

Present	
Name	Role
Julia Ross	Chair/Honorary Officer/Director
Neeta Baicher	Vice-Chair/Honorary Officer/Director
Ann Moir	Treasurer/Honorary Officer/Director/Chair of Finance & Organisational Development Committee
Martin Sexton	Elected Director/Chair of Policy, Ethics & Human Rights Committee
Janet Walker	Elected Director/Chair of International Committee
Annie Ho	Elected Director
Lesley Best	Elected Director
Camelia Chowdhury-Allen	Elected Director
Vava Tampa	Nominated Director/Chair of National Standing Committee - England
Katy Jackson	Nominated Director/Vice Chair of National Standing Committee - England
Andrew Pennington	Nominated Director/Co-Chair of National Standing Committee - Wales
Jude Currie	Nominated Director/Chair of National Standing Committee - Scotland
Caroline McDonald	Nominated Director/Co-Vice Chair of National Standing Committee - Scotland
Orlaith McGibbon	Nominated Director/Chair of National Standing Committee – Northern Ireland
John Sheridan	Nominated Director/National Standing Committee – Northern Ireland

In Attendance	
Name	Role
Ruth Allen	Chief Executive Officer
Kate O’Regan	Head of Business Development
Mike Hopkins	Head of Human Resources & Support Services
Amanda Govani	Director of Communications and External Relations
Luke Geoghegan	Head of Policy & Research
Jane Shears	Head of Professional Development & Education
Johanna Wathen	Governance Officer/Executive Assistant
Victoria Gardner	Projects & Evaluation Officer
Debs Solomon	Equality, Diversity & Inclusion Advisory Group Vice-Chair
Lewis Roberts	Experts by Experience Group Facilitator

Observing	
Name	Role
Omar Mohamed	Experts by Experience Group Representative
Russell Hogarth	Experts by Experience Group Representative
Reshma Patel	Experts by Experience Group Representative

Apologies	
Name	Role
Hari Sewell	Co-opted Director
Christian Beech	Nominated Director/Co-Chair of National Standing Committee - Wales
Dean Owens-Cooper	Equality, Diversity & Inclusion Advisory Group Co-Chair
Duc Trans	Equality, Diversity & Inclusion Advisory Group Co-Chair
Angela Frazer-Wicks	Experts by Experience Group Representative

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
1.1 Welcome	Members were welcomed to the meeting by the Chair (Julia Ross). Julia Ross introduces all attendees. With a special welcome to the Experts by Experience group representatives who have attended the meeting in an observational capacity and to present a report under item 1.6. Julia Ross asked if anyone has any needs affecting their equality of opportunity within the meeting. Attendees responded no.			
1.2 Declaration of interests	There were no new conflicts of interest declared. Any outstanding will be chased by Johanna Wathen.	Send link to complete declaration of interest	Completed 16.02.2023	Johanna Wathen
1.3 Minutes - Approve minutes from 19.10.2022	The minutes of the meeting held on 19.10.2022 were agreed as a true record			

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<p>1.3.1 Matters arising or admitted as urgent, or for confidential session</p>	<p>Council agreed each page for accuracy and actions:</p> <ul style="list-style-type: none"> - Page 27 – Sustainability paper will be carried forward to 10.05.2023 Council meeting <p>Identify matters admitted as urgent:</p> <ul style="list-style-type: none"> - None <p>Identify matters to be taken in confidential session or as AOB:</p> <ul style="list-style-type: none"> - Papers relating to items 2.3, 2.4 & 2.6 were restricted to those observing on Council. - Meeting assessment under AOB. <p>Identify matters arising from the minutes 19.10.22 not otherwise on the agenda:</p> <ul style="list-style-type: none"> - Updated regarding paper from Hillsborough Law England have supported this publicly, any developments are being picked up at England Committee level and will be notified as necessary by the England Committee. 	<p>Sustainability item/paper for next Council meeting</p>	<p>10.05.2023</p>	<p>Ruth Allen</p>
<p>1.4 Committee updates/confirm latest meeting minutes for Committees uploaded</p>	<p>Focus on National Standing Committee Scotland. Jude Currie and Caroline McDonald present an update:</p> <ul style="list-style-type: none"> - The team is very busy, and every Policy Officer in the Scottish Association of Social Workers (SASW) is well engaged. - Full complement committee, committee make up is shared with Council. 			

