

Proposal for the
**British Institute of
Professional Photography**
to join the
**Royal Photographic Society
of Great Britain**

Prospectus

Published on 5 December 2022 by the
British Institute of Professional Photography
following discussions held with representatives of the
Royal Photographic Society of Great Britain
between January 2020 and December 2022
for purposes of informing the BIPP membership
of the detail of the proposal in advance of a vote to be held
at a BIPP Extraordinary General Meeting in January 2023



The ambition of this proposal is to see the Institute once again recognised as the principal organisation for the qualification, representation and recognition of professional photographers in the UK and internationally.

If BIPP members support this proposal they will be voting to bring the BIPP into the RPS. By doing so, members will help to ensure the long term future of the Institute as the most important organisation in the professional photography sector.

The Directors of the BIPP and the Trustees of the RPS recommend members to accept this proposal.



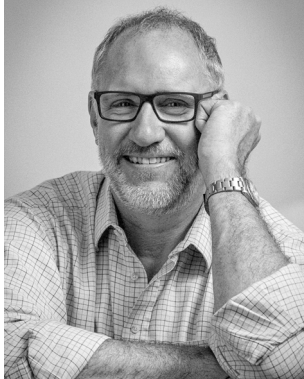
Jon Cohen HonFBIPP
BIPP President



Encompassing just about every genre of professional photography, the wealth of skills and the unique body of knowledge held by members of the BIPP are vitally important resources, both for the members themselves as well as for the wider photographic community.

All of these great assets must be preserved and enhanced and I really believe that to move the BIPP under the protective umbrella of the RPS is by far the safest way to do this. After industry wide challenges, like the pandemic, there simply isn't enough critical mass in the BIPP to guarantee a long term future as a stand alone Institute.

Sharing ideas and experiences has been an essential part of BIPP activity and still underpins much of what goes on today. As a protected entity within the RPS the BIPP will have the administrative support needed to continue this and re-establish a strong presence in the industry.



Simon Hill FMPA FBIPP HonFRPS
RPS President & Chair of Trustees

We live and work in an increasingly complex and competitive world where the professional photography sector is not immune from the need to continually reinvent its creative ambitions, its technical processes and - perhaps most difficult of all - its commercial practices.

However, over recent decades, some organisations representing professional photographers have largely failed to keep pace with this fast changing environment. Today the dual challenges of declining membership and increasing cost base further erode the capability of these organisations to deliver on their ambitions to be a force of qualification, representation and recognition for professional photographers.

The RPS and the BIPP are arguably two of the most important organisations in the world of photography. Together they can be stronger; they will be able to share executive and administrative resources, extend their national and international reach to increase membership, and support each other in their shared ambitions for photography and photographers.

The British Institute of Professional Photography was set up to represent the interests of the professional sector, to raise levels of competency amongst its members, and to promote its members to the public and those commissioning photography.

From the 1890s there were repeated calls for the establishment of a body to represent the interests of professional photographers. Several organisations were established but were short-lived. By the late 1890s commercial photography was under pressure from price-cutting and special 'coupon' promotions and a new attempt was made to bring photographers together. A meeting called in February 1901 proposed the formation of a body to protect the interests and rights of professional photographers. The Professional Photographers' Association was established in March and within a year membership was over 560.

The PPA focused its activities on matters of direct concern to the studio: copyright, business matters and the promotion of its members' work and competency. Although full membership was only for studio principals and employers it sought to improve skills for operators and assistants. It published a newsletter which evolved into *The Record of Photography* from 1922, which became *The Photographer* in 1966. Its first Congress was held in 1909.

From the 1930s the PPA established formal training courses and its qualifications structures was established in 1938 with Associateship and Fellowship. These became the industry standard and were widely recognised by employers. The Institute was central to the development of an Europe-wide qualification with the Federation of European Photographers in 1999.

The PPA became the Institute of British Photographers in 1938 and from 1 September 1964 the Institute of Incorporated Photographers. The present name was adopted in 1983.



Edward Chambré Hardman FIBP FRPS
The Birth of the Ark Royal, Cammell Lairds, Birkenhead, 1947

Royal Photographic Society of Great Britain

Founded 1853

The Royal Photographic Society was one of the first photographic societies and is unique in being in continuous existence since its formation. Its breadth, covering photography as an art and science, and its application as a tool for documenting and analysis, has given the RPS a unique role within the UK and internationally.

