

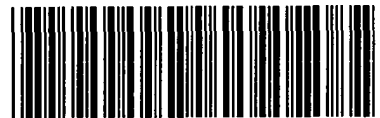
Registered number: 00982041

**British Association of Social Workers**

Annual Report and Financial Statements

For the Year Ended 30 September 2019

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 **DAINS**  
ACCOUNTANTS

## British Association of Social Workers

### Association Information

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#### Council members

Chair	Gerry Nosowska	From June 2018
Vice Chair	Fran Fuller	From April 2016
Treasurer	Jonathan Dudley	From October 2016
England Committee Representatives	Andy Gill Angie Bartoli	From May 2017 From May 2017
Northern Ireland Committee Representatives	Colin Reid Gareth McGibbon	From October 2014 From November 2018
Scotland Committee Representatives	David Thomson Shirley Melvin	From June 2014 From November 2018
Wales Committee Representatives	Neeta Baicher Christian Beech	From October 2017 From April 2018
Chair, International Committee	David N Jones	From September 2017
Chair, Policy Ethics & Human Rights Committee	Richard Servian	From June 2018
Elected Directors	Donna Peach Hilary Tompsett Mark Monaghan	From April 2017 From April 2016 From June 2019

# **British Association of Social Workers**

## **Association Information (continued)**

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**Registered number** 00982041

**Registered office** Wellesley House  
37 Waterloo Street  
Birmingham  
B2 5PP

**Independent Auditors** Dains LLP  
15 Colmore Row  
Birmingham  
B3 2BH

# **British Association of Social Workers**

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**Chair's Statement  
For the Year Ended 30 September 2019**

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The chair presents her statement for the period.

Thank you for being members of BASW. Our professional association enables social workers to be heard and social work to have greater impact. Because of you have chosen to join your voice with other social workers and engage in supporting each other and taking action on things that matter, our society is a better place.

I am glad to share some of the highlights of our work from 2019-19 and the difference this has made. As you look through the report, you will see our social work ethics and values in action <https://www.basw.co.uk/about-basw/code-ethics>.

• Professional integrity

BASW supports you so that you are able to help others. We provide a safety net of insurance, advice and representation. We provide essential help to social workers struggling with work issues. And we collaborate with the Social Workers Union to provide comprehensive employment support. BASW brings social workers together to gain peer support and friendship. BASW members look out for each other. We campaign for the conditions you need to work well.

My highlights this year include: hearing examples from Advice and Representation of how they have combatted oppression in the workplace; taking research on working conditions to the Westminster parliament and other UK jurisdictions; establishing three new branches; Social Work awards across the four nations and the creation of an ethical policy for the England awards.

• Human Rights

BASW ensures that social work is grounded in human rights. We create guidance, provide learning, enable discussion and reflection, and create standards with human rights at their heart.

My highlights this year include: The 80/20 campaign with employers to gain more time for direct social work; SASW's blogs and events to counter domestic abuse; creating standards for social work working with people in disasters; BASW Cymru's new law group; Professional Social Work's sensitive and thoughtful coverage of topics including knife-crime; and Nour, a Syrian refugee, talking about her journey to a new life in Northern Ireland during our annual conference.

• Social Justice

BASW takes action to improve the society and world that we live in. We ensure social work's voice is heard in UK and national parliaments, and locally through branches and groups. We provide evidence and expertise to help you incorporate just practice into your work. BASW represents UK social work in the International Federation of Social Workers. Our members speak up for social work in the Council of Europe and European Poverty action Network.

My highlights this year include: BASW Northern Ireland's joint World Social Work day event with the Irish Association; BASW Cymru's protests against homelessness and support for the homeless world cup; BASW staff's fundraising for local shelters; and the development of the Anti-Poverty Practice Guide.

These are just a flavor of what we do. You will have other highlights. All our work makes a difference – to individual social workers, to how we practice social work across the UK, and to policy and society.