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	<ul style="list-style-type: none"> - Representation from experts by experience (EbE) and anti-racism advisory group involvement. - Chair and Vice chairs interact regularly with National Director of SASW (Alison Bavidge). - Feedback from EbE group into every aspect of work. - No branches in Scotland. <p>Focus on National Standing Committee Wales.</p> <p>Andrew Pennington presents an update:</p> <ul style="list-style-type: none"> - Narinder has been leading on recruiting student ambassadors. - Virtual sessions for other Welsh universities - Speaking with local authorities to present the benefits of BASW - Currently National Directors has left, and another PO has retired. - 25.03.2023 first face to face for committee - Working with social care Wales - Co-production networks are increasing and ongoing - Looking at working conditions campaign and challenging local authorities as these are not leading by example at the moment - Regular BASW Cymru newsletter 			

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	<ul style="list-style-type: none"> - Anti-poverty campaign ongoing - Positive representations within the media mainly about cuts with children’s services - Professional Support Services (PSS) numbers have dropped. Kate O’Regan is working with the PSS team to link with local authorities. 			
To note date of next meeting	<p>Council Meeting Dates 2023: Wednesday 10th May Wednesday 13th September Wednesday 15th November</p> <p>Proposed Council Away Day follow up 2023: Tuesday 12th September or Thursday 14th September</p> <p>Conference: Tuesday 13th June 2023</p> <p>Annual General Meeting (AGM): Wednesday 14th June 2023</p>			
Involvement of Experts by Experience Report	<p>Lewis Roberts (Experts by Experience (EbE) group facilitator) joined the meeting 11.30am & left at 11.45am</p> <p>Presentation shared by EbE Group members, Omar Mohammed, Russell Hogarth and Reshma Patel and group facilitator, Lewis Roberts.</p> <p>Lewis Roberts (former Council Vice Chair) introduces self and explains the capacity of work within the EbE group over the last few weeks.</p>			

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	<p>The EbE group vision was outlined, key points were:</p> <ul style="list-style-type: none"> - Unique experience to work with EbE and to learn from EbE - EbE forum will contribute to events and be part of advisory groups - EbE forum will provide a framework, pulling together what BASW already have in place - Looking for EbE members to join Council, proposes four places on Council so that if all cannot attend there will be a good attendance - Recruit part time staff member to support the group, this is vital for the forum’s success - Mission statement and all nations to join the UK wide forum - Review the inclusion payment fees - Ensure documents are accessible - Council are being asked to consider the recommendations - Need to learn across the nations and take note from SASW too <p>Council notes that this proposal fits well with partnership working and that people with lived experience are key in that partnership.</p>			

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	<p>Annie Ho asks how this will link in with other work within BASW such as EDI and anti-poverty and how the forum can link with every area?</p> <p>Ruth Allen responds that the EbE forum have identified that work is going on in different streams, seeming a bit haphazard, there is a need to be cohesive, ensuring everyone has the same opportunities to be involved equally.</p> <p>The next step will be to finalise a terms of reference for the forum. BASW will need to help link the group in with the other work streams and groups within BASW.</p> <p>Council identifies the need to have EbE on Council to promote and provide a strong foundation for inclusionary practices across BASW.</p> <p>Vava Tampa proposes that he would like to support two of the key points and further discussion would need to be reviewed with regards to the finance and resourcing for the forum. Requests that the second and third items should be discussed further. Suggests that it may be challenging to appoint forum representation to Council by May, suggests this date should be reviewed.</p>			

