Charity No. 290726

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

## Receipts and Payments Accounts

## 31 December 2025

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

**Reference and administrative details**

**For the year ended 31 December 2025**

| | |
|---|---|
| **Status** | The organisation is a registered charity, registered on 10 December 1984. |
| **Charity number** | 290726 |
| **Registered office** | Bristol Spaceworks<br>Easton Business Centre<br>Felix Road<br>Bristol<br>BS5 0HE |
| **Trustees** | The trustees who served during the year and up to the date of this report were as follows: |

| | |
|---|---|
| Juliet Koprowska | Chair |
| Katharine Scanlan | Treasurer |
| Tracy Almond | |
| Brittany Bernard | |
| Maria Emilsson | |
| Miriam Gale | Secretary from June 2025 |
| Philip Leonard | |
| Elizabeth Reilly | Secretary to June 2025 |

| | |
|---|---|
| **Independent examiners** | Godfrey Wilson Limited<br>Chartered Accountants and Statutory Auditors<br>5th Floor, Mariner House<br>62 Prince Street<br>Bristol<br>BS1 4QD |

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

**Chair's report**

**For the year ended 31 December 2025**

The trustees present their report and unaudited financial statements for the year ended 31 December 2025.

**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 contract was extended for a further 5 years in 2020 and renewed in 2025 for a further 5 year term with an optional 3-year renewal term.

**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 constitution was revised once again in 2025, to allow the Trustees discretion to extend the term of the editors of the Journal of Social Work Practice. 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**
In 2025, GAPS held several online workshops, a 10-session closed online group, 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 Coordination Team have provided consistent management and administration, and membership has remained steady. The Trustees and Project Coordinator recognised that GAPS had found it challenging for several years to use all its income in accordance with its aims. The Trustees therefore found additional project coordinators 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 2025**

## 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. Stephen Marsden left mid-year, and Jemima Alexander and Krystal Falconer, also self-employed, have taken up new coordinator roles. 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 usually meets four times a year, with two meetings held online and two in person with the possibility of connecting online. Meeting dates for 2025 were:

1. Saturday 25 January 2025 (online)
2. Saturday 22 March 2025 (hybrid in London)
3. Saturday 12 July 2025 (hybrid in London)
4. Saturday 1st November 2025 (online)

Subgroups work on different areas of the Board's responsibilities in between meetings. This year, a sub-group formed to advertise for and interview new project coordinators. 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) Membership

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

## 2. Events

### (a) National conference

The conference, 'Holding Steady with AI in a Rapidly Changing World: Retaining the Human in Social Work', took place on 20th November 2025 in Leeds. It was the fifth hybrid conference, free for all attendees. Number of attendees continue to rise.

A pre-recorded discussion between Antonio López Peláez and Gloria Kirwan, the co-editors of The Routledge International Handbook of Digital Social Works started proceedings, Gloria Kirwan also being one of the Journal of Social Work Practice editors.

Professor Amanda Taylor-Beswick gave the first keynote, a wide-ranging discussion of the benefits and risks presented by AI. In the afternoon Dr Gurnam Singh eloquently addressed the topic of 'Artificial Intelligence, Colonial Legacies and Anti-Racist Praxis: Reimagining Social Work in the Age of Algorithmic Power'.

Following GAPS' usual norms, participants discussed each keynote in facilitated groups, where they also developed 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 2025, five were online.

| Title | Workshop Leader | Date |
|---|---|---|
| Building Relational Systems in Social Work using SCT | Juliet Koprowska | 27 February 2025 |
| Developing Skills for Critical Practice | Stephen Cowden | 13 March 2025 |
| Moving the Needle – Cultural Intelligence and Culturally Attuned Practice for Social Care | Shabnam Ahmed | 09 July 2025 |
| How can Trauma Informed Practice Guide Our Interventions Now? | Kati Taunt | 01 October 2025 |
| “First Build Your System" Leadership & Management - a systemic perspective | Annie Maciver | 27 November 2025 |

Juliet Koprowska led a closed group for social work practitioners for the fifth 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 2025 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.

