

# the bowlby centre

*promoting attachment and inclusion*



annual report 09/10



# vision

Our vision for our organisation is:

- Of The Bowlby Centre as a world-class centre for attachment based therapy, research and outreach.
- Of The Bowlby Centre as a welcoming home in London for our work with paid staff in key areas.
- Of The Bowlby Centre with a clear identity which gives legitimacy and recognition.
- Of The Bowlby Centre as a centre for developing thinking.

# mission

In order to achieve that vision, The Bowlby Centre undertakes the following:

- The Bowlby Centre will provide accredited training to those wishing to be attachment-based psychotherapists.
- The Bowlby Centre will provide an attachment-based referral service and clinic especially to the excluded and unattached.
- The Bowlby Centre will develop other training provisions, especially those aimed at giving an attachment orientation to other professionals.
- The Bowlby Centre will develop an outreach provision aimed both at encouraging policy makers to heed attachment issues and at developing general attachment-based emotional literacy.
- The Bowlby Centre will contribute to research from its experience of attachment-based practice.

# values

The Bowlby Centre mission will put into action the following agreed values.

- The Bowlby Centre believes that mental distress has its origin in failed and inadequate attachment relationships in early life and is best treated in the context of a long-term human relationship.
- Attachment relationships are shaped in the real world and impacted upon by poverty, discrimination and social inequality. The impact of the social world will be part of the therapy
- Psychotherapy should be available to all, and from an attachment-based psychoanalytic perspective, especially those discriminated against or described as “unsuitable” for therapy.
- Psychotherapy should be provided with respect, warmth, openness, a readiness to interact and relate, and free from discrimination of any kind.
- Those who have been silenced about their experiences and survival strategies must have their reality acknowledged and not pathologised.
- The Bowlby Centre values inclusiveness, access, diversity, authenticity and excellence.





# **Contents and Introduction**

## **Our Vision, Mission and Values**

<b>Introduction by Chair of Trustees, Sir Richard Bowlby</b>	<b>1</b>
<b>The Bowlby Centre – A review of the year by the Chair, Emerald Davis</b>	<b>2</b>
<b>The Centre Developing as:</b>	
A Focus for Referrals	3
A Focus for Fundraising and Development	3
A Focus for Information and Training for Psychotherapists And Health Professionals	4
A Focus for Development and Training	4
<b>The Centre's Organisation</b>	<b>6</b>
<b>The Centre's Finances</b>	<b>10</b>
Financial Review 2009 - 2010	11-12

## **AN INTRODUCTION FROM THE CHAIR OF TRUSTEES**

This year Emerald Davis took on the important role of Chairperson of The Bowlby Centre. The Bowlby Centre has continued to update its referral service and has welcomed another new, interested and passionate intake of students. I have had the pleasure of meeting and discussing attachment theory with many students and members of The Bowlby Centre and I look forward to doing this for many years to come.

I am privileged to have been a trustee of The Bowlby Centre for the past 18 years and decided to stand down from this role in July 2010. However I am very much looking forward to continuing to be an integral part of The Bowlby Centre with my involvement in The Bowlby conference planning committee. I was honoured to become the first patron of The Bowlby Centre this year, where I will continue to witness the therapeutic endeavours thanks to the commitment of the members of The Centre.

**Sir Richard Bowlby**  
**Chair of Trustees**



## ***This Year at The Bowlby Centre***

### **• ANNUAL REPORT 2010**

My first year as Chair of The Bowlby Centre has been challenging, interesting in parts and even exciting in others. Dealing with so many changes in key areas has brought much anxiety. However, following on from the vision of previous Chairs, most notably Rachel Wingfield, the Executive has been able to achieve a great deal. In order to carry forward our vision of attachment and inclusion it is essential we are working from a secure base. This year we have been focusing on building a stronger framework to preserve our attachment core values.

As part of our restructuring plans we have looked at the function of the Trustees and they have developed a stronger structure that will create more effective links with the organisation and better governance. The Charity Commission states that a board of trustees must be in place which has 'a duty of care' for the charity and that it has responsibility for:

- **the management and direction of the staff and volunteers**
- **the finances of the organisation**
- **strategic decision making**
- **ensuring fundraising is within the law**

They also advise that with regard to the finances of the organisation, responsibilities such as treasury lie with the Trustees, and in line with this we hope to appoint a Trustee Treasurer who will head up the development of a business plan model to keep moving us forward. This will incorporate some of the views raised by the outgoing treasurer, Caroline Parker. The trustees and executive are actively engaged in recruiting a new trustee treasurer and in the meantime we are appointing a finance worker to support us with the organisation's financial management on a temporary basis until a formal recruitment process can be implemented.

Now that the Ethics Committee is working as a separate entity their efficacy in managing complaints and grievances has improved and it has been easier to maintain the necessary boundaries for this work. A number of complaints have been brought this year, which have been contained satisfactorily within the committee. These have flagged up lessons to be learned. The Ethics Committee has prepared a detailed report and this will be presented in due course.