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	<p>Ruth Allen responds that observation from the EbE forum is that it needs to be considered not as an add on but as fully inclusive in decision making processes. It is highlighted that BASW could be a practice leader in this work, with it being a partnership from beginning to end.</p> <p>Ruth Allen highlights that resourcing has been through due diligence and the resourcing of the EbE forum will be included in the budget for the coming year.</p> <p>Council decision points:</p> <ul style="list-style-type: none"> - Endorsing 2 x non director roles on Council - Resourcing the EbE Group <p>Council are satisfied with this arrangement and agree EbE appointment to Council and resourcing for the forum going forward.</p>	<p>All decision appoints have been agreed by Council. EbE group to nominate from the group 2 members to join Council in the capacity of full non-director members.</p>	<p>10.05.2023</p>	<p>Ruth Allen/Luke Geoghegan</p>
<p>2.1. To receive Chair’s report & feedback from away day (07.02.23)</p>	<p>Julia Ross presents the report to Council. Council receive Chairs report.</p> <p>Key Highlights:</p> <ul style="list-style-type: none"> - Gerry Nosowska (immediate past Council Chair) will Chair the Ukraine Strategy meeting. She will be representing BASW at various International events on an expense 			

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	<p>only basis, in lieu of the BASW Chair. This work is governed by a memorandum of understanding with GN</p> <ul style="list-style-type: none"> - - Met with BASW Branches, following Chairs group followed up by deep dive into Coventry and Norfolk 			
<p>2.2. To receive Chief Executive’s report & SWU BASW update</p>	<p>Ruth Allen presents the report to Council. Council receive Chief Executives report.</p> <p>Key Highlights:</p> <ul style="list-style-type: none"> - Temporary gaps remain in senior leadership roles. Currently recruiting to one National Director role which is being covered by Executive team. - Good position with BJSW Journal has been identified as outstanding in international rankings in social work - Visited Scotland staff, members, and senior stakeholders over 3 days in January - Working in partnership with SWU is proceeding well, revised cooperation agreement has been reviewed by legal advisors and is in the final stages of due diligence checks by SWU lawyers. 			
	<p>Andy Morris (Dains) joined the meeting 12.10pm & left at 12.40pm</p>			

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<p>2.3. Receive & approve end of year Audit report & accounts from auditors</p> <p>2.3.1 To receive Audit Clearance Memorandum</p> <p>2.3.2 To approve annual report & accounts for BASW for y/e 30 09 22 & sign Letter of Representation</p>	<p>Joanne Lloyd joined the meeting at 12.10pm & left at 12.30pm</p> <p>Ann Moir Chairs meeting from items 2.3.</p> <p>Ann Moir welcomes Andy Morris from Dains Accountants to the meeting.</p> <p>Andy Morris presents the accounts for approval and the audit clearance memorandum:</p> <ul style="list-style-type: none"> - Accounts year ending 30.09.2022 - All relevant meetings have been held - Statutory accounts have more narrative this year including business review and uncertainties, this is now required because BASW size is now medium scale business - Council report and standard disclosures - Page 9, 10 and 11, clean audit report and unqualified - Page 12 income and expenditure increase due to growth in Social Workers Employment Services (SWES) income - Loss in portfolio investments value. In the medium long term these should return to a positive position - Deficit of £20k, income from investments of £20k and so break even for the year 	<p>Council approves end of year audit report & accounts</p> <p>Council receives audit clearance memorandum</p> <p>Council approves annual report y/e 30.09.2022</p> <p>Letter of representation and accounts to be signed</p>	<p>Completed w/c 20.02.2023</p>	<p>Julia Ross</p>

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	<ul style="list-style-type: none"> - Group balance sheet includes SWES and BASW Trust. Impact of debtors and creditors - Net asset £4.5m - BASW only balance sheet, page 14, - Key items - intangible assets including CRM software and website, future works, and projects over the next year or two - Tangible assets at £2m, primary asset Waterloo Street office building - Debtors have decreased - £1.5m in bank balance at year end - Creditors in line with prior year, includes tax and social security - Deferred income from professional support services grant which will be used against expenditure this year - Overall net assets £1.3m slight increase and overall sitting at £4.5m and so balance sheet is a string position - Page 22, note 4 to show the income split, analysis shows SWES from £4.5m to £10.5m - Notice that investments are recovering - Would like to see an increase to reserves in the coming year - SWES – Noted that brings in money, which is immediately distributed, the surplus is just short of £43k of these transactions 	<p>Review Reserves Policy</p>	<p>September 2023</p>	<p>Ann Moir/Ruth Allen</p>

