



THE TAVISTOCK
CENTRE FOR
COUPLE
RELATIONSHIPS

Training • Counselling • Psychotherapy • Research



THE TAVISTOCK
CENTRE FOR
COUPLE
RELATIONSHIPS

Annual Review 2011

Contact Us:

70 Warren Street, London W1T 5PB
020 7380 1975 www.tccr.org.uk

Training:

jbending@tccr.ac.uk
www.tccr.ac.uk

Counselling and Therapy:

appointments@tccr.org.uk
www.tccr.org.uk

Contents

03/04 Report from the Chief Executive	13/14 Publications 2010 -11
05/06 Innovation and Development	15/16 Changing Hearts and Minds – TCCR's policy and communications work
07/08 TCCR'S Training Services – A Year of Growth	17/18 The British Society of Couple Psychotherapists and Counsellors International Training Our Finances The Tavistock Institute of Medical Psychology – Council of Trustees
09/10 Responding and Supporting – delivering therapy to parents and couples	



Report from the Chief Executive

Susanna Abse looks back on the year.....

Watching how the organisation has grown and developed through the year has been a great privilege. Despite fears about the organisation's future in a time of great financial stringency, TCCR's staff worked hard at the task of delivering and developing high quality in-depth clinical and training services, pushing the boundaries of practice, knowledge and effectiveness.

TCCR's key values are -

- A belief in the importance of family stability and emotional security
- A commitment to social justice and diversity in every area
- A belief in the importance of intellectual curiosity and rigour
- An aspiration to be a learning community – growing understanding and being open to new ideas, developing new ways of working
- A commitment to promoting excellence in the delivery of our services
- A belief that healthy relationships are key to the well being of individuals and society

How did we deliver on these values?

Were they to the fore as we went about our work during 2010? I believe so and I hope this Annual Review provides the 'evidence', offering an insight into our work.

From our children's centre projects which work with young struggling parents in areas of high levels of deprivation to our specialised training days, conferences and publications for skilled practitioners, a team of committed staff succeeded in creating a community of therapists, trustees and support staff who hold a shared mission to provide services that really change lives. This assertion is not merely empty words; we have made it our business to evaluate our work, whether this is by reflecting in-depth on the therapy we deliver or by using more quantitative methods such as our routine collection of outcomes using standardised

psychometric measures. We want to know what works and how we can improve the way we help people, whilst ensuring that we hold onto the many years of expertise we have developed. We aim to integrate this expertise with new ideas, challenges and innovations.

We also want to know who we reach. Can we say our services are accessible to everyone? Are our trainees reflective of the populations we serve? It requires ongoing work to ensure these things, but our data shows that our clients come from all backgrounds and properly represent nearly all of London's diverse communities. Our ability to deliver therapy on the basis of what people can pay rather than the full economic cost has ensured we are available to everyone.



We know this accessibility relies on four things; continued underpinning funding from government, the work of qualified and experienced volunteers, the work of trainees as part of our thriving clinical training programmes and our ability to operate a "mixed" economy because of our location in London. As the year progressed we wondered whether this successful business model would be undermined by cuts to our funding. Contingency plans were put in place, alongside challenging targets to reduce our operating costs.

I am very pleased to say the year ended with good news. The coalition government's promise to "put relationship support on a long term and stable footing" was met and we learnt that funding for 2011-12 from the DfE was not only secured but improved.

The organisation grew during 2010 and will grow again in the coming year. New developments outlined in the following pages together with the increasing relevance and popularity of our training programmes gives us a future to look forward to. A future in which we can begin to make the work of strengthening couple relationships a central part of all the health and social care services which aim to support the well being of children, families and adults alike. It is a big ambition and will require sustained commitment from ourselves, our partners in the sector and most importantly the government in order to make it happen; and it is a commitment to which TCCR is already pledged.

