

# BRITISH ASSOCIATION OF SOCIAL WORKERS ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 30TH SEPTEMBER 2021



**THE STRONG INDEPENDENT VOICE OF  
SOCIAL WORK AND SOCIAL WORKERS**

# **BASW**

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

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- Confidentiality statement: All references
- to individuals in this report are with the
- permission of the identifiable person.

**British Association of Social Workers**  
(A company limited by guarantee)

## Company information

<b>Company number</b>	00982041
<b>Registered office</b>	Wellesley House, 37 Waterloo Street, Birmingham B2 5PP
<b>Auditors</b>	Dains LLP 15 Colmore Row, Birmingham B3 2BH



**CHAIR**  
**GERRY NOSOWSKA**  
FROM JUNE 2018



**VICE CHAIR**  
**LEWIS ROBERTS**  
FROM SEPTEMBER 2020



**TREASURER**  
**ANN MOIR**  
FROM SEPTEMBER 2021



**JONATHAN DUDLEY**  
FROM OCTOBER 2016-  
SEPTEMBER 2021

## ENGLAND COMMITTEE APPOINTED DIRECTORS

**ANDY GILL** FROM MAY 2017  
**ANGIE BARTOLI** FROM MAY 2017

## NORTHERN IRELAND COMMITTEE APPOINTED DIRECTORS

**ORLAITH MCGIBBON** FROM FEBRUARY 2020  
**ANN MOIR** FROM MAY 2020-SEPTEMBER 2021

## SCOTLAND COMMITTEE APPOINTED DIRECTORS

**JUDE CURRIE** FROM MAY 2020  
**LINDSEY YOUNG** FROM SEPTEMBER 2020

## WALES COMMITTEE APPOINTED DIRECTORS

**NEETA BAICHER** FROM OCTOBER 2017  
**CHRISTIAN BEECH** FROM APRIL 2018

## CHAIR, INTERNATIONAL COMMITTEE

**DR RUKHSANA FAROOQI** FROM SEPTEMBER 2021-NOVEMBER 2021  
**DAVID N JONES** FROM SEPTEMBER 2017-SEPTEMBER 2021

## CHAIR, POLICY ETHICS & HUMAN RIGHTS COMMITTEE

**MARTIN SEXTON** FROM SEPTEMBER 2020

## ELECTED DIRECTORS

**JULIA ROSS** FROM NOVEMBER 2019  
**MANDEEP GILL** FROM SEPTEMBER 2020  
**ANNIE HO** FROM SEPTEMBER 2021  
**LESLEY BEST** FROM SEPTEMBER 2021

## CO-OPTED DIRECTORS

**NARINDER SIDHU** FROM DECEMBER 2019-JANUARY 2021  
**CHARMAINE MALCOLM** FROM SEPTEMBER 2020  
**HARI SEWELL** FROM SEPTEMBER 2020  
**CAMELIA CHOWDHURY** FROM MAY 2021



This is my last Annual Report as Chair. In my election statement in 2018 I said: "I want all social workers to feel that BASW listens to them, involves them and supports them. All our activities should be in partnership with people who have lived experience of social work support. We need to impact on our context."

### These three aspirations are highly connected:

- BASW needs to be an ethical place of belonging for all social workers so it can truly represent social work.
- BASW needs the wisdom and expertise of Experts by Experience so it can represent social work as a force for good.
- As a genuinely representative association allied with Experts by Experience, BASW can fully realise its potential to make positive change.

### These are my reflections on these areas as we finish our year of 2020-21:

BASW's vision is aspirational and is right to be so. We have set out our aims in clear statements. These cement decades of work by members and reflect a real urgency to live our ethics. BASW's positions – on Equality, Diversity and Inclusion, involvement of Experts by Experience, sustainability and human rights – set high standards. They require us to each play our part and, where we have privilege, to set this aside and share power. We can draw strength and hope from the impact this ethical work has.

There is a lot to celebrate. When I look at the diverse involvement of talented members, the genuine co-production that is happening, the support given to social workers through COVID-19, the thanks for our services from our members, the



GERRY NOSOWSKA, BASW UK CHAIR

influence we have on policy and the innovation, I am proud to be part of BASW.

We also know that there is more to do to fulfil our vision. We strive to listen, recognise where change is needed and act. It helps to be transparent about the complexity of change and the competing priorities that arise. And to recognise that this is an ongoing endeavour.



BASW has good reason to be optimistic for the future. The heritage project for our 50th anniversary showed that the association has never taken the easiest path. BASW is a value-led organisation and going back to our ethics – the dignity of everyone, the need for equity, the importance of integrity – has kept us on the right route, whatever has happened along the way. As I write this, BASW has its highest membership ever, it has huge passion and commitment, it has a Vision and Mission firmly grounded in social work ethics. There is so much to look forward to.

I am grateful for the opportunity to have been your Chair. Thank you to all members, staff and allies who have supported me. It has been a wonderful experience and I wish all the best to those who follow me.

Keep challenging and keep celebrating. Let's never underestimate ourselves, and the power of positive change in social work and in our world.

**Gerry Nosowska**  
Chair



At the AGM at the start of 2020/21, we adopted our new 2020-2025 Mission pillars: to act For Social Workers, For Social Work and For A Better Society. We also adopted our Vision – that *by 2025 social work will be a thriving, influential, respected profession, improving lives and upholding people's rights across the UK.*

Inevitably, BASW has more control over our strategic Mission pillars – what we do - than our Vision for social work. This is influenced by so many factors - such as funding, political ideology, public perception and the policies that shape services and organisations both locally and nationally.

But throughout 2020/21, in pursuing our Mission pillars, BASW members and staff have undoubtedly contributed to social work (and social workers) thriving, having tangible influence on politicians and policy makers, being respected for our opinions, knowledge and impact, challenging the injustices that get in the way of people living the lives they want, promoting good practice, and standing up for human and social rights.

This report reflects and gives some examples of how we have done this. While there is far to travel – and with aspiration inevitably come struggle and a desire to always do more – I commend this report to the membership; it conveys great efforts and often big strides taken in this year by members of the association and supporting staff.

This year started 'at the end of the beginning' of the COVID-19 pandemic in September 2020 and finished at what we hope was the 'beginning of the end' in September 2021. Throughout, BASW strove to rise to the challenges of supporting members through the radical changes in working practices they were experiencing alongside pandemic risks (to self, family, friends and colleagues), ethical dilemmas and (as we often heard) exhaustion. Through a time when we



RUTH ALLEN, BASW CEO

became more physically separated from colleagues, BASW developed and applied digital technology to reach out and ensure connectedness could continue and indeed in many ways deepen and extend.

Through this difficult and often strange year, we managed to keep focused on developing and improving the organisation, our services and support for members. This included: increasing the number and range of professional development offers online; increasing our e-communications and online journalism; developing our influencing activities and impacts in the parliaments and assemblies across the UK; increasing the number of member-led groups and branches and establishing a new coaching service run by social workers for members. We repurposed our budget, converting savings from less staff travel, overnight stays and face-to-face activities into direct service and support improvements. Membership levels and member engagement and participation grew and feedback from members was very positive.

We also invested our time, thinking and resources in our transformational themes – improving equality, diversity and inclusion (EDI), co-production with experts by experience of using services and environmental sustainability. These are important threads throughout this report.

Of course, these are not the only ethical and rights-related priorities for BASW, but they are very important for the future culture and ethical standing of BASW – and social work. As Gerry notes in her Chair's report, these themes interrelate and validate each other. They are also all ways in which we can bring our Code of



# CHIEF EXECUTIVE'S INTRODUCTION

Ethics to life at a time when society needs to hear social workers' voices on the imperatives of equality, inclusion, co-creation with citizens, social and ecological justice.

This year's report shows how these themes have been developed throughout our work. Some key highlights of progress on our transformational themes are summarised below:



## Equality, Diversity and Inclusion (EDI)

- Appointed three dedicated part-time lead staff on fixed term contracts to work on EDI priorities across the four nations and develop approaches for BASW for the long term
- Developed a plan for EDI action by members and staff, across all parts of the association with specific activities in each nation, reflecting national as well as UK priorities
- Undertook innovative work in supporting and advocating for Lesbian, Gay, Bi-Sexual, Transgender, Queer (plus) rights, social work practice and education
- Undertook a range of anti-racism training, tailored to national and organisational needs
- Further developed the Equality, Diversity and Inclusion Advisory Group to Council, ensuring its route to feeding into Council and developing its links with other relevant groups and committees.
- Developed other groups focused on the experience and needs of black and ethnic minority groups at country level
- Supported the establishment of the Diaspora Social Worker and Gypsy, Roma and Traveller Special Interest Groups

- Consolidated the diversification of Council membership particularly in respect of ethnicity, gender and age, and met our leadership transformation standards
- Commenced the production of a series of position statements on EDI (for adoption by Policy, Ethics and Human Rights Committee) and emphasised our commitment to promoting an intersectional 'inclusive approach to inclusion' within BASW and social work

## Experts by Experience (EbE)

- Made progress in embedding the contributions of people with lived (and living) experience of social work in the work of our committees, groups, events, publications and courses, etc
- Worked with the *British Journal of Social Work* and provided resources to commission and co-produce a special Experts by Experience edition
- Reviewed our Framework and approach to involvement at UK level in a stocktake with Experts by Experience in the summer of 2021, leading to a revised Framework (and the establishment of a UK EbE oversight group able to feed into Council in 21/22)
- Supported members and staff with lived experience of social work and other public services to share their stories, experiences and calls for improvement e.g. in publications, presentations and other media work

## Sustainability

- Promoted sustainability and environmental justice topics in our learning events, conferences, *PSW* magazine and in the work of the Social Work in Emergencies and Disasters Special Interest Group
- Worked towards eliminating purchase and use of non-environmentally friendly tangible assets (e.g. plastic items, large print runs, mailed items etc)
- Repurposed spend on travel, overnight stays, hire of venues and other member and staff expenses because of the pandemic into additional staff, creating employment and ensuring the continuing development of the association on a long-term flexible working arrangement
- Planned for permanent move to working from home and flexible meeting, working and learning options for staff and members through investment in digital/online working systems
- Started the process of permanent closure of self-contained offices in Edinburgh and Cardiff (concluded in 21/22), reducing energy use and spend on utilities for the long term
- Planned review of our investment portfolio to further increase sustainability and environmental justice ethos throughout

**Ruth Allen**  
Chief Executive Officer

## Finance and Organisational Development (FOD) Committee



ANN MOIR,  
BASW HONORARY TREASURER

At the start of this period, FOD commended a deficit budget to BASW Council, agreeing to apply surplus funds from the previous budget.

As shown in the Statement of Accounts, we successfully ended our financial year on balance. However, we experienced unforeseen increases in some essential costs as well as difficulties with the rollout of the new CRM direct debit collection function. These were balanced by the delayed appointment of several staff posts, and as we continue to deliver many of our services virtually, our outgoings have remained lower across the year. These fluctuations were stabilised thanks to the diligence of the Finance and Executive teams.

One of the most notable changes in the accounts this year is to our overall annual turnover. This has doubled thanks to expanding business development projects, particularly the Social Work Employment Services.

Our membership reached unprecedented levels and our non-member reach has continued to increase. Regular surveys indicate that member satisfaction remains high. This outcome is in large part due to the hard work and flexibility of staff across all areas of the organisation. Rigorous external scrutiny by the auditors also

found BASW to be working to the highest levels of financial probity. Within the Committee we also address BASW's responsibilities as an employer and review how our business plan can be shaped to support the achievement of better outcomes.

Considering the lessons from 2021, we are modifying our planning processes for the current year and beyond with a project management approach. It is now common practice to operate in a largely online environment and BASW has continued to refine and improve member engagement and experience in the virtual realm. However, there remains a desire to meet face-to-face when we can.

I want to thank my member colleagues on the Finance and Organisational Development Committee for their contributions. We are supported by an experienced and pioneering staff team. Thanks to this joint effort, the Association is well placed to continue to blaze a trail for social workers, social work, and a better society.

