



The professional association for
social work and social workers

Council – Meeting Minutes – Wednesday 19th October 2022 Via Teams and Face to Face

Present:

- Julia Ross – Chair
- Neeta Baicher – Vice Chair
- Martin Sexton – Chair of Policy, Ethics & Human Rights Committee
- Janet Walker – Chair of International Committee
- Katy Jackson – England Committee representative
- Jude Currie –Scotland Committee representative
- Annie Ho – Elected member
- Lesley Best – Elected member
- Camelia Chowdhury – Elected member
- Hari Sewell – Co-opted member
- John Sheridan – Northern Ireland Committee representative
- Orlaith McGibbon – Northern Ireland Committee representative

In Attendance:

- Ruth Allen – Chief Executive Officer
- Johanna Wathen – Governance Officer
- Kate O’Regan – Head of Business Development [part]
- Mike Hopkins – Head of Human Resources & Support Services [part]
- Amanda Govani – Director of Communications and External Relations [part]
- Luke Geoghegan - Head of Policy & Research [part]
- Jane Shears – Head of Professional Development & Education [part]
- Victoria Gardner – Projects & Evaluation Officer [part]
- Duc Trans – Equality, Diversity & Inclusion Advisory Group Co-Chair [part]
- Dean Owens-Cooper – Equality, Diversity & Inclusion Advisory Group Co-Chair [part]
- Debs Solomon – Equality, Diversity & Inclusion Advisory Group Vice-Chair [part]
- Hilary Tompsett – Risk & Governance Subcommittee Chair [part]

Apologies:

- Ann Moir – Treasurer & Finance & Organisational Development Committee Chair
- Vava Tampa – England Committee representative
- Andrew Pennington – Wales Committee representative
- Christian Beech – Wales Committee representative
- Caroline McDonald – Scotland Committee representative
- Charmaine Malcolm – Co-opted member

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
1.1. Welcome	<p>Members were welcomed to the meeting by the Chair (Julia).</p> <p>Julia introduces all attendees.</p> <p>Julia asked if anyone has any needs affecting their equality of opportunity within the meeting. Attendees responded no.</p>			
1.2. Declaration of interests	<p>There were no new conflicts of interest declared</p> <p>Refer to agenda item 5.1 for declaration of register of interest update.</p>			
1.3. Minutes - Approve minutes of last meeting	<p>The minutes of the meeting held on 13th July 2022 were agreed as a true record</p> <p>Julia agreed each page for accuracy and actions:</p> <p>Page 1 – 6 - agreed</p> <p>Page 7 – Item 9, Neeta will be talking on this on agenda item 3.1</p> <p>Page 8 – agreed</p>			

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	<p>Page 9 – Item 12, thank you from staff received</p> <p>Page 10 – 11 - agreed</p> <p>Page 12 – Item 18 – membership model being looked at under agenda item 2.4</p> <p>Page 13 – 14 - agreed</p> <p>Page 15 – social media update from Amanda under agenda item 2.4</p>			
<p>1.4. Matters arising or admitted as urgent, or for confidential session</p>	<p>Report back from motion 8 – Action agreed that the International Holocaust Remembrance Alliance (IHRA) statement would be reviewed in Policy, Ethics & Human Rights Committee (PEHR). Ruth asks to clarify this matter as recalls there being no prior commitment to do this.</p> <p>Martin – Reflects that there is a tension between what the minutes reflect and what is being done. The PEHR Committee are looking at statements in a broad context, not that statement in isolation. The Committee will have been reviewing delivery of publicising statements in all their forms and not just that one which specifically focuses on the IHRA statement.</p> <p>Confidential minutes agreed as: 2.3 – Report from Finance & Organisational Development (F&OD) Committee</p>	<p>Amend minutes to reflect this</p>	<p>Immediate action</p>	<p>Johanna</p>

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	2.3.1 – Management accounts and forecast 21/22 2.3.2 – Budget update 22/23 2.3.6 – Human Resources			
1.5. To note date of next meeting	<p>Council Proposed Meeting Dates – 2023 Wednesday 8th February Wednesday 10th May Wednesday 13th September Wednesday 15th November</p> <p>Tuesday 7th February – Away day Tuesday 12th September – Away day (optional)</p> <p>Wednesday 17th May – Conference W/B 12th June – Annual General Meeting (AGM)</p> <p>Council agrees Wednesday 14th June 2023 as date for AGM.</p> <p>Proposing dates in advance has been welcomed and will stop meetings clashing in 2023.</p> <p>Council further agreed that decoupling the AGM and conference is a positive move.</p>	<p>Send Teams invites to Council. To decide before each meeting if face to face/online or hybrid</p> <p>Send email to chairs and directors to propose Wednesday 14th June 2023 as AGM and ask for feedback as to format am/pm/hybrid</p>	<p>Completed 20.10.2022</p> <p>Completed 20.10.2022</p>	<p>Johanna</p> <p>Johanna</p>

