

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
Annie Ho	Elected Director
Camelia Chowdhury-Allen	Elected Director
Sumayya Hanson	Elected Director
Katy Jackson	Nominated Director/Vice Chair of National Standing Committee - England
Andrew Pennington	Nominated Director/Co-Chair of National Standing Committee - Wales
Caroline McDonald	Nominated Director/Co-Vice Chair of National Standing Committee - Scotland
Orlaith McGibbon	Nominated Director/Chair of National Standing Committee – Northern Ireland
John Sheridan	Nominated Director/National Standing Committee – Northern Ireland
Hari Sewell	Co-opted Director
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 Fazer-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
Maris Stratulis	National Director for England
Carolyn Ewart	National Director for Northern Ireland
Sam Baron	National Director for Wales (<i>Formal start date 16th October 2023</i>)
Alison Bavidge	National Director for Scotland
Kate O’Regan	Head of Business Development
Mike Hopkins	Head of HR & Support Services
Luke Geoghegan	Head of Policy & Research

Johanna Wathen	Governance Officer/Executive Assistant
Duc Tran	Equality, Diversity & Inclusion Advisory Group Co-Chair
Debs Solomon	Equality, Diversity & Inclusion Advisory Group Vice-Chair
Toyin Adenugba	National Standing Committee - Scotland Co-Vice Chair

Apologies	
Name	Role
Janet Walker	Elected Director/Chair of International Committee
Jude Currie	Nominated Director/Chair of National Standing Committee - Scotland
Vava Tampa	Nominated Director/Chair of National Standing Committee – England
Christian Beech	Nominated Director/Co-Chair of National Standing Committee - Wales
Merlin Joseph	Elected Director
Martin Sexton	Elected Director/Chair of Policy, Ethics & Human Rights Committee
Jane Shears	Head of Professional Development & Education
Victoria Gardner	Projects & Evaluation Officer
Dean Owens-Cooper	Equality, Diversity & Inclusion Advisory Group Co-Chair

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
1.1 Welcome & Inclusion	Julia Ross welcomes all attendees in person and online. Introductions are made and Julia Ross ensures all feel included.			
1.2 Declaration of Interests	No new interests declared.	New declaration of interests forms to be completed by all directors for 2024	January 2024	Jo Wathen
1.3 Agree Meeting Minutes	No matters identified as confidential or as AOB. Agenda item for EDI moved from 3.1 to 1.4.			

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	<p>No matters admitted as urgent. Minutes from the 10.05.23 – Approved pages 1 – 26 with no amendments</p> <p>Minutes from the 05.07.23 – Approved pages 1 – 11 with no amendments</p> <p>Matters arising from the Minutes not otherwise on the agenda.</p> <ul style="list-style-type: none"> - Review Reserves Policy - Role description for student/NQSW role - Council skills audit - Review Social Media Policy - Experts by Experience (EbE) to meet with National. - Standing Committee (NSC) chairs - Recruit to Recognition & Remuneration Committee - Review governance for Equality, Diversity & Inclusion Advisory Group (EDIAG) and support for the group - Social Work of the year awards 	<p>Reserves Policy to be reviewed at Finance & Organisational Development Committee</p> <p>Council skills audit to be reviewed at away day.</p> <p>Nominations Committee to convene and consider Student/NQSW expressions of interest for Council roles.</p> <p>Review Social media Policy with input from England Committee</p> <p>EbE UK Forum Chairs to agree a meeting with NSC Chairs</p> <p>Advertise to wider membership Recognition &</p>	<p>November 2023</p> <p>14.09.2023</p> <p>13.09.2023</p> <p>November 2023</p> <p>November 2023</p> <p>November 2023</p>	<p>Ruth Allen/Joanne Lloyd</p> <p>Ruth Allen/Julia Ross</p> <p>Jo Wathen</p> <p>Amanda Govani</p> <p>Jo Wathen</p> <p>Jo Wathen</p>

