

Present	
Name	Role
Julia Ross	Chair/Honorary Officer/Director
Ann Moir	Treasurer/Honorary Officer/Director/Chair of Finance & Organisational Development Committee
Janet Walker	Elected Director/Chair of International Committee
Annie Ho	Elected Director
Merlin Joseph	Elected Director
Camelia Chowdhury-Allen	Elected Director
Katy Jackson	Appointed Director/Vice Chair of National Standing Committee - England
Christian Beech	Appointed Director /Co-Chair of National Standing Committee - Cymru
Andrew Pennington	Appointed Director /Co-Chair of National Standing Committee - Cymru
Caroline McDonald	Appointed Director /Co-Vice Chair of National Standing Committee - Scotland
Jude Currie	Appointed Director /Chair of National Standing Committee - Scotland
Orlaith McGibbon	Appointed Director /Chair of National Standing Committee – Northern Ireland
John Sheridan	Appointed Director /Member of National Standing Committee – Northern Ireland
Hari Sewell	Co-opted Director
Sarah Anderson	Co-opted Director/Student/NQSW
Ioan Racasan	Co-opted Director/Student/NQSW
Reshma Patel	Non-Director/Experts by Experience UK Forum Co-Chair
Omar Mohamed	Non-Director/Experts by Experience UK Forum Co-Chair
Mark Lynes	Non-Director/Experts by Experience UK Forum Member
Angela Frazer-Wicks	Non-Director/Experts by Experience UK Forum Member

In Attendance	
Name	Role
Ruth Allen	Chief Executive Officer
Amanda Govani	Director of Communications and External Relations
Kate O’Regan	Senior Executive Director of Professional Services and Organisational Development
Luke Geoghegan	Head of Policy & Research
Jane Shears	Head of Professional Development & Education

Mike Hopkins	Head of HR & Support Services
Carolyn Ewart	National Director for BASW Northern Ireland
Sam Baron	National Director for BASW Cymru
Alison Bavidge	National Director for BASW Scotland
Maris Stratulis	National Director for BASW England
Johanna Wathen	Governance Officer/Executive Assistant
Sian Wilton	National Administrator for BASW Cymru
Duc Tran	Equality, Diversity & Inclusion Advisory Group Co-Chair
Dean Owens-Cooper	Equality, Diversity & Inclusion Advisory Group Co-Chair

Apologies	
Name	Role
Neeta Baicher	Vice-Chair/Honorary Officer/Director
Martin Sexton	Elected Director/Chair of Policy, Ethics & Human Rights Committee
Vava Tampa	Appointed Director /Chair of National Standing Committee – England
Debs Solomon	Equality, Diversity & Inclusion Advisory Group Vice-Chair

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
<b>1.1 Welcome &amp; Inclusion</b>	Julia Ross welcomes all attendees in person and online.  Note to ensure that online attendees feel included.			
<b>1.2 Declaration of Interests</b>	No new interests declared.	New declaration of interests forms to be completed by all directors for 2024	May 2024	Jo Wathen
<b>1.3 Agree Meeting Minutes</b>	<b>Matters identified as confidential or as AOB:</b>			



Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead																				
	<p><b>2024 Council meeting dates:</b></p> <table border="1" data-bbox="562 440 1330 874"> <thead> <tr> <th>Date</th> <th>Meeting</th> <th>Place</th> <th>Time</th> </tr> </thead> <tbody> <tr> <td>08 May</td> <td>Council</td> <td>Virtual</td> <td>11am-4pm</td> </tr> <tr> <td>10 July</td> <td>Council – Budget Setting 2024/25</td> <td>Virtual</td> <td>11am-4pm</td> </tr> <tr> <td>15 October</td> <td>Council Development Day</td> <td>Birmingham with virtual option to join</td> <td>11am-4pm</td> </tr> <tr> <td>16 October</td> <td>Council</td> <td>Birmingham with virtual option to join</td> <td>11am-4pm</td> </tr> </tbody> </table>	Date	Meeting	Place	Time	08 May	Council	Virtual	11am-4pm	10 July	Council – Budget Setting 2024/25	Virtual	11am-4pm	15 October	Council Development Day	Birmingham with virtual option to join	11am-4pm	16 October	Council	Birmingham with virtual option to join	11am-4pm			
Date	Meeting	Place	Time																					
08 May	Council	Virtual	11am-4pm																					
10 July	Council – Budget Setting 2024/25	Virtual	11am-4pm																					
15 October	Council Development Day	Birmingham with virtual option to join	11am-4pm																					
16 October	Council	Birmingham with virtual option to join	11am-4pm																					
<p><b>1.4 Committee Updates</b></p> <p><b>1.4.1 National Standing Committee – Wales</b></p>	<p><b>Welcome to Christian Beech, Andrew Pennington, Sam Wilton &amp; Sam Baron:</b></p> <p>Key highlights - Presentation shared by National Standing Committee Cymru.</p> <ul style="list-style-type: none"> <li>○ Turbulence around health services in Wales lots of instability around financial situation in Wales.</li> <li>○ Budget reduced for agency staff across Wales, this impacts on service delivery and the pressures of social workers.</li> <li>○ In 2025 many Committee members will see their term of office coming to an end.</li> <li>○ Small staff team in Wales which needs some rebuilding.</li> </ul>	<p>BASW Welsh language Policy to be reviewed</p>	<p>May 2024</p>	<p>Sam Baron</p>																				

