



TAVISTOCK
RELATIONSHIPS

Improving Lives for Generations



Annual Review 2021

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Chair's message



Despite the delivery challenges which the global pandemic has continued to pose, I am proud to report that Tavistock Relationships has continued its exploration of novel ways to provide support to people experiencing relationship problems.

It is in the digital realm that this has been most notable this year, and we are pleased that our early moves to adopt technology solutions that enable service provision have positioned us well to continue to offer support to a wide range of clients throughout a challenging year. For not only has the charity managed to help hundreds of parents across large swathes of England, particularly through the provision of mentalization-based therapy online, but it has also delivered online training to practitioners from the UK and abroad on the relational aspects of dementia in the context of couple relationships, as well as embarking on a new project, funded by Children in Need, which sees us working in partnership with a local youth charity that provides online peer mentoring to young people whose parents are receiving online couple therapy.

In addition, Tavistock Relationships has developed one of the first relationship support apps in the world, with *Between Us* attracting more than 1,000 users in the first month after its release. We are well placed to explore opportunities for working with local authorities and other agencies over the coming year to utilize this tool as part of their community outreach programmes.

It is becoming increasingly clear how the pandemic has affected the quality of people's relationships. Although some have managed to strengthen their relationships as a result of enforced proximity and home-working, others – most notably those whose relationships were under strain anyway before the pandemic – have experienced significant deterioration in the quality of their relationship with their partner, often related to increased stress and pre-existing vulnerabilities related to their mental health.

As we move, we hope, out of the worst of the pandemic, Tavistock Relationships stands ready to play its part in helping people find better, and less conflictual, ways of relating to partners, and of parenting their children in loving, warm and secure ways. I am extremely grateful to all the staff at Tavistock Relationships whose dedication and professionalism fills me with the confidence to make such a promise.

This year we have been joined by a new trustee, Lucy Marks. We are delighted to be able to draw on her wisdom and many years of experience as a health professional. I want to take this opportunity to thank all our trustees for many years of dedicated and diligent service to the charity.

Professor Nick Pearce

Chief Executive's report



As Chief Executive, I am immensely proud of the work which is detailed in this Annual Review. The range of work undertaken by Tavistock Relationships this year is testimony to what can be achieved by a staff team working creatively together, with a deep commitment to our charitable mission to ensure that effective relationship support is available to all.

As part of our charitable mission, we undertook survey research¹ to find out about how the UK's relationships have fared during the Coronavirus pandemic. Our survey canvassed the views of more than 2,000 adults across the United Kingdom and the results paint a disturbing picture of the state of couples and families in post-pandemic Britain.

While some may have benefited from the opportunity to spend more time with their partners and families during the pandemic, for a significant number of families life has become much harder. Close to half of all respondents felt that the experience of lockdown would have long-term impacts on their mental health and a similar number said that the pandemic caused additional stress for their children and wider family. This is not surprising – families have had to bear the emotional strain as we have been cut-off from the outside world of work and wider social contexts. For many, the pandemic has meant that we have been reliant on our family relationships for our support. Where there have been underlying vulnerabilities in these relationships, these have inevitably become amplified. Never before has the link between our relationships and our mental health been so apparent.

Family relationships are under strain – and the people we surveyed believe that couple and family relationships need support now, just as our mental health does. Indeed, the experience of the pandemic has brought home to us what research has long shown: in many respects relationship health is mental health. When relationships are in trouble our mental health suffers. When relationship therapy is effective, we see significant improvements in mental health as well as in relationship quality. For example, year on year, figures released by NHS Digital indicate that couple therapy is one of the most effective psychological treatments for depression and anxiety². This is so important not just for the wellbeing of parents, but for their children too. Those children whose parents are in poor mental health are more vulnerable to developing such problems themselves and this association has increased since the pandemic – as our most vulnerable families have become more disadvantaged than ever.

Never before has the link between our relationships and our mental health been so apparent.

This attests to the vital importance of the work that Tavistock Relationships does – now, more than ever, there is a need for innovative approaches to support relationships and mental health across all areas of our society. As you will see as you read on, this year we have worked hard to play our part in this, undertaking an exciting programme of intervention development, training and research, in diverse settings across the UK. Working online this last year has created a unique set of challenges and pressures for much of the country. Tavistock Relationships staff responded with incredible resilience and adaptability, ensuring our activities were sustained without interruption. My thanks and appreciation to all members of the Tavistock Relationships learning community, who worked so hard to enable us to continue to provide our services in this most challenging of years.

Highlights of the year include:

- Publishing Between Us, one of the world's first relationship support apps.
- Supporting parents to achieve significant improvements in their mental health and reduce relationship conflict through delivery of the Government's Reducing Parental Conflict Programme.
- Working with a record number of NHS staff to train them in the highly effective programme, Couple Therapy for Depression.
- Strong demand from applicants for our new Diploma in Psychosexual Therapy resulting in fully subscribed courses, with the student cohorts including increased representation from participants from Black, Asian and Minority Ethnic backgrounds, in part, supported by our bursary programme.
- Successfully delivering our range of trainings in an online format, resulting in a significant increase in participants both nationally and internationally.
- Increasing the number of staff from Black, Asian and Minority Ethnic backgrounds employed as clinical lecturers, group analysts, and workshop facilitators across our trainings, in line with our strategic plan.
- Running our summer and winter schools to maximum capacity.
- Delivering more than 20,000 sessions of therapy to couples and individuals, representing nearly 1,500 cases.
- Continuing to demonstrate, through rigorous data collection, the positive impact of providing couple therapy – both in terms of the mental health and well-being of the adult partners, as well as their children.
- Commencing work on our collaboration with the City of London, through the City Wellbeing Centre, which delivers low-cost psychological therapy for workers and residents in the City of London and surrounding boroughs.
- More people attending our lectures and short courses in 2020-21 than any previous year.
- Publishing 27 book chapters or journal articles by Tavistock Relationships staff.

¹ In July 2021 Tavistock Relationships commissioned a YouGov survey of more than 2,000 UK adults. Just over half of the respondents were in a relationship. The questions were designed to provide insights into the impact of the pandemic and social restriction on the relationships of couples, families, parents and children, and to consider how this had affected the nation's mental health. All figures, unless otherwise stated, are from YouGov Plc. Total sample size was 2,093 adults, of whom 1,401 were in a relationship. Fieldwork was undertaken between 22-23 July 2021. The survey was carried out online. The figures have been weighted and are representative of all UK adults (aged 18+).

² Data derived from: <https://digital.nhs.uk/data-and-information/publications/statistical/psychological-therapies-annual-reports-on-the-use-of-iapt-services/annual-report-2016-17-further-analyses>

Innovation and development

Tavistock Relationships prides itself on its considerable history of innovation, of developing and tailoring programmes to help couples and families in new ways. This year we have worked on the following:

Between Us – an app for relationship support

We published our new app, Between Us, in January 2021. Soon after this, the app was featured on the BBC's technology programme, Click, which resulted in more than 1,000 downloads. Between Us marks a new departure for Tavistock Relationships and we are proud to have developed one of the first couple relationship support apps globally.

