The Association for Family Therapy and Systemic Practice

Annual Conference 2013

in association with London AFT

Hope and Resilience in Hard Times: Couples, families, therapists

Imperial College, London SW7 2AZ

19th September to 21st September 2013
September 2013

Dear Delegate

London AFT welcomes you to this year’s AFT conference at the Imperial College, in the heart of London. “It will be an opportunity for connection and for community; to counteract the fragmentation of services and the stress and isolation that can be experienced in practice settings.” We hope that the conference will showcase ideas applicable across working contexts: to refresh, stimulate and entertain, to remind us why we do what we do and to appreciate the value of what we offer.

We are delighted to welcome so many speakers from the UK and overseas and to welcome delegates from all backgrounds to the conference. We aim to support everyone to be able to participate fully in all aspects of the conference and to be fully included. In order to promote this help and support is available to all delegates via the London AFT committee helpers and at the AFT registration desk.

We would like to take this opportunity to thank Kate Daniels and Kerri Newns for their support with the opening and closing ceremony.

We very much hope you enjoy the conference

Nicola McCarry (Chair)
Annette Barratt
Carolyn Bush
Lucy Cavanagh
Iona Cook
Kathy Donaldson
Teresa Wilson

on behalf of the AFT organising committee

Sue Jones
Chair of AFT
## Conference timetable

**Thursday 19th September**

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<th>Time</th>
<th>Programme</th>
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<tbody>
<tr>
<td>12.30 – 18.00</td>
<td>Registration – 2nd Level foyer, Sherfield Building</td>
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<tr>
<td>13.00 – 14.00</td>
<td>Light lunch</td>
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| 14.00 – 16.30 | **Annual General Meeting of the Association for Family Therapy & Systemic Practice** – Lecture Theatre, Sherfield Building  
Including 14.15 – 15.00 The Cockburn family “AFT’s Ambassadors” to present to members: reading from Patrick & Henry’s book *Henry's Demons* |
| 16.30 – 17.30 | **Coffee Bar** open in Sherfield Building  
Various activities – the ASPENs committee will be meeting at this time and the Journal of Family Therapy reviewer workshop. |
<p>| 17.30 – 18.15 | <strong>Drinks Reception</strong>, Senior Common Room, Sherfield Building              |
| 18.15 – 19.15 | <strong>Welcome and Opening Speaker</strong> Lemn Sissay, poet and playwright           |
| 19.15 – 20.15 | <strong>Dinner</strong>                                                                 |
| 20.15 – 21.00 | <strong>After Dinner Speaker</strong> Ged Smith, family and systemic psychotherapist – “More Top Systemic Tips” |
| 21.00 – midnight | <strong>Jamming Session</strong> led by John Hills, bring your instruments, all welcome |</p>
<table>
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<th>Time</th>
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<tr>
<td>from 8.30am</td>
<td><strong>Registration</strong> in Sir Alexander Fleming Building Foyer (refreshments available)**</td>
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<tr>
<td>9.30 – 11.00</td>
<td>Sir Alexander Fleming Large Lecture Theatre – <strong>Opening Ceremony; Setting the context of hard times and changes</strong></td>
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<tr>
<td>11.00 – 11.30</td>
<td><strong>Coffee</strong></td>
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<tr>
<td>11.30 – 13.00</td>
<td>Sir Alexander Fleming Large Lecture Theatre – <strong>Presentations drawing from 3 models (presence/mindfulness, love/attachment and story/narrative)</strong> by Marcus Averbeck, Chip Chimera and Taiwo Afuape</td>
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<tr>
<td>13.00 – 14.00</td>
<td><strong>Lunch</strong> <em>(A meeting of the Ethics Committee will take place in the Skempton Building. Delegates are invited to attend.)</em></td>
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<tr>
<td>Room &amp; Capacity</td>
<td>Room 119 40 Room 120 60 Room 121 40 Room 122 60 Lecture theatre – Sir Alexander Fleming Building Skempton Building</td>
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<tr>
<td>14.00 – 15.30</td>
<td>Janet Reibstein &amp; Hannah Sherbersky – <strong>Couple therapy for depression</strong></td>
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<td>Liz Day – <strong>Non-violent resistance</strong></td>
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<td></td>
<td>Taiwo Afuape – <strong>Creativity and resistance: The significance of dialogue to well-being</strong></td>
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<td>Chip Chimera – <strong>Deception and survival</strong></td>
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<td></td>
<td>John Burnham &amp; Sharon Bond – <strong>Supervision: Using maps and metaphors</strong></td>
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<td></td>
<td>Marcus Averbeck – <strong>Mindfulness</strong></td>
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<tr>
<td>15.30 – 16.00</td>
<td><strong>Tea</strong></td>
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<tr>
<td>16.00 – 17.30</td>
<td>Reenee Singh &amp; Martina Klett Davies – <strong>Loving across border control: Couple relationships in the 21st Century</strong></td>
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<td>Jocelyn Avigad, Zohreh Rahimi, Jane Fisher – <strong>Hope as a practice: Creating it with others</strong></td>
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<td>Michael Henry – <strong>Systemic practice with gang members and their families</strong></td>
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<td>Umberta Telfner – <strong>Active techniques in systemic interventions</strong></td>
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<td></td>
<td>John Burnham &amp; Sharon Bond – (continued)</td>
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<td>Presentations by: Ruth Biddlecombe, Peter Watt &amp; Carole Masona – <strong>Changing the culture of a system</strong> Mike O’Connor &amp; Charmaine Valler – <strong>Gypsy Roma traveller families</strong></td>
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<tr>
<td>17.40 – 18.30</td>
<td><strong>LAFT – new people come and join us… Diversity Committee – If you consider yourself to be a member of a minority come and join us… Please ask at the registration desk for meeting venue.</strong></td>
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<tr>
<td>19.30 – 20.00</td>
<td><strong>Pre-dinner drinks</strong> – Senior Common Room, Sherfield Building <strong>Dinner – SCR</strong> Following by dancing to the Love Vultures – bar until midnight</td>
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### Saturday 21st September

