

THE ASSOCIATION FOR PSYCHODYNAMIC PRACTICE AND COUNSELLING IN ORGANISATIONAL SETTINGS

England & Wales - Charity number 1167755

Details

Other names	APPCIOS
Status	Registered
Legal form	Charitable company
Company number	08071974
Registered	2016-06-21
Register	View on the Charity Commission register

Contact

Address	60 Lordship Park London N16 5UA
Phone	07986769378
Email	admin@appcios.info
Website	appcios.info

Activities

Objects: OBJECTS4 THE CHARITY'S OBJECTS (OBJECTS) ARE SPECIFICALLY RESTRICTED TO THE FOLLOWING:FOR THE PUBLIC BENEFIT:(A)TO ADVANCE THE RELIEF OF MENTAL SICKNESS(B)TO ADVANCE THE EDUCATION OF PSYCHOTHERAPISTS, COUNSELLORS AND OTHER WORKERS, AND THE GENERAL PUBLIC, IN PSYCHODYNAMIC PRACTICE AND COUNSELLING IN ORGANISATIONAL SETTINGS(C)TO ADVANCE THE EDUCATION OF THE PUBLIC IN THE PART THAT PSYCHODYNAMIC PRACTICE AND COUNSELLING IN ORGANISATIONAL SETTINGS CAN PLAY IN COUNTERACTING DISTRESS IN INDIVIDUALS AND THEIR IMPAIRMENT IN SOCIAL PARTICIPATION IN SOCIETY(D)TO PROMOTE SOCIAL INCLUSION BY PREVENTING PEOPLE FROM BECOMING SOCIALLY EXCLUDED BY REASON OF MENTAL ILL HEALTH AND DISTRESS BY PROMOTING PSYCHODYNAMIC PRACTICE AND COUNSELLING IN ORGANISATIONAL SETTINGS.

Activities: Registration of therapists and counsellors. Promotion of training including webinars and infant observation. Running peer supervision groups. Mentoring. Provision of therapeutic services to the public.

Classification

- **How:** Provides Advocacy/advice/information
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives
- **Who:** The General Public/mankind

Geography

- Belgium
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£23,095	£22,689	-	-
2024-03-31	£30,915	£25,648	-	-
2023-03-31	£27,593	£21,670	-	-
2022-03-31	£20,749	£14,501	-	-
2021-05-31	£28,019	£17,938	-	-

Trustees

Name	Role	Appointed
Janet Strivens	Chair	2012-12-13
Dr Judith Trowell FRCPsych		2021-11-28
Dr Roger Banks		2023-05-05
John Diamond		2023-11-22
PROFESSOR ROBERT DOUGLAS HINSHELWOOD		2012-05-16
STEPHEN ANTHONY VAUDREY		2019-02-20

Accounts

UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

FOR

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS**

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS (BY GUARANTEE)**

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for the Year Ended 31 March 2024**

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**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS (BY GUARANTEE)**

COMPANY INFORMATION
for the Year Ended 31 March 2024

DIRECTORS: Professor R D Hinshelwood (Joint Chair)
Dr R Banks
J J Diamond (appointed 15 December 2023)
Dr V Luthra (appointed 15 December 2023)
Dr J E Strivens (Joint Chair)
Professor J A Trowell
S A Vaudrey (Treasurer)

SECRETARY: A D Harms

CEO: J M Sprince

REGISTERED OFFICE: 60 Lordship Park
London
N16 5UA

REGISTERED NUMBER: 08071974 (England and Wales)

CHARITY NUMBER: 1167755

ACCOUNTANTS: Geela Accountancy Limited
36 Bakers Close
Bishops Hull
Taunton
TA1 5HD

SOLICITORS: Winckworth Sherwood
Minerva House
5 Montague Close
London
SE1 9BB

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS (BY GUARANTEE)**

**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)
for the Year Ended 31 March 2024**

The trustees present their annual report and financial statements for the year ended 31 March 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 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 2019).

Objectives and activities

The objects of the charity, as set out in the governing document are:

- (a) To advance the relief of mental illness for the benefit of children and adults in the United Kingdom and abroad.
- (b) To advance the education of psychotherapists, counsellors and other workers and of the general public in the practice of psychodynamic practice and counselling in organisational settings for the benefit of the general population of the United Kingdom and abroad and in particular for those children and adults directly affected by such practice and counselling.
- (c) To advance the education of the public in the part that psychodynamic counselling in an organisational setting can play in counteracting mental ill health and distress in individuals
- (d) To promote social inclusion for the public benefit by preventing people from becoming socially excluded by reason of mental ill health and distress by promoting and improving psychodynamic practice and counselling within organisational settings.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake

Achievements and Performance

In furtherance of these aims we have developed:

Resources available to the Public

- 1) We have established a free interactive website - psychodynamicthinking.info - which provides a virtual community for our members and interested members of the public; currently there are over 1,000 registered users. Users include social workers, teachers, youth workers and foster carers, as well as counsellors, psychologists and psychotherapists.

As well as being open to our own members the site acts as a base for institutions running courses that we accredit and a base for them to communicate to the wider public. These include Essex University, The Mulberry Bush, The Oxford Parent Infant Project (OxPip), Placement Support, The Birkbeck Counselling Association and many others.

The website provides information and learning events for members of the public and also confidential rooms for webinars and discussion groups, facilities for posting articles and videos, and information and learning events.

During the year the Association continued to run approved CPD webinars and a number of free discussion groups, as well as a free Conference for all Site Users. Go to our website for further information on discussion groups and further information on webinars.

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**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
for the Year Ended 31 March 2024**

We hope to set up monthly online Scientific Meetings hosted by our Psychodynamic Psychotherapists, where our Full Members can present and discuss their work. These meetings will be open to all members of the Community Site, and we hope it will attract members of the general public to take out free accounts on the Site, and thus be added to our mailing list.

- 2) We have set up a free library (<https://www.psychodynamicthinking.info/group/library>) on the Site for articles donated to us by senior clinicians and papers written by members.
- 3) We accredit trainings all over the country. Not only does this validate the quality of the training but it gives their graduates support and a pathway to professional registration as a psychodynamic organisational therapist with the British Psychoanalytic Council, and continuing professional development and mentoring should they wish it.

We are particularly interested in spreading psychodynamic knowledge into areas and communities where it has previously been absent or where engagement has been low. In furtherance of this we are currently accrediting a course for religious leaders and ministers in a minority community, including separate men's and women's groups, and on the interactive site a series of webinars and discussion groups on the significance of racial and cultural divisions and on systemic racism. We also accredit - amongst other trainings - trainings for teachers and teaching assistants, trainings for social workers working with foster carers and fostered children, for voluntary agencies working with vulnerable families and for youth workers working with young people vulnerable to gang affiliation. We provide support for clinicians working within prisons, and with traumatised army personnel, and with adult CSE survivors.

Through our policy of meeting at least termly with the leaders of all our trainings, our partner and affiliate organisations, we maintain a close relationship with all the external organisations whose courses we accredit - such as the Mulberry Bush, TCTO (Essex University) and Placement Support.

Anyone who works within an affiliate or partnership organisation is automatically entitled to free associate membership. This means that they can attend webinars and events that are open only to APPCIOS members, and that their experience is taken into account should they wish to advance further towards Senior Associate Membership or Full Membership

Graduates from these trainings join us as members and can complete their portfolios for assessment and accreditation as Psychodynamic Organisational Therapists registered with the British Psychoanalytic Council (the BPC) which is in turn registered with the PSA; this qualification attests to the high level of expertise in psychological understanding that they are able to bring to their work with vulnerable clients within their core professional settings.

- 4) With the support of the BPC we have this year continued our training in individual Psychodynamic Psychotherapy, for graduates who wish to train to work individually and at greater depth with adults and young people with complex mental health difficulties. We are due an Accreditation Visit by the BPC early in 2025, when we hope that this training will be formally accepted.
- 5) We are currently commencing our offer of online therapeutic services for young people, adults and families, to which members of the public can self-refer. These services are being offered by teams of qualified members, and also by psychodynamic psychotherapy trainees under clinical supervision. We are currently recruiting a multi-disciplinary team to provide an additional layer of clinical

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**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
for the Year Ended 31 March 2024**

governance. Trainees on our Psychodynamic Psychotherapy are already taking on a small number of cases, and we hope to grow this service exponentially over time.

- 6) We have commenced a series of free Panel Discussion meetings, where members of the public can bring queries and concerns about mental health.

Resources for the development of Psychodynamic Organisational Therapists – our Members

- 1) We have established a set of procedures for evaluating the level of expertise of candidates for membership and have established a register of members at three levels: Full Members; Senior Associate Members and Associate Members.

There is now a pathway of portfolio training accredited by the British Psychoanalytic Council (BPC) leading to eligibility for full membership of APPCIOS and registration in the BPC's approved register as Psychodynamic Organisational Therapists; this is referred to as the Psychodynamic Organisational Therapy (POT) training.

