Annual Review 2019

Supporting Couples | Strengthening Families | Safeguarding Children
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This was the year in which Tavistock Relationships celebrated its 70th birthday. Our conference to mark this milestone was a sell-out, with contributions from clinicians and interested celebrities encompassing the breadth of the charity’s work – all centred on our core aim of increasing the availability of therapeutic approaches to helping couples and individuals across the lifespan.

In terms of our achievements over the past year, I am delighted to report that we increased the amount of clinical work delivered at our two London centres, maintained our position as a leading trainer of couple therapists, published a large number of papers, as well as two books and continued to research couple therapy outcomes. This showed that almost two thirds of clients within the clinical range when they arrive at our service demonstrate ‘clinical recovery’ by the end of therapy, a finding that compares extremely favourably with equivalent NHS recovery rates.

We also operate in the policy sphere, trying to influence Government policy with regard to relationship support and inter-parental conflict. Our efforts over many years – which have previously borne fruit in the DWP’s long-term funding for many aspects of our work, including our very successful Parents as Partners programme – resulted this year in the release of the Government’s tender for delivery of relationship support through its Reducing Parental Conflict programme. Tavistock Relationships won the contracts to deliver in two of the four areas in which this programme is being run around the UK. This is an enormous achievement for the charity; as prime contractor, we are responsible for setting up networks of providers across these areas (the London area, and also the Home Counties north of London). We are also delighted that one of the new interventions which we have developed was chosen by the Government as one of the approaches to addressing inter-parental conflict to be tested in this important programme.

I look forward with interest to seeing the fruits of this and our many other innovative programmes, and to continuing to Chair the Board of Trustees, as Tavistock Relationships embarks on its next 70 years.

Professor Nick Pearce, Chair
Increasingly, policy makers, researchers and others in the field of health and social care recognise the importance of relationships and how they affect almost every aspect of our lives, as adults, as children and as older people.

- In childhood, our mental health and well-being are profoundly influenced by the quality of the relationship between our parents, whether together or separated.
- As adults, our mental health and physical health, as well as our capacity to work and be fulfilled in work, are affected by the quality of the relationship we have with our partner.
- In older age, research shows the care and support that we can give to, or receive from a partner has significant implications for our mental and physical health.

This is why Tavistock Relationships has been supporting couples, individuals and families and offering psychotherapy, training and research for the last 70 years.

The purpose of our work is to:

- alleviate relationship difficulties and psychological distress
- help parents who are struggling with their relationship and, as a result, help the children whose developmental outcomes are hugely affected by this
- devise therapeutic relationship-focused services for people across the life course

This review of the year highlights the importance of Tavistock Relationships’ work, which is at the cutting edge of innovative practice and research, improving the lives of couples and families across the life course.
• train the couple therapy workforce, to build the next generation of specialist couple psychotherapists and counsellors
• support the wider workforce, particularly children’s and family services, to help establish the capacity of our statutory services across the UK, to address parental and couple relationship problems.

As you will see as you read on, Tavistock Relationships is committed to innovation and rigour in therapeutic and training services, aiming to address the real issues facing couples and families, providing interventions to families in new ways, reaching into new areas – maximising the accessibility of such help to those who need it most.

Commitment to innovation:
• This year we have been developing new ways of reaching couples and families across the lifespan – in areas such as children’s mental health, situational couple violence, adoption, retirement and issues of late life, such as dementia.

Commitment to rigour:
• Our couple therapy trainings are delivered by expert practitioners and trainers; we evaluate our therapy and projects thoroughly using quantitative and qualitative research techniques, and publish the results.

Commitment to addressing the real issues people are facing:
• Our therapists draw on in-depth training and evidence-based practice to help people with their difficulties. Our trainers have many years’ experience of working in children’s and adults’ services, in the NHS and local authorities.

Commitment to increasing the accessibility of our services:
• Our service delivery across London, in Bristol and the North of England continues to grow, as does our geographic reach through our online therapy service.