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
<p><b>1.4.2 National Standing Committee – Northern Ireland</b></p>	<ul style="list-style-type: none"> <li>○ Focus on employer relationships and rebuilding strategic relationships with Welsh government.</li> <li>○ Work plan in place to ensure clarity around the BASW offer in Wales.</li> </ul> <p><b>Welcome to Orlaith McGibbon, John Sheridan &amp; Carolyn Ewart:</b> Presentation shared by National Standing Committee Northern Ireland: Key Highlights -</p> <ul style="list-style-type: none"> <li>○ Supported frontline social workers in strike of public sector strike.</li> <li>○ Government restored recently in NI, there is now the debate around how social care issues will be supported.</li> <li>○ BASW Honorary Officers will be attending the joint Northern Ireland BASW and Ireland Association of Social Workers conference on the 29<sup>th</sup> February 2024.</li> <li>○ Independent Review of Children’s Social Care Services has received lots of media coverage and at forefront of social workers.</li> <li>○ Mental Health Order Collaborative working, lobby and campaigning work around this, pressures remains.</li> <li>○ Notable four nations community practise sessions with campaign collective funding.</li> <li>○ Northern Ireland Committee members visited in Jordan in October 2023 and delivered a series of lectures, met with ministers, and visited young people mental health units. 3 x Jordan social work reps will be</li> </ul>			

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
<p><b>1.4.3 Professional Development &amp; Educational Committee Update</b></p> <p><b>1.4.4 Independents Committee – Ratify Terms of Reference</b></p>	<p>spending time in NI in May 2024. Present to International Committee in May.</p> <p>Carolyn’s recent interview:  <a href="https://x.com/BASW_NI/status/1753838647453876241?s=20">https://x.com/BASW_NI/status/1753838647453876241?s=20</a>  <a href="https://x.com/BASW_NI/status/1753838810717123011?s=20">https://x.com/BASW_NI/status/1753838810717123011?s=20</a></p> <p>Membership for Committee shared, 5 new members appointed to Committee for an initial two year term of office. Vacancies being held back for four nation representation.</p> <p>Terms of reference ratified by Council. Committee approved establishment of Committee approved by Council September 2023.</p> <p>Strategic work plan to report to Council twice per year.</p> <p>There remains a need to appoint an executive lead for the Committee, secretariat support will be provided through the business development team.</p> <p>Council discusses if ‘Independent’ is the right term to refer to this member category.</p>			
<p><b>2.1 Equality, Diversity &amp; Inclusion (EDI)</b></p>	<p>Duc Tran and Dean Owens-Cooper (Co-Chairs of Equality, Diversity &amp; Inclusion Advisory Group - EDIAG) present on this item:</p> <p>Presentation shared with Council: Key Highlights -</p>			

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
	<ul style="list-style-type: none"> <li>○ EDI is a multi level strategy, following on from discussions at the Council development day.</li> <li>○ The EDIAG are proposing a formalised structure which supports members in EDI campaigns. The EDIAG at the moment isn't currently structured to enable this.</li> <li>○ Work at a national level needs to be communicated as a single resource and point of reference.</li> <li>○ There is a need to enable support of EDIAG activities and those delivering the activities.</li> <li>○ Following consultation with it's members the EDIAG is proposing a committee structure as this would be an easily recognisable structure, which would provide consistency and transparency.</li> <li>○ The Committee would have a four nation approach potentially through nations subcommittees.</li> <li>○ The Committee could bring about more impact and influence across BASW.</li> </ul> <p>Decision required from Council:</p> <ul style="list-style-type: none"> <li>○ To support the consultation process with wider membership.</li> </ul> <p>Council reiterates that EDI functions can be defused but that there is still a case of having clear governance and having a Committee in this context.</p> <p>Detailed discussion on the benefits and concerns about different approaches which needs more time to consider and</p>	<p>Finalise process for consulting wider membership alongside the terms of the consultation with the wider membership.</p>	<p>May 2024</p>	<p>Ruth Allen</p>