The Photographic Society of London held its inaugural meeting in January 1853, bringing together amateurs, professionals, artists and the emerging commercial interests. It was the culmination of activity that had its origins with the Great Exhibition of 1851 and which had demonstrated the public appetite for photography. It took until the autumn of 1852 for notices to be published inviting interested parties to a meeting. The Society's objective was to promote the art and science of photography.

The first Council soon determined that the Society should hold monthly meetings, establish a journal to report on meetings and it set about organising an exhibition of photography. Its location in London gave it access to a well-connected people in politics, the arts and the professions. As other societies were established the London society cemented its position as the 'parent society'. It consolidated its role through an involvement with setting standards, reporting on photographic science and holding debates around photographic art.

From the 1960s the 'Royal' as it had become in 1894 began to modernise its activities. It introduced a regional structure, overseas branches and it updated its recognition of skills. It established a major public presence with the National Centre of Photography in Bath in 1980. A royal charter followed in 2004 resetting its purpose, and a move to Bristol in 2019 gave it a new home from which to run its activities and bring photography to the public.



Photographer unknown

Members of the Royal Photographic Society on a trip to Hampton Court, 1856
Roger Fenton, the first Secretary of the Society, is pictured far left

Courtesy of the Royal Photographic Society Collection at the Victoria & Albert Museum, London



Corporate Structure

The existing 'old' BIPP would transfer its name and residual assets to a newly-formed limited company having a single subscriber share held by the RPS. Consequently this 'new' BIPP would be a wholly-owned subsidiary of RPS and, sitting alongside RPS Trading Ltd, would be a member of the RPS Group of Companies. Coincident with the transfer of the BIPP name to the 'new' BIPP, the 'old' BIPP would adopt a new name which it would retain until 'old' BIPP is dissolved with all liabilities having been discharged.

Articles of Association

All limited companies must have articles of association. Articles set the rules that company officers must follow when running the company. The 'new' BIPP would be formed with 'model articles' as prescribed by the Companies (Model Articles) Regulations 2008. Our legal advisers will draft necessary amendments to the model articles for 'new' BIPP as a wholly-owned subsidiary of the Royal Photographic Society.

The day-to-day operations and services provided by 'new' BIPP to its members - including appointments to committees, criteria for qualifications and awards, and the organisation of competitions and exhibitions - will be governed by Regulations and Terms of Reference which fall under scrutiny of the Board of Trustees. The Board of Trustees must ratify these documents for them to become enabled. This is a process that ensures consistency across the organisation and, where necessary, regulatory compliance.

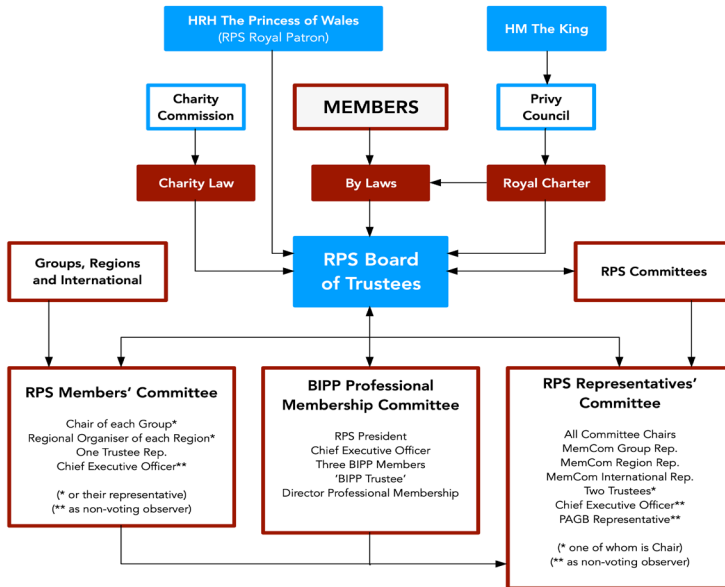


Governance (see diagram opposite)

The RPS is incorporated by and governed under provision of a Royal Charter and its operational processes are detailed under By Laws. The Royal Charter and the By Laws have ultimate oversight by the Privy Council, the formal body of advisers to the sovereign of the United Kingdom. As a charity, the RPS is also regulated by the Charity Commission. The RPS Board of Trustees (described in the Royal Charter as the 'Council') has overall control of the RPS. The Board of Trustees leads the organisation and decides how it is run. The Senior Leadership Team (SLT) and the staff deliver the operational actions necessary to implement Board strategy and policy.

