

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
Martin Sexton	Elected Director/Chair of Policy, Ethics & Human Rights Committee
Annie Ho	Elected Director
Sumayya Hanson	Elected Director
Katy Jackson	Nominated Director/Vice Chair of National Standing Committee - England
Vava Tampa	Nominated Director/Chair of National Standing Committee – England
Christian Beech	Nominated Director/Co-Chair of National Standing Committee - Wales
Caroline McDonald	Nominated Director/Co-Vice Chair of National Standing Committee - Scotland
Jude Currie	Nominated Director/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
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 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
Kate O’Regan	Head of Business Development
Luke Geoghegan	Head of Policy & Research
Jane Shears	Head of Professional Development & Education

Johanna Wathen	Governance Officer/Executive Assistant
Victoria Gardner	Projects & Evaluation Officer
Kerri Prince	Public & Political Parliamentary Lead
Dean Owens-Cooper	Equality, Diversity & Inclusion Advisory Group Co-Chair

Apologies	
Name	Role
Neeta Baicher	Vice-Chair/Honorary Officer/Director
Camelia Chowdhury-Allen	Elected Director
Merlin Joseph	Elected Director
Andrew Pennington	Nominated Director/Co-Chair of National Standing Committee - Wales
Duc Tran	Equality, Diversity & Inclusion Advisory Group Co-Chair
Debs Solomon	Equality, Diversity & Inclusion Advisory Group Vice-Chair
Carolyn Ewart	National Director for Northern Ireland
Sam Baron	National Director for Wales
Alison Bavidge	National Director for Scotland
Maris Stratulis	National Director for England
Mike Hopkins	Head of HR & Support Services

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. Sarah Anderson and Ioan Racasan are welcomed to their first Council meeting as Student/NQSW co-opted Directors. Introductions are made and Julia Ross ensures all feel included.			

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
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	<p>Matters identified as confidential or as AOB:</p> <ul style="list-style-type: none"> - AOB - Update on action being taken by BASW in relation to the Palestine/Israel conflict. - Item also taken under item 4 relating to governmental policy. - Reminder to Council to propose items for the agenda 21 days in advance to the Chair wherever possible. Also, reminder to Council to access and use Teams Channel to engage more fully but not in relation to proposing agenda items, this should be directed to the Chair. <p>No matters admitted as urgent:</p> <ul style="list-style-type: none"> - No items declared. <p>Minutes from the 13.09.2023 – Approved pages 1 – 25 with no amendments:</p> <ul style="list-style-type: none"> - Shared and agreed with Council in advance of meeting. <p>Page 18: Sumayya Hanson has requested that the minutes reflect clarification and that an amendment is noted from: <i>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.</i> To:</p>	<p>Upload agreed meeting minutes from the 13.09.2023 to BASW website.</p> <p>Requested amendment noted in these minutes, meeting minutes from the 13.09.2023 will remain as agreed.</p>	<p>Completed</p> <p>Completed</p>	<p>Jo Wathen</p> <p>Jo Wathen</p>

