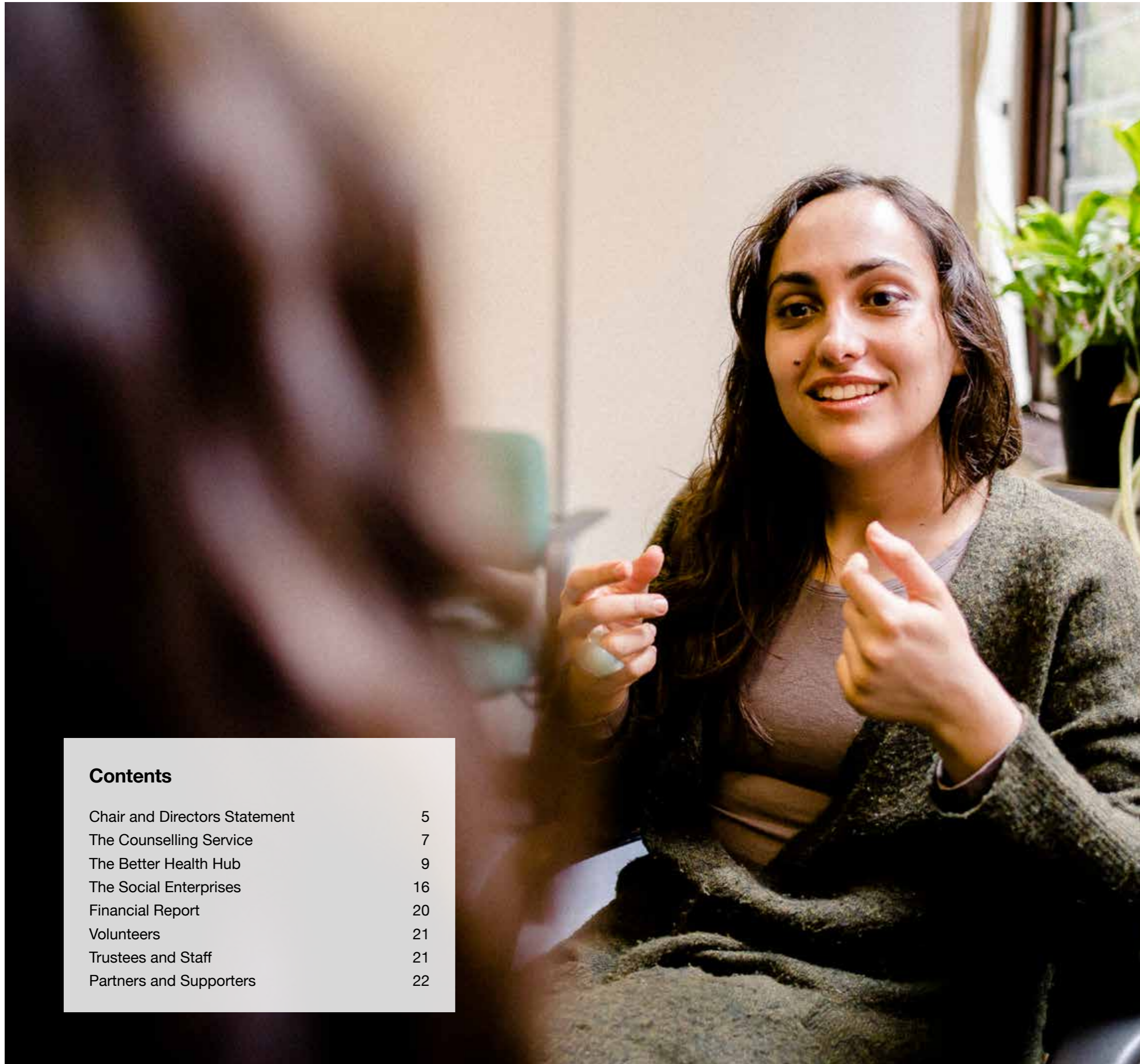




**Centre for Better Health  
Annual Report 2020**



***“All of the diagnoses that you deal with - depression, anxiety, ADHD, bipolar illness, post traumatic stress disorder, even psychosis, are significantly rooted in trauma. They are manifestations of trauma. Therefore the diagnoses don’t explain anything. The problem in the medical world is that we diagnose somebody and we think that is the explanation. He’s behaving that way because he is psychotic. She’s behaving that way because she has ADHD. Nobody has ADHD, nobody has psychosis - these are processes within the individual. It’s not a thing that you have. This is a process that expresses your life experience. It has meaning in every single case.”***