**Ann Moir**  
BASW Honorary Treasurer

COVID 19

What we do

Membership

Training/CPD

Resources

Log in

## Membership

Join a community of over 20,000 UK social workers working to the highest professional standards

### In this section

- Join BASW
- Why become a member?
- Membership types
- Independent members
- Renewals
- BeBASW - promotional material





## Policy, Ethics and Human Rights Committee (PEHR)



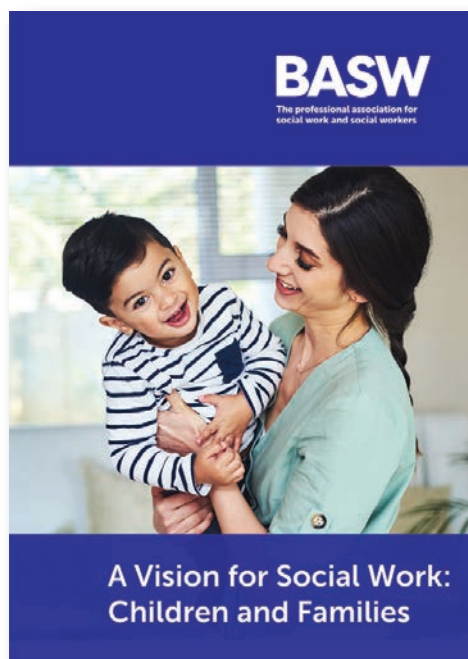
MARTIN SEXTON,  
CHAIR, POLICY, ETHICS AND  
HUMAN RIGHTS COMMITTEE

The work of PEHR continued to be dominated by the response to COVID-19. Key work including responding to the human rights implications of the Coronavirus Bill (subsequently Act) and developing *Post Lockdown Ethical Guidance for Social Workers*.

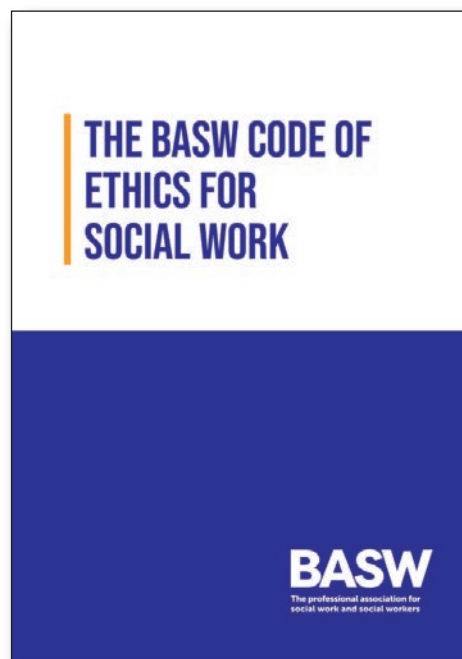
PEHR members were also actively involved in reviewing BASW guidance and communication on Do Not Resuscitate (DNR) Orders, care home visiting, PPE for social workers and vaccination.

As a reaction to the pandemic and a desire to shape 'a new normal', PEHR developed two forward-looking documents: *A Vision for Social Work: Children and Families* and *A Vision for Social Work: Adults*.

In March 2021 the Government set out new legislative proposals around asylum seekers, alongside a range of other immigration and citizenship-related issues. Social workers have specialist responsibilities regarding age determination and unaccompanied asylum-seeking children. The proposals have major human rights implications for perhaps one of the most vulnerable groups and BASW has continued to campaign against these proposals at a range of levels.



The BASW Code of Ethics was first adopted in 1975 and remains a foundational document which is widely used both in the UK and abroad. The Code is regularly updated, most recently in 2014, and this year PEHR reviewed the Code in response to the edited IFSW Statement of Ethical Principles (2018). The refreshed Code was launched in July 2021. PEHR also produced two related documents: *Promoting Debate in Line with BASW Values* and *Ethical Partnerships*.



Finally, PEHR is responsible for Special Interest Groups (SIGs), groups of members who come together to share expertise and help shape policy and specific areas of practice. PEHR renewed the guidance and requirements for SIGs to help support and maintain this important work and we welcomed three new Special Interest Groups: the Diaspora SIG, the Emergencies and Disasters SIG, and preparing to launch the Gypsy, Roma and Traveller SIG.

**Martin Sexton, Chair, PEHR Committee**

## International Committee (IC)

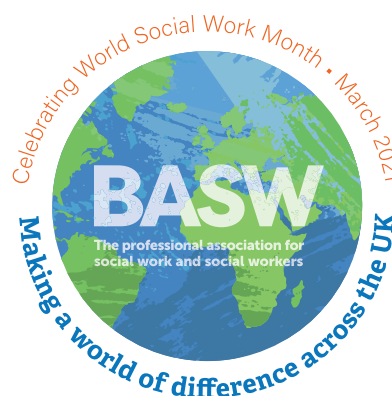


DAVID N JONES,  
CHAIR, INTERNATIONAL COMMITTEE

BASW maintained active involvement with the International Federation of Social Workers (IFSW) and attended the IFSW delegates' meeting in November 2020.

The IFSW Global Conference for 2020 had been cancelled due to the pandemic and IFSW transitioned from a body that required face-to-face meetings (which are often too expensive and too complex for many members to attend) to one that worked and made decisions online. IFSW Europe launched a new project to research and support the needs of newly qualified social workers and we were delighted that it was a social work team based in the UK who won the contract to deliver the project. BASW members maintain active roles in the governance of IFSW Europe and Global.

countries: to India (two projects), Zambia, Kenya, Malawi, Guinea Bissau, Uganda and Palestine (a separate report on this work is now available).



A key challenge during the pandemic was the function of the International Development Fund (IDF), which is ringfenced funding designed to promote international exchange. This was no longer possible in its original conception with a global lockdown in place. However, the impact of COVID-19 was creating great need in those countries where health and welfare systems are less developed than the UK. BASW Council members, International Committee members and staff approved the focus of this fund to refocus on creating an IDF Covid Fund to support social workers helping to prevent and ameliorate suffering in the pandemic. In the reporting period, just under £40,000 has been disbursed across seven

The year also saw the growth and development of the Commonwealth Organisation for Social Work, which BASW IC members were active in supporting, and the foundation of the Diaspora Special Interest Group which brought together social workers who had trained and qualified as social workers outside the UK.

IC members and staff were also active in responding to one-off requests for support, information or advice from social workers from across the world.

**David N Jones**  
Chair, International Committee



## International Development Fund (IDF)

BASW collects a £2 levy as part of membership fees to go towards its International Development Fund (IDF).

## Professional Social Work (PSW) Editorial Advisory Board



DANIEL KEELER AND LAURA DAVIS,  
CO-CHAIRS PROFESSIONAL SOCIAL WORK  
EDITORIAL ADVISORY BOARD

The team at *Professional Social Work* magazine have informed and supported the profession throughout 2021 by sharing inspiring, hopeful content and shining a spotlight on the successes of the profession and the commitment of those within it.

*PSW* represents the diversity of the profession and those we work with. The magazine reflects the breadth of knowledge and skills that social work requires. *PSW* challenges us to think about the areas we need to develop and turns the lens outwards to the challenges and structural issues that impact on people we work with. *PSW* combines a regional, national and international focus, for example the coverage of the Afghan crisis in October 2021.

We have seen increased online content and traffic and *PSW* is consistently identified as a highly valued BASW member benefit.

### Work of the Board

The Board held virtual meetings to enable fuller participation and the addition of new members, adding to the richness of discussion. We had reflective discussions regarding content that has led to differing and sometimes contentious reactions from readers. We considered arrangements for the use of freelancers and contingency planning. We consulted with BASW anti-racism lead Shantel Thomas and shared ongoing critical reflections and suggestions for content development.

### Highlights include:

- Standout aspects of our COVID-19 coverage include *Reflections on the Past Year* and *A Year Like No Other* in the Dec/Jan 2021 issue and the in-depth report *The Cost of Caring* in June
- February's issue featured the hard-hitting *How Social Workers can Help Tackle Hoarding*

- *PSW* responded to the issues around supporting transgender young people in *Social Work After Bell vs Tavistock* (February) and *How to Work with Gender Diversity* (December)
- The April 2021 edition of *PSW* made a very clear statement with the cover and headline of *Standing Together Against Violence Towards Women*
- We promoted the voices of experts, such as the impactful interview with Terry Galloway in *99 Homes by the Age of 14*
- We published content challenging the profession to do better, with particular reference to anti-racist practice. This included arguments for de-colonising social work education (March), a powerful In Focus piece from Wayne Reid and *The Careers of Black Social Workers Matter* (April)
- *A Broken System* (May) was a shocking indictment 10 years after Winterbourne, while *Inside a Food Bank* (November) was part of *PSW's* consistent focus on the impact of poverty
- There have also been words of advice, diaries of a practising social worker as well as student and apprentice social workers, book reviews and the well-received feature *Know your History*, plus the reappearance of favourites *Ask Derek* and *Clare in the Community*
- *PSW* has also provided an opportunity to advertise events, professional development and other activities of interest to members

**Daniel Keeler and Laura Davis**  
Co-Chairs, Professional Social Work  
Editorial Advisory Board





## case study

### Professional Social Work Editorial Advisory Board

Sally Parker is the first service user to advise the editorial board of *Professional Social Work*.

She works at Birmingham City University as an Expert by Experience Year 2 Lead.

A former nurse, she went on to work at a special needs school and became a social work service user when, of her four children, one was diagnosed with autism and one with autism and learning disabilities.

“I work in the Health and Life Sciences department at BCU, trying to bring the voice of a parent carer and those with learning disabilities to BCU Social Work students. I am also on the Advisory Forum of Social Work England.

“As a service user I didn’t have access to *PSW*, although I would like it to have a wider reach. I saw the magazine through my social worker friends and liked it. I wondered who was on the editorial board and if I could get involved. I posed the question to BASW just before lockdown and found them very friendly and welcoming. They’d never had someone with lived experience on the board before, but they invited me to a meeting.

“I see my role as helping to tell the stories of those with lived experience. You may not be particularly articulate or feel your story isn’t worth listening to, but I want to say this is here, this is what you can share and your voice can inform change.

“I’ve worked with *PSW* editor Shahid Naqvi to make it

easier for people to contribute to the magazine. We explain how we will work with you to make it less daunting. That’s the first phase in breaking the barriers down. The next stage is how to get that out there – how can you contribute if you don’t know the magazine exists? In an ideal world, non-members and service users will also be able to access it.

“I attend regular board meetings and join in email discussions about articles which are up for consideration. The other members are very supportive in helping me to understand topics. I will raise a concern if I feel there’s not enough representation of the voice of lived experience in the magazine, or if it’s not a true representation as I see it. For me, hearing people’s experiences is insightful and can inform, comfort and shock you.

“I think *PSW* is a good, progressive magazine, with some meaty and thought-provoking subjects. It has challenged my thinking and made me see things from the other side. That’s why I think it should be more widely available, to help build empathy and bridges.”

## BASW Cymru



ALLISON HULMES,  
NATIONAL DIRECTOR, BASW CYMRU

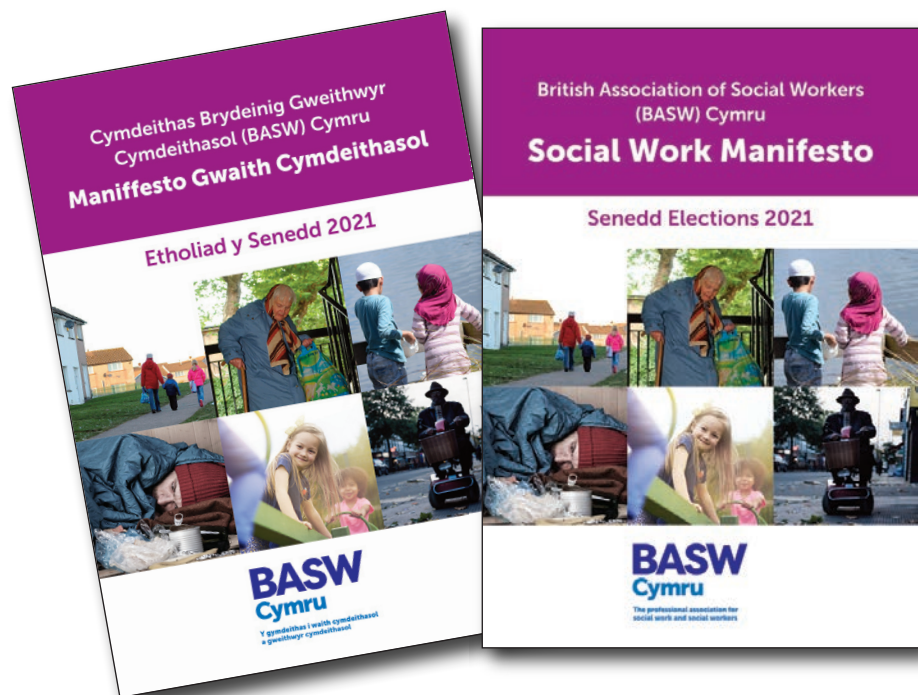
BASW Cymru has continued to prioritise the wellbeing of our membership in a number of ways, including having a strong and independent voice with the Welsh Government, Social Care Wales and other key stakeholders.

