



The professional association for social work and social workers

MINUTES of hybrid meeting of COUNCIL held on 11<sup>th</sup> May 2022

**Present:**

In person

- Gerry Nosowska (GN) – Chair
- Julia Ross (JR) – Interim Vice Chair
- Ann Moir (AM) – Treasurer
- Martin Sexton (MS) – Chair, Policy Ethics & Human Rights Committee
- Vava Tampa (VT) – England Committee representative
- Annie Ho (AH) – elected member
- Camelia Chowdhury (CC) – elected member
- Lesley Best (LB) – elected member
- Hari Sewell (HS) – co-opted member [part]

On-line

- Janet Walker (JW) – Interim Chair International Committee
- Katy Jackson (KJ) – England Committee representative
- Orlaith McGibbon (OM) – Northern Ireland Committee representative
- John Sheridan (JS) – Northern Ireland Committee representative
- Neeta Baicher (NB) – Wales Committee representative
- Christian Beech (CB) – Wales Committee representative

**In attendance:** Ruth Allen (RA), Shirley Konstandis (SK), Victoria Gardner (VG) [part], Amanda Govani (AG), Duc Tran (DT)

**Apologies:** Jude Currie, Lindsey Young

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
1. Welcome to new members	Vava Tampa, Katy Jackson and John Sheridan were welcomed to their first Council meeting and introduced to the rest of Council.			

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	<p>Julia Ross was congratulated on her recent election as the next Chair of BASW. She was looking forward to the new role and currently learning and listening to find out how the role has been managed in the past and the leadership needed. She loved being here and loved BASW.</p> <p>Neeta Baicher was congratulated on her election as Vice Chair and Camelia Chowdhury on her election as an Elected Director. Martin Sexton was congratulated on his re-election as Chair of the Policy Ethics &amp; Human Rights Committee. Janet Walker was congratulated on her election as Chair of the International Committee.</p>			
2. Declaration of Interests	There were no new conflicts of interest.			
3. To formally agree Minutes and Confidential Minutes of meeting held on 26 <sup>th</sup> January 2022	The Minutes and confidential Minutes of the meeting held on 26 <sup>th</sup> January 2022 were agreed as a true record.			
4. Matters Arising	There were no matters arising.			
5. To note calendar of meetings	It was noted that there may be a change to the October meeting date to fit with the reporting of the business plan and balanced score card.	The next business meeting is scheduled for 13 <sup>th</sup> July - 11 – 3.30 (virtual)		
6. To receive Chair's report	GN reported on her activity since the last Council meeting.			

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	<ul style="list-style-type: none"> <li>• She had held induction meetings in February for new members of Council and Committees.</li> <li>• She will be thanking committee members at the AGM and is currently collecting information for this.</li> </ul> <p>MS reported that Margaret Locker, a member of the PEHR Committee had passed away. She had been a member since 1988. She had worked in Wales and was very well known there. He had written to her family and wanted Council to note this.</p> <ul style="list-style-type: none"> <li>• Lindsey Young is not able to attend today's Council meeting and has informed us that she is not able to continue in her role on Council. GN is attending the SASW committee meeting next week and will thank her in person on behalf of Council.</li> <li>• The final Covid Committee meeting has now taken place. She thanked all staff and members who had been involved in the committee.</li> <li>• Ukraine strategy meetings are now taking place fortnightly.</li> <li>• She is involved in preparations for the conference and AGM in June.</li> <li>• She had attended an in person all staff meeting in Birmingham in April.</li> </ul>			

