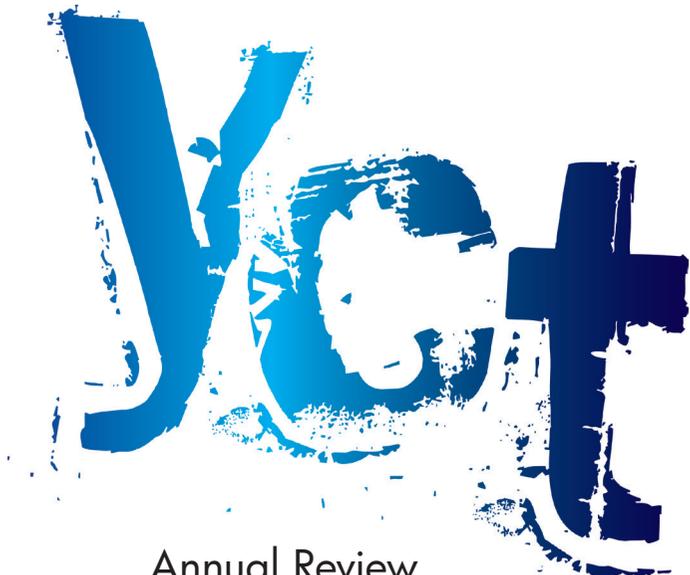


Annual
Review

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Annual Review 2020



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From Our Patrons

Joe Thomas and Julie Hay



YCT do vital work in offering mental health support to young people. I've always felt that one of the most valuable things that old(er) people can do for young people is to offer them the wisdom of having lived a bit longer, and even maybe suffered a bit more, without that young person having to go through it themselves.

I know first-hand the unbelievable impact that being met with warmth, compassion and kindness can have on a young person, as when I was young(er) I was lucky enough to have a series of amazing mentors who valued me more than I thought I deserved.

Every young person deserves to feel that they are valuable and that if they are suffering it is of consequence, and people care, and that it makes other people sad too.

I applaud everything this wonderful organisation does, and I continue to be extremely proud to be its patron.

Joe Thomas

Actor and Writer

I became a patron of YCT because my professional experience with managers, employees, and in prisons with inmates and officers, has confirmed for me over the years how important it is young people have positive experiences in childhood. My international accreditation is also in approaches that emphasise the significance of childhood from the first few months after birth. Current neuroscience tells us formative experiences continue until our mid-twenties, so the work of YCT is immensely significant.

I had the opportunity of working with several YCT counsellors during 2019, where we explored various topics including how the brain functions, how it links to the body, the role of the unconscious, the importance of attachment – and how all of this helps us to understand and provide support for issues including, among others, eating disorders, depression and autism. A rare privilege to work with so many knowledgeable professionals. I am looking forward to the ways my involvement with YCT will develop in 2020.



Julie Hay

Chief Executive Psychological Intelligence Foundation CIC



From The Chair of the YCT Board: Neil Frost

Being a member of the YCT Board is such a privilege and looking back on YCT's last year always makes us, as Board members, feel very proud of what YCT has achieved. Many charities that deliver services like ours

- which some might feel should be provided by the public purse - face the ongoing challenge of being able to adequately fund existing, let alone new, provision; but success breeds success and we continue to be successful!

Of huge importance this last year has been the fact that YCT has, yet again, been able to expand the services it offers and deliver them to more young people. One-to-one counselling remains the main therapy we offer, and thanks to the skills and experience of our staff we now have a more refined process in place to ensure that new clients, having been assessed, receive the most appropriate service.

There's been a new stimulus to group work and we have added Mentoring to our portfolio, catering for those for whom personal support is more appropriate than counselling. And we have returned to offering placements to students.

During this last year we have implemented a new Strategic Plan, a document that defines YCT's development over the next three years. Necessarily it took some time to fine-tune the Plan to make it absolutely right for YCT but it is now in place, a 'live' document, and already providing a valuable pathway to guide YCT as we move forward. Innovative in places (shouldn't all organisations like ours have a Therapy Dog?!) it aims to ensure that YCT develops in ways that are relevant to the lives of today's and tomorrow's children and young people.

One of the functions of the Board is to ensure that we have appropriate policies and procedures in place and act within all relevant legislation and guidelines. Changes in employment status over the past few years have meant that we have needed to look at, and fine-tune, the relationship YCT has with our large team of self-employed therapists. An especially challenging process requiring us to take significant legal advice in order to achieve the best outcome for therapists and YCT. We have now come through it and, despite some discomfort, and with thanks to those involved in the process for their support and cooperation, we are now in a more secure place.



YCT continues to be fortunate in having a loyal team of employed and volunteer staff. Inevitably, as in all organisations, staff leave and other staff join and this last year has been no exception. Our CEO Nick Phipps has reported some of the staff changes.

Sadly, as a member of staff who brought new ideas and new networking opportunities to YCT, Nick himself has now left us to work in another field. We thank Nick for his time with us. And we also give huge thanks to Katy Bradbury who is currently undertaking an Interim CEO role while we go through the process of recruiting a new CEO.

