

GROUP FOR THE ADVANCEMENT OF PSYCHODYNAMICS AND PSYCHOTHERAPY IN SOCIAL WORK

England & Wales · Charity number 290726

Details

Status Registered

Legal form Other

Registered 1984-12-10

Register [View on the Charity Commission register](#)

Contact

Address Gaps
Bristol Spaceworks
Easton Business Centre
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Bristol
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Phone 07714237107

Email info@gaps.org.uk

Website www.gaps.org.uk

Activities

Objects: TO PROMOTE PSYCHODYNAMIC AND SYSTEMIC THINKING IN SOCIAL WORK FOR THE BENEFIT OF SOCIAL WORKERS, SOCIAL WORK STUDENTS, OTHER PRACTITIONERS AND INTERESTED PARTIES AND THE WELFARE OF THE PUBLIC.

Activities: The charity's objects are to promote psychodynamic and systemic thinking in social work for the benefit of social workers, social work students, other practitioners and interested parties, and the welfare of the public.

Classification

- **How:** Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training
- **Who:** Children/young People, Elderly/old People, People With Disabilities

Geography

- Northern Ireland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£83,971	£91,711	-	-
2023-12-31	£76,671	£84,834	-	-
2022-12-31	£70,480	£87,528	-	-
2021-12-31	£81,753	£65,339	-	-
2020-12-31	£146,064	£53,840	-	-

Trustees

Name	Role	Appointed
JULIET KOPROWSKA	Chair	2011-11-03
Brittany Bernard		2022-11-26
ELIZABETH REILLY		2013-10-04
KATHARINE SCANLAN		2013-10-04
Maria Emilsson		2021-11-03
Miriam Gale		2022-10-25
Philip John Leonard		2013-09-07
Tracy Almond		2022-10-25

Accounts

Charity No. 290726

**Group for the Advancement of
Psychodynamics and Psychotherapy in
Social Work**

Receipts and Payments Accounts

31 December 2024

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Reference and administrative details

For the year ended 31 December 2024

Status	The organisation is a registered charity, registered on 10 December 1984.																								
Charity number	290726																								
Registered office	90 High Street Yatton Bristol BS49 4DW																								
Trustees	<p>The trustees who served during the year and up to the date of this report were as follows:</p> <table><tr><td>Juliet Koprowska</td><td>Chair</td></tr><tr><td>Nigel Elliott</td><td>(Treasurer to 5 January 2024. Deceased February 2024)</td></tr><tr><td>Katharine Scanlan</td><td>Treasurer as of 27 January 2024</td></tr><tr><td>Tracy Almond</td><td></td></tr><tr><td>Brittany Bernard</td><td></td></tr><tr><td>Maria Emilsson</td><td></td></tr><tr><td>Miriam Gale</td><td></td></tr><tr><td>Philip Leonard</td><td></td></tr><tr><td>Elizabeth Reilly</td><td>Secretary</td></tr><tr><td>Afiya Rufaro</td><td>Resigned 6 June 2024</td></tr><tr><td>Andrew Sach</td><td>Resigned 11 April 2024</td></tr><tr><td>Louise Sims</td><td>Resigned 26 September 2024</td></tr></table>	Juliet Koprowska	Chair	Nigel Elliott	(Treasurer to 5 January 2024. Deceased February 2024)	Katharine Scanlan	Treasurer as of 27 January 2024	Tracy Almond		Brittany Bernard		Maria Emilsson		Miriam Gale		Philip Leonard		Elizabeth Reilly	Secretary	Afiya Rufaro	Resigned 6 June 2024	Andrew Sach	Resigned 11 April 2024	Louise Sims	Resigned 26 September 2024
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Independent examiners	Godfrey Wilson Limited Chartered Accountants and Statutory Auditors 5th Floor, Mariner House 62 Prince Street Bristol BS1 4QD																								

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Chair's report

For the year ended 31 December 2024

The trustees present their report and unaudited financial statements for the year ended 31 December 2024.

History

In 1984 a group of social workers set up GAPS to promote therapeutic approaches in relation to direct work with clients/service users. It became a UK charity in the same year (no. 290726) and is registered under its original title, Group for the Advancement of Psychodynamics and Psychotherapy in Social Work. In the same period, the Journal of Social Work Practice (JSWP) was established to give voice to this therapeutic perspective. This publication is owned by the GAPS membership and published under licence by the Taylor & Francis Group. In 2010, GAPS signed a ten-year publishing agreement from which we receive royalties and Editorial expenses calculated annually and based on sales relating to the Journal. The arrangement with Taylor & Francis was renewed for 5 years in 2020.

Structure, management and governance

GAPS is governed by its Constitution - revised in 2016, 2018 and 2021 - which sets out the appointment, roles and responsibilities of trustees/Executive Committee. The day-to-day running of the organisation is managed by an Executive Committee, elected by GAPS members.

Objectives and activities

The main objective of GAPS is to promote relationship-based approaches and the importance of psychodynamic and systemic thinking in social work. These aims are designed to 'benefit the public' in ways that enhance the quality of life for individuals and families by supporting social workers. In pursuit of these aims we produce the JSWP which gives social workers access to research and other kinds of knowledge and provides GAPS' major source of income. We use the income to fund the administrative infrastructure of GAPS, and to provide activities and events where front-line social work practitioners and managers can learn, think and feel together. Income is also used to promote the journal, support the Editorial Board of the JSWP, meet the expenses of the Trustee Board meetings and presence at the annual conference, provide bursaries for social workers to engage in training courses and other projects, and to encourage practitioners to write for GAPS. In 2024, the income also funded a part-time temporary role to enhance our social media presence.

Achievements and performance

The following summarises the main activities of GAPS during 2024.

GAPS has held several online workshops, one in-person workshop and a hybrid conference based in Leeds. The Trustee Board has met online for half of its meetings, to reduce costs and travel time, and make it easier for Trustees to be present. The Board has had a stable core, GAPS has a steady income from the Journal of Social Work Practice, the Project Coordinator and Administrator have provided consistent management and administration, and membership has remained steady. The Trustees and Project Coordinator recognise that GAPS has found it challenging for several years to use all its income in accordance with its aims. The Trustees are therefore seeking to fund an additional project coordinator, to ensure that we can offer more events and develop new ways of reaching and supporting social workers to fulfil the aims of GAPS.

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Chair's report

For the year ended 31 December 2024

1. Administration of GAPS

(a) The GAPS office, Bristol

The GAPS office is a virtual office hosted by a social enterprise facility in the Easton area of the city. Hannah Pepper, the Project Coordinator, and Stephen Marsden, the Administrator and Accounts Officer are freelance, self-employed staff who work mainly from home offices. They work closely with Trustees, contribute new ideas and keep the website, the finances and the whole organisation working smoothly.

(b) Board of trustees

The Board suffered an unexpected and significant loss with the death of Nigel Elliott in January. Nigel was a staunch member of both the Board of Trustees, where he was long-time Treasurer, and the Editorial Board, where he had served an even longer term as book review editor for the JSWP. The practical and emotional impact of his loss was keenly felt and he continues to be missed and also remembered. The Board of Trustees identified many of the qualities he embodied and resolved to do our best to bring them into our work as it continues without him. Katharine Scanlan has taken up the role of Treasurer with clarity and dedication.

The Board usually meets four times a year, with two meetings held online and two in person with the possibility of connecting online. Meeting dates for 2024 were:

1. Saturday 22 January 2024 (online)
2. Saturday 13 April 2024 (hybrid in London)
3. Saturday 6 July 2024 (hybrid in London)
4. Saturday 23 November 2024 (online)

Subgroups work on different areas of the Board's responsibilities in between meetings. Katharine Scanlan, as Treasurer, has worked closely with the coordinator and administrator, keeping a close eye on the finances, allowing us to budget for events with confidence. The other main areas of work are the National Conference, the Clare Winnicott Award, making decisions about bursary applications and participating in the Panel for bursaries for the Centre for Social Work Practice legacy fund. Members sit on the Editorial Board of the Journal and one of the co-editors, Gloria Kirwan, is ex officio a Trustee. Trustees support and run workshops.

(c) Website and social media

As agreed at the visioning meeting of 2023, we funded a short-term role to enhance GAPS' social media presence. We intend this aspect of GAPS' activity to be incorporated in the role of the second Project Coordinator. We had hoped to make some short videos to place on the web site but this has not happened to date.

(d) Membership

Membership numbers have stabilised for the time being at around 260-270.

2. Events

(a) National conference

The conference, 'Dignity & Epistemic Justice in Social Work - a day of reflection on the things that matter – great and small', took place on 24 October 2024 in Leeds. It was the fourth hybrid conference, with a larger attendance both in person and online.

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Chair's report

For the year ended 31 December 2024

The day started with a recorded interview between Maria Emilsson, trustee, and Maria Somerville, carer for her son, and who gave voice to her experience as a parent, carer and service user in relation to the conference theme. This was followed by the first keynote, 'Losing heart in social work – and regaining it', in which Juliet Koprowska drew on a number of theories and research studies to explore obstacles to following our hearts in social work and how to regain them. The keynote in the afternoon was given by Ravi Kohli, using videos from a research project as well as his analysis. He explored the experience of your migrants to the UK, their reception, their desire to establish an 'ordinary life' and their desire to give back to the communities who have supported them.

As usual, the conference format gave participants time to discuss in each keynote in facilitated groups, in which they could also develop questions and comments for the speakers. The volunteer facilitators received a brief training and played an invaluable role in enabling attendees to bring their voices in. Once again, invitations went to a number of universities to bring groups of students along with facilitators from their own academic staff. Students from these universities were allocated to mixed groups. Overall numbers were nearly 100 more than in 2023, at 268, including 61 in-person attendees.

(b) Workshops

Workshops are free for participants. In 2024, five were online and one in person.

- Building Relational Systems in Social Work using SCT (9 May 2024, Juliet Kaprowska);
- Developing Skills for Critical Practise (28 June 2024, Stephen Cowden);
- How can Trauma Informed Practice Guide Our Interventions Now? (17 July 2024, Kati Taunt);
- Developing Skills for Critical Practise (31 October 2024, Stephen Cowden);
- Becoming Trauma-Informed - the next step (in person in London: 14 November 2024, Kati Taunt); and
- "First Build Your System" Leadership & Management - a systemic perspective (28 November 2024, Annie MacIver).

Juliet Koprowska led a closed group for social work practitioners for the fourth time: Exploring our Work Challenges as Social Workers using a Systems-Centered Approach. The group ran for ten x 75 minute sessions from January to May 2024 and were designed to enable practitioners to share their work challenges and see them in context.

The workshop evaluation forms that participants complete for all events are consistently positive and form a basis for our plans over the coming year. Members and others are invited to offer workshops that fit with GAPS' remit, as workshops will continue to be offered, as well as a second closed group.

(c) Clare Winnicott Award (CWA) for students and practitioners 2024

An award was made in both the practitioner and the student category this year. The winning essays are published in the Journal of Social Work Practice.

3. Journal of Social Work Practice (JSWP)

A full report will be provided by Andrew Whittaker and Gloria Kirwan on behalf of the editors. In brief, the Journal continues to publish high quality papers and reach social workers in many parts of the world. Its impact has increased and open access articles in particular reach wide audiences. It is flourishing both intellectually and financially.

Two general issues are published each year, and two special issues.

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Chair's report

For the year ended 31 December 2024

4. Developments and new ventures

- GAPS succeeded in developing a stronger online and social media presence and intends to consolidate this activity with the work of a second project coordinator;
- The Equality, Diversity and Inclusion statement has been completed, as a dynamic working document that will continue to evolve;
- GAPS' goal is to offer 12 workshops a year and this ambition has been beyond the scope of our time and energy, though well within our financial resources. With this in mind, as well as succession planning, we hope to contract with a second project coordinator in 2025; and
- To explore new ways that GAPS can engage with social workers and social work.

5. Acknowledgments

GAPS is grateful to the Editors, Gloria Kirwan and Andrew Whittaker, under whose management the journal has gone from strength to strength.

Independent examiners

Godfrey Wilson Limited were re-appointed as independent examiners to the charity during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 22 March 2025 and signed on their behalf by

Juliet Koprowska
Chair of the trustees

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Treasurer's report (incorporating financial review)

For the year ended 31 December 2024

Financial review

The summary annual accounts for 1 January to 31 December 2024 are presented at the end of this annual report. The accounts have been reviewed and approved by chartered accountants Godfrey Wilson Limited, as required by the Charity Commission. The 2024 accounts were presented to trustees in January 2025 with the Treasurer's report.

As in the previous year GAPS's financial position remains strong. There are three cost centres managed by GAPS and each is clearly delineated and operationally ring-fenced for internal accounting purposes. GAPS's main funds, chiefly from royalties and membership subscriptions, are disbursed solely at the discretion of the GAPS trustees and are used for GAPS's charitable ends. The CfSWP Legacy Fund is restricted, is disbursed through joint decision making between the fund's panel and GAPS and is also used for charitable ends. The Journal of Social Work Practice editorial expenses fund is disbursed at the discretion of the Journal Board and editors; while the Journal is a commercial enterprise, it is owned by GAPS and – subject to editorial independence – reflective of GAPS's approach to social work practice and is thereby a major means of promoting GAPS's objectives both nationally and globally.

The journal of Social Work Practice – editorial expenses

The Journal Expenses cost centre holds the expenses paid by Taylor and Francis to the Editors and Editorial Board of the Journal of Social Work Practice now managed by GAPS. These expenses are disbursed solely at the discretion of the Editors and Board and amounted to approximately £16,000 in 2024; the money currently held on account is augmented by accumulated unspent funds from previous years. GAPS is in a purely administrative and reporting role in relation to these expenses.