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	<p><i>Sumayya Hanson shares her experience relating to some behaviours of other attendees at the 2023 AGM and that there was not the time to discuss and debate the motions. The person reading one of the motions was very distressed and whilst he was talking, there were delegates talking and being derogatory.</i></p> <p>Matters arising from the Minutes not otherwise on the agenda:</p> <ul style="list-style-type: none"> - Review Reserve’s Policy. - Update on Council skills audit to include a review of media training needs of Council. - Review social media Policy. - Provide Council with an update on sponsorship and finalising Social Worker of the Year Awards. 	<p>Review Reserves Policy at F &OD Committee</p> <p>Update on review of Social Media Policy and training at next Council meeting</p> <p>Update on sponsorship, time frame set by the Charity arranging the contractual arrangements for the SWOYA.</p>	<p>January 2024</p> <p>February 2024</p> <p>February 2024</p>	<p>Mike Hopkins/Joanne Lloyd</p> <p>Amanda Govani</p> <p>Maris Stratulis</p>								
<p>1.4 Confirm location for 2024 face to face meetings</p>	<p>2024 Council meeting dates:</p> <table border="1" data-bbox="568 1267 1339 1414"> <thead> <tr> <th>Date</th> <th>Meeting</th> <th>Place</th> <th>Time</th> </tr> </thead> <tbody> <tr> <td>06 February</td> <td>Council Development Day</td> <td>Birmingham or Cardiff with</td> <td>11am-4pm</td> </tr> </tbody> </table>	Date	Meeting	Place	Time	06 February	Council Development Day	Birmingham or Cardiff with	11am-4pm	<p>Council agrees to hold February 2024 Development Day and Meeting in Cardiff.</p>	<p>February 2024</p>	<p>Jo Wathen</p>
Date	Meeting	Place	Time									
06 February	Council Development Day	Birmingham or Cardiff with	11am-4pm									

Council Meeting - Wednesday 15th November 2023 – 11.00am – Virtual

Agenda Item	Summary of discussion				Decision taken and Actions Agreed	By when	Lead
			virtual option to join		Council agrees to hold October 2024 Development Day and Meeting in Birmingham.	October 2024	Jo Wathen
	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 Development Day	Birmingham or Cardiff with virtual option to join	11am-4pm			
	16 October	Council	Birmingham or Cardiff with virtual option to join	11am-4pm			
<p>1.5 Committee Updates</p> <p>1.5.1 National Standing Committee - Scotland</p> <p>1.5.2 National Standing Committee - England</p>	<p>Presented by Jude Currie & Caroline McDonald:</p> <ul style="list-style-type: none"> ○ Next year 4 or 5 vacancies up for election, a good mix of committee members ○ Visual overview of policy areas of interests ○ Pros, cons and challenges and trying to have a strong voice in NCS as this key over the coming years, decisions being made around what is including in the NCS, children care review underway. 				Future Committee updates to also include a report on impact of activities that have been undertaken to date.	February 2024	Ruth Allen and each Exec leading on the committee report.

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	<ul style="list-style-type: none"> ○ New trauma informed approaches being introduced (Bairns Hoose) under a Scandinavian model. ○ opportunities and risks shared. ○ Dates and plans for SASW Conference and MHO conference. <p>Presented by Katy Jackson & Vava Tampa:</p> <ul style="list-style-type: none"> ○ Year in review recording shared by England. ○ 5 new members to the Committee ○ Key priorities 4 elements which will have significant impact- Work with PCF evaluations, children and family and impact of McAlister review. ○ Build in depth relationship with ADASS, regular meetings with the president exploring ways in which we can complement activities. ○ Social work of the year award agenda, working towards more significant sponsorship, waiting to hear back from the charity, BASW England would be the lead sponsors if this goes through. ○ Video shared from Helen Hayes – Included in Council Papers to pick up further in agenda item 4. <p>Would be great to see the outcomes of work that is being undertaken in each nation and how impact is measured.</p> <p>Ruth Allen states that an impact approach will help us capitalise and optimise what is being into each nation to contribute to cross-cutting themes with BASW UK and share and build across the nation’s activities. The appointment of the new H Grade (confirmed as Kate O’Regan since Council meeting) and more of</p>			

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	<p>the CEO’s time to be spent supporting the development of each nation and cross-nation cooperation, will assist. Report on this progress to be brought to next Council.</p>			
<p>2.1 Chairs Report</p>	<p>Presented by Julia Ross: Council holds a minute silence in reflection of the conflict in Gaza.</p> <ul style="list-style-type: none"> ○ Highlighted recent visits to universities. ○ Working towards greater integration with the Executive group ○ Black history month and will ensure in future will pick this up more thoroughly in advance. 			
<p>2.2 Chief Executives Report</p>	<p>Presented by Ruth Allen:</p> <ul style="list-style-type: none"> ○ UK conference in 2024 will focus on sustainability and members planning group is enabling co-production. ○ Annual survey being released in December and report to be ready in time for World social workday. ○ Interviewing on 22nd November for new H Grade ○ Overview of the work in the Nations ○ Professional Capabilities Framework in England external evaluation nearing completion and showing good support from the sector. ○ Sam Baron has joined as National Director for Wales ○ Scottish Association of Social Workers (SASW) is now fully staffed. 			

