

the bowlby centre

promoting attachment and inclusion



annual report 10/11



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. 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.



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AN INTRODUCTION FROM THE ACTING CHAIR OF TRUSTEES

There is, I gather, a Chinese curse, 'May you live in interesting times', which might be seen to have been cast on the Bowlby Centre, because we are certainly living in interesting times at present.

Only just over a year ago, Richard Bowlby retired as chair of the trustees. Only a few weeks ago we lost his successor Tony Leiba under whose chairmanship the trustees were just beginning to find their feet as a group. That created the gap I am now called on to fill. It is also less than two years since Rachel Wingfield stood down as chair of the executive committee, after a long and distinguished period of leadership presiding over the many activities of the Bowlby Centre. This left Emerald Davis to take over as chair and lead the executive into a period of significant transition; a task she has carried out with great energy and commitment. It is a credit to all those involved that during this time that the psychotherapy service, providing low cost therapy for those unable to pay the normal rates, and the psychotherapy training have continued to function successfully. The trustees group has remained small. Currently there are only three of us. We expect that elections at our coming AGM will produce a larger and fresher board with new ideas and new energy to face the challenges presented by both the internal changes and the challenges of the external world in which we operate. The outside world presents us with an unhappy and divided society. We have riots, wars, a globalised economic system that is failing to meet the needs of the majority of the people on the planet, political repression in many parts of the world and currently a protest camp at St Pauls Cathedral only a short distance down the road from the Bowlby Centre. Within that context, we have specific demands and pressures on psychotherapy as a profession as alternative ideologies of human suffering and responses to it compete for influence and for funding, both within the NHS and in the private and voluntary sectors.

No-one who signs up to be a psychotherapist should expect their professional life to be easy, whether it is their clients, their colleagues, their organisation or their society that presents them with problems and challenges. Wherever there are people, there will be problems, and the more deeply one engages with people the more challenging the problems become. But that is precisely what we are trained to deal with. So now we have new opportunities to practise what we have learned and to learn some more. Another Chinese proverb says that if you wish to be wise, you must remain a student.

Dick Blackwell (Acting Chair)



This Year at The Bowlby Centre

• ANNUAL REPORT 2011

I have nearly completed my second year as Chair of the Bowlby Centre now and I am happy to report that we have successfully managed to achieve some of the goals we have set out for ourselves.

We now have the following team in place.

Administrator:	Gary Chandler	Finance Manager:	Loureen Pierce
Company Secretary:	Carol Tobin	Referrals Coordinator:	Christine Blake

Our training course provides a unique and innovative learning experience with very high calibre students coming to us to train. Hazel Leventhal, continues to treat us to a brilliant line up of speakers for our monthly Clinical Forum, and we are in the process of formalizing an agreement to engage an intern to focus on our IT, website and publicity.

We are still working on strengthening our Governing Board to make sure the organisation is effectively and properly run. We are in discussion with a Tower Hamlets Charity that provides volunteers from the City who have particular expertise and we are initially seeking people with interests in the financial, legal, publicity and University links areas of our work. Prompted by some of our members, we are exploring new possibilities and at the forthcoming AGM in December we will be actively encouraging members to be proposed and voted onto our Trustees Board as Member Trustees.

Over the next couple of months we have serious challenges to face as we did not have a student intake this year and this will have an impact upon our finances over the next four years. One option we are exploring is setting up some short courses in areas where we have expertise and we will be keeping you informed of our progress.

We have done a lot of work to update our Health and Safety procedures and feel encouraged that we are on the right track for bringing this in line with legal requirements. Our Data Protection Policy is in draft form and is currently out for consultation. Our Maternity Leave Policy will be one focal point in the coming year.

The Membership Committee structure needs to be more clearly thought through. The membership survey highlighted some issues that we have begun to address and these have formed part of our Open Forum discussions.

