

# PROFESSIONAL Social Work

July/August 2020



# BASW 50 YEARS

• ANNIVERSARY EDITION •



# CommunityCare *Virtually* live20

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**We are pleased  
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**Community Care Virtually Live will continue to provide the social work sector with two full days of CPD and essential learning, covering key topics across children and families' social work, adult social work and social work management.**

Registration will open soon - visit [communitycarelive.co.uk](http://communitycarelive.co.uk) for further information and sign up for e-newsletter updates.

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**Content provided in our FREE seminar programme† includes:**

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- Applying the Mental Capacity Act in Covid-19 and beyond
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**For full event, programme and registration details visit: [communitycarelive.co.uk](http://communitycarelive.co.uk)**

\* Fee applies to all legal learning sessions † Free seminars are on a first come, first served basis, and are subject to maximum numbers (virtual seminar room capacities). Places in the sessions cannot be guaranteed. The programme is subject to change.

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## IN FOCUS

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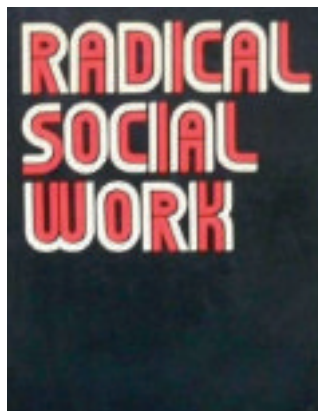
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From the  
Editor  
**SHAHID  
NAQVI**



## What will the world be like in 50 years time?

What will the world be like 50 years from now? It's a question that has come frequently to mind putting this commemorative edition together to celebrate BASW at 50.

Will council-run social work departments still exist? What about the NHS? Will global warming have changed the world we live in and its socio-political-economic realities beyond recognition? How will technology have transformed the way we work? Who will be teaching social work and where? Will the social care crisis be resolved?

History has a habit of being unpredictable. But there are some things we can speculate on with reasonable assurance.

Despite attempts to introduce algorithms into the social work, practitioners probably won't be replaced by robots. And cake is still likely to be important.

We can also safely say BASW will still be here representing social workers and the profession.

Today the association is as strong as it has ever been and growing in influence.

Reflecting on the profession's past, present and future has been fascinating and we hope you enjoy this edition. All that remains is to say happy birthday BASW – and here's to the next 50...

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# BASW

The professional association for  
social work and social workers

If you have a view on any of the editorial content or ideas for future articles contact editor@basw.co.uk

## Its an exciting time to join us at Gloucestershire

"We are looking for motivated, ambitious and skilled social workers to join our improvement journey. Like many other authorities, Gloucestershire's children's services needed to improve after being rated inadequate in 2018. Since I arrived, we have worked really hard to do just that and have made significant progress. I am proud of what we have achieved together.

Increasing our workforce and its stability was crucial. We recruited social workers from India, Frontline, Step Up to Social Work, the Open University and apprenticeships. Our ASYE programme, praised by Ofsted, has gone from strength to strength, supporting newly qualified social workers. It's a key part of our 'grow your own workforce' strategy, offering the best opportunities to learn.

Our Social Work Academy is key to the development of our social workers. It puts them at the heart and aims to improve each person's practice so they can develop, giving them clear opportunities for career progression. We introduced a training programme on what good practice looks like, with masterclasses from Research in Practice and management development courses run in partnership with the Institute of Public Care. More recently, we adopted a systemic model working with our partners in Essex.

We want colleagues to stay with us, and regularly review our reward package to ensure it is competitive. Gloucestershire itself is a great place to live and work, with excellent schools and stunning landscapes. Together we have created a collaborative, supportive culture which underpins our desire to succeed. It's a great time to join us."

Have a look at our career opportunities at <https://www.gloucestershire.gov.uk/childrens-social-work-jobs>



## Childrens Social Care Careers



Chris Spencer  
Director of  
Childrens Services

**Diploma in Counselling Teenagers** (P/T weekend days)

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**Diploma in Parent-Child Therapy** (P/T)

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**A message  
from  
Gerry  
Nosowska,  
BASW  
chair**

**F**rom its beginning 50 years ago, BASW has brought social workers together. It has been a space for heartfelt talk and action, for hope and for challenge.

BASW's work is grounded in social work ethics – to uphold human rights, to promote social justice and to have integrity. These ethics have their roots in a belief in common humanity. Social workers recognise the humanity in every person and social work action follows.

We see social work ethics throughout our social work history and in every corner of our society today. BASW's work to support social workers, lead social work development and speak up for social justice has been essential in the story. The association holds the Code of Ethics and guides and supports social workers to act ethically.

Our recent work during the pandemic shows the difference that BASW makes. We have supported social workers across the country to stay safe and created guidance and learning opportunities. Our ethical voice has been heard in national and local news, in governments, by employers and regulators, and in Buckingham Palace. Our help has reached social workers and communities here and abroad, through the Benevolent Fund and our International Development Fund. We have supported campaigns for human rights, for entitlements, for safeguards and for better support to people who are most easily forgotten. We have spoken up against inequality and for social work support to those who need it.

We all have social work role models; people who have inspired us and left us a legacy. Through BASW I have met members who wrote the books, fought the fights and did the work that inspired me to be a social worker. I also have my own social work legends – colleagues, supervisors, friends – who have made a difference to my life.

BASW's 50th anniversary is an opportunity to remember these people, to reflect on what they have created and to be thankful for them.

Right now BASW has the biggest membership it has ever had. It is full of people who encourage, care for and challenge each other. There are members, and allies including people with lived experience of social work, who question me and support me. There are people in all parts of the association who shape it and give it life. They may be unseen or quiet, but



# Past, present and future...

BASW's birthday is an opportunity to recognise the contribution of every member, to celebrate and to cheer each other on.

As we reflect on the impact of COVID-19, the inequality it has exposed and the struggles it has caused, and we face up to the difficult legacy of racism and other oppressions in our country and world, we have a moment to reform and renew social work. BASW must also reflect on its past to shape its future.

To keep having impact over the next 50 years, we need to ensure that BASW is a place for all social workers. We must work in partnership with allies, particularly people with lived

experience. And we have to keep striving to live our ethics in all we do. In particular, BASW must lead a renewed effort to embed anti-oppressive and anti-racist practice at the heart of social work, and to be a role model for equality, diversity and inclusion.

In June, I was part of a panel for our 50th festival – Social work future: bright, confident, diverse? Those words go together. If social work, and BASW, are diverse, we can be more confident that our practice captures the best of humanity and our future will be brighter.

BASW's heritage year is an opportunity to look to those who will inspire us in the future, to encourage creativity and to make room for everyone.

As we celebrate BASW's 50th birthday, and face new challenges, our association continues to be a force for good. Our unity, voice and expertise enables our profession to truly uphold rights and support everyone to thrive. All of us play a part in this – past, present and future.

## COUNCIL ELECTIONS

Elections take place in August for roles on BASW Council. Members will be receiving information on how to vote by email or by post (if we don't have a current email address for you). Please look out for further information in member e-bulletins.

## NEWS ARCHIVE - JULY 1970



Kay McDougall signs the constitution with (left to right) David Jones, Margaret Dobie, Enid Warren and George Pratt

# The long haul is over: BASW born from seven associations

**A** historic moment in social work took place with the creation of the British Association of Social Workers.

The new organisation, created on 24 April 1970, evolved from the Standing Conference of Social Workers (SCOSW) set up the previous decade with the objective of forming a unified national association of social workers. BASW brings together seven associations representing social workers in a range of fields. The National Association of Probation Officers, a member of the SCOSW, decided not to join the organisation.

Enid Warren, a former almoner and president of the Institute of Medical Social Workers, was elected interim chair at the first council meeting on 12 June.

An editorial in the first edition of *Social Work Today* magazine launched alongside the association stated: "The long haul is over. The British Association of Social Workers is in effective existence at last and the first meeting of the council

has been held. Throughout the country social workers are forming groups which will become the branches and mainstays of the organisation."

In a "blueprint for BASW" in the same edition Kenneth Brill, general secretary designate, urged not to expect agreement on all issues.

"Social workers are among those few professions which are sufficiently informed on social affairs to know that it is not attainable and that conflict must be accepted and used."

A message of goodwill was sent to the association from the International Federation of Social Workers.

Its president Kaethe Rawiel, said: "The final constitution of the new association is an impressive document and will be the envy of many social work organisations throughout the world. We wish you God speed in your endeavours."

Just over a month after the formation of BASW, the Local Authorities Social Services Act became law creating generic social services departments.

## New social service heads to earn £7k +

### *Social Work Today, 1970*

Almost incredibly, it will soon be possible to earn £7,400 a year as a social worker.

This is no idle day-dream but the salary offered for a director of social services by Hertfordshire County Council – current leaders in the cash league table. After a spate of advertisements, waiting for news of actual appointments [of the first social services directors] is frustrating with only two so far being announced – Tom White to Coventry and Harry Thacker to Leicester City. Both have a national reputation in the social service field. Mr White is a member of the Council of BASW and was chairman of the Seebohm implementation Action Group.

The 40 or so advertisements that have appeared so far give cause for satisfaction. Most insist on candidates with social work qualifications and many also quote Seebohm.

Directors, it is apparent, will generally have a status directly below that of chief executives and should have easier access to resources than the heads of the previously fragmented social work departments.

The fact that many of the new men will be in post by the autumn gives them several months of planning before 1 April, 1971.

## Involve staff in major reorganisation of departments and work

### *Social Work Today, 1970*

The Authorities Social Services Act will inevitably give rise to considerable reorganisation of the work and structure of local authority departments, wrote Keith Bilton.

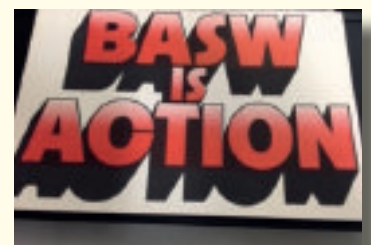
Social workers in those

departments will wish to be consulted about the changes.

The National Joint Council for Local Authorities' Administrative, Professional, Technical and Clerical Services recommends in the interest of good staff relationships local

authorities should:

- Provide fullest information of proposals to... reorganise work, including mergers of departments
- Consult at all stages on the future of staff whose work is to be significantly varied.



# TIMEWARP THE 1970s



## 1970s

The decade when Bowie brought us Ziggy Stardust saw changes in UK social work. BASW was formed in 1970, bringing together seven different social work associations representing a newly unified profession.

The Local Authority Social Services Act was enacted just a few weeks earlier, creating the first social services departments in England and Wales based on Seeborn's 1968 vision of social workers meeting 'all the social needs of the family or individual together and as a whole'. Scotland had passed its own landmark legislation doing similar in 1968, and the country's Children's Hearings system was introduced in 1971. In Northern Ireland, in the grip of The Troubles, four integrated Health and Social Services Boards were created after Direct Rule was imposed in 1972.

The first years of the 70s were optimistic. *The British Journal of Social Work* (BJSW) was launched to help define and develop the profession and there was growth in social services funding.

There were several progressive gains, including the Equal Pay Act of 1970, the Race Relations Act 1976, the beginning of second wave feminism and anti-racism movements, and the first Gay Pride march. Social workers often aligned with these wider societal struggles. The decade saw the

emergence of community and radical social work.

People with disabilities and mental health needs also became more politically organised. Inhumane treatment and risks in homes for children and adults were coming to light. While deinstitutionalisation moved too slowly, BASW supported social workers and disabled rights pioneers fighting for change. Social workers were caught up in stubbornly institutional systems with their feet in Poor Laws that perhaps only now are being truly undone.

The context for social work became increasingly hostile with a combination of economic downturn, underfunding and struggles within social services to meet expectations and national political shifts.

In 1973 social work was rocked by the death of seven-year-old Maria Colwell. The subsequent public inquiry led to social services drawing heavy criticism from media and politicians. Some feel it set a blueprint for children's social work becoming the focus of blame and scapegoating in child deaths. It also added to disquiet about the efficacy of generic social work and calls for more specialisation.

In 1973 the UK was hit by the 1973 oil crisis, recession, the 'three-day week', the 'Winter of Discontent' and strikes. Thousands of social workers from around 15 councils went on strike in 1978 and 1979 over pay and conditions, a decision that was controversial within the profession. The decade ended with the election of Margaret Thatcher as PM.

## 1970

- The British Association of Social Workers formed
- Generic social services departments created in England and Wales with the Local Authority Social Services Act following recommendations from the 1968 **Seeborn Report**
- The Chronically Sick and Disabled Act compels local authorities to provide range of services to disabled people
- First edition of ***Social Work Today*** and of radical social work magazine ***Case Con***

## 1971

- Certificate of Qualification in Social Work introduced
- Responsibility for children passed from Home Office to Department of Health and Social Security
- Education secretary Margaret Thatcher ends free school milk for under sevens
- Children's Hearing system starts in Scotland

## 1972

- Health and social care in Northern Ireland integrated under the Health and Personal Social Services (Northern Ireland) Order
- Community Service Orders introduced in England and Wales (Criminal Justice Act (England and Wales))
- Health and Personal Social Services (Northern Ireland) Order

## 1973

- ***Children Who Wait*** report commissioned by the Association of British Adoption Agencies emphasises the need for permanence
- Britain joins the European Community

## 1974

- Inquiry into the death of seven-year-old Maria Colwell, who was starved and beaten by her stepfather, criticises all services involved.
- Three-day week introduced
- Birmingham pub bombs kill 21. The Prevention of Terrorism Act passed.
- Abba wins Eurovision Song Contest with *Waterloo*

## 1975

- Children Act puts emphasis on welfare of the child and shifts focus to adoption
- Roy Bailey and Mike Brake publish *Radical Social Work* which exhorts social workers to be activists

## 1976

- The ***Birch Report*** says half of staff employed by social services should hold a relevant qualification
- Jeremy Thorpe resigns as leader of the Liberal party in wake of Norman Scott affair
- Britain basks in a summer heatwave

## 1978

- The European Court of Human Rights finds the UK government guilty of mistreating prisoners in Northern Ireland
- Winter of Discontent sees widespread strikes in public sector
- Louise Brown becomes the first human born from in vitro fertilisation
- The Bee Gees' *Saturday Night Fever* becomes the biggest-selling album ever

## 1979

- Social workers' strike for better pay and conditions
- Margaret Thatcher voted to power – era of neo-liberalism begins

# TIMEWARP THE 1980s

## 1980

- Margaret Thatcher announces state benefits to strikers will be halved
- Housing Act gives council house tenants the right to buy their home
- John Lennon shot dead in New York
- Rubik's Cube launched

## 1981

- Brixton riots
- **Scarman Report** highlights poor relationship between police and black community in Brixton.

## 1982

- **Barclay Report** advocates a community social work approach and leads to the creation of some patch-based approaches
- Falklands War

## 1983

- Mental Health Act (England and Wales)
- All Wales Mental Handicap Strategy

## 1984

- Four-year-old Jasmine Beckford and 21-month-old Tyra Henry, both known to services, die from abuse in London. A report into Tyra's death says workers were too trusting of the family sparking new guidelines on child abuse cases

## 1985

- Programme of mandatory post-qualifying training for approved social worker status introduced
- **A Child in Trust** report criticises focus on family rather than child in Jasmine Beckford case. Generic social work training is also criticised
- Band Aid concert

## 1986

- Kimberley Carlile dies aged four after being starved and beaten in Greenwich. An inquiry found the death avoidable
- Childline launched
- Mental Health (Northern Ireland) Order

## 1987

- Cleveland scandal sees 121 children from 57 families taken into care amid claims of sexual abuse that were later discredited
- Two influential reports into child deaths – **Whose Child?** about Tyra Henry and **A Child in Mind** about Kimberley Carlile – are published

## 1988

- **The Griffiths Report** on community care recommends social services should become brokers rather than providers of care

## 1989

- Children Act (England and Wales) passed providing a framework for the care and protection of children
- **Caring for People: Community Care in the next Decade and Beyond** white paper proposes separation of 'purchaser' and 'provider' roles and a shift in local authorities to procurers of care services

# Neoliberalism TO A NEW HOPE

## 1980s

The 1980s is often characterised as an era of 'get on your bike' neoliberalism, financial deregulation and yuppies. But by the end of the decade legislation for children and families, adults and mental health social work would be transformed.

The Housing Act 1980 gave council home tenants the right to buy and prevented local authorities from using the receipts to build replacements. It was promoted as economically liberating working-class people but contributed to escalating land and property values, reduced power in local government, and a political shift towards individualism. The collective and societal ethos of welfare that had been mainstream in all main parties in the post-war era was upended.

This was an era of privatisation in public services, de-nationalisation and rolling back the 'state'.

The miners' strike saw the government take on the unions, determined to shut down or sell nationalised industries regarded as economically unviable – regardless of the impact on communities.

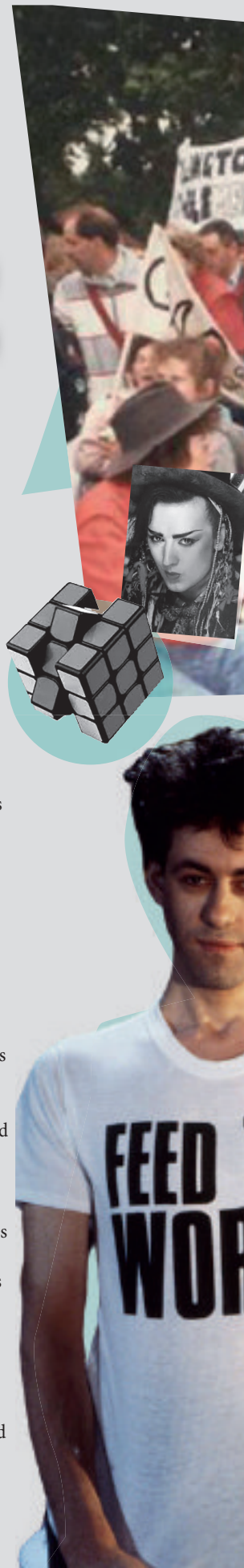
Double-digit interest rates, rising unemployment, homelessness and increased division in society exploded with race riots in Bristol, Brixton and Toxteth in 1980 and 1981, and Handsworth in 1985. The Scarman Report 1981 highlighted the depth of poor relations between the police and black communities and the need for action in deprived inner cities.

Anti-discriminatory theory and practice emerged as a core imperative of modern social work, including anti-racism in social work education via the Central Council for Education and Training in Social Work.

The Barclay Report into social work in England and Wales came out in 1982 signalling a shift towards more enabling, community social work. A flourishing of patch-based approaches resulted. But the report failed to gain traction within a government whose emerging focus was promoting 'consumer' power and rights of citizens using public services.

The 1988 Griffiths Report and the White Paper 'Caring for People' took this ethos towards legislation in 1990 that meant social workers with adults would become 'brokers' of care resources. In contrast, the 1989 Children Act for England Wales is heralded as a high point of progressive social work legislation. It applied across England and Wales with Northern Ireland and Scotland receiving parallel legislation a few years later. It enshrined the interest of the child as paramount, emphasised the rights of parents, and the state's supporting role to enable parenting. At the same time, new duties to investigate suspicion of harm to children (Section 47) following a series of high-profile child abuse cases put greater emphasis on child protection.

The decade also saw the Mental Health Act 1983 in England and Wales and the Mental Health Act 1984 in Scotland creating a greater rights-based focus for the detention of people without their consent. The new role



Don't listen to rumors about AIDS. Get the facts!

# TIMEWARP THE 1990s



of Approved Social Worker/Mental Health Officer underscored the role of local authorities in ensuring the principle of 'least restriction' and upholding citizenship rights. The new law also provided a way to assess and manage risk in the community as new long-stay admissions dwindled and asylum numbers

reduced. Faith in generic social work diminished throughout the 80s and with legislative changes, the profession started to separate into the adults and children services we see today.

## 1990s

The fall of Thatcher, infighting among the Tories over leaving the EU and a desire for change ushered in the era of Blair, Britpop and 'Cool Britannia'. The 90s are the UK public's most fondly remembered decade according to a poll. But for many social workers it is a time that kicked off with reforms that cast a long shadow on the profession.

In 1990, during the months between the Poll Tax Riots and Thatcher's

resignation as Prime Minister, the NHS and Community Care Act was passed. It brought into law the market-driven principles of the Griffiths report, recasting local authorities as 'purchasers' of care for adults (often from private sector agencies) rather than providers. This was the rise of 'care management'.

If some felt the model had potential to deliver more personalised care, in practice it mostly led to rationing of care using strict eligibility criteria and unimaginative block purchased care options. Social work became dominated by assessing eligibility and deciding care packages, and moved away from direct, creative work.

The demands of the act, taken alongside the very separate duties in the Children Act 1989, pulled services for children and adults in different directions. For many, this was the nail in the coffin of generic social work.

The early 90s also saw the Rochdale and Orkney scandals. Both concerned cases where children had been removed from families amid allegations of ritualistic satanic abuse but the subsequent trials collapsed, leading to accusations social services had acted overzealously.

The 1997 election saw Tony Blair and New Labour win a landslide, ending 18 years of Conservative rule. Blair promised a Third Way in politics marrying centre-left social policy and investment in public service with centre-right economics.

The run up to the millennium saw the Good Friday Agreement, the Human Rights Act, the introduction of the National Minimum Wage and the establishment of the Scottish Parliament and Welsh Assembly.

At service level, Sure Start Centres were introduced and investment in the NHS increased. But social care remained the poor relation, and a broadly marketised model of care was maintained.

As the decade closed, a high-profile public inquiry into the murder of Stephen Lawrence by a gang of white youths found the Metropolitan Police to be "institutionally racist".

