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acc | membership

contents

3. Introduction
4. About ACC
5. Our history
6. Membership categories
9. Counselling membership
19. Coaching/mentoring membership
25 . Pastoral care membership
30. Fellowship and honorary fellowship

acc | membership

Association of Christians in Counselling and Linked Professions
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introduction

The Association of Christians in Counselling and Linked Professions (ACC) is a UK charity that provides membership services for people and organisations involved in professional counselling/psychotherapy, coaching/mentoring and the ministry of pastoral care in the UK and overseas.

Our professional members work with people of all faiths and none, in many different settings, and are accountable to the relevant code of ethics and practice. Our pastoral members work within churches and outreach services, and follow the Guidelines for Good Practice in Pastoral Care.

ACC is an ecumenical membership organisation, welcoming members from Catholic, Protestant and Orthodox Christian churches and traditions.

ACC's qualified counsellors and psychotherapists are also known as 'registrants' as ACC hold an accredited register for qualified counsellors and psychotherapists under the Professional Standards Authority in the UK.

This document contains summary information about ACC's different membership categories for existing and prospective members. It sets out the benefits of belonging as well as the terms and conditions of each membership type.

Last updated: May 2026





our activities and focus

ACC's key aim is to support and promote our members and encourage them in safe practice, in professional and personal development, and in their wider formation as practitioners who are Christian, and to serve people who are looking for safe and accountable Christian counsellors/ psychotherapists, coaches/mentors and supervisors.

ACC and our members share an interest in the intersection of psychological and religious insights into mental and spiritual health and wellbeing, and developing effective and safe practice in counselling/psychotherapy, coaching/mentoring, and pastoral care. Together we aim to promote the value of education, skills and knowledge about religious faith and spirituality and its relationship to counselling/psychotherapy and coaching/mentoring, contributing especially from a Christian basis of understanding.



ACC and our members work with churches and Christian charities in the field of mental health and wellbeing to bring psychological insights into the ministry of pastoral care and to promote the value of professional counselling/ psychotherapy and coaching/ mentoring.

In all this we provide a safe and creative space for the formation of a community of Christian therapists and coaches/mentors to engage with colleagues working at the intersection of Christian faith/ spirituality and practice.



ACC work in active collaboration with other counselling/psychological professional membership bodies in the field to work for the overall good of the counselling profession, including clients, trainees, counsellors, supervisors, trainers, employers and policy makers. We hope to extend this work to collaborate with stakeholders in our linked professions of coaching/ mentoring and in the future, spiritual direction.

our history

1992

The Association of Christian Counsellors (ACC) set up as a professional membership body for counsellors to establish standards for education and practice and a code of ethics for Christians in counselling

2013

Pastoral Care UK (PCUK) launched as part of ACC to further the aims of developing training and support for pastoral carers throughout the UK and beyond

2014

Accredited by the Professional Standards Authority to hold a register of counsellors

2015

Became a signatory of the Memorandum of Understanding on Conversion Therapy in the UK

2018

Became a member of the Diversity and Inclusion in Counselling Collaborative involving many counselling membership bodies and support groups

2019

ACC accredited counsellor members eligible for training and employment in NHS Improving Access to Psychological Therapy (IAPT) (now NHS Talking Therapies for Anxiety and Depression)

2020

Member of the National NHS Psychological Professions Workforce Stakeholder Group Ran a crisis counselling service for frontline staff impacted by Covid-19, partly funded by NHS England and NHS Improvement's National Health and Wellbeing Team
Became a partner in Scope of Practice and Education (SCoPEd) project

2022

Changed name to the Association of Christians in Counselling and Linked Professions
Adopted the SCoPEd Framework

2024

Became founding member of the Partnership of Counselling and Psychotherapy Bodies (PCPB)
Launched new website
Launched new senior accreditation SCoPEd column C

2025

Launched coaching/mentoring membership

counselling membership

register membership

SCoPEd column A:

Registered Counsellor

SCoPEd column B:

Registered Accredited Counsellor*

Registered Accredited Counsellor and Accredited Supervisor

Registered Accredited Counsellor and Accredited Manager

SCoPEd column C:

Registered and Senior Accredited Counsellor

Entry to ACC's register of counsellors is subject to eligibility criteria which includes a minimum level 4 diploma in counselling.

Becoming an accredited counsellor and progression to senior levels is subject to gaining further training and experience and undertaking an application process that demonstrates required competences.

Registered members of other comparable bodies can apply to recognise their registration and accreditation.

* Accreditation as an Accredited Practitioner (AP) is no longer available as an intermediate option for professional development towards accreditation. Members who have achieved accreditation at the AP level can retain this title whilst they maintain membership with ACC.