The 2021 Election Manifesto of BASW Cymru was framed around **7** key asks, including an independent review of social work in Wales, improvement in the working conditions of social workers in Wales an increase in student bursaries, reform and investment in social care funding, the integration of social workers into emergency planning and the creation of a Chief Social Worker for Wales.

We launched the Social Work Professional Support Service after securing funding from the Welsh Government. Our

Government for their service during the pandemic. This was paid to social care workers in the first instance, and we felt strongly that the essential service of social workers, needed to be recognised and rewarded.

We continued to campaign against poverty alongside our colleagues in the Wales anti-poverty coalition and through our continued support of the Bevan Foundation. This included a call for poverty to be a priority for the new Welsh Government in 2021 and expanding the



research revealed that working conditions for social workers in Wales are worse than the average across the four nations, with higher levels of stress reported than in England.

BASW Cymru ran successful campaigns during this time, not least a campaign for social workers to receive a financial recognition payment by the Welsh

eligibility for free school meals to all pupils in Wales.

We held **19** Communities of Practice, with **340** attendees in total, to support the wellbeing, professional development and peer support of social workers in Wales.

**Allison Hulmes**  
National Director, BASW Cymru



## BASW England



MARIS STRATULIS,  
NATIONAL DIRECTOR, BASW ENGLAND

BASW England has continued to support our members throughout the pandemic. We have engagement with more social workers by providing direct support, peer forums, research and reflective practice events and organisational leader space.

We have increased the number of branches, represented BASW England at regulator, government, Health Education England and integrated stakeholder events and increased our Continuous Professional Development reach. We continue to lobby, campaign, influence, challenge and promote the role of social workers.

Our mentoring service provides one-to-one support and group forums, to newly qualified social workers seeking their first social work job, social workers looking to return to practice after a career break and social workers from abroad seeking employment in England. The service has a robust network of **28** mentors available to provide one-to-one support to individuals. Due to our recruitment success, taking on new mentors was paused.



**Campaign**  
Promoting relationship based practice

BASW England has delivered workshops and presentations at online conferences including a focus on policy reform, the role of social workers in disasters including the pandemic, anti-racism, Equality, Diversity and Inclusion (EDI), Homes not Hospitals and the 80-20 campaign. We are working with **10** Local Authorities, one Teaching Partnership and an Autistic Co-Researchers group to

embed and promote Capabilities Statements and resources.

**3** new branches were ratified; Kent, West Yorkshire and Pan Dorset (covering Dorset, Bournemouth, Christchurch and Poole) and a total of **106** events were held. The role of EDI champions within branches was established in 2021 and continues to grow.

## Professional Capabilities Framework (PCF)

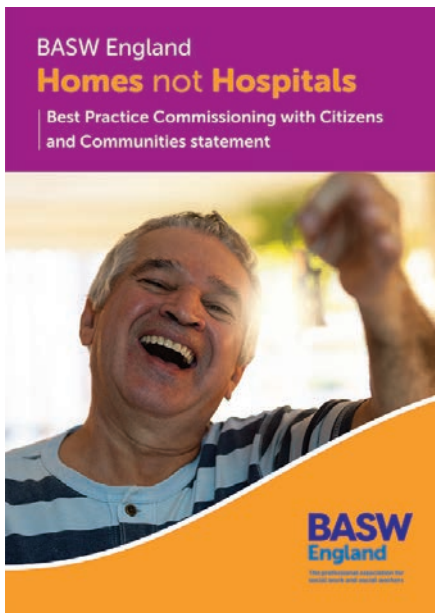
The PCF is a framework for the nine levels of social work in England. Identify which level you are, define your professional capabilities and develop your career. Find out more.





BASW England has developed training and presentations focusing on allyship and anti-racism in social work. To date the team has delivered over **100** presentations and continues to promote the informal online space created by the BASW Black & Ethnic Minority Professionals Symposium (BPS). For example, the BPS held an informal employment skills training event in partnership with Perrett Laver. Smashing the Glass Ceiling - hosted by award-winning mentor Claudia Crawley - was for aspiring black and ethnic minority professionals and students.

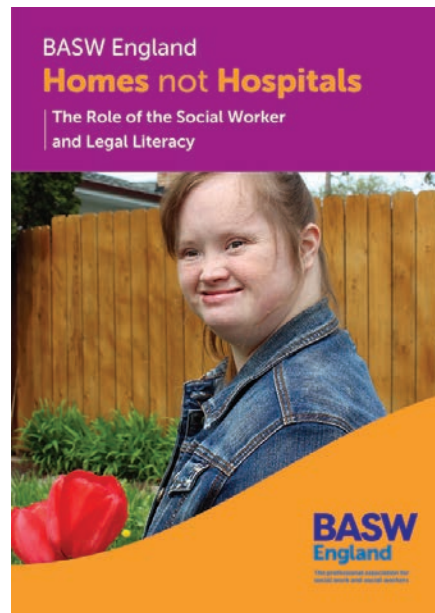
We have developed guidance in partnership with Project 17, Shelter and people with lived experience, to better equip social workers supporting those experiencing homelessness. Also, we partnered with key stakeholders to develop domestic abuse practice guidance. We have established the national Emergency Duty Social Workers Forum and network for social



workers working in health and integrated settings. Our core thematic groups continue to campaign and influence at a local and national level, including BASW England membership group in response to the Independent Review of Children's Social Care.

We have relaunched the BASW England 80-20 Campaign Survey 2021 to include social workers in adult services particularly in the context of the pandemic.

The 'Homes Not Hospitals' workstream within BASW England campaigns and promotes practices to end the institutionalisation in long stay hospitals of people with learning disabilities and autistic people. Promoted by a motion from members in 2019, this work has developed extensively since then and is now embedded and influential within the Department of Health and Social Care in Westminster. It looks at ways to work in partnership with service providers, Local Authorities, the NHS, families, carers and people with lived experience to influence policy and practice reform. There is a specific focus on human rights, historical and current concerns and promoting models of best practice within Local Authorities, NHS and across the sector.



Key documents have been produced to support social workers to work preventatively and strengthen legal literacy with the aim of avoiding admissions to hospital and to ensure social workers and whole systems of care work towards deinstitutionalisation.

The resources also help social workers support, advocate and challenge on behalf of people currently in assessment and treatment units or restrictive settings to enable a return to home as soon as possible.

The wide-ranging reform agenda is a major focus for BASW England, with the publication of the Health and Care Bill, integration, Quality Assurance Framework and workforce development. Our position on the proposals around Discharge to Assess were included in key briefings with MPs.

Our member surveys and meetings fed our contribution to the consultation on Health Education England's review of workforce for the next 15 years. BASW now has a seat at the table as part of key discussions on the future of the health and social care workforce. The Children and Families Group has worked with the BASW Member IRCSC Steering Group to engage members about the purpose of the Independent Review of Children's Social Care (the 'Care Review'), and crucially, to ensure the diverse views of social workers are accurately represented.

Awareness of the Care Review has been raised through regular blogs, podcasts, infographics and drop-in webinars featuring Q&A sessions. Key documents were developed to clearly outline BASW's position, including **10** Key Priority Areas for the Care Review, the BASW Policy Statement on the Review and the Scoping Document. The latter reaffirms key definitions, principles, resources, theories and approaches that are central to the day-to-day practice of Children and Families social workers. Members reported it to be invaluable in raising awareness across their teams.

**Maris Stratulis**  
National Director,  
BASW England

## BASW Northern Ireland



CAROLYN EWART,  
NATIONAL DIRECTOR,  
BASW NORTHERN IRELAND

Alongside many other agencies and individuals, BASW NI rose to the challenge of using digital means to support our members and remain connected. Our committee members switched to meetings online and went from strength to strength, with several new members joining us.

We held **8** Communities of Practice and **3** CPD seminars, attended by over **130** people in total. A special event discussed *Mental Capacity Act in NI: One Year On* while the most popular event was *What a Duty of Candour Means for You*. The mentoring service for Northern Ireland was a direct result of responding to member need, and we were able to work with our Independent members who volunteered their time and expertise to support others social workers struggling with the demands of the job.

We have continued to campaign and to represent the interests of the social work profession at Stormont. The Association submitted written evidence to the NI Assembly Committee for the Health inquiry into the impact of COVID-19 on Care Homes. BASW NI also provided written and oral evidence to the NI Assembly Committee for Health concerning the provisions of the Health and Social Care Bill.

Ongoing engagement with elected representatives in Northern Ireland ensured statements of support for World Social Work Day were provided by the Minister for Health and MLAs Mark H Durkan, Gerry Carroll, Paula Bradley and Rachel Woods. We have continued to build our relationship and joint activities with the Irish Association of Social Workers (see *Practice Development section*).

We gave evidence to the Education Committee at Stormont on our campaign

for an end to Restraint and Seclusion in special schools and played a role in the subsequent Department of Education review. The NI Children and Young Person's Commissioner began a formal review with BASW included on the reference group, and it is hoped this will lead to real change at government level. Our work with service users and carers has been influential on this campaign.

Our staff team has seen some changes throughout the year with an opportunity to move some roles internally. Amanda, our events coordinator, moved to work with the Social Work Professional Support Service team, something made possible by our move to remote working. That saw



the NI team able to reconfigure our finances and we welcomed a new admin and events part-time role with Lindsey Bates joining us in February 2021 and Michelle McMaster joined us as a Professional Officer on a fixed term contract for one year. Both have been great additions to the small NI team of Andy, Martina and I. Together with committee we strive to ensure that members need are met in innovative ways.

**Carolyn Ewart, National Director,  
BASW Northern Ireland**

## SASW



ALISON BAVIDGE,  
NATIONAL DIRECTOR, SASW

While continuing to deliver our usual services the Scottish Association of Social Work (SASW – BASW in Scotland) increased our levels of activity on a number of fronts.

We responded directly to **14** consultations on a wide range of subjects including the Minimum Income Guarantee, drugs deaths, conversion therapy and the proposal to incorporate human rights charters into Scottish Law.

We held **60** events attended by **896** people in total. The most popular on International Women’s Day, held with Scottish Women’s Aid, was attended by **179** people. Other events included the Scottish Mental Health Officers conference, the annual SASW conference and a joint event with Social Work Scotland and the Institute for Research and Innovation in Social Services on digital communication, and the opportunities and the risks associated with it. We delivered **24** Communities of Practice (CoP) through the year and supported members to set up a new CoP for mental health officers.

The Independent Review of Adult Care reported at the beginning of 2021 following the Review’s engagement with the SASW team and our discussion and surveys to our members. This review led to Government proposals for a national care service which will be one of SASW’s main areas of work over the next few years, to ensure social work is able to practice effectively both within and outwith national care service structures. SASW employed an independent contractor (0.6 WTE) from September 2021 to lead our national care service engagement with members, social work stakeholders and Experts by Experience.

The Social Work Professional Support Service (SWPSS) was launched in July 2020 to give social workers a confidential and free peer-to-peer listening service. In June 2021 it was extended to **11,000** social workers in Scotland after SASW secured funding from the Scottish Government. They recruited and trained Scotland-based coaches and worked with

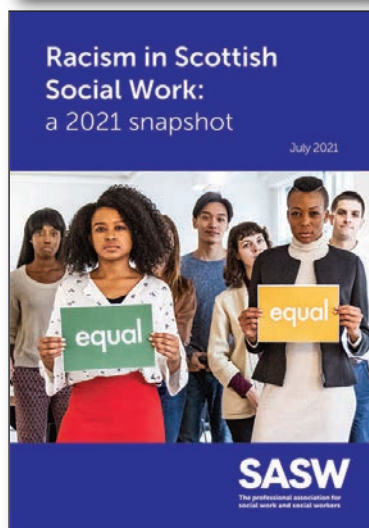
stakeholders to promote the service. Similarly, BASW Cymru secured funding from the Welsh Government to launch the SWPSS in Wales in November 2021 and the service plans to extend to Northern Ireland in April 2022.

During the pandemic, SASW has worked to support social workers by promoting the *Wellbeing and Conditions Toolkit* and ensuring that students and newly-qualified social workers can network and learn together through our forum and a variety of other opportunities. Throughout the year, SASW managed a webpage dedicated to up-to-date Scottish information and guidance on the pandemic and kept members informed by curating the information into special bulletins for members.

I joined as National Director in October 2020.

Our team’s staffing remains at 4.15 WTE. We reviewed our accommodation needs and proposed that we move office, aiming for some long-term resource savings which called for significant planning throughout the year.

**Alison Bavidge**  
National Director, SASW





# FOR SOCIAL WORKERS



Supporting, protecting  
and inspiring social  
workers in all roles,  
and the next generations  
of professionals.

## Advice and Representation (A&R) service



The A&R team continue to provide advice and representation on a range of workplace and regulatory issues. From initial advice calls through our duty system through to representation at complex disciplinary or regulatory body hearings, the team aims to provide an inclusive and consistent service.

We saw a small drop in referrals from a pandemic-related peak last year, although with over **1,800** new referrals, numbers remain higher than the preceding four years.

The team has been developing a dialogue with the Fitness to Practise arm of regulators, including regular meetings with SWE and the commencement of dialogue with Scottish Social Care Council.



The pandemic changed the way the team worked in both employment and regulatory body hearings, with all representations held remotely. There are benefits to this new way of working, enabling better use of time and resources and a greater geographical spread. We found that representation remotely can address the power imbalance innate in formal processes and be an effective mode of representation. However, there are clear disadvantages, with issues on picking up on body language of panels and ensuring members feel adequately supported. While we expect there will be a reversion to some face-to-face work, Social Work England (SWE) has signalled its intent to adopt remote hearings as the default mode.

Through its partnership with the Social Workers Union (SWU), officers represent members as Trade Union Officials where BASW members are also members of SWU. The partnership continues to go from strength to strength, including the provision of regular webinars containing employment advice.

The team continues to develop the provision of advice in clear formats, to provide information in fact sheet form on a range of issues. The duty advice line has been developed to include an initial response service which enables us to act more quickly, to provide the right advice at the right time and prevent delays through the process.

COLIN ANDERSON AND  
LINDSEY HUXTABLE-DOWD,  
SENIOR PRACTITIONERS

**Colin Anderson and Lindsey Huxtable-Dowd, Senior Practitioners, A&R service**

Thank you for all your support through the challenge and emotionally draining period. You have been absolutely brilliant.

The last few weeks have been very difficult personally and professionally and I can only thank you and BASW for being so supportive and available to me in a time of great need.

Thank you so much for all your help – I've really felt like I have been in safe hands.

## case study

**BASW-SWU Advice & Representation service**

I have been a member of BASW since 2013 and have twice used the A&R service, which I've found to be extremely supportive. The first time was in 2014, when I won an employment tribunal for racial discrimination and constructive dismissal.

“The most recent case began in October 2020 when I raised a grievance with my previous manager in regard to styles of leadership and management as well as individual and systemic racism. I left a phone message on the duty service to say I needed representation and was quickly allocated a representative. She has been with me throughout and in instances where things have been overwhelming has been my voice, while always asking me what I want to say.

“She attended every single meeting with me and when I've felt too emotional to speak, she has spoken on my behalf. Where I've had to write statements she has offered helpful suggestions, and she has helped me find independent organisations to undertake grievance investigation.

“The outcome of my grievance was positive but I feel it's never about winning, it's about learning and organisations being able to understand impact.

“The support from the A&R team was invaluable. It can be a very lonely and isolating place to be, no matter how valid your grievances are. And it's not necessarily about having someone on your side. It's about having someone to bounce ideas off and someone who is honest, truthful and objective. They can say ‘I see where you're coming from but have you considered this?’. They can bring a different perspective to it.

“BASW support is always there when I need it. I have never not had someone respond to me, so it's a service I highly recommend. It's good to be able to have someone supporting you who has had social work experience and who understands the challenges, demands and pressures we face. Everything was conducted virtually or on the phone, so I would love to be able to meet my rep now in person to thank her.”

I write to thank you for being a great help to me at a time where I needed sound independent counsel. Your negotiation skills and attention to fine detail made the difference when it mattered.

I could not have asked for more. Professional, helpful, realistic and available at an enormously challenging time. Kept me grounded.





# Professional Support Service

## Supporting you as you support others

BASW launched the Social Work Professional Support Service (SWPSS) in July 2020 in direct response to the needs of members during the early part of the COVID-19 pandemic. Designed by and for social workers, the SWPSS provides a confidential and safe peer-to-peer listening space for social workers to work through, and think about, positive solutions to both personal and professional challenges. The service is delivered in partnership with Strengthening Practice, a relational training company, and is built around a peer coaching model. Every member can access three, free-of-charge sessions delivered via a digital platform.

### The service:

- Accesses trained coaches specialising in a range of social work areas across the UK.
- Provides a safe and empathetic space to think through any professional and/or personal challenges.
- Supports self-care, wellbeing and coping.
- Improves social work through enabling social workers to help themselves to support the people they work with – leading to better outcomes.
- Has an ambition to have an impact on the culture of practice, enabling social workers to better take care of themselves.

We have established a dynamic and engaged network of high-quality, committed volunteer coaches and the voluntary ethos is at the heart of the service, with a sense of it being about something we are doing for ourselves and each other as a profession.

The SWPSS was an innovation in support, originally for a fixed trial period. A significant achievement over the last year has been securing a sustainable and long-term future for the service.

### Outcomes include:

- **374** registrations since the launch date with **363** sessions delivered.
- Securing an additional extended grant from the Covid Healthcare Support Appeal, providing an opportunity to join a network of other support organisations across the public sector.
- Extending the service to all **11,000** social workers in Scotland (June 2021) and **6,000** social workers in Wales (November 2021). The service launches in Northern Ireland in April 2022 and discussions have also taken place with sector leaders in England.
- Undertaking wide-ranging evaluation activities to provide evidence of the benefit the service brings to social work and that it is much valued and needed.

It is clear the service has provided a lifeline to many social workers and as BASW continues to provide support into the pandemic recovery period, the SWPSS will continue to support social workers when it's needed most.

This service has been a great help to me and I am promoting it whenever I can. I initially signed up as I felt at a crossroads in my career unsure where to go next and felt that others were advancing ahead of me. By the time the session came around, I had accepted a new SW post in a new local authority so the conversation was different, but really useful. My coach was a really good listener and we were able to explore a wide range of topics during our session. I am definitely encouraged to book a further session down the line once I am set up in my new post.

I felt very isolated and anxious at the beginning of my career in social work, and the Coach helped me to seek out what made it great and to complete my ASYE before making a decision to move on.

I was able to focus on the culture of the local authority in which I am currently working – and the way this culture interacts with my personal and professional values. I was able to explore with my Coach, how I might uphold my boundaries, and my sense of responsibility to those I support.

## case study

### Fenix Cornejo, Volunteer Coach, Social Work Professional Support Service

Fenix Cornejo is the programme manager for Step Up to Social Work for eight West London local authorities. She joined the Social Work Professional Support Service as a volunteer coach in July 2020 and has helped more than 15 clients through virtual sessions.

“Most of my work is macro, dealing with contracts and student education. When the pandemic hit, I thought I needed to help more directly. I had already been thinking about training as a coach when I saw BASW’s request for volunteers. The virtual training developed a community of coaches, taking us through values, techniques and what was on offer from BASW. It helped me gain in confidence and I started seeing clients in 2021.

“I volunteer for at least one hour-long session a week. People can come to us in confidence about anything. They talk about their fear of change and their performance, especially if they’re in a new role. They talk about their career development – I can refer them on to BASW services – and about challenging work.

“The SWPSS has been of particular value to people isolated by the pandemic, who need a sympathetic ear. They don’t have the same communication with colleagues as they had before, but they want someone who understands the challenges. They might also feel they don’t want to burden colleagues with

their problems, or that their team might be assessing them if they’re in a new role. I’m from California and have worked across different countries, so people who have come from abroad want to talk about cultural differences and challenges.

“A SWPSS coach is someone who is supportive, has positive unconditional regard and is there for them. A lot of the coaching role is to listen and ask powerful questions to help clients dive deeper and unpick the issues. It’s really helpful to have a neutral, safe space where they can find their own solutions. We hope they leave the session with a different perspective and a way forward.

“I love coaching and have gained so much from volunteering with the SWPSS. It gives me so much joy and energy! It’s so satisfying to be able to support other social workers and to help them to take care of themselves. Coaching helps me to give back in a way that’s nourishing for me and my clients. It has solidified my dream of becoming a full-time coach.”

## BASW Independents

BASW Independents held **73** events including conferences, local networks, support spaces and the Independents Action Network (IAN) for **523** members. Held virtually, these groups provided an opportunity for Independents to connect locally and to discuss issues and ideas and share information.

IAN is an open group for current BASW members who subscribe to an enhanced Independents package to inform the strategic direction of developments for self-employed members and provide a link as regional representatives from across the UK with the BASW Professional Development and Education committee.

### Key activities for the 2020/2021 year included:

- Continued support for Independents navigating practice issues during the COVID-19 pandemic. A significant challenge for colleagues across the UK was accessing the COVID-19 vaccine to which BASW successfully campaigned and provided verification of independent social work status for members.
- Campaigning for standardised photo identification for independent social workers linked to their registration continues to be a priority in the interest of safeguarding professionals in addition to public safety.
- Consolidating concerns across the self-employed social work profession on fair remuneration leading to the launch of a comprehensive fees consultation with findings to be published in 2022.

A virtual annual conference held over two mornings in March 2021 was well attended with more than **100** delegates enjoying networking opportunities and lively discussions.

Members that subscribe to either of the enhanced Independents packages accessed **4,604** hours of professional development in 2020/21. BASW members that subscribe to the Independents Plus package are able to request a Secure Messaging Service account aligning their small business brand with their professional membership. There was a **97.8%** retention rate for members accessing this @baswindependent.co.uk encrypted email service.

The Independents Directory welcomed **3,057** contact form submissions, an increase in potential client queries of **122%**. And there were **55** new downloads of the BASW Independent Member logo.

This year plans are in place to extend our approval scheme to independent social workers involved in training. We have also invited our independent members to share their expertise in training and education and have incorporated sessions led by independent members into the BASW CPD taught skills training programme. Bespoke training events for experienced practice educators have also been delivered.



# 55

new downloads of the  
BASW Independent  
Member logo



# Social Work Employment Services

Social Work Employment Services (SWES) launched in August 2020 in direct response to members' need for a trusted employment services or umbrella company, that is professional and understands the complexities and challenges of the agency social work sector. This year was its first full year of operation. The service has continued to grow and develop as the UK's only not-for-profit and ethical social work umbrella company. SWES is a standalone company which is part of the BASW group and any surplus made is donated back to BASW by gift aid.

## Achievements include:

- Reaching the milestone of **100** employees and the establishment of **39** agency and local authority partnerships.
- Implementing a formal recognition agreement with the Social Workers Union working partnership to improve the working conditions of agency social workers – again, a UK first.
- Receiving national recognition from the Trade Union Congress as a model of best practice and inclusion as a case study in a report from the Chartered Institute of Taxation as a potential blueprint for representative bodies.
- Working to extend employee benefits including continuing professional development and learning activities.
- Lobbying to promote the service as a model of best practice, including writing to Ruth Cadbury MP, one of the Co-Chairs of the Loan Charge All-Party Parliamentary Group who have been reviewing the practices of umbrella companies.
- Calling for greater transparency, legislation and regulation to ensure accountability and governance of umbrella companies.



I contacted SWES to explore the possibility of working as a locum social worker. I was impressed with their knowledge and the follow-up email that I received. SWES has been an excellent supporter. Thank you once again.”



BASW made me aware of their own umbrella company which is a not-for-profit set-up. Their staff were efficient in setting up my payroll and were transparent from the beginning, providing a breakdown in writing of my salary. They keep in regular contact and restored my faith in the system. The service is upfront and honest and I trust them 100%. I would recommend that they be approached in the first instance if you require this type of service.”



## Social Work during COVID-19: initial findings from BASW survey

At the end of 2020, a survey was conducted to explore social workers' experience of working during the pandemic. The survey ran for four weeks during December 2020 and **1,119** social workers, in a range of roles, took part. The results were published in January 2021 and widely reported across BBC outlets, including as an item on Radio 4's flagship *Today* programme.



### Some of the key findings of the survey included:

**78%** of respondents agreed or strongly agreed that their experience of working under lockdown restrictions had increased their concerns about the capacity to safeguard/protect adults and children.

**64%** of respondents agreed or strongly agreed that their access to PPE and risk management advice had improved since March 2020.

**69%** of respondents agreed or strongly agreed that their employer had taken reasonable steps to ensure that they could work safely.

**72%** of respondents agreed or strongly agreed that the COVID-19 crisis had adversely impacted workplace morale in their place of employment.

**59%** of respondents agreed or strongly agreed that working during the COVID-19 crisis had negatively impacted upon their own mental health.

**64%** of respondents agreed or strongly agreed that they had encountered more ethical and moral dilemmas since the introduction of lockdown restrictions.

**79%** of respondents agreed or strongly agreed that they had encountered more difficulties in accessing essential support services for the people with whom they worked.

**70%** of respondents agreed that they had encountered more difficulties in communicating with service users because of the digital exclusion experienced by the latter.

## Celebrating Social Work

More than **3,500** social workers joined BASW in celebrating World Social Work Month (WSWM) in March 2021.

BASW led a programme of activities to champion social work as a profession. BASW UK, BASW England, SASW, BASW Cymru and BASW NI all organised events on a range of themes relevant to social work, in local, national and international contexts. The diverse range of activities was well-received by members and stakeholders.

World Social Work Month resulted in more than **600,000** social media impressions, and web traffic to our events pages increased by **50%** compared to the previous year. Almost **40%** of the attendees were non-members.

We also launched our *Amazing Social Workers* campaign, where social workers were encouraged to nominate a colleague who goes above and beyond in their role. More than **40** *Amazing Social Workers* were shortlisted, with each one having a dedicated profile on the BASW website and social media channels. Around **300,000** social media impressions were attributed to this campaign throughout March 2021.

WSWM also generated media coverage for BASW, particularly for the *Amazing Social Worker* campaign, as local media outlets got involved in celebrating the outstanding contributions of social workers in their areas. We were delighted that WSWM succeeded in raising the profile of both BASW and our profession.

**Ubountuu**

**I Am Because We Are**

**STRENGTHENING SOCIAL SOLIDARITY & GLOBAL CONNECTEDNESS**

WORLD SOCIAL WORK DAY  
16TH MARCH 2021  
**#WSWD2021**

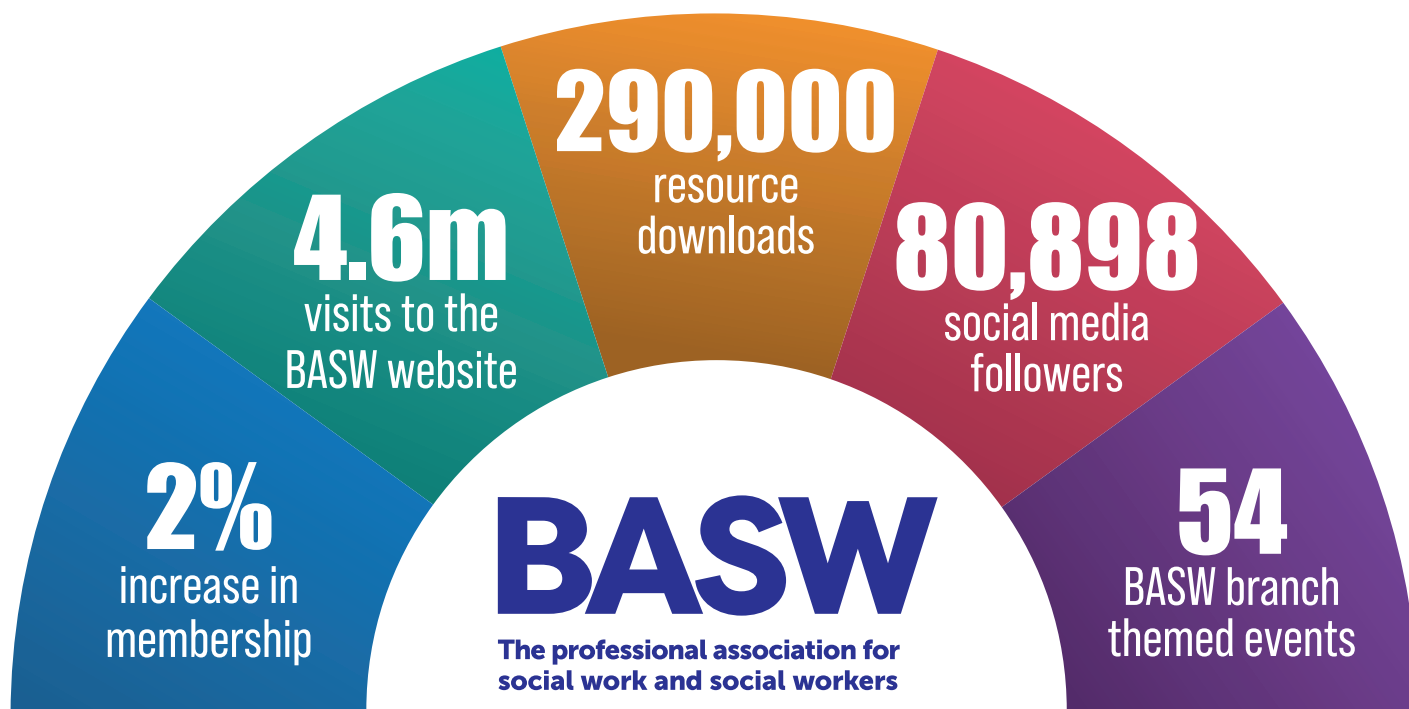
**JUC**  
Joint University Council

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

**ifsw**  
www.ifsw.org



## Connecting with Members



We are pleased to report that membership increased by over **2%** for this period to **21,515**.

The ways in which BASW connects with its members through, online activity, podcasts, social media accounts and meetings were strengthened between October 2020 and September 2021.

Online traffic shot up, with **4.6 million** visits to our website – an increase of **24%** and an average of **384,000** page views per month to the previous year, with more and more accessing resources, news pages and campaign activity.

The rise was mostly due to increased figures for the BASW England Professional Capability Framework (PCF) but also the increase with World Social Work Month (particularly *Amazing Social Workers*), increase in

users viewing the Code of Ethics and also visiting their user areas. Plus continued access to COVID-19 advice/information and an increase in users viewing how to become a social worker pages.

Comparison of the news articles for World Social Work Day in March 2020 to March 2021 shows a large increase in pageviews (**1190%**). Boosted by the *Amazing Social Worker* page that had **2,909** pageviews on its own during the month.

Our resources were downloaded **290,000** times.

The most popular file with **27,623** downloads was on Professional Capabilities Framework at Student to ASYE level.

More people than ever are engaging with BASW social media accounts. Twitter followers were up by **9%** to **39,052**, while Facebook saw a follower increase of **6%** to **26,102**. LinkedIn surged by **34%** to **15,744** followers. Our total reach across three UK accounts was **80,898**, with **10,373** new followers.

BASW England's branch network has continued to grow in numbers and strength. It is actively involved in highlighting and campaigning on local and national issues. Examples of the issues include homelessness and the national housing crisis, food poverty and the involvement of people with lived experience within BASW.

BASW branches connected with their members through **54** themed events, such as the Anti-Racist Training delivered by Paulette Forbes at the

Greater Manchester Branch seminar and the joint Black Country, Coventry and Warwickshire and Worcestershire seminar on addressing hidden racism with members of the Gypsy, Roma and Traveller communities.

BASW NI reviewed its engagement with members and offered monthly CPD seminars.

All Professional Development and Education activity was carried out online. This also enabled greater accessibility to members across the nations as well as growing our partnerships with people who use our services, many of whom engaged with BASW for the first time. A new online platform, HOPIN, was piloted which has the capability to run hybrid events.



## Member leadership of equalities transformation across BASW

### Duc Tran, Chair of Equality, Diversity and Inclusion Advisory Group (EDIAG) and Co-Chair of the Diaspora Social Work Special Interest Group

Duc Tran is the Transformation Programme Manager at Brent Council, introducing Liberty Protection Safeguards. The EDIAG is a member group which advises Council and others within BASW on EDI issues of many kinds, and is developing to be increasingly inclusive of all equalities matters.

“In the past three years we’ve seen a growth in the number of member groups formed by BASW members, particularly identity groups. We’re beginning to understand more about our biases and how our own identity contributes to our practice. And there’s a real psychological value in talking to people of a similar background and like mind, to explore experiences in a safe environment.

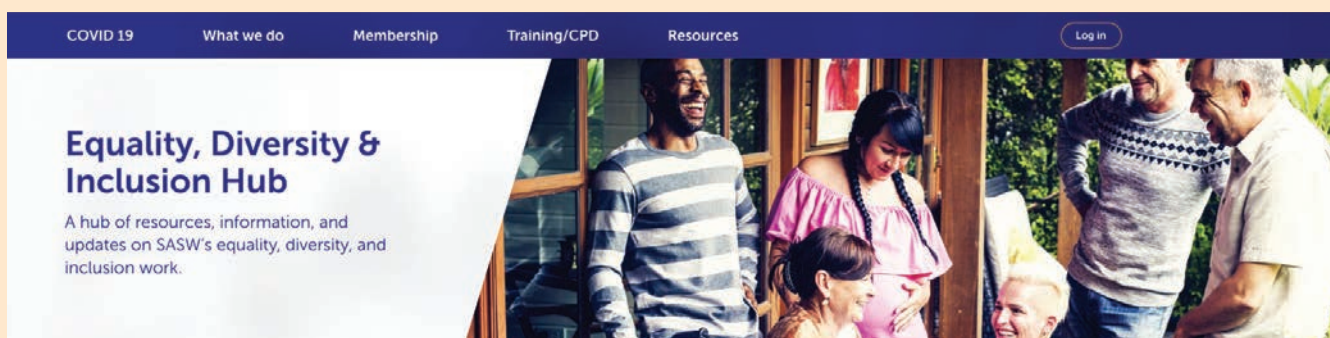
“Staff network groups existed before Black Lives Matter, but the murder of George Floyd has created more awareness among employers of the need to support staff and create safe forums. We need to look at racism and inclusion in its full spectrum and from an intersectional perspective. I was born in Vietnam and had to flee as a refugee. I was one of those Boat People in 1979 and grew up in Australia with a background of conflict, displacement and discrimination, which has led me to my career in social work.

“The Diaspora Social Work Special Interest Group was developed to promote the interests of social workers who have qualified overseas, or who were born here but identify with their ethnic community. We need staff to enter and stay in social services, yet it doesn’t seem to me that we have looked at the support needed for those who

are internationally recruited, which is up to 25 per cent of the workforce. We’ve had conversations with the Department of Health and Social Care about the issues – for example, the ethical standards published by DHSC on the international recruitment of health and social care staff does not even mention social workers.

“The independent EDIAG is open to all for interested members and supports BASW’s decision-making process around EDI strategy. Our meetings are about looking at what’s worked. At our last one a member spoke about her neurodiversity experience and how BASW has helped to promote awareness of that in her workplace. I think it’s important to start from the individual experience, to be curious and value people’s stories. We have to look beyond labels and the colour of skin to our common humanity.

“There’s a lot we can learn from each other and that BASW leadership can learn from the experiences of its members. It’s not just about appointing people from different backgrounds into leadership roles, it’s about embedding the principles of inclusion into policies and procedures. Unless BASW can demonstrate it can do that, it can’t claim to be a steward in UK social work.”





# FOR SOCIAL WORK



**Developing professional  
ethics, practice,  
knowledge, research  
and learning.**

## Events & Conferences

Professional Development and Education (ProfDE) delivered **30** courses across the year, attended by **488** people. The most popular course was the series on *Effective Assessment and Evidence-Informed Decision Making*.

ProfDE also held **31** webinars, attended by **3,100** people. The *Success in Social Work* CPD series was joined by just under **800** attendees.

The most-attended BASW UK event was the live streamed event with Margaret Humphries and the screening of the film *Oranges and Sunshine*. Over **600** people simultaneously watched the film and listened to the discussion afterwards with Margaret and the director, Jim Loach.



In England, **186** events were held with a total of **3,629** attendees. BASW Cymru held **19** Communities of Practice (CoP), attended by **340** people. SASW held **60** events in total for **896** people, including **24** CoPs. Their most-attended event was for International Women's Day, held with Scottish Women's Aid. Northern Ireland held **8** CoPs and **3** CPD seminars, with more than **130** attendees in total. The most attended event was *What A Duty of Candour Means for You*, while a special event was *Mental Capacity Act in NI: One Year On*.

## case study

### Heritage Project

A special Heritage event told the harrowing yet uplifting story of Margaret Humphreys and members reflected on how she has inspired them in their work. In March 2021 in the first BASW event of its kind, more than 600 people watched a streaming of the film *Oranges and Sunshine* and a live discussion between Margaret and film director Jim Loach, then joined in a Q&A. The event was open to both members and non-members and attracted a large amount of interest. People joined from as far afield as South Africa, New Zealand, Canada and Australia.

*Oranges and Sunshine* is a 2010 film starring Emily Watson as Margaret Humphreys, a Nottingham social worker who uncovered the scandal of 'home children', a scheme of forcibly relocating poor children from the UK to Canada and Australia from the 1940s to the 1980s. They were promised oranges and sunshine but instead suffered hard labour, physical and sexual abuse. Margaret reunited estranged families and brought worldwide attention to the tragedy.

#### Comments and reactions included:

"Thank you for a remarkable evening and a powerful reminder of the importance of our values. You are an amazing inspiration."

"I worked with Margaret when I was a very new social worker. I think of her often and would like to think I have hung onto the fire in my belly for powerful social work, which she helped to light all those years ago."

"Listening tonight reminds me of how wonderful and inspiring Margaret's work has been but also how, as a current social work student, I need to fight to protect the stories and truths of service users that we have the privilege of working with."

"I often wonder how we will be judged in 50 years, and what practices from now will shock and horrify future generations. It pains me to acknowledge that our treatment of migrants to the UK today will be viewed in a similar way, but I feel helpless to change it."

"When you do see a social worker on screen, it is usually when something has gone wrong and they are being blamed as opposed to celebrating what has been achieved."

"It shows the crucial role of real life stories - people's experience is often more powerful than research and analysis."

## Professional Development (ProfDE)

The learning events of Professional Development and Education (ProfDE) have continued to be delivered on online platforms including MS Teams, Zoom and GoToWebinar, ensuring our training is widely accessible to social workers.

ProfDE has worked closely with our training providers, plus government and non-governmental organisations, to provide rolling training programmes to both NQSWs and Practice Assessors/Supervisors and created dedicated webpages to advertise them.



The professional association for social work and social workers

We built on our *Stepping Stones* series that provides CPD for social workers as they navigate their career journey from student to manager. In conjunction with the SASW team, our first two cohorts of *Safe & Together™ CORE* training was delivered to **38** delegates. These programmes provide a basis to develop learning activity into focused areas that fit with a social worker's learning journeys and specialisms.

A new series was launched within our taught skills development programme titled *Becoming Allies in Social Work*. The first *Key Concepts in LGBTQIA+ Inequalities* session was co-produced with the National LGBT Partnership and Narinder Sidhu, BASW's Equality, Diversity & Inclusion Lead Officer. This was attended by **12** BASW staff and **8** members. The allies topic is now developing into a series of further learning opportunities including follow-on workshops, webinars and student specific sessions. We are also developing a programme of events led by Experts by Experience.

A themed month called *Social Justice and Safeguarding September* was held in 2021, where **11** related BASW-wide learning opportunities were promoted to and attended by our members and non-members from the social work community.

Our programmes have attracted a number of block bookings from organisations and local authorities and have built a platform for further themed CPD opportunities into 2021/22.

ProfDE supported **59** BASW staff with places on external training sessions throughout the period. Advertising of ProfDE activity took place via BASW eBulletins, our website and *PSW* magazine, which has since been developed into a formal marketing strategy for 2021/22.

## Podcast

BASW's *Let's Talk Social Work* podcast launched on 4 November 2020. During the period up to September 2021, **23** episodes of the podcast were produced and downloaded more than **21,000** times.

The podcasts covered a wide range of issues affecting the social work profession. They included social work in disasters, human rights, domestic abuse, racism, universal credit and the independent review of children's social care. One podcast featured members of the Gypsy, Roma and Traveller Social Work Association titled *Challenging the Last Acceptable Form of Racism*.

In the podcast devoted to our Homes Not Hospitals campaign, host Andy McClenaghan was joined by Barbara Keeley MP, Co-Chair of the

## LET'S TALK SOCIAL WORK



LORD ALF DUBS (LEFT) AND BASW NI CAMPAIGNS OFFICER ANDY MCCLENAGHAN DURING A RECORDING IN DECEMBER 2020.

Westminster All Party Parliamentary Group on Social Work, Alexis Quinn from the Restraint Reduction Network, and Liz Howard, Professional Officer with BASW England. They discussed why people with a learning disability and autistic people continue to be inappropriately placed in treatment and assessment centres in secure settings, as well as the impact this is

having on the people involved and what needs to change.

BASW Northern Ireland used the *Let's Talk Social Work* podcast to profile the findings of its *Voices of Social Work Through the Troubles* research report, and its campaign work concerning the restraint and seclusion of children with additional needs in educational settings.



## Students

Professional Development and Education delivered support forums and student-focused Communities of Practice across the nations.

A proposal to further the BASW offer to students included developing a Student Ambassador Scheme and a CPD programme for students. The CPD taught programme for Newly Qualified Social Workers supports their first year in qualified practice and includes a programme which runs alongside for work-based Practice Assessors.



BASW England produced a Top Tip Guide for Student Social Workers, developed by and for students and including tips, resources and information on how students can complement what they learn on placement at university. It outlines what students can gain from BASW, reflective pieces and direct work tools and was circulated to universities nationwide. Proposals have been made for this guidance to be re-circulated and adapted year on year.

BASW England's Student Group wrote to DHSC, NHS Bursaries and SWE to highlight the inherent inequalities within the way student bursaries are allocated.

## Developing Professional Practice across the UK

BASW continues to develop its role in setting the direction of professional practice, focused on promoting our Code of Ethics and upholding the core human rights and equalities purpose of social work. Work is undertaken at UK and country levels, led by member committees and staff teams. Learning and resources created in one nation of BASW inform learning across the whole UK, and UK resources and developments can be translated into the different policy and practice contexts of each nation. We call this integrated approach 'One BASW'.

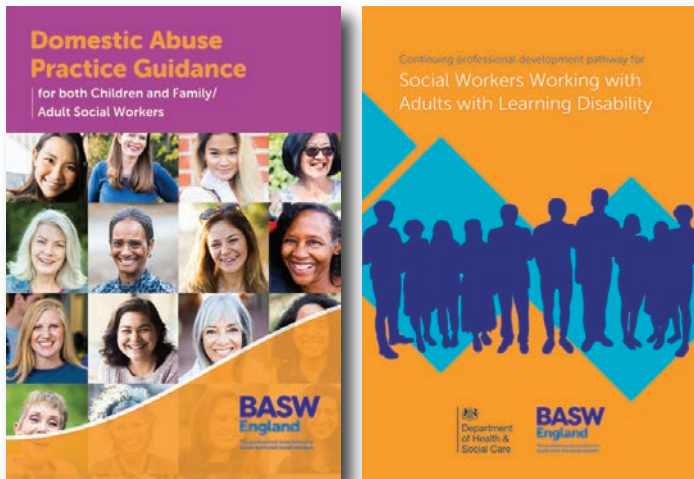
BASW is now the only social work organisation integrating learning and practice across the UK. We have a responsibility to continue bringing social work and social workers across the UK together and reap the benefits of shared learning.

### Here are some examples of the practice developments at nation and UK levels in 2020/21:

Following the death of George Floyd in May 2020, SASW surveyed social workers in Scotland and held a roundtable to bring attention to racism experienced in social work. We published *Racism in Scottish Social Work: A 2021 Snapshot* in July 2021 and presented on this to the Scottish social work leadership. This report continues to have an impact both on SASW's work and across the sector.

BASW NI formed two advisory committees, one on EDI and the other on Service Users and Carers. This has been important work for our committee, and we look forward to what can be achieved through these new groups as they consolidate and develop. We have taken every opportunity to strengthen our relationship with the Irish Association of Social Workers and hosted many joint events, most notably our two seminars for WSWD 2021, on *Poverty as Political Choice* and *Social Work as a Global Profession*. Our collaboration is enabling us to explore and celebrate our shared identities as social workers and to learn from practice approaches across the island of Ireland. This relationship is something that we plan to develop.

The Gypsy, Roma and Traveller Social Work Association (GRTSW), led by BASW Cymru, developed in 2020/21 in partnership with BASW and a number of organisations to develop resources and raise awareness of Gypsy, Roma and Traveller rights and culture, and the implications for social work. Members of the association created a BASW Special Interest Group. These developments have led to a suite of training being delivered across the UK including a podcast. The GRTSW presented at the 50th anniversary celebrations of the World Roma Congress, led BASW's campaigning against Part 4 of the Police Crime and Sentencing Bill



(criminalisation of trespass) and led BASW's comms on International Roma Day, Roma and Sinti Holocaust and Gypsy, Roma and Traveller history month.

BASW England's Children and Families Group worked in partnership with stakeholders Project 17 and Shelter, as well as people with lived experience, to develop Homelessness Guidance. This resource is to better equip social workers to support those either at risk of, or experiencing, homelessness. It covers how social workers can navigate a punitive, austerity-stricken system to improve outcomes for families, prevent homelessness, and discusses policy and practice issues in depth.

BASW England worked with key stakeholders including Women's Aid, Galop, Southall Black Sisters, Against Violence and Abuse (AVA), survivors and others to develop anti-domestic abuse practice guidance for social workers. This is the first guidance aimed at practitioners which adopts an intersectional approach, where experiences unique to certain communities and marginalised groups are outlined. These include survivors from Black and minoritised, LGBTQI+, d/Deaf and disabled communities and those experiencing multiple disadvantage.

The guidance combines information on policy, theories, approaches, legislation and direct work tools as well as survivor-led sections. BASW England commissioned a focus group of survivors to create Top Tips for social workers, through which they created both footage and graphic pieces. The group also reviewed the guidance at every stage from planning to publication. This aligns with our BASW-wide goals to meaningfully increase co-production and to ensure lived experience is at the centre of our work.

BASW England went on to hold three lots of three-hour interactive training sessions in partnership with Galop, Sign Health and Southall Black Sisters. Case studies and the voices of those with lived experiences featured heavily.

In 2019 the Capabilities Statements and Continuous Professional Development (CPD) pathways for social workers working with adults with autism and learning disabilities were published. A further piece of work was commissioned in 2020, funded by the Department of Health and Social Care, to develop additional resources to help embed the Capabilities Statements into social work practice. Supported by a cross-sector Advisory Group including practitioners, Experts by Experience and educators, BASW led on this work in partnership with the Social Care Institute for Excellence (SCIE) and Research in Practice for Adults (RIPfA).

The aim of this work was to develop a consistent pathway for professional development for social workers and their employers and help to ensure that people who use services are supported by social workers with consistent levels of professional skills. BASW England has delivered workshops and presentations at online conferences to promote the Capabilities Statements and resources, which resulted in 10 Local Authorities and one Teaching Partnership starting to use them.

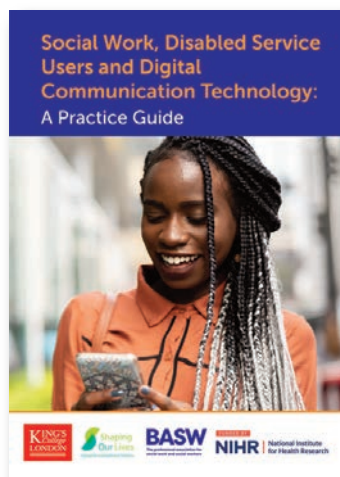
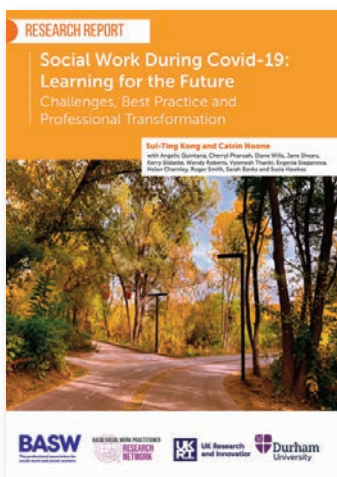
## Research

BASW's communication with, and engagement from, the social work research community greatly expanded in the period October 2020-September 2021. The knowledge base of social work continues to evolve. Just as present practice is built on research from the recent past, active involvement in research now will inform the best practice of the future.

While the image of research often involves an isolated individual toiling away at books and papers, social work research is increasingly delivered by partnerships with universities. It employs significant numbers of researchers, in partnership with other agencies, and is funded by significant budgets. BASW's involvement in research partnerships varies but current partnerships include *Living Assessments* (funded by the Wellcome Trust) with the National Children's Bureau and Cambridge and Kent Universities, *Agile Working* (funded by the ESRC) with Manchester University, *Social Work and Artificial Intelligence* with the University of Sheffield, *Growing Older Planning Ahead* (funded by the NIHR) with Manchester Metropolitan and the Open University, *Social Work, Disabled Service Users and Digital Communication* (funded by the NIHR) with Kings College and *Shaping Our Lives*, and *Interpreter-mediated Mental Health Act Assessments* (funded by the NIHR) with the University of Manchester, Heriot-Watt and the Open University. IMPACT (Improving Adult Care Together) is a major UK-wide research project.

Alongside these ongoing major projects, BASW staff are routinely involved in providing advice in one-off sessions with individuals undertaking or considering research work.





In October 2020, BASW NI launched the report *Shaping Social Workers' Identity: An All-Ireland Study*. It detailed the findings of the first research project of its kind on the professional identity of social workers in Northern Ireland and the Republic of Ireland and was conducted in partnership with the Northern Ireland Social Care Council, the Irish Association of Social Workers and regulator Coru. The research provided vital insights into how the professional associations and regulators on both sides of the Irish border can better support the needs of social workers and support a stronger sense of professional identity across the workforce.

Professional Development and Education has been involved in national research initiatives and the International Federation of Social Work Global Ethics Commission that produced resources for social work education and development. The *Success in Social Work* webinar series featured early career researchers and PhD students sharing their research methods as well as talking about how their findings impact on social work best practice.

## Journals

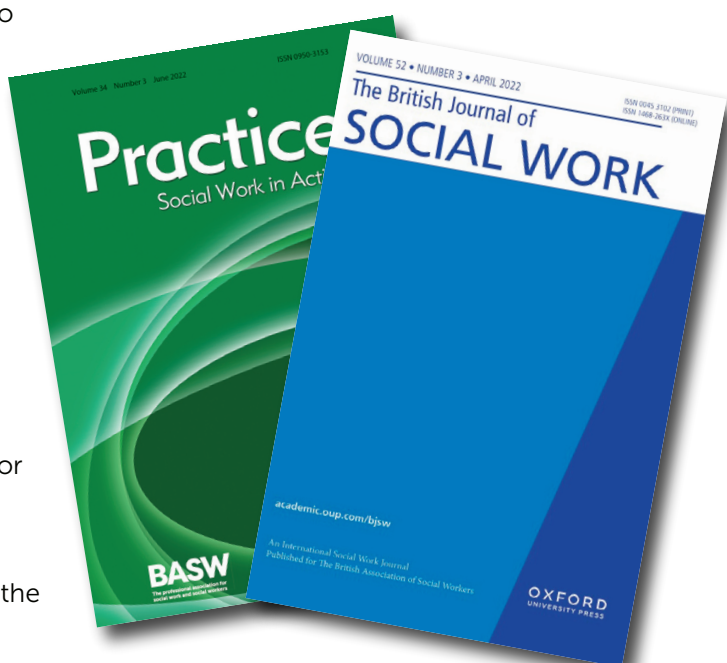
BASW owns two academic journals, *The British Journal of Social Work (BJSW)* and *Practice: Social Work in Action*.

*BJSW* was founded in 1970 and, just over 50 years later, is one of the leading academic social work journals in the world, due to the consistent work of the contributors, reviewers and editors, further enhanced by English remaining the language of choice for the global academic community. Our publisher Oxford University Press has supported the growth and development of the journal. *BJSW* is as likely to be read by a social work educator in Hong Kong, about research undertaken in South Africa, as by an educator in the UK reading about research in the UK. While disseminating knowledge to the global social work community, *BJSW* also earns a significant income for BASW, as well as promoting BASW across the world.

The editors of *The British Journal of Social Work* launched a new series of Editor's Choice Video Podcasts this year, which are available on the BASW YouTube channel.

*Practice* focuses on practice issues and is published by Routledge. *Practice* is a much more recent development but is rapidly establishing itself as an important forum for knowledge, reflections and research about social work practice.

There is a general shift towards making academic journals 'open access', with content that does not have to be paid for by the reader. This offers both real opportunities to make knowledge freely accessible to the end user but also real challenges since it disrupts existing subscription models. BASW will work closely with the publishers to both release the potential of open access while mitigating any risk.





# FOR A BETTER SOCIETY



Speaking out for social work and social workers on social justice, equality, poverty, human rights, oppression and other vital social issues in the UK and internationally.

## BASW in the Media

BASW's media activity during 2020-2021 ramped up from the previous year, increasing **10%** to achieve an average of **44** media engagements each month. We reached a combined audience of **2.1** million eyes and ears (based on approximate viewers/listeners/readers of the total media achieved). We would have needed to spend more than **£1m** in advertising to reach this many people.

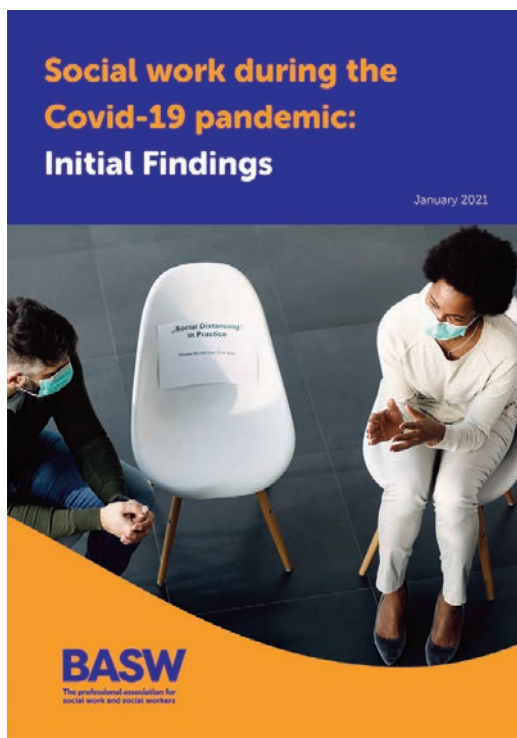
### Messaging

COVID-19 related media messaging dominates this report. However, every effort has been made for key campaign activity such as 80-20 and Professional Working Conditions to be weaved into the messaging, especially as these naturally align with most COVID-19 messaging.

### Highlights

The year began in October 2020 with a high-profile joint project with Sky News and Kent Local Authority, using member voices, a snapshot member survey and commentary from BASW national directors, to reveal the increased pressure social workers are under due the impact of lockdown and to call out for more resources.

Another high-profile partnership followed in January 2021, as we launched the second part of BASW's COVID-19 member survey with BBC News. This comprised TV, online and radio activity involving CEO Ruth Allen, national directors and members to give a full, rounded insight into the rise in referrals, the challenges facing social workers and the risks of stored-up harms. A follow-up in February 2021 on Channel 4 News added to this coverage.



March 2021 saw a powerful piece orchestrated by BASW involving a member – backed up by BASW national directors – giving a very personal account of how lockdown restrictions have affected social work and the safety of service users.

BASW ensured we took the lead in reacting to the Children's Review Case for Change report, live on BBC News, as we called for more funding and a refocus on rebuilding preventative and early help services.

The year ended strongly with engagement with Yorkshire TV, *The Times* and *The Independent* covering a wide range of areas such as disruption in fostering, delays in adoption and condemning the rising abuse of social workers on social media.

Media activity in key trade titles such as *Community Care* and *Children & Young People Now* has remained consistent throughout the year, further positioning BASW as the 'go to' organisation for social work commentary.

at we do

Membership

Training/CPD

Resources

## Media centre

Welcome to BASW's media hub  
champion the voice of social workers



## BASW in Westminster

With more organisations and individuals clamouring for influence in the UK Parliament than ever before, continuing to carve out the unique voice and perspective of BASW and our members has been a key priority.

While social work specific legislation and policy is the responsibility of the governments of the nations (in Scotland, Northern Ireland and Wales) many wider responsibilities such as the Universal Credit, Asylum Seekers and Refugees continue to sit with the Parliament in Westminster, as are England specific social work issues.

### Decision makers

A key part of what we do is explaining the importance of social work and social workers and developing wider and deeper relationships with parliamentarians in Westminster. BASW has had meaningful engagement with more than **50** MPs and Peers, from **6** different political parties in the UK. This means that more than **50** MPs have: put down written parliamentary questions for us; taken part in an APPG for Social Work inquiry; spoken about us during a parliamentary debate; written to us; had a meeting with us; tweeted about us and our activity; or corresponded with us on an issue that BASW had a position on. These MPs included Government Ministers and Opposition frontbenchers who all have a key role in influencing the policy developed by their parties.

Of course, the best way for the voice of social work to be heard is for social workers, and Experts by Experience to vote. We remind members of elections, voter registration and make contact with election candidates in the run-up to elections.

### Spreading BASW's message

Over the past year, we have considered where BASW's voice would be most effective, and we briefed parliamentarians on:

- The Universal Credit Uplift
- COVID-19
- Care Home Visitation in England
- The Spending Review
- Winterbourne View House
- Discharge to Assess
- Social Care Reform
- World Social Work Day 2021
- Health and Social Care Levy



We also have submitted several pieces of evidence to Select Committees, Bill Committees, and All-Party Parliamentary Groups on:

- Working conditions
- Joint Committee on Human Rights COVID-19 Inquiry
- Universal Credit and poverty
- The Health and Care Bill

Gathering the views of BASW members is key to this process. For example, we undertook a major survey of social workers on COVID-19 which we used in lobbying politicians and informing the press.

Particular time and energy continue to be focused on developing responses to proposed legislation on mental health, the Nationality and Borders Bill, the Police, Crime and Sentencing Bill and the Health and Care Bill.

### All-Party Parliamentary Group for Social Work

Part of our public affairs and parliamentary engagement work is in the form of supporting the All-Party Parliamentary Group for Social Work, which is a cross-party special interest group led by parliamentarians. David Simmonds MP and Barbara Keeley MP agreed to be co-chairs of the group. BASW UK act as the secretariat for the group, which means that we provide the administrative and organisational support, but the APPG belongs to the co-chairs. In just six months, the APPG has:

- Launched an inquiry into children's social work models
- Launched an inquiry into integration of health and social care
- Started the process of conducting a short inquiry into the experiences of unaccompanied asylum-seeking children

BASW UK will continue to make sure that we represent the voices of our members at the highest levels of Government, and that the social worker message is heard.



## Campaign Highlights

**BASW has been working hard across the UK to influence positive change. Some examples include:**

The position of **BASW England** on a range of issues has been included in key briefings to MPs and ministers in Westminster, and our thematic groups continue to campaign and influence at a local and national level. The BASW England Homes Not Hospitals Campaign centres around our belief that autistic people and those with learning disabilities should not be detained in hospital units or restrictive care arrangements but supported to live independent and fulfilling lives.

**SASW** held a hustings in the lead-up to the Scottish Parliamentary elections in May 2021, addressed by senior representatives from each of the five main parties. We have lobbied for years for a Cross-Party Group on Social Work at the Scottish Parliament and it has now been approved.

**BASW NI's** campaign on the impacts of poverty and work with the Cliff Edge Coalition saw success with the extension of the welfare mitigations package in March

2022. We also co-chaired a workshop at the NICON conference with Colm Gildernew MLA, an opportunity to increase the debate at leadership level on the effects of poverty. Our work on No Recourse to Public Funds saw an opportunity for us to influence the experience of those seeking asylum in NI.

**BASW Cymru** successfully campaigned for the financial recognition payment by the Welsh Government, in appreciation of social workers' essential service during the pandemic. Our anti-poverty campaigning continued with our membership of the Wales Anti-Poverty Coalition and the Bevan Foundation. Allison Hulmes, BASW National Director for Wales, presented at the *Changing the Wallpaper* online event in October 2021, organised by the Child Poverty Action Group. The key areas covered were the end of the Universal Credit uplift and school meal poverty.

## Sustainability: BASW's Environmental Impact and COVID-19

**COVID-19 has changed the way we live and work both in BASW and the wider community, as health and safety restrictions kept more of us at home more often. These changes to our behaviour have the potential to positively impact the environment in a myriad of ways.**

BASW wishes to set a good example when it comes to reducing our impact on the environment, and we strive to create an organisation that operates as sustainably as possible. During the COVID-19 pandemic, we have shown remarkable resilience and flexibility, and adopted new approaches and tools to carry out our work, many of which are here to stay.

In March 2020, BASW stopped almost all business travel and physical meetings and all staff were reassigned to work from home. BASW has since seen a substantial reduction in our carbon footprint in these ways:

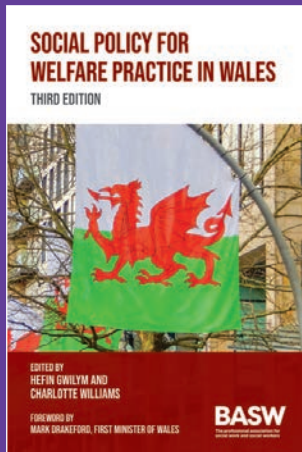
- Energy – lower consumption and a move away from the use of regional offices
- Transportation and travel – significantly reduced CO<sub>2</sub> emissions from business travel and meetings
- Waste reduction in paper and printed materials
- Improved technological change and associated benefits

Such improvements will keep us on track to achieve our environmental reduction aims. Specific areas we are

focusing on include efforts to maintain zero growth in electricity consumption and to cut paper and toner use from traditional printed materials as BASW staff have changed to other channels with online and electronic communications, materials and media. We have remained mindful of the impact on staff of working from home and have organised more frequent staff group events to help support individuals and teams to stay connected.



## BASW PUBLISHING



### *Social Policy for Welfare Practice in Wales (3rd edition)*

was published by BASW in March 2021. The online book launch was attended by First Minister for Wales Mark Drakeford.

Edited by Hefin Gwilym and Charlotte Williams this edition by leading academics in the field outlines and reviews the policy framework, political philosophy and values underpinning core areas of welfare practice.



*The Little Book of Social Work Wisdom* was included with copies of the Dec 2020/ Jan 2021 issue of *Professional Social Work*.

**BASW members receive a 30% discount on books available directly from BASW's online bookshop at: <https://shop.basw.co.uk>**

## Moving into 2021/22

In extraordinary times throughout 2020/21, BASW continued to serve members, develop new forms of support, speak out to politicians and in the media, find time to celebrate our heritage, increase membership, transform our digital ways of working and pursue our transformational priorities – equality, diversity and inclusion, co-production with people with lived and living experience and sustainability.

Just as we started to exit the acute stages of the pandemic, 2021/22 brought both predictable and unforeseen challenges – a cost of living crisis and worsening poverty, more food insecurity, swathes of radical legislation and national policy across the UK with implications for social work and the health of society, and a war in Europe that has profound economic, geopolitical and social implications for us all.

BASW is a stronger organisation at the end of 2021 than at the start – organisationally, in our engagement with and support to members, through the leadership of committees and Council, in our finances and through the impact of our work. This is important because the achievements of 20/21 will help us manage the challenges ahead and ensure we can keep pursuing our vision of thriving social work and a better society.

More than ever, we need the engagement and efforts of members to ensure BASW itself thrives through this period, continuing its long-term purpose to ensure social work as a unified, ethics and values driven profession sustains and develops year on year.

**Gerry Nosowska, Chair  
Ruth Allen, Chief Executive Officer**

British Association of Social Workers  
(A company limited by guarantee)

## CONSOLIDATED INCOME AND EXPENDITURE ACCOUNT


Year ended 30 September 2021

	2021 £	2020 £
<b>Income</b>	<b>10,563,235</b>	5,776,039
Administrative expenses	<b>(10,360,222)</b>	(5,371,580)
<b>Operating surplus/(deficit)</b>	<b>203,013</b>	404,459
Fair value movement on fixed asset investments	<b>60,146</b>	9,317
Income from investments	<b>20,012</b>	21,461
<b>Surplus before taxation</b>	<b>283,171</b>	435,237
Tax on surplus	—	(263)
<b>Surplus for the financial year</b>	<b>283,171</b>	434,974

### COUNCIL'S STATEMENT

These summary financial statements are not statutory financial statements. We confirm that the information contained in the summary financial statements is taken from the audited financial statements for the year ended 30 September 2021 and includes details relating to both the Consolidated Income and Expenditure Account and the Consolidated Balance Sheet. The full financial statements were approved and signed by the BASW Council on 26 January 2022 and will soon be submitted to Companies House. They received an unqualified audit report from Dains LLP on 26 January 2022 and copies can be obtained from the British Association of Social Workers upon request.

Signed on behalf of Council on 26 January 2022:



**G Nosowska**  
Chair



**A Moir**  
Treasurer



British Association of Social Workers  
(A company limited by guarantee)

## CONSOLIDATED BALANCE SHEET

as at 30 September 2021

	2021	2020
	£	£
<b>Fixed assets</b>		
Intangible assets	283,781	322,554
Tangible assets	2,059,035	2,144,201
Investments	1,065,415	993,387
	<b>3,408,231</b>	3,460,142
<b>Current assets</b>		
Stocks	283	301
Debtors: amounts falling due within one year	804,073	325,592
Cash at bank and in hand	1,591,558	939,283
	<b>2,395,914</b>	1,265,176
Creditors: amounts falling due within one year	<b>(1,252,449)</b>	<b>(456,793)</b>
<b>Net current assets</b>	<b>1,143,465</b>	808,383
<b>Net assets</b>	<b>4,551,696</b>	4,268,525
<b>Capital and reserves</b>		
Revaluation reserve	509,033	448,887
International development reserve	69,752	61,277
Accumulated fund	3,972,911	3,758,361
	<b>4,551,696</b>	4,268,525

## UK OFFICE

<b>IFZAN AHMED</b>	MEMBER CONTACT OFFICER	<b>BETH KINNELL</b>	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER
<b>RUTH ALLEN</b>	CHIEF EXECUTIVE	<b>SHIRLEY KONSTANDIS</b>	EXECUTIVE OFFICER (GOVERNANCE) †
<b>COLIN ANDERSON</b>	SENIOR PRACTITIONER	<b>SIMON LEAPER</b>	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER
<b>AMANDA BEATTIE</b>	PROJECT COORDINATOR	<b>LEANNE LING</b>	RECEPTIONIST †
<b>MARTYN BURRELL</b>	ADVICE & REPRESENTATION OFFICER/ TRADE UNION OFFICIAL ** †	<b>JOANNE LLOYD</b>	FINANCE MANAGER
<b>EUSTON COPELAND</b>	ADVICE & REPRESENTATION OFFICER/ TRADE UNION OFFICIAL **	<b>JULIE LONG</b>	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER
<b>DONNA COWLEY</b>	MEMBERSHIP MANAGER †	<b>JOANNE MARCIANO</b>	ADMINISTRATION MANAGER, A&R/SWU †
<b>SIMON DANGERFIELD</b>	WEB & TECHNICAL SUPPORT OFFICER	<b>AMY MASSEY</b>	SWU/A&R ADMINISTRATOR
<b>STEPHANIE DAVIES</b>	SOCIAL AND DIGITAL MEDIA OFFICER	<b>SHAHID NAQVI</b>	EDITOR, PROFESSIONAL SOCIAL WORK
<b>RICHARD DAWSON</b>	COMMUNICATIONS, POLICY & ENGAGEMENT SPECIALIST	<b>KATE O'REGAN</b>	HEAD OF BUSINESS DEVELOPMENT
<b>ANTHONY DHADWAL</b>	SENIOR MEDIA & COMMUNICATIONS OFFICER	<b>JEANETTE OAKLEY</b>	FINANCE OFFICER
<b>LISA FITZPATRICK</b>	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER	<b>ROSANNE PALMER</b>	POLICY & RESEARCH LEAD OFFICER
<b>VICTORIA GARDNER</b>	PROJECTS & EVALUATION OFFICER **	<b>MARK PHILLIPS</b>	ICT SERVICE DELIVERY MANAGER
<b>TRICIA GBINIGIE</b>	BUSINESS DEVELOPMENT OFFICER	<b>KERRI PRINCE</b>	PUBLIC & POLITICAL AFFAIRS LEAD
<b>LUKE GEOGHEGAN</b>	HEAD OF POLICY AND RESEARCH	<b>CHRISTINA RAMAGE</b>	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER
<b>DEBBIE GILBERT</b>	RECEPTIONIST †	<b>HELEN RANDLE</b>	EVENTS COORDINATOR AND ADMINISTRATOR
<b>AMANDA GOVANI</b>	DIRECTOR OF COMMUNICATIONS & EXTERNAL RELATIONS	<b>JANE SHEARS</b>	HEAD OF PROFESSIONAL DEVELOPMENT AND EDUCATION
<b>SUSAN HATTON</b>	PUBLISHING MANAGER	<b>LAURA SHERIDAN</b>	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER
<b>SARA HICKIN</b>	HR & SUPPORT SERVICES SPECIALIST	<b>NARINDER SIDHU</b>	EQUALITY, DIVERSITY AND INCLUSION LEAD †
<b>MIKE HOPKINS</b>	HEAD OF HR & SUPPORT SERVICES	<b>SOFIA STANTON</b>	MEMBERSHIP ASSISTANT **
<b>LYSE HURD</b>	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER	<b>DIANA STEVENSON</b>	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER †
<b>LINDSEY HUXTABLE</b>	SENIOR PRACTITIONER	<b>SHANTEL THOMAS</b>	ANTI-RACISM LEAD (UK FOCUS) ** †
<b>KAM JOHAL</b>	MEMBERSHIP OFFICER	<b>LISA URQUHART</b>	EVENTS CO-ORDINATOR AND ADMINISTRATOR †
<b>CHERYL JORDAAN</b>	SWU/A&R ADMINISTRATION COORDINATOR †	<b>KEVIN VINEY</b>	MEMBERSHIP & CRM OFFICER
		<b>KEVIN WALDOCK</b>	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER
		<b>GABY ZAVOLI</b>	PROJECT & VOLUNTEER ENGAGEMENT COORDINATOR

## ENGLAND

<b>JOSHUA DIXON</b>	POLICY & CAMPAIGNS OFFICER **
<b>LIZ HOWARD</b>	PROFESSIONAL OFFICER
<b>LISA KENNEDY</b>	EVENTS, ADMINISTRATION & BUSINESS MANAGER
<b>DENISE MONKS</b>	PROFESSIONAL OFFICER ** †
<b>REBEKAH PIERRE</b>	PROFESSIONAL OFFICER
<b>WAYNE REID</b>	PROFESSIONAL OFFICER
<b>PAUL SHUTTLEWORTH</b>	PROFESSIONAL OFFICER ** †
<b>LOUISE SIMMS</b>	PROFESSIONAL OFFICER *
<b>KERRI SMITH</b>	ADMINISTRATION, EVENTS AND CONTENT COORDINATOR *
<b>MARIS STRATULIS</b>	NATIONAL DIRECTOR (ENGLAND)

## NORTHERN IRELAND

<b>LINDSEY BATES</b>	NATIONAL ADMINISTRATOR ** †
<b>CAROLYN EWART</b>	NATIONAL DIRECTOR (NORTHERN IRELAND)
<b>ANDY MCCLENAGHAN</b>	PUBLIC AFFAIRS & COMMUNICATIONS OFFICER

## SCOTLAND

<b>JONNY ADAMSON</b>	COMMUNICATIONS & POLICY OFFICER * **
<b>ALISON BAVIDGE</b>	NATIONAL DIRECTOR (SASW)
<b>EMILY GALLOWAY</b>	COMMUNICATIONS & POLICY SUPPORT OFFICER
<b>KARIN HEBER</b>	PROFESSIONAL OFFICER †
<b>SARAH MCMILLAN</b>	PROFESSIONAL OFFICER †
<b>LOUISE VAUGHAN</b>	EVENTS CO-ORDINATOR AND BUSINESS SUPPORT OFFICER * ** †

## WALES

<b>ALLISON HULMES</b>	NATIONAL DIRECTOR (WALES)
<b>MERYL WILLIAMS</b>	PROFESSIONAL OFFICER †
<b>SIÂN WILTON</b>	EVENTS CO-ORDINATOR AND ADMINISTRATOR †

### LEFT AFTER 1 OCTOBER 2021

<b>FIONA LINN</b>	TU ADVISOR †
<b>GAVIN MOORGHEN</b>	PROFESSIONAL OFFICER
<b>JEFF LEWIS</b>	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER
<b>NICOLA CROSSLAND</b>	ADMINISTRATION MANAGER
<b>MARTINA JORDAN</b>	PROFESSIONAL OFFICER †
<b>LIEN WATTS</b>	HEAD OF ADVICE & REPRESENTATION SERVICE

### LEFT BETWEEN 1 OCTOBER 2020-30 SEPTEMBER 2021

<b>GEOFF FIRTH</b>	TU OFFICIAL/AGR OFFICER †
<b>PHIL MITCHELL</b>	PROFESSIONAL OFFICER †

\* **STARTED AFTER 1 OCTOBER 2021**

\*\* **TEMPORARY CONTRACT**

† **PART-TIME**





Cite as: BASW (2022) *British Association of Social Workers: Annual Report and Financial Statements - Year ended 30th September 2021*. Birmingham: BASW

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