



The professional association for  
social work and social workers

**MINUTES OF COUNCIL MEETING held on  
Wednesday, 1<sup>st</sup> December 2021 by videoconference**

**Present:**

- Gerry Nosowska (GN) – Chair
- Lewis Roberts (LR) – Vice Chair
- Ann Moir (AM) – Treasurer
- Martin Sexton (MS) – Chair, Policy Ethics & Human Rights Committee
- Andy Gill (AG) – England Committee representative
- Jude Currie (JC) – Scotland Committee representative [part]
- Lindsey Young (LY)- Scotland Committee representative
- Orlaith McGibbon (OM) – Northern Ireland Committee representative [part]
- Neeta Baicher (NB) – Wales Committee representative
- Christian Beech (CB) – Wales Committee representative [part]
- Julia Ross (JR) – elected member
- Annie Ho (AH) elected member
- Hári Sewell (HS) – co-opted member
- Lesley Best (LB) – elected member
- Camelia Chowdhury (CC) – co-opted member

**In attendance:-** Ruth Allen (RA), Shirley Konstandis (SK)

**Apologies:** Charmaine Malcolm, Mandeep Gill

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
1. Welcome & inclusion	Thanks were expressed to Angie Bartoli and Andy Gill for their terms on Council which had now come to an end. Vava Tampa has been elected as the new Chair of BASW England and will take up his place as an appointed Director at the January Council meeting. AG will be interim Vice Chair and will continue to attend Council			

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
	<p>meetings as an appointed Director until a new Vice Chair is elected.</p> <p>Lesley Best was welcomed to her first meeting as an elected Director.</p>			
2. Extension of co-opted role	<p>The term of office for Hari Sewell and Charmaine Malcolm had come to an end.</p> <p>A vote was taken on extending their term of office for a further one year term.</p>	<p>It was agreed that Hari Sewell and Charmaine Malcolm would serve a further one-year term as a co-opted Director.</p>		
3. Declaration of interests not already on the register of interests	<p>JR declared a book that will be published in PSW called Call the Social.</p> <p>GN declared a research project she was carrying out with the Universities of Birmingham and Bristol and she also declared that she was now a member of the Board of The International Psychogeriatric Association.</p> <p>AH declared that she was now a Director of Inspiring Social Work Ltd.</p> <p>CC declared that she was a Peer Reviewer for the Fostering &amp; Adoption Council.</p> <p>HS declared that he was a Visiting Lecturer at Canterbury University.</p>			
4. To formally agree Minutes & confidential	<p>The Minutes and confidential Minutes were agreed as a true record.</p>			

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
Minutes of meeting held on 22/9/21				
5. Matters Arising	<p><u>Item 16.</u> GN confirmed that a letter of apology had been sent to the Chief Rabbi.</p> <p><u>Item 10.1 confidential Minutes.</u> GN confirmed that the agreed one-off payment to a branch has been made.</p>			
6. Appointment of Social Workers' Benevolent Trust (SWBT) Trustees	<p>Members were asked to approve the appointment of three new Trustees to SWBT.</p> <p>Members wanted to thank the new Trustees for putting themselves forward.</p>	<p>Members agreed the appointment and sealing of three new Trustees to SWBT:-</p> <ul style="list-style-type: none"> <li>• Jaison Musindo</li> <li>• Tooba Malik</li> <li>• Vickie Hollingworth</li> </ul>		
7. To note future meeting dates	It was noted that 15 <sup>th</sup> March is World Social Work Day so this away day date will need to be moved. Other dates will be checked to ensure they don't clash with any significant dates.	Members will be advised of a new date for the March away day.		GN
8. To receive Chair's report	<p>GN reported on her activities since the last Council meeting including:-</p> <ul style="list-style-type: none"> <li>• Attending the Social Workers Union Annual General Meeting and celebration of their 10<sup>th</sup> anniversary with AM.</li> <li>• Attending the 50<sup>th</sup> anniversary meeting of the Black Country branch.</li> </ul>	<p>An update on complaints to be brought to the January Council meeting.</p> <p>The Governance &amp; Risk Sub-committee to consider our processes for resolving concerns.</p>	26/1/21	<p>RA</p> <p>RA</p>