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		Remuneration Committee vacancies. Provide an update to Council on the proposed governance structure for the EDIAG. Provide Council with an update on sponsorship and finalising Social Worker of the Year Awards	November 2023 November 2023	Ruth Allen Ruth Allen
3.1 Equality, Diversity & Inclusion	Duc Tran (Co-Chair of EDIAG) and Debs Solomon (Vice Chair of EDIAG) present an update from the EDIAG: <ul style="list-style-type: none"> ○ Report shared by EDIAG and circulated to Council. ○ Creating awareness and promoting Equality, Diversity & Inclusion (EDI) issues including trans and LGBTQI and neuro diversity and diaspora experiences ○ Challenges around resource of time for the co-chairs and consistent regular meetings ○ Current EDI strategy introduced in 2021, this needs to be reviewed and a time to reflect on the work within the EDIAG, ○ Part of this can capture how Council and the EDIAG initiatives interlink across the four nations. 	Full EDI strategy review required and an update report to be provided to Council. Recognition & Remuneration Committee to consider and to make recommendations to Council as to the	November 2023 Committee to consider 03.10.2023. Council to review recommendations 15.11.2023	Ruth Allen Ruth Allen

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	<ul style="list-style-type: none"> ○ Comms attend weekly catch-up meeting with EDIAG chairs this has worked well to promote the group. ○ Recognise project work across BASW and ask if there is capacity for a project lead to manage these initiatives. ○ EDIAG work is taxing, and the group does need further support to manage the workload and complexity of the issues being dealt with within the remit of the group. <p>Julia Ross thanks Duc Tran and Debs Solomon and would have liked to included EDI items within the Council away day but this was not possible at this time but will be considered in the future.</p> <p>Sumayya Hanson feeds back her experience of being on the EDIAG highlighting potential conflict of interest concerns within the EDIAG and BASW groups. Emphasises the need for clear processes around dealing with conflicts to ensure all members feel safe when talking about sensitive issues.</p> <p>Omar Mohamed and Mark Lynes ask that the EDIAG need to ensure that they are open to EbE members and that they are able to access the group.</p>	<p>remuneration for the EDIAG Chair role.</p> <p>Review governance arrangements, secretariat, involvement of EbE and project support for the EDIAG and report to Council on progress</p> <p>Review processes around how conflicts of interest within groups/branches are managed.</p> <p>Review process for EbE to access the EDIAG.</p>	<p>November 2023</p> <p>February 2024</p> <p>November 2023</p>	<p>Ruth Allen</p> <p>Ruth Allen</p> <p>Ruth Allen</p>
<p>1.4 Committee Updates</p> <p>1.4.1 Policy, Ethics & Human Rights Committee</p>	<p>Luke Geoghegan provided an update for Policy Ethics & Human Rights (PEHR) Committee:</p> <ul style="list-style-type: none"> ○ UK wide legislation and also nation specific legislation is considered within the group. ○ Viewing policy through the lens of human rights 			

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	<ul style="list-style-type: none"> ○ The Committee try to ground the rights in practice based on evidence rather than in abstract notions. ○ Although items discussed within the Committee might be specific this can be based on general campaigns ○ Motions delegated to the Committee are reviewed with feedback being provided to council this has included a review of BASW’s support for the IHRA Statement following on from a motion in 2022. ○ Continue to work with special interest groups. ○ Work continues on areas such as asylum-seeking children. ○ Report taken from Policy Team on UK parliament legislation proposals. ○ Statement on green issues including climate change under review by the Committee. <p>Question from Omar Mohamed with regards to having EbE input on these discussions. BASW can be a leading voice on this and PEHR should be consulting with the UK Forum to feed into these discussions.</p> <p>Reminder to ensure that acronyms are kept to the minimal within any reports.</p> <p>Camila Chowdhury-Allen asks when the IHRA review was undertaken? Worries that this review has been missed by members and suggests that this should be reviewed as to how consultations are undertaken.</p> <p>Ruth Allen responds the consultation was undertaken with the membership via several communications through the bulletins</p>	<p>PEHR Committee to link in with EbE UK Forum</p>	<p>November 2023</p>	<p>Luke Geoghegan</p>