Gabor Mate

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# Our services

**The Centre for Better Health is a mental health organisation based in Hackney that serves the needs of clients from across East London and beyond. Approximately half of applications to our services are from residents of Hackney.**

**Our services are designed to support wellbeing and recovery from mental ill-health. We recognise a healthy community is an inclusive community in which individuals can live satisfying and hopeful lives and where there is no stigma about mental ill-health.**



The photos in this annual report are of a variety of staff, volunteers and clients and do not necessarily relate to the stories or case studies they are next to.

## Chair and Director's Statement

**At the end of this year, the world looks very different to how it did at the start or even until very recently! We as an organisation have not been immune to recent events, but one of the most heartening things in looking back over the last year is to be reminded of our successes, the quality of the work delivered and the vital outcomes achieved.**

The Centre for Better Health is a unique organisation that strives to work in a relational way with individuals. Overwhelmingly, the feedback received is one of appreciation for a service that operates in this way. The case studies and quotes in this review hopefully highlight how much this is the case. Megan's case study of her accessing each of the services as well as inputting into our offering through volunteering is particularly pertinent.

According to the Hackney health and wellbeing profile, it is estimated that approximately 53,000 adults aged 19-64 in Hackney currently meet the diagnostic criteria for at least one common mental health presentation. The estimated prevalence is higher in women than in men. Overall, 20% of women are estimated to have one or more common mental health disorder at any given time, compared to 13% of men. The most common presentation is mixed anxiety and depression. As such, we are pleased to be a part of the Wellbeing and Recovery network in Hackney and in partnership with a variety of other voluntary sector providers to be working to support those affected. It is worth highlighting that as we

come out of lockdown most organisations working in mental health anticipate that the demand for services will only increase. Our counselling service is effective at working with anxiety and depression and the challenge in the coming year will be to try to increase our capacity to meet this need.

During the pandemic, wider societal issues around inequality and racial injustice came to the fore. These are well known structural contributory factors in the prevalence of mental health issues across society and we can only hope that there is an understanding of this and a genuine will to make improvements across society for the benefit of us all. In partnership with other voluntary organisations and local statutory teams we aim to play our role in this process. We recognise that in terms of access to our services there is still work to do in ensuring that as diverse a community as possible makes use of and helps to shape our offering.

Our staff team this year has had to work with a variety of challenges (particularly during the pandemic) and we want to thank them for their adaptability, resilience and hard work in making CBH what it is. We also wish to thank colleagues on the board of trustees, a wide range of volunteers, our hub tutors and the many wonderful people that we work with.

Finally, we hope that you enjoy reading this annual review.

**Paul Sheils Chair**  
**Ashwin Mathews Director**



# Better Health Counselling

We offer affordable counselling to help individuals make sense of difficult experiences, deal with negative thoughts and feelings and make positive changes in their lives. Clients self-refer to our service and can seek counselling on a range of issues, from depression and anxiety to aggression and relationship problems. The Centre continues to offer sought-after placements for counsellors in training, who offer a range of therapeutic approaches including person centred, gestalt, integrative, existential, core process and psychodynamic.

Our counselling service continued to see high demand, with 670 applications received over the course of the year. During this time, we were able to make positive headway with our waiting list; reducing the time from application to starting for daytime clients from 11 months to 5 months, and for evening clients from 15 months to 5.5 months.

We are pleased to report excellent outcomes for clients, based on a self-evaluation that clients complete at the beginning, during and at the end of counselling. Improving clients' experiences and bringing about positive outcomes continue to be central to the development of the service.

