



Annual Report 2021

Introduction

I am delighted to say, as Chair of the British Acupuncture Accreditation Board (BAAB) since November 2019, that the Board has had another successful year overall. The year has not been without its challenges – not least with the omnipresent threat of Covid-19, but the BAAB has nonetheless shown sufficient flexibility and acumen in riding the waves of the pandemic to maintain and indeed extend the strong 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 (BACc), from pre-registration honours degree level onwards. It is funded by the BACc and the educational Course Providers who are in a formal relationship with the BAAB.

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 BACc, 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 carrying out its 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.

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 by the Professional Standards Authority for Health and Social Care which oversees all professional health regulation in the United Kingdom and supports BAAB acupuncture education accreditation. The accreditation standards set by the BACc that fronts up this process are high. They include education provider viability, acupuncture content and practice, student support and education provided at honours degree or higher level.

My background as the Chair of the BAAB includes serving on the Executive of five Universities, including as Chief Executive – as well as holding an Emeritus Chair at one of these and Visiting Chairs at three other Universities. Together with my roles as a previous Dean of a Faculty of Health and a current Board member of another higher education institution, I am well equipped to understand the academic processes involved. Indeed, in two of my University Executive roles major national awards, have been received, including for Outstanding Leadership and Management Team of the Year. I would therefore certainly hope that I can continue to bring many strengths to the running of the BAAB. In addition, in terms of cognate subject expertise, I have published some two dozen books on health, professions and regulation – including the first history of acupuncture in Britain, on which my doctorate at the London School of Economics was based.

Aside from a strong enterprise profile, including recent work with Grant Thornton and the Innovation Council, I have served as a Chair/member of a range of NHS and other health committees in the United Kingdom, including the Research Council for Complementary Medicine. Internationally, I have advised governments and professional bodies on health issues – amongst other things, receiving the Best Brains Exchange Award from Health Canada and the Canadian Institutes of Health Research. In the United Kingdom, such engagement has spanned the Departments of Health and the General Medical Council – most recently including the Royal College of Podiatry, for which I chaired the Strategy Group leading to the production of the Saks Report in late 2021. I am also the current Vice President of the International Sociological Association Research Committee on health – as well as a member of the World Health Organization Technical Expert Group health practitioner regulation globally and Chair of the United Nations-endorsed Institute of Responsible Leadership. All this his serves me well in leading the BAAB with a unique body of expertise and integrity, in a close working relationship with the BAcC.



**Professor Mike Saks BA, MA, PhD, FloD, FIKE, FRCCM, FRSA, MIRL
Chair of the British Acupuncture Accreditation Board**

Chair's Report for the 32nd Annual General Meeting April 2022

The British Acupuncture Accreditation Board (BAAB) works with the British Acupuncture Council (BAcC) to undertake the arm's length accreditation of acupuncture education courses in the United Kingdom. Each organisation is independent but closely cooperates with the other. The BAAB has to independently 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. The education providers are therefore 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 is updated as appropriate by mutual agreement and signed off by both Chairs.

The standard of the pre-registration acupuncture education courses is currently at honours degree level or equivalent, although the facility for accreditation up to master's level has recently been approved. 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 carefully monitored 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 regularly updated Accreditation Handbook has pleasingly been put online in interactive form by Harriet Lansdown, the Lead Accreditation Officer, and colleagues. The

online Handbook is the BAAB's intellectual property and contains all BAAB's processes and guidelines. There is restricted access to the site through an annual registration process, which is also available to Board members and other relevant parties. Associated with this, the BAAB has taken active measures to protect its logo through trademarking in face of others who may seek to use similar insignia. So as not to be too restrictive, there is a short companion to the Handbook which provides a summary of the BAAB's values and standards and is made more widely available to interested parties. All this has been achieved at a time when the BAAB has undertaken significant rationalisation measures in its service arrangement with BAcC, including moving its server outside the BAcC umbrella.

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 at the final stage of closure. 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 Providers is changing, the total number of students undertaking acupuncture education in Accredited Courses has increased from 445 to 470. This means that there are more students on average with each Course Provider.

The Board is looking to encourage interest from more Course Providers in teaching acupuncture with BAAB accreditation, and would welcome ground-breaking proposals for new master's level provision that has now been approved in principle. This dovetails neatly with the desire of the BAAB to publicise further the high-quality work that it is undertaking – 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 – alongside the very helpful A Brief Guide to BAAB Accreditation. This publicity platform is being actively considered for enhancement, in liaison with BAcC – including making additional material available at forthcoming events, open days and other gatherings.