Accreditation as a supervisor by ACC is currently on hold, however the recogition route for BACP accredited supervisors remain open.

student membership

Student on a certificate course (Level 2 or 3)

Student on a qualifying training course (Level 4 or above, e.g. HE/FE Levels 5, 6, 7 and plus) **

Students are trainee counsellors on qualifying counselling courses. Those studying with an ACC organisational member benefit from further reductions on their student membership fees.

**Student membership does not apply to counsellors who are already qualified and able to practise and who are doing further studies at degree or masters levels.

organisation membership

Counselling organisation
For organisations that provide counselling to the public and/or hybrid services which have trained listeners and counsellors

Training organisation
For organisations that provide counselling training

Counselling and training organisation
For organisations that provide counselling services to the public as well as counselling training

pastoral care membership

individual membership

Pastoral care individual member
For those involved in the wider aspects of pastoral care and who may use counselling skills, whilst not being a counsellor

organisation membership

Pastoral care organisational member
For organisations that offer pastoral care services, e.g. befriending, mentoring, listening helpline, pregnancy crisis service

Pastoral care organisational member (church)
For churches that are committed to developing and sustaining their ministry of pastoral care

coaching/mentoring membership

Associate member
For those offering informal coaching and mentoring on an occasional or regular basis

Accredited member
For those who have a current membership with one of the professional bodies

ACC verifed member
For those offering coaching/mentoring services who do not hold accreditation with one of the approved coaching/mentoring bodies

friend of ACC

This membership is open to anyone who supports the work of ACC. Benefits include receipt of the *accord* journal, discount on ACC events and free attendance at member forums.

fellowship/honorary fellowship

GIFTED MEMBERSHIPS ONLY

Fellowship and Honorary Fellowship are awarded in recognition of the contributions that individuals have made towards the vision, mission, strategy of ACC either through direct service to the charity, or by contributions in the wider world of counselling/psychotherapy, coaching/mentroing and pastoral care.



Christian identity

Christian identity is essential to become an ACC member because one of ACC's key purposes is to hold a register of counsellors/psychotherapists and a directory of coaches/mentors who are Christians. With regards to membership of ACC, being Christian means being in agreement with the foundation of Christian faith and belief as expressed in our Statement of Faith; we believe this is acceptable to Christian denominations situated within Catholic, Protestant and Orthodox churches and communities. We also believe that being a Christian involves the desire to be in community with other Christians. However, we know that sometimes people are between churches or fellowships, e.g. because they have moved to a new area, or because they are in a time of faith shift or transition. This is not an impediment to membership.

All applicants for professional membership will need to have a Christian Sponsor who can confirm that they have a Christian faith. This is normally someone in church or ministry leadership, but can be a another person, for example, a tutor or colleague.

ethics and practice standards

ACC members are expected to uphold our values, guidelines and policies, and those who hold a professional membership are also expected to adhere to the relevant code of ethics and practice standards.

Detailed guidance and example templates relevant to each membership can be found in the members' area on ACC's website.



counselling membership
(registered, accredited and senior accredited)

benefits

- Being part of a Christian professional counselling and psychotherapy body that works with other professional bodies and stakeholders to enhance the safety of members of the public seeking counselling services, to reduce the stigma relating to mental health, and to promote the value of access to counsellors and psychotherapists who identify as Christian.
- A code of ethics and practice that takes into account working with a client's religious and spiritual issues in counselling and psychotherapy practice.
- Being subject to a complaints process which, where possible, resolves complaints through processes that encourage mutual understanding, reparation and professional growth and development.
- Warm, timely, individual support, with help and advice from a team with professional knowledge and expertise.
- Receipt of the *accord* journal, including articles on counselling/psychotherapy, coaching/mentoring and pastoral care, covering the interrelation between Christian faith, counselling/psychotherapy, and mental and spiritual health and wellbeing.
- Discount on ACC events.
- News and professional updates via emails.
- Free attendance at member forums on different topics relating to counselling/psychotherapy and the Christian faith.
- Access to peer-led communities of practice, group supervision and support groups.
- Access to members-only resources on ACC's website.
- Free entry on ACC's Find a Counsellor directory and access to a client base who are seeking counsellors and psychotherapists that are Christian.
- Membership of an Accredited Register under the Professional Standards Authority.
- Parity with the BACP, UKCP and NCPS accredited members as set out in the SCoPEd framework, January 2022 (amended 2025) (columns B) and eligibility for NHS's Talking Therapies for anxiety and depression.
- Professional development and progression through accreditation, including the recognition of accreditation gained from other professional bodies.
- 20% off professional liability and indemnity insurance arranged by Oxygen™.

counselling membership
(registered, accredited and senior accredited)

terms and conditions

The counsellor will:

1. Self-identify as a Christian and maintain commitment to a Christian way of life/way of being and accept ACC's Statement of Faith.