Our Referral Service continues to develop and there is now a team of five members led by the Co-ordinator, Christine Blake. The complexities of running a Referral Service is such that there is a constant need to refine and strengthen our procedures and processes as different concerns arise. There is a new clarity and transparency for members and students as the first statistics of our service are now published on the website showing the distribution of clients across the Bowlby Centre. Christine is currently reviewing how our Data Protection policy can be more securely imbedded within the service. The Referral Service is now working effectively thanks to Christine's sound structure, innovations and the team work.

Our fundraising and development strategy has been developed with our attachment based values and ethos in mind to provide an accessible referrals service and particularly to prioritize those who are traditionally excluded from psychotherapy.

With no new student intake in autumn 2011, we are looking at potential revenue streams, managing expenditure and cash flow and also broader elements such as overall marketing strategies.

We intend to continue our focus on being more proactive in managing equality and diversity and to adhere to the robust policies and procedures that we have begun to put in place. These have not always been as effectively put into practice as we would like but we are willing to acknowledge these shortcomings and accept that we don't always get it right. We see this as a necessary learning curve that we need to actively engage with in the pursuit of good practice.

With this in mind we have set up a working group comprising of one Executive committee member, one Ethics committee member and one Clinical Training committee member to review our Complaints and Grievance procedures to help address some of the difficulties we have encountered in past years. We now recognise that the use of mediation as a first step is an important contribution to making these processes more effective. I want to thank Andrew Odgers particularly for his skilful support.

Some years ago we were given a donation specifically for the work of evaluating the effectiveness of our attachment based approach. This coming year, with the referral service now well established, we will consider how to take this initiative forward.

We are constantly evaluating the work we do and are passionate about our commitment to fostering inclusion, ownership and a sense of belonging and preserving our attachment core values.

Once again, I'd like to extend a big thank you to all departments for their unstinting support throughout the year. I am indebted to their commitment and excellent work. I'd especially like to thank Orit Badouk Epstein for her fantastic and valuable contribution to our Publicity field and for stepping in to support us as Temporary Company Secretary until we were able to appoint. Our Journal, short courses, conferences, clinical services, clinical training and our publications have all received outstanding feedback.

I'd like to conclude as I did last year by saying that it is important to recognise that we are working in a context of increasingly difficult times and that the year ahead will still require us all to make active contributions to safeguard the future of our organisation.

Emerald Davis: Chair of The Bowlby Centre



The Centre Developing as:

• A FOCUS FOR REFERRALS

The Referrals Service has continued to make good progress since we re-launched it in May 2010. We now have a team of five assessors involved in the process of carrying out assessments and placing clients who approach The Bowlby Centre for psychotherapy in the Greater London area and beyond, across our Blues Project, Low Cost and Full Cost schemes.

Over the summer we held our first Away Day for the new team to plan the coming years' work. As a part of this we reviewed our fees structure to ensure that the service remains competitive and also continues to enshrine our mission to provide access to psychotherapy for clients with a range of financial circumstances. We have also drawn up a new budget for income and expenditure to ensure the service represents good value for money to our members and student body. Our proposals are currently being considered by the Executive Committee and hopefully will enable us to take the Referrals Service to the next stage of its development. Other areas of work we are addressing include Data Protection and Health and Safety. We are also working on Terms of Reference for the Group to clarify lines of accountability.

We are pleased that our first Statistical Report demonstrates that we are generally succeeding in sharing out referrals fairly across all those student and member therapists who have returned Availability Forms to the Referrals Service since we re-launched it. Even more importantly the new system is enabling us to track the referrals we make. This means we can identify those student and member therapists who have received less, or no referrals so we can redress the balance, if possible, from the referrals we receive in the next period.

While we are delighted with the progress the Referrals Service is making we recognise there is a lot more to be done. With a strong Referrals Team in place we hope to be able to place even more clients more quickly over the coming year. As a part of achieving this we are working closely with the Clinical Training Committee in order to develop systems and work with Course Tutors and other relevant personnel to ensure that students receive the referrals via the Blues Project that they need to work towards UKCP registration. The new systems we have in place also enable us to identify areas where we receive less referrals, which could assist the organisation to explore ways of generating more referrals for members and students in those areas.