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1.6. Committee updates	<p>Focus on England and Northern Ireland</p> <ul style="list-style-type: none"> - England: Support for Hillsborough Law – uploaded <p>Katy positioned paper from England needing agreement that BASW will endorse the statement as provided in the paper. Asked that the endorsement of the statement is promoted in campaigns and is engaged with by membership. UK to endorse the work being done across BASW.</p> <p>Council member (Martin) asked if the legal position is the same in all nations as far as participation in enquiries and duties on public bodies for example in terms of legal aid?</p> <p>Katy – Responded that England will lead on this and will draw in other nations but is unsure if the duties are the same in all the nations.</p> <p>Council member (Martin) asked if there is any draft legislation yet?</p> <p>Katy – Responded that understood that Ian Burr would be drafting this and that it is going through the house of commons currently.</p>			

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	<p>Martin – Expressed that being open and honest is the way forward. BASW would need to adjust views when the legislation goes through as a work in progress. Considered the lack of access to legal representation issue went further than just enquiries, would like some wider concerns expressed in terms of access to legal aid.</p> <p>Katy – Will take this back to the England National Standing Committee (NSC) with regards to the larger issue of legal aid access being a broader subject inclusive of enquiries.</p> <p>Council member (Hari) asked if this is being integrated with equality, diversity & inclusion (EDI) and social work around class and race as these considerations fit with this agenda?</p> <p>Katy – Responds that is not sure where it sits with the EDI workstream and will go back and double check this as this is an important aspect and relates to this work stream.</p> <p>Ruth – Provided comments on how this might relate across the nations, can remit this back to PEHR to look at implications</p>	<p>BASW to reflect further on broadening statement to include access to legal aid as a whole and that statements are integrated into EDI workstream and implications across all nations are considered</p>	<p>February 2023</p>	<p>Ruth/Martin/England Committee</p>

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	<p>across the nations. Engagement should be through a social justice lens and augmented through EDI.</p> <p>Martin – Will take this to PEHR to ensure this has a joined-up UK voice.</p> <p>Orlaith - Expressed that Northern Ireland (NI) have been involved in duty of candour and this has been ongoing, in relation to disaster recovery. Expressed that it is difficult for NI because the social workers voice can be stifled due to political agendas.</p> <p>Council commend and welcome this paper and ask PEHR to look at how this can be supported on a four-nation level</p> <p>Northern Ireland –</p> <ul style="list-style-type: none"> • National director is currently away from work. The team have received ongoing support in her absence. • Conference last week at Queens and 100 students attended. Will continue promoting support for student membership. • Working closely in partnership with universities. 	<p>Decision to endorse the paper and remit to PEHR for four nation considerations</p>	<p>December 2022</p>	<p>Ruth/Martin</p>

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	<ul style="list-style-type: none"> • Undergoing children services review in NI, engagement through communities in practice, recommendations are being supportive to improve working conditions and also how children services are being managed. This is significant and important BASW have a voice in this. • Increasing membership and BASW voice remains strong. • Working with Irish Association. <p>Julia – Attended review with Ray Jones and Orlaith and need to look at on a UK basis. Will be working with Ruth to do this.</p> <p>Council will hear from Wales and Scotland at the next meeting.</p>	Set agenda item for next Council meeting to hear from Wales and Scotland	February 2023	Ruth/Johanna
2.1. To receive Chair's report	<p>Council received chairs report.</p> <p>Key Highlights:</p> <ul style="list-style-type: none"> • Will be setting up a series of four nations chairs meeting, understands that it is important they don't become a separate Council meeting. • Will continue meeting with the branches. 	<p>Reappoint Hari as a co-opted director for a further 1-year term</p> <p>Council agrees to explore appointment of</p>	<p>December 2022</p> <p>February 2023</p>	<p>Johanna</p> <p>Ruth/Johanna</p>