Please enjoy reading of YCT's success in this Annual Review and if you feel that you have the time and skills to join the YCT Board, participating in the tasks that the Board of this successful organisation undertake, we'd love to hear from you.

Neil Frost

Chair of the YCT Board.



*Photos are for illustrative purposes only



From our outgoing CEO: Nick Phipps

I'm delighted to be able to report that YCT has continued to go from strength to strength, despite particularly challenging times.

2019 was a year of change for YCT on so many levels. In January we were joined by Katy Bradbury who took on the role of Service Coordinator. We were ecstatic to welcome Katy to the team and excited to start implementing a number of new ideas she brought with her.

In March, our Clinical Lead, Sue Adams left YCT. We are so grateful to Sue for all her hard work and support in helping YCT through a challenging 2018. As they say, when one door closes, another one opens and thankfully Katy shared this mentality and stepped up to the challenge of Clinical Lead.

Filling the vacant Service Coordinator role, Emma Adams joined us in August, having previously supported YCT in a voluntary capacity for a number of months. Emma has a wealth of expertise in both business development and counselling, so we were delighted to be able to add her to our ranks.

In addition to Katy and Emma, we were delighted to welcome a number of new volunteers. Pat Sealey joined us providing administrative support, while Cara Bruce, Laura Smith and Munaza Ali joined us as volunteer counsellors. Their support has been invaluable and helped YCT to deliver cost effective services throughout 2019.

Thankfully all other parts of YCT's work force, both employed and self-employed, have remained steady, devoted and hard working. The loyalty of those supporting YCT has been pivotal in helping us to work through a year of change and come out of the other side stronger.

It wasn't just staff changes we saw this year, however. A lot of work has gone in to service development. This year we have completely revamped the group work we offer, recently putting on our first 'anxiety' groups. We've also re-introduced a student counsellor programme, offering development for our profession and community. The mentoring programme launched in the first half of 2019 allowing YCT to provide an alternative to counselling for young people who require practical, structured and goal focused support.

Family therapy is also now available through YCT. So many new types of support are now being offered alongside YCT's existing services with the aim of providing a more holistic, varied range of therapies that cater to the needs of as many children and young people as possible.

The need for mental health services such as YCT remains high. In 2019 we offered support to nearly 1,000 clients, delivering over 5.5k hours of

therapy in the process; a statistic we are incredibly proud of. The geographical reach of the work we deliver has expanded too. You'll now find more YCT services across West Essex as well as East and North Hertfordshire.

So at the end of the period covered by this review we offer our thanks to everyone who has taken the time to support YCT. Whether you are a Board member, a member of staff, a volunteer, a self-employed therapist, a donor or one of our proud supporters, your support means so much to YCT and all the children and young people we work with. Without you, the work we do and the results we achieve, would not be possible.

Nick Phipps
outgoing CEO



*Photos are for illustrative purposes only



Safeguarding Case Study:

Ava (6)

Ava came to counselling in her school on request of mum. Ava's parents had relationship difficulties and mum wanted her to be able to talk about her worries and things that upset her. Ava had 20 sessions with her therapist. She would choose what to play with each week and sometimes bring her own toys along.

During her 16th session, Ava disclosed that a boy she knew had touched her inappropriately. She explained that she had told mum about this. The therapist listened to Ava tell what had happened and, without leading her, reflected Ava's words back to her to ensure that he understood what she had said.

With Ava's permission, the therapist invited mum in at the end of the session and explained that he would need to speak to YCT's Clinical Lead as he needed to ensure that Ava was safe. This was done immediately after the session and the school's designated safeguarding lead was also informed. Social Care were contacted by the school and made aware of the disclosure resulting in an in depth assessment of the child's situation.

Ava completed the rest of her 20 sessions and YCT were informed that the safeguarding investigations had concluded and that no further action was being taken.

School Case Study:

Marik (10)

Marik attended counselling through his primary school at the request of his mother, who described him as 'lonely'. Both his parents worked very long hours and he spent a lot of time alone as he did not have siblings.

The therapist had ten sessions in which to work with this client. In the first session the client broke down, explaining that he felt he had no one to talk to, was often alone and left to amuse himself. The therapist worked hard to give Marik time each week to play and to be heard and valued. This space each week, with attention and focus on Marik, was therapeutic.

Session 6 was a turning point. Marik told his therapist that he felt his life had no purpose and that he wasn't happy. They talked about these feelings and Marik appeared to accept that his parents might never change, so he had to change himself to feel happier.

Over the following 4 sessions, the therapist noted some real progress with Marik. By his last session, he had made new friends, joined a sports club and could have a pet. He told his therapist he was feeling happier and was looking forward to a potential change of school in the coming months, which would offer him opportunities for new friends and clubs.



YCT Clinical Services:

Katy Bradbury

2019 was my first year at YCT and it was most definitely an exciting and eventful year. I began my time as Service Coordinator but when YCT's previous Clinical Lead moved on I was keen to apply for the vacant role. I have admired YCT from afar for many years and really wanted to be involved with the ongoing development of the service. The need for our service continues to grow and we continue to evolve to meet the various needs of the young people and children who require our support.

