



The professional association for
social work and social workers

**MINUTES of virtual Council meeting held on Wednesday,
13th July 2022**

Present:

- Julia Ross (JR) – Chair
- Neeta Baicher (NB) – Vice Chair
- Ann Moir (AM) – Treasurer
- Martin Sexton (MS) – Chair, Policy Ethics & Human Rights Committee
- Janet Walker (JW) – Interim Chair International Committee
- Vava Tampa (VT) – England Committee representative
- Katy Jackson (KJ) – England Committee representative
- Jude Currie (JC) – Scotland Committee representative [part]
- Annie Ho (AH) – elected member [part]
- Lesley Best (LB) – elected member

In attendance: Kate O’Regan (KO) [part], Mike Hopkins (MH) [part], Amanda Govani (AG) [part], Shirley Konstandis (SK)

Apologies: Ruth Allen, Camelia Chowdhury, Charmaine Malcolm, Christian Beech, John Sheridan, Orlaith McGibbon

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
1. Welcome and declaration of interests	<p>It was noted that Ruth Allen had sent apologies for the meeting due to illness. Members of the Executive team will be present to present Ruth’s reports.</p> <p>Members were welcomed to the meeting by the new Chair.</p> <p>There were no new conflicts of interest.</p>			

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	SK is retiring at the end of August and she was thanked for her contribution to Council over many years .			
2. To formally approve Minutes and confidential Minutes of the meeting held on 11th May 2022	<p>The Minutes and confidential Minutes of the meeting held on 11th May 2022 were agreed as a true record.</p> <p>It was agreed that Item 3.4 would be held in confidential session.</p>			
3. Matters Arising	None.			
4. To note date of next meeting	The next meeting will take place on 19 th October – 11.00-4.00pm in Birmingham			
5. To receive Chair's report	<ul style="list-style-type: none"> • JR has had discussions with the other Honorary Officers and the CEO about her objectives during her term of office. • She has requested an introduction session with all members of Council including sessions with the Chairs of the NSCs together with their National Directors. • She has met with SWU. • Her objectives include doubling BASW's membership, tackling poverty issues, being externally facing with stronger voice and enhancing professional development , alongside transformation through digital means. 			
6. To receive Chief Executive's report	MH reported back from RAs written report in RA's absence.			

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	<ul style="list-style-type: none"> • The report sets out the restructure of the A & R team into employment and regulatory work areas. • She had visited BASW NI in May for the first time since 2019. A new part-time Professional Officer has recently been appointed in BASW NI. • BASW had responded to a large number of media appearances on TV and radio for the Independent Review of Children’s Social care and two reviews into child deaths in England. • BASW contributed to the ADASS Mental Health & Wellbeing consultation. • She had attended an event at the Senedd in Cardiff in partnership with the Chief Social Care Officer for Wales which also gave a send-off to NB as BASW Cymru Chair. • BASW has joined the Social Care for Mental Health & Wellbeing policy & oversight group for England hosted by the Association of Mental Health Providers, advisers to the DHSC and other agencies. • Feedback from the AGM & conference at the University of Birmingham has been positive. • She had planned & chaired a Council of Europe/Conference of international NGOs webinar on the rights of children in care and family breakdown and promoted the profile of IFSW. 			

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	<ul style="list-style-type: none"> • Updates have been provided to members on Ukraine refugee issues in the UK and the social work response in Ukraine and its borders. • 11 people with lived experience will be joining the 30 member British Journal of Social Work (BJSW) Board. An annual lecture is being planned. 			
<p>7. Other Committee exceptions, risks, highlights</p> <p>7.1 Policy Ethics & Human Rights (PEHR) Committee report</p>	<p>It has been decided that exception reports should be provided to Council meetings from the PEHR Committee and the International Committee.</p> <p>MS. The PEHR Committee has a key role in working across the four nations. The Committee plans to develop its working relationship with the EDIAG. The Committee will be rationalising its relationship with Special Interest Groups (SIGS). The SIGs are very diverse groups and he will be meeting with them in September. Some groups have decided not to continue as a SIG.</p> <p>As this is his second term of office as Chair the Committee will be looking at succession planning.</p> <p>Policy matters currently included in the Committee work include the Bill of Rights</p>		19/10/22	JR

