

Present	
Name	Role
Julia Ross	Chair/Honorary Officer/Director
Lewis Roberts	Vice-Chair/Director
Ann Moir	Treasurer/Honorary Officer/Director/Chair of Finance & Organisational Development Committee
Annie Ho	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
Jackie Mahoney	Appointed Director/Vice Chair of National Standing Committee – England
Caroline McDonald	Appointed Director /Co-Vice Chair of National Standing Committee - Scotland
Toyin Adenugba	Appointed Director/Co-Vice Chair of National Standing Committee – Scotland
David Hayes	Appointed Director /Chair of National Standing Committee – Northern Ireland
Janine Gordon	Appointed Director /Vice Chair of National Standing Committee – Northern Ireland
Christian Kerr	Elected Director
Dean Owens-Cooper	Casual Vacancy/Elected Director/Equality, Diversity & Inclusion Advisory Group Co-Chair
Omar Mohamed	Non-Director/Experts by Experience UK Forum Co-Chair

In Attendance	
Name	Role
Ruth Allen	Chief Executive Officer
Kate O’Regan	Senior Executive Director of Professional Services and Organisational Development
Luke Geoghegan	Head of Policy & Research
Roseanne Palmer	Policy & Research Lead Officer BASW
Kerri Prince	Public & Political Affairs Lead BASW
Sarah Teasdale	Interim Executive Assistant

Apologies	
Name	Role
Andrew Pennington	Appointed Director /Co-Chair of National Standing Committee - Cymru
Joel Price	Appointed Director /Co-Chair of National Standing Committee - Cymru
Sarah Anderson	Co-opted Director/Student/NQSW
Reshma Patel	Non-Director/Experts by Experience UK Forum Co-Chair
Hilary Tompsett	F & OD Committee Chair
Alison Bavidge	National Director for BASW Scotland
Ioan Racasan	Co-opted Director/Student/NQSW
Hari Sewell	Co-opted Director
Merlin Joseph (No apologies received)	Elected Director
Mark Lynes (No apologies received)	Non-Director/Experts by Experience UK Forum Member

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
1.1 Welcome & Inclusion	<p>Julia Ross welcome to all new directors and attendees online.</p> <p>Apologies from Andrew Pennington, Joel Price, Sarah Anderson, Reshma Patel, Hilary Tompsett, and Alison Bavidge.</p> <p>Reminder about inclusion and how to raise any concerns about exclusion.</p> <p>Introductions for all attendees completed.</p> <p>Process for joining meetings and sharing of documents with Council to be reviewed to ensure inclusivity and protocols are followed.</p> <p>Reminder to ensure use of acronyms kept to a minimum.</p>			
1.2 Declaration of Interests	No new interests declared.	New declaration of	October 2024	Sarah Teasdale

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		interests forms to be completed by all directors for 2024		
<p>1.3 Agree Meeting Minutes</p>	<p>Matters identified as confidential or as AOB:</p> <ul style="list-style-type: none"> ○ Minutes of previous meeting (date) ratified. <p>Matters admitted as urgent:</p> <ul style="list-style-type: none"> ○ None identified. <p>Minutes from the (date)</p> <ul style="list-style-type: none"> ○ Minutes circulated in advance and approved via email and uploaded to website. <p>Matters arising from the Minutes not otherwise on the agenda:</p> <p>Action table:</p> <ul style="list-style-type: none"> ○ To check if all actions completed ○ Declaration of Interest – date changed from July to October. ○ Independent committee – created and Orlaith elected as new chair. ○ Draft budget ratified and approved. ○ Approved Membership Fees to be increased by 4.5%. ○ Nominations committed – recommendation accepted. ○ One remaining casual vacancy on Council - Proposal to vote for Lynn Romeo, previously Chief Social Worker for England– willing to accept casual vacancy. Where we don't elect, for example a person leaves and have a vacancy, Council in constitution can fill in any proper manner. Does not go back out to election. Would have to stand at next election in normal way. 	<p>To check all Actions Cleared from previous meeting.</p> <p>Vote taken – in favour of LR joining on temporary basis. JR to communicate</p>	<p>July 2024</p> <p>July 2024</p>	<p>Sarah Teasdale</p> <p>Julia Ross/Sarah Teasdale</p>

