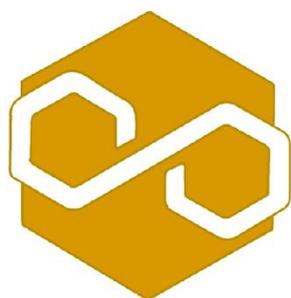


# Ayanay Psychological Accreditation Community Learning Hive



**Ayanay  
Psychological  
Accreditation  
Membership**



**APA COMMUNITY  
LEARNING HIVE**

**PSYCHOLOGICAL  
AWARENESS  
FOR ALL**

No hierarchy of professionals

Client focused over financial bias

Maximum support for professionals

Elevated learning that's relevant, responsive and required

Active member promotion Therapeutic community development

Opportunity to become an APA Facilitator

Discounted Career Professional Development

Discounted Insurance with Holistic Services Insurance (UK only)

25% discount on all APA Retreats\*

### EMERGENCY SUPERVISION

Open to all Therapeutic Professionals and those that are Psychologically aware.



# Ayanay Psychological Accreditation

## APA Membership



Membership by Members for Members



## **COMMUNITY LEARNING HIVE**

The APA Community Learning Hive provides Psychologically based community learning and support in areas of:

- Children's Social Care
- Primary Education
- Justice Sectors
- Ex-Military Community
- Youth and Community Engagement
- Abuse in the Home
- Employability, Selection & Induction
- Social Policy Development

## **WHY THE HIVE?**

A Hive, in the natural world is the most productive and successful organisational structure. We believe that humans have a lot to benefit from adopting a Hive psychology.

In a Hive every component is connected and supportive of the other components. As each component is strengthened, the other components benefit, and the Hive grows. The bigger the Hive, the more successful it becomes, and the cycle of development continues.

It is ultimately this approach, that makes The Psychological Hive unique. With 3 primary psychological approaches: Psychodynamic approach, the VC Approach a version of Cognitive Behavioural Therapy (CBT) and the Person-Centred Approach, we have designed all our programmes to develop a stronger core skill set, that builds a greater resilience, that can improve the chances for a positive outcome.











## THE PROGRAMME DETAILS

### Storytelling with The Mouse

APA currently offer 3 workshops that produce 3 stories, each story is designed for 5-7 year old children. Workshop participants can be as young as 8 years old.

The workshops allow each participant to produce illustrations that are added to the text of the pre-formatted story. Creating a complete storybook.

The stories used in the workshops are all designed for 5-7year old children. This allows the focus of the workshop to deflect the topic away from self without losing the benefit of the conversation. It also builds a natural awareness of supporting others.

### THE STORIES

#### Emotional Controls: The Princess & The Mouse

Understanding coercion in relationships and the negative impact this behaviour creates, is something many young people can fail so see, as a precursor to long term and very damaging situations. This story allows young people to identify the situation, discuss the environment that allows it to exist, and see a path out from it.

#### Cheating: The Mouse & The Magic Mountain

Cheating for personal gain, impressing peers or when under duress is not generally a topic touched on unless the situation arises. It is however, a core principle that once understood will shape a child's interactions and outlook for life. Prevention is better than cure.

#### Bullying: The Mouse & The Bully Dogs

Bullying is a topic covered by every school in the UK. It is however, training, that is rarely as effective, as professionals hope and accept. Through our approach we can address this area 'under the radar' so to speak. Raising awareness to the differing types of bullying and the possible reasons behind it and creating positive responses to the situation, will lead to better outcomes.



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## **DELIVERY OPTIONS**

APA has developed 2 delivery options for the Storytelling Workshops.

### **1. Standalone Workshops**

The Client / Service Provider selects one of the 3 workshops available. This is delivered in a 3 hour, interactive session.

### **2. Published Storybook**

All 3 workshops are presented and completed. A total of 90 illustrations are produced over the 3 workshops.

The maximum number of participants per workshop is 30. On completion of the 3 workshops the completed storybook is printed. 150 copies are delivered to the service provider. Each participant is credited for the illustrations.