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7.2 International Committee (IC) report	<p>currently going through Parliament. There were significant concerns for its impact on social work and human rights work. There were concerns about immigration legislation and age determination. The Police Bill will have an impact on Gypsy Roma Travelling communities.</p> <p>Social Work and homelessness is a continuing area of work arising from an AGM motion in 2021. This will tie in with the anti-poverty agenda.</p> <p>JW had been acting IC Chair for a couple of months prior to the AGM due to the previous elected Chair standing down. The Committee were looking at providing continuing support to the Diaspora group including a meeting with the DHSC. They were working with the Commonwealth Organisation of Social Work and continuing to be involved with IFSW. There is an opportunity to support and visit an IFSW Europe project on the border with Ukraine.</p> <p>MS added that there is great work going on with the Diaspora group.</p>	JW to discuss with MH in RA's absence		
8. Equality, diversity & inclusion (EDI)	NB advised that she has received a long email about the AGM including a question about what EDI work BASW is doing, how will the work be implemented. NB looks forward to contributing			

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<p>8.1 Staffing & projects</p> <p>8.2 Equality, diversity & inclusion Advisory Group (EDIAG) report</p>	<p>further to this and the work on Experts with Lived Experience at the next Council and in between.</p> <p>AG reported that the EDI project plan is included in the Balanced Score Card. Delivery of EDI leadership is part of the project. There is a lot of activity on this work across the UK.</p> <p>A written report had been submitted by Duc Tran, Chair of the EDIAG.</p> <p>The report included:-</p> <ul style="list-style-type: none"> • The Group have engaged in discussions on the subject of staff network groups and allyship to promote a culture of understanding and mutual support among peers. • The Jewish Group is going well. • The Gender Group has not started yet. • The EDI Data Group has not yet started but initial discussions have begun with Social Work England to twin the renewal process with equality data collection. • Co-Chair Election. Two candidates have been nominated for this role and an election process is taking place. 			

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<p>9. Experts by Experience</p> <p>9.1 Reference group and involvement in Council update</p>	<p>AG. The framework for this came to the May Council meeting. The next stage is to agree the goals and budget. This workstream was led by the previous Chair until the AGM and we now need to transition to a new arrangement. This is a strategic priority for all areas of BASW.</p> <p>LB is a member of the Reference Group. A continuing question from members of the group is about rights and protection.</p> <p>KOR. This is a broader issue relating to benefits and earnings and all we can do is lobby on this. Co-option to committees has worked well across the organisation.</p>			
<p>10. BASW Charitable Foundation update</p>	<p>KOR reported that a number of new Trustees have now been recruited.</p> <p>AH is one of the Trustees and has been involved with the interviews of three new Trustees. A new Board meeting will take place in a couple of weeks' time.</p>			
<p>11. Sustainability & environment update</p>	<ul style="list-style-type: none"> All business travel was stopped during Covid and we have lessened our carbon footprint with continuing ways of working not involving travel. 			

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	<ul style="list-style-type: none"> • We are printing less paper. • We are having more digital contact with members including self-service on-line. • We are moving our systems to the Cloud. <p>KJ asked if we can include poverty as a strategic priority for future meetings.</p> <p>AG. Anti-poverty is one of the three priority campaigns. We joined the campaign against child poverty yesterday. There was a session on food poverty at the conference. We have the Anti-poverty practice guide.</p> <p>KJ. Food poverty and anti-poverty are regular items on the England Committee agenda. Is it possible to update the anti-poverty guidance?</p> <p>KJ. Is it possible to consider including Instagram as a future media channel to encourage younger members ?</p> <p>MS. The PEHR Committee will review the anti-poverty guidance.</p> <p>AG. There is a communications plan highlighting the fact that we are not raising membership subscriptions.</p>	<p>AG will consider although there may be resource implications</p> <p>The PEHR Committee will review the Association’s anti-poverty guidance.</p> <p>It was agreed that anti-poverty should be an item for future Council agendas.</p>		<p>AG</p> <p>MS</p> <p>JR</p>