• A FOCUS FOR FUNDRAISING AND DEVELOPMENT:

Our previous Fundraising and Development co-ordinator, Christine Blake, reported:

As outlined in previous years, central to our fundraising strategy, the principle task I have been set is to do the fundraising and development work to make our psychotherapy service accessible to people who cannot financially access therapy. Our fundraising and development strategy has been developed with our attachment based values and ethos in mind to provide an accessible service and particularly prioritise those who are traditionally excluded from psychotherapy.

In the following report I will outline the key milestones, in relation to what has been achieved with the funding we have received over the 3 years of the grant. Through this I hope to provide a context for the developments over the last 12 months, as the fundraising and development work is essentially cumulative work that I have built on each year.

Response to the initial bids were unsuccessful as long term therapy was deemed to benefit too few private individuals at too much cost. As previously reported, I have addressed this, as recommended by the funders we approached by making links with other voluntary and statutory agencies to demonstrate a leverage effect that will benefit the wider community and ensure we reach people with broken, disrupted or traumatic attachment histories with least access to resources.

The most important example is our partnership working with 'The Centre for Crime and Justice Studies' and other agencies such as 'Who Cares' to work on a research project to explore whether the emotional support needs of the disproportionate number of care leavers in the criminal justice system are being met. I have provided a detailed report of current developments in regard to this work below.

The Blues Project is our low cost psychotherapy service for people on benefits and low incomes. Given that we received feedback that The Blues Project was deemed 'too generic' to attract funders with interest in particular groups, I have built on the work of The Blues Project, by developing dedicated projects in order to provide specialist services to our core user groups across the Blues Project. Our dedicated projects include:

- The Freedom Project for people in the criminal justice system
- The Anna O Project for women experiencing violence and abuse
- The Secure Base for care leavers
- Project 44 for people in the criminal justice system
- Transitions for people with addictions.



The Centre Developing as:

Key bids and outreach work to form partnerships with frontline agencies across our dedicated projects has been carried out. A major mile stone has been securing funding from Lloyds TSB to develop publicity for the dedicated projects, outreach these services in the community and carry out the associated monitoring and evaluation. The response to our outreach drive to frontline agencies, through this funding was overwhelming. As previously reported the lesson we learnt from the Lloyds TSB funding is that there must be arrangements in place to manage the full implications of anything we fundraise for across all our remits at every level of the organisation.

I am therefore, pleased to report that while there is still more work to be done we have been making tremendous headway on all fronts over the last year in terms of building our capacity to manage the more complex workloads across the organisation that increased funding brings.

Our thanks to Christine Blake for all her excellent work up until December 2010 when the funding for her post came to a close. She has successfully developed an exit strategy which was presented to the Tedworth Trust earlier this year.

Over the coming year we will be reviewing our organisational strategy and priorities for fundraising and development. We hope to continue to develop on our collaborative relationships with other organisations and to focus our resources and efforts on the inclusion of those who are excluded. Our attachment-based perspective will continue to be fundamental to this developing work.

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

Publications

The Bowlby Centre publishes the Journal *Attachment: New Directions in Psychotherapy and Relational Psychoanalysis* 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. 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?”* and *“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”*.

This past year has seen the publication of two outstanding volumes arising from two ground breaking conferences, *“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 Joe Schwartz.

• 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.



The Centre Developing as:

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 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, 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." Developing as:

We will be focusing on developing a part 2 to this work in this coming year.

