



Bevan House

Annual Report

Northern School of Child and Adolescent Psychotherapy

2008 / 2009

Contents

| | | |
|-------------------|---|----|
| | Foreword by Chris Butler, Chief Executive, Leeds Partnerships NHS Foundation Trust | 04 |
| 1 | Introduction: A New Home | 05 |
| 2 | Calendar of Achievements 2008/2009 | 06 |
| 3 | Activity Report 2008/09 | 08 |
| | 3.1 Clinical Training in Child and Adolescent Psychotherapy | 08 |
| | 3.2 Pre-Clinical Training | 10 |
| | 3.3 Access Courses and Professional Development | 12 |
| 4 | Student Experience at NSCAP | 15 |
| 5 | Future Plans | 16 |
| Appendix A | NSCAP Organisational Structure | 18 |
| Appendix B | Child and Adolescent Psychotherapists in the North of England | 19 |

Foreword

I am delighted to introduce the annual report of the Northern School of Child and Adolescent Psychotherapy for 2008/2009. This is NSCAP's first annual report since it became part of Leeds Partnerships NHS Foundation Trust in September 2008. As Chief Executive I welcomed the opportunity for the Trust to become the host NHS organisation for NSCAP because of its excellent track record in delivering high quality training and education. This is also a organisation that continues to demonstrate its ability to innovate and work in partnership with a wide range of health, social care and education agencies to support the development of the workforce. There are many areas where the partnership between the Trust and NSCAP is likely to prove highly beneficial in future, including the delivery of training to support improved access to a range of effective psychological therapies for both children and adults.

I sincerely congratulate NSCAP on a successful year and thank the staff for all their hard work. I hope that over the next year they will continue to achieve their aim of being a major centre of mental health learning and practice for the local community and the north of England.

Chris Butler
Chief Executive, Leeds Partnerships NHS Foundation Trust

1. Introduction: A New Home

5 years on from its inception as a unique NHS training organisation, 2008/2009 has been a year of major change at NSCAP. We have expanded beyond our core function of delivering training in child and adolescent psychotherapy across the north of England and in response to significant changes in the health and social care environment, we are increasingly orientating ourselves to addressing the service and development needs of the wider workforce. We are involved strategically at a national level and work locally with service commissioners and providers to help address the needs of children, young people and their parents, carers and families in all parts of the region.

During September 2008 we moved into newly refurbished premises close to Leeds city centre. The internal layout of these premises has been completely rebuilt to our requirements so that we have the best possible configuration of rooms for teaching and other activity. We are very grateful for the support of the three Strategic Health Authorities in the north and of colleagues in Leeds Partnerships NHS Foundation Trust who facilitated the move. The opportunity to manage our own premises gives us increased scope to develop activity in partnership with other training providers as part of our aim to support local psychotherapy training resources.

For the previous 5 years NSCAP has been hosted within the NHS by Leeds PCT. The hosting role includes employment of core staff and provision of finance, HR and other organisational support. From 1st September 2008 Yorkshire and the Humber SHA agreed a new contract for the hosting of NSCAP by the Leeds Partnerships NHS Foundation Trust.

As well as providing a secure institutional base we will be working closely with colleagues in the trust to develop areas of shared interest.

The scale of change has meant that a great deal of energy has been directed at reviewing and reconfiguring our management and organisational structures so that we can most effectively deliver our current activity and are well placed to plan our future direction. This has involved quite radical shifts with regard to leadership and role definition taking into account particularly the appointment of Biddu Youell to the post of Head of Child Psychotherapy at the Tavistock and Portman NHS Foundation Trust. We are hugely grateful for Biddu's hard work and support over the past five years and pleased that in her new role she will be able to progress further our collaborative partnership with the Tavistock. The new NSCAP organisational structure is outlined in Appendix A.

Work is currently well underway towards developing a long term plan based on a clear vision of NSCAP as a major centre of learning and practice in the north of England. This Annual Report for 2008/2009 celebrates our successes in the last year and our progress towards achieving this vision.