In 2019/20 the Centre was better able to reap the benefits of its new CRM system – Salesforce. Thanks to careful set up and bespoke reports, the team were able to use richer data to drive forward and more readily monitor the service.

## A look back at the past year

**428** clients started counselling

**99%** clients reported overall satisfaction with the service

**98%** clients made positive changes as a result of their counselling

**96%** clients would recommend our service to others

**92%** clients seeking counselling for depression reported an improvement

**91%** clients seeking counselling for anxiety reported an improvement

“My counsellor has been the most helpful I have ever had. I feel like I have actually achieved a change in myself and how I deal with my past trauma for the first time. I would not hesitate to recommend her.”



## Case Study **Work with Stephen\***

Stephen\* is a 28-year-old black, gay man working as a teacher in a secondary school. Stephen sought counselling at the Centre to explore issues related to intimate relationships and the sudden death of his father from a heart condition when he was 14. This was the first time Stephen had sought counselling; he wanted to be able to feel vulnerable, trust and rely on someone in an intimate relationship, and explore whether he had unresolved issues related to his father's death.

Since his father's death, Stephen had emotionally distanced himself from his mother and sister. His self-reliance had served him at a difficult time, but also prevented him from fully expressing and processing his grief, including experiencing intimacy and vulnerability. He didn't ask his family for advice or support or tell them about his relationships. If he felt angry or upset, he would keep it to himself.

The counsellor supported Stephen to feel safe in the counselling relationship and ultimately enable him to feel vulnerable, as well as trust and experience support from his family. They provided a space of acceptance and inclusion for Stephen; establishing a working alliance and offering dialogue and empathy to support the exploration of his experiences in a way he hadn't with others in his adult life. This enabled Stephen to explore how he didn't have the experience of being reassured and fully accepted by his father.

Through the process of counselling, Stephen became aware of the need to reach out and have conversations with important people in his life. He talked to his mum and sister about not asking for help when he needed it. They assured him that even if they couldn't help with something, they wanted to be supportive. He also told them about past relationships. He found that opening up to them helped him to be more available to himself and others.

Through the process of counselling, Stephen came to take responsibility for the distance he had created from his family. He recognised that there was more work to do, but was proud of re-establishing meaningful contact with his mum and sister. He said that he wouldn't have talked to them about his relationships or his father if he hadn't come to counselling. Stephen now feels he has the support and confidence to be open with others, and doesn't feel so embarrassed that he hasn't been on dates or experienced love in an intimate relationship.

\*name changed

His self-reliance had served him at a difficult time, but also prevented him from fully expressing and processing his grief, including experiencing intimacy and vulnerability.

# Better Health Hub

Meeting new people, learning a skill and starting a new hobby are great ways to look after your wellbeing and mental health. Our Better Health Hub houses a range of affordable daytime and evening courses that aim to promote wellbeing, develop skills and reduce isolation. Our inclusive teaching style and focus on wellbeing aims to welcome and support first-timers and skilled individuals alike. From ceramics to yoga, painting to herbal craft, our courses bring people together from all corners of Hackney and beyond.

Over the past year, the team have experimented with different course lengths and formats; introducing some shorter courses to encourage those that hadn't tried a particular activity before to 'give it a go'. Ceramics courses focused around a particular theme or item, for example, 'lidded shapes', 'still life' and 'oriental bowl' were added to our winter programme with great success. We also invested in our Ceramics Studio, thanks to funding from the Tana Trust, which now boasts purpose-built work-benches and stools, as well as ceramics equipment; enabling us to take our courses to the next level.

We are proud to be part of the City and Hackney Wellbeing Network, now in its sixth year. This has enabled us to offer funded course places and provide one to one support to residents of City and Hackney in order to prevent the onset of mental health problems and alleviate issues such as stress, anxiety and low mood. We also try to widen access to our services among under-represented groups and this will continue to be an area of priority in 2020/21.