One to one counselling remains at the heart of all we do and our model continues to demonstrate positive and impactful outcomes. In 2019 we provided one to one support for 926 children and young people across West Essex and East and North Hertfordshire delivering 5668 hours of therapy. Many of the young people who contact us are experiencing anxiety and low mood or have been involved in difficult situations at school or within their own home.

Often, coming along to counselling and exploring thoughts and feelings in a safe and non-judgmental space allows them to move forward armed with new coping strategies or a greater understanding of themselves. If a young person has experienced a traumatic incident or has had a long-term issue to cope with they can require longer support and we have been able to provide this over the past year where appropriate. YCT have also extended their support across North Hertfordshire and we were really pleased to be joined by several new therapists in 2019. We continue to be impressed by the vast experience our therapists bring

1 to 1 Counselling

remains at the heart of all we do and our model continues to demonstrate

positive and impactful outcomes



*Photos are for illustrative purposes only

to YCT and as we embark on new school contracts and community services we know we are able to continue to deliver the ethical, effective and quality service YCT is well-known for.

Mentoring

2019 saw the launch of our first mentoring programme and we were supported by our colleagues from a Hertfordshire based mentoring service to recruit and train Harlow-based mentors. The introduction of mentoring has allowed us to offer an alternative to counselling for young people who maybe need more practical support and guidance. We are also able to offer mentoring to young people after they have concluded counselling which can allow them a more structured way to incorporate their new strategies and skills. Mentoring focusses on assisting young people to achieve specific and agreed goals. All meetings are in a public place (e.g. a café, school or library) and all meetings have the purpose of empowering the young person to make informed decisions for themselves by discussing the options available.

Animal Assisted Therapy

Another welcome addition to the YCT team this year has been a Cockapoo puppy called Teddy. Some of you who have visited YCT house may have already met him. Teddy is still young and will begin his official training this year. Our aim is that Teddy will allow us to offer Animal Assisted Therapy. This approach is very unique and utilises a dog's non-judgmental and unconditional relationship with humans. Dogs can enhance a young person's social, emotional and cognitive functioning during therapy sessions. Young people can find talking therapy intensive and so a dog to





stroke and absorb some attention can be particularly beneficial.

Family Therapy

In 2019 YCT were able to begin to offer Systemic Family Therapy to families who were experiencing difficulties relating effectively. Systemic therapy recognises the individual's social contexts and endeavours to clarify how the systems they belong to have impacted their patterns of thinking and how these can both hinder and enable change or development. The structure of a family includes often unvoiced and invisible rules and demands which organise how all individuals will interact. If one member of a family is struggling the entire family will be impacted and this can change how people communicate or relate sometimes unknowingly perpetuating issues. Systemic Family Therapy at YCT provides sessions to enable positive and meaningful communication which can improve family life for all members.

We have supported families during relationship breakdowns, working alongside them to navigate the difficulties this can create. We have also facilitated sessions where young people have experienced difficulties outside of the family system but the family have inadvertently not managed this well. A safe and structured space to discuss these issues is sometimes all that is required. In 2020 we will be seeking further funding to continue to provide this important service.

Group Work

During the final quarter of 2019 YCT launched an 'Understanding and Managing Anxiety' group. The group, which ran for eight weeks, explored many aspects of anxiety beginning with the biology and psychological processes involved. Group members went on to learn about how anxiety can be a normal response to external events and how to recognise the difference between this and an anxiety disorder. Anxiety impacts people differently but normalising many aspects of it empowered the group members to explore what it was like for them and how they could manage this.

The group was well-attended and we saw positive outcomes across the cohort due to the peer support which developed alongside the education. In 2020 we will be running the anxiety group again with the addition of a parent's week. Feedback from the first group demonstrated how parents often feel confused and overwhelmed with all the advice around dealing with anxiety. As the purpose of the group is to educate

and dispel any myths around anxiety it seems appropriate to extend this to families. In addition to the anxiety group we will be launching a second group, 'Creative Space'. This group will provide a space for young people to learn about managing their emotional-wellbeing using a variety of creative methods. YCT feels passionately about empowering young people and giving them the tools to manage their own emotional wellbeing is a key part of this.

Student Counsellors

YCT have also restarted a student counsellor programme and during 2019 four students were able to complete their clinical course requirements allowing them to gain their qualifications. All of our student counsellors have stayed on to volunteer for us after their placements allowing us to continue to extend services for our 18-25 clients who are often harder to find funding for.

I am looking forward to the next season at YCT, working with the dedicated team to continue developing the service. I will be overseeing the staff and running of YCT while recruitment for a new CEO takes place, ensuring there are no disruptions to client work. In 2020 we are looking to increase our service to include providing more play therapy for under 11s, therapeutic support for young people with additional needs and continuing to train our therapy dog to provide emotional support for young people.

Katy Bradbury

YCT Clinical Services

Quotes from our Clients

Primary School

YCT is...