Commitment to forming meaningful partnerships and collaborations:
• We are a core member of the Relationships Alliance, provide the secretariat for the All Party Parliamentary Group for Strengthening Couple Relationships and Reducing Inter-parental Conflict, and contribute to the work of the Children and Young People’s Mental Health Coalition. We also work with a number of local authorities, voluntary sector providers and academic institutions.

This is what has made Tavistock Relationships the internationally renowned centre for practice, training and research that it is today – and enabled us to be at the leading edge of developments in our field for 70 years.
This was the year in which Tavistock Relationships ended its 10-year tenure at Warren Street, sourcing a new building which we have now moved into – Hallam House, which will be an excellent new home for Tavistock Relationships. In fact, Hallam Street is where the organisation started its life, 70 years ago, as the Family Discussion Bureau, in those days sharing a building with the Tavistock Clinic and the Tavistock Institute. There is something wonderfully auspicious about our starting our next 70 years in a fantastic new building, so close to where we began.

All of this was made possible by a dedicated staff team, our graduates and our students, who together make up the vibrant and creative learning community that is Tavistock Relationships, sharing a mission to make the highest quality therapeutic help available to all, regardless of their means. Despite significant cuts in funding, the range of our work this year shows what a highly committed team of staff is able to achieve. As Chief Executive, it is an honour to represent such impressive work dedicated, as it is, to improving lives.

Andrew Balfour
In 2018-19 we

**Continued**
to develop new ways of helping couples and families, winning important grant and contract funding from Public Health England, the DWP, Fidelity UK Foundation, the Rayne Foundation and the City of London Corporation.

**Maintained**
our position as the leading trainer of couple psychotherapists in the UK.

**Delivered**
21,000 clinical sessions in our psychotherapy and counselling services.

**Doubled**
the size of our online therapy service.

**Trained**
71 practitioners across the country, and 19 supervisors, in the leading talking therapy in the NHS IAPT programme, Couple Therapy for Depression.

**Established**
new post-qualification courses linked to our specialist services.

**Responded**
to the high level of demand from therapists by developing a new Psychosexual Diploma course.

**Launched**
our first two online training products.

**Delivered**
a successful CPD and conference programme.

**Sold out**
our 70th anniversary conference at King’s College London.

**Took**
more bookings than ever before as a result of upgrading our systems and web functionality.

**Improved**
our search engine optimisation so that we now appear in the top 10 on Google for all our keywords.

**Expanded**
our media presence, including three prime-time TV spots, and front-page coverage in the *Guardian*.

**Successfully lobbied**
NICE for a second consultation regarding the NICE Guideline for Depression.

**Undertook**
outcome research showing that 64% of clients within the clinical range at intake to our service demonstrate ‘clinical recovery’, moving from above the clinical threshold to below it, by the end of therapy, comparing very favourably with equivalent NHS recovery rates of 49.3% (in IAPT).

**Published**
26 journal articles or book chapters and two books: *Engaging Couples: New Directions in Therapeutic work with Families* edited by Andrew Balfour, Christopher Clulow and Kate Thompson; and Mary Morgan’s *A Couple State of Mind. Psychoanalysis of Couples.*
Relationships Matter

Our Vision
A society in which accessible, effective and tailored relationship support services protect adults and children from the impact of relationship problems.

Our Mission
To ensure that effective relationship support is there for all.

Our Aims
• To create wider understanding of the importance of the quality of our relationships for our lives, our children’s lives and our society
• To ensure the highest professional standards and evidence-based practice in all couple services, present and future
• To increase the availability of couple-focused support so every couple can access help when they need it
• To widen the scope of interventions for relationship help so that a greater range of support is accessible to couples and families, tailored to their specific needs and problems
• To help couples overcome stigma and anxiety about seeking professional help for their relationship.