Clinical Forum

The Clinical Forum is a learning and sharing experience where Students, Pre-registered Members and Members of the Centre and invited speakers meet to present and discuss their clinical work. It is a regular monthly meeting where all members of The Bowlby Centre community are able to meet and exchange ideas and discuss good practice. The students need to attend at least three clinical forums annually. It's 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 - *From Broken Attachments to Earned Security - The Role of Empathy in Therapeutic Change*. The 19th John Bowlby Memorial Lecture was given by Sandy Bloom. Her presentation was entitled *Creating, Destroying, and Restoring Sanctuary within Care-giving Organisations*. It was an outstanding account of her extensive experience of how to create a secure enough organisational base to facilitate and enable the role of empathy in therapeutic change. Oliver James spoke about empathy within a family context in his talk entitled *Its The Environment, Stupid! - Parental Love Bombing as a Clinical Tool for Repairing Early Injuries*. This was followed by Jayne Haynes who discussed both her own experience as well as her professional work with clients one of whom had co-written the paper entitled, *"To shed what still attempts to cling as if attached by thorns"* (R.M Rilke). Sue Gerhardt also shared her clinical insights in her presentation, *The Effort of Empathy*.

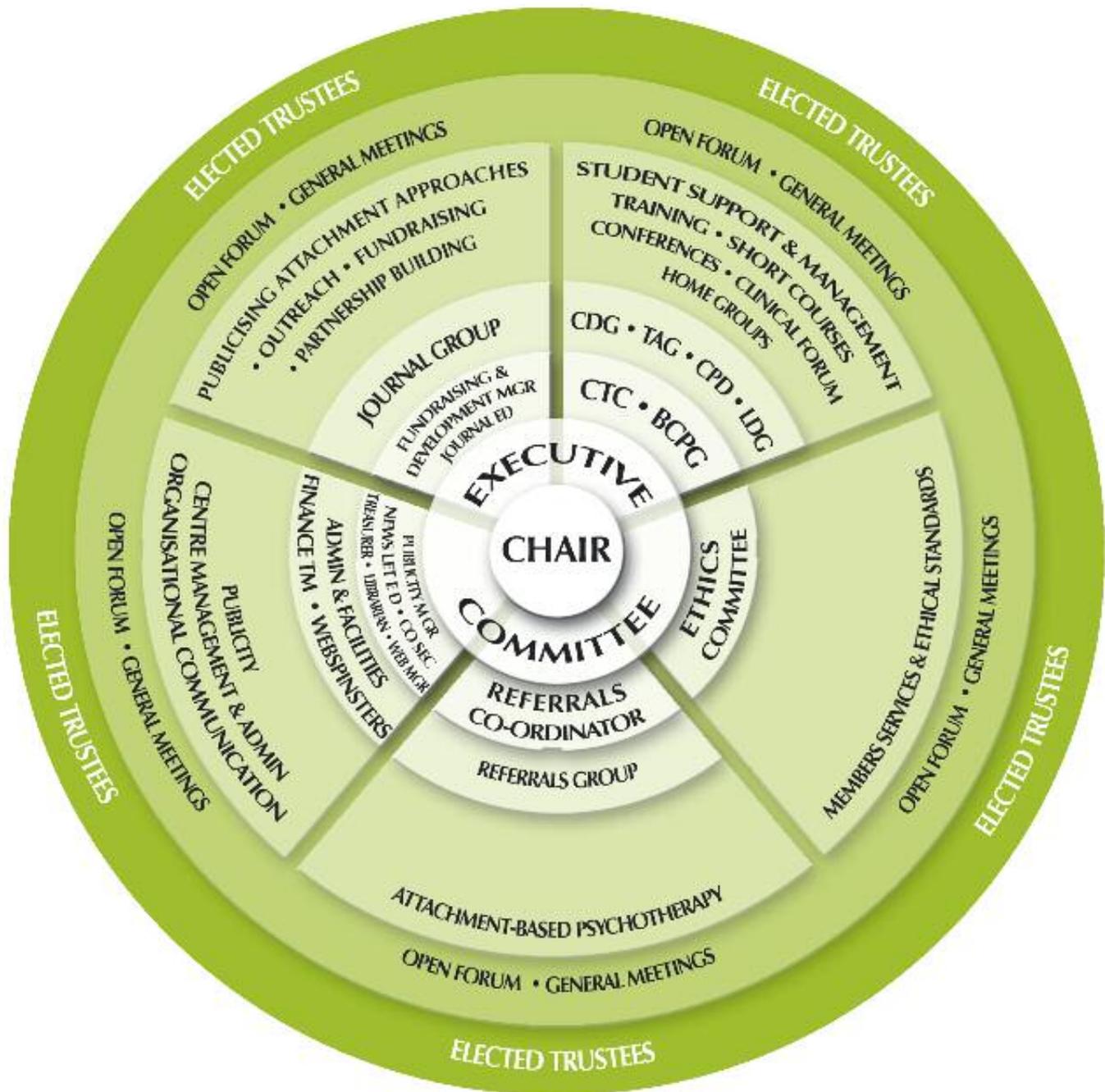
This was followed by two clinicians from The Bowlby Centre bringing their work on this theme. *"What happens after this quiet bit? I may have to leave now."* *The Risks of Empathy*, speaker: Eleanor Richards; and *Earned Security: Reciprocal Influences, Ruptures and Shifts in the Psychotherapeutic Process*, speaker: Anastasia Patrikiou. Altogether it was an inspiring event of which we can be extremely proud.

