

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](https://www.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.
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- (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.

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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.

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.

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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.

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PRACTICE AND COUNSELLING IN
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**TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)
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- 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)

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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

**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		17,938
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

**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
	<hr/>	<hr/>
	<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	-	-	-
	<hr/>	<hr/>	<hr/>
Balance at 31 March 2022	<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

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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