

Registered number: 241618
Charity number: 211058

**TAVISTOCK INSTITUTE OF MEDICAL
PSYCHOLOGY**

FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

LUBBOCK FINE LLP
Chartered Accountants
Paternoster House
65 St Paul's Churchyard
London EC4M 8AB

TAVISTOCK INSTITUTE OF MEDICAL PSYCHOLOGY
(A Company Limited by Guarantee)

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TAVISTOCK INSTITUTE OF MEDICAL PSYCHOLOGY
(A Company Limited by Guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2022

Trustees	N Pearce, Chair S.J. Brough R Bryar J Cotton R Harrison G Kent, Deputy Chair P Key A Legrain M Maclean L Marks MBE A Njambi K Pinney S Ruszczyński J Smith R Roland Smith H Sundram
Company registered number	241618
Charity registered number	211058
Registered office	10 New Street London EC2M 4TP
Independent auditor	Lubbock Fine LLP Chartered Accountants & Statutory Auditors Paternoster House 65 St Paul's Churchyard London EC4M 8AB
Bankers	Cazenove Capital 12 Moorgate London EC2R 6DA National Westminster Bank plc 106 Finchley Road London NW3 5JF

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

The Trustees present their annual report together with the audited financial statements of the Charity for the year from 1 April 2021 to 31 March 2022. The Annual Report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Charity qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

CHARITABLE OBJECTS AND ACTIVITIES

The objects of the charity as set out in its Memorandum of Association are:

- a) To promote the study and practice of psychotherapy and counselling and its application in a variety of settings.
- b) To promote and improve the quality of adult couple relationships, prevent family breakdown and enhance the lives of adults and their children by the provision of professional clinical services designed to alleviate family distress and breakdown, and training, consultation and other services which are designed to enhance and develop services to couples and families.
- c) To undertake research and publication of work that contributes to and promotes both professional and public understanding of couple and family relationships.

The Charity seeks to achieve its objects by:

- a) Developing and disseminating the research on couple relationships and how best to support them; promoting the value of seeking relationship help, particularly when going through life's transitions.
- b) Training couple therapists to deliver the highest quality, expert help.
- c) Providing affordable, accessible, evidence-based services.
- d) Supporting front line practice to develop a strong focus on adult relationships.
- e) Developing innovative intervention projects, applying psychosocial and clinical expertise to supporting families.

In setting the objectives and planning the activity of the charity, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit.

Further details of how the charity worked to achieving its objects are contained within the report on activities section of the annual accounts.

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

RESERVES POLICY

Annually, the Trustees assess the financial and delivery commitments against its expectation of future organisational performance and financial risk, to determine the level of reserves required by the organisation. In determining the level of reserves required, the organisation seeks to achieve a balance of prudent financial management and the appropriate use of financial resources in pursuit of its charitable objectives.

As at 31 March 2022, the Trustees sought to hold available funds in line with those specified by its key funding contracts and required to ensure continuity of operations in the event of loss of revenues. Reserve funds held at the balance sheet date as detailed in note 16 are in line with this policy and the board will continue to target reserves of this level for the lifetime of the contractual commitments and to support operational continuity in the event of the loss of these funding sources.

The following table sets out the amount of reserves the Charity held as at 31 March 2022 after making allowance for restricted funds and the carrying amount of functional assets:

	31 March 2022
	£
Restricted funds	12,678
Unrestricted funds (excluding pension surplus)	<u>1,301,959</u>
Total funds (excluding pension surplus)	1,306,635
Less: Funds represented by functional tangible and intangible assets	<u>(741,796)</u>
Available liquid reserves	<u>564,839</u>

At balance sheet date available liquid reserves totalled £564,839, the majority of which were held as investments.

INVESTMENT POLICY AND MANAGEMENT

The Trustees takes a prudent view to the investment of surplus funds as these are being retained for furthering the objects of the Charity. Accordingly, funds not required for expenditure in the short term are placed on deposit with the Charity's bankers.

The investment objective of the Charity is to keep a balance between capital growth and income with low risk.

The Trustees appointed Cazenove in February 2017 as their discretionary investment managers. Cazenove also act as the Charity's Investment Custodians, as nominees for the Charity. A Sub-committee of the Council meets regularly with Cazenove to receive and discuss progress reports.

RESULTS

The results for the year and the charity's financial position at the end of the year are shown in the attached financial statements.

FINANCIAL REVIEW

Revenue growth in FY 2022 was driven by service contract delivery activity with core training and clinical services both showing a slight contraction.

Despite growth in revenue, TR has recorded an operating deficit before defined benefit pension costs for the 2022 financial year of £69k (2021 £130k surplus). Performance was negatively impacted by increased occupancy costs and increased spend on ICT, marketing and research activities with efforts to offset occupancy costs during the year via sublease or lease assignment, being unsuccessful.

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

FINANCIAL REVIEW (CONTINUED)

During the year, TR accessed the government job retention scheme, primarily as a consequence of lockdown directives requiring us to limit the use of our premises during the year. The revenue from this scheme offsets annual wage costs by around £26k (reflected as miscellaneous income). Miscellaneous income also includes 100k of in-kind contribution for the provision of the City Wellbeing premises by the City of London (correlating cost reflected in occupancy costs).

Costs incurred in administering the now closed, defined benefit pension scheme of £65k have been mitigated by the write back of £37k of the pension deficit following the receipt of a valuation surplus at balance sheet date. The overall surplus at this date was £5k.

GOING CONCERN

The Board of Trustees have prepared detailed forecasts for the period ended 31 March 2024 and anticipated results for periods thereafter, which exclude new funding streams that are not yet confirmed, indicating a cash shortfall in the absence of new funding or reductions in budgeted expenditure. On the basis that the organisation is able to realise the cost savings necessary to eliminate the cashflow shortfall, in the event that additional funding is not secured, and enter the 2025 financial year with a much lower operating cost base subsequent to exercising the break clause in the lease agreement for premises in Hallam St, the Trustees consider that the Charity is expected to have the resources to continue as a going concern.

However due to the uncertainties involved in securing additional funding and the extent to which expenditure can be reduced to eliminate the cash shortfall, there is a material uncertainty in respect of the charity's going concern status.

FUTURE STRATEGIC OBJECTIVES

Our Vision

A world in which strong relationships provide stability and security for adults and children and form the foundation for the health and wellbeing of individuals and society as a whole, across the life cycle.

Our Mission

To improve practice and increase access to relationship support through the development of new methods, dissemination of knowledge and service provision to diverse communities.

Our Aims

- The importance of couple relationships for our mental health and societal wellbeing is widely recognized and understood.
- Support for couple relationships is a valued part of mental health and wellbeing provision for all our communities.
- A diverse community has access to training and resources in the field of couple relationship therapy.
- A range of interventions and therapeutic modalities are widely used to provide relationship support that is effective and accessible to diverse communities.

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

FUTURE STRATEGIC OBJECTIVES (continued)

Objectives

1. Developing and disseminating research on the benefits of positive couple relationships, and how best to support them.
2. Promoting the value of seeking relationship help, particularly when going through life's transitions.
3. Training and supporting couple therapists to deliver the highest quality, expert help.
4. Providing low and no fee services to those who would not otherwise be able to access support.
5. Enabling front line practitioners to develop a strong focus on adult relationships and their impact on individual and family wellbeing.
6. Developing innovative intervention projects, applying psychosocial and clinical expertise to supporting families and sharing our learning.

RISK REVIEW

A review has been undertaken of the major risks to which the Charity is exposed and policies and processes have been established to mitigate those risks.

TRUSTEES

The Trustees who served the charity during the period were as follows:

N Pearce - Chair
S.J. Brough
R Bryar
J Cotton (appointed 20/03/2022)
R Harrison
G Kent
P Key
A Legrain (appointed 11/03/2022)
M Maclean
L Marks MBE
A Njambi
K Pinney
S Ruszczyński
J Smith
R Roland Smith
H Sundram

No Trustee has any beneficial interest in the charity.

The charity is governed by its memorandum and articles of association. The power to appoint new members is by invitation of the existing members of Trustees and this is ratified by the members at the Annual General Meeting. Every new member is made aware of their responsibilities and given a full induction to the charity.

The pay of key management personnel is at the discretion of the Trustees.



TAVISTOCK
RELATIONSHIPS

Improving Lives for Generations



Annual Review 2022

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Introduction

This report details the work of Tavistock Relationships during the financial year 2021-2022.

Our priorities this year were to:

1. Increase our profile with more diverse national and international audiences
2. Increase access to a wider range of relationship support therapies designed for a diverse community
3. Expand our training services for wider global reach, increasing our capacity in a range of modalities
4. Develop a Digital Transformation Strategy for the organisation, and gather and use data effectively
5. Create a financially sustainable model for our core clinical and training services.



Andrew Balfour, Chief Executive



Nick Pearce, Chair of Trustees

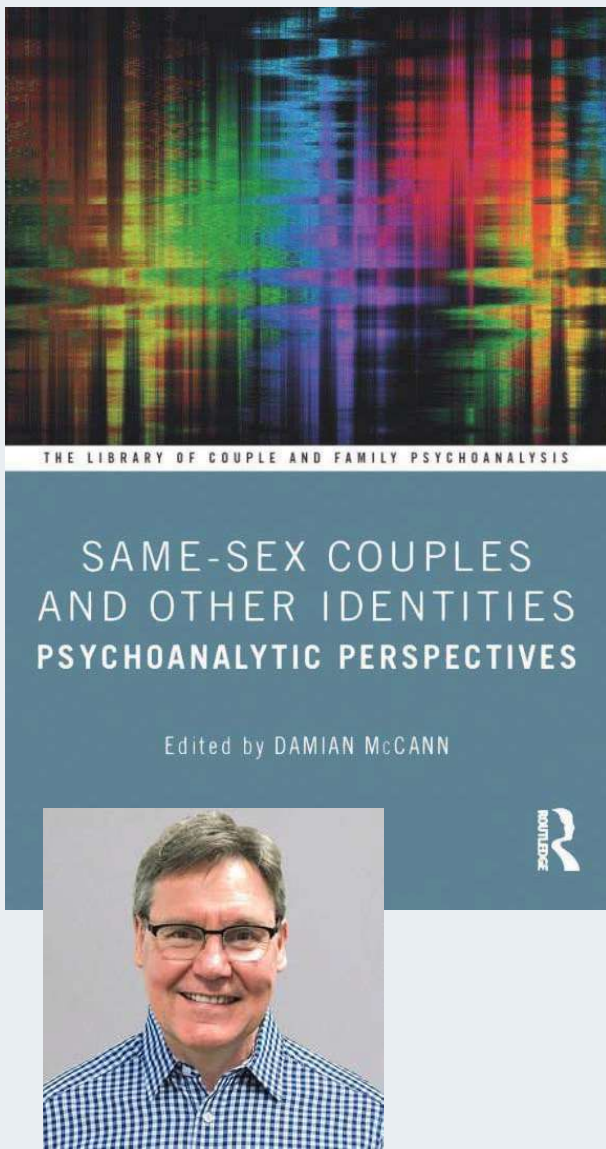
Executive summary

Our strategic plan this year was to build on the opportunities afforded by the new online operating environment, to broaden our reach and increase access to our services, enhancing our relevance to diverse communities.

As part of this, we sought to build our capacity to function in the digital space, investing in our website and in other digital developments – from our ‘relationships app’ to training and clinical delivery, as well as establishing new digital solutions to our organisational processes and functions. We have needed to adapt swiftly to a rapidly changing world, embracing digital tools and online working, alongside holding onto the essential core of what we do – our psychoanalytic training and clinical thinking, which remains at the heart of Tavistock Relationships’ work. As an organisation, we have worked hard to look at ourselves and how we work, in an ongoing process of development towards becoming a truly diverse and anti-racist community of staff and trainees.