Clinical Training for Psychotherapists

The Centre continues to offer a four year, part time, clinical training at 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

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 Elaine Arnold, Dick Blackwell and Heather Geddes. The Centre is currently seeking further Trustees.

Dr. Elaine Arnold

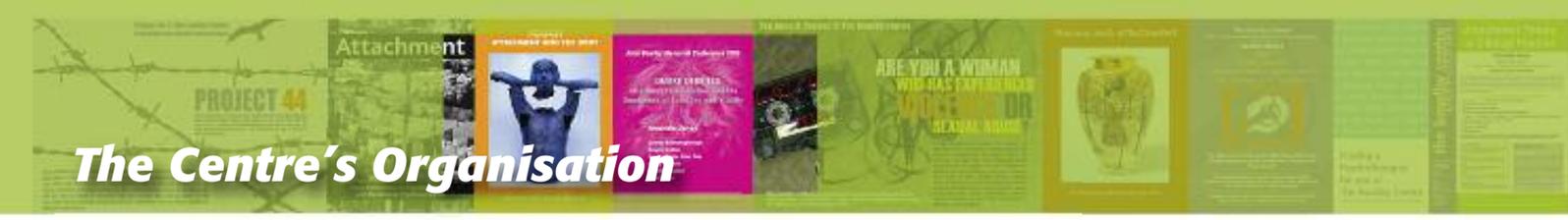
Dr. Elaine Arnold has been engaged in researching the effects of broken attachments on mothers and children separated through immigration from the Caribbean to Britain. The emotional scars have remained with children, now grown women some of whom seek therapeutic help. She is very keen to promote the 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.

Dick Blackwell

Dick Blackwell - Group Analyst, Family Therapist and Organisation Consultant who works in private practice, and with a number of voluntary organisations. Graduated in Business Administration 1971 having been a participant in the struggles for 'student power' and 'third world' development. Trained as a teacher, and worked as a researcher on Youth and Community Work with Black Youth in Inner Cities in the early 1970s. Worked in 'suicide prevention' in the voluntary sector, before training as a group analyst and as a family therapist, and leading a community mental health project that provided psychotherapy for a range of psychiatric patients who were not regarded as 'suitable for psychotherapy'. For the last twenty years has worked with torture survivors at the Medical Foundation for the Care of Victims of Torture. Has recently been working with Centrepoint on the needs of homeless young people, and is Consultant in Group and Family Psychotherapy at the Baobab Centre for Young Survivors in Exile, working with child and adolescent refugees. Author of *"Counselling and Psychotherapy with Refugees"*, and numerous articles on psychotherapy, politics and culture.

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).



The Centre's Organisation

• COMMITTEES, GROUPS AND DEPARTMENTS

Clinical Training Committee, CTC

The CTC is responsible for the management of the students' training course and the Continuing Professional Development of members. It sets the clinical standards required of members, training therapists, supervisors and assessors. It is responsible for the recruitment of students; with seven candidates starting the training in October 2010. 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 nine trainees registering during this year, and it monitors and assesses the progress of trainees. It is responsible for managing the liaison between the training course, the Teachers Appointment Group and the Curriculum Development Group. The CTC approves the CPD requirements for members and monitors their annual CPD returns.