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2.1.1 Introductory discussion on role of Council in taking and evaluating assurance level:	<ul style="list-style-type: none"> • Co-opted directorships ending for Hari and Charmaine. Hari will renew for a further term. <p>Full, satisfactory, limited, absent: Recognised the need to take assurance from each item and need to think about if getting enough assurance and if getting enough information from the committees.</p>	<p>one or two students as co-opted directors.</p> <p>All relevant reports in future will be rated for assurance This will be noted on the front cover.</p>	February	Ruth/Johanna
2.2. To receive Chief Executive's report	<p>Council received Chief Executive Officer's (CEO's) report.</p> <p>Key Highlights:</p> <ul style="list-style-type: none"> • Objectives cascade model to develop leadership practice, important as BASW grows. • High level decision making. Collaborating with new governance officer to review current governance structures. • One BASW ethos and increasing membership. • Professional capabilities framework, (PCF) commissioned evaluation to bring objectively to the PCF and standard setting and implications for the profession. 			

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<p>2.3. Business plan and budget reporting from Finance and Organisational Development Committee meeting held on 10 October</p> <p>2.3.1 Management accounts and forecast 21/22</p> <p>2.3.2 Budget update 22/23</p> <p>2.3.3 Business development report</p> <p>2.3.4 Risk – highlights and exceptions for information</p>	<p>Mike joined the meeting 11.45am</p> <p>Hilary attending on behalf of F&OD Committee Chair (Anne). Delivers a report from F&OD Committee report:</p> <p>Confidential minutes.</p> <p>Confidential minutes.</p> <p>Kate delivered the Business Development report, this is received by Council.</p> <p>Key Highlights:</p> <ul style="list-style-type: none"> • Stretch target has been agreed. • Detailed competitor analysis presented to Council. • F&OD Committee fully supportive of income diversity and thanks the teams involved. <p>Risk register accepted by Council.</p> <p>Key Highlights:</p> <ul style="list-style-type: none"> • Reviewed the risk register at the Risk and Governance Subcommittee (R&G) and F&OD Committee. 	<p>To consider risk appetite at Council away day</p>	<p>February 2023</p>	<p>Julia/Anne</p>

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	<ul style="list-style-type: none"> • Changes highlighted in green. • No significant changes. • Managing risks around membership is being professionally managed. • Increased stretch target for income diversification. • Volatile time in politics and managing through policy teams and prioritising through consultation. • Change to staff capability – note developments and will consider that staff have the right skills for what is needed for BASW’s future. • Update Advice & Representation (A &R) as in business as usual rather than in a crisis management. Would like to rename self to represent employment and regulatory. <p>R&G subcommittee will be deep diving the risk register items on cyber security, membership, and finance at the meeting in November.</p> <p>Attendee (Hilary) stated in light of IR35 and changes in social care being announced, Council will need to return to these in terms of risk. BASW needs to consider how it is managing risk and managing risk appetite and if BASW was being averse to risk.</p>			

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	<p>Attendee (Hilary) suggested Council consider forming a subcommittee that includes comms and membership to align with 31/11 to respond to anything that might be politically challenging with regards to the social care reforms announcement.</p> <p>Ruth responded that this is currently being considered and will be worked on.</p> <p>Council members (Katy) and (Martin) asked if impact on social workers with regards to cost of living could be included on the risk register?</p> <p>Ruth responded that this is looked at within policy worker but exists only on the risk register as to the risk of members leaving and not to the members themselves.</p> <p>R&G subcommittee raised a similar issue of being aware of risks on BASW staff themselves and BASW more broadly.</p> <p>Ruth highlighted that this will be included in the November R&G subcommittee meeting. Consideration will also be given to the ongoing use of Waterloo Street, thinking about using it economically, ethically, and</p>			

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2.3.5 Balanced score card	<p>how to use the space so that it is not wasted.</p> <p>Council agree that full assurance has been given.</p> <p>Victoria joined the meeting at 12.00pm</p> <p>Balanced Score Card reviewed at R&G and F&OD.</p> <p>Key Highlights: Three levels of thinking:</p> <ul style="list-style-type: none"> • Is it engaging. Will be looking at an easier way to communicate the different sorts of data. • The content. • What the data is telling us. <p>Some changes will be proposed including updating key performance indicators (KPI's) and targets; data will inform those new KPI's.</p> <p>Chair of Council (Julia) asked if the nations discuss the balanced score card in their meetings?</p> <p>Katy, Jude, and Orlaith respond not in England, Scotland, and NI.</p>			