This report details how successfully we have worked to deliver our charitable mission. We have worked to reduce inter-parental conflict, improving parents’ mental health as well as their children’s wellbeing in London, the Home Counties and in the Northeast of England, as part of the DWP’s Reducing Parental Conflict Programme. We have trained the wider workforce of frontline staff in Local Authorities and NHS staff in IAPT services, as well as running a range of professional trainings developing the next generation of couple psychotherapists. Our wide programme of events has drawn audiences from around the world. We have developed our Between Us app for relationship support to the point that it has been used successfully by local authorities and others. Influencing policy has been integral to our work, and we have run a number of successful policy events. We have continued to perform research in order to build an evidence base and, this year, have demonstrated the cost-effectiveness and wellbeing benefits of our mentalization-based programme to reduce parental conflict. And of course, improving mental health and relationship quality is at the centre of all of our work – and, to this end, we have significantly increased our work delivered to residents and workers in the City and surrounding boroughs, offering low-cost psychotherapy to local communities from our City Wellbeing Centre. In addition, our in-house psychotherapy and counselling services have worked with more than 2,700 clients this year, delivering nearly 20,000 clinical sessions and showing their effectiveness in improving mental health and relationship quality, evidencing impressively high recovery rates.



Tavistock Relationships is a learning community with a wide network of staff, visiting clinicians, graduates and other alumni – all of whom play a part in enabling the success of our programmes. The contribution of this group of staff to the knowledge-base of our field is shown in our publications – with over 25 this year, including an edited book: *Same-Sex Couples and Other Identities: Psychoanalytic Perspectives* (Damian McCann, ed.). While our financial results show that we have achieved the highest income in Tavistock Relationships' history to date, we have invested significant resource

in strengthening our organisational infrastructure – in particular, our digital capacity. We have worked hard to deliver large government contracts with great success this year – but working to achieve sustainability in our core services, to reduce our vulnerability to the vicissitudes of central government funding, is something that we have tried to move towards but not yet successfully secured – and this will remain an organisational priority for the future.

As a nation, our relationships have been challenged by the pandemic – which for many has amplified longstanding problems, and, for others, brought new difficulties. The impact on parents, children and families has been profound, as the disturbing rise in relationship conflict, breakdown, domestic abuse and child abuse attests. We are seeing the consequences of this in our daily work – where the mental health impacts of the pandemic and its legacy are clearly in view. Never before has the close linkage between relationship difficulties and mental health been so evident to us all – and the need for organisations like Tavistock Relationships is as clear now as when it was founded in 1948, when the country was recovering from the devastating impacts of war. Then, as now, our relationships are crucial for our social recovery – and Tavistock Relationships will continue to be in the vanguard of this, working to ensure that every couple in the UK can access high quality help and delivering training, innovation and research. As you read on, you will see how effectively we have worked this year to move us closer towards realising this vision for the future of relationships in our society.

For the 2023 financial year, Tavistock Relationships has set the following strategic priorities, representing a progression of the priorities set for the preceding financial year.

1. Engage with our stakeholders and wider communities to enhance understanding of the importance of relationship support across a range of public health priorities.
2. Increase our influence and engagement through establishing a 'knowledge network' (a membership group of people who have had contact with Tavistock Relationships and are interested in our work).
3. Increase racial diversity in our senior workforce and participation in our services and trainings.
4. Increase our business development capacity and improve our success rate in sourcing revenue from external funders.
5. Review processes and implement technology to deliver scalable solutions.

We have set our short-term strategic priorities within the context of the longer-term strategic priorities (five-year horizon), identified below.

1. We will have a stable and sustainable revenue and cost base that does not rely on government funding but is able to effectively access it when appropriate and aligned to our activity. Our revenue earning activity will support our ability to undertake research, develop new methods and influence government policy.
2. We will have a knowledge and practice network of 5,000 counselling professionals and front-line staff who are supported to work with couples.
3. We will have a relationship network of at least 20,000 individuals who care about couple relationships and the work that we do, who will advocate for activity and refer clients. This network may have experienced our service or attended one of our events, read our literature, listened to a podcast, attended a webinar or studied our work through other institutions.
4. We will have a range of digital solutions in place that support us to deliver services and trainings in a cost effective and accessible way to a wide range of people.
5. We will maintain our reputation as the leading global training provider for psychoanalytic and psychodynamic couple therapy, offering trainings in a range of modalities to national and global trainees.
6. Our senior workforce, training staff and client base will reflect the diversity of the communities within which we operate.
7. We will remain a trusted delivery partner for government organisations, able to influence policy to ensure couple relationship support is widely accessible. We will still have the City Wellbeing Centre, enabling us to provide lower cost services to workers and residents of the City and neighbouring boroughs, and supporting research and development of new approaches and interventions.

Who did we help this year and how did we do it?

Children affected by parental conflict

Reducing the impact of parental conflict on children continued to be a major focus of our activity this year, both through service delivery and training.

Reducing Parental Conflict programme

This year was the final year of the DWP-funded Reducing Parental Conflict programme. This work is described in more detail below but the evaluation of the services we have provided through this programme indicate that parents report an improvement in their children's wellbeing – as a result of the therapy they have received – in more than half of cases.

Children in Need project

In other work, our Children in Need-funded project was extended for a further 12 months. This project sees Tavistock Relationships deliver couple therapy to parents locked in entrenched conflict, while their children receive peer mentoring from the youth charity Fitzrovia Youth in Action. Some of the young people involved in the project created a short video about their experiences, which can be viewed here: https://www.youtube.com/watch?v=Z0_AtFFoxZc

Workforce training

Ensuring that there is a sufficiently skilled workforce to deliver interventions aimed at reducing parental conflict is a key objective for Tavistock Relationships. This year we have worked with over 40 local authorities, from Devon to South Tyneside delivering training both online and in person. We have also delivered a new Foundation Course for Frontline Practitioners, trained 80 practitioners in how to use our Between Us app with parents, and delivered 40 half-day trainings on parental conflict and its impact on children.

In addition, we have worked in partnership to create evaluation tools for local authorities, delivered clinical supervision to practitioners in two London boroughs and established excellent working relationships with a number of LAs to deliver work in the coming year and beyond.

As a charity, we are committed to reducing parental conflict, and we are pleased to have been able to reach so many parents – and, as a result, so many children – over this year. We have helped train a significant number of practitioners who will now be able to employ their skills and ensure that reducing parental conflict forms a central part of their work in the future.

Policy and influencing

This year a focus for our policy work was how best to influence the scope and ambitions for family hubs, in order to ensure that relationship support is seen as a core feature of provision. We were therefore delighted to see 'relationships' feature as one of the three delivery areas in the national framework for family hubs.

In other work, in response to the introduction of 'no fault' divorce (April 2022), Tavistock Relationships created the Working Together Divorce and Separation Directory, an online listing of organisations providing relationship support, legal advice, divorce coaching and financial advice to separating parents. The aim is to provide judges with a wide range of options that they can signpost parents to, in order that they can access the right help at the right time for their particular needs, thereby reducing demands on the family courts (where there are no safeguarding concerns), ultimately, reducing the amount of conflict which the children of separated parents are exposed to.

Parents experiencing high levels of parental conflict

Reducing Parental Conflict programme

The contracts we were awarded by the DWP for its Reducing Parental Conflict programme have enabled us to support over 2,100 parents across seven London boroughs and counties beyond London, including Hertfordshire, Cambridgeshire, Essex, and Buckinghamshire. We have delivered our own mentalization-based intervention, Parenting under Pressure, to more than 1,000 parents, as well as training and supervising practitioners in the North-East, where they are also delivering this intervention. We have found highly significant improvements in all the areas that the Reducing Parental Conflict programme seeks to address, with highly significant reduction in:

- a.** conflict between parents in intact and separated relationships
- b.** violent problem solving for all parents, for parents in intact relationships, and for parents in separated relationships
- c.** conflict about the children for all parents.

Digital support for parents

Between Us – an app for relationship support

As well as providing access to Between Us to NHS and care home staff in London as part of our relationship support contract, during the year we trained 90 practitioners on supporting their clients to use Between Us, and we developed content specifically for use by separated parents. Interest in the app by local authorities seeking support for parents in conflict has been strong and we expect to work with five local authorities on this in the coming year.

Parents as Partners groupwork programme

We have worked to support three local authorities in the delivery of this intervention, providing supervision to their staff, and continued to support the delivery of Parents as Partners internationally in Malta and Israel. During this year, six colleagues gained their accreditation as Parents as Partners Group Leaders after completing their first group. We also supported our colleagues' work towards their accreditation as Parents as Partners Supervisors via joint supervision. In addition, three local authorities have commissioned training in this model, with two trainings delivered online and one training face-to-face. During this year, we continued to assess the effectiveness of the programme's online model and adapted it further in consultation with the four original programme developers, Professors Phil and Carolyn Cowan and Professors Marsha and Kyle Pruett.

Policy and influencing

We worked hard this year to ensure that policymakers and commissioners heard about the effectiveness of the Reducing Parental Conflict programme. To this end, and to highlight in particular the effectiveness of the mentalization-based therapy we provided through the Government's programme, we worked with Department for Education economist Dr Allan Little (employed by Tavistock Relationships in a personal capacity) to analyse the wellbeing benefits of this intervention. We hosted an online webinar/discussion to launch Dr Little's report, which found that every pound invested in MBT could generate a return of between £4 and £17.

Couples and individuals seeking psychological therapy for mental health and/or relationship difficulties

City Wellbeing Centre

Over the past year, we continued to deliver psychological therapies and relationship support through the City Wellbeing Centre, funded by the Corporation of London.

The aim of this centre is to provide an increased breadth of choice of mental health therapies, increased accessibility to mental health treatments to all groups of the City of London resident and worker population, a sliding-scale fee structure to ensure that the provision of services is available irrespective of income, and to provide longer-term therapies not widely available through the NHS.

We provided 900 sessions this year, up from 200 sessions the previous year (a particularly challenging one, in terms of delivery, due to the pandemic). The vast majority of clients seeking help from the centre fall within the low-fee option. We are also working hard to expand the work of the centre through partnerships and additional funding to help expand our treatment modalities, e.g. family therapy to disadvantaged families and particularly those from BAME communities.

Tavistock Relationships' Psychotherapy and Counselling Services

Demand for our clinical services continued to be high last year with over 2,700 clients accessing therapeutic help. Overall, 19,333 clinical sessions were delivered including 774 initial consultation appointments for new clients (FY2021: 20,630).

While the majority of sessions are delivered as part of our psychodynamic and psychoanalytic services, we continued to offer a wide range of specialised services aimed at supporting couples through particular challenges including the Parenting and Parenting Together services, Psychosexual Therapy, Mentalization-Based Therapy for Couples, our Divorce and Separation Consultation Service and Relationship Focussed Group Therapy for Individuals.

Analysis of psychological wellbeing, relationship satisfaction and child wellbeing shows improvements as a result of receiving our services. See Annexe 1 for more details.

Feedback from clients about our service (collected at week 6 and at the end of therapy) indicates that the majority of clients were highly satisfied with our service.

“The therapist listens to us attentively without taking sides, and has questions and insights we as a couple have not thought of before. This is very helpful and has given us food for thought between sessions.”

“I was taken seriously. I was challenged on my assumptions and made to think about how my past impacts my relationship today in ways that I wasn't able to see before.”

“It has revolutionised our relationship. We were in a good place beforehand, with issues to work on. I feel very strongly that we're far, far better off for having done this work.”



This year the clinical management team identified three key areas of focus aimed at developing a sustainable clinical service which supports the training of our students and increases capacity in our clinical service through improved therapist retention.

a. Developing a financially sustainable clinical model

Whilst we remain committed to our charitable aim of making psychotherapy accessible to all, it is important to ensure clinical services are financially sustainable without reliance of external subsidy.

To help us achieve this, we introduced a new model last year which separates commercially priced services from low-fee/no-fee services. The separation of the services will allow us to operate distinct, but linked, development plans for each and to seek more external subsidy for our low-fee work.