A place someone can think and talk to someone else if they have worries or problems

Fun and very helpful to talk

A very helpful charity

YCT would be better if...

There was more time

You could go outside

It's perfect the way it is

Secondary School

YCT is...

Useful if you need help with a problem or someone to talk to

A fantastic place to be, helpful and kind. I am glad I was given the chance to be here

Trustworthy, helpful and there for me

If you didn't receive help from YCT...

I wouldn't feel better today

Things that are supposed to be talked about may be bottled up and cause a bigger distress

I think I would have been unhappy and struggling in class and with friends

YCT would be better if...

They were here more

No need for improvement

It was longer

Harlow College

YCT is...

Very helpful. It's helped change my way of thinking and given me a more positive attitude.

A good charity for anybody who needs help or support

If you didn't receive help from YCT...

I would've gotten worse

YCT would be better if...

If times would be a little more flexible

There were more physical activities and different forms of therapy.

Community - Essex

YCT is...

Is very good, it has helped me communicate my thoughts and has gave me closure better

Amazing for me as my therapist has helped me with so much and couldn't do it without her.

A comfortable place where you feel safe and not feel like you were being judged

If you didn't receive help from YCT...

I would not have let my feelings out to anyone and would let it all build up inside.

I'd be a lot more upset all the time

Been in a worse place/situation

YCT would be better if...

There were longer time frames for people who needed help more. If there was more funding for shorter waiting times/more counsellors etc.

There were other types of therapy

Shorter Waiting List

Community – Herts

YCT is...

A good association that provided necessary and helpful help

Helping me build confidence and made me more positive

A great place to go to if you need someone to talk to or if your struggling

If you didn't receive help from YCT...

I would of carried on feeling sad and not known how to help myself

My feelings may have got too much for me to handle

Been more stressed and alone

YCT would be better if...

They offered more sessions

Nothing, great

Pretty good as it is

Mentoring

Mentoring has...

helped me through quite a lot of stress and made me happier at school and outside school. It's quite hard to put into words but I've had some good advice and it's helped me to think about things. I am happier now.

Mentoring...

is a really good idea. He has benefited a lot. He is much more settled now and seems happier in himself. I think it's good for children who need a little bit of extra help. It gives him someone to talk to outside his normal group and someone he can tell everything to and confide in. It's been a good thing for him.



Case Study:

Ben (10) and Hannah (38)

Ben and his mother Hannah came to counselling to try to repair their relationship, which had deteriorated over the last year. During their first session, both chose to move their chairs so that they faced away from each other and the level of conflict between them was clear to see. In this first session, they painted a picture of homelife filled with arguments, screaming, and feelings of not being listened to by the other.

The therapist used game playing in their first few sessions, to bring some 'fun' back into their relationship. It was noted how soon these games quickly descended into arguments and so an individual session was offered to both Ben and Hannah, to allow them to express how they felt when the other was in the room. By talking, Hannah became aware that she believed herself to be a failure. She came to see how this belief was clouding her reactions to different situations at home. Ben used his individual session to role play and became aware how his mum may have felt when being shouted or screamed at. He talked about his expectations of mum and the pain and upset he felt when these expectations (often unattainable) were not reached.

By the end of their 18 sessions of therapy, the two were communicating much more effectively and there were often laughs and giggles in their final sessions, along with comforting each other and congratulating each other on winning games. In their final session their chairs faced each other and the therapist received a hug from both as they left for the last time.

Case Study:

Mary (15)

Mary had asked for counselling in her secondary school because she had low confidence and was experiencing panic attacks. In her initial few sessions she explained that she was a middle child of a two-parent family and that dad drank too much alcohol. Her parents would often argue. She described experiencing her first panic attack during an unexpected visit to the dentist to have braces fitted.

The therapist used art, media and play to enable Mary to describe her feelings before and during a panic attack. She identified a range of feelings from helplessness to anger and began to understand what triggered her attacks. Low self-esteem was recognised and linked with this, a fear of speaking in public due to low confidence. Mary described worries connected with her dad's alcohol use and the fear of

the unknown, which appeared to stem from the unexpected dentist visit.

As Mary began to work through these feelings and talk about her emotions, the panic attacks decreased and she even enjoyed a three week period with no panic attacks at all. By the end of her sessions not only was she speaking in public more frequently but she had also managed to voice her worries to dad about his drinking, prompting him to try to reduce his alcohol consumption. By confronting some deep-rooted issues, Mary was able to recognise and understand her emotions and triggers. With this newfound awareness, she was better able to cope with situations that had previously been very difficult for her.

YCT's Board of Management



The YCT Board's role is to set the strategic direction of the organisation, to oversee its finances, to ensure compliance with all relevant guidance and legislation, to make sure we have in place policies and procedures relevant to staff, self-employed therapists and volunteers and to the way YCT operates, and to give advice and support in specialist areas.

The Board meets regularly throughout the year and it is a tribute to themselves and YCT that these volunteers are so committed and give up so much time in support of YCT.

