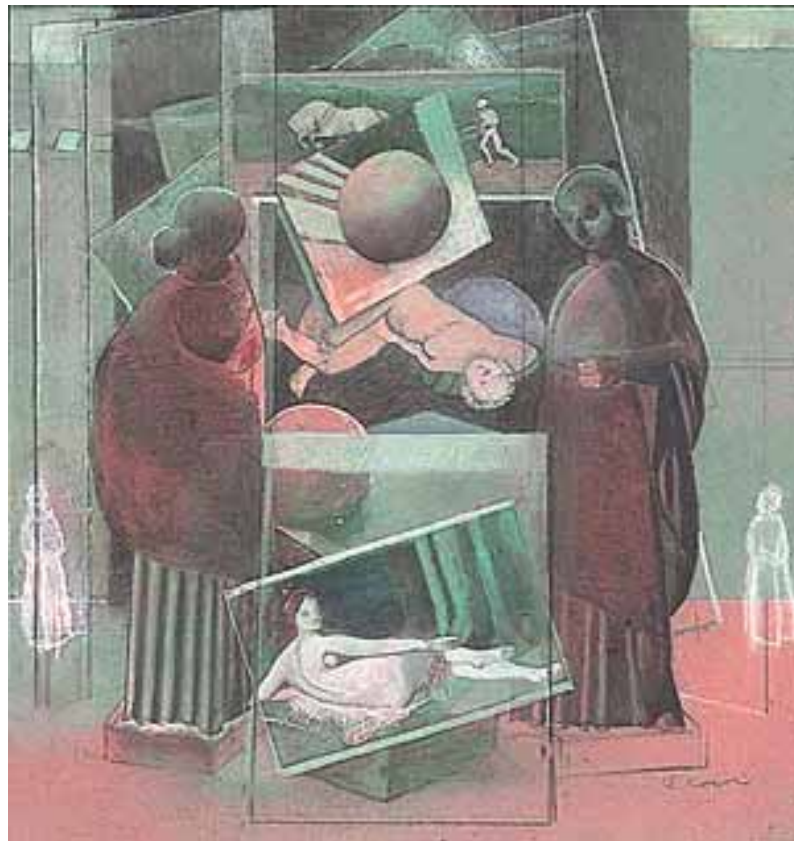


SIHR

**THE SCOTTISH INSTITUTE OF
HUMAN RELATIONS**



**Annual Report
2006-2007**



Report from the Chair

There are three elements which the SIHR Board weaves together throughout the year. Firstly, the viability of the work of the company SIHR Ltd; secondly the responsibilities of SIHR as a charitable trust and thirdly its commitment to SIHR as a membership organisation based on the highest ethical principles. It is the task of the Board to be mindful of the boundaries around these three different tasks.

This year we have a positive report to share. Words such as 'quiet satisfaction' and 'cautious optimism' have been used as we have reviewed the progress of SIHR in 2007.

There have been developments in three major projects. Graham Shulman, Senior Tutor on the Child and Adolescent Psychotherapy programme, has by mutual agreement increased his commitment to South Lanarkshire Health Service Trust and in July 2007 resigned his Senior Tutor post. He will in future be employed as an independent consultant by SIHR. We appreciate the contribution he has made to the CAP programme and we wish him well for the future.

The initial contract with the Scottish Executive on Social Work Education came to a successful conclusion in August 2007. Ray Pavey, the development manager of the project will be employed on a consultancy basis during 2007-8 and we hope that this will provide the opportunity to gain future funding for the initiative.



Report from the Chair

The Infant Mental Health project is in its second year and SIHR was pleased when its development manager, Julie Watson, was offered another part-time role in this area in the Scottish Development Centre for Mental Health. SIHR values the opportunity to initiate projects on relationship-based therapeutic work which can be taken up by statutory bodies.

