

Present	
Name	Role
Julia Ross	Chair/Honorary Officer/Director
Neeta Baicher	Vice-Chair/Honorary Officer/Director
Ann Moir	Treasurer/Honorary Officer/Director/Chair of Finance & Organisational Development Committee
Martin Sexton	Elected Director/Chair of Policy, Ethics & Human Rights Committee
Janet Walker	Elected Director/Chair of International Committee
Vava Tampa	Appointed Director /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 ( <i>left at 1pm</i> )
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
Omar Mohamed	Non-Director/Experts by Experience UK Forum Co-Chair
Mark Lynes	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
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
Duc Tran	Equality, Diversity & Inclusion Advisory Group Co-Chair
Dean Owens-Cooper	Equality, Diversity & Inclusion Advisory Group Co-Chair
Emily Reynolds	Experts by Experience Co-ordinator
Steven Crane-Jenkins	Communications & Public Affairs Officer – Cymru

Apologies	
Name	Role
Debs Solomon	Equality, Diversity & Inclusion Advisory Group Vice-Chair
Annie Ho	Elected Director
Merlin Joseph	Elected Director
Katy Jackson	Appointed Director/Vice Chair of National Standing Committee - England
Reshma Patel	Non-Director/Experts by Experience UK Forum Co-Chair
Angela Frazer-Wicks	Non-Director/Experts by Experience UK Forum Member
Mike Hopkins	Head of HR & Support Services

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
<b>1.1 Welcome &amp; Inclusion</b>	<p>Julia Ross welcomes all attendees online.</p> <p>Apologies from Annie Ho, Merlin Joseph, Reshma Patel and Angela Frazer-Wicks</p> <p>Welcome to Steven Crane-Jenkins and Emily Reynolds as observers.</p>			

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	<p>Reminder to members about inclusion and how to raise any concerns about exclusion are noted.</p> <p>Julia Ross thanks all those Council members who will retiring in the upcoming AGM and notes those that will be joining Council from the same date.</p>											
<b>1.2 Declaration of Interests</b>	No new interests declared.	New declaration of interests forms to be completed by all directors for 2024	July 2024	Jo Wathen								
<b>1.3 Agree Meeting Minutes</b>	<p><b>Matters identified as confidential or as AOB:</b></p> <ul style="list-style-type: none"> <li>○ None identified</li> <li>○ Orlaith McGibbon will leave the meeting during agenda item 1.4.3.</li> </ul> <p><b>Matters admitted as urgent:</b></p> <ul style="list-style-type: none"> <li>○ None identified</li> </ul> <p><b>Minutes from the 07.02.2024:</b></p> <ul style="list-style-type: none"> <li>○ Minutes circulated in advance and approved via email and uploaded to website</li> </ul> <p><b>Matters arising from the Minutes not otherwise on the agenda:</b></p> <p><b>Action table:</b></p> <ul style="list-style-type: none"> <li>○ All noted actions resolved or on the agenda.</li> </ul> <p><b>2024 Council meeting dates:</b></p> <table border="1" data-bbox="566 1273 1335 1422"> <thead> <tr> <th>Date</th> <th>Meeting</th> <th>Place</th> <th>Time</th> </tr> </thead> <tbody> <tr> <td>10 July</td> <td>Council – Budget Setting 2024/25</td> <td>Virtual</td> <td>11am-4pm</td> </tr> </tbody> </table>	Date	Meeting	Place	Time	10 July	Council – Budget Setting 2024/25	Virtual	11am-4pm	BASW Welsh language Policy to be reviewed	May 2024	Sam Baron
Date	Meeting	Place	Time									
10 July	Council – Budget Setting 2024/25	Virtual	11am-4pm									