2. Be at least 18 years of age at the time of application. We reserve the right to reject or terminate any membership if this requirement is not met.

3. Adhere to our ethical codes, by having knowledge and understanding of:

   - ACC's Ethics and Practice;
   - ACC's Scope of practice for professional members;
   - The Churchill Framework as a guide to integrating the religious faith and spirituality in counselling practice;
   - Follow NHS England's Staying safe from suicide: Best practice guidance for safety assessment, formulation and management (published in April 2025).

4. Adhere to our practice standards which means:

   - undertake all counselling under a professional contract which also sets out your privacy policy in relation to record keeping and data protection/GDPR;
   - have in place an assessment process;
   - keep records of your counselling and where applicable your supervision practice;
   - be in regular supervision;
   - keep records of supervision of your counselling practice and where applicable records of the supervision of your supervision practice;
   - undertake and keep records of the required amount of Continuous Professional Development (CPD) activities;
   - be covered by professional indemnity insurance.

5. Take due account of ACC's general guidance notes and communications relating to counselling and/or supervision practice.

6. Keep us informed by notifying us of:

   - practice breaks (guidelines available on ACC's website);
   - any complaints and sanctions arising from a professional membership or employment;
   - any civil or criminal proceedings relevant to your practice and/or that risk bringing the profession into disrepute;
   - any event such as a significant health diagnosis that might affect your fitness to practise.

counselling membership
(registered, accredited and senior accredited)

terms and conditions (cont.)

7. Ensure that you use the approved ACC badge and Professional Standards Authority (PSA) accredited register quality mark. Please note that only registrants working in the UK can use the Accredited Registers Quality Mark.

8. Ensure that directory entries and other public content describing your practice do not mislead the public about your professional membership(s), training, skills and competence, nor make unproven claims about the services you offer; also ensure that they adhere to the Advertising Standards Authority CAP Code. In line with counselling ethics you should have distinct and sufficient training to work in specialist areas, such as with children and young people, couples and families etc. This also applies to any publicly advertised adjunct therapies[1] to which your profession as a counsellor may be seen to add legitimacy (for example, coaching or spiritual direction).

9. Ensure that you maintain your professional integrity on any social media sites[2] and refrain from hate speech or discrimination in your public postings.

10. Where applicable:

    - register with the Information Commissioner Office for holding client information;
    - have in place arrangements for clients to be informed in case of sudden incapacity, illness or death (sometimes called a professional will);
    - ensure that premises you are responsible for comply with relevant health and safety legislation.

11. Have good business and financial processes in relation to counselling and supervisior practice and/or the delivery of counselling training that are appropriate and required for the organisational structure or individual practice, i.e. self-employed, professional partnership, limited company, charity, etc.

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1 An adjunct therapy is a defined practice undertaken by a member in addition to their counselling practice. Typically this will be a paid or voluntary contracted service by that individual offered to members of the public which is intended to have a therapeutic objective or outcome. For ACC counselling members, an adjunct therapy may be in coaching or spiritual direction. Involvement in general pastoral care and/or prayer ministry or retreat leading in churches or other places of worship does not equate to an adjunct therapy.

2 Please note that we are required by the Professional Standards Authority to check a proportion of our members' directory entries, websites, and any social media presence to ensure that they are upholding counselling ethics and standards, and not bringing the profession into disrepute. We would advise that all members keep the settings on their personal social media accounts set to private. In 2025 the PSA issued an instruction to ACC to monitor members for hate speech, hate crime and discrimination.

counselling membership
(registered, accredited and senior accredited)

terms and conditions (cont.)

12. Offer services to members of the public without discrimination. The Equality Act 2010 defines and describes various forms of discrimination in relation to nine protected characteristics. Good equality practice encourages consideration of other groups of people who may be marginalised or disadvantaged.

13. Agree to be subject to ACC's practice review (audit) when invited.

14. Agree to be subject to ACC complaints process, which may involve ACC contacting your supervisor, manager and/or other appropriate people. ACC also reserve the right to contact members to raise matters of concern that have been notified to us and that we consider present a medium or high risk to members of the public, even in the event that no formal complaint is submitted.

15. Be responsible for keeping your membership record accurate, recording changes in contact details, supervision and insurance, and for processing your annual renewal in good time to ensure that your practice is covered.

16. Keep abreast of changes in practice standards and organisational policy by reading ACC emails and *accord* journal. Please note this means that you must stay subscribed to Mailchimp.

counselling membership
(students)

benefits

- Being part of a Christian professional counselling and psychotherapy body that works with other professional bodies and stakeholders to enhance the safety of members of the public seeking counselling services, to reduce the stigma relating to mental health, and to promote the value of access to counsellors and psychotherapists who identify as Christian.

- A code of ethics and practice that takes into account working with a client's religious and spiritual issues in counselling and psychotherapy practice.

- Warm, timely, individual support, with help and advice from a team with professional knowledge and expertise.

- Receipt of the *accord* journal, including articles on counselling/psychotherapy, coaching/mentoring and pastoral care, covering the interrelation between Christian faith, counselling/psychotherapy, and mental and spiritual health and wellbeing.

- Discount on ACC events.

- Discount on membership fee if studying with an ACC training organisational member.

- News and professional updates via emails.

- Free attendance at member forums on different topics relating to counselling and psychotherapy and the Christian faith.

- Access to peer-led communities of practice, group supervision and support groups.

- Access to members-only resources on ACC's website.

counselling membership
(students)

terms and conditions

The student counsellor will:

1. Self-identify as a Christian and maintain commitment to a Christian way of life/way of being and accept ACC's Statement of Faith.

2. Be at least 18 years of age at the time of application. We reserve the right to reject or terminate any membership if this requirement is not met.

3. L4 students and above need to be registered on a qualifying course that meets at a minimum SCoPEd column A requirements for training and competence.

4. Adhere to our ethical codes, by having knowledge and understanding of

    - ACC's Ethics and Practice;
    - ACC's Scope of practice for professional members;
    - The Churchill Framework as a guide to integrating the religious faith and spirituality in counselling practice;
    - Follow NHS England's Staying safe from suicide: Best practice guidance for safety assessment, formulation and management (published in April 2025).

5. Adhere to practice standards in clinical placement settings as set out by the student's training organisation.

6. Be responsible for keeping your membership record accurate, recording changes in contact details, supervision and insurance, and for processing your annual renewal in good time to ensure that your practice is covered.

7. Keep abreast of changes in practice standards and organisational policy by reading ACC emails and *accord* journal. Please note this means that you must stay subscribed to Mailchimp.

counselling membership
(counselling and training organisation)

benefits

- Belonging to a national Christian professional membership body which holds an accredited register of counsellors under the Professional Standards Authority. When membership is in date, organisational members can display "an organisational member of ACC" and their membership badge on their website.
- Access to timely help and advice when needed.
- Having an accountable professional membership, including an external complaints process, under which valid concerns and complaints in relation to ACC's Ethics and Practice can be reported.
- Free entry on Find a Counsellor/Organisation directory for counselling organisations and counselling and training organisations.
- Free advertising on ACC's website Find a Training Course for introductory, qualifying and specialist training.
- Free advertising of up to five CPD events per calendar year on ACC's website.
- Free advertising in the In Touch section of *accord* journal on a first come, first served basis.
- Free advertising of paid roles on ACC website and via email to members.
- Free advertising of counselling placement opportunities.
- Access to members-only resources on ACC's website for articles, policies and information, and quarterly *accord* journal.
- Where appropriate, access to peer-led communities of practice, group supervision and support groups.
- Free access for staff and volunteers to member forums.
- Discount for up to five people from the organisation for ACC events.
- Reduced rate student membership for anyone studying with an ACC training organisational member.

counselling membership
(counselling and training organisation)

terms and conditions

The organisational member will:

1. Have a Christian ethos and/or Christian distinctiveness[1] and accept ACC's Statement of Faith. The governing body or steering group of the organisation is informed by Christian values and ethics, whether or not everyone involved in the organisation is a practising Christian.

2. Adhere to our ethical codes and relevant competency framework, by having knowledge and understanding of:
   - ACC's Ethics and Practice;
   - ACC's Scope of practice for professional members;
   - The Churchill Framework as a guide to integrating the religious faith and spirituality in counselling practice;
   - Follow NHS England's Staying safe from suicide: Best practice guidance for safety assessment, formulation and management (published in April 2025).

3. Ensure that all employed, contracted and voluntary staff, who are providing counselling and/or training services, have sufficient foundational training and support and/or professional supervision appropriate to their roles.

4. Ensure that all employed, contracted and voluntary staff, i.e. counsellors, psychotherapists, art therapists and/or clinical and counselling psychologists, clinical supervisors and, where relevant, trainers, are on a Professional Standards Authority accredited register or the HCPC register and maintain their registered membership(s).

5. Ensure that all student counsellors on a qualifying counselling course will be eligible to apply to be on ACC's register upon completion of the course.

6. Ensure that all student counsellors on placement are registered with a recognised membership body that has an accredited register or work within ACC's code of ethics.

7. Adhere to good practice standards by:

   - offering a safe place for employed, contracted and voluntary staff and members of the public to work from and/or receive services from.

1 ACC is an ecumenical Christian charity which recognises membership from those who identify with Protestant, Catholic and Orthodox churches' beliefs and faith expressions.

counselling membership
(counselling and training organisation)

terms and conditions (cont.)