In August 2006 the 2010 project was initiated to increase charitable giving to SIHR from external sources. An internal project, One to One, was also developed to generate income through members sharing their expertise with one another. These initiatives have produced substantial gains and in November the SIHR Foundation was launched as a dedicated development fund.

During 2006-7 SIHR has cooperated with other charitable trusts which share its objectives. In August 2007 we worked with the Sutherland Trust to promote Jill Scharff's edited collection of Sutherland's papers *The Psychodynamic Image* at the Edinburgh International Book Festival. Several members were also involved in planning and contributing to the course based on the book: *Beyond the Couch: Sutherland in the 21st Century* at Edinburgh University. Twenty two students, national and international, participated in the course.

SIHR has continued to work as a Tripartite Alliance with the Scottish Child Psychotherapy Trust and with the Association of Scottish Child Psychotherapists to promote and improve strategic thinking on the



Report from the Chair

development of the Child and Adolescent Psychotherapy programme. Future funding for the SIHR programme has been achieved and we are optimistic about the outcome of negotiations with the Scottish Government.

SIHR has also worked with the Guntrip Trust to promote the work of SIHR to the pastoral fellowship of clergy in Edinburgh and Glasgow.

SIHR continues to welcome new members and network members. Throughout the year discussion space meetings were held for members in Edinburgh and Glasgow. In February 44 members contributed to the SIHR conference and it is hoped that this will be a biennial event.

The Programme Board, chaired by the Executive Director, has been successful in rationalising SIHR's approach to the planning and management of courses. SIHR short courses have been particularly successful in 2006-7.

In 2008 the SIHR Board will review quality assurance, accreditation and evidence-based practice. The recent commitment of funds to the psychological therapies is both an opportunity and a challenge. An opportunity, because mental health is higher on the national agenda than it has been for some time; a challenge, because we must demonstrate that there is good reason to increase investment in relationship-based psychotherapeutic practice.

EILEEN FRANCIS
December 2007



Report from the Trustees

SIHR is a membership organisation which primarily works through its individual members. It has more than maintained the level of membership over the last year; in 2006 there were 157 full members and 67 network members, in 2007 there were 160 full members and 73 network members. A members' conference was held in February, providing SIHR's widely spread membership with a chance to meet and discuss the future of the organisation.

SIHR continues to sustain accredited academic and professional trainings in adult and child psychotherapy and in family therapy. These significant courses are primarily delivered to NHS staff and SIHR is working to encourage greater financial support of its training role from the public sector.

The relevance of SIHR's role and its trainings can be seen in the continuing popularity of its short courses; in some cases specially commissioned by clients.

All SIHR's services – counselling, psychotherapy, and the children and young people's service, have seen an increase in referrals. The organisational consultancy group has gained ten new contracts to run alongside the seven existing clients.

As part of its strategy to address overheads, SIHR Edinburgh moved to new premises in 2006. This has allowed it to share the rent and some of the costs with a partner organisation, as well as generating additional income through room hire.



Report from the Trustees

In addition to refining and improving financial systems to better evaluate and monitor the performance of each of its activities, Council has agreed to the implementation of a three-year financial plan to reduce the deficit. It is envisaged that a break-even position will be achieved within three years.

The Scottish Executive funds the Social Work and Infant Mental Health projects. Other sources of funding are private donations and the income from subscriptions, trainings, and services. The SIHR Foundation was set up this year to provide a focus for the organisation's fund-raising activities. To date this has attracted donations of over £100,000.

The Scottish Institute of Human Relations plans to continue to develop its trainings and services as appropriate and subject to satisfactory funding. The charity's strategy for addressing its deficit has three strands: to increase the value of donations through the SIHR Foundation; to source government funding for those aspects of its work which directly benefit the public sector; to actively address its overheads and move to a more cost-effective operational model.



Short Courses and Seminars

Often developed out of the academic and professional trainings, short courses continue to provide an attractive and accessible route into SIHR. One benefit is the flexibility and currency of the courses and a significant trend has been the growing number of employers who have requested short courses to be delivered direct to their staff on site.