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<p>2.3.6 HR</p>	<p>Victoria suggested to work with the four nations on reviewing the balanced scorecard.</p> <p>Hilary suggested feedback to the nations could come from the F&OD Committee.</p> <p>Council agree that limited assurance has been given. Need to engage more fully as a whole organisation on this.</p> <p>Victoria left the meeting at 12.10pm</p> <p>Confidential minutes.</p> <p>Mike left the meeting at 12.15pm</p>	<p>Four nations chairs to look to incorporate discussions around the balanced score card in meetings.</p>	<p>Next four nations meetings</p>	<p>Four nations chairs/Victoria</p>
<p>2.4. Major organisational projects</p> <p>2.4.1 CRM and Website developments</p>	<p>Amanda joined the meeting at 12.15pm</p> <p>Both items reviewed in F&OD Committee and executive meetings.</p> <p>Paper taken as read.</p> <ul style="list-style-type: none"> • Drupal 7 end of life and upgrade to Drupal 9. • Enables to connect with members and systems have served well. 			

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	<ul style="list-style-type: none"> • Review should be every 5 years in line with business needs. Review has been taken. • Website environment and Drupal platform need to upgrade from 7 to 9. 7 to 9 is a bigger change that cannot be absorbed without major changes being made. • Engaged with Hart Square to ask them to help with comparisons and to provide cost benefit reviews and recommendations as to best course of action. <p>Recommendations are: For Council to review and agree to the recommendations which have being put forward from the F&OD Committee (10.10.22):</p> <ol style="list-style-type: none"> 1. To implement a plan to move away from the current set up in Drupal 7 before end of life 2. Retain Agile Collective and their existing proposal but tender for a future CRM Partner 3. Create an Invitation to Tender which represents current and future needs of CRM and run a Partner selection process 4. Review membership categories and 	<p>Council agrees 1-4 recommendations Council agrees 5-7 relating to the capital spend with revenue spend being considered.</p>	<p>December 2022</p>	<p>Amanda</p>

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2.4.2 Membership strategy	<p>packages to streamline and improve offer</p> <ol style="list-style-type: none"> 5. Agree the proposed cost plan to deliver the recommendations - capital budget spend of £310,800 6. Agree the proposed resource plan and budget for £102,600 to deliver the project 7. Agree the proposed running cost requirement £59,000 (CRM) <p>Chair of Council (Julia) asked if this would cause much disruption?</p> <p>Amanda – Disruption will be monitored. This was discussed at F&OD Committee and has the committee’s recommendation with the condition that a management board was required. This would be created with the incorporation of a member lead on this too. Contingency of 20% in the capital budget and disruption would also be monitored through an appointed board.</p> <p>Paper taken as read:</p> <ul style="list-style-type: none"> • Report seeks to respond to the current cost of living crisis and the risk to membership and to look at 	Establish CRM and Website Project Board, with member involvement	December 2022	Amanda

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	<p>longer term opportunities and to agree growth targets.</p> <ul style="list-style-type: none"> • Freeze on membership fees has been very well received. • Seeing positive renewals and also seeing recruitment going well. <p>Chair of Council (Julia) asked if BASW are being ambitious enough? This is a huge priority and wants BASW to be as ambitious as can be.</p> <p>Martin – Suggested the need to consider getting data on those that are not currently members and if there are barriers in the way of them becoming members.</p> <p>Orlaith – Reflected that in NI there is significant effort into increasing membership. It is not always fully understood why people don't join. NI has moved forward with associate membership. There is an ongoing need to tread sensitively as social workers identifying as Irish may not wish to be part of a British association.</p> <p>Hari – Would like to see more understanding of who is not part of BASW and why. Do we offer a pay it forward to try</p>			

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	<p>and seek to rebalance inequalities, for example subsidised membership. Is there something BASW could do to pay it forward.</p> <p>Jude – Learning from experts by experience is important, should invite that advice from non-members.</p> <p>Katy - Endorsed the pay it forward ethos as this would be in line with BASW ethos. Associate membership part of a broader discussion. Need to bring that advice in and then can identify why some might see barriers to membership.</p> <p>Amanda – Thanked Council for input. There is information and data on why people join and usually it's by referral. Membership growth is seen with retention and enhancing member touch points. Digital aspects are crucial, non-members registration would allow BASW to identify those that may want to be members but aren't yet. Key to maximising membership is having a whole business approach.</p> <p>Ruth – Agreed understanding non-members is crucial. Digital outreach is also key, but not necessarily via social media contact.</p>			

