



THE BOWLBY CENTRE

ANNUAL REPORT

2018 – 2019

VISION

The vision of the Bowlby Centre:

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

MISSION

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

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

VALUES

The Bowlby Centre members hold 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, appropriate boundaries, 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. All participants in our organisation share the responsibility for anti discriminatory practice in relation to race, ethnicity, gender, sexuality, age, (dis)ability, religion, class, educational and learning style.

Introduction from the Acting Chair of Trustees

It is probably a common experience for someone getting ever more involved in the Bowlby Centre to be struck by just how much hard work goes on behind the scenes. The past year has certainly shown me how much we rely on the good will and sheer dedication of those who run the organisation.

I think of this again and again as I read of all that is being done by our team, led by Michaela Chamberlain and the Executive Committee.

With huge thanks to everyone who makes us what we are,

Lawrence Kilshaw

Annual Report 2018-2019

The last year has been a period of great transition for The Bowlby Centre.

In September 2018 the already well established members of the Executive Committee welcomed 3 new members, Graham Johnston as Director of Policy, Helen Cordery as Chairperson of the membership Committee and myself as Vice Chair person. The committee continued to work under Mark Linington's leadership as Chairperson of the Executive Committee until he stood down from the position at the beginning of January and the trustees asked me to Act as Chairperson until a permanent appointment was made. The current Executive Committee and trustees would like to thank Mark Linington for all his hard work and commitment during his time as Chairperson and not least of all for enabling The Bowlby Centre to be in a much more secure financial position than it was at the beginning of his tenure as Chairperson.

In May 2019 we had changes in the Governance of The Bowlby Centre with the resignations of Jeremy Rutter, Benedict Jenks and Karen Rowe. The Executive Committee worked hard with the remaining trustee Tom Stocker who appointed interim Trustees Lawrence Kilshaw, Sue Berger and Jane Parkinson before Tom stood down due to family commitments. We would like to thank Jeremy, Benedict, Karen and Tom for their hard work whilst trustees of The Bowlby Centre. We are also very grateful to Lawrence, Sue and Jane for taking on the responsibility of interim Trustees and for giving immense support to the Executive Committee with its work during such unsettled and difficult times. We would also like to thank the current trustees for always being mindful of potential conflicts of interests and working with great transparency and diligence.

Since January the committee has continued with the important work at hand during this transition phase. Sue Berger was appointed as Chair person of the Ethics Committee and we have welcomed the Chair of Ethics as part of the Executive Committee on a trial basis. We are keen for there to be direct communication between the Ethics Committee and other Executive Committee members so that any organisational issues can be raised and addressed in an appropriate manner, however we are equally keen to not impact on the impartiality required for proper functioning of the Ethics Committee.

We have also been reviewing the work of each of the committees sitting on the Executive Committee to gain a deeper understanding of how the Bowlby Centre is functioning at an organisational and strategic level. We sent out a questionnaire to all members and students to gather information about what were the key areas of interest and needs from our members from our members perspective.

The feedback we received was quite clear and simple, more transparency and greater communication between the Bowlby Centre committees and the members.

We are also pleased to have worked with clinicians and academics from Cambridge University to accommodate the only AAI training in the UK this year at The Bowlby Centre, enabling us to establish link within the wider network of specialists working in the attachment field.

In July 2019 Professor Gwen Adshead was appointed as Consultant in Psychiatry for the Bowlby Centre, she brings a wealth of experience and knowledge to the Bowlby Centre, even in the short time since her appointment she has provided invaluable support to The Bowlby Centre and we are excited about our future work collaboration with her.

We have also appointed Linda Cundy as Consultant in Attachment Theory. As a well recognised clinician, supervisor, trainer and author in the field of attachment theory and practice and formally trained at The Bowlby Centre we are delighted to have her involvement as a Consultant.

This period of transition has been crucial for the Bowlby Centre with the Executive Committee always mindful of the importance of solid foundations and good governance for the future of the Bowlby Centre.

I am extremely grateful to all the members and students who have contributed on Committee work and in organising and running Clinical Forms. We are a relatively small charitable organisation and are dependent on the support and generosity of people giving time in order for the Bowlby Centre to function, thank you. I would also like to thank Carol Tobin, Julie Hopper and Loureen Pierce for their hard work and dedication over the past year.