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12. To receive Treasurer's report from the Finance & Organisational Development (F & OD) Committee meeting held on 27 th June	<p><u>Cost of living increase to staff</u></p> <p>This item was heard in confidential session and appears in a separate confidential Minute.</p> <p><i>SK, AG & KO left the meeting at this point.</i></p>			
13. Management accounts and forecast 21/22	<p><i>SK, AG & KO re-joined the meeting at this point.</i></p> <p>AM. The April management accounts are showing a pre-tax surplus of £94,432 compared to a budgeted deficit of £71,478.</p>			
14. Business Plan balanced score card	<p>KOR. There are four pillars and the blank areas indicate where the data is yet to be collected. The F & OD Committee meeting took place before the quarter end. An exception report will be provided for the next Council meeting.</p> <p>KJ asked a question about the membership figures and membership demographics.</p> <p>AG. Membership data is collected from our CRM database. Collecting demographics is part of the current membership strategy which is being prepared.</p>			

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	AM suggested the Score Card which is already excellent, could be improved by highlighting the shifts between quarters.	KOR		
15. To agree Budget V5 for 2022/23	MH. The budget for the next financial year is showing a slight surplus of £30k. This will need to be adjusted in line with the cost of living decision just made in the confidential session.	Subject to the cost-of-living adjustment the budget for the new financial year was agreed.		
<p>16. Risk – discussion & decisions</p> <p>16.1 Risk Register</p> <p>16.2 Cybersecurity</p>	<p>AM. Membership levels are holding steady. We are aware that numbers may be affected by the cost-of-living crisis. The Membership Strategy will be looking at retention.</p> <p>MS asked about the risk in respect of the PCF and Social Work England. How can this risk be mitigated?</p> <p>NB. NSCs send a lot of information daily using personal emails. GDPR is a big issue. Are there any plans for committee members to get a BASW email address? MH. We are widening the use of our licences for BASW email addresses. All BASW emails are encrypted.</p> <p>MH. Cybersecurity has been changed to an amber risk. We are seeing more attempted hacks.</p>	<p>MH to consider and report back</p>		

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	<ul style="list-style-type: none"> • Our IT infrastructure plan is to move everything to the cloud. • We are reviewing our IT policies. • It is planned to move all committees to MS Teams to access their documents. • We are reviewing staffing & equipment needs. • We have now provided iPads to the Honorary Officers. • We have tried to mitigate risks as much as possible. <p>AM was satisfied that security, privacy and GDPR policies are in place for our data handling across the organisation.</p> <p><i>MH & KOR left the meeting at this point.</i></p>			
17. Council rules & committee terms of reference update	<p>The following actions were agreed:-</p> <ul style="list-style-type: none"> • Ruth & SK to compile a manual of rules and procedures including a General Meeting Procedure. • Seek external legal/governance advice as required. • Rules & Procedures to be an agenda item for Governance & Risk Sub-committee meetings from September. 	<ul style="list-style-type: none"> • Ruth & SK to compile a manual of rules and procedures including a General Meeting Procedure. • Seek external legal/governance advice as required. • Rules & Procedures to be an agenda item for Governance & Risk Sub- 		RA/SK