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	<p>and there was very low engagement and feedback received at the time. All statements will be open for further review in subsequent years under a regular program.</p> <p>Sumayya Hanson comments on adoption of statements and asks how that process works, should we be consulting before adopting statements rather than after the statement has been made.</p> <p>Angela Frazer-Wicks suggests that there should be some advice and guidance on being a new member to Council that relates to current issues and statements that are being made by BASW and how to deal with queries from members. Suggests an audit for experience alongside skills for Council. Other Council members did not support this type of audit.</p> <p>Ruth Allen reiterates that the endorsement of the IHRA statement is in relation to the definition of antisemitism by BASW, and support for the statement is qualified as follows:</p> <p><i>As part of the International Federation of Social Workers which commits BASW to shared global social work ethical principles and to solidarity with social workers worldwide, we recognise that human rights breaches, discrimination and violence are perpetrated by many governments. BASW may comment on the implications of such actions for social work, citizen welfare and human rights in respect of any government including but not limited to Israel. We will ensure comments on governmental and political action are based on international definitions and conventions on human rights and on evidence</i></p>	<p>Review media training needs of Council</p>	<p>November 2023</p>	<p>Ruth Allen</p>

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1.4.2 International Committee	<p>The PEHR Chair will have served two terms of office and needs to take a break from office. The terms of reference for the Committee states that the incoming Chair for PEHR in 2024, needs to serve on Committee for 6 months before taking up the role. An advert for PEHR Committee membership has been circulated to the membership which will give any new members the opportunity to join and meet the criteria should they want to stand for election to Chair.</p> <p>Council invited to observe on the PEHR Committee</p> <p>Luke Geoghegan and Omar Mohamed present update from International Committee:</p> <ul style="list-style-type: none"> ○ Linked connection with IFSW ○ Linked connection with commonwealth of social workers ○ Exchange trip to Jordan ○ SWU trip to Canada – Indigenous groups ○ International Development Fund funded 20 members to go to Prague – IFSW Conference ○ Ukraine strategy group work ongoing. ○ CiNGO – Ruth is a current member of this council. 											
1.5 Meeting Dates 2024	<p>Proposed 2024 Council meeting dates:</p> <table border="1" data-bbox="557 1268 1323 1412"> <thead> <tr> <th data-bbox="557 1268 741 1305">Date</th> <th data-bbox="741 1268 927 1305">Meeting</th> <th data-bbox="927 1268 1167 1305">Place</th> <th data-bbox="1167 1268 1323 1305">Time</th> </tr> </thead> <tbody> <tr> <td data-bbox="557 1305 741 1412">06 February</td> <td data-bbox="741 1305 927 1412">Council Away Day</td> <td data-bbox="927 1305 1167 1412">Birmingham or Cardiff with</td> <td data-bbox="1167 1305 1323 1412">11am-4pm</td> </tr> </tbody> </table>	Date	Meeting	Place	Time	06 February	Council Away Day	Birmingham or Cardiff with	11am-4pm			
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			virtual option to join				
	07 February	Council	Birmingham or Cardiff with virtual option to join	11am-4pm			
	08 May	Council	Virtual	11am-4pm			
	10 July	Council – Budget Setting 2024/25	Virtual	11am-4pm			
	15 October	Council Away Day	Birmingham or Cardiff with virtual option to join	11am-4pm			
	16 October	Council	Birmingham or Cardiff with virtual option to join	11am-4pm			
2.1 Chairs Report	<p>Presented by Julia Ross:</p> <ul style="list-style-type: none"> ○ Keeping the war in Ukraine in our sights, regular strategy meetings chaired by Gerry Nosowska. ○ Annual conference held 13th June 2023 and AGM the following day. 6 motions were passed and have been remitted to Committees to progress. 						

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	<ul style="list-style-type: none"> ○ Welcomed two new directors Sumayya Hanson and Merlin Joseph. ○ Retired director – Lesley Best – thanked for her contribution. ○ Reappointed director Annie Ho for a further two-year term. ○ Seeking Chair for Risk & Audit Committee. ○ Finalising appointment of student/NQSW co-opted directors with a view to them attending the Council meeting in November. Hari Sewell will mentor these. ○ Podcast on Social works portrayals in the media. ○ Attended social work history group event and presented on ‘How to Write a Memoir.’ ○ Contributed to the Cass Review. ○ Met with Skills for Care Chief Exec and Chair of Board. ○ Contributed to Kings Fund Research. ○ Ongoing need for a practitioner perspective at every level of leadership in Council. With this in mind there is a session of which all Council members have been invited to attend, 10am 26th September via Teams. 			
2.2 Chief Executives Report	<p>Presented by Ruth Allen:</p> <ul style="list-style-type: none"> ○ Conference 2024 – Scotland ○ Executive restructure – How the execs work with Council and HO’s and the new H Grade role. ○ Staff survey and staff away day held 12.09.23, learning and development framework. 			