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<p><b>1.4.3 Independents Committee – Ratify Committee Appointments</b></p>	<ul style="list-style-type: none"> <li>○ Focus on National Crae Service, National Social Work Agency, marketing to Scottish members, contribution to expert legislative advisory group, prison health &amp; social care and well-being charter</li> </ul> <p><b>Orlaith McGibbon leaves the meeting and returns after the agenda item.</b></p> <p><b>Presented by Kate O’Regan:</b></p> <ul style="list-style-type: none"> <li>○ At the last meeting Council ratified terms of reference for the Independents Committee.</li> <li>○ 7 applications for Committee membership were submitted, 1 later withdrew their application.</li> <li>○ 2 applications for Chair of the committee were submitted, 1 later withdrew their application.</li> <li>○ The reviewing panel recommend appointment of the Chair and 6 Committee members.</li> <li>○ Council reviews these recommendations and vote with a majority to accept them and congratulate Orlaith McGibbon on her appointment as Chair.</li> </ul>	<p>Independents Committee members and Orlaith McGibbon appointed as Chair</p>	<p>May 2024</p>	<p>Kate O’Regan</p>
<p><b>2.1 Equality, Diversity &amp; Inclusion (EDI)</b></p> <p><b>2.1.1 EDI Strategy Review</b></p>	<p><b>Welcome to Duc Tran &amp; Dean Owens-Cooper</b> (Co-Chairs of Equality, Diversity &amp; Inclusion Advisory Group - EDIAG) present on this item:</p> <p><b>Ruth Allen presents on this item:</b></p> <ul style="list-style-type: none"> <li>○ Update paper uploaded to teams, including topic areas.</li> </ul>			

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<p><b>2.1.2 Member Consultation Proposal</b></p>	<ul style="list-style-type: none"> <li>○ EDIAG created by Council to support Council and the responsibility is with Council to help the group to develop.</li> </ul> <p><b>Proposal as to Committee structure for the EDIAG presented by Dean Owens-Copper and Duc Tran:</b></p> <ul style="list-style-type: none"> <li>○ Council urged to consider this with urgency as the need to move forward is needed.</li> <li>○ Need to ensure the relationship between the NSC and PEHR focus is also kept.</li> <li>○ Leadership on projects, clarity on the pathways for members to access the Committees, how accountability will be managed and ensure it is properly sighted within BASW all needs action.</li> <li>○ Member consultation needed and alignment with BASW’s priorities to ensure consistent approach on EDI, enhancing the work within other Committees and groups.</li> <li>○ Synergy with all groups is critical to embed the EDI work in all areas.</li> <li>○ Reflection on the importance of membership voice and accountability is vital.</li> <li>○ Proposal to consider adopting the title Equity, Equality, Diversity and Inclusion (EEDI)</li> </ul>	<p>Decision taken by Council to progress a consultation with the wider membership on a formal Committee structure. This needs to be done in a timely manner but also to be completed properly.</p>	<p>October 2024</p>	<p>Ruth Allen</p>
<p><b>2.2 Sustainability</b></p>	<p><b>Presented by Ruth Allen:</b> Draft survey shared with Council:</p>			

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<p><b>2.2.1 UK Conference 2024 Update</b></p> <p><b>2.2.2 Report from Annual Survey</b></p>	<ul style="list-style-type: none"> <li>○ Findings around sustainability are interesting.</li> <li>○ Qualitative data is also being reviewed which is taking a bit longer to produce.</li> <li>○ This will be presented in the first plenary at the UK Conference in June.</li> <li>○ Work force sustainability data will also be used within the 2<sup>nd</sup> day of the conference.</li> <li>○ Overall, the Conference planning is going well, running at about 240 participants including online and in person, the aim in person is 250 on the day. The completed programme will be available soon.</li> <li>○ Opportunity for BASW to show leadership in this area.</li> </ul>			
<p><b>2.3 Overarching Campaign Priorities &amp; Motions (2023)</b></p>	<p>Report shared with Council and motions update from 2023.</p> <ul style="list-style-type: none"> <li>○ Policy GM post digital pack to be circulated to Council, this contains a PowerPoint presentation on key priority areas of policy and a report on the updated actions on motions from 2023.</li> <li>○ All actions on 2023 motions have been undertaken other than a consolidated paper relating to motion 2.</li> </ul>	<p>Circulate digital pack for Policy General Meeting with Council.</p> <p>Circulated consolidated paper on motion 2 (2023) to the wider membership.</p>	<p>May 2024</p> <p>June 2024</p>	<p>Jo Wathen</p> <p>Ruth Allen/Luke Geoghegan</p>
<p><b>2.4 Experts by Experience (EbE) UK Forum Update</b></p>	<p><b>Presented by Omar Mohamed, apologies sent from Reshma Patel:</b></p> <p>Update presented to Council:</p>			