Centre for Social Work Practice legacy fund

The CfSWP legacy fund cost centre holds the funds transferred from the Centre for Social Work Practice to GAPS in 2020. These were the residual funds held by CfSWP at the point when the charity was disbanded. It was the decision of the CfSWP trustees that these residual, or legacy, funds should be used to support bursaries in support of social work and that the process should be managed by GAPS, a charity closely aligned with CfSWP in its objectives and philosophy. The fund is restricted and has subsequently been disbursed collaboratively between GAPS and a panel comprising former trustees from CfSWP and representatives for GAPS trustees.

The first grants were approved during 2022 with two further grants approved during 2023 totalling £7,900. As there is to be no further income to the fund, energy will be focused on dispersing the fund effectively with further consideration given as to how best to promote applications to ensure the money is used as fully as possible and how and when to close the fund down. Grants approved in 2024 include research costs for a project exploring adverse migratory experiences of Black East African Migrant women care workers in the UK and the impact they have on the responses to workplace trauma. It is anticipated that the fund will continue to be available for the foreseeable future. There are no plans at present to close it down.

GAPS main cost centre

In the context of contracting funding for public services, GAPS is financially well placed to expand its reach. 2024 has been a year of adjustment and future planning, building upon the consolidation and rebalancing of 2023. Despite best efforts 2024 ended with unspent income. Recognising that areas of underspend reflect a lack of capacity to achieve all of the organisation's aims and objectives, a Staffing Review trustee subgroup formed to consider the issues and plan how best to address them.

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Treasurer's report (incorporating financial review)

For the year ended 31 December 2024

Their primary recommendation has been to increase the number of project coordinator hours to ensure that plans made by trustees can be fully realised. Additionally, in order to build organisational capacity and improve collaboration and communication across the trustee and staff teams, GAPS moved to a new online platform, Microsoft Teams during 2024.

The Summary of Accounts summarises all transactions across five income, and fourteen expenditure budget codes.

Income

GAPS has considerable accumulated funds arising from unspent income in previous years. The preference is to exceed the income received each year to access these accumulated funds to meet GAPS's charitable purposes.

The main source of income is from royalties paid by Taylor and Francis, who publish the Journal of Social Work Practice, under a licence agreement with GAPS, the owners of the Journal. In 2024 the royalty income amounted to £54,269, an increase from 2023 of £6,806, building on an increase of £1,961 in 2023. As an international journal, factors such as currency exchange rates can affect profitability. As a journal in an international market, the Journal of Social Work Practice has a clear brand, a distinctive place in the market and is a strong performer, and Taylor and Francis express continuing confidence in it. The publishing contract with Taylor and Francis came to an end on 31st December 2024, with a new contract coming into effect on 1st January 2025. The new contract was agreed after a period of review in 2023. The new contract includes an increase in the editorial board expenses, continuity in terms of profit-sharing arrangements, and the addition of a new category of GAPS member journal access via a limited number of non-academic organisations. The contract's initial term is five years, with an additional three-year renewal term (end of 2032).

Other sources of income include membership subscriptions, and interest on reserves. Interest payments increased by £748 compared to 2023 due to the rise in interest rates. The budget for membership income was set in line with an aspiration to increase numbers, however, membership numbers remain stable, with leavers and joiners roughly balancing throughout the year.

Expenditure

Expenditure in the most significant budget area, Staffing Costs, were around £1,000 underspent due to the Social Media Coordinator leaving the role before the end of the year. The workshops budget was underspent by £4,600 due to a lack of staffing capacity to schedule events. The budget for professional development bursaries was under-utilised by members, leading to an underspend of £3,300. The Web Content budget, which aims to encourage social workers to write about practice through the "Writing for GAPS" area of the website, was underspent by £2,000, again reflecting a lack of staff capacity to promote and progress applications. All of these areas of underspend have been fully considered and responded to by the formation of the Staffing Review subgroup.

In terms of establishment costs, the Virtual Office budget was underspent by £500, in part due to the change from Monday.com to Microsoft Teams as a virtual platform. Whilst there has been a short-term cost-saving, this was not a factor in the decision, and there will not be a significant ongoing reduction in this area in the long term. Governance Expenses remains a difficult area to accurately budget due to the variation in format and attendance of in-person, hybrid and virtual meetings, the unpredictability of travel and hotel costs, and changes in numbers of Trustees and staff. This budget was increased in the year to allow for a £1,000 donation to St Martin in the Fields charity in memory of Nigel Elliott, former Treasurer of GAPS. Ultimately the Governance budget was underspent by £900.

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Treasurer's report (incorporating financial review)

For the year ended 31 December 2024

Conference Costs were overspent by around £900, total costs for the event amounted to £12,300. This budget has increased steadily since the first hybrid event in 2021. Increased spending in this area reflects a greater engagement, with more in-person and online attendees joining the event, thereby raising the profile and reach of GAPS. Evaluation data continues to be extremely positive, evidencing the impact of the event in line with GAPS aims and objectives. A rise in this area of expenditure will therefore continue to be embraced. Additionally the Conference Attendance budget, which has been set for some years at £1,500, and which enables Trustees to attend events contributing to the breadth and success of GAPS activities, has been consciously overspent by £1,700. This reflects an ongoing intention to encourage Trustees to broaden perspectives and continue their own professional development for the benefit of GAPS as a whole. This fund will be re-titled in 2025 to reflect this wider aim.

These variations in expenditure and income, resulted in an overall income underspend of £7,848 despite an aspiration at the outset of the year to reduce reserves by around £10,000. This aspiration will continue to be reflected in the 2025 budget, and will be met in part by the Staffing Review groups' recommendations.

In conclusion

All of the Charity Commission's revised requirements have been complied with throughout the year and are clearly documented in the minutes of GAPS Trustee meetings and represented in operational practice. These include contracting for outside services, trustee conflicts of interest, fees paid to presenters and the placing of GAPS's funds both to generate interest returns on investment along with ethical investments and banking. We continue to monitor our environmental footprint and are exploring how GAPS can contribute to the climate change debate and the contributions the social work profession can make towards environmental sustainability.

All activities continue to be focused on connecting as effectively as possible with the GAPS membership and the wider social work profession, with an emphasis on promoting relationship-based reflective practice.

Finally, I would like to thank Hannah Pepper and Stephen Marsden for their attentive and skilful management of all aspects of GAPS's finances and for their steady support and guidance in my role as Treasurer. My thanks also to Juliet Koprowska, Chair of GAPS, who is always readily available for advice and consultation when making decisions on GAPS's financial management, and the supportive and engaged participation of all the trustees.

Approved by the trustees on 22 March 2025 and signed on their behalf by

Katharine Scanlan
Treasurer

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

JSWP Editors' Report

For the year ended 31 December 2024

The trustees present their report and unaudited financial statements for the year ended 31 December 2024.

Co-editors: Andrew Whittaker and Gloria Kirwan

The *Journal of Social Work Practice* is owned by GAPS and an arrangement with Taylor and Francis (T&F) allows them to publish and distribute it on behalf of GAPS. It has a focus upon relationship-based practice, particularly psychodynamic and systemic perspectives.

In the last 12 months, we have published four issues, including two linked special issues edited by Laura Cook and Pia Tham. The first special issue focused on social work in teams, while the second focused on the role of teams in social worker wellbeing and retention. There are three special issues in the pipeline, including one commemorating Andrew Cooper by Gillian Ruch, Clare Parkinson and Helen Hingley-Jones, a special issue on decolonisation by Gillian Ruch, Jenny Simpson and Farrukh Aktar and a final one on digital strategies in social work to strengthen the well-being of groups at risk of social exclusion by Antonio López Peláez.

It has been a year since the passing of Nigel Elliott, our well-loved and long-standing Book Reviews Editor. Philip Archard and Gillian Ruch have now taken on this role and are doing a sterling job of managing the book reviews process.

In December 2024, Gloria was appointed to the role of UN-Geneva Representative of the International Council on Social Welfare. The ICSW is a global organisation working since 1928 to support and strengthen social development activities across the world. In recognition of its work, the ICSW has permanent representational status at the United Nations.

We have published the winners of the Clare Winnicott Prize 2024 which went to Jack Dyson in the Student Category with his essay '*Enhancing relationship-based practice in the homeless sector by applying Hall's representation theory (1997)*', while the winner in the Practitioner category was Holly Lynch with her essay '*The relational recession in social work: adult social care in the age of austerity*'.

We would like to thank Hannah Linford in her role as Editorial Coordinator, whose efficiency and hard work in ensuring the smooth running of the journal has been essential and much appreciated. We send our thanks to the staff at Taylor and Francis for their excellent work, particularly Anna Parkinson and Julie Weston. We would also like to thank Hannah Pepper, Stephen Marsden and Katherine Scanlan for running our efficient finance system.

We would like to thank Philip Archard and Gillian Ruch for their hard work in their new roles as Book Review Editors. We would also like to acknowledge the important role played by all members of the Editorial Board and thank them all for their work. We also wish to thank the article and book reviewers who make an important contribution to the journal. Finally, we would like to thank all of the contributors who have provided such high quality and thought-provoking contributions over the last year.

Andrew Whittaker and Gloria Kirwan

March 2025

Independent examiner's report

To the trustees of

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

I report to the trustees on my examination of the accounts of Group for the Advancement of Psychodynamics and Psychotherapy in Social Work (the charity) for the year ended 31 December 2024, which are set out on pages 11 to 12.

Respective responsibilities of trustees and examiner

As the trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

- (1) accounting records were not kept in respect of the charity as required by section 130 of the Act;
or
- (2) the accounts do not accord with those records.

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.

Date: 22 March 2025

Robert Wilson FCA

Member of the ICAEW

For and on behalf of:

Godfrey Wilson Limited

Chartered accountants and statutory auditors

5th Floor Mariner House

62 Prince Street

Bristol

BS1 4QD

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Receipts and payments account

For the year ended 31 December 2024

	Restricted £	Unrestricted £	2024 £	2023 £
Receipts				
Royalties	-	54,269	54,269	47,463
Editorial expenses income	-	15,997	15,997	15,997
Subscriptions	-	7,588	7,588	7,662
Bank interest	-	6,117	6,117	5,369
Other income	-	-	-	180
Total receipts	-	83,971	83,971	76,671
Payments				
Staff costs	-	30,132	30,132	29,634
Journal expenses	-	23,056	23,056	17,456
GAPS national conference	-	15,476	15,476	12,554
Bursaries	-	1,689	1,689	1,775
Website	-	937	937	1,068
Workshop costs	-	3,599	3,599	4,422
Office costs	-	1,719	1,719	3,016
Governance expenses	-	4,101	4,101	5,839
Insurance	-	568	568	544
Independent examination and advice	-	845	845	811
Prizes	-	1,000	1,000	500
Sundry	-	60	60	495
CfSWP legacy fund grants & expenses	8,529	-	8,529	6,720
Total payments	8,529	83,182	91,711	84,834
Net receipts / (payments)	(8,529)	789	(7,740)	(8,163)
Cash funds at 1 January 2024	49,826	161,491	211,317	219,480
Cash funds at 31 December 2024	41,297	162,280	203,577	211,317

All receipts and payments in the prior year relate to unrestricted funds apart from the CfSWP legacy fund expenditure.

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Statement of assets and liabilities

As at 31 December 2024

	2024 £	2023 £
Cash funds		
Cash at bank and in hand	<u>203,577</u>	<u>211,317</u>
Total cash funds	<u><u>203,577</u></u>	<u><u>211,317</u></u>
Funds		
Restricted funds	41,297	49,826
Unrestricted funds:		
General funds	<u>162,280</u>	<u>161,491</u>
Total funds	<u><u>203,577</u></u>	<u><u>211,317</u></u>

Approved by the trustees on 22 March 2025 and signed on their behalf by

Juliet Koprowska
Chair of the trustees

Katharine Scanlan
Treasurer

Accounts

Charity No. 290726

**Group for the Advancement of
Psychodynamics and Psychotherapy in
Social Work**

Receipts and Payments Accounts

31 December 2023

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Reference and administrative details

For the year ended 31 December 2023

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Charity number	290726
Registered office	90 High Street Yatton Bristol BS49 4DW
Trustees	<p>The trustees who served during the year and up to the date of this report were as follows:</p> <p>Tracy Almond Brittany Bernard Nigel Elliott (Treasurer to 5 January 2024. Deceased February 2024)</p> <p>Maria Emilsson Miriam Gale Juliet Koprowska Chair Philip Leonard Susie Pavey (Resigned 1 June 2023) Elizabeth Reilly Secretary Afiya Rufaro Andrew Sach Katharine Scanlan Treasurer as of 27 January 2024 Louise Sims</p>
Independent examiners	Godfrey Wilson Limited Chartered Accountants and Statutory Auditors 5th Floor, Mariner House 62 Prince Street Bristol BS1 4QD

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Chair's report

For the year ended 31 December 2023

The trustees present their report and unaudited financial statements for the year ended 31 December 2023.

History

In 1984 a group of social workers set up GAPS to promote therapeutic approaches in relation to direct work with clients/service users. It became a UK charity in the same year (no. 290726) and is registered under its original title, Group for the Advancement of Psychodynamics and Psychotherapy in Social Work. In the same period, the Journal of Social Work Practice (JSWP) was established to give voice to this therapeutic perspective. This publication is owned by the GAPS membership and published under licence by the Taylor & Francis Group. In 2010, GAPS signed a ten-year publishing agreement from which we receive royalties and editorial expenses calculated annually and based on sales relating to the Journal. The arrangement with Taylor & Francis was renewed for 5 years in 2020.