## A look back at the past year

**43** courses delivered

**579** enrolments

**97%** would recommend the course they did to others

**82%** students felt more confident as a result of completing their course

**77%** made friends and felt part of a community

**66%** reported improved wellbeing at the end of their course

66% of hub attendees that completed a pre- and post-course survey reported improved wellbeing at the end of their course. We measure wellbeing by using the Warwick Edinburgh Mental Wellbeing Scale. Students are asked to complete this at the start and again at the end of their course. The scale includes questions such as 'I've been feeling optimistic about the future', 'I've been dealing with problems well', and 'I've been feeling good about myself'.



## Case Study **Work with Megan\***

Megan\* joined the Better Health Hub two years ago. Her mum had joined a year prior, and pottery had opened up a new lease of life for her. After Megan joined, the family representation just grew and grew; Megan's sister, step-mum and God Mother all now take part in the ceramics courses, and her dad is doing one of the exercise classes!

It's a nice thing to do if you're struggling in different realms. I have been doing therapy, and doing this as an alternative to talk therapy was really helpful. Even if you don't come here as a source of therapy, it's really good for your well-being and mental health to spend some time doing something creative that's also quite relaxing.

[It] is really nice that everyone is at different levels. I think that's really important for your mental health. If you're in an environment that is encouraging of whatever level you are and you have the freedom to progress or [know] it's OK if you mess up, that's really helpful. It gives you that mentality in other parts of your life too.

Seeing yourself progress is really nice. Now I look at stuff I made a year ago and think 'Good God, that's awful!' And now I am getting better. That's really nice for your mental health. You can see your potential to progress even if it's in a different part of your life. It gives you the chance to see that you are capable.

The classes alone haven't been enough to sate Megan's passion for pottery. A few months ago, Megan successfully applied for a voluntary role as a Ceramics Technician, and is trying her hand at the 'behind the scenes' work; loading kilns, reclaiming clay and making slips.

[My family] were really pleased when I said I was going to take part. They really supported me in the decision to do it. They all know that this is a really nice place to be. [...] [Being part of a group of volunteers] has been really nice as they have the same interests. It has been a nice opportunity to explore something that we are all interested in.

\*name changed

**"Seeing yourself progress is really nice. Now I look at stuff I made a year ago and think 'Good God, that's awful!'"**



Tutor Reflections **Chi Kung**

In 2014, I approached the Centre for Better Health about running some Chi Kung sessions. I had just completed their excellent course on ‘Indian Head Massage for family and friends’ and thought it would be an ideal place to teach this ancient Chinese healing exercise practice. (My 22-year old son, by the way, continues to be grateful to the Centre for the skills I learnt on that massage course!)

I had struggled with Chronic Fatigue Syndrome for some years and Chi Kung was my route back to health. I qualified as a teacher in 2010, imbued with the zeal of someone who had had their life changed. My very first teaching experience was at a Mind drop-in centre, for people who were coping with a wide range of mental and often physical health conditions. This was extremely challenging but hugely rewarding, and I gradually learnt from the students about their experience of living with mental ill health and what might help.

My classes at the Centre for Better Health aim to provide tools to enable participants to improve their

own health. Chi Kung practices are both physical and mindful which gives them a particular power to effect change. Students start to discover where they are physically tense and how to release that tension. They can learn ways to ‘come out of their head’ and to feel grounded. They learn to relax and to be playful.

Teaching these skills in an organisation where there is a real sense of inclusion and mutual support makes so much difference. Some students have been coming to my class since 2014, and they provide great encouragement to newcomers who are struggling with stillness or focus. Each group has a different dynamic and each person expresses the practice in their own unique way. Ultimately, the aim is to give everyone the opportunity to relate to themselves in new ways through the flowing, graceful, meditative practices of Chi Kung.

**Carol Chi Kung Tutor**

“Teaching [Chi Kung] skills in an organisation where there is a real sense of inclusion and mutual support makes so much difference.”



