

## **NCPS Equality, Diversity and Inclusion Survey 2026 – Word-only version**

### **Summary**

Counselling & psychotherapy only works when people feel valued, seen, and accepted, and our community and culture as counsellors & psychotherapists should reflect this. We are developing our work at the Society to continue building a community where everyone feels a genuine sense of belonging, where people feel seen, valued, and able to be themselves. We recognise there are challenges within counselling & psychotherapy, and we are committed to confronting these openly, learning from them, and adapting so that we are truly accessible and supportive to everyone we serve. We cannot create the Society we want without first understanding what our members, and others impacted by our work, need from us. The following report sets out the findings from our NCPS Equality, Diversity and Inclusion Survey, which received 1,336 total responses from our NCPS members.

### **Question 1 - How familiar are you with the concepts of Equality, Diversity and Inclusion (EDI)?**

The responses include 68.11% of respondents saying 'Very familiar', 30.61% of respondents saying 'Somewhat familiar', 1.2% of respondents saying 'Not very familiar', and 0.07% of respondents saying 'Not familiar at all'.

### **Question 2 - How important do you feel it is for the NCPS to actively promote Equality, Diversity and Inclusion?**

The responses include 79.42% of respondents saying 'Extremely important', 13.55% of respondents saying 'Quite important', 5.24% of respondents saying 'Somewhat important', and 1.8% of respondents saying 'Not important'.

### **Question 3 - Which resources or tools would you find most helpful from the NCPS? (Select all that apply)**

The responses include 72.46% of respondents saying 'Online resources and articles', 67.74% of respondents saying 'Practical guides and toolkits', 64.45% of respondents saying 'Training workshops and webinars', 42.44% of respondents saying 'Networking

events with diverse professionals', 40.57% of respondents saying 'Regular updates and newsletters', and 8.08% of respondents saying 'other'.

#### Question 4 - What role should the NCPS prioritise regarding Equality, Diversity and Inclusion?

The responses include 18.79% of respondents saying 'Addressing specific barriers within the profession', 13.77% of respondents saying 'Providing education and training', 6.74% of respondents saying 'Creating opportunities for diverse voices', 4.12% of respondents saying 'Other', 3.82% of respondents saying 'Advocating for policy changes', and 52.77% of respondents saying 'All of the above'.

#### Question 5 - Have you experienced or observed barriers related to Equality, Diversity and Inclusion in your professional practice?

The responses include 31.36% of respondents saying 'Occasionally', 26.35% of respondents saying 'Never', 22.83% of respondents saying 'Rarely', and 19.46% of respondents saying 'Frequently'.

#### Question 6 - If you have experienced or observed barriers, please can you tell us more about them?

Responses highlighted several recurring barriers, most commonly relating to the cost of training and ongoing professional requirements, which many members felt could be financially exclusionary. Accessibility and disability-related barriers were also frequently mentioned, including inflexible arrangements and a lack of reasonable adjustments. Members additionally reported experiences of discrimination and a lack of diversity, alongside structural challenges such as limited placements, difficulties accessing supervision, and inconsistent organisational support. Personal circumstances, including caring responsibilities and health issues, were also identified as barriers where flexibility was limited.

## Question 7 - Would you feel comfortable approaching the NCPS if you encountered challenges related to Equality, Diversity and Inclusion?

Responses included 42.29% of respondents saying 'Yes, very comfortable', 30.54% of respondents saying 'Yes, somewhat comfortable', 23.13% of respondents saying 'Not sure' and 4.04% of respondents saying 'No, uncomfortable'.

## Question 8 - Are there areas of Equality, Diversity and Inclusion that you feel are under-discussed or overlooked within our profession?

Members identified several areas of Equality, Diversity and Inclusion that they feel are under-discussed within the profession. Commonly mentioned topics included socioeconomic background and class, particularly the impact of training costs and unpaid work, as well as disability, neurodivergence and long-term health conditions. Respondents also highlighted race and ethnicity, noting a lack of attention to the experiences of people from minoritised and migrant backgrounds, including refugees and asylum seekers. Other frequently cited areas included age, gender identity, sexuality, caring responsibilities, and intersectionality, with some members expressing concern that discussion often focuses on limited perspectives while overlooking how multiple identities and systemic factors affect access, progression and professional practice.

## Question 9 - Are there specific barriers within the counselling & psychotherapy profession that you feel the NCPS should prioritise addressing?

Members most frequently highlighted financial barriers as a key priority for NCPS to address, particularly the cost of training, supervision, personal therapy and continuing professional development, as well as the expectation of unpaid or low paid work. Respondents also emphasised the need to improve access and inclusion for disabled and neurodivergent practitioners and clients, including greater flexibility and reasonable adjustments. Other commonly mentioned areas included racial and cultural inequality, a lack of diversity within the profession, inconsistent standards in training and placements, and limited employment opportunities. Overall, many members encouraged NCPS to focus on reducing structural and financial barriers while promoting fair, inclusive and supportive professional pathways.

## Question 10 - How can the NCPS best ensure accountability in its Equality, Diversity and Inclusion commitments? (Select all that apply)

Responses include 67.14% of respondents saying 'Involving members in decisions', 63.85% of respondents saying 'Transparent feedback mechanisms', 61.3% of respondents saying 'Regularly reporting progress to members', 46.86% of respondents saying 'Independent review of practices', and 6.74% of respondents saying 'other'.

## Question 11 - How interested are you in contributing to the NCPS's Equality, Diversity and Inclusion initiatives?

The responses include 37.87% of respondents saying 'Not sure', 29.19% of respondents saying 'Moderately interested', 18.71% of respondents saying 'very interested' and 14.22% of respondents saying 'Not interested'.

## Question 12 - What would success look like to you regarding NCPS's work on Equality, Diversity and Inclusion?

Members described success as NCPS demonstrating a clear, ongoing commitment to Equality, Diversity and Inclusion that leads to meaningful and visible change. Common themes included improved accessibility and affordability of training and membership, more inclusive policies and practices, and greater representation of diverse voices within leadership, governance and decision making. Respondents also highlighted the importance of practical support, such as clear guidance, resources and training, alongside transparent communication and accountability for progress. Overall, success was seen as creating a profession in which people from a wide range of backgrounds feel welcomed, supported and able to participate fully.

## Question 13 - Any additional thoughts, suggestions, or comments on how the NCPS can effectively advance Equality, Diversity and Inclusion in our profession?

Members suggested that NCPS could most effectively advance Equality, Diversity and Inclusion by taking a proactive and sustained approach that combines practical action with clear communication. Common recommendations included continuing to listen to and engage with under-represented voices, improving the affordability and accessibility of training and professional development, and ensuring that policies and processes reflect inclusive best practice. Respondents also encouraged NCPS to provide clear

guidance, resources and training on EDI for members, and to embed accountability and transparency in how progress is measured and reported. Many emphasised the importance of visible leadership, representation and role-modelling, alongside an open culture where difference is respected and valued.