Reducing the impact of inter-parental conflict on children's mental health

Our Children in Need-funded project, which sees Tavistock Relationships delivering couple therapy to parents locked in entrenched conflict, while their children receive peer mentoring from the youth charity Fitzrovia Youth in Action, is progressing well. Young people involved in the project created this short video about their experience: https://www.youtube.com/watch?v=Z0_AtFFoxZc

Living Together with Dementia

This continues as a service operating within Tavistock Relationships, with a number of staff working to deliver clinical interventions for couples living with dementia, as well as ongoing research into the effectiveness of the clinical work and its associated training programme. In addition, three one-day workshops were delivered for people working in dementia care services, attracting interest from practitioners working in older adults' services across the UK and Europe.

DWP Reducing Parental Conflict Programme (RPC): Westminster and Hertfordshire contract package areas

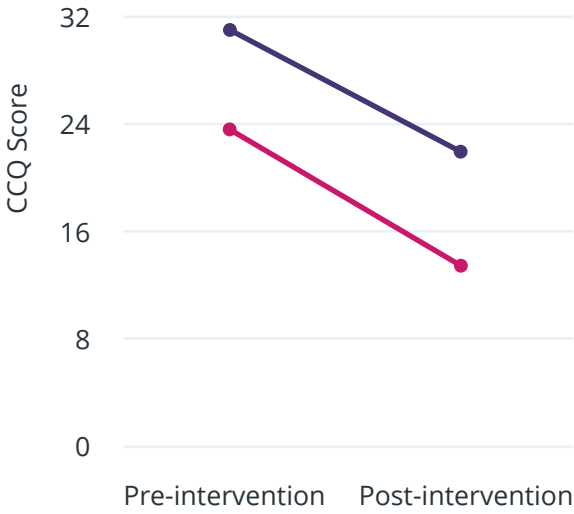
Our DWP funded programme in 2020-21 has had an excellent year. The contracts we were awarded by the DWP have enabled us to support over 1,300 parents across seven London boroughs and counties beyond London, including Hertfordshire, Cambridgeshire, Essex, and Buckinghamshire.

We have delivered our own Mentalization – based intervention, Parenting under Pressure, to more than 600 parents, as well as training and supervising practitioners in the North East, where they are also delivering this intervention. We have found highly significant improvements in all the areas that the Reducing Parental Conflict programme seeks to address, with highly significant reduction in a) conflict between parents in intact and separated relationships b) violent problem solving for all parents, for parents in intact relationships, and for parents in separated relationships and c) conflict about the children for all parents.

Conflict between co-parents

Key

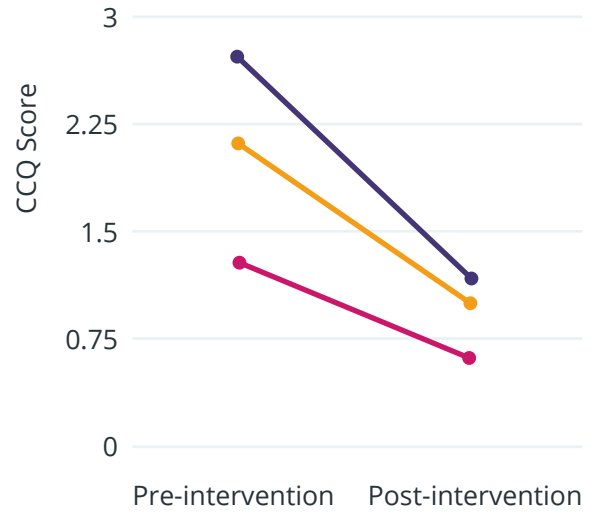
Intact (n=98) Separated (n=91)



Violent problem solving

Key

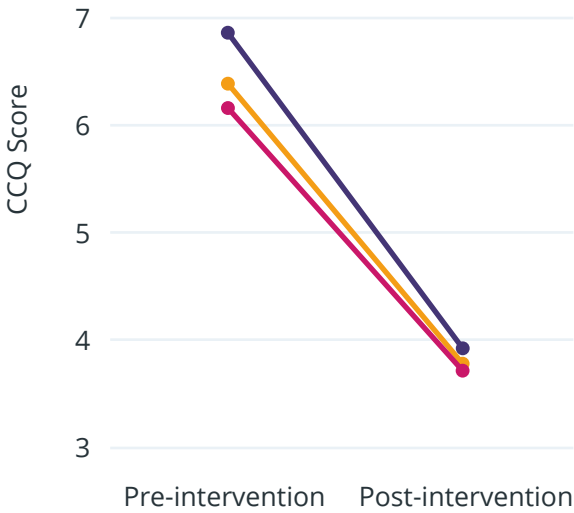
All (n=209) Intact (n=95)
Separated (n=85)



Conflict about the children

Key

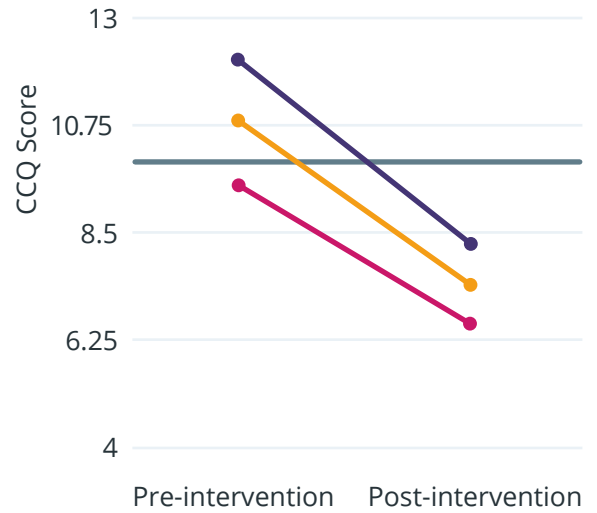
All (n=209) Intact (n=97)
Separated (n=96)



Psychological distress

Key

All (n=209) Intact (n=95)
Separated (n=85) Clinical threshold



“If I hadn’t had gone through this counselling process, I’m not sure what life would look like now. I know now that I can deal with my ex-partner... and I know that for my children life is a great deal easier, they feel less torn between us.”

Parent from the DWP RPC programme



Commissioned training

We were commissioned by the City of London Corporation to provide 6 half-day workshops on the impact of parental conflict on children within the family and within schools and a separate workshop on Understanding and working with domestic abuse. We have also delivered commissioned training with Brighton and Hove Schools on the Impact of Parental Conflict on Children in Schools.

Parents as Partners (PasP)

We have worked to support four local authorities in the delivery of this programme, providing supervision to their staff. In addition, three Welsh local authorities have commissioned training in this model. During this year, groups for parents which started in person have moved online. Consequently, we adapted the Parents as Partners training manual for online working and were greatly helped in this task by the four original programme developers, Professors Phil and Carolyn Cowan and Professors Marsha and Kyle Pruett. We continue to assess the programme's effectiveness and are supervising internationally in Malta, Poland and Israel.