- 2) We have developed an infrastructure to mentor members and to assist their learning;
- 3) We have a series of approved CPD webinars run by our full members;
- 4) We have protocols to accredit and support external courses and trainings, and to assist our members in developing such trainings;
- 5) As well as the Psychodynamic Organisational Therapy training we are developing a 'top-up' training for full members leading to qualification as Psychodynamic Psychotherapists; this is being developed in consultation with the BPC and we hope that graduates will be eligible for registration under this title in the BPC's approved register; this is referred to in our organisational structure as the Psychodynamic Psychotherapy Training (PPT).
- 6) The following are accounts of their training and work by APPCIOS members:

'For my organisation, working with the impact of youth violence in the frontline, APPCIOS is a life-raft. If I am the person developing and supporting the people who develop and support the people, then APPCIOS is the person who develops and supports me.' (APPCIOS member and trainer working in serious youth violence sector)

'Training under AJEEH, under the APPCIOS umbrella has been immensely meaningful because it allows me to access high-level professional training that I would have had no way of joining otherwise, due to cultural considerations. Additionally, I feel secure in the knowledge that the training is tailor-made with my future career in mind, by focusing so comprehensively on the community which I am part of and will practice in. I am confident I will be well equipped professionally in a way that no other training path I explored could offer' (APPCIOS accredited training participant)

'Training with Susanna Reisz and Deborah Marks has been a great experience for me. In addition to having a significant influence on how I conduct myself at work, it has also affected my personal day-to-day life with my own children. Furthermore, I really enjoy participating in the reflective practice group discussions that my training offers' (APPCIOS accredited training participant)

**THE ASSOCIATION FOR PSYCHODYNAMIC
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**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
for the Year Ended 31 March 2024**

- 7) With the support of the BPC we are exploring the possibility of creating additional modules to equip our Senior Associate Members to register with them as Psychodynamic Counsellors qualified to work in private practice.

The number of our members:

- Full Members are eligible for membership of the British Psychoanalytic Council and inclusion in their approved register; we currently have 85 full members.

Senior Associates (SAMs); we currently have 65 SAMs.

- Associate Members (AMs); there are nine. The importance and numbers of Associates has reduced due to the free access to the Community Site, and our decision that organisations hosting in-house trainings should normally be exempted from paying membership fees for staff undertaking such trainings.
- In addition members of affiliated courses become free associate members, but we do not record these unless they apply for SAM status.

This brings our Full and Senior Associate membership total to 150. This number does not include the participants in the many accredited short courses and longer trainings run by our partner and affiliate organisations - we estimate that these number a further five hundred.

Conferences and Public Meetings

- We hosted our first free online conference in March 2021, which was well attended and a great success.
- We held a second free conference in May 2022, and a third in September 2023. We held another in September 2024.
- We provide a free termly newsletter to all members and subscribers, in which we advertise our free discussion groups and other events open to the public.
- We will be holding a series of public meetings in 2024/5 for members and subscribers to the interactive site.

The Association's aims fully reflect the purposes that the charity was set up to further. We review our aims, objectives and activities continually through regular management group meetings, reports to the trustees, quarterly trustees meetings, and by newsletters distributed to members and interested parties, and by joint strategy meetings between the trustees and the management committee.

Public Benefit

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, our emphasis on the support, education and up-skilling of frontline staff working with vulnerable client groups is furthered by the facilitation of webinars to contribute to the continuing professional education of our members; and by the provision of mentors who are able to guide Associate Members and Senior Associate Members on the path to full membership.

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**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
for the Year Ended 31 March 2024**

Financial Review

Principal Funding Sources

Our principal core funding source was previously and for most of our history the subscriptions paid by members which in this period raised £7,737 rising from £6,399.

Accreditation fees are £22,320 rising from £19,604 and remain the dominant source of our funding. Approximately half of this figure consists of annual affiliation fees from courses such as the university of Essex TCTO while the remainder are from webinars and shorter training courses.

This year we had an excess of £5,267 and our reserves stand at £38,868. Next year we expect a deficit of £2,325.

Previous Grant funding (historical) - The Lapid Trust

APPCIOS is grateful to the Lapid Trust. In 2014 we received our first charitable grant. This was a donation of £15,000 from the Lapid Trust, to provide administrative support for APPCIOS. This was at the point when we were beginning our development. We used some of this donation to employ two temporary administrators to help us clarify our protocols and to set up administrative systems. We subsequently created a post for a Registrar/Membership Secretary to be employed part-time for three years.

Previous Grant funding (historical) – St Pancras House Friends

APPCIOS is grateful to St. Pancras House Friends for the grant of £8,877 made in July 2017 and used over three years to develop our website www.appcios.info.

Last year we made an application in concert with a freelance fundraiser to the National Lottery Fund to fund our new project of low cost online therapeutic services, and to assist in providing remuneration for our senior officers. This was unsuccessful and possibly misconceived and we are currently reviewing our fundraising strategy.

Liabilities

We pay for administration from two agencies, principally Timewise Virtual. The website and community site are serviced by Think-Net. As the administration and webmaster are provided by third parties (Think-Net, Timewise Virtual etc.), APPCIOS is a company with very few financial liabilities.

Last year we said, "In addition, the trustees believe APPCIOS needs stronger administrative and management support as it grows and moves into new areas of work. So we wish to provide remuneration to our senior officers for some of the many hours a week that they contribute to administration." We now have four paid members contributing to the management of the charity.

We operate entirely online, and do not own or rent premises.

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**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
for the Year Ended 31 March 2024**

Designating funds for future development.

2022-2023 Review

Last year, we said that we would designate part of our reserves as follows:

- a) £5,000 for expanding the planning and administration of therapeutic services. This is based on a cost of around 4 hours per week. This has proved very much more difficult than expected and is currently still in development.
- b) £5,000 to bring our Community site up to date and migrate our outward facing website. We have migrated the outward facing site and brought it up to date but the Community site, which is a complex interactive model needs a complete re-design to make it more user-friendly and estimates for this work have far exceeded the money put aside for it.
- c) £2,500 for a freelance fundraiser. Pressure of other work has meant that this has been postponed.
- d) £5,000 to replace our current volunteer treasurer. Two possible replacements have been in temporary post but neither has wanted to continue after a probationary period.
- e) £3,000 to cover the anticipated shortfall in the 2023-2024 accounts which did not occur. However we expect a shortfall of around £5,000 in 2024-2025.
- f) £5,000 as potential closure costs.

Total designated funds amount to £25,500. With the additional expected shortfall, we should carry over £27,500.

Reserves

The first duty of the trustee directors is to ensure that the company is solvent. Given that duty, excess reserves need to be used for the purposes of the charity.

Designated funds amount to £25,500.

General expenses for 2023-2024 were £25,648 and it is our expectation that, given that we have additional costs for the remuneration of senior officers and for a replacement treasurer, expenses in 2024-2025 will rise to £28,461.

The trustees believe we can continue with the current reserves policy of maintaining a reserve of between three and six months of projected expenses – that is between £7,100 and £14,200. There is currently approximately £13,368 in undesignated funds.

Given that APPCIOS has no pension, redundancy or other potential expenses and is insured, the trustees believe this to be a prudent amount to keep as a reserve for the next financial year.

The reserves are judged sufficient and not excessive.

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**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
for the Year Ended 31 March 2024**

Structure, Governance and Management

The organisation is a charitable company limited by guarantee, incorporated on 16 May 2012 and registered as a charity on 21 June 2016. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

The trustees, who are also the directors for the purposes of company law and who served during the year and up to the date of signature of the financial statements were:

Dr R Banks
J J Diamond (from 15 December 2023)
Professor R D Hinshelwood
Dr V Luthra (from 15 December 2023)
Dr J E Strivens
Professor J Trowell
S A Vaudrey

All trustees give their time voluntarily and receive no benefits from the charity. No expenses were reclaimed from the charity during the accounting period.

The board of trustees combines skills of psychotherapy and psychoanalysis, psychiatry, public policy, social work, business and educational practice. This year we welcomed John Diamond and Dr Vikram Luthra as trustees.

We are attempting to widen our trustee membership through personal recommendations.

Organisational Structure

APPCIOS is governed by its trustees, a CEO and a management committee of Heads of Departments who meet fortnightly. The CEO reports to and liaises with the Trustees. The trustees are responsible for the strategic direction and policy of the charity and the CEO with the Heads of Departments are responsible for its day to day running. At present there are five departments.

The charity may by ordinary resolution appoint a person who is willing to act to be a trustee either to fill a vacancy or as an additional trustee and may also determine the rotation in which any additional trustees are to retire.

The number of trustees shall not be less than three but there is no maximum number.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute a maximum of £10 in the event of a winding up. Currently the Trustees meet three times a year with the CEO and hold an additional joint meeting with the CEO and management committee. The Secretary sits in on meetings of the trustees but has no voting rights.

**THE ASSOCIATION FOR PSYCHODYNAMIC
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**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
for the Year Ended 31 March 2024**

Risk Management

The trustees have appointed a Professional Standards Committee and an Ethics Sub-Committee, which together review the protocols through which the charity is governed. They are also responsible for a Steering Committee that oversees the development and progress of the Psychodynamic Psychotherapy training and the associated online clinic. An equivalent steering committee to oversee the Psychodynamic Organisational Therapy training has been established.