The most emotional moment for me this year was reading this extract in BASW's research: Voices of Social Work through the Troubles:

'But whenever you went into homes...you had to be impartial and you had to be non-judgemental. And I have to say, I think, if you were ever taught how to be non-judgemental you had to be it at the height of The Troubles here, because you couldn't have done the job otherwise... But it was hard because you were struggling with what was going on outside those four walls.'

## British Association of Social Workers

### Chair's Statement For the Year Ended 30 September 2019

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As social workers we live our ethics despite all that happens around us.

As we go into our Heritage year in 2020, BASW will hold true to its ethics and keep developing how well we live up to them. We intend to improve how we live up to the best standards of diversity, equality and inclusion. We are working on an environmental sustainability and carbon neutral plan. We are including people with lived experience more meaningfully and widely in our work and in setting the agenda for social work in the future.

I will report on our progress at the Annual General Meeting for members.

I draw inspiration, hope and energy from being a member of BASW. I trust that you also find this and, as we celebrate 50 years, we will seek to draw more social workers into our activities, build our alliances and spread our influence more widely. Happy birthday BASW.



Name G Nosowska  
Chair

Date 19 February 2020

**Council's Report  
For the Year Ended 30 September 2019**

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The Council presents his report and the financial statements for the year ended 30 September 2019.

**Business review**

The Company (The British Association of Social Workers) is managed by its directors (Council). Council are responsible for preparing the annual report and financial statements in accordance with applicable law and regulations.

**Council members**

Details of the Council members who served during the year can be found on the Association information page at the beginning of these financial statements.

**Principal risks and uncertainties**

The Association invests surplus cash in a managed investment fund. The fund is subject to price risk and its value can decrease as well as increase. In Council's view, the exposure to any other price risk, credit risk, liquidity risk or cash flow risk is not material to the assessment of the assets, liabilities, financial position or result of the Group or Association.

Extracts from the Annual Report of the Social Workers' Benevolent Trust (SWBT) and the Social Workers' Educational Trust (SWET) are presented in the supplement to the Annual Report. During the year 2018/19 the sum of £76,116 (2017/18 - £1,293,807) was given to the SWBT, the SWET and the BASW Trust for charitable purposes.

**Council's responsibilities statement**

The Council is responsible for preparing the Council's Report and the consolidated financial statements in accordance with applicable law and regulations.

Company law requires the Council to prepare financial statements for each financial year. Under that law the Council has elected to prepare the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'. Under company law the Council must not approve the financial statements unless he is satisfied that they give a true and fair view of the state of affairs of the Association and the Group and of the surplus or deficit of the Group for that period.

In preparing these financial statements, the Council is required to:

- select suitable accounting policies for the Group's financial statements and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Group will continue in business.

The Council is responsible for keeping adequate accounting records that are sufficient to show and explain the Association's transactions and disclose with reasonable accuracy at any time the financial position of the Association and the Group and to enable him to ensure that the financial statements comply with the Companies Act 2006. He is also responsible for safeguarding the assets of the Association and the Group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Council is responsible for the maintenance and integrity of the corporate and financial information included on the Group's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements and other information included in Council's Reports may differ from legislation in other jurisdictions.

**Council's Report (continued)  
For the Year Ended 30 September 2019**

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**Disclosure of information to auditor**

The Council at the time when this Council's Report is approved has confirmed that:

- so far as the Council is aware, there is no relevant audit information of which the Association and the Group's auditor is unaware, and
- the Council has taken all the steps that ought to have been taken as a Council in order to be aware of any relevant audit information and to establish that the Association and the Group's auditor is aware of that information.

**Auditor**

The auditor, Dains LLP, will be proposed for reappointment in accordance with section 485 of the Companies Act 2006.

**Small companies note**

In preparing this report, the Council has taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

This report was approved by the board on 19 February 2020 and signed on its behalf.