I would personally like to thank the members of the Executive Committee for all their hard work throughout the last year. All Executive Committee members went above and beyond the expectations of their roles to ensure the safe and proper functioning of the Bowlby Centre during some very challenging times. The commitment of the Executive Committee and the Trustees has now placed in a good position to move forward with a clear focus on the work that needs to be done for the year ahead.

Our Clinical Training

We are delighted to welcome six new trainees to the taught course this year as our clinical training continues to develop and thrive. The APL (Accrediting Prior Learning) course, which is essentially an 'opting out' of seminars that have already been completed in detail on a former training is now up and running and we hope that more counsellors who wish to deepen their knowledge of the field are attracted to the centre. Our short courses, which offer attractive CPD options to both our members and other professionals are performing strongly and our initiative to open up the clinical fora to external participants has been very successful.

We have now rolled out our new attachment based experiential group for all four intakes and this initiative is proving to be successful. The groups have now become an integral part of the training. We have recently introduced placements for all students, which are a requirement of all psychoanalytic trainings under the UKCP.

Clinical Training Committee

The CTC, with Tori Settle as Chair and Debbie Zimmerman as Vice Chair, continue to work hard to guide and support our trainees through the training process from application through to registration. The course tutors put in an enormous amount of work both to develop and maintain fair procedures and to address ongoing issues from teachers and students alike. The committee has implemented a review of the role of the training supervisor with a view to better integrating them into the teaching team and the meetings between the training supervisors and the CTC have been productive and stimulating. They have also completed their review of the RAPP process and look forward to meeting with their assessors to put this in place. They are currently now reviewing the PiT process to bring it in line with the RAPP procedure. Two

consultant psychiatrists have been appointed to the training as has an attachment consultant, Linda Cundy. We say goodbye to our external assessor, Prof Clulow, in March 2020 and welcome our new one, Prof Jeremy Holmes in October 2020. In line with the CPJA quinquennial requirements the committee have also put together a comprehensive Student handbook and plan to produce a Members handbook next year.

Education Committee

The Education Committee, with Dr Liat Levy as Chair, is responsible for the main areas of work as specified below.

The committee is responsible for the selection, appointment and review of teaching staff for the 4-year clinical taught course. It 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. The committee works closely with teachers and the clinical training committee (CTC) upon which all the course tutors sit. The Chair of the Education Committee also sits on the Executive Committee.

In addition to managing the teaching team, The Education Committee is responsible for holding and developing the curriculum for the training course. The committee ensures that the curriculum reflects the Bowlby Centre's values and that it presents a coherent theoretical and clinical model for attachment-based psychoanalytic psychotherapy.

This year we have warmly welcomed a couple of new teachers to our teaching staff. We would like to take this opportunity to thank again all our teachers for their hard work, involvement and contribution to the clinical training.

Ethics Committee

This year we had to say goodbye and thanks to Patrick Ryan who chaired the Ethics Committee extremely well for several years. Fortunately, Wayne Davis, who had worked with Patrick for several years, decided to stay involved so Wayne and myself have carried on the work together and I am indebted to the calm, thoughtful approach he brings to the issues we have to explore together.

We have been looking at the Bowlby Centre complaints procedures this year and the new material is in the Handbook. The introduction and development of these procedures is an ongoing process and as they are used and we get feedback, adjustments will be made. In August this year the UKCP introduced their new Code of Ethics and Professional Practice (2019) and when we have explored its interface with our own procedures we will send the information to all members and trainees.

The Chair of Ethics Committee is sitting on the Executive Committee for a year, initially, to see whether this helps the Executive Committee stay aware of ethical issues and helps the Chair of Ethics understand the issues that are arising in the organisation. It will be reviewed next summer.

Policy

This year, we have:

- Updated and improved our complaints policy, backed by a clear conduct policy
- Developed a placements policy to ensure we are aligned with UKCP policies for our students undertaking placements during the training
- Revised our Accreditation of Prior Learning (APL) policy in line with UKCP policies

- Updated our privacy policy in line with GDPR regulations
- Streamlined and improved our student handbook, so that all students have a clear and chronological guide to the training, all in one place

Referrals Committee

The referrals Committee has continued in its work of responding to enquiries about psychotherapy, assessing potential clients, liaising with members and students about availability and working hard to ensure a good start for clients entering therapy with therapists and psychotherapists in training.