Board members bring a range of essential skills to YCT and we are always keen to welcome others who might be able to take on the valuable role of Board member.



Neil Frost
(Chair)

Neil's background is in formal and informal education with young people and also in Public Health, having worked in Essex as an Associate Director of Public Health. Neil is a trustee of two other charities in Essex.



Nigel Varnam
(Vice Chair & Secretary)

Nigel is a long-standing Board member. His background is in Youth and Community work, having been a Senior Manager within the Essex Youth Service. He is now a trained advisor with Citizens Advice and a Justice of the Peace.



Claire Liggins
(Treasurer)

Claire is a trained Chartered Accountant and recently joined the board to assist with the Charity's financial affairs. Claire is also Treasurer for another local charity.



Mark Ingall

Mark is involved in the education sector. In his role as Leader of Harlow Council, Mark provides political leadership and strategic direction as well as representing HDC on the YCT Board.



Andrew Linton

With a wide range of experience in probation and social work Andrew is currently a Senior Lecturer and Social Work Course Leader in academia. Andrew advises and updates the staff and board on Safeguarding issues.



Isobel Urquhart

Isobel takes the strategic lead on YCT's therapeutic services. She is a skilled and experienced educationalist, psychoanalytic psychotherapist and supervisor. Isobel has a thriving private practice in Harlow working with adults and young people and supervising counsellors working in schools.



It seems like such a long time ago that the first YCT Annual Lecture took place.

And indeed, it is as since 2013 YCT has enjoyed putting on a high-profile event, boasting established, professional, key speakers, who have delivered fascinating, informative and engaging lectures to those in attendance.

YCT's Annual Lectures have always been highly thought of and well attended, proving to be an enjoyable evening with the YCT team, colleagues and interested professionals.

The 6th YCT Annual Lecture in February 2019 continued this successful tradition. We were delighted to be joined by: Sir John Kemp-Welch, husband of YCT's founder Lady Diana, along with Sally Kemp-Welch, daughter to Sir John and Lady Diana: current YCT patron, actor Joe Thomas, and the entertaining and insightful key speaker for the evening Vic Goddard, Head Teacher of Passmore Academy, star of 'Educating Essex' and author of 'Best Job in the World'.

The lecture from Vic, 'The Importance of Creating Inclusive Environments and Developing Empathy in Young People', proved very popular and gave those attending a much greater understanding of the need to create inclusive environments for the young people we work with.

In keeping with YCT tradition, the Annual Lecture was followed by the presentation of the Lady Diana Kemp-Welch Awards. Sir John Kemp-Welch kindly presented certificates to the winners who were able to attend.

Following the lecture and presentation, Award recipients and guests enjoyed the opportunity to speak to Joe Thomas, along with YCT therapists and other external professionals in attendance.



Pictured along with the winners of the 2019 Lady Diana Kemp-Welch Awards, YCT's outgoing CEO Nick Phipps, Chair of the YCT Board Neil Frost, Sir John Kemp-Welch, and YCT patron, actor Joe Thomas.

Lady Diana Kemp-Welch Awards

YCT are incredibly grateful to have once again received an incredibly generous, anonymous donation allowing the Lady Diana Kemp-Welch Awards to continue for the 6th consecutive year. The annual Awards celebrate the life of one of YCT's founders, Lady Diana Kemp-Welch.

Lady Diana, along with two of her magistrate colleagues, founded YCT in 1983 and remained involved and committed to the charity until she passed away in December 2013. YCT could not have had a better founder, friend and supporter than Lady Diana. She forged links, gave advice and raised funds for YCT. Lady Diana's legacy lives on through the passionate support YCT continues to receive from Lady Diana's husband, Sir John Kemp-Welch, and his family.

Nominations for the Lady Diana Kemp-Welch Awards are submitted by people who have referred a young person in to YCT in the past year who recognise the significant progress and improvement the nominee has made in their life since working with YCT. As with previous years, YCT has received a considerable number of nominations for the Award and we thank all of those who submitted nominations.



YCT is extremely pleased to announce that in 2020 the Lady Diana Kemp-Welch Award will be presented to

Alfie Hudson

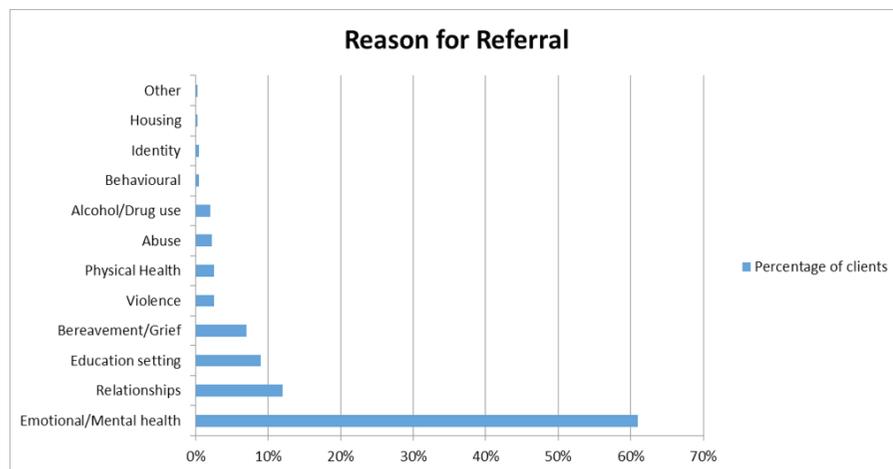
Jordan Fry

Isabella Man

YCT Statistics and Impact Evaluation

YCT offered support to 926 individuals last year, delivering 5,668 hours of support.