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**G Nosowska**  
Chair



**Independent Auditor's Report to the Shareholders of British Association of Social Workers**

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**Opinion**

We have audited the financial statements of British Association of Social Workers (the 'parent Association') and its subsidiaries (the 'Group') for the year ended 30 September 2019, which comprise the Group Income and Expenditure Account, the Group Statement of Comprehensive Income, the Group and Association Balance Sheets, the Group and Association Statement of Changes in Equity and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Group's and of the parent Association's affairs as at 30 September 2019 and of the Group's profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Council's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Council has not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Group's or the parent Association's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

**Other information**

The Council is responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditor's Report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

**Independent Auditor's Report to the Shareholders of British Association of Social Workers (continued)**

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In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**Opinion on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Group Strategic Report and the Council's Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Group Strategic Report and the Council's Report have been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the Group and the parent Association and its environment obtained in the course of the audit, we have not identified material misstatements in the Group Strategic Report or the Council's Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent Association, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent Association financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Council's remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Council was not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Council's Report and from the requirement to prepare a Group Strategic Report.

**Responsibilities of directors**

As explained more fully in the Council's Responsibilities Statement on page 6, the Council is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Council determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Council is responsible for assessing the Group's and the parent Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Council either intends to liquidate the Group or the parent Association or to cease operations, or have no realistic alternative but to do so.

**Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditor's Report.

**Use of our report**

This report is made solely to the Association's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Association's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Association and the Association's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Andrew Morris FCA (Senior Statutory Auditor)

for and on behalf of  
**Dains LLP**

Statutory Auditor  
Chartered Accountants

Birmingham

19 February 2020

**British Association of Social Workers**

**Consolidated Income and Expenditure Account  
For the Year Ended 30 September 2019**

	Note	2019 £	2018 £
Turnover	4	5,561,413	5,317,971
Administrative expenses		(5,209,164)	(5,333,360)
<b>Operating profit/(loss)</b>	5	<b>352,249</b>	<b>(15,389)</b>
Income from other fixed asset investments		23,565	23,974
Fair value movements on fixed asset investments		38,161	(2,423)
<b>Profit before tax</b>		<b>413,975</b>	<b>6,162</b>
Tax on profit		-	-
<b>Profit for the financial year</b>		<b>413,975</b>	<b>6,162</b>
<b>Profit for the year attributable to:</b>			
Members of the Association		413,975	6,162
		<b>413,975</b>	<b>6,162</b>

The notes on pages 17 to 28 form part of these financial statements.

**British Association of Social Workers**

**Consolidated Statement of Comprehensive Income  
For the Year Ended 30 September 2019**

	2019 £	2018 £
Profit for the financial year	413,975	6,162
<b>Total comprehensive income for the year</b>	<b>413,975</b>	<b>6,162</b>
<b>Profit for the year attributable to:</b>		
Members of the Association	413,975	6,162
	<b>413,975</b>	<b>6,162</b>
<b>Total comprehensive income attributable to:</b>		
Members of the Association	413,975	6,162
	<b>413,975</b>	<b>6,162</b>

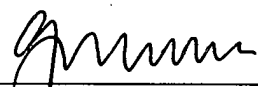
The notes on pages 17 to 28 form part of these financial statements.


Consolidated Balance Sheet  
As at 30 September 2019

	Note	2019 £	2018 £
<b>Fixed assets</b>			
Intangible assets	10	315,997	291,529
Tangible assets	11	2,226,912	2,300,099
Investments	12	970,364	915,981
		<u>3,513,273</u>	<u>3,507,609</u>
<b>Current assets</b>			
Stocks	13	464	158
Debtors: amounts falling due within one year	14	348,425	137,148
Cash at bank and in hand	15	382,446	202,653
		<u>731,335</u>	<u>339,959</u>
Creditors: amounts falling due within one year	16	(411,057)	(427,992)
<b>Net current assets/(liabilities)</b>		<u>320,278</u>	<u>(88,033)</u>
<b>Net assets</b>		<u><u>3,833,551</u></u>	<u><u>3,419,576</u></u>
<b>Capital and reserves</b>			
Revaluation reserve	18	439,570	401,409
International development reserve	18	93,839	-
Accumulated fund	18	3,300,142	3,018,167
		<u><u>3,833,551</u></u>	<u><u>3,419,576</u></u>

The Association's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved and authorised for issue by the board and were signed on its behalf on 19 February 2020.