Innovation and Development

Parenting Together – Mentalisation Based Therapy for Parental Conflict

TCCR's ground breaking intervention offers therapeutic help to parents caught up in conflicts over parenting matters. Designed as an intervention to support parents unable to agree over day to day parenting concerns, the service has been particularly used by parents in chronic post-separation conflict. Referrals have come from a wide variety of sources but increasingly judges and others in the family justice system have been utilising the service; often after a long history of litigation in the context of alarming accusations of violence and abuse.

Outstanding progress was made during the year with the Parenting Together service going from strength to strength. Two cohorts of clinicians completed the full manualised training and 10 practitioners are now active in the service, delivering sessions.

Eighty two parents received therapy during the year with a 210% increase in referral numbers. An audit and analysis of the service and treatment took place in December 2010 and the clinical outcomes show changes that are significant. More importantly perhaps, is the enthusiasm of the "Parenting Together" therapists who, despite the really challenging nature of the work, report a real sense of achievement with their cases and feel they are "turning around" parents so that they can put their own anger and upset to one side in order to concentrate on their children's needs.

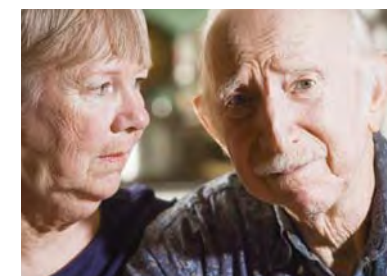
These positive developments led to a successful bid for funding for a Randomised Control Trial of the treatment which will begin during 2011. The trial will be run by TCCR in collaboration with Professor Mary Target of the Anna Freud Centre/ UCL and we have gathered a group of eminent researchers including Professor Peter Fonagy, Professor Gordon Harold, Dr Christopher Clulow and Professor Julian Leff to oversee the research. Leezah Hertzmann and Dr David Hewison will lead on this work for TCCR.

The London Approach - Living Together with Dementia

The London Approach, designed by TCCR, is an innovative new psychosocial intervention in the crucial area of palliative care for couples affected by dementia. It has been designed to be rolled out nationally, both as a therapeutic intervention for couples and as a training package in this approach for mental health and social care staff in statutory and voluntary services at the front line of service delivery.

The development of a new intervention for couples where one has had a diagnosis of dementia was completed during the year with support from the Young Foundation. After complex negotiations with two hospital trusts and a successful ethical process, couples began treatment. A manual of treatment was produced, together with business development work to ensure the project's future.

There is a profound need for the development of interventions that can be delivered widely to support and enable couples living with dementia as evidence shows that the quality of the relationship in couples living with dementia is of crucial importance, predictive of moves to residential care, rate of decline and mortality. The London Approach targets the person with dementia and their partner, focussing on the relationship between them. The focus on the couple together is crucial, and makes this a unique intervention for this growing population.



Community Based Services - Working in Children's Centres

During the year, TCCR ran two projects supported by the Parenting Fund. These community based projects operated services from Children's Centres in the London Boroughs of Greenwich and Hackney.

In Hackney, more than 40 couples were seen within the two well-used and accessible Children's Centres. Children's Centre staff together with social workers and psychologists located in the centre, placed great value on the service and supported the successful funding bid which will ensure this service continues during 2011-12. The couples using the service, all had young children and were particularly appreciative of the accessibility of the service. In Greenwich, we delivered a mixture of couple counselling, together with individual and group counselling for women with post-natal depression. The group work proved enormously popular with referrers who welcomed having a specific service to offer to these vulnerable women. Post-natal depression affects 10 to 15 in every 100 women having a baby and has now been linked to conflicted relationships and long term adverse impacts on children, which makes the need for early intervention to support these families particularly important.

The projects also included delivery of training and consultation to front line practitioners. In December 2010, a strategic workshop led by TCCR, was hosted by the Director of Hackney's Children's Services and had over 70 participants. In Greenwich, we showcased the importance of couple work with complex, vulnerable families living in areas of high deprivation and facilitated an in-depth visit for Dr Samantha Callan, Chairman in Residence at The Centre for Social Justice, where she listened intently to staff talking about their work, the surprises, the challenges and the outcomes.