# Better Health Training

At our Social Enterprise, we provide work skills training placements for those who have been distanced from employment due to mental ill health, while providing quality products and services to the local community. Meaningful employment has been shown to be effective for maintaining good mental health; it contributes to increased self-confidence and self-esteem, a sense of purpose, and the development of a positive identity. It also helps individuals to stay connected with others.

Our trainee placements are offered one day per week over 12 weeks. At the beginning of the placement, trainees create an individual learning and action plan by identifying three specific goals. Over the course of the placement, trainees will have the opportunity to reflect on progress towards these goals as part of a self-assessment process. Towards the end of the placement, we work individually with each trainee to support them to find a next step that is right for them; be that work experience, further training, volunteering or paid work.

**Trainee placements at the Better Health Bakery:** The Better Health Bakery produces great quality, handmade bread for the local community including cafés and restaurants. Baking artisan bread is both a labour intensive and therapeutic process. During the placement, Trainees develop practical and technical skills, leading to possible employment routes in baking and catering. The bakery is a busy, supportive and dynamic environment with a team ethos.

**Trainee placements at Better Health Products:** Better Health Products Ltd is a leading provider of polyurethane (Platilon) products (such as bedding protection, vacuum casting bags and wheelchair covers) to the healthcare industry. Trainees receive 'on the job' training on processing orders, manufacturing, dispatching and stock control, as well as theoretical training on quality standards and health and safety. The environment is quieter than the bakery or bike shop and is focused on supervised independent working.

**Trainee placements at Better Health Bikes:** Better Health Bikes services and recycles bicycles for sale. Over the course of the placement, trainees develop practical, theoretical and technical skills, leading to possible employment routes in the cycle industry. The bike workshop is a busy, dynamic and supportive environment. Working on bicycles is physical, therapeutic and rewarding, which can lead to a strong sense of achievement for trainees.



## A look back at the past year

**47** individuals attended a taster shift and 36 went on to start our trainee programme

**19** completed placements during the year and 95% moved on to other opportunities

**95%** made progress against one or more personal outcomes

**71%** reported improved wellbeing at the end of their placement

**54%** felt more cheerful at the end of their placement

**46%** felt more confident and had more energy to spare

**43%** made progress against all of their personal outcomes

We continue to work to increase referrals from the mental health network across Hackney and beyond. As well as third sector partners, this enables statutory services such as GPs, care coordinators, occupational therapists, nurses and other staff working in the health and care sectors to refer people to non-clinical services, such as ours. On World

Mental Health Day, we held an open day to enable referrers and prospective clients to find out more about our community-based work.

We value the importance of personalising the trainee journey to ensure maximum learning and opportunity. To this end, we have elective shifts for bakery trainees in the final month of their placement. Trainees can choose to work an early shift where they experience bulk dough preparation; a 'bake' shift, where they learn to score and bake the loaves prepared during the day shifts; and/or a Front of House shift, working alongside our team to prepare and serve lunches for customers visiting our café.

We have also placed a renewed focus on growing our 'move on' network, developing relationships with other social enterprises, community organisations, independent bike shops, and bakeries in and around east London. This has enabled us to secure opportunities for the majority of our trainees beyond their placements with us; either further training, work experience or paid internships.

In 2019/20, 18 out of 19 trainees that completed their placement (95%) successfully went on to access other opportunities; five of our trainees went on to volunteer, eight to a training or education opportunity, two to full-time employment and three to part-time employment.

As we have grown our trainee programme, so too have we grown our volunteer programme. Volunteers play an integral part in the delivery of our services and are vital to the work we do. Our volunteer placements are extremely popular – with a waiting list to be envied! In November 2019, former Better Health Bakery volunteer and Great British Bake-Off (GBBO) Winner, David Atherton, came back to visit us to help spread the word about our social mission to support wellbeing and recovery from mental ill-health.





### Case Study **Bakery Trainee, 2020**

My health condition had deteriorated to the point where I was unable to continue my career as planned. During a previous episode when my health had become debilitating, I had discovered that the process of kneading bread could be very therapeutic [...] I could find that sense of peace in the catharsis of the physical element of kneading.