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<tbody>
<tr>
<td>from 8.30am</td>
<td>Registration in Sir Alexander Fleming Building Foyer (refreshments available)</td>
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<tr>
<td>9.30 – 10.30</td>
<td>Sir Alexander Fleming Large Lecture Theatre – Welcome followed by Peter Fraenkel &lt;br&gt; <em>The ways of engagement: Collaborative approaches to fostering resilience in multi-stressed, economically-marginalised families</em></td>
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<tr>
<td>10.30 – 11.00</td>
<td>Coffee</td>
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<tr>
<td>Room &amp; Capacity</td>
<td>Lecture Theatre – Sir Alexander Fleming Building</td>
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<tr>
<td>11.00 – 12.30</td>
<td>Peter Fraenkel – <em>On the eve of destruction: Last chance couple therapy</em> &lt;br&gt; Sandra Baum, Ben Shannahan &amp; Claudia Forero – <em>Vicarious resilience: Overcoming adversity through clients’ experience</em> &lt;br&gt; Dawn Walker – <em>Renegotiating relationships: Working with children in care and their families</em> &lt;br&gt; Valeria Ugazio and Lisa Fellin – <em>Promoting resilience in families through semantic polarities</em> &lt;br&gt; Ged Smith – <em>Working with men and masculinity</em> &lt;br&gt; Dave Green and Paula Boston – <em>Who cares about research when the ship is sinking?</em></td>
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<tr>
<td>12.30 – 13.30</td>
<td>Lunch (A meeting will take place with regard to <em>revisions to the Blue Book</em> – please ask at registration)</td>
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<td>13.30 – 15.00</td>
<td>Peter Fraenkel – <em>Continued</em> &lt;br&gt; Matthew Selman – <em>Exploring power through play</em> &lt;br&gt; Gary Robinson, Karen Johnson &amp; Steve Edgeley – <em>Think Family: Systemic and psychodynamic safeguarding practices</em> &lt;br&gt; Gail Simon – <em>Researching with a systemic social justice agenda</em> &lt;br&gt; Eating Disorders Forum – <em>What keeps us all going? Using a collaborative approach to review our work in ways that sustain hope</em></td>
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<tr>
<td>15.00 – 15.30</td>
<td>Tea</td>
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<tr>
<td>15.30 – 17.00</td>
<td>Closing ceremony: <em>Witnessing and transformation: Building hope and resilience</em></td>
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Conference programme

Thursday 19th September – Sherfield Building

14.00  AFT AGM

16.30 – 17.30  JFT Reviewer Workshop
• Do you enjoy reading papers in family therapy and other journals?
• Do you have an area of expertise within the wider field of family therapy?
• Are you interested in becoming a peer reviewer for the Journal of Family Therapy?
If you are, please join us for an informal workshop on how to be a peer reviewer on Thursday the 19th of September at 4.30pm. The workshop will be facilitated by members of the Journal of Family Therapy editorial board. We will offer ethical and practical guidelines and think together about possible dilemmas in the reviewing process.

18.15  Welcome to 2013 Conference – Sue Jones (representing AFT)

Opening Speaker – Lemn Sissay
Lemn Sissay MBE is an award winning poet and playwright and a BBC broadcaster. He is of Ethiopian heritage and was born and raised in Britain. His adoption by a white British family broke down when he was twelve, after which he moved between four children’s homes. He left the care system with no family to support him into adult life. “Since birth for what it's worth. No next of skin” (Sissay, 2008). At this point he discovered and reclaimed the name given to him by his mother. He searched for his mother and met her for the first time at the age of 21. Lemn has spoken generously and passionately about his experiences as a ‘Child of The State’ and his search for his birth family in two TED talks at the Houses of Parliament. http://www.youtube.com/watch?v=sLiM2-izFl4 and http://www.youtube.com/watch?v=Uwj5XKzOadM

His 2005 drama Something Dark is about his search for his family, and was adapted for BBC Radio 3 in 2006. It was awarded the RIMA (Race in the Media) award by the UK Commission for Racial Equality. In 2007, he was appointed artist in residence at London’s Southbank Centre and continues there in the role of associate artist. He was the official poet of the 2012 London Olympics, and is a patron of the Letterbox Club, supporting children in care.
Lemn is a stirring speaker and storyteller. His words hurtle like pearls, both beautiful and hard hitting and he moves an audience at a breathless pace from riotous laughter through righteous anger to thrilling tears.
Lemn is emblematic of our conference theme: Hope and Resilience in Hard Times and we are so excited that he will be the opening speaker at dinner on Thursday 19th September. As he says “I'm not defined by my scars but by the incredible ability to heal”. Come and bear witness to a great poet of our generation and a gifted and stunning man.

After Dinner Speaker – Ged Smith – “More top systemic tips” – Following on from the “10 top systemic tips” plenary at the Buxton Conference, this talk will look at more tips which Ged will offer in this mix of an irreverent and occasionally serious look at the systemic world

Friday 20th September – Sir Alexander Fleming Building

9.30  Welcome: Come and witness the news of a difference. Be prepared for surprises.... Hope and resilience rely on creativity!

11.30  Presentations drawing from 3 models (presence/mindfulness, love/attachment and story/narrative

Marcus Averbeck
As well as being the Head of Family Therapy in the Oxleas NHS Foundation Trust (South East London), Dr Marcus Averbeck is also a teacher, trainer and supervisor for Mindfulness-Based Cognitive Therapy, and an associate teacher with the Oxford Mindfulness Centre.

Hard times: Being with what is – introducing mindful ways of being with life’s challenges
Mindfulness can offer a response to a range of difficulties because the focus is on how we meet them, rather than the difficulties themselves. The best way to learn mindfulness is to practice it.

Chip Chimera
Chip Chimera is the Director of Child Studies at the Institute of Family Therapy where she is responsible for the intermediate level of systemic training. Chip has an independent practice a substantial portion of which involves children and families caught up in long term contact disputes.
Deception and Desire (plenary)

In systemic therapy we engage with families, couples and individuals to co-create a therapeutic space in which ambiguity is identified and as far as possible is resolved, where the participants work toward shared goals, and where differences are identified. Systemic therapy assumes that although there are multiple truths which may be contradictory, these can be put on the therapeutic table in a way that can be examined.

The ‘real’ world however is full of different, not so up front, experiences in which people seem to use various means to achieve their desired ends. If these are not successful they may undertake means to achieve their goals which are neither straightforward nor trustworthy.

In a 21st century context can some forms of deception be considered a form of resilience?

Taiwo Afuape
Clinical psychologist and systemic therapist at the Tavistock Clinic

Not taking the lead: Love, creativity and dialogue in clinical practice in CAMHS

I propose an important relationship between creativity and resistance, in addition to the ways that a dialogical approach to mental health challenges the pervasive paradigms of “self-help” that suggest that individuals are responsible for their own well-being. Beyond the valorising, in Western culture, of romantic intimacy over other forms, it is possible to view dialogue as a form of love in much broader ways.