TCCR'S Training Services – A Year of Growth



There has been impressive growth and development within the organisation's training programmes during the year. Innovations such as the new training programme Couple Therapy for Depression (CtD) together with unprecedented demand for our professional trainings has made this a particularly successful year.

The total number of practitioners we delivered training to this year increased from 2,165 in 2009-10 to 3,038, a 40% increase and 63% up on 2008-09.

Our data shows that 35% of those we trained were senior practitioners who are responsible for supervising, training or managing other staff within their organisations. Last year we began to analyse the training figures further by asking participants about the size of their clinical and supervisory practice. Through this, we hoped to gather further evidence about the breadth of our impact in improving and developing the practice of those working with relationships in a variety of settings. In a small sampling of our participants at 3 events, 56 practitioners returning our evaluation forms reported treating a total of 591 cases each week. In addition, these participants gave 31 supervisions to practitioners working with a further 300 cases, adding up to nearly 1000 families getting help in the context of our professional support. From this small sampling, we can establish how widely our influence spreads.

“A challenging, invigorating and enjoyable training day”

Training days were delivered to a wide variety of organisations including front line community-based centres such as Elfrida Rathbone in Camden to more specialised organisations such as Resolution which supports the work of family solicitors. Training was delivered through the UK and beyond, with contract programmes for amongst others, Sheffield Children's Services, Jewish Marriage Care, Berkshire Counselling Service, the Scottish Institute of Human Relations and the London Centre for Psychotherapy. Couple therapy for Depression (CtD) training, which was developed for the Department of Health, was delivered to practitioners from across the country, who work in 'Improving Access to Psychological Therapy' services. Two courses in Manchester and London, trained nearly 50 NHS therapists and ongoing supervision for these practitioners is being delivered through Skype and video conferencing.

“I really enjoyed the course; it made me completely re-think my practice”

Training the Next Generation of Professional Couple Therapists

During the year the Director of Training, Christel Buss Twachtmann and her team undertook a review of the current practitioner training programmes in order to keep them relevant in a changing market. Key to this review was the aim to grow student numbers over the coming years.

The structure and content of all courses were re-evaluated, together with an examination of the links between the courses and the flexibility of the crossover and progression routes between training programmes.

Specific and radical changes have been made to our 3-4 year counselling training. These modifications included a change in the title of the programme to the PG Dip in Couple and Individual Psychodynamic Counselling and Psychotherapy which was felt to more accurately reflect the course content and clinical practice, where students undertake approximately one third of their clinical practice with individuals struggling with relationship problems.



As an outcome of the wider training modifications, together with the impact of our move to a more central location, progress on growth was made, with 125 students enrolled on our ongoing clinical and academic trainings courses in October 2010; a 17% increase on the previous year.

In March 2011 we held our largest ever graduation ceremony with 46 students awarded their academic and clinical qualifications.

“I wish I had trained with TCCR from the start of my career as a couple counsellor. The quality of seminars, lectures and supervision is just so much better than what I've experienced before”



Responding and Supporting - delivering therapy to parents and couples

**Counselling • Psychotherapy •
Psychosexual Therapy •
Consulting to Divorcing Couples**

It was a year of steady growth in our on-site therapy services. Our overall volume of work increased by 3.7%, from our centres in central London, with 10,522 therapy sessions delivered to nearly 2,000 people during the year.

Demand for the services rose by 33% with more than 1,300 new cases registering for help. To meet this demand in October 2010, we integrated our intake systems, with all new clients entering the system through a single point of access and with the introduction of online registration. The aim was to streamline services, and to thereby increase our capacity to respond quickly with the offer of a first consultation. This we did, increasing our delivery of first consultations by 13% on the previous year

Challenges remained and waiting lists built during the year, but after sustained investment and effort to meet this demand, a balance was struck. In the last quarter, couples seeking help increased by 28% whilst first consultations increased by 35% which reduced waiting times for help.

TCCR offers its couple therapy services to everyone, whatever their ability to pay. Therapy is not time limited so that couples can take the time they need to work through their difficulties. Our data now gives us a very interesting profile of length of treatment: current figures are that 66% of all clients finish their therapy within 6 months, whilst 20% of clients continue in treatment longer than one year.