Council Meeting - Wednesday 11th July 2024 – 11.00am – 4.00pm - Virtual



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	<p>Questions raised about the size of Council, and clarification required on the process for future reference, confirmed a skills audit has been completed, any conflicts of interest will need to be declared by LR in the normal way.</p> <p>2024 Council meeting dates:</p> <p>15th October – Council Development Day – Cancelled</p> <table border="1" data-bbox="481 735 1500 1099"> <thead> <tr> <th>Date</th> <th>Meeting</th> <th>Place</th> <th>Time</th> </tr> </thead> <tbody> <tr> <td>16 October 2024</td> <td>Council</td> <td>Birmingham with virtual option to join</td> <td>11am - 4pm</td> </tr> <tr> <td>4th February 2025</td> <td>Council Development Day</td> <td>TBC</td> <td>11am - 4pm</td> </tr> <tr> <td>5th February 2025</td> <td>Council</td> <td>TBC</td> <td>11am - 4pm</td> </tr> <tr> <td>7th May 2025</td> <td>Council</td> <td>TBC</td> <td>11am - 4pm</td> </tr> <tr> <td>9th July 2025</td> <td>Council</td> <td>TBC</td> <td>11am - 4pm</td> </tr> <tr> <td>1st October 2025</td> <td>Council</td> <td>TBC</td> <td>11am - 4pm</td> </tr> </tbody> </table>	Date	Meeting	Place	Time	16 October 2024	Council	Birmingham with virtual option to join	11am - 4pm	4th February 2025	Council Development Day	TBC	11am - 4pm	5th February 2025	Council	TBC	11am - 4pm	7th May 2025	Council	TBC	11am - 4pm	9th July 2025	Council	TBC	11am - 4pm	1st October 2025	Council	TBC	11am - 4pm	<p>decision with LR. ST to issue any paperwork to LR.</p> <p>Re-visit Skills Audit for Council.</p> <p>Revisit process for appointing casual vacancies</p>	<p>July 2024</p> <p>September 2024</p>	<p>Julia Ross/Sarah Teasdale</p> <p>Julia Ross/Ruth Allen</p>
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<p>1.4 Committee Updates 1.4.1 Policy Ethics & Humans Right Committee, including COVID Enquiry & Cass Review</p>	<p>Paper shared with Council and presented by Annie Ho/Luke Geoghegan/Roseanne Palmer</p> <ul style="list-style-type: none"> ○ Participant status UK Covid 19 enquiry ○ Numerous enquiries ongoing and can take several years to conduct and report back. ○ Parallel enquiry in Scotland ○ BASW has legal place in proceedings. ○ Rule 9 request might affect what we plan to do. 																															

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<p>1.4.2 International Committee</p>	<ul style="list-style-type: none"> ○ Actions will require Council/Committee approval before submission. ○ Decision on who BASW recommendations are signed off for by Council or PEHR ○ Congratulations on BASW achieving status. ○ Module 6 – Adult Social Care – Module 8 – Children & Young People – felt very good chance of achieving Module on children. ○ Impact of Care Act easements on people experiences of care will be considered – but England specific – NIHR research shared. ○ Impact on statutory duty still impacting on SW role. ○ Emotionally a lot of Social Workers still traumatised by Covid experience – not returned to “normal.” ○ Consider impact of Covid and living and working with moral injury – look at how we weave in points as limited remit. <p>Paper shared with Council and presented by Janet Walker/Luke Geoghegan</p> <ul style="list-style-type: none"> ○ Last met 01/05/24 – next meeting 08/08/24 – presentation by BASW NI on their partnership/exchange with Jordanian Association of Social Workers (JASW), primarily funded by International Development Fund. ○ Focused on global delegates meeting and conference in Panama. ○ Actions arising from AGM in 2023 was taking a motion on populous politicians and governments and we now have some in us on houses of parliament - universally welcomed by global delegates. ○ IDF funding is a restricted pot, and used to promote exchange, quality of applications improved post Covid. ○ About building relationships, meetings held with Australia and recently contacted by group from Taiwan. ○ Work strengthens and grows – Ruth now president of IFSW in Europe. 			
<p>2. Equality Diversity & Inclusion (EDI)</p>	<p>Verbal Update Ruth Allen</p>			

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	<p>Key issue is on supporting development of EDI Advisory Group into next formation. Group set up at request of Council 3-4 years ago.</p> <ul style="list-style-type: none"> ○ Need to undertake further membership consultation and one of options to become a committee. ○ Consultation completed by October with Council and wider members. ○ Further meeting scheduled with Ruth/Dean/Duke (Co-chairs) and meeting with advisory group. ○ Clarity on next steps and by October come back to Council with a firm proposal for decision. ○ Invite further Council members to get involved and come to Advisory Group meeting to support with work being completed. ○ Currently run by volunteers and need more structure and clarification on scope. Support for formalisation of structure. ○ Meetings held after work hours – early evening. ○ Requesting Council members move to a Task and Finish group – a few meetings to be scheduled between now and October. Vava and Annie volunteered to join group, along with Lewis Robers 	<p>Vava /Annie/Lewis to join EDI Advisory Group</p>	<p>July 2024</p>	<p>Vava Tampa/Annie Ho/Lewis Roberts</p>
<p>2.2 Sustainability</p>	<p>Discussed at Agenda item 4.0</p>			
<p>2.3 Overarching Campaign Priorities & Motions (2023)</p>	<p>Paper shared with Council and presented by Ruth Allen:</p> <ul style="list-style-type: none"> ○ Two new motions passed last month. ○ Updates NI situation progress on key areas proposers asking for. ○ Second motion Black Country Branch – what asked for is in manifesto – but will go back to Branch and request clarification and establish what further assistance is required. 	<p>Proposal to revisit in October and tie in with UK campaigns.</p>	<p>October 2024</p>	<p>Ruth Allen</p>