## **BENEFITS**

Increased knowledge of the topics covered.

Improved coping capabilities around the topics covered.

Increased confidence to discuss the topic covered.

Increase child inclusion in creative projects.

Improved child led support of others.

Improved connectivity between professionals and children.

Increased ability to identify potential risks and challenges early.

Improved connective thinking and decision making.

## **Specific benefits of the Published Storybook**

The stories will be shared with siblings and family members outside of the workshop, thus cascading the benefit.

The sense of achievement received from being accredited in a book is something no child, young person or adult ever forgets. This will ensure that the stories will continue to be used and share the benefits to all those that read the stories.

Participants are involved in production of a product the service provider can sell.



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## HOW DO THESE HELP THE PROFESSIONALS?

- Increased awareness of a participant's responses to the topics can give indicators that support may be needed.
- Increased communication leads to improved communication.
- Allows for Topics to be addressed without there being a specific situation to fix.
- The product can be used across the group to deliver awareness sessions to all experiencers in the future.
- The activities included in the workshops can be replicated with other groups.

## REVENUE GENERATION

The Published Storybook option allows for a copy to be given to participants and the remaining copies, to be sold with 100% of the revenue raised being held by the service provider. Yes, Royalties Free\*

\*Copyright on all written material is held and remains with the Author of the work. The Author is waving his Royalties for the benefit of this project. Our publishing partners will also offer service providers the option of ordering additional copies direct with no further charges to APA.

## OUR PUBLISHING PARTNERS

WhiteWater Publishing Ltd, set up in 2008 to provide a new publishing service to help individuals, groups and organisations produce books which they can then sell. Authors get 100% of the income from the books they create; there are no publishing royalties associated with any of the books produced.

## COSTS

Standalone Workshop Maximum of 30 people per session. (Minimum for all sessions is 10 adults) pls note the youngest participant age is 8 years old. Includes. Takeaway Handouts and CPD Certificate.

Individual Session Prices: £350.00 ex VAT

Published Workshop Package

Maximum of 30 people per session. (Minimum for all sessions is 10 adults) please note the youngest participant age is 8 years old. This can be made up of the same people in each workshop, or a different group of people for each workshop.

Full Price: £2500.00 ex VAT









This is a Flexible transition programme, designed to support effective transition from being connected to the Justice Sector to independent living, with multiple delivery options.

- Option 1: Bespoke Seminar delivery.
- Option 2: Targeted Workshops.
- Option 3: Targeted Core Skills Package.
- Option 4: Full Group Programme.

All delivery options have 4 points of intervention.

- I. Pre-Sentencing
- II. Introduction to Custody
- III. Pre-Release
- IV. Post-Release

**PROGRAMME BREAKDOWN**

The full programme covers all 21 Keys for Successes.

Great Interactions	Knowledge +	Getting on TRACK
Reaction vs Response.	Communication +	Building a positive wall
Effective Planning	Confidence =	Who am I?
Building Your Own Team	Passion	My Story, My Future
When Things Go Wrong	Safe Me	Needs, Wants & Desires
	A New Outlook	Excuses or Results
	TUB Ratings	
	Decision Making	

**OUTCOMES**

The ultimate outcome from participation in the Steps to Success Programme is that individuals gain the core soft skills, knowledge, awareness, confidence and outlook, that empower them to make positive life choices, build positive connections and develop effective networks for breaking the chains to their own past.



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## AIMS

It is hoped that successful completion of the programs will become part of the Transition Plan for every justice leaver, with Local authorities including it as evidence of capability, prior to issuing Local Authority Tenancies. The approach taken to support those connected to the justice sector, is a development from the educational base, currently in use by the UK Justice Sector.

Steps to Success has been developed from generations of psychological knowledge and positive human development. By using this knowledge, the programme empowers participants to develop their own choices and engage in positive actions for their future. Thus, diverting people from the negative influences and environments that often create the cycle of manipulation, reaction and desperation that form the core triad of reoffending.