A focus on dialogue makes us ask different questions about well-being that leads us to view distress as the result of disconnection and resistance as responses that speak of our true interconnected nature. We might then be more interested in the experiences of self we are shaping when we engage in different types of talk, than increasingly individualised descriptions of pathology and deficit; as well as our creative responses to what life does to us.

In our work with clients the relationship between creativity and resistance might manifest itself in:

• Harnessing creativity in the relationship
• Recognising and exploring client resistance as creativity – with respect to respecting resistance in therapy and noticing resistance to social abuse
• Recognising and exploring creativity as resistance

Friday 13.00 – 14.00 Workshops

Invitation to ethics lunch at 2013 conference

Do come and join us for lunch on Friday 20th September at 1pm in the Skempton Building to discuss our announcement of the new Rules of Conduct in the August issue of Context which have important implications for all members of AFT. This will also be an opportunity to discuss ethical questions raised by members throughout the past year as well as any ethical questions that you too may wish to discuss. We look forward to seeing you at the meeting.

Best wishes,
Barbara Warner, AFT Ethics Committee

Friday 14.00 – 15.30 Workshops

Janet Reibstein & Hannah Sherbersky

Adapting systemic work within the evolving NHS – The Exeter Model – Couple therapy for depression

Systemic practice has been challenged by changes within the NHS and the Exeter Model represents an attempt to rethink systemic work constructively in response. At the 2011 AFT conference, Hannah Sherbersky presented a short paper introducing The Exeter Model, a bi-modal framework based on couple work competencies, dividing them into systemic-behavioural and systemic-empathic techniques. The model, now manualised, was developed to accommodate NICE guideline recommendations and is currently being trialled and researched at Exeter University’s Mood Disorders Centre. It represents one response to increasing demands that systemic practitioners work from an evidence base. The workshop will provide both a project update and an overview of the five day intensive training courses run twice a year at the university, describing this programme, including its optional on-going supervision group. It has proven to be very accessible and successful across disciplines: systemic, CBT and IAPT, and couple therapists, thus according with a ‘third-wave therapy’ approach. The creators, Professor Janet Reibstein and Hannah Sherbersky, will take workshop participants through selected parts of the interventions in the manual, illustrating its use with clinical DVD excerpts. Participants will be encouraged to explore the application of the Exeter Model across different clinical settings, with different clinical populations, and, in particular, to examine in what ways it both challenges and extends systemic theory and practice for them.
Taiwo Afuape

Creativity and resistance: The significance of dialogue to well-being

This workshop will look further at the themes touched upon in the plenary, related to the interaction between love, creativity, dialogue and well-being. It will start by exploring the embodied nature of creativity, and then explore ways of harnessing the creativity of all participants in the therapeutic relationship.

Participants will reflect on their own personal and professional connections to the idea of viewing creativity as a metaphor for resistance to oppression.

Liz Day

The performance of love, persistence, collaboration, hope and reconciliation in a group work programme for parents whose children are showing violent and self-destructive behaviours

The NVR (Non Violent Resistance) programme was inspired by Haim Omer who pioneered the use of the principles of NVR (Mahatma Gandhi, Martin Luther King, Bayard Rustin) in the context of work with the parents of children and young people with challenging and self-destructive behaviours. The group work programme was developed by the Oxleas NVR Team and published by Elisabeth Heismann and Elizabeth Day in 2010. The programme won the inaugural London Safeguarding Children Board award in 2011.

This workshop tells the stories of parents and facilitators and explores the performative aspects of the Oxleas non-violent resistance (NVR) group work programme.

With more than fifteen programmes since its inception, the project is burgeoning with new ideas. Parents who have completed the programme continue to remain involved by becoming co-facilitators of new programmes and running their own parent club sessions. The model of collaborative working with parents which has evolved opens up opportunities for further developments and is impacting on the way in which other parenting programmes are delivered.

Chip Chimera

Deception and Survival

In systemic therapy we engage with families, couples and individuals to co-create a therapeutic space in which ambiguity is identified and as far as possible is resolved, where the participants are working toward shared goals, and where there are differences these are identified. Systemic therapy assumes that although there are multiple truths which may be contradictory, these can be put on the therapeutic table in a way that can be examined.

How do our ways of conceptualising power in relationships help us when situations develop in which one or more individuals conceive of their needs as not being able to be met in the ‘transparent’ conversations we can have in the therapy room.

Literature is full of images of Machiavellian characters who generally come to no good through their use of deception to achieve their desired ends and their ability to manipulate others to achieve those ends. What do we do with these folks when we meet them in therapy?

This workshop will explore forms of deception we are likely to meet and how we may be able to recognise them and work with them. Theoretical ideas from attachment theory, particularly the Dynamic Maturational Model of Attachment and systemic theory will be drawn up. Case material will be explored.

Chip Chimera is the Director of Child Studies at the Institute of Family Therapy where she is responsible for the intermediate level of systemic training. Chip has an independent practice a substantial portion of which involves children and families caught up in long term contact disputes.

John Burnham & Sharon Bond

Supervision: Using maps and metaphors to explore and develop: Coherence; coordination; and mystery (Pearce, 1989) in supervisory practices and relationships

Sharon and John have known one another for more than 20 years. They began in a supervisory relationship which highlighted personal differences which eventually became mutually inspirational. In this workshop they will explore how maps and metaphors can extend the practices of supervision and the supervisory relationship from different but related perspectives. John and Sharon will explore how maps and metaphors can both be useful in creating personal/professional coherence (sense of self); managing coordination of relationships (working together) and engaging with magical mystery (what just happened there?)

‘Hard times’ can test a practitioner’s abilities to maintain their own sense of coherence: being the kind of practitioners that they hope to be, and doing the kind of practices of hope they came into this profession to do. John will map out a model currently known as ‘Problem-Possibilities & Resources and Restraints’ (PPRR) to clarify these issues across both therapy and supervision. Participants will be provided with handouts and tools to map out their current personal/professional practices and play with the possibilities for both maintaining resilience through extending their current repertoire.

Supervision and the supervisory relationship is one of the resources that can help practitioners to maintain and develop the resilience of their own practice. For supervision to be useful and not become a restraint, supervisors and supervisees will need to create
a relationship that **coordinates** each of their personal and professional values, preferences and practices. Coordination can be worked towards through mapping out how they approach their work and supervision to:

- avoid working at cross purposes and
- increase the chances that supervision can be experienced as a resource rather than a restraint.