Trustees are the 'guardians of purpose' and must ensure all decisions put the charitable objectives above all other considerations. Trustees safeguard the assets of the charity: physical assets (including property) and intangible assets (such as reputation and intellectual property).

The RPS President is working with the Privy Council to secure retrospective approval of changes made to the 2004 By Laws and further changes to enable effective operation of 'new' BIPP, which will require approval of RPS members.



Richard Bradbury FBIPP

President & Trustees

On formation of the 'new' BIPP the RPS President and the Board of Trustees (of which the President is Chair) would become *de jure* the President and Board of Trustees of BIPP. The RPS President and the RPS Honorary Treasurer would become *ex officio* directors of 'new' BIPP. All positions on the RPS Board of Trustees are filled either by open election (including the office of President) or by appointment (including the office of Honorary Treasurer) as provided under the By Laws, with input from the Nominations Committee.

The current President and officers of 'old' BIPP would remain in office until dissolution of 'old' BIPP. Those roles would not migrate to 'new' BIPP. However, as members of the BIPP, those officers would be free to stand in elections to the 'new' BIPP Professional Membership Committee (PMC) which would have delegated responsibility for the operation of 'new' BIPP with oversight from the Board of Trustees.



Sean Conboy FBIPP

'BIPP Trustee'

Appointed Trustee positions on the RPS Board of Trustees are reserved for Trustees who offer specialist skills that might otherwise be missing following the election of Trustees. It is envisaged that one of the Appointed Trustee positions would be a 'BIPP Trustee' appointed from a shortlist prepared jointly by the Professional Membership Committee (PMC) and the Nominations Committee (NomCom) from within the BIPP membership. As an RPS member, any BIPP member may stand for election to any position on the Board of Trustees.

As the current RPS Board of Trustees is at full strength, until a vacancy arises, an existing Trustee would become pro tem Trustee representing the BIPP. As soon as a vacancy on the RPS Board of Trustees arises, any pro tem Trustee representing BIPP would step down from that role and the Board of Trustees would co-opt a BIPP Trustee from a shortlist provided by the PMC and NomCom.



Ian Chapman LBIPP

RPS Group

On incorporation of 'new' BIPP as a wholly-owned subsidiary company of the RPS, the RPS President and the RPS Honorary Treasurer would become *ex officio* directors of the new company and the RPS Director of Finance would become Company Secretary. This arrangement already exists for Royal Photographic Society Trading Ltd, a wholly-owned subsidiary of the RPS. The Royal Photographic Society, its existing trading subsidiary, and the 'new' BIPP would together constitute the RPS Group.



Paul Reiffer FBIPP

Registered Office

The BIPP has its office in Preston. The RPS has its headquarters in Bristol, on a site next to the Martin Parr Foundation at The Paintworks. The Registered Office of BIPP would transfer from The Artistry House (Preston) to RPS House (Bristol). The 'old' BIPP would retain its premises at The Artistry House for as long as the Board of Directors deem it necessary and/or subject to any period of notice required to quit those premises. The 'new' BIPP, would take a decision on whether to retain the premises beyond this.

Director of Professional Membership

The current full time Chief Executive Officer (CEO) of BIPP would transfer from that position and become RPS Director of Professional Membership (DPM) reporting directly to the RPS CEO. In that capacity, the DPM would be a member of the RPS Senior Leadership Team (SLT) with special responsibility for BIPP membership and with a targeted objective to grow the membership in line with the membership and marketing objectives developed in consultation with the RPS Director of Membership and Marketing (DMM).

The DPM would be expected to contribute to the work and decision-making of the SLT in the same way as other members of the SLT would be expected to provide expertise and joint decision-making to BIPP. Consequently, BIPP would benefit from executive expertise from a professional SLT and would have the full support of the RPS Board of Trustees. The RPS is committed to growing its membership in the UK and internationally. The DMM is a new role tasked with achieving growth for the RPS, including the 'new' BIPP.



