

**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**

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<b>Status</b>	The organisation is a registered charity, registered on 10 December 1984.																						
<b>Charity number</b>	290726																						
<b>Registered office</b>	90 High Street Yatton Bristol BS49 4DW																						
<b>Trustees</b>	<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></td></tr><tr><td>Gemma Bond</td><td></td></tr><tr><td>Nigel Elliott</td><td>Treasurer</td></tr><tr><td>Debra Holt</td><td></td></tr><tr><td>Juliet Koprowska</td><td>Chair</td></tr><tr><td>Phil Leonard</td><td></td></tr><tr><td>Sussie Pavey</td><td></td></tr><tr><td>Michael Pickerill</td><td></td></tr><tr><td>Elizabeth Reilly</td><td>Secretary</td></tr><tr><td>Gillian Robinson</td><td>Resigned 11 July 2020</td></tr><tr><td>Katharine Scanlan</td><td></td></tr></table>	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	
Margherita Agrusa																							
Gemma Bond																							
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Phil Leonard																							
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Michael Pickerill																							
Elizabeth Reilly	Secretary																						
Gillian Robinson	Resigned 11 July 2020																						
Katharine Scanlan																							
<b>Independent examiners</b>	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**

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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**

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##### **(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**

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#### **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**

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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**

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##### **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**

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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**

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

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