The charity is exposed to various risks be they operational, financial or reputational. The trustees review the charity's activities regularly to identify significant risks and, where possible, they take appropriate measures to mitigate those risks. The risk register is updated three- monthly and considered at each Trustees meeting.

The trustees' report was approved by the Board of Trustees.

.....
S A Vaudrey - Director

Date: 2024

**THE ASSOCIATION FOR PSYCHODYNAMIC
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ORGANISATIONAL SETTINGS
INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF THE ASSOCIATION FOR PSYCHODYNAMIC PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS**

I report to the trustees on my examination of the financial statements of The Association for Psychodynamic Practice and Counselling in Organisational Settings (the charity) for the period ended 31 March 2024.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity 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 the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable 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 that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 financial statements to be reached.



G Bowyer FCA CTA
Geela Accountancy Limited
36 Bakers Close
Bishops Hull
Taunton
TA1 5HD

Date: 8 October 2024

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
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**STATEMENT OF FINANCIAL AFFAIRS INCLUDING INCOME AND EXPENDITURE ACCOUNT
for the Year Ended 31 March 2024**

	31.3.24		31.3.23	
	£	£	£	£
Income from:				
Subscriptions	7,737		6,399	
Accreditation fees	22,320		19,604	
Other income	450		1,240	
Donations	<u>407</u>		350	
			30,864	<u>27,593</u>
Other income				
Bank interest		1		-
		<u>30,915</u>		<u>27,593</u>
Expenditure on:				
Administration	7,732		8,757	
Management committee	14,490		6,090	
Subscriptions	1,241		1,193	
Insurance	240		240	
Fundraising	-		1,800	
Website expenses	880		2,649	
Sundry expenses	522		408	
Bank charges	93		83	
Accountancy	<u>450</u>		450	
		<u>25,648</u>		<u>21,670</u>
Net income/(deficit) for the year		5,267		5,923
Fund Balance at 31 March 2023		<u>33,601</u>		<u>27,678</u>
Fund Balance at 31 March 2024		<u>38,868</u>		<u>33,601</u>

The statement of financial activities includes all gains and losses recognised in the period.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

THE ASSOCIATION FOR PSYCHODYNAMIC
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BALANCE SHEET
31 March 2024

	31.3.24	31.3.23
	£	£
FIXED ASSETS	<u>1,099</u>	<u>1,099</u>
CURRENT ASSETS		
Other debtors	4,487	716
Cash at bank	34,499	33,194
CREDITORS		
Amounts falling due within one year	<u>(1,217)</u>	<u>(1,408)</u>
NET CURRENT ASSETS	<u>37,769</u>	<u>32,502</u>
TOTAL ASSETS LESS CURRENT LIABILITIES	<u><u>38,868</u></u>	<u><u>33,601</u></u>
INCOME FUNDS		
Unrestricted	13,368	12,161
Designated	<u>25,500</u>	<u>21,440</u>
	<u><u>38,868</u></u>	<u><u>33,601</u></u>

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the period ended 31 March 2024.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees and were signed on its behalf by:

.....
S A Vaudrey - Director

Date: 2024

**THE ASSOCIATION FOR PSYCHODYNAMIC
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**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 March 2024**

1. Accounting policies

Charity information

The Association for Psychodynamic Practice and Counselling in Organisational Settings is a private company limited by guarantee incorporated in England and Wales.
The registered office is 60 Lordship Park, London N16 5UA.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objective.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received. Donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS (BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
for the Year Ended 31 March 2024**

2 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the period.

3 Creditors: amounts falling due within one year:

	31.3.24	31.3.23
	£	£
Professional fees	450	900
Accruals	767	508
	<hr/>	<hr/>
	<u>1,217</u>	<u>1,408</u>

4 Related party transactions

There were no disclosable related party transactions during the year (2023 – none).

5 Designated Funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Shortfall/ Closure	Fundraiser	Online Clinic	Website	Administrator/ Treasurer	Total
Balance at 1 April 2023		1,800	5,040	2,000	12,600	21,440
Transfers	8,000	700	(40)	3,000	(7,600)	4,060
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Balance at 31 March 2024	<u>8,000</u>	<u>2,500</u>	<u>5,000</u>	<u>5,000</u>	<u>5,000</u>	<u>25,500</u>

Accounts

UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

FOR

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS**

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS (BY GUARANTEE)**

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for the Year Ended 31 March 2023**

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**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS (BY GUARANTEE)**

**COMPANY INFORMATION
for the Year Ended 31 March 2023**

DIRECTORS: Professor R D Hinshelwood (Chair)
Dr R Banks
Dr J E Strivens
Professor J A Trowell
S A Vaudrey (Treasurer)

SECRETARY: A D Harms

CEO: J M Sprince

REGISTERED OFFICE: 60 Lordship Park
London
N16 5UA

REGISTERED NUMBER: 08071974 (England and Wales)

CHARITY NUMBER: 1167755

ACCOUNTANTS: Geela Accountancy Limited
36 Bakers Close
Bishops Hull
Taunton
TA1 5HD

SOLICITORS: Winckworth Sherwood
Minerva House
5 Montague Close
London
SE1 9BB

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS (BY GUARANTEE)**

**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)
for the Year Ended 31 March 2023**

The trustees present their annual report and financial statements for the year ended 31 March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 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 2019).

Objectives and activities

The objects of the charity, as set out in the governing document are:

- (a) To advance the relief of mental illness for the benefit of children and adults in the United Kingdom and abroad.
- (b) To advance the education of psychotherapists, counsellors and other workers and of the general public in the practice of psychodynamic counselling in organisational settings for the benefit of the general population of the United Kingdom and abroad and in particular for those children and adults directly affected by such practice and counselling.
- (c) To advance the education of the public in the part that psychodynamic counselling in an organisational setting can play in counteracting mental ill health and distress in individuals
- (d) To promote social inclusion for the public benefit by preventing people from becoming socially excluded by reason of mental ill health and distress by promoting and improving psychodynamic practice and counselling within organisational settings.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake

Achievements and Performance

In furtherance of these aims we have developed:

Resources available to the Public

- 1) We have established a free interactive website - psychodynamicthinking.info - which provides a virtual community for our members and interested members of the public; currently there are over 700 registered users. Users include social workers, teachers, youth workers and foster carers, as well as counsellors, psychologists and psychotherapists.

As well as being open to our own members the site acts as a base for institutions running courses that we accredit and a base for them to communicate to the wider public. These include Essex University, The Mulberry Bush, The Oxford Parent Infant Project (OxPip), Placement Support and many others.

The website provides information and learning events for members of the public and also confidential rooms for webinars and discussion groups, facilities for posting articles and videos, and information and learning events.

During the year the Association continued to run approved CPD webinars and a number of free discussion groups, as well as a free Conference for all Site Users. Go to our website for further information on discussion groups and further information on webinars.

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS (BY GUARANTEE)**

**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
for the Year Ended 31 March 2023**

- 2) We have set up a free library (<https://www.psychodynamicthinking.info/group/library>) on the Site for articles donated to us by senior clinicians and papers written by members.
- 3) We accredit trainings all over the country. Not only does this validate the quality of the training but it gives their graduates support and a pathway to professional registration as a psychodynamic organisational therapist with the British Psychoanalytic Council, and continuing professional development and mentoring should they wish it.

We are particularly interested in spreading psychodynamic knowledge into areas and communities where it has previously been absent or where engagement has been low. In furtherance of this we are currently accrediting a course for religious leaders and ministers in a minority community, including separate men's and women's groups, and on the interactive site a series of webinars and discussion groups on the significance of racial and cultural divisions and on systemic racism. We also accredit - amongst other trainings - trainings for teachers and teaching assistants, trainings for social workers working with foster carers and fostered children, for voluntary agencies working with vulnerable families and for youth workers working with young people vulnerable to gang affiliation. We provide support for clinicians working within prisons, and with traumatised army personnel, and with adult CSE survivors.

Through our policy of meeting termly with the leaders of all our trainings, our partner and affiliate organisations, we maintain a close relationship with all the external organisations whose courses we accredit - such as the Mulberry Bush, TCTO (Essex University) and Placement Support.

Graduates from these trainings join us as members and can complete their portfolios for assessment and accreditation as Psychodynamic Organisational Therapists registered with the British Psychoanalytic Council (the BPC) which is in turn registered with the PSA; this qualification attests to the high level of expertise in psychological understanding that they are able to bring to their work with vulnerable clients within their core professional settings.

- 4) With the support of the BPC we have this year continued our training in individual Psychodynamic Psychotherapy, for graduates who wish to train to work individually and at greater depth with adults and young people with complex mental health difficulties. We are due an Accreditation Visit by the BPC early in 2024, when we hope that this training will be formally accepted.
- 5) We are currently commencing our offer of online therapeutic services for young people, adults and families, to which members of the public can self-refer. These services are being offered by teams of qualified members, and also by psychodynamic psychotherapy trainees under clinical supervision. We are currently recruiting a multi-disciplinary team to provide an additional layer of clinical governance. Trainees on our Psychodynamic Psychotherapy are already taking on a small number of cases, and we hope to grow this service exponentially over time.
- 6) We have commenced a series of free Panel Discussion meetings, where members of the public can bring queries and concerns about mental health.