The Referrals committee comprises Beverly Smith, Teresa Warr, Ian Kennedy, Yvonne Forward and Dorothy Plaskett.

In July 2019 Serena Jenks stood down from Chairperson of the Referrals Committee, we would like to thank her for all her hard work during her time as Chairperson. Graham Johnston is currently Acting Chair of Referrals.

The Executive Committee is excited about the future of the Referrals service, we already have a day planned, facilitated by Professor Gwen Adshead, to focus on the current work undertaken by the Referrals committee and to think about what needs to happen to support the good work already taking place and where developments could enhance the referrals service.

Short courses

The Centre continues to develop our programme of short courses aimed at supporting attachment based psychoanalytic practice and aimed at helping practising psychotherapists, counsellors and health care professionals and others to learn and incorporate attachment based psychoanalytic understandings in their work. The courses support both our own members and professionals from other training and related professions.

- **March 2019** Attachment Narrative Therapy with Prof Rudi Dallos and Prof Arlene Vetere
- **May 2019** Attachment Theory in Clinical Practice with Orit Badouk-Epstein

Publications

Journal: Attachment - New Directions in Psychotherapy and Relational Psychoanalysis

The biannual Journal "Attachment - New Directions in Psychotherapy and Relational Psychoanalysis", is now in its 13th year of publication. According to the new publishers, Phoenix Publishing House, the Journal has been well received and has been given compliments for the vibrant and radical quality of its content which is unique and appealing to a large audience of clinicians and social workers from different modalities. The number of subscribers is steadily increasing, particularly in the USA and Australia and a new stream of contributors are submitting papers. In the cover image and the world of digital media, however, the journal would benefit from a bigger presence on social media and the Bowlby website. The editor, Orit Badouk Epstein, together with the editorial team, Wayne Davis, Gulcan Sutton Purser and Yvonne Forward are looking to continue to develop and maintain the values and vision of the Bowlby Centre as well as to widen the subscriber base and reader footprint as much as possible. This year's special issue (13/1), which was dedicated to the themes of

Attachment and sexual trauma, was particularly relevant and received very good reviews from the readership.

We currently have in total 262 subscribers for the journal, 137 of whom are Bowlby Centre members and students, 125 are external. Phoenix publishers predict that this should increase over the next year.

Journal subscription

Total 2019 (Nov 2019)

265 subscriptions:

137 The Bowlby Centre

14 The Relational School

98 Individual

8 Student

8 Institutional:

- University of South California
- University of Greenwich
- Kinder- und Jugendpsychiatrische Dienste
- NHS Oxford Health - Whiteleaf Library
- Northbrook Metropolitan College
- Universita' Studi di Torino
- Academic College Tel Aviv-Yaffo
- The Tavistock and Portman NHS Foundation Trust

Total 2018

251 subscriptions:

134 The Bowlby Centre

8 The Relational School

101 Individual

5 Student

3 Institutional:

- Universita' Studi di Torino
- Academic College Tel Aviv-Yaffo
- The Tavistock and Portman NHS Foundation Trust

The Bowlby Centre Monograph Series

The Bowlby Centre also produces a series of monographs based on the papers given at the John Bowlby Memorial Conferences and other conferences put on by The Centre. Kate White is the series editor. To date these include ten volumes the most recent of which is *Dementia: An Attachment Approach*.

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;

Trauma and Attachment;

Shattered States - Disorganised Attachment and its Repair;

Terror Within and Without, Clinical Work on the Edge;

From Broken Attachments to Earned Security. The Role of Empathy in Therapeutic Change and

Talking Bodies: How Do we Integrate Working with the Body in Attachment and Relationally informed Psychotherapy?, and

Addictions from an Attachment Perspective: Do Broken Bonds and Early Trauma Lead to Addictive Behaviours?

Dementia: An Attachment Approach.

Three other titles are in preparation, namely *The Couple in the Room, the Couple in Mind: Reflections from an Attachment Perspective; Repetition, Repetition, Repetition: Breaking the Cycle of Attachment Trauma;* and finally *Shame Matters.*

The range of articles in these monographs and in the journal provide a rich and unique resource for students, clinicians and researchers working in the world of attachment and relational approaches to psychotherapy.

