

THE SOCIAL WORK AWARDS LIMITED

(A company limited by guarantee)

Unaudited

Trustees' Report and Financial Statements

For the Year Ended 31 March 2025

Registered number: 07581130

Charity number: 1144458

THE SOCIAL WORK AWARDS LIMITED
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THE SOCIAL WORK AWARDS LIMITED
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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR
THE YEAR ENDED 31 MARCH 2025**

Trustees	Peter Hay CBE, Chair Robert Mitchell (resigned 17 March 2025) Anamaria Popovici Gary Spencer-Humphrey Kelly Centro (resigned 7 June 2024) Clenton Farquharson Sherry Malik Brian Mitchell Lisa Buttar Jon Glasby
Directors	Peter Hay CBE, Chair Robert Mitchell (resigned 17 March 2025) Anamaria Popovici Gary Spencer-Humphrey Kelly Centro (resigned 7 June 2024) Clenton Farquharson Sherry Malik Brian Mitchell Lisa Buttar Jon Glasby
Company registered number	07581130
Charity registered number	1144458
Registered office	Crown House Suite 5 Ipswich Suffolk IP1 3HS
Independent Examiner	Mr Robin Jackson FCA Churchgate Accountants Limited 18 Langton Place Bury St Edmunds Suffolk IP33 1NE

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2025

The Trustees present their annual report together with the financial statements of the The Social Work Awards Limited for the period 1 April 2024 to 31 March 2025. The Annual Report serves the purposes of both a Trustees' Report and a Directors' Report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives - procedure

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

b. Policies and objectives

The charity was established with the objective of the relief of poverty and the advancement for the benefit of the public, of education in the United Kingdom and by promoting and encouraging high standards in social work.

The work carried out has the following aims:

- Give recognition to the challenging work of qualified social workers.
- Promote best practice in the profession and celebrate success.
- Improve public understanding of the range of work which social workers undertake.
- Celebrate and promote diversity and equal opportunities in social work.

c. Activities undertaken to achieve objectives

The Awards cycle included managing online applications, a series of in-person and virtual judging events to promote a diverse and inclusive judging panel, the organisation and delivery of Awards night in London on 8 November and a special parliamentary reception for winners, sponsors and stakeholders on 17 March 2025.

Effective media relations for the event reached substantial audience numbers through mainstream, local, and sector media, advancing the charity's objectives to positively promote social work, social workers, and best practices.

The charity delivered a reduction in financial reserves following increasing delivery costs and reduced sponsorship income and lower nomination numbers amid a challenging economic climate. Extra effort is being taken to improve sponsorship uptake for 2025 and to boost revenue through increased ticket prices for 2025 leveraging on the strong reputation that the Awards has built up over the years.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Achievements and performance

a. Main achievements of the company

The main accomplishments for this financial year were the delivery of an outstanding event which made social workers and social work teams feel valued and recognised and provided a platform for them to share their best practice. Following the success last year, the charity continued to diversify the voices of the independent judging panel by including young people with lived experience.

Following feedback from social workers and Trustees, the charity introduced two new categories for 2024: Technology-Enabled Lives & Innovation in Practice; and Practitioner-Led Research Award

The British Association of Social Workers (BASW) were headline sponsor this year. The charity also continued to run the 'Thank You' sponsorship tier which allowed an entry point to sponsorship and the Awards.

This year the Minister for Children and Families, Janet Daby MP attended the Awards and spoke, which received great reactions from guests.

In recognition of the challenging financial climate, the charity maintained the offer to all finalists for a fifty percent discount on the general admission ticket price, despite rising supplier costs. This saw an increase in ticket sales and an increase in larger group bookings, between 8-11 people from the same organisation, compared to previous years.

The charity generated 46 items of positive regional, national and care sector media coverage for the Awards overall and stories of its winners, which maintained public interest for several months afterwards.

b. Key performance indicators

The charity's core work is to deliver on the charitable objectives using the mechanism of the Social Worker of the Year Awards.