We also introduced a new structure for clients, aimed at providing a more transparent payment system through a range of fixed-price session fees. This is particularly helpful for clients booking consultation appointments online, as it provides clarity as to the assessment fee.

b. Low-fee service and City Wellbeing Centre

Tavistock Relationships remains committed to offering low-fee work as part of its charitable mission to make therapy accessible to everyone. Over the course of last year, our general service was able to provide over 4,700 low fee sessions to 638 people including 160 individuals and 239 couples. This represents 24% of our general service clinical work.

c. In-person working

In September 2021, we recommenced the delivery of in-person work for the first time since March 2020. The rationale for resuming an in-person clinic, was to support and develop trainees to work therapeutically both face-to-face and online with clients.

Course	2021 student numbers*	2022 student numbers*	↑ / ↓
Psychodynamic programme	13	21	↑
Psychoanalytic programme	1	3	↑
Foundation course (Jan)	20	20	=
Foundation course (Apr)	17	11	↓
Pre-clinical course	10	0	↓
Psychosexual training	31	35	↑
Certificate in the Study of the Couple Relationship	17	20	↑
Individual training in Psychodynamic Psychotherapy	n/a	6	n/a
Pre-clinical course	n/a	6	n/a

* Financial year, ending April in stated year.

Couple therapy workforce training

We continue to run a wealth of trainings for practitioners seeking to develop their knowledge and skills in relation to helping couples. It is a difficult market currently in which to recruit trainees, and some courses have fared better than others, as shown in the table above.

In addition to our core trainings, we run a series of lectures and events to support the practitioners who train with us.

This year we launched a series of free online lectures and interviews featuring the psychoanalyst Narendra Keval, the psychotherapist Julia Samuel and the novelist Deborah Moggach. These lectures attracted audiences of between 200 and 450 people per event and introduced the work of Tavistock Relationships to many who were new to our events.

We also continued our programme of revenue-generating workshops for qualified therapists and counsellors, which were for the most part delivered on Zoom.

More than 1,400 people attended our short courses in 2021-2022, in part as a result of our free lecture programme. This figure is double what we achieved in the previous financial year.

In other events, Dr Reenee Singh presented her thinking on clinical work with intercultural couples, while Philip Stokoe ran a workshop on the role of curiosity in human development. Our spring conference, Bion, Containment and Relationships, which had been postponed from the start of the pandemic, took place online in May, with evocative papers from Nicola Abel-Hirsch, Francis Grier, Dr David Hewison and Dr Judith Pickering. Our annual Enid Balint lecture, the 27th of its kind, was delivered by Philip Stokoe on the subject of 'Curiosity Versus Beliefs: the Battle for Reality and What This Means for Relationships and Development'. The respondent was Stanley Ruzsyczynski. We held the lecture in person in our Hallam House building, and it was also live streamed.



Couple Therapy for Depression Training for Delivery within the NHS

Tavistock Relationships also trains NHS therapists. 2020/21 saw Tavistock Relationships training 100 new practitioners across the country and five supervisors in Couple Therapy for Depression for delivery within the Government's Improving Access to Psychological Therapy services. Couple Therapy for Depression is the only mainstream couple-focussed psychological therapy delivered in the NHS.

We were also successful in our bid to deliver a pilot training programme in counselling and Couple Therapy for Depression to 15 NHS workers, funded by Health Education England.

Tavistock Relationships' research department has analysed data from training cases across five years of training in CTfD within the NHS, and the evidence and efficacy of working with the couple relationship to help recovery from depression is outstanding.

We have focused our data analyses this year on the experiences of Black and minority ethnic clients in these services, as part of the charity's strategic plan. We have taken on two new interns to develop our understanding of this area of organisational activity and have begun work to understand potential blocks to access for our different client populations. We will be reporting more fully on this in the 2022-2023 Annual Review.

For a list of Tavistock Relationships publications this year, see [Annexe 2](#).

Later in the year, Dr Judith Pickering presented in more detail her thinking on Bion and couple psychotherapy, Dr Tamara Feldman gave a lecture on questions of morality in the field of couple psychotherapy and Susanna Abse ran a day in our Hallam House building considering the differences between therapeutic work with couples and individuals. Our autumn conference, Divorce and Separation: Clinical Perspectives, held online, brought the work of the Divorce and Separation Service at Tavistock Relationships to a wider audience, with papers from Dr Avi Shmueli and Professor Brett Kahr, and clinical presentations from Katherine Astill and Dr Damian McCann.

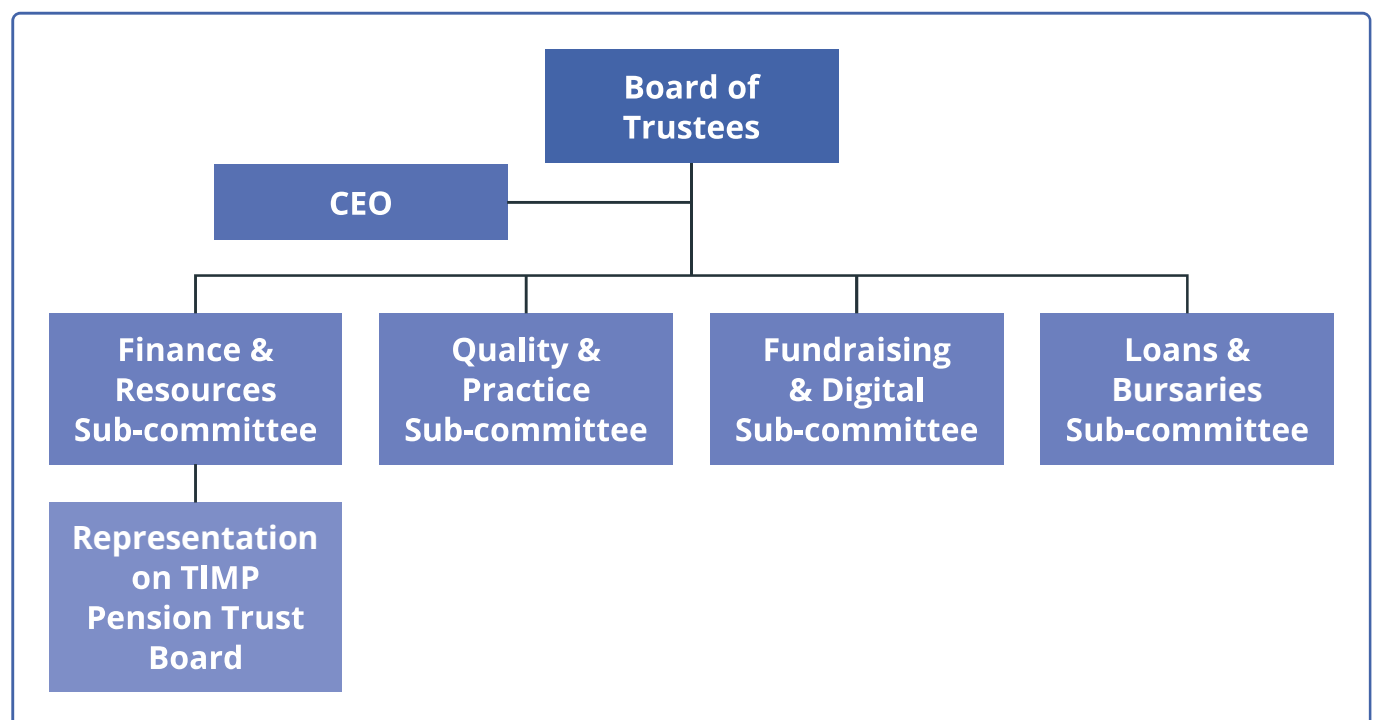
In addition, our annual Developing Skills in Couple Work Summer School (online), ran at capacity, as did our Advanced Couple Therapy Summer School on the subject of 'Living with Catastrophe: Recovery and its Limits'. Both programmes attracted students from around the world.

TIMP Board: our governance

At the end of the financial year 2022, we welcomed two new trustees to the board, Anne-Sophie Legrain and Jacob Colton. Both Anne-Sophie and Jacob bring significant experience and expertise in digital technology and transformation, representing the strategic direction the board is taking in response to the changes in our operating environment.

The full board met four times during the year to consider organisational strategy, evaluate risk and to monitor the organisation's financial and operational performance, as well as the work of its sub-committees. The Finance Sub-Committee was chaired by Jane Smith, Lucy Marks MBE chaired the Quality and Practice Sub-Committee, Kathy Pinney chaired the Fundraising Committee and Dr Ros Bryar chaired the Loans and Bursaries Committee.

During the year, Gordon Lane was appointed as Chair of the TIMP Pension Trust Board, acting in a professional capacity.



Our organisational structure

Andrew Balfour is supported as CEO by a team of directors and senior management staff. During the year, we appointed Liz Hamlin and Judith Jameson as Associate Directors of Clinical Services and Sarah Ingram as Associate Director of Strategic Development.

Service delivery includes training, clinical services and consultancy activity. We also act as a knowledge centre of excellence for couple relationships, undertaking research, and working to influence policy in the sector to ensure that access to quality relationship support exists for all.

Financial overview

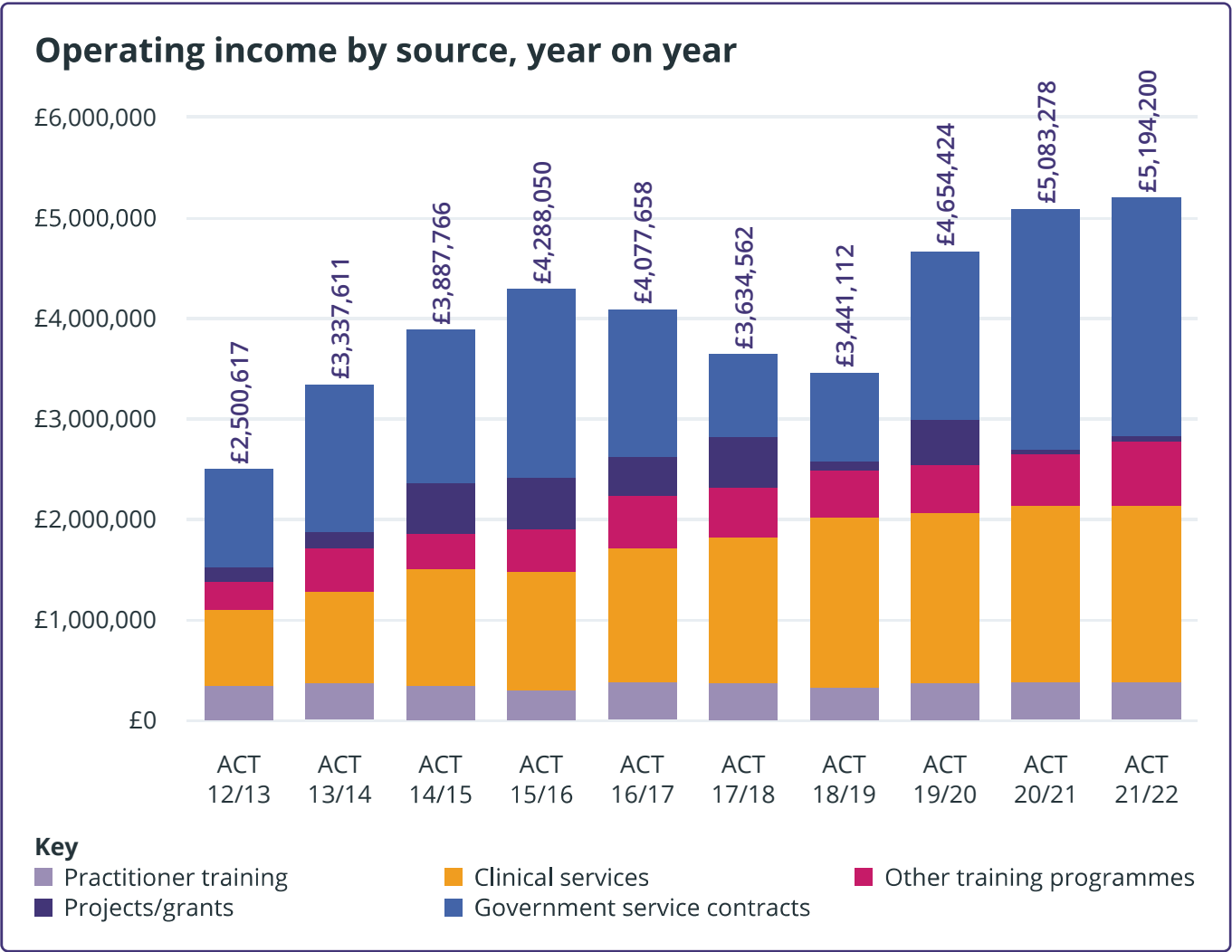
Tavistock Relationships was holding £1.3m of net assets at balance date, represented by £742k of fixed assets, including £136k of intangible (software) assets and £606k of working capital. Surplus working capital is held in balanced investment funds under management.