Other publications

Trauma and Loss: Key Texts from the John Bowlby Archive, has received much praise from many highly regarded attachment researchers and clinicians. This volume, published in October 2019, is comprised of a selection from John Bowlby's unpublished works edited by Robbie Duschinsky and Kate White, with editorial assistance from Gareth Prosser.

Others books include *Telling Stories? Attachment based Approaches to the Treatment of Psychosis* edited by Sarah Benamer and *Ritual Abuse and Mind Control - The Manipulation of Attachment Needs*, co-edited by Orit Badouk Epstein, Rachel Wingfield Schwartz and Joseph Schwartz.

All of the monographs and books are now published by Routledge.

Honoraria

Chair of The Executive Committee - £6,000

Vice Chair of the Executive Committee - £500

Chair of the CTC - £3,000

Vice Chair of the CTC- £500

Chair of Education Committee - £3,000

Director of Policy - £500

Chair of Ethics Committee - £0

Chair or Referrals Committee - £500 (plus money from first session fees after top up assessment fees taken)

Chair of Membership Committee - £500

Chair of Conference Planning - £500

Journal Editor - £500

THE CENTRE'S FINANCES

Extract from the Draft Annual Accounts for the Year ended 31 July 2019 prepared by Bulley Davey (reporting accountants) to be laid before the Trustees for signature.

Statement of Financial Activities for the Year ended 31 July 2019

	2019 Unrestricted Funds £	2019 Restricted Funds £	2019 Total £	2018 Total £
INCOMING RESOURCES				
Income from Generated Funds				
Investment Income	842	-	842	289
Income from Charitable Activities				
Memberships	37,688	-	37,688	39,344
Education & Training	175,485	-	175,485	145,632
Clinical Services	29,698	-	29,698	30,258
Other Income	402	-	402	-
Total Incoming Resources	244,115	-	244,115	215,523
RESOURCES EXPENDED				
Charitable Activities				
Fundraising	4,549	-	4,549	4,788
Memberships	35,581	-	35,581	33,408
Education & Training	150,970	-	150,970	125,523
Clinical Services	31,556	-	31,556	32,001
Governance Costs	13,068	-	13,068	12,985
Total Resources Expended	235,724	-	235,724	208,705
NET MOVEMENT IN FUNDS	8,391	-	8,391	6,818
Funds brought forward	157,810	14,220	172,030	165,212
TOTAL FUNDS CARRIED FORWARD	166,201	14,220	180,421	172,030

Continuing Operations

All incoming resources and resources expended derive from continuing activities

Total recognised gains & losses

The company has no recognised gains or losses for the year other than the results above.

The notes to the Financial Statements are in the Annual Report and Financial Statements, available on request from the administrator after they have been signed by the Trustees.

THE CENTRE'S FINANCES

Balance Sheet as at 31 July 2019

	2019	2019	2018	2018
	£	£	£	£
Fixed Assets				
Tangible assets		1,157		1,049
Current Assets				
Debtors	40,100		20,509	
Cash at Bank and in hand	182,894		213,089	
	<u>222,994</u>		<u>233,598</u>	
Creditors				
Amounts falling due within one year	(43,730)		(62,617)	
	<u></u>		<u></u>	
Net current assets		179,264		170,981
		<u></u>		<u></u>
NET ASSETS		180,421		172,030
		<u></u>		<u></u>
Funds held				
Restricted Funds		14,220		14,220
Unrestricted Funds		166,201		157,810
		<u></u>		<u></u>
TOTAL FUNDS HELD		180,421		172,030
		<u></u>		<u></u>

For the financial year ended 31 July 2019, the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