This kind of clarity and rigour can be very useful but does not necessarily account for whether supervision is productive or not in generating hope and maintaining resilience. Pearce uses the term **mystery** to describe those aspects of relationships (family, therapy or supervision) that helps the relationship to **gel**, makes it sparkle and is experienced as spiritually **uplifting**. Pearce describes mystery as:

“the recognition that the human condition is more than any of the particular stories that make it coherent or any of the particular patterns of coordination that construct the events and objects of the social order ... a reminder of the fallibility of the process of social construction of reality, and of our emancipation from any particular set of stories and practices and ... stands in opposition to those who would attempt to impose an over restrictive ‘rationality’ on the stories and coordinated patterns of action in which we live...” (p. 23 Pearce, 1989).

Sharon will explore this aspect of supervision and the supervisory relationship through the use of metaphor. She has been developing her ideas on using metaphors in therapy, supervision and training and its value as a “creative sub-textual language” (Penn, 1999). Inspired by Monica McGolderick, she has amassed a collection of miniature ‘metaphors’ which she uses in her practice to co-create conversations in which she hopes to capture the emotions of untold (or not-yet-told) stories that are a part of our lived experiences.

Opportunities will be made in the workshop for you to ‘play’ with the ‘metaphors’ and explore your thinking and ideas in relation to their use as a resource for your toolbox!

**About the presenters:**

Sharon is a systemic and family psychotherapist and director of Chiron Consultation and Therapy Services, an independent provider of therapeutic services based in Stratford, East London. She is also a tutor and supervisor at The Tavistock Clinic and Institute of Family Therapy (IFT). Sharon is currently engaged in developing Chiron’s training profile which includes a foundation level course in systemic theory and practice and skills development workshops. Her contributions to systemic literature include the Context article: *Making the exotic ordinary* and the chapter *Putting a face to institutionalised racism: the challenge of introducing a live-supervised training programme for black social workers in a predominantly white institution* in Burck and Daniel’s *Mirrors and Reflections*.

John is a consultant family and systemic psychotherapist, and director of systemic training in CAMHS at Birmingham Children’s Hospital. He makes contributions to training programmes within the UK as well as internationally. He has made numerous contributions to the systemic literature including: *Family therapy: First steps towards a systemic approach*; *Approach-method-technique; Relational reflexivity; Social GGRAAACCEEESSS; Are you sitting too comfortably?* and other papers on supervision.

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**Marcus Averbeck**

**Mindfulness**

This workshop will focus on ways in which therapists can use mindfulness-based approaches to being with difficulties. Of particular importance in the delivery of any mindfulness-based approaches in psychological therapies is the level of mindfulness of the therapist. This workshop will explore what it means in practice to be a mindful therapist, and will, of necessity, be highly experiential.

There will also be a brief outline of the theory of Mindfulness-Based Cognitive Therapy and an attempt to link it with systemic theory and practice.

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**Friday 16.00 – 17.30 Workshops**

**Reenee Singh & Martina Klett Davies**

**Loving across border control: Couple relationships in the 21st Century**

Much recent policy, academic and professional research has focused on the causes and effects of relationship breakdown. Studies have tended to focus on the ‘stressors’ that contribute to relationship breakdown (Walker, Barrett, Wilson & Chang, 2010) and the adverse impact of marital distress and family fragmentation.

Migration is one such stressor across the family life cycle, which can cause disorientation, loss and mourning (Falicov, 2007). When one partner comes from a different country and background, the couple relationship has to be able to endure and accommodate language and cultural differences. The literature on intercultural relationships traditionally focuses on high rates of divorce and mixed heritage children in care (Alabhai Brown, 2012).

An ongoing ESRC (Economic and Social Research Council) funded national study, ‘Enduring Love? Couple Relationships in the 21st Century’ set out to explore what makes relationships work and the things that keep couples together, as opposed to relationship breakdown. The study examines ‘relationship work’; the factors that contribute to couple relationships enduring and flourishing despite shifting societal discourses about togetherness and commitment.

In this workshop, we will draw on findings from the study with particular regard to resilience in couples where one is a migrant. We will present two case studies of couples where the female partner is a migrant. We will explore themes and processes in the couple relationship, with a particular focus on the resiliencies and strengths of the relationship. Although the research study is not directly
in the field of family therapy, we will link the findings to clinical systemic practice with contemporary couples. We hope that our workshop relates directly to the theme of the conference as it is about couple resilience and diversity.

References

Jocelyn Avigad, Zohreh Rahimi, Jane Fisher

**Hope as a practice: Creating it with others**

We will start our workshop by showing a DVD we made together with users of our service for today’s presentation. In it survivors of torture and organised violence will talk about how they have been able to hold on to their hope and resilience alongside their ability to resist and grow through often overwhelming experiences of human rights abuses and adversity.

We will then reflect on the relationship between our own capacity to hold hope and hopelessness in balance and how this is reflected in the therapeutic dance. We will do this by:
- discussing how we try to work with the effects of complex trauma and ongoing oppression on the individual mind and on family relationships in ways which practice the rebuilding of hope and offer a chance for reconnection with a sense of agency and the right to speak out
- exploring the importance of the meaning children, couples and families give to their struggles and the resources they bring from their past lives and diverse cultural, spiritual and traditional backgrounds
- ensuring that we remember when working with interpreters that they are a crucial part of the therapeutic system and can verbally and non-verbally influence the process of hope and resilience and resistance

We are acutely aware that, particularly in the current political and economic climate both locally and globally, many families, couples and therapists share the same struggles. We will invite participants to share their own experiences and learning in relation to hope and resilience and the capacity to resist and gain strength in hard times.

Michael Henry

**Systemic practice with gang members and their families**

This workshop is for all practitioners who are involved with gang members/at risk youth in their practice whether this is directly or indirectly. It will provide an unhurried, safe and constructive space to explore the challenges when working with this client group. The workshop will be facilitated through a mixture of theoretical input and group discussion. Participants will be encouraged to share their expertise and experiences that connect with the themes of the workshop.

Through a theoretical understanding of ‘gangs’ using a ‘systems theory’ perspective, this workshop will encourage professionals who work with young people in this client group to view the young person and the peer system as a ‘family’, which would hopefully re-orientate the proposed therapeutic intervention to possibly include the greatest influence (the gang) in the system which tends to be excluded.