Professional Membership Committee

Operations of the 'new' BIPP would be managed by a Professional Membership Committee (PMC) comprising three ordinary members elected from the BIPP membership, plus *ex officio* the RPS President, the appointed 'BIPP Trustee', the RPS CEO and the Director of Professional Membership (DPM). From these seven members, the committee will elect its own Chair and a representative to become a member of the RPS Representatives Committee, which has direct input to the RPS Board of Trustees.

All members of 'new' BIPP will be entitled to stand for election as ordinary members of the Professional Membership Committee (PMC). The PMC will ensure executive autonomy for 'new' BIPP although the RPS Board of Trustees will maintain governance oversight. Any decision with potential to impact the commercial or charitable ambitions of the RPS Group must gain Board of Trustee approval prior to implementation. This is to safeguard the integrity and position of the RPS, the 'new' BIPP and the wider RPS Group.

Irene Cooper ABIPP ARPS



Art of the Fairytale



David Taylor FBIPP

Membership

On incorporation of 'new' BIPP all members of 'old' BIPP will automatically have their membership migrated to the 'new' BIPP at which point they will also become members of the RPS as a benefit of BIPP membership. The cost of this benefit will be covered by the 'new' BIPP. Both the BIPP and the RPS expect this arrangement to be cash positive for both organisations. As full members of the RPS, all 'new' BIPP members will be entitled to access all the events and opportunities of RPS membership. All 'old' BIPP membership records will be transferred to the RPS and all membership functions will be managed by the RPS.

Following incorporation, at their next membership renewal date and thereafter, BIPP subscription fees will be paid direct to 'new' BIPP in exactly the same way as currently paid to 'old' BIPP. The 'new' BIPP will continue to cover the cost of RPS membership as a benefit of BIPP membership. BIPP membership subscription fees will, from time to time, be recommended by the Professional Membership Committee (PMC) and submitted to the RPS CEO and the RPS Board of Trustees for review and approval.

International Membership

The RPS has over 10,000 members of which over 12% live outside of the UK. The RPS is developing a marketing and membership strategy to grow both its UK and its international membership. To deliver this ambition the RPS has created a new post, Director of Marketing and Membership (DMM). We would expect the Director of Professional Membership (DPM) to work closely with the DMM (and other senior and managerial staff) to significantly grow the 'new' BIPP UK and international membership.

Inclusion

Inclusion is one of the five Aims of the RPS Strategic Plan 2021-2026 and these aims underpin all of our programmes. Inclusion is becoming embedded in the culture of the organisation at every level thanks to a robust and effective equality, diversity and inclusion (EDI) policy created and promoted by the RPS EDI Committee. This committee is Chaired by Mervyn Mitchell DMS MA ARPS, an RPS Elected Trustee. The 'new' BIPP will adopt and comply fully with the EDI policies and ambitions of the RPS.



Karen Massey ABIPP

Groups and Regions

The RPS has an established and effective organisation provided by Special Interest Groups and clearly defined Regions. Representatives of each of the Groups and Regions meet together in a Members' Committee that has direct input to the RPS Board of Trustees. As members of the RPS, all members of 'new' BIPP would be able to join any of the Special Interest Groups and take part in their activities. The members of 'new' BIPP may also propose new Special Interest Groups to which all RPS members would be entitled to join.

The RPS has planned a review of its Region and Group structure but this has temporarily been put 'on hold' until implementation of the new CRM system is complete.

The BIPP has a defined regional structure with Ambassadors and an active membership running events in each of its Regions. The RPS has a team of dedicated Regional Organisers and regional committees which plan and deliver a diverse range of events and programmes across the UK, with 'best practice' experiences shared and developed through the Members' Committee.

The geographical boundaries of the BIPP and RPS regions are different so there is clearly some merit in aligning the regional structure of each organisation to facilitate ease of administration and provide greater benefit for engagement to BIPP and RPS members.