- offering services to members of the public without discrimination. The Equality Act 2010 defines and describes various forms of discrimination in relation to nine protected characteristics. Good equality practice encourages consideration of other groups of people who may be marginalised or disadvantaged. Ensure that any restrictions on service offerings are reasonable and justified, and in line with guidance published by Equality and Human Rights Commission.
- having open and fair recruitment policies which follow the letter and the spirit of the law in relation to protected characteristics (see above) for staff and volunteers.
- where applicable, having open and fair enrolment policy to accept students onto a training course, providing appropriate support for students and adhering to the policies, standards and requirements of the awarding bodies.
- having open and fair means of responding appropriately when a service user needs to raise a concern or a complaint.
- having good governance processes and procedures which ensure that the organisational member operates within the UK and relevant devolved government legislations, maintains appropriate insurance cover for its areas of work, has appropriate financial management in place, treats employed and voluntary staff fairly in line with standard HR processes, and provides means of redress for employed, contracted and voluntary staff if they want to raise a grievance.
- ensure that managers, administrative staff and counsellors have knowledge of and adhere to good practice policies including but not limited to data protection (where and how client details and counselling notes are stored and retrieved, expectations with regard to note keeping and accessing client notes on request, for example, responding to subject access requests or court orders, and managing these obligations when the counsellor involved may have left the organisation).
- when advertising services, including adjunct services (for example, prayer ministry, spiritual direction), refrain from misleading members of the public about the services on offer.
- where applicable, providing sufficient support to students on placement on an ongoing basis, ensuring that there is an agreement in place clearly setting out the responsibilities of the organisational member in relation to the student, and that the risk to clients in assigning them student counsellors is sufficiently managed.

counselling membership
(counselling and training organisation)

terms and conditions (cont.)

- where applicable, supporting qualified counsellors in maintaining practice standards, encouraging ongoing training and development and selfcare activities

- where possible, gathering outcome measures and/or feedback and actively monitoring the effectiveness of the service on offer.

8. Encourage student and qualified counsellors, and pastoral carers to become individual members of ACC where appropriate.

9. Refrain from any activity that brings ACC, the wider counselling profession and/or the ministry of pastoral care into disrepute.

10. Notify ACC of any complaints received by the organisational member, or any criminal or civil proceedings against any person associated with the organisational member which could bring the profession into disrepute or otherwise present a risk to staff and/or members of the public.

11. Keep abreast of changes in practice standards and organisational policy by reading ACC emails and accord journal. Please note this means that you must stay subscribed to Mailchimp.

12. Nominate a named individual as the contact person for ACC who will ensure email communications are circulated internally to all relevant people and keep the membership record up to date.

Organisations who cannot currently meet all these standards, are accepted into membership provided that they can demonstrate that they are 'working towards' having these in place or have a valid reason for an exemption.

coaching/mentoring membership
(associate)

benefits

- Demonstrating your professional accountability by following ACC's Code of Ethics for Coaching and Mentoring and the Churchill Framework for Coaching and Mentoring.
- Receipt of the *accord* journal.
- Discount on ACC events and training courses.
- Free attendance at member forums on topics relating to coaching and mentoring, linked professions and the Christian faith.
- Connecting with other Christians providing coaching/mentoring in differing ministry contexts

coaching/mentoring membership
(associate)

terms and conditions

The associate member will

1. Self-identify as a Christian and maintain commitment to a Christian way of life/way of being and accept ACC's Statement of Faith.

2. Be at least 18 years of age at the time of application. We reserve the right to reject or terminate any membership if this requirement is not met.

3. Adhere to our ethical codes, by having knowledge and understanding of:

   - ACC's Code of Ethics for Coaching and Mentoring.
   - The Churchill Framework for Coaching and Mentoring as a guide to integrating the religious faith and spirituality in coaching/mentoring practice.
   - ACC's Scope of practice for professional members.
   - As appropriate to your safeguarding responsibility for clients, follow NHS England's Staying safe from suicide: Best practice guidance for safety assessment, formulation and management (published in April 2025).

4. Commit to participating in ACC's Integration of Christian Faith with Coaching/Mentoring short course (six hours), within two years of joining ACC, unless you can evidence doing a similar/equivalent course.

5. In your dealings online, be sensitive and respectful, and act with integrity, avoiding any activity that brings ACC and/or coaching/mentoring into disrepute.