We must continue focusing upon being more proactive in managing equality and diversity and adhering to the robust policies and procedures we are putting in place. We owe a debt of gratitude to Sarah Benamer and her Equal Opportunities team for all their efforts in this process. Sarah has resigned her post as equal opportunities coordinator and we are sorry to see her go. We endorse her belief that this work should not be a separate function but should be embedded in every aspect of our work and taken on in every department, so that we can continue to meet our own commitment to our values, fulfill the needs of our funders and the increasingly professional demands required of us as a 21st century charity.

The role of the Membership Committee Chair remains a priority in the restructuring. This relatively new role, previously held by Andrew Odgers, has been taken up by Nicola Saunders. Nicola will be exploring the impact upon us of the organisational changes at the UKCP and likely statutory regulation. This role is essential in meeting the needs of our vibrant community at this time where the profession and the organisation continue to evolve, and not least because you represent an irreplaceable resource in terms of knowledge, experience and clinical expertise. Central to our commitment to attachment and inclusion we are striving to develop an increased sense of community and ownership. I hope you will feel able to become more involved in supporting our continuing growth. The Membership Committee itself has not been fully established as yet. It is intended in the restructuring that it will have responsibility for the Continuing Professional Development Group, rather than the Clinical Training Committee as is the case at present.

In light of the current economic climate and the need to provide best value we are also considering the role of the Administration Team as part of the reorganised structure, particularly as Emma Starck who presently manages the Team will be leaving in December 2010. I'd like to extend my gratitude to Emma for all her support and excellent work as Company Secretary as well as Admin Manager.

You will be aware from last year's Annual Report, of the work being carried out by other departments. I will continue to keep you informed about their progress in the Membership updates.

A big thank you to all our departments for their continuing support during this past year, I am indebted to their commitment and excellent work. Our journal, short courses, conferences, clinical services and clinical training and our latest publications have all received outstanding feedback over the year.

In conclusion it is important to recognise that we are working in a context of increasingly difficult times. The year ahead will require us all to make an active contribution to safeguard the future of our organisation.

**Emerald Davis: Chair of The Bowlby Centre**



## • **A FOCUS FOR REFERRALS:** New methods of working for a newly relaunched service.

Following on from our highly successful Outreach Drive funded by Lloyds TSB, towards the end of the last financial year, our systems were jammed with new requests for psychotherapy placements. We took the decision to close the waiting list for a short time in order to assist those already waiting for placements with psychotherapists. We also took the opportunity to overhaul and improve our systems in order to manage the increased demands on the service, as we develop professionally in line with current ethical, financial and legal good practice.

The new Referrals Service was launched in May and has got off to an extremely good start. The forms that therapists and students return to us informing us about their availability for referrals are making it more possible to make a range of placements. The forms that clients return to us requesting psychotherapy also enable us to administer the system to place them with appropriate therapists more efficiently. We are delighted the service could be kept open over the summer, when many psychotherapy services close, thanks to our new systems and the commitment of our Referrals Group.

The Referrals Team has been working hard at team building and everybody in the Group is involved in the decision making process. We are committed to ensuring that we provide fair and transparent services at all levels of the service, including the Blues Project for people seeking psychotherapy on benefits or a minimum income, our Low Cost scheme for those on lower wages and our Full Fee referrals service. We have also set up systems to ensure that all trainees and members receive equality of opportunity to access referrals, whilst ensuring that we make appropriate placements that meet clients' needs.

## • **A FOCUS FOR FUNDRAISING AND DEVELOPMENT:** Building our evidence base and dovetailing our Fundraising and Development Strategy with the newly relaunched Referrals Service.

Our fundraising and development strategy to provide psychotherapy services to those who face financial disadvantage continues through the Blues Project and our dedicated services:

- **The Freedom Project for people in mental health settings**
- **The Anna O Project for women experiencing violence and abuse.**
- **Project 44 for people in the criminal justice system.**
- **The Secure Base for Care Leavers.**
- **Transitions for people with addictions.**

The Fundraising and Development function has helped to develop new monitoring and evaluation systems to dovetail with our newly relaunched Referrals Service to help us to administer the system fairly and develop our evidence base. Developing monitoring and evaluation systems is a prerequisite to successful fundraising as funders require evidence that we are monitoring and evaluating our service and can demonstrate positive outcomes for our work.

Our partnership working is also enabling us to do joint work with other agencies that helps us to share information and skills and demonstrate our commitment to being active in the community. For example, our exciting and pioneering work with The Centre For Crime and Justice Studies is helping us to build our evidence base for the need for attachment-based solutions. This work includes a research project being undertaken by our Fundraising and Development Coordinator, Christine Blake and Will McMahon from the Centre for Crime and Justice Studies. The purpose of the research is to understand the emotional support needs of the disproportionate number of Care Leavers in the criminal justice system. It is envisaged this will strengthen our case for funding for The Secure Base for care leavers to receive attachment-based psychotherapy. Rachel Wingfield and Joe Schwartz have also been instrumental in raising funds in conjunction with The Centre For Crime and Justice Studies for a project called My Story to enable young people who have committed violent offences to tell their attachment histories. It is envisaged this will enable an exploration of the causes of violent crime and interventions that might help this stigmatised and marginalized group – again improving our evidence base for funding for Project 44 to work therapeutically with people in the criminal justice system.

As well as developing our evidence base, the fundraising and development function has worked with the Executive Committee to identify and develop the policies and procedures that funders expect us to have in place to build our infrastructure.





## ***The Centre Developing as:***

The next step is to fundraise to increase the capacity of the Referrals Service so that it will be able to cope with the extra demand to manage funded referrals. The groundwork for a bid to apply for funds for a worker to concentrate on this area of the Referrals Work is underway. We also have funds to develop a post to employ a specialist for a year to develop the monitoring and evaluation work of the Centre to assist us to demonstrate the outcomes of the therapies we undertake.

The Fundraising and Development Group co-ordinated by the Fundraising and Development Co-ordinator and attended by 6 students has continued to meet through the year. The Group were responsible for the highly successful outreach drive funded by Lloyds TSB enabling many new clients across our dedicated projects to access our service over the year. The group have developed information about voluntary and statutory sector agencies working across our dedicated project areas and made links with many of these agencies. They also contributed to the organisation and success of our event to relaunch the Referrals Service, which included information tables and handouts about our fundraising work and dedicated projects.

### **• A FOCUS FOR INFORMATION AND TRAINING FOR PSYCHOTHERAPISTS AND HEALTH PROFESSIONALS**

#### **Publications**

The Bowlby Centre publishes the "Attachment" Journal to promote the attachment-based approach to relational psychotherapy and work in mental health services. This includes leading edge research and clinical practice from contributors working in diverse contexts and with our values both from the UK and from around the world. Joe Schwartz's term of office as editor of "Attachment" ended during this year - Kate White is currently Acting Editor until a new appointment is made. The journal is edited by a team from the Centre and published by Karnac Books three times a year.

The Centre also produces a series of books and monographs based on the papers given at John Bowlby Memorial Conferences. These include: "Touch, Attachment and the Body", "Unmasking Race, Culture and Attachment in the Psychoanalytic Space - What do we see? What do we think? What do we feel?". "Sexuality and Attachment" and "Trauma and Attachment". We also were the guest editors of a special edition of the Journal Attachment and Human Development (Vol. 6 no 2) on "Attachment-based Psychoanalytic Psychotherapy".

### **• A FOCUS FOR DEVELOPMENT AND TRAINING**

#### **Professional Development Courses and Activities**

##### **Short courses**

The Centre continues to develop our programme of short courses aimed at supporting attachment-based practice and aimed to help practicing psychotherapists, counsellors and health care professionals to learn and incorporate attachment based understandings in their work. These support both our own Members and professionals from other training and related professions.

**The courses we run include:**

##### **Attachment Theory in Clinical Practice**

This professional development short course introduces the key concepts of attachment theory as they appear in therapeutic work with adults. The course explores both clinical and personal experience of attachment theory and discusses applications of new attachment research from a relational perspective. There is an opportunity for participants to discuss current clinical dilemmas and explore how these might be understood from an attachment and relational point of view.

##### **Working with Dissociation in Clinical Practice**

This professional development short course is aimed at professionals who work with severe mental distress. A review of this course said:

"The capacity to separate oneself from a certain aspect of our experience can be an invaluable defence against pain, be it physical, sexual or emotional. At its extreme, however, Dissociative disorders (and in particular Dissociative-Identity-Disorder, DID) present us practitioners with highly complex and disturbing clinical picture of trauma, suffering



## The Centre Developing as:

and splits, as well as with the most creative survival and adaptive choices. Extreme defence mechanisms which may resemble schizophrenia at times, personality disorders at other times and an array of complaints, symptoms and somatisations at yet others make therapeutic relationships challenging at best of times. The course, enriching us with a variety of top-of-the-notch presenters (including Valerie Sinason, Rémy Aquarone, Adah Sachs and more) offered a possible way in. Attachment perspectives correlate these painful presentations with disorganised attachment, hence supplying us clinicians with some hope, and scope of working safely with severe dissociation."

### Clinical Forum

The Clinical Forum is a learning and sharing experience where Students, Pre-registration Members and Members of the Centre and invited speakers meet to present and discuss their clinical work. It is a regular meeting where all members of The Bowlby Centre community are able to meet and exchange ideas and good practice. The students need to attend at least three clinical forums. Its a two hour forum where the speaker and discussant talk, then general discussion takes place. The speakers are chosen with the intention of covering a variety of subjects.

### Continuing Professional Development

Continuing Professional Development is a requirement for all our Registered Members. This is a way of ensuring standards of practice and of helping all of The Centre's nearly 100 Registered therapists to keep abreast of developments in the theory and practice of attachment-based psychotherapy, and be in touch with the directions that The Centre is taking, as we develop our vision in line with our values. Our CPD Policy is recognised as being at the leading edge of practice in our profession.

### The John Bowlby Memorial Conference 2010

The Bowlby Centre organised another successful John Bowlby Memorial Conference entitled - *Attachment in the 21st Century: Where Next?* The 17th memorial lecture was given by Jude Cassidy illustrated with film clips demonstrating the empathic shift resulting from her inspiring therapeutic work with parents and children. Susan Vas Dias responded. Other speakers involved in this exploration of attachment twenty years on from John Bowlby's death included Una McCluskey on Fear Free Exploratory Caregiving: A challenge for therapists in the present social, political and cultural environment and Gwen Adshead - Words and the Life Sentence: Narratives of the unspeakable. Renos Papadopoulos spoke passionately of his work in a talk entitled Refugees and Attachment: 'Nostalgic Disorientations' and 'Adversity-Activated Development'. Our own clinicians spoke very movingly and courageously of their work - Sarah Benamer on Engendered and Embodied Intimacies and Tom Higgins about Identity, Belonging and Attachment: Facing the fear of the unknown. Altogether an inspiring event of which we can be extremely proud.