The Internet helped me to stumble across the Better Health Bakery. Over the course of the twelve-week placement, I found the bakery grew to be my place of sanctuary. Knowing that each Tuesday would bring smiles, great conversation, and owl-hooting competitions (one of the bread-folding processes you learn is taught as an 'owl' shape), gave me a reason to keep going, when at times everything else in my life felt so bleak and hopeless.

I was never asked to explain 'why' I was there, or to talk about my struggles: that wasn't the therapy I needed. What I needed was somewhere they believed in me when I had lost faith in myself. I found that [faith] by the ovens in E8, and it is no exaggeration to say that I would not still be alive and fighting had this organisation not existed and taken me on.

At Better Health, people come from all walks of life but you all share one batch of dough. Stretching and folding around one table is collaborative in a way few other activities are. In the first few weeks, all the new skills can feel overwhelming. Yet I found the bakers

and volunteers to be enthusiastic cheerleaders: a truly dodgy loaf would be returned with a joke and every hint of progress was encouraged and celebrated. I was gradually inching towards thinking that 'failures' weren't the crises I would normally experience.

One of the strengths of the programme is that every week is broadly the same (although, if you want, there are opportunities to do something new towards the end) and this means you can find a rhythm, and build confidence over time. Returning home each evening feeling happy and productive allowed me to be kind to myself in a way I [normally] struggle with.

The sourdough knowledge I gained on the programme allowed me to approach other bakeries, and do work experience in a range of settings. I soon saw that it was actually the environment at Better Health that had been right for me. Commercial baking felt overwhelming and I was now able to differentiate between a healthy and unhealthy environment: even saying 'no' to an offer of employment, a radical first for me!

My time at Better Health showed me that you really can take your own path in life. And, if you need, there are places of refuge and revitalisation like Better Health Bakery (E8's metaphorical and, occasionally literal, glowing gingerbread house) and I will ever be thankful I stepped inside.

"A truly dodgy loaf would be returned with a joke and every hint of progress was encouraged and celebrated. I was gradually inching towards thinking that 'failures' weren't the utter crises I would normally have experienced."

## Better Health Bikes



We think Better Health Bikes is a good example of what your ideal local bike-shop should be; completely service-oriented, very friendly, thoroughly non-judgemental and absolutely focused on what matters most for people who ride bikes in our area. We're about what our customers are about: bikes at the service of their riders – whatever they're happiest riding.

### A look back at the past year

In the bike shop, this year's focus has been on driving donations of unwanted bikes from the public. We have started to build relationships with local Safer Neighbourhoods teams and several tenants' and residents' associations.

We have worked hard to offer an even wider choice of bikes for our customers and this has proven a real success with both our recycled and new bikes more popular than ever. Building and stocking bikes that are good quality but still represent excellent value is the ongoing challenge for shops like us and the response we've seen suggests

we're already starting to get that right. We've also begun to offer more, higher-end options across several of our categories as our customer group broadens and this has been an eye-opener.

We have changed how we run the bike shop in terms of personnel; for the first time adding 'front of house' staff in order to free-up mechanics to carry out repairs and services more efficiently, as well as offering a more dedicated resource for customers throughout the day. It's relatively early days still but it does seem to give us an edge in dealing with multiple priorities at once rather than asking mechanics to interrupt their workflow continuously.

"These guys are amazing! They did exactly what I wanted to repair my second hand bike and they charged me a very good price. Also, they're very nice and friendly! Recommended 100%."

## Better Health Bakery



The Better Health Bakery produces great quality, handmade sourdough bread, pastries, cakes, cookies and lunches for the local community.

### A look back at the past year

The bakery has continued its process of evolution this year with a restructuring of our staff and the promotion of a collaborative team of Senior Bakers from within our existing, dedicated workforce. It is envisaged that this will allow us to benefit from the experience and focus of talented individuals who are taking the lead on different elements of the bakery's operations and production.