Resources for the development of Psychodynamic Organisational Therapists – our Members

- 1) We have established a set of procedures for evaluating the level of expertise of candidates for membership and have established a register of members at three levels: Full Members; Senior

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS (BY GUARANTEE)**

**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
for the Year Ended 31 March 2023**

Associate Members and Associate Members.

There is now a pathway of portfolio training accredited by the British Psychoanalytic Council (BPC) leading to eligibility for full membership of APPCIOS and registration in the BPC's approved register as Psychodynamic Organisational Therapists; this is referred to as the Psychodynamic Organisational Therapy (POT) training.

- 2) We have developed an infrastructure to mentor members and to assist their learning;
- 3) We have a series of approved CPD webinars run by our full members;
- 4) We have protocols to accredit and support external courses and trainings, and to assist our members in developing such trainings;
- 5) As well as the Psychodynamic Organisational Therapy training we are developing a 'top-up' training for full members leading to qualification as Psychodynamic Psychotherapists; this is being developed in consultation with the BPC and we hope that graduates will be eligible for registration under this title in the BPC's approved register; this is referred to in our organisational structure as the Psychodynamic Psychotherapy Training (PPT).
- 6) The following are accounts of their training and work by APPCIOS members:

'For my organisation, working with the impact of youth violence in the frontline, APPCIOS is a life-raft. If I am the person developing and supporting the people who develop and support the people, then APPCIOS is the person who develops and supports me.' (APPCIOS member and trainer working in serious youth violence sector)

'Training under AJEEH, under the APPCIOS umbrella has been immensely meaningful because it allows me to access high-level professional training that I would have had no way of joining otherwise, due to cultural considerations. Additionally, I feel secure in the knowledge that the training is tailor-made with my future career in mind, by focusing so comprehensively on the community which I am part of and will practice in. I am confident I will be well equipped professionally in a way that no other training path I explored could offer' (APPCIOS accredited training participant)

'Training with Susanna Reisz and Deborah Marks has been a great experience for me. In addition to having a significant influence on how I conduct myself at work, it has also affected my personal day-to-day life with my own children. Furthermore, I really enjoy participating in the reflective practice group discussions that my training offers' (APPCIOS accredited training participant)

- 7) With the support of the BPC we are exploring the possibility of creating additional modules to equip our Senior Associate Members to register with them as Psychodynamic Counsellors qualified to work in private practice.

The number of our members has grown over the last year;

- Full Members who are eligible for membership of the British Psychoanalytic Council and inclusion in their approved register; we currently have 93 full members, an increase from 88 in February '22.

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS (BY GUARANTEE)**

**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
for the Year Ended 31 March 2023**

Senior Associates (SAMs); we currently have 66 SAMs, an increase from 63 in February '22.

- Associate Members (AMs); the importance and numbers of Associates has reduced due to the free access to the Community Site.

This brings our Full and Senior Associate membership total to 159 - an increase of 8 from the total (151) in February '22. This number does not include the participants in the many accredited short courses and longer trainings run by our partner and affiliate organisations - we estimate that these number a further five hundred.

Conferences and Public Meetings

- We hosted our first free online conference in March 2021, which was well attended and a great success.
- We held a second free conference in May 2022, and a third in September 2023.
- We provide a free termly newsletter to all members and subscribers.
- We will be holding a series of public meetings in 2023/4 for members and subscribers to the interactive site.

The Association's aims fully reflect the purposes that the charity was set up to further. We review our aims, objectives and activities continually through regular management group meetings, reports to the trustees, quarterly trustees meetings, and by newsletters distributed to members and interested parties, and by joint strategy meetings between the trustees and the management committee.

Public Benefit

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, our emphasis on the support, education and up-skilling of frontline staff working with vulnerable client groups is furthered by the facilitation of webinars to contribute to the continuing professional education of our members; and by the provision of mentors who are able to guide Associate Members and Senior Associate Members on the path to full membership.

Financial Review

Principal Funding Sources

Our principal core funding source was previously and for most of our history the subscriptions paid by members which in this period raised £6,399. We expect this to rise to £8,800 in the year 2023-2024.

Accreditation fees are £19,604 and have now become the dominant source of our funding.

Our income from a percentage of individual webinars and miscellaneous sources is approximately £1,240. This has doubled from last year as we have developed more independent items as well as CPD webinars increasing along with our accredited courses.

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS (BY GUARANTEE)**

**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
for the Year Ended 31 March 2023**

This year we had an excess of £5,923 and our reserves stood at £33,601. Next year we expect a deficit of £2,325.

Previous Grant funding (historical) - The Lapid Trust

APPCIOS is grateful to the Lapid Trust. In 2014 we received our first charitable grant. This was a donation of £15,000 from the Lapid Trust, to provide administrative support for APPCIOS. This was at the point when we were beginning our development. We used some of this donation to employ two temporary administrators to help us clarify our protocols and to set up administrative systems. We subsequently created a post for a Registrar/Membership Secretary to be employed part-time for three years.

Previous Grant funding (historical) – St Pancras House Friends

APPCIOS is grateful to St. Pancras House Friends for the grant of £8,877 made in July 2017 and used over three years to develop our website www.appcios.info.

This year we made an application in concert with a freelance fundraiser to the National Lottery Fund to fund our new project of low cost online therapeutic services, and to assist in providing remuneration for our senior officers. This was unsuccessful and possibly misconceived and we are currently reviewing our fundraising strategy.

Liabilities

We pay for administration from two agencies, principally Timewise Virtual. The website and community site are serviced by Think-Net. As the administration and webmaster are provided by third parties (Think-Net, Timewise Virtual etc.), APPCIOS is a company with very few financial liabilities.

Last year we said, "In addition, the trustees believe APPCIOS needs stronger administrative and management support as it grows and moves into new areas of work. So we wish to provide remuneration to our senior officers for some of the many hours a week that they contribute to administration." We now have four paid members contributing to the management of the charity.

We operate entirely online, and do not own or rent premises.

Designating funds for future development.

The trustees, as part of their strategy to expand the reach and size of APPCIOS, have deliberately built up reserves.

Last year we set aside the following: For remuneration for three senior officers for approximately 10 hours per week in total - £12,600. These officers are now in place.

As part of this development, we wish to start on-line therapeutic services to provide nominal or low-cost online psychotherapy for families, young people and adults in need of assistance. While much of the work for establishing this service will be undertaken by volunteers, we will need to remunerate an independent administrator. We now have this administrator who is starting working at half the designated hours at a current cost of £5,040.

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS (BY GUARANTEE)**

**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
for the Year Ended 31 March 2023**

We also budgeted to provide monies to design and build a secure website platform for the use of clients and clinicians, where confidential client data can be securely stored and accessed by our multi-disciplinary clinical team. As the project has developed our plans have changed and this project has been held for the time being. This year we intend to further develop our community site and migrate our main website onto the same platform. A sum of £5,000 has been set aside for this.

Reserves of £21,440 were allocated in May 2022. £17,600 of these have been spent. We allocated an outlay of £1,800 for a new freelance fundraiser which has not been spent. This was due to revising our fundraising strategy (see above).

2023-2024

Over the next year we will designate part of the reserves as follows:

- a) £5,000 for expanding the planning and administration of therapeutic services. This is based on a cost of around 4 hours per week.
- b) £5,000 to bring our Community site up to date and migrate our outward facing website.
- c) £2,500 for a freelance fundraiser.
- d) £5,000 to replace our current volunteer treasurer.
- e) £3,000 to cover the anticipated shortfall in the 2023-2024 accounts.
- f) £5,000 as potential closure costs.

Total designated funds amount to £25,500.

Reserves

The first duty of the trustee directors is to ensure that the company is solvent. Given that duty, excess reserves need to be used for the purposes of the charity.

Designated funds amount to £25,500.

Expenses for the previous full year 2021-2022 were £21,018 and it is our expectation that, given that we have additional costs for the remuneration of senior officers and towards the expenses of the planned online therapeutic services, expenses in 2023-2024 will rise to £26,020.

The trustees believe we can continue with the current reserves policy of maintaining a reserve of between three and six months of projected expenses – that is between £6,500 and £13,000. There is currently approximately £12,161 in undesignated funds.

Given that APPCIOS has no pension, redundancy or other potential expenses and is insured, the trustees believe this to be a prudent amount to keep as a reserve for the next financial year.

The reserves are judged sufficient and not excessive.

Structure, Governance and Management

The organisation is a charitable company limited by guarantee, incorporated on 16 May 2012 and registered as a charity on 21 June 2016. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £10. .

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS (BY GUARANTEE)**

**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
for the Year Ended 31 March 2023**

The trustees, who are also the directors for the purposes of company law and who served during the year and up to the date of signature of the financial statements were:

Dr R Banks (from 5 May 2023)
Professor R D Hinshelwood
Dr J E Strivens
Professor J Trowell
S A Vaudrey

All trustees give their time voluntarily and receive no benefits from the charity. No expenses were reclaimed from the charity during the accounting period.