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	<ul style="list-style-type: none"> ○ Forward priorities in the report <p>Question from Omar with regards to conference in 2024. Asks how co-production with EbE will work? Angela reiterates that would support in this.</p> <p>Ruth responds that there will be a conference content planning group and will invite both members and EbE representatives. Sustainability will be the overarching theme, environment, social work, and people – People, Profession and Planet. Conference update in separate agenda item 3.5.</p>			
<p>2.3 Finance & Organisational Development Committee Update</p> <p>2.3.1 Ethical Investments Update (Brewin Dolphin rep)</p>	<p>Welcome Brewin Dolphin to the meeting 12.17pm</p> <p>Presentation shared –</p> <ul style="list-style-type: none"> ○ Bond and equity fell last year positive this year inflation has slowed. ○ Economy withstanding a recession. ○ Corporate resilience remains. ○ Updates on markets in eurozone and USA ○ Expect inflation to continue as it is, inflation levels of 2% not expected until a few more years. ○ Policy on interest rates tight and interest rates will remain high. ○ SNP rate up by 20% ○ Mindful of recession risks and remain cautiously optimistic preference for UK gilts and bonds. 	<p>Investment agreement to be reviewed and signed.</p>	<p>06.11.2023</p>	<p>Ann Moir</p>

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	<ul style="list-style-type: none"> ○ Yield of 3.15% income is reinvested into the portfolio with the investment restrictions, potential exclusion to arms and Human Rights, need this listed as formal restrictions, there aren't any investments in this area. ○ Portfolio risk category 3, higher weighting to fixed assets, higher cash rating than usual yielding just over 5% ○ Since September 2022 3.85% higher kept pace with risk category benchmark ○ Returns for a category 3 portfolio are as expected. ○ 12 months review, funds closely linked to UK government debt. ○ Infrastructure funds should recover strongly. ○ UK government debt and USA government debt has been purchased for the portfolio. ○ Sold out of Glaxosmithkline. ○ Reduced exposure to growthier funds ○ Portfolio management is on discretion and so the investment agreement is key. ○ Drops last year have now recovered form hits in the fixed value assets. <p>Omar Mohamed asks what BASW's ethics are around investments?</p>			

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<p>2.3.2 Balanced Scorecard and Business Plan</p> <p>2.3.3 Management Accounts</p> <p>2.3.4 Risk Register</p> <p>2.3.5 HR KPI Update</p>	<p>Ann Moir responds that the ethical policy needs to be reviewed however Brewin Dolphin are an ethical investment company and so Council is assured by this.</p> <p>Balance score card shared.</p> <p>Planned for deficit budget for 2022/2023 but this is currently looking like there will be a surplus due to savings that have been made in year.</p> <p>No major changes although notes membership stagnation and what areas of membership are growing, such as independents. Full CRM risk register shared with Council which is all on track.</p> <p>Nothing of note in the KPI report, there is natural turnover and absences rates are within targeted ranges.</p> <p>Waterloo Street Usage update: Report will be included in the November F & OD Committee meeting following on from the staff away day feedback provided on the 12.09.23. Council will then need to make decisions in the longer term the use of the building. Ruth Allen explains the current use of the building and what it is used for and the space available.</p>	<p>Report to be submitted to F & OD Committee which details plans for the usage of Waterloo Street</p>	<p>06.11.2023</p>	<p>Ruth Allen</p>
<p>2.4 Committee Arrangements</p> <p>2.4.1 Risk & Audit Committee</p>	<p>Update provided by Jo Wathen:</p>			

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<p>2.4.3 Independents Committee</p>	<ul style="list-style-type: none"> ○ Request to establish Committee, background to the independent membership and current network structure is explained to Council. ○ Working group and governance arrangements will be discussed within the working group. <p>Omar Mohamed asks what specific functions the Committee would have and what delegated responsibilities will they have that could not be achieved if they were to form a Special Interest Group.</p> <p>Kate O’Regan responds that this is a growing group of members that currently operates as a self-managing network only. This format does not provide Council with assurance that this group of members and their needs are being adequately met. This Committee could represent the specific needs of independent members as recognised group much in the same way as National Standing Committees currently provide to each nation.</p> <p>Orlaith McGibbon supports this stating that this is a growing area of membership.</p> <p>Council agrees that there needs to be a clear purpose for the Committee to ensure it fits into the governance structure.</p> <p>Katy Jackson asks what the process for the Committee elections would be.</p>	<p>Council agrees to establishing an Independents Committee that will report directly to Council. This is subject to an agreed terms of reference and implementation plan which is to be provided through an Independents Committee Working Group.</p>	<p>July 2024</p>	<p>Kate O’Regan</p>

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	<p>Ruth Allen confirms that Council could appoint a Chair, but this could also be through an election process, the terms of reference agreed by Council will need to detail this process. Independents currently cannot access A & R service for many of the workplace issues that arise for them (e.g. non-employment, contractual issues) and so this is also a reason for internal advocacy through Committee membership that is not a self-managed group but that is part of the formal governance structure.</p> <p>Alison Bavidge states that numbers are less in Scotland which made it difficult to deliver a package for the independents. This Committee could offer what locally each nation could not.</p> <p>Council vote – 13 for, none against, none abstain.</p>			
2.5 AGM 2023 Equality & Inclusion Review	<p>Annie Ho and Kate O’Regan present Annual General Meeting (AGM) Equality & Inclusion Review:</p> <ul style="list-style-type: none"> ○ Reviewed analytics and feedback from members. ○ Explains the Conference was energetic and diverse, and the AGM felt to be not as inclusive by some especially those experiencing the meeting online. ○ Focus the AGM on business purposes and motions are heard and debated in a general motion. ○ Review recommendations as per the report. ○ Look to deliver the AGM online and how it can be best resourced. 	<p>Review the AGM governance process.</p> <p>Review how motions are processed.</p> <p>Review how to promote activities which support wider engagement and</p>	<p>November 2023</p> <p>November 2023</p> <p>November 2023</p>	<p>Ruth Allen</p> <p>Ruth Allen</p> <p>Ruth Allen</p>

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	<p>Council asked to consider and agree the following recommendations:</p> <ol style="list-style-type: none"> 1. Repurpose the AGM and review the governance process. The AGM should focus on accountability and if BASW has met its business objectives. It is suggested that there is a general meeting which deals with motions separately. 2. Review the way motions are processed to promote accessibility and inclusion. 3. Promote activities which support wider engagement and participation in the AGM. 4. Provide clearer instructions to online and in person attendees on a range of areas including the purpose of the meeting and how to vote. 5. Deliver the AGM online. 6. Provide further wellbeing and accessibility support to attendees at the AGM. <p>Council are asked to share their views and to provide a clear set of plans.</p> <p>Omar Mohamed reiterates that there were potential breaches to the BASW code of ethics, and this could be worked into the start of the meeting and if there were concerns with delivering the AGM online what could we do differently to deliver it online exclusively.</p>	<p>participation in the AGM.</p> <p>Provide clear instructions on the purpose of the AGM and how to vote.</p> <p>Review how wellbeing and accessibility is supported at the AGM.</p> <p>Review how the AGM can be delivered hybrid or online and report back to Council.</p>	<p>November 2023</p> <p>November 2023</p> <p>November 2023</p>	<p>Ruth Allen</p> <p>Ruth Allen</p> <p>Ruth Allen</p>

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	<p>Sumayya Hanson shares her experience relating to some behaviours of other attendees and that there was not the time to discuss and debate the motions so as not to cause distress.</p> <p>Hari Sewell acknowledges and supports the work of the equality monitors and there is further discussion needed as to how to chair a large meeting ethically. Example of monitoring ethics alongside equality and diversity.</p> <p>Mark Lynes asks how BASW could attract members to attend the AGM if the motions are moved to a general meeting.</p> <p>Katy Jackson asks and reiterates that this should be linking into the code of ethics and has reservations at separating the motions into a separate meeting.</p> <p>Annie Ho reiterates the need to consider why only certain members choose to come to the AGM.</p> <p>Ruth Allen expresses that BASW needs to give members the opportunity to raise issues of policies and a space where members can discuss policies but also need to provide opportunities for accountability and certain business matters need to be presented. The meeting also needs to be a meeting that can be chaired. Need to provide members with a general meeting to submit motions to.</p>			

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<p>2.5.1 AGM 2024 Proposal on Format</p>	<p>Council vote on recommendations 1, 2,3,4 & 6 – 11 for, none against, 2 abstain.</p> <p>Council further decides that the decision on holding the AGM online only will not be voted on but instead Council will vote to allow the executive to operationally work out how this may be delivered and to report this back to</p> <p>Council vote on recommendation 5 – 11 for, none against, 2 abstain.</p> <p>To receive motions at a GM rather than at the AGM in 2024 with a view to review how this has worked for subsequent years.</p> <p>Hari Sewel explains that he will be voting against this on the grounds that he would like the recommendations from the Equality and Inclusion Review to be completed before a decision is finalised.</p> <p>Council vote - 10 for, 3 against, none abstain.</p> <p>To approve a review of how policy motions are submitted.</p> <p>Council vote – 13 for, none against, none abstain.</p>	<p>Provide an action plan as to how the AGM can be delivered as a business meeting and how motions can be received to a GM which promotes policy and ethics.</p> <p>Review motion submission guide and the GM procedures.</p>	<p>November 2023</p> <p>November 2023</p> <p>November 2023</p>	<p>Ruth Allen</p> <p>Ruth Allen</p> <p>Ruth Allen</p>

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	<p>To approve holding the AGM exclusively online or to deliver it as a hybrid event at the conference in 2024.</p> <p>Council agree that they will vote to decide that how operationally either of these options can be delivered will be reported back to Council.</p> <p>Council vote – 13 for, none against, none abstain.</p> <p>To agree to widen the AGM panel to include Committee Chairs.</p> <p>Council vote – 13 for, none against, none abstain.</p>	<p>Review how the AGM and GM can be best delivered, including resourcing and timings.</p>		
<p>2.6 Reviewed Conduct and Complaints Policies</p> <p>2.6.1 Conduct Board Membership</p>	<p>Complaints Policy Review:</p> <ul style="list-style-type: none"> ○ Review and update of an operational policy ○ To agree the delegation within the complaints policy to change it to a senior executive lead. ○ Could look at some broader principles around anonymous complaints and the principles around anonymous and complaints made late (add in right to appeal) ○ Define the term seriousness. ○ Take back and discuss further with MH. <p>Member Conduct Policy:</p> <ul style="list-style-type: none"> ○ Refer to Risk & Audit Committee 	<p>Delegate review of the Member Complaints Policy and the Member Conduct Policy to the Risk & Audit Committee for review and to submit recommendations to Council.</p> <p>To be reviewed in next Risk & Audit Committee meeting</p>	<p>November 2023</p> <p>25.10.2023</p>	<p>Ruth Allen</p> <p>Ruth Allen</p>

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<p>2.7 Major Organisational Projects</p> <p>2.7.1 CRM & Website Development</p> <p>2.7.2 Membership strategy</p>	<p>Amanda joins the meeting:</p> <ul style="list-style-type: none"> ○ Update report submitted by Amanda. ○ Website demonstration ○ CRM on track and on budget. Finance integration has been scoped out as an additional item. Has been agreed by project board and by F & OD Committee. This will cut out some manual processes and will set up points of integration. A long-term solution that is smart to incorporate it now and have the project support now. ○ Single sign on has also been scoped out as additional item. This has been agreed by project board and F & OD Committee. ○ Through discovery bespoke requests to be agreed by the project board and how we bring into a system the groups and branches ○ CRM project risk register includes scrutiny through various member streams and EbE members. ○ To launch in February 2024 ○ Website to launch in September 2023 ○ Benefits to launch the website sooner is to encourage new members. Will use existing website for member log ins, the member experience will remain the same they shouldn't note any difference. Member portal element will be launched in February with the new CRM system. ○ Amanda shares website demonstration slides 			

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	<ul style="list-style-type: none"> ○ See slides from Amanda. ○ PSW web pages are within the website but are distinctive in their appearance. ○ Refining content is ongoing with new search functionality on the home page this will include items that have been frequently searched. ○ Project timetable is shared alongside the governance Gantt chart. <p>Membership update shared:</p> <ul style="list-style-type: none"> ○ Remains steady at about 22k, this has held firm. ○ Looking to do a dedicated campaign with the website launch. ○ Ongoing retention is measured through engagement using base line data for comparison. ○ Looking at existing touch points with members and pipeline data for non-members that have given permission to hold their data through attending CPD events. <p>Reshma Patel asks how EbE have been engaged in the process and if it has been tested with the visually impaired.</p> <p>Amanda Govani responds that it is within an accessible system eco environment. Guidance has been provided to content providers. Will also be linking to the EbE UK Forum.</p> <p>Orlaith McGibbon asks if BASW have consulted with members?</p>			