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	<p>This is her 20<sup>th</sup> Council meeting as Chair and her last one. Every decision made is made as a team and involves working very closely with the Chief Executive.</p> <p>Individual Council members thanked GN for all her work as BASW Chair and for her support to them in their various roles.</p>			
<p>7. To receive Chief Executive's report</p>	<p>RA reported on her activities since the last Council meeting.</p> <ul style="list-style-type: none"> <li>• Staff have all welcomed GNs leadership during her time as Chair. Staff are very committed to the organisation.</li> <li>• She has been involved with organising the Council elections process.</li> <li>• The HQ building has been reconfigured and will be open regularly from Tuesday to Thursday for staff who want to work from there and for meetings. Flexible working for staff has been actively promoted.</li> <li>• We have now given up the lease on the Cardiff office.</li> <li>• The A &amp; R Service has been under review. The Head of the Service has just retired and the team are now up to full staffing capacity. The team will be divided into two parts, one part dealing with regulatory matters and the other concentrating on employment matters.</li> </ul>			

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	<ul style="list-style-type: none"> <li>• There is a huge amount of policy work on-going across the nations.</li> <li>• She has a role on the Council of Europe, comprising 47 countries, representing international NGOs on behalf of IFSW.</li> </ul> <p>AH advised that she is shortly meeting with a Professor of Social Work from Ukraine and is happy to speak to anyone else who is interested in this.</p> <p>GN expressed thanks to Lien Watts and wished her the best for her retirement on behalf of Council.</p>			
<p>8. Business Plan and budget reporting</p> <p>8.1 Management accounts and forecast 21/22</p> <p>8.2 Business plan balanced score card</p>	<p>AM reported back from the Finance &amp; OD Committee meeting held on 24<sup>th</sup> April.</p> <p>Members noted the Management accounts for February. The notes give explanations on the budget lines.</p> <p><i>VG joined the meeting for this item.</i></p> <p>VG. The number of objectives have now been reduced to 13 and the RAG rating has been simplified. She will be putting together a pattern for when things happen throughout the year. The score card will be presented to Council quarterly.</p>			

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	<p>AM asked for information on what has changed since the last quarter. VG. The main change is reducing the number of objectives. She will be working on populating the grey areas. VG cited examples of more detailed information such as that ProfDE participants are 93% pleased with events/training. Exception reports will be provided for any red areas. RA added that Council members will be receiving a spreadsheet with the information that sits behind this document.</p>			
8.3 Council rules and committee terms of reference update	<p>RA. There are some gaps in Council rules and we need to do some work on identifying these. It is proposed that the Governance &amp; Risk Subcommittee will make recommendations to Council on any gaps.</p>	<p>The Governance &amp; Risk Subcommittee will make recommendations on gaps in Council rules.</p>		RA/SK
8.4 Recognition & Remuneration Committee decisions (deferred)	<p>This item was heard in confidential session and appears in the confidential Minutes of this meeting.</p>			
8.5 Budget proposal 22/23	<p>This item was heard in confidential session and appears in the confidential Minutes of this meeting.</p>			

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8.6 Staffing and establishment 22/23	<p>RA went through the proposed staffing establishment and possible savings outlined in her paper.</p> <p>RA has been managing the two senior managers in the A &amp; R Service for some months and she was confident that with a member of the Executive team continuing the management that this arrangement would be sufficient.</p> <p>The paper also identified optional additional staffing priorities.</p> <p>RA agreed to see if further savings can be found for the EDI lead to be a full-time role.</p>			RA
9. Risk – discussion and decisions  9.1 Risk register	<p>This item was heard in confidential session and appears in the confidential Minutes of this meeting.</p>			
10. Governance & structure of member groups and services – update from Away Day	<p>This will be an update item for the July Council meeting.</p> <p><u>Student Hub Proposal</u>. Comments on this paper to be sent to Jane Shears.</p>	<p>Agenda item for July Council meeting.</p> <p>Comments on the Student Hub Proposal paper to be passed to Jane Shears.</p>	13/7/22	RA