6. Be committed to keeping your membership record accurate and notify us of any changes in contact details.

coaching/mentoring membership
(verified and accredited)

benefits

- Recognition of your practice by a national membership body of Christians in coaching/mentoring.
- Warm, timely, individual support, with help and advice from a team with professional knowledge and expertise.
- Being able to advertise your coaching service on ACC's directory of coaches/mentors and, where appropriate, your supervision practice.
- Demonstrating your safety and accountability to clients by following ACC's Code of Ethics for Coaching and Mentoring and the Churchill Framework for Coaching and Mentoring.
- Receipt of the *accord* journal.
- Discount on ACC events and training courses.
- Free attendance at member forums on topics relating to coaching/mentoring, linked professions and the Christian faith.
- Connecting with other Christians providing coaching/mentoring in differing ministry contexts.

coaching/mentoring membership
(verified and accredited)

terms and conditions

The verified or accredited member will

1. Self-identify as a Christian and maintain commitment to a Christian way of life/way of being and accept ACC's Statement of Faith.

2. Be at least 18 years of age at the time of application. We reserve the right to reject or terminate any membership if this requirement is not met.

3. Adhere to our ethical codes, by having knowledge and understanding of:
   - ACC's Code of Ethics for Coaching and Mentoring.
   - The Churchill Framework for Coaching and Mentoring as a guide to integrating the religious faith and spirituality in coaching/mentoring practice.
   - ACC's Scope of practice for professional members.
   - As appropriate to your safeguarding responsibility for clients, follow NHS England's Staying safe from suicide: Best practice guidance for safety assessment, formulation and management (published in April 2025).

4. Commit to participating in ACC's Integration of Christian Faith with Coaching/Mentoring short course (six hours), within two years of joining ACC, unless you can evidence doing a similar/equivalent course.

5. Adhere to our practice standards which means:
   - undertake all coaching/mentoring under a professional contract which also sets out your privacy policy in relation to record keeping and data protection/GDPR.
   - register with the Information Commissioner's Office (ICO.) as a Data Controller if in private practice and if you keep any client details (phone numbers, texts, emails, notes) in an electronic format.
   - keep at least a simple log of coaching/mentoring sessions with clients and where applicable your coaching/mentoring supervision sessions with supervisees, and coaching/mentoring notes in sufficient details as is appropriate for your training/approach, setting and contract, and in service of your clients.
   - have sufficient supervision to support your practice, at a minimum of four sessions per annum, or for accredited members as specified by your accrediting body.
   - undertake and keep records of the required amount of Continuous Professional Development (CPD) activities (a minimum of 25 hours), or for accredited members as specified by your accrediting body.
   - maintain professional indemnity and where relevant public liability insurance.

coaching/mentoring membership
(verified and accredited)

terms and conditions (cont.)

- take due account of ACC's general guidance notes and communications relating to coaching/mentoring and supervision practice.

6. Ensure that premises you are responsible for comply with relevant health and safety legislation.

7. Have good business and financial processes in relation to your coaching/mentoring practice, i.e. self-employed, in a professional partnership, limited company, charity, etc.

8. Ensure that when using your membership badge, you upload it on any website or promotional materials as it is, so that it incorporates the approved ACC logo.

9. Ensure that directory entries and other public content describing your practice do not mislead the public about your professional membership(s), training, skills and competence, nor make unproven claims about the services you offer; ensure that they adhere to the Advertising Standards Authority's CAP Code. In line with coaching/mentoring ethics you should have distinct and sufficient training to work in specialist areas.[1]

10. In your dealings online, be sensitive and respectful, and act with integrity, avoiding any activity that brings ACC and/or coaching/mentoring into disrepute. Avoid any discriminatory or offensive content.

11. Keep us informed by notifying us of:
    - any complaints or sanctions arising from a professional membership or employment.
    - any civil or criminal proceedings relevant to your practice and/or that risk bringing ACC or the profession into disrepute.
    - any event such as a significant health diagnosis that might affect your fitness to practice.

12. For accredited members, maintain accreditation or if/when this lapses, apply to transfer to verified membership.

13. Agree to be subject to ACC's practice review (member audit) when invited.

14. Agree to be subject to ACC complaints process, which may involve ACC contacting your supervisor. ACC also reserve the right to contact members to raise matters of concern that

1 Please note that we check a proportion of our members' directory entries, websites, and any social media presence to ensure that members are acting within the scope of their training and are not making false/exaggerated claims. We reserve the right to remove from membership anyone who acts in a way to bring the profession and/or ACC into disrepute. For example, posting offensive, discriminatory or harassing content including 'hate speech'. We would advise that all members keep the settings on their personal social media accounts set to private.

coaching/mentoring membership
(verified & accredited)

terms and conditions (cont.)

have been notified to us and that we consider present a medium or high risk to members of the public, even in the event that no formal complaint is submitted.

15. Be responsible for keeping your membership record accurate, recording changes in contact details, supervision and insurance, and for processing your annual renewal in good time to ensure that your practice is covered.