The Trustees consider the key performance indicators to be:

I. Financial income from sponsorship and number of sponsors:

- The charity generated £116,300 income from 10 sponsors including introducing a Public Sector Sponsor (West Sussex County Council). This was a fifty per cent reduction in the number of sponsors from 2023, with local authorities citing financial crisis and wider economic issues as the main reason for not sponsoring this year.
- While ticket sales had increased, the lack of sponsorship meant the charity had to use reserve funds for the 2024 event, which would not be an option for 2025.
- Despite efforts to diversify sources of sponsorship and an intense period of activity focused on sponsorship, there were seven categories not sponsored (at £9,950 each) for 2024.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

- Cost savings were made where possible, for example not having a DJ and negotiating prices with regular suppliers.
 - The Board agreed on the importance of securing early sponsorship for 2025. The financial future of the Awards was discussed at length during the Trustees' annual Away Day, where robust actions were agreed to save costs and increase income overall. This included a change of venue from London to Manchester as a cost-saving alternative.
- II. The success of the event in terms of attendance and audience feedback.
- III. The event was well attended by 430 people, an increase on 2023. In a post-event survey, 99 per cent of attendees rated the Awards good/very good/excellent. Media coverage and social media engagement achieved.
- Media coverage reached 9,200,000 people, with 46 published articles and social media achieved 336,143 impressions through organic posts on the Awards' Twitter/X and LinkedIn accounts.
- IV. A diverse and engaged judging panel, including voices with lived experience, from across the country.
- The judging panel was comprised of 42 people and was made up of leading industry professionals within the social work profession, previous Social Work Award winners and those with lived experience of social work.

The headline sponsor for 2024 was BASW UK. The Corporate Partner was Sanctuary Personnel.

The Category Sponsors were: London Boroughs of Richmond and Wandsworth, UNISON, Essex County Council, West Midlands ADASS, Cafcass, Lancashire and South Cumbria NHS Foundation Trust and West Sussex County Council.

There was just one thank you sponsor this year: Gloucestershire County Council.

PLMR Genesis, which provides event management, PR, administration and financial services to the charity, donated 41 days, which equated to £28,700 in the year.

c. Review of activities

The event was successfully hosted by BBC journalist and presenter Ashley-John Baptiste, who is himself care experienced and is well respected and liked by the social work community.

Judging panel participation remains strong and increasingly representative of the diversity of social work.

The charity has been able to facilitate media interviews for several of the gold winners which helps to raise the positive profile of social work. The number of articles generated has increased year-on-year and is testament to a detailed and personal approach from the PR agency who takes pride in supporting the charity.

A well-attended parliamentary reception with representatives and guests from both sides of the house, gave further recognition and positive promotion of the profession.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Financial review

a. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

b. Reserves policy

The trustees wish to maintain a level of reserves for the mitigation of risk.

Due to the current climate and challenges in securing sponsorship, it has been agreed that the charity needs to operate cautiously.

Structure, governance and management

a. Constitution

The Social Work Awards Limited is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association.

b. Methods of appointment or election of Trustees

The management of the company is the responsibility of the Trustees who are elected and co-opted under the terms of the Memorandum of Association. The Trustees may at any time appoint any individual who is qualified to be appointed as a Trustee to fill a vacancy in their number or as an additional Trustee.

The Trustees have agreed to a rolling recruitment of new Trustees. In the next 12 months, the recruitment of a new Chair will take place as Peter Hay CBE steps down.

c. Financial risk management

The Trustees have assessed the major risks to which the company is exposed. Particularly those related to the operations and finances of the company and are satisfied that systems and procedures are in place to mitigate exposure to the major risks. This will continue to be reviewed at periods throughout the year.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Plans for future developments

The charity aims to continue to improve the reputation of the social work profession through highlighting excellent social work practice in its annual Awards cycle, Awards night, and Parliamentary Reception.