In tandem with this, the Board has importantly provided an interim forum for discussions between BAcC and the Council for Heads of Acupuncture Colleges (CHAC) on issues ranging from student membership to compiling a research data base. Plans are also afoot for a 'blue skies' day in 2022 with such key partners and other organisations exploring the creation of a more inclusive quality standard for acupuncture. For the moment, in 2021 the Board has assisted Course Providers in finding external examiners and approved reduced fees for those offering more than one acupuncture course, as well as considering the role of student representation on the Board and updating its arbitration arrangements. In addition, it has engaged in detailed financial scrutiny of each of the Course Providers as a key part of the accreditation process – and facilitated supportive feedback to the bodies concerned.

Linked to this, the biggest challenge over calendar year 2021 has of course been the continuation of the Covid-19 pandemic, which has massively impacted both higher education generally and society at large. Aside from negatively affecting the finances of both the BAcC and BAAB in terms of the funding available from membership fees, there were ongoing implications for Course Providers and their students. In consultation with BAcC, communications continued to be sent from the Board to Course Providers detailing provisions for managing Covid-19, and approving adaptations to accredited acupuncture programmes where standards were met, in face of lockdown. Students were also kept fully in the loop, with every effort being made to ensure progression to graduation through their Accredited Courses, while meeting the high standards of the BAAB. It should not be surprising, though, that Covid-19 continued to

figure prominently in the Board's risk register which has been updated as appropriate.

In the re-opening of colleges and clinics that took place as 2021 wore on, the BAAB Chair highlighted that many of the issues involved were common across the higher education sector. The Board itself refreshingly held its first face-to-face meeting in November 2021, after a series of online meetings. Re-accreditations at the height of the pandemic also took place partly online, with face-to-face visits for clinical observations wherever possible. Such an innovative format was found to have advantages – not least in facilitating the attendance of more students, graduates and lecturers at meetings – and may therefore be used again in future. The BAAB continued to be impressed with the way staff and students responded to the challenges posed by the pandemic. Course Providers, with the active collaboration of their students in extremely trying circumstances, did remarkably well in ensuring that teaching and learning was sustained in a Covid-safe environment.

In a similar vein, the annual BAAB Education Day was again held online, in light of Covid-19. Close to fifty participants registered for the online event in June. Although only 32 actually attended, including student representatives from the Course Providers, most of these recorded in their feedback that they were extremely satisfied with the event. Wider access to the broad span of presentations made is available through downloads on the BAAB website. In terms of feedback, the Board was also pleased to hear that all Course Providers were very satisfied or satisfied with communications with the BAAB and its officers – whether through emails (100%), the annual letter (83%) or CHAC itself (67%). As part of this, the BAAB's response to Covid-19 was importantly felt to be effective. A parallel level of positivity was also reflected in the Board effectiveness survey – with the few minor shortfalls from an otherwise highly robust profile addressed over the year through Board development and discussion.

Other developments included the regular attendance of both the Lead Accreditation Officer and the Chair at the BAcC Governing

Board as observers and the initiation of a cycle of BAAB funding requests with supporting documentation through the BAAC Finance, Resources and Audit Committee. This enabled the BAAB to forge a closer relationship with the BAAC and its new Chair, Pia Huber, underpinned by enhanced mutual understanding. The BAAB was very pleased to have its funding of £87,000 pa reinstated in 2021 after it dropped to £70,000 pa in the two years of the Covid pandemic as a result of the impact of declining membership fees. This enabled the BAAB to balance its books, maintain the reserves recommended by its auditors and avert any threat to its financial viability.

On a wider front, a Memorandum of Understanding was established with the National Certification Commission for Acupuncture and Oriental Medicine (NCCAOM). This development, spearheaded by Harriet Lansdown and Paul Probyn from the BAAB Accreditation Office, means that from the latter part of 2022 acupuncturists who are active members of the BAAC will be eligible to sit for NCCAOM Board examinations. Reciprocally, active NCCAOM diplomates will be able to achieve eligibility for membership of the BAAC by documenting completion of BAAC-approved coursework. The more generally supportive relationship engendered between the two organisations was paralleled internationally by the ongoing work of Jasmine Uddin, the much valued Vice Chair of the

Board, in promoting European-wide standards backed by accreditation through the European Traditional Chinese Medicine Association (ETCMA) in her role as head of the ETCMA Education Committee.

Finally, the BAAB was also able to update its 2021 to 2025 Strategic Plan at its November 2021 meeting. Throughout its three meetings in 2021, the Board has welcomed observers from the BAAC including its Chair, Pia Huber, and Chief Executive, Jennifer Norton. The BAAB sends best wishes for the future to Paul Blacker, who has recently stepped down as Chair of the Professional Standards and Regulatory Committee. From the BAAB side, grateful 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 Accreditation Committee. Their contributions, and those of other Board and Accreditation Committee members, have enabled the BAAB to not only survive, but also thrive in 2021 in the residual turbulence of Covid-19.

