



BASW
The professional association for
social work and social workers

Living our values

Equality, Diversity and Inclusion in the British Association of Social Workers

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Definitions

- Diversity

Achieving representation of different people, perspectives and practices.

- Inclusion

Diverse people, perspectives and practices being afforded equitable influence.

- Equality

People have equal opportunities within the organisation. We see this through equality of outcomes.



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Underpinning Principles and Values

1. Supporting Equality, Diversity and Inclusion (EDI) is everything we do and not a strand of work
2. We promote everyday acts of inclusion in our behaviour and our language.
3. We believe that in the face of pervasive and often unrecognised disadvantage faced by social groups targeted by this plan, our approach must have a balancing effect. This means taking positive action rather than promoting non-discrimination in what we do.
4. Our approach is to be 'beyond compliant' with the law. Our approach relates to characteristics that are not protected under the Equality Act 2010; for example, we actively tackle inequality on the grounds of socio-economic status, caring responsibilities and alternative lifestyle choices.
5. We recognise that understanding and thinking evolves on aspects of identity and that sometimes it is difficult to arrive at a consensus (for example on terminology). We will as far as possible take our lead from the voices of lived experience and remain open to diversity of perspectives within social groups.
6. We are aware that there are potential conflicts in values and beliefs between different aspects of equality. Our priority is to create spaces of safety and respect and to promote helpful dialogue. Courageous spaces emphasising the practice of cultural humility.
(<https://www.apa.org/pi/families/resources/newsletter/2013/08/cultural-humility>)
7. We show commitment to innovation, exploring the unexplored based on lived experiences in practice and life.

In addition, we recognise the importance of role modelling and BASW Council accepts accountability for making this principles a reality.



Vision and Goals

- Individual encounters with BASW take account of difference and an experience of inequality in society
 - They recognise discriminatory and normative behaviours and language
 - They understand the historical context and privilege of some groups that requires thoughtful action to balance out inequalities
 - They involve skill in communicating this so as to educate and keep as many colleagues, partners and stakeholders on board as possible
- Inclusion and full equality of opportunity in all areas of our work for all people
 - Representation will be more than token individuals to ensure safety and confidence
 - Fair representation will be sustained through valuing contributions and responding to concerns raised as barriers
- Tackling systems and structures that create and sustain inequalities
 - BASW will operate as a movement for social change whilst retaining its influence within existing structures
 - BASW will provide information, education and support networks that tackle explicit and complicit oppression of social groups.



Statement of Intent

Minimum standards – our starting point

BASW Council aims that at least

- One quarter (4) of Council members are from Black, Asian, and Minority Ethnic groups
- Half (8) of Council members identify as female
- One quarter (4) of Council members currently work in direct social work practice
- One eighth (2) of Council members are aged 35 and under

By Annual General Meeting 2020 Sept 15

BASW membership

- We will create a representative Advisory Group of members to advise Council
- We will include Equality, Diversity and Inclusion in our 2025 Vision

By June 2020

BASW Workforce will set goals to

- Increase the representation of staff at all tiers with reference to identified priority areas amongst the Equality Act protected characteristics

By December 2020



Statement of Intent

Transformation standards

BASW membership

- The Advisory Group will recommend transformation standards and actions for Council sign off

By January 2021

Council, Committees, Branches and structures

- We will have clear guidelines for inclusion
- Membership of these will reflect the BASW membership
- Members taking up roles in these will have personalised support
- We will have a mentoring programme to support people from less-represented groups to take part in these roles

By October 2021



Statement of Intent

Transformation standards

Sector Leadership and development

- We will (in each volume) publish a piece in Professional Social Work that addresses inequality and ways to improve outcomes,
- We will make sure that all our national events include at least one session that tackles inequality from the perspective of social justice
- We will proactively change our language to remove or reduce bureaucratic, patriarchal and colonial terms
- We will hold at least one activity for Black, Asian and Minority Ethnic social workers and at least one for LGBTQ+ social workers and at least one activity for social workers who are disabled
- We will review our communication around commemorative national and international occasions

By December 2020

Partnership and learning

- We will create principles for giving platform to individuals and groups, and review our policy on partnership work
- We will publish positive practice guides on how to replicate this success
- We will make evidence of actions to meet localised targets for equality a requirement of all partnership or contractual arrangements with BASW
- We will support research on key issues of inclusion

By March 2021