Over the next year we will develop a new brief "Early Intervention" modality which we hope will encourage even more couples to approach our services promptly, before difficulties are entrenched. This new intervention will enable us to offer some couples a brief treatment, helping us to meet the increasing demand for our services.

"I have found the experience of couple therapy at TCCR often challenging, at times difficult, but ultimately incredibly valuable. Therapy has had a hugely positive impact on our relationship and given us skills which I am sure will help us throughout our lives."

"We really appreciated not having a limit placed on the number of sessions available to us, as this allowed us time and space to build trust with our counsellor and each other. I am also thankful for the sliding scale of fees, especially as when we started our income was low and counselling potentially out of our reach."



Evaluating our Impact – do we really make a difference?

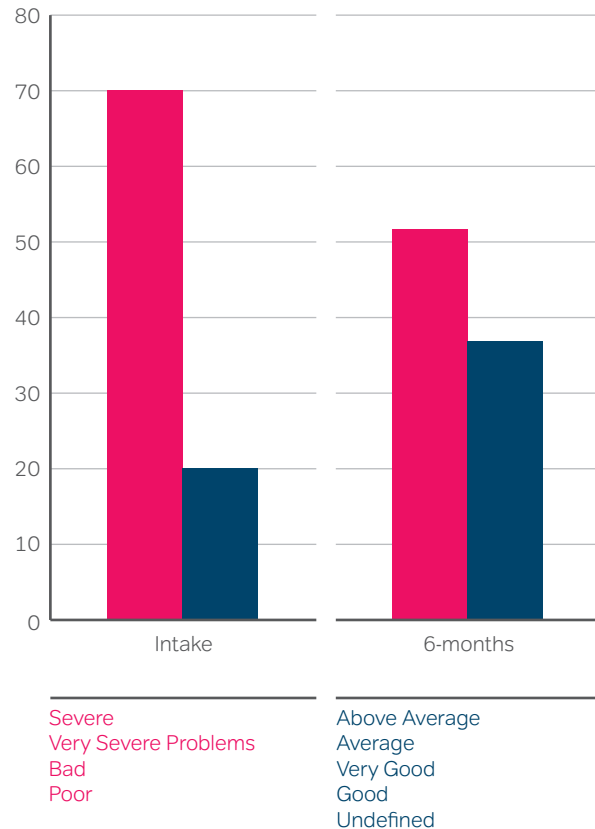
During the year, we continued with the routine monitoring of our outcomes. Since April 2009, every client who comes for help is asked to complete a range of psychometric measures at their first appointment, at 3 month intervals, and at the end of therapy. This rich dataset has given us much new information about the impact of our work.

On the CORE measure, (Clinical Outcomes for Routine Evaluation) which aims to measure current psychological distress, 59.4% of clients at Intake are in a 'clinical' population (with 10.7% having 'severe' or 'moderately severe' problems). By end of sessions this has decreased to 42.9%. At intake, 40.7% of our clients were in a 'non clinical' (or healthy) position, by end of sessions this had increased to 57.1%.

Clients were also asked to complete GRIMS (The Golombok-Rust Inventory of Marital State) which measures marital satisfaction. An analysis of clinical outcomes on this measure is illustrated below.

These results confirm and support our assertion that we offer evidence-based services that achieve measureable change in those coming for help.

TCCR consolidated client scores for April 2010 – March 2011
GRIMS Scores at intake and 6-months showing quality of relationship



Service Users' Views

At TCCR, we ask all our clients to anonymously feedback their views on our services. We asked people to tell us about their experience of therapy at TCCR, 100% of people rated themselves either very satisfied or completely satisfied with the reliability of their therapist and the promptness of the appointment start time. One hundred percent of respondents also felt that their understanding of themselves, and their partner had improved as had the expression of feelings and problems with their partner. Nearly all other respondents noted improvements in their understanding of their children (60%) and 50% pointed to an improved sexual relationship. Sixty per cent said their general family relationships had improved and perhaps most importantly, 100% said they would recommend our service to others.