Couple Therapy for Depression Training for Delivery within the NHS, Improving Access to Psychological Therapies (IAPT)

In 2020/21, 119 practitioners within the NHS were trained in Couple Therapy for Depression compared with 64 in the previous year. In addition, we have trained 10 supervisors to work within IAPT services in a bid to increase sustainability. There has also been a CPD offered to trained practitioners to encourage those who have been trained by TR to continue to develop their practice.

All trainings, from June 2020, were conducted on-line and the feedback from trainees has been very positive.

Developing the workforce

Practitioner trainings

Overall, in 2020/21 our trainings performed extremely well. We were, of course, recruiting during a pandemic and all selection and interviews took place online. On the practitioner training, we welcomed 13 students onto the first year of the psychodynamic programme, and 1 student on to the psychoanalytic practitioner programme. This year we also had the 5-yearly collaborative review with the University of East London and were commended on:

- excellent teaching and high-quality support.
- exceptional standard of the second marking process.
- quality of relationships between staff, students and UEL.
- quality of the preparatory paperwork.

Foundation courses

We started two Foundation courses in January this year, offering one in the evening and one during the day. We recruited 39 students in total: 22 students registered for the evening course (an almost identical number to 21 in the previous year) and 17 students were recruited for the daytime course.

We have seen a significant increase in the number of participants across our trainings from national and international students.

Psychosexual training

Our new Diploma in Psychosexual Therapy is recruiting very well. The course had an excellent accreditation report from COSRT, so is now fully accredited and establishing itself as one of the leading psychosexual therapy trainings in London. We have recruited a steady number since the first intake, and despite our other practitioner courses being impacted by the pandemic this year, the psychosexual Diploma managed to maintain its intake. It recruited 13 students this year: an almost identical number to the previous two years.

Our Psychosexual Certificate also recruited very well this year, 14 students enrolled on the course in April 2020 and 22 in January 2021. As reported last year, the move to online teaching has boosted the recruitment of both national and international students.

New courses

Three new courses started this year:

Certificate in the Study of the Couple Relationship. This is a year-long course for individually qualified counsellors and psychotherapists. The course started in September 2020 with 17 students.

Individual Training in Psychodynamic Psychotherapy. This is a year-long course which is a 'top up' training for students who have completed our Couple Psychoanalytic Psychotherapy training. This was accredited by the BPC in March 2021. The course commenced in January 2021 with 6 students.

Pre-Clinical Course: This is an Advanced Foundation course run for 6 weekends and is aimed at those who are interested and suitable for our clinical trainings. 10 students enrolled on this course in May 2021 and we are anticipating a high conversion rate to our psychodynamic training in September.

Online training

All of our training has been delivered online this year, which has presented a huge opportunity for Tavistock Relationships to widen the reach of our trainings beyond London. We have seen a significant increase in the number of participants across our trainings from national and international students. Online delivery will remain a permanent feature of our practitioner trainings, with an anticipated blended model developed, (some aspects being delivered entirely online, and some face to face); and our other courses will offer both an online option and a face-to-face option.

All of our training, from one day courses to 4-year clinical trainings are carefully evaluated. Overall, the feedback we receive is outstanding. This is a selection of some of the comments we have received:

“The organisation has a culture and atmosphere where thinking can take place and be cultivated. I feel there are a number of people/staff I can go to, to think about any difficulties or anxieties I may have. This makes for a safe learning environment.”

“A caring and containing environment is created and maintained at TR. As a student I trust that my well-being and my experience is being thought about. I feel supported and cared for.”

Race and diversity bursary provision

We offer Bursary provision across all of our training courses to provide financial support to those who are on low incomes and from an under-represented ethnic group. Alongside this we are also developing a mentoring scheme where our Black, Asian and Minority Ethnic students are offered a Mentor from a current or recent Black, Asian or Minority Ethnic trainee.

The Training team have ongoing reviews of how issues of race are covered in both the curriculum and other teaching resources. This also includes ensuring an inclusive CPD programme with expert practitioners and clinicians from Black, Asian and Minority Ethnic groups.

Although we still have some way to go to realise our ambitions to increase diversity across our organisation, this year we have increased the number of staff identifying as being from Black, Asian and Minority Ethnic backgrounds, employed on our trainings as clinical lecturers, group analysts, and workshop facilitators.

Bursaries awarded 2020 – 2021

- **Foundation Certificate in Couple Counselling and Psychotherapy**
2 x 100% bursaries
2 x 50% bursaries.
- **Psychosexual Certificate**
2 x 100% bursaries (two staff members)
- **Diploma in Psychosexual Therapy:**
1 x 100% bursary.

Short courses – CPDs and conferences

This has been a challenging year as the covid pandemic meant our programme of face-to-face events could not take place as planned, and we had to move quickly to online delivery.

During the first quarter we ran a series of early evening events. Andrew Balfour, Tavistock Relationship's Chief Executive, presented a paper on psychoanalytic work with parental couples, repeated due to demand, and we had several presentations and discussion groups that directly addressed the sudden shift to online clinical work.

Over the subsequent year, we ran a mix of workshops and larger lecture-style events on Zoom. These courses attracted a diverse mix of therapists from a variety of theoretical perspectives, and the online medium meant we were able to expand our reach, attracting an audience from right round the world. More than 600 people attended our short courses in 2020-21, which was higher than the numbers from the previous year.

Summer and winter schools

Our annual Developing Skills in Couple Work summer school took place online for the first time. This was such a success, running at capacity, that we also ran it as a winter school in February. Again, it reached capacity, and attracted a good range of students, with a strong number of international participants joining our traditional UK base.

Our programme included a workshop on the impact of addiction on the couple, several training days from Dr Jan McGregor Hepburn on working with narcissistic states, a day with Professor Josh Cohen on the art of not working and our culture's demonisation of idleness, a workshop on resistance to grief and mourning in the couple relationship, Dr Graham Music on the clinical challenges of working with emotionally flat or shut-down states, two study days with Mary Morgan and Catriona Wrottesley on the art of clinical interpretation, a workshop with Narendra Keval on the use and misuse of race in the clinical situation, Professor Brett Kahr on how to flourish as a psychotherapist in the time of Covid and Juliet Newbigin and Leezah Hertzmann on the clinical challenges of working with sexuality and gender. We launched a series of conversations with novelists which included an evening with the author Deborah Moggach.

Enid Balint lecture

Michael Parsons gave the 26th annual Enid Balint lecture, entitled Revisiting Before I Was I, in which he reflected on the experience of rereading Enid Balint's collected papers, which he had co-edited, nearly 30 years later. The respondent was Andrew Balfour, chief executive of Tavistock Relationships.

Our therapy services – supporting couples, parents and families

General clinical services

Despite an un-precedented level of change in our approach to service delivery this year, which has all moved online, we have continued to see a high demand for our clinical services. In total our general clinical service delivered 20,630 sessions from nearly 1,500 cases.

