

# Meet the new executive committee members

**O**n the executive committee of BACP Workplace, we're keen to ensure we have members who represent many of the different fields within the broad church of our membership.

We're delighted to welcome new faces to the committee (some you'll be familiar with). Each brings a wealth of skills and experience to the team. We thank them in advance for giving up their time for free to contribute to BACP Workplace and to help you, as members, derive even greater value and benefit from divisional membership.

## Nicola Banning

Nicola Banning is an independent counsellor and trainer working with individuals and organisations. She has particular experience of working with the public sector and has a specialist interest in promoting wellbeing in the workplace. Nicola is experienced at delivering training on issues including managing bullying and harassment, promoting positive working environments, stress management for managers and advocating health and happiness at work.

She has contributed regular articles to *Counselling at Work*, and is excited to be joining the BACP Workplace executive. Nicola says: 'This is a particularly challenging time for counsellors, clients and organisations and the impact of the economic climate is very present in our work.'

Nicola has over 10 years' experience in the media industry, having worked as a television and

radio producer for the BBC. She is keen to be involved further with BACP Workplace and to contribute to the debates and research that support the economic benefits of promoting wellbeing in the workplace.

## Barry McInnes

Barry practises as an independent therapist, coach, and consultant in service improvement and outcome measurement in psychological therapy. His journey in workplace counselling began in 1994 as head of the Royal College of Nursing counselling service. During this period he led a Department of Health-constituted working group to produce guidance for the provision of staff counselling in the NHS, as well as development of a range of RCN publications linked to employee counselling and wellbeing.

It was also at the RCN that Barry introduced a system (CORE) for routinely monitoring service quality and outcomes. By the time of his departure in 2005, the service was one of the highest performing services using CORE in the UK, with 84 per cent of clients completing their therapy journey and 85 per cent of those showing reliable improvement.

Between 2005 and 2010 Barry worked with CORE IMS as director, providing consultancy in service improvement and outcome measurement to services and commissioners, offering support with system implementation and the application of evaluation data to service profiling and improvement.

Barry sat on the BACP Research Committee between 1996-99, and on the Association for



Nicola Banning and  
Barry McInnes

Counselling at Work executive between 1999-2006 (as Chair from 2002-2005). He is an experienced trainer and presenter, and has published in a wide range of academic and professional journals.

### Mary Parker

Mary is a cognitive behavioural and integrative counsellor, coach, counselling supervisor and EMDR practitioner in private practice.

She is also an independent welfare and counselling consultant who specialises in working within organisations. As a welfare officer and counsellor with the police service for over 15 years, Mary was involved in providing critical incident stress management for major events such as Ladbroke Grove, the London bombings, Bali and the tsunami.

In addition, Mary has worked with the Foreign and Commonwealth Office, providing trauma support for police officers seconded from the UK to overseas policing in the Balkans and Iraq, and debriefing not only single events but also tours of duty such as the secondments of family liaison officers to New York for 9/11.

Currently part of her consultancy work includes the provision of regular psychological support for police officers and staff who work within vulnerable roles and are identified by the Home Office as needing mandatory support; for example, child protection and hostage negotiations teams.

### Damian Stoupe

Damian worked in the defence industry as a purchasing manager prior to changing career direction and retraining as a counsellor 10 years ago. He works as an independent counsellor providing support to both public and private sector workplaces.

Although living in a rural location, much of his time is spent working with those issues raised in small businesses. He is currently the BACP Workplace network coordinator for Bristol and Bath.

Damian is particularly interested in the development and impact of negative workplace behaviours, and has written several articles on workplace bullying for *Counselling at Work* as well as providing consultancy and training courses for a number of large organisations. The topic is the foundation of his research for his PhD.

'A key emphasis for me is on the importance of communication and support for counsellors; it gets lonely out there,' says Damian. 'Developing diverse communication streams such as the website, Linked-In page and networking events, alongside the e-bulletin and *Counselling at Work*, provide forums for asking for, and offering, help. The help can also be diverse but providing better access to quality research data and suggestions on best practice will all help – as will a place where you can go to have a chat, or a laugh, among friends!'

### Farewell to Geoff and Pam

A fond farewell to committee member, Geoff Holmes, and to BACP's special interest lead, Pam Ludlow.

Jean Crispin, BACP Workplace Chair, adds: 'We are very sorry that Geoff has come to the end of his time on the committee. I'd like to add my thanks for Geoff's considerable contribution to the division.'

'We are also saying goodbye to Pam Ludlow who, as a member of BACP staff, has been our link with the main body of BACP and has supported the committee for several years in her role as special interest lead. A big thank you to them both.' ■



Mary Parker and  
Damian Stoupe