  
G Nosowska  
Chair

  
J Dudley  
Treasurer

The notes on pages 17 to 28 form part of these financial statements.


**British Association of Social Workers**  
**Registered number:00982041**

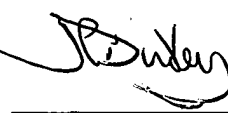
**Association Balance Sheet**  
**As at 30 September 2019**

	Note	2019 £	2018 £
<b>Fixed assets</b>			
Intangible assets	10	315,997	291,529
Tangible assets	11	2,226,912	2,300,099
Investments	12	970,366	915,983
		<u>3,513,275</u>	<u>3,507,611</u>
<b>Current assets</b>			
Stocks	13	464	158
Debtors: amounts falling due within one year	14	352,573	137,148
Cash at bank and in hand	15	360,702	202,653
		<u>713,739</u>	<u>339,959</u>
Creditors: amounts falling due within one year	16	(397,207)	(427,994)
<b>Net current assets/(liabilities)</b>		<u>316,532</u>	<u>(88,035)</u>
<b>Net assets</b>		<u><u>3,829,807</u></u>	<u><u>3,419,576</u></u>
<b>Capital and reserves</b>			
Revaluation reserve	18	439,570	401,409
International development reserve	18	93,839	-
Accumulated fund	18	3,296,398	3,018,167
		<u><u>3,829,807</u></u>	<u><u>3,419,576</u></u>

The Association's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved and authorised for issue by the board and were signed on its behalf on 19 February 2020.

  
**G Nosowska**  
Chair

  
**J Dudley**  
Treasurer

The notes on pages 17 to 28 form part of these financial statements.

**British Association of Social Workers**

**Consolidated Statement of Changes in Equity  
For the Year Ended 30 September 2019**

	International development reserve £	Revaluation reserve £	Accumulated fund £	Total equity £
At 1 October 2018	-	401,409	3,018,167	3,419,576
Profit for the year	-	-	413,975	413,975
<b>Total comprehensive income for the year</b>	-	-	413,975	413,975
Surplus on revaluation of fixed asset investments	-	38,161	(38,161)	-
Surplus on international development	93,839	-	(93,839)	-
<b>At 30 September 2019</b>	<b>93,839</b>	<b>439,570</b>	<b>3,300,142</b>	<b>3,833,551</b>

**Consolidated Statement of Changes in Equity  
For the Year Ended 30 September 2018**

	Revaluation reserve £	Accumulated fund £	Total equity £
At 1 October 2017	403,832	3,009,582	3,413,414
Profit for the year	-	6,162	6,162
<b>Total comprehensive income for the year</b>	-	6,162	6,162
Deficit on revaluation of fixed asset investments	(2,423)	2,423	-
<b>At 30 September 2018</b>	<b>401,409</b>	<b>3,018,167</b>	<b>3,419,576</b>



**British Association of Social Workers**

**Association Statement of Changes in Equity  
For the Year Ended 30 September 2019**

	International development reserve	Revaluation reserve	Accumulated fund	Total equity
	£	£	£	£
At 1 October 2018	-	401,409	3,018,167	3,419,576
Profit for the year	-	-	410,231	410,231
<b>Total comprehensive income for the year</b>	-	-	410,231	410,231
Surplus on revaluation of fixed asset investments	-	38,161	(38,161)	-
Surplus on international development	93,839	-	(93,839)	-
<b>At 30 September 2019</b>	<b>93,839</b>	<b>439,570</b>	<b>3,296,398</b>	<b>3,829,807</b>

**Association Statement of Changes in Equity  
For the Year Ended 30 September 2018**

	Revaluation reserve	Accumulated fund	Total equity
	£	£	£
At 1 October 2017	403,832	3,009,582	3,413,414
Profit for the year	-	6,162	6,162
<b>Total comprehensive income for the year</b>	-	6,162	6,162
Deficit on revaluation of fixed asset investments	(2,423)	2,423	-
<b>At 30 September 2018</b>	<b>401,409</b>	<b>3,018,167</b>	<b>3,419,576</b>

The notes on pages 17 to 28 form part of these financial statements.

**Notes to the Financial Statements  
For the Year Ended 30 September 2019**

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**1. General information**

The British Association of Social Workers is a private association limited by guarantee and incorporated in England and Wales under the Companies Act. The registered number and address of the registered office are given in the Association information section. The nature of the Association's operations and its principal activities are set out in the Council's report.

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

The financial statements have been prepared under the historical cost convention unless otherwise specified within these accounting policies and in accordance with Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and the Republic of Ireland and the Companies Act 2006.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires Group management to exercise judgement in applying the Group's accounting policies (see note 3).

The Association has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Income and Expenditure Account in these financial statements.

The following principal accounting policies have been applied:

**2.2 Cash flow**

The Association has taken advantage of the exemption conferred by FRS 102 not to produce a cash flow statement on the grounds that it is a 'small' company under the Companies Act 2006. No income and expenditure account is prepared for the British Association of Social Workers as provided by section 408 of the Companies Act 2006.

**2.3 Basis of consolidation**

The consolidated financial statements present the results of the Association and its own subsidiaries ("the Group") as if they form a single entity. Intercompany transactions and balances between group companies are therefore eliminated in full.

The consolidated financial statements incorporate the results of business combinations using the purchase method. In the Balance Sheet, the acquiree's identifiable assets, liabilities and contingent liabilities are initially recognised at their fair values at the acquisition date. The results of acquired operations are included in the Consolidated Income and Expenditure Account from the date on which control is obtained. They are deconsolidated from the date control ceases.

In accordance with the transitional exemption available in FRS 102, the group has chosen not to retrospectively apply the standard to business combinations that occurred before the date of transition to FRS 102, being 01 October 2015.

**Notes to the Financial Statements  
For the Year Ended 30 September 2019**

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**2. Accounting policies (continued)**

**2.4 Revenue**

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the Group and the revenue can be reliably measured. Revenue is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes. The following criteria must also be met before revenue is recognised:

Subscriptions, royalties and trading income are recognised in the financial statements on an accruals basis except for subscriptions due but not paid at the end of the year which are not recognised until received.

**2.5 Interest income**

Interest income is recognised in the Consolidated Income and Expenditure Account using the effective interest method.

**2.6 Intangible assets**

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

All intangible assets are considered to have a finite useful life. If a reliable estimate of the useful life cannot be made, the useful life shall not exceed ten years.

**2.7 Tangible fixed assets**

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

Land is not depreciated. Depreciation on other assets is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Freehold property	- 2% straight-line
Office furniture and equipment	- 20% straight-line
Computer equipment	- 33% straight-line

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Consolidated Income and Expenditure Account.

**2.8 Valuation of investments**

Investments in subsidiaries are measured at cost less accumulated impairment.

Investments in listed company shares are remeasured to market value at each Balance Sheet date. Gains and losses on remeasurement are recognised in profit or loss for the period.

**2. Accounting policies (continued)**

**2.9 Stocks**

Stocks comprise publications and are stated at the lower of cost and net realisable value on an item-by-item basis.

**2.10 Debtors**

Short term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

**2.11 Cash and cash equivalents**

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

**2.12 Creditors**

Short term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

**2.13 Holiday pay accrual**

A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the Balance Sheet date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement so accrued at the Balance Sheet date.