16. Keep abreast of changes in practice standards and organisational policy by reading ACC emails and *accord* journal. Please note this means that you must stay subscribed to Mailchimp.

pastoral care membership
(individual)

benefits

- Being a member of a UK wide ecumenical organisation committed to good practice in pastoral care, sharing collective wisdom and supporting and encouraging one another.
- Receipt of the *accord* journal with articles relevant to counselling/psychotherapy, coaching/mentoring, and the ministry of pastoral care in a Christian context.
- Access to members-only resources on ACC's website.
- Free attendance at member forums for discussion of issues relevant to the ministry of pastoral care.
- Discount on ACC events which include events designed for those in the ministry of pastoral care.

pastoral care membership
(individual)

terms and conditions

The pastoral carer will:

1. Identify as a Christian belonging to a Christian church or fellowship, or in another ministry setting, for example in pastoral support role or an outreach community service or similar.

2. Be at least 18 years of age at the time of application. We reserve the right to reject or terminate any membership if this requirement is not met.

3. Be accountable to the church or organisation that you offer pastoral care within.

4. Be aware and supportive of ACC's vision and the principles enshrined in ACC's Ethics and Practice, and accept ACC's Statement of Faith.

5. Be committed to the ministry of pastoral care, undertaking training as required and following the Guidelines for Good Practice in Pastoral Care.

6. Be sensitive, respectful and act with integrity, avoiding any activity that brings ACC and/or the ministry of pastoral care into disrepute.

7. Be committed to developing and caring for self in order to care well for others, ensuring that your ministry of care is appropriately supported by yourself and others to avoid personal overload and burnout.

8. Be committed to keeping your membership record accurate and notify us of any changes in contact details.

9. Agree to receiving email updates from ACC.

pastoral care membership
(organisation)

benefits

- Belonging to a UK wide ecumenical organisation committed to good practice in pastoral care, sharing collective wisdom and supporting and encouraging one another.
- When membership is in date, organisational members can display "an organisational member of ACC" and their membership badge on their website.
- Access to help and advice when needed.
- Where offering services to members of the public can advertise on ACC's Find an Organisation directory.
- Access to members-only resources on ACC's website.
- Access to the *accord* journal and access to members-only area of the website for further articles, policies and information.
- Discount for up to five people from the organisation for ACC events.
- Free access for staff and volunteers to member forums.
- Free advertising of up to five events per calendar year where they are relevant for ACC memberships (for example, training, retreats).
- Free advertising of paid roles on ACC website and via email to members.

pastoral care membership
(organisation)

terms and conditions

A pastoral care organisational member needs to have a Christian foundation[1] and accept ACC's Statement of Faith.

A pastoral care organisational member (church) needs to have a recognised Christian tradition that can identify with Protestant, Catholic and Orthodox churches' beliefs and faith expressions and accept ACC's Statement of Faith.

The organisation will:

1. Be aware and supportive of ACC's vision.

2. Follow the Guidelines for Good Practice in Pastoral Care for their pastoral care ministry.

3. Be accountable for their pastoral work and organisational practices to their denomination or central organisation (where applicable) and refrain from any activity that brings ACC or the wider ministry of pastoral care into disrepute. Please note ACC reserve the right to remove pastoral care organisations from membership if they do not uphold the Guidelines for Good Practice in Pastoral Care or bring ACC into disrepute.

4. Uphold the principle and practice of equipping pastoral workers through training.

5. Uphold the principle and practice of supporting its pastoral workers through clear systems, caring for one another and establishing practices of self-reflection and self-care.

6. When offering services to the public, ensure the organisation has the ability to deliver these safely and competently. Adhere to good practice standards by:

    - offering a safe place for employed, contracted and voluntary staff and members of the public to work from and/or receive services from.
    - offering services to members of the public without unlawful discrimination. The Equality Act 2010 defines and describes various forms of discrimination in relation to nine protected characteristics. Good equality practice encourages consideration of other groups of people who may be marginalised or disadvantaged.
    - having open and fair recruitment policies which follow the letter and the spirit of the law in relation to protected characteristics (see above) for staff, contractors and volunteers.

1 ACC is an ecumenical Christian charity which recognises membership from those who identify with Protestant, Catholic and Orthodox churches' beliefs and faith expressions.

pastoral care membership
(organisation)

terms and conditions (cont.)

- having open and fair means of responding appropriately when a service user needs to raise a concern or a complaint.
- having good governance processes and procedures which ensure that the organisation operates within the UK and relevant devolved government legislations, maintains appropriate insurance cover for its areas of work, has appropriate financial management in place, treats employed, contractor and voluntary staff fairly in line with standard HR processes, and provides means of redress for employed and voluntary staff if they want to raise a grievance.
- when advertising services, refrain from misleading members of the public about the services on offer.
- where applicable, supporting staff and volunteers, encouraging ongoing training and development and self-care activities.
- where possible, gathering outcome measures and/or feedback and actively monitoring the effectiveness of the service on offer.