THE CENTRE'S FINANCES

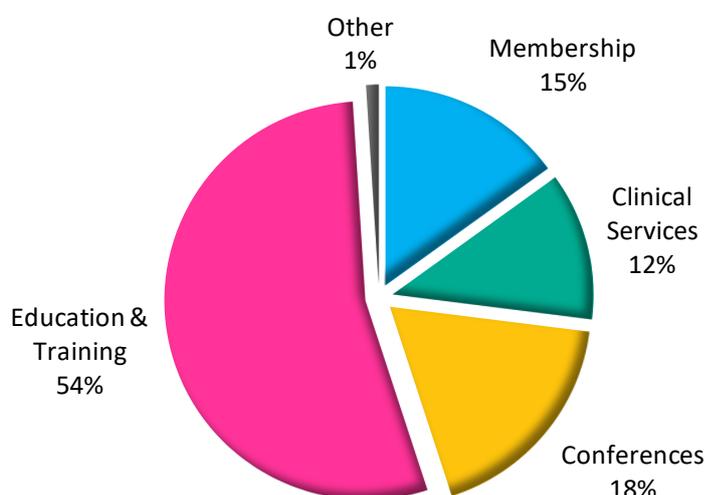
Financial Review 2018-2019

Principle Funding Sources

The Charity received income (excluding interest) of £243,273 (2018 £215,234) during the year. The main source of funding being Clinical Training fees (£132,313), Membership (£37,688), Clinical Services (£29,698) and Conference (£43,172) . We are grateful to the members, students, trustees and supporters who have given up so much of their valuable time voluntarily and enabled the organisation to continue to meet its charitable objectives.

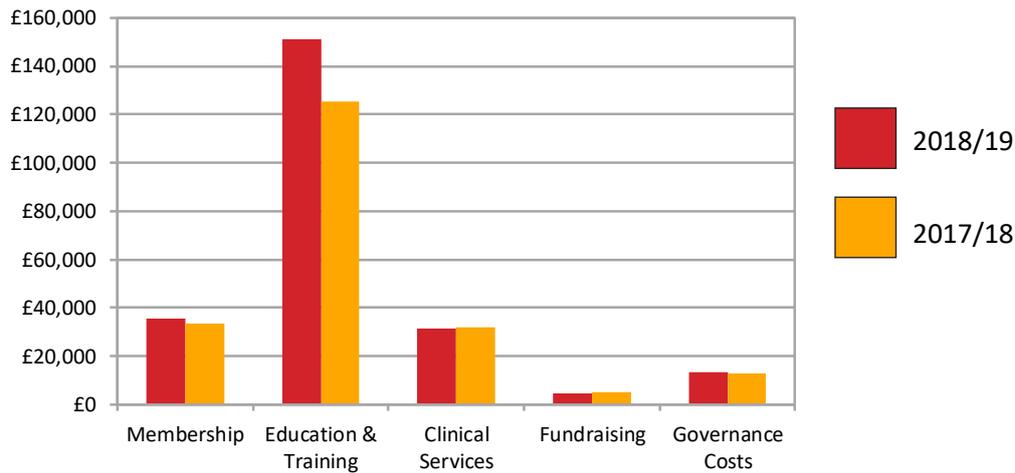
Incoming Resources

Total income for the year was £244,115, which is £28,592 higher than the previous year. A conference was not held in the previous year.



Resources expended

Expenditure for the year was £235,724 which is £27,019 higher than the previous year. A conference was not held in the previous year. This can be broken down as follows.



Reserves

The Charity's funds at 31 July 2019 total £180,421 (2018 £172,030) of which £14,220 (2018 £14,220) is restricted funds and £166,201 (2018 £157,810) is unrestricted funds.

The Trustees have continued to work with the Executive Committee to maintain the financial stability of the Bowlby Centre. The financial situation remains stable. Efforts to chase bad debts have been productive. Future projects have been calculated with our finances in mind. Efficiency in our operations has been monitored. We have reviewed our reserves policy, protecting our ability to deliver on our obligations. All this is in line with our objective to relieve mental distress through training and services in psychotherapy and through the provision of centres for psychotherapy. We continue to find guidance for our decisions in the Bowlby Centre values.

TRUSTEES

Sue Berger

I worked as a community worker in a Law Centre in the early 70s and then in housing before doing a counselling training at the Institute of Education. As I started the Bowlby Centre training in 1993, the first year of the UKCP registered course, I also started to develop a counselling and psychotherapy service in a women's health centre in Camden Town. I ran the service for 20 years and had a small private practice and am now semi-retired, just providing supervision on a monthly basis, mostly for sexual and domestic violence services.