In light of the pandemic, all clinical work was delivered online, with great success. This was made possible by utilising our existing Online Therapy processes and systems which enabled the rapid upskilling of therapists and staff and minimised disruption. As a result, the vast majority of the pre-existing client group seen 'in person' before lockdown were able to engage well with both the technology and the differences with working therapeutically online.

Over the course of the year, we developed our range of digital platforms to support the delivery of therapy remotely and improve clinical operations including:

- introducing a new electronic client invoicing system to enable clients to pay online via Stripe.
- development of the Therapist Community platform to support therapists with accessing case information, including accessing up to date clinical information.
- digitalisation of all case documents and the development of an online clinical archive for closed records.
- introducing electronic access to clinical outcome measures.
- a new telephone system.

Initial consultations

Throughout the year we were able to continue to provide support to new clients via online consultation appointments booked via our online booking system. Booking levels were impacted by the national lockdowns. Despite this, 1,115 consultation appointments were undertaken with couples and individuals seeking relationship support.

The allocation of cases to ongoing therapy has been carefully managed by the Heads of Clinical Services who think carefully about which therapist and what therapeutic approach is most appropriate for each case. This process has continued to work efficiently remotely as a result of our CRM system developed over the past few years.

National reach of online therapy

Over the past year we have increased our national and international presence by nearly doubling the number of clients we see who live outside London (and surrounding areas). In total 2,300 sessions were delivered to people outside London compared to 1,281 in 2019/20.

“My therapist is really helping us to explore dynamics between us that cause us to feel stuck in our relationships and through the sessions I am able to understand more about my feelings and actions and how they affect my relationship with my partner. The therapist is kind and patient and insightful.”

A range of specialised services

While the majority of sessions are delivered as part of our psychodynamic and psychoanalytic services, a wide range of other specialised services are also available, which include the Parenting Services, Psychosexual Therapy, Mentalization-Based Therapy for Couples, our Divorce and Separation Consultation Service and the Relationship Focused Group Therapy for Individuals.

We were once again able to make use of a grant from the Peter Stebbings Trust which allowed us to provide some sessions completely free of charge to clients who would otherwise have been unable to access treatment within our specialist services.

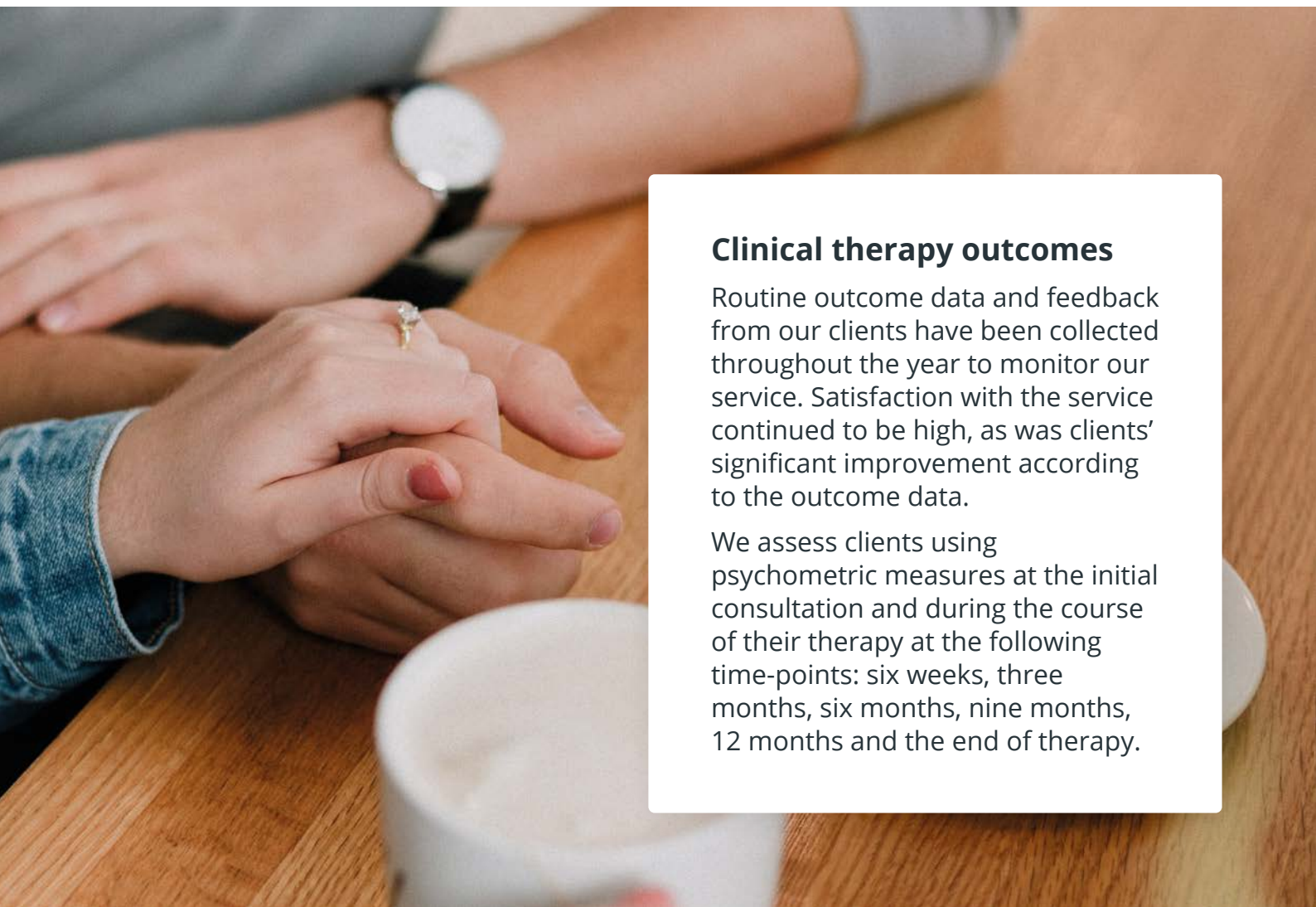
In response to the difficulties arising from the pandemic, we introduced a new service called Living with Lockdown. This four-session brief intervention enabled clients to make use of therapy in a time when it may have felt difficult to make long term commitments. The service was available at a low fee price to support those on lower incomes with accessing support.

“Tavistock provide an amazing service. Thank you for making this an easy process despite lockdown!”

Clinical therapy outcomes

Routine outcome data and feedback from our clients have been collected throughout the year to monitor our service. Satisfaction with the service continued to be high, as was clients' significant improvement according to the outcome data.

We assess clients using psychometric measures at the initial consultation and during the course of their therapy at the following time-points: six weeks, three months, six months, nine months, 12 months and the end of therapy.



Psychometric measures

Three psychometric measures are used at each time point in order to measure clients' a) psychological distress, b) relationship satisfaction, and c) report of their child's outcome.

Psychological distress

Psychological distress was measured by the Clinical Outcomes in Routine Evaluation Outcome Measure (CORE-OM)³.