Professor Mike Saks
Chair of the BAAB

Accreditation Committee Report 2020/21

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 supporting Course Providers in enhancing 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) in the Accreditation Handbook and summarised in A Brief Guide to BAAB Accreditation.

The Committee held 3 online meetings in the academic year 2020/21, 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. BAcC funding was reduced this year, and BAAB maintained its services by using its reserves. 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. AC membership has decreased to reflect the reduced number of accredited courses. 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 2020/21 there were seven Course Providers in a formal relationship with the Board, all offering fully accredited programmes. The total number of students on accredited courses increased slightly from 445 to 470, demonstrating increased recruitment overall, despite course closures over recent years.

The independent course providers continue to flourish and standards remain high. Two (NCA,CICM) have validation partnerships with the University College of Osteopathy, and three (NCA,CICM, CCA) are successfully reviewed by the Quality Assurance Agency (QAA), and registered with the Office for Students (OfS). Students on these courses are eligible for student finance.

The degree programme at Lincoln Further Education College, accredited with the Open University, is the only public sector course currently recruiting, and the only one available to potential applicants through UCAS. The course at the University of Westminster is the last of the currently accredited university-based acupuncture degrees. Westminster's final graduates are now expected to complete in the summer of 2022.

Monitoring of Accredited Courses

Re-accreditation visits with the Lincoln College of Further Education and the University of Westminster were carried out successfully online. Further short face-to-face visits for the observation of clinical teaching and safe practice audit were scheduled when conditions allowed. This has been completed for Lincoln and is in place for Westminster. Both visits

resulted in re-accreditation with conditions, recommendations and commendations.

Online visits clearly facilitated more students, teachers and graduates being able to join meetings. Additionally, as most marked assessments are now available for scrutiny online, accreditation visitors valued having time to view these in advance. It is anticipated we will maintain these benefits and arrange blended accreditation visits in the future.

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 response to COVID-19, and how most effectively to support course providers and their students, has continued to be the Board's major preoccupation this academic year. The arrangements set in place to manage the challenges of pandemic have continued and are currently under review for effectiveness, and to support future planning. The intention is to explore how well they are working and how long they may continue to be useful.

The AC continues to be deeply impressed with the level of commitment and agility which the accredited course providers have demonstrated as they navigated the challenges of lockdowns, COVID security and the needs of their students and staff over the year.

Committee Work relating to Processes and Structures

Annual Monitoring Audit Form (AMAF)

The AMAF continues to work well, providing the AC with an annual review of each Course Provider's current situation. Small revisions are made each year to ensure it remains relevant, user-friendly and effective.

The Accreditation Handbook

The interactive online version of the Accreditation Handbook was launched this year and feedback from the Council of Heads of Acupuncture Courses (CHAC) has been generally positive. Being online ensures everybody is accessing the most recent version and provides security of content.

Additional Projects

United Kingdom/United States Comparability Project

We have successfully completed our education matching project with colleagues from NCCAOM in the USA. The primary outcome for BAcC members is that they can enter the profession in the USA on the same terms as USA graduates, as they can here. This will become active in the third quarter of 2022. Secondly, we have developed a strong supportive relationship with a significant international partner with similar educational standards. There is much to learn from each other, including further plans regarding international standards for acupuncture education.

Education Day 2021

The Education Day was held online for a second year. Last year there were over 60 delegates, but this year was not so well attended. We wondered if this was because people were tired of online events. In the end, a total of 47 registered for the event, and 32 attended of which the majority reported they were extremely satisfied. The presentations and discussions are available for download on the BAAB website, and we hope we hope they will prove useful for staff development or general interest.

External Examiners

The Board approved criteria for the appointment of External Examiners, which course providers will be expected to take into account when recruiting new Externals. We are currently contacting organisations to ask for

suggestions of suitable individuals who might be approached by course providers to serve as External Examiners.

Copyright of BAAB logo

Copyright was secured following the use of a very similar logo by another acupuncture group.