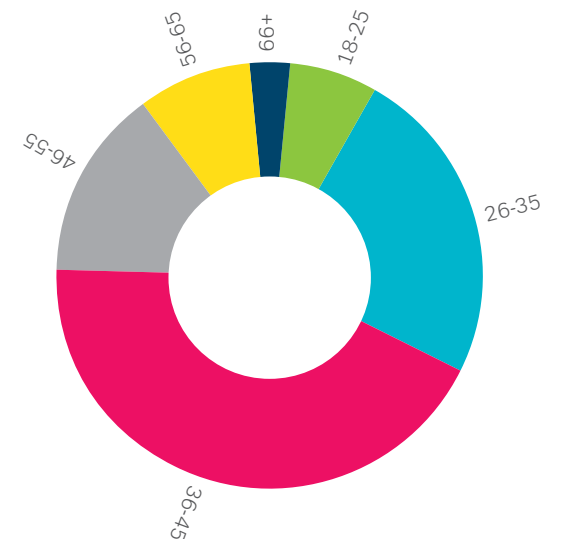
“It has been an incredible help. I honestly think we would have split up without it. The counselling has been hard work, but the fact that we each stuck with it has helped demonstrate to each other our commitment to our marriage.”

Who Are Our Users?

Our clients are a diverse group of people. Last year, of the 1982 people seen in the clinical service -

- 55% described themselves as white British (compared to a London-wide figure of 58%)
- The remainder of our clients were from diverse ethnic backgrounds which represented the range of ethnicities in London
- The majority of our clients classed themselves as heterosexual (90%) and 4% as gay, lesbian or bisexual
- 48% of our clients were male and 51% female, with 0.1% classifying themselves as transgender
- 28% of our clients were co-habiting, 10% were non-cohabiting partners, 46% were married, 1.5% in a civil partnership and 10.5% were separated or divorced
- Just over half of all clients were in full-time work with 12% currently unemployed
- Most of our clients are between 26 and 55 as the chart below illustrates. We have more work to do in reaching an older population

Percentage of clients in each age group



Jenny and Ahmet phoned TCCR in August 2009. They asked for an urgent appointment and after an assessment session they were offered sessions with a counsellor called Jo.

Jenny and Ahmet had been having a rough time since his mother had come to stay from Turkey. Ahmet's father had died in February and his mother, feeling lonely and sad had asked if she could spend an extended holiday with them. She had been staying since April and while Jenny was keen to be supportive and caring, she was finding living with her mother-in-law very stressful. Ahmet and Jenny had had some angry rows about the whole situation, culminating in Jenny threatening to leave home, taking their 22 month old baby with her. After this, Ahmet had emailed TCCR for an appointment.

Ahmet and Jenny came to 22 sessions with their counsellor Jo, where they explored their situation and thought about the way forward. Jenny and Ahmet began to understand that their difficulties had existed before the arrival of his mother, but that this event had pushed them over the edge. Adjusting to a new baby and losing a parent were the themes that they worked on until they felt that they had a better understanding of each other's point of view. This understanding led to a new closeness and together they addressed the issues that were facing them. When they finished their sessions just after Christmas, they both agreed that the counselling had been very helpful and said they would come again, if the need arose.



Publications 2010-11

TCCR staff publications were wide ranging during the year, both in subject and in geographical location. A particular highlight of the year was the publication by Dr Christopher Clulow and Miriam Donagy of a small scale research project which TCCR undertook, examining the impact of couple work in a community based service aimed at vulnerable parents.

Abse, S. (2010). "Family Policy: A Psychoanalytic Perspective." *New Associations*, British Psychoanalytic Council (3).

Boerma, M. (2010). "Transitions in Couple Therapy" *Therapy Today*. Net <http://www.therapytoday.net/article/29/60/categories/>.

Clulow, C. (2010). "Attachment Perspectives on Couple Functioning and Couples Interventions." *Strengthening Couple Relationships for Optimal Child Development*. K. P. M. Schulz, M, Kerig, K and Parke. R D. Washington DC, American Psychological Association: 149-162.