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<p>2.3.3 To approve annual accounts for The BASW Trust</p> <p>2.3.4 To note accounts for Social Workers Employment Services (SWES) Limited</p>	<ul style="list-style-type: none"> - No significant activity - Moved restricted funds to unrestricted funds - Income of £10.5m but operating surplus income £43k - Corporation tax also to pay - Debtor has been cleared at year end 	<p>Council approves annual accounts for BASW Trust</p> <p>Council notes accounts for Social Workers Employment Services. SWES Director to sign off accounts</p>	<p>Completed w/c 20.02.2023</p>	<p>Kate O'Regan</p>
<p>Meeting breaks for lunch at 12.30pm Meeting resumes at 1.00pm</p>				
<p>2.4. Finance & Organisational Development Committee (F&OD) reporting</p> <p>2.4.1 Summary report from F&OD</p> <p>2.4.2 Balanced Scorecard</p>	<p>Victoria Gardner joined the meeting at 1.00pm & left at 1.30pm Ann Moir Chairs meeting for items 2.4, 2.5, 2.6 & 2.7</p> <p>Item 2.4 & 2.4.1 - See item 2.3 – 2.3.4 for F & OD Committee update as the meeting dated 30.01.23 reviewed accounts as presented to Council.</p> <p>Victoria Gardner presents an update on the balance scorecard developments. Key highlights:</p> <ul style="list-style-type: none"> - Met with executive leads and teams and discussed revision and simplification of balanced scorecard. 			

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	<ul style="list-style-type: none"> - Clarity with what needs to be achieved and measures for success is now clearer - Added depth to focus areas and core set of objectives. - Scalable and meaningful for individual teams. - Removed mission pillars from balance scorecard. - Measures to focus on may be recruitment targets, high currently but this will balance out throughout the year. - Strategic plan will list activities to drive recruitment. - Business plan will be presented and signed off at a later date. <p>Council highlight that this is a good tool which effectively demonstrates how services develop and fit together. Council welcomed comments from EbE attendees on how the balanced scorecard is perceived.</p> <p>Council acknowledges that there has been a positive shift in the balanced scorecard, with it now being meaningful as to how BASW is now.</p> <p>November management accounts shared</p>			

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2.4.3 Management accounts for information	Pre-tax surplus, costs will be incurred throughout the year. Membership has increased and just over 22k.			
2.4.4 Budget 2022/23 revised update for approval	Revised but no changes from last year	Budget proposal for this current year already agreed		
2.4.5 Risk Register	<p>Ruth Allen presents an update on the risk register</p> <p>Key areas highlighted:</p> <ul style="list-style-type: none"> - No significant changes to the register - Note on web development which is crucial to membership experience improvements - Working well within budget - No changes in reputational risks - Staff capability – paper later on staff learning framework, need a strong framework on staff well being - Note under competition - Recruiting in A&R - Conduct policy and structure how to manage conduct, suggested changes will be made to HO's - Risk to open access may affect income of paid for access - Evaluation of Professional Capabilities Framework (PCF) for England being concluded over the next few months by Prof Ravalier. This is a key area of risk and 	<p>Competitor analysis to bring back to Council</p> <p>Member conduct policy and structure on how to manage member conduct, suggested changes will be made to HO's</p>	<p>10.05.2023</p> <p>10.05.2023</p>	<p>Kate O'Regan</p> <p>Ruth Allen/Julia Ross</p>

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2.4.6 Corporation tax update	<p>opportunity, especially given developments in standard setting by Social Work England.</p> <ul style="list-style-type: none"> - Cyber security – provision for council email address and devices being rolled out over next few weeks. <p>Ann Moir provides an update to Council.</p> <p>Key areas highlighted:</p> <ul style="list-style-type: none"> - The Extraordinary General Meeting held on 15.12.2022 passed the resolution to change article 67 which related to winding up (as recommended by HMRC to fit with criteria for having mutual trading status) - 18.01.2023 a letter was received from HMRC which has asked some additional questions for clarification of past activities - BASW have always sort legal and financial advice which can be demonstrated through historical communication/documentation - Next week Joanne Lloyd will be working with Dains to respond to HMRC - Worst case scenario BASW will incur costs, the financial commitment is currently undetermined 	<p>Send response letter to HMRC with input from Dains</p> <p>Updated Council at next meeting</p>	<p>Completed 20.02.2023</p> <p>10.05.2023</p>	<p>Ruth Allen/Ann Moir</p> <p>Ruth Allen/Ann Moir</p>