By using the social graaacceess tool, this workshop will look at how we can strengthen the therapeutic relationship with this client group and open up a deeper understanding of the wider themes that serve to cultivate gangs in our communities.

Examples and ideas will be shared on ways to enable engagement with gang members/at risk youth.

Umberta Telfner

**Active techniques in systemic interventions**

Two premises guide my seminar.

1. The fact that the systemic frame transcends from the number of participants within the session and from the type of intervention (therapy, larger context, consultations): interventions with one or more people anyhow perturb the system we are considering.

2. The fact that in these so verbal and psychologically contaminated times words don’t seem to be enough as a perturbing tool. To do and to make do becomes indispensible as ways to elicit a reflection, to protect the relationship and to bring out transformations. Also to render interventions in a way that they become a more coherent tool in relation to these times.

“*To play together*” allows participatory dialogue to access emotions, to further understanding and to enjoy the process. It is a different conversation which utilises the fractalic relationship between life and what is brought in the session. Naturally the utilisation of techniques must always be subordinated to a systemic interpretation of events and to the on-going monitoring of the relationship.

The meta positioning of the systemic frame allows one to utilise any technique, but there are some that are more coherent to the ongoing process. The utilisation of letters, music, a camera to make pictures or short movies, books, stories, dreams, sculptures, role playing, drawings have been often proposed as useful tools.

I would like to experiment with the participants some active techniques, some actions performed together, in which the therapist participates with her contribution to the common processual domain. These techniques allow sharing transformative experiences.

I would subdivide techniques by their purpose to: do dance together and perturb, access the emotions, share understanding and to strategically intervene. I wish to explore some techniques that can be used in different contexts, in the public, private and voluntary sectors.
• The utilisation of postcards which make the common dance emerge
• The dialogue with different selves in order to enhance resources
• The utilisation of space to represent oneself
• The map of the present state and of the desired one (Bodin)
• The search for the metaphoric object (L.Hoffman)
• The construction of rituals to make patterns explicit
• The construction of masks, talismans, strength strategies to learn to cope

It remains fundamental the responsibility on the therapist’s side to choose how to intervene in a relevant, coherent and respectful way. Within an equal relationship, asymmetry obliges the clinician to be always able to explain to herself and to clients why she is choosing one path or another and to correct the process according to the obtained feedback.

**John Burnham & Sharon Bond**

**Supervision: Using maps and metaphors (continued)**

2 Presentations:

Ruth Biddlecombe, Peter Watt & Carole Masona

**Tea, cake and social interaction: changing the culture of a system – the difference that makes the difference**

This paper describes the starting point of our team attempting to improve our own team dynamic and the journey of two teams trying to change the way they relate and communicate in order to support young people. Team systemic consultation was used to support staff’s capacity to understand and change the dynamics in the building. The key issues for change were (a) taking time during the week to reflect; communicate and plan the running of the service (b) be committed to finding solutions, and (c) learning to value taking the time to reflect on the service, which became more apparent when writing the paper.

Mike O’Connor & Charmaine Valler

**Gypsy Roma traveller families & communities: Working together for a brighter future**

Gypsy, Roma and Traveller (GRT) communities in the UK have been described by the Joint Parliamentary Human Rights Committee as the hardest to reach of all ethnic minorities. The Committee’s 2005 report stated, “Evidence attests to the multiple discrimination faced by Gypsies and Travellers, and their exceptional level of social exclusion”. The report found that poor school attendance, low educational attainment and high levels of illiteracy are particularly acute problems for GRT children. It also found they experience exceptionally poor health, even compared with other marginalised groups; including high rates of infant mortality, mental health issues and difficulties in accessing health and social care.

Mike formerly worked in Surrey CAMHS where for the past 12 years in Surrey was the CAMHS representative on a county wide Gypsy and Traveller Health and Welfare group. Gypsy and Travellers are often defined as hard to reach group. In reality it is our services that are not always easy to access especially for mobile travellers. The workshop will outline how at a strategic and local level partnerships to work with this most marginalised group were developed. Mike has worked clinically with many traveller families in his time working in CAMHS and will discuss and explore practice issues. In particular, issues of engagement and dealing with discrimination. The presentation will give space for questions. Resources and further reading will be recommended.

Charmaine is from the organisation ‘Friends Gypsies & Travellers’.

**Saturday 21st September – Sir Alexander Fleming Building**

9.30am  **Welcome followed by Peter Fraenkel**

Director of the Ackerman Institute for the Family, USA. Associate Professor of Psychology, City University of New York, former Vice President of the American Family Therapy Academy.

**The ways of Engagement: Collaborative approaches to fostering resilience in multi-stressed, economically-marginalised families**

Families with multiple problems, stressors, and frequent crises can be difficult to engage in therapy. They may feel hopeless about the possibility of change, and therapists may soon become overwhelmed. These families often present with couple conflict that may include intimidation or domestic violence; parenting issues and serious problem behaviour in children and teenagers; alcohol and drug abuse; the possibility of placement of children in foster care; as well as challenges dealing with under-employment, immigration, or inadequate housing. In addition, these families often present as mistrustful and guarded based on negative experiences with previous therapists and larger systems, including social services, schools, hospitals and clinics, and legal institutions. In many cases, the rift between family and the therapist may
result from differences in their respective social locations in terms of social class, education, race, ethnicity, and citizenship status. Adults often report feeling that their approach to parenting is disrespected. Indeed, one of the major challenges for practitioners working with such families is how to address problematic parenting and strengthen parent-child connections without putting down the parents. Drawing upon the presenter’s two decades of work with multi-stressed urban families, this lecture will present a range of effective, collaborative practices that strengthen parenting sensitivity and family connection in a manner that restores rather than challenges parents’ role as the expert on their own children, and that opens communication between partners as well as between parents and children. Participants will learn how to engage families’ expertise on their lives, how to use humour and play to create a ‘re-humanised therapeutic relationship’, and how to collaborate on writing required reports to agencies involved with the families. Therapy for individual families as well as multiple family discussion groups will be discussed. The presentation will utilise lecture and videotaped examples of family interventions.

Saturday 11.00 – 12.30 Workshops

Peter Fraenkel

On the eve of destruction: Last chance couple therapy

Couples in which at least one partner is strongly considering leaving the relationship present unique challenges for the therapist. Such couples typically experience high levels of conflict and disdain, and low levels of patience, desire, humour, playfulness, and good will. Motivation for therapy may be low, as at least one partner may be reluctant to engage lest things improve and they feel compelled to stay. Often, such couples have been in therapy once or sometimes several times before, without lasting effect. Working with such a couple can be emotionally taxing and discouraging for the therapist, who may become inducted into the couple’s sense of futility. Although couples at this stage are in danger of relationship dissolution, the crisis of connection affords the therapist unique opportunities to mobilise change. In this workshop, participants will learn the delicate practice of engaging reluctant partners to try to improve the relationship without feeling trapped in an unhappy future, and powerful approaches that restore hope and create meaningful, sustainable change. Participants will learn an integrative approach that includes evidence-based communication skills; how to identify vulnerable feelings such as loneliness and sadness that underlie anger and disaffection; powerful reframes; how to utilise friendly, supportive confrontation; narrative techniques such as externalising; mindfulness practices; humour; and play therapy techniques that foster creativity and flexibility. Participants will also learn how to help couples identify and unlock the core problematic patterns of emotion regulation and linked negative physiological arousal that often keep partners in perpetual struggle. They will also learn how many of the common couple conflicts about money, housework, childrearing, religion, in-laws, and sex (among others) are driven by differences between partners in how they “inhabit” aspects of time and rhythm, such as differences in pace, time perspective, and punctuality, and how to use the power of time shifting to reconcile these differences. Although the workshop will focus on high conflict couples, the theory and practices presented will apply to couples at any level of distress. This workshop will be useful for couple and individual therapists at all levels of experience.

Sandra Baum, Ben Shannahan & Claudia Forero

Connecting with ripples of resistance: Developing and reflecting on vicarious resilience

We are affected by the experience and privilege of consulting with families. We are often inspired by their stories of courage, outraged by their experience of injustice, feel joy in their laughter and are moved to tears by their despair. We walk together along a tightrope of hope, perpetually trying to balance and coordinate our actions to discover the resources that individuals, families and communities draw upon to traverse adversity.

Vicarious resilience (VR) is defined as the therapist’s ability to “learn something about overcoming adversity from their clients” (Hernández, Gangsei & Engstrom, 2007, p. 230). VR is complementary to other theories, which focus on how practitioners can be affected by the stories of those who have experienced trauma. These include vicarious traumatisation, secondary traumatic stress, empathic stress and compassion fatigue (Figley, 1998 in Hernández, Gangsei & Engstrom, 2007, p. 229). The concept of VR evolved through a qualitative study of psychotherapists and other practitioners who worked with survivors of political violence in Colombia. The study found that practitioners were positively affected by the emerging stories of resilience co-constructed with their clients. They reported developing a sense of hope and faith beyond the experience of trauma in their personal and professional lives and the experience influenced their values and perspectives in a variety of ways. Bringing forth and appreciating client’s stories of survival and resistance helped practitioners to value the therapy. This drew their attention to how resilience and inspiration is born and nourished through sensitivity to ways context and relationships shape the meaning of our lives.

Whilst this study focuses on the implications of political violence and oppression in the context of internal conflict, from a narrative perspective all violence has political roots as it can be understood in the context of the abuse of power in relationships. Positioning violence and trauma within a political discourse can create opportunities for the development of subjugated stories of hope and resistance that have the potential to be transformative for the survivor and those that bear witness to their stories of survival (including the therapist).
In this workshop we will present a framework of ideas that we hope will assist practitioners to reflect on VR through their contact with those who have survived adversity. We will focus on the actual and potential effects that our clients’ stories of resilience have on our values and us. We will also consider the reflexive effects of VR on the positions we take in relation to our clients’ experience of despair and distress. In the process we will consider the four witness positions introduced by Kaeve Weingarten (2003).

References

Dawn Walker

Renegotiating relationships: Working with children in care and their families

In this workshop I will share experiences of working with families whose children have been removed or who have had their children removed from the family. Some of these children have returned to their families and some remain living apart. All have given permission for their information to be shared in the way it will be presented.

When we think about the family life cycle we don’t often include the dislocation of children leaving families either due to state intervention or through family’s requests. We hear little from family therapists working with children and young people on the edge of care, or with the families of children and young people in care. Systemic family therapists can offer multiple frames for children and families that can enable perspectives to be challenged, negotiated and shared. Through our training and practice we are able to hold seemingly different positions and maintain calm during complex and difficult conversations (sometimes when we may not feel calm ourselves).

Family therapists are able to conceptualise multi-layered systems and illuminate different aspects of the system at different times. This allows us to question power and perceptions of power; in the court process, for example. How might we talk with a young mother about talking with her four year old about the judge’s summing up? How might we talk with a 15 year old who says he wants to kill his father because he won’t allow him to return home? These are the kinds of questions that family therapists will open up and encourage multiple perspective taking whilst keeping family members central to the therapeutic process.

Stories of hope and resilience from sometimes-marginalised children and families will form the core of this workshop.

Valeria Ugazio and Lisa Fellin

Promoting resilience in families through semantic polarities

The workshop will present the clinical application of Ugazio’s (1998/2013) Family Semantic Polarities (FSP) theory. Drawing on the core ideas of the Milan Approach, Ugazio emphasises the crucial importance of meaning making and positioning to account for differences within and across families, as well as between the therapist and different clients. The core hypothesis of her clinical model is that specific bipolar meaning dimensions characterise principal psychopathologies: phobic, obsessive, depressive and eating disorder patients construct their identity and ways of relating within a family conversation in which “freedom”, “goodness”, “belonging” and “power” semantics prevail respectively. The same happens in therapeutic conversation where clients position the therapist in their own semantics. “We do not, therefore, have a single way of building up the therapeutic relationship, but as many different ways as the number of semantics”.

These hypotheses have already been validated on the first 2 sessions of 60 systemic psychotherapies requested for the 4 psychopathologies (Ugazio et al. 2012, in press). Two versions of the Family Semantics Grid – FSG (Ugazio et al. 2009) coding system were applied to the 120 transcribed and videotaped sessions. The results confirm that the semantics of “freedom”, “goodness”, “power” and “belonging” prevail in both narratives and interactions with phobic, obsessive-compulsive, eating and mood disorders respectively. Other semantics prevail in the comparison group (clients with life problems). These findings support that “the crucial variable that shapes the therapeutic relationship is the dominant semantics in the patient’s conversational contexts”.