Structure, management and governance

GAPS is governed by its Constitution - revised in 2016, 2018 and 2021 - which sets out the appointment, roles and responsibilities of trustees/Executive Committee. The day-to-day running of the organisation is managed by an Executive Committee, elected by GAPS members.

Objectives and activities

The main objective of GAPS is to promote relationship-based approaches and the importance of psychodynamic and systemic thinking in social work. These aims are designed to 'benefit the public' in ways that enhance the quality of life for individuals and families by supporting social workers. In pursuit of these aims we produce the *JSWP* which gives social workers access to research and other kinds of knowledge and provides GAPS' major source of income. We use this to promote the journal, to fund the administrative infrastructure of GAPS, and to resource activities and events where front-line social work practitioners and managers can learn, think and feel.

Achievements and performance

The following summarises the main activities of GAPS since the last AGM on 25 October 2022.

GAPS has held a number of online workshops, as well as one in-person workshop and a hybrid conference based in Birmingham. The Trustee Board has met online for half of its meetings, to reduce costs and travel time, and make it easier for Trustees to be present. The Board held an in-person visioning day in July to determine strategy for the next two-three years. The Board has had a stable core, GAPS has a steady income from the Journal of Social Work Practice, the Project Coordinator and Administrator provide consistent management and administration, and membership has increased. New ventures this year and new opportunities in the coming year will foster continued development.

1. Administration of GAPS

(a) The GAPS office, Bristol

The GAPS office is a virtual office hosted by a social enterprise facility in the Easton area of the city. Hannah Pepper, the Project Coordinator, and Stephen Marsden, the Administrator and Accounts Officer are freelance, self-employed staff who work mainly from home offices. They work closely with Trustees, contribute new ideas and keep the website, the finances and the whole organisation working smoothly.

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Chair's report

For the year ended 31 December 2023

(b) Board of trustees

The trustees usually meet four times a year, with the first two meetings held online. The third pioneered a new mini-video-conferencing system, with some present meeting in central London, and others coming in on Zoom, a system we will use again for the last meeting of the year. Board meeting dates for 2023 were:

1. Saturday 28 January 2023 (online)
2. Saturday 22 April 2023 (hybrid)
3. Friday 7 – Saturday 8 July 2023 (in person, visioning and regular meeting)
4. Saturday 25 November 2023 (hybrid)

Subgroups work on different areas of the Board's responsibilities in between meetings. Nigel Elliott, the Treasurer, worked closely with the coordinator and administrator. Between them they have kept a close eye on the finances, allowing us to budget for events with confidence. The other main areas of work are the National Conference, the Clare Winnicott Award, making decisions about bursary applications and participating in the Panel for bursaries for the Centre for Social Work Practice legacy fund. Members sit on the Editorial Board of the Journal and one of the co-editors, Gloria Kirwan, is ex officio a Trustee. Trustees support and run workshops.

With the increase in the number of trustees, including both practitioners and academics, the number attending has been good, while the proportion attending has fallen somewhat. Trustees are diligent about sending apologies for absences, and the Project Coordinator keeps in touch with members to understand the reasons and reduce restraining forces to attendance where possible.

(c) Website and social media

The website was discussed at the visioning meeting, as was GAPS' limited use of social media to promote events, memberships and discussion. We agreed to provide short-term funding to someone who could help GAPS update its online presence, including the possible production of short videos. This is work in progress.

(d) Membership

Membership numbers have stabilised for the time being at around 270.

2. Events

(a) National conference

The conference, 'Finding Hope in a Dark Place – stories of innovation and activism – reigniting the fire in our bellies', took place on 3 November 2023 in Birmingham. It was the third hybrid conference, with a large online attendance and a smaller in-person presence.

Rich Devine and Tim Fisher, both children and family practitioners, gave the morning keynote in person, 'The Transformative Power of Hope in Dark Places', while Siobhan Maclean, a well-known writer about theory and practice, gave the afternoon keynote online, 'If This Time'.

The format of the conference enabled participants to meet in discussion groups following each talk, returning for a plenary with questions and comments for the presenters. The discussion groups were facilitated by volunteers for whom GAPS provided brief training. Once again, invitations went to a number of universities to bring groups of students along with facilitators from their own academic staff. Students from these universities were allocated to mixed groups. Overall numbers were 170 including 29 in-person attendees.

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Chair's report

For the year ended 31 December 2023

(b) Workshops

Workshops are free for participants, and in 2023, four were held online and one in person:

- Building Relational Systems in Social Work using SCT (24 May 2023, Juliet Kaprowska);
- How can Trauma Informed Practice Guide Our Interventions Now? (6 October 2023, Kati Taunt);
- "First Build Your System" Leadership & Management - a systemic perspective (23 November 2023, Annie MacIver);
- Children & young people with harmful sexual behaviours (8 September 2023, Indie Larby); and
- A deeper look at trauma (27 November 2023, Kati Taunt).

Juliet Koprowska again led a closed group for social work practitioners: Exploring our Work Challenges as Social Workers using a Systems-Centered Approach. The group ran for ten x 75 minute sessions from January to May 2023 and were designed to enable practitioners to share their work challenges and see them in context.

The workshop evaluation forms that participants complete for all events are consistently positive and form a basis for our plans over the coming year. Members and others are invited to offer workshops that fit with GAPS' remit, as workshops will continue to be offered, as well as a second closed group.

(c) Clare Winnicott Award (CWA) for students and practitioners 2023

An award was made only in the practitioner category this year. The winning essay will be published in the Journal of Social Work Practice in 2024.

3. Journal of Social Work Practice (JSWP)

In brief, the Journal continues to publish high quality papers and reach social workers in many parts of the world. Its impact has increased and open access articles in particular reach wide audiences.

Two general issues are published each year, and two special issues.

4. Developments and new ventures

- Establishing a stronger online presence through social media;
- The possibility of offering more groups of different kinds to support practitioners in their work;
- Finalising an Equality, Diversity and Inclusion statement; and
- Increasing the number of online workshops offered.

5. Acknowledgments

GAPS is grateful to the Editors, Gloria Kirwan and Andrew Whittaker, under whose management the journal has gone from strength to strength.

The Treasurer, Nigel Elliott, died suddenly after a short illness on 10 February 2024. He had been Treasurer for more than 10 years, and made an invaluable contribution to GAPS' financial stability. He worked closely with Hannah and Stephen, and wrote quarterly reports for the Trustee Board in which all financial matters were thoroughly explained, enabling the Board to make well-founded decisions. His warmth, kindness, and sense of justice informed everything that he did and he will be sadly missed.

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Chair's report

For the year ended 31 December 2023

Independent examiners

Godfrey Wilson Limited were re-appointed as independent examiners to the charity during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 13 April 2024 and signed on their behalf by

Juliet Koprowska
Chair of the trustees

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Treasurer's report (incorporating financial review)

For the year ended 31 December 2023

Financial review

The summary annual accounts for 1 January to 31 December 2023 are presented at the end of this annual report. The accounts have been reviewed and approved by chartered accountants Godfrey Wilson Limited, as required by the Charity Commission.

The 2023 accounts were presented to trustees in January 2024, with a full written report and analysis from Hannah Pepper in consultation with Katharine Scanlan and on behalf of Nigel Elliott who for health reasons resigned as Treasurer in November 2023. The accounts were approved.

GAPS's financial position remains strong. The main source of income is from royalties paid by Taylor and Francis, who publish the Journal of Social Work Practice under a licence agreement with GAPS, the owners of the Journal. In 2023 the royalty income amounted to £47,463, an increase from 2022 of £1,961. This represents a potentially positive trend as there had been a steady and slight fall in royalties over recent years, which is linked largely to how the Journal is read, with fewer hard copy sales, more online access and various package deals from amongst the publisher's large portfolio of academic journals that they offer to institutional purchasers such as university libraries. Additionally, as an international journal, factors such as currency exchange rates can affect profitability. As a Journal in an international market, the Journal of Social Work Practice has a clear brand, a distinctive place in the market and is a strong performer, and Taylor and Francis express continuing confidence in it. The current contract with Taylor and Francis is due to end on 31 December 2024. A new contract to begin 1 January 2025 has been agreed. The new contract includes an increase in the editorial board expenses, continuity in terms of profit sharing arrangements, and the addition of a new category of GAPS member journal access via a limited number of non-academic organisations. The contract's initial term is five years, with an additional three year renewal term (end of 2032).

Other sources of income include membership subscriptions, and interest payments. Interest payments have increased significantly due to the rise in interest rates. Whilst membership numbers have continued to increase there have been a significant number of leavers during the year along with a number of unresolved non-payments resulting in a shortfall against the budget set for the year. Changes in membership will be monitored throughout the coming year and any significant changes analysed accordingly. There were no fees for attendance at the Annual Conference in 2023; as in 2022 this was a 'hybrid' online and in-person event; non-members attending in-person paid a £28 fee, which served as GAPS membership for one year. In addition to the main cost centre GAPS holds the Journal Expenses cost centre and the CfSWP Legacy Fund cost centre.

The Journal Expenses cost centre holds the expenses paid by Taylor and Francis to the Editors and Editorial Board of the Journal of Social Work Practice now managed by GAPS. These expenses are disbursed solely at the discretion of the Editors and Board and amount to approximately £16,000 a year; the money currently held on account is augmented by accumulated unspent funds from previous years. The funds were brought into GAPS over 2019-2020 and this has supported greater transparency and is encouraging greater and more creative use of them by Board members. GAPS is in a purely administrative and reporting role in relation to these expenses and holds no responsibility for their disbursements.

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Treasurer's report (incorporating financial review)

For the year ended 31 December 2023

The CfSWP Legacy Fund cost centre holds the funds transferred from the Centre for Social Work Practice to GAPS in 2020. These were the residual funds held by CfSWP at the point when the charity was disbanded. It was the decision of the CfSWP trustees that these residual, or legacy, funds should be used to support bursaries in support of social work and that the process should be managed by GAPS, a charity closely aligned with CfSWP in its objectives and philosophy. The fund is restricted and has subsequently been disbursed collaboratively between GAPS and a panel comprising former trustees from CfSWP and representatives for GAPS trustees.

The first grants were approved during 2022 with two further grants approved during 2023 totalling £6,000. As there is to be no further income to the fund, energy will be focused on dispersing the fund effectively with further consideration given as to how best to promote applications to ensure the money is used as fully as possible and how and when to close the fund down. Grants approved in 2023 supported practitioners to set up a Family Advisory Board consisting of parents with lived experience to support the coproduction of children and family services. It is anticipated that plans will be put in place in 2024 to disburse the remaining funds and conclude the work by 2025.

The three cost centres managed by GAPS are clearly delineated and operationally ring fenced for internal accounting purposes. GAPS's main funds, chiefly from royalties and membership subscriptions, are disbursed solely at the discretion of the GAPS trustees and are used for GAPS's charitable ends. The CfSWP Legacy Fund is restricted, is disbursed through joint decision making between the fund's panel and GAPS and is also used for charitable ends. The Journal of Social Work Practice fund is disbursed at the discretion of the Journal Board and Editors; while the Journal is a commercial enterprise, it is owned by GAPS and – subject to editorial independence – reflective of GAPS's approach to social work practice and is thereby a major means of promoting GAPS's objectives both nationally and globally.

The rest of this financial review will address the GAPS's 'cost centre'. GAPS has considerable accumulated funds arising from unspent income in previous years. The preference is to exceed the income received each year to eat into these accumulated funds and use them to meet GAPS's charitable purposes.

GAPS main account (cost centre) Vs budget in 2023

The Summary of Accounts summarises all transactions across five income, and thirteen expenditure budget codes. The most significant of expenditure codes, Staffing Costs and Conference Costs were very slightly under budget. The 2023 accounts balanced income and expenditure overall as a result of underspend in certain areas, and under and over achievement of income in others is detailed below. However, the 2023 budget aimed at an overspend of £8,000 to reduce reserves. This aspiration was therefore not met. Expenditure: There was an overall underspend on core activities amounting to £7,250, arising for the large part from a lack of applications to the members bursary scheme, fewer than planned workshops taking place, and the reconsideration of the writing for the website scheme. Income: A decrease of £1,200 in membership fees against a rising budget, was more than offset by a £2,300 increase in interest on reserves due to rising bank interest rates.

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Treasurer's report (incorporating financial review)

For the year ended 31 December 2023

2023 has, as predicted, been a year of consolidation and rebalancing as new remote/online working initiatives are blended with more traditional in person approaches. The areas of underspend require further attention. The budget set for 2024 anticipates the implementation of the stalled Balint group along with additional workshops designed to promote the core function of GAPS. In the context of contracting funding for public services, GAPS is financially well placed to expand its reach. Plans are in place to achieve a greater online presence, provide further clarity for those writing for GAPS and additional guidance for those submitting essays for the Clare Winnicott Award. GAPS bursaries will continue to be promoted and trustees will be encouraged to access GAPS related developmental opportunities. In line with its long-term strategic vision and core purposes, GAPS will continue to pursue in-person activities alongside its online offering in a post-Covid-19 context in which the latter has become an established norm. The annual conference will build on the success of the in budget hybrid event held in Birmingham in 2023. All activities will be focused on connecting as effectively as possible with the GAPS membership and the wider social work profession, with a continuing emphasis on promoting relationship-based reflective practice.

All of the Charity Commission's revised requirements have been complied with throughout the year and are clearly documented in the minutes of GAPS Trustee meetings and represented in operational practice. These include contracting for outside services, trustee conflicts of interest, fees paid to presenters and the placing of GAPS's funds both to generate interest returns on investment along with ethical investments and banking. We continue to monitor our environmental footprint and are exploring how GAPS can contribute to the climate change debate and the contributions the social work profession can make towards environmental sustainability.