Nick Waggett
Operational Director

2. Calendar of Achievements 2008/09

APRIL

The **new NSCAP website** (www.nscap.org.uk) is launched and greeted with great enthusiasm by colleagues and professionals.

MAY

New short course **Working Therapeutically with People Who Are a Danger to Themselves or Others** takes place in Leeds and attracts high number of applicants.

JUNE

NSCAP submits evidence to the **National CAMHS Review: Next steps to improving the emotional wellbeing and mental health of children and young people.**

JULY

Nick Waggett is invited to co-chair a workstream for children, young people and their families with the national **New Ways of Working for Psychological Therapists Programme.**

AUG

After 5 years as **Head of Training, Biddy Youell** is appointed to the post of trust-wide Head of Child Psychotherapy at the Tavistock and Portman NHS Foundation Trust.

We welcome our new **Course Administrator, Amy Crawshaw.**

SEPT

NSCAP moves to its **new premises** on the outskirts of Leeds City Centre.

NHS Yorkshire and the Humber agree a new contract for NSCAP to become part of **Leeds Partnerships NHS Foundation Trust.**

Staff achievement: *Amy Crawshaw (Course Administrator) graduates with a 2.1 in Psychology from the University of Lincoln.*

OCT

We welcome **new and current students** to the NSCAP building after the summer break.

The new postgraduate programme **Working Therapeutically with Young People** begins.

We welcome the appointment of **Kathy Duguid** as **North West Training Workforce Development Lead** for NSCAP.

NOV

The **Introduction to Child and Adolescent Psychotherapy course** is underway in Newcastle, facilitated by Katie Lewis (Child and Adolescent Psychotherapist).

The new series of **Personality Development** seminars organised by Kathy Duguid begins in **Manchester.**

DEC

The first meeting of a new **NSCAP Operational Management Group** takes place with the aim of driving NSCAP's activity forward.

SHA funding agreed for additional staff in **research and development** and **teaching capacity.**

Funding agreed for a **video conferencing facility** as a valuable resource for staff and students.

JAN

The **Introduction to Child and Adolescent Psychotherapy course** begins in Manchester, led by Kathy Duguid.

The Leeds series of **Personality Development** begins, organised by Polly Skerratt (Child & Adolescent Psychotherapist).

FEB

Permission given by Leeds City Council to rename premises as "**Bevan House**".

Staff achievement: *Sarah McCormack (Academic Services Officer) completed her studies for an MSc in Public Health - Health Promotion.*

MARCH

NSCAP's collaborative partnership with the **University of Leeds** is renewed.

Consultation document launched, setting out **vision for NSCAP's long-term future.**

3. Activity Report 2008/09

3.1 Clinical Training in Child and Adolescent Psychotherapy

Professional Doctorate in Child Psychoanalytic Psychotherapy

The NHS funded 4-year training in child and adolescent psychotherapy is now validated to provide an academic qualification at doctoral level as well as a professional qualification with the Association of Child Psychotherapists. Trainees are registered for the postgraduate degree of Doctor of Child Psychoanalytic Psychotherapy through the Tavistock Clinic and University of East London.

During 2008/09 we accepted 6 new trainees and 3 trainees achieved qualification. This means that at April 2009 there were 25 people in training plus 1 on maternity leave.

Table 1
Current Trainees by Year

| YEAR | NUMBER OF TRAINEES |
|------------------------------|--------------------|
| First Year | 6 |
| Second Year | 7 |
| Third Year | 7 |
| Fourth Year | 2 |
| Extensions and Maternity | 4 |
| Total (at April 2009) | 26 |

NSCAP works to ensure that there are opportunities for trainees to take up training posts across the three northern regions. The location of our current trainees is demonstrated in the below table:

Table 2
Current Trainees by Locations

| North East (5) | Yorkshire and the Humber (12) | North West (9) |
|------------------|-------------------------------|----------------|
| North Tyneside | Northallerton | Wigan (2) |
| South Shields | Leeds (3) | Oldham |
| Durham | Bradford | Manchester (3) |
| Consett | Castleford (2) | Macclesfield |
| Stockton on Tees | Pontefract | Wirral (2) |
| | Wakefield | |
| | Barnsley | |
| | Doncaster | |
| | Sheffield | |

The weekly schedule for Clinical Trainees includes spending one day a week at NSCAP where teaching aims to develop academic, clinical and research skills needed to prepare them for practice as professional Child and Adolescent Psychotherapists. Theory and practice are closely linked and the training reflects an integrated approach, including close attention to the development of psychoanalytic based clinical skills.

Clinical trainees spend a further four days a week within their clinical setting where they undertake a series of intensive training cases and also contribute to their service with short-term work, under fives work and family assessments.

The current Child and Adolescent Psychotherapy workforce in the north of England continues to grow, as demonstrated in the table below. There remain many PCT areas where child and adolescent psychotherapy is not provided or only a very limited service is available.

Table 3
Current Child and Adolescent Psychotherapy Workforce

| REGION | Total Qualified (number) | Total Qualified (wte) | Trainees | Population 0-19 |
|--------------------------|--------------------------|-----------------------|-----------|------------------|
| North East | 8 | 6.6 | 5 | 624,800 |
| Yorkshire and the Humber | 11 | 8.8 | 12 | 1,267,300 |
| North West | 12 | 10.1 | 9 | 1,739,700 |
| TOTAL | 31 | 25.5 | 26 | 3,631,800 |

“Top-up” Professional Doctorate in Child Psychoanalytic Psychotherapy

7 students continued their commitment to the “top up” Professional Doctorate in Child Psychoanalytic Psychotherapy. This course was set up with the Tavistock Clinic and University of East London to allow qualified Child and Adolescent Psychotherapists to increase their research and clinical skills and as continuing professional development.

3.2 Pre-Clinical Training

Psychoanalytic Observational Studies

The Masters/Postgraduate Diploma in Psychoanalytic Observational Studies is available at three locations in northern England. In Liverpool, provided by NSCAP and validated by the Tavistock and Portman NHS Foundation Trust with the University of East London; in Leeds provided by NSCAP and validated by the University of Leeds; and in Newcastle, provided by Northumbria University.

The course is designed to help people deepen their understanding and awareness of human development and interaction and to help participants to think about their work from a psychodynamic perspective. The course is relevant to teachers, psychologists, child and adolescent psychiatrists, social workers, occupational therapists, nurses and allied professional disciplines.

All three courses continue to thrive with healthy intakes and a good mix of students from a range of backgrounds and professions. The courses are well managed with experienced staff groups providing high quality learning.

The following table presents an overview of current numbers:

Table 4
PG Diploma/Masters in Psychoanalytic Observational Studies

| | Completed 2008 | Intermitting 2008/2009 | New 2008/2009 | Continuing | Total Registered |
|--|----------------|------------------------|---------------|------------|------------------|
| Leeds (with the University of Leeds) | 5 | 5 | 14 | 22 | 41 |
| Liverpool (with the Tavistock Clinic/University of East London) | 5 | 2 | 10 | 17 | 29 |
| Newcastle (provided by Northumbria University with support from NSCAP) | 4 | 0 | 6 | 5 | 11 |
| TOTAL | 14 | 7 | 30 | 44 | 81 |

Psychoanalytic Observational Studies (Leeds)

With a healthy intake of new students, 2008/2009 has been a particularly successful year for the course. In line with NSCAP’s original agreement with the University of Leeds, the course was reassessed by a University review team to ensure that it was meeting the aims of the partnership agreement. The review demonstrated a range of successes and led to revalidation of the course. In particular, the high level of administrative and personal support provided by the programme to the diverse cohort of students were highlighted as key achievements. The effective mechanisms for student and staff inductions were praised, as well as the enthusiasm of staff and students. The review team recommended that the course improved its link with the University by utilising further University-based resources and guidance. It is therefore a key aim for the following year to implement this, which includes improving student access to the Virtual Learning Environment.

Prior to the review, the teaching staff welcomed Nina Harris to the course team and other input.

The end of term events have consistently proved enjoyable to the student cohort. In particular, we would like to highlight the contribution of student Louise McNally O’Higgins who presented to fellow students on the subject area “A psychoanalytic perspective on hospital birth.” This was adapted from her paper for the Work Discussion module and we would like to thank Louise for her involvement.

Psychoanalytic Observational Studies (Liverpool)

The course remains popular with professionals from a range of disciplines, evidenced by the course running to full capacity. Feedback from students regarding the structure and content of the course is positive and is a credit to its robust management.

This year the teaching team welcomed two new members of staff:

- Nina Harris
- Julie Klingert-Hall

This past year demonstrates an array of successes for the course with three students obtaining the qualification to Masters level and a further two students gaining a Diploma qualification.

The achievements of student Clair Lewoski should be highlighted who achieved a Masters in Psychoanalytic Observational Studies with distinction and then progressed onto the Clinical Training in Child and Adolescent Psychotherapy.

During the next year, this course will undergo the process of revalidation with the University of East London.

Psychoanalytic Observational Studies (Newcastle)

Jacky Bone (Child and Adolescent Psychotherapist) was appointed as Programme Manager for this course. During the year we have been working to strengthen the relationship between NSCAP, the Newcastle programme staff and Northumbria University. This has led to a formal review of the curriculum and course structure which will hopefully ensure the long-term viability of the programme and has the potential to make components of the course available to a wider group of professionals working with children and young people.

3.3 Access Courses and Professional Development

NSCAP is a multi-disciplinary training organisation

The majority of our activity is aimed at extending the skills and competencies of professionals working with children, young people and their families in the full range of settings and organisations. A recent audit showed that the professional background of students on our programmes included:

Table 5
Professional Background of Students

| | | | |
|--------------------------|--|-----------------------------|----------------------------|
| Nurses | Social Workers | Teacher | Education Casework Officer |
| Project Support Workers | Teaching Assistant | Midwife | Psychodynamic Counsellor |
| Youth Worker | Youth Mentor | Therapist | Life Skills Facilitator |
| Counsellors | Learning Mentors | Health Visitors | Residential Social Workers |
| Foster Care Worker | Specialist Registrars in Child and Adolescent Psychiatry | Clinical Psychologists | Paediatric Staff Nurse |
| Behaviour Support Worker | Genetic Counsellor | Mental Health Practitioners | Voluntary Sector Manager |
| Midwife | CAMHS Social Workers | Family Outreach Worker | Nurse Manager in CAMHS |
| Art Psychotherapists | Community Paediatrician | Occupational Therapists | Case Support Worker |

In addition to a wide range of professions our students also originate from across the North West, North East and Yorkshire and the Humber. NSCAP aims to provide access to training for professionals from all the three northern regions. In 2008 we appointed Kathy Duguid as North West Training Workforce Development Lead for NSCAP. Kathy is based in Manchester and will take a lead in delivering NSCAP's training events and will also engaged with workforce planners and service commissioners to support them in ensuring that child and adolescent psychotherapy is made available locally.

Post-graduate level course: Working Therapeutically With Young People

In September 2008 NSCAP successfully launched a year-long postgraduate level course aimed at those working with adolescents across a range of settings. The course primarily uses a psychoanalytic framework applied to the student's professional role, helping them to develop their capacity to understand and respond to the emotional communications of the young people in their care. The course provides an opportunity for students to develop their understanding of the emotional demands of adolescence and the impact on workers, groups and institutions. It aims to help equip professionals to develop their skills in self reflective practice, in making use of their awareness of unconscious processes, and in applying psychoanalytic concepts to their understanding of work with young people and in teams and institutions.

The course has been taking place on Wednesday evenings and recruited 8 students. Validation of this programme as a Postgraduate Certificate, and a subsequent Postgraduate Diploma/MA, is underway. If validation is successful we are hoping to run this course as a two year programme from September.

Working Therapeutically with Young People - 1 Day Event

This one-day training event held at Leeds University was aimed at professionals working in health, education and social care services with adolescents with a range of mental health and developmental difficulties. It provided an introduction to the application of psychoanalytic ideas to work in a variety of roles and settings as well as an opportunity to focus on areas of special interest such as Teenage Pregnancy and Antisocial Behaviour.

This was held on Wednesday 8th April and was attended by 42 individuals from a range of work settings across the North of England.

Working Therapeutically with People Who Are a Danger to Themselves or Others

Built on NSCAP's partnership with Leeds Partnerships NHS Foundation Trust, the Northern Network for Forensic Psychotherapy and the Tavistock and Portman NHS Foundation Trust, this two day course delivered training to professionals in the north of England who work with violent, disturbed and personality disordered people in a range of public and voluntary sector settings.

The programme was designed as an introduction to the body of knowledge employed by the Portman Clinic in working with patients who pose a danger to themselves or others and in supporting the professional development of staff working with this challenging group. The course received excellent feedback from many of the 48 professionals who took part, and we hope to provide further training opportunities in future.

Personality Development: A Psychoanalytic Approach

This series of 7 Seminars runs annually in Leeds and Manchester and has been one of our major successes in introducing psychoanalytic learning to a wider audience and providing access to continuing professional development. The course is a detailed introduction to the key developmental factors and unconscious processes involved in the emotional life of the child and family from before birth to young adulthood.

In 2008/09 26 people in Manchester and 32 in Leeds attended at least one of the 7 seminars. A range of guest presenters attend each seminar, while one main facilitator is present at all seminars to ensure continuity.

Introduction to Child and Adolescent Psychotherapy

This 13 week course for Specialist Trainees in Child and Adolescent Psychiatry (ST4's) and other child and adolescent mental health professionals has been developed by NSCAP in collaboration with the Deaneries in the north of England. It provides an initial understanding of the nature of psychoanalytic thinking and its application to work with children, young people and their families. It is also a chance for participants to think about their own work from a psychoanalytic perspective which can be a helpful contribution to the often complex and challenging work encountered in CAMHS settings.

The course ran in Newcastle and Manchester in 2008/09 with 15 and 10 students respectively including several from social services and CAMHS. There are plans to repeat the series in Manchester at the end of 2009.

Neuroscience Research Reading and Clinical Discussion Group

This series of bi-monthly reading groups provides continuing professional development for adult and child psychotherapists and other disciplines. Across the two groups there were a total of **21** participants attending the sessions. This group has been running successfully for three years.

The seminars are led by Margaret Wilkinson author of 'Coming into Mind: The Mind-Brain Relationship: A Jungian Clinical Perspective' and introduce a selection of cutting-edge research papers and books concerning the neuro-biology of emotion. Members bring clinical material for discussion within the group setting so that clinical work may be considered in the light of the psychoanalytic response to this new research from the fields of neuroscience, attachment and trauma.

PG Dip/MA in The Foundations of Psychoanalytic Psychotherapy

This course is primarily aimed at professionals working in adult mental services and is delivered in Leeds by the Leeds Partnerships NHS Foundation Trust with the Tavistock Clinic and University of Essex. Previously, only the 2nd year of the course was held on NSCAP premises whereas from September 2008 the whole course has been successfully held from NSCAP's new premises. Students and staff have been given access to our library and NSCAP staff have taught on the course.

Uncertain Territory: Borderline States in Adults, Children and Organisations

This conference was organised by the North West Institute of Dynamic Psychotherapy in collaboration with a number of psychoanalytic organisations and communities across the adult, child and family and organisational fields. It offered participants possibilities for thinking, discussion, debate and understanding of borderline states of mind. It also gave participants the opportunity to participate in an event which reaches across the borders of different collegiate groupings and clinical interests.

NSCAP assisted this event by widely advertising the conference to staff, current and associates. The event was attended by **82** professionals.

4. Student Experience at NSCAP

NSCAP strives to ensure that all students find their learning experience to be positive and appropriate to their needs. The teaching resources at Bevan House include:

- A specialist library and journal collection
- Common room
- Kitchen facilities
- Access to computers and virtual learning environments
- Regular personal tutorial support
- Special teaching days
- Dedicated administrative support

In addition to formal student feedback we welcome regular comments from students regarding these facilities and their experiences at NSCAP. With this information, we can work to enhance their teaching environment and aim to ensure that it continues to support their needs.

This year, students have noted the smooth transition to a new teaching environment and we would like to formally thank each student for their cooperation and enthusiasm during this period of change.

"[The NSCAP building is] a calm, reflective space in which to think creatively, and be stimulated by the interaction between members of the group, and of the teaching team".

"I like the fact you aren't expected to know and can find out and learn en route".

"Don't think I could have survived this long in my current job without this module!".

"I most appreciated the space and time to reflect and the importance given to the impact of the work on the worker".

"The presentations were really excellent: clear, informative, thoughtful and challenging".

6. Future Plans

Long-term strategy

In February 2009 NSCAP commenced a process of consultation to inform and develop a long-term strategy to shape its future direction. A consultation document was produced which set out a vision for NSCAP and invited responses to a wide range of possible future directions.

Vision

The overarching vision is to support improvements in emotional well-being and mental health by addressing inconsistencies in access across the north of England to high quality psychological therapy interventions for those with mental health needs and learning difficulties, regardless of location or stage of life.

The strategic approach is that the vision can only be achieved by enabling the workforce to have access to the skills and competencies to work with people with mental health difficulties, in effective organisations, supported by models of service delivery based on practice, research and evidenced effectiveness.

The mode of delivery to achieve this approach is the development of NSCAP as a major centre of mental health learning and practice; a leading contributor to and preferred partner in workforce, training and service developments in the health, social care, education and criminal justice sectors in the north of England.

The next step is to develop an organisational model to take forward this vision and to work with a broad range of colleagues and partners to produce detailed business cases for the specific areas of activity that NSCAP will deliver in the short and medium term. The aim is to have the strategy in place during Autumn 2009.

Consultation and Organisational Development

NSCAP is working with colleagues at the Tavistock and Portman NHS Foundation Trust to support a programme of continuing professional development focused on the experience of organisational life. The first outcome of this joint venture is a one-day workshop taking place in Leeds on 9th June 2009 "Turbulence and Transitions: Understanding & Working in Changing Organisations". Also planned for later in the year are a 3 day "group relations" conference and a monthly CPD programme looking at the "Systems and Psychodynamics of Work and Organisations".

Expansion of Premises

Further development of NSCAP's facilities at Bevan House will be taking place later in 2009 when we expand into an additional vacant unit. This additional space will be used to provide further teaching and tutorial space that is needed as student numbers grow. It will also give us the opportunity to improve facilities for students including a dedicated quiet workspace with extra computers. There will be a large open area that can be used for large group events and which we will be able to make available to partner organisations as part of our commitment to improve training resources locally.

Video Conferencing and Teaching

NSCAP has recently installed state-of-the-art video conferencing facilities that will support NSCAP's training and workforce development functions across the north of England and also be a valuable resource for our partners. Initially the link will be used to access additional workshops and resources at the Tavistock Clinic. It will also be used for individual student supervisions, consultations to senior colleagues and linking with academic services. In the longer term it will help us provide a wider range of CPD activity and to develop NSCAP as a regional resource.

Additional Teaching and Development Staff

An audit of teaching capacity demonstrated that the management and delivery of NSCAP's training and other activity is delivered with a very low number of whole time equivalent staff. This means there is limited capacity to respond to new opportunities or to plan to address emerging service requirements. In order to meet the short term needs of the school and also to enable it to continue to develop as a major centre of learning and practice we have secured funding from NHS Yorkshire and the Humber for additional teaching, development and research staff. This includes the following posts as well as increased teaching capacity within our existing programmes:

Research and Development Manager

This post will lead on developing NSCAP's research and service development strategy and functions with the aim of:

- Increasing the research capacity within NSCAP and child and adolescent psychotherapy in the region.
- Supporting and promoting outcome and effectiveness research within child and adolescent psychotherapy.
- Evaluating and disseminating information about the effectiveness of NSCAP's training programmes.
- Developing and promoting models of effective service delivery for children, young people and their families.

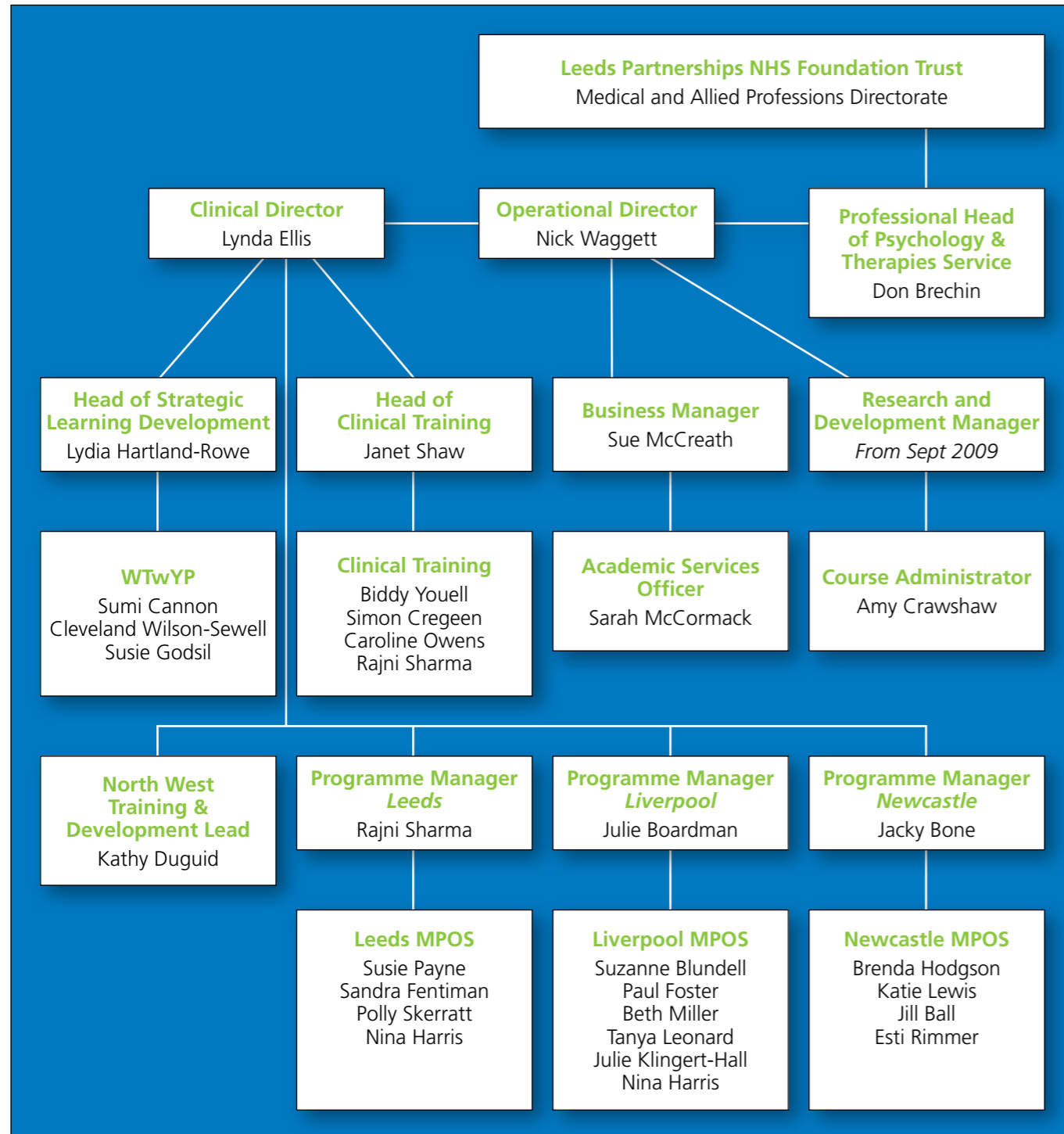
Young People's Workforce Development Lead

This post will lead a significant programme of education and training. The post-holder will:

- Lead and manage the PG Cert/Dip/MA in Working Therapeutically with Young People.
- Deliver training and education opportunities targeted at professionals working with young people in a range of roles and settings.
- Contribute to the overall teaching capacity of NSCAP.
- Participate as appropriate in the delivery of clinical services, supervision and consultation.

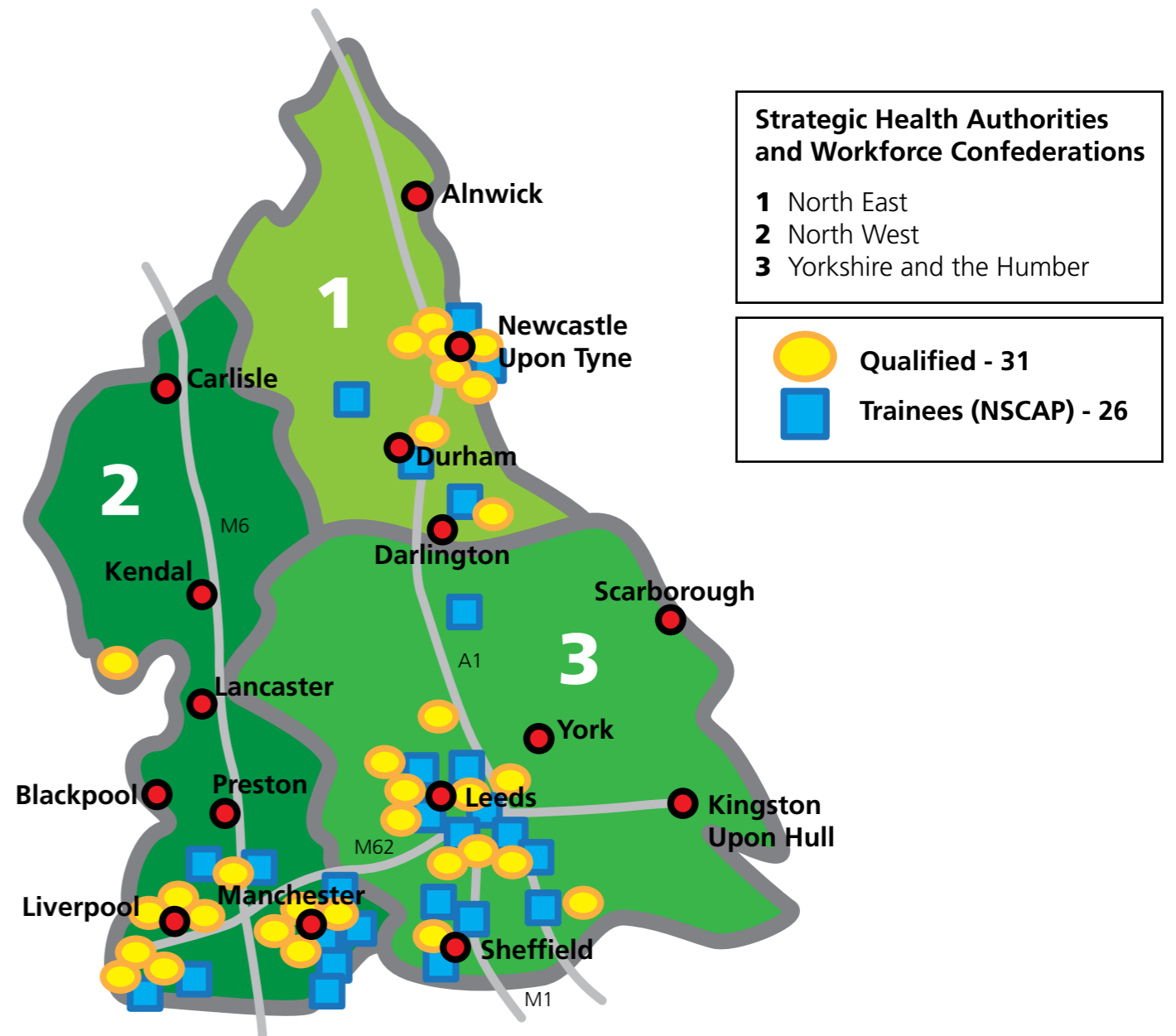
Appendix A

NSCAP Organisational Structure



Appendix B

Child and Adolescent Psychotherapists in the North of England





Northern School of Child and Adolescent Psychotherapy

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