For more details contact [info@ayanay.co.uk](mailto:info@ayanay.co.uk)



**AN INSIGHT TO TRAUMA INFORMED RESPONSES**

With increased focus on trauma awareness and the impact trauma can have on anyone, at any time. APA is best placed to deliver a full range of options that support long term positive outcomes across many therapeutic and psychological arenas.

With multiple programmes, packages, seminars, CPD videos, workshops and supervision, as well as being, the only UK based accreditation service to link Qualification & Experience with, a professionals Self-Awareness, Congruence & Client Interaction, APA offers the very best support available. Support that enhances individuals, both professionals and experiencers, from a core level.

**OVERVIEW**

APA is currently offering the Pain to Purpose package as a standalone introduction to new ways of responding to trauma. This package is designed to support both experiencers and the professionals / practitioners that support the experiencers.

**OUTCOMES**

Experiencers and the professionals / practitioners that support the experiencers will gain an immense level of both personal and professional empowerment from the Pain to Purpose package. While the 2 groups will ultimately be developing appropriate understandings, the package allows professionals / practitioners to enhance and elevate the effectiveness of their interactions, that then maximises the support of the experiencers as their level of empowerment increases.

**BENEFITS**

- Enhances effective interactions
- Improves Self-awareness
- Creates an environment of unconditional positive regard
- Increases positive engagement
- Reduces the cycle of negative dependency.



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**PACKAGE BREAKDOWN:**

**Session 1:** Practitioners Only Title: The VC Model.

Description: Practical understanding of the next generation in Cognitive Behavioural Therapy (CBT).

Duration: 2 hours. Format: Interactive.

**Session 2:** Practitioners Only Title: The VC Model in Practice.

Description: Practical use of the VC Model.

Duration: 2 hours. Format: Interactive. Participants explore practical application of the VC Model.

**Session 3:** Experiencers and Selected Practitioners Only Title: Pain to Purpose.

Description: Hear the experience and see the journey from past pain to future success. #

Duration: 2 hours. Format: Narrative workshop.

**Session 4:** Experiencers and Selected Practitioners Only Title: My Launch Pad.

Description: Start the planning process for your own success.

Duration: 2 hours. Format: Interactive.

**COSTS**

**The Pain to Purpose Package**

The full package of 4 x 2hour sessions, with a maximum of 12 people per session. Includes. Takeaway Handouts and CPD Certificate. Individual Session Prices:

o The VC Model:	£225.00 ex VAT
o The VC Model in Practice:	£250.00 ex VAT
o Pain to Purpose:	£200.00 ex VAT
o My Launch Pad:	£200.00 ex VAT
<b>Total cost</b>	<b>£875.00 ex VAT</b>

Package Price: **£650.00 ex VAT**

Package Price Saving: £225.00 ex VAT



**EXPERIENCERS OF ABUSE IN THE HOME**

Coercive Controls	Psychological Abuse	Imprisonment
Emotional Manipulation	Physical Assaults	Rape
Financial Controls	Sexual Abuse	Murder
	Kidnapping	Trafficking

1976: Was the year in which domestic violence was acknowledged in UK law.

1976ers refers to anyone (male or female, of any age) that is experiencing Abuse in the Home (AITH) and seeking to escape from the situation. With many legal and functional adaptations and developments coming into existence over the ensuing 4 decades, most of the developments have been the result of 'Survivors' tirelessly fighting to improve the systemic processes for those that experience, these life changing environments.

APA has seen how, in the past all changes have been focused on elements of the situation, changing a piece here, reframing an operational interaction there, never giving a systemic support, that works collectively. It has been shown repeatedly, that when all the elements in a person's life are working together, the environment for long term survival, is created and people can break the cycle of abuse.

This Programme is a collaborative development with

**Sweet Ways to Stop Abuse, APS Psychotherapy & Counselling and The APA Community Learning Hive.**

Areas of primary concern this programme addresses:

- Loss of employment due to low levels of AITH awareness in the workplace.
- Disjointed and ineffective support and learning to transition from abusive environments.
- A low level of professional learning for most therapeutic professionals in training.