I have worked in collectives, been a trustee for other voluntary organisations and briefly worked part time for Islington Social Services, setting up a counselling service in a mental health day centre. With that range of experience I was pleased to be able to step into the breach, when there was a governance crisis at the Bowlby Centre, and become a trustee temporarily while we were developing a new Board of Trustees.

Benedict Jenks

After studying Chemistry at Oxford University, Benedict trained as a Chartered Accountant and for the last two decades he has specialised in Forensic Accounting, providing Quantification of Loss and Investigation services for lawyers, corporates and insurers. He has considerable experience of working in the United Kingdom, most of continental Europe, South America, the United States, Sub-Saharan Africa and the Middle East. For nearly 10 years he was treasurer of Home -Start International, now Home-Start Worldwide which provides help and support to families with a child under school age. In his spare time, Benedict and his wife, Helen, enjoy travelling in the more remote parts of the world and walking in the British and European countryside with their Bichon Frisé. Benedict is also a keen cook and photographer.

Lawrence Kilshaw

Lawrence is an attachment-based psychoanalytic psychotherapist. His principal training was at the Bowlby Centre, where he is currently Chair of the Board of Trustees. He has also taught trainee psychotherapists and served as Course Tutor.

Working mostly in private practice in the City of London, Lawrence has numerous languages and is very active in his community.

Mark Linington

Mark is an attachment based-psychoanalytic psychotherapist, child psychotherapist and supervisor (UKCP reg.). He trained with The Bowlby Centre, where he was a trustee and Chair of the Executive Committee until December 2018. He is also a training therapist, training supervisor and teacher at the Bowlby Centre. He was previously a trustee and Chair of the Board at Respond for five years. Respond is a national organisation providing psychotherapy to people with learning disabilities who have been abused. He has held several senior management and committee posts in different organisations, including Yarrow, The Project for Children with Special Needs and The Westminster Society. He worked for 12 years in the NHS as a psychotherapist with people who have experienced trauma and abuse and as an attachment-based psychotherapist in a secondary school with young people with special needs. Currently he works as specialist consultant psychotherapist and supervisor for CDS

UK (Clinic for Dissociative Studies) where is also Clinical Director, and in private practice with children and adults as a psychotherapist and clinical supervisor.

Jane Parkinson

Jane is an attachment based psychoanalytic psychotherapist (UKCP). She trained with The Bowlby Centre in 1988 where she has been a course tutor, training supervisor and member of the Clinical Training Committee since 2012.

She has a background in nursing, midwifery and health visiting, she worked in the NHS until 2012, mainly in the field of safeguarding, supervising and managing child protection work for health visitors. She also had a lead in domestic violence for the NHS Children's trust in Brighton, producing working guidelines and providing training and supervision for staff working with Domestic abuse.

After retiring from the NHS in 2012 she was invited to become a Trustee with a lead in clinical governance for RISE, the domestic abuse charity in Brighton.

Since 2005 she has a growing interest in attachment and stress-related illness. Most of her practice is working from an attachment perspective with people who have chronic pain and medically unexplained symptoms. She is a member of the Psychophysiological Disorders Association.

Karen Rowe

Karen is a UKCP Registered Psychotherapist, Clinical Supervisor, Trainer and Consultant in practice for nearly 30 years. She currently works in private practice in Islington, London. She has worked as an academic, recently as Course Leader for the UKCP MA in Psychotherapy at the School of Psychotherapy and Psychology, Regents University, London, she has been Chair of a national mental health charity, WISH, Women In Secure Hospitals, she is a Clinical Supervisor in many different clinical services, HM Prisons, the NHS, the voluntary sector and private practice, she has consulted to organisations in the Media and the voluntary sector and she participates in and presents at professional conferences and publishes and sits on the UKCP Ethics Committee.

Jeremy Rutter

Jeremy is a retired solicitor who has worked in private practice for 35 years as a civil litigator. He has been on management teams responsible for running the firms for which he has been a partner. He is a trustee of the David Solomons Charitable Trust which makes grants to charities concentrating on assisting those with learning disabilities. He is also the chairman of the Croydon branch of Cruse which offers bereavement counselling to those in the borough.

Tom Stocker

Tom is a member of the Certified Public Accountants Association (CPAA) and has been running his own accountancy practice since 1989 dealing with all the financial matters of limited companies, sole traders and partnerships from various industries.

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