



# Contents

**03**

Chair's Message

---

**04**

Report from the Chief Executive  
and Highlights from the Year

---

**06**

Innovation and Development

---

**10**

Developing the Workforce

---

**12**

Our Therapy Services – Supporting  
Couples, Parents and Families

---

**13**

Influencing the Policy Environment

---

**14**

Demonstrating the Effectiveness  
of our Work Through Research

---

**15**

How Much Do We Help?  
Evaluating our Therapy Services

---

**18**

Our Finances

---

**19**

Staff Publications This Year

---

# Chair's Message

The COVID-19 pandemic has posed enormous challenges to Tavistock Relationships this year, as it has to almost every organisation around the world. In a matter of weeks, we had to move the entirety of our clinical services on-line and ensure that our staff could safely work from home, often while caring for others. The speed and efficiency with which everyone at Tavistock Relationships responded to these challenges was extraordinary, and I want to pay particular tribute and thanks to all our staff for their dedication and professional commitment to their work during this most difficult of times.

Before the pandemic, the charity continued to expand its reach, helping more and more couples and individuals, across a wider footprint, than ever before. The delivery of the Reducing Parental Conflict programme has seen Tavistock Relationships deliver relationship support to people who would never otherwise have been able to access such support, and I am proud that such provision goes back to the roots of the organisation in helping people, often in their own homes, deal with difficulties in their relationships and family lives, often in situations in which children are being negatively affected by the relationship problems between their parents.

Our general clinical service has continued to record extremely impressive rates of recovery in terms of relationship quality for couples, an achievement all the more remarkable given that the charity moved premises this year to our newly refurbished centre in Hallam Street.

At this year ends, and we head into uncertain territory as a result of the pandemic, it is heartening to see Tavistock Relationships continue to devise, implement and test new ways to support couples – for example through supporting couples embroiled in entrenched inter-parental conflict while their children receive peer mentoring support through a partnership with a local youth charity, winning an award for innovation for our approach to dementia care in the context of couples, and supporting BAME parents with learning difficulties and with mental health concerns. This Annual Review sets out a number of the charity's other achievements over the past year – a year I look back on, once again, as Chair of Trustees with a great deal of pride.

This year we have been joined by new trustees; Haema Sundram, Anne Hellgren and Lucy Marks. We said goodbye to Hazel Wright, Bob Jezzard and Lizzie Insall. I want to take this opportunity to thank them sincerely for many years of dedicated and diligent service to the charity.

**Professor Nick Pearce, Chair**



## Board of Trustees

Professor Nick Pearce – Chair

Ms Gail Kent – Vice Chair

Ms Jane Smith

Ms Patricia Key

Ms Katharine Pinney

Ms Mavis Maclean

Mr Stan Ruszczyński

Mr Rupert Harrison

Dr Ros Bryar

Mr Stuart Brough

Dr Robert Rowland Smith

Ms Haema Sundram

Ms Anne Hellgren

Ms Lucy Marks

# Report from the Chief Executive



**As a consequence of the Coronavirus pandemic, families across the world are experiencing the threat or actuality of illness, isolation and loss of social networks, unemployment, financial hardship and other privations.**

We know that escalating family stress is likely to mean that greater numbers of children than ever before are exposed to the damaging effects of intense parental conflict. Without new initiatives to address this, the negative effects on mental health and on children's development may be long-lasting. Family life will continue to be affected even when social restrictions are relaxed and children return to school and, as we look forwards, there is the question of what is the 'new normal' to which families will return. Without targeted interventions to help with the psychological fallout, the consequences of the deprivations experienced by so many will continue to be felt long after the acute danger of COVID-19 infection has diminished.

Now, more than ever, there is a need for the work of Tavistock Relationships and agencies such as ours and we are well-placed to contribute to the national effort that is going to be required to address the psychological challenges facing families across the UK.

Our approach, which aims to reach the widest range of families by developing and testing new interventions for contemporary psycho-social problems, has its roots in our beginnings as an organisation, in the aftermath of World War Two. In the scale of the current crisis there are echoes of earlier times – now, as then, there is a need to find new ways of working with families, and of reaching those who would otherwise be unable to access support.