SIHR's programme of short courses includes:

An Introduction to Psychoanalysis in Contemporary Society

This twelve week course provides an introduction to psychoanalysis from its classical beginnings in the late nineteenth century to contemporary theory and practice.

Exploring the Dynamics of Attachment in Adult Life

An ongoing professional development course for professional caregivers offering an opportunity to explore one's own experience of attachment dynamics.

Psychodynamic Supervisor

A modular course which translates psychoanalytic, psychodynamic and systemic ideas into practical tools for professionals in the health service, voluntary and faith organisations, education and social services and other contexts.

Infant Mental Health

A practical and theoretical introduction to some essential themes concerning the foundations of emotional, cognitive and personality development in babies and young children.



Academic and Professional Trainings

Adult Psychoanalytic Psychotherapy Training

9 trainees

The training committee continues to work in a changing professional climate; the reorganisation of medical training means that the role of Specialist Registrar – who make up a substantial minority of trainees, will cease. The training environment as a whole continues to expand, and while SIHR offers the only course in Scotland which is recognised by the British Psychoanalytic Council, a body with the most rigorous training standards, there are a growing number of courses offering ‘psychotherapy training’.

Starting in autumn 2007, a short introductory course to psychoanalysis will, as well as attracting a general audience, serve to give trainees an overall perspective on the four-year academic course they will embark on in January. The infant observation module, which was optional – is now a compulsory element of the course.

In spite of the demanding nature of the course in terms of financial and emotional investment, it is encouraging that suitable applicants continue to come forward. SIHR is grateful to the Sutherland Trust for the financial help they have given to some trainees.



Academic and Professional Trainings

Clinical Training in Child Psychotherapy

6 students were enrolled on the course, 3 from Northern Region and 3 from Scotland.

3 students who had completed their clinical training received

their M.PsychPsych in conjunction with the University of East London and the Tavistock and Portman NHS Trust.

The value of SIHR's professional and academic programme was recognised when, in conjunction with the University of East London and the Tavistock and Portman NHS Trust, the MPsychPsych course was subject to a Collaborative Review and a validation process with a view to the course being re-accredited as a Doctorate in Child Psychoanalytic Psychotherapy.

The lack of training posts continues to be an issue, reflected in the number of candidates able to undertake the training. SIHR is continuing to negotiate and lobby both the Scottish Government and NHS Boards to commission both training and training posts to ensure the continuation of a child psychotherapy service in Scotland.



Academic and Professional Trainings

Therapeutic Skills for Children and Young People

35 students studied 75 modules in Glasgow and in Aberdeen.

As a result of the HeadsUp initiative four modules of the course have also been offered in:

Lanarkshire (5 students)

Fife (4 students)

Ayrshire (5 students)

During the year the Therapeutic Skills for Children and Young People course was re-accredited by the University of Strathclyde.

The child psychotherapy training team also develop and deliver a number of short courses direct to clients such as Direct Work with Children, the Use of Observation in Social Work, Child Care Assessment, and Working with Emotional Abuse.

The academic experience of the child psychotherapy Senior Tutor has guided SIHR through the process of seeking accreditation for four of its 10-week courses to SCQF level 2 with the University of Strathclyde. SCQF credit rating will allow students to accumulate credits towards a Diploma or Master's degree.



Academic and Professional Trainings

Family Therapy

44 trainees

17 - Foundation Course; 12 - Intermediate Course;
15 - Masters Course

Trainees come from a wide variety of professional backgrounds and from locations across Scotland and the North of England. This year clinical placements were offered in Dundee, Livingston and Glasgow.

A mini review of the Masters Course was undertaken with the University of Strathclyde and received unconditional re-validation for a further five years.