Ethics Committee (including Complaints Panel)

The Ethics Committee is chaired by Pat Cohen and currently has five members. It has an independent role in investigating and mediating on Complaints and Grievances in accordance with the Centre's values and Handbook Policies.

A working party has been set up with one member from Ethics, one member from the CTC and one member from the Executive, to initiate a review of the procedures re Complaints, Grievances and the role of mediation. Tom Higgins is the member from Ethics, Tori Settle is from the CTC and Mark Linington from the Executive.

In the year 2010 - 2011 the Ethics Committee has dealt with four external Complaints and two internal Grievances and one Disciplinary. At the beginning of the year one complainant was unhappy with our Investigative Report and sent it in a Complaint to the UKCP Complaints Committee. The Committee met in February and our Report was found to be fair and appropriate and the Complaint against us was dismissed.

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 was led by the Fundraising and Development Manager, Christine Blake until her appointment came to an end in December 2010. The Tedworth Trust funding came to a close at this point and the Trustees and Executive are developing a new plan to cover this work which involves our links with the community and with front line agencies and government to promote and produce applications for support for our work.



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 aims 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. The 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 of 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 Open Forum twice a year 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. There is an internal Resource 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 Annual Accounts for the year ended 31 July 2011 prepared by Bulley Davey (Reporting Accountants) to be laid before the Trustees for signature.

Statement of Financial Activities (including Income and Expenditure Account) for the Year Ended 31 July 2011

	Note	2011 Unrestricted Funds £	2011 Restricted Funds £	2011 Total £	2010 Total £
Incoming resources					
Income resources from generated funds					
Voluntary income	2	2,062	-	2,062	13,835
Investment Income	3	123	-	123	100
Income resources from charitable activities					
Memberships		39,008	-	39,008	49,034
Education & Training		146,358	-	146,358	157,574
Clinical Services		15,959	-	15,959	110
Total incoming resources		203,510	-	203,510	220,653
Resources expended					
Costs of generating funds					
Costs of generating voluntary income	5	-	-	-	-
Charitable Activities					
Fundraising	5	7,561	-	7,561	16,570
Memberships	5	36,985	-	36,985	38,821
Education & Training	5	117,611	-	117,611	109,892
Clinical Services	5	25,526	-	25,526	36,649
Governance costs	5	11,070	-	11,070	11,077
Total resources expended		198,753	-	198,753	213,009
Net movements in funds		4,757	-	4,757	7,644
Reconciliation of funds					
Total funds brought forward		49,640	25,000	74,640	66,996
Total funds carried forward	15	54,397	25,000	79,397	74,640

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 profit for the above two financial periods.

The notes to the Financial Statements are in the Annual Report and Financial Statements, available on request from the administrator.

The Centre's Finances

Balance Sheet: As at 31 July 2011

	Note	£	31 July 2011 £	31 July 2010 £
Fixed assets				
Tangible assets	9		547	1,491
Current assets				
Debtors	10	48,208		57,073
Cash at bank and in hand		52,818		34,577
		101,026		91,650
Creditors:				
amounts falling due within one year	11	(22,176)		(18,501)
Net current assets			78,850	73,149
Net assets			79,397	74,640
The funds of the charity:				
Restricted funds:			25,000	38,835
Unrestricted funds:				
Unrestricted income funds			54,397	35,805
Total charity funds	15		79,397	74,640

For the financial year ended 31 July 2011, the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476.

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 and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

Financial Review 2010 - 2011

Principle Funding Sources

The Charity received a total income of £203,510 during the year, with the main sources of funding being Clinical Training Fees (60%), Membership Fees (19%), Clinical Services (8%), Conferences (12%) and Grants & Donations (1%).

We are grateful 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.