RPS Special Interest Groups

Analogue	Imaging Science
Archaeology & Heritage	Landscape
Audio Visual	Medical
Contemporary	Nature
Creative Eye	Travel
Digital Imaging	Visual Art
Documentary	Women in Photography
Historical	



David Crossley FBIPP

Qualifications

The RPS and BIPP already have a scheme under which the RPS recognises BIPP qualifications for the award of RPS distinctions at Licentiate (LBIPP, LRPS) and Associate (ABIPP, ARPS) level. This scheme would continue with any 'new' BIPP member holding (or subsequently gaining) LBIPP or ABIPP qualification being automatically awarded LRPS or ARPS distinction (as appropriate) without payment of a fee. For the time being, applications for Fellowship (FRPS) must be made directly to RPS.

The RPS offers distinctions at Licentiate (LRPS), Associate (ARPS) and Fellowship (FRPS) level, and also awards the Imaging Science Qualification (ISQ) and the Creative Industries Qualification (CIQ) at these same levels. Because of specific professional criteria, the BIPP-RPS scheme of recognition is not reciprocal and any RPS member who is seeking professional qualification by the BIPP will need to apply, with submission of a body of work and supporting evidence, directly through the BIPP qualifications route.

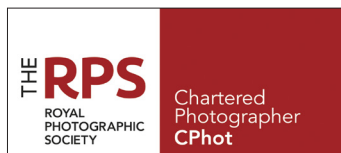
In anticipation of incorporation of the 'new' BIPP, the Regulations for the Award of BIPP Qualifications will be drafted and submitted for ratification to the RPS Board of Trustees such that the BIPP qualifications process can continue seamlessly. When ratified, these Regulations will form part of the RPS-BIPP Distinctions and Qualifications framework that will be managed by the RPS Distinctions Department. The 'new' BIPP will elect trained volunteer assessors from within its membership to act as assessors for BIPP qualifications.





Chartered Photographer

The RPS is making an application to the Privy Council to enact a provision of the RPS Royal Charter that will enable the RPS to award the *Chartered Photographer* designation to professional photographers meeting the specific criteria approved by the Privy Council. Together with the Association of Photographers (AoP), the 'old' BIPP is a supporting organisation of the RPS application to the Privy Council and the 'new' BIPP, as a separate legal entity having its own corporate personality, will support this application.



BIPP Member Awards

The internationally respected annual RPS Awards, chaired by Sir Brian Pomeroy CBE ARPS, recognise individuals: working across the art and science of the still and moving image; working within the promotion of photography and within photographic education; and working in furtherance of the aims and ambitions of the RPS.

The RPS Awards are structured across four 'pillars' and the BIPP Member Awards would be made under a fifth pillar to honour those working in furtherance of the aims and ambitions of the BIPP.

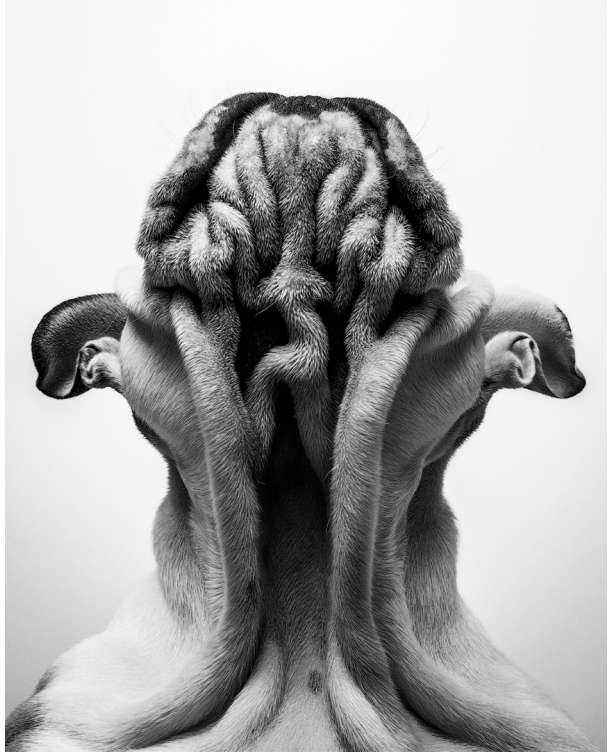
The RPS Awards celebrate significant personal achievement; showcase new and emerging talent; and highlight notable contributions from RPS members. The RPS Awards Regulations will be revised to include a fifth pillar to cover the BIPP Member Awards. The draft Regulations will be submitted by the Professional Membership Committee for ratification to the RPS Board of Trustees such that the BIPP Member Awards can become an integral component of the annual RPS Awards event.

