



**UKCP's Complaints and Conduct Process
Substantive Order Review**

8 April 2021
Via Zoom

Name of Registrant:	Heather Redington
Heard by:	Adjudication Panel
Panel Members:	Linda Owen (Lay Chair) Diane Cunningham (CPJAC) Jo Lucas (HIPC)
Legal Assessor:	Alex Stein (2 Bedford Row)
UKCP Presenting Officer:	Charlotte Ferson
Registrant:	Not present or represented
Panel Secretary:	Lizzy Millar
Decision:	Termination of UKCP registration

Documentation

1. UKCP's application for variation of sanction to terminate Registrant's membership.
2. Bundle comprising 71 pages. The Panel has been provided with 9 Appendices for consideration in conjunction with this application. They are:
 - i. Appendix A: Complaints and Conduct Process (CCP);
 - ii. Appendix B: Determination of the Adjudication Panel dated 6 February 2021;
 - iii. Appendix C: Email from the Registrant to UKCP dated 22 February 2021;
 - iv. Appendix D: Email from UKCP to the Registrant dated 26 February 2021;
 - v. Appendix E: Email from the Registrant to UKCP dated 10 March 2021;
 - vi. Appendix F: Indicative Sanctions Guidance;
 - vii. Appendix G: Application to Registrant dated 6 April 2021;
 - viii. Appendix H: Registrant's resignation dated 30 March 2021;
 - ix. Appendix I: Notice of hearing sent to Registrant 6 April 2021.
3. The Registrant provided further representations by email on 7 April 2021- C2.

Preliminary matters

4. The UKCP asked that the Panel consider, as set out in paragraph 7.35 of the CCP that the sanction be varied to a direction that the Registrant's membership of UKCP be terminated and a direction to any organisational member to terminate the Registrant's membership as set out a paragraph 7.25.8 of the CCP.
5. The Application is made under provisions 7.34, 7.35, and 7.25 of UKCP Complaints and Conduct Process.
6. The Panel considered a statement in support of the application supplied by Charlotte Ferson, UKCP Case Presenter.
7. The Panel invited further submissions from Ms Ferson and considered all of the paperwork provided.
 - a) The Registrant had sent an email giving her consent to the review hearing being conducted as a virtual hearing and for the Panel to consider the matter on the papers.
 - b) The Registrant resigned her membership of UKCP on 25 March 2021. This was accepted by UKCP in an email dated 30 March 2021.

Determination

8. The Panel heard and accepted legal advice from the Legal Assessor.
- c) On 6 February 2021 following a contested hearing the Adjudication Panel imposed the following conditions of practice on the Registrant-

A 12 Month Conditions of Practice Order:

- d) The Registrant, within 28 days, to provide to her UKCP Case Manager the name of an independent psychotherapist, who has been registered with the UKCP and in practice for a minimum of 5 years, and who is willing to act as her individual supervisor.
- e) Upon confirmation by the Registrant's UKCP Case Manager, in consultation with the Panel, that the proposed supervisor is suitable, the Registrant will commence individual supervision with that supervisor for a period of 12 months. At the outset of this arrangement, the supervisor is to be provided with a full copy of the Panel's determination. The areas of practice to be discussed during supervision include, but are not limited to the Registrant's understanding of issues arising from her practice concerning:
- attachment;
 - boundaries;
 - relationships (including transference and countertransference);
 - endings (including termination process); and
 - self-reflection.
- f) The individual supervision sessions referred to in condition 2 shall be weekly for the first six months and fortnightly for the second six months of this order.
- g) The supervisor shall provide a first written report in relation to the Registrant's progress during the supervision sessions to the Registrant's UKCP Case Manager after the Registrant has completed 6 months of supervision. The supervisor shall provide a second written report to the Registrant's UKCP Case Manager after the Registrant has completed 9 months of supervision. Copies of these reports will be forwarded onto the Panel for review.
- h) The Registrant shall provide a first written report to her UKCP Case Manager after she has completed 6 months of supervision and a second written report to her UKCP Case Manager after she has completed 9 months of supervision. Those written reports should include the Registrant's reflections on what she has learned from the supervision sessions and how she has applied that learning in practice. Copies of these reports will be forwarded onto the Panel for review.
- i) The Registrant will not act as a supervisor of another practitioner for a period of 12 months.

9. The Registrant has not appealed the decision of the Adjudication Panel, she has not complied with the conditions of practice order and has indicated in correspondence that she is unwilling to comply.
10. With reference to the sanctions, the Registrant commented in an email sent to UKCP on 22 February that: "*I cannot see how this process could be helpful or relevant to my current way of working and my current client group*". The Panel was concerned that this demonstrated a continuing lack of insight and that the Registrant's practice remained impaired.
11. UKCP applies under rules 7.26, 7.34, 7.35 and 7.25 for her membership to be terminated.
12. The Registrant has resigned her membership and in correspondence accepts that her membership will be terminated and the decision of the Panel published on the UKCP website in accordance with rule 7.36.
13. The Panel considered whether further sanctions, rather than termination could be imposed under rule 7.26 but having considered the deliberate decision of the Registrant not to comply and to resign her membership, concluded that the only proportionate sanction was termination of membership. The Panel directed that any UKCP organisational member should terminate the Registrant's membership. Both these directions were made in accordance with 7.25.8 of the CCP in order to protect the public and to maintain public confidence in the profession and the regulatory process.

Right of Appeal

14. Both the Registrant and UKCP have 28 days from when the written decision is served in which to exercise their right of appeal.

Signed,



Linda Owen, Lay Chair
Date: 8 April 2021