We continue to enjoy loyal and expanding retail customer demand for our handmade sourdough bread, both at the bakery and the Stoke Newington Farmers' Market. Our ever-popular pastry offering (particularly our unique Tahini and Honey Bun!) has remained unfailingly well received and we are looking forward to an expansion in our pastry section, with a dedicated Pastry Lead.

We have increased the size of our front of house team to deal with the rising demand for our

vegetarian, and (most importantly!) delicious lunches; all made with seasonal, organic produce, served throughout the week.

We have switched to a new waste collection service, which allows us to recycle most of the waste we produce appropriately whilst vastly reducing the amount we send to landfill. We are particularly excited about the collection of food waste for composting and converting into biofuels and about the closing of the loop on our compostable take away packaging through returning it to the manufacturer for recycling.

Our Country Rye Loaf was awarded a silver award at the Tiptree World Bread Awards 2019. We were also enthusiastic participants in the Urban Food Fortnight, Sourdough September and Real Bread Week campaigns, handing out free sourdough starter and make-at-home recipes to spread the joy of real bread throughout the community.

## Better Health Products



We also run a small light industrial unit, where we make products made out of Platilon, a polyurethane film. The products we make include casting bags, which are sold to companies around the world such as health care providers. Casting bags are a recyclable way of taking a cast of a limb or a whole body and reusing the same bag again.

“Such an amazing service and I’m so grateful for all your help; it has really changed my outlook on life.”

“My counsellor was really helpful and kind. She seemed to intuitively understand the sort of support I needed. The sessions enabled me to better process the feelings I was struggling with and this helped me move forward.”

“This has been a tremendous service; really helpful to me, certainly, to which I received much benefit & positive experience. Thank you all so much!”



# Financials

	2020	2019
<b>INCOME £</b>		
Voluntary Income	575,328	580,973
Investment Income	19	10
Income from Charitable Activities	234,799	162,446
	<b>810,146</b>	<b>743,429</b>
<b>EXPENDITURE £</b>		
Fundraising	6,220	3,300
Charitable Activities	803,435	752,770
	<b>809,655</b>	<b>756,070</b>
Net Movement In Funds	491	-12,641
Total Funds Carried Forward as of 31/3/2020	<b>34,544</b>	

“I am so happy that a place like this exists! When I read about it on the Internet it sounded too good to be true, but it really is such a friendly welcoming place that has helped me so much in my recovery. The rhythm of working and feeling useful of building/recycling things and the friendly people make it a really special place in the middle of a city that can feel very distant and inaccessible. Please keep up existing and helping more people find their feet.” Bakery trainee

“It was an amazing experience. Starting from the most basic of having somewhere to be each week, to give some sense of stability to my life. To have a wonderful community of people to be around, from trainees to employers, who couldn't be more welcoming and friendly. to actually being challenged to gain a new skill that I may develop for future work. I felt so cared for and accepted by the bike team.” Bike trainee

# Thank you

Our achievements wouldn't have been possible without the support and commitment of our staff and volunteers. In 2019/20, 125 volunteers contributed 9,305 hours of their time.

**Counselling Volunteers:**

Abby, Adam, Alan, Alex, Alice, Alice, Ben, Brian, Candida, Dan, David, David, Dean, Dean, Dominic, Duncan, Effy, Faye, Gabriella, Geraldine, Greg, Guy, Hasan, Ivan, Jane, Janine, Joanna, Jonathan, Julia, Karen, Kate, Kate, Kathryn, Kellie, Kinmeng, Laura, Liam, Ligia, Lorna, Luc, Lucas, Lucy, Maciek, Margot, Mark, Matthew, Mel, Milica, Nadia, Neville, Peter, Phill, Polina, Rachael, Reuben, Roxanne, Ruth, Sally, Sam, Sara, Sarah, Sarah, Sushila, Tan, Tiffany, Tom, Victoria, Will, Yali