The BIPP Member Awards will follow the same structure as the RPS Member Awards which provides for the following:

- **The Thomas Bedding Medal**
with **BIPP Honorary Fellowship**
(named in honour of the first President of the BIPP)
- Up to three **BIPP Honorary Fellowships**
- Four **BIPP Medals** without Honorary Fellowship

Note

The proposed BIPP Member Awards described above are separate from and should not be confused with the awards made through the BIPP National Photography Awards - the annual BIPP competition for professional photographers. (see p26, opposite)



BIPP National Photography Awards

This is the annual national competition for professional photographers (open only to BIPP members) which is organised as a first round of Regional Competitions (with BIPP Regional Awards) and a second round National Competition. This is a highlight in the professional photography calendar and is an effective vehicle for promotion of professional photography, professional photographers and of the BIPP. This competition will be continued and expanded with increased leverage for promotion of BIPP membership.



Collection

The RPS is drafting a policy to establish a new RPS Collection which will embrace the work of contemporary practitioners (including but not limited to members of the RPS) and maintain this collection for posterity as a record of the best in photography. This collection must also embrace the work of BIPP members and the wider professional photography sector in the UK and internationally. This is still a 'work in progress' and the 'new' BIPP will be involved in development of the collection policy.



Simon Hill FBIPP HonFRPS

Exhibitions

The RPS has recently published a call for entries for the RPS Summer Exhibition 2023, a curated exhibition of the best work produced by members of the RPS and will be on show at the RPS Gallery, Bristol in the Summer of 2023. The 'new' BIPP should consider establishing an annual curated exhibition of the best in professional photography (perhaps linked to the BIPP National Awards) as an opportunity to showcase the work of the BIPP and its members, and which could be leveraged to promote membership of the BIPP.



Emily Hancock FBIPP

The RPS Journal

The RPS has developed proposals to incorporate *The Photographer* into the award-winning bimonthly *RPS Journal* as an 8-page 'professional' section. As BIPP membership numbers increase, the financial position of BIPP will become more healthy and it will be possible to increase from 8-pages to 16-pages of exclusively BIPP content. As RPS members, all BIPP members will receive a copy of the *RPS Journal* as part of their membership. The *RPS Journal* already includes content of interest to professional photographers, and BIPP members may make suggestions for editorial content.

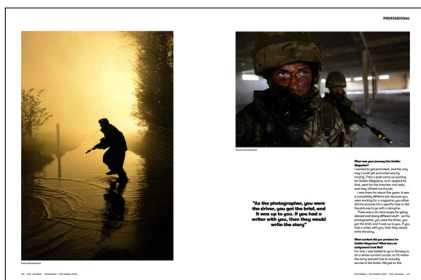
ppa **INDEPENDENT
PUBLISHER
AWARDS**
Finalist

THE PPA
SCOTLAND
AWARDS
2021
WINNER

THE PPA
SCOTLAND
AWARDS
2022
WINNER



John Miskelly FBIPP FRPS



Think Publishing
RPS Journal - trial page layouts using BIPP content





Paul Wilkinson FBIPP

Web / Online

For consistency and uniformity across the online environment, the 'old' BIPP website will be redesigned to brand guidelines agreed with the BIPP Professional Membership Committee (PMC) and hosted on **bipp.org** (the new domain) to be consistent with **rps.org**. The existing BIPP web content will remain on **bipp.com** (the old domain) until the new website is complete after which the 'old' domain will 'point' to the new domain. The 'new' domain is already being promoted for search engine optimisation (SEO).

*The RPS is developing content for online education and training which will be hosted on **RPSonline.org** with professional training and education content potentially hosted on **BIPPonline.org**. These domains have been acquired and all necessary intellectual property has been registered with the UK Intellectual Property Office.*



Lucy Newson LBIPP



Sofia Conti Student



Jonathan Beer FBIPP



Text, design and layout by
Simon Hill FMPA FBIPP HonFRPS

Historical overview of the BIPP and the RPS by
Dr Michael Pritchard FRPS

The BIPP logotype design appearing on the front cover shows a possible rendering of a new BIPP logotype that would ensure consistency with the existing RPS brand