Average scores on this measure dropped below the clinical range at week 6 of treatment, and dropped further at the end of therapy. Statistical analysis showed that the improvement from intake to week 6 was significant, and 64% of clients who were within the clinical range at intake had moved to the non-clinical range at the end of therapy (the percentage of clients who recovered clinically in the NHS psychological therapy services 2018-19, Improving Access to Psychological Therapy (IAPT), is 52.1% nationally⁴.)

Relationship satisfaction

Relationship satisfaction was measured by the Couple Satisfaction Index (CSI)⁵. Significant improvement was found at week 6 to the end of therapy from intake: from intake to week 6; from intake to month 6, from intake to month 9, from intake to month 12 and from intake to end of therapy. Relationship satisfaction at the end of therapy was higher than any other time point – and shows a highly significant improvement in relationship satisfaction at the end of psychotherapy.





Child wellbeing

Child Wellbeing was measured by the Strengths and Difficulties Questionnaire (SDQ)⁶. This is a scale on which parents rate their children's behavioural problems, which they rate as decreasing at week 6, month 3, month 9 and the end of therapy.

Satisfaction with clinical services

Analysis of clients' feedback collected at week 6 and at the end of therapy indicates that the vast majority of clients were highly satisfied with our service.

“My therapist was absolutely great. Insightful, thoughtful, measured, supportive, challenging, patient, kind and humorous when appropriate.”

“The sessions provided a safe space to talk openly about our problems. Sessions were often difficult but did lead us to understand each other better.”

“Having a dedicated time and space for my partner and I to discuss our issues, with the impartial presence of a therapist, has been very useful and beneficial. I feel that our therapist takes us seriously, is fair and balanced and makes us listen to and think differently about each other.”

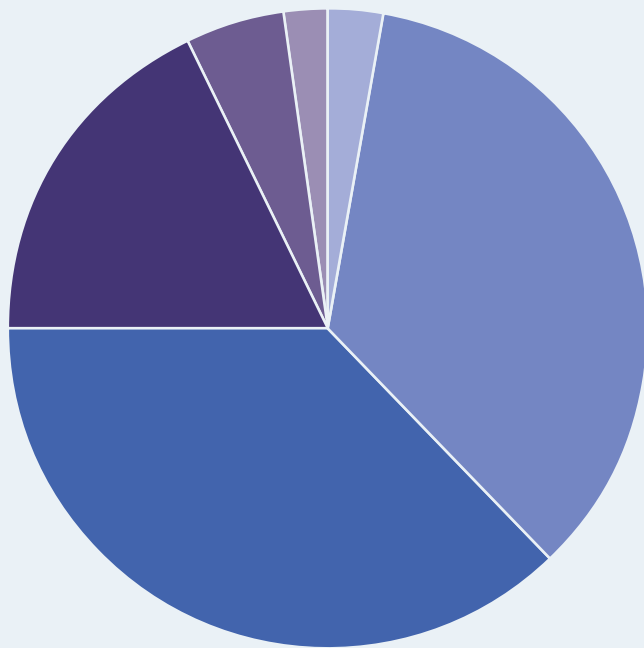
³ Barkham, M., Mellor-Clark, J., Connell, J., & Cahill, J. (2006). A core approach to practice-based evidence: A brief history of the origins and applications of the CORE-OM and CORE System. *Counselling and Psychotherapy Research*, 6(1), 3-15.

⁴ Psychological Therapies: Annual Report on the use of IAPT services, England, 2018/19. <https://files.digital.nhs.uk/1C/538E29/psych-ther-2018-19-ann-rep.pdf>

⁵ Funk, J. & Rogge, R. (2007). Testing the ruler with item response theory: Increasing precision of measurement for relationship satisfaction with the Couples Satisfaction Index. *Journal of Family Psychology*, 21, 572-583.

⁶ Goodman, R. (1997). The Strengths and Difficulties Questionnaire: A research note. *Journal of Child Psychology and Psychiatry*, 38, 581-586.

Who do we help?



Age

The majority of clients who used our service this year were from the age groups 36-45 and 26-35 (37% and 35% respectively), followed by the age group 46-55 (18%), 56-65 (5%), 18-25 (3%), and 66 or over (2%).

Key

18-25 – 3%	36-45 – 37%	56-65 – 5%
26-35 – 35%	46-55 – 18%	66 or over – 2%

Gender

52% of the clients were female, 47% were male, and 0.49% were Other.

Employment and Disability Status

More than half (65%) of the clients were in full-time employment, 19% were part-time, 4% were students, 3% were full-time homemakers or carers, 2% were retired, and 7% were currently unemployed.

The majority (93%) of the clients were not disabled, and 6% described themselves as having a serious illness or disability. Only 1% of the clients described themselves as receiving statutory sick pay.

Ethnicity

The majority (79%) of the clients reported their ethnicity as White, including White British (53%), other White (23%) and White Irish (3%), followed by Asian (8%), Mixed (7%), Black (5%), and Chinese (1.4%).

Sexual orientation

The majority (88%) of the clients were heterosexual, 4% were gay/lesbian, 5% were bisexual, and 2% did not indicate.

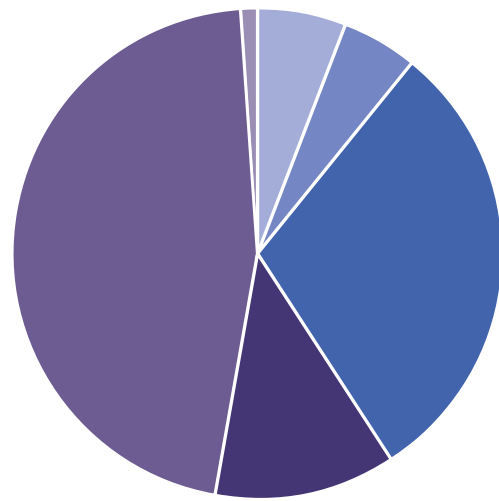
Children

50% of our clients had at least one child under 18.

Relationship characteristics

The majority of the clients were married (45%) or co-habiting (30%), followed by non-cohabiting partners (12%), single (5%), separated or divorced (6%), and civil partnership (1%).

The lengths of the clients' relationship were: 5% less than 1 year, 34% 1-5 years, 26% 6-10 years, 14% 11-15 years, 10% 16-20 years, 5% 21-25 years, 3% 26-30 years, and 2% more than 30 years. About half of the clients were seeking our service after having had relationship problems for less than 2 years (24% less than 1 year and 30% 1-2 years), 29% had relationship problems for 3 to 6 years, and 12% had problems for 10 years or more.



Key

- Separated/divorced – 6%
- Single – 5%
- Co-habiting – 30%
- Non-cohabiting partners – 12%
- Married – 46%
- Civil partnership – 1%

City Wellbeing Centre

The City Wellbeing Centre aims to increase the range and access of therapeutic mental health treatments for workers and residents in the City of London and surrounding boroughs, i.e. Tower Hamlets, Camden, Islington, Hackney, Westminster, Southwark and Lambeth. It is supported by the City of London Corporation, who have provided us with premises for a period of three years, with the following outcomes in mind:

- increased breadth of choice of mental health therapies.
- increased accessibility to mental health treatments to all groups of the City of London resident and worker population.
- a sliding-scale fee structure to ensure that the provision of services is available irrespective of income.
- provision of longer-term therapies not widely available through the NHS.