This Annual Review highlights the range of work undertaken at Tavistock Relationships, which includes clinical practice, practitioner and front-line training, research and innovation. It is this creative synergy of activities which ensures that Tavistock Relationships continues to be at the leading edge of clinical, research and policy thinking about couples – providing a strong foundation for addressing the challenges facing families as we seek to find ways to mitigate the destructive impacts of the pandemic on mental health, relationship quality, and family stability. As an organisation, we have proved to be resilient and adaptable. The year began with Tavistock Relationships moving into its new home, Hallam House, and ended with our moving all of our work online. The dedication, hard work and responsiveness of our staff enabled us to find new ways of delivering our work online with minimal disruption to our services. Alongside this, we have achieved close to budget targets with a diverse funding base underpinning our work. As you read on, you will see that this year we have undertaken an exciting range of work and continued to innovate, developing new programmes and interventions in a range of settings, including:

- **Parenting under Pressure** – a Mentalization Based Therapy approach (MBT-PP) for parents from black and minority ethnic communities in Harrow with learning difficulties and those with mental health concerns, supported by a one-year grant from the DWP.



- **Children of Alcohol Dependent Parents** – a Department of Health-funded partnership project working to reduce parental conflict in the context of alcohol dependence.
- **‘Between Us’ – an App for Relationship Support.** Funding from a charitable grant-maker enabled us to translate our highly effective NHS intervention programme, Couple Therapy for Depression, into a digital app.
- **Reducing the impact of inter-parental conflict on children’s mental health.** This year we were awarded funding by BBC Children in Need to deliver therapeutic support to separated parents whose ongoing conflict is affecting the mental health of their children.
- **Living Together with Dementia.** Our Living Together with Dementia Service received the award for Innovative Excellence from the British Psychoanalytic Council.
- **DWP Reducing Parental Conflict Programme.** Our DWP funded programme in 2019-20 has had an excellent first year. We have Prime Contractor status for two out of the four contracts offered by DWP across the UK.
- **Parents as Partners** (our parental group programme): Four local authorities purchased this training programme and are continuing to have supervision from us.
- **Couple Therapy for Depression Training** within the NHS Improving Access to Psychological Therapies (IAPT) programme.
- We contributed to the consultation and lobbying process around the NICE Guidelines for Depression.
- Our outcome research shows that 61% of clients within the clinical range at intake to our service demonstrate ‘clinical recovery’. In related sectors, such as NHS psychological therapy services, this figure is 52.1% nationally.
- Our data also show statistically significant improvement in relationship quality for couples seen in our services and improvements in the well-being of their children.
- We provided the secretariat to the All Party Parliamentary Group for Strengthening Couples Relationships and Reducing Inter-parental Conflict.
- We helped organise a policy round table on the work being done in Child and Adolescent Mental Health Services by couple therapists, and the impact on outcomes for both parental and child mental health.
- We held three conferences this year, which were all sold out.
- Hosted a range of popular short courses and CPD events over the year.
- Ran two successful summer schools with practitioners from across the UK and abroad.
- More than 500 people attended our events this year.
- 22 publications from Tavistock Relationships staff this year
- We welcomed 22 new students onto our psychodynamic and psychoanalytic practitioner programmes this year, maintaining high levels of intake into these trainings once again.

“Now, more than ever, there is a need for the work of Tavistock Relationships and agencies such as ours.”

# Innovation and Development

**Tavistock Relationships does not only train couple therapists and provide couple therapy. It also innovates, in order that the charity can develop and tailor programmes to help couples and families in new ways. The areas that we have been working in this year include:**

## **The Harrow Parenting under Pressure Project**

The Harrow Parenting under Pressure project – a Mentalization Based Therapy approach (MBT-PP) for parents from black and minority ethnic communities in Harrow with learning difficulties and those with mental health concerns, supported by a one-year grant from the DWP. This project presented us with an exceptional chance to test our MBT-PP approach with a new cohort of parents and we have developed and refined the model as a result.

## **Between Us – An App for Relationship Support**

A successful grant application has allowed us to translate the highly effective NHS therapy, Couple Therapy for Depression, into a digital app. This is an exciting project which has the potential to increase the accessibility of relationship support to couples nationally and even further afield. We hope to launch the app, which is called Between Us, in 2021.

## **Adopting Together**

Interest coming out of the DfE's new COVID-19 initiative has led to an injection of additional funds through the Adoption Support Fund (ASF). Hitherto, couple therapy was not a recognised treatment intervention offered by the ASF, but under the new funding, couple therapy has been included. As a consequence, we provided a brief circulated by the DfE to adoption services throughout the UK, advertising our offer of a 10-session model of couple therapy, training for adoption practitioners and consultations to adoption services. We have renewed our successful partnership with Coram BAAF to promote the evidence of the work's effectiveness in stabilising placements.

## **Children of Alcohol Dependent Parents**

This year saw the completion of our Department of Health-funded partnership project working to reduce parental conflict in the context of alcohol dependence. Working alongside the charities Adfam and One Plus One, Tavistock Relationships successfully delivered six two-day trainings to more than 300 frontline practitioners. A video showcasing this work can be seen here: <https://www.youtube.com/watch?v=Z18NAsPSPWk&feature=youtu.be>

As part of this project, we also trained 29 practitioners in Behavioural Couples Therapy for Alcohol Dependence (an intervention we developed as part of the programme), as well as supervising their practice as they began to deliver this intervention to parents in local settings.