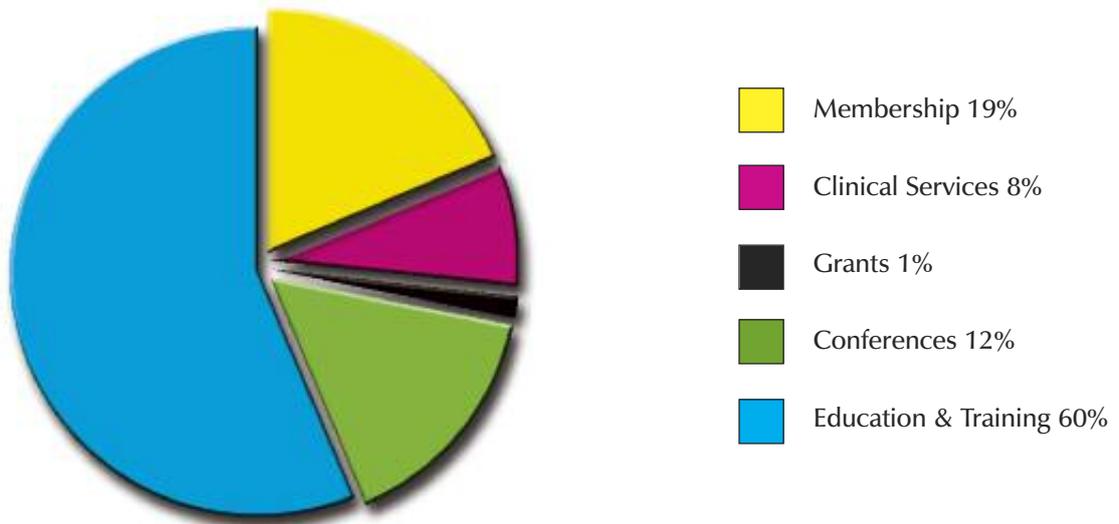
Reserves

The Charity's unrestricted funds at 31 July 2011 are £54,397, of which £547 represents Fixed Assets held by the organisation. It was reported in the 2009/10 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 x3) x 4 years]. This target has now been achieved and the trustees will aim to maintain this reserve in future years.

The Centre's Finances

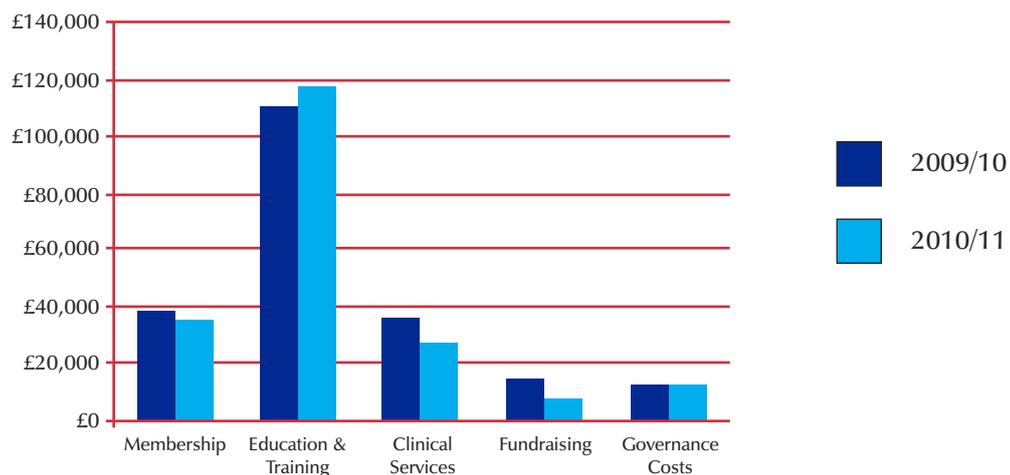
Incoming Resources

Income for the year was £203,510 which is £17,143 lower than last year.