The board of trustees combines skills of psychotherapy, public policy, social work, business and educational practice. This year we welcomed Dr Roger Banks as a trustee.

We are attempting to widen our trustee membership through personal recommendations. In particular we are seeking one or more corporate trustees.

Organisational Structure

APPCIOS is governed by its trustees, a CEO and a management committee of Heads of Departments who meet fortnightly. The CEO reports to and liaises with the Trustees. The trustees are responsible for the strategic direction and policy of the charity and the CEO with the Heads of Departments are responsible for its day to day running. At present there are five departments.

The charity may by ordinary resolution appoint a person who is willing to act to be a trustee either to fill a vacancy or as an additional trustee and may also determine the rotation in which any additional trustees are to retire.

The number of trustees shall not be less than three but there is no maximum number.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute a maximum of £10 in the event of a winding up. Currently the Trustees meet three times a year with the CEO and hold an additional joint meeting with the CEO and management committee. The Secretary sits in on meetings of the trustees but has no voting rights.

Risk Management

The trustees have appointed a Professional Standards Committee and an Ethics Sub-Committee, which together review the protocols through which the charity is governed. They are also responsible for a Steering Committee that oversees the development and progress of the Psychodynamic Psychotherapy training and the associated online clinic. An equivalent steering committee to oversee the Psychodynamic Organisational Therapy training has been established.

The charity is exposed to various risks be they operational, financial or reputational. The trustees review the charity's activities regularly to identify significant risks and, where possible, they take appropriate measures to mitigate those risks. The risk register is updated three- monthly and considered at each Trustees meeting.

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS (BY GUARANTEE)**

**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
for the Year Ended 31 March 2023**

The trustees' report was approved by the Board of Trustees.

.....
S A Vaudrey - Director

Date: 2023

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS
INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF THE ASSOCIATION FOR PSYCHODYNAMIC PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS**

I report to the trustees on my examination of the financial statements of The Association for Psychodynamic Practice and Counselling in Organisational Settings (the charity) for the period ended 31 March 2023.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity 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 the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable 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 that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 financial statements to be reached.



G Bowyer FCA CTA
Geela Accountancy Limited
36 Bakers Close
Bishops Hull
Taunton
TA1 5HD

Date: 21 October 2023

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS (BY GUARANTEE)**

**STATEMENT OF FINANCIAL AFFAIRS INCLUDING INCOME AND EXPENDITURE ACCOUNT
for the Year Ended 31 March 2023**

	31.3.23		(10m to) 31.3.22	
	£	£	£	£
Income from:				
Subscriptions	6,399		3,484	
Accreditation fees	19,604		15,685	
Other income	1,240		500	
Donations	<u>350</u>		<u>1,080</u>	
		27,593		20,749
Expenditure on:				
Administration	8,757		6,066	
Management committee	6,090		-	
Subscriptions	1,193		1,081	
Insurance	240		-	
Fundraising	1,800		-	
Website expenses	2,649		6,600	
Sundry expenses	408		35	
Bank charges	83		69	
Accountancy	<u>450</u>		<u>650</u>	
		<u>21,670</u>		<u>14,501</u>
Net income/(deficit) for the year		5,923		6,248
Fund Balance at 31 March 2022		<u>27,678</u>		<u>21,430</u>
Fund Balance at 31 March 2023		<u><u>33,601</u></u>		<u><u>27,678</u></u>

The statement of financial activities includes all gains and losses recognised in the period.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS (BY GUARANTEE) (REGISTERED NUMBER: 08071974)**

**BALANCE SHEET
31 March 2023**

	31.3.23	31.3.22
	£	£
FIXED ASSETS	<u>1,099</u>	-
CURRENT ASSETS		
Other debtors	716	-
Cash at bank	33,194	28,128
CREDITORS		
Amounts falling due within one year	<u>(1,408)</u>	<u>(450)</u>
NET CURRENT ASSETS	<u>32,502</u>	<u>27,678</u>
TOTAL ASSETS LESS CURRENT LIABILITIES	<u>33,601</u>	<u>27,678</u>
INCOME FUNDS		
Unrestricted	12,161	11,428
Designated	<u>21,440</u>	<u>16,250</u>
	<u>33,601</u>	<u>27,678</u>

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the period ended 31 March 2023.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees and were signed on its behalf by:

.....
S A Vaudrey - Director

Date: 2023

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS (BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
for the Year Ended 31 March 2023**

1. Accounting policies

Charity information

The Association for Psychodynamic Practice and Counselling in Organisational Settings is a private company limited by guarantee incorporated in England and Wales.
The registered office is 60 Lordship Park, London N16 5UA.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objective.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received. Donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS (BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
for the Year Ended 31 March 2023**

2 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the period.

3 Creditors: amounts falling due within one year:

	31.3.22	31.3.22
	£	£
Professional fees	450	450
Accreditation fees in advance	-	-
	<u>450</u>	<u>450</u>

4 Related party transactions

There were no disclosable related party transactions during the year (2022 – none).

5 Designated Funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Fundraiser	Online Clinic	Website	Administrator	Total
Balance at 1 April 2022	-	4,250	-	12,000	16,250
Transfers	1,800	790	2,000	600	5,190
	<u>1,800</u>	<u>5,040</u>	<u>2,000</u>	<u>12,600</u>	<u>21,440</u>

Accounts

The Association for Psychodynamic Practice and Counselling in Organisational Settings (APPCIOS)

A company limited by guarantee
Company number: 8071974
Charity Number: 1167755

Report of the Directors for the financial year from June 2021 to the end of March 2022

The trustees present their annual report and financial statements for the year ended 31st March 2022.

This is a ten month “year” due to a change in the accounting date.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 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 2019).

Company Information:

Registered Office and operational address: 60 Lordship Park, London N16 5UA

Trustees:

Professor Robert Hinshelwood (Chair)
Dr Janet Strivens,
Professor Judith Trowell
Mr Stephen Vaudrey (Treasurer)

Secretary: Anthony Harms
CEO: Jenny Sprince.

Bankers: Unity Trust Bank, Nine Brindleyplace, Birmingham, B1 2HB
Solicitors: Winckworth Sherwood, Minerva House, 5 Montague Close, London SE1 9BB.
Accountants: Geela Accountancy Ltd., 36 Bakers Close, Bishops Hull, Taunton, TA1 5HD

Purposes and Aims

- Our charity’s purpose is to relieve mental illness and suffering
- We do this primarily by training, educating and supporting workers in the field.
- We are also currently developing online therapeutic services to offer low fee treatment to a small number of patients.

Our objects contained in the company’s memorandum of association are:

- (a) To advance the relief of mental illness for the benefit of children and adults in the United Kingdom and abroad.
- (b) To advance the education of psychotherapists, counsellors and other workers and of the general public in the practice of psychodynamic counselling in organisational settings for the benefit of the general population of the United Kingdom and abroad and in particular for those children and adults directly affected by such practice and counselling.

- (c) To advance the education of the public in the part that psychodynamic counselling in an organisational setting can play in counteracting mental ill health and distress in individuals
- (d) To promote social inclusion for the public benefit by preventing people from becoming socially excluded by reason of mental ill health and distress by promoting and improving psychodynamic practice and counselling within organisational settings.

We do this:

- Through the direct support of frontline workers attempting to alleviate mental illness and emotional suffering amongst vulnerable client groups;
- Through accrediting a series of trainings that deepen an understanding of how the dynamics of organisations interact with the psychology of the individual;
- Through supervised experiential learning to support the building and maintenance of benign and therapeutic environments;
- Through direct clinical work with organisations and with individuals.

Achievements and Performance

In furtherance of these aims we have developed:

Resources available to the Public

1. We have established a free interactive website - psychodynamicthinking.info - which provides a virtual community for our members and interested members of the public; Currently there are over 500 registered users. Users include social workers, teachers, youth workers and foster carers, as well as counsellors, psychologists and psychotherapists.

As well as being open to our own members the site acts as a base for institutions running courses that we accredit and a base for them to communicate to the wider public. These include Essex University, The Mulberry Bush, The Oxford Parent Infant Project, Placement Support and many others.

The website provides information and learning events for members of the public and also confidential rooms for webinars and discussion groups, facilities for posting articles and videos, and information and learning events.

During the year the Association continued to run approved CPD webinars and a number of free discussion groups, as well as a free Conference for all Site Users. Go [here](#) for further information on discussion groups, and [here](#) for further information on webinars.

2. We have set up a [free library](https://www.psychodynamicthinking.info/group/library) (<https://www.psychodynamicthinking.info/group/library>) on the Site for articles donated to us by senior clinicians and papers written by members.
3. We accredit trainings all over the country. Not only does this validate the quality of the training but it gives their graduates support and a pathway to professional registration as a psychodynamic organisational therapist with the British Psychoanalytic Council, and continuing professional development and mentoring should they wish it.