In order to develop capacity, graduates of the training were invited to apply to join as trainee trainers. The three trainee trainers who joined us this year were supported by a comprehensive training and support package and over the year, took increasing levels of responsibility for delivering training.

To meet the need for additional clinical placements for our trainees, we have been working with course graduates to develop their workplace contexts to offer trainees positions within clinics.

New developments during the year include: a systemic practice course delivered in Glasgow, with plans to run it in Edinburgh next year; the expansion of clinical supervision places in collaboration with NHS Trusts, initial work to develop a two-year post graduate diploma in Family Counselling and Systemic Practice, and exploration of developing short skills-based courses.



Services

Glasgow Counselling Service

Referrals and enquiries 102

Current:

Individuals 74

Couples 10

The Service has seen a significant increase in referrals through a variety of routes: GPs and primary care services, occupational health, employee assistance programmes, higher education and other education settings, and related professionals such as psychiatrists and psychotherapists. The number of onward referrals from other professionals and requests for couple work have both grown.

The service has continued to look at developing its offering further by seeking partnerships with various voluntary and private sectors in Glasgow, developing work in the area of couples relationship counselling, promoting a follow up provision to people coming out of brief occupationally linked therapy. The service is also exploring the provision of a counselling service for carers and working in the community through group work.



Services

Edinburgh Counselling Service

116 new referrals, 50 of which are on-going.
11 couples and 1 family

The past year has been extremely busy with a significant increase in the number of referrals from a wide variety of sources – GPs, other agencies, as well as self-referrals. The service continues to support its members through a series of development days which have looked at a variety of topics, including clinical wills, protection and vulnerability issues with clients, and a series of clinical presentations.

The service is also piloting a client evaluation of the counselling experience which will be analysed early next year.



Services

Children and Young People's Service

There were 52 new referrals

The majority of referrals to this service come via GPs. Many of the children or young people are on waiting lists for NHS services. The cases are therefore generally complex and the majority involve work with more than one family member, usually child and parents(s), seen either individually in parallel work, or together as a family (or even a combination of the two).

The Scottish Child Psychotherapy Trust continues to offer support to families where there are financial difficulties. This means that we can offer free treatment for on-going individual work and for family work. We are very grateful to the Trust for making this possible.

The Children and Young Peoples' Service is a good example of the specialist skills and experience that sit within SIHR. The service continues to be involved in consultation to counsellors and art therapists working with children in other organisations, it has led the development and delivery of the ten-week Infant Mental Health course, which continues to be much in demand. Over the last year members of the service have contributed to conferences, delivered one day workshops, seminars, and, a new development - short courses tailored to meet the needs of specific clients. The service has also provided valuable in-put to the Infant Mental Health Project.



Services

Adult Psychoanalytic Psychotherapy Service

60 enquiries, leading to 36 self referrals.
74 on-going patients

Unusually, this year only just over one third of initial enquiries were taken into treatment. While this decrease is disappointing, we are clear that our careful assessment procedure is intended to offer applicants the chance to explore whether our demanding form of psychotherapy is the most suitable treatment for them, and where appropriate, explore other options.

One of the tasks of the service is to ensure that it monitors and updates practice in accordance with statutory and professional requirements. From 2008 psychotherapy will become part of the Health Professions Council and the service is preparing for the effect on professional practice. Other issues which the service addressed this year were the updated ethical code and guidelines from the British Psychoanalytic Council (BPC), the significance of professional wills and the clinical executor role and the supporting protocols.

Looking to the future, the service is aware that SIHR's charitable status provides opportunities to enable more public access to the service, and that contacts with the NHS and other voluntary service would be the way forward.



Services

Organisational Consultancy

13 new approaches, ten resulting in successful contracts.

7 on-going contracts

New contracts included the preparation and delivery of team building days, mediation with workers in difficulties, consultancy to groups and individuals, and consultancy to a large and changing commercial enterprise. The contracts that we have delivered during 2006/07 have come from a mixture of voluntary organisations, the NHS, higher education, church organisations, and the private sector. A new initiative has been a professional development course which addresses work place dynamics and which is planned for delivery during 2007/08.