Reserve policy

Trustees consider it prudent to retain a minimum level of reserves equivalent to one quarter of operating revenues (£1.3m). This is the minimum expected level of reserves that the trustees expect to be required to successfully tender for significant government service contracts, aligned to our charitable purpose.

A prudent approach to reserve levels is considered necessary due to uncertainty in the funding environment and the long-term nature of the organisation’s delivery commitments.

Reserves are allocated as:
Fixed asset reserve
£742k
Restricted funds
£13k
Free reserves
£565k

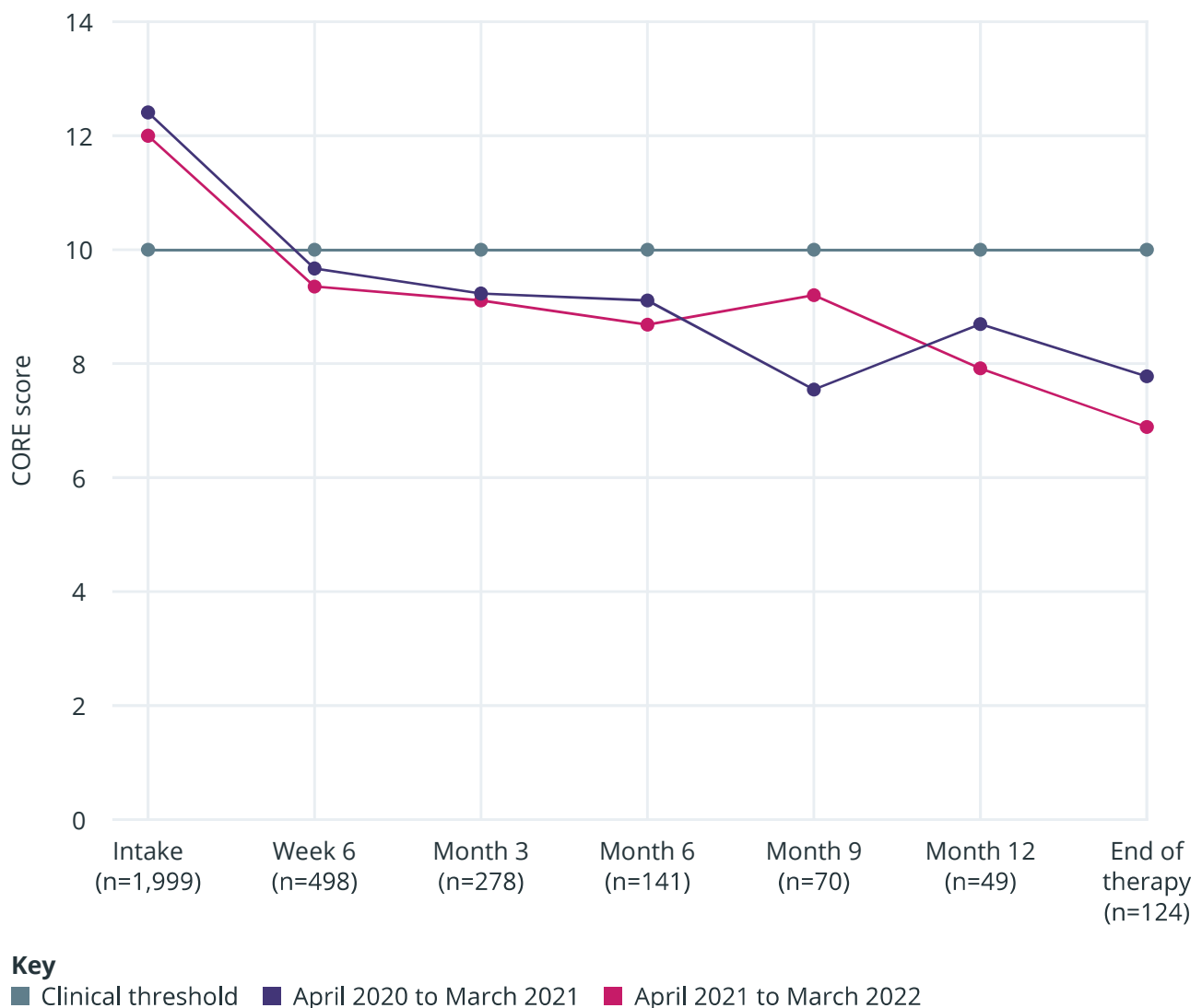


Clinical therapy outcomes – general service

Outcome data indicates that client satisfaction rates with the service continued to be high this year, as did clients' significant improvement.

For example, psychological distress, as measured by the Clinical Outcomes in Routine Evaluation Outcome Measure (CORE-OM)¹ reduced as a result of receiving our services, with 63% of clients who were within the clinical range at intake moving to the non-clinical range at the end of therapy. This compares favourably with the NHS psychological therapy services 2018-2019, which was 52.1% nationally².

Figure 1: Clients' psychological distress at different time points



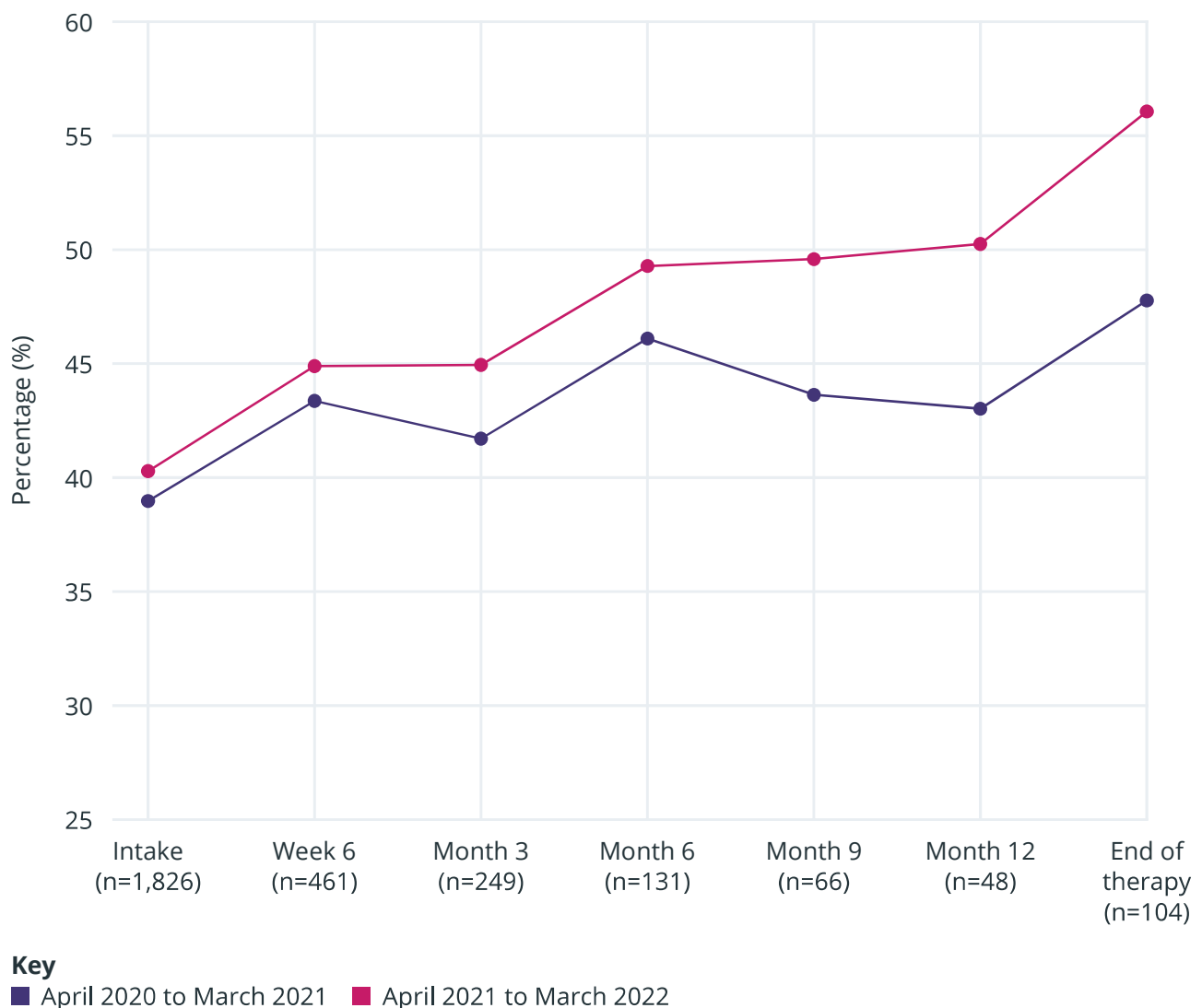
¹ Barkham, M., Mellor-Clark, J., Connell, J., & Cahill, J. (2006). A core approach to practice-based evidence: A brief history of the origins and applications of the CORE-OM and CORE System. *Counselling and Psychotherapy Research*, 6(1), 3-15.

² *Psychological Therapies: Annual Report on the use of IAPT services*, England, 2018/19. <https://files.digital.nhs.uk/1C/538E29/psych-ther-2018-19-ann-rep.pdf>

While relationship satisfaction, as measured by the Couple Satisfaction Index (CSI)³ (Figure 2) also improved across all time points when data was captured.