## 1990

- NHS & Community Care Act requires local authorities to help vulnerable adults remain in community
- Nineteen children removed from three families in Rochdale amid claims of satanic abuse that were later discredited
- Margaret Thatcher resigns

## 1991

- *Working together: A guide to arrangements for inter-agency co-operation for the protection of children from abuse* published
- Orkney child abuse scandal – social workers and police remove nine children from four families following allegations of satanic abuse but case collapses
- Pindown Report into mis-treatment of children in Staffordshire children's homes

## 1992

- Conservatives win General Election under John Major

## 1993

- The Welsh Language Act passed

## 1994

- The Diploma in Social Work (DipSW) is launched replacing the Certificate of Qualification in Social Work and Certificate in Social Service (CCS)

## 1995

- Training of probation officers split from social work in England and Wales
- Children (Scotland) Act passed
- Open University begins social work education
- Children (Northern Ireland) Order

## 1997

- New Labour comes to power under Tony Blair

## 1998

- The Human Rights Act 1998 introduces Article 5 (right to liberty and security of person) and Article 8 (the right to respect for private and family life)
- Devolved Scottish parliament created
- Sure Start programme heralding creation of children centres announced
- Good Friday Agreement creates power-sharing executive in Northern Ireland
- Better Health Wales makes link between poverty and poor health

## 1999

- Review of the social work diploma proposes a three-year degree
- Inquiry into murder of Stephen Lawrence finds institutional racism in the Metropolitan Police
- Welsh Assembly established



# TIMEWARP THE 2000s

## 2000

- Victoria Climbié dies aged eight in Tottenham after months of abuse and neglect
- Adults with Incapacity (Scotland) Act – first major legislation passed by devolved Scottish government
- Social Work History Network launched
- Freedom of Information Act comes into force

## 2001

- Statutory regulation of social workers starts across the UK
- Laming inquiry into death of Victoria Climbié launched
- Death of Caleb Ness, aged 11 weeks, leads to review of all children on Edinburgh council's child protection register
- 9/11 attack on World Trade Centre

## 2002

- Codes of practice for social workers published
- Social work becomes a three-year degree
- Suspension of Assembly and return to Direct Rule in Northern Ireland

## 2003

- Laming critical report into death of Victoria Climbié published
- Registration of qualified social workers begins
- Every Child Matters launched in England and Wales
- Mental Health (Care and Treatment) Act Scotland

## 2004

- Children Act 2004 (England) makes welfare and education of children responsibility of directors of children's services
- Social Work Action Network (SWAN) – a radical campaigning organisation – is launched

## 2005

- 'Social worker' becomes a protected title
- Independence, Wellbeing and Choice green paper paves way for individual budgets and direct payments
- Mental Capacity Act (England and Wales)
- Management of Offenders (Scotland) Act

## 2006

- Scotland's two-year review of social work publishes its report, **Changing Lives**, which advocates focus on prevention

## 2007

- Peter Connelly dies, aged 17 months in Haringey
- New set of capabilities in child care and protection launched by Scottish Social Services Council
- Adoption and Children (Scotland) Act introduces permanence orders
- Tony Blair steps down as leader of Labour Party
- Devolved rule returns in Northern Ireland

## 2008

- Getting it Right for Every Child published in Scotland signalling a 'distinctly Scottish approach'
- Social Work Task Force created to improve recruitment and training in England
- Global financial crisis

## 2009

- Lord Laming's **The Protection of Children in England** is published
- Social Work Task Force final report published



# Reforms, austerity and CAMPAIGNS

## 2000s

History will probably remember the 2000s for the image of two hijacked planes slamming into New York's twin towers. The subsequent raft of anti-terrorism and stricter immigration legislation in the UK led to increasingly hostile immigration frameworks creating ethical dilemmas for social workers who were working in increasingly 'securitised' spaces.

The noughties was also an era of reform to social work. In 2001, statutory regulation of the profession began across the UK and 'social worker' became a protected title in law. In 2002, social work became a three-year degree. The following year, registration of social workers started under the separate regulators of the four UK nations.

With devolution moving apace across the UK, all social work-related legislation and policy, other than security, immigration and welfare benefits became devolved to the nations.

The shocking death of eight-year-old Victoria Climbié in Haringey led to an outcry and the UK's most expensive inquiry into child protection. Lord Laming made extensive recommendations and his critical 2003 findings continued a narrative of failing services.

The Children Act 2004 followed, requiring

every upper tier local authority to appoint a director and designated political lead member of children's services.

This move put the split of children and adults services leadership on a statutory footing. Similar guidance was issued for directors of adults services.

A Social Work Task Force led by Moira Gibb recommended reforms including an assessed and supported first year in employment (ASYE) in England, a coherent system for professional development (resulting in the Professional Capabilities Framework) and a College of Social Work.

After the death of Peter Connelly – Baby P – in 2007, Lord Laming was again commissioned to lead an inquiry and his damning report criticised the "inadequacy of the training and supply" of social workers.

Every Child Matters in England and Wales provided five key objectives for multi-agency work with children – stay safe, be healthy,

# TIMEWARP THE 2010s

enjoy and achieve, make a positive contribution and

achieve economic wellbeing. Though widely applauded, many felt its intentions were diminished, particularly in the decade of austerity to come.

The Mental Capacity Act 2005 (MCA) for England and Wales was a key piece of legislation in

adults social work. It provided a framework for acting for and making decisions on behalf of adults who lack situation-specific mental capacity, reclaiming for social workers their role in complex relationship-based work and upholding human rights.

## 2010s

Labour's 13-year reign ended in 2010 and the UK got its first coalition government of the post-war period after David Cameron's Conservatives struck a deal with the Lib Dems.

The decade was characterised by huge political turbulence and division. A 2014 referendum saw Scotland vote to remain in the UK. Two years later the UK voted to quit the EU. MP Jo Cox was murdered. There were terrorist attacks in London and Manchester, a refugee crisis, and the Grenfell Tower fire.

There were also turbulent times in social work, particularly in England. The government-backed College of Social Work opened in 2012 but closed three years later having lost funding and political support.

In 2013 education secretary Michael Gove vowed to strip out what he called the "dogma" in social work education. Two reviews were launched – one led

by David Croisdale-Appleby warmly received by the sector, the other by Sir Martin Narey less so.

Fast-track training schemes Frontline and Think Ahead were introduced. Ministers also pledged to bring in a new accreditation testing regime for children's social workers.

Some of the biggest legislative changes concerned The Children and Social Work Act 2017. The government originally wanted to bring social work regulation under government control, exempt local authorities from some statutory duties in order to "innovate", and open up children's services to third-party provision, prompting privatisation fears. Campaigners, including BASW, forced ministers to rollback on some of the most controversial measures.

Mental health was a high-profile policy issue, but pledges to give it 'parity of esteem' with physical healthcare weren't matched by funding.

The abuse of people with learning disabilities at Winterbourne View hospital exposed by BBC's *Panorama* shocked the nation. Government promises to move people out of long-stay hospitals and into the community were not followed through.

Northern Ireland's legislation covering mental health and mental capacity but its implementation stalled after the collapse of the Stormont Assembly between 2017 and 2020.

The Scottish government commissioned an independent "root and branch" review of the care system. It heard from more than 2,500 care experienced children.

The 2010s saw growing concerns over climate issues. Anger over inequality and racism led to the 2013 London riots and the first Black Lives Matter marches. The Windrush scandal of 2018 saw hundreds of people wrongly targeted for deportation from the UK, sparking outrage at the Home Office's 'hostile environment' approach to immigration.

In 2019, Stormzy became the first black British male artist to headline Glastonbury. His set celebrated British black culture and spoke out about racial injustices.

More than anything the 2010s are defined by one word: austerity. Local authorities were among the hardest hit by spending cuts, impacting the delivery of the Munro review of child protection, the Care Act 2014's rights-based and progressive shift away from 'care management' with adults and the Social Services and Wellbeing (Wales) Act 2014's vision of more integrated care.

BASW's Boot Out Austerity 100-mile walk from Birmingham to Manchester took place in 2017 and its Anti-Poverty Practice Guide was launched in 2019.

## 2010

- Step Up to Social Work training launched
- Eileen Munro tasked with reviewing child protection in England
- *A Vision for Adult Social Care* is published emphasising personalisation and direct payments
- Conservative/Lib Dem Coalition gains power
- Decade of austerity begins

## 2011

- Social Workers Union created
- Munro Review published
- The Children's Hearings (Scotland) Act passed
- Winterbourne View abuses exposed by *Panorama*

## 2012

- Regulation of English social workers transferred from the General Social Care Council to the Health and Care Professions Council
- The College of Social Work launched by the Westminster government in England
- The Professional Capabilities Framework for professional development in England is launched
- Mental health 'parity of esteem' enshrined in law

## 2013

- Separate children and adults' chief social worker posts created in England

## 2014

- Frontline's postgraduate diploma launched
- Two reviews – Re-visioning Social Work Education and Making the Education of Social Workers Consistently Effective – published.
- Scotland votes against independence
- Alexis Jay commissioned to conduct inquiry into child sexual exploitation in Rotherham
- Cheshire West judgement
- Winterbourne View – time for change report

## 2015

- The College of Social Work closes
- The Care Act in England and the Social Services and Wellbeing (Wales) Act comes into being

## 2016

- Children and Social Work Bill tabled in response to the government's policy paper Putting children first: our vision for children's social care
- Regulation of English social workers transferred to Social Work England
- Think Ahead launched in England
- Brexit. David Cameron resigns as Prime Minister
- Mental Capacity Act (Northern Ireland)

## 2017

- Children and Social Work Act passed
- Grenfell fire
- BASW moves to new offices in Waterloo Street
- Power sharing Northern Ireland Executive collapses

## 2018

- Social Care Wales replaces Care Council for Wales

## 2019

- Regulation of social work in England transfers to Social Work England
- Mental Capacity (Amendment) Act – Deprivation of Liberty Safeguards to be replaced by Liberty Protection Safeguards
- BASW's anti-poverty guide launched

\* With thanks to Viv Cree whose social work centenary timeline published by the University of Edinburgh formed the basis of this timeline

From wherever you are  
 you can join our webinars.

## Professional Practice Series

CPD  
 1  
 HOUR

The *Professional Practice Series* explores a range of practice issues across the social work community.

16 July 2020 (4-5pm)

Free (BASW members only)

### Independent social workers – Making the most of your experience with Social Work England

Social Work England will be joining this webinar to support self-employed social workers on managing their CPD online and wider engagement with the regulator.

23 July 2020 (12.30-1.30pm)

BASW members: FREE | Non-members: £12 inc VAT

### Social Work after the Pandemic: How can we address the outcomes gap for BAME people?

## Success in Social Work Series

CPD  
 1  
 HOUR

The *Success in Social Work Series* focuses on recent evidence from current research and how the findings can be applied to practice.

30 July 2020 (5.30-6.30pm)

BASW members: FREE | Non-members: £12 inc VAT

### Covid-19 and the Caring Crisis: What new standards are required?

24 September 2020 (5.30-6.30pm)

BASW members: FREE | Non-members: £12 inc VAT

### Peer Support: Evidence and Practice in Mental Health Recovery

BASW members will have the opportunity to listen again to a BASW broadcast on Mondays at 1800

For more detail and to book on to the  
 webinars please visit  
[www.basw.co.uk/events](http://www.basw.co.uk/events)

Once you have successfully registered, we will  
 contact you with joining instructions.

## Taught Skills programme.

### Practice Educator & Assessor Training

CPD  
 2.5  
 HOURS

17 July 2020 (further date 03/09) | Online (MS Teams)

BASW members £49 + VAT | Non members £75 + VAT

Session designed for practice educators to provide an opportunity for critically reflective peer learning and CPD. Exploring student supervision and assessment, in the context of longer term social distancing measures.

■ [www.basw.co.uk/events/practice-educator-assessor-training](http://www.basw.co.uk/events/practice-educator-assessor-training)  
[www.basw.co.uk/events/practice-educator-assessor-training-0](http://www.basw.co.uk/events/practice-educator-assessor-training-0)

### Practice Educator – PEPS 2020 Training

CPD  
 2.5  
 HOURS

20 July 2020 (further date 24/09) | Online (MS Teams)

BASW members £49 + VAT | Non members £75 + VAT

Session for practice educators exploring the developments of PEPS 2020 and considering their application into PE practice.

■ [www.basw.co.uk/events/practice-educator-peps-2020-training](http://www.basw.co.uk/events/practice-educator-peps-2020-training)  
[www.basw.co.uk/events/practice-educator-peps-2020-training-0](http://www.basw.co.uk/events/practice-educator-peps-2020-training-0)

### Reflective Connections Training with Siobhan Maclean

CPD  
 3.5  
 HOURS

22 July 2020 (further date 13/08) | Online (MS Teams)

BASW members £59 + VAT | Non members £99 + VAT

Consider practice in the light of the Covid19 Pandemic, using a model of reflection to reflect on your own practice. Explore your own wellbeing in response to Pandemic working and think about the connections between your reflections and those of your community of practice.

■ [www.basw.co.uk/events/reflective-connections-training-0](http://www.basw.co.uk/events/reflective-connections-training-0)  
[www.basw.co.uk/events/reflective-connections-training](http://www.basw.co.uk/events/reflective-connections-training)

### The Creative Trainer – Designing & Delivering Effective Training Solutions

CPD  
 10  
 HOURS

29 September, 8, 12 & 26 October | Online (MS Teams)

BASW members **\*\*Special Price\*\*** £149 + VAT | Non-members £399 + VAT

A virtual train the trainers programme. Designed to combine the essential knowledge and skills in the development and delivery of training and development sessions for professional health and social care audiences within the new world of virtual and remote learning.

■ [www.basw.co.uk/events/creative-trainer](http://www.basw.co.uk/events/creative-trainer)

### Reflective Practice Masterclass with Siobhan Maclean

CPD  
 5.5  
 HOURS

12 November 2020 | Online (MS Teams)

BASW members: £59 + VAT | Non-members: £99 + VAT

Useful to everyone at any stage of their social work career. Supervisors will be able to explore how they might provide more reflexive supervision, practitioners will consider how they might further develop their skills in analysis, students will be able to explore how they might develop their reflective writing skills.

■ [www.basw.co.uk/events/reflective-practice-masterclass-siobhan-maclean](http://www.basw.co.uk/events/reflective-practice-masterclass-siobhan-maclean)

## NEWS - 2020



A selection of those wishing BASW happy birthday at its 50th virtual festival last month

# Diversity in social work cause for (cautious) celebration

**S**ocial work was hailed as a profession leading the way in attracting students from diverse backgrounds.

Figures show that degrees in social work attract more black, disadvantaged, and mature candidates.

However, a social work academic warned the profession still had “serious issues with systemic racism”.

Of those accepted onto social work undergraduate courses in 2019, 23 per cent were black, UCAS data reveals. Overall, 36 per cent of those accepted were from black, Asian or minority ethnic groups. In addition, 42 per cent of students accepted onto social work courses were aged over 30, the highest proportion of any subject.

Social work was the only subject with more than 150 applicants that had more students from disadvantaged backgrounds applying (1,055 applicants), than from the most advantaged backgrounds (1,000 applicants).

University places are still available for 2020, with around 40 per cent of nursing and social work courses accepting applications for autumn starts. Some universities have up to 50 places still to be filled.

Mark Harvey and Fran Leddra, chief social workers for Adults in England, welcomed the findings. “Equality and inclusion are core values of social work and integral to its purpose to uphold human rights and promote social justice. As chief

social workers, we are committed to ensuring our workforce is reflective of the people we serve and the communities they live in.”

UCAS chief executive Clare Marchant said:

“The life-changing work of health and social care professionals has never been more celebrated.

“The stars are now aligned for more people to embark on one of the most rewarding careers, and our new insights show how welcoming the health and social care sector is to people of all walks of life.”

However, Dr Charles Mugisha, senior lecturer in social work at Buckinghamshire New University, warned of a lack of diversity in senior posts.

“It still surprises me that most social work senior management positions are held by white men and with a very low representation of women and ethnic minorities. The same criticism can apply to social work academic departments in universities in the UK where there is an under representation of black and ethnic minority lecturers and an absence of black professors.”

England’s fast track training programmes Frontline and Think Ahead have been criticised for tending to attract younger, white candidates from more affluent backgrounds.

In wake of the Black Lives Matter protests, Frontline last month launched a Racial Diversity and Inclusion Action Plan.

**See PSW online for article by Charles Mugisha**

## A portal in a storm for students

A student-led online hub for those studying social work across the UK was launched.

The Student Social Work Hub aims to provide hope and support at a time of massive disruption to studies caused by COVID-19.

The team behind the hub are all students and members of the British Association of Social Workers. They want fellow students to share writing and ideas in the form of blogs, articles, webinars, academic writing, poems and art as well as advice on self-care.

The hub evolved from a discussion on Twitter.

Visit the hub at [www.thestudentsocialworkhub.wordpress.com](http://www.thestudentsocialworkhub.wordpress.com)

## High Court to hear child safeguard risks

A relaxation of local authority duties toward vulnerable children introduced during COVID-19 is to be contested in the High Court.

It follows a campaign by children’s rights charity Article 39 which claims changes are a safeguarding risk and unlawful.

BASW has also campaigned to reverse measures in the Adoption and Children (Coronavirus) (Amendment) Regulations 2020 passed during the lockdown in April.

Article 39 was instrumental in fighting off an attempt to exempt authorities from statutory duties to allow them to “innovate” in the Children and Social Work bill.

The judicial review will take place on 27 and 28 July.

## NEWS - 2020

Margaret Humphreys (left) and Emily Watson in *Oranges and Sunshine*

## Champion of child migrants honoured with IFSW award

**A** social worker played by Emily Watson in a major film telling how children in care were shipped from the UK to a brutal life overseas has received a prestigious award.

Nominated by BASW, Margaret Humphreys was awarded the International Federation of Social Workers Andrew Mouravieff-Apostol Medal in an online ceremony on 11 July.

In her acceptance speech, she spoke of the need to stand up for social work values and challenge poor practices.

Margaret Humphreys launched the Child Migrants Trust after a single plea for help, and her subsequent work uncovered how children in care were 'migrated' to other countries in a scandal covered up for decades.

A film about her life *Oranges and Sunshine* was released in 2011 starring Emily Watson.

John Hennessey, a former child migrant, remembers: "We didn't belong anywhere, we had no words to explain what had happened to us, or who we were. We were truly lost in the wilderness.

"Margaret found our families and brought us home, one-by-one. She stayed beside us and gave us a voice to help governments listen, and finally to understand."

David Jones, chair of BASW's International Committee, said: "In many cases the children were told their parents had died, which was often untrue, and that they were going to a new life. But

in practice, many were placed on rural farms or in residential institutions in Australia, Canada, New Zealand and Southern Rhodesia (now Zimbabwe).

"Many were badly abused and were only able to retrace contacts with their families of origin much later in life as a result of Margaret's work and total determination."

As the now director of the Child Migrant Trust, Humphreys is a global beacon in social work circles, embodying the values of the profession.

She is the only social worker who holds both the CBE and the equivalent Officer in the Order of Australia for her services to child migrants and social work. Humphreys was instrumental in obtaining public apologies from the former Prime Ministers of the UK and Australia for child migration.

Gerry Nosowska, chair of BASW, said: "Margaret is a passionate social worker committed to the principles of ethical practice. She has been influential in persuading governments to set up public inquiries, where she has given evidence, into abuse of children by the church, residential care agencies and others in several countries including Australia, Canada, and the UK.

"Margaret is still involved in person-to-person social work but also operates at the highest political levels with presidents and prime ministers - but always puts service users first and prefers to speak alongside the people with whom she works."

## Lockdown is impacting on young people

Children's charity Barnardo's has revealed how lockdown is affecting the mental health of children and young people.

The leading charity conducted a YouGov poll of 4,000 respondents aged eight – 24.

Boredom (51 per cent), worry (28 per cent) and feeling trapped (26 per cent) were the top three emotions experienced by children and young people in lockdown.

And nearly three-quarters (74 per cent) said they missed going into school or college.

At least a third said they had experienced an increase in stress, sadness or worry and more than two-fifths were more lonely. A third also said they had more trouble sleeping.

## Support call for struggling mums-to-be

More than half of pregnant women at risk of having their babies taken into care experience mental health issues.

The *Born into Care: One Thousand Mothers in Care Proceedings in Wales* research discovered 53 per cent of mothers reported an existing mental health condition at their initial antenatal assessment, and 77 per cent had a mental health recorded issue before their child's birth.

The study examined maternal health and wellbeing, interaction with maternity services and birth outcomes, benchmarked against other pregnant women in the general population.

## NEWS - 2020

# BASW's message to the Queen over racist imagery on medal

**B**ASW has branded a medal of honour given by the Queen “an insidious reminder of the long racist and colonial roots of our culture”.

The KCMG medal, awarded for service to the United Kingdom, features an image of St Michael portrayed as a white angel with his foot on the neck of a black Satan.

Wayne Reid, a BASW England professional officer, drew attention to the imagery on Twitter writing: “This is the KCMG medal. The highest order given traditionally to diplomats and overseas personnel by royalty in the New Years Honours list. Zoom into the image and you’ll see how/why the UK is built on racism. Until these traditions are overhauled nothing will change...”

An image of the medal, along with a history of The Order of St Michael and St George is carried on the website of *The Gazette*, which describes itself as ‘at the heart of British public life for 350 years’ and ‘the newspaper of the Crown.’

After being alerted to the image, BASW joined with campaigners and wrote a letter to the Queen asking that the medal be changed.

The letter flags up the fact that the image on the medal depicts Satan as a black man in “majority of

versions, including the current iteration”.

“...it appears that ‘Satan’ is depicted as a black man. St Michael is uniformly portrayed as white. The white ‘Angel’s’ foot is portrayed as being on the neck of a black ‘Satan.’”

In the letter, BASW chair Gerry Nosowska wrote: “The resonance of this image with the way that George Floyd was killed this year in the United States of America is impossible to ignore and viscerally distressing.

“Statues to slavers have fallen, and our colonial history is being re-evaluated by many who had hitherto never questioned this.

“The KCMG medal can at many levels be read as a reward for colonialism. It might be argued that it no longer rewards this and should be understood as an award for diplomatic service for our country.

“The image on this award does not support that reading. Rather it is a small yet insidious reminder of the long racist and colonial roots of our culture

“We believe that it is time for images that celebrate the UK’s colonial past to be rejected. We are living through turbulent times of change, and we need new icons that better represent the true spirit of equality and justice.”

## Pressures at the pandemic frontline

The global plight of social workers during coronavirus has been highlighted.

A report by the International Federation of Social Workers and Social Work Ethics Research Group collated feedback from 54 countries.

Respondents told of difficulties creating and maintaining trust in disrupted work situations, with offices closed and appointments carried out either by phone, internet, or wearing PPE.

Problems balancing personal risk against service user risk, and the tensions between following policy guidance and using personal discretion were also highlighted along with difficulties managing emotions and fatigue.

## A doubling of disability death raises concerns

The NHS has launched an urgent review after it emerged that death rates of people with a learning disability have doubled during the pandemic.

Data for April and May squashed previous reassurances that figures were in the ‘expected’ range.

Providers reported 386 deaths between 10 April and 15 May 2020, a 134 per cent increase on last year. And Mencap reported 1029 deaths, up from 480.

The figures have been slammed as ‘deeply troubling’ by charity bosses who warn vulnerable and disabled people are not receiving adequate care and protection during the pandemic.