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	<ul style="list-style-type: none"> ○ . ○ Increase in independent membership type, seems to indicate a trend of employed social workers moving into independent work. Needs to be noted under the membership strategy and the changing profile of memberships. 			
<p>2.4 Risk & Audit Committee Update</p> <p>2.4.1 Review of handover meeting</p> <p>2.4.2 Risk Register</p>	<p>Presented by Martin Sexton & Ruth Allen:</p> <ul style="list-style-type: none"> ○ Handover meeting brought together the existing R & G Subcommittee and the R & A Committee. The meeting outlined the work plan for 2024. ○ High quality training was delivered in October, this enabled the Committee and other members and staff to understand the roles, responsibilities and tasks of the committee. ○ Discussions around adding additional meetings for the first year, meetings will be extended in length and kept to quarterly. ○ Need to establish relationship and in partnership with external auditors. ○ Short, detailed training being offered for both external and internal audit between now and when the Committee meets in January. ○ Meeting was constructive and need to be assured that if matters are agreed within the meeting any changes need to be agreed with the Committee. 	<p>Sumayya Hanson has resigned from the Risk & Audit Committee membership.</p>	<p>Completed</p>	<p>Ruth Allen/Hilary Tompsett</p>

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2.5 Recognition & Remuneration Committee Report	Presented by Hari Sewell & Ruth Allen: Deferred decision for remuneration for EDIAG Chair role. To discuss further under agenda item 3.1. Options appraisal to come back to Council in February.	Defer decision around renumeration of EDIAG Chair following options appraisal for the group.	February 2024	Ruth Allen
	Council Agreed to endorse request for King’s award for a specific BASW member further to Department of Health and Social Care approach about this.	Endorsement request for Kings Award agreed.	Completed	Ruth Allen
	Council Agreed to endorse easement payments for Committee Chairs who are not Directors.	Easement payments for non-director Committee Chair payments endorsed. To update Remuneration policy, apply to Committees of Council only.	February 2024	Jo Wathen
2.6 Committee Arrangements		Verbal update to Council	February 2024	Jane Shears
2.6.1 Professional Development & Education Committee	Update provided by Jane Shears: Core membership is in place, advert is out for new membership, terms of reference has been aligned to other Committees, work plan in place for the Committee.			
2.6.2 Independents Committee	Update provided by Jo Wathen:	Update to Council	February 2024	Kate O’Regan

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	<p>Working group meeting on Thursday 23rd November, 2 x members and Ann as Council member. To also include EbE Council member Reshma Patel.</p>			
<p>2.7 Constitutional Timetable</p> <p>2.7.1 AGM 2024</p>	<p>Presented by Ruth Allen: (see paper)</p> <ul style="list-style-type: none"> ○ Proposals and meeting format decisions were presented in a written paper. This was commissioned after decisions taken at the September Council to pursue a change in AGM arrangements. ○ A hybrid General Meeting is proposed for 30th April: in person in Birmingham. ○ An online only AGM is proposed for the 5th June, early evening. ○ Important to have the AGM and GM before the UK Conference to enable the conference to reflect emerging themes. ○ It was proposed that a Standing Orders committee to consider motions is reconvened (membership to be confirmed) <p>Concern if only online that some might not be able to access online events.</p> <p>BASW will ensure that early inclusion guide is released, and support given in relation to this. Proxy voting will also be available. Equality and Inclusion Review summary released to</p>			