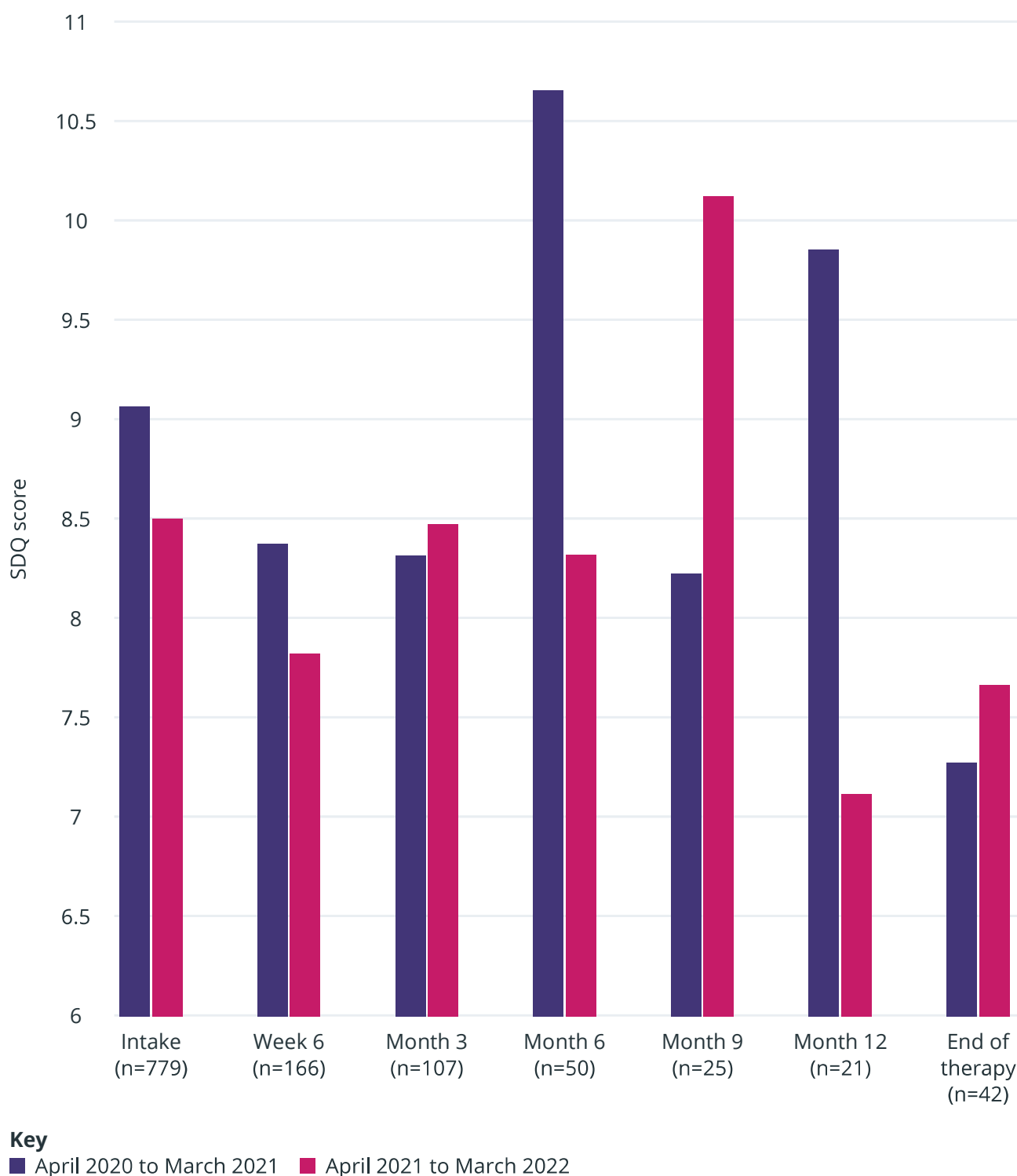


Figure 2: Clients' relationship satisfaction at different time points



³ Funk, J. & Rogge, R. (2007). Testing the ruler with item response theory: Increasing precision of measurement for relationship satisfaction with the Couples Satisfaction Index. *Journal of Family Psychology*, 21, 572-583.

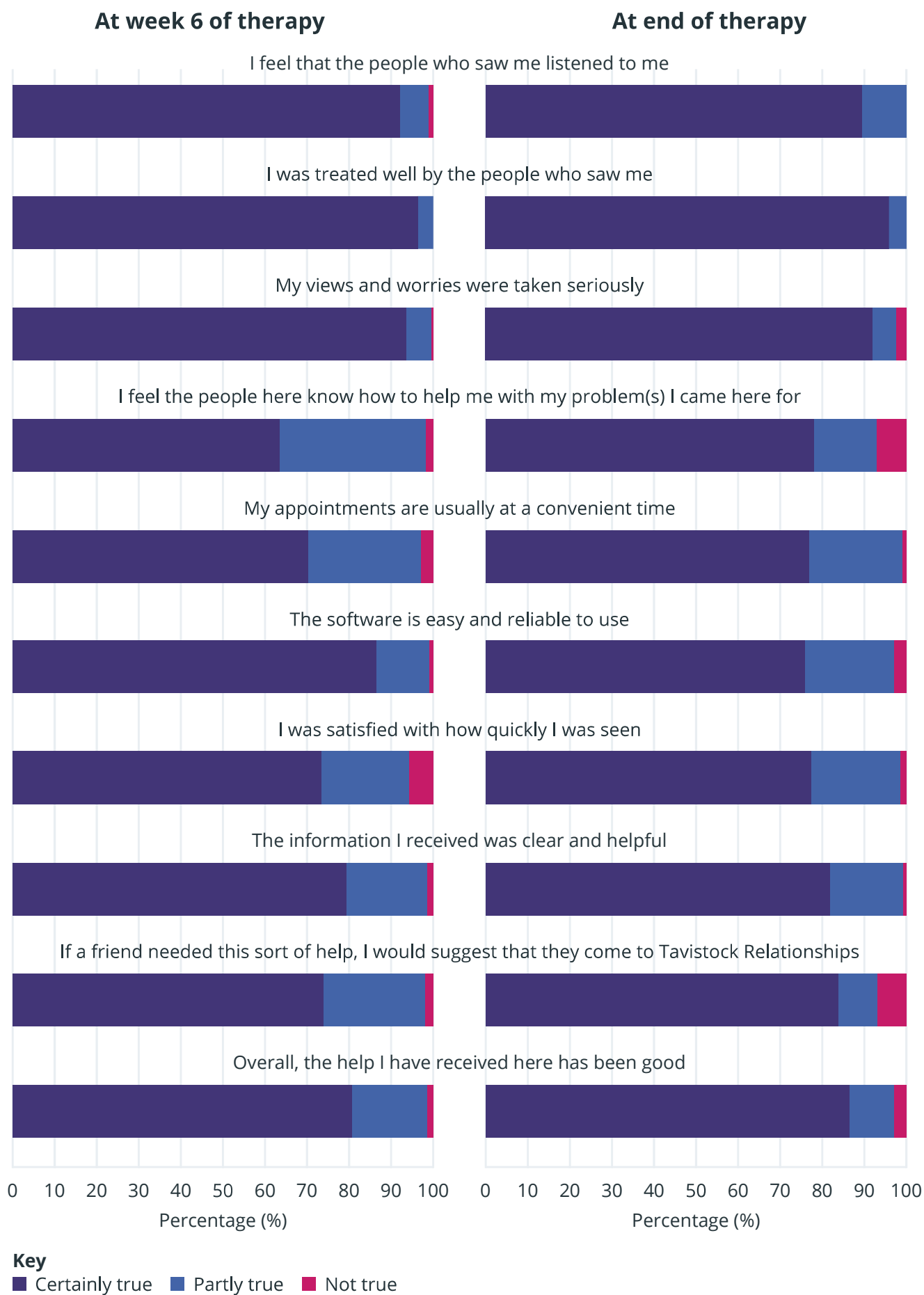
Figure 3: Parent-rated child's behavioural problems at different time points



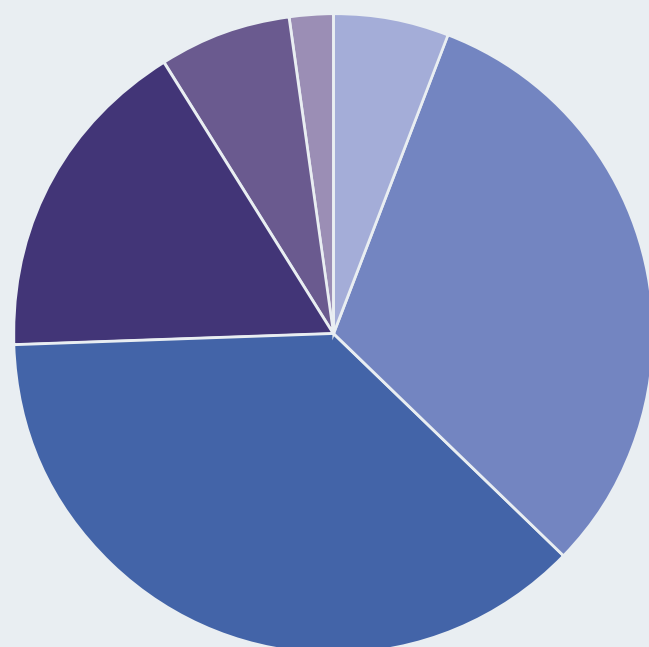
In addition to these adult measures, child wellbeing, as measured by the Strengths and Difficulties Questionnaire (SDQ)⁴ (Figure 3), improved as a result of parents receiving our services. Data shows that children's behavioural problems decreased at week 6, month 3, month 6, month 12 and the end of therapy.

⁴ Goodman, R. (1997). The Strengths and Difficulties Questionnaire: A research note. *Journal of Child Psychology and Psychiatry*, 38, 581-586.

Figure 4: Experience of service



Clients' demographic information



Key

18-25 – 4%	36-45 – 38%	56-65 – 7%
26-35 – 32%	46-55 – 17%	66 or over – 2%

Age

The majority of clients who used our service this year were from the age groups 36-45 and 26-35 (38% and 32% respectively), followed by the age group 46-55 (17%), 56-65 (7%), 18-25 (4%), and 66 or over (2%).

Gender

51% of the clients were female, 48% were male, and 0.5% were Other.

Employment and disability status

More than half (64%) of the clients were in full-time employment, 17% were part-time, 3% were students, 3% were full-time homemakers or carers, 1% were retired, and 5% were currently unemployed.

The majority (92%) of the clients were not disabled, and 6% described themselves as having a serious illness or disability. Only 1% of the clients described themselves as receiving statutory sick pay.

Ethnicity

The majority (79%) of the clients reported their ethnicity as White, including White British (52%), other White (24%) and White Irish (3%), followed by Asian (8%), Mixed (8%), Black (4%), and Chinese (1.4%).

Sexual orientation

The majority (86%) of the clients were heterosexual, 5% were gay/lesbian, 5% were bisexual, and 2% did not indicate.

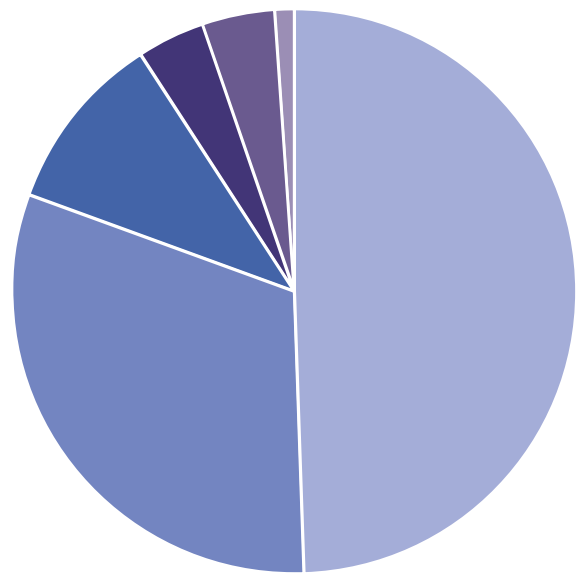
Children

48% of our clients had at least one child under 18.

Relationship characteristics

The majority of the clients were married (49%) or co-habiting (31%), followed by non-cohabitating partners (10%), single (4%), separated or divorced (4%), and civil partnership (1%).

The lengths of the clients' relationships were: 5% less than 1 year, 30% 1-5 years, 26% 6-10 years, 18% 11-15 years, 10% 16-20 years, 6% 21-25 years, 3% 26-30 years, and 3% more than 30 years. About half of the clients were seeking our service after relationship problems for less than 2 years (22% less than 1 year and 29% 1-2 years), 30% had relationship problems for 3-6 years, and 14% had problems for 10 years or more.



Key

- Married – 49%
- Co-habiting – 31%
- Non-cohabiting partners – 10%
- Single – 4%
- Separated or divorced – 4%
- Civil partnership – 1%

Ethnicity – RPC Hertfordshire

(Buckinghamshire, Cambridgeshire, Peterborough, Hertfordshire, Essex, Southend-on-Sea, and Thurrock)

The majority (81%) of the clients reported their ethnicity as White, including White British (73%), other White (7%) and White Irish (1%), followed by Asian (10%), Black/African/Caribbean (3%) and other Ethnic Groups (2%).

Ethnicity – RPC Westminster

(Brent, Hammersmith & Fulham, Kensington & Chelsea, Westminster, Camden and Southwark)

The majority (46%) of the clients reported their ethnicity as White, including White British (33%), other White (11%) and White Irish (2%), followed by other Ethnic Groups (15%), Black Caribbean (10%), Arab (5%), Indian (5%), Black African (3%), Bangladeshi (2%), Chinese (1%), Pakistani (1%), other Black/African/Caribbean (1%).



Outcomes of international therapy

Established in 2017, the international therapy service aims to help those who live outside the UK have easy access to our clinical service. Our experienced therapists were specially trained for online therapy and regularly attended online supervision.