In conclusion, I would like to thank Hannah Pepper and Stephen Marsden for their attentive and skilful management of all aspects of GAPS's finances and for their steady support and guidance as I take up the role of Treasurer. My thanks also to Juliet Koprowska, Chair of GAPS, who is always readily available for advice and consultation when making decisions on GAPS's financial management, and the supportive and engaged participation of all the trustees.

On behalf of GAPS's board of trustees, I would like to pay tribute to the enormous contribution Nigel Elliott made to GAPS in the role of Treasurer, as a long-serving, key member of the board, and as a persistently thoughtful, positive and supportive presence within GAPS.

Approved by the trustees on 13 April 2024 and signed on their behalf by

Katharine Scanlan
Treasurer

Independent examiner's report

To the trustees of

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

I report to the trustees on my examination of the accounts of Group for the Advancement of Psychodynamics and Psychotherapy in Social Work (the charity) for the year ended 31 December 2023, which are set out on pages 10 to 11.

Respective responsibilities of trustees and examiner

As the trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

- (1) accounting records were not kept in respect of the charity as required by section 130 of the Act;
or
- (2) the accounts do not accord with those records.

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.

Date: 13 April 2024

Rob Wilson FCA

Member of the ICAEW

For and on behalf of:

Godfrey Wilson Limited

Chartered accountants and statutory auditors

5th Floor Mariner House

62 Prince Street

Bristol

BS1 4QD

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Receipts and payments account

For the year ended 31 December 2023

	Restricted £	Unrestricted £	2023 £	2022 £
Receipts				
Royalties	-	47,463	47,463	45,502
Editorial expenses income	-	15,997	15,997	15,997
Subscriptions	-	7,662	7,662	8,107
Bank interest	-	5,369	5,369	874
Other income	-	180	180	-
Total receipts	-	76,671	76,671	70,480
Payments				
Staff costs	-	29,634	29,634	27,159
Journal expenses	-	17,456	17,456	15,087
GAPS national conference	-	12,554	12,554	11,884
Bursaries	-	1,775	1,775	6,595
Website	-	1,068	1,068	3,193
Workshop costs	-	4,422	4,422	3,823
Office costs	-	3,016	3,016	1,589
Governance expenses	-	5,839	5,839	2,106
Insurance	-	544	544	524
Independent examination and advice	-	811	811	660
Prizes	-	500	500	1,000
Sundry	-	495	495	308
CfSWP legacy fund grants & expenses	6,720	-	6,720	13,600
Total payments	6,720	78,114	84,834	87,528
Net receipts/(payments)	(6,720)	(1,443)	(8,163)	(17,048)
Cash funds at 1 January 2023	56,546	162,934	219,480	236,528
Cash funds at 31 December 2023	49,826	161,491	211,317	219,480

All receipts and payments in the prior year relate to unrestricted funds apart from the CfSWP legacy fund expenditure.

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Statement of assets and liabilities

As at 31 December 2023

	2023	2022
	£	£
Cash funds		
Cash at bank and in hand	<u>211,317</u>	<u>219,480</u>
Total cash funds	<u><u>211,317</u></u>	<u><u>219,480</u></u>
Funds		
Restricted funds	49,826	56,546
Unrestricted funds:		
General funds	<u>161,491</u>	<u>162,934</u>
Total funds	<u><u>211,317</u></u>	<u><u>219,480</u></u>

Approved by the trustees on 13 April 2024 and signed on their behalf by

Juliet Koprowska
Chair of the trustees

Katharine Scanlan
Treasurer

Accounts

Charity No. 290726

**Group for the Advancement of
Psychodynamics and Psychotherapy in
Social Work**

Receipts and Payments Accounts

31 December 2022

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Reference and administrative details

For the year ended 31 December 2022

Status	The organisation is a registered charity, registered on 10 December 1984.																																
Charity number	290726																																
Registered office	90 High Street Yatton Bristol BS49 4DW																																
Trustees	<p>The trustees who served during the year and up to the date of this report were as follows:</p> <table><tr><td>Margherita Agrusa</td><td>(Resigned 29 January 2022)</td></tr><tr><td>Tracy Almond</td><td>(Appointed 25 October 2022)</td></tr><tr><td>Brittany Bernard</td><td>(Appointed 26 November 2022)</td></tr><tr><td>Nigel Elliott</td><td>Treasurer</td></tr><tr><td>Maria Emilsson</td><td></td></tr><tr><td>Miriam Gale</td><td>(Appointed 25 October 2022)</td></tr><tr><td>Juliet Koprowska</td><td>Chair</td></tr><tr><td>Phil Leonard</td><td></td></tr><tr><td>Margaret Lougher</td><td>(Deceased 7 February 2022)</td></tr><tr><td>Susie Pavey</td><td></td></tr><tr><td>Elizabeth Reilly</td><td>Secretary</td></tr><tr><td>Philip Rigotti</td><td>(Resigned 29 January 2022)</td></tr><tr><td>Afiya Rufaro</td><td>(Appointed 25 October 2022)</td></tr><tr><td>Andrew Sach</td><td>(Appointed 25 October 2022)</td></tr><tr><td>Katharine Scanlan</td><td></td></tr><tr><td>Louise Sims</td><td>(Appointed 25 October 2022)</td></tr></table>	Margherita Agrusa	(Resigned 29 January 2022)	Tracy Almond	(Appointed 25 October 2022)	Brittany Bernard	(Appointed 26 November 2022)	Nigel Elliott	Treasurer	Maria Emilsson		Miriam Gale	(Appointed 25 October 2022)	Juliet Koprowska	Chair	Phil Leonard		Margaret Lougher	(Deceased 7 February 2022)	Susie Pavey		Elizabeth Reilly	Secretary	Philip Rigotti	(Resigned 29 January 2022)	Afiya Rufaro	(Appointed 25 October 2022)	Andrew Sach	(Appointed 25 October 2022)	Katharine Scanlan		Louise Sims	(Appointed 25 October 2022)
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Independent examiners	Godfrey Wilson Limited Chartered Accountants and Statutory Auditors 5th Floor, Mariner House 62 Prince Street Bristol BS1 4QD																																

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Chair's report

For the year ended 31 December 2022

The trustees present their report and unaudited financial statements for the year ended 31 December 2022.

History

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GAPS is governed by its Constitution - revised in 2016, 2018 and 2021 - which sets out the appointment, roles and responsibilities of trustees/executive committee. The day-to-day running of the organisation is managed by an executive committee, elected by GAPS members.

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The main objective of GAPS is to promote relationship-based approaches and the importance of psychodynamic and systemic thinking in social work. These aims are designed to 'benefit the public' in ways that enhance the quality of life for individuals and families by supporting social workers. In pursuit of these aims we produce the JSWP which gives social workers access to research and other kinds of knowledge and provides GAPS' major source of income. We use this to promote the journal, to fund the administrative infrastructure of GAPS, and to resource activities and events where front-line social work practitioners and managers can learn, think and feel.

Achievements and performance

The following summarises the main activities of GAPS since the last AGM on 3 November 2021.

GAPS has had a fruitful year, with online workshops, an in-person workshop and a hybrid conference. The trustee board has met online for half of its meetings, to reduce costs and travel time, and make it easier for trustees to be present. The board has had a stable core: GAPS has a steady income from the Journal of Social Work Practice, the project coordinator and administrator provide consistent management and administration, and membership has increased. New ventures this year and new opportunities in the coming year will foster continued development.

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Chair's report

For the year ended 31 December 2022

1. Administration of GAPS

(a) The GAPS office, Bristol

The GAPS office is a virtual office hosted by a social enterprise facility in the Easton area of the city. Hannah Pepper, the Project Coordinator, and Stephen Marsden, the Administrator and Accounts Officer are freelance, self-employed staff who work mainly from home offices. They work closely with trustees, contribute new ideas and keep the website, the finances and the whole organisation working smoothly.

(b) Board of trustees

The trustees usually meet four times a year either in person in London, online or a hybrid of both. Board meeting dates for 2022 were:

1. Saturday 29 January 2022 (online)
2. Saturday 23 April 2022 (in person)
3. Saturday 2 July 2022 (online)
4. Saturday 26 November 2022 (moved online due to rail strike)

Subgroups work on different areas of the board's responsibilities in between meetings. Nigel Elliott, the Treasurer, works closely with the coordinator and administrator. Between them they keep a close eye on the finances, allowing us to budget for events with confidence. The other main areas of work are the National Conference, the Clare Winnicott Award, making decisions about bursary applications and participating in the Panel for bursaries for the Centre for Social Work Practice legacy fund. Members sit on the Editorial Board of the Journal and one of the co-editors, Gloria Kirwan, is ex officio a trustee. Trustees support and run workshops.

Trustees' attendance at meetings in 2022 has been good, though affected somewhat by the usual exigencies of life. There have been some changes to the membership following the AGMs in both 2021 and 2022. The 2021 AGM changed the constitution so that the board could comprise 15 Trustees instead of 12.

Margherita Agrusa had been a trustee from October 2019 when in the final year of her social work degree. She brought a strong relationship-based sensibility from an early-career perspective. She resigned in January 2022, wanting to direct her energy into her work and other aspects of her life.

Three new trustees joined the Board at the November 2021 AGM. Maria Emilsson is based in Northern Ireland, expanding GAPS' engagement with that part of the UK and contributing effectively both at the level of strategic thinking and practically. Phil Rigotti unfortunately became ill with Covid, and then resigned owing to increased work demands. Margaret Lougher, a frequent attendee at GAPS events, had recently left a demanding role in Wales leading a programme for Approved Mental Health Professionals. She was eager to redirect her energy into the Trustee role, but to our great sorrow, suddenly became ill with cancer and died after a short period of illness.

At the November 2022 AGM, six new trustees were elected: Tracy Almond, Brittany Bernard, Miriam Gale, Afyah Rufaro, Andrew Sachs and Louise Sims. They bring with them a wide range of experience as social workers, practice educators and academics in different parts of England. The board was eager to diversify its membership and these new members broaden the lived experience from which the board can draw inspiration and energy. Although this may seem a large number of new trustees to join at one time, increasing the number from eight to fourteen, we were confident that our inclusive and active approach to discussion and decision-making would make it possible to appreciate the differences brought by the new trustees while integrating them into the board.

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Chair's report

For the year ended 31 December 2022

(c) Website

In 2021 we started to offer a fee for short pieces about contemporary issues, as previous efforts to attract written content had not been successful. During 2022, several short articles have been published, on a diverse range of topics. We thought these pieces might stimulate online discussion, but this has not proved to be the case. Nonetheless, they provide a different kind of opportunity for writing – and reading – as an adjunct to the Journal of Social Work Practice.

(d) Membership

Membership numbers continue to increase slowly, aided this year by the inclusion of one year's membership in the conference fee for those joining in person. At the time of the AGM, there are 274 members – 19 more than at the AGM 2021.

2. Events

(a) National conference

The conference, 'Intersectionality for Social Workers and the Race Conversation', took place on 7 October 2022 in London. For the second time it was held as a hybrid event, with a large online attendance and a smaller in-person presence.

The theme for the conference emerged from discussions with members, and from the publication of two new books, whose authors spoke to their topic. Professor Claudia Bernard spoke on intersectionality, and Eugene Ellis spoke on the Race Conversation. The format of the conference enabled participants to meet in discussion groups following each talk, returning for a plenary with questions and comments for the presenters. The discussion groups were facilitated by volunteers for whom GAPS provided a brief training. For the second time, invitations went to a number of universities to bring groups of students along with facilitators from their own academic staff. Students from these universities were allocated to mixed groups. As in 2021, they came from the University of West of England and Maynooth in Ireland, through the energy of Trustees Liz Reilly and Gloria Kirwan, respectively. Overall numbers were around 120.

The conference stimulated significant interest in members wishing to become trustees, so the board is likely to have new and valuable resources in 2023.

(b) Workshops

Workshops are free for participants, and in 2022, six were held online and one in person:

- Creating Opportunities for Reflection and Expansive Learning in Multi-agency Care Networks (June 2022, Stephen Mills);
- Social Dreaming (June 2022, Julian Manley);
- Building relational systems in social work using Systems Centred Theory and practice (June 2022, Juliet Koprowska, in person in Glasgow);
- How can Trauma Informed Practice guide our interventions now? (May 2022, Kati Taunt);
- How can Trauma Informed Practice guide our interventions now? (September 2022, Kati Taunt);
- "First Build Your System" Leadership & Management - a systemic perspective (December 2022, Annie McIver); and
- Creating Opportunities for Reflection and Expansive Learning in Multi-agency Care Networks (December 2022, Stephen Mills).

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Chair's report

For the year ended 31 December 2022

Juliet Koprowska again led a closed group for social work practitioners: Exploring our Work Challenges as Social Workers using a Systems-Centered Approach. The group ran for nine x 75 minute sessions from January to May 2022 and were designed to enable practitioners to share their work challenges and see them in context.

The workshop evaluation forms that participants complete are consistently positive and form a basis for our plans over the coming year. Members and others are invited to offer workshops that fit with GAPS' remit, as workshops will continue to be offered, as well as a second closed group.

(c) Clare Winnicott Award (CWA) for students and practitioners 2022

An award was made in both the student and the practitioner categories this year and the winning essays will be published in the Journal of Social Work Practice in 2023.

3. Journal of Social Work Practice (JSWP)

A full report will be provided by Andrew Whittaker and Gloria Kirwan on behalf of the editors. In brief, the journal continues to publish high quality papers and reach social workers in many parts of the world. Its impact has increased and open access articles in particular reach wide audiences.

Two general issues are published each year, and two special issues.

4. Developments and new ventures

- Consideration of more two-part workshops that enable integration and consolidation of new ideas and approaches;
- The possibility of offering more groups of different kinds to support practitioners in their work; and
- Developing an Equality, Diversity and Inclusion statement.

5. Acknowledgments

GAPS is grateful to the editors, Gloria Kirwan and Andrew Whittaker, under whose management the journal has gone from strength to strength. The treasurer, Nigel Elliott, continues to take up his role with detailed consideration of all its aspects, working closely with Hannah and Stephen and transparently with the trustees. The trustees continue to work cooperatively and willingly together, and now our numbers have been bolstered with new trustees, we are entering a new phase of GAPS' development.

Independent examiners

Godfrey Wilson Limited were re-appointed as independent examiners to the charity during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 22 April 2023 and signed on their behalf by

Juliet Koprowska
Chair of the trustees

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Treasurer's report (incorporating financial review)

For the year ended 31 December 2022

Financial review

The summary annual accounts for 1 January to 31 December 2022 are presented at the end of this annual report. The accounts have been reviewed and approved by chartered accountants Godfrey Wilson Limited, as required by the Charity Commission.

The Treasurer held meetings with staff via Zoom to discuss the accounts and budget in January 2022, August 2022 and January 2023. The Treasurer also reviews the accounts spreadsheets periodically through the year and presents a written financial report at every trustees' meeting. The 2022 accounts were presented to trustees in January 2023, with a full written report and analysis from the Treasurer, and were approved.

GAPS's financial position remains strong. The main source of income is from royalties paid by Taylor and Francis, who publish the Journal of Social Work Practice under a licence agreement with GAPS, the owners of the Journal. Rounding figures off, the royalties income amounted to £45,500, which is a fall from 2021 of £3,500. There has been a steady and slight fall in royalties over recent years, which is linked largely to how the Journal is read, with fewer hard copy sales, more online access and various package deals from amongst the publisher's large portfolio of academic journals that they offer to institutional purchasers such as university libraries. Additionally, as an international journal, factors such as currency exchange rates can affect profitability. As a Journal in an international market, the Journal of Social Work Practice has a clear brand, a distinctive place in the market and is a strong performer, and Taylor and Francis express continuing confidence in it.

Other sources of income include membership subscriptions, which display a trend of steady increases year on year as GAPS membership grows, and interest payments. Interest payments are set to increase following the decision to invest GAPS's reserves more broadly, subject to ethical considerations. There were no fees for attendance at the Annual Conference in 2022; this was a 'hybrid' online and in-person event; non-members attending in-person paid a £28 fee, which served as GAPS membership for one year.

GAPS is now managing the expenses paid by Taylor and Francis to the Editors and Editorial Board of the Journal of Social Work Practice. These expenses are disbursed solely at the discretion of the Editors and Board and amount to approximately £16,000 a year; the money currently held on account is augmented by accumulated unspent funds from previous years. The funds were brought into GAPS over 2019-2020 and it is hoped this will make them more transparent and encourage greater and more creative use of them by Board members. GAPS is in a purely administrative and reporting role in relation to these expenses and holds no responsibility for their disbursements.

Another substantial influx of funds has been the transfer of £60,000 from the Centre for Social Work Practice to GAPS, which was received in 2020. These were the residual funds held by CfSWP at the point when the charity was disbanded. It was the decision of the CfSWP trustees that these residual, or legacy, funds should be used to support bursaries in support of social work and that the process should be managed by GAPS, a charity closely aligned with CfSWP in its objectives and philosophy. The fund is restricted and will be disbursed collaboratively between GAPS and a panel comprising former trustees from CfSWP and representatives for GAPS trustees.

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Treasurer's report (incorporating financial review)

For the year ended 31 December 2022

The first grants were approved during 2022, comprising five awards totaling £22,000 of which £12,000 was paid out during 2022. As an example, one successful application was from South Tyneside Council, who required funding to provide clinical supervision over a 12 month period to practitioners undertaking therapeutic Life Story Work according to a practice model the Council had recently adopted. This example illustrates that the scheme has the capacity for significant projects that are of direct benefit to front-line practitioners and service users.

In reviewing GAPS's expenditure, therefore, it needs to be borne in mind that there are now, in effect, three 'cost centres' to the funds GAPS manages and, for internal accounting purposes, these three cost centres are clearly delineated and are operationally ring-fenced. GAPS's main funds, chiefly from royalties and membership subscriptions, are disbursed solely at the discretion of the GAPS trustees and are used for GAPS's charitable ends. The CfSWP Legacy Fund is restricted, is to be disbursed through joint decision making between the fund's panel and GAPS and is also used for charitable ends. The Journal of Social Work Practice fund is disbursed at the discretion of the Journal Board and Editors; while the Journal is a commercial enterprise, it is owned by GAPS and – subject to editorial independence – reflective of GAPS's approach to social work practice and is thereby a major means of promoting GAPS's objectives both nationally and globally.

Therefore, the rest of this financial review will address only GAPS's 'cost centre'. GAPS has considerable accumulated funds arising from unspent income in previous years. The preference is to exceed the income received each year to eat into these accumulated funds and use them to meet GAPS's charitable purposes. The budget for 2022 set this 'deficit' of expenditure over income at £11,900, of which £4,500 were accruals carried over from 2021. This was deemed an excessive 'deficit' for one year, which was largely generated by cost overruns, such as the Annual Conference and, by a range of cost saving measures approved by the trustees over the summer, the actual deficit at year's end amounted to £4,348. However, an accrual of £700 should be taken into account: this is for fees of £700 for a workshop held in December 2022 which has been carried forward for payment in 2023.

The Covid-19 pandemic had a major impact on all areas of national life, including for the charitable sector. GAPS, whose royalty income was little affected by the pandemic, responded nimbly and imaginatively to the new realities of lockdown, social distancing and other public health measures, achieving a major shift online into the virtual world, which, in not being limited by the restraints of geography, has greatly increased the 'reach' of GAPS within social work and allied professions. Measures included a new website, more active engagement with the membership through the website combined with a number of new initiatives such as fees for commissioned website articles, online workshops, 'hybrid' Annual Conferences and a push to encourage the uptake of GAPS bursaries available to its members. These developments have been carried forward as we enter a more 'normal' post-pandemic world; in this sense, the pandemic served as a catalyst for beneficial change, notwithstanding the appalling human costs that it entailed.

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Treasurer's report (incorporating financial review)

For the year ended 31 December 2022

The improving public health environment of 2022 allowed for a cautious but steady return to some in-person events. A core focus of GAPS's work within the social work profession is to promote relationship-based practice within an organizational environment that is regrettably often not conducive to such an approach: to build strong, trusting personal relationships as a prerequisite for all effective social work interventions on behalf of the public at large and all those needing its services; this especially includes those interventions set within a psychodynamic, psychotherapeutic and systemic framework. And this entails direct personal encounters, hence GAPS's focus upon in-person events where social workers come together within a supportive and nurturing environment to take forward their learning and to explore the issues arising from their personally demanding work. In-person events, with venue, travel, accommodation and catering costs, are more expensive than online ones, and a professionally delivered hybrid conference, requiring highly skilled technical IT support, particularly so, but these costs are justified in light of GAPS's core purpose. 2022 saw a welcome return to some in-person events both for the membership and trustees, although certain external factors, such as disruption to public transport because of strike action, curtailed moves in this direction. It is hoped that 2023 will see a more established programme of in-person events.

The pandemic years have seen many new initiatives. 2023 is designated to be year of consolidation as a balance is achieved between these new initiatives and a return to the more traditional in-person engagement with membership and trustees. Hence the present is a ripe time for renewed strategic thinking on the longer-term future of GAPS and the trustees and staff will be meeting over the summer for that purpose.

Finally, GAPS's procedures have been subject to review during 2021, 2022 and continuing into 2023 to ensure compliance with the Charity Commission's Finance Policy headings, for example over transparency when contracting for outside services, trustee conflicts of interest, fees paid to presenters and the placing of GAPS's funds both to generate interest returns on investment along with ethical investments and banking. The intention is to meet all the Charity Commission's revised requirements for the 2023 Annual Report, a process which has tended to entail making certain practices explicit and documented which previously were implicit and undocumented. We are now also monitoring our environmental footprint and are exploring how GAPS can contribute to the climate change debate and the contributions the social work profession can make towards environmental sustainability.

In conclusion, I would like to thank Hannah Pepper and Stephen Marsden for their attentive and skillful management of all aspects of GAPS's finances and for working so closely with me, which allows me to fulfil my responsibilities as Treasurer. My thanks also to Juliet Koprowska, Chair of GAPS, who is always readily available for advice and consultation when making decisions on GAPS's financial management, and the supportive and engaged participation of all the trustees.

Approved by the trustees on 22 April 2023 and signed on their behalf by

Nigel Elliot
Treasurer

Independent examiner's report

To the trustees of

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

I report to the trustees on my examination of the accounts of Group for the Advancement of Psychodynamics and Psychotherapy in Social Work (the charity) for the year ended 31 December 2022, which are set out on pages 10 to 11.

Respective responsibilities of trustees and examiner

As the trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

- (1) accounting records were not kept in respect of the charity as required by section 130 of the Act;
or
- (2) the accounts do not accord with those records.

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.

Date: 22 April 2023

Laura Richards ACA

Member of the ICAEW

For and on behalf of:

Godfrey Wilson Limited

Chartered accountants and statutory auditors

5th Floor, Mariner House

62 Prince Street

Bristol

BS1 4QD

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Receipts and payments account

For the year ended 31 December 2022

	Restricted £	Unrestricted £	2022 £	2021 £
Receipts				
CfSWP legacy fund	-	-	-	10,000
Royalties	-	45,502	45,502	48,657
Editorial expenses income	-	15,997	15,997	15,997
Subscriptions	-	8,107	8,107	6,760
Bank interest	-	874	874	339
Total receipts	-	70,480	70,480	81,753
Payments				
Staff costs	-	27,159	27,159	31,354
Journal expenses	-	15,087	15,087	10,075
GAPS national conference	-	11,884	11,884	8,578
Bursaries	-	6,595	6,595	5,000
Website	-	3,193	3,193	2,830
Workshop costs	-	3,823	3,823	2,800
Office costs	-	1,589	1,589	1,472
Governance expenses	-	2,106	2,106	1,326
Insurance	-	524	524	655
Independent examination and advice	-	660	660	600
Prizes	-	1,000	1,000	500
Sundry	-	308	308	149
CfSWP legacy fund grants & expenses	13,600	-	13,600	-
Total payments	13,600	73,928	87,528	65,339
Net receipts	(13,600)	(3,448)	(17,048)	16,414
Cash funds at 1 January 2022	70,146	166,382	236,528	220,114
Cash funds at 31 December 2022	56,546	162,934	219,480	236,528

All receipts and payments in the prior year relate to unrestricted funds apart from the CfSWP legacy fund income.

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Statement of assets and liabilities

As at 31 December 2022

	2022 £	2021 £
Cash funds		
Cash at bank and in hand	<u>219,480</u>	<u>236,528</u>
Total cash funds	<u><u>219,480</u></u>	<u><u>236,528</u></u>
Funds		
Restricted funds	56,546	70,146
Unrestricted funds:		
General funds	<u>162,934</u>	<u>166,382</u>
Total funds	<u><u>219,480</u></u>	<u><u>236,528</u></u>

Approved by the trustees on 22 April 2023 and signed on their behalf by

Juliet Koprowska
Chair of the trustees

Nigel Elliott
Treasurer

Accounts

Charity No. 290726

**Group for the Advancement of
Psychodynamics and Psychotherapy in
Social Work**

Receipts and Payments Accounts

31 December 2021

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Reference and administrative details

For the year ended 31 December 2021

Status	The organisation is a registered charity, registered on 10 December 1984.																										
Charity number	290726																										
Registered office	90 High Street Yatton Bristol BS49 4DW																										
Trustees	<p>The trustees who served during the year and up to the date of this report were as follows:</p> <table><tr><td>Margherita Agrusa</td><td>Resigned 29 January 2022</td></tr><tr><td>Gemma Bond</td><td>Resigned 3 November 2021</td></tr><tr><td>Nigel Elliott</td><td>Treasurer</td></tr><tr><td>Maria Emilsson</td><td>Appointed 3 November 2021</td></tr><tr><td>Debra Holt</td><td>Resigned 3 November 2021</td></tr><tr><td>Juliet Koprowska</td><td>Chair</td></tr><tr><td>Phil Leonard</td><td></td></tr><tr><td>Margaret Lougher</td><td>Appointed 27 November 2021, deceased 7 February 2022</td></tr><tr><td>Susie Pavey</td><td></td></tr><tr><td>Michael Pickerill</td><td>Resigned 3 November 2021</td></tr><tr><td>Elizabeth Reilly</td><td>Secretary</td></tr><tr><td>Philip Rigotti</td><td>Appointed 3 November 2021</td></tr><tr><td>Katharine Scanlan</td><td></td></tr></table>	Margherita Agrusa	Resigned 29 January 2022	Gemma Bond	Resigned 3 November 2021	Nigel Elliott	Treasurer	Maria Emilsson	Appointed 3 November 2021	Debra Holt	Resigned 3 November 2021	Juliet Koprowska	Chair	Phil Leonard		Margaret Lougher	Appointed 27 November 2021, deceased 7 February 2022	Susie Pavey		Michael Pickerill	Resigned 3 November 2021	Elizabeth Reilly	Secretary	Philip Rigotti	Appointed 3 November 2021	Katharine Scanlan	
Margherita Agrusa	Resigned 29 January 2022																										
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Elizabeth Reilly	Secretary																										
Philip Rigotti	Appointed 3 November 2021																										
Katharine Scanlan																											
Independent examiners	Godfrey Wilson Limited Chartered Accountants and Statutory Auditors 5th Floor, Mariner House 62 Prince Street Bristol BS1 4QD																										

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Chair's report

For the year ended 31 December 2021

The trustees present their report and unaudited financial statements for the year ended 31 December 2021.

History

In 1984 a group of social workers set up GAPS to promote therapeutic approaches in relation to direct work with clients/service users. It became a UK charity in the same year (no. 290726) and is registered under its original title, Group for the Advancement of Psychodynamics and Psychotherapy in Social Work. In the same period, the *Journal of Social Work Practice (JSWP)* was established to give voice to this therapeutic perspective. This publication is owned by the GAPS membership and published under licence by the Taylor & Francis Group. In 2010, GAPS signed a ten-year publishing agreement from which we receive royalties and editorial expenses calculated annually and based on sales relating to the *Journal*.

Structure, management and governance

GAPS is governed by its Constitution - revised in 2016, 2018 and 2021 - which sets out the appointment, roles and responsibilities of trustees/Executive Committee. The day-to-day running of the organisation is managed by an Executive Committee, elected by GAPS members.

Objectives and activities

The main objective of GAPS is to promote relationship-based approaches and the importance of psychodynamic and systemic thinking in social work. These aims are designed to 'benefit the public' in ways that enhance the quality of life for individuals and families – and to support the role of social workers within this process. In pursuit of these aims we produce the *JSWP* and use the income we receive from the publication to promote the journal; to resource activities and events for front-line social work practitioners and managers; and to fund the administrative infrastructure of GAPS.

Achievements and performance

The following summarises the main activities of GAPS since the last AGM on 18 November 2020.

GAPS is thriving and developing. Despite the challenges of the second year of a pandemic, GAPS has extended its activities and reach, with membership numbers rising and high levels of participation in workshops and the annual conference. The two days spent online in November 2020 to develop GAPS vision have guided developments. GAPS is a dynamic organisation that learns from experience. With investment in online technologies, it has been able to fulfil the aim set out in the constitution, 'to promote psychodynamic and systemic thinking in social work for the benefit of social workers, social work students, other practitioners and interested parties, and the welfare of the public.'

The online environment has allowed people to attend events without the additional demands of travel time and cost. While online working loses some of the relational connectivity that comes from being in shared physical space, GAPS has found that participants are well able to use the virtual spaces we co-create for thinking and feeling together. Details of how GAPS has gone about this are included in this report.

GAPS remains financially secure, with sound organisational structures, excellent administration and a committed and active Board of trustees. The AGM takes place in the same week as COP26, and GAPS continues to take its own carbon footprint seriously at a practical level while also seeking to integrate climate issues with ideas about social work.

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Chair's report

For the year ended 31 December 2021

1. Administration of GAPS

(a) The GAPS office, Bristol

The GAPS office is a virtual office hosted by a social enterprise facility in the Easton area of the city. Hannah Pepper, the Project Coordinator, and Stephen Marsden, the Administrator and Accounts Officer are freelance, self-employed staff who work mainly from home offices. Their energy, creativity and diligence make GAPS work very effectively day-to-day. An entirely new website was designed and created by Hannah, and she has also been instrumental in enabling us to hold hybrid events. Stephen has played an important role in researching carbon-offsetting and ethical banks. They work closely with the Treasurer and Chair.

(b) Board of trustees

The trustees usually meet four times a year, with the first two meetings held online. The third pioneered a new mini-video-conferencing system, with some present meeting in central London, and others coming in on Zoom, a system we will use again for the last meeting of the year. Board meeting dates for 2021 were:

1. Saturday 30 January 2021 (online)
2. Saturday 17 April 2021 (online)
3. Saturday 3 July 2021 (hybrid)
4. Saturday 27 November 2021 (hybrid)

Members of the Board, often with the coordinator and administrator, conduct some of their work between meetings through subgroups, such as the National Conference Subgroup and the Clare Winnicott Award subgroup. The subgroup on climate change and sustainability influenced the conference theme. Members sit on the Editorial Board of the Journal of Social Work Practice, and one of the co-editors, Gloria Kirwan, is ex officio a trustee. Trustees also support and run workshops.

Trustees' attendance at meetings in 2021 reflects the challenges of the pandemic and the inevitable life changes that begin to have an impact on long-serving members. Three members are standing down at this AGM:

- Gemma Bond, the previous Chair of GAPS, has decided to stand down after a sabbatical period. This is a source of regret both to her and the Board, as she made a significant contribution to developing GAPS personally, intellectually and emotionally, having pioneered our visioning days in 2017;
- Debra Holt, a very longstanding member, has brought her energy, practice wisdom, concern for social justice and personal warmth into the Board for many years. Her personal circumstances and desire to find new avenues where she can make a different kind of contribution have led to her resignation; and
- Michael Pickerill started as a student trustee and has now progressed to being a social work manager. Contributing in many different areas, and recently one of our climate pioneers, Mike is seeking a better balance between a demanding job and family and personal life, so he is stepping down.

All three will be missed, their contributions will live on, and we hope they will remain members of GAPS and come to events that are meaningful for them.

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Chair's report

For the year ended 31 December 2021

In early 2022, Margherita Agrusa decided to stand down from the Board. She had become a trustee at the end of 2019 during her final year as a student, and brought a valuable perspective as both student and newly-qualified social worker. Both studying for her degree and entering full-time work in a demanding role led her to want more time for her personal life, and she also wants to build her knowledge and experience as a qualified social worker so that if she returns to the Board, she will have more to offer.

The saddest loss for the Board is that of Margaret Lougher, who unexpectedly died after a short illness. She was a loyal GAPS supporter, champion and participant in events for a number of years. As a highly experienced social worker in both mental health and child protection, she led the Approved Mental Health Professional programme at Swansea University, and was simultaneously an emergency duty team member in Wales. She worked tirelessly in both roles to maintain the high standards in relationship-based practice she so valued. She retired from the university role in the summer of 2021 to embrace new opportunities, one of which was to become a trustee of GAPS. She was beginning to expand our horizons with her knowledge and energy, and brought great joy to her participation in the in-person part of GAPS' annual conference in Bristol. She is a loss to GAPS and to social work in Wales, as well as to her family and friends.

(c) Proposal to increase the number of trustees

At this AGM a proposal is being made to increase the number of trustees from 12 to 15, as the organisation would benefit from greater resources to support further development. The Board reflects some kinds of diversity better than others (e.g. different areas of social work, different parts of the UK and Ireland), but it would also benefit from other kinds of diversity. Increasing the number of trustees will make this easier to achieve without losing current members of the Board. A working group requires enough stability to take in new members, while being open to and able to integrate the changes and differences such members bring. We are hoping to achieve the right balance through this change in numbers.

(d) Website

The website has been completely redesigned and is now more versatile, with the introduction of new areas for members and subscribers to participate. The site contains news of GAPS events and others sponsored by organisations, bursaries from GAPS and the Centre for Social Work Practice legacy fund to support innovative work, shared articles, papers and presentations, as well as profiles of the trustees and staff. Many of the photographs used on the site are from GAPS workshops.

A new venture is to invite short pieces about contemporary issues that have the capacity to start a discussion by members. The Board decided to experiment with offering a fee for these pieces, as previous invitations to attract written content have not been successful. This strategy seems to be working!

(e) Membership

Membership numbers have risen again this year, with events being an important source of new members. At the time of the AGM, there are 255 members – 24 (10%) more than at the AGM 2020.

2. Events

(a) National conference

The conference, 'Caring in an Uncaring World – Moral Injury and Ethical Practice', took place on 8 October 2021. It was held for the first time as a hybrid event, with a large online attendance and a small in-person presence in Bristol.

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Chair's report

For the year ended 31 December 2021

Sally Weintrobe, Fellow of the British Psychoanalytical Society (BPAS), and an original member of the Climate Psychology Alliance (CPA), was the first keynote speaker coming in online from London. She spoke about the climate crisis and the culture of uncare, resulting in moral injury. Professor Sarah Banks of Durham University appeared in person and brought findings from international research about the ethical dilemmas faced by social workers during the early months of the pandemic, and their ethical resistance. Small discussion groups were facilitated by volunteers from the attendees and trustees, creating dynamic and fruitful discussions.

The online arrangements allowed a large number of students to attend along with university staff to facilitate their discussion groups. They came from the University of West of England, with Liz Reilly, and Maynooth in Ireland with Gloria Kirwan and colleagues. Online numbers reached 197, and in-person numbers were 27.

(b) Workshops

Workshops are free for participants, and six have been held online in 2021. Most have been half a day.

- Trauma-informed practice (November 2020, Kati Taunt);
- Systems-Centered® Theory - A Different Kind of Systems Theory (December 2020 and May 2021, Ray Haddock and Juliet Koprowska);
- Constructing and Reconstructing Childhood in Care (June & Jul 2021, a 2-part workshop, Stephen Miller);
- Giving and Receiving Feedback - It's not easy! (July 2021, Juliet Koprowska); and
- "First Build Your System" Leadership & Management - a systemic perspective (July 2021, Annie McIver).

Juliet Koprowska led a closed group for social work practitioners: Exploring our Work Challenges as Social Workers using a Systems-Centered Approach. The group ran for nine x 75 minute sessions from January to May 2021 and were designed to enable practitioners to share their work challenges and see them in context.

The workshop evaluation forms that participants complete are consistently positive and form a basis for our plans over the coming year. Members and others are invited to offer workshops that fit with GAPS' remit, as workshops will continue to be offered, as well as a second closed group.

(c) Clare Winnicott Award (CWA) for students and practitioners 2021

In direct contrast to last year, when submissions were made exclusively by students, this year submissions came exclusively from practitioners. The winning essay will be published in the Journal of Social Work Practice in 2022. The prize was increased this year to £500 in each category.

3. Journal of Social Work Practice (JSWP)

A full report will be provided by Andrew Whittaker and Gloria Kirwan on behalf of the editors. In brief, the Journal is flourishing, publishing high quality papers and reaching social workers in many parts of the world. The publishing format of the paper copy has changed so that it no longer includes plastic, which was present in the wrapping and the laminated cover, which makes a good fit with GAPS' environmental concerns.

Two general issues are published each year, and two special issues.

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Chair's report

For the year ended 31 December 2021

4. Developments and new ventures

- Launch of the Centre for Social Work Practice Legacy Fund (delayed because of Covid-19);
- Online discussion forum based on written contributions about contemporary issues;
- Online discussion based on an article published in the Journal of Social Work Practice led by Liz Reilly and Katharine Scanlan;
- Consideration of more two-part workshops that enable integration and consolidation of new ideas and approaches; and
- Consideration of a social dreaming workshop.

5. Acknowledgments

GAPS owes a huge debt to Pamela Trevithick for reestablishing an active Board in 2009 and securing GAPS' income by retaining ownership of the Journal. The Treasurer, Nigel Elliott, does invaluable work with Stephen and Hannah to produce clear and transparent accounts, enabling us to budget for GAPS' activities and make sound financial decisions. They have also made it possible for us to invest our reserves in banks whose values we share. The trustees work cooperatively with consistent kindness, giving generously of their time, energy and creative thinking, despite the many other demands of their lives.

GAPS exists because of and for its members, and we welcome dialogue with you about our work.

Independent examiners

Godfrey Wilson Limited were re-appointed as independent examiners to the charity during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 23 April 2022 and signed on their behalf by

Juliet Koprowska
Chair of the trustees

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Treasurer's report (incorporating financial review)

For the year ended 31 December 2021

Financial review

The summary annual accounts for 1 January to 31 December 2021 are presented at the end of this annual report. The accounts have been reviewed and approved by chartered accountants Godfrey Wilson Limited, as required by the Charity Commission.

The Treasurer held meetings with staff via Zoom to discuss the accounts and budget in January 2021, August 2021 and January 2022. The Treasurer also reviews the accounts spreadsheets periodically through the year and presents a written financial report at every trustees' meeting. The 2021 accounts were presented to trustees in January 2022, with a full written report and analysis from the Treasurer, and were approved.

GAPS's financial position remains strong. The main source of income is from royalties paid by Taylor and Francis, who publish the Journal of Social Work Practice under a licence agreement with GAPS, the owners of the Journal. Rounding figures off, the royalties income amounted to £49,000, which is a fall from 2020 of £3,000. Annual fluctuations of this kind are common as a result of varying international and sector trading conditions and exchange rates. As a Journal in an international market, the Journal of Social Work Practice has a clear brand, a distinctive place in the market and is a strong performer, and Taylor and Francis express continuing confidence in it.

Other sources of income include membership subscriptions, which display a trend of modest but steady increases year on year, and some small interest payments. There were no fees for attendance at the Annual Conference in 2021; this was a 'hybrid' event, with the majority of attendees online and a limited in-person attendance in line with Covid-19 precautions.

GAPS is now handling the expenses paid by Taylor and Francis to the Editors and Editorial Board of the Journal of Social Work Practice. These expenses are disbursed solely at the discretion of the Editors and Board and amount to approximately £16,000 a year; the money currently held on account is augmented by accumulated unspent funds from previous years. The funds were brought into GAPS over 2019-2020 and it is hoped this will make them more transparent and encourage greater and more creative use of them by Board members. GAPS is purely in an administrative and reporting role in relation to these expenses and holds no responsibility for their disbursements.

Another substantial influx of funds has been the transfer of £60,000 from the Centre for Social Work Practice to GAPS, which was received in the prior year. These were the residual funds held by CfSWP at the point when the charity was disbanded. It was the decision of the CfSWP trustees that these residual, or legacy, funds should be used to support bursaries in support of social work and that the process should be managed by GAPS, a charity closely aligned with CfSWP in its objectives and philosophy. This year, there was a £10,000 top-up to this fund from the donor, and there is likely to be an annual top-up for some years. The fund is restricted and will be disbursed collaboratively between GAPS and a panel comprising former trustees from CfSWP. During 2021 the fund was formally launched, applications for bursaries have been received and the first grants will be made during 2022.

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Treasurer's report (incorporating financial review)

For the year ended 31 December 2021

In reviewing GAPS's expenditure, it needs to be borne in mind that there are now, in effect, three 'cost centres' to the funds GAPS manages and, for internal accounting purposes, these three cost centres are clearly delineated and are operationally ring-fenced. GAPS's main funds, chiefly from royalties and membership subscriptions, are disbursed solely at the discretion of the GAPS trustees and are used for GAPS's charitable ends. The CfSWP Legacy Fund is restricted, is to be disbursed through joint decision making between the fund's panel and GAPS and is also used for charitable ends. The Journal of Social Work Practice fund is disbursed at the discretion of the Journal Board and Editors; while the Journal is a commercial enterprise, it is owned by and – subject to editorial independence – reflective of GAPS's approach to social work practice and is thereby a major means of promoting GAPS's objectives both nationally and globally.

Therefore, the rest of this financial review will address only GAPS's 'cost centre'. GAPS has considerable accumulated funds arising from unspent income in previous years. The preference is to exceed the income received each year so as to eat into these accumulated funds and use them to meet GAPS's charitable purposes. The budget for 2021 set this 'deficit' of expenditure over income at £3,700. However, the impact of the pandemic and the wholesale move online, with very restricted in-person participation and the associated expenses and venue costs, made budgeting problematic. In the event, GAPS underspent its income as of 31 December by £490. However, accruals of £4,455 should be taken into account: these cover commitments made during 2021 under the bursaries and web content headings which will be paid out during the course of 2022.

It may be said that GAPS responded nimbly and imaginatively to the new realities of lockdown, achieving a major shift online into the virtual world, which, in not being limited by the restraints of geography, has greatly increased the 'reach' of GAPS within social work and allied professions. Highlights include:

- The launch of a new website, the costs of which met the target set in the budget; this was designed and implemented by Hannah Pepper, the Project Coordinator, and has brought the overall operation and management of the website inhouse with a design which is more user-friendly, flexible and closely aligned to GAPS's requirements than previously;
- The 'hybrid' Annual Conference – which exceeded the budget – combined online and in-person attendance and reached over 200 people. Hiring experienced technicians, this technically challenging event was flawless in its execution; addressing the topical theme of 'Caring in an Uncaring World', it was extremely well received and evaluated;
- Bursaries and fees for commissioned website articles – which with accruals have met the budget – gathered momentum during the year; the articles have made several significant contributions to the website and generated debate amongst readers; other forms of website engagement with GAPS members are also being developed; the bursaries promise not only assistance to the recipients but also wider spin-off impacts, which is one of the intentions behind the scheme;
- Workshops – which fell below budget – were held back by the demands of the above activities as well as negotiations and preparations for the launch of the CfSWP Legacy Fund. However, several successful online workshops were held and important developments in reaching out to the profession through ongoing online reflective support groups at a time of great occupational stress and challenge have paved the way for a more ambitious workshop and groups programme in 2022; and

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Treasurer's report (incorporating financial review)

For the year ended 31 December 2021

- Finally, there was a review of pay rates for staff and subsequent negotiations led to increases in the hourly rates paid to the Project Coordinator and Administrator. This was the first such review since their appointments several years ago, during which time their roles and responsibilities have increased, augmented by the commitment and creativity they have brought to their roles, with particular challenges in responding to the pandemic. The pandemic has greatly increased societal stress and suffering, rendering GAPS's work more relevant and critical in supporting social workers and others involved in working to alleviate such suffering.

2022, it is anticipated, will see a continued return to in-person events along with online engagement; much has been learnt over the last two years about how to make the best use of online technology and what can be achieved by these means; the future is certainly a 'hybrid' one, while never forgetting that central to GAPS is its focus on relationship-based social work practice, which entails bringing people together physically, not remotely, whenever feasible and appropriate.

GAPS's procedures have been subject to review during 2021 continuing into 2022 to ensure compliance with the Charity Commission's Finance Policy headings, for example over transparency when contracting for outside services, fees paid to presenters and the placing of GAPS's funds both to generate interest returns on investment where applicable along with ethical investments and banking. We are now also monitoring our environmental footprint and are exploring how GAPS can contribute to the climate change debate and the contributions the social work profession can make towards environmental sustainability, an issue which has featured in a special issue of the Journal and was a key theme for the 2021 Annual Conference.

Finally, the Treasurer, Nigel Elliott, would like to thank Hannah Pepper and Stephen Marsden for their attentive and skilful management of all aspects of GAPS's finances and for working so closely with me, which allows me to fulfil my responsibilities as Treasurer. My thanks also to Juliet Koprowska, Chair of GAPS, who is always readily available for advice and consultation when making decisions on GAPS's financial management.

Approved by the trustees on 23 April 2022 and signed on their behalf by

Nigel Elliott
Treasurer

Independent examiner's report

To the trustees of

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

I report to the trustees on my examination of the accounts of Group for the Advancement of Psychodynamics and Psychotherapy in Social Work (the charity) for the year ended 31 December 2021, which are set out on pages 11 to 12.

Respective responsibilities of trustees and examiner

As the trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

- (1) accounting records were not kept in respect of the charity as required by section 130 of the Act;
or
- (2) the accounts do not accord with those records.

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.

Date: 26 April 2022

Laura Richards ACA

Member of the ICAEW

For and on behalf of:

Godfrey Wilson Limited

Chartered accountants and statutory auditors

5th Floor, Mariner House

62 Prince Street

Bristol

BS1 4QD

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Receipts and payments account

For the year ended 31 December 2021

	Restricted £	Unrestricted £	2021 £	2020 £
Receipts				
CfSWP legacy fund	10,000	-	10,000	60,146
Royalties	-	48,657	48,657	52,082
Editorial expenses income	-	15,997	15,997	26,058
Subscriptions	-	6,760	6,760	6,831
Bank interest	-	339	339	667
GAPS national conference fees	-	-	-	280
Total receipts	10,000	71,753	81,753	146,064
Payments				
Staff costs	-	31,354	31,354	21,495
Journal expenses	-	10,075	10,075	15,309
GAPS national conference	-	8,578	8,578	6,837
Bursaries	-	5,000	5,000	-
Website	-	2,830	2,830	4,539
Workshop costs	-	2,800	2,800	1,559
Office costs	-	1,472	1,472	1,059
Governance expenses	-	1,326	1,326	1,631
Insurance	-	655	655	508
Independent examination and advice	-	600	600	540
Prizes	-	500	500	300
Sundry	-	149	149	63
Total payments	-	65,339	65,339	53,840
Net receipts	10,000	6,414	16,414	92,224
Cash funds at 1 January 2021	60,146	159,968	220,114	127,890
Cash funds at 31 December 2021	70,146	166,382	236,528	220,114

All receipts and payments in the prior year relate to unrestricted funds apart from the CfSWP legacy fund income.

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Statement of assets and liabilities

As at 31 December 2021

	2021 £	2020 £
Cash funds		
Cash at bank and in hand	<u>236,528</u>	<u>220,114</u>
Total cash funds	<u><u>236,528</u></u>	<u><u>220,114</u></u>
Funds		
Restricted funds	70,146	60,146
Unrestricted funds:		
General funds	<u>166,382</u>	<u>159,968</u>
Total funds	<u><u>236,528</u></u>	<u><u>220,114</u></u>

Approved by the trustees on 23 April 2022 and signed on their behalf by

Juliet Koprowska
Chair of the trustees

Accounts

Charity No. 290726

**Group for the Advancement of
Psychodynamics and Psychotherapy in
Social Work**

Receipts and Payments Accounts

31 December 2020

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Reference and administrative details

For the year ended 31 December 2020

Status	The organisation is a registered charity, registered on 10 December 1984.
Charity number	290726
Registered office	90 High Street Yatton Bristol BS49 4DW
Trustees	<p>The trustees who served during the year and up to the date of this report were as follows:</p> <p>Margherita Agrusa Gemma Bond Nigel Elliott Treasurer Debra Holt Juliet Koprowska Chair Phil Leonard Sussie Pavey Michael Pickerill Elizabeth Reilly Secretary Gillian Robinson Resigned 11 July 2020 Katharine Scanlan</p>
Independent examiners	Laura Richards ACA Godfrey Wilson Limited Chartered Accountants and Statutory Auditors 5th Floor, Mariner House 62 Prince Street Bristol BS1 4QD

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Chair's report

For the year ended 31 December 2020

The trustees present their report and unaudited financial statements for the year ended 31 December 2020.

History

In 1984 a group of social workers set up GAPS to promote therapeutic approaches in relation to direct work with clients/service users. It became a UK charity in the same year (no. 290726) and is registered under its original title, Group for the Advancement of Psychodynamics and Psychotherapy in Social Work. In the same period, the *Journal of Social Work Practice (JSWP)* was established to give voice to this therapeutic perspective. This publication is owned by the GAPS membership and published under licence by the Taylor & Francis Group. In 2010, GAPS signed a ten-year publishing agreement from which we receive royalties and editorial expenses calculated annually and based on sales relating to the *Journal*.

Structure, management and governance

GAPS is governed by its Constitution - revised in 2016 and 2018 - which sets out the appointment, roles and responsibilities of trustees/Executive Committee. The day-to-day running of the organisation is managed by an Executive Committee, elected by GAPS members.

Objectives and activities

The main objective of GAPS is to promote relationship-based approaches and the importance of psychodynamic and systemic thinking in social work. These aims are designed to 'benefit the public' in ways that enhance the quality of life for individuals and families – and to support the role of social workers within this process. In pursuit of these aims we produce the *JSWP* and use the income we receive from the publication to promote the journal; to resource activities and events for front-line social work practitioners and managers; and to fund the administrative infrastructure of GAPS.

Achievements and performance

The following is a summary of the main activities of GAPS since the last AGM on 4th October 2019.

GAPS remains a stable and financially secure organisation, with sound organisational structures and solid membership. Like other organisations, GAPS has been affected by the coronavirus pandemic that emerged in China late last year and in the UK early in 2020. Activities that have customarily taken place face-to-face have become online events, and while some have been cancelled, the new medium has allowed events to reach different audiences and create new spaces for exploring thoughts and feelings about social work.

1. Administration of GAPS

(a) The GAPS office, Bristol

The GAPS office is a virtual office hosted by a social enterprise facility in the Easton area of the city. The virtual office arrangement preceded the coronavirus pandemic, and its establishment has meant that much of GAPS' work has been 'business as usual'. The two freelance, self-employed staff work mainly from home offices. Hannah Pepper, the Project Coordinator, and Stephen Marsden, the Administrator and Accounts Officer continue to manage GAPS very effectively. They work closely with the Treasurer and this year have developed simpler and clear accounting systems.

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Chair's report

For the year ended 31 December 2020

(b) Board of trustees

The trustees usually meet four times a year. This year the board moved to a new venue, the Jesus Centre in central London, but have only been able to meet there on one occasion. The board met for regular meetings on the following dates:

1. Saturday 11th January 2020
2. Saturday 4th April 2020 (online)
3. Saturday 11th July 2020 (online)
4. Saturday 10th October 2020 (online)

Additional time was devoted to developing a vision for our work on November 13th and 14th, 2020 (online).

The board has been very sad to say goodbye to Gill Robinson, a very long-standing member. Gill brought a deep knowledge of mental health social work, great energy and a love of theory to the role of trustee, and will be sorely missed. She decided to leave in the middle of the year, owing to other commitments and new directions in her life, and GAPS wishes her well. The board is fortunate to have two new trustees, Margherita Agrusa and Susie Pavey. They were co-opted at the 2019 AGM, and have begun to become active members of the board. Also new and very welcome is Gloria Kirwan, in her role as co-editor of the Journal of Social Work Practice.

The board, often with the coordinator and administrator, conducts some of its work between meetings through subgroups for the National Conference Subgroup and the Clare Winnicott Award. A new subgroup has formed to focus on climate change and sustainability. Members sit on the Editorial board of the Journal of Social Work Practice, and support and run workshops.

Trustees' attendance at meetings is steady, and when members are unable to attend, this is clearly communicated to the board.

(c) Website

The website has been refreshed this year, and the board is looking at ways to increase engagement with and by the members through the site.

Members' electronic access to the electronic Journal of Social Work continues to be through secure login to the GAPS website. The site contains news of GAPS events and others sponsored by kindred organisations, bursaries to support innovative work, shared articles, papers and presentations, as well as profiles of the trustees and staff. Many of the photographs used on the site are from GAPS workshops.

(d) Membership

The membership of GAPS has risen again this year. New members tend to join after events.

At 31st Dec 2019	218
Jan to Oct 2020	23 left and 36 joined
Current	231

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Chair's report

For the year ended 31 December 2020

2. Events

(a) National Conference

The conference, 'Social Work, Identity and a Sense of Belonging', was planned to take place in Bristol for a day but became a half-day online event. Lemn Sissay was the keynote speaker and attendees were invited to talk about an object or artefact of importance to their own identity. A higher than usual number of people attended (133). If the pandemic is under control by Autumn 2021 then we will hold the conference in Bristol.

(b) Workshops

Since the AGM in October 2019, GAPS has held five workshops, which focus on providing participants with theory, skills and the support for the role of the relationship in social work. They are free for participants and have moved to an online format for the time being. Normally workshops are a full day but the online format has its own demands and so they have been shortened to 2-3 hours.

Systems-Centered Theory and Practice took place once, in December 2019, led by Juliet Koprowska and Ray Haddock. A half day online workshop will be held in December 2020.

Difficult Conversations on the Frontline took place in Edinburgh in December 2019, led by Fiona Henderson.

Two half day online workshops on Trauma-informed practice were led by Kati Taunt, one focused on the pandemic, with a further event taking place late in November 2020.

The workshop evaluation forms that participants complete are consistently positive and form a basis for our plans over the coming year. Offering day workshops will continue in the coming year.

(c) Reflective discussion group

As a response to the pandemic, Fiona Henderson and Juliet Koprowska held three online sessions lasting one hour for social workers to reflect on their changing experiences of doing social work in the context of Covid-19, which had led to many social workers working from home and seeing service users and colleagues online. The sessions took place in May, June and July. Membership was different on each occasion, with between 14 and 20 people, with numbers reducing over time. The groups were not evaluated but we thought they provided a useful forum which was needed less as people adapted to different ways of working.

(d) Clare Winnicott Award (CWA) for students and practitioners 2020

This year submissions arrived only from students, not practitioners, and we were able to make a student award. The winning essay will be published in the Journal of Social Work Practice in 2021. The prize is £300 in each category and this has been raised to £500 from 2021 to make it more attractive.

3. Journal of Social Work Practice (JSWP)

The Journal continues to flourish, and the new co-editors, Dr Gloria Kirwan of Maynooth University in the Republic of Ireland and Dr Andrew Whittaker of London South Bank University took over co-editorship in January 2020. The financial management of the editorial expenses has been brought under the direct management of GAPS. Nigel Elliott and I, as Chair of GAPS, sit on the board.

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Chair's report

For the year ended 31 December 2020

The Journal attracts a good number of high-quality papers. Two general issues are published each year, and two special issues. Special Issues are planned several years in advance. A full report has been produced by the editors.

4. Developments and new ventures

- (a) The Centre for Social Work Practice (CfSWP) is winding down and has worked closely with GAPS to decide what to do with its remaining funds. As kindred organisations, we explored possible pathways. The outcome is that the funds will be a legacy fund, clearly ringfenced for CfSWP bursaries, but managed by GAPS. Both GAPS and members of the CfSWP board will be involved in decisions about awarding bursaries. GAPS is honoured to be the holders of the legacy fund and supports the goals of the bursaries wholeheartedly.
- (b) Bursaries: GAPS has developed its own bursary scheme to encourage practitioners in particular to embark on work that would otherwise be difficult to do. We have awarded two bursaries in 2020.
- (c) Carbon footprint and sustainability: GAPS has been gathering data about the organisation's direct carbon footprint and has made a contribution to the World Land Trust's carbon balanced programme to offset GAPS carbon emissions. The funds will be invested in the protection of threatened tropical forest where WLT is working through local partners to protect biologically important habitats throughout the world. This has led to a larger ambition to consider the connections between climate change, sustainability and social work practice. This work will be taken forward in 2021.
- (d) Juliet Koprowska is offering a new online group to run over 9 sessions from January to May: Exploring our Work Challenges as Social Workers using a systems-centered approach.
- (e) Liz Reilly and Katharine Scanlan are starting an online discussion based on an article published in the Journal of Social Work Practice.

5. Acknowledgments

As always, I wish to acknowledge the important role played by Hannah, Stephen and the board of trustees. The smooth running of GAPS day-to-day and the management of events are thanks to Hannah and Stephen. Their work with Nigel Elliott, the treasurer, means we always have up-to-date and intelligible information about the organisation's financial situation, allowing the board to plan and make decisions with confidence. The trustees give their time, enthusiasm, ideas and work with consistent kindness and creativity.

Independent examiners

Godfrey Wilson Limited were re-appointed as independent examiners to the charity during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 3 July 2021 and signed on their behalf by

Juliet Koprowska
Chair of the trustees

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Treasurer's report (incorporating financial review)

For the year ended 31 December 2020

Financial review

The summary annual accounts for 1 January to 31 December 2020 are presented at the end of this annual report. The accounts have been reviewed and approved by chartered accountants Godfrey Wilson Ltd., as required by the Charity Commission.

The Treasurer held meetings with staff to discuss the accounts and budget in January and August 2020 and January 2021, the first held in person and the latter two held over Zoom. The Treasurer also reviews the accounts spreadsheets periodically through the year and presents a written financial report at every trustees meeting. The 2020 accounts were presented to trustees in January 2021, with a full written report and analysis from the Treasurer, and were approved.

GAPS's financial position remains strong. The main source of income is from royalties paid by Taylor and Francis, who publish the Journal of Social Work Practice under a licence agreement with GAPS, the owners of the Journal. Rounding figures off, the royalties income amounted to £52,000, an increase on 2019: the overall trend is for an increase in royalties, although there are annual fluctuations depending upon international and sector trading conditions. As a Journal in an international market, the Journal of Social Work Practice has a clear brand, a distinctive place in the market and is a strong performer and Taylor and Francis expresses continuing confidence in it.

Other sources of income include membership subscriptions, which also have a trend of modest but steady increases year on year, and some small interest payments. There were no fees for attendance at the Annual Conference in 2020 because this event was held online and free of charge.

GAPS is now handling the expenses paid by Taylor and Francis to the Editors and Editorial Board of the Journal of Social Work Practice. These expenses are disbursed solely at the discretion of the Editors and Board and amount to approximately £16,000 a year; the money currently held on account is augmented by accumulated unspent funds from previous years. The funds were brought into GAPS over 2019-2020 and it is hoped this will make them more transparent and encourage greater and more creative use of them by Board members. GAPS is purely in an administrative and reporting role in relation to these expenses and holds no responsibility for their disbursements.

Another substantial influx of funds has been the transfer of £60,000 from the Centre of Social Work Practice to GAPS. These are the residual funds held by CfSWP at the point when the charity was disbanded. It was the decision of the CfSWP trustees that these residual, or legacy, funds should be used to support bursaries in support of social work and that the process should be managed by GAPS, a charity closely aligned with CfSWP in its objectives and philosophy. For some years, there is likely to be a modest annual top-up to this fund from the donor. The fund is restricted and will be disbursed collaboratively between GAPS and a panel comprising former trustees from CfSWP. It is planned that there will be a high-profile launch of the fund during 2021.

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Treasurer's report (incorporating financial review)

For the year ended 31 December 2020

In reviewing GAPS's expenditure, it needs to be borne in mind that there are now, in effect, three 'cost centres' to the funds GAPS manages and, for internal accounting purposes, these three cost centres are clearly delineated and are operationally ring-fenced. GAPS's main funds, chiefly from royalties and membership subscriptions, is disbursed solely at the discretion of the GAPS trustees and are used for GAPS's charitable ends. The CfSWP Legacy Fund is restricted, is to be disbursed through joint decision making between the Fund's panel and GAPS and is also used for charitable ends. The Journal of Social Work Practice fund is disbursed at the discretion of the Journal Board and Editors; this is a commercial enterprise and, while closely aligned with GAPS in spirit, it is not specifically for charitable purposes.

Therefore, the rest of this financial review will address only GAPS's 'cost centre'. GAPS has considerable accumulated funds arising from unspent income in previous years. The preference is to exceed the income received each year so as to eat into these accumulated funds and use them to meet GAPS's charitable purposes. The budget for 2020 set this 'deficit' of expenditure over income at nearly £3,000. Then Covid-19 and the lockdown measures struck, which upset all our plans. Much of GAPS's expenditure is related to bringing social workers and allied professionals together: we are a relationship-based charity and with this comes venue, travelling and catering costs. All this came to a sudden halt in March 2020 and, from a financial point of view, this meant that GAPS ended the year underspending on our income, adding nearly another £8,000 to the accumulated funds, which, once contingency funds to protect trustee financial liability for GAPS's activities are set aside, now stand at over £70,000.

However, GAPS responded nimbly to the new realities of lockdown and made a major shift online into the virtual world. While trustees saw the necessity of making this move and did much to steer and enable it, the heavy lifting of operationalising it was essentially carried by our freelance staff, Hannah Pepper and Stephen Marsden, who completely rose to the challenge. Workshops for practitioners, trustee meetings and communications between trustees and with members all switched online, with, amongst other developments, provision for reflective support at a time of uncertainty and stress for all those involved in delivering social work services. The Annual Conference was not abandoned but moved online and, although technically complex, proved a successful and popular event. Meanwhile, a number of initiatives were launched which encouraged use of the website as a 'live' forum for discussion between GAPS and its membership. As we return to a 'physical' world, the lessons and opportunities provided by the virtual work can also be carried forward.

The impact of the pandemic is revealed in the detail of GAPS's expenditure compared with the budget set at the beginning of 2020. From this point of view, the most striking figures are that while royalties income increased by over £7,000, workshop costs were reduced by over £9,000, total conference costs by over £3,000 and governance expenses by over £1,000 and the planned 'deficit' for the year is immediately wiped out. The one area where expenditure significantly exceeded the budget was predictably in website and online costs, which were over £2,000 above budget.

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Treasurer's report (incorporating financial review)

For the year ended 31 December 2020

While this review is concerned with the 2020 accounts, it can conclude by looking forward to 2021, when it is hoped that a cautious opening up from lockdown will occur. It is not for GAPS to be in the vanguard of developments but for the trustees to chart responsible moves towards resuming life in the 'physical' world and the invaluable role we play in bringing social workers together in supportive, revivifying and learning settings. At the same time, the advantages of the virtual world can be utilised: the opportunities provided by not being limited by geography and travel. It is planned that the workshops, greatly increased in number and range of subject matter, will all be online as well as most probably the Conference itself. Greater use will be made of the website as a means of communication, reflection and exchange of ideas; a new website has been developed and launched by Hannah Pepper, which is in-house and flexible to use and manage: it is indeed a great improvement. The budget has set aside funds to encourage writing for the website, while GAPS's own bursary scheme is now bearing fruit. Again, a deficit for the year is planned.

Our procedures will be kept under review during 2021, for example over transparency when contracting for outside services, fees paid to presenters and the placing of GAPS's funds both to ensure interest returns on investment where applicable along with ethical investments and banking. We are now monitoring our environmental footprint and are exploring how GAPS can contribute to the climate change debate and the contributions the social work profession can make towards environmental sustainability.

While initial steps towards 'physical' meetings will initially be reserved just for staff and trustees meetings, which is a good way of testing the process of opening up, it is hoped that the CfSWP Legacy Fund can have a 'physical' launch. This is a substantial fund and it provides opportunities for social workers which will only be realised through good publicity, which can be underpinned through a high-profile launch.

Finally, the Treasurer, Nigel Elliott, would like to thank Hannah Pepper and Stephen Marsden for their attentive and skilful management of all aspects of GAPS's finances and for working so closely with me, which allows me to fulfil my responsibilities as Treasurer.

Approved by the trustees on 3 July 2021 and signed on their behalf by

Nigel Elliot
Treasurer

Independent examiner's report

To the trustees of

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

I report to the trustees on my examination of the accounts of Group for the Advancement of Psychodynamics and Psychotherapy in Social Work (the charity) for the year ended 31 December 2020, which are set out on pages 10 to 11.

Respective responsibilities of trustees and examiner

As the trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

- (1) accounting records were not kept in respect of the charity as required by section 130 of the Act; or
- (2) the accounts do not accord with those records.

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.

Date: 5 July 2021

Laura Richards ACA
Member of the ICAEW

For and on behalf of:

Godfrey Wilson Limited

Chartered accountants and statutory auditors

5th Floor, Mariner House

62 Prince Street

Bristol

BS1 4QD

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Receipts and payments account

For the year ended 31 December 2020

	Restricted £	Unrestricted £	2020 £	2019 £
Receipts				
CfWSP legacy fund	60,146	-	60,146	-
Royalties	-	52,082	52,082	45,521
Editorial expenses income	-	26,058	26,058	15,997
Subscriptions	-	6,831	6,831	6,154
Bank interest	-	667	667	714
GAPS national conference fees	-	280	280	1,433
Total receipts	60,146	85,918	146,064	69,819
Payments				
Staff costs	-	21,495	21,495	21,934
Journal expenses	-	15,308	15,308	820
GAPS national conference	-	6,837	6,837	7,477
Website	-	4,539	4,539	1,860
Travel, accommodation and subsistence	-	1,631	1,631	2,019
Workshop costs	-	1,559	1,559	9,365
Office costs	-	1,059	1,059	436
Independent examination and advice	-	540	540	504
Insurance	-	508	508	503
Prizes	-	300	300	683
Sundry	-	63	63	35
Editorial costs	-	-	-	3,281
Total payments	-	53,840	53,840	48,917
Net receipts	60,146	32,078	92,224	20,902
Cash funds at 1 January 2020	-	127,890	127,890	106,988
Cash funds at 31 December 2020	60,146	159,968	220,114	127,890

All receipts and payments in the prior year relate to unrestricted funds.

Group for the Advancement of Psychodynamics and Psychotherapy in Social Work

Statement of assets and liabilities

As at 31 December 2020

	2020	2019
	£	£
Cash funds		
Cash at bank and in hand	<u>220,114</u>	<u>127,890</u>
Total cash funds	<u><u>220,114</u></u>	<u><u>127,890</u></u>
Funds		
Restricted funds	60,146	-
Unrestricted funds:		
General funds	<u>159,968</u>	<u>127,890</u>
Total funds	<u><u>220,114</u></u>	<u><u>127,890</u></u>

Approved by the trustees on 3 July 2021 and signed on their behalf by

Juliet Koprowska
Chair of the trustees