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	A Council member asks if it can be clarified as to the taxable position of Council payments to Directors	Clarify with Joanne Lloyd if Council member payments are considered income or expenses for personal tax purposes	10.05.2023	Johanna Wathen
2.5. Risk & Audit Committee Proposal	<p>Ann Moir confirms that the proposal to form a Risk & Audit Committee has been reviewed by Risk and Governance Subcommittee on the 23.11.22. Proposal was supported at this initial stage.</p> <p>Ann Moir confirms the proposal to form a Risk & Audit Committee was reviewed by F & OD Committee on the 30.01.23. Proposal was supported at this second stage.</p> <p>Key areas highlighted:</p> <ul style="list-style-type: none"> - It is proposed that the new committee would become a standing committee of Council and would incorporate all current functions of the Risk & Governance Subcommittee and some functions currently delegated to the F&OD Committee - It will also have delegated responsibility for quality assurance processes. 	Council agrees to the formation of a Risk & Audit Committee with an initial working group to aid this process, report on progress to Council	10.05.2023	Ruth Allen/Ann Moir

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	<ul style="list-style-type: none"> - Hilary Tompsett has already volunteered as representative of F&OD Committee - Neeta Baicher volunteers as honorary officer representative 			
<p>2.6. Major Organisational Projects</p> <p>2.6.1 CRM & Website Development</p>	<p>Amanda Govani joined the meeting at 2.20pm & left at 2.35pm</p> <p>Ann Moir introduces Amanda Govani to present on item 2.6.1 & 2.6.2</p> <p>Key points highlighted from submitted report:</p> <ul style="list-style-type: none"> - Key driver for project agreed at Council in October 2022, reviewing system that holds data and website, ‘ecosystem’ (basis of our current CRM software) due to expire in Nov 23 (i.e. will no longer be comprehensively supported and secured by the open source community of developers) . A more powerful upgrade is available, but our current suppliers are not upgrading - BASW is tendering for new CRM partner and retaining Agile Collective our current website provider who will upgrade in eco environment. - Review content and architecture - Invitation to tender process for new CRM has strong governance with a project board, 			

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	<p>selection panel reviewing prospective partners and project teams</p> <ul style="list-style-type: none"> - Hart square external expertise supporting partner selection - Full process from procurement/contracting to implementation should take 12 months i.e. by April 2024 (ideally earlier) - Invitation to tender completed - Recommendation from panel that have shortlisted to 3 potential partners - User experience will improve with regards to the website, this will improve functionality - New developed home page and better back-end management that will suggest better user journeys - Gap identified that current providers operate annual support contract from Feb to Feb <p>New providers may not be in place until April 24. Looking at whether basic implementation may be in place by Feb 24 to avoid gap.</p> <ul style="list-style-type: none"> - Potential risk is noted by Council <p>Website providers (Agile Collective) will not change and will interface with the system providers</p> <p>Julia asks if there will be an option for integrating apps?</p>	<p>Council ratifies recommended decisions about shortlist for the CRM tendering process</p>		

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<p>2.6.2 Membership strategy</p>	<p>Amanda Govani responds that this will include an improved self-service portal and some providers will be including apps as part of their tender. Need to get foundation in place and then will look at apps within the next stage which is not dependent on these changes.</p> <p>Jude Currie asks if there would any disruptions to users in the interim period?</p> <p>Amanda Govani responds no, this would be back-end work. The systems would be decoupled and have integrated points, but this would all be back end.</p> <p>Key points highlighted from submitted report:</p> <ul style="list-style-type: none"> - Membership figures have reached over 22,000 underlines messaging of current membership is working - Consistently higher than last year - Item 2 growth update and looking closely at what works and development - Figure 2.1 on track with targets and aim was at this quarter not to drop in membership which has been achieved - Engagement can be measured through click through digital interaction; figure 3.2 shows are on track with increase over time 			