The fit-out of the building was completed by the City Corporation who handed it over to Tavistock Relationships just as the country went into lockdown and, although we held an official launch in September 2020, the pandemic has made it challenging for us to develop the work of the centre. Despite this, we have offered our services online and have worked on a variety of fronts to further the outcomes of the original bid.

Diversity

While we operate nationally, TR staff and clinical service clients predominantly come from London.

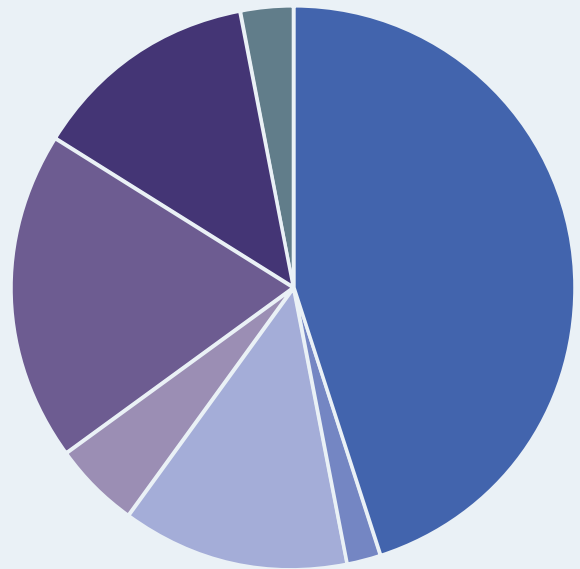
We seek to represent in our workforce, and work with clients from diverse communities that represent the population demographic of the area in which we work.

We are focused on ensuring that our service suits the community within which we operate and have been pleased to offer bursaries to support students from minority ethnic backgrounds to enable us to continue to increase diversity in our staff, particularly in senior and teaching roles.

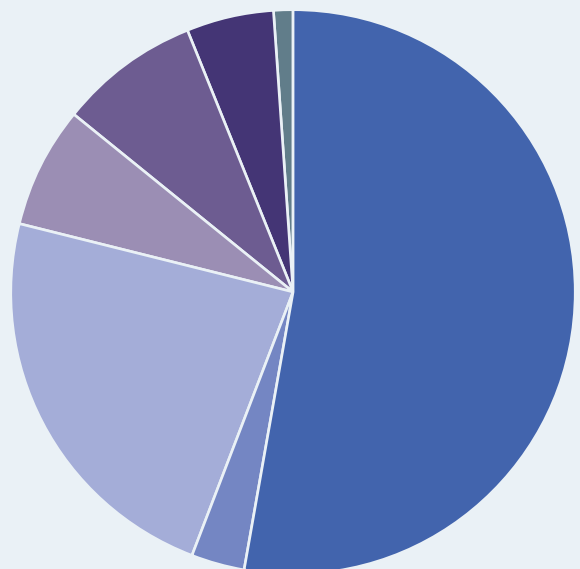
**We are targeting
40% representation
in our workforce and
participation in our services
by people from Black, Asian and
Minority Ethnic backgrounds**

Key	London (%)	TR clinical service (%)	TR staff (%)
White British	45	53	39
White Irish	2	3	4
White Other	13	23	16
Mixed Race	5	7	6
Asian/ Asian British	19	8	6
Black/ Black British	13	5	14
Other ethnic group	3	1	4
Prefer not to say	n/a	n/a	10

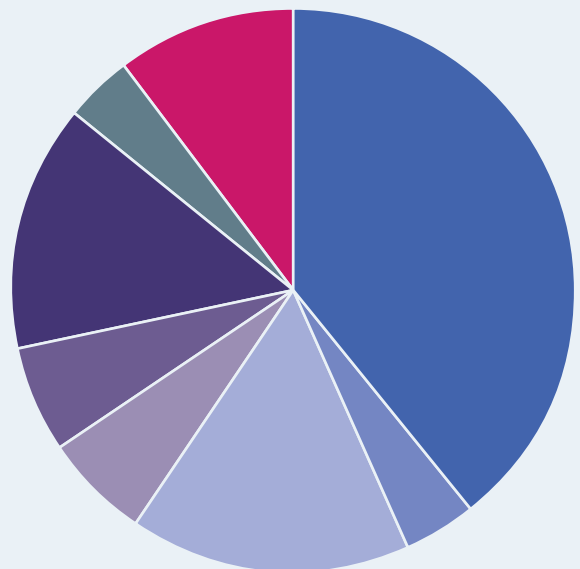
London ethnicity (2011 data)



Ethnicity of clients in TR clinical service



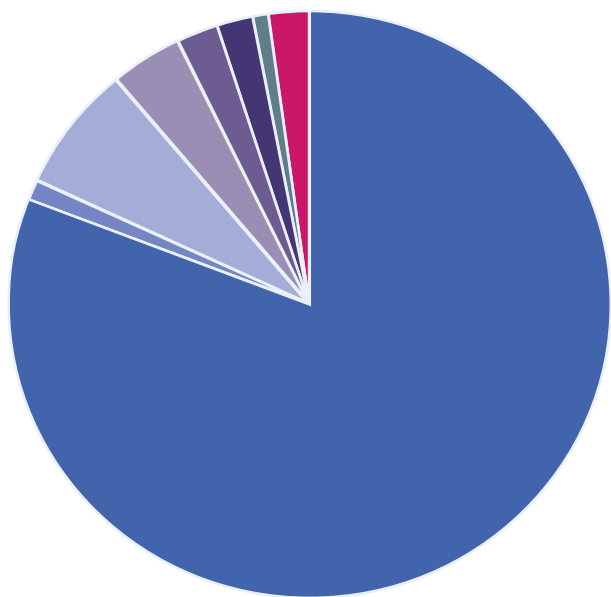
Ethnic background of TR staff



The DWP supported programme for reducing parental conflict has been particularly effective in enabling us to work with diverse communities.

Ethnicity – RPC Hertfordshire CPA*

In Hertfordshire, 89% of the population identifies as being white (2016 data).