### Ritual Abuse & Mind Control conference 2009

In 2009, the Bowlby Centre together with The Clinic for Dissociative Studies hosted a brave and radical, "on the edge" conference on the subject ritual abuse. It was the first in the UK to address the ways in which we can work clinically with mind control and cult programming from the perspective of relational psychotherapy. People who have survived ritual abuse and mind control have often been silenced, accused of lying, mocked and disbelieved by Society. This conference was an opportunity to break the walls of silence with key speakers from the field of ritual abuse and mind control including Valerie Sinason and other attachment therapists and survivors. The conference was a unique opportunity to share this difficult topic in a safe way. The conference has proved to be a great success with consistent demands to follow it up. A monograph of the conference will be published by Karnac books in 2011.

### Clinical Training for Psychotherapists

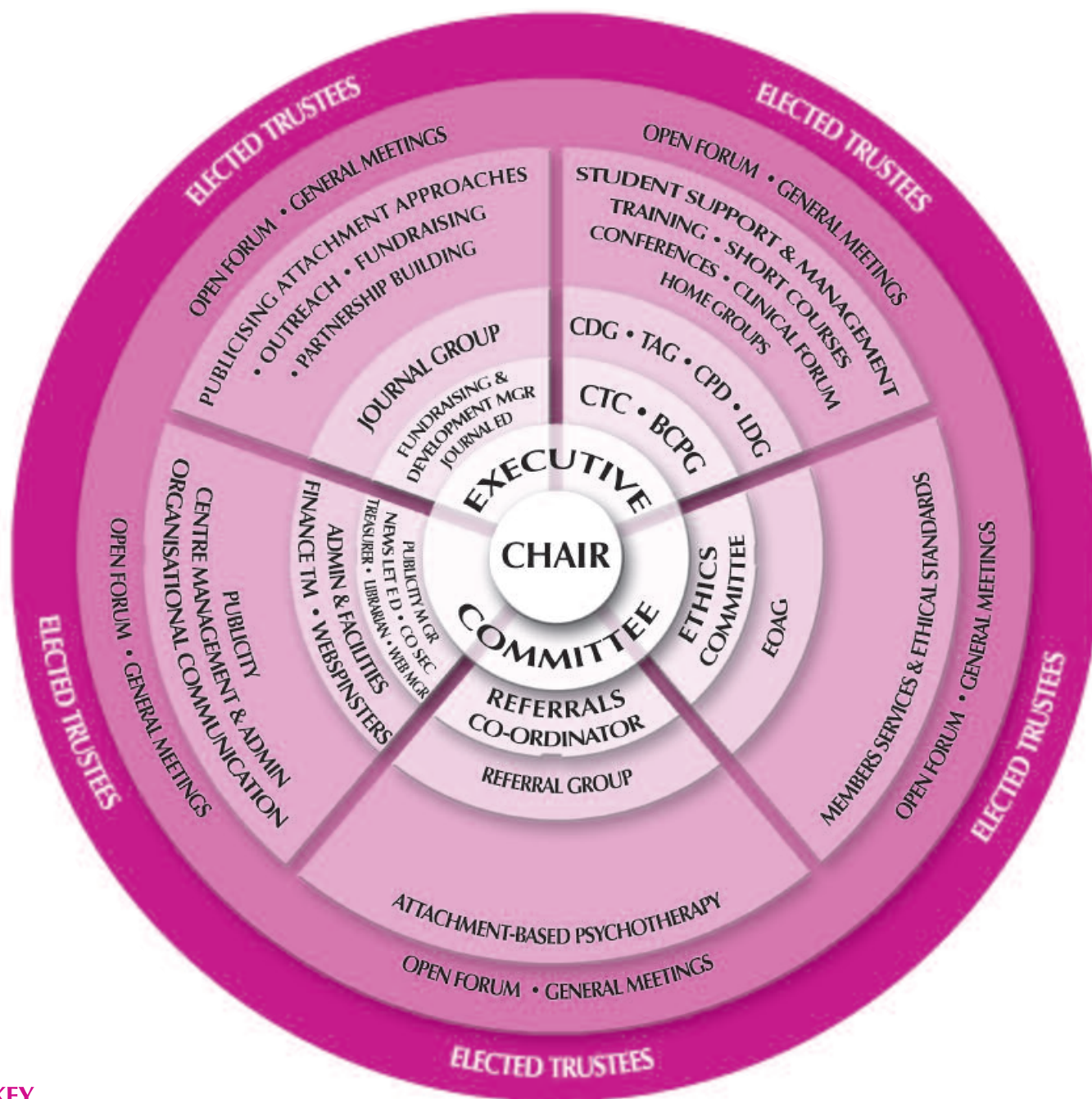
The Centre continues to offer a four year, part time, clinical training at a post graduate level in attachment-based psychotherapy leading to Registration as a Member of The Bowlby Centre and Registration with the Council for Psychoanalysis and Jungian Analysis Section of the United Kingdom Council for Psychotherapy (UKCP). Our training is reviewed and approved by the UKCP and our graduates are put forward on to its Register.

