

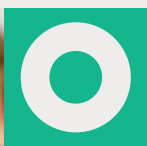


British Association of Social Workers

# Annual Report and Financial Statements

Year ended 30th September 2023

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Confidentiality statement: All references to individuals in this report are with the permission of the identifiable person.

British Association of Social Workers  
(A company limited by guarantee)

## Company information

Company number	00982041
Registered office	Wellesley House, 37 Waterloo Street, Birmingham B2 5PP
Auditors	Dains Audit Limited 15 Colmore Row, Birmingham B3 2BH





Julia Ross  
Chair, BASW

This is my second Annual Report as Chair of The British Association of Social Workers and I have thoroughly enjoyed representing our members and getting more closely involved with social work and social workers across the UK for another year. My thanks goes to all involved in making BASW an effective professional association this year – members, staff, partners and stakeholders.

As for all BASW Chairs, my role has been so much more than Chairing Council (Board of Directors). It has included speaking at and attending events, talking with members on many topics, connecting with students, travelling to each of the Four Nations, working closely with the Social Workers Union including joining and promoting campaigns against poverty, speaking out for social work values and ethics and focussing always on members' interests.

2022/23 has been a year of change and consolidation. In relation to Council itself, we have paid increasing attention to the maturity and strategic focus of our decision making and developed how we work as a team.

I am delighted that we have introduced Experts by Experience to Council, a long overdue step, wisely initiated by the previous Chair, Gerry Nosowska. This has led to a welcome shift in our culture and how we discuss and decide on issues, drawing on the expertise and experience of people who have used social work and related services. We continue to pay attention to increasing all forms of diversity and representativeness through our elections, appointments and co-options and are pleased this year to have co-opted students and newly qualified social workers to bring their perspectives.

Our governance processes have matured over the past year. A notable development is setting up a new Risk and Audit committee, supported by expert training, which will provide solid oversight of risks and opportunities as we grow and develop as an association.

This new committee complements the ongoing financial and resources oversight provided by our Finance and Organisational Development Committee, led so ably by our dedicated Honorary Treasurer Ann Moir who I am delighted has been reappointed for a second term from 2023 to 2025.

We continue to work closely and to listen to all our members, scanning the horizons in these troubled social and economic times. We undertook our annual survey once more which told us again that social workers across the UK experience ongoing difficulties in workplace culture. These annual surveys help us prioritise the services, professional development opportunities, engagement and other activities that we provide.

Our partnership with the Social Workers Union is essential to our collaborative endeavour to improve working conditions and build our profession. This is fundamental; we cannot serve well and consistently in conditions of unrelenting pressure, too few resources and inadequate terms and conditions.

After more than 10 years of austerity and recent social economic challenges, social workers are dealing every day with the appalling and deteriorating living conditions for people who use their services.

It is BASW's role as the only professional association for social workers across the UK to be a leading voice on poverty. We witness first hand levels of deprivation and inequality not seen in the UK for decades. Food banks have become widespread and children go to school hungry and come home hungry. This is not acceptable in a modern society and that is why we continue to pursue poverty as our main UK campaign going into 2023/24.



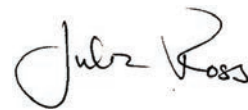


A strong membership base is essential to our success and influence so I am pleased our membership strategy is being further developed hand in hand with the procurement of a new Customer Relationship Management (CRM) digital system. By mid-2024, we will have more digital management tools to reach out to potential members, to meet the needs of current members, and build partnerships and contacts with many more stakeholders and collaborators.

We are one UK organisation formed from four nations. I offer my congratulations to the amazing work of our four nations' National Directors, teams and National Standing Committee Chairs, Vice Chairs and committee members. We work together with shared determination to make BASW the best it can be in supporting all our current and potential members, fully engaged in each nation and region. This year I introduced a regular 4 nations meeting so that each nation plays a part in developing our agenda and shaping the future.

My objectives for my second year as Chair have remained growing our membership (with an ambition to double our membership over coming years), tackling poverty, strengthening our voice and influence and building stronger social work leadership.

My responsibility and pledge to you is to lead and develop on these commitments and represent your interests, working hard to drive our vision forward. However, it is only with your help and involvement that we can achieve our very best for a better future for social work and society. With your support and what you all bring to social work, I am confident that BASW can and will lead the way.




**Julia Ross**  
Chair, BASW



# Chief Executive's report



 Ruth Allen  
Chief Executive, BASW

This has been another year of achievement and development across BASW. It has been a privilege and pleasure to work as your Chief Executive for another year with so many talented and dedicated members and staff colleagues who together create the life and impact of our association.

Our mission remains to work in the service of social work, social workers and a better society. This Annual Report reflects the many ways that members and staff have worked together across the association to do just that; to create valued services, learning opportunities and events; to publish research, articles, position statements and campaigns for change; to speak out in mainstream and social media; to act as the primary mouthpiece for the profession across all UK nations with governments and policy makers; and to collaborate with allies and partners across our sector to amplify the voice of social work.

Being well-governed and financially strong as an organisation is the basis of our influence. Being secure enables us to promote social work values, ethics and analysis in national and international debates responsively and through long-term strategies of influencing. You will find evidence of this happening in each of our four nations and at UK level throughout this report.

We have pursued important, powerful campaigns and written positions statements on many pressing contemporary concerns. Members and staff have worked on these together and we have also worked in partnership with the Social Workers Union as well as with other organisations and campaign groups. A small selection of these includes our work promoting the human and social rights of migrants (in collaboration with many organisations resisting the Illegal Migration Bill), children in the care system, people in poverty, people stuck in 'care' institutions and hospitals, survivors of violence and abuse, homeless people, victims of wars around the world, and many others.

A significant governance decision by Council this year was to change how we run the 2024 Annual General Meeting (AGM). After two years of offering hybrid AGMs we undertook a member-led equalities and accessibility assessment. This indicated a wide difference between the in-person and online experience of our AGM, and also highlighted tensions between the reporting and accountability requirements of the AGM and the wish for substantial policy debates around member motions.

Council took the view that an online only AGM could widen and provide more equitable and comfortable participation experience for all our 22,000 members. A separate constitutional General Meeting will be held on a separate date for discussion and feedback about BASW policy developments, member motion implementation, and debate and voting on new member motions.

I want to finish with a reflection on our very successful, fully booked UK conference in Birmingham in June 2023, focusing on our strong community of social work practice, research and solidarity in tough times. It was a joyous and thought provoking event with diverse content. This model of a major UK conference will continue in June 2024 when we will hold a two-day conference on the theme of eco-social and professional sustainability in Edinburgh. I hope to see you there!

**Ruth Allen**  
Chief Executive, BASW

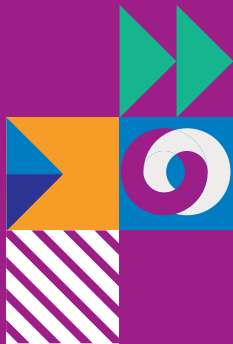


# About BASW



## Our Vision

*“Social work will be a thriving, influential, respected profession, improving lives and upholding people’s rights across the UK.”*







## ► What we do

### **Lobby and influence:**

As the independent voice of social work, your voice inspires our campaigns, policy work, and is raised as we establish political influence and media presence across the UK and in each of our four nations. We represent UK social work within the International Federation of Social Workers and through this, support social work across the world. Together we can drive positive change and influence what matters in social work and society today.

### **Provide advice, representation and support:**

We partner with the Social Workers Union to provide members with expert advice and representation on employment and regulatory matters. Our Social Work Professional Support Service is a peer-to-peer listening service, here to support your wellbeing and practice-related concerns.

### **Promote and support professional development:**

As the home for ethical social work across the UK, we deliver professional development courses, conferences and other learning opportunities for social workers and across disciplines. We support social workers' careers and wellbeing every step of the way, from students to advanced practitioners and leaders.

## ► How we work

BASW is run for and by our members through an elected Council (Board of Directors) and committees.

We know that peer support is vital to social workers which is why we facilitate networks, forums, and collaborate with member groups across the four nations of the UK. Our Council, Committees, Special Interest, Thematic, and Advisory Groups provide specialist social work and strategic expertise. BASW Branches raise the voice of social workers within localities.

In 2022-23, there were 9 SIGS in operation. BASW England had 9 Thematic Groups and 15 branches holding regular meetings. SASW supports a specialist Students and NQSW Forum, a Mental Health Officer Community of Practice and the Social Work Policy Panel (in partnership with Scottish Government and Social Work Scotland). BASW Cymru and BASW Northern Ireland both held a series of Community of Practice events focusing on topics relevant to practice in their respective nations, with BASW Cymru also organising its Anti-Racist Group.

We also connect with charities, sector leaders, regulatory bodies, policy-makers and people with lived experience of social work. As a result, BASW is a vibrant hub of activity and influence, driving positive change in the sector.

**As an independent, member-led association,  
BASW brings social workers together to have influence  
across all fields of social work in the UK.**



# About BASW

## ► Our commitment to equality, diversity and inclusion

Throughout 2022/23, BASW continued to develop our approach to Equality, Diversity and Inclusion (EDI) across all aspects of our work. This is an ongoing process and there can be no complacency nor avoidance of the inevitable contentions that arise when trying to change culture and practice towards more authentic inclusion within organisations and within our profession.

During the year, our three EDI focused fixed-term staff roles ended. After a review of this approach, we decided to move away from dedicated roles and towards a model of EDI as *'every staff member's business'*, embedding EDI across all our operational and strategic development.

### Member leadership of EDI

The members' EDI Advisory Group (EDIAG), established in 2019, continued to develop throughout 2022-23. This group of members reports into and advises Council on a wide range of EDI issues. In 2022/23, the group appointed a new Co-Chair, Dean Owens-Cooper, and Vice Chair, Deb Solomon, who, with longstanding Co-Chair Duc Tran, led the group's work on a wide range of EDI concerns. In particular the group supported the further development of the Diaspora and Neurodiversity Special Interest Groups.

Towards the end of 2022/23, the three EDIAG leads started a process of reviewing the group, its successes and potential to achieve more, looking towards a more sustainable structure given the workload they had experienced in supporting members on a wide range of EDI issues on a voluntary basis and continuing to advocate for change in social work and in BASW.

Going into 2023/24, the EDIAG leads are working with BASW Council and with EDIAG members to put the group on to a more sustainable and better resourced footing.

### Highlight actions and changes in 2022/23

During the year we have:

- Continued to monitor and take action to increase greater diversity within member elected and co-opted roles, particularly on the basis of ethnicity, age, stage of career and lived experience of using services. Further development in relation to diversity across protected characteristics will be taken forward in 2023/24.

- Paid close attention to EDI issues in all our communications and forms of media.
- Pursued key areas of equalities and anti-discrimination perspectives in policy priorities including campaigning against the Illegal Migration Bill and the Home Office's new procedures of age assessments of young asylum seekers.
- Recruited more diverse members from across social work into our committees and groups.
- Developed a wide range of nation-specific activities responding to member needs and wishes e.g. anti-racism training and the growth of the Black Professionals Symposium in England; leading on anti-racism and social work policy in Scotland; directly contributing to the Welsh Government anti-racism plan.
- Supported the creation and development of new Special Interest Groups working on equality, diversity and inclusion issues including groups focused on Diaspora Social Workers; Neurodiversity; Jewish Social Workers; Gypsy, Roma and Traveller Social Work.
- Consulted, reviewed and re-issued EDI position statements on anti-racism; antisemitism; antigypsyism; transgender rights and our overarching EDI position statement. These documents are the responsibility of the Policy, Ethics and Human Rights Committee who will continue to work on them in 2023/24 in consultation with members.

### Equalities in BASW constitutional General Meetings

In the Annual General Meeting in June 2023, a new model of Equality Monitoring was introduced.

An equalities review report from this monitoring and review process was presented to Council with recommendations. The report was sent to all members. The report led to planning newly configured General Meetings in 2024 with a focus on inclusivity in debate and access to participation, and attractiveness to our wide membership. These new forms of member meetings will be evaluated to inform future meetings.

EDI is a permanent strategic theme for continuous development and improvement that needs to be at the heart of who and what we are as an open and welcoming association, relevant to our whole community of social workers, with common ethics and values, standing up for inequality and discrimination and expressing that in our culture and priorities.







## ► Governance

The British Association of Social Workers (BASW) is committed to the highest standards of governance, and we use the UK Corporate Governance Code to guide us. At the heart of this code is a set of principles constituted from the Companies Acts 1985 to 2006, that emphasises the value of good governance to long-term sustainable attainment. BASW is an independent member led organisation that is a company limited by guarantee, not having a share capital.

# BASW

**The professional association for  
social work and social workers**

## ► Constitution

The Council is supported by three Standing Committees:

- Finance & Organisational Development Committee;
- Policy, Ethics and Human Rights Committee;
- International Committee.

and four National Standing Committees:

- England;
- Scotland;
- Wales;
- Northern Ireland.

Other Committees that report directly to Council are:

- Professional Development & Education Committee;
- Nominations Committee;
- Standing Orders Committee;
- Recognition & Remuneration Committee.

During 2023 Council ratified two further Committees, these will convene and report directly to Council in 2024:

- Risk & Audit Committee;
- Independents Committee.

Each Committee meets several times a year and reports directly to Council twice per year. Subcommittees are established from time to time, these will report directly to the Committee they are a subcommittee of.

In addition to our constitutional Committees BASW also operates a structure of inclusivity and cooperative working practices which includes Advisory Groups, Thematic Groups, Special Interest Groups, Branches and Network Groups. Council and the Committees of Council regularly work collaboratively with these groups in both advisory and practical capacities.



# About BASW

## ► Members of Council 2022-23



**Chair**  
**Julia Ross**

From June 2022



**Vice Chair**  
**Neeta Baicher**

From June 2022



**Treasurer**  
**Ann Moir**

From September 2021

### England Committee Appointed Directors

**Vava Tampa**  
Chair

From January 2022

**Katy Jackson**  
Vice Chair

From April 2022

### Northern Ireland Committee Appointed Directors

**Orlaith McGibbon**  
Chair

From February 2020

**John Sheridan**  
Vice Chair

From March 2022

### Scotland Committee Appointed Directors

**Jude Currie**  
Vice Chair

From May 2020

**Caroline McDonald**  
Vice Chair

From September 2022

### Wales Committee Appointed Directors

**Christian Beech**  
Co-Chair

From April 2018

**Andrew Pennington**  
Co-Chair

From June 2022

### International Committee

**Janet Walker**  
Chair

From June 2022

### Policy, Ethics & Human Rights Committee

**Martin Sexton**  
Chair

From September 2020

### Elected Directors

**Annie Ho**

From September 2021

**Lesley Best**

From September 2021-June 2023

**Camelia Chowdhury-Allen**

From June 2022

**Merlin Joseph**

From June 2023

**Sumayya Hanson**

From June 2023 -January 2024

### Co-opted Directors

**Hari Sewell**

From September 2020

**Charmaine Malcolm**

From September 2020-January 2023

**Sarah Anderson**

From September 2023

**Ioan Racasan**

From September 2023



## ► Leadership

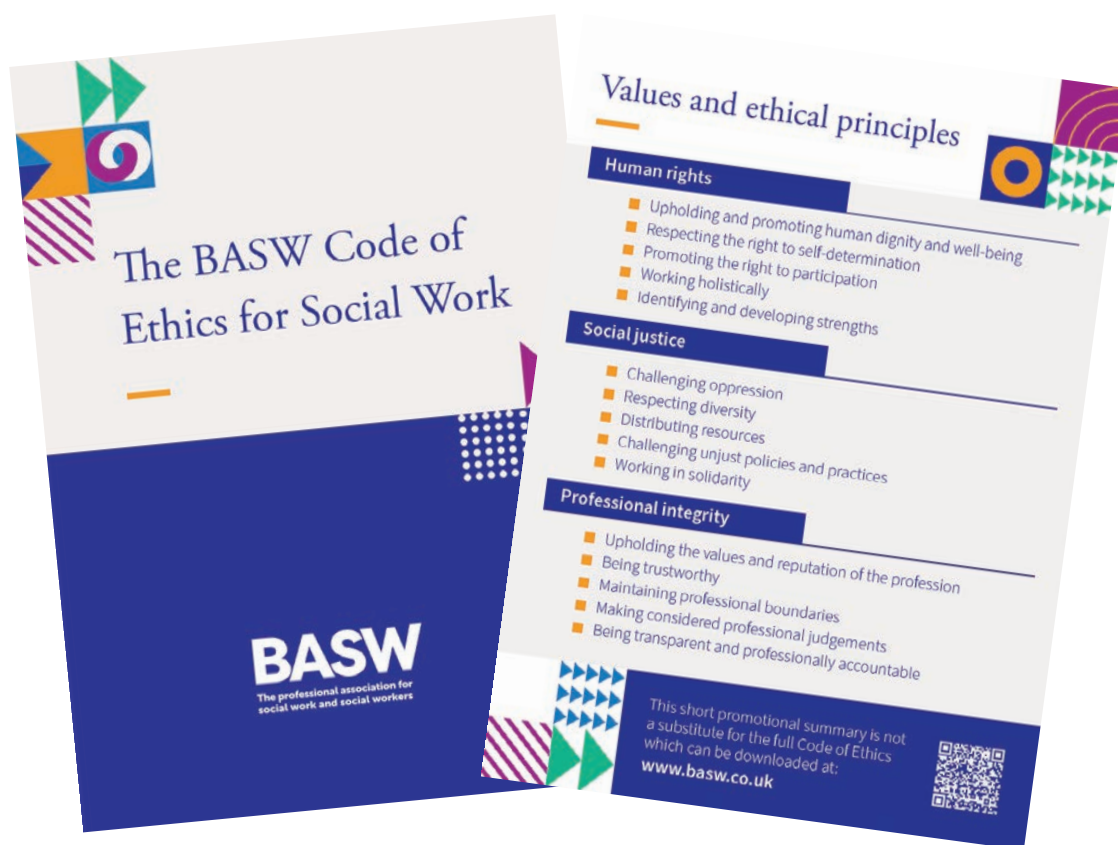
We have developed frameworks to guide and describe how we want to work:

- our Code of Ethics describe how we want to engage with the world;
- our brand values describe how we want our supporters, stakeholders and the wider public to think about us;
- our cultural values describe how we work and relate to each other;
- our Code of Conduct and Equal Opportunities Guidance for Council and Committee members describes how we expect our Council and Committee members to behave.

These frameworks form part of the induction process for new Council and Committee members. If you are elected or co-opted to Council, we will give you information about your duties as a Director of BASW. You will also have access to induction and briefing materials outlining your role, duties, and accountabilities, with information about BASW and its policies, structure, and work. We also

run a series of induction sessions for each new Council member, which takes a strategic look at their roles and responsibilities and how they can discharge their Director's duties through a process of effective scrutiny and challenge.

Each Council member completes a declaration of conflict, known as a register of interests, which records their declared interests and related transactions. This is updated each year, and whenever any changes occur. Council and Committee members are also asked at the beginning of each meeting to declare any new interests or conflicts that may affect their ability to make objective decisions in relation to specific agenda items.





# About BASW

## ► Effectiveness

Council works as a team, with a balance of skills, experience, background, and knowledge, in order to be as effective as possible. Every Director of Council is a current member of the Association and has the well-informed understanding of social work practice required to promote and represent the voice of our membership.

In 2023 four non-director Council roles were introduced; these are reserved for the Chair/Co-Chairs and members of the UK Experts by Experience Forum.

Council agreed in 2023 to allocate two of the available three co-opted Council roles specifically to student and newly qualified social workers.

Every year, we review the skills our members bring to Council and its Committees. This forms part of a review process to assess how effective our governance structure is and to identify any skills gaps that might exist. We also check our ways of working, to ensure we align with our Articles of Association and our Code of Ethics.

We advertise all Council roles including Honorary Officer positions of Chair, Vice Chair and Treasurer. Both Council and Committee vacancies are advertised on the BASW website and in our *Professional Social Work (PSW)*



members' magazine, members are further advised of vacancies through regular UK wide ebuletins. The appointment process is member-led and rigorous, with an election process and due diligence and eligibility checks being undertaken by the Nominations Committee.

Council members also sit on and Chair our Committees, this includes representation from all four nations. Our articles allow for two representatives from each nation to be appointed onto Council.

● **For further information on the structure and operation of Council, please see the Governance section of our website.**

## ► Finance

Council members, as Directors, are responsible for keeping adequate accounts. These should show and explain BASW's transactions, and be able to disclose, at any time, the Association's financial position. These should also ensure the financial statements comply with reporting and legal regulations and our Articles of Association.

Council is responsible for preparing the Association's Annual Report, and financial statements in accordance with the financial reporting standard applicable in the UK and Republic of Ireland, known as FRS102. Company law in England, Scotland, Wales, and Northern Ireland requires Directors to prepare financial statements each financial year. These must give a true and fair view of the state of affairs of the Association, and of its income and expenditure.

When preparing these statements, Council must:

- select suitable accounting policies, and apply them consistently;
- make reasonable judgements and estimates;
- state whether they have followed applicable accounting standards, subject to any exceptions which are disclosed and explained;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Association will continue in business.

They are also responsible for safeguarding BASW's assets, and for taking reasonable steps to prevent and detect fraud and other irregularities.





## ► Decision making and risk control

We strive for decision-making processes that are rigorous and efficient, incorporate effective delegation, and are informed by assessments of risk and control.

Council delegates authority to the Chief Executive and to the employees of BASW for certain activities. There is a detailed schedule of delegation in place, this is re-confirmed annually. We have systems and policies in place to monitor these delegations. Major strategic, financial and policy decisions are reserved for Council and its Committees; all have formal terms of reference within which to work.

Council members are responsible for identifying and managing the major risks facing the Association. Risk management is considered in every aspect of BASW's work. In response to the recommendations set out in the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), Council regularly considers risk management in a broad and strategic manner, considering all relevant internal and external factors that might alter or undermine the capacity of the Association to fulfil its objectives.

A risk register, alongside internal and external audits provide comprehensive assurance of the following areas of risk and control:

- **delivery of our strategy and projects, with a focus on championing social work;**
- **our reputation;**
- **our responsibility to staff, volunteers, supporters, and visitors, and in particular to safeguard the wellbeing of vulnerable individuals;**
- **our compliance with law and regulation; management of our financial, physical, and intangible assets, including land, buildings, data, and technological assets;**
- **retaining and building know-how, delivering good governance, and embodying a positive, inclusive, and ethical organizational culture;**
- **protecting and growing our sources of income.**

Our risk review process assesses each of the major risks and the effectiveness of the arrangements for managing them. The resulting report is scrutinised by Council via its Finance and Organisational Development Committee and its Risk and Governance Subcommittee every quarter and in greater depth by Council once a year. From 2024 the Risk and Audit Committee will incorporate this delegated authority, reporting directly to Council.

Following the most recent full review in 2023, Council confirmed they were satisfied with such arrangements and identified a number of strategic risks for the year ahead that represent, by their nature, both opportunity and challenge. BASW will work to limit any possible negative impact on the delivery of our strategic objectives and to secure all possible positive outcomes in line with our overall risk appetite.

We have a clear framework for monitoring our impact, progress, and approach to risk management. We have an extensive risk register that covers the full range of financial and non- financial risks; we operate the 'three lines' model for risk control and monitoring, which separates execution from control policies and from audit; and maps and rates the control framework.

Via Committee delegation Council approves a plan for internal audits, and a full review of external audit service provisions is undertaken periodically with the active involvement of suitably experienced Council and Committee members. The Finance and Organisational Development Committee meets with the external auditor once each year. From 2024 this delegated authority will be undertaken by the Risk & Audit Committee.



# About BASW

## ► Expanding the contribution of Experts by Experience

At BASW we call current and past users of social work services Experts by Experience (EBE). EBEs have a unique role to play, helping social workers improve what they do and how they do it. The inclusion of EBEs isn't simply the right thing to do ethically, it makes practical sense too.

BASW has been on a journey of progressively increasing the number of EBEs involved in our decision-making processes, and in 2023 four EBEs joined BASW's Council. Council is BASW's highest decision-making body, and through the inclusion of these individuals BASW signalled how important EBEs are to us as an organisation.

BASW has also had a variety of EBE forums. Over the period 2022 to 2023, with the help of a facilitator, EBEs and staff thought carefully about how they wanted EBE work to develop and what systems and resources were needed to support that work. One conclusion was that the forums needed to be resourced by a dedicated staff member, and as of September 2023 BASW was recruiting for this new post.

Below, EBEs involved in the Council share their thoughts on involvement and their hopes for the future.

### Mark Lynes

I am really enjoying the role on Council. I believe we bring a society view to issues faced by the profession. In the future, I hope for us to build on the Forum's co-chair work with EBEs on standing committees at Council to better link EBE work.

### Omar Mohamed



I got involved with Council as the Co-Chair of the Forum as I am passionate about ensuring that social workers can learn from experts by experience and that lived experience is at the forefront of developing the future of social work services. My experiences have been positive where there has been a commitment from BASW to engage experts by experience meaningfully.

There's a key lesson in working with a large group of experts by experience and wanting to ensure inclusivity and participation whilst working within a governance structure in BASW to ensure work gets done timely.

My hope for the future is that the Forum becomes well developed to be able to have power and control over the decisions made about experts by experience and ability to influence the experiences of engaging EBEs meaningfully as well as being able to develop better social work services to improve the lives of individuals, families and communities.

### Reshma Patel



I have been working with BASW England since 2016 and therefore felt able and confident to put my name forward to be UK Expert by Experience Forum Co-Chair, coupled with the fact that I am passionate about people with lived experience can really shape the future of social work. Thus I became involved in the Council to represent the views of the group.

I feel that the Council has actively listened to the views of EBEs and demonstrated how working together inclusively is making a difference to the way in which Council members continue to work in their different nations. I also feel that the Council has been very accommodating of my additional access needs.

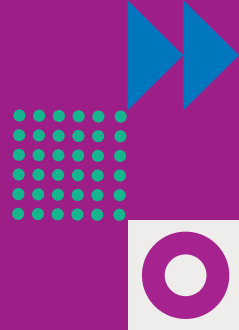
In terms of lessons learned, I have learnt how complicated the Council systems can be and how different nations have different but similar issues when standing up for social justice. Each nation has different policies and legislation which they need to work in. I have also learnt how important it is to speak up when members use jargon or assume you know what they are talking about.

My hope for the future is that BASW leads in coproduction and demonstrates how EBEs and social workers can work together to improve services for EBEs and conditions of work for social workers.





# Your voice inspires our campaigns



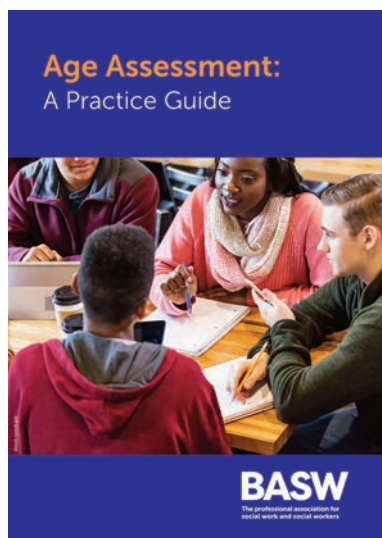
In the 2021 BASW Annual Survey, there was a clear appetite on the part of members for BASW to seek to influence policy and governments and improve working conditions.

BASW uses the evidence from surveys, together with information collected via committees, groups, networks and communities of practice to inform what we say to decision-makers, whether ministers, parliamentarians, civil servants or employers. Your voice, what you share with us, inspires everything we do, especially our policy and campaigning work, as examples taken from the last year show.



# Your voice inspires our campaigns

## ► Policy, Ethics and Human Rights (PEHR) Committee



PEHR Committee is responsible for overseeing the development and promotion of BASW UK policy, ethics and human rights, and advising BASW Council.

This year's highlights include a position paper and recommendations on poverty and social work, and an acknowledgement of social work's historical role in 'forced adoption'. PEHR released a statement on the National Age Assessment Board and discouraged BASW members from working with the Board because of the risk of political interference in children's rights. The Committee also drafted BASW's submission to the Parliamentary enquiry on assisted dying and published 'Age Assessment: A Practice Guide' to support BASW members working with unaccompanied asylum-seeking children.

It has been a busy year, but PEHR has risen to the challenge to support BASW to be heard in the UK Parliament and by other decision-makers across the UK. Next year the hard work will continue as we face a General Election and a potential change of UK Government.

## ► Special Interest Groups (SIGs)

SIGs are groups of members with a focus on a particular issue or service area. SIGs pursue specific interests in order to influence policy, promote effective practice and develop members' careers.

Members with a shared interest are able to create a special interest group to formalise themselves within the BASW structures. SIGs agree their terms of reference and their work plan with PEHR.

Active SIGs during this year include Alcohol and Other Drugs (AoD), Gypsy Roma and Traveller (GRT), Diaspora Social Workers, Family Group Conferencing, Jewish Social Workers, Neurodivergent Social Workers, PROGAR (Project Group on Assisted Reproduction) and SPEDI (Social Work's Place in Emergencies and Disasters). SIGs contribute excellent work within BASW, such as the Diaspora SIG's [International Recruitment and Induction Standards for International Social Workers coming to the UK](#).



- **Any BASW members who are interested in forming a SIG should contact the Policy team.**





## ► Influencing and engaging with politicians in Westminster

### Anti-Poverty

Anti-poverty has remained a key focus for BASW, and through our work we have continued to highlight the impact of poverty on social work.

Our key asks as part of this campaign are to:

1. Extend the debt breathing space scheme
2. Freeze evictions during the cost-of-living crisis to prevent homelessness
3. Scrap the two-child cap on benefits

In November 2022 we launched ‘Social Work Stands Against Poverty’ and in March 2023 we took this to the UK Parliament for a drop-in with MPs and Lords. We have also included these anti-poverty asks in our submissions to the Treasury ahead of budgets and autumn statements since Autumn 2022.

We have created a series of ‘Spotlight on Poverty’ briefings for members and decision-makers on how poverty impacts different areas of social policy such as homelessness, domestic violence, and people with learning disabilities.

### Unaccompanied asylum-seeking children

The Illegal Migration Bill (now the Illegal Migration Act) was introduced to Parliament and included provisions that impact unaccompanied asylum-seeking children (UASC) such as ‘scientific methods’ of age assessment. As age assessments are led by social workers, these changes would directly impact on the work of our members who carry out these assessments.

We submitted written evidence in response to the Bill and this was used by members of the House of Lords in debates on the legislation.

We also partnered with organisations including the Refugee Council to deliver an event with Lords and MPs on how the Illegal Migration Bill would negatively impact the wellbeing and safety of UASC.



### Government consultations

BASW continues to make submissions to calls for evidence on a range of issues impacting social work. This year, we made submissions to the assisted dying inquiry launched by the Health and Social Care Select Committee and the inquiry on adult social care.

The Government published their long-awaited Draft Mental Health Bill which seeks to reform the Mental Health Act, to which BASW submitted written evidence and our Chief Executive Dr Ruth Allen was invited to provide oral evidence to the committee.

### Bill of Rights

The UK Government introduced the Bill of Rights into the UK Parliament which was expected to pass in 2023, but due to the strength of the opposition against the Bill and the ever-changing political leadership, the Bill was axed.

To oppose the Bill, we submitted evidence to the Joint Committee on Human Rights inquiry into the Bill and the impact that it would have and joined up with a coalition of other organisations also campaigning against the contents.





# Your voice inspires our campaigns

## ► BASW in the News

	2022-2023
<b>Total articles</b> (individual articles with no duplicates)	270, averaging 22.5 per month
<b>Audience reach</b> (how many people read these articles)	1.389 million
<b>Ad value</b> (how much we would have to spend in advertising to have the same impact)	£252,060
<b>Top outlets</b> (rough idea of where we are mentioned)	Community Care (83), Social Work Today (15), CYPNow (10), Guardian (5), Times (2), Independent (1)

Last year saw two big launches – the national review of children in care following two child deaths and the publication of the government response to the IRCSC review – while BASW Northern Ireland’s Crushed by Cost-of-Living launch also contributed to a bumper year in media engagement.

As the country moved out of – and moved on from – the pandemic in 2022-23, this translated to a shift back to normality in media engagement. Journalists wanted to cover a wider range of issues and less on Covid-related stories. In addition, off the back of the widespread doom-and-gloom of 2020-2022 pandemic related reporting, a concentrated effort was made in 2022-23 to include some positive news in the press.

Notable achievements from this workstream include securing Ruth Allen’s interview on Ed Miliband’s ‘Reasons to be Cheerful’ podcast, and social workers receiving a “round of applause in appreciation” from the audience on Channel 4’s Steph McGovern’s Packed Lunch show (a segment which was crafted around interviews with BASW staff member Liz Howard and BASW member Andy Tutte).

### Highlights:

The beginning of 2022-23 followed a similar trend to 2021-22, with the biggest engager being the New Statesman in-depth feature by Anoosh Chakelian which featured BASW commentary and voices from two members on the “constant anxiety” in delivering social services during a surge in pandemic-related cases.

However, from December 2022 onwards we engaged the media on a more diverse range of subjects, including:

- influencing the Guardian to write about “social workers’ lost decade in pay growth” (Dec 2022)
- An exclusive interview with Ruth Allen in the *Guardian*, off the back of our annual survey launch, warning about retention of social workers due to poor working conditions (Feb 2023)
- Engagement with the *Times*, the *Independent* and the *Guardian* on our position discouraging social workers to work with the Home Office on age assessments (March 2023)
- Pushing the *Independent* to cover the emerging crisis in local authorities funding cuts against a backdrop of overspending on adult and children’s services from the POV of social workers (July 2023)

### Broadcast/TV highlights:

Although figures in terms of reach, value and impact cannot be crunched for BASW’s broadcast efforts, it is worth listing the highlights from the year as they often exceed print pieces in terms of engagement with members and visibility of the organisation.

Highlights include:

- Liz Howard and Andy Tutte interviewed on C4’s Steph McGovern’s Packed Lunch show about the pandemic’s impact on the mental health of social workers and on their caseloads (Oct 2022)
- Rebekah Pierre on Radio 4’s File on Four discussing how the cost-of-living crisis is forcing more children into care (Dec 2022)
- With some Welsh councils looking to cut frontline social workers, BASW Cymru’s Abyd Quinn-Aziz spoke to ITV about the potential harm this could cause to service users (Jan 2023)
- Vava Tampa on Channel 4’s 7pm News outlining the support social workers need, and funding social work requires ahead of a government review publication (Feb 2023 \*this recording was one of the most member engaged tweets on social media for the year)
- SASW’s Jude Esther on Channel 5 news, defending and explaining social work as a new report shows Scotland has record high child referral rates (Feb 2023)
- Denise Monks on Radio 4 Today on how media reporting in family courts will increase transparency but may impact children’s lives, that are made public, in the future (March 2023)
- Luke Geoghegan on BBC Newsnight and BBC Radio Kent questioning the need and accuracy of bone examinations in age assessments after an MP calls for them to be mandatory (April 2023)





## ► Professional Social Work

The team at Professional Social Work (PSW) has informed and supported the profession throughout 2023, sharing inspiring, thought-provoking and hopeful content, while tackling the challenges faced by the profession in the context of the continued cost of living crisis and the global events which have been in all our thoughts, highlighting the pivotal role of social work within humanitarian crisis.

*PSW* continues to celebrate and shine a spotlight on the successes of the profession and the unending commitment of those within it. The content of *PSW* represents the diversity of those we work with and those within the profession. The magazine reflects the breadth of knowledge and skills that social work encompasses and entails, and 2023 saw the extensive diverse content continued to be built upon.

*PSW* also continues to provide content that challenges us to think about the areas we need to develop as a profession, while turning a lens outward to the challenges and structural issues that impact on those we work with in wider society. This includes ethical dilemmas and reflects the cultural and societal context in which social work operates.

*PSW* combines a regional, national and international focus, which highlights the differences and uniqueness of practice in these areas as well as the commonalities and the values that unite us.

Building on the success of the previous year, there has been an increase in traffic for online content and the feedback on email bulletins is that they are relevant and timely. There is a very high open rate for the *PSW* bulletin, which is regularly double industry standards, with click-through rates often five times sector averages.

## Work of the editorial advisory board

At the time of the last annual report the difficult decision to reduce the number of print editions had been taken. This was discussed at length by the board and a letter written to the Chair of BASW. The board were pleased to receive feedback on the issues raised and acknowledged that each issue has increased in terms of the number of pages and features.

The board have continued to appreciate updates on BASW's work during meetings from Amanda Govani, head of communications. This has supported the board to understand the sustained level of activity and priorities.

The cost-of-living crisis and its impact on both service users and social workers has continued to be a theme for discussion throughout the year and has both reflected and informed the content of *PSW*. There have been numerous themes and issues discussed, from the role of technology and AI in social work, to unregistered placement provision and the experience of NQSWs as well as child safeguarding practice reviews.

Board members have advised, discussed and supported *PSW* editor Shahid Naqvi on practice areas or issues that have arisen as contentious and particularly challenging in terms of wider media coverage or professional perspectives. As a board we welcome and support open and respectful discussion and learning from one another on areas of practice.

The board have continued to provide constructive and positive feedback on the magazine, highlighting content that has been impactful. The board discussions continue to generate ideas and themes that can be explored in future editions.

We have been sorry to see some of our longstanding board members reach the end of their terms and are hugely grateful to them all for their valuable contributions and passion for social work. In early 2023 we had a fantastic response to the advert for new board members and have been successful in appointing new board members representing a diverse range of practice areas and experience as well as a representative for Scotland. As co-chairs we are coming to the end of our terms and anticipate supporting a transition to new co-chairs over the coming year.

A further area of development has been a planned Experts by Experience panel (EBE). Once established, this will directly feed into board meetings and bring the voices and contributions of diverse EBE. We recognise as a board this will bring huge insight and value and are committed to growing our work around this.

**Daniel Keeler and Laura Davis, co-chairs,  
Professional Social Work  
Editorial Advisory Board**



# Your voice inspires our campaigns

## ► Annual Survey 2022

In December 2022 BASW conducted its second annual survey of social workers and the social work profession.



The summary survey report, launched to coincide with World Social Work Month 2023, contained the views of 1602 social workers and social work students on key issues relating to the profession, including workload, public perception of the profession, career progression opportunities and experiences of abuse in the workplace.

As the profession continues to recover from the experience of operating during the pandemic, this year found social workers and the people with whom they work being buffeted by the impact of the cost-of-living crisis, as reflected in BASW's 'Social Work Stands Against Poverty' campaign. Three-quarters of respondents reported that the cost-of-living crisis had driven the people with whom they worked into deeper poverty.

The survey seeks to repeat some questions regularly to create a dataset that will show trends developing over time. Other questions help to create a snapshot about more 'topical' issues. Repeated questions focus on core areas such as workload, support mechanisms and challenges in the workplace and experiences of bullying, harassment and discrimination.

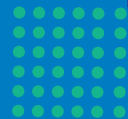
The survey allows us to generate data which we can then feed into BASW's policy, parliamentary and public campaigning work, raising awareness of key issues facing the profession and how social workers feel about them and their daily working practice. As this work continues to develop, it will contribute to the profile-raising and campaigning work that members clearly called for in the first survey in the series from 2021. Responses to our surveys play a significant role in developing the evidence base BASW is able to call on in its work.

### Key findings from the survey:

- **74.91%** of respondents reported feeling unable to complete their work during their contracted hours, an increase on 2021
- **79.08%** reported that the cost-of-living crisis was causing more problems for people using social work services
- Peer support was once again reported as the factor having the most positive impact on workplace experience with **57.24%**, an increase on 2021
- The biggest challenges in the workplace were considered to be workload demand and the demands of administrative tasks
- Failure to adequately fund social care was once again the most-chosen option as a challenge facing the profession (**68.35%**), with recruitment and retention now chosen by a larger proportion of respondents than in 2021 (**54.18%**)
- Respondents' views on how the public perceive social work and social workers, already poor in 2021, worsened slightly.



# By your side every step of the way



*“XXX was extremely supportive and helpful, exuded real warmth and empathy, and gave me some really helpful advice that enabled me to see my workplace issues in a different light and also consider new options.*

*Honestly, I can [say] he has really helped and is a credit to BASW / SWU.”*



# By your side every step of the way

## ► Advice & Representation service

The A&R transformation work, which commenced in October 2022, has continued throughout the year. It has seen the team reorganised along regulatory and employment lines, an overhaul of the duty system, the development of policies and procedures and clearer messaging to members.

The inception, and ongoing strengthening, of the Initial Response Team (IRT) processes has been integral to improving the efficiency and effectiveness of the service for members. The IRT has enabled calls to be dealt with more efficiently and effectively; dealing with the member's referral as a team and an increased number of interventions made by the IRT officers has enabled the member to be directed to the right place at the right time, much sooner in the journey.

Overall, the team provided advice on 1,952 duty calls. 505 of these were undertaken by the IRT. The percentage of allocations against duty calls was 21% which has remained consistent. This demonstrates that members who require representation continue to receive the service they need.

The team's suite of guidance sheets, which now numbers 46, was published behind the paywall on the BASW website <https://new.basw.co.uk/support/advice-representation>. They contain a wealth of information, advice and guidance on the gamut of employment and regulatory matters alongside tips on topics such as preparation for attending meetings and hearings, reflective practice and demonstration of insight. The team's proposal for an amendment to the eligibility criteria was adopted by honorary officers with implementation scheduled for 1st October 2023.

The change saw, for the first time, the introduction of an eligibility period for advice of one month. At the same time, the qualifying period for representation was cut significantly from three months to one month.

We continue to work with the social work regulators in each part of the UK and represent members in their fitness to practice processes at the different point of the journey. We are aware of specific issues relating to social workers in England and the excessive delays and are monitoring this and intervening as necessary, as of course delay can be prejudicial to members.

*"I am delighted with the first-class service I received from XXX. I found her to be very knowledgeable, efficient and professional, as well as compassionate, committed and caring. It is an absolute privilege to be supported with respect, sensitivity and intelligence through one of the most difficult periods of my life."*

The type of case most frequently dealt with is Contract disputes (367). Sadly, in a value-based profession bullying/harassment (260) and Discrimination cases (120) are still an all-too-common feature of the team's work.

The appointment of the SWU AGS has strengthened the partnership and collaborative work undertaken by the jointly provided service.

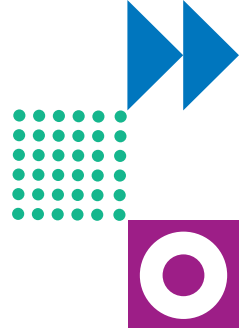
Representation was provided almost exclusively via digital platforms and has proved to be beneficial both from a resourcing and member experience perspective. Despite concerns that organisations would revert to in person hearings, face-to-face representations have averaged just four a month.

We received 76 compliments over the year which contain consistent words and themes such as: advocate, professional, kindness, calm and knowledgeable presence, empathy, patience, unwavering commitment, going 'above and beyond' and exceptional asset to your team, to name but a few.

We have learned from our complaints (6), in particular we have published the A&R offer and terms of engagement.

*"I was really happy with XXX he was calm and supportive during a very difficult time. Knowledgeable advice I could trust. XXX was great really responsive and helpful. Helped me through my disciplinary hearing and made sure I was able to defend the allegations against me."*

# Student Membership



With BASW you get discounted student membership to support your social work course and can also opt into the Social Workers Union (SWU) at an additional discounted rate of just 83p per month

*Receive all the benefits of the trade union alongside BASW, your professional association – all under one roof.*

## SWU Student package

*(in addition to an existing BASW membership)*

**SWU is the only UK trade union for, and run by, qualified and registered social workers. Join SWU and be part of one of the fastest growing trade unions in the UK.**

### Become a Union Contact

SWU recruits and trains student Union Contacts who promote membership and activism in universities.

### Access training provided by GFTU

SWU is a member of the General Federation of Trade Unions (GFTU), providing student members with access to training provided by GFTU. GFTU is a group of 30 specialist unions with a combined membership of over 600,000 members.

### Additional legal, insurance and CPD opportunities

SWU offers additional legal, insurance and CPD opportunities delivered and discounted by Dr Neil Thompson.

### Regular e-communication

Receive a monthly SWU newsletter with the latest updates and events to your inbox.

### SWU Campaign Fund

This fund is available for SWU student members to set campaign priorities and engage in activism.

### SWU Austerity Action Group

Meet and connect with fellow social work students and social workers and join in with some student campaigning.

### Eligibility for National Executive Places

Get involved with your trade union and represent the voice of student social workers on topics such as use of supervision and working conditions.

### SWU University Assignment Competition

Each year the Social Workers Union seeks to challenge and engage students and apprentices with the SWU Assignment. There are four awards including £500 to each winner.

BASW Student Membership	Additional SWU opt-in
<b>£5.16 / month</b>	<b>+£0.83 / month</b>

*Continue your student membership and receive 50% off membership fees for your first post-qualifying year of work.*

## University offer

### BASW University Social Work Education Provider Affiliation Scheme

Offering professional support and activities designed to support social work education programmes, plus a discount of up to 15% off for student group membership. Ask your course lead to speak to us!

Join today at [basw.co.uk/membership](https://basw.co.uk/membership)



Scan the QR code to view all that's on offer with your BASW membership and start your journey





# By your side every step of the way

## ► The Social Work Professional Support Service

The Social Work Professional Support Service (SWPSS) has continued to flourish. We are delighted to be in a position to offer online coaching sessions to over 43,000 social workers across the UK – for BASW members in England and for all social workers in the other UK nations.

**1308** registrations since the launch of the service  
**434** registrations over the past year  
**86** volunteer coaches trained since the service launched  
**87%** of respondents rated the service with **5 stars** over the last year.

The feedback received tells us that the service is producing positive outcomes:

### Enabling people to stay in work

“Helped me to remember the hope I had when I came to the job, the confidence, and the hopes and aspirations I had for advancement.”

### Supporting our Black and minority ethnic colleagues

“I would like to discuss how I can make sense of the racism that I have experienced from my previous job as I feel that this may affect any future professional relationships that I develop in my new job.”

### Managing the emotional impact of the work

“Brilliant safe space to work with an experienced coach as sounding board for your prevailing issues – makes you feel valued and listened to which helps you to consider solutions to move issues forward. Helps you to focus rather than mulling things over in one’s head without any resolution. And it gives you confidence in your abilities to make effective changes.”

### Supporting leaders

“That it provides coaches from social workers to senior management to gain a different perspective on any issues. Was absolutely fantastic.”



Over the past year, BASW has been focussed on integrating SWPSS into BASW’s everyday business. This has provided the opportunity for us to review the service and our messaging to ensure the service is meeting the current need of social workers and social work students.

An academic evaluation of the SWPSS, funded by Department of Health in Northern Ireland, was published in June 2023. The findings support a consensus view that the SWPSS is an important innovation which should continue for social workers and the learning can be applied throughout the UK nations.

Our volunteer coaches are central in the delivery of SWPSS and we continue to support their professional development which they can then bring back to their work settings. The voluntary ethos is a valued principle of SWPSS and is key to our success in offering peer-to-peer coaching.

**‘We want social workers to make self-care a priority because we believe this will improve the service they can then give to people accessing social work services across the UK.’**





## ► Social Work Employment Services

**In our third full year of operation, the Social Work Employment Services (SWES) has continued to grow as the UK's only not-for-profit and ethical outsourced employment intermediary (or umbrella) company.**

Designed by social workers for social workers, SWES provides PAYE, payroll and employment services to independent, professional agency social workers and employment agencies. The service is a standalone company which is part of the BASW group and donates surplus back into BASW to invest in its membership services and social work.

SWES continues to build its partnership with the Social Workers Union (SWU) through a formal recognition agreement and regular meetings take place to discuss collaboration and collective bargaining arrangements. SWES has a designated union contact to represent the views of employees and positively advocate for the rights of agency workers.

SWES offers a fully compliant service and continues to call for greater transparency, legislation, and regulation

to ensure accountability and governance of umbrella companies.

In February 2023 the Department for Education in England issued a consultation on proposals to establish a set of national rules on the engagement of agency social workers. SWES provided direct advice and contributed to the consultation response submitted by BASW England in May 2023. The delayed consultation response is due at the end of 2023.

In September 2023 SWES introduced an 'introduce a colleague' initiative offering a one-week fee waiver to employees introducing another colleague. At the end of the year the SWES directors decided to freeze the umbrella fees charged and these have not been increased since the service launched in 2020.

At the end of the year, we had:

- A register of 413 social workers.
- Paid an average of nearly 250 employees weekly.
- Established 87 agency and local authority partnerships.



# By your side every step of the way

## ► Independents



### Developments including a new Independents' Committee

Independents are an important and significant part of BASW's membership and of the social work profession in the UK. Over the last year the membership has grown by 8% and independents now represent close to one in five of the total membership.

In April, a review of the membership services offer to independents was launched. From the outset there has been significant engagement from the membership through different consultation activities including a series of focus groups which were held in spring. Further to feedback received a digital toolkit has been developed which will be launched in 2024. The toolkit was co-produced with members and is tailored to those who aspire to establish and grow their independent social work businesses. It will provide independent members with the knowledge and guidance needed to navigate the complexities of running a business in the social work sector. The toolkit will be a critical member benefit, available as a series of webpages including tools and resources via the member portal.

In September BASW Council approved the establishment of an Independents' Committee. The next step is for an implementation working group to be established to develop the Terms of Reference for the committee including delegation, membership, and reporting requirements to Council. This development will significantly improve accountability and will raise the profile of independents. It is envisaged that the committee will be established in early 2024.

In the coming year, we will be progressing these developments in consultation with our members ensuring that the BASW offer is fit for the opportunities and challenges of independent practice in the years ahead.

### Building networks

Building networks is a priority to BASW Independents members. This is delivered through a suite of regional and thematic networking events across the UK and the active private Facebook and LinkedIn groups. BASW's Independents networks are vibrant communities, and provide space for members to exchange information, share opportunities and to discuss challenges in running their own social work business. The voices of independents are crucial to BASW, the fluid exchange of information between the association and independents informs wider social work campaigning and improves understanding of practice issues.

### Professional identity

As the home for self-employed social workers within the UK, BASW continues to offer a range of benefits to define professional identity specifically for Independents. Tools available include BASW's Independents Logo, a secure messaging service (Independents Plus only) and the opportunity to publish a listing in the Independents' Directory as a public online profile that welcomes potential clients to get in touch directly.





# Professional Development & Education



BASW's Professional Development & Education team are passionate about supporting social workers with quality learning opportunities at every stage of their career journey.

Our CPD offer has grown considerably in recent years. We take pride in continuing to work with members, social workers, organisations, employers and local authorities to shape our programmes and events to provide rich and accessible learning opportunities.

BASW members benefit from excellent rates, a personal CPD log and professional development certificates.



The **Let's Talk Social Work** podcast published **23** new episodes and was listened to nearly **61,000** times



# Professional Development & Education

## ► Professional Development and Education

The Professional Development & Education (ProfDE) team maintain strong links to the social work sector through direct practice, leading research and research networks, IFSW representation and involvement with a wide variety of events and conferences. This activity helps to shape BASW's learning programmes and projects throughout the year, ensuring they are current, on topic and relevant to our members and social workers nationwide.

Our continually evolving taught skills training proposition was strengthened this year by the addition of a Child Protection Social Work Practice Masterclass series, hosted by Richard Devine. These accessible, focused sessions attracted a strong following and excellent feedback.

***“Really appreciated the speaker’s sharing of lived experience and feel it added great value to the training.”***

Further diversifying our pool of trainers, Michelle McManus, of Kintsugi Healing, provided high quality in-demand Trauma Informed Interventions training.

These new initiatives augmented our existing general, NQSW, Practice Assessor/Educator, Stepping Stones, Safe & Together™ and Student programmes. Underpinned by a defined marketing plan, our training course have reached a wide audience and attracted increased block bookings from organisations.

**In 2022/23, ProfDE delivered 47 training courses attended by 813 delegates.**

Between 1 October 2022 and 30 September 2023, *Let's Talk Social Work* podcast was listened to nearly 61,000 times. 23 new episodes were published, amounting to 19 and a half hours of new CPD resources. The new content covered issues including: the effects the Covid-19 pandemic has had on social work students, criminal justice social work, the age assessment of unaccompanied asylum-seeking children, social work in disasters, neurodiversity in social work, the needs of Black children in care, M.E. and social work and the media. In June, for the first time, an episode was recorded in front of a live audience at the BASW UK Annual Conference fringe.



**The professional association for social work and social workers**

Following successful pilot evaluation, our student ambassador scheme has now been made permanent, providing a valuable opportunity for both students and BASW to connect. Our active ambassadors meet regularly, have formed (and lead) a monthly student peer support special interest group, designed content for a brand-new online student hub and engaged with events and initiatives across BASW. A big thank you to our ambassadors for such valuable contributions throughout the year.

**47 ambassadors joined the scheme during the year.**

The BASW Charitable Foundation for Social Work trustees commissioned a website build to enable activity to commence under the rebranded charity. The charity aims include advancing the professional education of social workers - the first initiative agreed for delivery is to provide a student development programme that is free to access.

ProfDE continue to provide consultancy and project support to the wider BASW team through delivery of the hybrid platform for the UK Conference & AGM, participation in the Lean Events Review, articulating requirements for the new CRM, content creation for the new website, co-ordination of the ever-popular Amazing Social Worker nominations and provision of staff training.

We are passionate about providing quality learning activities that help social workers to develop knowledge and skills that support their career aspirations. Our connections to members, social workers, research, organisations and local authorities continue to guide and shape our focus areas into the future. The team would like to thank everyone who has supported us throughout the year.





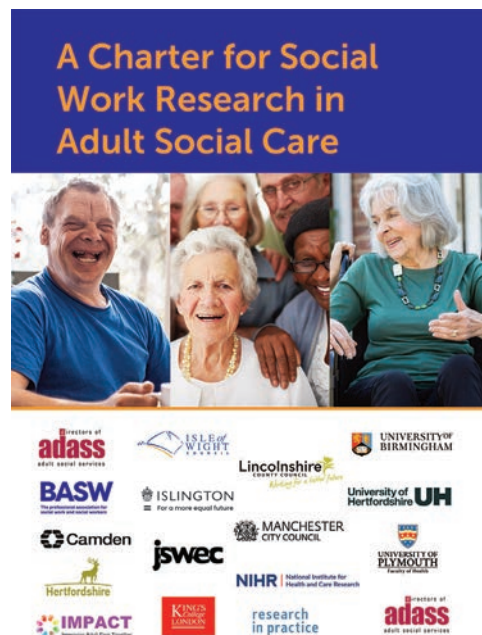
## ► Social Work and Social Policy Research

For a profession like social work, the development and application of knowledge is essential. Good research can inform how social work practice could improve both now and in the future.

Over the last twelve months the amount of research funding being made available to social care – and social work within this – has significantly increased. BASW has joined a range of research partnerships (consortiums of universities and others) to win funding and inform research programmes. Significant new funding has also been made available (in England) to allow social workers to take part in formal research training (for example, doctorates) while receiving their current salary and BASW has been active in promoting these opportunities.

BASW worked with a range of partners to produce A Charter for Social Work Research in Adult Social Care.

BASW is increasingly working with researchers to package their findings into a series of research briefings on a range of topics.



- **BASW posts regularly in the ebulletin on opportunities to get involved in research, but if you would like to talk to us please contact us directly on [policyadmin@basw.co.uk](mailto:policyadmin@basw.co.uk)**

## ► Journals

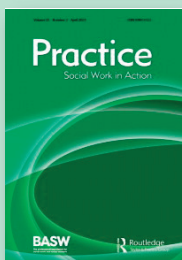


**BASW owns two academic journals: the *British Journal of Social Work (BJSW)* and *Practice: Social Work in Action*.**

Both are read not only in the UK but internationally and are therefore key tools for sharing new social work knowledge.

*BJSW*, which is published by the Oxford University Press, is one of the world's leading academic social work journals for social work educators and academics, researchers, practitioners and managers. It offers new knowledge, thinking, and critical commentary reflecting a range of perspectives both nationally and internationally. *BJSW* also earns a significant income for BASW.

*Practice*, as the name suggests, focuses on practice, and is published by Routledge. *Practice* is a much more newly established journal but continues to develop as a key publication.

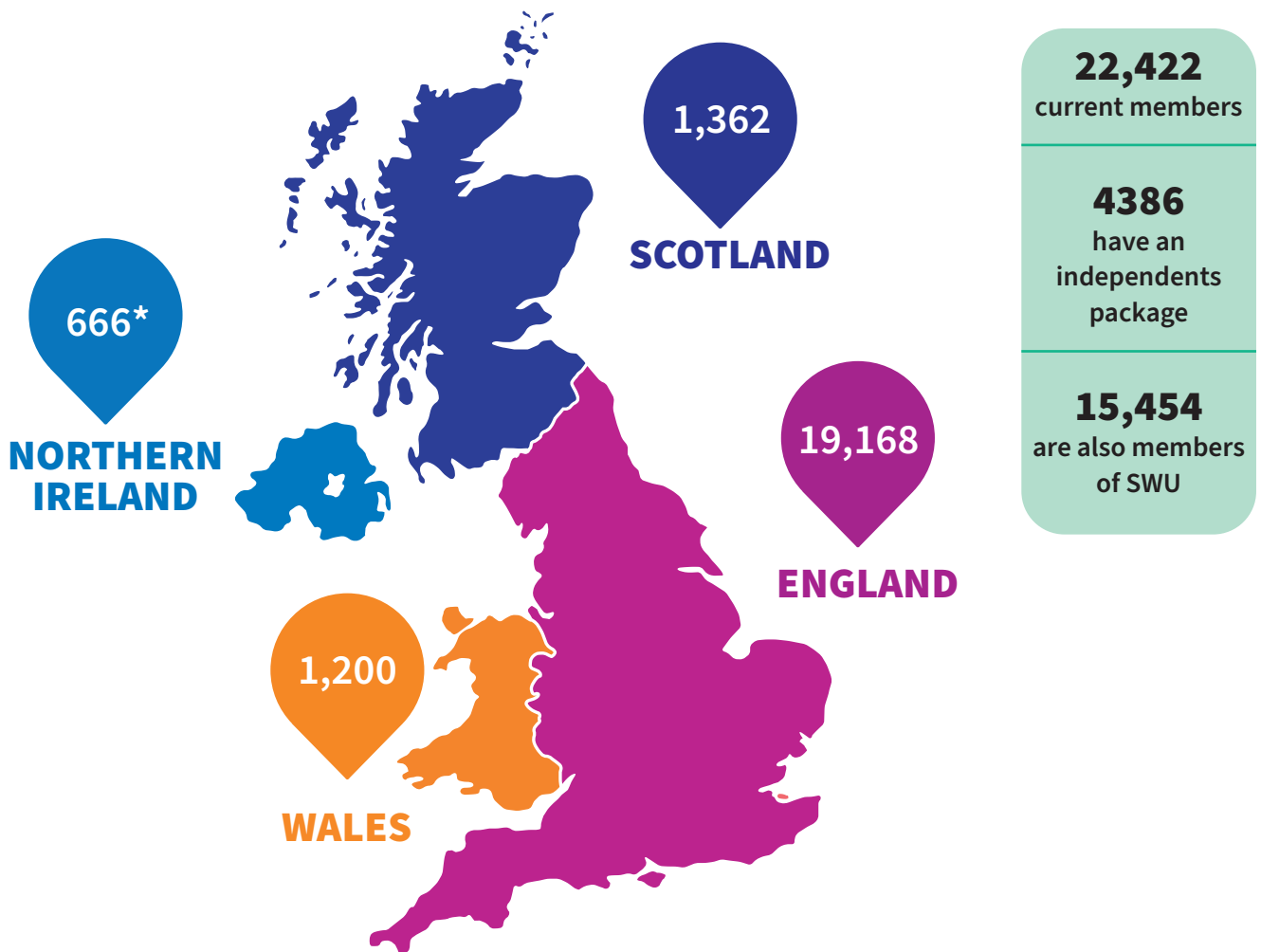


There is a general shift towards making academic journals 'open access' that is content is not behind a paywall.

*BJSW* and *Practice* increasingly offer a range of articles that can be freely accessed without a subscription. This offers both real opportunities to make knowledge freely accessible to the reader but also provides real challenges since it disrupts existing income models.

BASW continues to work closely with the publishers of both journals to both release the potential of open access while mitigating any risk.

# Nations' reports



BASW is here to support practitioners and champion social work across each nation of the UK. Legislation and policy governing social work is now largely devolved with only a few key areas in force at UK or cross-border basis.

Led by member-chaired National Standing Committees, our teams in Cymru, England, Northern Ireland and

Scotland are home to social work policy and practice expertise, as well as networks, Branches and communities of practice delivered with and for members.

Supporting and working with our members is the beating heart of BASW's identity, we are always encouraging and welcoming of members who would like to get involved in these areas.

\* 36 members in the Republic of Ireland joined through the new IASW/BASW associate membership scheme – See page 36





Christian Beech



Andrew Pennington

It has been a challenging year for BASW Cymru. However, we have delivered consistent, quality activities and support to our membership and maintained our visibility and engagement across the political spectrum in Wales. Looking to the year ahead, Wales is preparing for a period of political (and potentially, social policy) change for which BASW Cymru's commitment to and role in promoting the voice of social work on key social work and social issues in Wales will be even more important.

**Christian Beech**  
**Andrew Pennington**  
Co-chairs, BASW Cymru



Jane Shears



Samantha Baron

BASW Cymru remains committed to social work and social workers during unprecedented times. A cost-of-living crisis and supporting vulnerable people post Covid-19 has made it a challenging year for us all. BASW Cymru aims to support you and our profession to be proud, human rights focused and continually striving to support and empower those we serve every day. Our continued commitment to representing our profession is evidenced through BASW Cymru representations to the Welsh Government, lobbying for safe practices for social workers and better working conditions. Join us in making social work a proud profession where your voice is heard.

**Jane Shears**  
Acting National Director (*to September 2023*)

**Samantha Baron**  
National Director, BASW Cymru





## Changes to the BASW Cymru team

Looking back over the past 12 months, there have been significant changes to the BASW Cymru Team. In January 2023, Professional Officer, Meryl Williams retired after a long, successful career. In March 2023, we also said goodbye to Allison Hulmes, BASW Cymru's National Director. We will miss their dedication, passion and knowledge and thank them for their hard work. Following recruitment we are pleased to announce the new National Director for BASW Cymru, Samantha Baron, who commenced post in October 2023.

## Membership support

We continued to support our members, keeping them updated on our activities, relevant legislative updates and news from the sector via our weekly ebuletin. This year also saw the launch of a new series of BASW Cymru Communities of Practice with sessions, (some in collaboration with our colleagues in Scotland) covering key and current topics such as personal outcomes, relationship-centred care, the use of pronouns, and foetal alcohol spectrum disorder.

## Political activity and partnership working

BASW Cymru has responded to a number of government consultations over the year. Acting National Director, Jane Shears gave evidence at the Children, Young People and Education Committee at the inquiry in March into services for care-experienced children, exploring radical reform and we've continued to engage closely with the Children and Families Cross Party Group. In July, the briefing paper *'The People who Care'* was launched at an event at the Senedd where BASW Cymru Acting National Director, Jane Shears and Ioana Plesa, Social Work Mentor Coach for Caerphilly CBC were pleased to endorse the paper and meet with Members of Senedd to raise awareness of the issues affecting social workers in Wales today.

We have consistently raised key social work issues with Members of Senedd, and in December, we added our name and our support to a joint letter to Welsh First Minister, Mark Drakeford calling for action to mitigate health and social care workforce shortages in Wales. We also gave evidence to the Senedd in relation to member experience of racism. As a result, BASW Cymru are now

part of the Welsh Government's (WG) Anti Racist Implementation Plan seeking to address inequality and racism experienced across the social care and social work workforce and we are in discussions with the WG to establish a post with BASW Cymru to support the implementation of actions identified within the Anti Racist Implementation Plan. We also put forward a proposal to create a policy post to join the Cymru team.

Throughout the year, we have also continued to positively engage and work collaboratively with our colleagues at Social Care Wales, the Social Work Union (SWU) and ADSS Cymru.

## Anti racism and inclusion

The BASW Cymru Anti-Racist Group has continued to grow from strength to strength with new members joining the group's regular monthly meetings. To celebrate World Social Day 2023, group members, Abyd Quinn Aziz, Jade Forbes and Gaynor Legall joined BASW's Andy McClenaghan to record a podcast entitled *Promoting anti-racism in social work & society: Driving forward change in Wales* – this episode focused on social work in Wales – more specifically, anti-racist social work practice in Wales. We also drafted a revised BASW Welsh language policy as part of our commitment to inclusion.

## Media work

BASW Cymru has developed its links with Welsh media to ensure that the voices of social workers are heard and listened to. For example, we produced a statement following the publication of the inquiry into the death of Logan Mwangi. National Committee Member Abyd Quinn Aziz, representing BASW Cymru, spoke to LBC Radio about Covid-19's impact on social work practice, especially in 2020, in the context of Wales' high-profile child deaths. Abyd highlighted the lack of PPE and guidance that negatively impacted practitioners. Later in the year, Abyd was interviewed by ITV news where he warned that cuts to vital services in Wales will plunge more children and families into crisis.







Vava Tampa



Katy Jackson



Maris Stratulis

BASW is nothing without its members and the BASW England Committee has continued to represent the voice of social work in all areas of practice, leadership and integration. Our thematic groups and branches have continued to work tirelessly to leading on and responding to social work reform consultations, promoting and representing BASW in the media, and lobbying at a regional and national level. As the cost-of-living crisis continues to have a real impact on society, we continue to advocate for improved workplace conditions for social workers and to ensure recruitment and retention is kept high on the political agenda.

**Vava Tampa and Katy Jackson**  
Chair and Vice Chair, BASW England National Standing Committee

BASW England has actively lobbied, with partners, Government for a fairer society: We understand the difficulties social work students face financially and have joined forces with SWU (Social Workers Union) to promote BASW's Student Bursaries campaign, which seeks Government to deliver a fairer and more equitable system of financial support for social work students. We have led on key campaigns, leadership and practice issues throughout the year including partnership development of the anti-racism supervision template, Homes not Hospitals, the Hillsborough Law Now Campaign, partnerships with ICBs and Local Authorities. We have a strong ethos of co-production in the development of resources both with people with lived experience and our members. We could not do this work without your support, contribution and commitment. THANK YOU.

**Maris Stratulis**  
National Director, BASW England



BASW England continues to promote and represent the voice of social work and social workers. Key areas include hospital discharge integration in adult social care, responding to government consultations, and advocating for social worker representation on Integrated Care Boards. Members have represented BASW's views in the media with podcasts, TV and radio interviews and newspaper articles.

Inclusivity and anti-racism efforts are evident in initiatives such as the Black and Ethnic Minority Professional Symposium (BPS), with collaboration projects including leadership events, resource development to support professional development and combat racism within the social work community.

BASW England's thematic groups are committed to addressing diverse social needs. These include delivering learning sessions, contributing to consultations, advocating for systemic improvements including support for practice educators, and collaboration within the social work education landscape. We also advocate for necessary reforms, such as campaign development and event organisation to promote student bursaries and better record writing practices.

Importantly, our members at the grassroots level have continued to lead the charge through branch activity with many interesting and engaging events taking place. Members across the country have also played a pivotal role in our campaigns activity, such as Homes Not Hospitals and the 80-20 campaign, as well as in our policy consultation responses that have ensured the voice of the profession is heard on a national scale.

Overall, BASW England's diverse array of initiatives underscores its commitment to addressing social issues, advocating for policy change, and supporting the professional development and well-being of social workers and vulnerable individuals across various thematic areas.

## Responding to consultations

In 2022-23 we saw a high number of consultations and worked with our members to shape our responses. Hosting workshop events, sharing surveys and working with our thematic groups we responded to several consultations including:

- **Stable Homes, Built on Love:** In response to the Independent Review into Children's Social Care the Government published their *Stable Homes, Built on Love* report which set out their vision for children's social care in England.

BASW England engaged extensively in the independent review and made sure a robust response was prepared and submitted to the subsequent consultations that came off the back of *Stable Homes, Built on Love*.

- **Mandatory Reporting:** The Independent Inquiry into Child Sexual Abuse recommended that the government make it a legal requirement for certain people to report child sexual abuse in certain instances.

- **Working Together to Safeguard Children:** BASW collaborated with the National Working Group for Disabled Children to ensure rights of this often-overlooked group were central to our response, along with raising concerns about the watering down of the unique role that social workers perform in safeguarding and protecting children.

Other key consultations, BASW England responded to included:

- Joint response with SWU to Social Work England's consultation on new education and training approval stands
- Social Work England corporate strategy 2023-26
- Care Workforce Pathway
- Care Quality Commission consultation on new Quality Assurance Framework for Local Authorities
- Independent Review of Integrated Care Systems

## CPD/Training

We continue to deliver a high-quality programme of branch events, social work forums in mentoring, adult social work, children and families seminars, emergency duty team forums, webinars, anti-racism presentations for local authorities and speaking at national events as well as working with partners to deliver events. A Social Work in Disasters online training resource was also developed. During the last year we held 192 events, with over 3,000 attendees. including 56 branch events.







**Orlaith McGibbon**



**Carolyn Ewart**

It has been wonderful to head up the BASW NI staff team as it has gone from strength to strength. The appointment of Noeleen Higgins as our full-time Professional Officer has expanded our scope and extended our reach.

I have enjoyed increasing support in the region by making the Social Work Professional Support Service available to all social workers. It has also been rewarding to enhance assistance for social workers at the very outset of their journeys by further developing our working relationships with Northern Ireland's three universities.

**Orlaith McGibbon**  
Chair, BASW Northern Ireland National Standing Committee

BASW NI continues to grow from strength to strength and our relationships with statutory and voluntary social work agencies is so positive. Having those relationships has become our greatest asset as we endeavour to promote our profession and ensure that we are delivering the best service to those who need us. Our excellent relationship with the Irish Association of Social Workers has seen associate membership grow and we are delighted that social workers north and south are enjoying increased benefits.

Thank you for your ongoing membership with BASW. I do hope that you are enjoying the many benefits that we offer but, as always, we want to hear from you with any ideas for improvement that can encourage more social workers to join our family.

**Carolyn Ewart**  
National Director, BASW Northern Ireland



## **Independent Review of Children's Social Care (the Review)**

The Review was a significant focus for BASW NI during this period. The final report produced by lead reviewer, Professor Ray Jones, was published in June, outlining 53 recommendations for the reorganization and reorientation of children's social care.

We supported members to feed into the Review via frequent consultation through a series of Communities of Practice (CoPs) and engagement with the Review team. We submitted a written report outlining our views on the interim findings and a second detailing the results of research conducted in partnership with the NI Social Care Council (NISCC). This examined social workers' views on the proposed diversification of skills mix in social work teams.

On the day of the Review report launch, Chair, Orlaith McGibbon provided a television interview to BBC NI outlining the Association's welcome of the findings.

## **Strengthening and representing the profession**

Throughout the period we have represented the views of members to social work leaders, actively engaging with the Directors of social work across the five Health and Social Care Trusts (HSCTs). We began exploring the potential for embedding social work in schools in NI and hosted a highly successful World Social Work Day event in Long Gallery at Stormont. The event, attended by 100 social workers, celebrated co-production in the profession.

The Association has been an active member of the Department of Education (DE) Restraint and Seclusion Steering group. We have campaigned for a review of the DE guidance on the use of restrictive practices in schools and met with service users on this issue.

BASW NI has engaged with all aspects of the Department of Health (DoH) Safer Staffing Workstreams which will inform legislation on safe staffing in NI. We have also campaigned on issues facing Approved Social Workers, hosting a series of CoPs and raising the issues identified with the HSCT Directors of Social Work and the Chief Social Worker (CSW). We also began to plan a four-nations CoP to explore the issues across the UK.

In June we supported the largest ever delegation of NI members to attend the BASW UK conference, strengthening links with colleagues across the UK.

Throughout the year we have contributed a social work voice to radio and TV discussions about issues which impact the profession.

## **The staff team**

Since joining us in September 2022, Professional Officer Noeleen Higgins has made an invaluable contribution to the BASW NI staff team. Noeleen's social work experience and background in politics has strengthened the connections between our professional social work and public affairs functions.

## **Social Work Professional Support Service (SWPSS)**

2022/23 saw BASW NI secure significant funding from DoH for the SWPSS. This enabled the Association to make the service available to all social workers in Northern Ireland.

## **Engagement with universities**

On 25 October, BASW NI jointly hosted an inaugural student conference at Queen's University Belfast (QUB). The conference was generously sponsored by NISCC, partner organisations in the voluntary and community sector and the HSCTs.

In partnership with QUB we developed a BASW Affiliate Membership Scheme – launched in October 2023 – enabling students to benefit from a discounted membership rate.

Improved engagement with QUB and Ulster University social work student societies during the period has contributed positively to our ongoing campaign to uprate the Student Incentive Scheme.

## **Partnership with the Irish Association of Social Workers (IASW)**

We have continued to strengthen our relationship with IASW. In February we launched the BASW NI and IASW associate membership and during 2022/23 we began planning a joint conference which took place on 29/02/24.







Jude Currie



Alison Bavidge

SASW's work in 2022-23 represents the combined efforts of a dedicated team and committee made up of expertise spanning diverse passions, specialisms, skills and lived experience across the country. Whether meeting with MSPs, engagement work on a National Care Service, or developing practice forums, SASW draws on the strengths of our membership. We also look ahead to the needs of future members and a vision for social work where people needing support meaningfully meet with a well-equipped, sustainable workforce.

**Jude Currie**  
Chair, SASW National Standing Committee

SASW's policy and political work in 2022-23 ensured that the voices of social work were heard on key issues in Parliament and in Government.

Our influence remained crucial in pushing for better outcomes for people who need support and for workers. Our collaboration with a range of partners resulted in events and resources; from conferences to poetry toolkits. Our work with members continued to grow engagement with social workers across Scotland.

Some long term members of the team moved on. We used this opportunity to review what our members need and expect from us.

**Alison Bavidge**  
National Director, SASW



## Political and policy work

SASW organised a [Parliamentary exhibition](#) (6-8th June 2023): Messages from Social Work. SASW spoke to nearly 50 MSPs (including 7 Ministers) telling them about the essential work social workers are doing, the issues social work is facing and the alternative vision we have for it. We continue to engage and hold meetings with MSPs across all parties to raise profile on social work, our organisation and key issues members communicate to us.

SASW is the secretariat for the Cross-Party Group on Social Work. The CPG continues to have a high attendance rate and is attracting interest.

SASW provided oral evidence on the Children (Care and Justice) Scotland) Bill to the Justice Committee

The Social Work Policy Panel is a regular event intended to allow front line social workers to engage in policy developments with civil servants and other stakeholders. SASW became the secretariat for the Panel from April 2023. Between April 2023 and September 2023, we grew the mailing list from 157 to 271 demonstrating the increased engagement.

We spent significant energy on the developments around the National Social Work Agency (NSWA), the relationship between national and local government and preparing for the revised National Care Service Bill.

## Collaborative work

SASW was a key partner in planning and delivery of an event for leaders from health, social work and social care: Leading 2 Change (L2C) Diversity event: *Racism in Social Work: How we respond together*. Alison was on the Panel in the afternoon.

The Newly Qualified Social Worker Conference in May included input on anti-racism from Ajoke Nieveszczuk, and SASW. SASW had a very active role in planning the conference. This was the first in-person NQSW conference since 2019.

The two-day Pride in Practice Conference in June celebrated good social work practice in children's services. This was a very positive event with over 100 participants. SASW supported financially and Alison chaired the second day. Karin was heavily involved in the planning.

The [Poetry for Wellbeing Toolkit](#), a collaboration between poets, the Scottish Poetry Library and SASW, was launched in May 2023. It is an online resource that supports social workers to run workshops exploring how poetry can be used as a means of reflection and connection.

## Engagement with members and beyond

The period 2022-23 brought a steady increase in the number of people coming to our Mental Health Officer Forum and the MHO Community of Practice. The Mental Health Officers Conference in March 2023 saw a significant increase (88) of delegates from the previous year. This increased revenue and engagement. The keynote speaker Caroline Aldridge was particularly well received and has encouraged us to use more lived experience speakers in future events.

Our Social Work Placement Survey over summer 2023 had 344 responses, a very high rate of response.

## Successful grant applications

Two Scottish Government Grants were continued this year. One was to deliver the Social Work Policy Panel and host an Independent Adviser to support engagement with members and social work more widely on the National Care Service and National Social Work agency. The other was for the Social Work Professional Support Service to ensure that all social workers in Scotland, not only BASW members, have access to free peer coaching.





# International impact



The BASW International Development Fund supported 20 BASW members to attend the IFSW Europe conference in Prague in May 2023. The theme of the conference was: 'Against all odds. A social Europe is possible where no-one is left behind'.





# International impact

## ► International Committee

**The International Committee (IC) has oversight of BASW's international activities. This includes receiving updates on, and making contributions to, work carried out by the International Federation of Social Workers (IFSW) at both global and European level.**

The IC Chair and the BASW Chief Executive participated in two IFSW Europe Delegates Meetings during this time, feeding back on a range of issues to the IC and Council, including European-level projects on eco-social social work and the 'on-the-ground' work by European colleagues in Ukraine. IC is also kept informed of International Development Fund awards with recipients attending IC to update on their project learning.

20 BASW members were also supported to attend the IFSW Europe conference in Prague in May 2023, an opportunity for knowledge exchange and learning from projects and experiences elsewhere.

IC also maintains good links with the Commonwealth Organisation of Social Work (COSW) and receives regular updates on COSW's work. In addition, the International Committee approved the Induction and Recruitment Standards produced by the Diaspora Social Work Special Interest Group, who launched the standards at the 2023 BASW Annual Conference, seeking to improve the experience of social workers coming to work in the UK.

## ► International Federation of Social Workers

**BASW is an active member of the International Federation of Social Workers (IFSW) where we represent all UK social workers. Key areas of activity and impact in 2022/23 include:**

- Celebration of 'World Social Work Day' through a month of co-ordinated activities across the Association promoting the internationalism of social work, the UN Sustainable Development Goals and the Global Agenda theme which continued this year with 'Respecting Diversity through Joint Social Action'.
- BASW members and staff taking key roles in IFSW Europe and Global. Newly Qualified Social Worker member Omar Mohammed was the Director of the IFSW 'New social workers project' and presented the findings of the project at the European Delegates meeting in May 2023. BASW members were well represented at the IFSW Europe conference in May 2023. Rosanne Palmer presented a paper at this conference linked to the BASW annual survey findings.
- Jane Shears, Head of Professional Development, was appointed as Global Commissioner for the IFSW Ethics Commission and together with the Social Work Ethics Research Group ran a series of webinars in 4 of the 5 IFSW regions to explore the post pandemic impact on ethical practice. Publications and articles were produced to disseminate the findings.
- Janet Walker (Chair of International Committee) attended IFSW Europe and Global delegates meetings as a formal representative on behalf of BASW. David Jones was elected as Elections Officer for the IFSW Global Delegates meeting. Ruth Allen, CEO, continued to serve as an elected Standing Committee member within the Council of Europe. Together with Janet, she is the other formal representative to IFSW members' business meetings and in the reporting period, Ruth was elected on to the IFSW Europe Executive.



# Celebrating Social Work



## ► World Social Work Day



BASW takes every opportunity to celebrate social work throughout the year, but World Social Work Day is a fantastic occasion to celebrate the global nature of the profession, and the diversity we see in each nation.

In 2023 BASW held a month-long celebration of events with each nation team at BASW, BASW UK and SWU organising activities to bring social workers together to reflect on important topics and celebrate achievements.

### WSWM TIMELINE

Two podcast episodes:

- **An anti-racist Wales through a social work lens** – with the Cymru Anti Racist Network
- **Social Work in Zones of Conflict**

**Migration of Social Workers – experience and learning**, co-organised with COSW (14 March), webinar

**BASW NI World Social Work Day Celebration** at the Long Gallery, Parliament buildings (14 March)

**A Picture of Social Work in the UK**, with a panel discussion of the findings of the 2022 BASW Annual Survey (20 March), webinar

**Refugees and People Seeking Asylum – A global and domestic response**, led by BASW England (21 March), webinar






**Working together to end racism in social work**, led by SASW (23 March), on-line roundtable

**Talk to SWU – workplace issues** (30 March), webinar

## ► Comms social media reach stats:

Our total social media followers at the end of the year in question stood at over **97,000**. Growth across our platforms is detailed as follows:

<b>Twitter:</b>	grew by <b>2.5%</b> to just under <b>43,000</b> followers.
<b>Facebook:</b>	grew by <b>4.9%</b> to just over <b>30,000</b> followers.
<b>LinkedIn:</b>	grew by a whopping <b>37%</b> (an increase of just under 7000) to just under <b>25,000</b> followers.





## ► Amazing Social Workers

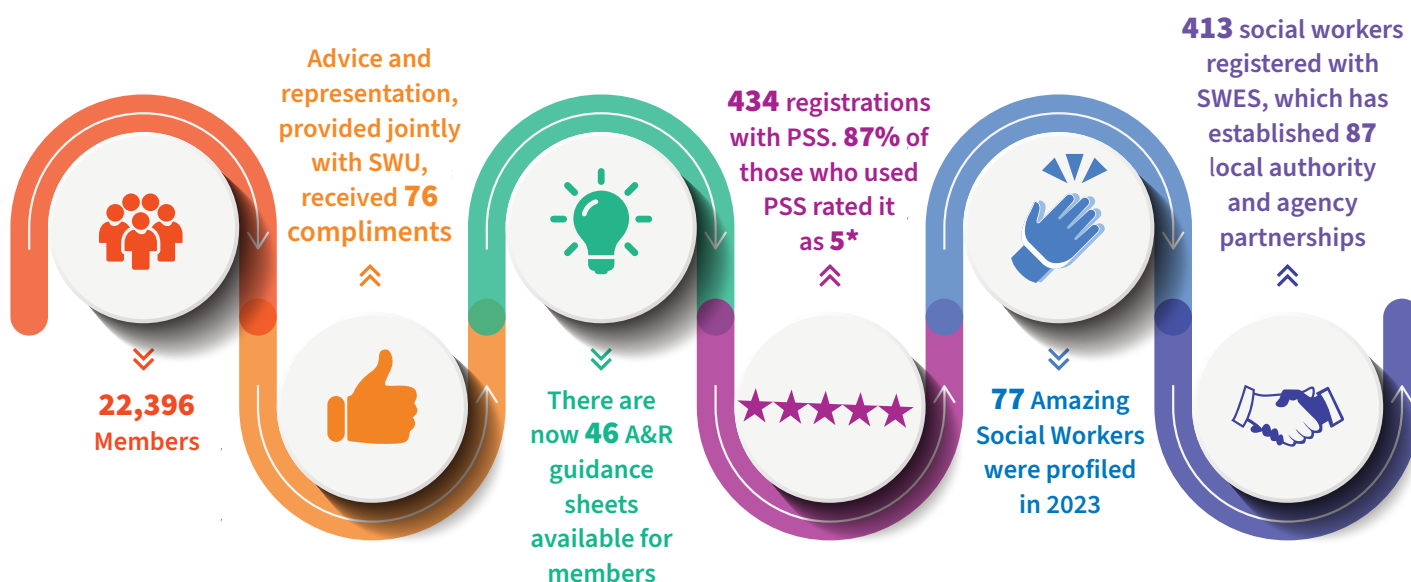
The celebration of Amazing Social Workers was initiated by BASW in March 2021 to create a unique opportunity to recognise and share the accomplishments of social workers across the UK.

Amazing Social Workers stats: **from 56 nominees featured in 2022 to 77 in 2023.**



# Making an impact

## ► A snapshot of our impact for October 2022-September 2023



### YOUR VOICE INSPIRES OUR CAMPAIGNS

► November 2022 launch of 'Social Work stands against Poverty' campaign; drop-in event at Westminster Parliament in March 2023

► Partnered in event at Westminster Parliament explaining how the (then) Illegal Migration Bill would negatively impact UASC

► Chief Executive Ruth Allen provided oral evidence to pre-legislative scrutiny committee on the draft Mental Health Bill

► BASW Cymru Acting Director Jane Shears gave evidence to the Senedd's Children, Young People and Education Committee's inquiry into services for care experienced people

► BASW England responded to the consultations related to the UK Government's 'Stable Homes, Built on Love' report

► BASW NI engaged extensively with the Independent Review of Children's Social Care in Northern Ireland, producing two written reports

► SASW organised a parliamentary exhibition entitled 'Messages from Social Work in June 2023

### EVERYTHING YOU NEED, ALL UNDER ONE ROOF

23 new episodes of the **Let's Talk Social Work** podcast, listened to nearly **61000** times

47 Student **ambassadors**

9 **Special Interest Groups** on a range of topics including Diaspora Social Workers, Alcohol and other Drugs, and Neurodivergent Social Workers

### BASW'S PROFILE

#### Appearances of BASW staff and members on:

Channel 4's Packed Lunch show, ITV News, BBC Radio 4's File on Four, Channel 4's 7pm News, Channel 5 News, BBC Radio 4's Today programme and BBC 2's Newsnight.

#### Mentioned in reports in:

The New Statesman, the Guardian, the Times and the Independent, as well as coverage in Community Care, Social Work Today and CYP News

Almost **43000** followers on X (Twitter)

Just over **30000** followers on Facebook

Just under **25000** followers on LinkedIn





## ► BASW Honorary Treasurer's Statement



**Ann Moir**  
BASW Honorary Treasurer

**The BASW Treasurer's annual report provides an opportunity to communicate our financial and operational performance to members and stakeholders.**

The BASW Council, in a display of prudent financial management, approved the operating and capital budgets for 2022/2023 despite Finance & Organisational Development presenting a deficit budget. The budget was crafted with the expectation that expenses would continue to rise, given the ongoing global financial situation. However, BASW's resilience and strategic savings in other areas allowed us to end the financial year with a surplus. The surplus will help fund capital expenditure on the new CRM and writing off the old system over 2024/2025.

Departmental records provide information about our civic activities throughout the year. The Financial Report on the following pages is an extract from the audited Group Consolidated Accounts. Our auditors, Dains, have confirmed that our financial statements continue to meet the highest standards of financial accountability and scrutiny.

Our ethical investment portfolio, a testament to our unwavering commitment to our values and ethics, is regularly reviewed to ensure its continued alignment with our principles, especially amidst ongoing international challenges.

We remain in correspondence with HMRC, with the valued support of our financial advisors, to resolve past accounts in relation to our now confirmed standing as a mutual trading organisation.

Throughout the year, we hold frequent meetings with the BASW Finance and Executive teams, a group of dedicated professionals who are unwavering in their commitment to enhancing efficiencies, cutting costs, and providing sustainable programs. Their dedication ensures that our services align with the members' priorities while maintaining a high level of service.

As part of our growth strategy, we continue to improve our membership offer. While membership numbers retain stability, BASW is thriving as an organisation and a group of companies. As we expand and some areas become more complex, organisational development plays a crucial role in supporting the organisation's proactive stance towards change. By encouraging active engagement with members and stakeholders and providing adequate preparation for forthcoming changes, transitions can be made more seamless and minimally disruptive. This contributes to the continuity and stability of the organisation during times of transition.

Our focus remains on business development as we continue to diversify our income sources. This will enable us to meet better the growing needs of our clients, the profession, and society as a whole.

I want to thank my member colleagues on the Finance and Organisational Development Committee for their time and continued dedication. As previously mentioned, we work closely with the Executive and Finance teams for the wider benefit of the organisation.

If you're interested in becoming more involved with and knowledgeable about your professional organisation, I recommend considering joining the Finance and Organisational Committee. BASW is always looking for volunteers who can contribute to its goals while also developing new skills and expanding their network. By joining us, you can be a part of the solution and help us achieve our objectives.

**Ann Moir,**  
**BASW Honorary Treasurer**



# Financial report 2022-23

British Association of Social Workers  
(A Company Limited by Guarantee)

## ► Consolidated Statement of Comprehensive Income

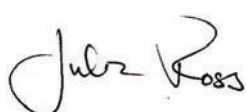
For the Year Ended 30 September 2023

	2023 £	2022 £
<b>Turnover</b>	<b>23,811,040</b>	16,780,930
Administrative expenses	<b>(23,649,706)</b>	(16,659,299)
Gain / (Loss) from changes in fair value of investments	<b>2,295</b>	(141,821)
<b>Operating surplus/(deficit)</b>	<b>163,629</b>	(20,190)
Income from fixed assets investments	<b>30,142</b>	20,649
Interest receivable and similar income	<b>10,133</b>	489
<b>Surplus before taxation</b>	<b>203,904</b>	948
Tax on Surplus	<b>(40,039)</b>	(7,387)
<b>Surplus/(deficit) for the financial year</b>	<b>163,865</b>	(6,439)
<b>Surplus/(deficit) for the year attributable to:</b>		
Members of the parent Association	<b>163,865</b>	(6,439)
	<b>163,865</b>	(6,439)

## Council's Statement

These summary financial statements are not statutory financial statements. We confirm that the information contained in the summary financial statements is taken from the audited financial statements for the year ended 30 September 2023 and includes details relating to both the Consolidated Income and Expenditure Account and the Consolidated Balance Sheet. The full financial statements were approved and signed by the BASW Council on 7 February 2024 and have been submitted to Companies House. They received an unqualified audit report from Dains LLP on 7th February 2024 and copies can be obtained from the British Association of Social Workers upon request.

Signed on behalf of Council on 7 February 2024:



**J Ross**  
Chair



**A Moir**  
Treasurer





► **Consolidated Balance Sheet**  
as at 30 September 2023

	<b>2023</b>		<b>2022</b>	
	£	£	£	£
<b>Fixed assets</b>				
Intangible assets		<b>424,628</b>		258,148
Tangible assets		<b>1,966,970</b>		1,989,113
Investments		<b>962,352</b>		936,826
		<u>3,353,950</u>		<u>3,184,087</u>
<b>Current assets</b>				
Stocks		<b>278</b>		156
Debtors: amounts falling due within one year		<b>337,156</b>		768,580
Cash at bank and in hand		<b>3,043,222</b>		2,658,260
		<u>3,380,656</u>		<u>3,426,996</u>
Creditors: amounts falling due within one year		<b>(2,025,484)</b>		(2,065,826)
		<u></u>		<u></u>
<b>Net current assets</b>		<b>1,355,172</b>		1,361,170
		<u></u>		<u></u>
<b>Net assets</b>		<b>4,709,122</b>		4,545,257
		<u><u></u></u>		<u><u></u></u>
<b>Capital and reserves</b>				
International development reserve		<b>69,654</b>		64,900
Accumulated fund		<b>4,639,468</b>		4,480,357
		<u>4,709,122</u>		<u>4,545,257</u>
		<u><u></u></u>		<u><u></u></u>





# Personnel 2024

## ► UK Office

<b>Jonny Adamson</b>	Communications & External Relations Officer	<b>Beth Kinnell</b>	Advice & Representation Officer/ Trade Union Official
<b>Ifzan Ahmed</b>	Member Contact Officer	<b>Leanne Ling</b>	Receptionist †
<b>Ruth Allen</b>	Chief Executive	<b>Joanne Lloyd</b>	Finance Manager
<b>Colin Anderson</b>	Service Manager	<b>Joanne Marciano</b>	Administration Manager, A&R/SWU
<b>Amanda Beattie</b>	Project Coordinator	<b>Beth McCreedy</b>	Membership Officer
<b>Amy Benton</b>	Administrator/Advisor	<b>Paddy McIntyre</b>	Administration Manager, A&R/SWU
<b>Martyn Burrell</b>	Advice & Representation Officer/ Trade Union Official	<b>Shahid Naqvi</b>	Editor, Professional Social Work
<b>Simon Cleaver</b>	Advice & Representation Officer/ Trade Union Official	<b>Kate O'Regan</b>	Snr Executive Director of Professional Services & Organisational Development
<b>Donna Cowley</b>	Membership Manager †	<b>Jeanette Oakley</b>	Finance Officer
<b>Kate Cuthbertson</b>	Coach Supervisor † **	<b>Rosanne Palmer</b>	Policy & Research Lead Officer
<b>Simon Dangerfield</b>	Web & Technical Support Officer	<b>Mark Phillips</b>	ICT Service Delivery Manager
<b>Stephanie Davies</b>	Social and Digital Media Officer	<b>Kerri Prince</b>	Public & Political Affairs Lead
<b>Lucy Deeley</b>	Membership Support Assistant **	<b>Christina Ramage</b>	Advice & Representation Officer/ Trade Union Official
<b>Anthony Dhadwal</b>	Senior Media & Communications Officer	<b>Helen Randle</b>	Events Coordinator and Administrator
<b>Lisa Fitzpatrick</b>	Advice & Representation Officer/ Trade Union Official	<b>Emily Reynolds</b>	Experts by Experience Coordinator † ** *
<b>Victoria Gardner</b>	Strategy & Impact Officer	<b>Jane Shears</b>	Head of Professional Development and Education
<b>Lynne Gargiulo</b>	Advice & Representation Officer/ Trade Union Official	<b>Laura Sheridan</b>	Advice & Representation Officer/ Trade Union Official
<b>Tricia Gbinigie</b>	CRM & Business Intelligence Lead	<b>Adrian Swain</b>	Facilities Support † **
<b>Luke Geoghegan</b>	Head of Policy and Research	<b>Lisa Urquhart</b>	Project Coordinator †
<b>Debbie Gilbert</b>	Receptionist †	<b>Kevin Viney</b>	Snr Membership & CRM Officer
<b>Amanda Govani</b>	Director of Communications & External Relations	<b>Kevin Waldock</b>	Advice & Representation Officer/ Trade Union Official
<b>Susan Hatton</b>	Publishing Manager	<b>Johanna Wathen</b>	Executive PA & Governance Officer
<b>Sara Hickin</b>	HR & Support Services Specialist	<b>Gaby Zavoli</b>	Project & Volunteer Engagement Coordinator
<b>Mike Hopkins</b>	Head of HR & Support Services		
<b>Lyse Hurd</b>	Advice & Representation Officer/ Trade Union Official		
<b>Lindsey Huxtable-Dowd</b>	Service Manager		
<b>Kam Johal</b>	Membership Officer		
<b>Cheryl Jordaan</b>	Administrator/Advisor †		





## ► England

Elizabeth Cole	Administration, Events & Content Coordinator
Joshua Dixon	Policy & Campaigns Officer **
Liz Howard	Professional Officer
Lisa Kennedy	Events, Administration & Business Manager
Sheridan Lane	Administration, Events & Content Coordinator
Denise Monks	Professional Officer
Rebekah Pierre	Professional Officer
Wayne Reid	Professional Officer
Maris Stratulis	National Director (England)

## ► Northern Ireland

Lindsey Bates	National Administrator †
Carolyn Ewart	National Director (Northern Ireland)
Noeleen Higgins	Professional Officer
Andy McClenaghan	Public Affairs & Communications Officer

## ► Scotland

Alison Bavidge	National Director (SASW)
Susan Dobson	Professional Officer * †
Taylor Gunness	Communications & Policy Officer ** †
George Hannah	Communications & Public Affairs Officer
Karin Heber	Professional Officer †
Sarah Jackson	Events Coordinator & Business Support Officer †

## ► Wales

Sam Baron	National Director (BASW Cymru)*
Narinder Sidhu	Professional Officer †
Siân Wilton	Events Co-Ordinator and Administrator †

- \* Started after 1 October 2023
- \*\* Temporary contract
- † Part-time

### Left after 1 October 2023

Alma Johnson	CRM Project Manager **
Debbie White	Temporary Membership Assistant **

### Left between 1 October 2022-30 September 2023

Patricia Bean	Flexi Advice & Representation Officer/TU Official ** †
Emily Galloway	Communications & Policy Support Officer †
Julia Gibson	Flexi Advice & Representation Officer/TU Official ** †
Carys Phillips	Flexi Advice & Representation Officer/TU Official ** †
Shantel Thomas	Anti-Racism Lead (UK Focus) ** †
Sarah McMillan	Professional Officer †
Maria Nagy	Public & Policy Affairs Officer



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