Sir Patrick Allen, governor-general of Jamaica being presented with the Order of St James by the Queen. He has since suspended use of it and has joined calls for a redesign



## ARE YOU A SERVING OR RETIRED UK SEAFARER?

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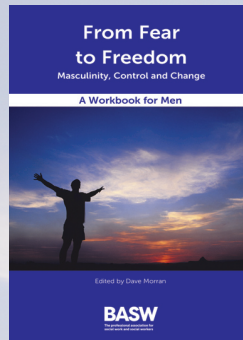
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## From Fear to Freedom Masculinity, Control and Change

### A Workbook for Men

Editor: Dave Morran

ISBN: 978-1-86178-089-8



The aim of this book is to speak directly to men who, through their controlling beliefs and behaviour, are causing worry and harm to their families, partners and children, and not least, to themselves.

The title '*From Fear to Freedom*' suggests that while some men's behaviour is often frightening and damaging for others, it can also be frightening and confusing for men themselves. Once men begin to examine, comprehend and choose

to work at ceasing their abusive and controlling behaviour, this can be a liberating process for them as well as others.

*From Fear to Freedom* is also intended as a resource for professionals such as counsellors, health practitioners, alcohol and drug workers, social workers, probation officers and others whose practice brings them into contact with troubled and troubling men.

Ebook available to buy at GooglePlay:

[https://play.google.com/store/books/details/Dave\\_Morran\\_an\\_From\\_Fear\\_to\\_Freedom\\_Masculinity\\_Contr?id=\\_SnrDwAAQBAJ](https://play.google.com/store/books/details/Dave_Morran_an_From_Fear_to_Freedom_Masculinity_Contr?id=_SnrDwAAQBAJ)

**01 | 08 | 20**

**3PM START**

## BASW Student & NQSW Group's

## VIRTUAL DISCO

**A celebration of the fantastic work by student social workers and social workers during COVID-19. Never forgetting social workers that have passed away due to COVID-19 and all those who have lost a loved one.**

For full programme visit  
[www.basw.co.uk/events](http://www.basw.co.uk/events)

Join in on the day at:  
[www.twitch.tv/baswengland](http://www.twitch.tv/baswengland)

**FREE EVENT -  
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SMART CASUAL WEAR**

**with  
DJ BENEVOLENT**

**80 & 90'S MUSIC  
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**BASW**

The professional association for  
social work and social workers



# Festival time

Half a century after its birth, BASW hosted a two-day online festival to mark 50 years at the forefront of the profession. Between 22-23 June hundreds of social workers from across the UK gathered virtually to talk about issues close to the profession's heart.

A host of speakers including sector leaders, people with lived experience, educators, researchers, writers, and activists contributed. The event also featured storyteller Katrice Horsley and a playlist by BBC Radio 6 DJ Mary Anne Hobbs.

Among well wishers included comedian Jo Brand, Olympic athlete Kriss Akabusi, Welsh First Minister

Mark Drakeford and Labour MP Emma Lewell-Buck.

Brand said: "I have a huge admiration for all of you – my mum is pretty high up on that list because she is a social worker too."

Akabusi said: "I have had the good fortune of knowing some phenomenal social workers. I joined a children's home in 1966, aged eight, and my social worker was integral... I do understand the good work you do, and how important you are to young people up and down the country trying to make their way in life."

The festival saw the launch of a major book about the profession *Social Work:*

*Past, Present and Future* co-edited by the late Terry Bamford and Keith Bilton (to be reviewed in September's PSW).

An e-book featuring essays, poems and artwork will be published later in the year and members are also being asked to submit memories and memorabilia from social work's history for a virtual exhibition. Heritage project co-ordinator Gabriella Zavoli said: "The aim is to mark our 50th anniversary with a legacy for the future."

Over the next few pages we give you a flavour of the festival. Recordings of panel discussions are also available to view again on the BASW heritage virtual festival website...

Poet and writer **Lemn Sissay** opened the BASW festival with a passionate talk on family, care and the value of good social work

**I spent 18 years in the care of a series of social workers. The first social worker I had named me Norman – I think he thought giving me an anglicised name would somehow disguise my colour from the town I was being brought up in.**

I do not have the skills to do what you do. But I do have an opportunity to be part of the change in the child in care system and social services. I support you. It has been a long journey for me to say that after 18 years in care.

Truthfully the care system is not far away from any of us. All of our families have secrets and failures and betrayals and abuses of trust and actions of love. Dysfunction is at the heart of all functioning, beautiful families. It is the nature of nature. No tree is the same, they are all gnarled with knots but they all give out seeds and they all grow.

The PR version of family promotes the idea all of that is untrue. And it's the PR version that casts the bad eye upon the child in care because they are living evidence of the truth that dysfunction is at the heart of families. It's the same with social work. I believe the public is down on social work because it doesn't want to admit the truth that family is really hard work and it can fall apart at any time.

Kids who are doing drugs, who are sleeping with people inappropriately, who are stealing from shops – they are not kids in care – they're your kids. When your child steals or takes drugs you'll sit down with them and improvise a way through this life shattering problem. What you don't do is call the police or criminalise the child.

I want to close the gap between them and us because we've been othered all of our lives. I want social services to be so good you have conferences about how to stop middle class parents wanting to put children **into** care because it is that good. I want social workers to be our highest paid civil servants because you look after society's greatest asset – the child and their families.

I want social workers to be skipping to work, asking for a greater caseload because everyone out there in the public appreciates the work that you're doing. I had good social workers – I had one incredible social worker – and I had



bad social workers. So what? That's what happens in family. You'll have people who support you and people who will not.

Something is happening in society that we are more aware of children in care than we have ever been before. It's going to take a lot for things to turn to start to see how incredibly important the work that you're doing is. But it is.

And as somebody who was in care, who had his family stolen from him by a social worker, who had his name changed, who was imprisoned as a child, who took the government to court for what they did to me and won, who spent his career as a poet and a writer actually making sure people understand the story, I have come out of that knowing how important the individual social worker is, and every relationship they have is. And I support you one hundred per cent.

## My social worker inspired me to be one

Social worker David Gillen shared his own "very poor" experience of growing up in care and the social worker he got at 16 who helped change his life.

"She got me. She thought I had potential. She encouraged me to go back to college, she did a reference for me when I went on to apply to be a social worker when I was 22. We've remained in touch ever since, she was at my wedding."

David spoke of giving evidence about the abuse he suffered in care to Northern Ireland's Historical Abuse enquiry and the support he had from colleagues.

"Trauma can be lifelong. I did experience trauma as a social work manager, and my senior team were exceptionally good at helping me through it. I suppose to all intents and purposes social work is my substitute family."

He said one of his "greatest joys" recently came at his retirement do from statutory social work, when he met someone he'd been a social worker for as a child.

"She had started her social work training and had been a child in care I would've been responsible for. That's what makes it all worthwhile. She invited me to her graduation and is now a social worker."

# AL FESTIVAL

Throughout the event, social workers, students and people who use services set out their hopes for the profession's future

## More activist

Tricia Pereira, a social worker and former chair of the adults PSW network in England, urged social workers to "be more politically active" and drew parallels with the influence of social work in reshaping post-war Britain.

"Clement Atlee, our[then] prime minister, was a social worker. In his book he set out four elements of social work – it should be radical, relationship-based, realistic, and it should be reciprocal. That is still valid today is it not?"

She said the coronavirus pandemic, the systemic abuse and racism being exposed in the wake of George Floyd's death, and volatile global politics were adding to a desire to "change the fabric of the society" and social workers should "model the way forward".

"We are a powerful profession. We uphold rights and we stand side by side with people. We should not be ashamed of that. We should be brave and ride this wave of hope."

## More diverse

George Floyd's death and the COVID-19 pandemic's impact on different groups raised huge questions about diversity and representation in society and in social work, said BASW chair Gerry Nosowska.

"It is right to question BASW and what we're doing because BASW presents itself as living by a code of ethics that starts with anti-oppressive practice," she said.

"There is diversity within BASW but not enough. We have set up an equality and diversity group and an action plan. We've introduced minimum standards that we'll have to report on... This is a really important moment for the future. It comes in our heritage year and that is about looking back and looking forward because we do need to do better."

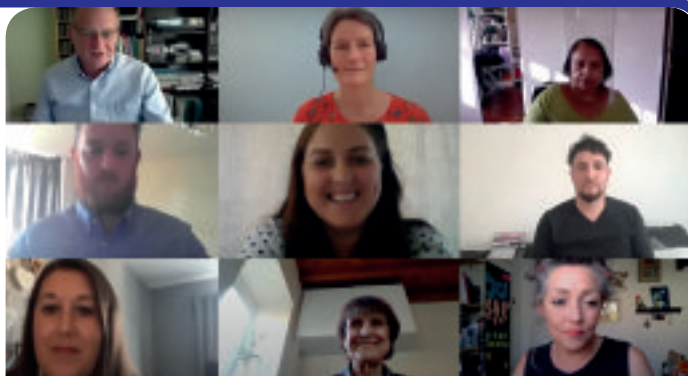
Disability rights campaigner Reshma Patel, who helps train social workers, said student cohorts on courses had become more diverse in her experience but there were still issues when it came to getting jobs.

"Friends of mine who have disabilities have qualified as social workers but they've then really struggled to get into practice. That's worrying."

## More confident

Reshma also spoke of her experience of having social work support and urged the profession to be confident in itself and guard against systems "diluting what you do".

"You hear a lot about the safeguarding and all the things that hit the media. But we often forget people like myself who have been enabled by social workers to live a very independent lifestyle. Why is that always undermined?"



"Having different social workers over the past 30 years I've seen social workers change from being risk averse to enabling people to understand risks. Social workers should be proud of their history of tackling social injustice and enabling people to live a more fulfilled life."

## More equal

Professor Brid Featherstone, social work academic at the University of Huddersfield, said she was "cautiously optimistic" COVID-19 would spark positive change.

"There are three things I would say we have to fight for – rights, recognition and redistribution. The right to a voice and the right to be heard, recognition of our humanity and the pain that comes from not being heard, and crucially a redistribution of resources so we all have enough to live on."

## More connected

Social work students Becky Salter and Emma Grady both spoke about the potential for technology and social media to build connections, something they'd found helpful during the chaos of the coronavirus crisis.

"It has helped bring a lot of students together, we're finding new and innovative ways of staying connected. It means you're not alone in this crisis," said Emma.

## More independent

Social worker and BASW England patron Ian Thomas said social work needed to raise its profile as a stand-alone profession, saying that could help public perceptions.

"I think we do run the risk of the state 'owning' social work and we need to move away from that."

## More united

Professor Lena Dominelli said social work was originally supposed to be a universally available service alongside healthcare. She said the profession should build a "grassroots movement" to push for that vision to be finally realised, with social work based in the community, rather than being left continually "starved of funding".

"Let's get our voice out there. Let's be united. It's really important that we unite. Let's push behind BASW, we can get things done by getting together. There must be hundreds of thousands of social workers in the country – what if we got together and set out what we want?"

# The way ahead

## BASW VIRTUAL FESTIVAL

# Helping people thrive helps us thrive too

The importance of wellbeing was discussed at the launch of a toolkit to promote it among social workers



**T**he wellbeing of social workers is intrinsically linked to their ability to work within systems that enable them to make a positive difference to people's lives.

BASW chief executive Ruth Allen spelt out the link at the launch of a toolkit aimed at providing a checklist for wellbeing and how to improve it.

"One of the things that is stressful is social workers often feel they are working within systems of care that are too late in the day" said Allen.

"They are dealing with more crisis and aren't able to do preventative work and have too few resources.

"To shift the tanker you need social workers involved in designing a future social care that is proactive and is about not only being a safety net when people have fallen through but is able to do that preventative work.

"That is intrinsically linked to wellbeing among social workers, feeling like you have some control and influence

**'High levels of stress can lead to more mistakes and less permanence to service users'**

and are helping to shape services that make a difference. Helping people thrive helps social workers thrive."

The *Social Work Wellbeing and Working Conditions: Good Practice Toolkit* – available on BASW's website – emerged from research commissioned by BASW and the Social Workers Union (SWU) carried out by Bath Spa University highlighting high levels of stress within the workplace.

The study revealed absences caused by stress to be the highest in the profession compared to other sectors. Staff worked an average of 11 extra hours a week, and many worked while ill. Nearly half were seeking to leave.

Lead researcher at Bath Spa Jermaine Ravalier said:

"High levels of stress and poor work conditions can lead to more mistakes and less permanence to service users."

**See PSW online for full story**

**The toolkit is available on BASW's website**

## The future of social work research

Social work research needs to be more accessible, relevant to practice, diverse and co-produced with people who have lived experience.

It should also strengthen social work as a "social justice profession" and reflect its global dimension.

These were some of the points made by social work academics at the launch of an anniversary edition of the *British Journal of Social Work* (BJSW) celebrating BASW at

50 which will be available free online on the BJSW website.

Past and current board members of the journal as well as incoming editors Reima Ana Maglajlic and Vasilios Iokamidis discussed how politics has shaped the context of practice and the content of the journal since its launch in 1970.

The journal's outgoing co-editor Malcolm Golightly of the University of Lincoln noted how social policy from the 1980s onwards

was shaped by "scandals", particularly those involving child abuse cases, which was often unhelpful to the profession.

Viv Cree of the University of Edinburgh said social work education had become a "political football" and saw a conflict between policy and the profession's ethics.

Peter Unwin of Worcestershire University drew a distinction between producing practitioners that understood the concept of "doing with" rather than "doing to" people.

## IN FOCUS

**B**ASW's 50th anniversary affords an opportunity to reflect on the history of our profession. As a community we deserve to celebrate our rich historical legacy in the UK and globally.

In order to cherish the powerful examples of inclusive and creative social work practice, we also need to reflect on the more troubling chapters of our collective past.

The common denominator between these contrasting yet interrelated sides of our history is the centrality of politics. Social work, by its very nature, is an inherently political activity. It occupies the critical space where state policy interacts with some of the most vulnerable and marginalised communities in our society. It is exactly such 'location of practice' which informs the historical contradictions facing our profession: the caring and empowering dimension of practice is often contradicted by statutory expectations to engage with mechanisms of social control or even abide by unfair or unethical laws. Such tension inevitably inform a broader question about social work politics and ethics: **during periods of political tension and controversy, with whom does your loyalty lie?**

The answer is not straightforward. It would be simplistic to suggest social work has consistently been on the right side of history. Likewise, it would be unfair to ignore the powerful examples of human rights-based practice. Exploring the history of our profession suggests that there has always been a politically active social work which prioritised the rights of the individuals and communities over unfair laws or unethical guidelines.

However, during some of the most complex and contentious of contexts these groups of politically engaged social workers seemed to be the minority. Indeed, many politically active practitioners who decided to side with the oppressed often paid a heavy price for their choice. In Nazi Germany, in Latin America during the 1970s or in South Africa under Apartheid, human-rights based social work was seen as unprofessional or outright unlawful.

Two notable examples of inspiring social work practice include our profession's unsung heroes, Thyra Edwards and Irena Sendler. Edwards (1897-1953) was a Chicago based Afro-American social worker who, as an agitator and representative of the National Negro Congress, tirelessly worked against racism and segregation in the US. She developed pioneering and creative anti-racist approaches almost 70 years before mainstream social work even 'discovered' the term anti-racism.

Thyra was not a single-issue activist and believed in the universality of the struggle for emancipation from all forms of oppression. In 1937, along with other socialist US social workers, she travelled to Republican Barcelona to support the lines of volunteers fighting fascism. After the war she organised the first Jewish child care program in Rome to assist children who had been victims of the Holocaust. Upon her return to the US her activities were closely monitored by the FBI until her death.

Rescuing Jewish children from the atrocious Nazi regime was also the focus of Sendler, a Polish social worker who worked in the Warsaw Ghetto. She created a clandestine network that forged birth certificates in order to 'smuggle'

# Lessons from the



Left, Thyra Edwards and above Irena Sendler

# PAST

**Vasilios loakimidis, on the importance of social workers using their ethics to stand up for what is right irrespective of political contexts**

Jewish children out of the Ghetto. It is estimated that through this more than 2,500 children were saved. Irena was arrested and tortured by the Gestapo. The inspiring practice of both these social work pioneers was considered illegal and dangerous at the time they practiced.

In Nazi Germany, social services served the regime in its physical and social segregation and extermination of families and individuals thought unworthy of being citizens. They focused on 'educating' families to ensure they had a clear understanding of the superior role of the Aryan race.

Sendler and Edwards belonged to a minority of practitioners who committed their work to the liberation of the oppressed at a time when most practitioners were complicit in oppressive and punitive practice.

Social workers are still confronted with complex ethical and political dilemmas such as aggressive austerity, the hostile environment and institutional racism. A critical lens and learning from the past will empower us and demystify the political dimensions of our practice.



# Social work and **ANTI-RACISM**

Amid protests sparked by George Floyd's death social work organisations pledged to do more to tackle racism. The words need to be backed up with action, writes **Professor Claudia Bernard**

**A**s Angela Davis noted: “In a racist society it is not enough to be non-racist, we must be anti-racist.” Recent events following the brutal killing of George Floyd in the US shone a spotlight on race and racism and have ignited debates in the UK about systemic and institutionalised racism.

Coronavirus has also exposed structural and racial inequalities. Black and minority ethnic groups are being disproportionately affected by the pandemic, with higher rates of infection and death. In this context, the subject of racism has been the focus of debate across society and our institutions. It has not only raised questions about how racism is experienced but how expressions of racism are interpreted, understood and responded to.

In social work there have been bold statements and pledges from BASW, regulator Social Work England and other bodies, as well as education and training providers condemning racism and standing with black communities. But is our profession actually advancing a social justice mission to fight systemic racism or just talking about it?

## Looking back

In our 2018 paper *Black History Month: a provocation and a timeline* Charlotte Williams and I attempted to chart the impact of social work's engagement with black

and minority ethnic people's lives. We illuminated the significant events, key moments, publications, and legislative and policy turns that tell a story of social work's engagement with race in the UK between 1948 and 2018.

Without question the profession has long engaged in such debates. The development of anti-racist perspectives in social work stemmed from disquiet with the colour-blind approach that ignored the role racism played in shaping the experiences of black and minority ethnic families and communities in the UK.

Concerns about over-representation of black children in care, of black people in the mental health system and the generally deficit-view of black families were all drivers to develop anti-racist perspectives.

Black practitioners, scholars and white allies have been at the forefront in developing anti-racist and black perspectives in social work. The 1980s and 1990s saw a highly politicised period of anti-racism in the profession.

An anti-racist stance not only advanced debates about racism experienced by racially marginalised groups but also shed light on the Eurocentric values and assumptions that much social work theory and practice rests upon.

The regulatory body for social work at that time, the Central Council of Education and Training for Social Work (CCETSW), was deeply influenced by the ideas of anti-racist academics and practitioners. In 1989 it introduced

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**‘Is our  
profession  
actually  
advancing  
social justice  
or just talking  
about it?’**

## IN FOCUS

the Rules and Regulations for the Diploma in Social Work (Paper 30), which made it a compulsory requirement for social work students to address issues of race and racism, and to demonstrate competence in anti-racist practice.

### Challenges and criticism

However, from its early conception anti-racism in social work teaching and practice has been challenging for the profession. Anti-racist perspectives declined in the 1990s because of opposition and resistance from a number of commentators, including some social work scholars, Conservative government ministers and parts of the media.

Social work education was seen as being too preoccupied with 'political correctness', and too narrowly focused on anti-racism and black perspectives. One criticism levelled at anti-racist perspectives is they were reductionist and offered formulaic approaches, and that categories such as black and black perspectives were not clearly defined and articulated. Another criticism was that they lacked analytical rigour and were not sufficiently grounded in empirical evidence.

Opponents of anti-racist perspectives argued there was an over-emphasis on race and racism which is limited in addressing the multiple systems of oppression that also included gender, class, sexual orientation and disability.

More recently we have seen a shift from the difficult discourses on race and racism to a more muted language of diversity and difference. This in turn has led to suggestions that the dilution of anti-racist perspectives silences critical debates about race.

### Looking forward

Within social work, there continues to be competing views about how to address racism. Race is a topic that is still emotionally charged, causing discomfort and anger, as we are seeing currently. A reinvigorated debate about tackling racism is overdue, as is the need for new approaches to understand the particular factors arising in contemporary practice.

The racial diversity that now exists in the UK means issues arising in practice are much more deeply complex and nuanced. Ideas about the changing meaning of race also pervade. We now see a plethora of terms and categories such as Black, Asian and Minority Ethnic (BAME), Black, Asian, Minority Ethnic and Refugee (BAMER), Black and Minority Ethnic (BME) and People of Colour (POC) to describe racial identities.

What is different now to narratives of the 80s and 90s is there is a naming of whiteness and, in particular, the idea that white privilege sets the parameters for the social construction of racism. Engaging with race and racism requires coming face-to-face with Britain's difficult past, with slavery, empire and colonialism. The recent anti-racist demonstrations across the UK bring home the point that critical engagement with racism in social work is a must.

Social work organisations are keen to be seen to be tackling racism but bold statements are not enough. To move forward they also have to set out the concrete actions they are taking to bring about meaningful change. Otherwise their statements are only performative.



Social worker Amanda Takavarasha speaking at a Black Lives Matter protest

## Why I spoke out

by social worker **Amanda Takavarasha**

After centuries of repression, suppression and oppression, there is something terrifying about speaking out. You spend all your time fitting in and blending in and doing everything you can not to upset anyone.

You avoid sticking your head above the parapet because you fear that people will shun you. They might distance themselves from you because maybe they think your genuine concerns and feelings are nothing and you're "playing the race card" (what even is that?) and that they might be accused of racism. Somehow that accusation has become more offensive than racism itself.

So you avoid speaking out. Then something happens that floors you. It was filmed and you watch it. It lights a fire in your soul and finally you are done. You are tired. You speak your mind because hearing a grown man calling out for his mama with his dying breath has made it personal. You refuse to stand by and watch as the world – which for decades has allowed thousands of mothers to lose their sons and daughters in this way – expresses horror for five minutes, only to settle back into normality until the next video pops up. This world is the same world you inhabit with your black child.

So you figuratively or literally take the mic and speak out with unfiltered emotion... and somehow, rather than feel a sense of pride, relief and catharsis, you worry about what people will think and if you'll still be one of them. Actor John Boyega spoke out with equal vitriol and said: "I don't know if I will have a career after this." It is a damning indictment when speaking out against atrocities makes you feel more vulnerable and, for most, prevents you from doing it at all.

I feel more emboldened to politely challenge assumptions, especially as I know others will see it too and call it out. I am grateful for friends and allies navigating this uprising alongside me. I love that despite all this, I do not feel like a victim and I am filled with hope that I CAN make a difference. There is nothing quite as valuable in life as hope and though speaking out terrified me, I'll do anything to give hope to my son's generation, whatever their race. That is all that matters.'