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 2020/21:

Institutional Governance

- The clear alignment of the acupuncture programme to the strategic direction of the college
- The way the programme is clearly embedded in the wider college systems and processes
- The support to students including through the Career Degree Concept, where the college offers £500 per annum to full-time students to enhance work related skills. Students may use this to attend conferences, skills development sessions, and course related equipment
- Commitment of the course leader and the Head of School to ensuring all students are able to graduate successfully

Teaching and Learning

- The lineage and reputation of the teaching team
- The commitment of teachers to support student learning
- The support and availability provided by personal tutors which was described as 'amazing' by students
- Examples of teachers and the course leader going above and beyond their usual roles

- Teaching is reflective of current practice – such as the class on treating long covid
- Commitment of teachers to student learning, and good use of the online learning platform to provide a comprehensive, useful and relevant resources
- Students' commitment to their studies despite the lack of clinical and practical classes and physical contact with each other and the staff team

Clinical Practice

- The high level of critical reflection in the clinical learning journals
- Good practice across online clinical teaching:
 - in the online clinic using real patients – where the focus is on creating a professional relationship with the patient. This was sometimes followed up by staff going on to treat patients seen online and feeding back treatment outcomes to students.
 - Staff using past cases from their own clinics to share and spending time to conduct deep analysis of these cases, which received great feedback from the students

Evaluation

Annual feedback is invited from the Course Providers and Accreditation Committee members.

Feedback from AC members

Members all answered 'very good' in the survey with regard to receiving and understanding paperwork and compliance with good practice and conduct. The process of meetings was seen as well organised and chaired. It was suggested that items for information which are circulated in advance don't need to be presented, but just given time for questions or comments. Meetings could be shorter and/or include time for discussion of

broader issues. The objectives of the AC have been clarified and developed in recent years, and facilitate the identification of issues arising. Chair's action and approval by correspondence could be used more often to speed up processes. Diversity remains insufficient and is hard to improve as the AC has become smaller, so there should be a plan to remedy this. The committee could be smaller still, given the reduced number of courses. Otherwise the expertise is very good with a balance of acupuncturists and educationalists. There were some concerns about future planning and the viability of the BAAB and BAcC given the current climate and it is suggested that we make time to discuss and address potential future difficulties. Online meetings have been efficient but can lack the creativity of person-to-person contact.

Feedback from Course Providers (CPs)

All CPs were 'very satisfied' or 'satisfied' with communications with the BAAB and its officers, and felt well informed, mostly through email communications (100%), the annual letter (83%) and by connection through the Council of Heads of Acupuncture Courses (CHAC) (67%), which was the same as the responses last year. The BAAB's response to Covid 19 was considered effective, and relevant information sent on from the HE setting was helpful. Accreditation visits to CPs during the year were considered very satisfactory.

Harriet Lansdown Lead Accreditation Officer
Linda Wicks Chair, Accreditation Committee



Short accounts for 2021 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 2021 issued on 25th of April 2022, 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	£ 17
Accreditation fees	£ 37,648	Accountancy and audit	£ 5,100
Coronavirus JRS Grant	£ 5,426	Allowances and honoraria	£ 16,125
Total income for the period	£ 113,074	Communications	£ -
		Depreciation	£ 12
Brought forward from 2020	£ 59,893	Consultancy fees	£ 10,550
		Insurance	£ 2,882
		Meeting costs	£ 866
		Office costs	£ 3,950
		Other	£ 74
		Printing, postage and stationery	£ 352
		Projects	£ -
		Salaries	£ 70,460
		Staff development	£ -
		Travel	£ 1,199
		Total expenditure for the period	£ 111,587
		Carried forward to 2021	£ 61,380
Total	£172,967	Total	£172,967

BAAB fully accredited institutions and courses during 2021

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

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 Richard Giordano	Barbara Ross	Jasmine Uddin (Vice Chair)
Dr Mike Cummings	Dr Lara McClure	Prof Mike Saks (Chair)	
Zofia Dymitr	Jonathan Pledger	Dr Dan Tan	

Appointed officers

Lead Accreditation Officer	Harriet Lansdown
Accreditation Officer	Paul Probyn
Chair, Accreditation Committee	Linda Wicks
Finance Officer/Treasurer	David Martin
Accreditation Committee Secretary	Pippa Sequeira
Board Secretary/Company Secretary	Petra Nannes

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BAAB Board members: 2021

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, clinical supervisor and a 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.

Lara McClure has been Course Director for the BSc in Acupuncture since 2014 and teaches the Research Module of the course as well as the Research content of the NCA's MSc in Chinese Herbal Medicine. Lara supervises students on all the NCA's MSc courses and is especially keen to support them to publish their findings. Lara holds a BA and an MA from Cambridge, a PhD from the University of York and a PGCHE. She has recently qualified as a Clinical Hypnotherapist. Lara is a member of the Council of Heads of Acupuncture Courses.





Jonathan Pledger is the 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 combined with experience as a trustee and treasurer of two national charities. 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 and the 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 engaged 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 is the Academic Dean at Shenzhou Open University of TCM, 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 BAAC 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: 2021

Harriet Lansdown was a practising acupuncturist from 1991, until her retirement in 2021. 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. Linda has served for 6 years as a director for the Society of Homeopaths, with 3 years as the Board's Chair.

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.