Clulow, C. and Donaghy, M. (2010). "Developing the couple perspective in parenting support: evaluation of a service initiative for vulnerable families." *Journal of Family Therapy* 32: 142-16.

Hewison, D. (2010). "Review of David Bell 'Is Truth an Illusion? Psychoanalysis and Postmodernism' *IJPA* 90.2.331-45." *Journal of Analytical Psychology* 55(4): 589-593.

Vincent, C. (2010). "Review of Cullington, D, *Breaking up Blues: A Guide to Survival and Growth*." Routledge, 2008, pp 282." *Journal of Family Therapy*.

Morgan, M. (2010). "Unconscious Beliefs About Being A Couple." *The Journal of the Northern California Society for Psychoanalytic Psychology* 14(1): 36-55.

Novakovic, A. (2010). "Community meetings on acute psychiatric wards: a therapeutic intervention or a meaningless exercise?" *Mental Health Review Journal* 15(3): 45-53.

McCann, D. (2010). "Coming Out Tales: Adult Sons and Daughters' Feelings About Their Gay Father's Sexual Identity." *The Australian and New Zealand Journal of Family Therapy* 31(4): 326-337.

O'Connor, M. (2010) "Infertility and the fear of creating a couple." *BICA Journal of Fertility Counselling* Vol 17 NO.2, 2010 p 13-19.

Tsatsas, N. and Hewison, D. (2011). "Living in Two Languages: A Bilingual Couple Therapist's Experience of Working in the Mother Tongue." *Couple and Family Psychoanalysis* 1(1): 97-116.

McCann, D. (2011). "Supervision: making it work for you." *The Trainee Handbook A Guide for Counselling & Psychotherapy Trainees* (3): 203-221.

Abse, S. (2011). "Letter from The Tavistock Centre for Couple Relationships." *Couple and Family Psychoanalysis* 1(1): 97-116.

Clulow, C. (2011). "Couple Psychoanalysis and Couple Therapy: Context and Challenge." *Couple and Family Psychoanalysis* 1(1): 97-116.

Changing Hearts and Minds – TCCR’s policy and communications work

Policy

The appointment of a Director of Strategic Development and Projects, Honor Rhodes OBE, led to an expansion of policy and influencing work. Our mission to promote the central importance of relationship support to the wellbeing of adults and children is most actively expressed in the work we do to influence the thinking of politicians, policy makers and commissioners. As a result during the year we enthusiastically contributed to several important policy areas, relevant to our work. These included the Graham Allan Review on Early Intervention and the Family Justice Review and we also worked with the Centre for Excellence and Outcomes (C4EO) in Children and Young Peoples Services and the Mayor’s Policy Team on Child Poverty and its links to family breakdown.

With our partners in the Kids in the Middle Campaign, we developed a brief for No 10 on family relationships and were rewarded in December, by the prime minister referencing TCCR in an important speech on relationship support. We produced a strategy document on relationship support with Marriage Care, Relate, One plus One, Care for the Family and Asian Family Counselling. This document which aimed to influence the new government’s policy on relationship support, led to a meeting with the Minister for the Family, Sarah Teather.

Using the expertise of our therapists and trustees who have working experience of the family justice system, we wrote a consultation document responding to the Green Paper on Child Maintenance. Meetings with officials from the DWP took place to discuss how we might further contribute to the development of policy and support for separating couples.



Conferences and Events

In October, TCCR joined with other organisations in the ‘Family Room’ coalition and lobbied at the party conferences, holding a fringe meeting at Labour with speakers Graham Allen MP, Fiona Miller, Dr Samatha Callan and Susanna Abse, CEO of TCCR.

In February, following our active engagement with the Family Justice Review, we co-hosted a seminar at TCCR with Coram Chambers on ‘Post Separation Parenting’ which was chaired by Sir Nicholas Wall, President of the Family Division. Also in February, Susanna Abse spoke in the House of Commons alongside the Secretary of State for Work and Pensions, Ian Duncan Smith at the launch of Marriage Week.