## IN FOCUS

# In times of CRISIS

BASW is marking its 50th year in the middle of a global pandemic. Just as they're doing now, throughout the association's history, social workers have played a critical role in responses to disasters and emergencies...

## 1969-1998 The Troubles

Much of social work's story during the 30 year sectarian conflict has only recently come to light thanks to a project funded by BASW NI and partners, including a report and a series of events sharing social workers' accounts of the time.

Social workers faced violence and death threats by paramilitaries. They were followed, assaulted, and caught up in riots, shootouts and roadblocks. They worked in areas akin to war zones, where bomb alerts, soldiers on the street and security searches were part of daily life.

Many who took part in the project said they found it cathartic to share what they'd been through. "It is only now I realise how crazy times were," said one participant. "I was immune to things happening around me – no one flinching when bombs or shooting could be heard."

## 1985 Valley Parade fire

The fire at Bradford City's football stadium killed 56 fans and injured more than 200 others. The city's social workers set up a helpline and counselling service for survivors and affected families. Hospital social workers at Bradford Royal Infirmary gave extra support on the wards to stretched nursing teams coping with an influx of admissions.

A report in *Social Work Today* magazine noted the response changed public attitudes to social services. "The local press, who only a month ago were attacking social workers are now singing their praises," it said. But workers said they were just doing their jobs: "We are trying to do what we do all year round," said one.

## 1988 Piper Alpha explosion

One of the deadliest offshore oil disasters in history, just 61 of the 225 men aboard the Piper Alpha rig survived after it exploded. It took three weeks to extinguish the fire.

In a parliamentary debate marking the 40th anniversary of the tragedy in 2008, Aberdeen North MP Frank Doran paid tribute to a team of counsellors led by social worker Anne Bone "who did remarkable work" with individuals and families affected by the disaster and rescuers.



The Troubles: Boys on the street as an army and police patrol passes in 1987

## 1989 Hillsborough Stadium disaster

The lethal crush of fans at an FA cup semi final between Liverpool and Nottingham Forest claimed 96 lives and left their families facing a 30 year fight for the truth.

In the aftermath Liverpool social services set up a team of social workers to support families and survivors. BASW also set up a Hillsborough Staff Support scheme to provide emotional and practical help to the workers. Margaret Aspinall, chair of the Hillsborough Family Support Group, who lost her son James in the disaster, told a BASW England event about the difference the support made.

"Many times I wanted to commit suicide. The social worker got me off the rollercoaster. She said to me, 'James will be looking down on you and he will want you to look after his brothers and sisters.'"

# IN FOCUS



The Manchester Survivors Choir

Left: A solidarity march to show support for the Grenfell Tower families.

Right: The Bradford City stadium fire

## 1996 The Dunblane shooting

Sixteen children at Dunblane primary school and one of their teachers were killed in the worst school shooting ever seen in Britain. The event shocked the whole country and left the small Scottish town facing loss, grief and trauma.

To support them a team of social workers, psychologists and community workers staffed the Dunblane Support Centre. In the year after the tragedy demand averaged between 300 and 450 phone calls or visits a month.

Janet Hally, whose daughter was a classmate of the children, told *The Herald* newspaper the support was invaluable and her family “couldn’t have done without it.”

“They have a professionalism and a lot of thoughtfulness. They’ve completely changed my view of social workers.”

## 2005 London bombings

The terrorist bombings in London on July 7th 2005 killed 52 people and injured more than 700. In a 2005 *Community Care* article social workers involved in the emergency response recalled their experiences.

Linda Sciopini said her team were called in to provide extra support to relatives and others at their local hospital.

“We didn’t know what to expect but people relied on their core skills. You do what you need to do.”

Social workers also helped at the family assistance centre set up to support people after the attacks.

Among the victims of the bombings was social worker Ojara Ikeagwu. Kingston University set up a memorial prize, awarded annually to the best social work student, in her memory. In the London borough of Hounslow a garden was set out in honour of her services to the community.

## 2015 Refugee crisis

After seeing shocking reports of the squalid conditions refugees at the Calais Jungle camp were being forced to live under, a group of social workers from the UK formed a collective to work with grassroots groups at the site.

The Jungle was demolished in 2016 but Social Workers

Without Borders continue to support refugees in the UK, providing pro bono assessments and other assistance.

In a 2019 interview with *PSW*, one of the group’s founders Lynn King said: “As social workers it is part of our role to speak out about injustice.”

## 2017 Manchester arena attack

The terrorist attack at the end of an Ariana Grande concert killed 22 people and left hundreds injured. Social workers involved in the response to the disaster shared their experiences at a BASW England conference.

Liz Stevens was on call the day after the Manchester Arena bombing and spent 15 hours at an emergency reception centre opened by the council to support those affected. She found the “basic social work skills” of the day job, such as empathy, flexibility, knowing when to speak to families and when to hold back, were key.

Cath Hill, a social work tutor, was at the concert with her son when the attack happened. She recognised survivors, like herself and her son, needed some way of coping with the mental as well as physical trauma. Her solution was to use the thing that unified them – a love of music – to set up the Manchester Survivors Choir. “I needed to be proactive and wanted to use my social work skills,” she said.

## 2017 Grenfell Tower

The fire that engulfed Grenfell Tower in west London killed 72 people and laid bare the inequality in 21st century Britain. Social workers were part of a response team set up on the ground to support the community. Mariam Raja was one of the first social workers to join. She told *PSW* a key element was listening – to individuals and the community.

“Their voice was so important. This did feel like it was for the community, powered by the community.”

## 2020 Coronavirus pandemic

Social workers are a key part of the the COVID-19 response. More than 2,000 responded to a BASW survey that showed the ways they are supporting service users, and highlighted issues including PPE shortages. BASW has developed COVID-19 specific guidance and support.

This built on the work of the BASW social work in disasters groups which produce resources and events. They are also working on a book, *Out of The Shadows - the role of social work in disasters*, on crises past and present.

# BASW Cymru

The professional association for  
social work and social workers

## BASW Cymru Committee Vacancies

BASW Cymru currently has a number of vacancies to join our vibrant committee. We are especially hoping to recruit members from the following:

- BAME social workers
- A background in adults and older people's services
- Hospital social workers
- Those living or based in Mid Wales, North Wales and the South Wales Valleys

For further information and to express your interest in becoming a BASW Cymru committee member please email [cymru@basw.co.uk](mailto:cymru@basw.co.uk) in the first instance.

# BASW England

The professional association for  
social work and social workers

## BASW England Criminal Justice Group

The Criminal Justice Group recognises the important interface between social work and the criminal and youth justice systems. The Group values the contributions of members from a range of social work backgrounds to influence BASW policies and formulate responses to relevant government consultations and reforms.

Members are concerned with a range of issues including: the protection of rights, ethical offender management, working with children and families and the integration of social work interventions in the rehabilitation of offenders.

### 2020 meetings date:

3 August (1:30-4pm) Skype  
5 October (1:30-4pm) Skype

## Chair Vacancy

For further information and to apply visit:  
[www.basw.co.uk/jobs](http://www.basw.co.uk/jobs)

For further information contact [wayne.reid@basw.co.uk](mailto:wayne.reid@basw.co.uk)

Face-to face meetings take place at the BASW Birmingham office and lunch is provided. Skype access is available for face-to-face/office meetings.

[www.basw.co.uk/england](http://www.basw.co.uk/england)

## A call out to Black & Ethnic Minority social workers for essays, stories & poems

*"Are you a black or ethnic minority social worker? If so, we want to hear from you!"*

BASW England and Kirwin Maclean Associates are collaborating to develop an anthology of Black and ethnic minority worker's experiences. Contributions can be in the form of essays, stories and poems and the format will be similar to the books: *The Good Immigrant* and *IC3*, but strictly for qualified social workers.

**All the proceeds from this will go to the Social Workers' Benevolent Fund charity: [www.swbt.org](http://www.swbt.org)**

This book is needed now more than ever, and we would like to get this project moving as quickly as possible, so we would appreciate that all contributors closely follow the minimal requirements below.

We look forward to hearing from you!

**Please send your contributions (with no more than 2500 words) to the Editor: [wayne.reid@basw.co.uk](mailto:wayne.reid@basw.co.uk) before 11/09/20.**

### The facilitators

**Wayne Reid (Social Worker and Professional Officer at the British Association of Social Workers)**



Wayne Reid is a Professional Officer for BASW England and lives in Sheffield. Wayne qualified as a social worker in 2010, but the entirety of his social care experience spans nearly 20 years. He has worked in: private fostering; the Probation Service; youth offending; adult mental health; child protection and with care leavers.

As a black male social worker, Wayne understands some of the challenges that service-users and practitioners from different ethnic minority groups can face. From his experience, Wayne believes academic and 'life education' are essential to improve an individual's quality of life and life chances.

**Siobhan Maclean (Independent Social Work Trainer, Practice Educator & Publisher)**



Siobhan has been a social worker for 30 years. As a white woman, Siobhan is aware of her privilege, she has a very clear memory of reading *The Black Student's Voice: Report of a Black students conference* (Burgess, Crosskill and La Rose-Jones 1992) in the early part of her career and what she learnt from this stayed with her in the very many years since.

Siobhan feels that there is little written about the experiences of Black students and practitioners in social work. Now proud to be operating a small independent publisher which is well respected in the profession, Siobhan would like to change that.

**BASW  
England**  
The professional association for  
social work and social workers

**Kirwin Maclean  
Associates**

## IN FOCUS

# Empathy, honesty COMPASSION

To mark BASW at 50 we asked members ten questions about being a social worker and their hopes for the future. Here's what they told us...

## 1. Why did you become a social worker?

"To make a difference ...support people... promote social justice."

"It's a reason to wake up in the morning and know I'm making a difference..."

"To support people who felt marginalised, unheard, or unseen and to work in a profession that values human rights and social justice."

"I became invisible when I had two disabled children. I felt lost, I had no identity, no voice and no value."

"To help children who were being abused and neglected."

"I'm interested in people's life stories."

"To help address inequality."

## 2. What are the most important qualities for a social worker?

"Calmness and warmth, observation, objectivity"

"Empathy."

"Belief in fundamental good."



"The ability to listen."

"Compassion, respect and hope."

"Honesty, tenacity and resilience."

"Honesty, integrity, reliability."

"Resilience, a sense of humour and empathy."

"Experience of living."

"Not letting your power go to your head."

"Dedication to believing in change."

"Clear, analytical thinking."

"The ability to communicate complicated and ambiguous ideas."

"Understanding difference."

"Ability to connect... empathy... poker face"

"Patience, kindness and persistence..."

## 3. How would you like to see social work change in the future?

"Less bureaucracy, a greater focus on relationships, more supportive managers."

"An emphasis on relationship-based practice, with a rigorous evidence-base which shows this approach produces better outcomes than managerialism."

*Continued overleaf*

# IN FOCUS

## Continued from page 27

"(We need to go) back to where social workers really know their families, not just stuck behind a computer screen in meetings and visits."

"Get back to grassroots."

"Empower communities rather than 'do to.'"

"More helping, less assessing."

"(A profession that is) more community-focused and service user-led"

"A stronger value base... rather than being performance management driven."

"Less authoritarian, more facilitative"

"More time with families, less bureaucracy, more experience-led, more compassion".

"Unapologetic of its own uniqueness as a profession and resisting the medical model..."

"A 'therapeutic slant' needs to return to our professional identity..."

"[Be a] profession of hope, one that champions rights and is seen as a force for good, rather than something people feel the need to fight for or fight against".

"A stand-alone service locally funded independently from local authorities."

"A less fragmented and more generic profession".

"More diversity at top management level."

"To not only work with the symptoms of oppression and injustice but to fight to eradicate oppression and injustice".

## 4. What advice would you give to your younger self at the start of your career?

"Have confidence, self-belief, adaptability. And be realistic."

"Don't overwork. It's always waiting, there's always more. This is not you but the system."

"Give everyone you meet a good experience of a social worker."

"Question everything..."

"Never let go of your principles."

"Hold firm to what you believe as core values... have boundaries."

"Don't try to fight the system" but rather "own the fact you have chosen to be part of it."

"Be brave and challenge your organisation when you need to."

"Don't stay in a post for too long, think about your aspiration early and join a union."

"Pace yourself and learn to say no."

"Have confidence in yourself and your ability and be ambitious."

"Do not become power mad."

"Have a life outside work."

"Develop self-awareness and reflection..."

"Embrace the chaos."

"Have a proper lunch break!"

"Find a mentor who can support and guide you."

"You are not going to change the world, but you can occasionally make a big difference..."

## 5. What's been your most memorable experience in social work?

"Meeting in adulthood someone I'd placed for adoption as a child and recalling the journey we'd shared, sitting side-by-side, laughing and crying."

"The look on the face of a troubled young person after arranging for her to meet her pop idol backstage at a concert..."

"The moments when a service user trusts you



## IN FOCUS

to share their vulnerability."

"Being traced by three siblings I removed to kinship care who took me out to lunch and thanked me for the intervention."

"Breakthroughs of awareness as people I'd supported went on to make lasting change in their lives."

"The reaction of a mother whose children had been removed into care upon being given flowers - she told me this had changed her life as it was the first time anyone had thought she was worth buying for."

"Supporting a 90-year-old person to remain in her home and the conversations we had about her life".

"My whole career was memorable."

### 6. Would you recommend a career in social work?

A cause for optimism with nearly three-quarters - 73 per cent - saying yes

### 7. What's the biggest obstacle to effective social work today?

"Lack of resources"

"Not enough time to build relationships."

"High caseloads"

"Bureaucracy"

"Bad press and criticism"

"Managerialism"

"Giving the 'social' to other people to do!" as families are referred to agencies.



### 8. Has social work practice got better or worse in the last ten years?

For many of the reasons above, plus ten years of austerity, the highest portion - 45 per cent - think it has got worse, 32 per cent about the same and 18.5 per cent think it has got better.

One social worker felt there was: "Higher thresholds, less time, more bureaucracy, less supportive, understanding experienced managers who really care - too many career-focused leaders."

More positively, one worker noted a "shift towards a more inclusive perception of social work". Another saw "clearer legislation and guidance and... a commitment to promote independence and strengths".

### 9. If you were Prime Minister for a day what would be your top priority?

"People first, economy second."

"A therapeutic budget for frontline workers to use with people."

"Eradicating poverty and inequality..."

"Early intervention."

"A universal basic income!"

"Sort out housing."

"Improve outcomes for children with disabilities."

### 10. Does social work get the respect it deserves as a profession?

A whopping 92 per cent answered no to this question.

## IN FOCUS

# Social work in the **BLOOD**

What makes five members of the same family become social workers?

**Shahid Naqvi** interviewed two of them to find out

**A**sked to explain why her mother, her sister, two aunts and herself chose social work Thandeka Tlou sums it up in one word: **ubuntu**.

“Ubuntu is a southern African term and means I am because we are,” says Thandeka who has just finished her first year of a Master’s in social work at the University of Birmingham.

“The principle of ubuntu is everyone in the community should benefit if you are benefiting. There is no one person on their own.”

Thandeka believes this “identity as a collective” is what made it natural for Thandeka’s mother Pilani Tlou to pursue a career in social work after coming to the UK from Zimbabwe. Thandeka’s aunts Sibusisiwe Melusi and Stembiso Mhlanga followed suit and sister Fiona Tlou currently works as a locum manager within a children’s and families team. Her other sister Sharleen also studied social work but chose a different career path.

Thandeka’s journey into the profession was slightly meandering. She did a degree in psychology and criminology followed by a Master’s in business administration before suffering what she describes as an “existential crisis”.

“I was asking what is my purpose? So I then began to think about social work and how my personality would be suited to this and how I learned some of the traits I have from my sisters and my mum and my aunties because that is who they are.”

The more she looked into the profession the more she found its values of social justice, promoting rights and supporting people facing disadvantage felt familiar.

“Before coming into social work I was helping my aunt and my mother who care for the elderly in their work now running their own agency. I really got to see how much impact social work was having on their approach to promoting the rights of their clients.

“I am always excited now when I am in the lectures because some of these rights we have discussions about are the things my mum and aunt would teach me when I was



Sisters Thandeka (left) and Fiona Tlou

**‘I was asking what is my purpose?’**

working with them; that you need to be aware if you do something like this you are depriving them of their safety or their human rights.

“Going through law modules and the importance of human rights and giving people a voice or what person-centred care means on the course – it all makes sense.”

Studying social work also bought questions about identity and race to the fore.

“I have looked at social work from a career perspective, personal level, a family level and from an African perspective,” says Thandeka. I am so grateful we can have

## IN FOCUS

these challenging conversations with a range of people coming from different racial and cultural backgrounds. My cohort is filled with so much diversity and we have had deep conversations about identity and citizenship and what that means, how sometimes we felt like being othered, and other times we have felt we had privilege and how we should not look at privilege from just a racial perspective.

"Someone might be white Caucasian but language can determine where someone comes from despite the colour of their skin and then they experience discrimination as a result."

Due to COVID, Thandeka has so far been unable to transfer lessons from the classroom into practice. But she's looking forward to a placement with a charity supporting people who are homeless or at risk of homelessness.

Fiona is pleased her sister is joining the fold. After 12 years in social work, she's been able to give Thandeka a true and honest account of working in the profession.

"I think she has the qualities that will make her a really good social worker," says Fiona.

"I have also been quite transparent with her in that she has to have an awareness of herself and how we all have that tipping point where we think 'enough, I need to step back'.

"She does realise it is not a 9-5 job and even when you are not in the office you are thinking about some of the decisions you made, you are thinking about some of those families."

Fiona says she discovered her "real passion" for social work in practice. Nevertheless, she adds, there are elements of the work she finds frustrating.

"When I got into practice the statutory element of things was really annoying because it did stop me from doing the things I felt so passionate about.

"All the bureaucracy and how that limits the things you want to do but I have overcome that and now really enjoy what I do."

She is optimistic about some of the changes she has seen in recent years. "I think we have moved away from an era where social workers and professionals would lock themselves up in meeting rooms and decide what they were going to do with this situation.

"We are in a space where there is a lot more participation from children and families. It is always so powerful to have families and children think about the solutions to their experiences because the chances of them being invested in that process are greater than someone turning up with a 30-page report and telling them 'this is what we have decided and at the back you will see what we need you to do'."

There have also been changes in the issues social workers work with, presenting new challenges, says Fiona.

"When I qualified, neglect and child abuse and sexual abuse were the main things we dealt with. As a society we knew and understood how to respond to them. But the scene is changing an awful lot with issues around gangs and some of the exploitation issues, such as child sexual exploitation. We are having to really adapt and think about how we can disrupt those things.

"We haven't got enough research to tell us what works, there's a lot of trial and error. We are adopting a lot of



From left, Thandeka and Fiona's mother Pilani Tlou and aunts Stembiso Mhlanga and Sibusisiwe Melusi

methodologies that have been used in different places like Australia and New Zealand. While they work in those places that doesn't make them necessarily work here."

Fiona says the most valuable lesson she has learned as a social worker is to "embrace individuality".

She adds: "I have come to appreciate the experiences behind the person because they help us understand why people behave in a certain way. If we just look at the behaviour it is very difficult to appreciate and embrace people as individuals because we are frustrated with that behaviour – but we are not frustrated with individuals. It is really important to understand people's experiences and background."

As a manager Fiona says she misses the relationships with people gained from direct work. But she finds conversations with colleagues during reflective supervision still keeps her close to field work. In the future she would like to get involved in research and exploring ways to improve practice.

So what about the next generation of the family? Does she think her two teenage children will follow in her footsteps and maintain the family tradition?

"I joked with my son the other day and said 'would you like to go into social work?'" says Fiona. "He said 'who me?' looking around as if to say are you sure you're asking me that question?"

"Social work is demanding – the resilience needed, the input compared with the output in terms of remuneration. These Millennium kids like a quick buck.

"But I think my passion comes through so much that there is something about social work that is there for them to admire. They don't get it from their dad who is a quantity surveyor where I guess things are more clinical and less thought-provoking."

**'I think there is something about social work that is there for them to admire'**



# 50

## things we've learnt in **social work**

Practice (and snacks) wisdom from the authors of the book *Social Work, Cats and Rocket Science*

### 1

**Social Workers love cats.**

### 2

**Social work is not rocket science.**

As the first sentence of the Care Act statutory guidance says: "The core purpose of adult care and support is to help people to achieve the outcomes that matter to them in their life."

### 3

**Social workers are public servants, not masters of the people they are asked to support.**

### 4

**Safeguarding adults is about ensuring all people have their universal rights protected, it is not about wrapping them in forensic cotton wool.**

### 5

**Article 8 is the nub of the matter.** Cases turn on the right to a private and family life being upheld in court. Good social work acknowledges the benefits of family and friends.

### 6

**Admin are your best friend,** be nice and respectful of their professionalism and always bring them back some interesting local sweets from holiday.

### 7

Social media is fast and can mobilise large numbers of people quickly. But **nothing beats good old fashioned spending time with people, chatting over a cuppa** taking a really personal interest, if you really want to change hearts and minds.

### 8

**Regularly forgetting to pay into the tea fund can seriously damage your professional reputation.**

### 9

**You can tell the quality of a care home by who answers the door.**

If people who live there feel it's their home they'll control who comes in and out.

### 10

Anyone can talk up risk but **it takes skill and professional confidence to hold risk** and not commission someone else to deal with it.

### 11

**Social work takes courage.** You will not always be popular. Your unique role in multi agency meetings is to ensure that the person you are supporting has the most dominant voice in the meeting.

### 12

**Social workers are at their best when they truly believe in people.** We are the only profession that is taught to do that.

### 13

**The professional capabilities framework is not just a pretty fan,** it is a tool to help you reflect on your practice.

### 14

**Social workers are usually not competitive, until it comes to a cake off bake off.**

### 15

**It is more important to try to be on first name terms with the person you are there to support than with the consultant.**

### 16

**Social work is political,** but using social work to promote party political ideological position is invariably unhelpful in upholding autonomy, choice and control of people social work is in service to.

### 17

**Winter pressures in hospitals start on the 1st August (and run through to the 31st July).**

### 18

**Your closest ally in the Multi-Disciplinary Team is often the Occupational Therapist,** make sure you never forget to buy them a card for their birthday and don't mention that they used to wear bottle green trousers.

### 19

**Social Workers need decent IT.** 20-year old laptops with poor wifi, no video and batteries that run out after 30 minutes make great doorstops.

### 20

**Conversations beat 50 page structured assessments every time.**

21

If you are talking about pathways, flows and blockages, you might be more suited to a career in plumbing, not social work.

