

**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	The trustees who served during the year and up to the date of this report were as follows:	
	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	
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 uncared, 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 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 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>236,528</u>	<u>220,114</u>
 Funds		
Restricted funds	70,146	60,146
Unrestricted funds:		
General funds	<u>166,382</u>	<u>159,968</u>
Total funds	<u>236,528</u>	<u>220,114</u>

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

Juliet Koprowska
Chair of the trustees