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## THE AIMS

- Support employers to provide better responses to those experiencing AITH.
- Provide effective transition programmes for those going through external support service provision.
- Provide Elevated Psychological Learning for any professional that works with 1976ers.

The 1976ers programme is delivered by Qualified Accredited Members of APA. The programme brings together and collaborates with the best advocates for effective working and elevated practice.

## OUTCOMES

- More 1976ers being able to remain in employment.
- An increase in Employer awareness of how 1976ers can impact on the workplace.
- Improved Workplace responses to disclosures of Abuse in the home.
- Greater protection of those experiencing abuse in the home.
- Improved networking and support for those affected.

## THE DESIRED, LONG-TERM OUTCOMES

- A dedicated 1976ers 1st responder in the workplace.
- Dedicated awareness training for all in pastoral care, duty of care roles, HR management.
- Systemic delivery of effective transition learning for all 1976ers.
- Consistent and effective increase in awareness for everyone in psychologically based training, (Therapists, Counsellors, Coaches)
- The removal of the labelling 'Domestic Abuse Survivor' with the replacement of the term '1976er'

## COSTS

This Programme is a ticketed seminar event programme. For more details contact [info@ayanay.co.uk](mailto:info@ayanay.co.uk)



**OVERVIEW**

Elevated Service Programme (Hospitality), (EHP) offers a uniquely comprehensive system of hospitality focused training, linked to increasing core skills and psychological awareness.

The Elevated Hospitality Programme is a collaboration between The Pellin Training Institute and The APA Community Learning Hive. The EHP gives targeted support to young people connected to the social care sector, this can be 'Fostered Children', as well as the Children of Foster Parents. (These 2 groups will be collectively treated as 'Connected Young People')

The 4 level, multi-site Programme provides young people with the best global introduction to the hospitality industry. Raising the bar, in both ethical and operational delivery of service, while never losing sight of the guest experience, and the importance of effective interactions in the service environment.

'To serve without being subservient'

**WHO IS THIS FOR?**

This programme is designed to be delivered in partnership with hospitality providers and Children's Social Care Teams. Thus, allowing the maximum benefit of support, training and experience to be combined for the positive benefit of both employer and young person.

That said, Levels One and Two can be delivered as a stand-alone employability package for social care providers, training partners and education & employability providers.



**Ayanay**  
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**Accreditation**  
**Membership**    **THE LEVELS**

**Level One:**            **Transitional Support for Connected Young People.**

Delivered within the hotel environment. 1 day a week for 10 weeks. (This is a Work Experience that works with those that are not engaging with other provisions, either in education or social care.)

**Level Two:**            **Selection & Induction.**

No one will be addressed as a trainee. This level will include statutory certifications in Fire, Health & Safety, and First Aid. This process will take a total of 31 working days and takes place away from operational delivery. (This can be delivered as a 50 / 50 time split with operational delivery).

**Level Three:**        **Operational Modules.**

This will take a minimum of 24 weeks to complete. This level includes dedicated focus on:

- Interactions
- Team Focus
- Social Strata and Memory Links
- Communication and Passive Listening
- Two Chair Work
- When Things Go Wrong
- Solution: The Way Forward
- The Emotional Pendulum
- Evaluation Strata
- Effective Decision Making
- Personal Development

**Level Four:**        **Advanced Modules.**

This will take a minimum of 24 weeks to complete. This level includes dedicated focus on:

- Perseverance & the Contribution from Hurt
- Effective Planning
- Awareness & Purpose
- Active listening
- The Persona Gap
- Marketing
- Industry Knowledge
- True Rest
- Managing Team Growth

**Graduation:** All Level four graduates will receive the 'World at your Feet' commemorative lapel pin. This pin represents the knowledge and experience of a Professional individual, that can provide

- ✓ Exceptional service, without servitude.
- ✓ Operational awareness that enhances the guest experience.
- ✓ Team attitude that compliments any organisational format.