Our Objectives
We will achieve our aims by:
• developing and disseminating the research on couple relationships and how best to support them
• promoting the value of seeking relationship help, particularly when going through life’s transitions
• training couple therapists to deliver the highest quality, expert help
• providing affordable, accessible, evidence-based services
• supporting frontline practice to develop a stronger focus on adult relationships
• developing innovative intervention projects and applying psychosocial and clinical expertise to supporting families.
Tavistock Relationships has a long history of helping couples and families by developing new approaches, which we evaluate and disseminate, reaching people who historically may not have had access to relationship help. The areas that we have been working in this year include:

**Helping children affected by parental alcohol dependence**

Tavistock Relationships has been awarded a grant by the DWP and Department of Health and Social Care to help children affected by alcohol dependent parents (CADEP). Our bid involves a partnership with the charities Adfam and OnePlusOne (who are developing a digital platform for the project) to offer both frontline practitioner and specialist trainings, bringing together what each agency knows about parental couple relationship quality, alcohol use and the impact of both these factors on children.

**Tavistock/Harrow Safer Families Project**

Working with families where there has been violence between the partners but they still want to stay together, or work together as parents, this pilot project aimed to test out whether intervening with the couple is a helpful way of helping such families. The project showed that this intervention can significantly reduce the number of police call-outs, significantly reduce the number of children on Child Protection Plans, improve individual well-being and relationship satisfaction, and improve child well-being and behaviour at school. Furthermore, the project was able to demonstrate effectiveness in helping parents reduce the frequency and intensity of their conflicts, and improve their ability to keep their children’s needs in mind.
Working with Low Income and Workless Families – the DWP Reducing Parental Conflict Programme:

• Our biggest innovation programme in 2018-19 has been the award by the DWP of Prime Contractor status for not one but two of the DWP’s four national contract package areas (CPAs). These are large groups of local authorities, led by one authority in each of the contract package areas. These areas comprise seven London boroughs and seven home counties.

• This is a large programme sponsored by the DWP from the budget allocated by central government to fund relationship support work. Our role is to select a number of subcontractors to work with us, delivering four specific evidence-based interventions in each of the CPAs to low income and workless families.

Challenge Fund

• We have also been awarded a Challenge Fund grant by the DWP which will enable us to develop our partnership with the London Borough of Harrow. The grant allows us work with parents from a range of Black and Minority Ethnic backgrounds, some living with mental health problems and others with learning disabilities, as well as offering training to practitioners in the field.
Adopting Together

Our innovative Adopting Together project ended its formal funding phase this year. We have incorporated our learning into our mainstream parenting services and regularly get asked to provide specialist help for couples whose adoption of a child or children has raised complex relationship issues. We have published our excellent outcome results of this work, and hope that the Adoption Support Fund will be redrawn to allow relationship support to join the list of interventions that can be funded, and we continue to lobby for this.

Parents as Partners

This year we have successfully delivered an abbreviated version of our highly effective Parents as Partners programme (reduced from 16 to 8 sessions).

We have also continued to train and support staff in diverse settings in offering Parents as Partners groups in Swansea, Manchester, Hartlepool, and elsewhere.
Training Expert Practitioners

Tavistock Relationships welcomed 24 new students onto our psychodynamic and psychoanalytic practitioner programmes this year, while 20 students joined the MA in Couple and Individual Psychodynamic Counselling and Psychotherapy and four began the MA in Couple Psychoanalytic Psychotherapy.

22 students registered on our introductory course in January while 28 students, the highest number yet, registered on the introductory course beginning in April.

This year we changed our offer around Psychosexual Training to become a shorter 2-year Diploma course, which could be opened up not only to our own psycho-dynamically trained practitioners (as the MSc was) but also to practitioners trained elsewhere. We have had an excellent start to this initiative, recruiting 14 students in this first cohort, exceeding both our expectations and our targets. In addition, our Certificate in Psychosexual Studies continues to grow in size, with 17 students recruited this year.

Finally we are continuing to run courses outside London. There has been continued demand in particular for our training in Bristol and we are running it for the third consecutive year.

The evaluation of all our training courses continues to be excellent:

“Teaching standards are high and challenging both intellectually and personally.”

“The course is well-conceived and delivered. The way in which clinical experience and theory interact is continually illuminating.”

“Really good sessions with interesting and informative material.”