The workshop will present the clinical application of Ugazio’s (1998/2013) theory and show what kind of resources characterise each family’s semantics and how to enhance resilience in them. It will also illustrate how to use in various ways the semantics’ constrains during therapy to stimulate unforeseen possibilities. Some clinical vignettes, video recordings and transcripts from sessions will be used to explain the specific therapeutic conversational strategies developed for strengthening resilience and transforming limits into resources.

Different semantics and positionings account for diversity within and across families, as well as between the therapist and different clients. Indeed, given the multiplicity of diversity-matching that can occur within and behind the family therapy room, similarities and differences within individuals and families affect their reciprocal interactive positioning with therapists too. Other implications of the FSP theory for therapeutic practice are therefore connected to how issues of diversity are constructed and enabled. Through a variety of clinical examples we will show how focusing on semantics can help us to take into account differences of sex, age, cultural, religious background (and so on) and to transform these from potentially hindering factors into therapeutic ones.

Reference

AFT Conference 2013 13
Ged Smith

**Working with men and masculinity**

As men, we grow up in a culture where we learn the rules fast, about how to behave, both with each other and with women. Any transgressions of these rules are met with harsh reactions, not only from other men, but also from women. And women have their rules too, from religion to shopping, from body image to education, all designed to keep women in their place. The power imbalances common in society are not as clear as they once were. Patriarchy is still a dominant force in our lives, and yet the idea of power that this gives men is an illusion which confuses us all. Manliness is a contested territory; if there is a Crisis of Masculinity, what does this mean? Men struggle to know how to act as fathers to their children or carers of their partners or each other, bombarded with images which privilege control and reason, dominance and achievement. We need to change how our societies operate to liberate us all from these strictures. Masculinity is an invented construct, not anything that is natural or essentialist, with costs that are high for both men and women in terms of physical and mental health. This workshop will look at how we can work with men in ways that are more likely to engage than alienate them. It will be a participative workshop to include discussions, video, powerpoint and material people bring.

Dave Green and Paula Boston

**Who cares about research when the ship is sinking?**

Family therapy has not had what you would call a close relationship with empirical research, so it might seem strange to suggest that, in these straitened times, family therapy training should put an emphasis on promoting research skills. However when systemic practitioners are under pressure to justify their preferred ways of working and demonstrate their effectiveness, understanding what you can and cannot conclude from research studies may keep you in a job.

In an attempt to convince some of the undoubtedly sceptical students on the MSc programme in systemic therapy at the University of Leeds that the research module of their course was to be treasured rather than endured, we have pushed a few new(ish) ideas:

- **How to smell a rat.** While many of our students claimed not to have much understanding of research methods they all had some creative ideas about how they might go about fiddling results in their favour if they had to. Most of these strategies (such as loading the design dice and not reporting unfavourable data) have exact parallels in the scientific literature

- **The dangers of allegiance.** It is tempting, but dangerous, to cherry pick research findings that suit your world view. Knowing the limitations of the evidence-base for systemic therapy is at least as important as being able to cite supportive studies

- **Practice-based evidence.** Local knowledge will always trump grand American outcome studies. The recent development of brief measures which allow practitioners to track the progress of their therapeutic work and discuss progress or otherwise with their clients makes the once mythical notion of the scientist practitioner a much more viable proposition

- **Problem-based learning.** In contrast to the traditional lecture followed by examination format the primary mode of assessment in the research module is completion of two small group research assignments – one quantitative in nature and one qualitative. So all students have to “get their hands dirty” with some real data. The necessary development of some further presentational and reflective skills is an added bonus

With luck this approach has kept our students engaged enough to pick up the basic research nous required to help them thrive in an evidence-based culture and even offered a few ideas for other course organisers to consider.

**Saturday 13.30 - 15.00 Workshops**

Peter Fraenkel

**On the eve of destruction: Last chance couple therapy (continued)**

Matthew Selman

**Exploring power through play** (limited to 20 places)

As family therapists we seek to recognise and work respectfully with issues of diversity and equality as emphasised through the central role of the Social GGRRAACCEEESSS (Gender, Geography, Race, Religion, Age, Ability, Appearance, Class, Culture, Ethnicity, Education, Employment, Sexuality, Sexual orientation and Spirituality) in training and practice. Issues around equality and diversity are intrinsically linked with issues of power – who can define “normal/abnormal”, “good/bad”, “well/sick”, “able/disabled”, “acceptable/unacceptable”, “right/wrong”, “us/them” and people’s ability to express themselves. It features in all aspects of our work, at the level of discourse, as described by Foucault, and filtering to local embodied expressions in interactions with clients and colleagues. In this workshop we will use methods from improvisational theatre to explore the embodied experiences of power and powerlessness in direct relationships. All of this will be done in a playful manner to free participants to step outside of habitual patterns and reified concepts of “self” and in so doing free us to both explore other ways of relational being and raise awareness of the potential experiences of the other.
My experience in relation to this workshop is working as a clinical psychologist and family therapist in a service for adults with learning disabilities and mental health difficulties. As a group marginalised by society, issues of equality and diversity are significant and differences in power and Social GGRRAAACCEESSS with myself are often marked which has led me to explore different ways of acknowledging and working with this.

Having been involved in performance (street performing, juggling, improvisational comedy and cabaret) for over 20 years and trained extensively in improvisational theatre I have found that applying a playful way of engaging with different roles has offered ways of engaging with and experiencing “difference” in an embodied way that enriches the intellectual knowledge of systemic theory and practice. I hope that through this workshop you too will experience a “difference that makes a difference” and build on your current relationship with power and relational being.

Please note that this workshop will be experiential, involving moving around and engaging in theatrical exercises. The number of place available will be limited to enable full participation.

Gary Robinson, Karen Johnson & Steve Edgeley

Think family: Systemic and psychodynamic safeguarding practices

This workshop will introduce a systemic safeguarding project which has taken root within the economic downturn to support those families experiencing social inequality and increasing economic hardship, affecting human relationships, wellbeing and mental health.

The project focuses upon families who experience both child and adult mental health difficulties and safeguarding concerns. The project has emerged within a context of budget cuts and reduced services, affecting the most vulnerable families, who are often already experiencing discrimination and disaffection.

The project has combined systemic and psychodynamic theory and practice in the development of a live family therapy team working with the most complex mental health and safeguarding issues. The model and clinical illustrations will be of interest to those working in both adult and children’s services, including health, social care, education, and the voluntary and independent sectors.