In-house we held 3 conferences during the year, together with the popular Enid Balint Lecture which this year was delivered by Professor Peter Hobson. The conferences focussed on our current interests; with one on inter-parental conflict and its impact on children, another on depression in the couple relationship and lastly, in March we held a conference on couples and dementia run in conjunction with Age Matters. Speakers from TCCR, UCL, the Alzheimers Society, the Institute of Family Therapy and the Dementia Research Centre at the National Hospital for Neurology and Neurosurgery contributed to our lively cutting edge programmes of professional development.

TCCR staff also gave many talks, lectures and key note speeches during the year, travelling throughout the country and beyond sharing their expertise. Mary Morgan travelled to San Francisco to lecture and in October, David Hewison spoke at the East Midlands Strategic Health Authority’s IAPT Conference. In London, Susanna Abse spoke to colleagues at the Psychoanalytic Psychotherapy Now Conference, giving a talk on extending relational psychoanalysis to a ‘Think Family’ approach.

A new venture in conjunction with Psychologies Magazine was begun during the year which aimed to encourage new people to come into the building, demystifying the work of the centre. A series of debates were held with a wide variety of speakers discussing common relationship issues. Authors Howard Jacobson, Christina Odone, Kate Figes and Suzi Godson took part with Professor Brett Kahr chairing the events.



The British Society of Couple Psychotherapists and Counsellors

Our professional body, BSCPC housed within TCCR, also grew during the year to nearly 200 members. An ongoing programme of professional development was held in our central London centre. 2010 also saw the birth of the new International Journal of Couple and Family Psychoanalysis published by Karnac. Couple and Family Psychoanalysis aims to promote the theory and practice of working with couple and family relationships from a psychoanalytic perspective providing a forum for disseminating current ideas and research, and for developing clinical practice.

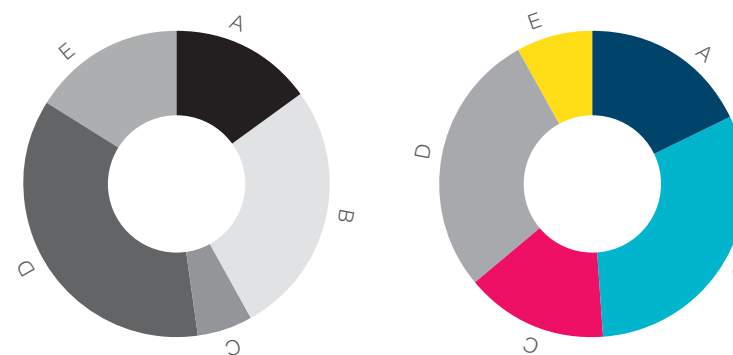
International Training

Key to our international links was the development of a series of video seminars co-run with the Washington based, International Psychotherapy Institute. These video seminars delivered by senior figures in the field of couple psychotherapy linked practitioners in the UK with those in the US, Panama, Canada, Israel, and Taiwan.



Our Finances

The year 2010/11 saw an increase in income generated from a wider range of sources. Income generated from the delivery of training and clinical services increased, with training income rising by 30% and clinical income by 21%. This growth in income has enabled us to train more therapists and front line staff as well as support more couples, regardless of their financial status. Total income including grants and donations was £1,925.6k an increase of 6% which reflected our strategic aim to limit our reliance on grants and donations while at the same time expanding the organisation.



2009/10		2010/2011	
A Training	270,000	A Training	349,000
B Clinical	494,000	B Clinical	597,000
C Projects & Contract	123,000	C Projects & Contract	296,000
D Grants & Donations	642,000	D Grants & Donations	540,000
E Other	285,000	E Other	141,000
Total	1,814,000	Total	1,925,000

The Tavistock Institute of Medical Psychology – Council of Trustees

Dr Anton Obholzer – Chair
 Dr Bill Robinson
 Linda Chung
 Professor Margaret Rustin
 Kip Meek – Vice Chair
 Dr Bob Jezzard

Bruce Mauleverer, QC
 Hazel Wright
 Warren Colman
 Martin Roddy
 Lady Carola Thorpe