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**OUTCOMES**

- Positive employability
- Successful transition from state care to independence
- Long-term pathway to career success
- Reduced State dependency
- Personal accomplishment and reward. Ultimately this programme will lead to Global recognition as more hospitality providers become aware of THE WORLD AT YOUR FEET. ©

**COSTS**

APA and Pellin both appreciate and acknowledge that financial constraints and long-term wellbeing considerations, must be finely balanced against a backdrop of not creating a cost later in a young persons' life.

We believe that this programme not only provides exceptional employability, but it also provides the best programme for supporting the transition, from Social Care to independent living. It is worth noting that the Elevated Hospitality Programme is the only employment focussed programme to be designed with some key factors for long-term success.

- It is psychologically based
- It is built with an in-depth trauma informed framework throughout.

The benefit of this type of psychologically holistic framework is that it empowers young people to develop skills, resilience's and confidences that increase their self-esteem, and sense of self-worth.

This provides a life-long capacity to engage with the world around them, from the personal and emotional protection of an 'Inner locus of evaluation'. This is the only factor, known to reduce the risk of ongoing state engagement and cost. It is also the factor that increases successful and healthy relationships.

	Duration:	Cost Per Person:
Level 2:	6 weeks	£888.00
Level 3:	24 weeks	£3552.00
Level 4:	24 weeks	£3552.00
Total:	54 weeks	£7992.00

**Weekly Cost Per Person: £148.00**



**BAG IT, TAG IT, MOVE ON**

Designed to support the Ex-Military Community and those in transition from Military Service to Civvy Street. Some major factors that make BITIMO a success.

- The length and type of service is not a prerequisite to inclusion.
- No attendees are invited to explore their experiences, the focus is all on the future.
- The package is not a silver bullet that fixes all challenges regarding Transition.
- Person of Significance can be a spouse, a sibling, a parent, a friend, or whoever is the most important person in the life of a former member of our armed forces.

**OVERVIEW**

**PART 1** One-day Core Skills Seminar.

That allows for increased communication and awareness to be developed. (For some, this single session will be sufficient to allow for transition both in the home and working arena to be smoother.) This can be delivered to up to 50 personnel plus their Person of Significance, (100 people total).

This one-day Seminar is presented as a ticketed event and focuses on 5 core elements:

- Great Interactions
- Reaction vs Response.
- Effective Planning
- Building Your Own Team
- When Things Go Wrong

**PART 2**\* optional

A three-day series of specific workshops and presentations offered as a bespoke retreat package, that give attendees a solid base for living outside the structures of the Military and is delivered in tandem with partners that bring a depth of experience and expertise to enhance the overall benefits of the package.



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## COST

**PART 1** is offered as a ticketed event and tickets costs may vary. Based on venue, numbers etc. We are committed to ensuring that ticket prices are within reach to allow Veterans and their person of significance to attend. We also welcome corporate sponsorship, to allow these events to go ahead with no ticket fee to participants.

**PART 2** is a Retreat Package and costs will vary dependant on Venue. However, there will be a single all-inclusive retreat cost.

All enquiries should be directed to [info@ayanay.co.uk](mailto:info@ayanay.co.uk)



# THE 3 R'S PROGRAMME

## RESTORE, RECOVER, REVIVE

This community engagement programme is APA's largest collaborative project. Designed to Increase Trust, Improve Understanding and Develop an attitude of collaborative success.

This programme is by far APA's most adventurous programme. As it requires mass engagement from state, local, community and corporate entities. It is however the most holistic and psychologically based community collaborative programme we believe to be available in the UK.

The largest psychological factor that has failed to be addressed by initiative after initiative is FEAR. The 3 R's Programme brings together the only collective programme that is person centred, rather than system led.



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## OVERVIEW

The 3 R's Programme is a fully integrated collaboration programme that brings together some of the best operational knowledge and community infrastructure elements that allow for community centred development rather than system led alienation.

This Programme delivers over 25 component elements that promote, establish and maintain full community and local authority engagement. Including:

- Multiple Training and awareness seminars.
- Psychologically based connectivity packages.
- Local promotional features.
- Educational and community cross overs.
- Local Amnesties.
- Enhancing Local Enterprise Development schemes
- Increasing connectivity to social citizenship initiatives.