We are particularly interested in spreading psychodynamic knowledge into areas and communities where it has previously been absent or where engagement has been low. In furtherance of this we are currently accrediting a course for religious leaders and ministers in a minority community, including women's groups, and on the interactive site a series of webinars and discussion groups on the significance of racial and cultural divisions and on systemic racism. We also accredit - amongst other trainings - trainings for teachers and teaching

assistants, trainings for social workers working with foster carers and fostered children, for voluntary agencies working with vulnerable families and for youth workers working with young people vulnerable to gang affiliation.

Through our policy of meeting termly with the leaders of all our trainings, our partner and affiliate organisations, we maintain a close relationship with all the external organisations whose courses we accredit - such as the Mulberry Bush, TCTO (Essex University) and Placement Support.

Graduates from these trainings join us as members and can complete their portfolios for assessment and accreditation as Psychodynamic Organisational Therapists registered with the British Psychoanalytic Council (the BPC); this qualification attests to the high level of expertise in psychological understanding that they are able to bring to their work with vulnerable clients within their core professional settings.

4. With the support of the BPC we have this year set up a training in individual Psychodynamic Psychotherapy, for graduates who wish to train to work individually and at greater depth with adults and young people with complex mental health difficulties.
5. We are currently planning to offer online therapeutic services for young people, adults and families, and will be setting up a separate website through which members of the public can self-refer. These services will be offered by fully-trained members, and will be supported by a multi-disciplinary team, clinical governance and peer supervision. We are employing a fundraiser so as to be able to offer a nominal or low fee treatment to a small number of patients. While details have not been finalised we hope to be able to offer space for twenty to twenty-five clients this coming year, and to grow this service exponentially over time.
6. We are planning a series of free Panel Discussion meetings, where members of the public can bring queries and concerns about mental health.

Resources for the Development of Psychodynamic Organisational Therapists – our Members.

1. We have established a set of procedures for evaluating the level of expertise of candidates for membership and have established a register of members at three levels: Full Members; Senior Associate Members and Associate Members.

There is now a pathway of portfolio training accredited by the British Psychoanalytic Council (BPC) leading to eligibility for full membership of APPCIOS and registration in the BPC's approved register as Psychodynamic Organisational Therapists; this is referred to as the Psychodynamic Organisational Therapy (POT) training.

2. We have developed an infrastructure to mentor members and to assist their learning;
3. We have a series of approved CPD webinars run by our full members;
4. We have protocols to accredit and support external courses and trainings, and to assist our members in developing such trainings;
5. As well as the Psychodynamic Organisational Therapy training we are developing a 'top-up' training for full members leading to qualification as Psychodynamic Psychotherapists; this is being developed in consultation with the BPC and we hope that graduates will be eligible for registration under this title in the BPC's approved register; this is referred to in our organisational structure as the Psychodynamic Psychotherapy Training (PPT).

6. The following are accounts of their training and work by APPCIOS members:

For my organisation, working with the impact of youth violence in the frontline, APPCIOS is a life-raft. If I am the person developing and supporting the people who develop and support the people, then APPCIOS is the person who develops and supports me.' **(APPCIOS member and trainer working in serious youth violence sector)**

'Training under AJEEH, under the APPCIOS umbrella has been immensely meaningful because it allows me to access high-level professional training that I would have had no way of joining otherwise, due to cultural considerations. Additionally, I feel secure in the knowledge that the training is tailor-made with my future career in mind, by focusing so comprehensively on the community which I am part of and will practice in. I am confident I will be well equipped professionally in a way that no other training path I explored could offer' **(APPCIOS accredited training participant)**

'Training with Susanna Reisz and Deborah Marks has been a great experience for me. In addition to having a significant influence on how I conduct myself at work, it has also affected my personal day-to-day life with my own children. Furthermore, I really enjoy participating in the reflective practice group discussions that my training offers' **(APPCIOS accredited training participant)**

The number of our members has grown substantially over the last year:

- Full Members who are eligible for membership of the British Psychoanalytic Council and inclusion in their approved register; we currently have 88 full members, an increase from 73 in February '21.
- Senior Associates (SAMs); we currently have 62 SAMs, an increase from 34 in February '21.
- Associate Members (AMs); we currently have 24 AMs, an increase from 19 in February '21.

This brings our membership total to 174 - an increase of 48 from the total (126) in February '21.

This number does not include the participants in the many accredited short courses and longer trainings run by our partner and affiliate organisations - we estimate that these number a further five hundred.

Conferences and Public Meetings

- We hosted our first free [online conference](#) in March 2021, which was well attended and a great success.
- We will hold a second free conference in May 2022.
- We provide a free termly newsletter to all members and subscribers.
- We will be holding a series of public meetings in 2022/3 for members and subscribers to the interactive site.

The Association's aims fully reflect the purposes that the charity was set up to further. We review our aims, objectives and activities continually through regular management group meetings, reports to the trustees, quarterly trustees meetings, and by newsletters distributed to members and interested parties.

Public Benefit

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. In particular, our emphasis on the support, education and up-skilling of frontline staff working with vulnerable client groups is furthered by the facilitation of webinars to contribute to the continuing professional education of our members; and by the provision of mentors who are able to guide Associate Members and Senior Associate Members on the path to full membership.

Financial Review

Change of Accounting Year

This year we have changed our accounting year. It previously ran from the 1st of June to the 31st May. It now runs from the 1st April to the 31st March. This year therefore represents only five sixths of a normal year. Since a substantial proportion of our income comes in in April comparison with previous years is difficult and in addition to the figures, estimates have been quoted.

Principal Funding Sources

Our principal core funding source was previously and for most of our history the subscriptions paid by members which this in this period raised £3,484. For a normal 12 month year they would have been approximately £6000.00 (In the previous year £4,013).

Similarly, accreditation fees are £ 15,685.00. Last year they totalled £23,145.00 and we estimate that for a full twelve months they would have been £27,000.

Our income from a percentage of individual webinars and miscellaneous sources has risen from £200.00 to £500.00. Just as in the previous year, this low is due to our policy of concentrating on the development of formal courses as a pathway to qualification, which can then be supplemented by approved CPD webinars.

Previous Grant funding (historical) - The Lapid Trust

APPCIOS is grateful to the Lapid Trust. In 2014 we received our first charitable grant. This was a donation of £15,000 from the Lapid Trust, to provide administrative support for APPCIOS. This was at the point when we were beginning our development.

We used some of this donation to employ two temporary administrators to help us clarify our protocols and to set up administrative systems. We subsequently created a post for a Registrar/Membership Secretary to be employed part-time for three years.

Previous Grant funding (historical) – St Pancras House Friends

APPCIOS is grateful to St. Pancras House Friends for the grant of £ £8,877.00 made in July 2017 and used over three years to develop our website www.appcios.info.

We have now employed a freelance fundraiser to assist us in bidding for grants and charitable donations in order to fund our new project of low cost online therapeutic services, and to assist in providing remuneration for our senior officers.

Liabilities

We pay for administration from two agencies, principally Timewise Virtual. The website and community site are serviced by Think-Net. As the administration and webmaster are provided by third parties (Think-Net, Timewise Virtual etc.), APPCIOS is a company with very few financial liabilities. We operate entirely online, and do not own or rent premises.

Designating funds for future development.

The trustees, as part of their strategy to expand the reach and size of APPCIOS, have deliberately built up reserves.

As part of this development, we wish to start on-line therapeutic services to provide nominal or low-cost online psychotherapy for families, young people and adults in need of assistance. While much of the work for establishing this service will be undertaken by volunteers, we will need to remunerate an independent administrator, and provide monies to design and build a secure website platform for the use of clients and clinicians, where confidential client data can be securely stored and accessed by our multi-disciplinary clinical team.

In addition, the trustees believe APPCIOS needs stronger administrative and management support as it grows and moves into new areas of work. So we wish to provide remuneration to our senior officers for some of the many hours a week that they contribute to administration.

Reserves of £16,250 were allocated in May 2021 and we have now added an additional £5,190.00 making £21,440. Over the next year we will designate part of the reserves as follows:

- a] For remuneration for three senior officers for 10 hours per week in total - £12,600.
- b] An initial allocation of £5,040 for the planning and administration of therapeutic services. This is based on a cost of around 4 hours per week.
- c] An initial outlay of £2,000 to scope and design a secure website platform for therapeutic services.
- d] An outlay of £1,800 for our freelance fundraiser.

This will necessitate a total outlay of £21,440.00

Reserves Policy

The first duty of the trustee directors is to ensure that the company is solvent.

Given that duty, excess reserves need to be used for the purposes of the charity.

Expenses for the last full year 2020 -2021 were £ 17,938.00 and it is our expectation that, given that we have set aside funds for the remuneration of senior officers and towards the expenses of the planned online therapeutic services, expenses in 2022/3 will be broadly similar.

The trustees believe we can change the current reserves policy of keeping one year's turnover as a reserve down to between three and six months of projected expenses – that is between £4,484 and £8,969. There is currently approximately £6,238.00 in undesignated funds.

Given that APPCIOS has no pension, redundancy or other potential expenses and is insured, the trustees believe this to be a prudent amount to keep as a reserve for the next financial year.

The reserves are judged sufficient and not excessive.