## Reducing the Impact of Inter-Parental Conflict on Children's Mental Health

This year we were delighted to be awarded funding by BBC Children in Need to deliver therapeutic support to separated parents whose ongoing conflict is affecting the mental health of their children. The project will provide couple therapy to parents alongside peer mentoring support to their children, which will be delivered by the youth charity, Fitzrovia Youth in Action.

## Living Together with Dementia

We are delighted that this year our Living Together with Dementia Service, a psychoanalytically informed intervention which supports couples where one partner has a dementia, received the bi-annual award for Innovative Excellence from the British Psychoanalytic Council at their annual conference in the British Library.



## DWP Reducing Parental Conflict Programme (RPC): Westminster and Hertfordshire Contract Package Areas

Our DWP funded programme in 2019-20 has had an excellent first year. We were awarded the contract by the DWP and have Prime Contractor status for two out of four of the DWP's contract package areas (CPAs). These are large groups of local authorities, led by one authority in each of the contract package areas. The London Borough of Westminster leads a group of seven, from Brent in the north of London all the way to Croydon in the south. Similarly, Hertfordshire leads a group ranging from Buckinghamshire in the west, all the way to Southend-on-Sea in the east.

During the past year we have supported over 400 parents, 154 who are together and 248 who are separated. We have delivered our own Mentalization Parents under Pressure to 220 parents alongside six other evidence-based interventions with the aim of reducing parental conflict. Whilst the Programme is a two-year research programme, there are strong indicators that the support we are offering parents enables them to communicate better, manage their feelings towards their partner better and in doing so, improve the outcomes for children. We have been collecting data for the DWP to measure the impact of the interventions as well as using additional measures to ensure we have a comprehensive qualitative and quantitative picture at the end of the Programme.

With the swift move to online support at the end of March due to COVID-19 the RPC team continued to work with parents. The team used real creativity to enable the work to carry on. Some kept in touch with parents daily with a brief text, others worked via the telephone when parents didn't have access to laptops or tablets.

The whole team are now working flexibly, offering late evening appointments so parents can continue with us and manage home-school, work and family commitments.

The sub-contractor group, Relate, Family Lives, Homestart, Elfrida Rathbone and Asian Family Counselling Service are supporting us and we have been able to give these third sector organisations secure income and our help over this very difficult time. We are proud holders of the MERLIN Standard, a requirement of the DWP contract, this assessment showed us that we can consider ourselves a good, fair and transparent contractor after a very time consuming and testing process.

It is also pleasing to see that, as the developer of MBT-PP, one of the eight interventions being tested by the DWP under the RPC programme, we have been asked to carry out two trainings for our colleagues in the NE England, the Gateshead Contract Package Area, managed by Relate. These trainees are also being supervised by our staff and are making exceptional use of the intervention, as are our staff in the Hertfordshire CPA and those of our subcontractors there. This makes us hopeful that it will be identified as a useful and effective intervention as a result of the trial.

## Commissioned Training

It was an exceptionally busy year for our commissioned training, helped enormously by the Local Authority grant from the DWP for helping staff understand and feel more confident to work with parental conflict. We have travelled the country delivering whole and half day sessions, key note speeches and workshops, sometimes all three on the same day, in Devon, Wirral, Worcestershire, Warwickshire, Gateshead, East Sussex, South Tyneside, Ealing, Tower Hamlets and Yorkshire.

Tavistock Relationships staff have also delivered half-day and two-day training to school staff on understanding and working with the impact of couple conflict on children in schools. From this has come a request from ag Eisteacht (an organisation in the Republic of Ireland responsible for delivering training to schools) to offer a module Training The Trainers to deliver our course on helping staff in understanding and working with the impact of couple conflict on children.

Other commissioning projects include further work with domestic abuse and City of London school-based projects involving the impact of couple conflict on children. It is helpful that our new projects have inbuilt training modules within them as this allows us to continue work once Government or other funds have ended by leaving us with a training and intervention programme for which we can seek alternative funding or devise other delivery strategies.





## Parents as Partners (PasP)

Whilst Government funding for this project may have ended we are still at work. Four local authorities purchased PasP training programmes last year and are continuing to have the contracted supervision from us. We have had further requests for training and have trained three more, whilst grappling with the idea of online groups and how the programme has to be adapted. International interest remains high with requests to supervise groups in Poland, further training for Malta as an online Train The Trainers module and Israel, where they are interested in our research and a joint project. We remain indebted to Professors Carolyn and Philip Cowan for allowing us to hold the only UK licence for the programme and their continuing interest and encouragement.

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

This year has been another good year for CTfD training within Tavistock Relationships with 64 practitioners in NHS IAPT and Relate services trained nationally. Trainings were held twice in London, twice in Leeds and once in Preston. In addition, eight supervisors were trained, with supervisor trainings taking place in London and Leeds. There was also a CPD event held in Sheffield for those already trained in this modality and a three-day training in London for practitioners in private practice.

Unfortunately, due to lockdown restrictions, the training planned for 18 practitioners in London, in March 2020 had to be cancelled at the last minute. We are pleased to have been able to reschedule this course remotely in June and can confirm 18 trainees booked on to this –



mostly those that have managed to transfer from the March training.

Thanks to good relationships with the Health Education England commissioning team – in the Yorks & Humber, NE, NW, London, Kent and Sussex regions, we are currently in the process of transferring all face-to-face training into online remote access training and the first of these are planned for June and July 2020. There are six practitioners' trainings, one of which is the rescheduling of the March cancelled training, and two supervisor trainings planned for 2020/21.

In future, training numbers will, hopefully, continue to be boosted by the excellent recovery rates for Couple Therapy for Depression as reported in IAPT figures nationally. Tavistock Relationships, along with other organisations keen to promote relational trainings in mental health and long-term health conditions, is actively pushing for nine out of ten IAPT services to offer patients the choice to have this treatment.

# Developing the Workforce

## Practitioner Trainings

This year Tavistock Relationships welcomed 22 new students onto our psychodynamic and psychoanalytic practitioner programmes – almost identical numbers to the previous two years. We had 17 students join the MA in Couple and Individual Psychodynamic Counselling and Psychotherapy and five began the MA in Couple Psychoanalytic Psychotherapy.

This year has been a relatively good year for the Foundation courses although recruitment was impacted for the April course by the Coronavirus pandemic, with 21 students registering for the January course, and 14 for the April one.

Our Psychosexual Diploma course recruited well for the second year, with 14 students being welcomed this year to add to the 14 from the year before.

In addition, our Certificate in Psychosexual Studies continues to grow in size, with 14 students recruited in April this year. As with the Foundation course, this course is being run entirely online (due to Covid19) and has attracted interest from overseas students as well as students from the UK.



## Online Training

This year we have built up an excellent range of pre-recorded trainings, such as an online series of six lectures given by former and current staff. Since the lockdown, sales of our online CPDs have grown exponentially, particularly our guide to 'working online'.

Added to these have been several courses delivered online by 'live teaching'. We have launched an online Foundation course, an online Psychosexual Certificate, and are running our Developing Summer School online this year.

## Evaluation

The evaluation of all our training courses continues to be excellent and feedback was overwhelmingly positive.



## Short Courses – CPDs and Conferences

This has been a good year for workshops, conferences, lectures and short courses, during a period of transition from our Warren Street building to the new Hallam Street premises, and with the disruption to scheduling in the fourth quarter as a result of COVID-19. We expanded our CPD programme this financial year from one event per month to two and in this way have been able to showcase the breadth of applications of Tavistock Relationships' work with couples and key innovations in psychotherapy more generally.

We have produced an innovative and diverse programme and in the 2019-20 financial year more than 500 people attended our events. These have included:

### Conferences

- We held a successful joint conference with the Couple and Family Psychoanalysis Committee of the International Psychoanalytic Association (COFAP) entitled 'Shared Unconscious Phantasy: Perspectives from Object Relations and Link Theory'. This was a significant event, as it was the first time the International Psychoanalytic Association has held its conference in London for more than 60 years.
- Our Autumn conference 2019, 'There's No Place Like Home: the Effects of Fracture and Dislocation', was the first conference to take place in our new Hallam House building, and addressed ideas of home and belonging in a period of intense national political upheaval.

## Workshops

These have included events on short-term psychotherapy with couples, working in the online medium with the head of Tavistock Relationship's online service Pierre Cachia, Brett Kahr on how to flourish as a psychotherapist, Francis Greer on forgiveness in Mozart's operas, mentalization-based treatment for highly charged relationship conflict, attachment-informed couple psychotherapy with Christopher Clulow, Susanna Abse on working with infidelity, the use of sensate focus in couple psychotherapy, working with polyamorous and open relationships, the dynamics of twinning and working with negative transference.

## Summer Schools

Our two summer schools proved to be especially popular with practitioners joining us from the UK and abroad. Both the Developing Summer School, for qualified individual practitioners who want to learn more about couple relationships from a psychodynamic perspective, and the Advanced Summer School, for couple-trained psychotherapists, welcomed 16 students, our largest intakes in recent years. The Advanced school took as its focus the creation of psychic space in the couple relationship.