Continuing Professional Development Courses

This has been a strong year for workshops, conferences, lectures and short courses. As in the previous financial year, we have concentrated our energies on a targeted and innovative programme of events, which have proved popular, in most cases running at capacity. In the 2018-19 financial year, more than 700 people attended our programme.

Events over the financial year have included working with: couples where one partner has Asperger’s syndrome; couples living with dementia; the effect of divorce on the couple and the family; shame; the couple and individual in transition; the impact of the internet on the couple and individual; the states of mind associated with perinatal death, and the applications of the concept of the false self.

“Wonderful case examples and well-presented, humour included!”

“Relevant topic in today’s culture of disclosure of abuse.”
Summer Schools

Our two summer schools were popular with practitioners from the UK and abroad. There was a particularly strong uptake this year, especially on the Developing Summer School, which is aimed at qualified individual practitioners who want to learn more about couple relationships from a psychodynamic perspective. The Advanced Summer School, an advanced programme for couple-trained psychotherapists, was again popular and covered the subject of mourning, loss and the creative couple.

“The quality of presentations was rich, providing useful concepts to work with and clear examples of application.”

“A rich group; one that was both stimulating and safe to explore and grow.”

“Excellent – very varied inputs across life span, accessible, warm approach while offering rigour around theory.”

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

This year has seen 71 practitioners within NHS IAPT services trained nationally in Couple Therapy for Depression (CTfD). Trainings were held twice in London, twice in Leeds and once in Bristol. In addition, nine supervisors were trained, with supervisor trainings taking place in London and Leeds. There was also a CPD in CTfD in Leeds for those already trained in this modality.

Demand for training in this modality is supported by the excellent recovery rates for Couple Therapy for Depression as reported in IAPT figures nationally. Tavistock Relationships’ research department has also analysed the IAPT data set and shown significant links between relationship satisfaction and recovery from depression.
Conferences and Lectures

Our 70th anniversary conference in November, held at King's College, London, was sold out. The conference gathered up Tavistock Relationships' innovations in psychoanalytically-informed couple psychotherapy over its long history, with distinguished speakers from this institution, as well as policy makers, psychoanalytic thinkers and big name writers such as Louis Theroux and Lisa Appignanesi.

Our spring conference, ‘Couple Attachments: Relationships That Change Us’, was also very successful and delivered a stimulating programme, bringing together leading thinkers in the field, including Mary Target, Christopher Clulow, Amanda Jones, Jeremy Holmes and Tavistock Relationships' CEO, Andrew Balfour.

The Enid Balint Lecture 2019 was entitled 'Internal Racism: a Psychoanalytic Approach' and was given by Fakhry Davids, psychoanalyst and psychoanalytic psychotherapist and the author of Internal Racism: a Psychoanalytic Approach to Race and Difference. Perrine Moran, psychoanalytic couple psychotherapist and visiting lecturer at Tavistock Relationships, responded to the paper. This thought-provoking, well-attended evening was chaired by David Hewison, head of research at Tavistock Relationships.
We continue to provide the secretariat to the influential All Party Parliamentary Group on Strengthening Couple Relationships and Reducing Inter-parental Conflict. Our meeting on alcohol harm earlier this year was particularly timely, presaging the announcement of a new Department of Health and Department for Work and Pensions funding stream on helping children affected by alcohol dependent parents – the Section 64 strand of which Tavistock Relationships, in partnership with Adfam and OnePlusOne, were successful in a bid to provide frontline practitioner and specialist training around relationship difficulties in the context of alcohol dependence.

Throughout the past year we inputted to the ongoing campaign, to which a large number of the most prominent mental health charities have subscribed, which seeks to challenge the methodology employed by NICE in arriving at the revised draft of the Guideline on Treatment and Management of Depression in Adults. This resulted in our taking part in a meeting with the Chief Executive and Chair of NICE to discuss our concerns, and also to a decision by NICE to revise its scope to include research around patient choice.

This concession by NICE will, we hope, ensure that the eventual guideline which is published better reflects the evidence demonstrating that patients who express preferences and are not offered adequate choices are less likely to agree that their therapy has helped them. This of course links to our ongoing efforts to widen the availability of Couple Therapy for Depression, the talking therapy Tavistock Relationships helped to develop, and which continues to be the best performing talking therapy (for depression and anxiety) of all those delivered in the NHS.

Over the year we have had numerous discussions with the Department for Work and Pensions as it developed the tender for the delivery of face-to-face relationship support interventions, which was published in late 2018, and we were very pleased that the Department chose Mentalization as one of the eight interventions to be rolled out across four large areas of England as part of the Reducing Parental Conflict programme.
November 2018 saw the publication of Tavistock Relationships’ volume of papers celebrating our 70th Anniversary: Engaging Couples: New Directions in Therapeutic work with Families edited by Andrew Balfour, Christopher Clulow and Kate Thompson. It also saw the long-awaited work by Mary Morgan distilling the essentials of clinical technique in object-relations couple psychoanalysis: A Couple State of Mind. Psychoanalysis of Couples – The Tavistock Relationships model. Taken together, these two show the breadth and the depth of our thinking about couple relationships and psychoanalysis. These are matched by another full year of journal papers, reviews, and book chapters (detailed below).

Couple and Family Psychoanalysis has made a successful transition to its new publishers, Phoenix Publishing House. Dr Ela Polek our new Head of Psychometrics has helped Tavistock Relationships in all aspects of its research. She has led on a number of complex research proposals, including one with the University of Bristol to Diabetes UK for funding to deliver and research a couple intervention to improve self-care when one partner has Type 1 Diabetes. In addition, Ela has managed and supported a lively team working on data from our Parents as Partners project, looking at the outcomes reported by Couple Therapy for Depression trainees, and working to create a video coding measure for use in our Couples and Dementia programme.
Our Therapy Services, Supporting Couples, Parents and Families

“I would recommend marriage counselling to any couple. Our treatment was incredibly helpful for our marriage now, and preparing us for the future together. Thank you.”

“I felt that it allowed my partner and I to see each other’s perspective a little better.”
This year we have continued to see high demand for our therapy services and increased the total number of sessions to nearly 21,000. This work is carried out by more than 120 therapists, who are supervised by 30 supervisors.

We see people within our therapy services, whatever their financial circumstances, and for as long as we – and they – judge to be necessary. Our unique model of service delivery allows us to offer high quality, rigorously evaluated psychotherapy to meet the needs of couples and individuals.

"It has been an incredibly helpful space to think and talk about difficulties in how we relate to each other. It felt like a non-judgemental empathic space for us, that we really needed and it has helped us a lot."

Overall, 25 to 30 new initial consultations are booked every week by couples and individuals who seek relationship support, a total of 1,308 in 2018/19.

"The service received was reliable, very honest, beloved and supportive. It both clarified difficulties and their causes and also firmly encouraged exploring them."

Online Therapy Service via Webcam

The online therapy service has doubled over 2018/19, delivering a total of 1,170 sessions. The service met its initial aim to increase accessibility of our clinical services to those living outside London, as most couples come from different parts of the UK and overseas.

Online therapy feedback:

"The service is very professional. I am particularly impressed with how our therapist is able to listen, absorb and remember details of our sessions and relate them to discussions the next week."

A Range of Specialised Services

We also offer a wide range of specialised services. These include our Parenting Consultation Service, Parenting Together, Psychosexual Therapy, Mentalization-based therapy for couples, Divorce and Separation Consultation Service, 50+ MOT (Retiring Together) and, recently introduced, Group Therapy.
How Much Do We Help? Evaluating Our Therapy Services

Psychological Distress
There is a strong link between relationship distress and general unhappiness, as well as mental and physical ill health. We can see this in the fact that, when they first come to us for relationship help, more than half of clients show a ‘clinical level’ of psychological distress, as measured using the Clinical Outcomes in Routine Evaluation Outcome Measure (CORE-OM)\(^1\). This compares with just 6.4% of the general population who will score in this range. After therapy, we find a highly statistically significant reduction in clients' psychological distress. Notably, this improvement in CORE scores is already evident after six weeks of therapy and, overall, our figures show that by the end of therapy we are achieving what is known as ‘clinical recovery’ in 64% of people. To provide some context, the proportion of clients reporting ‘clinical recovery’ in related sectors, such as NHS psychological therapy services, Improving Access to Psychological Therapy (IAPT), is 49.3% nationally\(^2\).