GAPS has developed a statement regarding Equality, Diversity and Inclusion. This statement has been read out at the start of each event this year, and evaluation forms include an optional question about whether the expectations in the statement have been met. Responses have been extremely supportive.

**(c) Clare Winnicott Award (CWA) for students and practitioners 2025**

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)**

The Journal continues to flourish under the stewardship of editors Andrew Whittaker and Gloria Kirwan. It publishes high quality papers and reaches social workers in many parts of the world. Its impact has increased and open access articles in particular reach wide audiences. The editors’ term, normally not exceeding three years plus three years, has been extended for one more year until the end of 2026, while new editors are sought.

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

**4. Other matters**

- 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 had been beyond the scope of our time and energy, though well within our financial resources. With this in mind, as well as succession planning, two additional project coordinators joined us in June 2025;
- To explore new ways that GAPS can engage with social workers and social work; and
- The Treasurer's Report notes that towards the end of the year an attempted scam occurred. This event has led the Trustees to consider how to reduce the chances of this happening again.

**5. Acknowledgments**

GAPS is grateful to the Editors, Gloria Kirwan and Andrew Whittaker, under whose management the journal has gone from strength to strength. GAPS also wants to acknowledge the work of Hannah Pepper, who takes significant responsibility for the day-to-day running of the organization. Her probity and acuity have been essential in safeguarding GAPS' interests in a year of significant change.

**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 8 May 2026 and signed on their behalf by

Juliet Koprowska

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 2025**

**Financial review**
The summary annual accounts for 1 January to 31 December 2025 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 2025 accounts were presented to trustees in January 2025 with the Treasurer's report.

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 £18,000 in 2025; 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. As there is to be no further income to the fund, energy is 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. No grants were awarded in 2025. It is anticipated that the fund will be publicised widely in 2026 with a view to closing the fund in 2027.

**GAPS main cost centre**
GAPS remains financially well placed to expand its reach. However, having identified a trend in which areas of budgetary underspend reflected a lack of capacity to achieve all of the organisation's aims and objectives the Trustees embarked on a staffing review. Additionally Stephen Marsden who had provided administrative support to the charity since 2016, retired in June 2025. Hannah Pepper, Project Coordinator since 2017 will be less available to support the charity from 2027 onwards. A new staffing structure including an extended handover period began in June 2025 with the appointment of two new freelance Project Coordinators, Jemima Alexander and Krystal Falconer through an open recruitment process. Financial planning for this transition draws on GAPS reserves for this interim period.

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

**Treasurer's report (incorporating financial review)**

**For the year ended 31 December 2025**

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. 2025 marked the beginning of a new publishing contract. The contract's initial term is five years, with an additional three-year renewal term (end of 2032). The new contract continues to provide GAPS with 32.5% of sales receipts but includes an increase in the annual advance of that share from £22,500 to £25,000 paid in January of each year. Income received from Taylor and Francis in 2025 amounted to £72,900, consisting of a £25,000 advance on 2025 royalties, and the balance £47,900 of royalties earned in 2024, arising from a 30% increase in overall revenue on the previous year.

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, and interest on reserves. Interest payments decreased by around £900 compared to 2024 due to falls in interest rates. Membership remained steady providing additional income from fees of £7,200.

**Expenditure - charitable activities**
The workshops budget was underspent by £4,100 due to a lack of staffing capacity to schedule events. Two professional development bursaries totalling £3,750 were awarded to members leaving an unspent budget of £3,800. The Writing for Gaps web content budget remained unspent in 2025. These areas of underspend have been addressed in the changes to staff structure. The National Conference budget was increased in 2025 to accommodate a photographer and an illustrator and to reflect rising hotel costs. Conference evaluation data was again extremely positive in 2025, demonstrating the impact of the event in line with GAPS aims and objectives. Expenses relating to Trustee Development were accessed by three trustees during 2025.

**Expenditure - establishment costs**
The expanded staffing budget was overspent by £3,000, which was largely accounted for by an unbudgeted increase in the existing Project Coordinators hourly rate. Overall, other establishment costs have remained in line with the agreed budget, with the exception of an unplanned expense of £1750, recorded under sundry expenses. In December GAPS became the target of a scam involving £1,750 paid to a voucher supplier. The scam was ultimately unsuccessful, the vouchers remained unredeemed, and the supplier agreed to return the full amount, which has been received as of February 2026. Efforts will be focused on ensuring that a response to such cynical financial targeting is avoided in future, including a review of policy and processes.

These variations in expenditure and income resulted in an overall underspend of £2,559 in the GAPS main cost centre, despite an intention to make use of reserves during the year. The 2026 budget will continue to reflect this intention and it is anticipated that the interim staffing arrangements will make the use of reserves more likely, both in terms of direct staff costs and as a result of an increase in charitable activity resulting from greater capacity.

**In conclusion**

All of the Charity Commission's 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 for her attentive and skilful management of all aspects of GAPS's finances and for her 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 for the supportive and engaged participation of all the trustees.

Approved by the trustees on 8 May 2026 and signed on their behalf by

Katharine Scanlan

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 2025, 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.

Jennifer Dickinson

Date: 8 May 2026

**Jennifer Dickinson 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 2025**

| | Restricted | Unrestricted | **2025** | 2024 |
|---|---|---|---|---|
| | £ | £ | **£** | £ |
| **Receipts** | | | | |
| Royalties | - | 72,900 | **72,900** | 54,269 |
| Editorial expenses income | - | 18,000 | **18,000** | 15,997 |
| Subscriptions | - | 7,484 | **7,484** | 7,588 |
| Bank interest | - | 5,201 | **5,201** | 6,117 |
| **Total receipts** | - | 103,585 | **103,585** | 83,971 |
| **Payments** | | | | |
| Staff costs | - | 44,244 | **44,244** | 30,132 |
| Journal expenses | - | 18,080 | **18,080** | 23,056 |
| GAPS national conference | - | 16,753 | **16,753** | 15,476 |
| Bursaries | - | 3,752 | **3,752** | 1,689 |
| Website | - | 876 | **876** | 937 |
| Workshop costs | - | 3,150 | **3,150** | 3,599 |
| Office costs | - | 2,170 | **2,170** | 1,719 |
| Governance expenses | - | 5,193 | **5,193** | 4,101 |
| Trustees Development | - | 2,538 | **2,538** | - |
| Insurance | - | 594 | **594** | 568 |
| Independent examination and advice | - | 947 | **947** | 845 |
| Prizes | - | 1,000 | **1,000** | 1,000 |
| Sundry | - | 1,808 | **1,808** | 60 |
| CfSWP legacy fund grants & expenses | 100 | - | **100** | 8,529 |
| **Total payments** | 100 | 101,105 | **101,205** | 91,711 |
| **Net receipts / (payments)** | (100) | 2,480 | **2,380** | (7,740) |
| **Cash funds at 1 January 2025** | 41,297 | 162,280 | **203,577** | 211,317 |
| **Cash funds at 31 December 2025** | 41,197 | 164,760 | **205,957** | 203,577 |

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 2025**

| | **2025** | 2024 |
|---|---|---|
| | **£** | £ |
| **Cash funds** | | |
| Cash at bank and in hand | **205,957** | 203,577 |
| **Total cash funds** | **205,957** | 203,577 |
| **Funds** | | |
| Restricted funds | **41,197** | 41,297 |
| Unrestricted funds: | | |
| General funds | **164,760** | 162,280 |
| **Total funds** | **205,957** | 203,577 |

Approved by the trustees on 8 May 2026 and signed on their behalf by

Juliet Koprowska

Juliet Koprowska
Chair of the trustees

Katharine Scanlan

Katharine Scanlan
Treasurer