22

Social workers believe people are essentially good and where they are not we work to alter factors around them to facilitate change.

23

Students and Newly Qualified Social Workers provide the spark and the challenge to guard against the professional becoming rusty, ensuring social work remains relevant. They are our safeguard and must be cherished.

24

Contact restrictions between family members must be authorised by the Court. Knowing our legal parameters is vital.

25

Unconditional positive regard is the defining essence of good social work practice.

26

It's important to fit in. But sharing facilities, workspaces and even having the same employer as the Consultant psychiatrist and the multi disciplinary team is not evidence of acceptance of their opinion.

27

Good social workers do not conflate risk with safeguarding, they can be very different. All life involves risk.

28

Some of your colleagues may become lifelong friends and will mean the world to you and your family. Try and enjoy the social side.

29

None of us ever really feel 'practice ready'. From social work student, to Director of Social Services, your study, your interest in research in practice and personal learning never stops.

30

You can tell a good social work book by the extent it is damaged from being read again and again. It also has scribbles all over it.

31

Community social work practice starts with recognising people's citizenship. Promote the Vote in care settings wherever you can.

32

The 'P' in AMHP stands for Professional not Practitioner, never ever get this confused and call them the wrong thing! They have long memories.

33

Being a reflective practitioner means you are able to talk openly and honestly about your mistakes and what you have learnt including how it made you feel. Good employers understand that.

34

We don't need to fix everything, people often find their own solutions which are far better. Sometimes just being with people and supporting them to see and find hope may be enough

35

There is so much more to social work than the service you work in and the client group you support, sometimes it's good for social workers to move around.

36

Social workers are often embarrassed by their employers' rules and regulations and as frustrated by bureaucracy as anyone.

37

Social workers know that supporting people who want a job want paid employment, contrary to popular belief lots of voluntary work doesn't make people "work ready".

38

Referring to people as 'mum' or 'dad' or 'sister' etc without prefixing their names (i.e. John's mum, John's sister) reflects the worst aspects of when we get social work wrong.

39

Social work needs to support people to have the opportunity to find love and relationships as much as it does a day care package.

40

From 16 to 160 people are adults and they have an equal right to have their sexual citizenship and female reproductive rights upheld.



41

Good social workers recognise that people they work with should never be asked to evidence a special sixth sense called insight.

42

A Direct Payment should be the first option, not what you think of because someone is seen as 'difficult' or you can't find a home care provider.

43

Social workers eat a lot of crisps and like to talk about their favourite brands on social media.

44

Strengths based practice isn't code for getting other people to provide free care no matter what the finance office says.

45

Practice Educators are unsung heroes. They are great practitioners who become fabulous teachers and mentors for the next generation.

46

Whatever intervention we put in place must be better for a person than what went before. Managing risk through commissioning of care services on a support plan rarely makes people safer. What's the point of making people safer if it merely makes them "safe"?

47

Speaking to people is much nicer than emailing them. Pick up the phone, or better still ask if you can go see them in person.

48

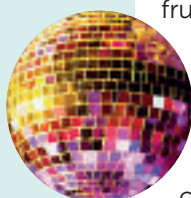
Social work is not defined by social work employers, it happens in so many places often outside of local authorities. Let's make sure we support and celebrate all social work in all settings.

49

Good social workers know that we are not the professional expert. People their families are the experts of their own lives that we really know so little about. Our unique professional role may be keeping the hope alive.

50

Social work is human rights.



Social worker, social reformer and campaigner for justice Joyce Rimmer MBE died aged 87 earlier this year. Shortly before her death BASW chief executive **Ruth Allen** interviewed her about a life in social work



# A social worker to the end

**S**peaking just months before her death, Joyce Rimmer's voice is frail but her anger at the injustice resulting from years of austerity was evident.

"I usually give money to the food bank at church. That food bank is empty every week because so many people need it. This is 2018 – it makes me so angry."

It's one of several moments during an interview with Joyce in the autumn of 2018 before her death in February this year. In her mid-80s, Joyce displayed a lively interest in current affairs, asking about then chancellor Philip Hammond's budget statement.

As an example of why social work is more of a way of life than a job, you needn't look much further than the example of Joyce. She retired in 1990 but almost immediately became involved with bereavement counselling charity Cruse – a service she had previously helped set up a local division of in Birmingham.

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**'The food bank is empty every week as there is so much need. It makes me so angry'**

"The chairman of the Birmingham branch died and had always said I should be doing his job. Within a few weeks I was very busy and was there for 28 years."

The city council didn't believe the service was needed, said Joyce but she knew it was. "They said people have neighbours and friends. But when we had our first meeting in '74 the room was packed with people who had been bereaved during the war. This was 30 years later and they hadn't spoken about it.

"There were also people who had lost children. The number of people with stillbirths was amazing. There was no organisation in the 70s to help people who had had stillbirths."

Talking about the loss of life and suffering caused by war is a topic which re-ignited Joyce's sense of injustice.

"I have read many books about the First World War. I get so angry because there were so many unnecessary deaths. People's lives didn't matter, they were poor and they could

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Evacuees from London during World War Two and a modern day-day food bank

be thrown into the trenches.”

She felt similar about the disruption caused by the Second World War, particularly to the lives of children evacuated from their homes during the Blitz.

“There was no thought into where they were sent and some were treated very badly. Some kids were totally alone and didn’t have any contact. We don’t know how to treat people in this country. We never have.”

Joyce studied social work at the London School of Economics under pioneering social worker and reformer Eileen Youngusband during the 1950s. She completed one placement within the juvenile courts in the East End of London and another as an almoner at the now closed Middlesex Hospital. The difference using her social work skills made in a medical setting was brought home to her in a very personal way.

“My older brother was a pilot in the RAF. He was very badly burnt and had to have a new face and hands. He was in an RAF hospital for two years. He said, ‘it is a good job you are doing this almoner work because nobody here treats me as anything other than a nose or a thumb or finger. Nobody ever treats me as a whole person.’ I was reassured when they told me that.”

Joyce’s heart, however, was set on probation work and after qualifying she was sent by the Home Office to work within Birmingham’s probation service. It was tough environment for a woman in those days.

“It was nearly all men. The team I was in had 30 men and three women. Two of them left soon afterwards. The men said I wouldn’t have your job for anything, you don’t even get our pay, because there was no equal pay then.

“You did all home visits by yourself, without a car.”

Joyce recalled being in a house with a group of male service users after 10pm and feeling quite “frightened”, not least because she knew she had two bus journeys home.

She developed a passion working to support women from reoffending and with families struggling to keep their

lives together against a backdrop of poverty.

“A lot of the work I did was conciliation of couples who wanted to separate. The training was ideal for that. I was 24 and didn’t know anything about marriage but these people lived in back-to-back houses, one [room] downstairs, one on the first floor and one on the top.

“I said ‘come along to my office and I will leave you there for an hour on your own’. When I got back they said, ‘we think we have sorted it out’. Because all they needed was peace and quiet and no kids running around. It’s just common sense.”

Joyce was also involved in the settlement movement that sought to bridge social division through reformers working and living within communities.

She said: “One good thing the settlement did was a right to read campaign. Not being able to read must be the most awful penalty.

“You would see people having bandages on their hand saying ‘I can’t sign that form because I can’t hold a pen’, or they’d say they’d forgotten their glasses. Every possible excuse.

“If a kid can read it opens up the whole world. That was the cause of so much crime – the frustration.”

Joyce worked for eight years in the probation service before a family tragedy meant she lost her heart for it.

“My other brother was killed in a car crash by a retired police officer. He wasn’t charged because he was an ex-policeman. That killed my father – he almost immediately became very ill and died. I thought I can’t work with police officers anymore. It was so wrong. My brother was only 21.”

Described as a “natural academic” in an obituary in *The Guardian*, she went on to become an influential social work lecturer at Birmingham University helping to bring on a whole new generation in the profession.

Passion, compassion and a lifelong interest in social justice – Joyce Rimmer was a social worker to the end.

**‘You did all  
your home  
visits by  
yourself,  
without a car’**

## IN FOCUS

# Making the news – reporting on social affairs

Before *Professional Social Work* there was *Social Work Today*. **Maggie Fogarty** was its chief reporter during the 80s and reflects on the period

**A**s the saying goes “If you can remember the 1960s, you weren’t there”. What about those turbulent 1980s though? Well, I was there and still have fond memories of my first job as a trainee journalist for the then weekly *Social Work Today* magazine, published by BASW from the old headquarters in Birmingham’s Kent Street.

It was the start of the 80s and I was a fresh-faced graduate desperate for a first foot on the journalism ladder.

Instead of choosing the well trodden local newspaper route, I pursued a more specialist path and not once have I regretted that decision. I first spotted the advertisement when working in a children’s home while waiting for a job opening in journalism.

After two gruelling interviews, there was the offer of a three month trainee contract. In the end I stayed there for five years, becoming chief reporter and feature writer, but the first few months were a steep learning curve,

The editor at the time was the late Nathan Goldberg, who had previously edited the *Scottish Daily News*. Nathan was first and foremost a journalist and the sort of manager who just let you get on with things. He was still always on hand to give advice, often suggesting in his best Glaswegian accent “a wee thing or two hen” that might make an article a bit better. Invariably it did.

The 1980s was the decade dominated by Margaret Thatcher and was one of two halves. From the start there were deep cuts in social services budgets and a re-emergence of the notion of a ‘deserving’ and ‘undeserving poor’. It was also a time of social unrest across the country, with riots including Brixton and Handsworth, and the Scarman Report highlighted tensions between the police and black community.

Then there were the major child abuse inquiries including the death of four-year-old Jasmine Beckford, starved and beaten to death by her stepfather in Brent and Tyra Henry



Above Maggie Fogarty at work and right a selection of articles from *Social Work Today*.



aged 21 months who died at the hands of her father after being in the care of Lambeth social services. The big debate at the time was whether the balance of social work had tipped too much towards ‘family rights’ and away from vulnerable children. It still rages on today.

Then the rise of rampant individualism, Margaret Thatcher’s infamous ‘no such thing as society’ quote and the ‘loadsamoney’ culture brilliantly parodied by the comedian Harry Enfield.

The 1980s was a busy time for social work news and with experience of working in care homes, I was given the task

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## Quotes from the 'Media Review' weekly *Social Work Today* column from 1986/7

August 4 1986 on the attempt by Terry Seeney to get royalties paid for a feature film made about his family of 14 siblings and their battle to stay together after the death of their mother.

**"It has always amazed and irritated me that while newspapers and television are constantly prepared to pay out vast sums to those who are already well-off, the poorer people who feature do not expect much and therefore do not get much."**

August 11 1986 quoting Katherine Whitehorn's *Observer* comments on social workers:

**"Katherine Whitehorn stirred a hornet's nest with a piece headed: 'Social workers Always Fail.' One of her themes was that it**

**is the poor who are 'caseworked' and that 'if social workers were really such a boon the rich would have them too.'"**

July 20 1987 commenting on the media coverage of the Cleveland child sex abuse story:

**"What has struck home most about the 'Cleveland affair' is the increasing polarisation of the issue. People seem to divide neatly into the 'parents rights' or 'children's rights' camps, with one irate father at my local watering hole waving aloft a copy of the *Star* newspaper while letting everyone know that: 'if any f...ing do-gooder tried to take my kids they'd have me to contend with first.'"**

June 1 1987 on a BBC2 *Brass Tacks* programme looking at child carers:

**"Abuse of children also involves their denial of rights to a childhood. *Brass Tacks* estimates that there are some 20,000 carers under 18, many of them shouldering an awesome level of responsibility. So where are the indignant editorials about that scandal?"**

September 15 1986 referring to a cartoon in the *Daily Telegraph*:

**"...a little cartoon referring to the story of a boy who fell into a gorilla pen, only to be 'comforted' by the burley animals. It showed a middle-aged woman telling her vicar: 'If anything happened to our Terry I'd prefer a gorilla to social workers'."**

of covering many of the residential care stories and liaising with the then Residential Care Association (RCA).

My first investigative piece, less than six months into the job, revealed "appalling and dangerous conditions" at the Lawnside children's home in Sandwell. It came on the back of a leaked report on the state of four residential establishments run by the social services department. I remember being shocked by the conditions inside the home which housed children between the ages of nine and 17 years old. These included a floor level wooden fire escape hatch with no ring pull, and several missing rails (leaving a treacherous gap) on an upper floor stair banister. Sadly it was the first of a raft of stories about neglect in children's homes covered over the intervening years.

A young man called Graham Gaskin was another memorable interviewee. He had spent years in the care of Liverpool social services and claimed that his life was "ruined" by abuse he suffered. At the time he was fighting to get access to his full care records, eventually taking his case to the European Court. In 1989 the Court ruled that Gaskin's right to have his private and family life respected by the state was breached – there had been no 'independent' body for him to appeal the decision to refuse access to his full case records. What I remember most was the sadness in his eyes, matched with a fierce determination to get to the truth about what had happened to him.

Then there were the 'talking point' features and I recall writing one about 'prostitution' as it was still referred to routinely back then. The piece looked at how those working in the 'oldest profession' were treated by social workers and the probation service, quoting a figure of 600 people picked up for street prostitution in the West Midlands alone in the first six months of 1982. The central question was whether there should be less of a criminal approach, with more of an emphasis on the safety and welfare for those working in this area. A debate still

**'I get a sense there is more appreciation of the work that social workers do now'**

unresolved. Occasionally there were tensions between the magazine editorial team and BASW – often to do with the balance between investigative news and the more in-depth professional pieces looking at policy issues and practice. Yet at a time when attacks on the social work profession were coming in thick and fast, I think we got the mix just about right.

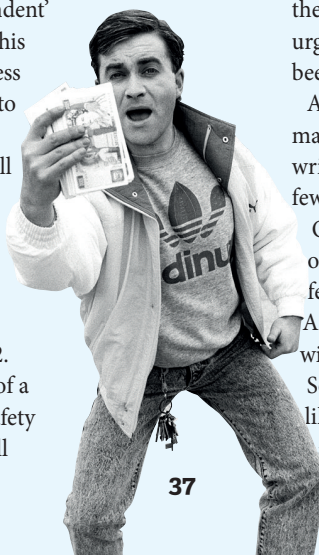
Then there were the many conferences, AGMs, and those memorable 1980s BASW discos. It was a chance for us social work writers to meet people we had only spoken to on the phone. (No Zoom, Facebook or Skype in those days!). I recall one time when a group of us got down on the floor to do a rowing dance (popular at the time) and thank goodness there were no smart phones at the ready.

Coming back to the present, I do believe that social workers and social services are less derided than they were back in the 1980s. Of course there are those who still view the profession as a load of namby-pamby naive 'do-gooders' but I also sense more of an appreciation of the hard and delicate work that social workers do. It still remains to be seen if this will become more apparent after the COVID-19 pandemic. Hopefully we will finally get the urgent changes needed in community care – a can that has been kicked way too far down the road since the 1980s.

After *SWT*, I moved into television factual production, making programmes on social affairs and continued to write a weekly 'Media Review' column for the magazine (a few choice quotes are provided above).

On the subject of writing, I have just published a book of short stories *Shorts and Thoughts* and one of these features a fictional social worker. To mark BASW's 50th Anniversary, a 50 per cent donation of all book payments will go to the Social Workers' Benevolent Trust.

So happy 50th anniversary BASW and if anyone would like to contact me my email is: [mail@maggiefogarty.com](mailto:mail@maggiefogarty.com) and website [www.maggiefogarty.com](http://www.maggiefogarty.com)



## IN FOCUS



Eunice Lumsden above and Lisa Cherry, right

# The richness of **RELATIONSHIPS**

Ten years ago **Lisa Cherry** sought out **Eunice Lumsden**, the social worker who supported her as a teenager in care. The following is a conversation between them

**EUNICE:** We first met when I was 25 years old. I'd been a qualified social worker for three years and had just moved into a long-term childcare team.

**LISA:** And I was about 15. You weren't my social worker for long, maybe 18 months across a number of placements and schools.

**EUNICE:** I can remember thinking very clearly 'what is this young lady doing?' You were in a long-term foster home close to your mother's so you could visit her when you wanted to. The foster carers were doing a major extension so that you could have your own space. In short, you moved into your beautiful new room and then decided you did not want to live there anymore.

Following lots of 'conversations' you were moved out. The council didn't have places, and you didn't want to go to another foster home. You'd had enough of 'family'.

**LISA:** That's really interesting because my perspective was that they didn't want me anymore, that the placement had broken down and that having my mother around the corner was a pointless exercise because our relationship was so bad. I felt very much like I didn't belong to anything – I didn't belong at school, I didn't belong with friends, I didn't belong with my mother, or the foster home.

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**'I remember thinking very clearly 'what is this young lady doing?'**

**EUNICE:** It seemed the foster carers were making a big commitment but not one you could embrace. You ended up where I did not want you, in a large residential children's home. You were there a short time but the experiences you had were not what I would have wanted for you. We quickly moved you out but not before you had made the front page of the local newspaper highlighting conditions in that home. You were always an advocate. We moved you to a smaller residential home but during that period you went through quite a lot of personal traumatic experiences.

## IN FOCUS

**LISA:** The result was at 16 I ended up homeless. It's interesting when we think about young people in care and homelessness because there's this misunderstanding about how care can wire children up for abrupt endings, for leaving. That marked the end of our relationship really.

**EUNICE:** You always said you would become a social worker to improve the system and the woman you have become reflects all the attributes you demonstrated when you were 15/16, which is an articulate self-directing woman, though at that time you were sometimes self-destructive. I felt you were not making the right decisions, well, the ones I thought were right for you but I had to support you with those decisions because you wouldn't listen to anything else.

**LISA:** There was a lot of chaos, a lot of movement that took me around the country. What did you think when all those years later, which must be about ten years ago now, I wrote to you, because I was searching for some answers?

**EUNICE:** I had always expected to get an email from you. I have always believed, and I have always been available, to anyone I had worked alongside. My later work in adoption reinforced the importance of enabling others to piece together their lives. Before we met and after, I had supervision. As a social worker, you make difficult decisions with people's lives. I didn't know what your memories would be. It might have been that you wanted to come back and say, "Well, Eunice, why did you just agree with me? Why did you support me in moving [from the foster home] when you should've really told me you're stopping here?"

**LISA:** I've been on a journey with you since we got back in touch, because I think my opening question to you was, "why was I in care?" and your response altered not just my own recovery journey but actually my entire professional trajectory. Your answer was: "You need to go back to the beginning."

Having been on a recovery journey since 1990, which was when I had my last drink and felt I had dealt with lots of things, my focus had been on what led up to me going into care, and the damage done from being 'in care' and what care had done to me. But actually, by going back to the beginning, I was able to incorporate my trauma, the severing of attachment and bond. I was able to also develop much more empathy and compassion for the people who were not able to be there for me and for myself.

This is really important, because often we make the professional interventions incredibly complex. Often those interventions, if the timing is right, are actually very simple. You did not put together a complicated, expensive package as we stood in the pub car park. Every interaction that we have, when it is done from a place of connectedness, kindness and compassion, has the potential to heal.

**EUNICE:** Every interaction counts, and when you came back into my life I had years of experience in the



very challenging area of adoption and understood the importance of being there to help piece the life journey together. I understood the 'primal wound'. I purposely gave you two gifts, one a Russian doll to signify the layers that we build up to protect ourselves and the other a glittery candle holder that signified the different ways the light falls depending on the lens you look at it through. 'Lisa Cherry' is one of a whole range of people I have worked with. I hope that I always worked in a respectful way and have tried to use the 'power' I have in an enabling, rather than oppressive way – but sometimes the decisions you make are not always the ones those you are working alongside want.

**LISA:** The safety and containment was provided in an intersection of needing some answers and being able to find the person who might be able to help.

Having been working in social work and education for 20 years at that point, I had to conclude that I hadn't dealt with my issues about being in care. When I did speak about that experience, it was in a very matter-of-fact way and as a professional. It had never felt safe enough to talk about my own experiences.

I think things have improved now. We have to get much more real about that professional, personal dichotomy that is often forced upon people in a very unnatural way and stops them from being their authentic self.

**EUNICE:** We all have motivations that lead us into our professional careers. It's our responsibility to make sure we're the best professional we can be, that we're always on the professional development journey and that we're constantly in that reflective and reflexivity process. For me, if I go back to the 18-year-old on her first social work placement, I had an amazing tutor who taught me about leaving your own baggage outside the door and that the 18-year-old me would become an okay social worker! I will always be indebted to Lisa for giving me a lens into the social worker I was and the one I became.

Dr Eunice Lumsden is head of early years at the University of Northampton Twitter: @eunice\_lumsden  
Lisa Cherry is now a trainer, speaker and author. See [www.lisacherry.co.uk](http://www.lisacherry.co.uk) and Twitter @lisacherry

**'By going back to the beginning I was able to incorporate my trauma'**

## IN FOCUS

# Standing up for **YOUR RIGHTS**

Established early in BASW's history, the association's advice and representation service supports members in employment disputes. **Andy McNicoll** reports

**S**arah says the phone call came out of the blue and left her shellshocked. She was told she'd have to meet with a senior manager and HR urgently to discuss a disciplinary issue.

"I went to a meeting room and they said there would be an investigation into allegations about me having not properly safeguarded people," she recalls.

"I was devastated. I'd been a social worker a long time, this is the first time I'd ever faced something like this. You just never think this kind of thing will happen to you."

The allegations surrounded a lack of action on several cases allocated to Sarah. At the time she was trying to juggle day-to-day practice with management. She says the team had "inadequate resources", however whenever concerns were raised they were generally downplayed as staff "grumbling or moaning".

"One of the things about social work is we're held very responsible as individuals for the quality of work allocated to us but we have little control over how our organisation works or the quantity of work we're given," she says.

"I got things wrong, I recognise that, but there was a bigger picture too. I was placed in a very difficult position by my employer. I just couldn't do everything. It was too much for one person. I was in an untenable position from the outset but that wasn't recognised – I was blamed."

After the meeting, Sarah referred herself to her regulator and contacted BASW to request advice and representation support for the disciplinary process. The support she received from one of the association's A&R team made all the difference at a time of "overwhelming" stress.

"I can't imagine going through it without her. My confidence was shattered. I'm normally positive in my outlook – I think you have to be in social work. But I was struggling to cope. She took me through the whole process, came to meetings, and acted as my voice. I don't think my voice would have been heard without her."

"In social work you're used to advocating for other people, but it can be hard to stick up for yourself. The process took months, it caused a lot of anxiety. But with her support I was able to present evidence showing I'd raised concerns. That helped with the outcome. I think without it I would have been dismissed."

The A&R service was set up early in BASW's history. The team advises social workers on their employment rights as well as representing members in disciplinary, grievance and fitness-to-practice processes. Surveys show the support is one of the most valued parts of BASW membership.

The team's representatives are all qualified and registered social workers. They also work as trade union officials for



Lien Watts heads up the Advice and Representation team

the Social Workers Union, which was established in 2011. As a union SWU has the legal right for its officers to attend and represent at disciplinary and grievance procedures, offering an extra layer of support for its members.

Lien Watts, head of the A&R service, says BASW and SWU are seeing demand for support rise year-on-year. Over the ten years she's worked with the A&R service, she says social work employers have become quicker to take disciplinary action against staff and less proactive in trying to find ways of supporting struggling staff.

"I think austerity has played a big part in that. When I started here you could often work with employers to get adjustments made to help the social workers in their job – it might be more supervision, a reduced caseload, or equipment to help with something like dyslexia.

"Quite quickly a lot of that became much harder to get. You'd get told 'we don't have the time or the budget for it'."

Fiona Linn, one of the service's advice and representation workers, says disciplinary and employment dispute procedures have felt more "adversarial" in recent years.

"You do have to remember our job means we see the worst of it. I know where the good places to work are because we don't really hear from staff working there."

"But in the cases we get things have become more procedural. You see much sharper practices, more aggressive disciplinarys and investigations. I wish employers looked at more mediation – a lot of things could

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**'She took  
me through  
the whole  
process and  
acted as my  
voice really'**



# 'As social workers we advocate for others - it can be harder to stick up for yourself'

be resolved informally but nobody wants to pay for it."

The nature of the A&R and SWU work means some cases that reach them will inevitably involve issues that justify disciplinary action by employers and potentially regulators. In these cases, just as with more minor disputes, the team needs to make sure procedures are handled fairly and employment rights respected.

With the team all registered social workers – and BASW staff – if there are any concerns that representing a case would conflict with their registration or the BASW code of ethics these can be referred to a BASW panel for review.

Lien says those situations are rare but can happen. She says A&R and SWU are not there to "defend bad practice" but do "recognise social workers can make mistakes" and need to be treated fairly if that happens.

"Social workers are human beings too. If they get something wrong they shouldn't just be annihilated."

In some senses, she says, their job is a lot like "social work for social workers".

"As a social worker you're standing up for other people's rights, speaking up about their welfare, making sure the law is applied properly. In our work we're making sure employment law is used properly, we're advocating for people's rights, making sure they are treated fairly and we're trying to get the best outcome for them.

"That's important because social workers can be very good at fighting for people who use their services but not always good at advocating for themselves. That can make us an easy target. I think a blame culture still exists in social work that you don't see as much in other professions."

Fiona says keeping an open mind and not rushing to judgement when you take on a case is a vital part of the job.

"I remember representing someone and when I saw the bundle I thought these are some very, very serious errors they've made. But as time went on it wasn't as clear cut – I felt there were some major injustices and data breaches and she hadn't been treated fairly. I fought very hard for her and in the end she had a good outcome.

"For me, what we're always there to address is: has the member been treated properly, has it been investigated fairly, and is any sanction appropriate and proportionate?"

What difference does it make having social workers representing other social workers? Lien says a big advantage is understanding the pressures social workers face and the requirements they have to comply with. Fiona agrees, particularly given cases often involve practice issues.

"I've at least got an idea of the basics, and the ethical background social workers are expected to work in. Sometimes you'll have HR representatives who just have

**'We advocate for people's rights, and make sure they are being treated fairly'**

no idea of those. So much of what we deal with is about practice and it can be incredibly complicated. A lot of members say it helps having another social worker."

Sarah says she chose BASW because "it was social workers representing other social workers" and is glad she did. She ended up with a warning from her employer after the investigation. Her fitness-to-practise case has still to be heard. Her main message to other practitioners is to make sure you do have support in place, whoever you choose.

"Just never, ever leave yourself without professional representation. I always followed the rules, I'd never had any disciplinary issues before. I never thought I'd go through anything like this. The support I've had has made all the difference in the world to me."

*\*Some personal details are changed to protect privacy*

## A union that lobbies for better conditions

As BASW celebrates its 50th anniversary, its trade union arm the Social Workers Union enters its 9th year.

SWU general secretary John McGowan says the union was started as a means of offering social workers more specialist support from a trade union purely focused on the profession.

"In social work we'd never had that, we always formed a tiny percentage of the membership of the big unions. SWU having that specialism, us all being social workers, means we have the knowledge base of social work and really understand the issues social workers might be facing."

As well as providing support and representation to members at disciplinary or grievance procedures, SWU campaigns and lobbies on social work issues. The union has led on campaigning for better working conditions for social workers alongside BASW and contributes to the social work Austerity Action Group.

John says he senses social workers are becoming "more politically active" and challenging policies harming the profession and the people and communities it supports.

"In the past ten years people are getting more involved in action and raising issues, particularly new social workers. They see the impact of austerity every day – the cuts to councils, the poor working conditions, the high caseloads, staff turnover, constantly feeling too stretched. They know the affect it's having on staff and service users too."

The union's latest campaign is calling for extra support to address the impact of COVID-19 on social work teams.



## IN FOCUS

### SCOTLAND

In September 1997, months after Tony Blair took office, Scotland became the first UK nation to hold a referendum on devolving power from Westminster. The poll saw 74 per cent vote in favour of a Scottish Parliament.

The nation's social workers had long worked to Scotland-specific legislation but until devolution the bills went through Westminster. Ruth Stark, who led the Scottish Association of Social Work at the time of devolution, says that held back some "long overdue" changes.

"There was so little parliamentary time given in Westminster for Scottish bills it was very limiting. In social work we had a whole raft of legislation that needed updating. The Scottish Parliament was a big deal for social work because it meant we could move things on."

The first three years of the new parliament saw three key pieces of legislation affecting social work. The Adults with Incapacity (Scotland) Act 2000 made Scotland the first UK nation to have dedicated mental capacity laws. The Community Care & Health (Scotland) Act 2002 introduced Free Personal Care to over 65s. Then the Mental Health (Care and Treatment) (Scotland) Act 2003 established the country's mental health tribunal system.

More recently Scotland has passed domestic abuse laws praised as world leading, legislated for health and social care integration and commissioned an independent review of the care system that's drawn praise from other countries. In another distinctive policy, Scottish social work students have their tuition fees covered. Stark feels the way the parliament works differs markedly from Westminster.

"It is more accessible. You can have frank conversations with ministers and MSPs. I think culturally Scotland is closer to a human rights and social justice focus – I think you see that more reflected in policies and the politics."

In 2014 Scots voted 55-45 against independence (the Scottish government is proposing holding a second independence referendum in the wake of Brexit). Days before the 2014 vote the UK's party leaders pledged to devolve more powers to Scotland if it stayed in the union.

Stark feels the tax raising powers devolved since 1997 have not gone far enough to allow more wholesale reform of some of the systems social workers practice in.

"Take the way community care was set up in the late 80s, with so much contracted out. That needs to change – it has been so costly to the way social work is delivered.

For all the moves in the right direction, in some policies there is still a lot to improve."

### WALES

In 1997 Wales voted for devolution with a slim majority of 50.3 per cent of voters backing the creation of a Welsh Assembly.

The assembly opened in 1999, though it took until 2011 to get powers to set primary legislation.

Allison Hulmes, director of BASW Cymru, feels devolution has helped



# The REVOL

Devolved governments in Scotland, Wales and Northern Ireland have brought about significant political changes of the past 50 years. A new era of development of social work.

give expression to Y Ffordd Cymraeg or 'The Welsh Way' of developing social policy.

"That is about cooperation over competition, about consensus building and partnership and the desire to find Welsh solutions to Welsh problems."

She sees those principles as shaping post-devolution social work policy. Notable examples include 2010 measures to tackle child poverty that created integrated family support teams led by consultant social workers and the 2014 Social Services and Wellbeing (Wales) Act's approach to care for adults, children and carers.

First Minister Mark Drakeford, a social worker by background, has talked about the need for "progressive universalism", and Hulmes says several Welsh policies show the distinctiveness from Westminster.

"Wales has been more against means testing. We have free nursery places, free prescriptions for 16 to 25 year-olds, we were the first to have a children's commissioner and to integrate the UN Convention on the Rights of The Child into our laws." Like the other devolved governments, Wales is allocated funding from the

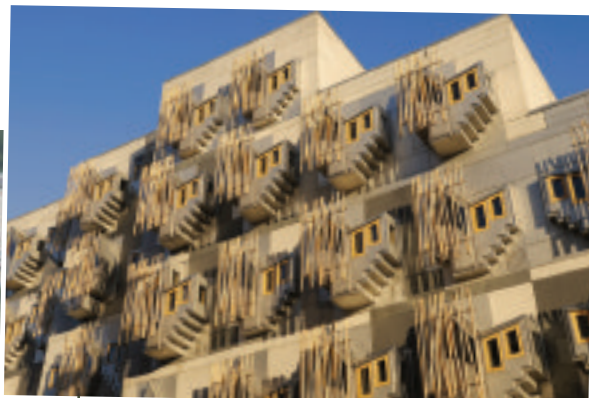
Westminster government via the Barnett Formula according to population size. It doesn't account for demographics or needs. A House of Lords report 2009 found Wales, which has suffered a lot



From left, Carolyn Ewart, Allison Hulmes, Ruth Stark and Maris Stratulis



## IN FOCUS



# devo UTION

s and Northern Ireland is one of the major  
**Andy McNicoll** looks at the impact on the  
 k in the different UK nations



industrial decline, particularly loses out in the absence of a needs-based funding system.

“The Barnett formula disadvantages us, and we don’t have devolved power over key areas like benefits that could make a huge difference to make things more equal,” says Hulmes. “Devolution has brought opportunities to do things differently, but UK-wide austerity still has a big impact.”

## NORTHERN IRELAND

Devolved government returned to Northern Ireland as part of the 1998 Good Friday Agreement, which helped end the 30 year long violent conflict of The Troubles.

The agreement established the Northern Ireland Assembly and a power-sharing executive. It has allowed unionist political parties and nationalist parties to share power.

Carolyn Ewart, national director of BASW NI, was a social worker in child protection in 1998 and recalls how heated the devolution issue was due to the wider politics involved.

“It was very split. There were huge debates about it. Within social work I think generally the sense was that devolved government would mean we could actually

make decisions based on the health and social care needs of the population. Before, our policy direction was set in Westminster by whatever party led there.”

Some major changes, such as Northern Ireland’s mental capacity act – the first UK legislation fusing

mental health and mental capacity into one framework – have been hampered by the instability at Stormont, she says. A few months after the act passed into law, the Northern Ireland executive collapsed for the fifth time since its formation.

“It was deeply frustrating,” says Ewart. “We were left in a situation where we had no government for three years, with civil servants running things. You look at that mental capacity legislation and it’s a great piece of work but three or four years on it has still be to be fully implemented.”

There have still been some influential changes in social work policy in the devolution era, she says, including a well-received ten-year strategy for the profession and moves to introduce social workers in multi-disciplinary teams in GP surgeries. Devolution has also allowed Northern Ireland, like Scotland, to mitigate the impact of some welfare reforms like the bedroom tax.

Ewart says devolution has also helped build links between the profession and policymakers in Northern Ireland.

“There’s a real openness to meeting with us and engaging with social work issues. We’ve taken politicians out to shadow social workers. That engagement works well here.”

## ENGLAND

Devolution means England is now the only nation in the UK where Westminster remains responsible for the entirety of the legislation social workers practice under.

England-specific social work legislation includes the Care Act 2014, which won plaudits for promoting a more rights-based approach to social work with adults, and the Children and Social Work Act 2017, which faced a rockier road through parliament, originally including some controversial measures which were removed or diluted after opposition from children’s rights campaigners.

England is the only UK nation to have separate chief social workers for adults and children, and fast-track social work training schemes Frontline and Think Ahead.

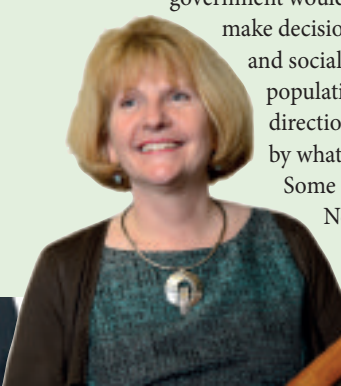
Maris Stratulis, national director of BASW England, says both are indicative of wider developments in the way social work has been shaped in the country over the decade.

“There has been an increase in diversification of social work education, resulting in a lack of parity of funding and investment. Some courses receive central government funding and others do not. We’ve also seen an increasing separation of children’s and adults’ services and polarisation of policy and practice reform. This has led to silo working rather than a whole ‘family’ or community approaches.”

Stratulis says it’s important to “learn from the strengths of devolved powers in other nations” and, within England, models such as the ‘Devo Manc’ project of devolved health and care spending in Greater Manchester.

She feels the COVID-19 crisis has highlighted common experiences of social workers across the UK.

“Regardless of the systems we work in, the values and contribution of social work must shape the future, particularly in integrated models of delivery and for all the citizens we serve.”



## IN FOCUS

**A**sk yourself these questions: when did you last read an article about social care that linked it to promoting equality, or life chances, or social mobility?

What do you imagine springs to mind for most people when they see or hear the words 'social care'? Is it a person on a journey, using social care as a vehicle to get there, or a place? Is it a sense of upward momentum and growth, or downward decline?

The fundamental belief that unites together the diverse group in #socialcarefuture is that people are looking first and foremost for a life, not a service – a life that makes sense, has purpose and is characterised by layers of warm and reciprocal relationships.

Looked at this way, what we now call 'social care' should occupy a radically different role and shape from that given to it by its public story, and by parts of the sector.

It should not be the 'them and us' of 'caring for the vulnerable', but the 'larger us' of caring about each other. Not about care 'beds', 'placements' and 'visits', but a vehicle to pursue a valuable and valued life. Not compensating perceived 'deficits', but an active partnership to harness people's ingenuity, creativity and problem-solving skills.

Not a transactional service 'delivered to' people, but the web of reciprocal, mutually supportive relationships that we all rely on to lead our lives well.

In initiatives and organisations such as Community Circles, Shared Lives, Community Catalysts, Grapevine, Local Area Coordination and many others we see glimpses of this alternative future. They are dominated by community-led and owned action and characterised by a resourcefulness, resilience, agility, creativity and ingenuity often missing from traditional services. In sum, they are about bringing people together to make change.

Our goal is to see such approaches move from the margins to the mainstream of practice. To do so will require a number of changes at different levels.

**Start at the beginning:** The move from education to adult social care is where all too often things begin to unravel for young disabled people and their families, setting a tone for a systems and sometimes institutional response rather than a human one.

Our vision is to eradicate this "cliff edge" and to commit to creating a future of hope and possibilities. We can sow the seeds for a life of development by shifting education from 'subject-based' to an adventure of exploration and learning of skills that prepare young people for adult life.

Young people must also have the right to live in familiar neighbourhoods where existing relationships are maintained and new bonds and connections nurtured.

**Work together:** The change we seek rests upon a new relationship between citizen, community and state.

By working together, the ingenuity, creativity and problem solving skills of people and communities can be unlocked, just as it has been to huge effect since March in response to the coronavirus pandemic. Community-owned and led organisations should be at the forefront of a modernised approach to social care going forward.



# A brighter #FUTURE

**Trust people:** During the pandemic we have seen good councils safely relax inhibitive rules regarding safeguarding to allow mutual aid and community action to reach people and ease limitations on the use of direct payments to allow more creative support. This must be maintained.

**Connect resources:** As Hilary Cottam points out in *Radical Help*, "we do have abundant resources already to hand, resources that were not available when the welfare state was created. We have new ideas, new talents and a digital infrastructure that can connect people, ideas and things in new and low-cost ways." When our starting place is people's lives, not 'a service', we can think creatively about the resources and energy that can be brought together. This will require a radical shift away from the 'time and task' commissioning that has dominated social care for too long.

**Change the narrative:** A new approach to what we now call 'social care' needs a fresh story of change. Inspired by other movements, from campaigns for Equal Marriage to Joseph Rowntree Foundation's work, we're researching how best to frame our vision to win support for it.

We can start by focusing on lives, not services, on support as a vehicle not care as a destination, and on togetherness as a foundational principle for building a brighter future.

Whether we are starting out in adult life, or living our final moments, striving to be and to do the things we have reason to value is something we share equally. Great care and support helps us to realise our life goals. It can transform our lives, just as education or a great friendship can. Imagine what more we could do. Let's move forwards together.

Contact us at [socialcarefuture.blog](https://socialcarefuture.blog) or @socfuture

**Sarah  
Burslem  
and Neil  
Crowther on  
a grassroots  
movement  
shaking up  
social care**

# RUTH ALLEN

BASW's chief executive on a special virtual edition of the academic journal



## Celebrating 50 years of the British Journal of Social Work

**W**e have all missed seeing each other in BASW during the 50th celebration – as in the rest of life. But adapting and connecting through the new ‘online normal’ has also been exciting – and allowed us to reach out to more people across a bigger geography. Our furthest contributor to the Virtual Festival was in the Australian outback!

Who would have imagined our current technology in 1970, when involving members depended on en masse train journeys to annual events in big halls? When ‘research’ meant books, journals and visits to the library? When ‘not being able to get hold of someone’ was a thing?

One of the most engrossing activities for the 50th for me has been to work with a team of academics and BASW members to shape the free, online Virtual Edition of *The British Journal of Social Work* (BJSW) created for the anniversary. We have assembled 50 articles from 50 (well, 49!) years, chosen from over 7,000 pieces. It would not have been possible without today’s online technology.

BJSW is a hugely important part of the BASW family. A respected publication, owned by BASW and therefore owned by social workers, it is a hub of knowledge and opinion, and a fascinating historical record in its own right. Exploring social work’s history through its pages was a gift.

The edition, which was launched at the Virtual Festival, expertly steered by BJSW co-editors Professors Margaret Holloway and Malcolm Golightly, supported by our fantastic researcher and BASW member, Anne Cullen.

An editorial article in the issue shows the process was a fascinating dance through time, ideas, ethics and evidence to create a compelling, diverse collection telling a story of social work practice and scholarship and the journal itself.

In a contested space like social work there are always multiple stories at play. Rather than impose a perspective on 50 years of the journal at the outset, we took a more grounded approach. We tried to let the many voices of the journal speak to us. This seems particularly fitting given this passage from Olive Stephenson’s fine opening editorial in 1970: “The Journal must speak for itself and justify – or fail to justify – its claim to be ‘a learned journal’, comparable to those in other professions and academic

disciplines.” BJSW has indeed come a long way in meeting that ambition. It has both reflected and played an active part in shaping the unified profession through its phases of change. It shows the progress of social work as a learned, intellectual endeavour – and also that we are still a young profession, still defining our core purpose and developing our evidence base. It is a hopeful, emerging story.

In the early years, BJSW chronicled some of the passionate tumult, polemic and political stridency of the new ‘generic’ ideal of social work – while giving voice also to the specialist practice preoccupations of ‘pre-Seebohm’ and ‘pre-Kilbrandon’ social work. The authors reflect not only professional concerns but how these articulated within wider social and political changes of the decades.

Over the years, the journal has matured. There have been more articles based on empirical studies and funded research. But there remains an important place for ethical and theoretical debate and the voice of practice. Increasingly (but not enough yet) we hear the voice of people using services. Specialisms are reflected but the sense of a unified, global, profession remains strong.

BJSW is a leading international publication. At its core, it continues to reflect the development of UK social work, but its international content speaks to the reality that UK social work is also international social work. This is inevitable given the ethnic diversity of our society and our context of pressing contemporary issues transcending borders.

The editorship of BJSW hands over this month from Margaret and Malcolm – who we give huge thanks for an amazing four years – to Professor Vasilios Iokamidis of University of Essex and Dr Reima Maglajlic University of Sussex. They will, no doubt, take BJSW on a new phase of its journey with energy and a commitment to social work scholarship, internationalism and bringing the voice and influence of people who use services into the journal.

We are also going to work together to ensure closer links between BASW, our members and the rich evidence and ideas of the journal. My hope is that academics, educators, practitioners and people using services can come together more in a journal that will evolve to represent an even better social work in 50 years time.

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**‘We must be heard louder and make our influence stronger’**

## VIEWPOINT GENERATIONS

# Why I joined fledgling profession in the 60s

Motivated by the desire to help people but put off by the rituals of the priesthood, **Stan Smith** opted for a career in social work – and played a part in BASW's formation



**I started in social work in 1965 aged 32. My first job was as a probation officer. I worked in Liverpool, the city I grew up in and where my dad managed a pub.**

As a child I was in one of a minority of families that ran the local pubs and shops. We generally regarded ourselves as superior to our parents' customers. We did not play with other children – they were allowed out on the streets until late, we weren't.

It was some years before I recognised the nature of this structure. Before I became a social worker I was a volunteer with a church in Stepney, East London, in an area similar to the one I grew up in. I was looking for a new direction in life having abandoned training for the priesthood after three years. I was motivated by a desire to help people but the rituals and ceremonies of the priesthood did not seem to offer me the kind of practical conduit I needed to achieve that.

At that time *The Probation Officer*, an early ITV drama series was running. The role seemed to hold a clearer identity of function than the amorphous "social worker". A fellow student already accepted for training as a probation officer convinced me that I should apply. However, to my chagrin the Home Office view was that no part of my training to be a priest had relevance. Their view was that I needed to complete a further three years!

No church or priest would think that their function was other than working with and supporting his or her flock. It is worth remembering that the histories of many of the social work organisations which formed BASW had a religious basis.

I deliberately chose to qualify generically. I saw my future as being in social work – not necessarily in one setting. In 1907, at the inception of the probation service, the role of officers was to advise, assist, and befriend offenders. That concept suited my beliefs and intentions. I remained a probation officer for six years, latterly in Leeds. The move to Leeds allowed me the opportunity to complete a pioneering Bradford University Masters in Applied Social Studies.

I joined the local branch of the Standing Conference of

**'I accepted and promoted that social work was moving to a new and important future'**

Organisations of Social Workers (SCOSW) established to help bring about a unified national social work organisation. As with my generic training, I accepted and promoted that social work was moving to a new and important future. Despite a great deal of soul-searching by organisations with proud histories of their own, SCOSW led to the establishment of the British Association of Social Workers in 1970.

Of the organisations in SCOSW only the National Association of Probation Officers (NAPO) chose not to be part of BASW. I viewed this with great regret at the time as I thought NAPO was a very competent organisation whose skills had a great deal to offer the new BASW.

Had BASW become the registering body for social workers as was originally assumed, it would not have taken a further 30 years before social work became a regulated profession. It turned on vexed assumptions about the nature of professionalism. Some feared that professionalism represented an elitism rather than a guarantee of standards to recipients of services.

**I**n 1971 I joined the new West Riding of Yorkshire Social Services Department as an adviser. Soon major changes to local authority boundaries led me to move to what became the Social Services Inspectorate, my employer for the next two decades. For most of that period qualification as a social worker was a requirement of the job.

BASW has always paralleled my social work career. I have been honoured to have been involved in my local branch which has existed throughout BASW's 50 years and to have served on the England Committee.

The many changes in the settings in which social work is practised have made it essential that there should be a body which upholds the concept of social work as an established profession.

I am pleased the proportion of social workers who are members is at an all-time high. My hope for the future is that it should become unthinkable for a social worker not to be a member of its professional organisation.

## VIEWPOINT GENERATIONS

# A journey that took me into social work

The experience of supporting a partially-sighted young person with ADHD led **Arpan Bapel** to a career rethink and a journey into social work



**W**hen I was younger, social work was never a profession I considered. Instead many other options ran through my mind such as, primary teacher or occupational therapist.

However, as I started my work within a primary school and nursery, my interest in social work began to grow. I remember I was providing one-to-one help to a pupil who had ADHD and was partially sighted. I liaised very closely with various professionals, including the child's social worker, health professionals, a speech therapist, teachers, safeguarding leads and the police.

Through this experience I was able to ensure I met the different needs of the pupil I was working with. I learned and gained skills too, not least how to effectively communicate at a level and in ways that worked for them.

I also gained the experience of working as a team with other professionals so that I could get as much information as possible to safeguard the pupil from any possible risks.

### Out of the comfort zone

From all of this, I found myself often questioning what I wanted to achieve within my career. Did I want to become a primary school teacher and continue in an area I am comfortable in? Or did I want to follow a completely new career path?

It was a daunting decision and I found myself lacking a lot of confidence at first. I kept questioning myself. Was I clever enough to complete a social work qualification and do well in the profession?

Throughout my school education I'd always felt my teachers never really believed in me or encouraged me to aim higher. They would question whether I was dyslexic.

### Passion for inclusivity

When I started my social work course last year I decided to find out. It was confirmed that, yes I was dyslexic. This is an aspect of myself that I should not be ashamed of, disheartened about or need to keep quiet. Actually when I reflect back on my journey in education

**'I'm looking forward to becoming a social worker but current issues show you never know what to expect'**

or work I am proud of what I have gone on to achieve, without any support. I have developed my own strategies to adopt, while being resilient to the challenges I have faced and determined to continue to move forward in my life.

The experiences made me extremely passionate about making sure my workplace was inclusive for all individuals when I became a special educational needs coordinator at a nursery. The job required me to take on a leadership role in order to ensure that children's needs were being met by the key workers.

### Cultural experiences

I feel that my own cultural experiences will bring a lot to the social work profession. The awareness I have been surrounded by at a young age as a British Sikh female but also interacting with other individuals who come from completely different cultures and religions over time, has allowed me to understand the values which they hold as being extremely valuable within their own community.

Alongside the awareness of the importance of this I've also empathised with some of the situations people I know have experienced.

I have heard horrific incidents of family members in India who unfortunately have gone on to experience domestic abuse, as well as discrimination for being born with a disability and looked down upon. Hearing about these led to me feeling not only upset but angry that I was powerless to do anything about it.

This just ignites further my passion to break the vicious cycle vulnerable BAME individuals are trapped within, particularly those who have experienced discrimination due to their disability. I want to support those who are trapped within a volatile and abusive relationship, especially when they feel they cannot turn to their family for support.

I'm looking forward to becoming a social worker but current times show you never know what to expect. One aspect which is hugely influential in my learning at the moment is the difficult climate of COVID-19 and the impact of a situation I never could have imagined.



## Call for Nominations SWU Executive Committee

The Social Workers Union (SWU) is the trade union dedicated to representing the interests of social workers and the social work profession.

SWU is now seeking nominations from members to fill vacancies on its Executive Committee.

To stand for election a candidate must meet the conditions set out in Bye Laws 1.4 and 1.5 of the SWU rules, a copy of which can be found on our website.

The Executive Committee is made up of nine members (at least one member each from England, Northern Ireland, Scotland and Wales) and up to five others (UK representatives). The President of the union is elected by the executive from the UK representatives.

**There are currently vacancies for five UK Representatives, an England Representative, a Scotland Representative and a Wales Representative.**

All candidates for election must be nominated by another member of the union. In the case of the National Representatives from Scotland, England and Wales, nomination must be by a member within the relevant nation.

When attending Executive committee meetings, committee members who are either in full-time employment, self-employed or social work students are entitled to claim an attendance allowance to cover costs associated with taking time off from paid work, self-employed work, caring duties or social work studies.

**SWU encourages applications from Students/Newly Qualified Social Workers and Black, Asian and Minority Ethnic (BAME) social workers who are currently under-represented on the National Executive of SWU.**

Candidates must complete a nomination form.

**The closing date for receipt of nominations is Friday 31 July 2020.**

The full timetable for elections and information regarding terms of office for each vacancy can be found on our website.

Completed nomination forms must be accompanied by an election statement of no more than 500 words together with a head and shoulders colour photograph in a TIFF or JPEG format. These should be sent via email to: [louise.wood@swu-union.org.uk](mailto:louise.wood@swu-union.org.uk). Please note that nominees need to provide full contact details including a telephone number and email address.

Nomination forms and role descriptions are available from the SWU website or via email from: [louise.wood@swu-union.org.uk](mailto:louise.wood@swu-union.org.uk) (0121 389 9248).

If you have any general queries about this process please contact the SWU Administration Manager on 0121 389 9248.



## Revised Formal Notice SWU 2020 General Meeting

**Friday 25th September 2020**

The 2020 Annual General Meeting of the Social Workers Union will be held at The Mechanics Centre, 103 Princess Street, Manchester M1 6DD

**This AGM will be accessible ONLINE for members only with voting facilities provided by UK Engage.**

**A very limited amount of places will be made available for members who wish to personally attend and who are not able to access voting via social media.**

If you would prefer to attend in person please notify us via email by Friday 11th September to [joanne.marciano@swu-union.org.uk](mailto:joanne.marciano@swu-union.org.uk)

**SWU is unable to assist with travel costs.**

### The timetable is as follows:

<b>31-7-2020</b>	Deadline for receipt of motions
<b>4-9-2020</b>	Notice of any proposed amendment to rules given in writing to members
<b>18-9-2020</b>	Deadline for amendments to motions

Motions must be signed by 10 members and submitted to the Executive Committee by the above date.

Amendments to motions must also be signed by 10 members.

**Please visit [www.swu-union.org.uk](http://www.swu-union.org.uk) to register your attendance. Attendance at this event is FREE for SWU Members.**

We are always willing to assist union members with the drafting of motions. Please send an email to [joanne.marciano@swu-union.org.uk](mailto:joanne.marciano@swu-union.org.uk) for such assistance.

Motions should be submitted by email to [joanne.marciano@swu-union.org.uk](mailto:joanne.marciano@swu-union.org.uk)

**Membership numbers must be stated and will be checked.**

The Social Workers Union, Wellesley House,  
37 Waterloo Street, Birmingham B2 5PP

**[www.swu-union.org.uk](http://www.swu-union.org.uk)**

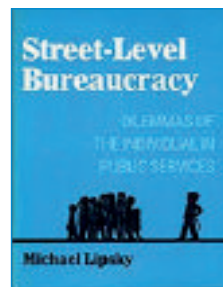
## REVIEWS

To celebrate BASW at 50 we asked regular reviewers Angie Ash and Steve Rogowski along with service user activist Peter Beresford to tell us about the book that has had the biggest influence on them

### Lipsky helped me understand the paradoxes of being a social worker

**Title:** Street Level Bureaucracy: Dilemmas of the individual in public services

**Author:** Michael Lipsky



Reading Michael Lipsky's *Street Level Bureaucracy* was one of those ah-ha moments – social work's daily juggling acts to deliver user choice and control in resource-starved, work-overloaded agencies suddenly made sense.

Lipsky, an American political scientist, said that the routines and devices street level bureaucrats (such as social workers) develop to manage dilemmas inherent in their work effectively became the public policy rolled out to service users. And if things go wrong, failure to follow 'official' policy becomes the standard-issue blame kit. The politically-created structures and systems that surround those 'failures' escape scrutiny.

For Lipsky (and that's how it often felt to me) "the very nature of this work prevents (street level bureaucrats) from coming even close to the

ideal conception of their jobs". Instead, workers experience the "myth of altruism" where agencies devote energy to concealing lack of service and generating appearances of responsiveness. Result – dissonance.

To manage this dissonance, Lipsky said street level bureaucrats adopt coping strategies. Some drop out. Some burn out. Others develop practices reflecting lower expectations of themselves, service users, and public policy. Workers rationalise these compromises as a reflection of their pragmatic adjustment to 'the real world'.

Lipsky's book gave me a way to understand that the paradoxes and stresses of the job weren't just me or colleagues. It was collective. There was a context. And it is political.

Angie Ash

### Precursor to anti-discriminatory practice still just as relevant today

**Title:** Radical Social Work

**Edited by:** Roy Bailey and Mike Brake



Having practiced and commented on social work across five decades, the book I would recommend is this classic. Fifty-five years after publication it undoubtedly retains its relevance and importance, which is not surprising given the work of stalwarts such as Geoffrey Pearson, Peter Leonard and Stanley Cohen feature.

The starting point is Keynesian economics and the welfare state of the post-war social democratic consensus being insufficient in creating a humane capitalist society; in many ways social problems were reinforced rather than undermined and social work's role was complicit. Drawing on the burgeoning radical critiques of Marxist, feminist, counter-cultural and social constructionist perspectives of the early 1970s, the book was an important counter to dominant psychological and

medical understandings of clients' problems; social problems had their roots in structural inequality, principally social class, rather than personal inadequacy.

As for radical practice, Freire's conscientization – understanding clients, now service users, oppression in terms of social and economic structures and bringing this to their attention – remains important. Although initially group and community work methods were favoured, conscientization is equally applicable in relation to case/individual work.

The continued significance of the book is highlighted by it being the precursor of anti-discriminatory/oppressive practice and ultimately critical social work. It is a must read for all social work students, practitioners and academics.

Dr Steve Rogowski

### War novel set my compass

**All Quiet on the Western Front**



My choice is ostensibly nothing to do with social work, social policy, madness or user involvement – the issues I have devoted my life to. It's Eric Maria Remarque's novel *All Quiet On The Western Front*, an account of a German soldier's life and death in the Great War of 1914-18.

This was a great book, but it was much more than that and a key influence on how I came to do the work I do. Because it was a pioneer of putting people's first hand accounts of struggle and loss, survival and mutuality, centre stage – of making people, including the powerful, hear what was really happening.

It's a reminder that war is about putting children into uniforms, teaching them to kill – the most extreme form of child abuse.

It is the beginnings of a liberating tradition of accessing and sharing lived experience, rather than just privileging the history of kings and queens. It was such a powerful book that Hitler burned it. When the film version was released, he banned it, sought revenge and unable to reach Remarque, executed his sister on a trumped up charge.

I read the book as a child and have tried to live by its message as an adult.

Peter Beresford,  
servicer user activist

## DIARY OF A NQSW

July 2020

I have thought about how to effectively and supportively write my journal entry for the 50th anniversary of BASW. I've thought about the history of the profession, key figures and movements, the influence of politics and how our work today has been shaped over the years. I can't say I know much about the history of BASW itself, I can say I think that it works tirelessly to educate, develop, advocate and support.

So, I think I've decided to talk about my experience of frontline social work and to acknowledge all the amazing, inspirational hard work that my colleagues across the country do every day. To use the 50th anniversary of BASW to give a little shout out to all social workers across the UK.

Social work is a job that is impossible to describe to someone not in it, even those who work with us from other lines of work get but a glimpse. I see and hear social workers every day. Today I was able to have some time with a colleague from adults social care and, as seems to be in

the heart of us all, she was keen to discuss where there needs to be improvements within the politics that govern us. Every social worker I have known seems to have an innate passion for equality, for advocacy, to challenge injustice and seek better outcomes for families and children. This does not always make us popular.

They work in jobs with high caseloads, crazy paperwork demands, lack of resources. They also get zero recognition from a government and media that constantly interferes. Yet somehow this all does not deter or smother that passion.

To me that is nothing short of inspiring, courageous and dare I say it, heroic. Yes I have days when I think of giving up because of the politics or the long unpaid hours where I lose my own life, or the constant battling with agencies to educate or achieve outcomes. Then I remember that by giving up it doesn't change anything. By using my voice, by challenging the system I work within, by encouraging and supporting my colleagues - this is what enables change.

I see the 50th anniversary as an opportunity for me to say well done to all social workers, to celebrate them and what they do everyday and to give a shout out to all of us who challenge and are being a bit of a pain in the.....

## STUDENT NOTES

**Jenny Hudson is a student doing a Masters in social work**



Back in April, there were reports of a sharp rise in applications for nursing degrees, together with an increase in people seeking NHS jobs. There have been different interpretations of what was behind this: perhaps an expression of a new respect for the NHS which is acutely felt and needed. Others quickly countered that it would be better to pay carers properly rather than clap for them; there was frustration, understandably, that the newfound respect is expressed as a focus on the NHS, hospitals particularly. As usual, the wider social care system is left out of the equation.

But I think there is something else too. The experience of pandemic lockdown has been a system reboot for everyone: all that we did before is removed and we are forced to ask ourselves – what do we really want and value? For me, an unexpected consequence of coronavirus is how much it has affirmed my desire to do social work. I know I'll be entering a challenging profession at a time of unprecedented pressure and change. My placement is in mental health where the multiple, devastating impacts of this crisis will be felt in individual lives. But here lies a strong and clear sense of purpose; this is something people are seeing and valuing more

clearly through the crisis. I am really proud to be joining the social work profession. I have had so many conversations over the years with people who are social workers. When I realised their profession, with my curiosity about it, I would always ask them about it. So many would quietly state – I love my job. There would be acknowledgement of the challenges, always; the cases that keep you awake at night; the long unpredictable hours; the underfunded services. But I always got that sense of people being really absorbed by the work they do and the purpose it provides, which is increasingly a rarity in work.

Our wait for placement continues: it will be September when we start, so we are theoretical social workers for a little longer. I am very fortunate to have my old paid work to do while we wait. When people ask me what it is, I can never reply in less than a few sentences, saying I don't really do newspaper journalism any more, but it is writing still, often for websites not always, it isn't PR and it's usually to do with health. A year from now, I will be able to reply to that question with two words – social work – and the knowledge I am joining a defined, purposed profession.

## SELF CARE

# A checklist for our mental and physical health

Below is part of a new social worker wellbeing resource produced by BASW, SWU and Bath Spa University. You can download the full toolkit on BASW's website

### Simple daily wellbeing checklist

There are a few things that we can all do each day, each week, or even longer-term to try and help maintain our own mental and physical health.

Below is a short checklist of simple things that we can all do at home and at work to support ourselves. Many of them can be undertaken whether you are working from home or in the office, and help you to support both yourself and the colleagues around you. The points in this checklist were developed through numerous interviews and surveys with both health care and social care workers, and thus are employee-developed and led.

Daily Wellbeing Considerations	Done?
Have you taken a lunch break?	<input type="checkbox"/>
At the end of the day – have you handed over any outstanding tasks?	<input type="checkbox"/>
Reflect upon one thing that was difficult today. What did you learn?	<input type="checkbox"/>
However small, identify and reflect on three things that went well.	<input type="checkbox"/>
Check in with your team/colleagues.	<input type="checkbox"/>
Anything you need to talk about before you leave – take support from your team/colleagues.	<input type="checkbox"/>
Go home and turn your attention to family and friends. Rest and Recharge.	<input type="checkbox"/>
Weekly Wellbeing Considerations	
Have you eaten healthily throughout this week?	<input type="checkbox"/>
Have you undertaken at least 150 minutes (2 and a half hours) of exercise including two strength activities, for example, yoga, carrying heavy shopping?	<input type="checkbox"/>
Monthly Wellbeing Considerations	
Have you met with your line manager and had a constructive discussion?	<input type="checkbox"/>
Have you asked your peers for support when you needed it?	<input type="checkbox"/>
Have you had useful reflective supervision session this month?	<input type="checkbox"/>

If you answer no to some or many of these things, weigh up the impact on you for the short and long term. Identify how you could move one or two things on. Set yourself an achievable goal. Talk to someone helpful about the changes you want to make.

Self-care resources on BASW website:

[www.basw.co.uk/quick-guide-self-care-social-workers-during-covid-19](http://www.basw.co.uk/quick-guide-self-care-social-workers-during-covid-19)

[www.basw.co.uk/media/news/2020/apr/messages-self-care-and-resilience-neil-thompson-basw-cymru-ambassador](http://www.basw.co.uk/media/news/2020/apr/messages-self-care-and-resilience-neil-thompson-basw-cymru-ambassador)

[www.gov.uk/government/publications/coronavirus-covid-19-health-and-wellbeing-of-the-adult-social-care-workforce/health-and-wellbeing-of-the-adult-social-care-workforce](http://www.gov.uk/government/publications/coronavirus-covid-19-health-and-wellbeing-of-the-adult-social-care-workforce/health-and-wellbeing-of-the-adult-social-care-workforce)

## LIVING IT

Reflections of a service user  
by **Jodie McLoughlin**

### Are we more connected but still further apart?

During lockdown a lot of people have had to adapt to new challenges, ways of working and get to grips with various technology or home-based learning.

Some people have taken to this like a duck to water. However this has not been the case for many of us. As a result of visual impairment, mental health and bereavement, I've had difficulty accessing and utilising technology to its full potential.

Unfortunately the least connected seem to be suffering the most. Their usual places to meet have not been open, and their casual friends are isolated at home. Many rely on venues like libraries, cafes and pubs to get internet connection, and until these open they are without the ways to connect with what is available online.

We tend to assume that everybody is tech savvy and highly computer literate nowadays. But if you have not learnt those skills in the first place, not been at work or have various disabilities or financial barriers, online access is not always possible or an ideal way to communicate.

For example I have never been able to get on with laptops and web cams and accessible software is very expensive. I have privacy concerns with Zoom so have not installed it. But I am fortunate compared to some who cannot even afford internet access and don't have the digital skill set.

For those of us with additional access needs, physical and financial barriers, this time has been especially isolating. I have not been able to take part in or facilitate my peer support groups or any other 'lived experience'.

For some this time will have been devastating. For others it might have given them an opportunity to communicate in a different way. Personally I can't wait to stop staring at the screen so that I can be in the same room with people, but I know some who have really embraced the remote links. Of course let us not forget that many disabled people were already isolated, facing financial, physical and social barriers so staying in and having to be adaptable is not unusual for them.

I also believe we should be wary of tone policing or positivity policing online. I have noticed many groups seem to be somewhat competitive when it comes to lockdown activity and trying to outdo each other – neither of which are good for mental wellbeing in my experience.

As a kinaesthetic (hands-on) learner I cannot say I have found it easy to find the motivation or energy to study remotely.



**Allan Norman**  
looks back at  
some of the  
court cases  
and rulings  
that have had  
a major impact  
in the 50 years  
since BASW was  
formed

# Legal cases that shaped social work

## 1. Gillick Competence

In 1981, Victoria Gillick asked her health authority for assurances that contraceptive advice would not be provided to her daughters without her knowledge and consent. Their refusal to provide those assurances ultimately reached the House of Lords. The ruling sets out how children gradually take on rights and responsibilities in accordance with their maturity and understanding, which therefore has to be assessed. Gillick competence is about a lot more than just contraception, and social workers are among those who today still have to assess a child's competence to make important and life changing decisions.

*Gillick v West Norfolk & Wisbech Area Health Authority* [1985] UKHL 7 (17 October 1985)

## 2. Liability for negligence

Do social workers owe a “duty of care” to those they support? Many social workers would assume they do. But the legal consequences of such a duty include the possibility of being sued in negligence by service users. In this case the Lords ruled that introducing liability in negligence would complicate decision-making and potentially distract social workers into defensive practice. This case has long limited the circumstances in which social workers can be sued.

*X (Minors) v Bedfordshire CC* [1995] UKHL 9 (29 June 1995)

## 3. Statutory guidance

The Local Authority Social Services Act of 1970 included at section 7 a power for government ministers to issue guidance that social workers and others should follow. In 1996, in the course of a dispute the details of which are largely forgotten, the High Court had to make sense of this. If it is statutory, in the sense that it is authorised by an Act of Parliament, how can it also be guidance? The court answered, explaining the special hybrid status of “statutory guidance”. The term was not used much before, but all social workers will now be familiar with it, which has proliferated in the years since this judgment.

*R v Islington London Borough Council, Ex p Rixon* [1997] 32 BMLR (17 April 1996)

## 4. Rationing scarce resources

When is a need not a need, and when is the cost of meeting a need relevant to an adult community care assessment? This was the question in Barry, and the answer from the House of Lords confirmed the status of adult community care law as a scheme of lawful rationing. Later cases even under the Care Act 2014 seem to show adult community care is still better seen as a framework for rationing than a scheme of entitlements.

*Barry, R (on the Application of) v Gloucestershire CC & Anor* [1997] UKHL 58 (20 March 1997)

## LEGAL VIEW

### 5. Deprivation of Liberty

In 1998, a young adult HL was deprived of his liberty in Bournwood Hospital in Surrey. The European Court of Human Rights held in 2004 that the common law used to do this did not meet human rights standards, and eventually in response, Deprivation of Liberty Safeguards came into being. The case cast a long shadow, not least as the Supreme Court in *Cheshire West* showed that the safeguards covered nowhere near as many people as needed them. Adult practitioners are coming to terms with greater scrutiny of their actions by courts as a result, even while an effective system of safeguards continues to elude us.

*HL v The United Kingdom - 45508/99 [2004] ECHR 720 (5 October 2004)*

### 6. Common law

An Order had been made to protect a child with significant disabilities from a forced marriage. Munby had to decide whether and how it might be possible to extend this order into adulthood. He observed that judges' ancient powers to protect vulnerable adults on behalf of the monarch had survived into the modern era and went on to use those powers in a social work context.

In an evocative phrase, Alex Ruck Keene has said that Munby in this case was "finding tools down the back of the legal sofa". Today, social workers use common law and the court's inherent jurisdiction to protect children and vulnerable adults frequently, often without even realising it.

*A Local Authority v MA & Ors [2005] EWHC 2942 (Fam) (15 December 2005)*

### 7. Privatisation

An 83-year-old with Alzheimer's lived in accommodation which Birmingham council had transferred to Southern Cross. It turns out what exercised the lawyers was the effect of privatising social services on her rights, and the House of Lords held that as a commercial enterprise, Southern Cross was not bound by them.

The precarious nature of human rights in an era of social work privatisation owes much to the missed opportunities in this case, when a majority of commercial judges showed their commercial colours.

*YL v Birmingham City Council & Ors [2007] UKHL 27 (20 June 2007)*

### 8. Family court transparency

In a turn of events that could not be orchestrated, a care-experienced mother gave birth early to her son, the same day as a judicial review of her pathway plan was being considered in the High Court.

Social workers removed the baby without a court order; the barrister in the public High Court hearing told the judge, who promptly ordered the baby's return to his mother. The media had a field-day speculating whether social workers did this sort of thing all the time. The judge was Munby again. As President of the Family Courts, and influenced by this case, he became known as a champion for transparency.

*G, R (on the application of) v Nottingham City Council [2008] EWHC 400 (Admin) (05 March 2008)*

### 9. Human Dignity

Lady Hale would have found for Elaine MacDonald who, not being incontinent, did not want to wear incontinence pads. But she was in a minority of one, while a majority of the Supreme Court said they "totally disagree with, and deplore" parts of her analysis about how we see human dignity in adult social care. At least she may have managed a wry smile when the European Court of Human Rights endorsed her approach to human dignity in this case, one that sits comfortably with BASW's Code of Ethics.

*McDonald, R (on the application of) v Royal Borough of Kensington and Chelsea [2011] UKSC 33 (6 July 2011)*

### 10. When "nothing else will do"

Lady Hale is alone yet again as four male judges reject an appeal on behalf of an "over-anxious mother" whose daughter was placed for adoption. But who in the field of child protection and adoption hasn't come across "nothing else will do" – Lady Hale's legal explanation that the most draconian intervention is the last resort after careful elimination, not the gold standard?

In a minority judgment she still won the argument – a swathe of successful appeals against placement orders followed, and this case's impact can be seen in the requirements of the Social Work Evidence Template.

*B (a Child), Re [2013] UKSC 33 (12 June 2013)*

### 11. Wellbeing concerns

Scotland's Parliament legislated for a state official to oversee the wellbeing of every child in Scotland. A broad alliance of organisations led by the Christian Institute challenged its right to interfere in the lives of families in this way. The Supreme Court judgment striking down the legislation serves to remind us that we cannot interfere in family life just because we think we could do better. It sets out a blueprint for thinking about when interference is necessary and proportionate, and when we should leave families to get on with it on their own if they wish to.

*The Christian Institute & Ors v The Lord Advocate (Scotland) [2016] UKSC 51 (28 July 2016)*

### 12. Fitness to practice

Felix Ngole was removed from his MA social work course after remarks he made about homosexuality on a public website. The High Court dismissed Mr Ngole's challenge to his removal. Judges carefully considered human rights and equality rights around religion and sexual orientation, the nature of a university's duties to its students and its obligations to the public at large in respect of students undertaking a professional programme such as social work.

The Court of Appeal found the university had interfered disproportionately with Mr Ngole's freedom of expression (though judges also noted "offensive" language condemning homosexuality could bring the profession into disrepute). Together the rulings show the difficult path universities with professional courses must navigate between duties to students, regulators and the public. The cases will likely shape fitness-to-practice regimes for years to come.

*Ngole, R (On the Application Of) v University of Sheffield [2017] EWHC 2669 (Admin) (27 October 2017)*

Allan is qualified in both social work and law. He is in independent practice at Celtic Knot



## ASK DEREK

(He's been a social worker for considerably longer than eight years)

**Q:** With the hairdressers shut for months in lockdown I'm starting to look like Cousin IT from *The Addams Family*. I can't help notice your hair hasn't changed a bit in the last few months. What's your secret?  
Jane, Kettering

**Derek says:** Good question, Jane. I'll mullet over and get back to you. Hopefully my answer will make the cut.

**Q:** How did you occupy yourself during lockdown Derek? My partner and I completed 24 jigsaws and even made one featuring a picture of our cats enjoying a tea party. I'll be glad to get out of the house more.  
Emma, Sheffield

**Derek says:** Me too. I think I accidentally developed my own patented weight gain programme featuring cheese, red wine and

Netflix. I was the anti-Joe Wicks.

**Q:** Congratulations to BASW for turning 50. I enjoyed the social work playlist by DJ Mary Anne Hobbs. What song do you think best represents PSW's much celebrated Ask Derek column over the years?  
Alan, Swansea

**Derek says:** *Help!* by The Beatles.

**Q:** Like BASW I am also celebrating the big 5-0 this year. As an elder statesman, what words of wisdom do you have Derek as I embark on the middle years of my life?  
Trevor, London

**Derek says:** A job half done is better than a job not done at all and don't do today what can be put off until tomorrow.

**Q:** I'm a bit worried about going back to

the office after such a long time working from home. Do you have any advice on how to ease the re-integration process Derek?

Angus, Aberdeen

**Derek says:** Follow my five step-programme: day one: set your alarm to before 10am; day two: wear socks; day three: wear socks and shoes; day four: reduce visits to the fridge to once an hour; day five: get out of bed

**Q:** One good thing that's come out of this enforced isolation is that I have had a chance to finish my autobiography/self-help book, *Swimming With Me*. What have you achieved Derek?  
Martha, Welshpool

**Derek says:** I've finished the entire series of *Game of Thrones*, made a good start on *House of Cards* and revisited *Sex in the City*.

## The British Journal of SOCIAL WORK

### VISIT

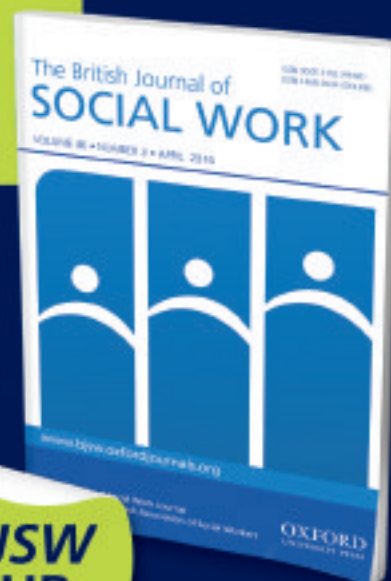
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The professional association for  
social work and social workers

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## ENGLAND VIEWS

# Imagining social work in 2070 after 50 years of rapid, radical change



**A**s I sit in my virtual office in 2070, I reflect on the last 50 years of social work. George Floyd's legacy lives on, his horrific murder mobilised reform. After 2020 racism was not buried again.

Equality is core in the way we're taught, live and work. The social services departments of the past were radically changed by year-on-year reforms and political changes.

The UK saw full devolution in its countries. Landmarks in politics include England voting in its first black prime minister and the USA its first female black president.

In social work, the local community Equalities and Social Justice (ESJs) hubs now run what used to be called 'social care'. The workforce report directly to citizens, who are in control of how staff and androids deliver what we used to call services and support. For everyone, technological advances have changed the balance between work and life dramatically, with a significant restructuring of jobs, hours, and workplaces commencing 2035.

All citizens, the young and old are supported and cared for by communities. Equalities and Social Justice hubs ensure all can access land, food and wellbeing resources.

**'For all the tech, we've learnt we can't replace relationship-based interactions'**

We used to be called social workers, we are now called Freedom Enablers. Our role is to ensure every child, young person and our elders have the freedom to flourish and to live their lives free from oppression, discrimination and abuse, including from androids.

A law passed to ensure that all Freedom Enablers must be human resulted from the learning of the strengths, challenges and impacts of technological advancements. The Human Interaction Movement following the decade recurrence of pandemics greatly influenced this.

Our learning on earth directly influenced the development of space stations and new settlements on the moon. We have learnt as a society that whatever titles we may be given – social workers, Freedom Enablers – our role is critical.

We know in our work that we can never replace relationship-based interactions. The importance of direct face to face contact, a hug, an act of kindness, a smile, a welcome hello and goodbye. It is quite incredible that this movement kept its name from the past... 80/20.

**Maris Stratulis, national director BASW England**

## NORTHERN IRELAND VIEWS

# I hope future generations get to work in system that puts relationships first



**T**here is something about turning 50 that forces one to reflect on what has come before and look forward to what lies ahead. As someone who shared this significant (and slightly terrifying) birthday with BASW this year trust me I know what I am talking about! It is therefore apt to set out our aspirations for the next 50 years of social work.

Obviously, I hope for world peace, an end to hunger and discrimination in all its hideous forms, a fair, just, and equitable society with a well-resourced person-centred health and social care system.

For social work in Northern Ireland specifically my hope is that future generations of social workers will be working in a system that truly prioritises relationship-based practice. I hope they look back with horror on the years we spent 80 per cent of our time on bureaucracy and only 20 per cent with people. I know from speaking with thousands of social workers every year that is the one thing that would most transform their professional lives.

This last year also marked another 50th anniversary, that of the start of The Troubles. There has been much reflection on our progress as a society and BASW NI proudly

**'We need to stop voting against something and vote for something'**

contributed by publishing the *Voice of Social Workers* during *The Troubles* report. I hope we have moved past our flawed sense of what a post-conflict society looks like.

We have come far, yet we have such a long way to travel. Without a process of truth and reconciliation I am not sure how we get there as so many painful issues remain unresolved.

Our current power sharing arrangements require radical overhaul to provide the political leadership we need. As citizens we play a huge part in that and I hope that over the coming years we see our politics evolve to be less "green and orange". We need all our people to cease voting against something – "to keep the other side out" – and to begin to vote for something such as politicians who reflects our views on important social and economic policies.

It is these issues that really join and connect us. My hope is that we all vote on the basis of social care, health, education, housing, poverty, and welfare, rather than the limited binary identity as nationalist or unionist.

I look forward to playing our part and working hard to make these hopes a reality.

**Carolyn Ewart, national director BASW NI**

## SCOTLAND VIEWS

# Times of great change are a chance for us to build something better



**W**e are living through a time of huge change. Some of it is being forced upon us by the coronavirus pandemic and the restrictions on daily life it has brought. But lots of change is also being driven by passionate activism, such as those fighting racism in all its forms.

I've been deeply moved by the protests and campaigning we're seeing in Scotland, the rest of the UK and the world in the wake of the death of George Floyd and others.

This touches the nerve of social justice and equality that need to be at the centre of our profession, as does the pandemic's disproportionate impacts on different groups.

These unprecedented, unsettling times of change are an opportunity to make things better. That includes within social work but it will mean having honest, constructive – and yes sometimes uncomfortable – discussions about what we want our profession to look like in the future.

I want social work to truly celebrate and support diversity. We need to actively create opportunities for people with all sorts of backgrounds and should think of ways on how we

can use our privilege to even out disadvantage for others. We would all gain from doing so.

I want to see real empowerment with people at the centre of decision making. We need to listen more and be facilitators of change who help people to make decisions for themselves instead of assuming that we know better.

We need to promote real participation instead of tokenism by using participatory models in all areas of decision making. Models like Self-Directed Support, Family Group Decision Making, Restorative Practice etc. can help. Those models should not be used to save on resources but seen as an absolute right for people to make decisions about their own lives and to get a say in decisions about their loved ones. People are the experts of their own lives.

And finally, I want social workers to find our voice again. We have lots to offer and lots to say as we see injustice in our society daily. We have a platform to amplify messages of those we support who may not (yet) have the same opportunity or influence. We must use it.

**Karin Heber, SASW professional officer**

**'We need to actively create opportunities for people from all backgrounds'**

## SOCIAL WORKERS UNION VIEWS

# Hopes for the future? End austerity and the blame culture for starters



**A**s BASW celebrates its 50th year, I'm also marking an anniversary - it is ten years since I started working for the association. Recently I have been reflecting on how things have changed in social work during that period and how things might change in the future.

One of the major changes over the last ten years has been the policy of austerity and year-on-year spending cuts. This has wreaked havoc with our work as social workers and damaged the lives of the most vulnerable people in our society, many of whom we work with on a daily basis.

So when I think of what I'd like to see social work look like in the future there's no doubt one of my first ambitions is for austerity to truly end and our profession be given the proper resources to do our jobs. We need out work to be 'needs-led', rather than being 'resource-led'.

Another issue close to my heart is that we must do away with the blame culture in social work. I've seen that grow over the last decade.

Maybe it was always there and I had just been (mostly) lucky in my career, but I have certainly heard more of it

from our members during my work in the Advice and Representation Service.

I don't see 'blame' as ever being helpful; we all make mistakes – and so we should – that's largely how we human beings learn and develop. But in my view there is far too much 'back-covering' and fearful practice today.

The reasons for this are complex. But for me it seems likely that one of the many factors is that whenever there is a tragedy where social workers have been involved, the media has a tendency to seek out the easy target – social workers! Nobody wants to be the person named, shamed and scapegoated.

So my plea has to be for more people to realise this and for all of us to be a bit kinder to each other and genuinely work together, for the benefit of all our citizens.

Lastly, I would like to see social work properly recognised, celebrated and rewarded for the fascinating work that it is. Yes, it's often challenging but I always said it was "the best job in the world!" and I haven't changed my mind.

Hang in there, guys – we can change the world!

**Lien Watts, head of advice and representation service**



## WALES VIEWS

# Social workers here and elsewhere are ready for a rights revolution



**W**e have all become used to hearing the phrase 'building back better' but what does this mean in practice?

The ongoing COVID-19 pandemic has exposed pre-existing inequalities in Wales. In the recovery phase social work has a chance to create solutions which are strengthened by our values and codes of ethics.

Social workers are only too aware of the impact of poverty on the wellbeing and life-chances of those they support. This is essential knowledge that decision-makers in Wales must hear and act upon.

The pandemic has reinforced that there is a Ffordd Cymraeg/Welsh Way and that our devolved government is prepared to act independently of Westminster in how it protects and supports our citizens.

Social work must harness this confidence to re-establish the essential community role of social work. We need to rebuild better from the grassroots, standing alongside the countless numbers of our citizens and communities that have stepped up to support one another in the interruption or absence of formal support mechanisms.

**'We need to re-establish the essential community role of social work'**

In the coming months we're expecting a tsunami of need, including job losses and the psychological impact of lockdown. Social workers have an ethical duty to listen, hear and amplify those voices. To do that we must be in the spaces where these stories are told – in schools and colleges, in GP/primary care hubs, in food banks, in places of faith and worship. Community-based social work must be part of our future.

With the Social Services and Wellbeing (Wales) Act 2014, The Wellbeing of Future Generations Act 2015 and *A Healthier Wales* we have the legislative and policy framework to support a reimagining of social work to one that truly reflects not only our professional ethics and values but also the principles of citizen voice, co-production, wellbeing, prevention, advocacy and choice.

As Silvana Martinez and Rory Truell of the International Federation of Social Workers recently stated: "Social work is ready for a new social rights revolution. We are ready in protest. We are ready in communities. We are ready in working with governments. We are ready for change!"

**Allison Hulmes, BASW Wales national director**

## CYMRU VIEWS

# Mae gwaith cymdeithasol a chymunedau yn barod am chwyldro hawliau cymdeithasol

**M**ae pawb ohonom wedi hen arfer a chlywed yr ymadrodd "building back better" ond beth yw ystyr hyn mewn gwirionedd?

Mae'r pandemig COVID-19 cyfredol wedi datgelu anghyfartaleddau oedd yn bodoli yng nghynt y Nghymru. Yn y cyfnod o adfer, bydd gwaith cymdeithasol yn cael y cyfle i greu atebion a atgyfnerthir gan ein gwerthoedd a'n codau moeseg.

Mae gweithwyr cymdeithasol yn ymwybodol iawn o effaith tlodi ar lesiant a chyfleon bywyd y rhai maent yn eu cynnal. Mae hyn yn wybodaeth hanfodol rhaid i'r rhai yng Nghymru sy'n gwneud penderfyniadau roi sylw iddo a gweithredu arno. Mae'r pandemig wedi cadarnhau bod yna Ffordd Gymreig / Welsh Way a bod ein llywodraeth ddatganoledig yn barod i weithredu ar wahân i San Steffan ar sut i ddiogelu a chynnal ein trigolion.

Rhaid i waith cymdeithasol bachu ar yr hyder hwn er mwyn ail-greu rôl cymunedol hanfodol gwaith cymdeithasol. Mae angen i ni ailadeiladu o'n sylfeini, gan gydsefyll a'r nifer dirifedi o'n trigolion a'n cymunedau a gamodd ymlaen i gefnogi ei gilydd yn nhoriad ag absenoldeb unrhyw beirianwaith cefnogi ffurfiol.

Yn y misoedd sy'n dod, rydym yn disgwyl tswami o

**'Mae angen i ni ail-greu rôl cymunedol hanfodol gwaith cymdeithasol'**

anghenion, yn cynnwys effaith colli swyddi ac effaith seicolegol cloi lawr. Mae gan weithwyr cymdeithasol dyletswydd moesol i wrando, clywed a chwyddleisio'r geiriau hyn. I wneud hyn rhaid i ni fod yn y lleoliadau hynny lle datgelir y storïau hyn - mewn ysgolion a cholegau, mewn meddygfeydd / canolfannau gofal cychwynnol, mewn banciau bwyd, mewn mannau ffydd ag addoldai. Rhaid i waith cymdeithasol sy'n seiliedig ar y gymuned fod yn rhan o'n dyfodol.

Gyda Deddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014, Deddf Llesiant Cenedlaethau'r Dyfodol 2015 a 'Cymru Mwy Iach' mae gennym fframwaith deddfwriaethol a pholisi i gefnogi ail-ddelweddu gwaith cymdeithasol i un sy'n wirioneddol adlewyrchu, nid yn unig ein moeseg a'n gwerthoedd proffesiynol, ond hefyd egwyddorion llais yr unigolyn, cyd-gynnyrch, llesiant, atal, adfocatiaeth a dewis.

Fel datganodd Silvana Martinez a Rory Truell o Ffederasiwn Rhyngwladol Gweithwyr Cymdeithasol yn ddiweddar: "Mae gwaith cymdeithasol yn barod am chwyldro hawliau cymdeithasol newydd. Rydym yn barod mewn gwrthwynebiad. Rydym yn barod mewn cymunedau. Rydym yn barod wrth weithio gyda llywodraethau. Rydym yn barod am newid!"

**Allison Hulmes, Cyfarwyddwraig Genedlaethol BASW Cymru**

# Social Workers' Benevolent Trust

Caring for those who care  
Please make a donation

**The Social Workers' Benevolent Trust (SWBT) is the UK's only charity dedicated to helping social workers when times are difficult.**

The charity is receiving increased requests for funding and The Coronavirus pandemic has increased the need for urgent funds.

The trust offers financial help to social workers and their dependants in times of hardship, for example when experiencing sickness, bereavement, family difficulties or sudden catastrophe.

It is a small charity with limited funds, and it aims to provide grants that will make a tangible difference to the applicants. The trustees consider grants at their bi-monthly meetings and applicants need to complete an application form if they wish to be considered for a grant.

**You can make donations to the trust by:**

## ● Online Giving

Online donations can be made at [www.justgiving.com/socialworkers-benevolent-trust](http://www.justgiving.com/socialworkers-benevolent-trust)

## ● Standing Orders

Download the form SWBT-Gift Aid on the website: [SWBT.org](http://SWBT.org) and return to the Honorary Treasurer, SWBT, C/O BASW, Wellesley House, 37 Waterloo Street, Birmingham B2 5PP

## ● One-off Payments

Cheques should be made out to SWBT and sent to The Treasurer, SWBT, C/O BASW, Wellesley House, 37 Waterloo Street, Birmingham B2 5PP

## ● Leaving a Legacy

Include SWBT (Charity number 262889) in your will. More details are available on the SWBT website: [swwb.org](http://swwb.org)

More details are available  
on the website:

**swbt.org**



Charity No. 262889

## DIARY DATES

**16 July**

*BASW England Children & Families Social Work Forum: Strengthen Your Relationship Based Practice*

**16 July**

*Independent social workers – Making the most of your experience with Social Work England*

See advert page 12

**17 July**

*Mentor Support Forum – For NQSWs in practice and social workers seeking employment*

**17 July**

*Practice Educator & Assessor Training*

See advert page 12

**20 July**

*Practice Educator – PEPS 2020 Training*

See advert page 12

**22 July**

*Reflective Connections Training with Siobhan Maclean*

See advert page 12

**22 July**

*BASW England: Children and Families Social Work Forum*

**23 July**

*BASW England Black & Ethnic Minority Professionals Symposium*

**23 July**

*Social Work after the Pandemic: How can we address the outcomes gap for BAME people?*

See advert page 12

**24 July**

*Mentor Support Forum – For NQSWs in practice and social workers seeking employment*

**29 July**

*BASW England: Children and Families Social Work Forum*

**30 July**

*Covid-19 and the Caring Crisis: What new standards are required?*

See advert page 12

**31 July**

*Mentor Support Forum – For NQSWs in practice and social workers seeking employment*

**1 August**

*BASW Student & NQSW Group's Virtual Disco*

See advert page 16

**3 August & 5 October**

*BASW England Committee – Criminal Justice Group*

See advert page 26

**4 August**

*SASW Community of Practice: Criminal Justice*

**12 August**

*SASW Community of Practice: Adult Services*

**13 August**

*Reflective Connections Training with Siobhan Maclean*

**25 August**

*SASW Community of Practice: Children & Families*

**8 September**

*BASW England Committee – Mental Health Group*

**23 September**

*SASW Community of Practice: Adult Services*

**24 September**

*Peer Support: Evidence and Practice in Mental Health Recovery*

See advert page 12

**25 September**

*SWU 2020 General Meeting*

See Formal Notice page 48

**29 September**

*The Creative Trainer: Designing & Delivering Effective Training Solutions*

See advert page 12

**12 November**

*Reflective Practice Masterclass with Siobhan Maclean*

See advert page 12

## Upcoming BASW Branch events

**20 July / 24 Sept / 21 Oct**

**Birmingham & Solihull**

*Virtual Branch meetings*

**28 July: Staffordshire**

*Branch Networking Event*

Venue tbc

**30 July: Black Country**

*Virtual Branch meeting*

**3 August: Cornwall & Devon**

*Virtual Network meeting*

**6 August: Ipswich & Suffolk**

*Virtual Branch meeting*

**16 Sept / 18 Nov**

**Greater Manchester**

*Seminars*

University of Manchester,

Information is correct at time of going to press.

**Visit [www.basw.co.uk/events](http://www.basw.co.uk/events) for full details**

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