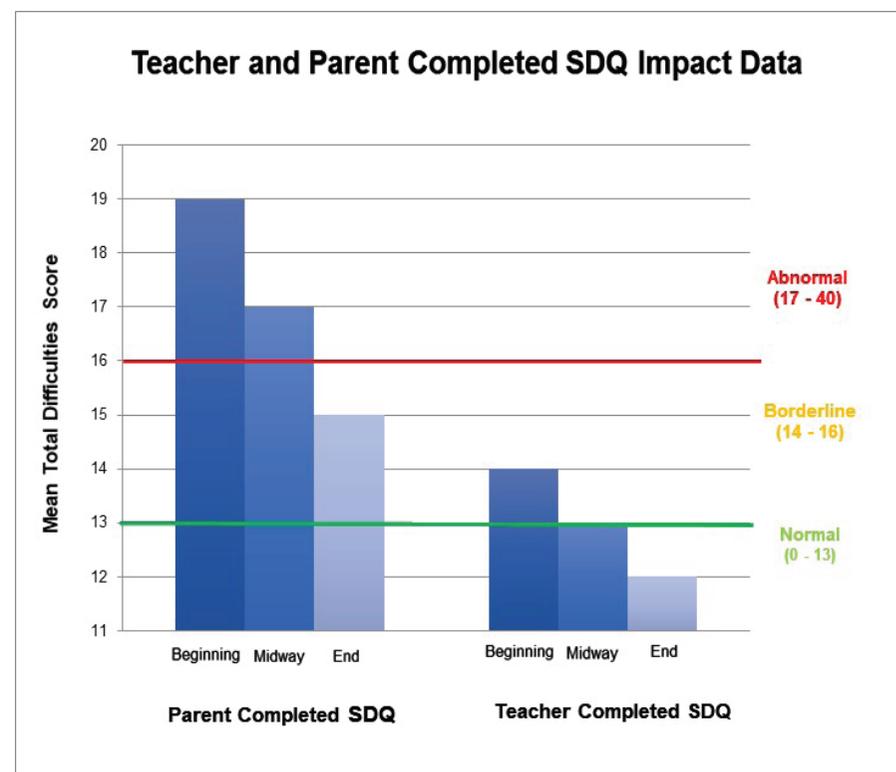
The presenting issue (as given at the time of referral) is categorised below:



Above: The top 10 presenting issues in order were anxiety, anger issues, bereavement, self-harm, family relationships, depression, suicidal ideation, low self-esteem, low in mood and parental separation/divorce. This top 10 accounted for 67% of referral reasons.

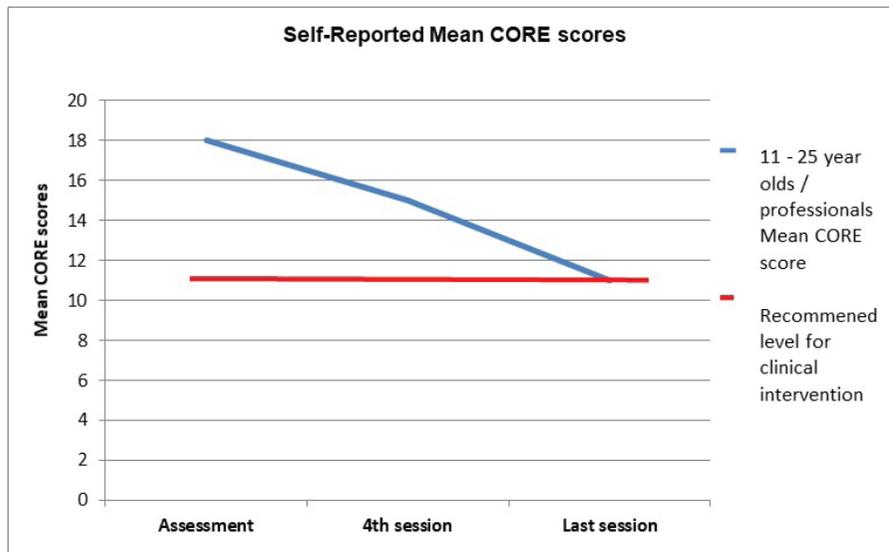
Impact Evaluation

YCT measures its effectiveness through two measures of change – Goodman’s Strengths and Difficulties Questionnaire (SDQ) to assess primary aged children and Clinical Outcomes for Routine Evaluation (CORE) scoring for young people aged 11 – 25 years and professionals. Impact is also measured through client feedback forms.