Resources Expended

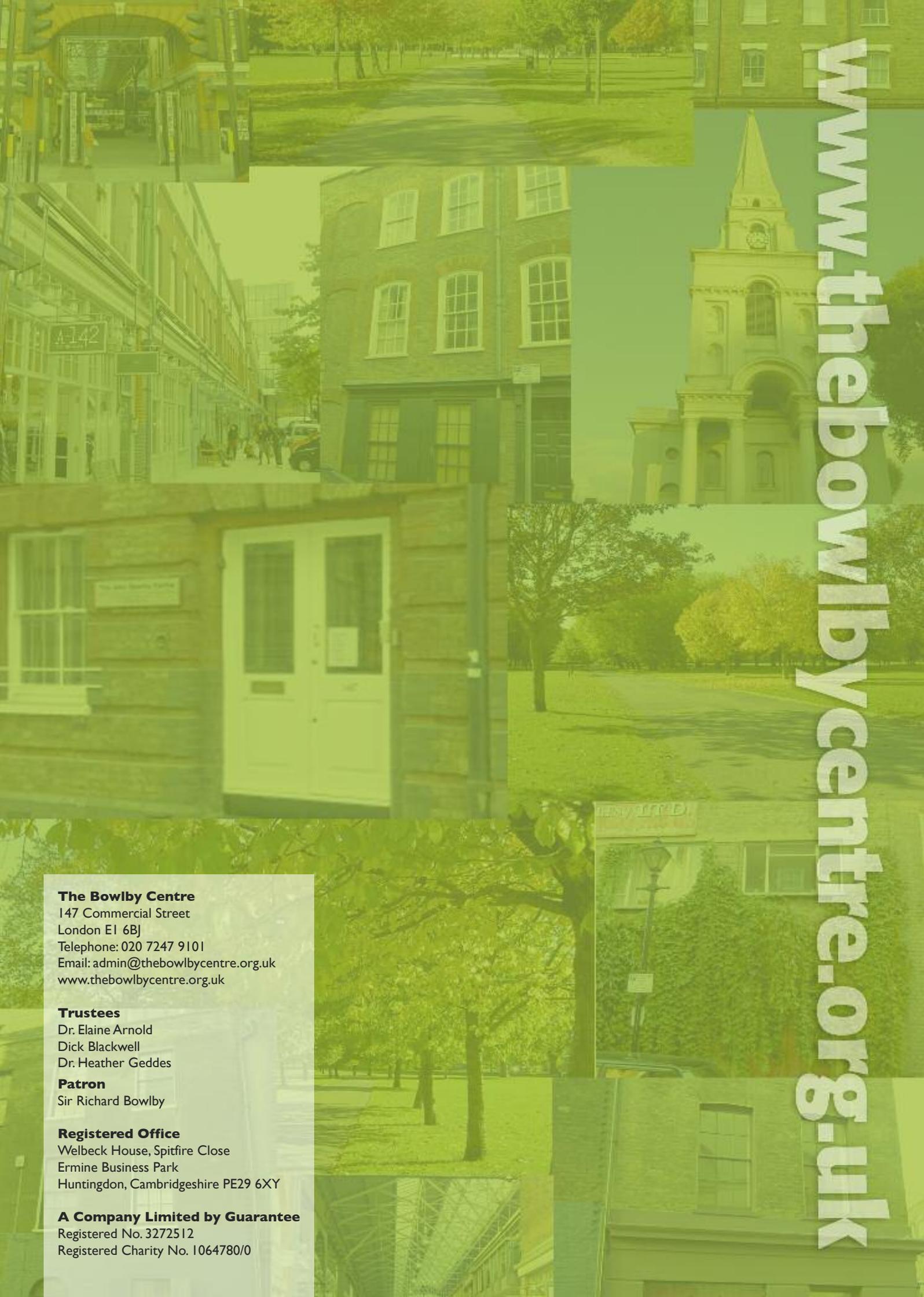
Total expenditure for the year is down £14,256 against 2009/10. This reduction can be broken down as follows:



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



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Dick Blackwell
Dr. Heather Geddes

Patron

Sir Richard Bowlby

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A Company Limited by Guarantee

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Registered Charity No. 1064780/0