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	<ul style="list-style-type: none"> - Membership team are reviewing social media platforms - Understanding of retention, key to this is calling when payments have been missed, this is largely successful - Member get member schemes being looked at - Outreach and networking visiting social workers in their workplaces - Exhibiting and direct sales and reviewing how powerful this is - Continuing to build on the offer with a collective action with member value proportion work - Rise in satisfaction from CPD and events <p>Council are asked to review the priority pitches and approve the recommendation.</p> <p>Camelia Chowdhury-Allen feeds back that on initially read the word ‘resources’ took this as research and content and then only understood ‘resources’ as meaning a general term after reading the follow up ideas in the pitch.</p> <p>Amanda Govani welcomes the feedback.</p>	<p>Council agrees to the priority pitch presented</p>		

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	<p>Jude Currie notes that is pleased to see that outreach is working and engagement with members is working coherently.</p> <p>Ruth Allen highlights that packs available for members to share. These can then be tailored to each nation. Council members have wide networks available to them and these should be utilised.</p> <p>Vava Tampa asks if it is possible, to explore other social media platforms that younger people access, such as Instagram or TikTok? Expresses that the England Committee would be happy to be involved as a soft launch for BASW before going UK wide.</p> <p>Amanda Govani responds that capacity to update content is the issue and takes onboard that to reach the younger audience social media is a useful tool. Could look at this within the student hub work. Would need to ensure have a good support system in place and this can be resourced. This is all being reviewed at the moment. Review is being undertaken in the next month or so.</p> <p>Social media training is made available through Comms team. This will be made available as part pf the overall review of training needs analysis for</p>	<p>England will be engaged early March once the immediate CRM work is committed</p> <p>Social Media review report</p> <p>Social media training opportunity for Council to be finalised</p>	<p>March 2023</p> <p>10.05.2023</p> <p>10.05.2023</p>	<p>Amanda Govani</p> <p>Amanda Govani</p> <p>Julia Ross</p>

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	Council Members. Julia Ross is to have a scoping session with Jonny Adams and will feedback to Council.			
<p>2.7. HR & Organisational Development</p> <p>2.7.1 Workforce wellbeing & training</p>	<p>Mike Hopkins joined the meeting at 2.35pm & left at 2.50pm</p> <p>Ann Moir welcomes Mike Hopkins to the meeting.</p> <p>Mike Hopkins presents key highlights from submitted report:</p> <ul style="list-style-type: none"> - Number of absences in senior leadership, recruiting National Director in Wales and Northern Ireland National Director has returned to work - Additional post in Scotland being funded externally to BASW - Opportunity for a race equality role in Wales which will be funded externally to BASW - 73 established posts - Staff retention is positive <p>Key highlights from submitted report:</p> <ul style="list-style-type: none"> - Development around learning framework - Want to offer more learning opportunities to lead members - Asks Council for endorsement and if Council would find it helpful when skills auditing for 			

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	<p>Council and committees and if a version of this would be helpful</p> <ul style="list-style-type: none"> - Training for Council members and some must do like the GDPR training and some training which is more of a nice to have and best practice, a follow up skills audit will follow, and which was started during yesterday's away day - Sharing skills from top down and bottom up, training from Council to staff and vice versa, could look to extend this to Committee structure too - Mirror this for succession planning purposes - Recent inductions went out to all Committee members alongside Council members, next session scheduled for 13.02.2023 	<p>Council members to identify skills and people gaps in current council membership</p>	<p>End of February 2023</p>	<p>Julia Ross with all of Council to contribute</p>
<p>2.8. Call out for Committee membership</p>	<p>Council are asked to review current Committee membership and to consider filling the following vacancies:</p> <p>Standing Orders Committee:</p> <ul style="list-style-type: none"> - Martin Sexton volunteers to chair this committee - Caroline McDonald volunteers to be a member - Three vacancies to fill from Council members <p>Nominations Committee:</p>	<p>Email Council members regarding vacancies and advert to be placed to wider membership</p>	<p>Completed 14.02.2023</p>	<p>Johanna Wathen</p>

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	<ul style="list-style-type: none"> - Neeta Baicher volunteers to Chair as honorary officer representative - Camelia Chowdhury-Allen volunteers to be a member - Jude Currie volunteers to be a member - All vacancies filled <p>Recognition & Remuneration Committee:</p> <ul style="list-style-type: none"> - Hilary Tompsett remains as existing member - Raymond Taylor remains as existing member - Hari Sewell volunteers as Council member representative on Committee - Three vacancies to fill from wider membership <p>Finance & Organisational Development Committee:</p> <ul style="list-style-type: none"> - Hilary Tompsett has renewed for a second two-year term of office - Caroline McDonald volunteers for F&OD committee - Two vacancies to fill from wider membership <p>Conduct Board:</p> <ul style="list-style-type: none"> - Membership referred to Honorary Officers for further consideration, to report at next council meeting 	Update on Conduct Board membership	10.05.2023	Julia Ross
2.9 Council Terms of Office	<p>Terms of office will expire for the following roles:</p> <ul style="list-style-type: none"> - Treasurer - 2 x Elected Directors <p>Existing vacancy for the following roles:</p>	Nominations Committee to meet and start election timetable process	Completed 20.02.2023	Johanna Wathen

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	<ul style="list-style-type: none"> - 1 x Elected Directors Election timetable is in place and posts will be advertised in March. Election nominations will open 14.03.2023 and will close 14.04.2023			
2.10 Student & NQSW membership on Council	2 x Co-opted Director positions available which will be allocated to those who meet the criteria of being a current student social worker and/or a newly qualified social worker (NQSW)	Council endorses this action Compose role descriptor for student director position on Council	10.05.2023	Ruth Allen
3.1 Equality diversity & inclusion (EDI)	<p>Luke Geoghegan & Debs Solomon joined the meeting at 3.05pm</p> Neeta Baicher Chairs items 3.1 Luke Geoghegan & Debs Solomon are welcomed to the meeting. Apologies are received from Duc Tran and Dean Cooper-Owens. Debs Solomon presents an update from the EDI Advisory Group (EDIAG) Key points reported: <ul style="list-style-type: none"> - Review strategy in partnership with Council, need to set a time to review this strategy - EDIAG working well as a whole group effort - Would like to see representation from all four nations at the EDIAG meetings 	Review EDI Strategy and report back to Council	10.05.2023	Ruth Allen/EDIAG

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	<ul style="list-style-type: none"> - Priorities are anti-racism, immigration and diaspora, neuro diversity, a range of speakers will continue to attend the EDIAG meetings - Council, staff and EDIAG to meet and review strategy for BASW, need to understand what is happening with dedicated staffing and how EDI is being devolved and how each committee incorporates EDI 			
3.2 Sustainability	Item not discussed	Carried forward	10.05.2023	Ruth Allen
3.3 Overarching campaign priorities & motions	<p>Luke Geoghegan presents.</p> <p>Key points highlighted from submitted report:</p> <ul style="list-style-type: none"> - Feedback on campaigns and feedback from motions - Report included in relation to anti-poverty campaign - Social work stands against poverty day 27.03.23 - Keen that space should be there for MP's, trying to manage a tight guest list for this event - Revamping and relaunching work around working conditions project <p>Motions 2022 Update: Ruth Allen presents. Key Highlights from submitted report –</p>			

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
	<p>Motion 1 on Neurodiversity:</p> <ul style="list-style-type: none"> - Supporting special interest group (SIG) - More join up for training and BASW supporting delivery - On agenda for professional development committee. - <p>Motion 2 on Classism:</p> <ul style="list-style-type: none"> - Implicit in all aspects of BASW’s campaign work but not specific projects as the capacity is not available - Council agrees to be taken forward as a sub theme but not as a specific theme - Jude Currie will share resources from Scotland. <p>Motion 4 Chief Social worker Roles: length of term</p> <ul style="list-style-type: none"> - Writing to four nations about these roles. <p>Motion 5 on professional development/specialisation:</p> <ul style="list-style-type: none"> - PCF work in England - Mindful of implication for other nations <p>Motion 6 on member led organisation:</p> <ul style="list-style-type: none"> - Motion underscoring that BASW is member led 	<p>Ruth Allen to attend next neurodiversity SIG meeting and liaise further with Debs Solomon</p> <p>Ruth Allen to liaise with motion proposer</p> <p>Jude Currie to share resources around this subject</p> <p>Julia to compose letter taking into account feedback from four nations</p> <p>Ruth Allen to meet Motion proposer to identify other hoped for actions</p>	<p>May 2023</p> <p>May 2023</p> <p>May 2023</p> <p>February 2023</p> <p>May 2023</p>	<p>Ruth Allen</p> <p>Ruth Allen</p> <p>Jude Currie</p> <p>Julia Ross/Ruth Allen</p> <p>Ruth Allen</p>

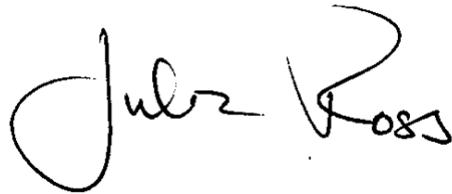
Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
	<ul style="list-style-type: none"> - Work on roles and governance of all member committees, groups and Branches should clarify how members can develop their own activities within a clear structure of accountability and contribute and be heard in eg policy developments of the association. - SIG's now have same entitlement as branches to raise motions - SIG's reviewing terms of reference in cooperation with Policy, Ethics & Human Rights Committee - Motions guidance now in place to enable motions to brought forward that can be acted on by BASW so member voice in AGM will be more effective. <p>Motion 8 was not passed at 2022 AGM:</p> <ul style="list-style-type: none"> - The Policy, Ethics & Human Rights Committee are working through a member consultation and review of EDI statements (including the one objected to in the not-taken Motion 8) and how they should be revised/taken forward in future. Process of review in place that is going out to members for comment <p>Closing date for submitting motions 10.03.2023. No submissions received to date.</p>	<p>AGM reminder and call for motions to be reissued</p>	<p>24.02.2023</p>	<p>Johanna Wathen</p>

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
3.4 Annual Survey	<p>Victoria Gardner and Jane Shears joined the meeting at 3.25pm</p> <p>Victoria Gardner presents key highlights from preliminary annual survey results:</p> <ul style="list-style-type: none"> - Annual survey of members will be formally launched in March - 1602 responses this year - Refined survey this year to be relevant this year - Full report in March - 3 shorter briefings will also be released focussing on specific areas, recruitment and retention including working conditions, anti-poverty <p>Jane Shears highlights that qualitative findings are being analysed separately to add more to final documents</p>	Full Annual Survey Results report to Council	10.05.203	Ruth Allen/Victoria Gardner
3.5 World Social Work Day	<p>Ruth Allen presents the following key points:</p> <ul style="list-style-type: none"> - Activities went out in a bulletin this week - Nine events in total from all nations - Council to note one event about podcast in social work in places with armed conflict, moment of solidarity as part of the podcast 			
3.6 Conference & AGM	<p>Ruth Allen presents the following key points:</p> <ul style="list-style-type: none"> - Will be confirming Birmingham venue for AGM shortly, this is likely to be the same 			

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
	<p>venue as the Conference (Aston) however, this has not yet been confirmed</p> <ul style="list-style-type: none"> - Conference planning going well, Council encouraged to attend and sign up, the evening will include the first social work media awards, align with good quality standards of reporting on social work - Anyone who wants to put forward proposals for workshops are encouraged - Programmed by the end of February, this will be hybrid - EbE will be involved in this process - <p>Vava suggests workshop on Children’s service reviews offered jointly with Scotland, England, Wales, and Northern Ireland. <i>To be discussed outside of Council, Ruth suggests this could be a plenary session.</i></p>			
4. AOB	<p>Finance & Organisational Development Committee Meeting Dates – 2023</p> <ul style="list-style-type: none"> - Monday 24th April – TBC as Ruth Allen is not able to attend - Monday 4th September - Monday 6th November <p>Risk & Governance Subcommittee Meeting Dates – 2022/2023</p> <ul style="list-style-type: none"> - Wednesday 12th April - Wednesday 12th July 			

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
4.1 Meeting reviewed	<p>- Wednesday 25th October</p> <p>Feedback from Council is that the meeting has felt inclusive. Feedback from EbE attendees that need to be mindful as to the use of jargon, but this was a very small amount. EbE observers express that even with restricted papers they felt included, and their contribution valued well to. EbE felt included and have enjoyed the meeting.</p>			

Signed by Chair:



Date: 07.03.2023