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	<ul style="list-style-type: none"> <li>○ Emily Reynolds introduces herself – EbE Co-ordinator for BASW, this is currently a part time role of 16 hours per week.</li> <li>○ Part of the role is to consider how to embed EbE contribution more widely and to help facilitate the UK Forum.</li> <li>○ Emily Reynolds is thanked by SASW and by the EbE Co-Chairs. A collaborative approach has been very much appreciated.</li> <li>○ Contribution from the UK Forum has been in relation to consultations in general and the UK conference, UK manifesto, work within the four nations, need to consider the pace of consultation and how views are not taken into consideration how this is communicated and feedback as to how consultation views have been used.</li> <li>○ Consultation has been ongoing for the UK conference planning groups; input has been good.</li> <li>○ Work plan priorities being progressed including larger projects with regards to campaigning.</li> <li>○ Considering the governance of the Forum with Emily in place.</li> <li>○ Membership from across all nations and diversity of the UK Forum is essential.</li> <li>○ Need to consider terms of office for example and what Governance comes with the structure of the Forum.</li> </ul>			



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	<ul style="list-style-type: none"> <li>○ Responsive project through IFSW which focused on EbE approach across Europe and how other nations approach co-production and involvement.</li> </ul>			
<b>3.1 Chairs Report</b>	<p><b>Presented by Julia Ross:</b> Report presented to Council.</p> <ul style="list-style-type: none"> <li>○ Growing membership, campaigning on poverty and working with others and leadership (with digital on the side)</li> <li>○ Annual survey launch.</li> <li>○ Working together with employers, association of directors of social services spring seminar.</li> </ul>			
<b>3.2 Chief Executives Report</b>	<p><b>Presented by Ruth Allen:</b> Report shared with Council:</p> <ul style="list-style-type: none"> <li>○ Collaborative working with IFSW, 2026 IFSW Conference will be in Kenya.</li> <li>○ Council asked if they will be actively engaged with Professional Capabilities Framework (PCF) seminars and have a detailed grasp of it, it is explained that they will be as part of phase 2.</li> <li>○ Provides a breakdown of work undertaken in each nation, internationally and broadly across the UK. With thanks given to those Council members who will coming to the end of their terms of office in June.</li> <li>○ Activities highlighted leading up to July.</li> </ul>			

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<p><b>3.3 Finance &amp; Organisational Development (F&amp;OD) Committee Update</b></p> <p><b>3.3.1 Draft Budget 2024/2025</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>Draft budgets shared with Council.</p> <ul style="list-style-type: none"> <li>○ Recruitment is performing well, retention is slightly underperforming which has led to a very slight drop in membership numbers in some nations, projected income has been moderated to account for this.</li> <li>○ Decisions needed in terms of cost of living (CoL) increase and membership fee increase. Balance is needed in line with inflation.</li> <li>○ Increase recommended by F &amp; OD for both CoL and membership</li> <li>○ Recognition &amp; Remuneration Committee also recommend uplift to include Council payments and EbE payments in line with CoL, this principle is one that has been applied in previous years.</li> <li>○ Council discusses the pros and cons of increasing membership subscription costs and what the risks are associated with this.</li> <li>○ Recommendation also put forward not to increase membership fees for students and to review how uplifts can be applied for the independent package and insurance costs.</li> </ul>	<p>Council vote in a majority to postpone the decision on membership fee increase until a wider review of resourcing across BASW has been undertaken and reported on in the July meeting.</p> <p>Council vote in a majority to agree the recommended CoL increase.</p>	<p>July 2024</p> <p>May 2024</p>	<p>Ruth Allen/Ann Moir</p> <p>Ruth Allen/Ann Moir</p>