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	<ul style="list-style-type: none"> Bring proposals to the October Council meeting and agree ongoing reporting/review. <p>NB added that the points of order made by David Jones at the AGM had been pivotal and very helpful. Can we give consideration to seeking advice and expertise from such members on our AGM procedure documents and AGM planning?</p>	<p>committee meetings from September.</p> <ul style="list-style-type: none"> Bring proposals to the October Council meeting and agree ongoing reporting/review. 	19/10/22	RA
18. Governance & structure of member groups & services update	<p>AG. Jane Shears, Head of ProfDE, is putting together a diagram of member groups to ensure that we have a coherent approach to these.</p> <p>The membership strategy is reviewing our value proposition and groups would be a part of this.</p> <p>AM. A lot of groups and SIGs have grown organically. She agreed that we need a framework for these.</p> <p>JR. There are a growing number of branches. These can be helpful in our strategy for growing our membership.</p> <p>The proposed actions in the paper were agreed.</p> <p><i>MS left the meeting at this point.</i></p>	<p>The following actions were agreed:-</p> <ul style="list-style-type: none"> The Executive will continue to work in consultation with members to develop a model of member groups and services. The model will develop in tandem with the membership value proposition and recruitment and retention strategies. Proposals to come back to Council in October for sign off. 		RA

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19. AGM 2022 – Outcome of motions	<p>JR took members through the outcome of the AGM motions.</p> <p>Motion 1 on neuro-diversity was carried. MS asked for it to be noted that the Neuro-diversity SIG is still going through the ratification process.</p> <p>Motion 2 on class was carried.</p> <p>Motion 3 on privatisation & marketisation was carried. JR. A question had been raised at an ADCS conference last week about private social work agencies and the lack of regulation. MS. The PEHR Committee had done some work a couple of years ago on emerging models for social work. He proposed that this work should be reviewed.</p> <p>Motion 4 on Chief Social Workers was carried. MS. Chief social workers are civil servants and it was pointed out at the AGM that they cannot act simply as social work representatives as they work for the Government. JR. The four nations in conjunction with the National Directors will be asked to write to their respective governments.</p> <p>Motion 5 on social work education was carried.</p>	<p>The PEHR Committee to review their previous work on emerging models for social work.</p> <p>NSCs to write to their governments in conjunction with National Directors.</p>		<p>MS???</p> <p>tbc</p> <p>MS</p> <p>NSCs</p> <p>MS</p>

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	<p>Motion 6 on SIGs was carried. The PEHR Committee will take this motion forward.</p> <p>Motion 7 on the cost-of-living crisis was carried. The decision has already been made not to raise membership subscriptions in October.</p> <p>Motion 8 on the IHRA definition of anti-semitism was not voted on. The IHRA definition will be looked at again. MS has spoken to Luke Geoghegan and it was agreed that they will speak to Duc Tran and take stock of our statement. How can we make the statement more effective? The Jewish Social Work Group is meeting today and they will be looking for feedback from Council.</p>	<p>The PEHR Committee to take this motion forward.</p> <p>The IHRA definition to be considered by the PEHR Committee.</p> <p>It was agreed that MS will provide an update to the next Council meeting.</p>		<p>MS</p> <p>MS</p> <p>MS</p>
20. Review of today's meeting	Members thanked JR for her chairing of today's meeting. Council members provided feedback that they learn something at each meeting and feel able to contribute. Staff were thanked for picking up reports in Ruth's absence.			
21. Any Other Business	<p><u>Social Workers' Benevolent Trust (SWBT)</u>. SK. A request had been received today for sealing and unsealing of SWBT Trustees. Rather than wait for the October Council meeting it was agreed that SK will email members with a brief report and ask for their approval.</p> <p><u>Social media</u>. KJ. How do we get our message out to our members and how do we reach our</p>	<p>SK to email members in respect of the sealing and unsealing of SWBT Trustees.</p> <p>It was agreed that Social Media should be an agenda</p>		<p>SK</p> <p>AG</p>

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	<p>younger members? She has requested membership demographic information and was advised that this would be provided as part of the current Membership Strategy.</p> <p>AG. Facebook is our best platform, our current membership is primarily in their 40s and 50s. and we have a content strategy across all platforms. We use social media to promote our content. We are looking at Instagram but there are resource issues in keeping any new platform up to date. She asked if KJ would like to be linked with the website project and this was agreed.</p>	<p>item for the next meeting either as part of the membership strategy or as a separate item.</p>		

Signed by Chair

Date