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11. To ratify new Branch Guidelines	Revised branch guidance has been produced and has come to Council for ratification. There has been a full consultation with National Standing Committees and branch Chairs.	The revised Branch guidance was agreed.		
12. To ratify Norfolk branch	England Committee are recommending ratification of the Norfolk branch by Council.	Ratification of the Norfolk branch was agreed.		
13. Equality, diversity & inclusion (EDI)	<p><i>Duc Tran joined the meeting for this item.</i></p> <p>Duc is joint chair of the EDI Advisory Group (EDIAG). The EDIAG have started a Jewish Group. There are plans for a Gender Group to promote a better understanding of the different issues people are experiencing. Expressions of interest have gone out for this group.</p> <p>The Diaspora group was formed just before last year's AGM. They are looking at developing a UK standard for the recruitment and induction of overseas workers and discussions have taken place with the LGA and DHSC on the ethical recruitment of social workers.</p> <p>The EDIAG were looking at establishing a data quality group to look at the data produced by BASW to enable services to be developed in respect of members with protected characteristics. He has been in touch with SWE and equivalents in the other nations about improving EDI data in these organisations also.</p>			



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	<p>He is planning to meet with BASW's national directors.</p> <p>He is working with RA on the EDI lead role.</p> <p>He is trying to arrange a meeting with SWE together with the Immigration, Asylum &amp; Trafficking (IAT) group about age assessments. MS added that the PEHR Committee has the immigration bill and the age assessment issue in their workplan.</p> <p>Maris. Communication feedback with the national directors is important when meeting with regulators across the nations.</p> <p><i>Duc was thanked for his presentation and he left the meeting at this point.</i></p>			
14. Involvement of Experts by Experience	GN had prepared an update paper for Council. She will be meeting with Experts by Experience on 26 <sup>th</sup> May.	<p>Comments on the Terms of Reference for the UK Experts by Experience Group and the Council role description to be sent to GN.</p> <p>The actions and timetable proposed in the paper were agreed.</p>	25/5/22	GN

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15. Information for members on BASW's approach to their feedback	GN. A discussion had taken place in the last Governance & Risk Sub-committee meeting about providing members with an overview of how we take on board their feedback. The aim is to set out principles including encouragement of feedback, early action to resolve any concerns, and learning. RA We have policies and are keeping them under review. MS suggested that we can learn from how other membership organisations deal with such issues. AO suggested that we ensure we learn from all feedback including compliments. HS suggested a restorative approach to underpin how we respond to any concerns.	GN to circulate initial ideas from Governance & Risk Sub-committee discussion for Council to send comments to RA.  RA to work on this with Executive.  Bring to next Council meeting.	26/5/22   13/7/22	RA
16. BASW charitable trust update	RA. We need to identify any members who would like to become a Trustee of the charity. SK advised that currently all members of Council were also Trustees of the charity. This will now change and all current members of Council will be removed as Trustees apart from anyone interested in remaining as a Trustee of the charity. AO will remain as a Trustee and VT indicated that he would like to stand as a Trustee.	Please let SK know if you are interested in remaining as a Trustee of the charity.	31/5/22	SK
17. Update on BJSW – discussion with Co-Editor	<i>Reima Ana Maglajlic, Co-Editor of BJSW was welcomed to the meeting for this item.</i>  Reima presented information on BJSW. The number of articles in each issue were doubling to clear a backlog. A fast track review process			

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	<p>has been introduced. Diversity &amp; social justice is an editorial team priority.</p> <p>Reima answered questions from members and was thanked for her presentation, and for her work with Vasilios Ioakimidis as Editors.</p> <p><i>Reima left the meeting at this point.</i></p>			
18. Annual General Meeting	GN provided an overview of the AGM.			
18.1 Consultation and agreement on motions	This item was heard in confidential session and appears in the confidential Minutes of this meeting.			
18.2 Conference	The conference and AGM will take place on 16 <sup>th</sup> & 17 <sup>th</sup> June. 35 proposals had been received to hold workshops at the conference. We hope to sign off the final programme this week and the conference & AGM will receive a concerted push over the next few weeks.			
19. Any Other Business	None.			

Signed by Chair



Date 28<sup>th</sup> June 2022