Relationship Quality
Client data analysis also showed statistically significant improvements in the quality of relationships during therapy and a steady increase in relationship satisfaction throughout therapy (see Figure 2 – higher scores indicate increased relationship satisfaction).

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**Child Wellbeing**

We have recently started assessing the impacts of therapy with parental couples on their children (using the Strengths and Difficulties Questionnaire, the SDQ) and our data set is consequently still building. Nevertheless, so far this data shows a decrease in children’s behavioural problems from the beginning to the end of their parents’ therapy, suggesting that there is significant behavioural improvement in children associated with their parents’ completing therapy at Tavistock Relationships.

**Satisfaction with Clinical Services**

We have continued to monitor clients’ feedback after six weeks of therapy and at the end of therapy and this indicates a continuously high degree of satisfaction with the service.

**Who Do We Help?**

Tavistock Relationships’ clients are diverse in age, socio-economic group, age, sexuality and ethnic origin. The majority of clients seen at TR this year belonged to the 26-35 and 36-45 age groups (38% and 34%, respectively). Fewer clients belonging to the youngest group (18-25) and older age groups were seen in our services.
Gender
51% of clients were female, 48% male and 0.2% transgender.

Employment and Disability Status
While two-thirds of the clients in our clinical services were full-time employed, 19% were part-time, and 7% were students, full-time homemakers or carers. 6% were currently unemployed, and 5% of clients described themselves as having a major illness or disability and/or were receiving statutory sick pay.

Ethnicity
76% of clients reported their ethnicity as White; 8% Asian, 6% mixed race, 5% Black and 3% Chinese.

Sexual Orientation
88% of our clients identified themselves as heterosexual, 5% gay/lesbian, 3% bisexual.

Relationship Characteristics
48% of our clients are married, 29% co-habiting, 11% non-cohabiting partners and 2% in a civil partnership (2%). 5% are single, and 0.04% widowed.

Children
44% of our clients had at least one child.
Our Finances

Our government contracts have reduced by close to £1 million in the last three years, and in this period we have moved from the position where 44% of our income three years ago came from DWP to the situation where this year this has reduced to 24%. Our income from government contracts this year has reduced by 9% from the previous year, to £941,857. However, income from our core clinical services continued to grow, rising by 18% from £1,446,803 last year to £1,703,176 in 2018-19. This year we also sought to diversify our funding base with new projects, however, despite a large number of bids being submitted to funders, particularly Trusts and Foundations, we managed only to raise £57k of new income against a target of £250k. As a result, our income fell by 7% to £3,571,304 during the year, compared to £3,840,684 in 2017-18. We did have significant success, as the year went on, in landing new contracts and grants. However, whilst this success should help to ensure the longer-term sustainability of the organisation, these came to fruition too late in the year to impact on this year’s financial results, which show a deficit at year end of £386,117 before unrealised gains and loss adjustments and contributions towards the defined pension. This sum is a decrease of £222,313 on the previous financial year where the deficit was £163,804.

Costs were reduced marginally to £3,982,033 compared to £3,991,356 in 2017-18, however they included one off costs for dilapidations for £116,000. Although there was some re-structuring this year, we took a strategic decision to maintain our workforce in order to be able to deliver the Reducing Parental Conflict tenders that we expected DWP to issue.

The now closed defined-benefit pension scheme continues to present challenges, with the deficit rising very significantly this year. Over the year the Employer made contributions of £8,167 per month which continues at this level until June 2018. The monthly contribution then falls to £4,167 and will continue at this level until March 2023.
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 doctoral 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 and Adopting Together have supported and improved the quality of relationships when most challenged.

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Certain photos posed by models for illustrative purposes.