7. Nominate a named individual as the contact person for ACC to communicate about membership related matters.

8. Keep their membership record and contact details up to date.

9. Agree to receiving email updates from ACC.

fellowship & honorary fellowship

ACC has a long-established way of recognising the contributions that individuals have made towards the work of ACC and the wider world of counselling/psychotherapy, coaching/mentoring, and pastoral care through the awarding of Fellowship and Honorary Fellowship.

Fellows

Fellows are current or former members of ACC. The award is in recognition of their contribution to the work of ACC.

A Fellow will have demonstrated their eligibility for the award by having made a significant contribution to the work of ACC through, for example:

- Direct service to ACC. Voluntary or semi voluntary service that is sustained over an extended period of time (five years +) in support of ACC as an organisation. This could be as a trustee, committee member, or in an administrative or ancillary capacity.
- Service in the wider community of Christian counsellors/psychotherapists, coaches/mentors, and pastoral carers. Exceptional service in the establishment or leadership of an ACC organisational member over a sustained period of time (more than three years).
- Achievements. An individual member who demonstrates a portfolio of significant achievements that have contributed to developments in the field of counselling/psychotherapy, coaching/mentoring or pastoral care over a period of time.

Benefits and rights

If a Fellow is continuing to practise in any of ACC membership categories, they will continue to pay full fees and be required to follow the annual renewal process appropriate for that membership category. Once a Fellow has ceased practising and no longer needs a professional membership, they will be provided with the equivalent of free lifetime Friend membership. This means that they are kept in touch with ACC through emails, entitled to discounts at ACC events and the *accord* journal.

Fellows do not have voting rights as a member of ACC, i.e. at AGMs or Extraordinary General Meetings. However, if they hold another ACC professional membership, they will have the voting rights appropriate to that membership.

fellowship & honorary fellowship

Honorary fellows

Honorary Fellows are not and do not have to be past members of ACC. The award is in recognition of their contribution to the fields of counselling/psychotherapy, coaching/mentoring, and pastoral care, not necessarily directly towards the work of ACC.

An Honorary Fellow will have demonstrated their eligibility for the award by having made a significant contribution to the field through:

- academic research, teaching and writing on the subject of Christianity and mental health and wellbeing in relation to the ministry of counselling/psychotherapy, coaching/mentoring or pastoral care; professional teaching and writing on the subject of Christianity and counselling/ psycotherapy, coaching/mentroing or pastoral care; exceptional provision of pastoral care, coaching/mentoring, and/or counselling/ psychotherapy services, for example the setting up and running of a charity with a Christian foundation, which delivers counselling/psychotherapy, coaching/mentoring and/or pastoral care services on a significant scale;
- advocating or advancing the broader profession of counselling/psychotherapy, coaching/mentoring and/or forms of pastoral care or the wider promotion of mental wellbeing;
- service which advances the cause of under-represented people or groups, especially within an inclusion and diversity context.

Benefits and rights

Honorary Fellows will be provided with the equivalent of free lifetime Friend membership. This means that they are kept in touch with ACC through emails, entitled to discounts at ACC events and the *accord* journal. They do not have voting rights as a member of ACC, i.e. at AGMs or Extraordinary General Meetings.

Awarding fellowships

Individuals can be nominated by ACC members, staff and officers. All nominations should include details of how the individual meets the criteria for the award and will be considered by ACC Board in the autumn of each year with awards being made in December.

Fellows and Honorary Fellows are sent a letter by the Chair informing them of their award.

fellowship & honorary fellowship

Nominations for awards

If you would like to recommend an individual for either a Fellow or Honorary Fellow award, please email office@acc-uk.org providing:

- your name and contact details;
- the name and contact details of the person who you are nominating;
- details of their work that you believe makes them eligible for such a reward in line with the above criteria.

All nominations must be received by 31 October each year.

Retaining and removing fellowships

The status and benefits of Honorary Fellow and Fellow are awarded for life and do not have to be renewed each year like other ACC memberships.

An individual would cease to be an Honorary Fellow or Fellow if they:

- requested it to be ceased; or
- behaved in such a way as to bring ACC into serious disrepute such that ACC Board deemed it necessary to remove the status, in which case the individual would be notified of the decision.

Publication of awards

With the permission of the recipient ACC will:

- publish a list in *accord* each year of new Honorary Fellows and Fellows, including the name of the recipient, the award given and a short citation about their work.
- maintain on the website a list of all current Honorary Fellows and Fellows, including the name of the recipient, the award given and a short citation about their work.

acc | membership

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