Projects

The Social Work Education Initiative

This year saw the project beginning to consolidate its three-year work plan. A programme of courses had been developed and delivered to social work staff, and positive evaluation confirmed the effectiveness and positive impact of the work. By focussing on the needs of professionals who are not en route to specialist psychotherapy training and careers has given an opportunity to address the place of psychodynamic and systemic thinking within social work.

This project work is underwritten by the development of a bank of experience, reading, course models and training designs that will be transferable to other providers over time. The future sustainability of the initiative was also thought about by developing and evaluating different models of working as SIHR prepares for several possible scenarios of continuation, with or without subsidy from outside funding.



Projects

The Infant Mental Health Project

The project completed its first year of research and scoping to identify the needs of front-line staff with respect to training and development in infant mental health. Three main areas were identified: the need to develop observational skills in the workforce, the requirement for a training escalator which focused on infant mental health, and the lack of supervision and consultation – both awareness and understanding, and operationally. The second year of the project will concentrate on developing and piloting a programme to meet these areas.

Since the beginning of the project what has been most evident, and encouraging, has been the positive response which it has met with from the network of agencies from the public and voluntary sector, indicating that it is meeting a real need for further training, development and support for staff working with infants in mental health settings.



Development

The Supervision Development Forum

The Supervision Development Forum aims to assist the SIHR, its individual members and the wider community in the joint pursuit of a better understanding and practice of good supervision.

The forum promotes learning opportunities for members and the outside community through workshops and consultancy groups, in addition to supporting the Psychodynamic Supervisor Course and contributing to the Social Work Education Initiative which has a strong focus on the supervision and consultation processes.

Couples Work Development

The team aims to support and foster psychoanalytic and psychodynamic approaches to working therapeutically with couples through developing opportunities for learning, dialogue and partnerships both within SIHR and with other organisations, consultation to support colleagues engaged in couple therapy. The Talking Therapies conference in March provided an opportunity for dialogue between practitioners about relationships between couples, parents and children, and the professionals involved in their therapy.

A significant outcome of the 2005 SIHR conference Power and Attachment is the publication of Couple Attachments: Theoretical and Clinical Studies co-edited by Molly Ludlam with Viyeka Nyberg and published in October 2007 by Karnac Books.



The Regions

Tayside and Fife Group

This group aims to create a supportive and welcoming environment, where people are able to learn and develop their knowledge and skills. It meets monthly in the Murray Royal Hospital in Perth, and has a wide ranging programme of presentations and speakers to which all SIHR members and their sponsored guests are welcome. The group also has a strong networking function and local links have been forged for consultation and supervision, across disciplines and across agencies.



Membership

Membership continues to increase steadily, and SIHR now has 160 full members and 73 network members. New members are welcomed at an annual introduction meeting held in January.

The membership committee also convenes the discussion groups held on the 2nd Monday of each month. The variety of topics suggested by members has been wide-ranging and energising.

SIHR's courses and services are developed and delivered primarily by its membership, and SIHR is grateful for their commitment, creativity, and tenacity.



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Founded as an education trust in 1971, The Scottish Institute of Human Relations (SIHR) is a national resource that provides educational programmes and services. A national charity, it has premises in Edinburgh and Glasgow, with a wide network of practitioners and members.

The Scottish Institute of Human Relations

172 Leith Walk
Edinburgh
EH6 5EA

5 La Belle Place
Glasgow
G3 7LH

t: 0131 454 3240

f: 0131 454 3241

e: edinburgh@sihr.org.uk

t: 0141 332 0011

f: 0141 332 3999

e: glasgow@sihr.org.uk

www.sihr.org.uk

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Registered office: 172 Leith Walk, Edinburgh, EH6 5EA.

December 07