At intake, the average score of the CORE was 11.3 (n=114) and 58% of the clients were above the clinical threshold of 10, indicating our clients had high levels of psychological distress. The average score of the CSI was 38.9 (n=111) and 75% of the couples were having a distressed relationship. The average score of the SDQ was 11 (n=52) at intake, which was within the 'normal' range.

The average CORE score decreased to 8.2 (n=47), and 28% of the clients were above the clinical threshold of 10 at week 6 of therapy. The CORE continued to decrease to 7.5 (n=29) at month 3. The decrease in psychological distress from intake to week 6 was significant, $t(46)=3.96$, $p<.001$.

Similarly, the CSI increased to 47.4 (n=46) at week 6 and 50.3 (n=28) at month 3. The increase in relationship satisfaction from intake to week 6 was significant, $t(44)=2.94$, $p<.01$.



Comments of clients using our international service

“Initial consultation felt very thorough. Getting assigned a therapist was quicker than expected and discussion around financial situation was open and taken seriously.”

“Our therapist has been incredibly professional and has led several really positive sessions. It has allowed my partner and I to unpack some of the key issues that have been causing tension in our relationship. She will allow us to speak and then jump in at the moment she thinks is best to share some observations and thoughts with us.”

Evaluating our lockdown face-to-face and online clinical services – summary of findings

According to the psychometric measures, clients' psychological distress was decreased and their relationship satisfaction was increased over time during the therapy for both lockdown face-to-face and online service. Statistical analysis confirmed that the changes were significant.

Overall, clients were satisfied with our service according to their feedback. A great number of clients felt that they were listened to, treated well, and their views and worries were taken seriously. Clients were satisfied with Tavistock Relationships and would like to recommend the service to a friend.

List of publications: April 2021-March 2022

- Balfour, A.** (2021) Between partnering and parenting: psychoanalytic approaches to working with parental couples, *Psychoanalytic Psychotherapy*, 35:4, 396-411, DOI: 10.1080/02668734.2021.1991990
- Boerma, M.** (2021). "Arts Review: Aida, by Giuseppe Verdi, set design and direction by Franco Zeffirelli." *Couple and Family Psychoanalysis* 11(2): 214-221.
- Brown, J.** (2022). "Covid-19, catastrophic lockdown, and a couple retreat." *Couple and Family Psychoanalysis* 12(1): 22-38.
- Cachia, P.** (2022). "To gaze beyond the screen: appreciating the communicative function of mise en scène in online psychotherapy." *Couple and Family Psychoanalysis* 12(1): 53-68.
- Clulow, C.** (2022). "Book Review: Freud's Pandemics: Surviving Global War, Spanish Flu, and the Nazis by Brett Kahr." *Couple and Family Psychoanalysis* 12(1): 82-84.
- Herrero-Martinez, E.** (2021). "Arts Review: Normal People, TV series, directed by Lenny Abrahamson and Hettie Macdonald." *Couple and Family Psychoanalysis* 11(2): 212-214.
- Hewison, D.** (2021). "Book Review: Jack by Marilynne Robinson." *Couple and Family Psychoanalysis* 11(2): 209-211.
- Ingram, S.** (2021). "Interparental Conflict – A report on a government-funded programme that uses mentalization-based therapy to reduce friction in families." *Healthcare Counselling and Psychotherapy Journal October*: 9-12.
- Jaitin, R. and C. Clulow** (2022). "Obituary: Janine Puget: 19 December 1926 to 5 November 2021." *Couple and Family Psychoanalysis* 12(1): 103-104.
- Kahr, B.** (2022). "Obituary: Jeannie Milligan (1949–2021)." *Couple and Family Psychoanalysis* 11(2): 219-219.
- McCann, D., Ed.** (2021). Same-Sex Couples and Other Identities. *Psychoanalytic Perspectives*. London, Routledge.
- McCann, D.** (2022). "How Does Couple Psychotherapy Allow for and Respond to the Individual?" *British Journal of Psychotherapy* 38(2): 304-315.
- McCann, D.** (2022). "Thinking under fire: Mentalization-based couple therapy for high conflict and domestically abusive couples." *Journal of Clinical Psychology* 78(1): 67-79.
- Monzo, R.** (2022). "Book Review: The Curiosity Drive: Our Need for Inquisitive Thinking by Philip Stokoe." *Couple and Family Psychoanalysis* 12(1): 86-88.
- Moran, P.** (2021). "Book Review: Sexuality and Gender Now: Moving Beyond Heteronormativity edited by Leezah Hertzmann and Juliet Newbigin." *Couple and Family Psychoanalysis* 11(2): 205-207.
- Morgan, M.** (2021). "Aspects of time and space in analytic work with couples." *AIPCF Journal* 25
- Morgan, M.** (2021). Assessment in couple therapy [in Polish]. Vol. 1: Assessment of Couples in Different Theoretical Approaches, *Polish Scientific Publishers PWN*.
- Morgan, M.** (2021). "Triangular Dynamics and Triangular Space: A Response to Shelley Nathans' 'Oedipus for Everyone: Revitalizing the Model for LGBTQ Couples and Single Parent Families'" *Psychoanalytic Dialogues* 31(3): 340-348.
- Pacey, S.** (2021). "Arts Review: Thoughts on reading Aftershocks, a contemporary poem by A. E. Stallings." *Couple and Family Psychoanalysis* 11(2): 216-221.
- Ruszczynski, S. (2021). "Book Review: The Tavistock Century: 2020 Vision edited by Margot Waddell and Sebastian Kraemer." *Couple and Family Psychoanalysis* 11(2): 201-205.
- Sidel, E.** (2022). "Arts Review: Good Grief, by Lorien Haynes, directed by Natalie Abrahami, streamed at Original Theatre Online from 15 February to 15 April, 2021." *Couple and Family Psychoanalysis* 12(1): 89-91.
- Thompson, K.** (2022). "How close is too close? Some thoughts on couple psychotherapy in a time of constricted living imposed by Covid." *Couple and Family Psychoanalysis* 12(1): 39-52.
- Tsatsas, N.** (2022). "Arts Review: Singer Rita Antonopoulou and guitarist Manolis Androulidakis, outdoor concert at the Pedion Areos Park, Athens, June 2021: a personal experience." *Couple and Family Psychoanalysis* 12(1): 91-93.
- Wrottesley, C.** (2021). "Book Review: Interpretation in Couple and Family Psychoanalysis: Cross-cultural Perspectives edited by Timothy Keogh and Elizabeth Palacios." *British Journal of Psychotherapy* 37(2): 333-333.



TAVISTOCK
RELATIONSHIPS

Improving Lives for Generations

Established in 1948, Tavistock Relationships is an internationally-renowned charity delivering and developing advanced practice, training and research in therapeutic and psycho-educational approaches to supporting couples.

We research, develop, pilot and raise awareness of best practice, providing services to couples and families, and disseminating our learning through academic and policy activities.

Our training programmes in couple and sex therapy range from introductory up to clinical qualification level and are accredited by bodies including the British Association for Counselling and Psychotherapy and the British Psychoanalytic Council. Our London-based, national and international online clinical services offer affordable counselling and psychotherapy to people facing difficulties in their relationships and parenting. Our evidence-based, innovative projects such as Living Together with Dementia, Parents as Partners, Building Relationships for Stronger Families and Adopting Together have supported and improved the quality of relationships when most challenged.

Tavistock Relationships,
Registered Charity Number: 211058.

Company number: 241618
registered in England and Wales.

The Tavistock Institute of
Medical Psychology.

Certain photos posed by models for illustrative purposes.

Contact us:

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Social:

 [@TavistockRelationships](https://www.facebook.com/TavistockRelationships)

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 [@TaviRelations](https://twitter.com/TaviRelations)

 [Tavistock Relationships](https://www.youtube.com/TavistockRelationships)

TAVISTOCK INSTITUTE OF MEDICAL PSYCHOLOGY
(A Company Limited by Guarantee)

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

TRUSTEES RESPONSIBILITIES

The Trustees (who are also directors of Tavistock Institute of Medical Psychology for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

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

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

AUDITOR

Each of the persons who are Trustees at the time when this Trustees' Report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

In preparing this report, the trustees have taken advantage of the small company exemptions provided by section 415A of the Companies Act 2006.

Approved by order of the members of the board of Trustees and signed on their behalf by:

Nicholas Pearce

N Pearce
(Trustee)
Date: 31 January 2023

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TAVISTOCK INSTITUTE OF MEDICAL PSYCHOLOGY

FOR THE YEAR ENDED 31 MARCH 2022

OPINION

We have audited the financial statements of Tavistock Institute of Medical Psychology (the 'charity') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

MATERIAL UNCERTAINTY RELATED TO GOING CONCERN

We draw attention to note 1.2 in the financial statements, which indicates that forecasts prepared excluding unconfirmed new funding streams indicate a cash shortfall in the absence of further funding or reductions in budgeted expenditure. As stated in note 1.2, these events or conditions, along with the other matters as set forth in note 1.2, indicate that a material uncertainty exists that may cast significant doubt on the charitable company's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TAVISTOCK INSTITUTE OF MEDICAL PSYCHOLOGY (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

OTHER INFORMATION

The other information comprises the information included in the Annual Report other than the financial statements and our Auditor's Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TAVISTOCK INSTITUTE OF MEDICAL PSYCHOLOGY (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and noncompliance with laws and regulations, we considered the following:

- The nature of the sector and the impact of Covid 19 on financial and operating performance and policies;
- Enquiries of management, including obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud; and
 - the internal controls established to mitigate risks related to fraud or non-compliance of laws and regulations; and
- Discussions among the engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud. The engagement team includes audit partners and staff who have extensive experience of working with charities in similar sectors and this experience was relevant to the discussion about where fraud risks might arise.

We also obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on provisions of those laws and regulations that had direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the UK Charities Act, Charities SORP 2019 and the Companies Act 2006.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the charity's ability to operate or to avoid a material penalty.

TAVISTOCK INSTITUTE OF MEDICAL PSYCHOLOGY
(A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TAVISTOCK INSTITUTE OF MEDICAL PSYCHOLOGY (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

As a result of these procedures, we considered the particular areas that were susceptible to misstatement due to irregularities, including fraud were in respect of the revenue recognition and management override.

Our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- enquiring of management concerning actual and potential litigation and claims;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance;
- in addressing the risk of fraud through management override of controls; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the rationale of any significant transactions that are unusual or outside the normal course of the charity's operations.
- reviewing contracts and grant agreements on a sample basis to verify that recognition of income is in line with accounting policies.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditor's Report.

USE OF OUR REPORT

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

David Chandra

David Chandra (Senior Statutory Auditor)

for and on behalf of

Lubbock Fine LLP

Chartered Accountants & Statutory Auditors

Paternoster House

65 St Paul's Churchyard

London

EC4M 8AB

Date: 31 January 2023

TAVISTOCK INSTITUTE OF MEDICAL PSYCHOLOGY
(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2022

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and grants	3	103,700	-	103,700	58,913
Charitable activities	4	5,143,416	36,178	5,179,594	5,063,616
Investments	5	6,250	-	6,250	8,038
Other income	6	46,610	-	46,610	88,109
Total income		5,299,976	36,178	5,336,154	5,218,676
Expenditure on:					
Charitable activities	7	5,364,215	73,897	5,438,112	5,159,712
Total expenditure		5,364,215	73,897	5,438,112	5,159,712
Net (expenditure)/income before net gains on investments		(64,239)	(37,719)	(101,958)	58,964
Net gains on investments		32,511	-	32,511	70,637
Net movement in funds before other recognised gains		(31,728)	(37,719)	(69,447)	129,601
Other recognised gains:					
Actuarial gains on defined benefit pension schemes	21	36,676	-	36,676	458,000
Net movement in funds		4,948	(37,719)	(32,771)	587,601
Reconciliation of funds:					
Total funds brought forward		1,301,687	50,397	1,352,084	764,483
Net movement in funds		4,948	(37,719)	(32,771)	587,601
Total funds carried forward		1,306,635	12,678	1,319,313	1,352,084

The notes on pages 37 to 59 form part of these financial statements.