Structure, Governance and Management

Governing Document

The organisation is a charitable company limited by guarantee, incorporated on 16 May 2012 and registered as a charity on 21 June 2016. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

Trustees

The directors of the company are also charity trustees for the purposes of charity law. All trustees give their time voluntarily and receive no benefits from the charity.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute a maximum of £10 in the event of a winding up.

No expenses were reclaimed from the charity during the accounting period.

The board of trustees combines skills of psychotherapy, public policy, social work, business and educational practice.

We are attempting to widen our trustee membership through personal recommendations. In particular we are seeking one or more corporate trustees.

The charity may by ordinary resolution appoint a person who is willing to act to be a trustee either to fill a vacancy or as an additional trustee and may also determine the rotation in which any additional trustees are to retire.

The number of trustees shall not be less than three but there is no maximum number.

Organisational Structure

APPCIOS is governed by its trustees, a CEO and a management committee of Heads of Departments who meet monthly. The CEO reports to and liaises with the Trustees. The trustees are responsible for the strategic direction and policy of the charity and the CEO with the Heads of Departments are responsible for its day to day running. At present there are five departments.

Currently the Trustees meet three times a year with the CEO and hold an additional joint meeting with the CEO and management committee.

The Secretary sits in on meetings of the trustees but has no voting rights.

Risk Management

The trustees have appointed a Professional Standards Committee and an Ethics Sub-Committee, which together review the protocols through which the charity is governed. They are also responsible for a Steering Committee that oversees the development and progress of the Psychodynamic Psychotherapy training and the associated online clinic. An equivalent steering committee to oversee the Psychodynamic Organisational Therapy training is being established.

The charity is exposed to various risks be they operational, financial or reputational. The director

trustees review the charity's activities regularly to identify significant risks and, where possible, they take appropriate measures to mitigate those risks. The risk register is updated three-monthly and considered at each Trustees meeting.

Responsibilities of the Directors

Company law requires the Directors to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year.

In preparing those financial statements, the management committee should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is not appropriate to assume that the company will continue on that basis.
- maintain proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company to enable them to ensure that the financial statements comply with the Companies Act 2006.

We use the Charities Commission Statement of Recommended Practice (SORP). The accounts are inspected by an independent examiner (a chartered accountant) whose statement is submitted to the commission along with this report.

Tony Harms
Secretary
01/10/2022

Approved by the Trustees:

UNAUDITED FINANCIAL STATEMENTS FOR THE PERIOD ENDED 31 MARCH 2022

FOR

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS**

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS (BY GUARANTEE)**

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for the Period Ended 31 March 2022**

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**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS (BY GUARANTEE)**

COMPANY INFORMATION
for the Period Ended 31 March 2022

DIRECTORS: Professor R D Hinshelwood (Chair)
Dr J E Strivens
S A Vaudrey (Treasurer)
Professor J A Trowell

SECRETARY: A D Harms

CEO: J M Sprince

REGISTERED OFFICE: 60 Lordship Park
London
N16 5UA

REGISTERED NUMBER: 08071974 (England and Wales)

CHARITY NUMBER: 1167755

ACCOUNTANTS: Geela Accountancy Limited
36 Bakers Close
Bishops Hull
Taunton
TA1 5HD

SOLICITORS: Winckworth Sherwood
Minerva House
5 Montague Close
London
SE1 9BB

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS (BY GUARANTEE)**

**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)
for the Period Ended 31 March 2022**

The trustees present their annual report and financial statements for the period ended 31 March 2022. This is a ten month period due to the change in the accounting date.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 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 2019).

Objectives and activities

The objects of the charity, as set out in the governing document are:

- (a) To advance the relief of mental illness for the benefit of children and adults in the United Kingdom and abroad.
- (b) To advance the education of psychotherapists, counsellors and other workers and of the general public in the practice of psychodynamic counselling in organisational settings for the benefit of the general population of the United Kingdom and abroad and in particular for those children and adults directly affected by such practice and counselling.
- (c) To advance the education of the public in the part that psychodynamic counselling in an organisational setting can play in counteracting mental ill health and distress in individuals
- (d) To promote social inclusion for the public benefit by preventing people from becoming socially excluded by reason of mental ill health and distress by promoting and improving psychodynamic practice and counselling within organisational settings.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake

Achievements and Performance

In furtherance of these aims we have developed:

Resources available to the Public

- 1) We have established a free interactive website - psychodynamicthinking.info - which provides a virtual community for our members and interested members of the public; currently there are over 500 registered users. Users include social workers, teachers, youth workers and foster carers, as well as counsellors, psychologists and psychotherapists.

As well as being open to our own members the site acts as a base for institutions running courses that we accredit and a base for them to communicate to the wider public. These include Essex University, The Mulberry Bush, The Oxford Parent Infant Project, Placement Support and many others.

The website provides information and learning events for members of the public and also confidential rooms for webinars and discussion groups, facilities for posting articles and videos, and information and learning events.

During the year the Association continued to run approved CPD webinars and a number of free discussion groups, as well as a free Conference for all Site Users. Go to our website for further information on discussion groups and further information on webinars.

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS (BY GUARANTEE)**

**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
for the Period Ended 31 March 2022**

- 2) We have set up a free library (<https://www.psychodynamicthinking.info/group/library>) on the Site for articles donated to us by senior clinicians and papers written by members.
- 3) We accredit trainings all over the country. Not only does this validate the quality of the training but it gives their graduates support and a pathway to professional registration as a psychodynamic organisational therapist with the British Psychoanalytic Council, and continuing professional development and mentoring should they wish it.

We are particularly interested in spreading psychodynamic knowledge into areas and communities where it has previously been absent or where engagement has been low. In furtherance of this we are currently accrediting a course for religious leaders and ministers in a minority community, including women's groups, and on the interactive site a series of webinars and discussion groups on the significance of racial and cultural divisions and on systemic racism. We also accredit - amongst other trainings - trainings for teachers and teaching assistants, trainings for social workers working with foster carers and fostered children, for voluntary agencies working with vulnerable families and for youth workers working with young people vulnerable to gang affiliation.

Through our policy of meeting termly with the leaders of all our trainings, our partner and affiliate organisations, we maintain a close relationship with all the external organisations whose courses we accredit - such as the Mulberry Bush, TCTO (Essex University) and Placement Support.

Graduates from these trainings join us as members and can complete their portfolios for assessment and accreditation as Psychodynamic Organisational Therapists registered with the British Psychoanalytic Council (the BPC); this qualification attests to the high level of expertise in psychological understanding that they are able to bring to their work with vulnerable clients within their core professional settings.

- 4) With the support of the BPC we have this year set up a training in individual Psychodynamic Psychotherapy, for graduates who wish to train to work individually and at greater depth with adults and young people with complex mental health difficulties.
- 5) We are currently planning to offer online therapeutic services for young people, adults and families, and will be setting up a separate website through which members of the public can self-refer. These services will be offered by fully-trained members, and will be supported by a multi-disciplinary team, clinical governance and peer supervision. We are employing a fundraiser so as to be able to offer a nominal or low fee treatment to a small number of patients. While details have not been finalised we hope to be able to offer space for twenty to twenty-five clients this coming year, and to grow this service exponentially over time.
- 6) We are planning a series of free Panel Discussion meetings, where members of the public can bring queries and concerns about mental health.

Resources for the development of Psychodynamic Organisational Therapists – our Members

- 1) We have established a set of procedures for evaluating the level of expertise of candidates for membership and have established a register of members at three levels: Full Members; Senior Associate Members and Associate Members.

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS (BY GUARANTEE)**

**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
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There is now a pathway of portfolio training accredited by the British Psychoanalytic Council (BPC) leading to eligibility for full membership of APPCIOS and registration in the BPC's approved register as Psychodynamic Organisational Therapists; this is referred to as the Psychodynamic Organisational Therapy (POT) training. an infrastructure to mentor members and to assist their learning;

- 2) We have developed an infrastructure to mentor members and to assist their learning;;
- 3) We have a series of approved CPD webinars run by our full members;
- 4) We have protocols to accredit and support external courses and trainings, and to assist our members in developing such trainings;
- 5) As well as the Psychodynamic Organisational Therapy training we are developing a 'top-up' training for full members leading to qualification as Psychodynamic Psychotherapists; this is being developed in consultation with the BPC and we hope that graduates will be eligible for registration under this title in the BPC's approved register; this is referred to in our organisational structure as the Psychodynamic Psychotherapy Training (PPT).
- 7) The following are accounts of their training and work by APPCIOS members:

'For my organisation, working with the impact of youth violence in the frontline, APPCIOS is a life-raft. If I am the person developing and supporting the people who develop and support the people, then APPCIOS is the person who develops and supports me.' (APPCIOS member and trainer working in serious youth violence sector)

'Training under AJEEH, under the APPCIOS umbrella has been immensely meaningful because it allows me to access high-level professional training that I would have had no way of joining otherwise, due to cultural considerations. Additionally, I feel secure in the knowledge that the training is tailor-made with my future career in mind, by focusing so comprehensively on the community which I am part of and will practice in. I am confident I will be well equipped professionally in a way that no other training path I explored could offer' (APPCIOS accredited training participant)

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**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
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**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
for the Period Ended 31 March 2022**

Conferences and Public Meetings

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Financial Review

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**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS (BY GUARANTEE)**

**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
for the Period Ended 31 March 2022**

Previous Grant funding (historical) - The Lapid Trust

APPCIOS is grateful to the Lapid Trust. In 2014 we received our first charitable grant. This was a donation of £15,000 from the Lapid Trust, to provide administrative support for APPCIOS. This was at the point when we were beginning our development. We used some of this donation to employ two temporary administrators to help us clarify our protocols and to set up administrative systems. We subsequently created a post for a Registrar/Membership Secretary to be employed part-time for three years.

