-19 pandemic.

The presentations and discussions are available on the downloads page of the BAAB website under 'Education Day 2020'.

Effective Practice in Accredited Courses

The following examples of effective practice were observed in Course Providers, and brought to the attention of the AC and the Board during academic year 2019/20:

Institutional Governance

- The creation of a clear distinction between the roles and responsibilities of institutional managers and Council members.
- A strategy day for the Governors, senior members of Faculty, institutional managers and clinical staff, to consider the institution's

strategic direction for the next 5 years.

- The establishment of a Quality Assurance Board with senior academics from other universities.
- The establishment of a 'winding down' budget to ensure that the existing students are safe-guarded in the event of an unexpected financial difficulty.

Staff Development

- The provision of weekly wellbeing sessions for staff.

Teaching and Learning

- Provision of clear and effective feedback to all students.
- A research project proposal at level 5.
- A revised research assessment structure, requiring students to produce a scientific paper rather than a dissertation.
- A buddy system has been introduced to enhance Point Location teaching, in which Year 2 and 3 students support their peers in the years below, in groups of 3-4.
- The use of actors in simulated patient consultations as a powerful learning tool.

Student Support

- Welfare and support for students, in particular the personal care of students.
- Support for students from a personal tutoring system, a University counselling service, and an interfaith group.
- Targeted support for students with Special Learning Needs.
- A variety of feedback mechanisms open to students, through which students are given timely and effective responses to their requests and recommendations.

Clinical Practice

- The development of a policy for work-based learning for students with disabilities.
- The placement of students at a busy external clinic.
- Involvement of patients in decision-making processes through representation on the Council and Quality Assurance Committee, with feedback going to clinic supervisors' meetings.
- A clinic open day for the general public, and a campaign to establish contact with local general practitioner surgeries.
- The use of an External Clinical Auditor to help identify areas for improvement.

Profession-related Support

- Supporting graduates in overseas volunteering.
- The development of links with local Medical Schools.

Evaluation

Annual feedback is invited from the Course Providers and Committee members. Providers were very satisfied overall with the AC and the Board's work. The Annual Monitoring Audit Form which was revised last year was reviewed and enhanced to include more provision for recording continuity and progression of issues from year-to-year. The AC's own feedback on its work was also positive overall, with members mindful to ensure the size, composition and diversity of the Committee are congruent with needs and resources.

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



Short accounts for 2020 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 2020 issued on 26th of April 2021, 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 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 can be obtained, free of charge, on request to the company at the company's offices.

Income		Expenditure	
Contributions	£ 70,000	Accommodation and subsistence	£ 638
Accreditation fees	£ 38,603	Accountancy and audit	£ 4,800
Coronavirus JRS Grant	£ 9,034	Allowances and honoraria	£ 18,850
Total income for the period	£ 117,637	Communications	£ -
		Depreciation	£ 14
Brought forward from 2019	£ 60,402	Consultancy fees	£ 15,320
		Insurance	£ 2,666
		Meeting costs	£ 561
		Office costs	£ 2,863
		Other	£ 86
		Printing, postage and stationery	£ 573
		Projects	£ 2,050
		Salaries	£ 68,073
		Staff development	£ 350
		Travel	£ 1,302
		Total expenditure for the period	£ 118,146
		Carried forward to 2021	£ 59,893
Total	£178,039	Total	£178,039

BAAB fully accredited institutions and courses during 2020

CITY COLLEGE OF ACUPUNCTURE
London

COLLEGE OF INTEGRATED CHINESE MEDICINE
Reading, Berkshire

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 Dymitr

Dr Richard Giordano

Natalie Johnson

Dr Lara McClure

Jonathan Pledger

Barbara Ross

Prof Mike Saks (Chair)

Dr Dan Tan

Jasmine Uddin (Vice Chair)

Appointed officers

Lead Accreditation Officer

Accreditation Officer

Chair, Accreditation Committee

Finance Officer/Treasurer

Accreditation Committee Secretary

Board Secretary/Company Secretary

Harriet Lansdown

Paul Probyn

Linda Wicks

David Martin

Pippa Sequeira

Petra Nannes

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BAAB Board members: 2020

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 33 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 conducted qualitative research on the experience of provers as part of her MSc. Zofia has a Diploma in Supervision, offering supervision to homeopathy students and other health professionals. Zofia has contributed to the development of the homeopathy profession since 1991 and is currently an elected Director 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. Natalie left in April 2020.



Lara McClure is Course Director for the Acupuncture BSc course at the Northern College of Acupuncture in York. She teaches Research on this 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 clinical staff. Barbara has recently qualified as a coach mentor and is now coaching the beneficiaries of the Royal Medical Benevolent Fund in voluntary capacity.



Professor Mike Saks BA, MA, PhD, FIoD, FIKE, FRCCM, FRSA, MIRL is Chair of the British Acupuncture Accreditation Board. He is Emeritus Professor at the University of Suffolk, and Visiting Professor at the University of Lincoln, Royal Veterinary College and University of Westminster in the UK and the University of Toronto in Canada. He has been on the Board/Executive (including as CEO) of six UK universities. He has published numerous books on health, professions and regulation, and has served as a Chair/member of many health committees and worked with governments and professions nationally/internationally. Most recently, he has been appointed as a member of the World Health Organization Technical Expert Group on health practitioner regulation globally. He is also honorary Senior Adviser to the United Nations and co-founder and Chair of the UN-sponsored Institute for Responsible Leadership.

Dr Dan Tan is a passionate and conscientious academic professional with extensive clinical practice and teaching experience within the Higher Education sector, mainly in the UK and China. Dan spent 15 years at Middlesex University, latterly as a Course Leader for MSc/BSc Acupuncture, and over 3 years at London South Bank University. Currently Dan oversees the quality assurance and enhancement aspects of a TCM school in Amsterdam and is the Chief External Examiner for MSc/BSc Acupuncture and Herbal Medicine programmes at the University of Westminster. Before moving to the UK, Dan qualified as a TCM Doctor in her native China and worked at the Beijing University of Chinese Medicine (BUCM). She has studied both Acupuncture and Chinese Herbal Medicine and holds PhD, Masters and Bachelors qualifications.



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 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: 2020

Harriet Lansdown has been a practising acupuncturist since 1991. 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. After achieving an MSc in Health Services Research from the University of York in 2006, she went on to hold a Visiting Research Fellowship there, focusing on pragmatic clinical acupuncture trials and contributing to 10 research papers. She was elected a Fellow of the British Acupuncture Council in 2018.



Paul Probyn worked in Higher Education administration and management for nearly 40 years, at institutions including Kuwait University, the University of Westminster and the Royal Veterinary College, always working closely with colleagues delivering programmes in the health professions. Throughout his career he has held responsibilities for quality assurance, and while at the RVC he managed a succession of incoming accreditation visits from UK, US and EU regulatory bodies. He has taken part in many quality reviews for the Quality Assurance Agency (QAA), and currently serves QAA Scotland as a Coordinating Reviewer.

David Martin decided that after a career in London for 20 years focusing primarily in the not for profit sector in the capacity of an Senior External Audit Manager, to relocate to the south coast to spend more time with my two young boys. After 25 years in the external audit profession (including the five years of articles he completed with Baker Tilly whilst training in South Africa). David decided it was time for a change and took up a role as a consultant Finance Director with Age Concern Eastbourne and the Treasurer for the British Acupuncture Accreditation Board in London.





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. 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 trained as a Biology teacher in Holland and then went on to work and travel in Africa before studying Acupuncture. She joined the Board in 2006. She holds a BSc (Hons) in acupuncture and a diploma in tuina. She has a private practice in North London.