BALANCE SHEET

AS AT 31 MARCH 2022

	Note	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Intangible assets	11		135,866		74,138
Tangible assets	12		605,930		665,773
Investments	13		712,331		671,528
			<u>1,454,127</u>		<u>1,411,439</u>
Current assets					
Debtors	14	867,697		849,480	
Cash at bank and in hand		647,265		493,180	
		<u>1,514,962</u>		<u>1,342,660</u>	
Creditors: amounts falling due within one year	15	(1,654,448)		(1,321,015)	
Net current liabilities / assets			<u>(139,486)</u>		<u>21,645</u>
Total assets less current liabilities			<u>1,314,641</u>		<u>1,433,084</u>
Net assets excluding pension asset / liability			<u>1,314,641</u>		<u>1,433,084</u>
Defined benefit pension scheme asset / (liability)	21		4,672		(81,000)
Total net assets			<u><u>1,319,313</u></u>		<u><u>1,352,084</u></u>
Charity funds					
Restricted funds	16		12,678		50,397
Unrestricted funds					
Unrestricted funds excluding pension liability / asset	16	1,301,959		1,382,687	
Pension reserve	16	4,676		(81,000)	
Total unrestricted funds	16		<u>1,306,635</u>		<u>1,301,687</u>
Total funds			<u><u>1,319,313</u></u>		<u><u>1,352,084</u></u>

TAVISTOCK INSTITUTE OF MEDICAL PSYCHOLOGY
(A Company Limited by Guarantee)

BALANCE SHEET (CONTINUED)
AS AT 31 MARCH 2022

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Nicholas Pearce

N Pearce
(Trustee)
Date: 31 January 2023

The notes on pages 37 to 59 form part of these financial statements.

TAVISTOCK INSTITUTE OF MEDICAL PSYCHOLOGY
(A Company Limited by Guarantee)

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2022

	Note	2022 £	2021 £
Cash flows from operating activities			
Net cash provided by/(used in) used in operating activities	18	344,832	264,441
Cash flows from investing activities			
Dividends, interests and rents from investments		6,250	8,038
Purchase of intangible assets		(101,860)	(21,884)
Purchase of tangible fixed assets		(86,827)	(90,504)
Proceeds from sale of investments		101,204	800,556
Purchase of investments		(109,514)	(829,090)
Net cash (used in)/provided by investing activities		(190,747)	(132,884)
Change in cash and cash equivalents in the year		154,085	131,557
Cash and cash equivalents at the beginning of the year		493,180	361,623
Cash and cash equivalents at the end of the year	19	647,265	493,180

The notes on pages 37 to 59 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Tavistock Institute of Medical Psychology meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Going concern

The Charity's focus and level of operations is dependent on the availability of working capital provided by grants, contracts, donations and other income. The Board of Trustees are continuously monitoring the activities carried out by the Charity in order to ensure that sufficient income from services is available to cover the running expenses and will be available to cover the agreed contributions to the now-closed pension scheme as set out in note 21.

The Board of Trustees have prepared detailed forecasts for the period ended 31 March 2024 and anticipated results for periods thereafter, which exclude new funding streams that are not yet confirmed, indicating a cash shortfall in the absence of new funding or reductions in budgeted expenditure. On the basis that the organisation is able to realise the cost savings necessary to eliminate the cashflow shortfall, in the event that additional funding is not secured, and enter the 2025 financial year with a much lower operating cost base subsequent to exercising the break clause in the lease agreement for premises in Hallam St, the Trustees consider that the Charity is expected to have the resources to continue as a going concern.

However due to the uncertainties involved in securing additional funding and the extent to which expenditure can be reduced to eliminate the cash shortfall, there is a material uncertainty in respect of the charity's going concern status.

On this basis, the Trustees consider it appropriate to prepare the financial statements on a going concern basis. The financial statements do not include any adjustment which would result if there was insufficiency of funds available in respect of the Charity's operations.

1.3 Company Status

The Charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity.

The registered office and principal place of business is 10 New Street, London, EC2M 4TP.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

1. Accounting policies (continued)

1.4 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

1.5 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Charity, can be reliably measured.

Income is the total receivable during the year which is recognised on the accruals basis of accounting.

1.6 Training fees

Training fee income is accounted for in the period to which it relates. Income received in advance is held in deferred income.

1.7 Grant and contract income

Revenue and capital grants are accounted for gross when notification is received and conditions are met. Where the grants or contracts specify the time period they relate to, they are recognised as income in that period. Other grant and contract income is recognised as income when received.

1.8 Expenditure

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

Charitable activity costs are costs incurred on the Charity's operations, including support costs and costs relating to the governance of the Charity apportioned to charitable activities.

Staff costs and overhead expenses are allocated to activities on the basis of staff time spent on those activities.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

1. Accounting policies (continued)

1.9 Irrecoverable VAT

The Charity's expenditure is inclusive of input VAT which cannot be recovered where expended for delivery of charitable activity.

1.10 Government grants

Other grants are credited to the Statement of Financial Activities as the related expenditure is incurred.

1.11 Intangible assets and amortisation

Intangible assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following bases:

Website Development	- 33 %
Mobile Relationship Support App	- 33 %

1.12 Tangible fixed assets and depreciation

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Leasehold fittings	- Over term of the lease
Fixtures and fittings	- 20% per annum straight line
Computer equipment	- 20-33% per annum straight line

1.13 Investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The Statement of Financial Activities includes the net gains and losses arising on revaluation and disposals throughout the year.

1.14 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

1. Accounting policies (continued)

1.15 Operating leases

Rentals under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

Benefits received and receivable as an incentive to sign an operating lease are recognised on a straight line basis over the period until the date the rent is expected to be adjusted to the prevailing market rate unless another systematic basis is representative of the time pattern of the lessee's benefit from the use of the leased asset.

1.16 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.17 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.18 Creditors and provisions

Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

1.19 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.20 Defined benefit pension costs

The Charity operated a defined benefit pension scheme for employees. This is now closed. The assets of the scheme are held separately from those of the Charity. The contributions to the scheme are charged to the Statement of Financial Activities so as to spread the cost of pensions over the service lives of employees. Variations from the regular costs are spread over the average expected remaining working lives of current members in the scheme.

Current service costs, past service costs and gains and losses on settlements and curtailments are charged to appropriate resources expended categories in the statement of financial activities. Past service costs are recognised over the vesting period or immediately if the benefits have vested. When a settlement (eliminating all obligations for benefits already accrued) or a curtailment (reducing future obligations as a result of a material reduction in the scheme membership or a reduction in

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

1. Accounting policies (continued)

1.20 Defined benefit pension costs (continued)

future entitlement) occurs, the obligation and related plan assets are re-measured using current actuarial assumptions and the resultant gain or loss is recognised in the statement of financial activities during the period in which the settlement or curtailment occurs.

The interest cost and the expected return on assets are shown as a net amount as other finance costs or income. Net pension finance costs are allocated to appropriate resources expended categories in the statement of financial activities. Net pension finance income is recognised as an incoming resource in the statement of financial activities. Actuarial gains and losses are recognised immediately as other recognised gains and losses in the statement of financial activities.

Pension scheme liabilities are measured on an actuarial basis using a projected unit method and are discounted to their present value using the discount rate which reflects the yield on an AA rated corporate bond index, which has a duration of around 15 years.

Pension scheme assets are valued at market value at the balance sheet date.

2. Critical accounting estimates and areas of judgment

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the application of the accounting policies and the reported amounts of assets and liabilities, revenue and expenses. Actual results may differ from these estimates. Estimates and underlying assumptions are continually evaluated and are based on historical experience and other factors, including expectations that are believed to be reasonable under the circumstances. Revisions to accounting estimates are recognised in the period in which the estimates are revised and in any future periods affected.

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are as follows:

The charitable company has an obligation to pay pension benefits in respect of a now closed defined benefit pension scheme. The cost of these benefits and the present value of the obligation depend on a number of factors, including; life expectancy, price inflation, asset valuations and the discount rate. Management estimates these factors in determining the net pension obligation in the Statement of Financial Position. The assumptions reflect historical experience and current trends. See note 21 for the disclosures relating to the defined benefit pension scheme.

3. Income from donations and grants

	Unrestricted funds 2022 £	Total funds 2022 £
Donations	3,700	3,700
Gifts in kind	100,000	100,000
	<u>103,700</u>	<u>103,700</u>

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

3. Income from donations and grants (continued)

	Unrestricted funds 2021 £	Total funds 2021 £
Donations	4,941	4,941
Gifts in kind	53,972	53,972
	<u>58,913</u>	<u>58,913</u>

4. Income from charitable activities

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
IAPT Training fees	392,141	-	392,141
Training fees	647,790	-	647,790
Client fees	1,201,995	-	1,201,995
Proceeds from sale of publications and miscellaneous income	1,795	-	1,795
Project income	2,388,864	36,178	2,425,042
Client fees received for trainee services	510,831	-	510,831
	<u>5,143,416</u>	<u>36,178</u>	<u>5,179,594</u>

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
IAPT Training fees	281,182	-	281,182
Training fees	626,063	-	626,063
Client fees	1,287,502	-	1,287,502
Proceeds from sale of publications and miscellaneous income	445	-	445
Project income	2,388,114	2,000	2,390,114
Client fees received for trainee services	478,310	-	478,310
	<u>5,061,616</u>	<u>2,000</u>	<u>5,063,616</u>

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

5. Investment income

	Unrestricted funds 2022 £	Total funds 2022 £
Income from investments	6,189	6,189
Bank interest	61	61
	<u>6,250</u>	<u>6,250</u>

	Unrestricted funds 2021 £	Total funds 2021 £
Income from investments	7,857	7,857
Bank interest	181	181
	<u>8,038</u>	<u>8,038</u>

6. Other incoming resources

	Unrestricted funds 2022 £	Total funds 2022 £
Other income	20,683	20,683
Furlough income	25,927	25,927
	<u>46,610</u>	<u>46,610</u>

	Unrestricted funds 2021 £	Total funds 2021 £
Other income	17,497	17,497
Furlough income	70,612	70,612
	<u>88,109</u>	<u>88,109</u>

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

7. Analysis of expenditure by fund type

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Advice, Counselling and Training	5,364,215	73,897	5,438,112

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Advice, Counselling and Training	5,154,609	5,103	5,159,712

8. Analysis of expenditure by activities

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £
Advice, Counselling and Training	4,275,555	1,162,557	5,438,112

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £
Advice, Counselling and Training	4,085,992	1,073,720	5,159,712

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

8. Analysis of expenditure by activities (continued)

Analysis of support costs

	Advice, Counselling and Training 2022 £	Total funds 2022 £
Staff costs	352,705	352,705
Depreciation	182,081	182,081
Pension scheme costs	62,344	62,344
Marketing	65,275	65,275
Rent and service charges	148,219	148,219
Office maintenance and equipment costs	26,734	26,734
Rates	13,980	13,980
Dilapidation accrual	2,556	2,556
Other support costs	262,241	262,241
Finance costs	46,422	46,422
	<u>1,162,557</u>	<u>1,162,557</u>

	Advice, Counselling and Training 2021 £	Total funds 2021 £
Staff costs	339,474	339,474
Depreciation	137,812	137,812
Pension scheme costs	61,410	61,410
Marketing	85,193	85,193
Rent and service charges	162,791	162,791
Office maintenance and equipment costs	27,539	27,539
Rates	14,052	14,052
Dilapidation accrual	2,760	2,760
Other support costs	201,326	201,326
Finance costs	41,363	41,363
	<u>1,073,720</u>	<u>1,073,720</u>

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

8. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

79% (2021: 77%) of the following expenditure categories are allocated to direct costs and 21% (2021: 23%) are allocated to support costs:

- Rent and services
- Office and maintenance and equipment costs
- Rates
- Dilapidation accrual

9. Net income/(expenditure)

This is stated after charging:

	2022 £	2021 £
Depreciation of tangible fixed assets:		
- owned by the charity	146,670	133,609
Amortisation of intangible fixed assets	40,132	4,203
Auditors' remuneration - audit	18,352	15,000
Auditors' remuneration - other services	287	9,849
Staff pension contribution	132,011	112,846
Operating lease rentals	526,377	409,155
	<u>863,829</u>	<u>684,662</u>

10. Staff cost

	2022 £	2021 £
Wages and salaries	1,988,476	1,821,295
Social security costs	196,041	176,999
Contribution to defined contribution pension schemes	132,011	112,846
	<u>2,316,528</u>	<u>2,111,140</u>

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

10. Staff cost (continued)

Pension costs relate to the charity's contributions to the employee personal pension schemes and do not include the administrative and finance costs in connection with the closed defined benefit scheme (see note 21).