## Enid Balint Lecture 2020

Jonathan Sklar gave the year's Enid Balint lecture, with a paper entitled 'Violence, Destruction and Survival at the Level of the Basic Fault'. David Hewison was the respondent from Tavistock Relationships who looked at these ideas in terms of couple psychoanalytic psychotherapy, and Andrew Balfour, the Chief Executive, was the chair.



# Our Therapy Services – Supporting Couples, Parents and Families

This year we have continued to see a high demand for our clinical services, which delivered 20,142 sessions sustaining the high level of work of the previous year. This is an achievement given the fact that we moved centres from Warren Street to Hallam Street in May 2019, and also in light of the pandemic, which necessitated moving the entirety of our clinical work online.



## A Range of Specialised Services

While the majority of sessions are delivered as part of our psychodynamic and psychoanalytic open-ended offers, a wide range of specialised services are also available, which include the Parenting and Parenting Together services, Psychosexual Therapy, Mentalization-Based Therapy for Couples, our Divorce and Separation Consultation Service and the 50+ MOT (Retiring Together) programme.

This year we launched a new relationship-focused group therapy for individuals as part of our clinical services. The first group commenced in February 2020 and successfully transitioned from face-to-face to online in the middle of March 2020.

Further new initiatives within clinical services included:

- Delivering therapy sessions to employees of the British Board of Film Classifications who had been exposed to disturbing material.
- Delivering clinical sessions as part of Children of Alcohol Dependent Parents project using the Couple Therapy for Depression model.

We were also 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.

## Initial Consultations

On average, 25 new initial consultations are booked every week by couples and individuals who seek relationship support, a total of 1,145 in 2019/20. The consultation process is a helpful intervention in its own right. The allocation of cases to ongoing therapy is 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 is efficiently facilitated by the new data and IT systems introduced over the past two years.

## Online Therapy Service

The online therapy service delivered 1,281 sessions in 2019/20, up 9.5% on the year before. Most couples come from different parts of the UK and overseas.



# Influencing the Policy Environment

**In the weeks before the pandemic and lockdown, we met with and briefed a number of peers regarding the Government's proposals for the introduction of 'No fault' divorce through the Divorce, Dissolution and Separation Bill. A number of our arguments and points were taken up by peers in the House of Lords during various stages of the Bill.**

Throughout the year we continued to provide the secretariat to the All Party Parliamentary Group for Strengthening Couples Relationships and Reducing Inter-parental Conflict. This year the group which held meetings on mental health and relationships, and on the progress being made in the Government's Reducing Parental Conflict programme.

One of Tavistock Relationships' key policy ambitions is to see the development and roll-out of couple therapy and couple-focused work within Child and Adolescent Mental Health Services. To this end, we worked with Lord Farmer, who kindly hosted a policy round table at which the Minister of State with

responsibility for relationship support, Baroness Stedman-Scott, was present. The Minister and other attendees were able to hear powerful accounts of the work being done in CAMH services by couple therapists, and the impact on outcomes such an approach can have for both parental and child mental health.

We have also held high level talks with a number of MPs and Civil Servants throughout the year, being specially invited to a DWP Roundtable on the future of Inter-parental Conflict training, discussions on Adverse Childhood Experiences, the Quality of Family Life, Poverty and Relationships and Re-imagining Family Justice amongst other topics.



# Demonstrating the Effectiveness of our Work Through Research



This year saw another full year of journal papers, reviews, and book chapters being published, demonstrating Tavistock Relationships' position at the leading edge of clinical and policy thinking about couples.

---

David Hewison has continued to be a part of the NICE Guideline Committee updating guidance on Depression.

Our journal 'Couple and Family Psychoanalysis' said a fond farewell to Molly Ludlam the founding editor of the journal. In her place, temporarily at least, is Dr Christopher Clulow who has stood in as Editor-in-Chief whilst the search for a permanent Editor continues. We are grateful to Molly for all her hard work establishing the journal as a place for committed, clinically sophisticated, international thinking about our profession.

# How Much Do We Help?

## Evaluating our Therapy Services

**Routine outcome data and feedback from our clients has been collected throughout the year to monitor our services. Response rates and satisfaction continued to be high, as was clients' significant improvement according to the outcome data.**

We give psychometric measures to all clients at the initial consultation and then at specific time points during the therapy. The response rate from our clients at the end of their therapy is 60% which is consistently above the national average (42%).

### 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 children's adjustment and psychological wellbeing.

### Psychological Distress

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

- 57% of clients were above the clinical threshold, indicating our clients had high levels of psychological distress.
- The percentage of those who were psychologically distressed in our clients was much higher than the percentage of those who were distressed in general population, which is 6.4%.

- Analysis of our data shows a decrease in the psychological distress of our clients over the course of their therapy. As a group, our clients drop below the clinical range after six weeks, with significant further reductions by the end of the therapy.
- Statistical analysis shows that the improvement from starting their therapy to week 6 was significant, and 61% of clients who were within the clinical range at intake had moved to 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), was 52.1% nationally.

### Relationship Satisfaction

Measures of relationship satisfaction, using the Couple Satisfaction Index (CSI), shows an improvement in relationship satisfaction over time.

Data also reveals improvements in the quality of relationships during therapy as well as a steady increase in relationship satisfaction throughout therapy.

### Child Wellbeing

Child Wellbeing was measured by the Strengths and Difficulties Questionnaire (SDQ), in which we asked the client to report their youngest child's behaviour. Our data shows that children's behavioural problems decreased over time, suggesting that there is improvement in children's mental health and wellbeing following their parents' completion of therapy at Tavistock Relationships.

### Satisfaction with Clinical Services

Clients feedback indicates that the majority were highly satisfied with the service they received.



## Who Do We See in Our Services?

### Age

The majority of clients who used our service this year were from the age groups 26-35 and 36-45 (37% and 35% respectively), followed by the age group 46-55 (17%), 18-25 (5%), 56-65(5%), and 66 or over (1%).

### Gender

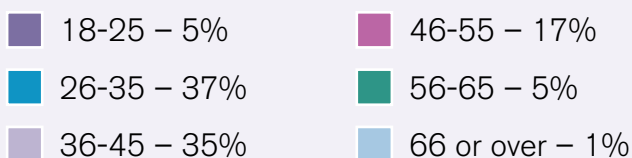
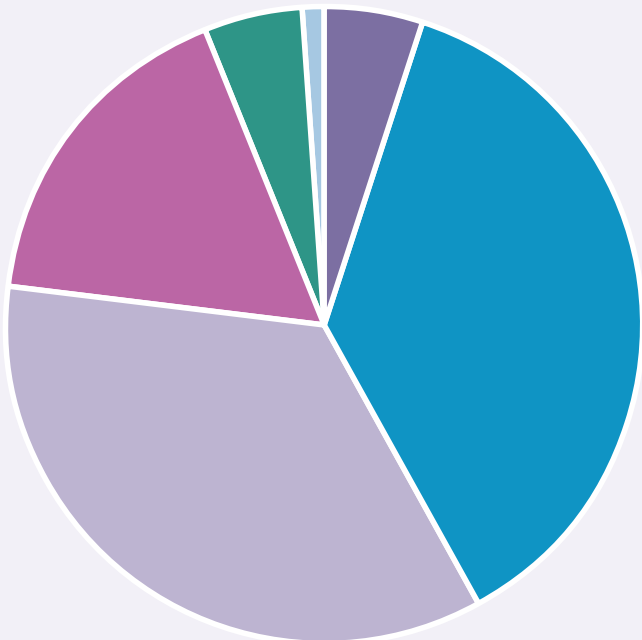
50% of the clients were female, 49% were male, and 0.08% transgender.

### Employment and Disability Status

64% of our clients were in full-time employment, 19% in part-time employment, 4% were students, 3% were full-time homemakers or carers, 1.6% were retired, and 7% were currently unemployed.

92% of our clients did not have a disability, and 5% described themselves as having a serious illness or disability. 1% were receiving statutory sick pay.

**Age Group of TR Clients**





## Ethnicity

78% of our clients were White, 6.4% Asian, 6% Mixed, 4.6% Black and 2.2% Chinese.

## Sexual Orientation

84% of our clients were heterosexual, 7% gay/lesbian, 5% bisexual, and 2% did not indicate.

## Children

52% of our clients had at least one child.

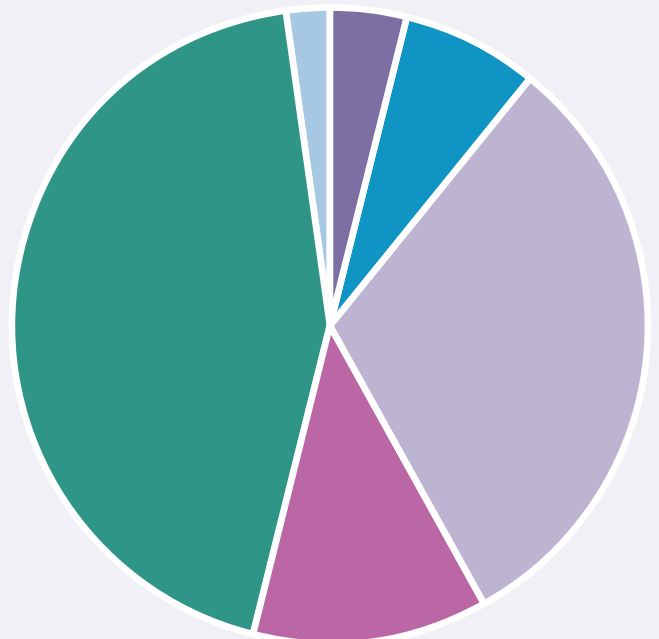
## Relationship Characteristics

44% of our clients were married, 31% co-habiting, 12% were non-cohabiting partners, 7% were single, 4% were separated or divorced, and 2% were in civil partnerships.

The lengths of the clients' relationship were: 4% less than 1 year, 34% 1-5 years, 26% 6-10 years, 14% 11-15 years, 8% 16-20 years, 5% 21-25 years, 3% 26-30 years, and 3% more than 30 years.

About half of the clients were seeking our service after they had relationship problems for less than 2 years (24% less than 1 year and 30% 1-2 years), 26% had relationship problems for 3 to 6 years, and 11% had problems for 10 years or more.

## Client Relationship Status



- Separated/divorced – 4%
- Single – 7%
- Co-habiting – 31%
- Non-cohabiting partners – 12%
- Married – 44%
- Civil partnership – 2%



# Our Finances

**Tavistock Relationships' financial position remains healthy, with the charity reporting an operating surplus at the end of the year of £126,182 before provisions, unrealised gains and loss adjustments and contributions towards the defined pension. This compared to a budgeted surplus of £158,901 and is an increase of £405,590 on the previous financial year where the operating deficit was £249,408.**

Improved financial performance in this financial year was driven by improved revenues across most categories, returning total revenues to levels last seen in 2016.

The organisation has achieved excellent delivery results during a challenging year which included a move to new premises and the initial impacts of the COVID-19 pandemic. The estimated impact on revenue of COVID-19 in FY2020 was around £85k.

Although the Reducing Parental Conflict contracts have performed well during the year, the runway to build up referrals was slow and ultimately impacted the returns from this contract for service. The Hertfordshire contract exceeded budget expectations by 22%, offsetting the underperformance of the Westminster contract which lagged budgeted revenue expectations by 31%.

£450k of contract and grant funding received during the year has enabled a range of activity, discussed elsewhere in this document.

- Challenge fund grant – £225k.
- Fidelity grant – £54k enabling the development of a relationship support application for mobile phones. Work on this during the year by an external provider has been capitalised as work in progress at the end of the year with implementation expected during FY 2020.
- Children in Need – three years of grant funding (£36k per annum) to work with parents.
- Alcohol project – £75k (total £225 across three partners).
- Consulting and Parents as Partners programme – £70k.
- In addition to these contract funding amounts, 60% of total organisational revenue was received from core training and clinical service delivery.

Close cost management during the year has also supported the improvement in overall financial performance – this is particularly notable during a year in which a premises move was undertaken.

Staff remuneration costs have increased year on year by 3% with no increase in headcount, despite the significant increase in turnover. This is a testament to the significant contribution of all staff. It is expected that to sustain further growth, investment in strengthening faculty capacity will be necessary during the year ahead.