**2.14 Financial instruments**

The Group only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors, loans from banks and other third parties, loans to related parties and investments in non-puttable ordinary shares.

Financial assets that are measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the Consolidated Income and Expenditure Account.

**2.15 Operating leases: the Group as lessee**

Rentals paid under operating leases are charged to the Consolidated Income and Expenditure Account on a straight line basis over the lease term.

Benefits received and receivable as an incentive to sign an operating lease are recognised on a straight line basis over the lease term, unless another systematic basis is representative of the time pattern of the lessee's benefit from the use of the leased asset.

**2.16 Pensions**

The Association operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Association to the fund in respect of the year.

Notes to the Financial Statements  
For the Year Ended 30 September 2019

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2. Accounting policies (continued)

2.17 Research and development

In the research phase of an internal project it is not possible to demonstrate that the project will generate future economic benefits and hence all expenditure on research shall be recognised as an expense when it is incurred. Intangible assets are recognised from the development phase of a project if and only if certain specific criteria are met in order to demonstrate the asset will generate probable future economic benefits and that its cost can be reliably measured. The capitalised development costs are subsequently amortised on a straight line basis over their useful economic lives, which range from 3 to 6 years.

If it is not possible to distinguish between the research phase and the development phase of an internal project, the expenditure is treated as if it were all incurred in the research phase only.

3. Judgements in applying accounting policies and key sources of estimation uncertainty

The preparation of the financial statements in conformity with generally accepted accounting principals requires the councils to make estimates and assumptions that affect the reported amount of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results in the future could differ from those estimates. In this regard, the councils believe that the critical accounting policies where judgements or estimating are necessarily applied are summarised below.

Depreciation and residual values

The councils have reviewed the asset lives and associated residual values of all fixed asset classes, and in particular, the useful economic life and residual values of plant and machinery, and have concluded that asset lives and residual values are appropriate.

4. Income

An analysis of turnover by class of business is as follows:

	2019 £	2018 £
Membership subscriptions	4,118,142	3,958,881
Publications and royalties	586,346	563,731
Independents income	618,150	680,870
Conference and training	130,511	74,785
Sundry income	108,264	39,704
	<u>5,561,413</u>	<u>5,317,971</u>

All turnover arose within the United Kingdom.

**British Association of Social Workers**

**Notes to the Financial Statements  
For the Year Ended 30 September 2019**

**5. Operating (deficit)/surplus**

The operating (deficit)/surplus is stated after charging:

	2019 £	2018 £
Depreciation of tangible fixed assets	111,342	104,913
Amortisation of intangible fixed assets	31,387	-
Fees payable to the Group's auditor for the audit of the annual financial statements	14,250	14,000
Operating lease charges - property	41,629	34,352
Operating lease charges - furniture and equipment	46,444	22,712
	<u>244,052</u>	<u>200,977</u>

**6. Staff costs**

	2019 £	2018 £
Wages and salaries	2,767,662	2,886,574
Social security costs	283,297	279,624
Pension costs	250,829	217,931
	<u>3,301,788</u>	<u>3,384,129</u>

**7. Employees**

The average monthly number of employees, including the Council, during the year was as follows:

	2019 No.	2018 No.
Association	52	49
Trust	14	14
	<u>66</u>	<u>63</u>

**8. Council's remuneration**

	2019 £	2018 £
Aggregate remuneration	48,000	54,581

**British Association of Social Workers**

**Notes to the Financial Statements  
For the Year Ended 30 September 2019**

**9. Income from investments**

	2019 £	2018 £
Dividends received	<u>23,565</u>	<u>23,974</u>

**10. Intangible assets**

**Group and Association**

	Website development £	CRM System £	Total £
<b>Cost</b>			
At 1 October 2018	128,293	163,827	292,120
Additions	-	56,305	56,305
At 30 September 2019	<u>128,293</u>	<u>220,132</u>	<u>348,425</u>
<b>Amortisation</b>			
At 1 October 2018	-	591	591
Charge for the year	12,829	19,008	31,837
At 30 September 2019	<u>12,829</u>	<u>19,599</u>	<u>32,428</u>
<b>Net book value</b>			
At 30 September 2019	<u>115,464</u>	<u>200,533</u>	<u>315,997</u>
At 30 September 2018	<u>128,293</u>	<u>163,236</u>	<u>291,529</u>

All of the Group's intangible fixed assets are held in the Parent company.