**Social Enterprise Volunteers:**

**Bikes:** Adriano, Anthony, Chris, Daniel, David, David, Matthew, Michael, Peter, Simon, Yaqub

**Bakery:** Agnese, Aku, Brenda, Brendan, Camilla, Chiara, Elisabetta, Farah, Fran, Gerald, Grace, Grace, Hannah, Hannah, Harmony, Hazal, Ian, Ignazio, Ildiko, Isabel, Isobel, James, Jan, Jenkin, Kaete, Krittika, Laurence, Lea, Leo, Muireann, Musata, Owen, Pere, Robyn, Roelof, Ruth, Sammy, Steffan, Tom, Yeni

**Marketing:** Isabelle

**Hub Volunteers:** Dean, Mia, Lyle, Joanna

**Hub Tutors:**

Adam – Personal Development  
 Alessandra – Awareness through Movement  
 Andrea – Mindfulness  
 Brigit – Ceramics  
 Camila – Grow Your Own Herbs  
 Carol – Chi Kung  
 Eva – Painting, Drawing and Collage  
 Henny – My Story in Pictures  
 Mania – T'ai Chil  
 Marcia – Yoga  
 Margaret – Mindful Movement  
 Maria – Ceramics  
 Matt – Men's Group  
 Nat – Herbal Craft

**Staff:**

Ademola Egbetola	<i>Accounts Officer</i>
Audrey Benson	<i>Administration</i>
Alice Hansen	<i>Senior Baker</i>
Adam McDonald	<i>Senior Baker</i>
Ashwin Mathews	<i>Director</i>
Benjamin Hagger	<i>Bike Front of House</i>
Cara Ringwood	<i>Administration</i>
Cirillo Costantino	<i>Facilities Manager</i>
Deborah Lawrence	<i>Bakery Front of House</i>
Greg Morter	<i>Counselling Supervisor and Coordinator</i>
Graham Harvey	<i>Assistant Lead Mechanic</i>
Hannah Jeffs	<i>Baker</i>
Ignazio Cogoni	<i>Baker</i>
Jim Lister	<i>Baker</i>



Kyle Walker  
 Keevin Thine  
 Lisa Donohue

Marco Torquati  
 Nathan Roberts  
 Nigusie Arress  
 Nick Granata  
 Oscar Leyens  
 Olivia Stewart  
 Penny Collier

Pearl Spence  
 Pere Domingo  
 Sabrina Naviner  
 Simeon Pereira-Madder  
 Simon Drake  
 Shemiah Philip  
 Sarah Fraser Steele

**Freelance Staff:**

David Matthews  
 Will Leifer

**Trustees:**

Dr Ed Meltzer  
 Linis Dolby (appointed July 20)  
 Paul Sheils LLB, Chair  
 Rab McNeill  
 Sarah Rushton LLB

*Lead Mechanic*  
*Mechanic*  
*Social Enterprise Manager*  
*Senior Baker*  
*Hub Coordinator*  
*Platilon Coordinator*  
*Bakery Front of House*  
*Senior Baker*  
*Assistant Director*  
*Counselling Supervisor and Manager*  
*Cleaner*  
*Senior Baker*  
*Office Manager*  
*Bikes Commercial Lead*  
*Mechanic*  
*Administration*  
*Bakery Commercial Lead*

*Market Stall*  
*Counselling Supervisor*

**Partners and Supporters:**

Garfield Weston  
 The Gage Foundation  
 The Freddy Smith Trust  
 East London Foundation Trust  
 Hackney Community College  
 Hackney Local Authority  
 City & Hackney CCG  
 Hackney CVS  
 City & Hackney Wellbeing Network  
 The Association of Mental Health Providers  
 Chase Farm Hospital  
 John Howard Centre  
 Edmund Carr LLP  
 NatWest Bank  
 MR C Eve  
 Mr NK Crace  
 Ms C Finney  
 Ms E Kemp  
 Mr Karl Grossfield  
 Robin Cavendish Memorial Fund  
 The Ericson Trust  
 The Psychiatric Rehabilitation Association  
 The Trampery  
 Rothschild Wealth Management  
 MoonBeever LLP  
 The Tana Trust  
 Rocketseed  
 The Blue Lizard





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