The charity aims to continue the success of the Awards, replicating increased ticket sales and focussing all efforts towards securing previous levels of sponsorship to secure the Awards' financial future.

In 2025, the headline sponsorship will remain as BASW as per a three-year sponsorship agreement.

Work to recruit a new Chair is already underway alongside a rolling recruitment of new Trustees, being mindful of diversity and needing to reflect the social work community.

While 2024 was the most challenging year to date for the charity, due to wider economic issues affecting sponsorship, the Board of Trustees agreed on the importance of securing early sponsorship and (as of February 2025) activity had already begun to seek interest.

The 2025 Awards will also benefit from a comprehensive marketing plan, in addition to previous marketing actions, to promote the charity and sponsorship opportunities while utilising the Trustees' essential network of contacts.

THE SOCIAL WORK AWARDS LIMITED
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INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MARCH 2025

Independent examiner's report to the Trustees of The Social Work Awards Limited ('the company')

I report to the charity Trustees on my examination of the accounts of the company for the year ended 31 March 2025.

Responsibilities and basis of report

As the Trustees of the company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

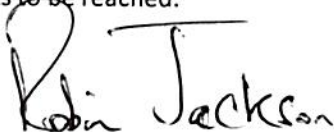
Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed:



Dated:

18th December 2025

Robin Jackson FCA
Chartered Accountant
Churchgate Accountants Limited
18 Langton Place
Bury St Edmunds
IP33 1NE

THE SOCIAL WORK AWARDS LIMITED
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees on 13/12/2025 and signed on their behalf by:



Peter Hay CBE
(Chair of Trustees)

THE SOCIAL WORK AWARDS LIMITED
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STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:				
Charitable activities	3	158,525	158,525	242,375
		<u>158,525</u>	<u>158,525</u>	<u>242,375</u>
Total income				
Expenditure on:				
Raising funds	4	92,247	92,247	87,413
Charitable activities	5	148,207	148,207	154,161
Total expenditure		<u>240,454</u>	<u>240,454</u>	<u>241,574</u>
		<u>(81,929)</u>	<u>(81,929)</u>	<u>801</u>
Net movement in funds				
Reconciliation of funds:				
Total funds brought forward		90,222	90,222	89,421
Net movement in funds		(81,929)	(81,929)	801
		<u>8,293</u>	<u>8,293</u>	<u>90,222</u>
Total funds carried forward				

The Statement of Financial Activities included all gains and losses recognised in the year.

The notes on pages 13 to 18 form part of these financial statements.

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BALANCE SHEET
AS AT 31 MARCH 2025

	Note	2025 £	2025 £	2024 £	2024 £
Fixed assets			-		-
			<hr/>		<hr/>
			-		-
Current assets					
Debtors	9	27,098		108,686	
Cash at bank and in hand	11	<u>28,792</u>		<u>76,265</u>	
		55,890		184,951	
Creditors: amounts falling due within one year	10	<u>(47,597)</u>		<u>(94,729)</u>	
Net current assets			8,293		90,222
Total assets less current liabilities			<hr/> 8,293 <hr/>		<hr/> 90,222 <hr/>
Net assets excluding pension asset			<hr/> 8,293 <hr/>		<hr/> 90,222 <hr/>
Total net assets			<hr/> 8,293 <hr/>		<hr/> 90,222 <hr/>
Charity funds					
Restricted funds	12		-		-
Unrestricted funds	12		<u>8,293</u>		<u>90,222</u>
Total funds			<hr/> 8,293 <hr/>		<hr/> 90,222 <hr/>

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BALANCE SHEET (CONTINUED)
AS AT 31 MARCH 2025

The company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 17/12/2025 and signed on their behalf by:



Peter Hay CBE
(Director)

The notes on pages 13 to 18 form part of these financial statements.