The workshop will describe how we are building multi-agency networks, training initiatives and clinical services to promote a systemic, multi-professional approach to safeguarding and think family practices. We will share stories of strategic manoeuvrings, training and supervision developments, but more importantly, we will share how we are putting the ideas into practice with permission from the families who have taught us so much through their expertise by experience. We hope to celebrate what has inspired, excited and moved us, including laughter and tears. Participants will have opportunities to share their own ideas and experiences, whilst enjoying serious play, in trying out some of the models and techniques we are developing.

Gail Simon

Researching with a systemic social justice agenda

This workshop is an invitation. The invitation is for participants to think of an area of their own or other people’s lived experience, personal/professional, which they feel would benefit from systemic inquiry, from sharing, from a hearing or witnessing. I will give some examples of how research can be a form of activism, how it can be a change process and part of an established tradition of community generated intervention. Postmodern qualitative research now advocates that all research should have a social justice agenda. This connects with narrative therapy’s idea that some stories are subjugated but present and not yet told or heard. As people-in-the-world, as members of different and hyphenated communities, as managers, therapists, trainees and trainers, supervisors and supervisors, community workers, we are witness to our own and other people’s experiences. There are many episodes, themes and happenings of significance which are personalised, silenced, hidden and at risk of remaining untold. If stories are unheard, then experience can be lost and unjust practices continue to dominate.

You might have what you consider a small, humble project or something on a larger scale but all projects can be adventurous and bold in their own way. Liberal humility has a limited space allocation in this workshop! It can act to underplay the significance of personal experience and knowing. Please come with an open heart and a desire to listen out for what moves you to action. Everybody has stories to tell, ones which they feel need hearing and which may benefit others. Let’s use systemic ways of approaching things to think together about how you might work up something that matters into a shape and form which has its own in-built validity. Let’s explore what creative and ethical permissions can support such a project and how your inquiry can be shared with confidence and, hopefully, make a positive difference.

Eating disorders forum

This is not a structured workshop but a discussion forum for those interested in or working with eating disorders.

Colm O’Keefe & Heleni Andreadi

What keeps us all (clients, therapists, supervisors, organisations) going? Using a collaborative approach to re-view our work in ways that sustain hope and open up possibilities

Working with people whose voice and experience remains ‘loud’ and meaningful despite being marginalised and not heard for centuries; in an area of London affected by poverty and limited opportunities that continues to keep its richness in diversity and
colourfulness; with colleagues who in the midst of ongoing change succeed to maintain hope for their clients, themselves and the organisation; an organisation that is directly and indirectly affected by the local, national and international austerity and the uncertainty that comes with it and is therefore looking for the evidence and outcomes that will bring back some sense of certainty.

For participants who recognise themselves as operating from and within some or all of these contexts, this is a workshop that wishes to introduce a creative, collaborative approach to collecting, reflecting on and representing significant information and feedback on the therapeutic process and relationship.

We recognise that some of the constraints our clients and we – therapists, supervisors, and organisations – have been facing in the last few years can close down dialogue, challenge our skills and preference for collaborative practices, make us question our ethical positioning and limit our creativity.

Inspired by Rubinstein-Nabarro’s (1994) ‘Collegial Consultation Model’, and having the concepts of transparency, open inquiry and collaborative communication as our guides, we entered a journey of developing a collaborative method of re-viewing our work that would involve, bring alive and together the voices of the client, the therapist and the supervisor. We wish to share the experience of our journey so far and the difference it is making on our practice within a Systemic Therapy Team in a Secondary Adult Mental Health Care context. We also hope to create a useful space for reflection bringing examples from our practice and explore with participants how this approach can help sustain hope in therapy, encourage transparency and dialogue, open up possibilities for change and influence the organisational constructs and understandings of what Systemic and Family Therapy can offer, especially during times of instability, uncertainty and change.

15.30 - Closing Ceremony

**Witnessing and transformation: Building hope and resilience**

We invite diverse witnesses to give voice to their experiences of the conference and how these have contributed to the building of hope and resilience which they will carry forward. This is embedded in a process of feedback in the presence of members of the AFT board, which represents systemic practitioners and therapists. Merseyside AFT will be present to provide the continuity for next year’s conference. As in the opening ceremony of initiatives, drama will ensue.

“The end is where we start from ....
We shall not cease from exploration
And the end of all our exploring
Will be to arrive where we started
And know the place for the first time”
(T.S. Eliot, Four Quartets).

**The Art of Forgiveness** is a display on show throughout the conference in the Alexander Fleming Building foyer. Alastair Pearson explains the background to the display below:

In 2010 I attended Kim and Barnett Pearce’s workshop exploring contributions of C.M.M. to personal development and spiritual practice. The story they told of forgiveness between Barnett and his father inspired me to consider forgiveness in my own life, and to revisit C.M.M. in general. As part of this process I made connections with my artistic life, and began sharing C.M.M. ideas with artists and musicians. More recently I have been adapting the “tree of life” of narrative practice, to explore relationships with art. I invited those who attended Art of forgiveness workshops to create art exploring forgiveness, for sharing in public exhibitions. The display at this year’s AFT conference tells the story so far...

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**Karnac Books** will have a book stall on Friday and Saturday in the Sir Alexander Fleming Building. They will be providing a large range of books including those recommended by presenters.

Please ensure that you do collect your certificate for this conference and keep this safe for evidence of attendance. It will not be possible to re-issue certificates.
AFT London 2013 Evaluation Questionnaire

We hope you have enjoyed the conference and would be grateful if you could take a few minutes to give us your feedback

The Programme in terms of academic/professional content:
Poor/Average/Good/Excellent

The relevance of the conference content to your current work:
Poor/Average/Good/Excellent

The relevance of the overall content to professional development:
Poor/Average/Good/Excellent

Quality of speakers:
Poor/Average/Good/Excellent

Pre-conference information:
Poor/Average/Good/Excellent

Conference organisation in general:
Poor/Average/Good/Excellent

The venue in terms of conference facilities:
Poor/Average/Good/Excellent

Residential accommodation – if applicable:
Poor/Average/Good/Excellent

The quality of the catering:
Poor/Average/Good/Excellent

Conference organisation:
Poor/Average/Good/Excellent

Which workshops did you attend and please rate these?

Poor/Average/Good/Excellent

Poor/Average/Good/Excellent

Poor/Average/Good/Excellent

Poor/Average/Good/Excellent

Further comments on the workshops:

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