All enquiries regarding The 3 R's Programme are managed through the APA Executive Team. Please contact [info@ayanay.co.uk](mailto:info@ayanay.co.uk) for more details.



## Children's Social Care

It is a stark reality of the modern world that the state is required to provide differing levels of support to over 100,000 children and young people in the UK.

For decades this support has been shaped by reactions to failures. Yet when the reaction is measured against the failure, the failure invariably would not have been prevented. Thus, money is spent, systemic responses are tightened, and the outcomes remain the same.

By the government's own figures, the average for under 21's in custody with experience of living in Children's Social Care, is in the region of 40% year on year. For that number to remain relatively static while the numbers of young people in Children's Social Care rises year on year, is a clear indicator that the system requires change for the children of our futures.

The team have already developed The Recommendations for the Long-term Sustainability and Effective Social Care Provision. (This document is currently with The Policy Team of The Children's Commissioner for England and Wales)

The team are currently developing the policy recommendations for 'Child placement options' following a social care intervention. The Social Policy Development Team within The APA Community Learning Hive, believes that to continue with the same approaches to Children's Social Care is to continue the cycle of failure, reaction, systemic defence, operational failure. Which in the worse cases traps young people in a life of negative dependency. The aim of APA is to create a different way forward, leading to differing and better opportunities.

It is essential that the social care experience changes in line with APA's ethos:

- Create an environment of Increased self-awareness
- Increasing positive mental wellbeing
- Provide enhanced comfortability to seek professional support
- Enhance the psychological recovery from trauma.

This Benefits us all.



## Youth Routes in Justice

It is clear that the complexities of social structures, economic prospect perception, statutory responsibility, cross discipline engagement (Education, social care, Justice, etc), matched with a decrease in youth aspiration, many young people are finding themselves in situations, they are neither in control of, or equipped to cope with, emotionally or psychologically.

The increase in incarcerations, transitioning directly to the adult prison population, due to the increase in violent crimes being committed by young people, is a worrying trend. While the system continues to use an education led response it struggles to overcome the underlying flaws in young peoples' emotional and psychological development. Attempting to build educational knowledge without solid emotional and psychological foundations is known to be the cause of continued failures.

With a token psychological support system in place and a bias on Education, many young people are simply having their perceptions of personal failure and inability to achieve, reinforced.

The Social Policy Development Team are working with the sector to identify a viable policy that uses the knowledge and understanding of positive psychological development. Areas of development, the team are currently exploring:

- The 'Corporate Parent' dynamic
- Soft Skills and Resilience Awareness
- Return to the classroom
- Standard Education hours Out of Classroom Learning Requirement
- Distance Learning Formats
- Exercise and Nutrition
- Classroom alternatives / Independent Study Credits
- Psychological Support Frameworks
- Vocational, Entrepreneurial and Mentoring packages



## OUR FOUNDERS




Siobhain (Vonnie) Crosbie  
Chief Executive Officer

[www.apspsychotherapyandcounselling.co.uk](https://www.apspsychotherapyandcounselling.co.uk)  
[www.ayanay.co.uk](http://www.ayanay.co.uk)

**LinkedIn** siobhain(Vonnie) Crosbie

### Siobhain (Vonnie)

**Crosbie** is an experienced therapist practicing psychotherapy for almost 2 decades in private practice. Vonnie has worked with all manner of client difficulties and all manner of challenges. Her ability to understand others is finely

tuned and 98 per cent of referrals to Vonnie are word of mouth. She is also a qualified Mediator, Family therapist, qualified Supervisor, Author and international Speaker. She has worked across the UK and on an international basis as a therapist, presenter and trainer. Her personal history has enhanced her understanding of others in an acutely attuned way. Therapy is Vonnie's vocation and her understanding of people is second to none. Vonnie is a writer of articles and stories reflecting understanding from a psychoanalytical viewpoint and her experience is extensive. Vonnie is Co-founder of the Award winning, Ayanay Psychological Accreditation Membership.