Students come from many different occupations, attracted to The Centre by our values; the wide range of writers drawn upon to critically explore the psychotherapeutic literature; our clearly stated commitment to recognise social causes of distress and our understanding of issues around abuse and trauma; and an openness to students who are gay, lesbian or from different ethnic backgrounds, culture or class or who may have disabilities. The training gives space for the effect of difference and disadvantage to be explored.



# The Centre's Organisation

The governance of The Centre reflected in this report is carried out in accordance with the Centre's Memorandum and Articles of Association (amended 4 October 1996). These are available in full from the Centre on request.



## KEY

BCPG = Bowlby Memorial Conference Planning Group

CTC = Clinical Training Committee

CDG = Curriculum Development Group

CPD = Continuing Professional Development Group

EOAG = Equal Opportunities Advisory Group

LDG = Learning Disabilities Group

TAG = Teachers Appointment Group

All Committees and Groups are accountable to the elected Executive and Trustees of the Centre.





# The Centre's Organisation

## • TRUSTEES

The Trustees are elected annually at the Annual General Meeting by the Registered Membership of the Centre. They underpin and support the work of The Centre. They work in a voluntary and non-executive capacity and have financial and legal responsibilities for which they are accountable under the requirements of the Charities Commission.

Our Trustees devolve operational management to the Chair and The Executive elected by the Membership. They are a source of invaluable support and encouragement and The Executive would like to thank each of them for all that they have contributed over the last year. Supporting our leading edge work and our values is often demanding and done with great personal dedication by each of them. They are Richard Bowlby, Elaine Arnold, Heather Geddes and Tony Leiba. The Centre is currently seeking further Trustees.

### **Sir Richard Bowlby (Chair of Trustees)**

Richard Bowlby qualified in medical and scientific photography in 1968 spending his career illustrating medical research. He produced photographs and academic videotapes to help communicate the findings of the researchers he worked for. He retired in 1999 to spend his time studying the work of his father, John Bowlby, on the early attachment relationship between parents and their young children so that he can promote a wider understanding of the rapidly growing body of attachment research. He is an international speaker and protagonist for Attachment, presenting papers and talks on attachment drawing on personal insights into how his father assembled the research information in developing attachment theory. He is in touch with many attachment researchers and a range of professionals who use attachment theory in their work. He supports various mental health and child development organisations and has produced and is freely distributing a training video on attachment.

### **Dr. Elaine Arnold**

Dr. Elaine Arnold has been engaged in researching the effects of broken attachments on mothers and children separated through immigration from the Caribbean to Britain. The emotional scars have remained with children, now grown women some of whom seek therapeutic help. She is very keen to promote the use of attachment theory in helping persons who sometimes fail to make connection between their early life experience of separation and loss and its effect on their present mental health. She accepted the invitation to be a Trustee of the Centre in order to share some of her experience of the research of black women of Caribbean origin and joined forces with the Centre in taking forward our agenda of trying to change the face of psychoanalysis and develop diversity in the profession. Elaine contributes to the research and conferences of the Centre.

### **Dr Heather Geddes**

Dr Heather Geddes is an Educational Psychotherapist and has worked in a variety of settings in education and in Child and Adolescent Mental Health. Her particular interest is the social, emotional and behaviour difficulties that inhibit learning. She has researched and published several articles on the subject of the links between early Attachment experience and behaviour and learning in school and is author of 'Attachment in the Classroom: the links between children's early experience, emotional well-being and performance in school'. (Worth Publishing 2006).

### **Professor Tony Leiba**

Within London South Bank University Professor Tony Leiba contributes to the Department of Mental Health Studies and is available for consultation on mental health education and practice within the Faculty of Health and Social Care. Professor Tony Leiba teaches and researches mental health care, interprofessional education and training, research methods, evidence based practice and conflict management. Research activities include: collaborative research with users and carers; evaluating health and social services; the history of Africans within the Americas; and supervising MPhil/PhD students. With regard to interprofessional education and training Professor Tony Leiba facilitates team-working away days to enable staff to reflect on how they are learning and working together. He visits Kobe University in Japan to work with the Faculty of Health Sciences in their development of undergraduate interprofessional education and training programmes. Professor Tony Leiba is a long standing committed supporter and contributor to The Bowlby Centre.

## • COMMITTEES, GROUPS AND DEPARTMENTS

### **Clinical Training Committee, CTC**

The CTC is responsible for the management of the training and the Continuing Professional Development of members. It sets the clinical standards required of members, training therapists, supervisors and assessors. It is responsible for recruitment of students and nine candidates started the training in October 2009. It also assesses applications for membership from registered psychotherapists wishing to join The Bowlby Centre from other organisations.

The CTC oversees the processes of registration with eleven trainees registering this year, and it monitors the progress of trainees, including assessment. It is responsible for managing the liaison between the training course and the Teachers Appointment Group and the Curriculum Development Group. The CTC monitors and approves the CPD requirements for Bowlby Centre members.



# **The Centre's Organisation**

## **Ethics Committee (including Complaints Panel)**

The Ethics Committee is chaired by Pat Cohen and currently has six members. It has an independent role in investigating and mediating on complaints and grievances in accordance with the Centre's values and handbook policies, the latter being currently under review. The Committee has also embarked on a piece of work on the lessons be learnt by the organisation during a period of major change; this includes observations on governance, accountability and relationships between members and students.

Here is something in connection with the Special General Meeting:

Barry Christie and Andrew Odgers outlined the work of the Ethics Committee which had devoted a considerable amount of time during 2009-10 investigating complaints and grievances within the organisation. It was hoped that the whole organisation would, in time, consider the 'lessons to be learned' during this period and how the Centre's values can help guide the organisations through a period of change. A paper was in preparation to help facilitate future discussions between trustees, members and students.

The Ethics Committee would also support development of the Centre's Criminal Records Bureau and ex-offenders policies.

## **The Executive Committee**

The Executive Committee is the committee responsible for the management of The Bowlby Centre under the oversight of The Trustees. It deals with the strategy for The Centre, including financial, organisational and administrative matters, the public interface of the Centre, organisational development, and Bowlby Centre events. It approves all new initiatives within The Centre. Some of this work is carried out through the Committees and Groups who are represented on the Executive Committee, other work is delegated to individuals who report to the committee.

## **Bowlby Conference Planning Group**

This group plans and arranges the annual John Bowlby Memorial Conference. It decides on a theme for the conference and arranges speakers and manages the event.

## **Continuing Professional Development Group**

The CTC has a group reporting to it responsible for continuing to create and develop Continuing Professional Development policy and practice. The CPD group is responsible for developing policy associated with the requirements for Professional Development of The Bowlby Centre and with creating opportunities for The Bowlby Centre to support and encourage members' CPD activities.

## **Curriculum Development Group**

This group holds and develops the curriculum for the 4 year Clinical Training Course ensuring that it reflects The Bowlby Centre's values, working with teachers' and students' feedback in its ongoing development of the taught course curriculum.

## **Development and Fundraising**

This important work is key to The Centre's on-going development and is led by the Fundraising and Development Manager who works in the community and with front line agencies and government to promote and produce applications for support for our work.

## **Equal Opportunities Advisory Group**

The Equal Opportunities Advisory Group (EOAG) is a sub-group of the Executive. It has overall delegated responsibility for developing The Equal Opportunities Policy, co-ordinating its operation, as well as overseeing the maintenance and monitoring of supporting procedures throughout The Bowlby Centre. The EOAG is also responsible for reviewing procedures and ensuring they are not discriminatory in their operation.

An organisational review of the Centre's Equal Opportunities Policy, practice and procedures with the aim of providing a coherent across organisation approach to upholding The Bowlby Centre commitment to Attachment and Inclusion, equal opportunities, and anti-discriminatory practice has been completed. This work was undertaken by The Equal Opportunities Advisory Group (EOAG), co-ordinated by Sarah Benamer. It was agreed that the work needed to be embedded in all parts of the organisation with each department taking responsibility, with the result that the group's work was complete. We are indebted to Sarah Benamer's commitment and excellent work which has made it possible.





# The Centre's Organisation

## The Journal Group

The Journal Group is responsible to the Executive for the production and promotion jointly with Karnacs of The “Attachment” Journal.

## Learning Disabilities Group

This group works to promote awareness within the Centre concerning learning disabilities and psychotherapy. The group's work aims to influence the curriculum and the provision of psychotherapy to people with learning disabilities and their carers. This group has not been as active as we would like, but aim to be more responsive in the new year.

## Referrals Group

This group supports the Referrals Coordinator in processing all the assessments of individuals seeking therapy with therapists from The Centre. It strives to provide the most suitable therapist for the individual seeking help.

## Social Action Group

The Social Action Group is not currently active.

## Teachers' Appointment Group

The Teachers' Appointment Group (TAG) is a sub-group of the Executive, and is responsible for the selection, appointment and review of teaching staff for the 4-year clinical training. TAG is committed to using open, transparent and fair procedures for appointing teaching staff and to providing students with a rich, diverse and satisfying learning experience. Teachers appointment group works closely with Course Tutors and the Curriculum Development Group.

## Administration and Finance

The administration and finance teams of The Centre are based at The Bowlby Centre and support the various Officers, Committees and Groups, Members, Teachers and Students. They also manage the facilities at The Bowlby Centre.

## Centre Library

The Library is a small reference library at The Centre. It contains a book collection, sets of journals, tapes, and videos. The books are mostly the gift members including large donations by Susan Vas Dias and the late Annette Berg-Goodman. The Library is housed at The Bowlby Centre. The open shelves are available for people to dip into and explore and the Centre would welcome further donations of books or materials.

## Organisational Community Meetings

There are a number of opportunities within The Centre's structures and processes for the community to come together. These include the monthly Clinical Forum, an Annual Open Forum where plans for The Centre's future and current issues can be thought about, and the more formal business meetings of the Annual General and Special General Meetings where people are elected to positions and business matters discussed and agreed.

## Publicity

As well as promoting attachment theory further afield, the publicity coordinator and publicity group promote and advertise the centre's training, referrals service, short courses, events and the journal 'Attachment'.

## Website

The Centre's Website has been developed and is maintained by the Web Manager and a small team. This year an internal Resource has been developed which is the main way that the organisation communicates with and informs its members

# The Centre's Finances

## • THE CENTRE'S FINANCES

Extract from the Statement of Financial Activities prepared by Bulley Davey (Reporting Accountants) for the Trustees. For the Year Ended 31 July 2010.

	Note	2010 Restricted Funds £ £	2010 Unrestricted funds £ £	2010 Total £ £	2009 Total £ £
<b>Incoming resources</b>					
<b>Income resources from generated funds</b>					
<i>Voluntary income</i>					
Donations and Gifts	2	-	-	-	1,800
Grants	3	13,835	-	13,835	13,835
Investment Income	4	-	100	100	430
<b>Income resources from charitable activities</b>					
<i>Charity operations</i>					
Membership	5	-	49,034	49,034	47,324
Education & Training		-	157,574	157,574	147,580
Clinical Services		-	110	110	6,710
Fundraising	5	-	-	-	-
<b>Total incoming resources</b>		<b>13,835</b>	<b>206,818</b>	<b>220,653</b>	<b>217,679</b>
<b>Resources expended</b>					
<b>Costs of generating funds</b>					
Fundraising trading: costs of goods sold and other costs	6 & 7	-	16,570	16,570	20,437
<b>Charitable Activities</b>					
Membership	6 & 7	-	38,821	38,821	46,307
Education & Training	6 & 7	-	109,892	109,892	127,153
Clinical Services	6 & 7	-	36,649	36,649	48,969
		-	185,362	185,362	222,429
<b>Governance costs</b>	7	-	11,077	11,077	11,057
<b>Total resources expended</b>		<b>-</b>	<b>213,009</b>	<b>213,009</b>	<b>253,923</b>
<b>Net (outgoing)/incoming resources for the period</b>		<b>13,835</b>	<b>(6,191)</b>	<b>7,644</b>	<b>(36,244)</b>
<b>Transfers</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Fund balances as at 31 July 2009</b>		<b>25,000</b>	<b>41,996</b>	<b>66,996</b>	<b>103,240</b>
<b>Fund balances as at 31 July 2010</b>	14	<b>38,835</b>	<b>35,805</b>	<b>74,640</b>	<b>66,996</b>

### Continuing operations

None of the company's activities reflected in the statement of financial activities were acquired or discontinued during the above two financial periods.

### Total recognised gains and losses

The company has no recognised gains or losses other than the deficit and profit for the above two financial periods.

*The notes to the Financial Statements are in the Trustees' Report, available on request from the administrator.*



# The Centre's Finances

## Balance Sheet: As at 31 July 2010

	Note	Year ended 31 July 2010 £	Year ended 31 July 2009 £
<b>Fixed assets</b>			
Tangible assets	9	1,491	2,593
<b>Current assets</b>			
Debtors	10	57,073	56,230
Cash at bank and in hand		34,577	34,704
		<b>91,650</b>	<b>90,934</b>
<b>Creditors:</b>			
amounts falling due within one year	11	(18,501)	(26,531)
<b>Net current assets</b>		<b>73,149</b>	<b>64,403</b>
<b>Net assets</b>		<b>74,640</b>	<b>66,996</b>
<b>Capital funds</b>			
<b>Restricted funds:</b>	12	38,835	38,273
<b>Unrestricted funds:</b>			
General funds	14	35,805	41,996
		<b>74,640</b>	<b>80,269</b>

The Trustees<sup>1</sup> are satisfied that the company was entitled to the exemption from audit under section 477 of the Companies Act 2006 and that members have required an audit in accordance with section 476.

The Trustees<sup>1</sup> have had due regard to guidance published by the Charity Commission on public benefit.

The Trustees<sup>1</sup> acknowledge their responsibilities for:

- (i) ensuring that the company keeps proper accounting records which comply with section 386; and
- (ii) preparing accounts which give a true and fair view of the state of the affairs of the charitable company as at the end of the financial year and of its income and expenditure for the financial year in accordance with the requirements of section 396 and which otherwise comply with the requirements of this Act relating to accounts, so far as applicable to the charitable company.

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime under the Companies Act 2006 and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

## Financial Review 2009 - 2010

### Principle Funding Sources

The Charity received a total income of £220,653 during the year, with the main sources of funding being Clinical Training Fees (57%), Membership Fees (22%), Conferences (15%) and Grants & Donations (6%).

We are grateful to the Tedworth Trust who contributed towards our fundraising and development work and to the members, students, trustees and supporters who have given up so much of their time voluntarily and enabled the organisation to continue to meet its charitable objectives.

### Reserves

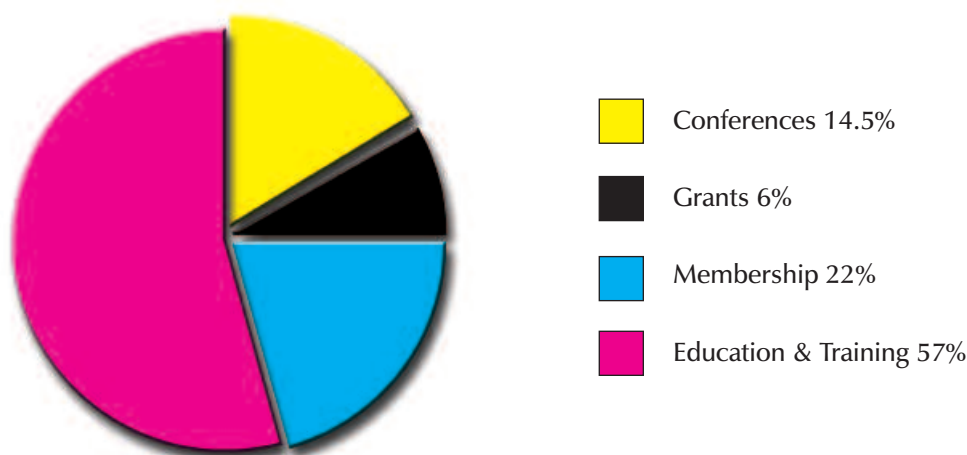
The Charity's unrestricted funds at 31 July 2010 are £35,805, of which £1,491 represents Fixed Assets held by the organisation. It was reported in the 2008/9 Annual Report that the organisation would build up the General Reserves to the equivalent level of three student income fees over four years which amounts to £45,000 [ $(£3,750 \times 3) \times 4$  years]. However, the decision has been made to write off historic bad debts totalling £13,015 this year which has meant the organisation has not achieved its target this year. The trustees still believe this target figure is correct and therefore it will continue to be the aim of the organisation to build up the Reserve over the 2010/11 financial year.

# The Centre's Finances

## Incoming Resources

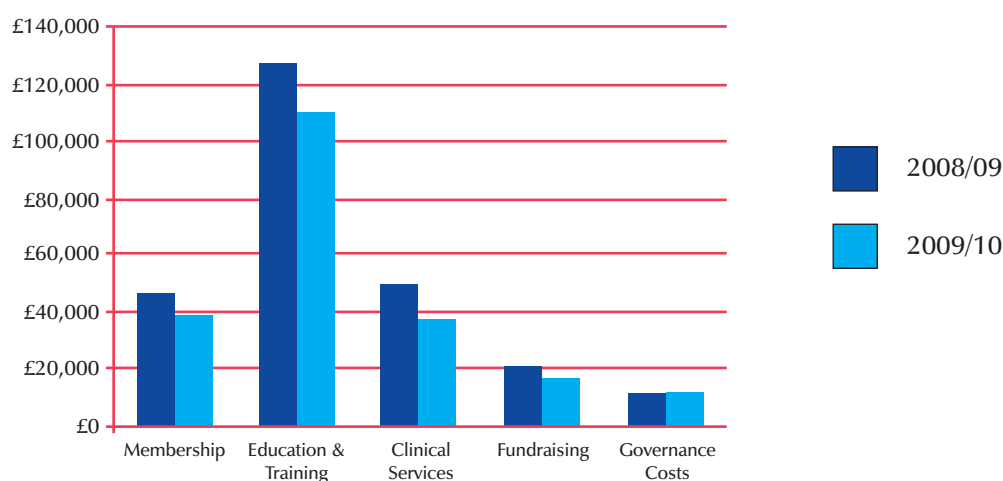
Income for the year was £220,653 which is £2,974 higher than last year. Income from Clinical Services has decreased by £6,600 mainly due to the decrease in funded psychotherapy contracts. Education & Training income has increased by £9,994 which can be attributed in the main to the successful short courses we have run. Income from Membership Fees have increased by £1,710.

As in previous years Clinical Services continues to show a deficit (£36.5k). As our core ethos is the provision of clinical services to people most in need this will continue to be a cost generating department until such time that the organisation identifies ways of generating additional, external funding. The organisations is continuing to investigate our options which we hope will see increased income in the future.



## Resources Expended

Total expenditure for the year is down £40,914 against 2008/09. This reduction can be broken down as follows:



A detailed breakdown of savings can be found in the Notes to the Accounts numbers 6 & 7.

It should be recognised that the Organisation has implemented efficiencies wherever possible during the year in an attempt to bring down costs.

The Bowlby Centre continues to deliver high-quality services and remains well run and financially viable. It is recognised that the economy is still going through a difficult period but we remain confident that the organisation is well placed to weather this storm.

**Emerald Davis**  
Chair of The Bowlby Centre







[www.thebowlbycentre.org.uk](http://www.thebowlbycentre.org.uk)

**The Bowlby Centre**

147 Commercial Street

London E1 6BJ

Telephone: 020 7247 9101

Email: [admin@thebowlbycentre.org.uk](mailto:admin@thebowlbycentre.org.uk)

[www.thebowlbycentre.org.uk](http://www.thebowlbycentre.org.uk)

**Trustees**

Sir Richard Bowlby

Dr. Elaine Arnold

Dr. Heather Geddes

Professor Tony Leiba

**Registered Office**

Welbeck House, Spitfire Close

Ermine Business Park

Huntingdon, Cambridgeshire PE29 6XY

**A Company Limited by Guarantee**

Registered No. 3272512

Registered Charity No. 1064780/0