Notes to the Financial Statements  
For the Year Ended 30 September 2019

11. Tangible fixed assets

Group and Association

	Freehold property £	Office equipment £	Computer equipment £	Total £
<b>Cost or valuation</b>				
At 1 October 2018	2,224,316	119,007	146,238	2,489,561
Additions	4,197	13,642	20,316	38,155
Disposals	-	-	(10,852)	(10,852)
At 30 September 2019	2,228,513	132,649	155,702	2,516,864
<b>Depreciation</b>				
At 1 October 2018	83,020	32,385	74,057	189,462
Charge for the year	50,922	25,968	34,452	111,342
Disposals	-	-	(10,852)	(10,852)
At 30 September 2019	133,942	58,353	97,657	289,952
<b>Net book value</b>				
At 30 September 2019	2,094,571	74,296	58,045	2,226,912
At 30 September 2018	2,141,296	86,622	72,181	2,300,099



Notes to the Financial Statements  
For the Year Ended 30 September 2019

12. Fixed asset investments

Group

	Listed investments £	Cash held on deposit with fund managers £	Total £
<b>Cost or valuation</b>			
At 1 October 2018	898,294	17,687	915,981
Additions	340,000	(340,000)	-
Disposals	(326,148)	326,148	-
Income net of fees	-	16,222	16,222
Revaluations	38,161	-	38,161
At 30 September 2019	950,307	20,057	970,364
<b>Net book value</b>			
At 30 September 2019	950,307	20,057	970,364
At 30 September 2018	898,294	17,687	915,981

**Listed investments**

The historical cost of listed investments at 30 September 2019 was £928,858 (2018 - £922,406).

**Notes to the Financial Statements  
For the Year Ended 30 September 2019**

**12. Fixed asset investments (continued)****Association**

	Investments in subsidiary companies £	Listed investments £	Cash held on deposit with fund managers £	Total £
<b>Cost or valuation</b>				
At 1 October 2018	2	898,294	17,687	915,983
Additions	-	340,000	(340,000)	-
Disposals	-	(326,148)	326,148	-
Income net of fees	-	-	16,222	16,222
Revaluations	-	38,161	-	38,161
At 30 September 2019	2	950,307	20,057	970,366
<b>Net book value</b>				
At 30 September 2019	2	950,307	20,057	970,366
At 30 September 2018	2	898,294	17,687	915,983

**Direct subsidiaries included in consolidation**

The Association holds the entire equity share capital of Venture Press Limited, a dormant company incorporated in England and Wales.

The Association is the sole member of the College of Social Work and the National College of Social Work, both of which are dormant companies limited by guarantee incorporated in England and Wales. In the event of liquidation of the either company, the Association's liability is limited to £1.

The Association is the sole member of the BASW Trust, a company Limited by Guarantee incorporated in England and Wales with charitable status. In the event of the liquidation of the BASW Trust, the Association's liability is limited to £1.

The Association is the sole member of the BASW Foundation, a company Limited by Guarantee incorporated in England and Wales. On 15 October 2019, BASW Foundation was dissolved with no liabilities to settle.

The addresses of the registered offices of the subsidiaries are identical to the registered office address given on page 2 of these financial statements.