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	<ul style="list-style-type: none"> ○ With General Election proposal to re-visit in October with details of UK campaigns. Taken forward in different areas and may be new areas want to focus on. ○ Each Nation has own specific campaigns. ○ Review and refocus consider where want to place time and effort to make maximum impact. 			
<p>2.4 Experts by Experience (EbE) UK Forum Update</p>	<p>Presented by Omar Mohamed, apologies sent from Reshma Patel: Update presented to Council:</p> <ul style="list-style-type: none"> ○ Going well – focus on governance and ways of working. ○ Reviewing committee structures and making sure everyone involved ○ Quite a few attended conference – constructive feedback both negative and positive. ○ Angela Frazer-Wicks taken a step back – begin process for selecting a new member. ○ Further meeting to be scheduled before Council. 			
<p>3.1 Chairs Report</p>	<p>Paper shared with Council and presentation by Julia Ross: Report shared and presented to Council.</p> <ul style="list-style-type: none"> ○ Report on NMC and delays in decision making led to suicides – keen to hear experience of BASW members. ○ Concerns raised about SWE and delays and impact having on members. Members traumatised by process - PSW article. ○ A & R and Coaching Service seeing a number of issues relating to bullying & harassment. ○ Meeting with SWE on Monday. ○ High Court rulings placing pressure on SWE to make quicker decisions. ○ SWE facing budgetary constraints. ○ SWE feel primary duty is protection of public and not welfare of Social Workers. 	<p>Deep Dive Analysis and</p>		

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<p>3.1.1 Proposal for special Lifetime Achievement Award</p>	<ul style="list-style-type: none"> ○ Felt need more regulation and ensure SWE held to account. ○ Aware SWE is a devolved issue. ○ Look at statute and legislation which is blocking their approach. ○ Council agrees to lifetime achievement award recommendation put forward for Angie – brought forward due to special circumstances - hugely supportive – SWU hosting meeting on Tuesday 6th August as a celebration event and any Council members welcome to join. Certificate as recognition. 	<p>full report for October meeting</p> <p>Agreement by Council Date of 6th August meeting to be circulated to Council.</p>	<p>October 2024</p> <p>1st August 2024</p>	<p>Ruth Allen/Kate O'Regan</p> <p>Sarah Teasdale</p>
<p>3.2 Chief Executives Report</p>	<p>Paper shared with Council and presentation by Ruth Allen:</p> <p>Report shared with Council:</p> <ul style="list-style-type: none"> ○ Last quarter dominated by European presidency role and with conference., promoting manifesto. ○ Collaborating with allies, approached by ADAS regarding campaigning with new MPs about Social Care, equivalent across Four Nations. ○ England – Skills for Care led on multi agency workforce strategy coming out 18th July. ○ Council skills development – capitalise on Skills Assessment completed – revisit in October meeting. ○ Professional Capability Framework (England matter) independent review – launched at joint University Social Work Association Conference last month – reputational issue for BASW – has traction in other countries. ○ Charitable arm – discussions about foundation charity, feel under-developed, may come back with proposals in October. 	<p>Council skills development – how we take forward.</p> <p>Discussions with Julia Ross</p>	<p>October 2024</p> <p>October 2024</p>	<p>Ruth Allen/Julia Ross</p> <p>Ruth Allen/Julia Ross</p>

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<p>3.3 Finance & Organisational Development (F&OD) Committee Update</p> <p>3.3.1 Draft Budget 2024/2025</p> <p>3.3.2 Management Accounts</p> <p>3.3.3 Business Planning Review 2025/30</p>	<p>Introduced and Chaired by Honorary Treasurer Ann Moir:</p> <p>Reports shared with Council in advance of meeting for approval by Council – recommendation to accept for 2024/5 – Passed.</p> <ul style="list-style-type: none"> ○ Discussions on NI budget and disparity – detail to be discussed outside of Council meeting. ○ Will be discussed as part of Business Planning Review 2025/30 <p>Need a more comprehensive review to ensure best value for members and financial stability. More creative and agile and do things different. Welcome being more commercial and attracting more income – attract more income and invest to grow.</p>	<p>Budget & Management Accounts approved by Council.</p> <p>Ann Moir/Joanne Lloyd to meet with Nations separately to discuss.</p>	<p>July/August 2024</p>	<p>Ann Moir/Joanne Lloyd</p>
<p>3.4 Risk & Audit Committee Update</p> <p>3.4.1 Risk Register</p> <p>3.4.2 Member Conduct Policy</p>	<p>Presented by Ruth Allen</p> <p>Risk Register and Risk & Audit Committee Meeting minutes shared with Council.</p> <ul style="list-style-type: none"> ○ Reviewed Risk Register ○ Reviewed quarterly – more granular approach required to scoring system. ○ Discussed membership levels and likely to see a decline. <ul style="list-style-type: none"> ○ Previous paper focused on investigation and more disciplinary for which BASW have no authority to complete. ○ Proposal to set up an Ethics Committee and complete a piece of work focused more on positive behaviours, with a part on how to remove someone from membership if sufficiently concerned. Request Council endorse proposal to be taken forward to R & A. 			

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<p>3.5 Constitutional & Major UK events</p> <p>3.5.1 Review of AGM held on 05.06.24 and plans for 2025.</p> <p>3.5.2 Review of UK conference held 18/19.06.24 and plans for 2025.</p>	<p>Report shared with Council and presented by Ruth Allen:</p> <ul style="list-style-type: none"> ○ Further feedback requested. ○ First time held online and uncoupled from Conference. ○ Some tech issues which need to be resolved going forward. ○ Proposal to continue in current format next year and requesting ratification by Council. ○ Equality Impact Assessment requested. <p>Report shared with Council and presented by Ruth Allen</p> <ul style="list-style-type: none"> ○ A success on many fronts with good feedback ○ Further areas for improvement including costing -v- income balance and availability of conference for front line SW. ○ Feedback from EBE and member planning group helpful, will be reconvened in few weeks' time. ○ Venue too packed and need more circulation time. ○ Consider if to hold Journalist Awards as part of two day or hold separately. ○ Proposal 2025 – 2-day conference – to be held in Wales – potentially early May dependant on venue availability – topic of conference to be signed off by 16th October at latest. ○ Evening event requested so can continue networking. ○ Important Council members sign up for early bird discounts to keep Council costs to a minimum. 	<p>Council endorsed proposal for AGM to be held online in 2025 but to be kept under review. Equality Impact Assessment to be completed.</p>		
<p>3.6 Major Organisational Events</p>				

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<p>3.6.1 CRM & Website Development</p> <p>3.6.2 Membership Strategy</p>	<p>Report shared with Council and presented by Amanda Govani</p> <ul style="list-style-type: none"> ○ Go live now 5th August – soft launch initially. ○ Budget on track and continues to be monitored. ○ Benefits realisation plan in place <p>Report shared with Council and presented by Amanda Govani</p> <ul style="list-style-type: none"> ○ Steady decline in figures over past few months, with drop in year. Data indicated primarily financial and linked to cost-of-living crisis – monitored weekly and monthly. ○ Independent members continue to hold strong. ○ Digital recruitment ongoing ○ New membership proposal, including student offer with discount or free membership. Business case being considered and will be reviewed by Council. Important understand any risk implications and financial elements. ○ Member get member system in place. ○ CRM system will provide a more support for membership and a more personalised and streamlined approach. ○ Goal to achieve higher level of membership – Wales approach promising – review underway across other 3 nations, focusing on touch points. ○ Focus on assessing member impact. ○ Local Authorities Engagement Strategy – under development how engage. ○ Overseas SW programme – incredible engagement and may lead to associate membership. Understanding business case and how managed is important. 			
<p>4.0 General Election implications</p>	<p>Report shared with Council and presentation by Kerri Prince on General Election implications.</p> <ul style="list-style-type: none"> ○ Implications for BASW manifesto and relations with Westminster 			

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<p>Discussion on Sustainability Theme Development & Position Paper</p>	<ul style="list-style-type: none"> ○ Already have relationships with key positions ○ Full list of Ministers awaited, as well as across Nations, need to understand what parts are devolved/not devolved. ○ Council asked to support work needed in this period and make most out of current situation. Need to be more proactive in building relationships with politicians and where all talents are best places. ○ Close working relationship between Kerri and Comms Team. Council request to be involved in regional and national relationships. ○ Kings Speech – piece of work on what is hoped to be in there being prepared. ○ Barriers to BASW getting in door early and being recognised as key stakeholders. Relationship element and alliances with others are crucial to get foot in doe. ○ Identifying key asks such as working conditions, leaving profession, short staff, and high burnout as key areas of negotiation. ○ Need to plan strategically for when spending plans announced. ○ Invitation for contributions and involvement on a position statement on sustainability. ○ Not just a UK initiative but linked to global work. ○ Many countries more directly affected now. ○ Aim to make it relevant to the UK and link to something meaningful and tangible for Social Work. 			
<p>5.0 AOB</p>	<p>None</p>			

Meeting Ends at 4.00pm

Signed by Chair:

Date: