

Company registration number: 03272512

Charity registration number: 1064780

The Bowlby Centre

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 July 2021

The Bowlby Centre

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The Bowlby Centre

Reference and Administrative Details

Trustees	S Y Berger [Director] J M Parkinson [Director] R M Cross [Director] C A Holland [Director] C E Mayne-Constantinou [Director] - Honorary treasurer S J Vine [Director] M R Wotton [Director] - Chair of trustees S Zeedyk [Director] C Philipsborn [Director] S Swinscoe [Director]
Principal Office	1 Highbury Crescent London N5 1RN
Registered Office	4 Cyrus Way Cygnet Park Hampton Peterborough PE7 8HP The charity is incorporated in England & Wales.
Company Registration Number	03272512
Charity Registration Number	1064780
Accountant	TC Group 4 Cyrus Way Cygnet Park Hampton Peterborough PE7 8HP

The Bowlby Centre

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 July 2021.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

VISION

The vision of the Bowlby Centre:

A world class centre for attachment-based therapy, research and outreach.

A welcoming home in London for our work with paid staff in key areas.

A clear identity which gives legitimacy and recognition.

A centre for developing thinking.

MISSION

In order to achieve that vision, The Bowlby Centre undertakes the following:

to provide accredited training to those wishing to be attachment-based psychotherapists.

to provide an attachment-based referral service and clinic especially to the excluded and unattached.

to develop other training provisions, especially those aimed at giving an attachment orientation to other professionals.

to develop an outreach provision aimed both at encouraging policy makers to heed attachment issues and at developing general attachment-based emotional literacy.

to contribute to research from its experience of attachment-based practice.

VALUES

The Bowlby Centre members hold the following agreed values:

The Bowlby Centre believes that mental distress has its origin in failed and inadequate attachment relationships in early life and is best treated in the context of a long-term human relationship.

Attachment relationships are shaped in the real world and impacted upon by poverty, discrimination and social inequality. The impact of the social world will be part of the therapy. Psychotherapy should be available to all, and from an attachment-based psychoanalytic perspective, especially those discriminated against or described as “unsuitable” for therapy.

Psychotherapy should be provided with respect, warmth, openness, a readiness to interact and relate, and free from discrimination of any kind.

Those who have been silenced about their experiences and survival strategies must have their reality acknowledged and not pathologised.

The Bowlby Centre values inclusiveness, access, diversity, authenticity and excellence. All participants in our organisation share the responsibility for anti discriminatory practice in relation to race, ethnicity, sex, sexuality, age, (dis)ability, religion, class, educational and learning style.

The Bowlby Centre

Trustees' Report

Introduction from the Chair of Trustees

In last year's introduction we remarked on what a tumultuous year 2020-21 had been. Many of us cautiously hoped for a less turbulent 2021-22. However, once more, world events dominate, and an appalling war in Ukraine puts into perspective our own endeavours.

Yet those endeavours continue. The Board of Trustees would like to take this opportunity to pay tribute to our CEO and the Executive Committee who have continued to provide the important services we offer. This year they have juggled online and in-person delivery, latterly blending the two, as they navigate the challenges and opportunities brought about by hybrid ways of working. Those are not just technical or logistical challenges either. They evoke strong responses in many of us. Much was gained as we extended the online reach of the Centre beyond its geographical location, but we also lost opportunities to be together in person, which mean so much to a community like ours.

The Bowlby Centre continues to remain in good financial and operational health. This remains our priority as a Board of Trustees, given the continued demand for our services, and as charities continue to provide a safety net for the least fortunate in our society. The operational and financial health of the Centre, alongside a continued commitment to build a strong sense of community, has attracted four new trustees - each with highly relevant experience and skills to offer us. Our Articles of Association allow us to co-opt them in the short term, but require members to elect them at the forthcoming AGM. The Board encourage members to take part in that event.

The new trustees join us at an important moment in terms of the future of the Centre, as we work towards developing a strategy for the next few years. There are important questions for us to answer about how we expand our training and services and amplify our influence. While some of the decisions are likely to be challenging, it is a moment of celebration to know that we have reached a point in our organisational life where we are able to consider these questions together.

Finally, although we have continued our thinking on the issue of race, and how we go further in making the Bowlby Centre a genuinely diverse and inclusive place to train and practice, we need to maintain a focus in this area and couple those conversations with more practical actions. We would welcome members' continued thoughts in this area.

So, with questions about our future challenges in mind, let me conclude by thanking our Executive Team again for all they have done in the past year. And let me extend those thanks to my fellow trustees, and to our members and patrons, for their continued support and commitment to the Centre.

Matt Wotton
Chair of The Board of Trustees

The Bowlby Centre

Trustees' Report

Annual Report 2020-2021

This financial year from July 2020 to July 2021 has been against a backdrop of Covid related challenges and the losses accompanying this but in spite of these challenges the Bowlby Centre has found ways to thrive, and remains in a solid place financially.

Last year was a time of transition as we negotiated a great deal of personnel change in the central roles on the committees and I am delighted to report that we now have all the positions filled on a more permanent basis. Bertie Witt heads up the CTC with Caroline Adewole as their Vice Chair and the board of trustees has stayed consistent with everyone continuing on in their trustee roles.

Having acted up as Chair of the Executive for 9 months from February 2020 to November 2020 I took on the role of being our first CEO, which was a move from an honoraria based role to a formally paid post and which reflected the desire of the trustees to develop the Bowlby Centre's professional status. Our aim is to move towards a position where we can afford to financially reward all committee members for the largely voluntary nature of their work to date. The priority will be given to increasing pay rates for CTC members, teachers and course tutors.

Having conducted nearly all of our meetings on line this financial year, we are unlikely to return to a purely face to face model in the future and the benefits of conducting seminars, committee meetings, conferences and clinical forums on-line and accessing those of you who live outside London has been significant - and as expected we are developing a hybrid model of face to face and remote working from here on in.

We will be initiating a review of the experiential weekly groups with the students in early 2022 to garner feedback from those participating - and Mark Linington, Sarah Devereux and Tom Higgins have been heading up discussions and thinking around what has and hasn't worked from an organizational perspective. We are committed to developing these groups for the trainees and believe that they have an important role to play on the training. We understand that they are not easy places to be in.

The organizational monthly space given over to talk about racism in the centre has continued to throw up important insights into how we unconsciously relate to one another and has provided a much needed link with Anthea Benjamin, our consultant in this area.

Possibly one of the most significant developments of this year has been the complete revision of the curriculum content and structure. Several significant changes have been made to the curriculum which are:

The introduction of a weekly experiential group in years 3 and 4

Doubling the space given over to areas of diversity

Introducing clinical skills, risk assessment and safeguarding seminars

Introducing a dedicated Attachment strand through all 4 years (replacing the old Life Cycle Strand)

Revising, expanding and incorporating contemporary literature on Trauma theory

Plans for next year include launching a new stand-alone APL (Accrediting Prior Learning) training which will be a 2 year (Post PiT) course and developing a Supervisors Training. The aim is to get these going for September 2022 so that we start to develop a wider training programme for the centre.

Our Blues Referrals service is small, and we are only placing a few people with our students each year because we only have a handful of therapists free to offer this low-cost work. This is something that needs addressing and the Exec and the trustees are currently in discussion about how to attract funding to support this important work.

The journal has continued to be produced and published and Orit has been editing it now for many years. She has recently stepped down and we thank her and her colleagues for all the valuable work they have put in.

Tori Settle
CEO of the Bowlby Centre

The Bowlby Centre

Trustees' Report

Our Clinical Training

We are delighted to have welcomed seven new trainees to the taught course this year 2021 as our clinical training continues to develop and thrive.

We now have a stand-alone APL curriculum which we have advertised and plan to start in September 2022. The curriculum will be delivered once a month on Friday afternoons and all day Saturday. It will enable those colleagues who have trained elsewhere to train with us to become Attachment-based Psychoanalytical Psychotherapists (ABPP), registered with the UKCP.

Our short courses, which offer attractive CPD options to both our members and other professionals are performing strongly and our initiative to open up the clinical fora to external participants has been very successful. We would like to thank Sarah Wood for their hard work in organising the clinical forums.

As part of our curriculum and in line with the UKCP guidelines we have also introduced an area of mental health familiarisation. This requires students who have no previous experience of the mental health field to undertake a placement to enable them to gain some experience and knowledge in this field.

As well Gwen Adshead was invited to deliver a two hour talk to our Years 3 and 4 on the history of Psychiatry and the psychiatric lens in mental distress. This talk proved very popular with the students and we hope that this will be a continuing part of our curriculum.

Clinical Training Committee

The CTC is currently chaired by Bertie Witt who replaced Jane Parkinson in September 2021. Caroline Adewole is the Vice Chair. Jane worked incredibly hard for 18 months in the job of Chair for the CTC and after a short break away has resumed her place on the committee and is very welcome back.

Between July 2020-July 2021 the CTC focused on the assessment process. We introduced what we felt was a more robust accountable system whereby the feedback for students is formalised and written thus providing a trail for all to see the progress of each individual student. The students are actively encouraged to be part of the process with opportunities for formal feedback to their course tutor. We hope that this will aid all in charting the progress and development of each student.

To enhance transparency we provided a list of student 'expectations'. Alongside this we developed a teachers' booklet to ensure all teachers external and internal were informed of the PiT/RAPP criteria and were able to use these to inform feedback as well as to further develop consistency in teacher feedback.

In response to the external examiners report we have also introduced two attachment essays with the aim of providing explicit opportunity for students to demonstrate their knowledge and understanding of attachment theory in their PiT portfolio.

The CTC currently comprises nine members. All of the course tutors are members as well as course tutors from previous years whose training has come to an end. Every course tutor works incredibly hard to ensure that their tutees are supported and guided through the training process from application to registration. The course tutors put in an enormous amount of work in supporting their student cohort as well as addressing various issues from teachers and students alike. It is both a fulfilling and challenging role.

One area under current review by the CTC is the expansion of its membership to include other experienced members who may not have the time to dedicate to being a course tutor but who are interested in joining the CTC. We feel that this will enhance our reflective capacity as well as ensure we are all working together with the common aim of supporting and guiding our students through the course.

Linked to this is our wish to offer meetings with the training therapists and supervisors to receive feedback from them regarding their feelings and thoughts on the course curriculum as well as to update them with our ideas and thoughts for curriculum development. We are striving to create a cohesive unit whereby the training therapists/supervisors and the CTC are not separate entities but work together (within the bounds of confidentiality) to ensure the best possible training for our students.

Caroline and Debbie Zimmerman are working together to support and enhance the role of our training supervisors. They are currently working on a training supervisors booklet which will provide explicit support and guidance to our training supervisors. Alongside this they are organising a training supervisors' meeting for feedback and support, and exploring the possibility of developing and introducing a course for therapists who are interested in becoming training supervisors with an attachment-based lens.

The Bowlby Centre

Trustees' Report

We always work closely with the Education Committee in reviewing the curriculum and assessment.

We recently appointed Annie Power as our external examiner and Annie replaces Jeremy Holmes. Annie has already started work as the external examiner and we look forward to our first report from Annie in the summer term.

We have a Personal Development Committee which holds responsibility for the introduction into years 3 and 4 of the personal development group (PDG). We are aware of a difficult history around PDG at The Bowlby Centre however as a committee we believe that the inclusion of a PDG will aid all of our students in their development.

We have a framework for the PDG which we are continuously reviewing and updating, as different issues and concerns come to light. Indeed it is currently undergoing a further review. As part of the PDG we ask students to read the Chris Rose book, 'The Personal Development Group- The Students' Guide', which we feel outlines the positive benefits to each trainee therapist in having a PDG and how this provision can assist in one to one therapy work. The book provides a foundation to work from.

Due to the pandemic we had to pause the Una McClusky attachment based groups for Years 1 and 2. However, they were resumed this academic year on Zoom and so far two have been held, with one left which we hope will be in person.

The provision of teaching has proved challenging. We are now about to move to a mixture of in-person and on-line teaching and the timetable has been drawn up with regards as to what is actually possible for each year group. We have procured technology to enable a teacher to hold their seminar at the centre with a student/s Zooming in, but at the time of writing this the technology due to circumstances beyond our control is yet to be installed.

What has come to light is the provision of some excellent teaching via Zoom and we anticipate that some of our experienced teachers who are based outside London will continue to teach for us on Zoom.

As a CTC we are continuously reflecting on and looking for ways to further enhance our training and we are looking forward to introducing new initiatives as appropriate.

Ethics Committee

Sue Berger and Wayne Davis have managed ethical matters through the year and a number of ethical concerns arose which we are working on resolving.

The Codes and Procedures have been kept under review and a number of improvements are being developed. We are still exploring how we can help and support members to raise sensitive issues around unacknowledged offence through a more relational, mediated process than the more formal Complaints Procedure. This requires negotiation with the UKCP around their Code of Ethics and Professional Practice and this is ongoing. Sue continues to sit on the Executive Committee as Chair of Ethics.

Referrals Committee

The Bowlby Centre's Referrals Committee was disbanded in 2020 and we currently offer no formal referrals or assessment service for low-fee or full-fee clients. Post-taught and registered members now advertise themselves via our Find a Therapist section of the website, and potential new clients are directed there, unless they have a very specific request (eg needing a therapist who speaks a particular language).

Rosalind Grainger was appointed Blues Project Coordinator in September 2020. This role involves assessing, then matching potential Blues clients with available therapists via their tutors and supervisors. Unfortunately, it also involves telling approximately seven to 10 wouldbe clients a week that we can't help them. Demand for the service massively outstrips supply of therapists, and for most of the year, the Blues Project is closed to new applicants.

Rosalind considers the work of the Blues Project to be a vital and tangible component of attachment theory in action, offering a secure base to vulnerable, marginalised and financially compromised people unlikely to access psychotherapy elsewhere.

A remarkable store of knowledge has built up within our Centre about assessing and working with Blues clients and yet it is almost unknown for registered members to volunteer to take on additional Blues clients. This means (a) that clients deemed by supervisors/tutors to be too 'complex' for a student cannot be offered placement; (b) that the Blues Project is currently funded by a workforce of students on a near-voluntary basis, yet paying market rates for supervision and psychotherapy.

The time is surely right for a Bowlby community debate (with input from all, especially students) to celebrate the wonderful work of our Blues therapists and talk together about the future funding of the Blues Project and the role of an assessment and referral service in 2021/2.

The Bowlby Centre

Trustees' Report

As an organisation we would like to thank everyone involved in the Blues Project this year, whether as a therapist, supervisor, tutor, teacher or administrator.

Short courses

The Centre continues to develop our programme of short courses aimed at supporting attachment based psychoanalytic practice and aimed at helping practising psychotherapists, counsellors and health care professionals and others to learn and incorporate attachment based psychoanalytic understandings in their work. The courses support both our own members and professionals from other training and related professions.

September 2020 Part 2 Attachment Narrative Therapy with Dr Arlene Vetere and Rudi Dallos

October 2020 Attachment Theory in Clinical Practice with Tori Settle

June/July 2021 Attachment Theory in Clinical Practice with Tori Settle

Publications

Journal: Attachment - New Directions in Psychotherapy and Relational Psychoanalysis

The biannual Journal "Attachment - New Directions in Psychotherapy and Relational Psychoanalysis", is now in its 15th year of publication. According to the publishers, Phoenix Publishing House, the Journal has been well received and has been given compliments for the vibrant and radical quality of its content which is unique and appealing to a large audience of clinicians, social workers and others working in wellbeing services. Despite the global pandemic, the number of subscribers is steadily increasing, particularly in the USA and Australia and a new stream of contributors have been submitting papers. The journal, however, could benefit from greater publicity and a bigger presence on social media to increase the number of subscribers. The editor, together with the editorial team, Wayne Davis, Gulcan Sutton Purser and Yvonne Forward are looking to continue to develop and maintain the values and vision of the Bowlby Centre and Attachment theory. In December 2021, the Editor, Orit Badouk Epstein, stepped down having been on the editorial board since the inception of the journal which she has greatly enjoyed. Linda Cundy will be the guest Editor for the June 2022 issue and Aysha Begum has been appointed as the new Editor.

Journal subscription

Total 2021

250 subscriptions

149 The Bowlby Centre

7 The relational School

89 individuals

5 institutions:

Kinder und Jugendpsychiatrische Dienste

Institute of Technology Carlow

Regent University London

University of Greenwich

University Studi di Torino

The Bowlby Centre

Trustees' Report

Total 2020

272 Subscriptions

145 The Bowlby Centre

11 The Relational School

111 Individual

5 Institutions

Richmond Wellbeing Service

Kinder und Jugendpsychiatrische Dienste

Institute of Technology Carlow

University of Greenwich

University Studi di Torino

The Bowlby Centre Monograph Series

The Bowlby Centre also produces a series of monographs based on the papers given at the John Bowlby Memorial Conferences and other conferences put on by The Centre. Kate White is the series editor. To date these include ten volumes all now published by Routledge.

Touch, Attachment and the Body;

Unmasking Race, Culture and Attachment in the Psychoanalytic Space - What do we see? What do we think? What do we feel?;

Sexuality and Attachment;

Trauma and Attachment;

Shattered States - Disorganised Attachment and its Repair;

Terror Within and Without, Clinical Work on the Edge;

From Broken Attachments to Earned Security. The Role of Empathy in Therapeutic Change and

Talking Bodies: How Do we Integrate Working with the Body in Attachment and Relationally informed Psychotherapy?, and

Addictions from an Attachment Perspective: Do Broken Bonds and Early Trauma Lead to Addictive Behaviours?

Dementia: An Attachment Approach.

The newest volume in the series *Shame Matters: Attachment and Relational Perspectives for Psychotherapists*, edited by Orit Badouk Epstein was published in 2021 and has received glowing reviews.

Two other titles are in preparation, namely *The Couple in the Room, the Couple in Mind: Reflections from an Attachment Perspective* and *Repetition, Repetition, Repetition: Breaking the Cycle of Attachment Trauma.*

The Bowlby Centre

Trustees' Report

Honoraria

Chair of The Executive Committee - £6,000

Vice Chair of the Executive Committee - £500

Chair of the CTC - £3,000

Vice Chair of the CTC- £500

Chair of Education Committee - £3,000

Director of Policy - £500

Chair of Ethics Committee - £0

Blues Project Coordinator - £500 (assessment fee £70 funded half from client and half from Bowlby Centre)

Chair of Membership Committee - £500

Chair of Conference Planning - £500

Journal Editor - £500

The Bowlby Centre

Trustees' Report

THE CENTRE'S FINANCES

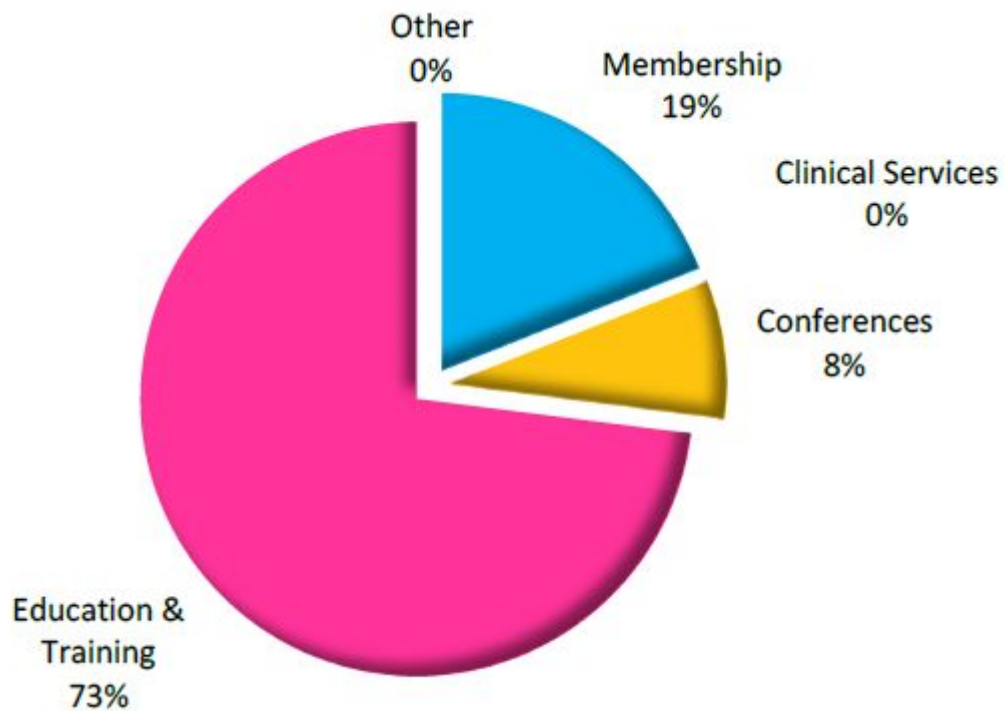
Financial Review 2020-2021

Principle Funding Sources

The Charity received income (excluding interest) of £210,631 (2020 £215,182) during the year. The main source of funding being Clinical Training fees of £153,216 (2020 £159,924), Membership £40,373 (2020 £38,959), Clinical Services £101 (£2020 £16,254) and Conference £16,941 (2020 £45). We are grateful to the members, students, trustees, and supporters who have given up so much of their valuable time voluntarily and enabled the organisation to continue to meet its charitable objectives.

Incoming Resources

Total income (including interest) for the year was £210,924 (2020 216,066), which is £5,142 lower than the previous year.

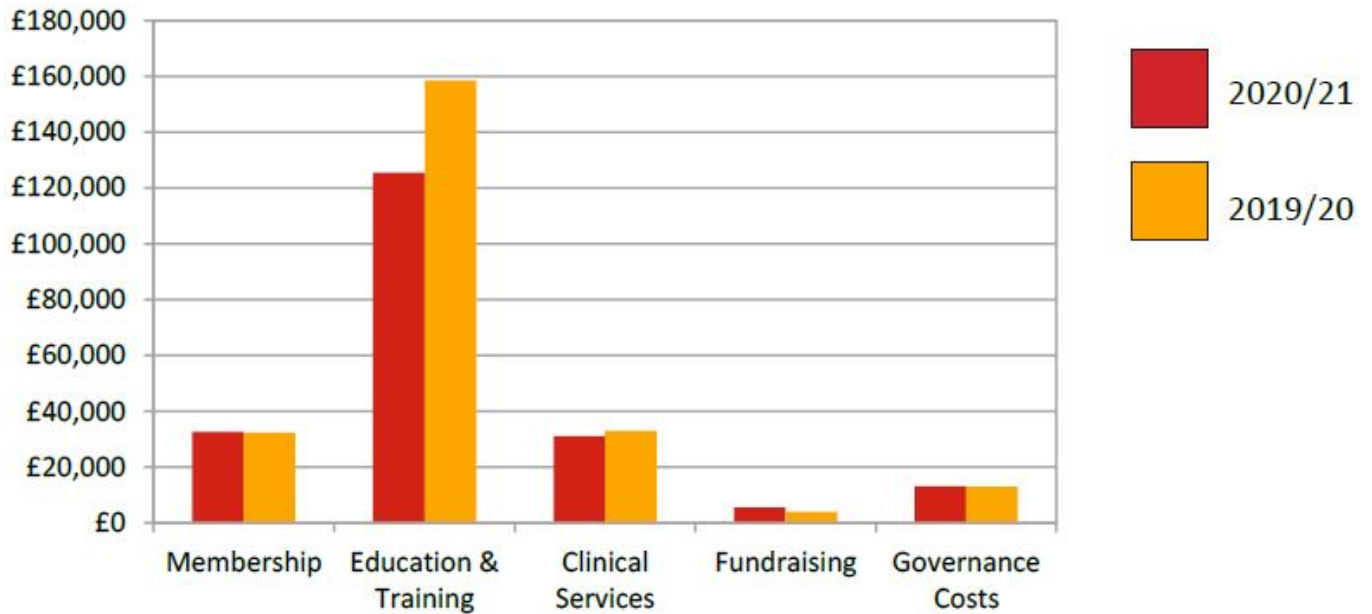


The Bowlby Centre

Trustees' Report

Resources expended

Expenditure for the year was £207,928 (2020 £240,790) which is £32,862 lower than the previous year. This can be broken down as follows.



Reserves

The Charity's funds at 31 July 2021 stood at £158,693 (2020 £155,697).

The Bowlby Centre

Trustees' Report

TRUSTEES

Sue Berger

I worked as a community worker in a Law Centre in the early 70s and then in housing before doing a counselling training at the Institute of Education. As I started the Bowlby Centre training in 1993, the first year of the UKCP registered course, I also started to develop a counselling and psychotherapy service in a women's health centre in Camden Town. I ran the service for 20 years and had a small private practice and am now semi-retired, just providing supervision on a monthly basis, mostly for sexual and domestic violence services.

I have worked in collectives, been a trustee for other voluntary organisations and briefly worked part time for Islington Social Services, setting up a counselling service in a mental health day centre. With that range of experience, I was pleased to be able to step into the breach, when there was a governance crisis at the Bowlby Centre, and become a trustee temporarily while we were developing a new Board of Trustees.

Richard Cross

Richard Cross has worked with children and young people with complex needs for over 30 years and in senior roles such as CEO & Director for over 19 years. He is a UKCP Psychotherapist & Child Psychotherapist. He is Head of Assessment & Therapy Team of a national organisation supporting children, young people and carers. He collaborates with UCL & AFC, London on multiple research projects which are focusing on attachment, trauma and dissociation. He is also a trustee for the Institute of Recovery from Childhood trauma (IRCT) and a member of the faculty at the International Society for the study of Trauma and Dissociation.

Catherine Holland

Catherine is an attachment based psychoanalytic psychotherapist (UKCP) and an Organisational Consultant (BPC). She trained at a variety of organisations but primarily The Bowlby Centre, the Tavistock and Portman NHS Foundation Trust and the Sensorimotor Psychotherapy Institute.

She has a long career in health and social care working as a practitioner with looked after children, adolescents, family work, Young Offenders, CAMHS, migration/refugees, addiction, domestic violence etc. A road traffic accident disrupted her career where she was invited to develop and lead children's commissioning. This led to various roles as policy maker, advisor to the government, OECD and Europe where she led various National and International programs that enhanced standards and qualifications. Returning to the front line, she works with students, parents, couples and individuals, providing supervision and therapy and working across borders. Catherine has an interest in organisational health, attachment focused EMDR, early infant trauma and forensic issues originating from developmental distress.

Catherine is also a Trustee of OPUS (Organisations promoting understanding of Society), as well as being an active member of ISPSO (International Society of Psychoanalytic Study of Organisations), APPCIOS, and a variety of other organisational networks.

Claire Mayne

Claire is an accountant with extensive experience in Charity Finance, Governance and Operational Functions.

She has previously worked with charities that provide services such as child and adult therapy, post graduate courses, professional membership and contractual service to HM Prisons.

In 2019 Claire changed her engagement within the charity sector by resigning from her role as a Chief Operating Officer and transitioned into the commercial aviation finance sector.

Claire is currently the Bowlby Centre's Honorary Treasurer and a primary school governor.

Jane Parkinson

I trained as a psychotherapist with The Bowlby Centre in 1988 and have had private practice since. I have been a member of the Clinical training committee (CTC) since 2012, and am a course tutor and training supervisor. I was the Chair of the CTC in 2021.

I have a background in nursing, midwifery and health visiting, working in the NHS, mainly in the field of safeguarding, supervising and managing child protection work for health visitors. I had the lead in domestic violence for the NHS Children's trust in Brighton, producing working guidelines and providing training and supervision for staff working with Domestic abuse .

The Bowlby Centre

Trustees' Report

After retiring from the NHS in 2012 I was invited to become a Trustee with a lead in clinical governance for RISE, the domestic abuse charity in Brighton.

I became a Trustee at The Bowlby Centre in 2019.

Sarah Vine

Sarah is a criminal barrister, specializing in cases involving serious allegations of physical and sexual violence. She was involved in the establishment of the Wellbeing At The Bar initiative, in particular in her practice area. She trains legal professionals in dealing with vulnerable witnesses in criminal trials and has worked on the national roll-out of pre-recorded cross-examination for complainants in sensitive cases. She led the working group for the largest empirical study into the application of legal restrictions on evidence of the sexual history of complainants in cases of sexual offending. She appears in national media as an occasional commentator on legal matters.

Matt Wotton

Matt has over two decades of experience working in government. He spent the first decade at the frontline of the criminal justice system, in a series of operational roles, and the last decade coaching senior leaders, and advising ministers. He has served on the Prison and Probation Board (responsible for a budget of four billion and the welfare of 70,000 staff) and led a review of Race in the Criminal Justice System (The Lammy Review), commissioned by the Prime Minister.

Matt has a master's degree from Warwick Business School and has also studied at the London Business School and Cranfield University.

He is currently working as a psychotherapist and coach in private practice and is the co-Director of the London Centre for Applied Psychology.

Appointment and termination of Trustees after the year-end

Lawrence Kilshaw

Termination date: 27 February 2021

Chris Philipsborn

Appointment date: 15 October 2021

Siobhan Swinscoe

Appointment date: 15 October 2021

Suzanne Zeedyk

Appointment date: 15 October 2021

Rob James

Appointment date: 15 October 2021

Termination date: 25 March 2022

Small company provisions

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on 18 April 2022 and signed on its behalf by:

M R Wotton [Director] - Chair of trustees
Trustee

The Bowlby Centre

Statement of Trustees' Responsibilities

The trustees (who are also the directors of The Bowlby Centre for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees of the charity on 18 April 2022 and signed on its behalf by:

M R Wotton [Director] - Chair of trustees
Trustee

The Bowlby Centre

Independent Examiner's Report to the trustees of The Bowlby Centre

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 July 2021.

Responsibilities and basis of report

As the charity's trustees of the Charitable Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Charitable Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Charitable Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

M A Burden FCA
for and on behalf of

TC Group
4 Cyrus Way
Cygnet Park
Hampton
Peterborough
PE7 8HP

22 April 2022

The Bowlby Centre

Statement of Financial Activities for the Year Ended 31 July 2021 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Total 2021 £	Total 2020 £
Income and Endowments from:				
Charitable activities	3	210,631	210,631	215,182
Investment income	4	293	293	884
Total Income		<u>210,924</u>	<u>210,924</u>	<u>216,066</u>
Expenditure on:				
Charitable activities	5	<u>(207,928)</u>	<u>(207,928)</u>	<u>(240,790)</u>
Total Expenditure		<u>(207,928)</u>	<u>(207,928)</u>	<u>(240,790)</u>
Net income/(expenditure)		<u>2,996</u>	<u>2,996</u>	<u>(24,724)</u>
Net movement in funds		2,996	2,996	(24,724)
Reconciliation of funds				
Total funds brought forward		<u>155,697</u>	<u>155,697</u>	<u>180,421</u>
Total funds carried forward	13	<u><u>158,693</u></u>	<u><u>158,693</u></u>	<u><u>155,697</u></u>

All income and expenditure derives from continuing activities.

The funds breakdown for 2020 is shown in note 13.

The Bowlby Centre

(Registration number: 03272512) Balance Sheet as at 31 July 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	9	1,725	2,496
Current assets			
Debtors	10	22,061	21,716
Cash at bank and in hand		<u>163,010</u>	<u>157,587</u>
		185,071	179,303
Creditors: Amounts falling due within one year	11	<u>(28,103)</u>	<u>(26,102)</u>
Net current assets		<u>156,968</u>	<u>153,201</u>
Net assets		<u>158,693</u>	<u>155,697</u>
Funds of the charity:			
Unrestricted income funds			
Unrestricted funds		<u>158,693</u>	<u>155,697</u>
Total funds	13	<u>158,693</u>	<u>155,697</u>

For the financial year ending 31 July 2021 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements on pages 16 to 26 were approved by the trustees, and authorised for issue on 18 April 2022 and signed on their behalf by:

C E Mayne-Constantinou [Director] - Honorary treasurer
Trustee

The notes on pages 18 to 26 form an integral part of these financial statements.

The Bowlby Centre

Notes to the Financial Statements for the Year Ended 31 July 2021

1 Charity status

The charity is limited by guarantee, incorporated in England & Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

The Bowlby Centre meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

On 11 March 2020, the World Health Organisation officially declared COVID-19, the disease caused by the novel coronavirus, a pandemic. The Directors and the CEO are closely monitoring the evolution of this pandemic, including how it may affect the economy and the Charity.

At the time of signing the financial statement, the pandemic is still ongoing, and the Directors are monitoring its developments. The Directors do not believe the financial statements for the period 31 July 2021 need to include any adjustments for this post period-end event.

The Directors will continue to monitor the effects of the virus on the activities of the Charity. There have been no other significant events since the balance sheet date which require disclosure in these financial statements.

Exemption from preparing a cash flow statement

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Income and endowments

All income is accounted for when the Charity has entitlement, there is certainty of receipt and the amount is measurable.

Income from investments is included in the year in which it is receivable.

Income from charitable activities includes income recognised as earned (as the related goods or services are provided) under contract.

The Bowlby Centre

Notes to the Financial Statements for the Year Ended 31 July 2021

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees's meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £0.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Computer equipment	20% straight line per annum
Furniture and fittings	20% straight line per annum
Leasehold improvements	20% straight line per annum

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

The Bowlby Centre

Notes to the Financial Statements for the Year Ended 31 July 2021

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees's discretion in furtherance of the objectives of the charity.

The Bowlby Centre

Notes to the Financial Statements for the Year Ended 31 July 2021

3 Income from charitable activities

	Unrestricted funds General £	Total 2021 £	Total 2020 £
Membership - Membership and registration fees	40,373	40,373	38,959
Education and training - clinical training for psychotherapists	107,946	107,946	93,836
Education and training - short courses and seminars	43,201	43,201	64,828
Education and training - conferences	16,941	16,941	45
Education and training - miscellaneous income	2,069	2,069	1,260
Clinical services - contractual referrals fees	-	-	330
Clinical services - room rental and therapy services	101	101	15,924
	<u>210,631</u>	<u>210,631</u>	<u>215,182</u>

4 Investment income

	Unrestricted funds General £	Total 2021 £	Total 2020 £
Interest receivable and similar income;			
Interest receivable on bank deposits	293	293	884
	<u>293</u>	<u>293</u>	<u>884</u>

The Bowlby Centre

Notes to the Financial Statements for the Year Ended 31 July 2021

5 Expenditure on charitable activities

	Fundraising Membership		Education and training	Clinical services	Governance	Total 2021	Total 2020
	£	£	£	£	£	£	£
Direct costs							
Membership and registration costs (Membership)	-	5,830	1,457	-	-	7,287	6,985
Seminars and conferences (Application)	-	-	17,558	-	-	17,558	44,425
Interview and assessment fees (Application)	-	-	3,150	-	-	3,150	5,547
Attachment journal subscription (Application)	-	-	4,960	-	-	4,960	4,500
Teaching and tutorial fees (Application)	-	-	42,016	-	-	42,016	42,862
Experiential group expenses (Application)	-	-	2,300	-	-	2,300	7,341
Referrals Service (Application)	-	-	830	-	-	830	591
Insurance (Building use)	10	351	398	492	1,692	2,943	2,028
Building costs (Building use)	120	1,431	4,532	5,604	238	11,925	17,963
Office costs (Building use)	46	1,122	2,357	838	41	4,404	2,983
Computer costs (Administration)	92	2,742	5,300	914	90	9,138	10,451
Operating lease rentals (Building use)	360	4,320	13,680	16,920	720	36,000	36,000
General expenses (Administration)	-	5	6,865	20	1	6,891	4,966
Accountancy fees (Workload)	48	727	1,406	242	4,386	6,809	8,494
Administration record-keeping and clerical fees (Hours)	231	6,918	13,375	2,306	230	23,060	23,660
Administration and Secretarial services (Hours)	4,604	8,058	3,454	3,454	3,452	23,022	14,750
CTC and Executive Committee administration (Hours)	27	791	1,528	263	26	2,635	1,365

The Bowlby Centre

Notes to the Financial Statements for the Year Ended 31 July 2021

Legal and professional fees (Specific)	-	108	-	-	-	108	2,152
Bank charges	-	-	-	-	10	10	-
Paypal charges	-	-	-	-	2,111	2,111	2,768
Amortisation of property lease improvements (Building use)	4	107	208	36	3	358	357
Depreciation (Building use)	4	124	240	41	4	413	595
(Profit)/loss on sale of charity assets held for own use	-	-	-	-	-	-	7
	5,546	32,634	125,614	31,130	13,004	207,928	240,790

The Bowlby Centre

Notes to the Financial Statements for the Year Ended 31 July 2021

6 Net incoming/outgoing resources

Net incoming/(outgoing) resources for the year include:

	2021 £	2020 £
Loss on disposal of fixed assets held for the charity's own use	-	7

7 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

8 Taxation

No provision for taxation has been made in these accounts as the company is a registered charity and all surplus funds are applied for charitable purposes.

9 Tangible fixed assets

	Land and buildings £	Furniture and equipment £	Total £
Cost			
At 1 August 2020	1,788	2,062	3,850
At 31 July 2021	1,788	2,062	3,850
Depreciation			
At 1 August 2020	358	996	1,354
Charge for the year	358	413	771
At 31 July 2021	716	1,409	2,125
Net book value			
At 31 July 2021	1,072	653	1,725
At 31 July 2020	1,430	1,066	2,496

10 Debtors

	2021 £	2020 £
Trade debtors	990	1,137
Prepayments	11,470	11,160
Other debtors	9,601	9,419
	22,061	21,716

The Bowlby Centre

Notes to the Financial Statements for the Year Ended 31 July 2021

11 Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	17	90
Accruals	28,086	26,012
	28,103	26,102

12 Commitments

Capital commitments

The total amount contracted for but not provided in the financial statements was £96,000 (2020 - £132,000).

13 Funds

	Balance at 1 August 2020 £	Incoming resources £	Resources expended £	Balance at 31 July 2021 £	
Unrestricted funds					
General	155,697	210,924	(207,928)	158,693	
	Balance at 1 August 2019 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 July 2020 £
Unrestricted funds					
General	166,201	216,066	(240,790)	14,220	155,697
Restricted funds	14,220	-	-	(14,220)	-
Total funds	180,421	216,066	(240,790)	-	155,697

Purpose of restricted funds

Grants and Donations - Outcome monitoring

Donations were received during the year ending 31 July 2009 to provide for the research and development of this technique within the charity. While some of the funds have been utilised in earlier years, there has been no movement in this or the comparative year.

While it was previously anticipated that the remaining amount would be utilised as appropriate in future years the Trustees took the decision last year to transfer the remaining funds of £14,220 to unrestricted funds.

Correspondence in 2015 between The Bowlby Centre and the donor agreed that these funds could be transferred for general use. The Trustees have now decided to provide for this.

The Bowlby Centre

Notes to the Financial Statements for the Year Ended 31 July 2021

14 Analysis of net assets between funds

	Unrestricted funds General £	Total funds at 31 July 2021 £
Tangible fixed assets	1,725	1,725
Current assets	185,071	185,071
Current liabilities	<u>(28,103)</u>	<u>(28,103)</u>
Total net assets	<u>158,693</u>	<u>158,693</u>