# Staff Publications This Year

- Balfour, A.** (2020) 'The fragile thread of connection: Living as a couple with Dementia', in Evans, S., Garner, J. and Darnley-Smith, R. (eds.) *Psychodynamic Approaches to the Experience of Dementia: Perspectives from Observation, Theory and Practice*. London: Routledge, pp. 118-133
- Cachia, P.** (2020) 'Supporting Links Between Living Apart Together (LAT) Couples Through Online Couple Therapy', in Abela, A., Vella, S. and Piscopo, S. (eds.) *Couple Relationships in a Global Context: Understanding Love and Intimacy Across Cultures*. Cham: Springer, pp. 375-390.
- Clulow, C.** (2019) Love, sex and psychotherapy in a post-romantic age: A commentary, *European Journal of Psychotherapy & Counselling*, DOI: 10.1080/13642537.2019.1654668. Published online 27th August 2019.
- Clulow, C.** (2019) Book Review of The Rough Patch. The Art of Living Together, by Daphne de Marneffe, *Couple and Family Psychoanalysis*, 9(2), 205-206
- Clulow, C.** (2020) 'Editorial', *Couple and Family Psychoanalysis*, 10(1), pp. vii-x.
- Clulow, C.** (2020) 'Blue heaven: jazz as connector and disrupter in family and community relationships', *Couple and Family Psychoanalysis*, 10(1), pp. 72-86.
- Clulow, C., Pape Cowan, C. and Cowan, P.** (2020) 'Arts Review: Company. Stephen Sondheim & George Furth', *Couple and Family Psychoanalysis*, 10(1), pp. 115-117.
- Doniach, M.** (2019) Arts Review of Modern Couples: Art, Intimacy and the Avant-garde, Barbican Art Gallery, *Couple and Family Psychoanalysis*, 9(2), 207-209
- Gibbons, L.** (2019) Arts Review of The Height of the Storm, by Florian Zeller, directed by Jonathan Kent, *Couple and Family Psychoanalysis*, 9(2), 209-211.
- Hewison, D.** (2019) Re-visioning creativity in couple psychoanalysis: the importance of Winnicott and Bollas in clinical practice *Couple and Family Psychoanalysis*, 9(2), 167-180(14)
- Kahr, B.** (2019) The first Mrs Winnicott and the second Mrs Winnicott: does psychoanalysis facilitate healthy marital choice? *Couple and Family Psychoanalysis*, 9(2), 105-131.
- Kahr, B.** (2019) On Winnicott's marriages: a response. *Couple and Family Psychoanalysis*, 9(2), 151-153.
- McCann, D.** (2019) 'Discussant Perspective on The Role of Interpretation in the assessment phase of couple psychoanalysis', in Keogh, T. and Palacios, E. (eds.) *Interpretation in Couple and Family Psychoanalysis: Cross-Cultural Perspectives*. London: Routledge.
- O'Connor, M.** (2019) Polyamory – a romantic solution to wanderlust?, *European Journal of Psychotherapy & Counselling*, DOI: 10.1080/13642537.2019.1652200 Published online: 23 Aug 2019
- Moran, P.** (2019) "He said, she said" – Object Relations and Mentalization in Couple Psychotherapy', *Therapy Today*, April, pp. 34-37.
- Moran, P.** (2020) "I've got you under my skin": Borderline states in couple relationships', *Couple and Family Psychoanalysis*, 10(1), pp. 59-71.
- Morgan, M.** (2019) 'Complex and creative: The field of couple interpretation', in Keogh, T. and Palacios, E. (eds.) *Interpretation in Couple and Family Psychoanalysis: Cross Cultural Perspectives*. London: Routledge.
- Morgan, M.** (2019) 'The 'couple analytic setting' and the psychic development of the couple. ', *International Review of Couple and Family Psychoanalysis*, 20 – 1/2019 History and stories in couple and family psychoanalysis.
- Morgan, M.** (2019) 'The unconscious that inhabit us. In A. Nicolo Gli inconsci che ci abitano. Dialogando con Timothy Keogh, Mary Morgan, David Shaddock, Filippo Maria Ferro, Monica Vorchheimer, Rosa Jaitin, Elizabeth Palacios, a curi di Anna Maria Nicolo', *Interazioni* 2/2019/50.
- Pacey, S.** (2019). Should "sensate focus" have a place in couple psychoanalytic psychotherapy? *Couple and Family Psychoanalysis*, 9(2), 181-197.
- Wrottesley, C.** (2019). Book Review Essay, Davids, M. Fakhry & Shavit, Naomi (Eds). Authenticity in the Psychoanalytic Encounter: The Work of Irma Brenman Pick. *Journal of Analytical Psychology*, 64(2), 283-289.
- Wrottesley, C.** (2019). Book Review of Ruthless Winnicott: The Role of Ruthlessness in Psychoanalysis and Political Protest, by Sally Swartz, *Couple and Family Psychoanalysis*, 9(2), 202-205.



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 registered in  
England and Wales.

The Tavistock Institute of Medical Psychology.

Certain photos posed by models for illustrative purposes.

## Contact us:

Hallam House, 56-60 Hallam Street,  
London W1W 6JL

and

10 New Street, London EC2M 4TP

020 7380 1975

[info@TavistockRelationships.org](mailto:info@TavistockRelationships.org)

## Training:

020 7380 8288

[training@TavistockRelationships.ac.uk](mailto:training@TavistockRelationships.ac.uk)

[www.TavistockRelationships.ac.uk](http://www.TavistockRelationships.ac.uk)

## Press:

020 7380 1952

## Clinical Services:

020 7380 1960


[appointments@TavistockRelationships.org](mailto:appointments@TavistockRelationships.org)

[www.TavistockRelationships.org](http://www.TavistockRelationships.org)

 [@TavistockRelationships](#)

 [Tavistock-Relationships](#)

 [@TaviRelations](#)

 [Tavistock Relationships](#)