

**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**

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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>	The trustees who served during the year and up to the date of this report were as follows:	
	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
<b>Independent examiners</b>	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**

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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**

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#### **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**

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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**

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#### **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**

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##### **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**

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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**

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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**

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

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**

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

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

Juliet Koprowska  
Chair of the trustees

Katharine Scanlan  
Treasurer