David A Sleet  
Managing Director

[www.hivegroupuk.co.uk](http://www.hivegroupuk.co.uk)  
[www.ayanay.co.uk](http://www.ayanay.co.uk)

**LinkedIn** David Sleet

### David A. Sleet

is a published author and a qualified Life Coach who is exceptionally focused and dedicated to supporting those in need. Having a lifetime of social care involvement: David was raised in a family that for 11 years fostered over 90

children. He has been a Carer for those preparing to leave care for almost 10 years and has spent over 20 years training and coaching for multiple sectors. David is uniquely experienced to identify and develop effective solutions for those he works with. Working nationally and internationally David has developed an ingrained ability to quickly and effectively identify needs and design solutions that are not only cost effective and long lasting but also enhance the individual's life experience.



**Shelley Taylor**

Shelley is a qualified and experienced psychotherapeutic counsellor working in private practice in Littlehampton, West Sussex. Offering one-to-one therapy sessions and also work with couples. Experienced in working with a wide range of issues, Shelley works with her clients to find the most suitable therapy for them. Always providing a safe and confidential environment where any issues, which are impacting on a client's life or getting in the way of living the life they wish, can be explored together. Shelley's specialisations are Relationships, Trauma, Anxiety, Abuse

**Geoff Newton**

Geoff is an exceptional Private Practitioner, working throughout the world online and in person. Geoff works as a person-centred counsellor, with an integrative way of working. Specialising in addictive traits and behaviours based on his own model which he is ethically developing over time. He has lifelong personal experience within addiction and 5 years working for the Cranstoun group in 4 of their services, with experience ranging from working in their clinic to developing the after-care programme at the final stages of a person's recovery in rehabilitation.

**Jacqui Kershaw**

Jacqui is a dedicated IDVA and qualified counsellor based in Essex. Jacqui is the architect of an Education based funding protocol that allows education providers to increase their capacity to fund counselling in education. She is also the collaborator alongside APA and APS in our renowned 1976ers project around abuse in the home and is a phenomenal leader of change in this area of trauma.

**Margaret Van Steenlandt**

Margaret is the Founder of Polychromatic Life Design, providing coaching and integrative counselling services on specific matters such as expatriation, loss and grief, separation, cancer, career change, anxiety relief, life transitions. Paris based, Margaret has corporate experiences in Paris and in London, also offers management coaching. Supporting and developing a company's understanding of the management style aimed to boost employee engagement. Pivotal topics and roles are addressed such as staff mobility, teamwork, leadership, recruitment, and use of social media.







## CONFIDENTIALITY FRAMEWORK

APA believes that a confidentiality framework is a vital component of any and all training-based engagement and will maintain this during and after all sessions.

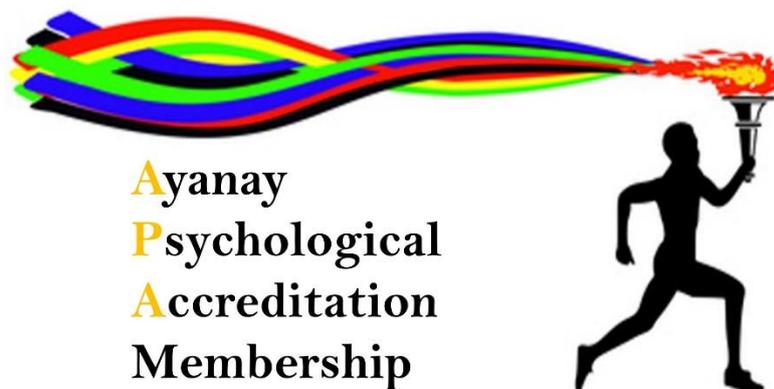
## EQUALITY AND DIVERSITY

APA is dedicated to fair and non-judgmental interactions at every point. All APA policies and protocols, including our Ethical and Professional Conduct Protocol are available on our website: [www.ayanay.co.uk](http://www.ayanay.co.uk)

## CONTACT US

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By telephone	Call our service team on 0208 556 4984
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[www.ayanay.co.uk](http://www.ayanay.co.uk)