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	<ul style="list-style-type: none"> <li>○ The risk is not to keep up with inflation this has a knock-on effect in following years.</li> <li>○ BASW to review resourcing and how budgets are set, the budgets are set to very tight limits and reserves could be under pressure if there was any unexpected spend within year. Need to ensure the spread of budget lines is correct.</li> <li>○ Council considers the impact on members and express concerns in increasing membership fees at a time when membership is in a slight decline in the nations. Different social workers in different regions have differing incomes and this needs to be carefully considered too. Council asks if there are other options other than increasing membership fees.</li> <li>○ Council asks if a decision on membership fee increase can wait to make a decision until the review of resources has been undertaken?</li> <li>○ Ruth Allen confirms this review will be undertaken with Kate O’Regan and other Executives as a lead. The pressure would remain if the increase to membership fee was not taken, and the CoL increase for staff may not be able to be met without an increase. Need to be bold in membership strategy. Currently under performing in retention.</li> <li>○ No evidence that membership decline is related to increases in membership fees, other factors are also in play.</li> </ul>			

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<p><b>3.3.2 Management Accounts</b></p>	<ul style="list-style-type: none"> <li>○ Council accept that it is how the message is managed within membership if an increase is agreed, need to also increase income diversification, and stretch the current target of 20%.</li> <li>○ Council are asked to separate the CoL increase decision and increase to membership fee decision.</li> <li>○ Final budget setting meeting is the 10<sup>th</sup> July.</li> </ul> <p><b>Executive asked to leave during the discussion on CoL:</b></p> <ul style="list-style-type: none"> <li>○ Council discusses the risks of not agreeing a CoL increase and presenting this to the union.</li> <li>○ Budget forecast and projected deficit for 2024 discussed and noted.</li> </ul>			
<p><b>3.4 Risk &amp; Audit Committee Update</b></p> <p><b>3.4.1 Risk Register</b></p>	<p><b>Presented by Hilary Tompsett (Chair of Risk &amp; Audit Committee):</b></p> <ul style="list-style-type: none"> <li>○ Items deep dived at Committee were reputation, political strategy, and Cybersecurity.</li> <li>○ Cybersecurity item the Committee recommend is now a lower the risk and for it to move it from amber to green, this is due to the excellent mitigation that has been undertaken.</li> <li>○ Advice &amp; Representation service risk item will next be reviewed with a view to removing it from the risk register.</li> </ul>	<p>Further work will be undertaken with language and tone for the Member Conduct Policy to ensure it is not read as a disciplinary process, this is preventative and support mechanism.</p>	<p>July 2024</p> <p>July 2024</p>	<p>Ruth Allen/Hilary Tompsett</p>

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	<ul style="list-style-type: none"> <li>○ The risks around Social Work England mitigation reviewed around the fitness to practice delays.</li> <li>○ The Committee recommend an item title change to staff risk area, working post covid to be taken out as a specific reference.</li> <li>○ Assessment of risk on budget and finance needs to be carefully managed, raise the risk to keep focus on this.</li> <li>○ The Committee reviewed the Governance document schedule and recommended that ownership remains with Council, but with oversight delegated to R &amp; A Committee.</li> <li>○ The Committee submit the reviewed Members Complaint Policy for ratification, further work being undertaken on the Member Conduct Policy.</li> <li>○ In July external audit plan will be reviewed by the Committee.</li> <li>○ Committee commend the report submitted in relation to reputation and the work being undertaken by the execs and other Committees in relation to this.</li> </ul>	<p>Agenda item on Member Conduct Policy specifically at next Council meeting.</p> <p>Council ratifies reviewed Members Complaints Policy. Revised version to be uploaded to the website and previous versions removed.</p>	<p>June 2024</p>	<p>Ruth Allen/Hilary Tompsett</p> <p>Jo Wathen</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> Report shared with Council.</p> <ul style="list-style-type: none"> <li>○ Council asked to decide on how to appoint to two vacant director role appointments and decide to option 2 – wait until after the current round of elections and</li> </ul>	<p>Council accept recommendation to offer appointment into vacant roles to</p>	<p>June 2024</p>	<p>Julia Ross</p>