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<p>2.7.2 UK & International Policy Forum General meeting 2024</p>	<p>the wider membership this week. The aim of the changes is to try and be more inclusive.</p> <p>Concerns over the length of time to move motions along as timescales on some motions seem to be lengthy, could more input from staff be available to move them forward.</p> <p>Staff reporting is included.</p> <p>Standing Orders Committee to convene and to review current motion guide, committee to review this over the next two weeks. Motion submission window to open 05.12.2023 to close 19.01.2023.</p> <p>To agree membership outside of Council.</p> <ul style="list-style-type: none"> ○ Date proposed as 30.04.2024 - 1pm to 5pm, motions that will be received of a policy and ethics nature will be submitted to the Policy GM. ○ Facilitated by Chair of IC, Chair of PEHR, and Head of Policy ○ Venue suggested has hybrid facilities. ○ The forum will receive ideas and time will be made for discussion and information sharing alongside and specifically formed motions. ○ This will be evaluated in 2024. ○ Draft form shared with Council. 	<p>Council Agreed proposals to hybrid GM 30/04/24; online AGM 05/06/2024; notify membership with formal notices posted in January 2024; reconvene Standing Orders Committee, membership to be agreed.</p>	<p>05.12.2023</p>	<p>Ruth Allen</p>

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2.7.3 Elections – Council Roles 2024	<ul style="list-style-type: none"> ○ Timetable shared with Council. ○ All vacancies are now live these include, Chair, Vice-Chair, PEHR Chair, IC Chair and 1 x elected director 			
2.8 Appoint Co-opted Directors	<p>Hari Sewell – To serve 4th and final 1 year term of office, to take a break from office in October 2024</p> <p>Ioan Racasan – To serve 1st 1 year term of office as a NQSW.</p> <p>Sarah Anderson - To serve 1st 1 year term of office as a student social worker.</p>	<p>Council Agreed to the appointment of 3 x Co-opted directors for a year term of office.</p> <p>Register Sarah Anderson and Ioan Racasan as Directors on Companies House records as soon as possible</p>	15.11.2023	Jo Wathen
<p>2.9 Major Organisational Projects</p> <p>2.9.1 CRM & Website Development</p>	<p>Update provided by Amanda Govani:</p> <ul style="list-style-type: none"> ○ Ensuring clear pathway from old CRM to new CRM ○ Existing contract was due to end in February, will be extending this support contract, this will be funded from existing revenue budget. ○ Key to benefits realisation is user adoption to ensure staff make the most of the system. ○ Managing the CRM is a digital experience for staff, training has been agreed through F & OD for an enhanced training package, will grow and develop this. 			

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<p>2.9.2 Membership strategy</p>	<ul style="list-style-type: none"> ○ Will then be able to clearly articulate this to members and a comms approach will be reported to Council. ○ Early indication is that traffic to the website is going well, this will be monitored. ○ Members and staff have been surveyed, including those with lived experience, reviewing and testing the website continues. <p>Mark Lynes asks if those accessing the BASW website members or non-members.</p> <p>Amanda Govani responds Google analytics can show a very accurate picture of those accessing the website and how traffic comes through to the website, this is part of a range of tools.</p> <ul style="list-style-type: none"> ○ Strategy presentation shared with Council. ○ Overall message is that membership is fairly static, and we are on target to maintain memberships and managing well through the cost of living crisis. ○ Increase in independent membership. ○ Member value proposition being clearly articulated, <i>'BASW by your side every step of the way,'</i> this is being fed into communications and marketings. ○ Retention campaigns have been successful. ○ Bulk email review is underway. ○ Transformational program around the digital offer is really boosting BASW's reach. 	<p>Report to Council on how the membership strategy could be made more ambitious.</p> <p>Specific strategy around membership to be provided to Nations.</p>	<p>February 2024</p> <p>February 2024</p>	<p>Amanda Govani</p> <p>Amanda Govani</p>

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	<ul style="list-style-type: none"> ○ Target levels for the next year are shared. ○ Ambitions to grow and need to look at how to boost that growth and exploring those strategies, renewing competitor analysis, associate membership, corporate membership. <p>BASW student group will contact Amanda Govani outside of Council.</p> <p>Orlaith McGibbon asks about the figures for Northern Ireland (NI) and if the first figures include associate membership figures. Would like to understand how it is growing. The Committee and the staff team in NI are trying hard and impact on change seems to be minimal, NI ask for some specific help from comms and a specific strategy.</p> <p>Ruth Allen reiterates need to understand contextual issues in each nation and need to share more across the nations about what does work and may be transferable, what makes people join and stay. Ongoing analysis of data to understand what drives memberships.</p> <p>Jude Currie asks if there are trends around independents and those switching categories, what is the movement between categories and are there some trend analyses for nations.</p>			

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	<p>Vava Tampa extends invitation to Amanda to present to the England Committee, asks for nation specific around growing membership in England, mirroring the request from Orlaith.</p> <p>Julia Ross asks what it could look like if BASW were to more ambitious about membership growth, look to double membership sooner, look at pilot projects in each nation, feeling is that need to be more ambitious.</p> <p>Reshma Patel asks about associate membership for EbE specifically.</p> <p>Amanda Govani responds that deep dive analysis will be fed back. Foundation work and it is all about moving forward, need to also focus on retention as well getting new joiners.</p>			
<p>3.1 Equality diversity & inclusion</p>	<p>Presented by Ruth Allen & Dean Owens-Cooper:</p> <ul style="list-style-type: none"> ○ Developing an Equality, Diversity & Inclusion Advisory Group (EDIAG) working group so that it can feed into the Chairs and that the plans for the EDIAG. ○ Looking at formalising the EDIAG into a Committee structure ○ Sarah Anderson volunteers to be involved in this group, advert has been uploaded on the website asking for membership. 	<p>Establish EDIAG working group.</p> <p>Report to Council on options appraisal for the EDIAG.</p>	<p>February 2024</p>	<p>Ruth Allen</p>

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	<ul style="list-style-type: none"> Working group to look at options for a Committee structure. 			
<p>3.2 Sustainability</p>	<p>Presented by Ruth Allen:</p> <ul style="list-style-type: none"> Paper shared with Council on Sustainability work stream. Exploring this in conference i2024 Themes also being explored by IFSW, and work being undertaken across the world, gives a framework as to why social work should be interested in sustainability. Call-out for conference workshops is going live this week with emphasis on wellbeing, sustainable workforce, social policy reform, equality and justice. Actions listed that are in progress, feed in is welcomed by Council, will keep this a s standing item to bring back an update report in February. <p>Martin Sexton observed that when the code of ethics was refreshed it was requested that sustainability should be included, a review of the code could include this now as an opportunity for BASW to collaborate internationally and to take a lead on this.</p> <p>Hari Sewell comments that the transformational EDI agenda is very much linked to the sustainability agenda, uses decolonisation as an example.</p>	<p>Keep as a standing item for Council meetings.</p> <p>Review Code of Ethics with a mind to including sustainability within its content.</p>	<p>February 2024</p> <p>February 2024</p>	<p>Ruth Allen</p> <p>Ruth Allen</p>

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	Ruth Allen responds that we should consider how to integrate environmental rights with human rights basis of our Code – as is under consideration in Council of Europe.			
3.3 Overarching Campaign Priorities & Motions	<p>Presented by Ruth Allen:</p> <ul style="list-style-type: none"> ○ Report shared with Council. ○ Updates on overarching campaigns provided by Policy and Research team, for example the campaign in line with the recent supreme court ruling on deporting refugees to Rwanda. ○ Spotlight features being rebooted. ○ To link in more with the austerity action group which is funded by SWU. ○ Update on motions provided by the Committees that have delegated responsibility. ○ Progress shared by Janet as Chair of IC as to where we are in relation to motion 2. A separate meeting has been set to discuss this motion more fully, meeting being held in early January 2024. ○ Further motions remitted to PEHR, motion 5 and motion 6 – a follow up note will be sent to Council with updates 	Follow up note to Council reporting updates on motions remitted to PEHR Committee.	February 2024	Ruth Allen
3.4 Experts by Experience UK Forum	<p>Omar Mohamed and Reshma Patel provide a verbal update:</p> <ul style="list-style-type: none"> ○ Forum meeting was held in October, the forum seems to be working well, sub-groups are being set up. ○ Further meeting with Ruth and Luke next week, budgets will be discussed further. 	To bring to Council a full plan of how the EbE Forum will be progressed with four nation approach.	May 2024	Luke Geoghegan

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	<ul style="list-style-type: none"> ○ Co-ordinator role – interviews will be held in November, 11 applications were received, this has been shortlisted to 5. ○ Terminology changed in service user payment policy. ○ EbE webpage is in place. ○ Four nations meeting has been undertaken, representatives were there from each nation, discussion was around how the Forum could ensure all the nations were representative. More work needs to be done to ensure this representation is in place. ○ Ideas being suggested and are being reviewed, this will be discussed further with Ruth and Luke ○ Co-production needs to be further developed and as a forum can offer further training to Council around how to work co-productively. <p>Sarah Anderson highlights that the nations do need to share practices and further consideration does need to be given with the other nations, requests that before decisions are made a clear four nations approach needs to be taken.</p>	<p>Training to Council on how best to work co-productively. To agree outside of Council how this could be delivered (<i>Hari to contribute further to this</i>)</p>	<p>February 2024</p>	<p>Luke Geoghegan/Jane Shears</p>
<p>4.0 Preparing for General Election & Political Strategy</p>	<p>Presentation shared by Luke Geoghegan & Kerri Prince:</p> <ul style="list-style-type: none"> ○ Manifesto shared which BASW produced in 2019, this will need to be adapted for the upcoming general election to be ready for early 2024. ○ What makes a good manifesto is shared. 	<p>Luke Geoghegan & Kerri Prince to work up a more detailed plan and timeline which can be presented to Council.</p>	<p>May 2024</p>	<p>Ruth Allen/ Luke Geoghegan</p>

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	<ul style="list-style-type: none"> ○ Building the manifesto to ensure it is UK wide and also nation specific. ○ Three possible scenarios need to be considered in any planning for the general election. ○ A new government will inherit particular policies but also attitudes of mistrust in the general population. ○ It's not just about legislation most changes will be happy through policy level and BASW need to consider how best to influence policy changes. ○ Implications for BASW in each potential outcome of the general election differs with each scenario. ○ Solutions need to SMART. ○ Expect and be ready for tough questions ca be more challenging if they are from politicians that share similar values to BASW. ○ There will be a significant increase in work, as BASW should expect to be engaged in opportunities to have sit on government working parties, if the opportunity isn't taken it will be squandered so it's important to have the capability to understand what the membership wants. ○ The work to build influence needs to start now. ○ Position BASW as a way for politicians to reach our membership. ○ Key areas of social work responsibility ○ Continue to work with shadow ministers, opinion forming articles, two side manifesto, need to develop expectation and capacity to work with civil servants, this 	<p>Kerri Prince will follow up on the actions suggested by Council including more ways of engaging with the membership on politics. The nation manifestos will link in with the UK wide manifesto.</p>	<p>May 2024</p>	<p>Ruth Allen/ Luke Geoghegan</p>

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	<p>sort of work will increase and BASW need to prepare for this.</p> <ul style="list-style-type: none"> ○ Support policies and not parties, not about targeting Labour but about ensuring that BASW have and retain influence, need to ensure that are not side-tracked by niche issues. ○ If Labour do win the election BASW need to be ready to work with new MP's who may not know much about social work. <p>Vava Tampa to invite Kerri Prince to the England Committee meeting. Invite also extended to Kerri Prince from Cymru Committee.</p> <p>Hari Sewell suggests that some ex civil service workers could form a working group to inform the policy team, a thought shower to aid key messages. Suggests some mapping of potential policy's that may come in.</p> <p>Omar Mohamed highlights the need to be strategic and asks what the capacity for this, do need Council need to drive any additional resourcing. Labour Social Work Group could link in with them.</p> <p>Kerri Prince responds that she is aware of the Labour Social work Group but there is no formal working practice for this. Civil service groups are limited in the UK.</p>			

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	<p>Luke Geoghegan reiterates in the next 6 to 12 months there will be an increase in demand on time of BASW and also the nation committees, will very much depend on if this is UK wide of at nation level.</p> <p>Martin Sexton states that we need to ensure we have the capacity and resources now. If more capacity is needed is there a plan to deliver a briefing for Council or lead members to be able to have these discussions for BASW. Also need to know what other partners are saying like ADASS for example, if we are being inconsistent with their messages, we need to be clear why so that BASW's voice is still valid and has a good chance of landing.</p> <p>Members will also need to know how to speak with their local MP's. BASW could provide this help to our members.</p> <p>Jude Currie raises the issue of capacity and how this might impact other activities, can Council offer more support with this?</p> <p>There is a real hope that even if a small proportion of members engaged this could be a huge opportunity over the next 6-9 months.</p>			

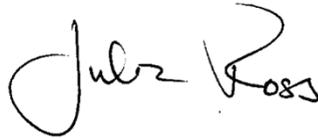
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	<p>Mark Lynes states that BASW’s voice also needs to focus on the community and BASW also need to reiterate the consequences for social work if governmental policy does not change and government would need to pick up the costs of social work collapsing.</p> <p>Caroline McDonald states that through the lens of the four nations, BASW could make messages simple and clear for members as some social workers also need to be educated about the issues in policy, this worked well in Scotland.</p> <p>Sumayya Hanson states that social workers would love to see BASW standing up for those issues that impact them, social workers should be encouraged to be political and to be activist social workers have a duty to speak up those that are silenced and cannot speak up for themselves. This would evidence what BASW do.</p> <p>Sarah Anderson suggests having small requests to each group to disperse the workload, small actions could all add up and could engage members.</p>			
<p>5.0 AOB</p>	<p>Presented by Julia Ross & Ruth Allen: Update on action being taken by BASW in relation to the Palestine/Israel conflict.</p>	<p>Julia Ross suggests a roundtable discussion, Janet Walker confirms would be happy to facilitate this.</p>	<p>February 2024</p>	<p>Julia Ross/Janet Walker</p>

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
	<p>Suggested AOB from Sumayya Hanson shared with Council on Teams. Refers to motions brought to AGM relating to requesting solidarity with Palestine as something that matters to members. Strong focus on civilian attack on the 7th October in first BASW statement but also need to focus on the apartheid (Sumayya’s view) that has been ongoing in the area. The way that the UK is approaching this is to focus on the terrorist attack and not what has happened before or following this attack. Recent collective action has demonstrated that we can be called to action and should call for a ceasefire and for international law to be adhered. There is a working group for the conflict in Ukraine, can BASW also have a similar working group for this for solidarity for the conflict in Gaza.</p> <p>Ruth Allen responds on how BASW might respond to this in the context of the history of the conflict in the area of Gaza. The current statement will be updated shortly. This is joint with SWU, and it is clear what BASW expect from the UK government and internationally. In terms of groups within BASW membership and profile of Palestinian rights issues– members can decide if this is something that they want to form. The current statement has been sent to the government and the revised statement will also be sent.</p> <p>Janet Walker confirms we are working closely with IFSW on these issues.</p>			

Council Meeting - Wednesday 15th November 2023 – 11.00am – Virtual

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
	Hari Sewell highlights that we need to consider process and invites Council to consider this from the heart and not just from a position.			
	Julia Ross asks for Council to provide feedback on inclusivity			

Signed by Chair:



Date: 18.12.2023