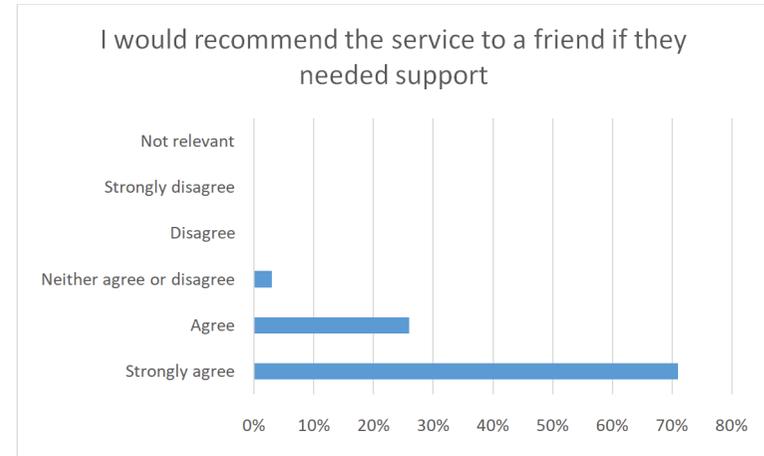
CORE

The graph below highlights the mean reduction in CORE scores, therefore the reduction in the psychological/emotional 'temperature' of the young people, as recorded in the beginning, middle and last sessions.

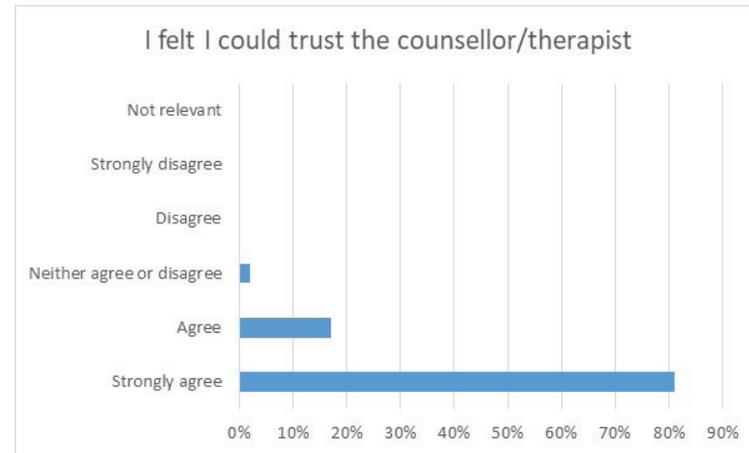


Client Evaluation Forms

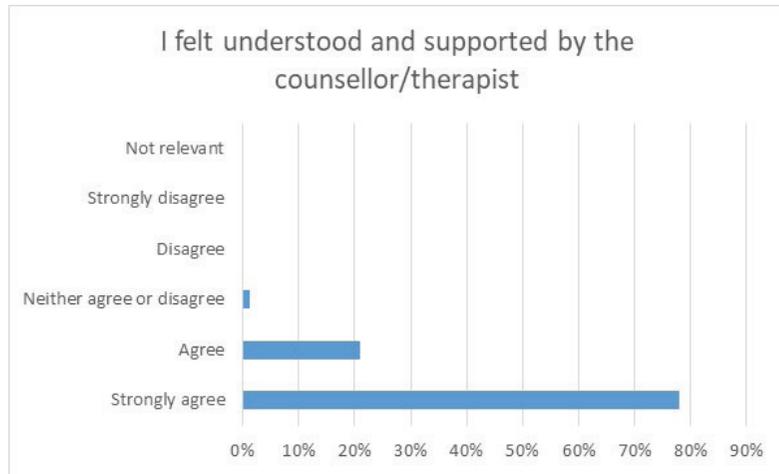
All YCT clients are encouraged to evaluate the service through completing age-appropriate anonymous feedback forms. Responses to some of the key questions are summarised opposite:



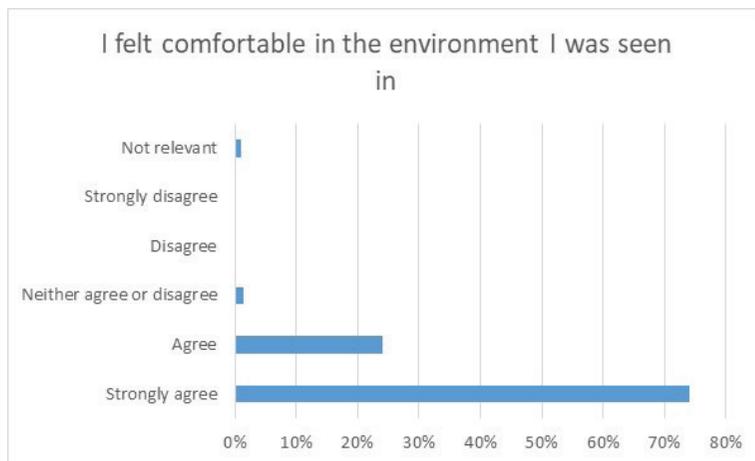
99% Strongly agreed/Agreed that they felt understood and supported by their counsellor/therapist.