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	<p>Amanda Govani responds yes, using a program that helps to understand where to put content. Can also have control on promoted content. There could also be some four nations branding. This has worked well for PSS.</p> <p>Council to agree single point sign on and to integrate finance options.</p> <p>Council vote - 13 vote for, none against, none abstain.</p>	<p>Single point sign on and integrated finance option on CRM to be included in the project.</p>	<p>February 2024</p>	<p>Amanda Govani</p>
2.8 SWBT – Seal appointment & retirement of Trustees	<p>Council agrees appointment of Trustees and retiring Trustees.</p> <p>Council vote - 13 vote for, none against, none abstain.</p> <p>Bridget Robb and Vickie Hollingworth formally retire as Trustees and Kirsty Hancock is formally appointed as a Trustee.</p>	<p>Advise SWBT to action retirements and appointment of named Trustees</p>	<p>October 2023</p>	<p>Johanna Wathen</p>
3.2 Sustainability	<p>Differed to November Council meeting, this will also be incorporated into the 2024 Conference see agenda item 3.5.</p>	<p>Report to Council in November</p>	<p>November 2023</p>	<p>Ruth Allen</p>
3.3 Overarching Campaign Priorities & Motions	<p>Report submitted by Ruth Allen:</p> <ul style="list-style-type: none"> ○ Anti-poverty and working force conditions. ○ Working with Northeast on a regional strategy ahead of the Autumn statement. ○ Developing strategy to work with the Labour Party in the anticipation that there will be a government change in 2024/2025. ○ Programme of work to improve working conditions. 			

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
	<ul style="list-style-type: none"> ○ Tenders have been submitted to survey social care workers in Wales. <p>Short update on motions 2023:</p> <ul style="list-style-type: none"> ○ Ownerships within Committees to develop responses and to progress. ○ Motion 2 and 3 remitted to the International Committee. ○ Motions 4, 5 and 6 remitted to PEHR Committee. ○ Updates to be provided by the Committees to Council <p>Sumayya Hanson asks why is there a focus on relations with the labour party specifically and if there is money to be made in the tenders?</p> <p>Ruth Allen responds that it is just a moment in time to ensure we are speaking with and hold influence with the party that are ahead of the polls.</p>	<p>PEHR and International Committees to provide update to Council on progression of motions passed in 2023</p>	<p>November 2023</p>	<p>Luke Geoghegan</p>
<p>3.4 Experts by Experience UK Forum</p>	<p>Omar Mohamed and Reshma Patel provide a verbal update:</p> <ul style="list-style-type: none"> ○ The forum will be using abbreviation of EbE and would like this language used. ○ 16 members currently which are primarily England base and so would like to diversify this. ○ A work plan was agreed at the last Forum meeting. ○ Creating a database for what EbE looks like across the UK and to understand what involvement looks like. 	<p>Set up a meeting with the four nation committee chairs, national directors, and Experts by Experience Co-Chairs</p>	<p>November 2023</p>	<p>Johanna Wathen</p>

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
	<ul style="list-style-type: none"> ○ Will be looking at ensuring diversity across the Forum. ○ Reviewing the EbE webpages and the content. ○ Involvement in service users’ payment system and campaigning around this and how this relates to DWP. ○ Would like to initiate an away day for the Forum. ○ Working on the co-ordinator role and job spec will be sitting on the interview panel once applications are received. ○ Forum would like more understanding as to what funding is available for the Forum and what this is before additional membership is sought. <p>Need to ensure the Four nations are incorporated within the plans for the forum.</p>			
3.5 Conference 2024	<p>Presentation shared by Ruth Allen:</p> <ul style="list-style-type: none"> ○ Conference to take place at Dynamic Earth in Edinburgh. ○ Two-day conference 18th and 19th June. ○ Theme of the conference will be sustainability ‘People, Profession and Planet.’ 			

Signed by Chair:

Date: