



British Association of Social Workers

Annual Report and Financial Statements

Year ended 30th September 2024



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Confidentiality statement: All references to individuals in this report are with the permission of the identifiable person.

British Association of Social Workers
(A company limited by guarantee)

Company information

Company number	00982041
Registered office	Wellesley House, 37 Waterloo Street, Birmingham B2 5PP
Auditors	Dains Audit Limited 15 Colmore Row, Birmingham B3 2BH





Julia Ross
Chair, BASW

My third Annual Report as Chair of The British Association of Social Workers (BASW) UK covers the period from October 2023 to September 2024. It has been an honour and a privilege yet again to lead our amazing organisation and to have been re-elected by members to serve another two year term as Chair.

Our 22,000 members are our backbone and our *raison d'être*. I have very much enjoyed representing and becoming more closely involved with social work and social workers across the UK and connecting more fully to the International Federation of Social Workers.

My thanks go to all involved in making BASW such an effective and strong professional association this year – members, staff, partners, stakeholders, Experts by Experience and especially to my outstanding Vice Chair Neeta Baicher, replaced this year by Lewis Roberts. As ever, my role has been so much more than chairing Council on a quarterly basis – although that in itself has been challenging, rewarding, and exciting in equal measures. My time has included speaking at and attending fascinating national, regional, and local events, talking with members on many topics, including my special interest in AI, connecting with students, celebrating Social Work Awards across the UK and our 'Amazing Social Workers' celebration, and travelling, and working across each of our four nations. Our key partnership with the Social Workers Union has included promoting campaigns against poverty, speaking out for social work values, ethics, and workforce.

My threefold priorities throughout my term as Chair remain the same: Increase our membership in numbers, strength, voice and influence; tackle poverty on all fronts and work with others to do this; work with our allies and partners, recognising that social work is always part of a multi-disciplinary, integrated way of working. We are increasingly in a position to take action more actively on each of these with our new CRM and they will shape our priorities ahead.

Our financial situation remains strong, as our Treasurer Ann Moir reports, despite the pressures of inflation. This has given us the necessary stability to consider investing further to achieve growth.

We have paid increasing attention to the maturity and strategic focus of our decision making and team working. We continue to pay close attention to increasing all forms of diversity through our elections, appointments, and co-options. Consolidating our Experts by Experience as members of Council has renewed our consistent perspective on the positive difference BASW and our members make with the people with whom we work. This is a welcome shift in our culture in how we discuss issues. Our co-options for diversity on Council this year included a welcome tranche of students and newly qualified social workers who brought valuable new perspectives.

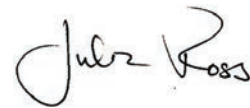
Our governance processes continue to mature. Our new Risk and Audit Committee is already providing us with solid oversight of risks and opportunities as we continue to grow and develop as an association. External partnerships and relations with others are key to our success. This includes alliances and joint working with many others. Our partnership with the Social Workers Union is a core partnership and we continue to work jointly on many key issues for the profession, including improving working conditions. Together we will continue to tackle the unrelenting pressures too few resources and inadequate terms and conditions that too many social workers face.



We are one UK organisation formed from four nations. I offer my congratulations to the amazing work of our four nations' National Directors, teams and National Standing Committee Chairs, Vice Chairs, and committee members. We work together with shared determination to make BASW the best it can be in supporting all our current and potential members, fully engaged in each nation and region.

My vision and promise to you in the coming year is to lead on developing BASW's priorities and represent your interests, working hard to drive our vision forward with

this new government. However, it is only with your help and involvement that we can achieve our very best for a better future for social work and society. With your support and all that you bring to social work, I am confident that BASW can and will lead the way for social work and those who use our services.



Julia Ross
Chair, BASW

BASW Social Work Journalism Awards 2024. L-R Judges Ruth Allen, Maggie Fogarty Shahid Naqvi and John McGowan.



Chief Executive's report



Ruth Allen
Chief Executive, BASW

Welcome to our Annual Report 2025. I hope you enjoy reading about the work and achievements of staff and members across all our four nations over the past year, and the directions of travel that will take us into the coming period.

BASW is the strong, independent voice of social work and social workers because of our diversity and breadth as a UK association. Our achievements in each of our four nations and in UK wide activities in 2023/24 add up to another successful year of creativity, relevance and impact. My thanks to all who have contributed to the life of the association and given their best efforts this year – individual members, member groups, committees and branches, Council members (our Board of Directors); Experts by Experience coproduction partners; the Editors and Boards of our two journals (*British Journal of Social Work* and *Practice*) our hard working staff teams, the Social Workers Union and all our other partners and allies. Our rich mix makes us strong and responsive to the many agendas that impact social work and social workers.

I also want to thank staff and members involved in developing, building and implementing a new digital customer relationship management system (CRM). Once fully embedded, this will enable us to respond more quickly to members, understand more about what members want, tailor services and information, and reach out to non-members and encourage more people to join. This has been an enormous technological and learning effort, particularly for staff. Huge thanks to colleagues and lead members who have headed this up with great skill and courage. This is another step in BASW's digital modernisation that will help ensure we are more personalised and relevant to every member for years to come.

All change in Westminster

During July we had a change of UK government in Westminster. This is shaping the latest directions for social work in England and affects all our nations through key aspects of UK wide policy and law. In BASW, we lost no time in reaching out and meeting senior and junior ministers, other MPs, and civil servants to ensure BASW is on their radar as a key representative voice, a source of ideas and support, and a constructive source of honest feedback where necessary.

We are using all opportunities to promote social work and our social priorities with the UK and devolved governments – such as tackling poverty, the housing crisis, public service underfunding, immigration, racism, discrimination in the workplace, and upholding the UK's precious framework of Human Rights and Equality Law. With our allies and partners, we will keep raising the social, health, economic, social work and ethical case for investment in people's lives and reducing inequality by UK – and national – governments.

The cost of living and working conditions

Throughout this year, we have been acutely aware of the impact of the cost-of-living crisis and inflation on members. We have also been acutely aware of the ongoing difficulties for social workers in often underfunded employment settings that fail to provide the right cultures and fundamental resources necessary for social workers to do their jobs.



Our 2023/24 social work survey highlighted these problems as members and non-members told us about workloads still being too high, resources too low, services being cut, pay levels not keeping pace and social work staffing levels being inadequate. In light of this feedback – which has been similar over three years of the survey – in 2024/25 we will publish updated resources and tools to tackle workplace problems. We want to empower social workers in the workplace to be part of change and improvement, and to launch a new phase of campaigning on working conditions with partners including the Social Workers Union.

Membership growth

As we look to the coming years, we will continue to improve the services and support we offer social workers across the profession – from students and newly

qualified to advanced practitioners, leaders and managers, independents and academics. We want to ensure all members want to stay and feel the value of membership. And we want more social workers to recognise and feel that being part of the independent professional association is essential for their own individual support and protection, for collective camaraderie and impact and for ensuring social work develops according to our core values and ethics.

I encourage every member and supporter reading this to help us in this ambition for coming years; an even larger, stronger and more impactful BASW.



Ruth Allen
Chief Executive, BASW



About BASW



Our Vision

“Social work will be a thriving, influential, respected profession, improving lives and upholding people’s rights across the UK.”



About BASW

► What we do

Lobby and influence:

As the independent voice of social work, your voice inspires our campaigns, policy work, and is raised as we establish political influence and media presence across the UK and in each of our four nations. We represent UK social work within the International Federation of Social Workers and through this, support social work across the world. Together we can drive positive change and influence what matters in social work and society today.

Provide advice, representation and support:

We partner with the Social Workers Union to provide members with expert advice and representation on employment and regulatory matters. Our Social Work Professional Support Service is a peer-to-peer listening service, here to support your wellbeing and practice-related concerns.

Promote and support professional development:

As the home for ethical social work across the UK, we deliver professional development courses, conferences and other learning opportunities for social workers and across disciplines. We support social workers' careers and wellbeing every step of the way, from students to advanced practitioners and leaders.

► How we work

BASW is run for and by our members through an elected Council (Board of Directors) and committees.

We know that peer support is vital to social workers which is why we facilitate networks, forums, and collaborate with member groups across the four nations of the UK. Our Council, Committees, Special Interest, Thematic and Advisory Groups provide specialist social work and strategic expertise. BASW Branches raise the voice of social workers within localities.

We also connect with charities, sector leaders, regulatory bodies, policy-makers and people with lived experience of social work. As a result BASW is a vibrant hub of activity and influence, driving positive change in the sector.

Our commitment to Equality, Equity, Diversity and Inclusion (EEDI)



BASW Council established the EEDI Advisory Group, resourcing and supporting its development. The EEDI Advisory Group has reported to Council and helped BASW to mainstream EEDI approaches into our events, courses, policy work, employment practices, publications and activities.

In February 2024 the Advisory Group submitted a proposal to Council for an EEDI Committee. Council instructed the Advisory Group to establish a steering group to further develop the proposal and for the views of membership to be considered.





► Governance

The British Association of Social Workers (BASW) is committed to the highest standards of governance, and we use the UK Corporate Governance Code to guide us. At the heart of this code is a set of principles constituted from the Companies Acts 1985 to 2006, that emphasises the value of good governance to long-term sustainable attainment.

BASW is an independent member led organisation that is a company limited by guarantee, not having a share capital.

BASW

**The professional association for
social work and social workers**

► Constitution

The Council is supported by four Standing Committees:

- Finance & Organisational Development Committee;
- Policy, Ethics and Human Rights Committee;
- International Committee.
- Risk and Audit Committee.

and four National Standing Committees:

- England;
- Scotland;
- Wales;
- Northern Ireland.

Other Committees that report directly to Council are:

- Professional Development & Education Committee;
- Nominations Committee;
- Standing Orders Committee;
- Recognition & Remuneration Committee.
- Independents Committee.

Each Committee meets several times a year and reports directly to Council twice per year. Subcommittees are established from time to time, these will report directly to the Committee they are a subcommittee of.

In addition to our constitutional Committees BASW also operates a structure of inclusivity and cooperative working practices which includes Advisory Groups, Thematic Groups, Special Interest Groups, Branches and Network Groups. Council and the Committees of Council regularly work collaboratively with these groups in both advisory and practical capacities.



About BASW

► Members of Council 2023-24



Chair
Julia Ross
From June 2022



Vice Chair
Lewis Roberts
From June 2024



Treasurer
Neeta Baicher
June 2022-June 2024



Treasurer
Ann Moir
From September 2021

England Committee Appointed Directors

Vava Tampa	Chair	From January 2022
Jackie Mahoney	Vice Chair	From June 2024
Katy Jackson	Vice Chair	April 2022 to June 2024

Northern Ireland Committee Appointed Directors

David Hayes	Chair	From June 2024
Orlaith McGibbon	Chair	February 2020 to June 2024
Janine Gordon	Vice Chair	From June 2024
John Sheridan	Vice Chair	March 2022 to June 2024

Scotland Committee Appointed Directors

Caroline McDonald	Co-Chair	From September 2022
Toyin Adenugba	Co-Chair	From June 2024
Jude Currie	Co-Chair	May 2020 to June 2024

Wales Committee Appointed Directors

Andrew Pennington	Co-Chair	From June 2023
Christian Beech	Co-Chair	April 2018 to June 2024
Joel Price	Co-Chair	June 2024 to Oct 2024
Vacant	Co-Chair	

International Committee

Janet Walker	Chair	From June 2022
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Policy, Ethics & Human Rights Committee

Annie Ho	Chair	From June 2024
Martin Sexton	Chair	September 2020-June 2024

Elected Directors

Merlin Joseph	From June 2023
Christian Kerr	From June 2024
Annie Ho	From September 2021
Camelia Chowdhury-Allen	June 2022 to June 2024

Co-opted Directors

Dean Owens - Cooper	From June 2024
Lynn Romeo	From July 2024
Hari Sewell	September 2020 to October 2024
Sarah Anderson	September 2023 to October 2024
Ioan Racasan	September 2023 to October 2024



► Leadership

We have developed frameworks to guide and describe how we want to work:

- our [Code of Ethics](#) describe how we want to engage with the world;
- our brand values describe how we want our supporters, stakeholders and the wider public to think about us;
- our cultural values describe how we work and relate to each other;
- our Code of Conduct and Equal Opportunities Guidance for Council and Committee members describes how we expect our Council and Committee members to behave.

These frameworks form part of the induction process for new Council and Committee members. If you are elected or co-opted to Council, we will give you information

about your duties as a Director of BASW. You will also have access to induction and briefing materials outlining your role, duties, and accountabilities, with information about BASW and its policies, structure, and work. We also run a series of induction sessions for each new Council member, which takes a strategic look at their roles and responsibilities and how they can discharge their Director's duties through a process of effective scrutiny and challenge.

Each Council member completes a declaration of conflict, known as a register of interests, which records their declared interests and related transactions. This is updated each year, and whenever any changes occur. Council and Committee members are also asked at the beginning of each meeting to declare any new interests or conflicts that may affect their ability to make objective decisions in relation to specific agenda items.



About BASW

► Effectiveness

Council works as a team, with a balance of skills, experience, background, and knowledge, in order to be as effective as possible. Every Director of Council is a current member of the Association and has the well-informed understanding of social work practice required to promote and represent the voice of our membership.

In 2023 four non-director Council roles were introduced; these are reserved for the Chair/Co-Chairs and members of the UK Experts by Experience Forum.

Council agreed in 2023 to allocate two of the available three co-opted Council roles specifically to student and newly qualified social workers.

Every year, we review the skills our members bring to Council and its Committees. This forms part of a review process to assess how effective our governance structure is and to identify any skills gaps that might exist. We also check our ways of working, to ensure we align with our Articles of Association and our Code of Ethics.

We advertise all Council roles including Honorary Officer positions of Chair, Vice Chair and Treasurer. Both Council and Committee vacancies are advertised on the BASW website and in our *Professional Social Work (PSW)*



members' magazine, members are further advised of vacancies through regular UK wide ebuletins. The appointment process is member-led and rigorous, with an election process and due diligence and eligibility checks being undertaken by the Nominations Committee.

Council members also sit on and Chair our Committees, this includes representation from all four nations. Our articles allow for two representatives from each nation to be appointed onto Council.

- **For further information on the structure and operation of Council, please see the [Governance](#) section of our website.**

► Finance

Council members, as Directors, are responsible for keeping adequate accounts. These should show and explain BASW's transactions, and be able to disclose, at any time, the Association's financial position. These should also ensure the financial statements comply with reporting and legal regulations and our Articles of Association.

Council is responsible for preparing the Association's Annual Report, and financial statements in accordance with the financial reporting standard applicable in the UK and Republic of Ireland, known as FRS102. Company law in England, Scotland, Wales, and Northern Ireland requires Directors to prepare financial statements each financial year. These must give a true and fair view of the state of affairs of the Association, and of its income and expenditure.

When preparing these statements, Council must:

- select suitable accounting policies, and apply them consistently;
- make reasonable judgements and estimates;
- state whether they have followed applicable accounting standards, subject to any exceptions which are disclosed and explained;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Association will continue in business.

They are also responsible for safeguarding BASW's assets, and for taking reasonable steps to prevent and detect fraud and other irregularities.





► Decision making and risk control

We strive for decision-making processes that are rigorous and efficient, incorporate effective delegation, and are informed by assessments of risk and control.

Council delegates authority to the Chief Executive and to the employees of BASW for certain activities. There is a detailed schedule of delegation in place, this is reconfirmed annually. We have systems and policies in place to monitor these delegations. Major strategic, financial and policy decisions are reserved for Council and its Committees; all have formal terms of reference within which to work.

Council members are responsible for identifying and managing the major risks facing the Association. Risk management is considered in every aspect of BASW's work. In response to the recommendations set out in the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), Council regularly considers risk management in a broad and strategic manner, considering all relevant internal and external factors that might alter or undermine the capacity of the Association to fulfil its objectives.

A risk register, alongside internal and external audits provide comprehensive assurance of the following areas of risk and control:

- delivery of our strategy and projects, with a focus on championing social work;
- our reputation;
- our responsibility to staff, volunteers, supporters, and visitors, and in particular to safeguard the wellbeing of vulnerable individuals;
- our compliance with law and regulation;
- management of our financial, physical, and intangible assets, including land, buildings, data, and technological assets;
- retaining and building know-how, delivering good governance, and embodying a positive, inclusive, and ethical organizational culture;
- protecting and growing our sources of income.

Our risk review process assesses each of the major risks and the effectiveness of the arrangements for managing them. The resulting report is scrutinised by Council via its Risk and Audit Committee, established in 2024, Chaired by Hilary Tompsett.

We have a clear framework for monitoring our impact, progress, and approach to risk management. We have an extensive risk register that covers the full range of financial and non- financial risks.

We also undertake regular 'deep dives' into risk in the risk and Audit Committee. This provides a robust way of reviewing matters flagged through the Risk Register and arising in other discussions across the business. The deep dives feed into improvement actions and into the risk register.

Via Committee delegation, Council approves a plan for external and internal audits. The Risk and Audit Committee meets with the external auditor once each year regarding the annual audit of financial management and this is reported directly to Council.



About BASW

► Experts by Experience

In BASW we have adopted the term Experts by Experience (EBE) for colleagues who represent experience of direct use of social work and related services and who work with us in governance, policy, learning and other activities. The term is the preferred term of those colleagues. EBEs have a unique role to play, helping social workers improve what we do and how we do it.

BASW has been on a journey of progressively increasing the involvement of EBEs involved across our decision-making processes. Since 2024, four EBEs have been non-voting members off BASW's Council, enriching and improving Council's debate and decision making and ensuring people experiencing social work are always considered in our work.

In 2023 EBEs and staff thought carefully about how they wanted EBE work to develop and what systems and resources were needed to support that work. A dedicated post was created in response to this, since January 2024 BASW has an EBE Coordinator in post.

The BASW Experts by Experience (EBE) Forum provides a platform for individuals with lived experience of social work services to contribute to BASW's initiatives. The Forum has been focused on key discussions and actions to enhance participation, governance, and work priorities to ensure a sustainable co-production framework at BASW.

Key Highlights from the Forum:

- Exploring effective governance options to ensure sustainability through co-production.
- Advancing workplan priorities, including updates from the diversity working group and improved document-sharing via Teams.
- Advocating for changes in government policies, particularly ensuring that lived experience contributions do not negatively impact benefits, tax, or income.

The BASW EBE Forum remains committed to inclusivity, effective governance, and meaningful advocacy for lived experience representation in policy and practice across the social work profession.



Reshma Patel



Omar Mohamed

Your voice inspires our campaigns

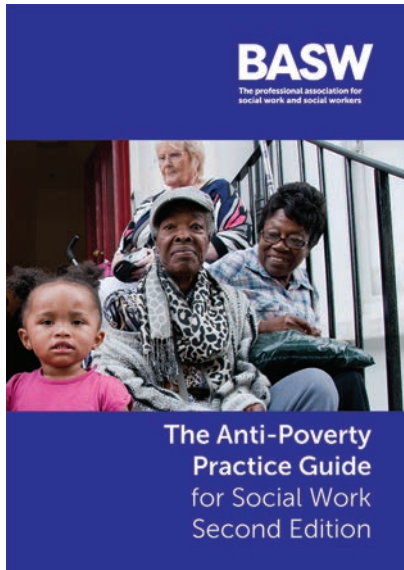


BASW uses the evidence from surveys, together with information collected via committees, groups, networks and communities of practice to inform what we say to decisionmakers, whether ministers, parliamentarians, civil servants or employers. Your voice, what you share with us, inspires everything we do, especially our policy and campaigning work, as examples taken from the last year show.



Your voice inspires our campaigns

► Policy, Ethics and Human Rights (PEHR) Committee



PEHR Committee is responsible for overseeing the development and promotion of BASW UK policy, ethics and human rights, and advising BASW Council.

PEHR approved a refresh of the [BASW Anti-Poverty Practice Guide](#) and worked on the resource *Towards Full Access and Inclusion*.

PEHR also took the lead on co-ordinating and signing off work against a series of ever-more draconian asylum immigration; specifically, the Illegal Migration Act 2023, which breached international human rights, the International Refugee Convention; Children's rights, and, established medical rights and protections.

With a General Election due to take place at some point in 2024 PEHR adopted a paper in December 2023 entitled *Getting Election Ready*. This proposed developing a much more detailed series of asks of the next Government. When the General Election was called in July 2024, BASW launched [Time To Get It Right](#) a manifesto that outlined 40 ambitious, but necessary, policy actions for MPs across the UK.

► Special Interest Groups (SIGs)

[Special interest groups](#) are groups of members with a focus on a particular issue or service area. SIGs pursue specific interests in order to influence policy, promote effective practice and develop members' careers.

Members with a shared interest are able to create a special interest group to formalise themselves within the BASW structures. SIGs agree their terms of reference and their work plan with PEHR. Active SIGs during this year include Alcohol and Other Drugs (AoD), Gypsy Roma and Traveller (GRT), Diaspora Social Workers, Jewish Social Workers, Neurodivergent Social Workers, PROGAR (Project Group on Assisted Reproduction), SPEDI (Social Work's Place in Emergencies and Disasters) and the Unaccompanied Asylum-Seeking Children (UASC) SIG. A new special interest group was the Community Social Work SIG.



- **Any BASW members who are interested in forming a SIG should contact the Policy team.**





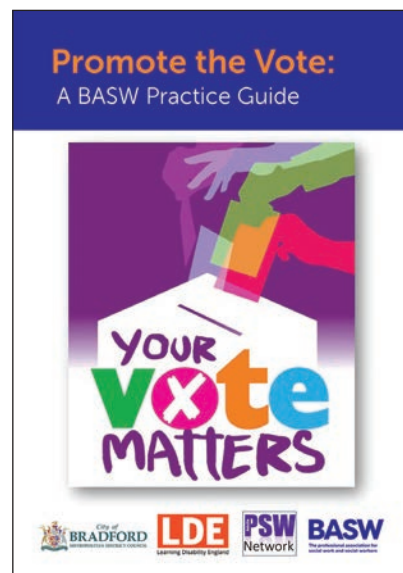
► Influencing and engaging with politicians in Westminster

BASW worked with member groups across BASW, and the wider membership to develop 'Time to Get it Right: The BASW General Election Manifesto 2024'.

Resources for the UK and each of the four nations can be found on the [BASW website](#). This made over 40 specific, evidence-led, practical asks of the next government. Just as importantly it provided a bench-mark for measuring how effective BASW's lobbying activity might be over the duration of the next Government.

The BASW manifesto was launched over an extended period in the spring of 2024 linking current issues to BASW asks to ensure maximum member engagement, with the aim of encouraging maximum voter turnout among social workers. MPs and prospective future MPs were informed of what social worker were asking for, why it would make a difference and the number of social workers across the UK who were eligible to vote.

Many groups, for a range of reasons, do not vote. BASW partnered with a wide range of partners to produce 'Promote the Vote' a [toolkit](#) for supporting and encouraging people with learning disabilities to vote.



This long-term developmental work was coupled with organising and lobbying against the introduction of the Illegal Migration Act 2023, and then its implementation. BASW undertook this work in conjunction with many organisational partners. [A suite of reports and updates are available online.](#)



Your voice inspires our campaigns

► BASW in the News

2024 v 2023		
	2023-2024	2022-2023
Total articles (individual articles with no duplicates)	264, averaging 22 per month	270, averaging 22.5 per month
Audience reach (how many people read these articles)	1.532 million	1.389 million
Ad value (how much we would have to spend in advertising to have the same impact)	£472,485	£252,060
Top outlets (rough idea of where we are mentioned)	Community Care (62), CYPNow (11), BBC (7), Guardian (4), Independent (2), Telegraph (2)	Community Care (83), Social Work Today (15), CYPNow (10), Guardian (5), Times (2), Independent (1)

2023-2024 had slightly fewer articles than last year but the reach and impact increased. The monetary value was almost double that of last year.

Off the back of the widespread doom-and-gloom of 2000-2022 pandemic related reporting, a concentrated effort was made in 2023-2024 to include some positive news in the press.

Notable achievements from this workstream include securing Ruth Allen's interview on Ed Miliband's [‘Reasons to be Cheerful’](#) podcast, and social workers receiving a “round of applause in appreciation” from the audience on Channel 4's Steph McGovern's Packed Lunch show (a segment which was crafted around interviews with Liz Howard and BASW member Andy Tutte).

However, BASW's coverage continues to shine a spotlight on social injustices and the challenges for social workers as well as our forbearance, creativity and strength in the face of difficult conditions for practice in many areas.

Print highlights:

Our biggest engagement and reach for 2024 came from a spate of articles in *The Guardian* during Social Work Week in March. We promoted social work and raised awareness of it as a key service and valued career via BASW CEO Ruth Allen and members, Julia Winkless, Helen Gormley and BASW England chair Vava Tampa contributing to several articles.

Other highlights include:

- [Almost one-third of council funding spent on children's social care amid surge in referrals](#) – *The Independent*; BASW provides a member to add a real frontline view on how the pandemic has increased referrals (Nov 2023)
- Thousands of new foster carers urgently needed in

England, experts say – *The Guardian*; BASW members provide real life experience of social workers scrambling to find [places for children after net loss of 1,000 foster families in past year](#) (Dec 2023)

- [The Guardian view on social services: there must be no rush to judgment on Bronson Battersby](#) – In *The Guardian*'s editorial, the editor picks up on BASW/SWU's views on this case, quoting BASW CEO Ruth Allen in the process (Jan 2024).

Broadcast/TV highlights:

Although figures in terms of reach, value and impact cannot be crunched for BASW's broadcast efforts, it is worth listing the highlights from the year as they often exceed print pieces in terms of engagement with members and visibility of the organisation.

Highlights include:

- BASW England's Rebekah Pierre firmly states our position that we need to [urgently move away from a privatised profit-driven model in children's social care](#) to deliver the real therapeutic help vulnerable children need, on BBC Radio 5 Live Nihal Arthanayake's panel discussion (Dec 2023)
- BASW Chair Julia Ross speaks to BBC Radio 5 Live on Friday breakfast show to discuss poverty, cuts to services and pressures on social workers after a new NSPCC report shows increases in child cruelty crimes against children aged five and under (April 2024)
- BASW organise for member Patriche* to give a frontline response to a story on Naga Munchetty's BBC 5 Live show about mothers who feel unsupported after having their children put into care. Patriche gives a sympathetic, balanced view on the needs of the child and their parents, and highlights the lack of resources to help parents of children who have been put into care (Sept 2024).





► Professional Social Work

Overview of the year from the editorial advisory board



Arlene P Weekes



Sarah Pollock

Sarah and I have had the privilege of progressing from qualified social workers reading *PSW* to being invited as Board members, and now to serving as co-chairs. We are incredibly grateful for the work of Daniel Keeler and Laura Davis, who did a fantastic job in leading the Board before us. Their dedication and commitment have ensured *PSW* remains a valuable resource for social workers, and we look forward to building on their achievements.

The transition to co-chairs has been a brilliant experience. As we stepped into our new roles, we said goodbye to the previous co-chairs and several other Board members. We want to take a moment to recognise their hard work, dedication, and the invaluable contributions they made to shaping *PSW*. Their efforts have left a strong foundation, and we are grateful for all they have done. At the same time, we have welcomed new Board members who bring fresh perspectives and enthusiasm.

With a relatively inexperienced Board, we have been fortunate to have the support of editor Shahid Naqvi, who has been open to our ideas while also sharing his own vision for the future of the magazine. Being on the Board has given us a unique perspective on *PSW*,

allowing us to reflect on what resonates with us in each issue, from features, news and opinion pieces.

Our discussions, as always, have been both interesting and creative. One of the key developments has been the recruitment of members to the Experts by Experience panel. We received several applications from individuals with wide-ranging experiences, and we look forward to their first meeting and their continued contributions.

Already, there is much to consider, including:

- Cabinet Office plans to publish new guidance on equality, diversity and inclusion (EDI) and impartiality
- Social Work England registration charges
- Coverage of difficult and destabilising world events, such as the situations in Palestine and Ukraine, as well as the age of Trump in politics. A key question is how *PSW* reports on these issues and how BASW continues to support its members during these challenging times

The Board members continue to play a crucial role in ensuring *PSW* remains relevant and responsive to the issues affecting social work. The diversity of our Board strengthens the publication, allowing us to benefit from the wide-ranging expertise and perspectives of individual members.

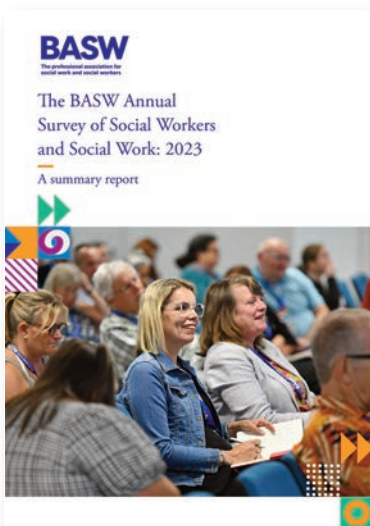
Dr Arlene P Weekes and Sarah Pollock co-chairs, Professional Social Work Editorial Advisory Board



Your voice inspires our campaigns

► Annual Survey 2023

In December 2023 BASW conducted its third annual survey of social workers and the social work profession.



The summary report, launched to coincide with World Social Work Month 2024, contained the views of 1215 social workers, educators and students from across the four nations of the UK. We are grateful to all the respondents who willingly gave their time to complete the survey and contribute to BASW's work.

This year, we sought to deepen our understanding of core issues: workload, challenges facing the profession, experiences of bullying, harassment and/or discrimination. Certain questions are repeated annually with the intention of allowing changes in views and feelings to be tracked over time. This allows trends in the data to be identified.

'Topical' questions are also included every year to create a 'snapshot' of respondents' views and attitudes on emerging issues of importance. For 2023, these questions related to issues of sustainability and supporting people to vote as part of the social work role.

BASW uses data derived from the annual survey to inform its work seeking to improve the framework and conditions of social work across the UK, as well as the circumstances of the people with whom social workers work. Consequently, some areas of the survey focus on challenges and pressures confronting the workforce. However, the survey also seeks to acknowledge some of the positives of working in the profession. Respondents' recognition of the challenges they confront, both as individuals and as a profession, is reflected in the qualitative comments, some of which are included in this report.

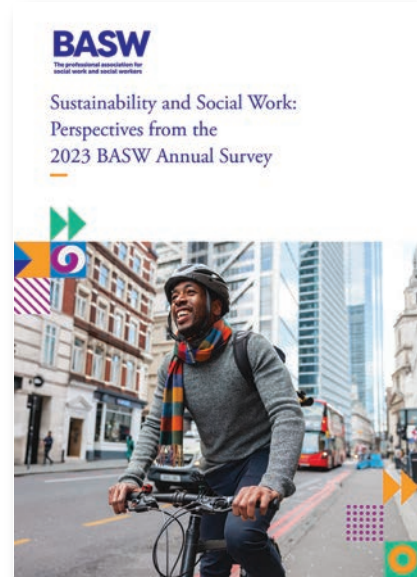
Key findings from the survey:

- **45.43%** of respondents say peer support has a positive impact on their workplace; **44.2%** say appropriate level of management/supervision has a positive impact – an increase from **32.27%** in 2022;
- **46.91%** identified adequacy of staffing levels as one of the biggest challenges in their workplace;
- **67.49%** identified cuts to local services as one of the biggest challenges facing the profession in the immediate future, the first time this has been selected more often than the funding of social care (62.22% in 2023);
- **65.19%** reported that the people with whom they work are negatively impacted by issues related to the climate crisis and/or environmental degradation;
- **76.63%** say access to local green spaces has a positive impact on the people with whom they work;
- **64.61%** of respondents report not being able to complete all their work during their contracted hours;
- **50.21%** reported not feeling able to manage their current workload;
- **41.15%** reported having experienced bullying, harassment and/or discrimination in the past 12 months, or were aware of someone that had;
- Respondents' views on how the public perceive social work and social workers, already negative in 2021 and 2022, worsened further in 2023.

Sustainability

In June 2024 we published the report [Sustainability and Social Work: Perspectives from the 2023 BASW Annual Survey](#), a supplementary paper that considers social workers' views and experience of environmental issues at work and in their own lives.

- **84%** agreed insulation and energy efficiency initiatives would benefit people we work with
- Over **80%** of respondents agreed social workers have a responsibility to understand the impact of environmental and climate change on people we work with
- **74%** agreed BASW should take a stance and actions on this



Findings from the 2023 BASW Annual Survey

The quantitative questions explored a number of different themes relating to sustainability. These included impact on people with whom social workers work, use of spaces, and workplace initiatives.

Figure 1: To what extent do you agree to understand the impact of the climate crisis with.

	Number	Percentage
Strongly agree		
Agree	161	2.14%
Disagree	26	2.39%
Strongly disagree	29	0.41%
Not applicable	5	
No response		

“There is a conceptual and practical connection between sustainability as it applies to how we protect and promote the natural world, how social workers support sustainable, thriving lives for communities, families and individuals, and how we look after and value social workers for the long term – as staff, as professionals and as people.”

Ruth Allen CEO BASW

Four-fifths of respondents (81.81%) agreed or strongly agreed with the statement that social workers understand the impact of the climate crisis and/or environmental degradation on the people they work with. Some of the issues arising are considered to be:

By your side every step of the way



“Both representatives have been exceptional. I could not have got through this process without them. They have been clear, patient, caring and thoughtful throughout.”





► Advice & Representation service



In the year to September 2024, the Advice and Representation (A&R) service received an average of 343 contacts each month with 35 new members being added to the caseload for representation on a range of employment and regulatory procedures. The team's overall caseload fluctuated between 240 and 260 members at any one time. Of those, around 80 were in one of the four stages of the regulatory process and 160/170 in an employment procedure.

Two thirds of our casework was in children's services, with the predominant types of support provided being in disciplinary and grievance procedures. 64% of the members we represented were employed by local authorities, and 15% were agency or self-employed.

In October 2023 the eligibility criteria were relaxed – with the period required for representation reduced from 3 months to 1 month. There was a simultaneous introduction of an eligibility period of one month for telephone advice. Instead, new members are now directed towards the suite of [guidance sheets that cover a range of employment and regulatory issues](#). This has enabled more members with complex issues to receive the representation they need.

The front door of the service, the Initial Response Team (IRT), continued to fine tune its approach to ensure that every new member referral was effectively screened to identify the appropriate route for the enquiry.

The closer scrutiny provided by the IRT has enabled the team to identify common concerns that arise for members that do not fall within an employment process. For example, we noticed an increase in the number of social workers experiencing harassment from people who use services and from service users which led to the production of a guidance sheet. Other issues and concerns such as Disclosure and Barring Service (DBS), Local Authority Designated Officer (LADO) queries have also been addressed through the production of guidance sheets, which number over 50.



The publication of the allocation and eligibility criteria alongside a 'How we work with you' document has enabled us to more clearly define the service we offer. Since the clearer communication of the team's role and remit, we have seen a reduction in the number of complaints.

The fitness to practice work of the A&R team this year was somewhat dominated by the financial problems of Social Work England who announced in early 2024 that they could not afford to hold or list any new fitness to practice hearings beyond those they were statutorily required to undertake. The team then focused upon working to demonstrate widely the impact this was having upon social workers caught up in this unacceptable 'limbo', through some joint work with other representative bodies and the Professional Support Service. This included making many representations to Social Work England itself as well as to the Professional Standards Authority.

Our focus on the cases we held waiting for hearings, often delayed for many years, shifted and was spent reviewing those cases and making individual representations to Social Work England for cases to be dealt with in another way or discontinued. There is emerging evidence that this approach is now having some success with Social Work England themselves needing to re-evaluate their approach and move these cases through their system and off their 'waiting list'.

It remains unsatisfactory and we continue to liaise and pressurise Social Work England on behalf of affected members.



By your side every step of the way

BASW and SWU: working together to protect and advise social workers

BASW works with the Social Workers Union (SWU) to guarantee members the legal entitlement of representation in employers' hearings.

Our team understand the issues you face and are able to advise and represent you at regulatory councils. Opting in to SWU means you get all the benefits of the trade union alongside BASW, your professional association – all under one roof. To make it easy, you pay one monthly or annual fee and you are signposted to where you need to go. You will have a network working to support you at any time you need it.

We believe that by working together BASW and SWU provide the best protection and best advice for social

14,770 BASW members are
also members of SWU

workers. The BASW/SWU Advice & Representation team understand the complexities of the profession, the competing demands placed upon you by your employer, and the Code of Conduct.

We know how difficult it can be working under tremendous pressure to deliver effective services and understand the context in which you work. We use our specialist knowledge to advocate and negotiate on behalf of social workers, both individually and collectively within the trade union movement and with employers.

The team continues to receive a wide range of compliments, being called fair, kind, supportive, offering solid advice, amazing, understanding, providing guidance, making others feel heard, calm, compassionate, brilliant, great advocates, and always in my corner...

I couldn't have walked this difficult journey without your support and professionalism – thank you.

I would like to thank you for being so brilliant during genuinely the darkest period of my life. Times when I questioned my sanity, the way forward and times when I didn't understand why I was not being understood and why what I was saying was being changed and coming back to me in a different way.

I don't know what I would have done without you and BASW.

I wanted to take the time to thank you again for the calm and compassionate support you have provided to me over this dreadful period in my professional and latterly personal life. I cannot commend you highly enough for your clear honest communication and your efforts to secure the 'least worst' outcome for me.

To say this has been a difficult six months is an understatement; but your professionalism, compassion, support and guidance has been invaluable. I am so grateful that he was lucky to have you as his representative.

Student Membership



With BASW you get discounted student membership to support your social work course and can also opt into the Social Workers Union (SWU) at an additional discounted rate of just 83p per month

Receive all the benefits of the trade union alongside BASW, your professional association – all under one roof.

SWU Student package

(in addition to an existing BASW membership)

SWU is the only UK trade union for, and run by, qualified and registered social workers. Join SWU and be part of one of the fastest growing trade unions in the UK.

Become a Union Contact

SWU recruits and trains student Union Contacts who promote membership and activism in universities.

Access training provided by GFTU

SWU is a member of the General Federation of Trade Unions (GFTU), providing student members with access to training provided by GFTU. GFTU is a group of 30 specialist unions with a combined membership of over 600,000 members.

Additional legal, insurance and CPD opportunities

SWU offers additional legal, insurance and CPD opportunities delivered and discounted by Dr Neil Thompson.

Regular e-communication

Receive a monthly SWU newsletter with the latest updates and events to your inbox.

SWU Campaign Fund

This fund is available for SWU student members to set campaign priorities and engage in activism.

SWU Austerity Action Group

Meet and connect with fellow social work students and social workers and join in with some student campaigning.

Eligibility for National Executive Places

Get involved with your trade union and represent the voice of student social workers on topics such as use of supervision and working conditions.

SWU University Assignment Competition

Each year the Social Workers Union seeks to challenge and engage students and apprentices with the SWU Assignment. There are four awards including £500 to each winner.

BASW Student Membership	Additional SWU opt-in
£5.39 / month	+£0.83 / month

Continue your student membership and receive 50% off membership fees for your first post-qualifying year of work.

University offer

BASW University Social Work Education Provider Affiliation Scheme

Offering professional support and activities designed to support social work education programmes, plus a discount of up to 15% off for student group membership. Ask your course lead to speak to us!

Join today at basw.co.uk/membership



Scan the QR code to view all that's on offer with your BASW membership and start your journey



By your side every step of the way

► The Social Work Professional Support Service

The Social Work Professional Support Service (SWPSS) has continued to flourish. We are delighted to be in a position to offer online coaching sessions to over 43,000 social workers across the UK – for BASW members in England and for all social workers in the other UK nations.

1500 registrations since the launch of the service
400 registrations over the past year
95 volunteer coaches trained since the service launched
90% of respondents rated the service with 5 stars over the last year.

The feedback received tells us that the service is producing positive outcomes:

Confidence

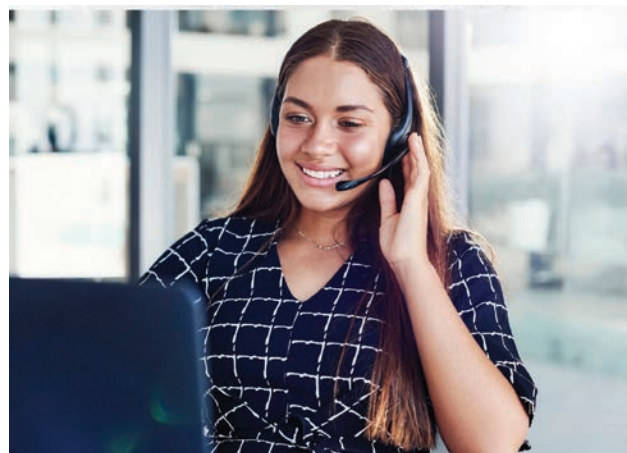
- “My coach was excellent and acknowledged my disappointment (in the system) and empathised with the impact the work had upon me. My coach gave me some practical strategies and some words of wisdom that has allowed me to move on”
- “My coach supported me in believing in myself and my narrative and not let other people have power over me”
- “I was able to reflect on my practice and came away with reassurance and some ideas for future learning”

NQSW

- “I was having a difficult time starting my ASYE as I felt overwhelmed. The coaching session was really helpful and it made a huge difference at the start of my ASYE. It placed my mind at ease and I felt more confident about being a newly qualified”

Independent Social Workers

- “I came into the space as an independent social worker, finding avenues of support. I felt confident in my coach and came away with an action plan which was empowering”



Sign up for six FREE* sessions today!

Over the past year, BASW has continued to focus on integrating SWPSS into its everyday operations. This has provided an opportunity to review the service and messaging to ensure that it meets the current needs of social workers and social work students.

An academic evaluation of the SWPSS, funded by the Department of Health in Northern Ireland, was published in June 2023. The findings support a consensus that the SWPSS is an important innovation that should continue, with insights applicable throughout the UK. In 2024 a UK evaluation alongside Durham University started with results being published in 2025.

Our volunteer coaches are central to the delivery of SWPSS, and we continue to support their professional development through an extensive CPD programme including collaboration with Oxford Brookes University Coaching and Mentoring Society (OBCAMS). Two specific principles of The SWPSS are; The voluntary ethos which is key to our success in offering peer-to-peer coaching and the independence of the service to provide a confidential and safe space away from practitioner's work environments.

The SWPSS was involved in the updated Working Conditions Campaign in order to promote coaching as a tool for resilience and retention of the workforce.

‘We want social workers to make self-care a priority because we believe this will enhance the service they provide to people accessing social work services across the UK.’



► Social Work Employment Services

In our fourth full year of operation, the Social Work Employment Services (SWES) has continued to grow as the UK's only not-for-profit and ethical outsourced employment intermediary (or umbrella) company.

Designed by social workers for social workers, SWES provides PAYE, payroll and employment services to independent, professional agency social workers and employment agencies. The service is a standalone company which is part of the BASW group and donates surplus back into BASW to invest in its membership services and social work.

SWES continues to build its partnership with the Social Workers Union (SWU) through a formal recognition agreement and regular meetings take place to discuss collaboration and collective bargaining arrangements. SWES has a designated union contact to represent the views of employees and positively advocate for the rights of agency workers. SWES offers a fully compliant service and continues to call for greater transparency, legislation, and regulation to ensure accountability and governance of umbrella companies.


At the end of October 2024, the Department for Education in England will implement a set of national rules on the engagement of agency social workers. SWES will follow these developments closely and will monitor the impact on agency social workers. Another new development over the last year has been the appointment of a specialist officer located in the Advice and Representation service with a specific remit to work with agency and independent social workers. It is acknowledged that agency social workers have less employment rights and this specialist support will build intelligence and improve the support offer.

At the end of the year the SWES directors decided to freeze the umbrella fees charged and these have not been increased since the service launched in 2020. At the end of the year, we had:

- A register of 407 social workers
- Paid an average of well over 200 employees weekly
- Established 92 agency and local authority partnerships.




By your side every step of the way



BASW
The professional association for
social work and social workers

**Working
independently?**

With BASW you'll get the professional social work resources and networking opportunities you need, all under one roof.

 Discover more at basw.co.uk

The image shows two social workers, a Black woman and a white woman, sitting and talking. The Black woman is holding a clipboard. The background is a blurred office setting. The BASW logo is in the top right corner. Below the photo, there is a section titled 'Working independently?' with a subtext about professional resources and networking. At the bottom, there is a BASW Independent Member logo and a link to basw.co.uk. The bottom of the image features a decorative pattern of colorful geometric shapes.

► Independents

It has been a year of growth for BASW Independents, we have been determined to deliver an improved service to our Independent members.

As the fastest growing part of the organisation, Independents now make up 30% of our membership. We have made huge progress in this area with the establishment of the newly formed Independents Committee. The committee, chaired by Orlaith McGibbon, herself an Independent Social Worker, had its first meeting in August 2024. Orlaith is joined by other experienced Independent social workers, and they have set out their aspirations for their first year, they are:

1. Publish BASW's Independent Toolkit (by Dec 2024)
2. Continue to support and develop the UK system of Independent fora
3. Develop a BASW Independent's Charter (by March 2025)
4. Update and review the Independents Directory

BASW also appointed its first ever Advice and Representation Officer to offer specialist services to our Independent members in September 2024.

These new and exciting developments run alongside our core offer as the home for self-employed social workers within the UK, BASW continues to offer a range of benefits to define professional identity specifically for Independents. Tools available include BASW's Independents Logo, a BASW branded forwarding email address, a secure messaging service (Independents Plus only) and the opportunity to publish a listing in the Independents' Directory as a public online profile that welcomes potential clients to get in touch directly.

Following feedback from members, we have refreshed the model for our valued independent network meetings. A monthly UK wide forum is now available with facilitation support provided by BASW staff, plus continuation of the popular Independent Fostering Assessors and Independent Practice Educators networks. The networks offer a platform for our Independent members to connect, access peer support and share knowledge.

Professional Development & Education



BASW's Professional Development & Education team are passionate about supporting social workers with quality learning opportunities at every stage of their career journey.

Our CPD offer has grown considerably in recent years. We take pride in continuing to work with members, social workers, organisations, employers and local authorities to shape our programmes and events to provide rich and accessible learning opportunities.

BASW members benefit from excellent rates, a personal CPD log and professional development certificates.



The **Let's Talk Social Work** podcast
was downloaded **60,570** times



Professional Development & Education

► Professional Development and Education

The Professional Development & Education team provide our members and beyond with great value high quality training and learning opportunities.



Nurturing the next generation of social workers

We welcomed our new successful applicants into BASW's UK Student Ambassador programme. Members met frequently through the year, shared their experiences with us. Together, we co-designed the delivery of our 2024 UK Student Conference, led by Ambassadors, and a well-attended and vibrant event focused on 'Navigating Cultural Complexity in Social Work'. Many thanks to our ambassadors for their rich engagement with us.

Funded by the BASW Charitable Foundation for Social Work, in 2024 we launched a student development programme, offering free access to learning for all students across the UK.

Promoting social work

Our team worked alongside the Communications & Marketing team to enable social workers across the UK to be recognised and showcased by BASW for their fantastic contributions to and achievements in social work. Seeing the positive responses from shortlisted nominees was wonderful and built a platform for future Amazing Social Worker campaigns.

Delivering events

Technical expertise from the team was leveraged to lead the hybrid AV functionality at the BASW UK Conference in 2024 – a rich and inspiring event in Edinburgh with widened accessibility provided by an online option that was easy to access and participate from.

Programme development

The programmes of learning we offer continue to evolve. The Expert Insights Series was launched, as a platform for guest subject matter experts to host CPD sessions on hot topics. Regular programmes such as the Child Protection Masterclass Series, our Practice Educator / Assessor programme, NQSW Programme and Stepping Stones Series were continued and enhanced due to popular demand.

With great anticipation we introduced our flagship Overseas Qualified Social Worker Programme at a launch event in March. A much needed addition to our suite of training, offering learning and support for social workers looking to or commencing a role in the UK. Our two available packages (Digital Handbook & Workbook and the Peer Supported Year in Employment) have attracted strong interest and uptake, with our team signposting advice, membership options and relevant CPD to the significant number of social workers who qualified abroad.

Investing in technology

To support the launch of our digital learning for overseas qualified social workers, we invested in a Digital Rights Management solution provided by third party Digify. This technology enables us to share and protect the intellectual property in the learning material and is accessible for any social workers worldwide, considering a role in the UK.

A brand new BASW website was developed and with this, the opportunity to review, refresh and improve the way our team presented and advertised our learning programmes. The Professional Development and Education web pages had 72,000 views in 2024.

BASW wide, a new Customer Relationship Management (CRM) system was implemented in August 2024. This provides new and improved functionality to manage our training courses, increase efficiency and improve the delegate experience into the future.





Supporting our members and beyond

The team continued to develop close relationships with a growing number of corporate customers, facilitating discounted block booking rates and a variety of commissioned learning sessions. We have worked alongside such customers to develop programmes of learning that meet the needs of social workers throughout their career journey.

Support is also provided to our independent members through management of queries, provision of benefits plus administration and facilitation of the highly valued Independent Virtual Network Forums.

BASW Foundation

(“The BASW Trust”) Charity Number: 02214337

- Board of Trustees recruited bringing a wealth of experience across the sector including practitioners, academics and experts by experience.
- Logo for the charity developed.
- Foundation website launched: www.baswfoundation.org.uk
- Quarterly Trustee meetings, supported by BASW’s Professional Development Team.
- Foundation sponsored the Student Development Programme – free to all students in the UK. Held monthly in the evenings, topics were informed by BASW’s Student Ambassadors and included practice skills, career development, theory to practice and supervision. Subject matter experts were invited to lead the sessions. Over the 10 development sessions, 853 students registered with 483 attending the programme overall.

BASW Charitable Foundation



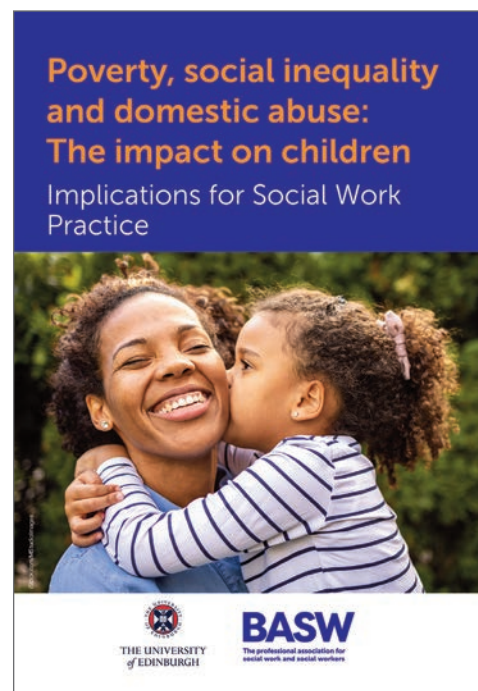
Professional Development & Education

► Social Work and Social Policy Research

For a profession like social work, the development and application of knowledge is essential. Good research can inform how social work practice could improve both now and in the future.

Over the last twelve months the amount of research funding being made available to social care – and social work within this – has again increased. BASW has joined a range of research partnerships (consortiums of universities and others) to win funding and inform research programmes. Significant new funding has also been made available (in England) to allow social workers to take part in formal research training (for example, doctorates) while receiving their current salary and BASW has been active in promoting these opportunities.

BASW is increasingly working with researchers to package their findings into a series of research briefings on a range of topics.



- **BASW posts regularly in the ebulletin on opportunities to get involved in research, but if you would like to talk to us please contact us directly on policyadmin@basw.co.uk**

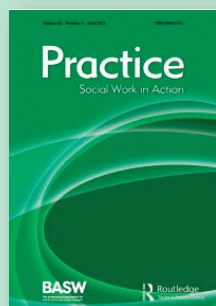
► Journals

BASW owns two academic journals: *the British Journal of Social Work (BJSW)* and *Practice: Social Work in Action*.

Both are read not only in the UK but internationally and are therefore key tools for sharing new social work knowledge.

BJSW, which is published by the Oxford University Press, is one of the world's leading academic social work journals for social work educators and academics, researchers, practitioners and managers. It offers new knowledge, thinking, and critical commentary reflecting a range of perspectives both nationally and internationally. *BJSW* also earns a significant income for BASW.

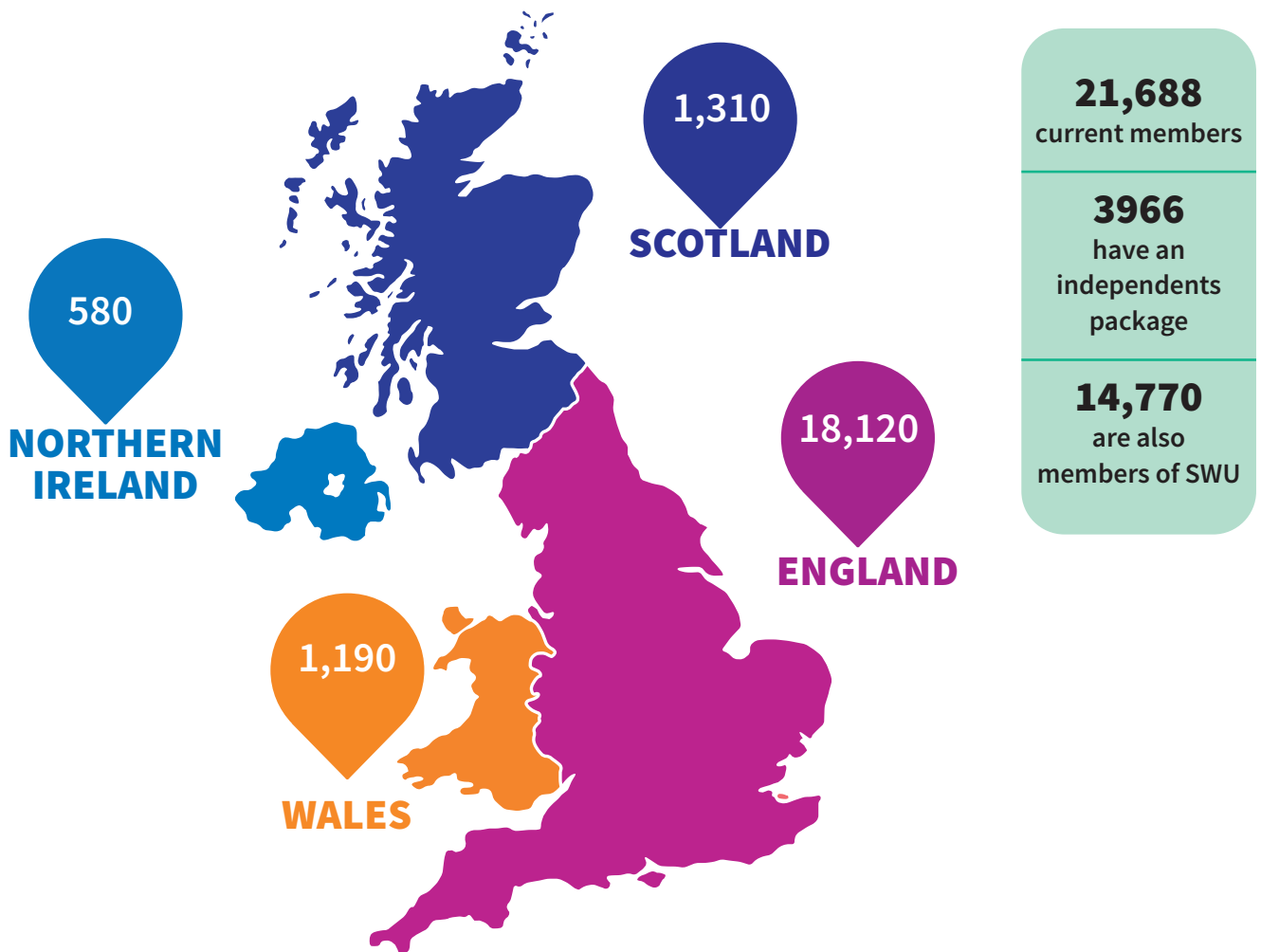
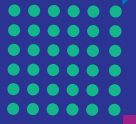
Practice, as the name suggests, focuses on practice, and is published by Taylor and Francis. *Practice* is a much more newly



established journal but continues to develop as a key publication. There is a general shift towards making academic journals 'open access' that is content that is not behind a paywall.

BJSW and *Practice* increasingly offer a range of articles that can be freely accessed without a subscription. This offers both real opportunities to make knowledge freely accessible to the reader but also provides real challenges since it disrupts existing income models. BASW continues to work closely with the publishers of both journals to both release the potential of open access while mitigating any risk.

Nations' reports



BASW is here to support practitioners and champion social work across each nation of the UK. Legislation and policy governing social work is now largely devolved with only a few key areas in force at UK or cross-border basis.

Led by member-chaired National Standing Committees, our teams in Cymru, England, Northern Ireland and

Scotland are home to social work policy and practice expertise, as well as networks, Branches and communities of practice delivered with and for members.

Supporting and working with our members is the beating heart of BASW's identity, we are always encouraging and welcoming of members who would like to get involved in these areas.

* In August 2024 we successfully migrated to a new CRM system, Microsoft Dynamics 365. As expected with any new system, we experienced a period of adjustment which impacted our ability to report on data such as our membership figures.





BASW Cymru team and National Standing Committee members at the Social Care Wales Accolades Awards



Andrew Pennington



Christian Beech



Samantha Baron

Reflecting on the last Annual Report, I'm struck by the amount of work we've undertaken. The range of activities undertaken in the last year, is significant, impressive and, importantly, impactful. I'd like to thank our members for their ongoing commitment to social work and to BASW Cymru. We simply couldn't do it without you! And also, to thank the BASW Cymru team for always delivering, supporting our members and ensuring social work remains the profession we want it to be.

Andrew Pennington
BASW Cymru Chair &
Dr Christian Beech
BASW Cymru Co-Chair (until June 2024)

Here we share our activities as the voice for social workers and social work in Wales. We've focused on retaining our membership, supporting members' professional development, developing and growing as a staff team, engaging with key stakeholders across Wales to ensure our voice is heard and has impact and, finally, campaigning to raise the profile and impact of social workers and social work. It's been a busy and fruitful year for Wales and we look forward to building on this excellent work.

Professor Samantha Baron
National Director, BASW Cymru





Engaging, influencing and political engagement

Over the last year we have engaged with and represented social workers and social work across a great number of areas, including local authority employers across Wales, working closely with the Wales Chief Social Care Officer, regularly meeting with Social Care Wales, the Association of Directors for Social Services, establishing links with the Consultant Social Work groups for Adults and Children & Families, participating in Pan-Wales Safeguarding Group and many, many more.

We have also achieved significant reach across political channels, specifically with MSs from all the sitting political parties at the Welsh Parliament (Senedd). This has included meetings with the Welsh Government Secretary for Health & Social Care, Jeremy Miles MS, Minister for Children & Social Care, Dawn Bowden MS and the Minister for Mental Health & Wellbeing, Sarah Murphy MS. We have also joined 13 cross-party groups at the Senedd in the last year, in addition to partaking in a number of important Senedd consultations.

Membership engagement

Membership is at the heart of all we do, all we plan and all that we implement as nation-based activities. We have focused on the development of a nation specific Membership Strategy which we implemented in June 2025. Comprehensive and ambitious in outlook, it has been adopted at the membership template across all Nation teams. We have instigated the following membership activities for our members:

- **Membership Mondays** (Meet team BASW Cymru, fortnightly)
- **Student Activities** (We have met with universities across Wales to share the activities of BASW Cymru, are in the process of establishing a student support group)
- **NQSW Forum** (We have established this forum and developed an NQSW handbook for our members)
- **Practice Workshops** (We have a schedule of practice workshops, planned six weekly focusing specifically on the skills and knowledge for social work)
- **Social Work Professional Support Service** (A free confidential coaching service for members and non-members across Wales fully funded by Welsh Government)
- **Practice Guidance** (We have started developing practice guidance in partnership with CASCADE and CARE (research centres at Cardiff University) and Social Care Wales)

- **Let's Talk Podcast** (A special edition with the former Welsh Government First Minister, Mark Drakeford MS)

Media

We have been active in the media this year and issued a number of media releases relating to congratulating the new First Minister into post, calling on Welsh Government to influence the end of the two-child benefit cap, responding to the UK Government announcement on public sector pay (Social Worker Union), encouraging the new Prime Minister to "Lead the way and speak with action", cautiously welcoming new child poverty strategy for Wales and helping to launch the Social Care Wales annual Have Your Say survey.

We were also pleased that BBC accepted our invitation to come along to our BASW Cymru Annual Conference.

Our BASW Cymru web pages also received a welcomed refresh over the last year and is regularly updated to reflect our ongoing work.

Campaign activities

Over the last reporting period, we have campaigned to remove the two-child benefit cap.

Work has also been undertaken to prepare us for the launch of two significant campaigns:

- Codes of Practice for Social Work in Wales
- Working Conditions for Social Workers

Team BASW Cymru

Initially, team BASW Cymru started as a team of three people, (2.1fte) and, with some changes and further recruitment, we are now a team of three (2.5fte) and have a Membership & Engagement Consultant, working with us for up to 1.5 days per week. We have very recently recruited for a full time Professional Officer and work is underway to recruit a Consultant Social Worker – Race, seconded by Welsh Government.

We feel that as a very small team (still developing) we have delivered a great deal of work and results. We look forward to the next 12-months!

Please do read our full [BASW Cymru annual report online at: https://basw.co.uk/basw-cymru-annual-report-2025](https://basw.co.uk/basw-cymru-annual-report-2025)





The BASW England Team



Vava Tampa



Maris Stratulis

This has been a time of transition as well as opportunity for social work and for BASW England. With a new government in place, we have continued to advocate for the profession, ensuring that social workers' voices are championed as we enter a new era of policy and reform. I am proud that BASW England has strengthened our influence in key legislative debates and policy development while continuing to support members through professional networks, learning opportunities, and campaigns that push for meaningful change.

Vava Tampa

Chair, BASW England National Standing Committee

With a shifting political landscape and a renewed focus on social care reform, the past year has brought new challenges for social work. BASW England has played a crucial role in representing the profession in government consultations, media, and policy forums. We remain committed to advocating for systemic change, ensuring social work is properly valued and resourced. As we move forward, our focus remains on supporting our members, strengthening our campaigns, and driving improvements that benefit both practitioners and the individuals and communities they serve.

Maris Stratulis

National Director, BASW England





Engagement

BASW England continues to champion the voice of social workers, ensuring their perspectives shape national policy and legislative changes. With the formation of a new government, we have increased our engagement in key policy discussions, advocating for policies and reforms that strengthen the profession and improve outcomes for those who rely on social work services.

One major area of focus has been adult social care. We have contributed to consultations on the future of the sector, including the Mental Health Bill, NHS Change proposals, and the Care Quality Commission's (CQC) reporting requirements. Our advocacy for social worker representation on Integrated Care Boards remains a priority, ensuring the profession is embedded in decisions affecting health and social care integration.

In children's services, we have been actively involved in the Education Select Committee's Children's Social Care Inquiry, where BASW England's National Director, Maris Stratulis, gave evidence and advocated for sustainable reforms that address workforce pressures, funding constraints, and systemic challenges. We have also provided evidence on the impact of policy changes in the Early Career Framework for children's social workers, advocating for structured support for newly qualified practitioners. The Children's Wellbeing and Schools Bill has been another key area of focus, ensuring that social work expertise informs legislative decisions affecting young people and families.

Inclusivity and anti-racism

Our work on inclusivity and anti-racism continues to expand. The Black and Ethnic Minority Professional Symposium (BPS) has fostered critical discussions and initiatives, including leadership events and resource development. We remain committed to tackling racism within the profession and ensuring an equitable social work environment for all practitioners.

Thematic groups have played a vital role in shaping policy responses, delivering learning opportunities, and developing campaigns. Key priorities include advocating for practice educators, supporting students through bursary campaigns, and improving record-keeping practices. Our policy responses have influenced discussions on the regulation of NHS managers and legal literacy for social workers.

Campaigns

Grassroots activism has remained strong, with branch activities fostering local engagement and advocacy. Our [Homes Not Hospitals](#) campaign continues to gain momentum, highlighting the need for community-based alternatives to institutional care. Meanwhile, the 80-20 campaign has kept the focus on ensuring social workers can spend more time in direct practice with those they support, strengthened even more by the launch of new resources to drive the campaign forward further.

Through our wide ranging calendar of events, our staff and members have helped to curate numerous conferences, forums and engagement events that have centred the voices of those in the workforce and especially many of our valued experts by experience who ground our policy work and campaigns in the daily reality faced by those who rely on the support of social workers.

Looking ahead, BASW England will continue to represent the profession in critical discussions, challenge policies that fail to support social work, and push for legislative and funding changes that prioritise the well-being of both practitioners and service users. Our commitment to advocacy, professional development, and systemic reform remains unwavering in the face of ongoing challenges.



BASW Northern Ireland



L-R: Orlaith McGibbon, outgoing Chair, Elaine Craig, Vice Chair, Davy Hayes, Chair, and Janine Gordon, Vice Chair.



Davy Hayes



Carolyn Ewart

It has been another packed year for BASW NI, starting with a delegation visiting Jordan in October 2023, further developing our partnership with the Jordanian Association (JASW).

In February 2024, we ran a successful conference with the Irish Association (IASW). Following restoration of Stormont in February 2024, we have had several engagements with Ministers and Assembly Committees providing strong representation for social work and social workers. Finally, best wishes to Orlaith McGibbon whom I replaced as Chair in June 2024.

Professor Davy Hayes
Chair, BASW Northern Ireland National Standing Committee

What a year it's been! There is so much to celebrate as we look back over the past year. I just want to say a word of thanks to you all, for your continued support and engagement with BASW NI. You are the reason that we do everything that we do, we are here to make your working lives easier, to support you when times are tough and to celebrate with you when you do well!

Together we can together we will!

Carolyn Ewart
National Director, BASW Northern Ireland





2023-24 was a busy twelve months for BASW NI. At the start of the year we faced the familiar challenge of standing up for social workers and social work in the absence of devolved government. Come February, and we were thrust into the welcome, though unexpected scenario of again representing our members' interests at the restored Stormont institutions.

Safe staffing

The crisis in social work staffing, recruitment and retention persisted, and in response, BASW NI continued to call for the introduction of safe staffing models for social work, supported by legislation.

BASW NI was heavily involved with the work of the Department of Health (the Department), in partnership with academics from Ulster University, to establish an evidence base for safe staffing in social work, participating in the various workstreams commissioned by the Department. These focused on safe staffing for children's, adults, mental health and residential services. We are eagerly anticipating the resulting guidance document which is due to be published by the Department in March 2025.

BASW NI also submitted a written response to the Department's consultation on safe and effective staffing legislation which was launched in July.

The Social Work Professional Support Service

To provide practical support amidst the workforce challenges facing staff, BASW NI further developed our free and confidential coaching service – The Social Work Professional Support Service. The service was available to all social workers in Northern Ireland, regardless of whether they were members of BASW. We were able to deliver this assistance thanks to funding generously provided by the Department.

The Independent Review of Children's Social Care

As pledged at the launch of the Independent Review of Children's Social Care report, in September the Department published a public consultation into the Review's recommendations. Key to facilitating the inclusion of members' views in BASW NI's response was our Community of Practice forum which had operated throughout the Review process to ensure our participation was member-led.

It is a source of some frustration that to date the Review recommendations have not yet been enacted and we see no evidence of the wholesale reform of the children's social care system Professor Ray Jones called for.

Restraint and seclusion

BASW NI has been part of the Department of Education Group focused on developing guidance aimed at preventing the use of restrictive practices in educational settings for children and young people with additional needs. However, progress has been unacceptably slow.

We first took this issue to the Stormont Education Committee in December 2020 and were hopeful for meaningful change. The reference group established shortly after was tasked with producing guidance, but unfortunately, the resultant document produced for public consultation in September 2023 was not sufficiently child focused and there has been no progress made since.

Student Bursary Campaign

In May, BASW NI and the Social Workers Union jointly published research highlighting the dire financial circumstances of social work students in Northern Ireland.

The findings, including that 23% of students are considering leaving their studies because of the financial pressures they are facing, along with our call for an uplift in the Social Work Student Incentive Scheme to £7,000 per year, were presented by BASW NI to the Minister for Health in a meeting in April.

Welfare Reform

Throughout the year, BASW NI continued to campaign as a lead member of the Cliff Edge Coalition for the extension and strengthening of the welfare reform mitigations. This work contributed to the Communities Minister's decision in December 2024 to extend the Benefit Cap Mitigation until March 2028.

BASW NI also provided oral evidence to the NI Assembly Communities Committee in June, highlighting the impacts of poverty on the lives of people who use social work services and outlining the need for the introduction of a NI Executive anti-poverty strategy.



SASW (Scotland)



SASW campaigning against racism in Glasgow with SWU



Toyin Adenugba-Okpaje



Caroline McDonald



Alison Bavidge

It has been busy since we became Co-Chairs last year. BASW conference in Edinburgh had the SASW team playing a prominent role and was a big success.

Proposed reforms of the National Care Service (NCS) Bill have taken up a lot of time. As Co-Chairs, we supported SASW through meetings with Government ministers and attending events and being interviewed in the national media.

Our campaign for improved conditions for social workers in Scotland continues to gather momentum. We are supporting work to ensure the Graduate Apprenticeship Programme and National Social Work Agency will deliver.

Our Co-Vice Chairs continue to be invaluable support.

Dr. Toyin Adenugba-Okpaje & Caroline McDonald
Co-Chairs, SASW National Standing Committee

The NCS Bill remained a key topic, focussing much of our work on the future vision for social work and contributing to a large number of national groups.

We reviewed our programme of events, introduced a part-time membership engagement officer into the team and co-chaired the National Anti-racism in Social Work Oversight Group with Scottish Government.

Feedback, input from and representation by members and the contribution of our Experts who have lived experience remains vital in shaping our work and highlighting your priorities.

Alison Bavidge
National Director, SASW





Political engagement

The last year has seen an exceptional amount of policy and political activity affecting social work. We met with MSPs from across all the major parties in Holyrood and gave evidence to the Health Social Care and Sport Committee on the NCS Bill proposals.

SASW influenced the initial negotiations around the creation of a National Social Work Agency in Scotland and were key to the development of the vision for social work for the proposed agency.

Policy and campaigns

In November 2023 we launched our One Deal for Social Work campaign for fair national terms and conditions for social workers. As part of this work, we began speaking to local authority (LA) leaders and working to influence the views of the Convention of Scottish Local Authorities (COSLA) to support dedicated social work terms and conditions. This work also allows us to build new relationships with LAs as employers and duty holders and creates a space for us to champion social work as an independent voice.

We have continued to respond to a large volume of consultations on policy developments which will impact on social workers. Additionally, we have been calling for a more joined up approach to consultation across Government and public bodies. We have also been raising concerns over the quality and analyses of consultations not giving our members recognition for their expertise.

Progress of the National Care Service Bill in Scotland

The National Care Service (Scotland) Bill has faced a challenging journey since its introduction in June 2022. Initially proposed as a transformative reform to centralise social care, and social work, under Scottish Government control.

However, by mid-2023, these plans were dramatically scaled back after facing opposition including from the Scottish Parliament which expressed fundamental concerns about its structure.

The Scottish Government announced a reset in September 2023, adopting a phased approach and committing to work more closely with stakeholders.

During 2024 SASW consulted members, the Scottish Government and wider stakeholders to develop 15 amendments reflecting the views and concerns of social workers and people with lived experience in Scotland. The key changes accepted by Scottish Government were having the Chief Social Work Advisor (CSWA) in statute and the creation of an Executive Agency for social work. Both of which were changes SASW was lobbying for.

As of early 2025, the Bill remains in parliamentary process with ongoing amendments and consultation. The timeline for full implementation has been extended, reflecting the complexity of reforming Scotland's care system while addressing stakeholder concerns about governance, funding, and service delivery.

Anti-racism Oversight Group

The Scottish Government, as co-chair with SASW of the Anti-racism Oversight Group, issued a statement of intent to address race discrimination in social work in Scotland.

Lived and Living Experience

The SASW Experts by Experience group approved an outline strategy and published the first two of several articles and blogs planned over the coming year to illustrate social work from a service experience perspective.

Over the last year we have published two blogs written by members of our Experts Group: one highlighting how important relational social work is for supporting people in a way that meets more of their needs, and another documenting a member's experience of being a social carer from the 1970s until she required help herself. The latter blog noted that the improvements in care and support have been eroded by years of austerity.

Our Experts have also been leading work on the IMPACT Anti-Racism system change project, working with SASW members to deliver new ideas for future services.



International impact



Main image: ISPCAN (International Society for the Prevention of Child Abuse & Neglect) International Congress, Uppsala, Sweden, 18th-21st August 2024

Above: Dr Ciarán Murphy at the event.



Left: The first meeting between the Thunderbird Partnership Foundation and the Social Workers Union for the international knowledge exchange trip to London, Ontario, Canada on 16th October 2023.

[Further information is available here.](#)





► International Committee

The International Committee (IC) continues to focus on discussion, contribution and representation of BASW on international and global concerns for social work, internally and externally to BASW.

It has produced and contributed to statements, reports and commentary pieces in relation to international social work to highlight key issues and concerns for members, government and parliamentary groups and wider groups/organisations.

The Committee has:

- Urged the government to restore foreign aid contribution back to 0.7% and fulfil international obligations.
- Supported knowledge sharing through podcasts and training events.
- Monitored the situation of violence, conflict and disaster, including Ukraine and Israel and Palestine territories, with a concern to advocate for humanitarian action, reconstruction, non-violence and peace, supporting BASW and IFSW statements.
- Monitors the International Development Fund (IDF), supporting and scrutinising spending.
- Influenced the Commonwealth Organisation for Social Work (COSW) through representation on the COSW Committee, key forums and activities.
- Sought to initiate, support and influence the work of BASW through specific initiatives/groups identified by the IC, currently a 'Decolonising Social Work' Working Group and consideration of BASW's contribution to the United Nations Sustainable Development Goals.
- Contribute to the work of International Federation of Social Workers (IFSW) Europe and IFSW Global through attendance at relevant groups/meetings.
- Learning and sharing with other international groups and organisations.

Currently a series of severe and mutually reinforcing shocks are having a significant impact on the lives of all peoples particularly on vulnerable and marginalised people and groups. The IC will continue to highlight and respond to key issues and concerns for social work as the imperative of responding to the global crisis, highlighting the impact on the social, economic and cultural rights, reinforcing social work responses in a disrupted world.

► International Development Fund

BASW's International Development Fund (IDF) continued to support BASW members – both individually and in partnership projects – with international exchanges of shared knowledge and expertise.

Amongst the awards made:

In October 2023, the IDF supported 5 BASW members (with the Social Workers Union (SWU) supporting a 6th) to visit London, Ontario, Canada as part of an international knowledge exchange between SWU and the Thunderbird Partnership Foundation, a non-profit organisation and a leading culturally centred voice across Canada on First Nations mental wellness, substance use, and addictions.

The IDF also supported BASW International Committee member Takudzwa Leonard Mathende to attend the joint Social Work & Social Development (SWSD) and International Federation of Social Workers (IFSW) Global Conference in Panama in April 2024. The theme was "Respecting diversity through joint social action".



...it was like an apprenticeship for me, I learnt about global social work and social development issues, how IFSW is run and so many takeaways from the symposium, workshops and poster presentations... I am thankful to BASW; the social capital I created by attending the global conference is immense. I met the who is who in social work academia, civic society, and front-line social work..."

Takudzwa Mathende



International impact

► International Federation of Social Workers



The International Federation of Social Workers (IFSW) is the membership organisation of 150 social work associations across the world. IFSW holds the global definition of social work, it sets the annual 'Global Agenda theme' for World Social Work Day, holds the global ethical principles and, with the International Association of Schools of Social Work, develops and promotes the global standards for social work education.

BASW is an active and longstanding member, collaborating and supporting IFSW both globally and in our Europe region. You can read more about IFSW on the ifsw.org website which include Europe pages.

BASW in IFSW in 2023/24

BASW is represented in the decision-making activities of IFSW by our International Committee Chair and member of Council Professor Janet Walker and CEO Dr Ruth Allen.

With other members and colleagues, Janet and Ruth represented BASW at the global conference in Panama in April 2024. BASW brought a successful motion in support of IFSW's positions on eco-social development and the importance of actively supporting the United Nations Sustainable Development Goals in times of political conflict and in the climate crisis.

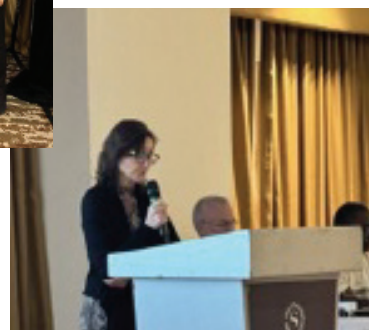
BASW was also instrumental in Europe region bringing a successful motion on improving governance and transparency in IFSW global operations. This has led to detailed projects, led by the global President, Joachim Mumba, helping to prepare IFSW for the next stages of its development as it approaches its 100th anniversary in 2028.

BASW's connections with IFSW were further strengthened during the Europe regional meeting in Panama when BASW CEO Ruth Allen was elected President of IFSW Europe (and to the Global Executive) for a four-year term. This role provides opportunities for mutual learning between UK and European colleagues, helping to ensure BASW is a strong collaborator at the heart of European social work.



Jane Shears IFSW Global Ethics Commissioner speaking at the Panama Delegates' meeting

Takudzwa Mathende, Ruth Allen, Janet Walker, Omar Mohamed at the Panama Delegates' meeting April 2024



A number of BASW members and staff are involved in global IFSW commissions and European institutions including Gerry Nosowska (International Psychogeriatric Association representative), Professor Vasilios Ioakimidis (Global Education Commissioner), Janet Walker (support to the Education Regional Commissioner), Ruth Allen (Council of Europe (CoE) Conference of International Non-Governmental Organisations (CINGO) representative), Jane Shears (Global Ethics Commissioner).

BASW Member and member of Council Omar Mohamed is the ongoing lead for the IFSW Europe New Social Workers Network.

This concluded in a national conference on practice approaches particularly in respect of disaster and emergency responses in Turkey and international experiences on common challenges. This relates to ongoing work in BASW on the social work role in emergencies and disasters in UK and wider context. This was written up in a short report for BASW members and Ruth will report regularly on her Presidential activities through the BASW International Committee, ensuring BASW benefits from close ties with IFSW in the coming period.



Celebrating Social Work



► World Social Work Day



BASW takes every opportunity to celebrate social work throughout the year, but World Social Work Day is a fantastic occasion to celebrate the global nature of the profession, and the diversity we see in each nation.

In 2024 BASW held a month-long celebration of events with each nation team at BASW, BASW UK and SWU organising activities to bring social workers together to reflect on important topics and celebrate achievements.

A MONTH OF CELEBRATIONS

Podcast episodes:

- ‘Rise up with me against the organisation of misery’ Exploring the social determinants of health – with Professor Sir Michael Marmot & Dr Ruth Allen
- ‘Don’t park the bus’ – exploring the benefits of coaching in social work

Events:

- Responding to Domestic Violence and Abuse in Ireland, North and South
- Launch Event: BASW Overseas Qualified Social Worker Programme
- BASW UK Student Conference
- Diaspora Dialogues: Celebrating Social Workers on the Move

- The Value of Connectedness in Communities
- Strengths-Based Practice
- BASW Annual Survey of Social Workers and Social Work: Launch of Findings
- Still We Rise: Worlds Social Work Day
- ‘Buen Vivir’ – Good Living: ‘Buen Trabajo’ – Good Work and BASWs Annual Survey findings

► Amazing Social Workers

The celebration of Amazing Social Workers was initiated by BASW in March 2021 to create a unique opportunity to recognise and share the accomplishments of social workers across the UK.



Amazing Social Workers stats: from 77 nominees featured in 2023 to **148 in 2024.**



Making an impact

► A snapshot of our impact for October 2023-September 2024



SOCIAL MEDIA STATS



Twitter: 41,700 followers. Facebook: 31,000 followers. LinkedIn: Just under 32,000 followers.

YOUR VOICE INSPIRES OUR CAMPAIGNS

- Launched our manifesto for social work – *Time to get it right* – ahead of the UK General Election, including 40 asks of policy-makers to improve the social work profession, working conditions, the lives of people social work supports, and wider society. Several of these asks formed written questions submitted by an MP to the then conservative government in the last parliament.
- Gained core participant status in two modules of the UK Covid-19 Inquiry – Adult Social Care and Children and Young People – ensuring that the social work profession's and people with lived experience's voices are heard by the independent inquiry to inform their understanding, learnings and final recommendations.
- BASW England National Director, Maris Stratulis gave evidence to MPs on the Education Select Committee as part of its reopened inquiry into children's social care, highlighting the importance of systemic reform, workforce investment, curbing profiteering off the backs of vulnerable children, and early intervention to prevent crises.
- BASW England's Homes Not Hospitals campaign launched a new campaign pack and held an event in Westminster to meet with MPs and Peers to brief them on the new resources, inform them of the campaign asks and to seek their support in parliament.
- In April, BASW Northern Ireland met with the Minister for Health to outline a series of pressing issues facing members and discuss the urgent need for safe staffing legislation, the implementation of the Independent Review of Children's Social Care, the crisis facing Approved Social Workers, and the need for improved financial support for students.



► BASW Honorary Treasurer's Statement



Ann Moir
BASW Honorary Treasurer

This is my final statement as BASW treasurer. I am presenting the annual report for 2023-2024. This is our opportunity to present our financial and operational performance to members and stakeholders clearly and comprehensively.

Annual Budget

The BASW Council approved a small deficit budget for this financial year, anticipating rising expenses. However, BASW continues to thrive as both an organisation and a group of companies. Through strategic savings and some underspending, we closed the financial year with a significant surplus.

In January 2024, we established a position to support the CEO in her responsibilities, allowing her to focus on more strategic initiatives while delegating operational tasks. This enhances the organisation's capacity to manage a broader range of leadership functions and means we can offer sufficient central support to undertake more on-the-ground projects.

Audit

Our auditors, Dains, have confirmed that our financial systems uphold the highest standards of accountability and scrutiny. The Financial Report, on the following pages, is an extract from the audited Group Consolidated Accounts.

Financial Sustainability

Balancing the budget is a key element of BASW's financial strategy and reflects our commitment to responsible financial management and long-term sustainability. There is no single ideal measure of sustainability. We operate a budget based on our projected income, which, aside from annual cost-of-living raises, has not essentially changed over my years in office (2021-2025). We retain a focus on business development as we continue to diversify our income streams.

Ethical Investment

Brewin Dolphin serves as our ethical investment manager, supporting responsible investment by integrating environmental, social, and governance (ESG) factors into decision-making. In September 2023, they presented a positive report to the Council, highlighting the recovery of our investment value as market conditions stabilised following the adverse effects of the pandemic in previous years. Our portfolio reflects BASW's commitment to its values and ethics and is regularly reviewed to ensure ongoing alignment with our principles.

Membership

While membership numbers remain stable, we continuously review and enhance our membership offerings. Actively engaging with members and stakeholders fosters long-term continuity and stability for the organisation.

I want to extend my sincere gratitude to my fellow members of the Finance and Organisational Development Committee for their time and ongoing dedication. Our close collaboration with the executive and finance teams ensures BASW's continued growth and success. This approach enhances our ability to address the evolving needs of social work, social workers, and society as a whole.

Ann Moir,
BASW Honorary Treasurer



Financial report 2023-24

British Association of Social Workers
(A Company Limited by Guarantee)

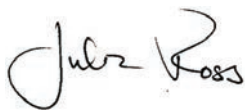
► **Consolidated Statement of Comprehensive Income**
For the Year Ended 30 September 2024

	2024 £	2023 £
Turnover	25,082,738	23,811,040
Administrative expenses	(24,920,932)	(23,649,706)
Gain / (Loss) from changes in fair value of investments	78,689	2,295
Operating surplus/(deficit)	240,495	163,629
Income from fixed assets investments	36,672	30,142
Interest receivable and similar income	21,109	10,133
Surplus before taxation	298,276	203,904
Tax on Surplus	(20,942)	(40,039)
Surplus/(deficit) for the financial year	277,334	163,865
Surplus/(deficit) for the year attributable to:		
Members of the parent Association	277,334	163,865
	277,334	163,865

Council's Statement

These summary financial statements are not statutory financial statements. We confirm that the information contained in the summary financial statements is taken from the audited financial statements for the year ended 30 September 2024 and includes details relating to both the Consolidated Income and Expenditure Account and the Consolidated Balance Sheet. The full financial statements were approved and signed by the BASW Council on 5 February 2025 and have been submitted to Companies House. They received an unqualified audit report from Dains LLP on 5th February 2025 and copies can be obtained from the British Association of Social Workers upon request.

Signed on behalf of Council on 5 February 2025:



J Ross
Chair



A Moir
Treasurer



► **Consolidated Balance Sheet**
as at 30 September 2024

	2024	2023
	£	£
Fixed assets		
Intangible assets	552,967	424,628
Tangible assets	1,912,136	1,966,970
Investments	1,070,560	962,352
	<u>3,535,663</u>	<u>3,353,950</u>
Current assets		
Stocks	127	278
Debtors:		
amounts falling due within one year	513,613	337,156
Cash at bank and in hand	2,607,409	3,043,222
	<u>3,121,149</u>	<u>3,380,656</u>
Creditors:		
amounts falling due within one year	(1,670,356)	(2,025,484)
	<u></u>	<u></u>
Net current assets	<u>1,450,793</u>	<u>1,355,172</u>
Net assets	<u>4,986,456</u>	<u>4,709,122</u>
Capital and reserves		
International development reserve	87,199	69,654
Accumulated fund	4,899,257	4,639,468
	<u>4,986,456</u>	<u>4,709,122</u>

Personnel 2025

► UK Office

Jonny Adamson	Public & Political Affairs Lead – Maternity Cover	Leanne Ling	Receptionist †
Ifzan Ahmed	Member Contact Officer	Tracy Liu	Advice & Representation Officer/ Trade Union Official
Ruth Allen	Chief Executive	Joanne Lloyd	Finance Manager
Colin Anderson	Service Manager	Joanne Marciano	Administration Manager, A&R/SWU
Amanda Beattie	Project Coordinator	Beth McCreedy	Membership Officer †
Amy Benton	Administrator/Advisor	Paddy McIntyre	Administration Manager, A&R/SWU
Martyn Burrell	Advice & Representation Officer/ Trade Union Official	Shahid Naqvi	Editor, Professional Social Work
Simon Cleaver	Advice & Representation Officer/ Trade Union Official	Kate O'Regan	Snr Executive Director of Professional Services & Organisational Development
Donna Cowley	Membership Manager †	Jeanette Oakley	Finance Officer
Kate Cuthbertson	Coach Supervisor † **	Rosanne Palmer	Policy & Research Lead Officer
Simon Dangerfield	Web & Technical Support Officer	Mark Phillips	ICT Service Delivery Manager
Stephanie Davies	Social and Digital Media Officer	Kerri Prince	Public & Political Affairs Lead
Anthony Dhadwal	Senior Media & Communications Officer	Christina Ramage	Advice & Representation Officer/ Trade Union Official
Lisa Fitzpatrick	Advice & Representation Officer/ Trade Union Official	Helen Randle	Events Coordinator and Administrator
Victoria Gardner	Strategy & Impact Officer	Emily Reynolds	Experts by Experience Coordinator † **
Lynne Gargiulo	Advice & Representation Officer/ Trade Union Official	Jane Shears	Head of Professional Development and Education
Tricia Gbinigie	CRM & Business Intelligence Lead	Laura Sheridan	Advice & Representation Officer/ Trade Union Official †
Luke Geoghegan	Head of Policy and Research	Adrian Swain	Facilities Support †
Debbie Gilbert	Receptionist †	Sarah Teasdale	Executive PA & Governance Support to the CEO and Board
Amanda Govani	Director of Communications & External Relations	Lisa Urquhart	Project Coordinator †
Susan Hatton	Publishing Manager	Kevin Viney	Snr Membership & CRM Officer
Sara Hickin	HR & Support Services Specialist	Kevin Waldock	Advice & Representation Officer/ Trade Union Official
Mike Hopkins	Head of HR & Support Services	Gaby Zavoli	Project & Volunteer Engagement Coordinator
Lyse Hurd	Advice & Representation Officer/ Trade Union Official		
Lindsey Huxtable-Dowd	Service Manager		
Kam Johal	Membership Officer		
Cheryl Jordaan	Administrator/Advisor †		
Laura Joyce	Administrator ***		
Beth Kinnell	Advice & Representation Officer/ Trade Union Official		





► England

Elizabeth Cole	Administration, Events & Content Coordinator
Joshua Dixon	Policy & Campaigns Officer
Liz Howard	Professional Officer
Lisa Kennedy	Events, Administration & Business Manager
Sheridan Lane	Administration, Events & Content Coordinator
Denise Monks	Professional Officer
Wayne Reid	Professional Officer
Andrew Reece	Professional Officer *
Maris Stratulis	National Director (England)

► Northern Ireland

Lindsey Bates	National Administrator †
Carolyn Ewart	National Director (Northern Ireland)
Noeleen Higgins	Professional Officer
Andy McClenaghan	Public Affairs & Communications Officer

► Scotland

Alison Bavidge	National Director (SASW)
Marie Dixon	Member Engagement and Business Support Officer †
Susan Dobson	Professional Officer * †
George Hannah	Communications & Public Affairs Officer
Karin Heber	Professional Officer †
Sarah Jackson	Events Coordinator & Business Support Officer †

► Wales

Sam Baron	National Director (BASW Cymru)
Steven Crane-Jenkins	Communications & Public Affairs Officer
Siân Wilton	Events Co-Ordinator and Administrator †

- * Started after 1 October 2024
- ** Temporary contract
- † Part-time

Left after 1 October 2024

Lucy Deeley	Membership Support Assistant **
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Left between 1 October 2023-30 September 2024

Millicent Bailey	Administrator/Advisor Maternity Cover **
Taylor Gunness	Communications & Policy Officer ** †
Alma Johnson	CRM Project Manager **
Rebekah Pierre	Professional Officer
Narinder Sidhu	Professional Officer †
Johanna Wathen	Executive PA & Governance Officer



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BASW

The professional association for
social work and social workers

www.basw.co.uk