98% Strongly agreed/Agreed that they felt they could trust their counsellor/therapist.



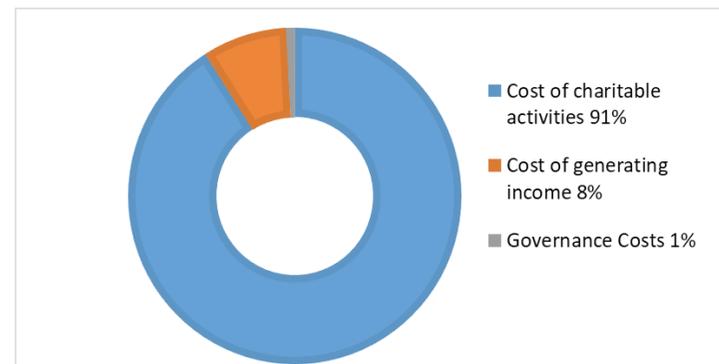
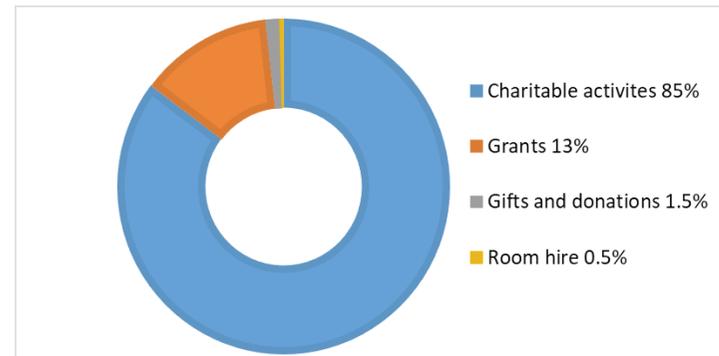
97% Strongly agreed/Agreed that they would recommend a friend to YCT who needed support.



98% Strongly agreed/Agreed that they felt comfortable in the environment they were seen in.

Financial information

YCT has had a steady financial year, whilst ensuring it has solid foundations in place across all aspects of the organisation. In 2018/2019 financial year YCT's total income was £368k, and we spent £376k.



In memory of

Anne Kelso-Wright

Anne began working with YCT as a counsellor in 2005 until her untimely death from cancer in 2019. Her warm and supportive presence is greatly missed.

Both within the counselling space and outside, Anne radiated a calm peacefulness, a deeply thoughtful and warm encounter with everyone she met. To meet Anne was to experience someone who made you feel warmly welcomed into her interest and attention.

Anne's counselling work meant everything to her. She loved her work with YCT and had the greatest respect and warm regard for the children and young people of Harlow, especially when they were in deep distress and facing the most challenging of circumstances. Anne brought to this process an unshakeable belief in their capacity to recover and develop into adults with self-respect and a compassionate understanding of themselves and others.

Knowing that their welfare and happiness were the only thing that mattered to her, young people trusted her with their difficult and sometimes shocking feelings and thoughts. Anne gave them confidence



that these could be understood and made sense of, and this helped them to find ways to understand and accept themselves as valued and valuable individuals.

Outside of the counselling room Anne was a respected colleague in the schools where she worked for YCT. She had a listening ear for the concerns of staff both personally and professionally, and understood and empathised with schools' concerns about some of the troubling young people they cared for. Studying counsellor-school interactions at the Tavistock Clinic, and at some surprise to herself, Anne wrote an excellent final thesis on the organisational dynamics and adolescent process in providing counselling in a school setting.

A tribute to Anne, her commitment to young people continues at YCT through donations in her memory of nearly £2,300 enabling YCT to provide services to adolescent young people living in Harlow and through a volunteer therapist delivering work in Anne's memory.

Thank you, Anne. We will not forget you.

Board Members

Neil Frost – Chair and Company Director
Nigel Varnam – Vice Chair and Company Secretary
Claire Liggins – Treasurer
Mark Ingall
Isobel Urquhart
Andrew Linton

Staff

Nick Phipps – Chief Executive Officer
Katy Bradbury – Clinical Lead
Emma Adams – Service Coordinator
Janice Wilson – Senior Administration Officer
Cathy Banks – Finance Officer
Georgia Pritchard – General Administrator
Lauren Huxtable – General Administrator

27 Contracted Therapists

6 Mentors

Volunteer Staff

Barbara Gaskell – Therapist
Laura Smith – Therapist
Cara Bruce – Therapist
Munaza Ali – Therapist
Pat Sealey – Administrator
Di Smith – HR Advisor
Doug Brown – Website and Annual Review

Contracted Consultants

IT – Heartwood Computers
Legal and HR – Peninsula
Counselling and Supervision – BACP

Customers, Funders and Partners

YCT has a diverse range of customers, funders, partner agencies, private sector companies and supporters that make our work possible and we would like to say thank you to all.

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