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The trustees, as part of their strategy to expand the reach and size of APPCIOS, have deliberately built up reserves.

As part of this development, we wish to start on-line therapeutic services to provide nominal or low-cost online psychotherapy for families, young people and adults in need of assistance. While much of the work for establishing this service will be undertaken by volunteers, we will need to remunerate an independent administrator, and provide monies to design and build a secure website platform for the use of clients and clinicians, where confidential client data can be securely stored and accessed by our multi-disciplinary clinical team.

In addition, the trustees believe APPCIOS needs stronger administrative and management support as it grows and moves into new areas of work. So we wish to provide remuneration to our senior officers for some of the many hours a week that they contribute to administration.

Reserves of £16,250 were allocated in May 2021 and we have now added an additional £5,190 making £21,440. Over the next year we will designate part of the reserves as follows:

- a) For remuneration for three senior officers for 10 hours per week in total - £12,600.
- b) An initial allocation of £5,040 for the planning and administration of therapeutic services. This is based on a cost of around 4 hours per week.
- c) An initial outlay of £2,000 to scope and design a secure website platform for therapeutic services.
- d) An outlay of £1,800 for our freelance fundraiser.

This will necessitate a total outlay of £21,440

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS (BY GUARANTEE)**

**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
for the Period Ended 31 March 2022**

Reserves

The first duty of the trustee directors is to ensure that the company is solvent. Given that duty, excess reserves need to be used for the purposes of the charity.

Expenses for the previous full year 2020/21 were £17,938 and it is our expectation that, given that we have set aside funds for the remuneration of senior officers and towards the expenses of the planned online therapeutic services, expenses in 2022/3 will be broadly similar.

The trustees believe we can change the current reserves policy of keeping one year's turnover as a reserve down to between three and six months of projected expenses – that is between £4,484 and £8,969. There is currently approximately £6,238 in undesignated funds.

Given that APPCIOS has no pension, redundancy or other potential expenses and is insured, the trustees believe this to be a prudent amount to keep as a reserve for the next financial year.

The reserves are judged sufficient and not excessive.

Structure, Governance and Management

The organisation is a charitable company limited by guarantee, incorporated on 16 May 2012 and registered as a charity on 21 June 2016. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

The trustees, who are also the directors for the purposes of company law and who served during the year and up to the date of signature of the financial statements were:

Professor R D Hinshelwood
Dr J E Strivens
S A Vaudrey
Professor J Trowell

All trustees give their time voluntarily and receive no benefits from the charity. No expenses were reclaimed from the charity during the accounting period.

The board of trustees combines skills of psychotherapy, public policy, social work, business and educational practice. We are attempting to widen our trustee membership through personal recommendations. In particular we are seeking one or more corporate trustees.

Organisational Structure

APPCIOS is governed by its trustees, a CEO and a management committee of Heads of Departments who meet monthly. The CEO reports to and liaises with the Trustees. The trustees are responsible for the strategic direction and policy of the charity and the CEO with the Heads of Departments are responsible for its day to day running. At present there are five departments.

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS (BY GUARANTEE)**

**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
for the Period Ended 31 March 2022**

The charity may by ordinary resolution appoint a person who is willing to act to be a trustee either to fill a vacancy or as an additional trustee and may also determine the rotation in which any additional trustees are to retire.

The number of trustees shall not be less than three but there is no maximum number.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute a maximum of £10 in the event of a winding up. Currently the Trustees meet three times a year with the CEO and hold an additional joint meeting with the CEO and management committee. The Secretary sits in on meetings of the trustees but has no voting rights.

Risk Management

The trustees have appointed a Professional Standards Committee and an Ethics Sub-Committee, which together review the protocols through which the charity is governed. They are also responsible for a Steering Committee that oversees the development and progress of the Psychodynamic Psychotherapy training and the associated online clinic. An equivalent steering committee to oversee the Psychodynamic Organisational Therapy training is being established.

The charity is exposed to various risks be they operational, financial or reputational. The trustees review the charity's activities regularly to identify significant risks and, where possible, they take appropriate measures to mitigate those risks. The risk register is updated 3 monthly and considered at each Trustees meeting.

The trustees' report was approved by the Board of Trustees.

.....
S A Vaudrey - Director

Date: 2022

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS
INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF THE ASSOCIATION FOR PSYCHODYNAMIC PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS**

I report to the trustees on my examination of the financial statements of The Association for Psychodynamic Practice and Counselling in Organisational Settings (the charity) for the period ended 31 March 2022.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity 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 the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable 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 that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements 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 financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 financial statements to be reached.

G Bowyer FCA CTA
Geela Accountancy Limited
36 Bakers Close
Bishops Hull
Taunton
TA1 5HD

Date: 11 October 2022

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS (BY GUARANTEE)**

**STATEMENT OF FINANCIAL AFFAIRS INCLUDING INCOME AND EXPENDITURE ACCOUNT
for the Period Ended 31 March 2022**

	31.3.22		31.5.21	
	£	£	£	£
Income from:				
Subscriptions	3,484		4,013	
Accreditation fees	15,685		23,145	
Other income	500		200	
Donations	<u>1,080</u>		<u>661</u>	
		20,749		28,019
Expenditure on:				
Administration	6,066		6,876	
Subscriptions	1,081		2,070	
Insurance	-		240	
Website expenses	6,600		8,277	
Sundry expenses	35		65	
Bank charges	69		85	
Accountancy	<u>650</u>		<u>325</u>	
		14,501		<u>17,938</u>
Net income/(deficit) for the year		6,248		10,081
Fund Balance at 31 May 2021		<u>21,430</u>		<u>11,349</u>
Fund Balance at 31 March 2022		<u>27,678</u>		<u>21,430</u>

The statement of financial activities includes all gains and losses recognised in the period.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS (BY GUARANTEE) (REGISTERED NUMBER: 08071974)**

**BALANCE SHEET
31 March 2022**

	31.3.22	31.5.21
	£	£
CURRENT ASSETS		
Cash at bank	28,128	30,644
CREDITORS		
Amounts falling due within one year	<u>(450)</u>	<u>(9,214)</u>
NET CURRENT ASSETS	<u>27,678</u>	<u>21,430</u>
TOTAL ASSETS LESS CURRENT LIABILITIES	<u>27,678</u>	<u>21,430</u>
 INCOME FUNDS		
Unrestricted	11,428	5,180
Designated	<u>16,250</u>	<u>16,250</u>
	<u>27,678</u>	<u>21,430</u>

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the period ended 31 March 2022.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees and were signed on its behalf by:

.....
S A Vaudrey - Director

Date: 2022

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS (BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS
for the Period Ended 31 March 2022**

1. Accounting policies

Charity information

The Association for Psychodynamic Practice and Counselling in Organisational Settings is a private company limited by guarantee incorporated in England and Wales.
The registered office is 60 Lordship Park, London N16 5UA.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objective.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received. Donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

**THE ASSOCIATION FOR PSYCHODYNAMIC
PRACTICE AND COUNSELLING IN
ORGANISATIONAL SETTINGS (BY GUARANTEE)**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
for the Period Ended 31 March 2022**

2 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the period.

3 Creditors: amounts falling due within one year:

	31.3.22	31.5.21
	£	£
Professional fees	450	325
Accreditation fees in advance	-	8,889
	<u>450</u>	<u>9,214</u>

4 Related party transactions

There were no disclosable related party transactions during the period (2021 – none).

5 Designated Funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Online Clinic	Administrator	Total
Balance at 1 June 2021	4,250	12,000	16,250
Transfers	-	-	-
	<u>4,250</u>	<u>12,000</u>	<u>16,250</u>

THE ASSOCIATION FOR PSYCHODYNAMIC PRACTICE AND COUNSELLING IN ORGANISATIONAL SETTINGS

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE ASSOCIATION FOR PSYCHODYNAMIC PRACTICE AND COUNSELLING IN ORGANISATIONAL SETTINGS

I report to the trustees on my examination of the financial statements of The Association for Psychodynamic Practice and Counselling in Organisational Settings (the charity) for the period ended 31 March 2022.

Responsibilities and basis of report

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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 that in any material respect:

1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or 2 the financial statements do not accord with those records; or

3 the financial statements 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 financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 financial statements to be reached.

G Bowyer FCA CTA
Geela Accountancy Limited
36 Bakers Close
Bishops Hull
Taunton
TA1 5HD
Date: 11 October 2022