Key

- White British – 81%
- White Irish – 1%
- White Other – 7%
- Mixed race – 4%
- Black African/Caribbean – 2%
- Asian background – 2%
- Other ethnic groups – 1%
- Prefer not to say – 2%

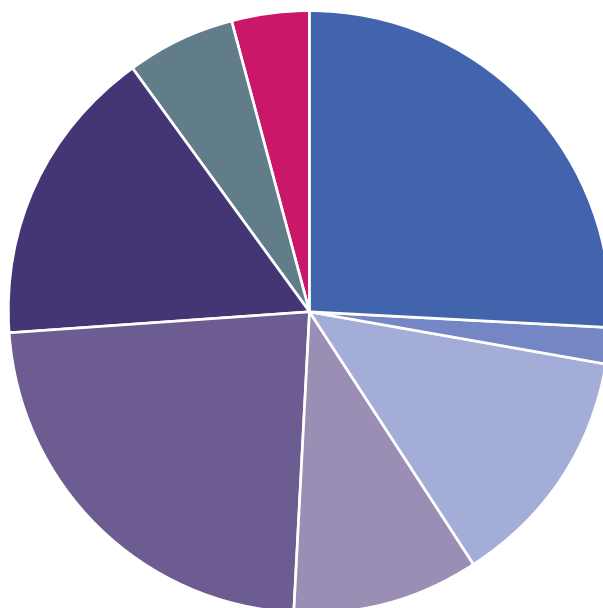
* Buckinghamshire, Cambridgeshire, Peterborough, Hertfordshire, Essex, Southend-on-Sea and Thurrock

Ethnicity – Westminster RPC

In the Westminster contract area, more than 50% of programme participants identified as being from Black, Asian and Minority Ethnic communities.

Key

- White British – 26%
- White Irish – 2%
- White Other – 13%
- Mixed race – 10%
- Asian/Asian British – 23%
- Black/Black British – 16%
- Chinese/Other ethnic group – 6%
- Prefer not to say – 4%



Influencing the policy environment

This year we continued to provide the secretariat to the All Party Parliamentary Group for Supporting Couple Relationships and Reducing Parental Conflict. Our first virtual meeting, held in October 2020, led to the creation of the APPG's #SortItOut campaign. This campaign has garnered the support of more than 30 family, children's and relationship support organisations, in addition to leading figures in the legal and academic worlds with an interest in improving and reforming systems to ensure that as few children as possible suffer as a result of exposure to frequent, intense and poorly resolved conflict between their parents.



Demonstrating the effectiveness of our work through research

This year has been defined by Covid and the task of moving our research functions online and of dealing with the complications of shifting from largely paper outcome measures to solely online questionnaires and surveys. This work has enabled us to have confidence in our clinical service outcome findings that high quality work continues to be done by our staff, visiting clinicians and our trainee therapists.

In addition to this, the Research team has continued to support the work of the projects that Tavistock Relationships has been running in this period, adding to the value of the data collected by the DWP in the Reducing Parental Conflict Project. We have been able to give timely indications of clinical risk, as well as breaking down outcomes into more meaningful information. These outcome analyses have been helpful in Tavistock Relationships' policy work, as reported elsewhere.

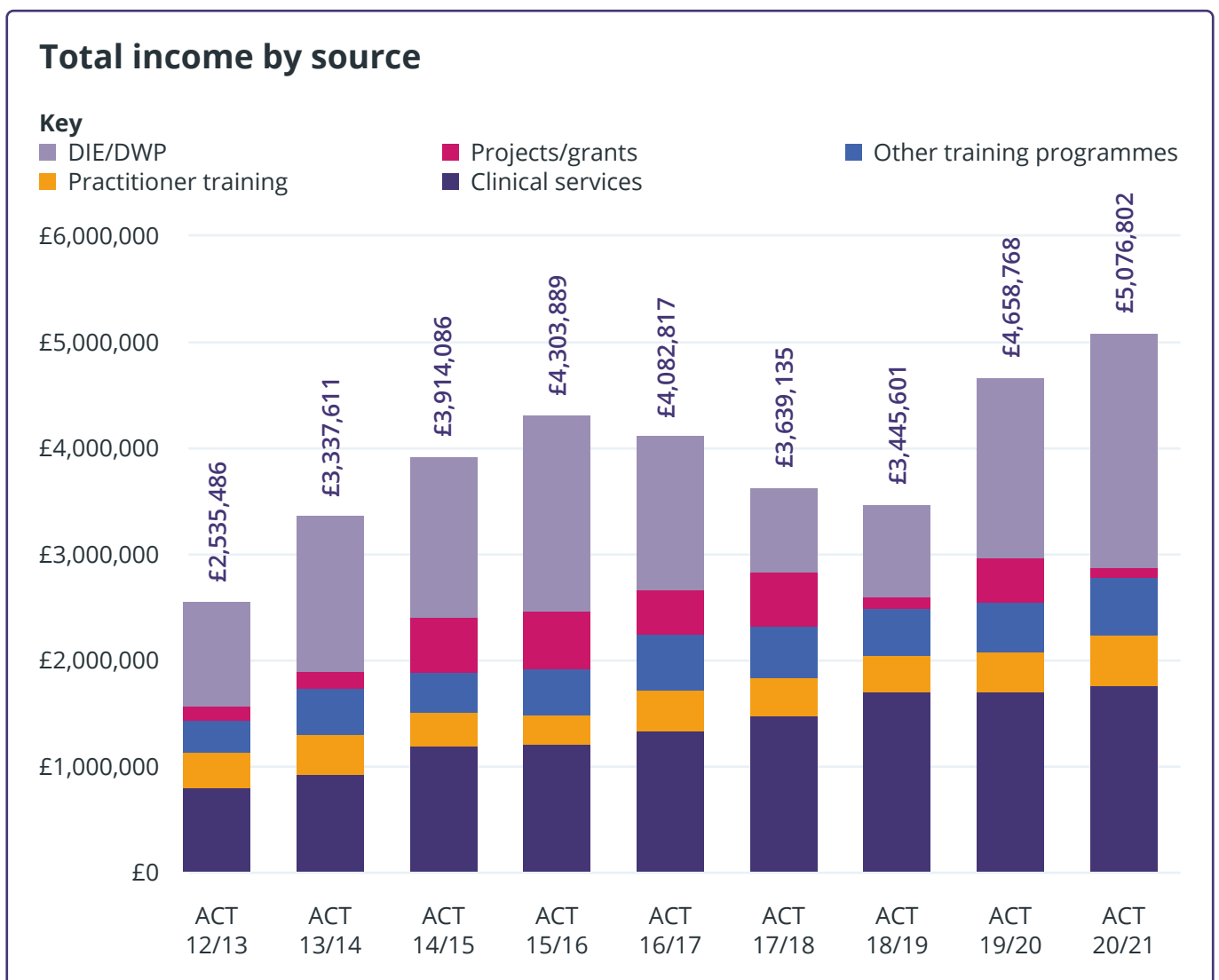
One of Tavistock Relationships' two research interns was successful in her application for Clinical Psychology training this year. We are pleased that we have been able to pay our Interns this year, having made a decision to allocate funds to these roles in addition to the experience and training that Interns benefit from by joining Tavistock Relationships. We hope that this will enable a wider range of applicants in the future. In addition to this, we offered 2 Masters student placements to University College London/ Anna Freud Centre with a brief to research the influence of race and ethnicity on our therapeutic work. They will report back in the summer. Our final Doctoral student successfully submitted his thesis for examination in the summer and we celebrated his success later in the year.

Financial overview

TR has achieved a pleasing operating surplus for the 2021 financial year of £59k (2020 £121k).