THE SOCIAL WORK AWARDS LIMITED
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

1. General information

The Social Work Awards is a charity, incorporated as a limited company in England and Wales with liability limited by guarantee. Its registration number at Companies House is 07581130 and with the Charity Commissioners 1144458. Its registered office is situated at 51 Princes Street, Ipswich, IP1 1UR.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The Trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future, therefore the accounts have been prepared on a going concern basis.

The Social Work Awards Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

2.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the company to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the company's objectives, as well as any associated support costs.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

2.4 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.5 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.6 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

2.7 Financial instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.8 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

3. Income from charitable activities

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Sponsorship	116,300	116,300	206,450
Ticket sales	42,225	42,225	35,925
Total 2025	158,525	158,525	242,375
 Total 2024	 242,375	 242,375	

4. Expenditure on raising funds

Cost of raising voluntary income

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Event organisation	40,600	40,600	42,000
PR and awards	42,000	42,000	33,600
Design and print	9,647	9,647	11,813
 Total 2025	 92,247	 92,247	 87,413
 Total 2024	 87,413	 87,413	

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

5. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Charitable activities	<u>148,207</u>	<u>148,207</u>	<u>154,161</u>
Total 2024	<u>154,161</u>	<u>154,161</u>	

6. Analysis of expenditure by activities

	Activities Undertaken Directly 2025 £	Support Costs 2025 £	Total Funds 2025 £	Total Funds 2024 £
Charitable activities	<u>114,207</u>	<u>34,000</u>	<u>148,207</u>	<u>154,161</u>
Total 2024	<u>122,099</u>	<u>32,062</u>	<u>154,161</u>	

Analysis of support costs

	Charitable Activities 2025 £	Total Funds 2025 £	Total Funds 2024 £
Administration and governance	31,400	31,400	28,870
Computer costs	800	800	1,652
Accountancy	1,800	1,800	1,540
	<u>34,000</u>	<u>34,000</u>	<u>32,062</u>
Total 2024	<u>32,062</u>	<u>32,062</u>	

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

7. Independent examiner's remuneration

The independent examiner's remuneration amounts to an independent examiner fee of £1,800 (2024 -£1,540).

8. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2024 - £NIL).

During the year, no Trustees received any travel expenses (2024 - £NIL).

9. Debtors

	2025 £	2024 £
Due within one year		
Other debtors	17,804	29,405
Prepayment and accrued income	9,294	79,281
	<u>27,098</u>	<u>108,686</u>

10. Creditors: Amounts falling due within one year

	2025 £	2024 £
Trade creditors	35,847	73,289
Accruals and deferred income	11,550	21,440
	<u>47,397</u>	<u>94,729</u>

11. Financial instruments

	2025 £	2024 £
Financial assets		
Financial assets measured at fair value through income and expenditure	<u>28,792</u>	<u>76,265</u>

Financial assets measured at fair value through income and expenditure comprise bank balances.

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

12. Statement of funds

Statement of funds – current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Balance at 31 March 2025 £
Unrestricted funds				
General funds	<u>90,222</u>	<u>158,525</u>	<u>(240,454)</u>	<u>8,293</u>

Statement of funds – prior year

	Balance at 1 April 2023 £	Income £	Expenditure £	Balance at 31 March 2024 £
Unrestricted funds				
General funds	<u>89,421</u>	<u>242,375</u>	<u>(241,574)</u>	<u>90,222</u>

13. Analysis of net assets between funds

Analysis of net assets between funds – current period

	Unrestricted Funds 2025 £	Total funds 2025 £
Current assets	55,890	55,890
Creditors due within one year	(47,597)	(47,597)
Total	<u>8,293</u>	<u>8,293</u>

Analysis of net assets between funds – prior period

	Unrestricted Funds 2024 £	Total funds 2024 £
Current assets	184,951	184,951
Creditors due within one year	(94,729)	(94,729)
Total	<u>90,222</u>	<u>90,222</u>