Notes to the Financial Statements  
For the Year Ended 30 September 2019

13. Stocks

	Group 2019 £	Group 2018 £	Association 2019 £	Association 2018 £
Books	464	158	464	158

14. Debtors

	Group 2019 £	Group 2018 £	Association 2019 £	Association 2018 £
Trade debtors	238,063	38,827	238,063	38,827
Amounts owed by group undertakings	-	-	4,148	-
Other debtors	40,844	31,465	40,844	31,465
Prepayments and accrued income	69,518	66,856	69,518	66,856
	348,425	137,148	352,573	137,148

15. Cash and cash equivalents

	Group 2019 £	Group 2018 £	Association 2019 £	Association 2018 £
Cash at bank and in hand	382,446	202,653	360,702	202,653

16. Creditors: Amounts falling due within one year

	Group 2019 £	Group 2018 £	Association 2019 £	Association 2018 £
Trade creditors	40,719	49,062	40,719	49,062
Amounts owed to group undertakings	-	-	2	2
Other taxation and social security	101,714	96,200	101,714	96,200
Other creditors	86,733	42,683	86,733	42,684
Accruals and deferred income	181,891	240,047	168,039	240,046
	411,057	427,992	397,207	427,994

**Notes to the Financial Statements**  
**For the Year Ended 30 September 2019**

**17. Financial instruments**

	Group 2019 £	Group 2018 £	Association 2019 £	Association 2018 £
<b>Financial assets</b>				
Financial assets measured at fair value through profit or loss	970,364	915,981	970,364	915,981
Financial assets that are debt instruments measured at amortised cost	278,907	70,292	283,055	70,292
	<u>1,249,271</u>	<u>986,273</u>	<u>1,253,419</u>	<u>986,273</u>
<b>Financial liabilities</b>				
Financial liabilities measured at amortised cost	221,673	331,792	221,675	331,794

Financial assets measured at fair value through profit and loss comprise listed investments and cash held on deposit with fund managers.

Financial assets that are debt instruments measured at amortised cost comprise trade debtors, amounts owed by group undertakings and other debtors.

Financial liabilities that are debt instruments measured at amortised cost comprise trade and other creditors, amounts owed to group undertakings and accruals.

**18. Reserves****Revaluation reserve**

The revaluation reserve represents the surplus or deficit accumulated from the revaluation of fixed asset investments.

**Other reserves**

The international development reserve represents funds in reserve for future global development.

**Profit and loss account**

The accumulated fund represents the cumulative general surpluses recorded to date.

**19. Pension commitments**

The Group operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the Group in an independently administered fund. The pension cost charge represents contributions payable by the Group to the fund and amounted to £250,829 (2018 - £217,931). Contributions totaling £32,324 (2018 - £27,667) were payable to the fund at the balance sheet date and are included in creditors.

**Notes to the Financial Statements  
For the Year Ended 30 September 2019**

**20. Commitments under operating leases**

At 30 September 2019 the Group and the Association had future minimum lease payments under non-cancellable operating leases as follows:

	<b>Group 2019 £</b>	<b>Group 2018 £</b>	<b>Association 2019 £</b>	<b>Association 2018 £</b>
Not later than 1 year	<b>48,115</b>	88,073	<b>48,115</b>	88,073
Later than 1 year and not later than 5 years	<b>172,213</b>	177,699	<b>172,213</b>	177,699
Later than 5 years	<b>144,189</b>	185,818	<b>144,189</b>	185,818
	<b>364,517</b>	451,590	<b>364,517</b>	451,590

**21. Related party transactions**

The Association has taken advantage of the exemption conferred by Section 33 of Financial Reporting Standard 102 not to disclose transactions with members of the Group detailed in note 12 because the Association prepares consolidated financial statements which are available to the public.

The British Association of Social Workers bears some minor costs for accountancy work on behalf of the Social Workers' Benevolent Trust and the Social Workers' Educational Trust.

During the year, the Association made donations to the Social Workers' Benevolent Trust and the Social Workers' Educational Trust totalling £71,968 (2018 - £71,357).

**22. Controlling party**

The Association is under the control of its members.