The average number of persons employed by the Charity during the year was as follows:

	2022 No.	2021 No.
Therapists	16	16
Other Direct staff	22	22
Support staff	16	13
	<hr/>	<hr/>
	54	51
	<hr/>	<hr/>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2022 No.	2021 No.
In the band £60,001 - £70,000	1	1
In the band £70,001 - £80,000	2	1
In the band £90,001 - £100,000	1	1

Pension contributions of £18,621 (2021 - £15,802) were made in the year to the above higher paid employees.

Key management personnel received remuneration of £340,019 (2021 - £386,555) during the year ended 31 March 2022.

Particulars of Trustees' Remuneration and Expenses:

The Trustees received no remuneration, benefits in kind or reimbursement of expenditure during the current or prior year.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

11. Intangible assets

	Website development £	App development £	Total £
Cost			
At 1 April 2021	-	78,341	78,341
Additions	42,598	59,262	101,860
At 31 March 2022	42,598	137,603	180,201
Amortisation			
At 1 April 2021	-	4,203	4,203
Charge for the year	3,512	36,620	40,132
At 31 March 2022	3,512	40,823	44,335
Net book value			
At 31 March 2022	39,086	96,780	135,866
At 31 March 2021	-	74,138	74,138

App development additions in the year relate to the continued enhancement of an application which became operational on 1 February 2021.

Website development additions relate to the development of a new website for organisation of appointments, events, training and CPD as well as the distribution of online videos. The website became fully operational on 1 January 2022 and therefore amortisation has only been charged since this date.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

12. Tangible fixed assets

	Leasehold improvements £	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation				
At 1 April 2021	643,490	153,040	322,502	1,119,032
Additions	13,408	22,376	51,043	86,827
Disposals	-	-	(26,778)	(26,778)
At 31 March 2022	656,898	175,416	346,767	1,179,081
Depreciation				
At 1 April 2021	195,025	104,005	154,229	453,259
Charge for the year	61,917	19,927	64,826	146,670
On disposals	-	-	(26,778)	(26,778)
At 31 March 2022	256,942	123,932	192,277	573,151
Net book value				
At 31 March 2022	399,956	51,484	154,490	605,930
At 31 March 2021	448,465	49,035	168,273	665,773

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

13. Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 April 2021	671,528
Additions	109,514
Disposals	(99,089)
Revaluations	30,378
At 31 March 2022	712,331
Net book value	
At 31 March 2022	712,331
At 31 March 2021	671,528
Net gains and losses on investments	
</	

14. Debtors

	2022 £	2021 £
Due after more than one year		
Other debtors	13,948	5,600
Due within one year		
Trade debtors	233,949	374,397
Other debtors	31	11,173
Prepayments	229,988	230,737
Accrued income	389,781	227,573
	867,697	849,480

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

15. Creditors: Amounts falling due within one year

	2022	2021
	£	£
Trade creditors	353,198	343,181
Other taxation and social security	58,279	54,289
Other creditors	994,539	636,243
Deferred income	248,432	287,302
	<hr/>	<hr/>
	1,654,448	1,321,015
	<hr/>	<hr/>

Deferred income relates to training courses which straddle the financial year end or are paid for in advance. Of the deferred income brought forward of £287,302, £264,689 was released in the year with additional deferred income introduced of £225,819 in the year.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

16. Statement of funds

Statement of funds - current year

	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2022 £
Unrestricted funds						
General reserves	1,275,281	5,299,976	(5,363,215)	(50,000)	-	1,162,042
Revaluation reserves	107,406	-	-	-	32,511	139,917
Pension reserve	(81,000)	-	(1,000)	50,000	36,676	4,676
	<u>1,301,687</u>	<u>5,299,976</u>	<u>(5,364,215)</u>	<u>-</u>	<u>69,187</u>	<u>1,306,635</u>
Restricted funds						
Technology infrastructure grant	49,297	-	(36,619)	-	-	12,678
DWP RPC Marketing grant	1,100	-	(1,100)	-	-	-
Children in Need grant	-	36,178	(36,178)	-	-	-
	<u>50,397</u>	<u>36,178</u>	<u>(73,897)</u>	<u>-</u>	<u>-</u>	<u>12,678</u>
Total of funds	<u><u>1,352,084</u></u>	<u><u>5,336,154</u></u>	<u><u>(5,438,112)</u></u>	<u><u>-</u></u>	<u><u>69,187</u></u>	<u><u>1,319,313</u></u>

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

16. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2020 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 March 2021 £
Unrestricted funds					
General reserves	1,182,786	5,166,676	(5,141,609)	67,428	1,275,281
Revaluation reserves	104,197	-	-	3,209	107,406
Pension reserve	(576,000)	50,000	(13,000)	458,000	(81,000)
	<u>710,983</u>	<u>5,216,676</u>	<u>(5,154,609)</u>	<u>528,637</u>	<u>1,301,687</u>
Restricted funds					
Technology infrastructure grant	53,500	-	(4,203)	-	49,297
DWP RPC Marketing grant	-	2,000	(900)	-	1,100
	<u>53,500</u>	<u>2,000</u>	<u>(5,103)</u>	<u>-</u>	<u>50,397</u>
Total of funds	<u>764,483</u>	<u>5,218,676</u>	<u>(5,159,712)</u>	<u>528,637</u>	<u>1,352,084</u>

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

16. Statement of funds (continued)

Designated funds:

Designated funds are amounts earmarked by the charity for a specific use in the future and as such are treated as unrestricted reserves.

Restricted funds:

The DWP RPC – Marketing grant aims to promote awareness for the DWP Hertfordshire and Westminster programmes.

The Technology infrastructure grant is to be used towards the building of an application to deliver digital therapy for couples where one or both are diagnosed with depression.

The Children in Need grant is to be used to reduce the impact of parents' court-based disputes on children's mental health by therapeutic support and peer monitoring.

Transfers:

In the current year there was a £50,000 (2021: £50,000) transfer from the operating reserve to the Pension reserve. This represents the payments made by the charitable company to the defined benefit pension scheme.

17. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	605,930	-	605,930
Intangible fixed assets	123,188	12,678	135,866
Fixed asset investments	712,331	-	712,331
Debtors due after more than one year	13,948	-	13,948
Current assets	1,501,014	-	1,501,014
Creditors due within one year	(1,654,448)	-	(1,654,448)
Provisions for liabilities and charges	4,672	-	4,672
Total	1,306,635	12,678	1,319,313

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

17. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	665,773	-	665,773
Intangible fixed assets	24,841	49,297	74,138
Fixed asset investments	671,528	-	671,528
Debtors due after more than one year	5,600	-	5,600
Current assets	1,335,960	1,100	1,337,060
Creditors due within one year	(1,321,015)	-	(1,321,015)
Provisions for liabilities and charges	(81,000)	-	(81,000)
Total	1,301,687	50,397	1,352,084

18. Reconciliation of net movement in funds to net cash flow from operating activities

	2022 £	2021 £
Net income/expenditure for the year (as per Statement of Financial Activities)	(69,447)	129,601
Adjustments for:		
Depreciation and amortisation charges	186,802	137,812
Losses on investments	(32,511)	(67,430)
Dividends, interests and rents from investments	(6,250)	(8,038)
Other (losses)/ gains	36,676	458,000
Decrease/(increase) in debtors	(18,217)	(140,120)
Increase/(decrease) in creditors	247,779	(245,384)
Net cash provided by operating activities	344,832	264,441

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

19. Analysis of cash and cash equivalents

	2022 £	2021 £
Cash in hand	601,176	440,774
Cash held by broker	46,089	52,406
Total cash and cash equivalents	647,265	493,180

20. Analysis of changes in net debt

	At 1 April 2021 £	Cash flows £	At 31 March 2022 £
Cash at bank and in hand	493,180	154,085	647,265
	493,180	154,085	647,265

21. Pension commitments

The Charity operates a defined benefit pension scheme.

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	At 31 March 2022 %	At 31 March 2021 %
Discount rate	2.75	2.05
Rate of increase in prices (RPI)	3.85	3.35

The Charity operated a pension scheme in the UK providing benefits based on final pensionable salary (a "defined benefits" scheme). The assets of the scheme are held separately from those of the Charity, being invested with insurance companies. This scheme has closed to new members.

Since employees will no longer be accruing a final salary pension after 31 March 2005, the employer has arranged for a replacement pension arrangement. This is entirely separate from the final salary scheme. This is in the form of a personal pension scheme, which belongs to the employee, but to which the employer contributes. The assets of the personal pension schemes are held separately from those of the charity in independently administered funds. The charge for the year was £132,011 (2021 - £112,846).

In respect of the final salary scheme, a full actuarial valuation was carried out at 31 March 2013.

In order to reduce the deficit on the pension fund the charity has committed to paying £50,000 (2021 - £50,000) per annum to the pension scheme.

The major categories of scheme assets as a percentage of total scheme assets are as follows:

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

21. Pension commitments (continued)

	2022 %	2021 %
Equities	34	32
Fixed interest	31	30
Cash	3	2
Prudential annuities	32	36

The Charity's share of the assets in the scheme was:

	At 31 March 2022 £	At 31 March 2021 £
Equities	2,209,000	2,042,000
Fixed interest	2,018,000	1,970,000
Cash	223,000	130,000
Prudential Annuities	2,085,000	2,340,000
Total fair value of assets	6,535,000	6,482,000

The actual return on scheme assets was £335,000 (2021 - £822,000).

The amounts recognised in the Statement of Financial Activities are as follows:

	2022 £	2021 £
Interest cost	1,000	13,000

Movements in the present value of the defined benefit obligation were as follows:

	2022 £
Opening defined benefit obligation	6,563,000
Interest costs on defined benefit obligation	131,000
Actuarial (gains)/losses	(396,000)
Return on scheme assets excluding interest	205,000
Benefits paid	(332,000)
Closing defined benefit obligation	6,171,000

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

21. Pension commitments (continued)

Movements in the fair value of the Charity's share of scheme assets were as follows:

	2022 £
Opening fair value of scheme assets	6,482,000
Interest income	130,000
Contributions by employer	50,000
Benefits paid	(332,000)
Return on scheme assets excluding interest income	205,000
Closing fair value of scheme assets	6,535,000

21. Pension commitments (continued)

Amounts for the current and previous period are as follows:

Defined benefit pension schemes

	2022 £	2021 £
Defined benefit obligation	(6,171,000)	(6,563,000)
Scheme assets	6,535,000	6,482,000
Irrecoverable surplus	(359,328)	-
Surplus/(deficit)	4,672	(81,000)
 Remeasurement of net defined benefit asset or obligation	 36,676	 458,000

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

22. Operating lease commitments

At 31 March 2022 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2022 £	2021 £
Not later than 1 year	578,142	578,142
Later than 1 year and not later than 5 years	2,153,883	2,153,883
Later than 5 years	1,117,023	1,695,165
	<u>3,849,048</u>	<u>4,427,190</u>

The following lease payments have been recognised as an expense in the Statement of Financial Activities:

	2022 £	2021 £
Operating lease rentals	<u>526,377</u>	<u>409,155</u>

23. Related party transactions

During the year, £2,210 (2021 - £nil) of expenditure was incurred for fees payable to the wife of a trustee in their role as a visiting clinician. None of these amounts were outstanding at the balance sheet date.

During the year, a trustee was reimbursed expenses of £75 (2021 - £nil) for their contribution to a lecture.