This performance was better than anticipated by the annual budget that anticipated a small operating loss and was bolstered further by positive movement on investment vales and a significant reduction in the defined benefit pension deficit bringing net assets to £1.35m.

Financial performance in FY 2021 was driven by increased revenues across most categories and particularly strong performance from government service revenue including the DWP Reducing Parental Conflict programme, delivered in partnership with our sub-contractors and the NHS increasing access to psychological therapies (IAPT), Couple Therapy for Depression programme (reflected as other training programmes).



Staff publications this year

April 2020 – March 2021

The organisation continues to publish in professional peer-reviewed journals and books, as below, and we are delighted that Mary Morgan's key text 'Couple State of Mind' has now been published in Russian.

Abse, S. (2020) 'Book Review of: How to Flourish as a Psychotherapist by Brett Kahr', *Couple and Family Psychoanalysis*, 10(2), pp. 219-221.

Balfour, A. (2020) 'A Brief History of Tavistock Relationships', *Couple and Family Psychoanalysis*, 10(2), pp. 179-185. Also published in: **Waddell, M. and Kraemer, S.** (eds.) The Tavistock Century 2020 Vision. **London: Phoenix Publishing House.**

Boerma, M. and Wrottesley, C. (2020) 'Responses to "Should "sensate focus" have a place in couple psychoanalytic psychotherapy"', *Couple and Family Psychoanalysis*, 10(2), pp. 198-202.

Clulow, C. (2021a) 'Book Review of: The Brain has a Mind of its Own: Attachment, Neurobiology and the New Science of Psychotherapy by Jeremy Holmes ', *Couple and Family Psychoanalysis*, 11(1), pp. 89-91.

Clulow, C. (2021b) 'Foreword: Love in an age of Covid 19', in **Scharff, D.E.** (ed.) *Marriage and Family in Modern China*. London: Routledge.

Cowan, P. A. and Cowan, C. P. (2020) 'Four decades of international collaboration with Tavistock Relationships', *Couple and Family Psychoanalysis*, 10(2), pp. 191-197.



Felton, L., Jowett, S., Begg, C. and Zhong, X. (2021) 'A multistudy examination of the complementarity dimension of the coach-athlete relationship', *Sport, Exercise, and Performance Psychology*, 10(1), pp. 27-42.

Hewison, D. (2020) 'Mental health implications of COVID-19 quarantine and the experience of online couple therapy', *Couple and Family Psychoanalysis*, 10(2), pp. 208-218.

Kahr, B. (2020) 'The Tavistock Institute of Medical Psychology, 1920-2020', *Couple and Family Psychoanalysis*, 10(2), pp. 173-178.

Kahr, B. (2021) 'Micro-separations: how to traumatise your spouse on a daily basis', *Couple and Family Psychoanalysis*, 11(1), pp. 76-88.

Ludlam, M. (2020a) 'Arts Review of: Portrait of the Artist Käthe Kollwitz, Exhibition at The British Museum ', *Couple and Family Psychoanalysis*, 10(2), pp. 224-226.

Ludlam, M. (2020b) 'Can the "internal couple" be our faithful life-long partner?', *Couple and Family Psychoanalysis*, 10(2), pp. 129-142.

McCann, D., Lucarelli, D. and Sommantico, M. (2020) 'Introduction to special edition on homosexualities', *IACFP Review* 22(1), pp. 4-8.

McCann, D. and Sandor, C. (2020) 'Responding to the challenge that same-sex parents pose for psychoanalytic couple and family psychotherapists: Confronting implicit bias.', *IACFP Review* 22(1), pp. 96-110.

Moran, P. and Tsatsas, N. (2021) 'Film Review of: Hope Gap, directed by William Nicholson', *Couple and Family Psychoanalysis*, 11(1), pp. 96-98.

Morgan, M. (2020a) 'Being a couple and developing the capacity for creative parenting: a psychoanalytic perspective', *Journal of Child Psychotherapy*, 46(2), pp. 191-205.

Morgan, M. (2020b) 'Tavistock Relationships and the growth of couple psychoanalysis 1988-2019: a personal memoir', in **Waddell, M. and Kraemer, S.** (eds.) *The Tavistock Century 2020 Vision*. London: Phoenix Publishing House.

Nyberg, V. (2021) 'Film Review of: Marriage Story, directed by Noah Baumbach', *Couple and Family Psychoanalysis*, 11(1), pp. 94-96.

O'Connor, M. (2020) 'Arts Review of: Fairview by Jackie Sibblies Drury, directed by Nadia Latif', *Couple and Family Psychoanalysis*, 10(2), pp. 229-230.

Pacey, S. and Tsatsas, N. (2020) 'Arts Review of: The Wife, directed by Björn Junge', *Couple and Family Psychoanalysis*, 10(2), pp. 227-228.

Polek, E., Balfour, A., Williams, A., Monger, E. (2020). Pilot validation study on the Tavistock Relationships Observational Scale (TROS) for the assessment of the quality of dyadic relationships in couples in which one partner has dementia. *Journal of Nursing Measures* (in press).

Sehgal, A. (2021) 'Fractured families, fractured systems: overcoming the silo mentality in family justice work', *Couple and Family Psychoanalysis*, 11(1), pp. 27-40.

Shmueli, A. (2021a) 'Documentary Review of: Supporting children when parents separate. An online resource from the Centre for Social Policy. A filmed interview of Professor Mervyn Murch by Dr Christopher Clulow', *Couple and Family Psychoanalysis*, 11(1), pp. 99-100.

Shmueli, A. (2021b) 'Notes on working with divorcing and separating couples', *Couple and Family Psychoanalysis*, 11(1), pp. 1-13.

Thompson, K. (2021a) 'Book Review of: Psychoanalytic Approaches to Loss: Mourning, Melancholia and Couples edited by Timothy Keogh and Cynthia Gregory-Roberts', *Couple and Family Psychoanalysis*, 11(1), pp. 91-93.

Thompson, K. (2021b) 'Editorial, Special Issue on Separation and Divorce', *Couple and Family Psychoanalysis*, 11(1).

Thompson, K. (2021c) 'In it together', *Drink and Drugs News*, (April), pp. 20-21.





TAVISTOCK
RELATIONSHIPS

Improving Lives for Generations

Established in 1948, Tavistock Relationships is an internationally-renowned charity delivering and developing advanced practice, training and research in therapeutic and psycho-educational approaches to supporting couples.

We research, develop, pilot and raise awareness of best practice, providing services to couples and families, and disseminating our learning through academic and policy activities.

Our training programmes in couple and sex therapy range from introductory up to clinical qualification level and are accredited by bodies including The British Association of Counselling and Psychotherapy and The British Psychoanalytic Council. Our London-based, national and international online clinical services offer affordable counselling and psychotherapy to people facing difficulties in their relationships and parenting. Our evidence-based, innovative projects such as Living Together with Dementia, Parents as Partners, Building Relationships for Stronger Families and Adopting Together have supported and improved the quality of relationships when most challenged.

Tavistock Relationships,
Registered Charity Number: 211058.

Company number: 241618
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