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	<p>Simplify categories will improve the communication around MVP.</p> <p>Council broke for lunch at 13.00pm</p>			
<p>2.5. Governance review of Council rules, policies, and committee terms of reference – update</p> <p>2.5.1 Guidance and procedures for motions at the AGM</p>	<p>Council resumed after lunch at 13.30pm Jane Shears joined the meeting as an observer at 13.30pm</p> <p>Government document review:</p> <ul style="list-style-type: none"> • To add in scheme of delegation. <p>Paper taken as read.</p> <ul style="list-style-type: none"> • Review of AGM motions, content, tone and what constitutes a motion. • Need clarity in what can be accepted in a motion to be taken forward. • Council can decline and amend motions, there is a need to be clear on this; providing members clear guidance on how to propose motions. • All briefings and rules should be made clear following due diligence and good practice. 	<p>New guide on motions to be prepared in conjunction with legal advice being sought from Brown Jacobson.</p>	<p>February 2023</p>	<p>Ruth/Johanna</p>

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<p>2.5.2 Conference and AGM 2023 arrangements</p>	<p>Julia – Wanted to ensure this guidance would filter down to branches.</p> <p>Ruth – Responded that how motions are presented would be the same it is just how they are accepted or declined by Council would be clarified in additional guidance.</p> <p>A Council member (Martin) asked for clarity as to if this new guidance would be on what Council can already do or would it look to enable Council to have new measures which might need AGM approval?</p> <p>Ruth – Did not anticipate a need to change the articles or regulations. This would be just how Council interpret fiduciary responsibilities. Not straight forward, as BASW sits between company and charity law so legal advice would be sought further.</p> <p>Paper taken as read.</p> <p>Council debated benefits and cons of holding the AGM as an online, in person or hybrid event.</p> <p>Council agreed to propose continuing with the AGM as hybrid, need to adapt format to</p>	<p>Advise Executives and Four Nations as to AGM date and ask for feedback on time/platform of delivery.</p>	<p>Completed 20.10.2022</p>	<p>Johanna</p>

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	<p>make sure all attending feel as included as possible</p> <p>Date for AGM agreed as Wednesday 14th June 2023. Follow up will be sort from four nations and executive directors and committee chairs to if there is a preference to AM or PM face to face/online or hybrid.</p>			
<p>2.6. Consolidation, Continuity and Change</p>	<p>Chairs Paper:</p> <ul style="list-style-type: none"> • Looked at how membership organisations work and look at the shut off point between chairs. • Proposed that when there is an outgoing chair they would be invited back to serve for a period of time (not sitting on committee) and to continue with work that they have started and couldn't finish off in their term of office. • Would look to elect the next chair 3 to 6 months before. This would provide greater stability for the organisation. • Need to consider how best to manage how transparent BASW are with the election process. Maybe post on PSW. • Keen to set objectives to share teamwork and a collaborative BASW 			

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	<p>approach and how best to share objectives to have a common purpose.</p> <ul style="list-style-type: none"> • Lesley and Annie would be looking at how objective setting takes place; this would be looked at during the Council away day in February 2023. • Objectives with four nations chairs and wholly supportive about BASW taking on a social work leadership role. <p>Lesley – Expressed that participated in the early formation of this and is fully supportive. An opportunity for individuals to contribute and to work collaboratively. Can also look to have own personal objectives within Council.</p> <p>Katy – Agreed that time scales being brought forward and having a hand over period would be good, having that support in the interim would be of benefit for chairs/vice chairs of committees too.</p> <p>Martin – Supported the idea of continuity but held reservations around differences in agenda between the outgoing and incoming chair.</p>			Ruth/Johanna

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	<p>Annie – Supported the objectives piece of work. Sees additional benefit linking the Council members with each other.</p> <p>Ruth – Supported the changes to the lead in and lead out of chairs. Suggested that Council needed to retain the opportunity to decide if they want the chair leaving to retain a role.</p>	<p>Council agrees to take proposed consolidation, and continuity recommendations forward. Ruth and Johanna will look at the governance around this. Linking in the skills and EDI audit to be undertaken.</p>	<p>February 2023</p>	
<p>2.7. Call for other Council members on committees/activities</p>	<p>Julia alerted to Council the need for additional membership on the F&OD Committee and R&G Subcommittee (non-remunerated members only)</p> <p>Ruth alerted to Council the need for Remuneration Committee members.</p>	<p>Council to submit note of interest to Johanna</p> <p>Establish and recruit to Remuneration Committee</p>	<p>February 2023</p> <p>February 2023</p>	<p>Anne/Johanna</p> <p>Ruth/Johanna</p>
<p>3.1. Equality, diversity, and inclusion</p>	<p>Duc, Dean and Debs join at 2.30pm</p> <p>Duc introduced Dean as Co-Chair and Debs as Vice Chair, Debs also chairs Neurodiversity special interest group (SIG)</p> <p>Key Highlights:</p> <ul style="list-style-type: none"> Reviewed EDI strategy as one of first tasks. Will reach out to existing groups within BASW. Express 			

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	<p>importance of hearing from those with lived experience.</p> <ul style="list-style-type: none"> • EDI strategy needed to be made clear, further work on this will be undertaken. • Ongoing need to support the BASW groups and to develop how best to help with the practicalities of running the groups. <p>Council chair (Julia) asked Duc, Dean & Debs if they considered the experience in BASW as being comparative to other organisations?</p> <p>Debs – Responded that BASW was possibly behind, the business world as BASW doesn't actively recruit neuro divergent individuals.</p> <p>Dean – Responded that in some areas BASW seemed advanced, intersectionality it is important to factor in that people don't fit in a narrow framework. BASW does seem to be doing well to recognise this.</p> <p>Duc – Responded that BASW have lots of strengths and the Council are supportive,</p>			

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	<p>BASW is working comparatively with other organisations. Could see improvement to support Black social workers to join EDI advisory group and other committees. Doing well but could always do better.</p> <p>Annie – Noted that during coaching sessions it was witnessed that high numbers of ethnic minorities and Black workers were accessing this.</p> <p>Executive Report: Report taken as read. Key Highlights:</p> <ul style="list-style-type: none"> • Diversity and skills audit will be undertaken for Council and committees. • Membership strategy to reach out to diverse groups and to link this. • One part time EDI worker based within Professional Development team. Need to do more and will start to collaborate with external consultants to have more eyes on what BASW is doing. This sector is not as advanced as the business sector. 	<p>Diversity and skills audit for Council and committees to be undertaken and reported back to Council.</p>	<p>February 2023</p>	<p>Ruth/Johanna</p>

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	<p>Debs – Will be contributing to Social Workers Union (SWU) conference on what neuro diversity can offer to the workplace, but there is little research out there relating to this.</p> <p>Dean – Suggested BASW could tap into and promote and influence changes to recruitment of neuro diverse individuals. Important to harness these skills and keen that it is part of the wider membership strategy.</p> <p>RA – Included survey in staff diversity within BASW and how to recruit with this in mind. There is increasing data of those using A & R service. Annual survey will also collect data on bullying, harassment in the workplace.</p> <p>- EDI Advisory Group report: Paper taken as read.</p> <p>-Involvement of Experts by Experience: Slide available.</p> <p>Group last met in May 2022.</p>	<p>Final proposal from forum in February 2023</p>	<p>May 2023</p>	<p>Ruth/Julia</p>

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	<p>Need to move on non-director appointments for members of Experts by Experience (EbE) group on Council.</p> <p>Jude – Scotland NSC have representation from EbE. Having their input will enrich Council meetings.</p> <p>-Sustainability: Slide available. Key highlights:</p> <ul style="list-style-type: none"> • Changed our ways of travelling continues. • Purchasing plastic and how resourcing events. • Looking at solar panels at Waterloo Street. 	<p>to be in place by May 2023.</p> <p>Full report on sustainability to present to Council.</p>	<p>February 2023</p>	<p>Ruth</p>
<p>4.1. Anti-poverty campaign</p>	<p>Luke joined the meeting at 2pm</p> <p>Paper taken as read.</p> <p>Luke shared the need for successful campaigns to be specific.</p> <p>Suggested campaign strands:</p> <ul style="list-style-type: none"> • Increase in welfare payments in line with inflation • Freeze on evictions • Removal of the two-child cap 			

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	<p>Council chair (Julia) thanked Luke and the team. Supportive of the three areas raised but asks if there could also be a fourth focus regarding pensions and older people? Could BASW provide resources and approaches being used by BASW England?</p> <p>Martin – Agreed with the identified key messages and agreed that may need to include pensions (not for the same reasons) but more so as to why there had been an increase in pensions (triple lock) but not an increase to other benefit payments.</p> <p>Ruth – Highlighted that a review of the anti-poverty guide is required, as this will need to be promoted as a background document to these campaigns. This will include the narrative around benefits being at a 40-year low and how they are incredibly low compared to other nations, they are at a rate that is unliveable. Need to also take into account the wider picture of the benefit system being underfunded.</p> <p>Luke – Responded that the challenge in running any campaign at the moment is that the government is volatile, and things are changing continuously.</p>	<p>Review anti-poverty practice guide</p> <p>All documentation in place by January and the actions as stated on the action plan grid will start before the end of</p>	<p>December 2022</p> <p>December 2022</p>	<p>Luke</p> <p>Luke</p>

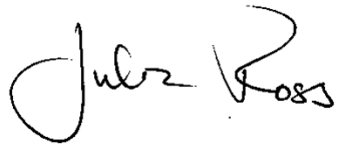
Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
	Council agrees with proposals with the caveat that further work will be taking place on the anti-poverty guide.	October. Cross reference with SWU anti-austerity group, review the touch points		
4.2. Working conditions and workforce wellbeing	<p>Paper taken as read.</p> <p>Key Highlights:</p> <ul style="list-style-type: none"> • Work focused on workforce wellbeing and conditions, concerns around retention and supply of experienced workers. • Voice to ensure programmes and policy and practice level influenced by BASW. Currently it looks close to panic and major initiatives need to bring our voice in. • National Children and Adult Services (NCASC) are doing a workshop on this matter. 			
4.3. AGM 2022 outcome of motions	<p>Progress report includes lead executives. This will be continuous and on future agendas.</p> <p>Motion 2 – Passed - Comments welcomed from Council.</p> <p>Motion 4 – Passed - Lead executive RA, this has not been actioned yet and if Council</p>	Draft an offer letter suggesting BASW to be involved in the	December 2022	Ruth

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
	<p>want to action this and what action is required.</p> <p>Julia – Suggested writing and offering to join in the consultation when posts are reviewed.</p> <p>Motion 8 – Not passed.</p> <ul style="list-style-type: none"> • BASW asked for a report as to why this was not passed and asked if wanted to do anything further as to the narrative as to why this was not passed. • Need to communicate with members as to what BASW are doing with relation to looking at the statements BASW are putting forward. • Way forward is to focus on the approach that BASW are taking to making statements. <p>Duc – Highlighted that the Jewish voice must be heard and listened to within the membership, excepting the reality that antisemitism is real and experienced. There is a need to support the marginalised voices. BASW need to be stronger to promote these concerns.</p>	<p>consultation when posts are reviewed</p> <p>To discuss further with EDIAG and PEHR committee. Update those that have raised the motions- and if decision is not to take forward this will be clearly record this</p>	<p>December 2022</p>	<p>Ruth/Duc/Dean/Martin</p>

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
5.1. AOB	<p>Ruth advised that BASW have been approached by Maggie Fogarty to host a new Social Work Journalism Award, this coincides with formal adoption of standards of journalism, impress and Ipsos. This will include all media, broadcast, and social media.</p> <p>Finance & Organisational Development Committee Meeting Dates – 2023 Monday 30th January Monday 24th April Monday 4th September Monday 6th November</p> <p>Risk & Governance Subcommittee Meeting Dates – 2022/2023 Wednesday 23rd November Wednesday 18th January Wednesday 12th April Wednesday 12th July Wednesday 25th October</p>	To follow up with Council once further details are available.	February 2023	Ruth
5.2 Review of the meeting	<p>Council chair (Julia) asked how everyone felt about how the meeting had progressed and what worked and what didn't work?</p> <p>Feedback:</p> <ul style="list-style-type: none"> • Need to look at timings and giving more space to some subjects. 			

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
5.3 Register of Interest	<ul style="list-style-type: none"> • Felt that it was well prepared and as hybrid meeting it did work well. • Nations were pleased that dates were circulated in advance. <p>Council members register of interest's declaration to complete link and submit.</p>	Circulate register of interest declaration form link	Completed October 2022	Johanna

Signed by Chair:



Date: 17.11.2022