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
	<p>there is a desire by Council to consider direction of travel via further scrutiny of the proposed terms of consultation with members.</p> <p>BASW are undertaking a EDI strategy review which will also come back in May.</p>	EDI strategy review	May 2024	Ruth Allen
<p><b>2.2 Sustainability</b></p> <p><b>2.2.1 UK Conference 2024 Update</b></p>	<p>Update on 2024 conference. 111 workshop proposals have been submitted and are being considered further.</p> <p>Chief social workers from England and Scotland will be in attendance, NI to be confirmed.</p>			
<p><b>2.3 Overarching Campaign Priorities &amp; Motions</b></p>	<p>Report shared with Council and motions update from 2023.</p> <p><b>Motion 2</b> - On agenda, work to completed through discussion today in item 2.3.1. To host a discussion with members.</p> <p><b>Motion 3</b> – The policy work has been remitted to the International Committee. This is on the agenda for March meeting.</p> <p><b>Motion 4</b> – BASW action on this is embedded in the extensive work to highlight the discriminatory and harmful nature of new UK immigration law and policies led by Policy Ethics and Human Rights (see notes of recent meetings) and reflected also in the work of IC.</p> <p><b>Motion 5</b> - Remitted to Policy, Ethics and Human Rights (PEHR) committee. The new category has been included in the latest BASW member survey. Feedback from this has been sought from the Jewish SW Group but none has been received as yet.</p>			



Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
<p><b>2.3.1 International Committee report on Motion 2 (2023)</b></p>	<p><b>Motion 6</b> - Remitted to Policy, Ethics and Human Rights committee to ensure the standards are being promoted with UK employers via BASW.</p> <p><b>Agenda Item presented by Janet Walker</b> (Chair of the International Committee).</p> <p>Report submitted and shared with Council:</p> <ul style="list-style-type: none"> <li>○ International Committee met on 2 August 2023 and commissioned a paper on the issues to supplement other resources.</li> <li>○ This was presented to the next International Committee on 1 November. An additional meeting was then scheduled for 10th Jan 2024.</li> <li>○ A paper ‘Additional Information – Israeli Apartheid’ had also been previously circulated. This paper follows from those deliberations. Apartheid does have a legal definition and use within the international criminal court. Currently it’s being used as a campaign term until such time as the International Criminal Court decide to use it.</li> <li>○ Both background papers are available to Council members if needed.</li> <li>○ BASW has both engaged with the complexity of the issues while responding to the ask of AGM Amended Motion 2 (amended) swiftly and comprehensively.</li> </ul>			

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
	<ul style="list-style-type: none"> <li>○ Please note that the report 'International Committee Report on Motion 2' sets out the relevant situation and statistics at the time it was written (17th Jan).</li> </ul> <p><b>Actions being asked of Council:</b></p> <ol style="list-style-type: none"> <li>1) That Council affirms the commitments within the Motion and publishes a statement to this effect for members and stakeholders.</li> <li>2) That Council approves the recommendation of International Committee that the term apartheid is not adopted by BASW at this time for the reasons outlined above.</li> <li>3) That Council notes and appreciates the work done to date by International Committee and the reports provided to develop a policy statement on the situation in Palestine/Israel. Council asks that a final integrated document is completed for publication to the membership and (as appropriate) wider stakeholders.</li> </ol> <p>A full detailed discussion amongst Council takes place including consideration to if an alternative term could be used instead of apartheid.</p> <p>Council vote on each action:</p> <ol style="list-style-type: none"> <li>1) With a majority Council vote in favour of this.</li> <li>2) With a majority Council vote in favour of this.</li> <li>3) With a majority Council vote in favour of this.</li> </ol>	<p>Issue statement affirming the commitments within Motion 2.</p> <p>To update the membership on the recommendation from the International Committee that BASW will not use the</p>	<p>February/March 2024</p> <p>February/March 2024</p>	<p>Ruth Allen/Luke Geoghegan</p> <p>Ruth Allen/Luke Geoghegan</p>

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
<p><b>2.3.2 UK Manifesto</b></p>	<p>Council agreed to consider further how to acknowledge high level of feeling about this debate. Council would welcome the offer from the International Committee to host a discussion on this.</p> <p>Council should consider how to follow up on the feelings in the room.</p> <p><b>Presentation shared by Kerri Prince</b> <b>UK Manifesto shared with Council:</b></p> <ul style="list-style-type: none"> <li>○ Document brings together established BASW positions that are already in place and have been passed previously by Council and various Committees.</li> <li>○ General elections and devolution explained in document.</li> <li>○ Four nations policy are separated and are existing BASW policies and positions.</li> <li>○ The manifesto now needs to go to design before general elections are held.</li> <li>○ Shared with Council for comments before this is finalised.</li> <li>○ Need to cross reference with SWU anti-austerity approach from a campaign approach. Need to cross reference with what SWU have in their manifesto and try and align some areas.</li> <li>○ Feedback from Council required by Monday 13<sup>th</sup> February to policy team.</li> </ul>	<p>term apartheid at this time.</p> <p>Publish an integrated document.</p>	<p>February/March 2024</p>	<p>Ruth Allen/Luke Geoghegan</p>

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
	<ul style="list-style-type: none"> <li>○ This is in Teams folder for Council to view.</li> <li>○ Each nation indicates they would like to put out something aspirational specific to each nation.</li> </ul>			
<p><b>2.4 Experts by Experience UK Forum Update</b></p>	<p><b>Presented by Reshma Patel &amp; Omar Mohamed:</b> Update presented to Council:</p> <ul style="list-style-type: none"> <li>○ The forum met on the 17<sup>th</sup> January.</li> <li>○ Co-ordination in place with the appointment of Emily Reynolds.</li> <li>○ Contributing to UK conference.</li> <li>○ Ensuring contribution is across all committees and groups.</li> <li>○ Will be doing an anonymous skills audit.</li> <li>○ Funding of EbE at BASW UK conference needs to be finalised.</li> <li>○ Work plan and terms of reference in place and in line with the budget for the forum.</li> <li>○ Timescale as to when the other nations will be included within the co-ordinators plans.</li> </ul>			
<p><b>3.1 Chairs Report</b></p>	<p><b>Presented by Julia Ross:</b> Report presented to Council.</p>			
<p><b>3.2 Chief Executives Report</b></p> <p><b>3.2.1 International Federation of Social Workers (IFSW) Europe Presidency Candidacy – Confidential item</b></p>	<p><b>Presented by Ruth Allen:</b> Report shared with Council:</p> <p><b>CONFIDENTIAL ITEM</b> Executive team and observers leave whilst this confidential item is discussed.</p>			

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
<p><b>3.3 Finance &amp; Organisational Development Committee Update</b></p> <p><b>3.3.1 Balanced Scorecard</b></p> <p><b>3.3.2 Management Accounts</b></p>	<p><b>Introduced and Chaired by Honorary Treasurer Ann Moir:</b></p> <p>Report from Finance &amp; Organisational Development Committee accepted by Council.</p>			
<p><b>3.4 Risk &amp; Audit Committee Update</b></p> <p><b>3.4.1 External Audit Clearance and Final Audited Accounts</b></p>	<p><b>Presented by Hilary Tompsett</b>, Andy Morris from Dains Auditors also attends:</p> <p>Hilary Tompsett introduces herself as Risk &amp; Audit Committee Interim Chair.</p> <p>Andy Dains confirms that the external audit is being recorded as a clean audit:</p> <ul style="list-style-type: none"> <li>○ Audit team were onsite at Waterloo Street in September 2023.</li> <li>○ Clearance meeting with Ruth Allen, Ann Moir, Hilary Tompsett and Joanne Lloyd in December 2023 clearance in December.</li> <li>○ Audit clearance memorandum scrutinised at Risk &amp; Audit Committee on the 22<sup>nd</sup> January 2024 with no matters of significance being noted, all current systems and controls working well with no high risk or low risk points.</li> </ul>	<p>Draft Audited Accounts received and agreed by</p>	<p>February 2024</p>	<p>Ruth Allen/Joanne Lloyd</p>

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
<p><b>3.4.2 Risk Register</b></p>	<p>Audited Accounts shared with Council.</p> <p>The Committee will deep dive and focus on risk register items ‘reputation’ and ‘cyber security’ at the next Risk &amp; Audit Committee meeting in April 2024.</p> <p>The current register is a narrative register, the Committee will need to look at this format of the register and how risk appetite is assessed.</p> <p>No substantial areas of change to the risk register. No significant new risks since September 2023.</p>	<p>Council. To be signed by relevant Directors and returned to Dains</p>		
<p><b>3.5 Nominations Committee Report &amp; Elections Timetable</b></p>	<p><b>Presented by Ann Moir (appointed Chair of the Nominations Committee):</b></p> <p>Nominations Committee met 24<sup>th</sup> January, report submitted with following recommendations:</p> <ul style="list-style-type: none"> <li>○ Reappoint Chair/Honorary Officer for a two year term of office, commencing June 2024 (Uncontested).</li> <li>○ Reappoint Elected director - Chair of International Committee/Elected Director for a two year term of office, commencing June 2024 (uncontested).</li> <li>○ Election for Policy, Ethics &amp; Human Rights Committee Chair (contested).</li> <li>○ Readvertise for Vice-Chair/Honorary Officer Readvertise for 1 x Elected Director.</li> </ul>			

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
<p><b>3.5.1 Extraordinary General Meeting Update (20.12.23)</b></p>	<p>Council vote to agree the recommendations of the Committee:</p> <p>Julia Ross to be reappointed as Chair of Council for a further two year term of office commencing at the AGM in June 2024.</p> <p>Janet Walker to be reappointed as Elected Director - Chair of International Committee for a further two year term of office commencing at the AGM in June 2024.</p> <p>Offer both candidates for Elected Director – Policy, Ethics &amp; Human Rights Committee Chair to opportunity to run for election.</p> <p>Readvertise the roles of Honorary Officer – Vice-Chair and 1 x Elected Director Role.</p> <p>Council will further review how best to fill current Elected Director casual vacancy for remainder of the term of office (until AGM 2025).</p> <p>Results and passed resolution noted by Council.</p>	<p>Run election for role of Elected Director – Policy, Ethics &amp; Human Rights Committee Chair</p> <p>Readvertise the roles of Honorary Officer – Vice-Chair and 1 x Elected Director Role.</p>	<p>February 2024</p> <p>February 2024</p>	<p>Ruth Allen/Jo Wathen</p> <p>Ruth Allen/Jo Wathen</p>
<p><b>3.6 Standing Orders Committee</b></p> <p><b>3.6.1 Ratify Motions</b></p>	<p><b>Presented by Janet Walker:</b></p> <p><b>Motion 1</b> – Following legal advice (as attached) the Committee recommend that this motion is not put forward for a member</p>	<p>Motion 1 will not be put forward for a</p>	<p>February 2024</p>	<p>Julia Ross/Ruth Allen</p>

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
<p><b>3.6.2 UK &amp; International Policy &amp; Ethics Forum General meeting 2024</b></p> <p><b>3.6.3 Annual General Meeting 2024 Constitutional Timetable</b></p>	<p>vote as it will fetter the responsibilities of Directors. Legal advice has been sought and shared with Council.</p> <p><b>Council accepts this recommendation and will not put forward this motion for a membership vote.</b></p> <p><b>Motion 2</b> – Committee recommend that this motion is not put forward for a member vote as it is a repeat of the motion voted in in June 2023 of which all actions will have been completed by March 2024.</p> <p><b>Council accepts this recommendation and will not put forward this motion for a membership vote.</b></p> <p><b>Motion 3</b> – Committee recommend that this motion is put forward for a member vote at the UK &amp; International Policy &amp; Ethics General Meeting on the 30<sup>th</sup> April 2024. Further recommendation is that some rewording is required but without changing the substantive elements of the motion.</p> <p><b>Council accepts this recommendation and will put forward this motion for a membership vote.</b></p> <p><b>Motion 4</b> – Committee recommend that this motion is put forward for a member vote at the UK &amp; International Policy &amp; Ethics General Meeting on the 30<sup>th</sup> April 2024. Further clarity</p>	<p>membership vote. Proposers to be updated.</p> <p>Motion 2 will not be put forward for a membership vote. Proposers to be updated.</p> <p>Motion 3 will be put forward for a membership vote at the Policy GM on the 30<sup>th</sup> April. Luke Geoghegan to work with proposers to reword elements of the motion.</p> <p>Motion 4 will be put forward for a membership vote at</p>	<p>February 2024</p> <p>February 2024</p> <p>February 2024</p>	<p>Julia Ross/Ruth Allen</p> <p>Luke Geoghegan</p> <p>Luke Geoghegan</p>



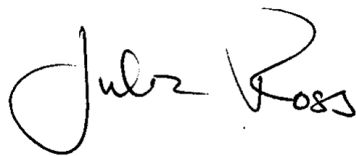
Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
	<p>relating to this motion was asked for and provided by the Branch.</p> <p><b>Council accepts this recommendation and will put forward this motion for a membership vote.</b></p> <p><b>Motion 5</b> – Committee recommend that this motion is not put forward for a member vote as it would need to go to the AGM in June 2024 and this would change the substantive ask of the motion. The Committee recommend that Council to commit to ask of the motion without it going to a member vote.</p> <p><b>Council accepts this recommendation and will not put forward this motion for a membership vote but will commit to the spirit of the motion.</b></p>	<p>the Policy GM on the 30<sup>th</sup> April. Luke Geoghegan to work with proposers to reword elements of the motion.</p> <p>Motion 5 will not be put forward for a membership vote. Proposers to be updated.</p>	February 2024	Jo Wathen
<p><b>3.7 Review Memorandum of Understanding for Social Workers Benevolent Trust (SWBT)</b></p>	<p><b>CONFIDENTIAL ITEM</b> Executive team and observers leave whilst this confidential item is discussed.</p>			
<p><b>3.8 Major Organisational Projects</b></p> <p><b>3.8.1 CRM &amp; Website Development</b></p>	<p><b>Update provided by Amanda Govani:</b> Reports submitted to Council.</p> <p>Reports fully scrutinised in F &amp; OD Committee 22.01.2024.</p> <ul style="list-style-type: none"> <li>○ CRM governance board</li> <li>○ Detailed separate risk register.</li> </ul>			

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
<p><b>3.8.2 Membership strategy</b></p>	<ul style="list-style-type: none"> <li>○ Benefit realisation plan.</li> <li>○ Underpins membership strategy.</li> <li>○ Detailed training and system support plan, including comms plan.</li> <li>○ Launch in April 2024.</li> <li>○ Measuring outcomes and member behaviours to understand if outcome has been reached.</li> <li>○ Multiple work streams and enhanced EDI data.</li> <li>○ Walk through at Council in May 2024.</li> </ul> <ul style="list-style-type: none"> <li>○ Includes cross cutting stakeholders.</li> <li>○ Focus on recruitment and retention.</li> <li>○ Increased membership fee 2024 and membership levels have remained stable.</li> <li>○ Ongoing recruitment activities both face to face and digitally.</li> <li>○ Need to focus and improve retention, this should improve overall growth.</li> <li>○ Ongoing advertising campaigns.</li> <li>○ End of year review of social media, over 100k followers across all platforms.</li> <li>○ In the main member get member is the way that members are recruited, this will become easier to facilitate with the new CRM.</li> </ul> <p>More time will be given to this strategy in future Council meetings.</p>			

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
4.0 Leadership	<p><b>Luke Geoghegan presents on leadership alongside Jude Currie:</b> Discussion on leadership – Document shared.</p> <ul style="list-style-type: none"> <li>○ Leadership is a skill set that can be learned and so becoming a leader can be developed by practicing the role of leadership.</li> <li>○ Council are all leaders even though within in that are on differing curves of leadership</li> </ul> <p>Debate within Council as to how leadership can be viewed and progressed.</p>			
5.0 AOB	<p>Volunteers for invite to Kings Garden Party on the 21<sup>st</sup> May 2024:</p> <ul style="list-style-type: none"> <li>○ Ann Moir</li> <li>○ Merlin Joseph</li> <li>○ Omar Mohamed</li> </ul> <p>Reminder of Decolonisation in Social Work meeting on the 27<sup>th</sup> February 2024 - <a href="https://www.basw.co.uk">Decolonisation in Social Work   www.basw.co.uk</a></p> <p>Julia Ross asks for Council to provide feedback on inclusivity</p>	Sara Hickin to contact volunteer to attend garden party. Ruth Allen to agree invite.	9 <sup>th</sup> February	Ruth Allen

Meeting Ends at 4.00pm

Signed by Chair:



Date: 16.02.2024