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
	<ul style="list-style-type: none"> <li>• Planning to attend the Scotland Mental Health Officer event in March next year.</li> <li>• Talking with Experts by Experience.</li> </ul> <p>Some feedback recently has highlighted how people feel they are part of BASW. We need to demonstrate our intention to be inclusive and to communicate this to members. We will be learning from feedback. HS. Being more inclusive will inevitably lead to more issues being raised. RA. Member to member issues also arise. MS. It would be helpful to receive a summary of complaints raised. AH. We should also see compliments.</p>			
9. To receive Chief Executive's report	<p>RA reported on her activities since the last Council meeting including:-</p> <ul style="list-style-type: none"> <li>• Attending two Council of Europe meetings.</li> <li>• Attending and speaking at a face-to-face event at Social Work Scotland.</li> <li>• Developing strategic contact with the Association of Directors of Children's services (ADCS) and the Association of Directors of Adult Social Services (ADASS) in England with the help of JR.</li> <li>• Attending a face-to-face ADASS event.</li> <li>• Speaking at a Community Care event.</li> <li>• Continuing to review the Advice &amp; Representation Service jointly with SWU.</li> </ul>			

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
	<ul style="list-style-type: none"> <li>• Preparing our Annual Survey of members.</li> <li>• Working on future heritage project looking at how we capture what we wish to preserve for the future, how we work on better public understanding of social work and how we support people to volunteer.</li> </ul> <p>We need to review our resourcing including temporary staff in January.</p> <p>Jermaine Revalier, who led on the BASW and Social Workers Union research on Working Conditions for Social Workers, is now working at the What Works Centre and we have agreed with him that we will rerun the working conditions survey in January.</p> <p>We will be celebrating World Social Work month in March.</p> <p>There are major policy issues happening in all nations. The Social Care White paper in England is expected to be published today.</p> <p>The next Finance &amp; Organisational Development Committee meeting is on 17<sup>th</sup> January.</p> <p><u>Questions</u></p>			

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
	<p>LR asked if we are planning to link with the Local Government Association (LGA) on the Working Conditions survey. RA. We did work with the LGA on their health check. The survey will go out to members first and then more widely. AH added that it would be useful to ask about wellbeing in the survey to see trends.</p>			
<p>10. Finance &amp; Business Plan reporting</p> <p>10.1 Balanced Scorecard – end of year</p> <p>10.2 Business plan reporting from January 2022</p> <p>10.3 Budget 2021-22 update and end of 20-21 update</p>	<p>These items were heard in confidential session and appear in the Confidential Minutes of this meeting.</p>			
<p>11. Risk Register</p>	<p>RA reported that:-</p> <ul style="list-style-type: none"> <li>• Changes to the Risk Register are highlighted in green.</li> <li>• The separate section on Brexit has been removed.</li> <li>• Changes have been made to the mitigation column.</li> </ul>			

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
11.1 Impact of change in business model for British Journal of Social Work (BJSW)	<ul style="list-style-type: none"> <li>• Funding has now been secured for the Professional Support Service (PSS) in Wales.</li> <li>• Under Reputation we have changed how we handle member conduct.</li> <li>• A &amp; R has been moved to green.</li> </ul> <p>GN reported that the Governance &amp; Risk Sub-committee are proposing that the Chair of the Conduct Committee should not be the BASW Chair in case an appeal is made. We are therefore looking for a Chair of the Conduct Committee.</p> <p>JR asked about the response levels to the staff survey. RA advised that about 60 out of 75 staff usually respond to the survey.</p> <p>AG. Some Fitness to Practice tribunals in Social Work England go back to the time of the previous regulator. RA agreed to have a discussion with AG about this outside of this meeting.</p> <p>RA had prepared a report identifying the risks and opportunities of moving BJSW to Open Access. Members noted the contents of the report.</p>	<p>Anyone interested in the Chair of the Conduct Committee role, please contact GN.</p> <p>Regular updates on the impact of the change will be brought to future Council meetings.</p>		RA

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
<p>12. HR &amp; Organisational Development update</p> <p>12.1 Workforce wellbeing and human resources update</p> <p>12.2 A &amp; R operational &amp; management review update</p>	<p>These items were heard in confidential session and appear in the Confidential Minutes of this meeting.</p>			
<p>13. Chair transition</p>	<p>A paper had been prepared in respect of next year's Council elections including the current Chair coming to the end of her second term of office. The current Vice Chair also comes to the end of his first term of office.</p> <p>LR advise that he will not be standing as Vice Chair or Chair at this election. He has learnt a lot from this experience and it had been hugely enjoyable. He would encourage anyone to put themselves forward for this role. GN thanked LR, and his family for their support. She is happy to speak to anyone interested in taking on either of these roles and asked that Chairs speak to their committee members about considering one of these roles.</p> <p>A proposed amended role description for the Chair was set out in this paper and comments</p>	<p>SK to circulate current role description for Vice Chair and a copy of the previous advertisement for Council members. Comments on these and the Chair role description to be sent to the Chair and RA by the end of December.</p> <p>It was agreed that the remuneration levels should be reviewed for these roles.</p>	<p>31/12/21</p>	<p>GN/RA/SK</p> <p>RA</p>



Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
	<p>were welcome. JR asked if there was any flexibility in amending the terms of office so that we don't lose both the Chair and Vice Chair at the same time. GN will have a look at this with RA and SK but the terms of office are set out in the constitution.</p> <p>RA. The Nominations Committee will meet to confirm the suitability of candidates going forward for election. As these are remunerated posts do we want to review the remuneration?</p>			
<p>14. Equality diversity &amp; inclusion (EDI)– decisions from away day</p>	<p>GN. Feedback from yesterday's away day includes:-</p> <ul style="list-style-type: none"> <li>• An opportunity to learn from the review of the work programme and launch the next phase with members.</li> <li>• Council to play a strong role in the messaging.</li> <li>• Learning from the review will be brought to the January Council meeting for decisions about priorities for the year ahead and how the Advisory Group can develop.</li> </ul> <p>AG. Staff have said that staff feel it is important they are all involved in this work. RA. We are reviewing the staffing. There needs to be a clear governance link between the Advisory Group and Council. We need to be clear about our positions and intersectionality. NB asked</p>	<p>Equality diversity &amp; inclusion review to be an item for the January Council meeting.</p>	<p>26/1/21</p>	<p>GN</p>

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
	<p>what figures we have on the ethnicity of our members.</p> <p>GN. We have started to collect this information from Council members and there will be an online portal for Committee members in January to complete information on their diversity.</p> <p>RA. It is not the intention of the review to remove resources for this work but it is important to have in place the right resources.</p>			
15. Involvement of people with lived experience – decisions from away day	GN is having discussions with Experts by Experience involved with BASW about involvement in Council’s work and jointly produced options will to be brought to the January Council meeting.	Agenda item for January Council meeting.	26/1/21	GN
16. Associate membership – decisions from away day	<p>GN provided feedback from yesterday’s away day including:-</p> <ul style="list-style-type: none"> <li>• Consideration of honorary membership for people with lived experience as part of the work with them.</li> <li>• Work happening between the Irish Association of Social Work (IASW) and BASW NI.</li> <li>• Options to think about how allied people can access BASW’s work for example university lecturer roles who are not social work qualified.</li> </ul>			

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
	<p>OM. It will be this time next year when we complete the project on associate membership with the IASW. The proposal will not include certain services such as access to A &amp; R Services and voting rights. Costs will need to be worked out. The proposal is supported by the NI Committee.</p> <p>RA. Discussions are taking place in the Executive team on a core membership strategy. Regional member support is important in England. We need to ensure that we continue to develop membership.</p>			
<p>17. International</p> <p>17.1 IFSW report on new social workers</p> <p>17.2 International Committee (IC) Chair options</p>	<p>Members noted the main recommendations set out by the IFSW report on support for new social workers that was agreed at the recent IFSW meeting.</p> <p>This item was heard in confidential session and appears in the Confidential Minutes of this meeting.</p>			
<p>18. Overarching campaigns update</p>	<p>GN. A paper will come to the January Council meeting. She suggested a human rights campaign umbrella which could include anti-poverty work. LR was concerned about possibly losing the impact of anti-poverty work. RA</p>	<p>A paper to come to the January Council meeting</p>	<p>26/1/21</p>	<p>GN</p>

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
18.1 Request for Austerity Action Group representative	suggested placing campaigns under pillar headings in the Business Plan  If anyone is interested in becoming the Council representative on this Group or a member of their Committee is, please let GN know.	Expressions of interest in becoming the Austerity Action Group representative to be passed to GN.		All
19. Induction plan	GN. The aim is to support induction by having some elements in place and some regular sessions to support new roles. This goes alongside the role-specific induction elements for different roles. A paper on this will be circulated for comment.	SK will circulate a paper on induction for comment and any decision to be made at the January Council meeting.	26/1/21	SK/All
20. Waterloo Street – Covid recognition and remembrance	GN. This item will be brought to a future meeting.			GN
21. Any Other Business	None.			

Signed by Chair



Date 15<sup>th</sup> December 2021