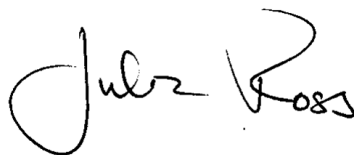
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	<p>look to appoint from runners up. Term of office to commence June 2024 and to end June 2025.</p> <ul style="list-style-type: none"> <li>○ Ruth Allen presents questions from a Branch in relation to the Nomination Committees recommendations made to Council. Branch have queried that to take into account eligibility set in a role descriptor is overreaching.</li> <li>○ Council agrees to review the process and to review the remit of the Nominations Committee and terms of reference.</li> </ul>	<p>runners up of the current elected director elections.</p> <p>Nominations Committee terms of reference to be reviewed.</p>	<p>October 2024</p>	<p>Ruth Allen</p>
<p><b>3.6 Recognition &amp; Remuneration Committee</b></p>	<p><b>Presented by Ruth Allen:</b></p> <p>Report shared with Council.</p> <ul style="list-style-type: none"> <li>○ Council accepts recommendations of the Committee to included CoL increase on par with staff and easement payments for vice chairs of NSC's, if decided on at Committee level.</li> <li>○ Council accepts the Committees recommendations in relation to recognition awards. Ruth to present suggestions to the wider membership at the AGM in June.</li> </ul> <p>Clarity needed as to how easement payments can be claimed for those members who are employed.</p>	<p>Revise Remuneration Policy and upload to Council Teams. Update finance on agreement.</p> <p>Recognition report to be submitted for AGM.</p> <p>The Remuneration Policy link is shared with Council</p>	<p>May 2024</p> <p>June 2024</p> <p>May 2024</p>	<p>Jo Wathen/Joanne Lloyd</p> <p>Ruth Allen</p> <p>Jo Wathen</p>

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	Council agree to lifetime achievement award recommendation put forward.	Lifetime achievement award to be announced at AGM	June 2024	Julia Ross
<b>3.7 General Meetings</b>	<b>Update provided by Ruth Allen &amp; Luke Geoghegan:</b>			
<b>3.7.1 Update on UK &amp; International Policy &amp; Ethics GM</b>	Report shared from Policy GM with Council. <ul style="list-style-type: none"> <li>○ 2 x motions passed, work on these will be delegated to the relevant Committees and an update provided at the AGM in June and ongoing updates to each Council meeting.</li> <li>○ Feedback has been sought from members registered to attend the Policy GM.</li> <li>○ Full review recommended for both the Policy GM and AGM, to be reported to Council in October</li> </ul>	Full review of Policy GM and AGM. Including member feedback.	October 2024	Ruth Allen/Luke Geoghegan
<b>3.7.2 Finalise AGM arrangements</b>	Draft agenda for AGM accepted by Council.	AGM agenda agreed. To upload on website for wider membership to view	May 2024	Jo Wathen
<b>3.8 Major Organisational Projects</b>	<b>Update provided by Amanda Govani:</b> Reports submitted to Council.			
<b>3.8.1 CRM &amp; Website Development</b>	<ul style="list-style-type: none"> <li>○ Extended go live date to the end of June agreed by F &amp; OD on the 29.04.24.</li> <li>○ Detailed training and testing have been undertaken and has been successful.</li> </ul>	Council ratify this decision.	May 2024	Amanda Govani

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<b>3.8.2 Membership strategy</b>	<ul style="list-style-type: none"> <li>○ Website launch will also align with the CRM launch.</li> <li>○ Project board meeting 09.05.24.</li> <li>○ Detailed membership plan shared, UK and nation specific.</li> <li>○ Target for retention is slightly under and recruitment and is slightly over.</li> <li>○ Independents has continued to grow, and growth has sustained, this has supported overall income.</li> </ul>	To discuss further at next Council meeting and look at invest to grow.	July 2024	Ruth Allen/Amanda Govani
<b>4.0 Reflection on Council Development Day (6<sup>th</sup> Feb)</b>	<p>Council split into smaller groups:</p> <p>Council split into small groups to consider and respond on the following questions:</p> <ul style="list-style-type: none"> <li>○ What does a Good Council look like</li> <li>○ What skills does a good Council need</li> <li>○ What should be planned for the next October Council development session.</li> <li>○ Responses to be considered by the Chair &amp; CEO.</li> </ul>	Council agreed the revised Annual Review format for implementation with all Directors as from June.	July	Julia Ross
<b>5.0 AOB</b>	None			

Meeting Ends at 4.00pm

Signed by Chair:



Date: