



The British Association of Social Workers

# Annual Report and Financial Statements

YEAR ENDED 30 SEPTEMBER 2014



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## **The British Association of Social Workers**

(A company limited by guarantee)

## **Company information**

<b>Company number</b>	00982041
<b>Registered office</b>	16 Kent Street Birmingham West Midlands B5 6RD
<b>Company Secretary</b>	Shirley Konstandis
<b>Auditors</b>	Dains LLP 15 Colmore Row Birmingham B3 2BH

# Members of Council during 2013/2014

## HONORARY OFFICERS

<b>Chair</b>	Guy Shennan Fran Fuller	From June 2014 April 2010-June 2014
<b>Vice Chair</b>	Maggie Mellon Lesley McDowell	From June 2014 May 2010-June 2014
<b>Chair, Finance &amp; Human Resources Committee</b>	Luke Geoghegan Ronnie Barnes	From June 2014 May 2010-June 2014
<b>England Committee representatives</b>	Allan Orrick Charlotte Alder	From February 2013 From June 2013
<b>Northern Ireland Committee representatives</b>	Marcella Leonard Colin Reid Gerry Madden Judith Simpson	From July 2014 From October 2014 May 2010-June 2014 March 2012-June 2014
<b>Scotland Committee representatives</b>	Alistair Brown Dave Thomson Graeme Rizza	From September 2013 From June 2014 May 2010-June 2014
<b>Wales Committee representatives</b>	Ian Ellison Cath Taffurelli Nick Lovell	From April 2013 From June 2014 May 2010-June 2014
<b>Additional members of Council</b>	Dave Harrop Liz Timms Terry Bamford Andrew Ellery Peter Unwin Julia Wassell Karen Parkinson	From May 2011 From May 2011 From June 2012 From June 2014 From June 2014 July 2010-June 2014 June 2012-November 2013

# Chair's report

**I am delighted to present the annual report of the British Association of Social Workers for the year 2013/14. Having become Chair during this year I want to begin by paying tribute to my predecessor, Fran Fuller, her fellow Honorary Officers and the outgoing Council. Their unstinting hard work and skilful leadership have meant that they handed over the reins of an Association in great shape. Membership has continued to grow rapidly and we ended the year on a sound financial footing.**

This is in part due to the tremendous work done by our staff in promoting the value of BASW membership, and through being a confident and independent voice for social work in the media. Members too have increasingly taken to the airwaves or print to speak up for social work and for BASW.

In a time of austerity policies, attacks on the welfare state and demonisation of users of social services, it is important that we have not only a strong and independent professional association but a trade union too which understands the needs of social workers and the role they play. The Social Workers Union is now over three years old and offers expert and crucial support to members who face the fallout from these attacks.

The BASW-SWU relationship has been solidified, assisted by constitutional changes at the 2014 AGM, and to these two strands of our organisational structure can be added a third, the BASW Trust. The development of this charity will play a large part in the planned growth of BASW's professional development activities.

Our international work is flourishing and we are pleased to work closely with the International Federation of Social Workers and its new President, BASW stalwart Ruth Stark. We are proud to be hosting the IFSW Europe 2015 conference in Edinburgh, for which plans are now well-advanced.

Thinking globally we also act locally, and plaudits go to those members who tirelessly organise in branches and networks. It was great to see SASW members revive the Highland branch this year, and the activity that has taken place elsewhere. Members are also active in reference groups and forums, and it is this grass roots activity that is at the heart of what we do and want to build upon as a member-led organisation.

BASW has continued to provide a voice for social work for governmental ears. The All-Party Parliamentary Social Work Group published its *Inquiry into the State of Social Work* and



***“It is important that we have not only a strong and independent professional association but a trade union which understands the needs of social workers”***

ensures social work is a live issue at Westminster. BASW Cymru has influenced the Social Services and Well-Being Act and Regulation and Inspection White Paper, NIASW's *Blueprint for Change* has been affecting strategy for adult services social work, while SASW have strong relationships within the Scottish Parliament and with the Chief Social Work Advisor.

BASW England are similarly active – and organised the most positive social work conference I have attended in some time, for students and newly-qualified workers. BASW is doing an important job in engaging with the social workers of the future.

The new Council is also looking forward, and has begun to develop a vision for the future of BASW as an independent and member-led organisation, a vision which will be informed by all the factors that have contributed to its past and present success.

**Guy Shennan**  
UK Chair

# Great events in 2013-14

These have included: *Oct 2013* **NIASW/BASPCAN NI Conference: Child Sexual Exploitation: Prevention, Protection and Prosecution**, Ballyclare *Oct 2013* **SASW MHO Study Day, Back to the Future: Ensuring the continuation of the MHO Function**, Perth *Oct 2013* **BASW Cymru Annual Social Work Awards Ceremony**, Cardiff Bay *Nov 2013* **NIASW/NIASP Conference: Learning the lessons from complex cases in adult safeguarding**, Ballymena *March 2014* **NIASW WSWD Celebration: Social Work in a Divided Society – International and Local Experiences**, Belfast *March 2014* **SASW Social Work Awards**, Edinburgh *March 2014* **BASW Cymru World Social Work Day Celebration**, Cardiff *April 2014* **England Conference and Annual Meeting – Safeguarding Vulnerable Adults and Children in a Climate of Constant Change**, Bristol *June 2014* **SASW Annual Members Meeting and Referendum Debate**, Edinburgh *June 2014* **BASW Cymru Annual Conference on CPEL (Continuing Professional Education and Learning in social work)**, Llandrindod Wells *July 2014* **Critical Analysis in Social Work Practice Seminar**, London *Sept 2014* **CPD for HCPC Seminar**, Birmingham *Sept 2014* **NIASW/IASW Conference: Take the lead: influencing and advocating for change**, Dublin *Sept 2014* **Poverty and Social Justice, Austerity and Welfare reform: The implications for social work and society**, Inverness *Sept 2014* **Historic Allegations of Child Abuse Seminar**, Birmingham



# Chief Executive's report

**I am delighted to report that the year 2013/14 has been one of significant growth and development in all parts of BASW.**

## **Membership grows**

Our membership has grown steadily in all countries and amongst our independent members. Thank you to all who have joined us – and thank you to all of you who actively recruit new members. We know that people respond best to a personal invitation – so please continue your good work of speaking out about BASW membership in your places of work and amongst your colleagues. Good news can travel fast – and the good news of BASW membership is spreading – so let's speed it up even more.

## **What do we do with your money?**

Your membership money pays for your professional body to speak out on your behalf. We have done this through the media – *Professional Social Work*, Twitter, Facebook, TV, radio and in numerous articles, in print and online. We also speak out on your behalf at meetings with politicians and civil servants, with other organisations and with the wider public. We represent you on numerous working groups with other organisations to ensure your views are understood and taken into account in national and local decision making. We listen on your behalf to people who use our services, and work in collaboration with them in lobbying for changes in legislation and policy. We support the publishing of international good social work practice through our professional journals *British Journal of Social Work* and *Practice: Social Work in Action*.

We support you in difficult times in conjunction with the Social Workers Union. We know that the impact of budget cuts to local authorities across the United Kingdom are severely reshaping our understanding of local government, and the place of social work within it and in commissioned services. This was

one of the key challenges for us to stay abreast of how the employment market for social workers was changing and how best we can support you through those changes. We are delighted to know that our changes are meeting your needs, but will be in touch with you in 2015 to understand this even better.

We undertake this work with many active members – for whom a really big thank you for all the work you do, and the support you give to the staff team.

We continue to implement changes to improve the effectiveness of the organisation to support the range of work we undertake and larger membership. This is normally behind the scenes work, but we hope it results in a smoother, more effective organisation that meets your needs.

## **And for the future**

Legislation and social work policy continues to diverge across the UK to meet the needs of national and local populations, but we believe there continues to be a real relevance for social workers across the UK to work together and have a single professional association. We will see this in action as we host the 2015 IFSW Europe conference in Edinburgh from 6-9 September. See you there!

**Bridget Robb**  
Chief Executive



***“We continue to implement changes to improve the effectiveness of the organisation to support the range of work we undertake and larger membership”***

# Membership and publishing

## BASW hits new membership high

**At the time of going to press BASW membership has passed 17,000 for the first time in the Association's history, with record numbers in all four UK countries.**

Membership growth is in excess of 11 per cent over the last twelve months with a 33 per cent boost in Independent members; membership of the Social Workers Union (SWU) has grown by 40 per cent over the last two years.

Over half of those joining, do so for the range of membership benefits and specifically for the protection BASW membership offers. 46 per cent of new members cite joining their professional association as 'the right thing to do'.

One new member told BASW: "Membership is affirmation and responsibility of being a professional social worker".

BASW chair Guy Shennan said: "Our growing size is a testament to BASW's strength and the benefits that membership offers. We have no intention to be complacent, however, and we are always looking for ways to develop, to increase our relevance for social workers and to promote and strengthen social work as a profession."

Some of the comments from new members on what BASW membership means to them:

*"As a first year MA student, it is reassuring to know that I am supported and that current information is available to me in regard to the PCF and standards"*

*"I am an independent social worker but wanted to be part of an organisation representing social workers as a whole"*

*"To assist me in learning more about relevant social issues alongside my studies"*

*"I wished to add my voice and support to a professional social work body"*

## Publishing activity

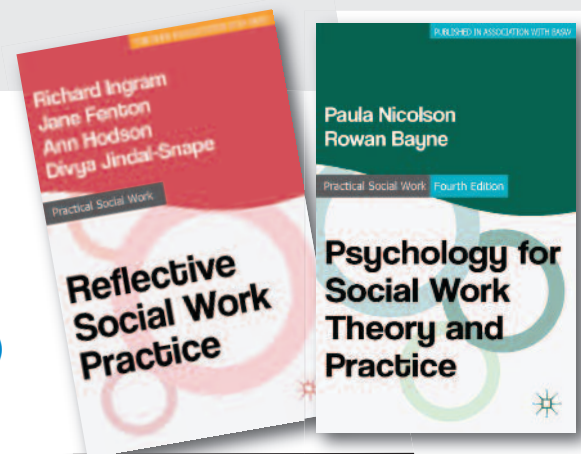
**Palgrave Macmillan, published the following titles in the BASW/Palgrave Practical Social Work series during 2013/14:**

### **Reflective Social Work Practice**

by Richard Ingram; Jane Fenton; Ann Hodson; Divya Jindal-Snape  
ISBN: 9781137301987 (publication date: 31/03/2014)

### **Psychology for Social Work Theory and Practice (4th edition)**

by Paula Nicolson; Rowan Bayne  
ISBN: 9780230303164 (publication date: 07/05/2014)



# BASW England report

**B**ASW England thanks members, the England Committee and staff for making this year such a great success. We have gone from strength to strength because of the fantastic contribution, hard work and conviction of everyone promoting the identity and value of social work as a profession.

**Increased membership:** Membership continues to grow. At the end of September 2014 we had 13,073 members – an increase of 1,032!

Reference Groups, Special Interest Groups (SIGs), networks and branches have worked collectively and incredibly hard to promote the voice of our members and the profession.

This has been underpinned by direct contact with members, strong partnership development, high profile national and local media coverage, representation at key stakeholder forums, influencing policy and advocating for the profession of social work.

During the year we also developed the Ambassador Scheme. BASW England now has its first Patron, Jenny Molloy, former looked after child and author of the bestselling memoir *Hackney Child*.

## **Direct contact with members and membership engagement:**

Members have represented BASW England at national forums and select committees, they have delivered student presentations and written articles for *PSW*. Our members have been courageous speaking out about historical sexual abuse and whistleblowing. We commend our members and will continue to strive to make sure that your voice and the real issues that count to you are heard.

Local branches have delivered seminars, co-ordinated events and promoted the voice of social work; Derby Branch delivered a series of seminars, Black Country Branch ran a successful conference called *Social Work in a Time of Austerity*, and in Jersey members have developed a network and held a workshop on HCPC registration and Continuous Professional Development (CPD).

Putting CPD at the centre of our work we have developed and delivered a series of seminars including a national event in partnership with the HCPC, that provided guidance for the HCPC registration renewal.

## **Influencing practice, policy and legislation:**

BASW England continues to cultivate relationships in Westminster and across the social work sector. We have worked alongside our members, MPs and the APPG in Social Work to launch the *State of Social Work* report. Next we will

assess the state of mental health service provision in England alongside the APPG and the Social Perspectives Network (SPN).

Staff and members have given evidence to committees, responded to consultations and been involved in policy development including: Education Select Committee on residential children's homes; Knowledge and skills statement for child and family social workers; Knowledge and skills statement for social workers in Adult Services; Care Bill (now the Care Act); and Mental Health Code of Practice.

We also continue to be involved in social work education and professional development with Higher Education Authorities (HEAs).

**Media coverage and marketing:** BASW England have responded to multiple digital, published and broadcast media requests, and we continue to enjoy a high profile within the nation's media.

We have taken part in online debates, on practice issues hosted by *The Guardian* and SWSC Media, and BASW England continues to be a Corporate Sponsor of the Social Worker of the Year Awards, a real celebration of individual social workers achievements.

**The England Committee and Reference Group:** The England Committee welcomed Neil Clarke, Manisha Patel, Richard Servian (appointed April 2014), student rep Jo Smith, (appointed April 2014) and Chair Professional Development Reference Group Louise Purser (appointed October 2013).

It has been a year of change – the passing of the Care Act and subsequent guidance, the legal challenges to the implementation of the Mental Capacity Act (MCA) and the growing interest in the integration of adult social care and social work. BASW England has contributed and spoken out to ensure the identity of social work is valued and central to all these proposals.

A mentoring scheme for newly qualified social workers (NQSWS) has been developed and members of the Children and Family Reference Group produced a communication asking members to lobby their MPs to support the national inquiry into historical child abuse allegations.

## **Staff**

We have successfully recruited a longstanding and very active member to our team. We welcome the new BASW England Professional Officer Karen Goodman.

**Maris Stratulis**  
Manager, BASW England





**B**ASW Cymru has grown in strength with a significant rise in members, an ever-increasing influence and requests for involvement and advice. As the Social Services and Well-being (Wales) Act launches its regulations and code of practice, we are now involved in the next piece of primary legislation, that is being drawn-up – The Regulation and Inspection White Paper – which became a Bill in February 2015.

We've welcomed a part-time National Administrator to the team, Paul Twyman. He has provided significant local support and fulfilled multiple administrative functions – so 'thank you' Paul. There continues to be a positive 'team-work' culture between staff, committee, Ambassadors and Patrons and this enables the breadth of our success.

**Membership:** Membership has continued to rise rapidly, with an increase of 13 per cent in twelve months, rising to 1,211 members. University visits were again enormously successful – a big thanks goes to everyone who helped support these. We have undertaken roadshows, visits to First Year in Practice teams and enjoyed extremely positive responses to our 'face-to-face' engagement. This is key to our ongoing success, confirmed by feedback shared with the BASW membership team.

The Professional Social Work (PSW) Group proposed in Wrexham has not yet commenced, but links with Bangor University students will provide an additional network for self-directed learning. The North and South Wales Independents Networks continue to be established, but the North Wales Network is slow to develop. We are looking at ways to encourage participation in this area.

**Publicity and links:** Our influence continues to increase. There have been both radio and television interviews on key issues including the Children Are Unbeatable (CAU) campaign. Our conference on CPEL in Llandrindod Wells was enormously successful and the BASW Cymru Annual Social Work Awards Ceremony saw the Minister for Health and Social Services for Wales Mark Drakeford, AM giving a keynote address. Other highlights include the WSWD celebration with Cardiff University and the National Social Services Conference for Wales in Llandudno.

This year we also visited the NIASW staff and committee in Belfast to share ideas for development and good practice. In March, the Deputy Chairperson and myself were asked to speak at an international conference in Birzai, Lithuania, where we were able to further strengthen our links.

**Working with other organisations enables BASW Cymru to have an even stronger voice where there are shared agendas:** Meetings and partnerships have included:

1. Regular meetings with the Care Council for Wales; ADSS Cymru representatives and the Welsh Government Office;
2. Regular meetings as a member of the Health & Social Care Policy Officers Group, Social Care and Well-Being Alliance for Wales (SCWAW) and the Welsh Reablement Alliance;
3. Significant meetings in relation to the Social Services and Well-being (Wales) Act, and the Regulation and Inspection White Paper;
4. Links with the Lithuanian Association of Social Workers;
5. Further developed key links between BASW Cymru and the Social Workers Union address local issues more effectively; and
6. Strengthened media links via TV, radio and 'online' opportunities.

**Committee and role developments:** Ian Ellison, Cath Taffurelli and Johnny O'Hagan continued as our Chairperson, Deputy Chairperson and Treasurer respectively. In March 2015, Cath Taffurelli became Chairperson – the first female Chairperson in Wales! We have welcomed Dave Allan to 'the fold' after he retired from SWU, and sadly, Jayne Cross stepped down from the committee.

We now have six BASW Cymru Ambassadors – with Dr. Catherine Poulter agreeing to add her significant experience to our formal influence. Three of our Ambassadors (Penny Lloyd, Gabe Conlon and Dr Neil Thompson) have continued to support our Awards through their judging of nominations. Our BASW Cymru Patrons (Julie Morgan AM, Ann Jones AM, Mark Isherwood AM, Darren Millar AM, Aled Roberts AM, Peter Black AM, Lindsay Whittle AM and Bethan Jenkins AM) continue to support events, enable access to advice and amendments on policy and legislation, and questions within the Senedd. This has been particularly helpful with recent legislative developments in Wales.

BASW Cymru continues to flourish in numbers and influence. The Welsh voice of social work is growing ever-louder; our unity of approach key to the continued success. Debate, discussion and even disagreement are healthy vehicles for developing a positive culture, providing they are undertaken in an open and transparent way. My thanks go to everyone involved with the continued success of BASW Cymru.

**Robin Moulster**  
Manager, BASW Cymru



# Northern Ireland Association of Social Workers report

**N**IASW has continued to consolidate its position as the authoritative and independent voice of the profession throughout 2013/14. Our staff team has remained unchanged since the last AGM and gives 110 per cent to the Association and its members; I would like to personally extend my thanks for their commitment, dedication and hard work.

2013/14 saw NIASW Chair Lesley McDowell and Vice Chair Gerry Madden step down after five years' service. They have worked tirelessly to promote NIASW and we hope that they will remain closely attached to our work for many years to come.

We are delighted to welcome a new Chair, Marcella Leonard and two new Vice Chairs, Colin Reid and Ciaran Traynor. All have taken on their new roles with gusto and enthusiasm, making a substantial commitment to NIASW.

**Increasing membership:** Membership is at the heart of NIASW's activities and whilst we have continued to recruit new members it is disappointing that retention remains problematic. We recognise that the current financial climate impacts heavily on social work – our feedback indicates that this is a key reason for people leaving.

Despite this challenge we have continued to promote NIASW ensuring visits to universities, all five trusts and voluntary and private sector organisations across Northern Ireland have taken place.

**Improve services to members:** NIASW is proud to work alongside the Irish Association of Social Workers. April 2014 saw us produce a joint mental health conference on Recovery in Dublin and September 2014 saw us co-host an all-Ireland conference, *Take the Lead Influencing & Advocating for Change*. It is hoped this will become a yearly event that rotates between Dublin and Belfast.

PSW magazine has carried more features from Northern Ireland and @CNiasw was launched, NIASW's own Twitter address to represent, discuss and communicate with members.

NIASW's investigation into agency social work pay uncovered hundreds of social workers being paid just above the minimum wage, much less than employees of Tesco, Aldi, and Lidl. Alerted by a member working as a social worker for a shocking £6.75 per hour with the WHSCT, supplied by First Choice Selection Agency (FCS) our research revealed this issue affected every Trust in Northern Ireland.

Freedom of Information requests revealed significant findings which we took formally to the DHSSPS Chief Social Services Officer. Our campaign highlighted the damage being done to the profession and called the principles of the Social Work Strategy into question. Now FCS is no longer approved by the Business Services Organisation (BSO) to provide agency social workers for BHSCT, SEHSCT or SHSCT and we are delighted that the new rates for agency staff will be at the first band of the appropriate AFC pay scale.

NIASW was thrilled to host IFSW General Secretary Dr Rory Truell for World Social Work Day 2014 who spoke on the theme of 'Social Work in Divided Communities: Local and International Perspectives'. We also welcomed the CEO of Wave, Sandra Peake, who spoke on 'Bringing divided communities together to affect change'.

Alongside IFSW, NIASW have developed a book, *Social Work in Conflict* which captures social work experiences during the four decades of conflict in Northern Ireland as well as across the world. This will be launched at the IFSW conference in Edinburgh 2015.

**Raising the profile, standing and influence of the profession:** Over the past year we have had a number of meetings with key stakeholders including the DHSSPS, NISCC, ADSW, RQIA and the HSCB.

NIASW was proud to produce *Reducing Bureaucracy in Child Care Social Work: A Paper for Minister Poots*. Delivered directly to the Minister the paper has been endorsed by the DHSSPS and used to shape policy and practice by the Social Work Strategy.

NIASW have also undertaken a survey of Adult Services. The result, *A Blueprint for Change: Adult Services Social Work in NI*, sets out the issues affecting social workers and the solutions to them. The report will be launched by MLA Maeve McLaughlin, Chair of the Health and Social Services Committee, at Parliament Buildings on 12 May, and has already been adopted by the Social Work Strategy.

NIASW and BAPSCAN held a timely conference, *Child Sexual Exploitation: Prevention, Protection and Prosecution* in October 2013. The event took place with funding from SBNI and PHA to attract expert keynote speakers and hosted 300 delegates.

NIASW enabled MLAs Robin Swann and Maeve McLaughlin to spend a day with social workers. They were able to hear first-hand about the innovation, challenges and rewards of our profession. The MLA Placement Scheme is open to all MLAs in NI and we are actively promoting it across all parties in the Assembly.

**Carolyn Ewart**  
Manager, NIASW



# Scottish Association of Social Work report

This year marks a period of change for SASW, it has been both eventful and successful, and my first full year as SASW Manager. Our longstanding National Administrator, Johan Grant, has been assisting with the organisation of the IFSW European Conference. Hosted by BASW the event will take place in Edinburgh on 6-9 September 2015. Colin Stark has been appointed as administrative support officer for the period she is engaged with this prestigious project. Former SASW Manager Ruth Stark is co-ordinating the conference, alongside other duties following her election as Global President of IFSW in Melbourne in December.

The Scotland Committee elected a new Convener Alistair Brown; Graeme Rizza stepped down after many years of leading the Scottish contingent in BASW. We are most grateful to Graeme for his tireless support. David Thomson was elected Vice Convener and another SASW Committee member, Maggie Mellon, became the BASW UK Vice Chair. The Committee adopted a Strategic Plan for SASW, with the following objectives:

- Strengthen the profession by listening, responding to and representing our **members**,
- Express the **voice** of grassroots social work practice in Scotland as the professional association, and
- Support excellence through **partnership** with service users and other stakeholders in Scotland.

**Membership:** SASW membership has increased by 12% and we are aware of SWU's positive impact through the strong representation and support of our members in some very complex scenarios.

We are delighted with the revised Highland Branch (previously North of Scotland). Social workers from this region were the first to be part of an integrated Health and Social Care model and a pilot for the political changes related to universal benefits. The Branch organised a symposium on 'The impact of welfare reform' in Inverness on 2 September which attracted eminent speakers and a large receptive audience.

The Forth Valley Branch organised a well attended seminar on substance misuse in the autumn of 2013. Sadly the Branch closed down in December 2014 after many years of dedicated work and enthusiasm from Kate Pryde and Robin Duncan.

We have continued to engage SASW members through e-bulletins, the SASW website and *PSW Scotland*, and we're planning country-wide visits in 2015. We went 'live' on Twitter in June; SASW now have 561 followers @ScotsSW and counting!

**Voice:** September's Referendum on Independence influenced a wide variety of work which SASW participated in without taking a specific position on the outcome. Our Annual Meeting in July hosted the Question Time, 'The impact of the referendum on social work', and we saw press interest on our views from the BBC, *The Herald*, *The Scotsman* and *The Guardian*.

SASW joined the TUC's campaign 'Britain Needs a Pay Rise'.

SASW Professional Officer Tim Parkinson supported a number of Local Practitioner's Forums. He also supported our Criminal Justice Forum and commented on proposals for electronic monitoring, as well as attendance at the Cross-Party Group on Offending.

I have been an active participant within the Scottish Social Services Strategic Forum, chaired by MPSP Aileen Campbell. This group came together under the auspices of the Chief Social Work Adviser to the Scottish Government Alan Baird, to agree the direction of travel for the next three to five years. The Strategy is now almost finalised, quoting the *BASW Code of Ethics* and reflecting our views.

There have been many initiatives, e.g. the BASW Special Interest Group on Alcohol and Other Drugs supported seminar in Glasgow on 'Conversations with families affected by substance misuse' in May, the SASW and Scottish Organisation of Practice Teachers' Conference in Dec 2013, and the Social Services Expo in March.

We had a lively SASW Awards Ceremony on 18 March (WSWD 2014), which involved a flash mob choir and a very moving presentation from a poet who has suffered from mental ill health. Our annual MHO Social Work Study Day in October highlighted some urgent issues which we need to pursue to ensure we retain this unique provision in Scotland, and we are on the case!

**Partnership:** We are fortunate to have productive joint working relationships within Scotland. Partnerships continue to produce good outcomes, from the *Keeping the Baby IN the Bathwater* campaign on early intervention, to the *Imagining the Future* IRISS project which considers social services in 2025. We continue to work with universities and input into the NQSW conference at Glasgow Caledonian University. Maintaining professional identity will remain our key objective within the increasingly integrated world in the years to come.

**Trisha Hall**  
Manager, SASW



# Policy, Ethics and Human Rights Committee report

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

The Policy, Ethics and Human Rights (PEHR) Committee has successfully continued with its work during 2013/14, supported by the policy team. Lesley McDowell chaired her last meeting of the committee in April 2014 and the Committee welcomed Maggie Mellon as the new chair, as well as four new members, during the summer of 2014.

The Committee leads on UK policy development, underpinned by the *BASW Code of Ethics*, and links with the International Federation of Social Workers (IFSW) through the International Committee.

### Social Work Knowledge

Social Work Knowledge features an integrated content management system which catalogues online materials and enables members and others to access a wide range of resources. Currently there are over 3,300 publications in our database and much more information in the 'Useful Links' section. Members who log in can read the resources and then log them to their CPD record. We have recently launched an email alert to new content and this is proving to be very popular.

### Working groups

The Committee has a working group, Movement of People – Immigration, Asylum and Trafficking (formerly Immigration Group). This group have been actively involved in responding to inquiries and government consultations. They have recently responded to the consultation on age assessment guidance for social workers, and will also be introducing anti-racism into their immigration work.

A working group has also recently been developed to look at the issue of non-consensual adoption. A project plan has been developed to take this work forward during 2014/15.

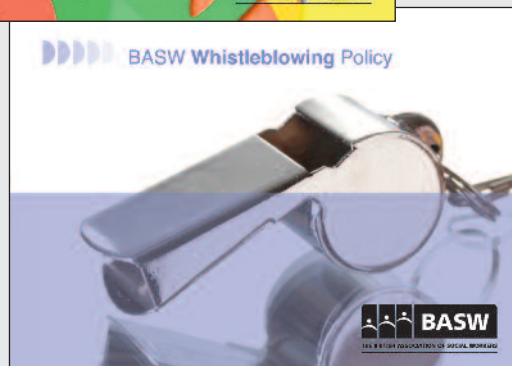
BASW policies are downloadable at  
[www.basw.co.uk/policies](http://www.basw.co.uk/policies)

### Policies

The Committee and policy team develop UK policies to support social workers with their practice. It is intended that policies will be used and are relevant to the whole of the United Kingdom.

The *Whistleblowing* policy was published in December 2014 and the *Human Rights* policy in January 2015. Work is also underway on the *Community social work* policy which should be published later this year.

Some of the policies are currently being reviewed, including *Supervision*, *Code of Ethics* and *CPD* and others are due for review in the autumn.



## International Committee

The International Committee (IC) has been extremely active with Jane Shears as Chair. The IC has continued to work closely with the International Federation of Social Workers (IFSW) and IFSW Europe during 2013/2014. Fran McDonnell retired from the BASW policy team at the end of 2014 but has been elected onto the IFSW European Executive so will continue to be actively involved with BASW and international work.

The Committee currently has three sub-groups: Global Agenda, IFSW/IFSW Europe and International Development. The Global Agenda is a joint group between BASW, Joint University Council Social Work Education Committee (JUCSWEC) and the Social Work Health Inequalities Network (SWIHN) to promote the IFSW/IASSW Global Agenda. During the last few months the

fourth sub-group, International Social Work, has disbanded due to all agreed tasks being completed. The Committee will be exploring the development of additional, time limited groups on specialist subjects over the coming months.

At the AGM in June 2014, a motion was passed to develop an International Development Fund, this work was driven forward by the International Development sub-group. The group have been working on criteria to administer the fund once it is launched.

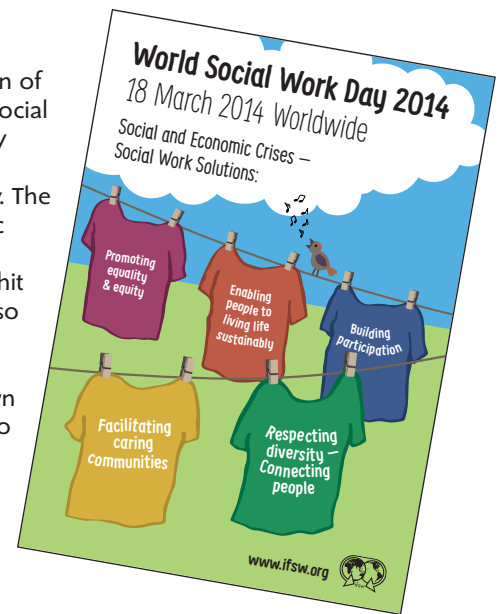
BASW is also working in partnership with IFSW Europe to plan the conference that will take place in September 2015 in Edinburgh. Members of the IC are on both the Steering Group and Programme Planning group.

## World Social Work Day, events and overseas links

World Social Work Day events during 2014 were a huge success with a range of activities taking place locally and regionally, often organised and attended by practitioners, students and educators. Our UK partnership enabled us to host events in each of the four countries. Universities and some agencies were able to invite international colleagues or to put students in touch with others abroad through Skype and conferencing. Events to celebrate the day in Scotland were funded by the Scottish Government, and in Northern Ireland the Health and Social Care Board sponsored 75 delegate places including 35 students to attend their event. The Care Council for Wales assisted with the promotion of their events.

Of note in 2014 was MPs recognition of the contribution to society made by social workers by signing a special Early Day Motion presented in Westminster Parliament on World Social Work Day. The recent focus was 'social and economic inequalities' enabling us to show and evidence the way austerity measures hit hardest at the most vulnerable. We also celebrated global measures taken to deal with recession and how social workers around the world have shown solidarity with, and found new ways to support, those most in need.

BASW was represented at the IFSW Europe Executive meeting in Madrid in May 2014 and also at the General meeting in Melbourne in July 2014.



For more info on BASW's international work visit [www.basw.co.uk/international](http://www.basw.co.uk/international)

# BASW Independents' report

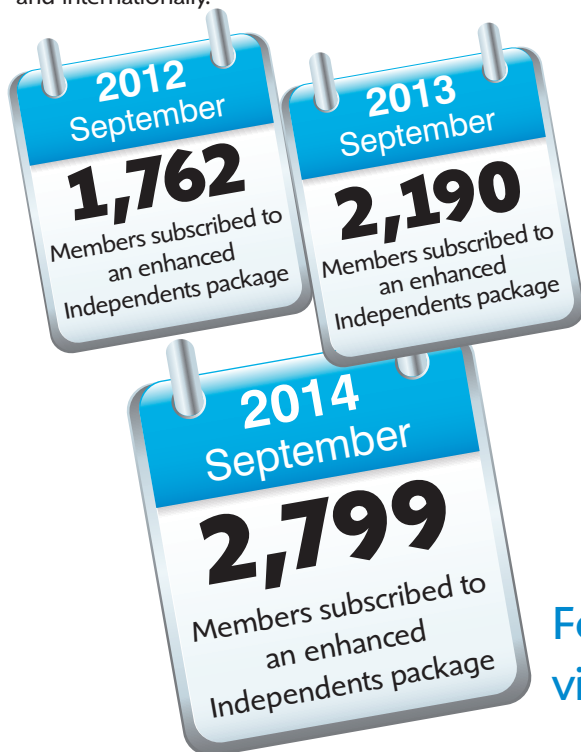
## Independents membership growth

BASW Independents membership (those who subscribe to either the Independents Basic or Independents Plus enhanced packages) continues to grow at an impressive rate. BASW Independents subscribers throughout the UK rose by 609 members during the financial year 2013/14 which equates to an increase of 28 per cent in Independents subscriptions during the year.

## Practice: Social Work in Action journal

BASW has continued its commitment to supporting Independents accessing CPD by organising FREE online access to *Practice: Social Work in Action* journal for a limited time only and throughout the membership year 2013/14.

Accessible through Member Services of the BASW website, this has supported BASW Independents in keeping up-to-date with the latest social work developments within the United Kingdom and internationally.



The screenshot shows the 'BASW Independents Home Site' with a navigation menu and search filters. The search filters include a dropdown for region (England, Scotland, Wales, Northern Ireland, Isle of Man/Isle of Wight) and a grid of checkboxes for professional expertise areas such as Adoption/fostering, Adult services, Asylum issues, Bereavement, Brain injury, CAMHS, Care standards, Child protection, Children and families, Criminal justice, Dementia, Direct payments, Disabilities - learning, Disabilities - physical, Early years, Ethics, HIV/AIDS, Human Rights, Immigration, and Learning and development.

## BASW Independents Directory

Rebranded from the Social Work Directory to BASW Independents Directory, this website is dedicated to allowing potential clients of BASW Independents to locate and procure their services direct. Along with the rebranding and change of domain to [www.baswindependents.co.uk](http://www.baswindependents.co.uk), there has been a significant amount of information added including a Terms & Conditions and guidance on how to contract an Independent.

During the membership year 2013/14, the website received 14,160 unique visitors and 34,039 page views. Functionality developments are planned for the site during the membership year 2014/15 to improve this service further.

For information about BASW independents visit [www.basw.co.uk/independents](http://www.basw.co.uk/independents)

# 45th

**BASW** in numbers

year as the **professional association** for social workers

# 1,224

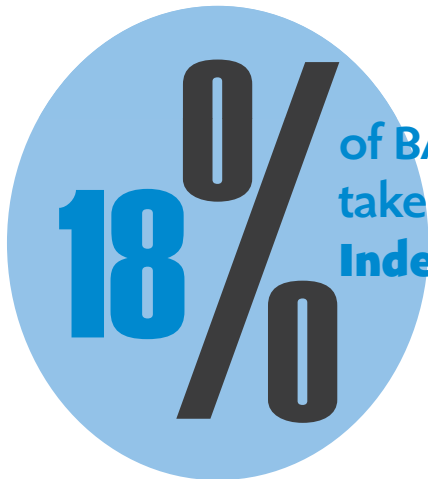
BASW MEMBERS SUBSCRIBE TO  
*THE BRITISH JOURNAL OF SOCIAL WORK*  
AND/OR *PRACTICE: SOCIAL WORK IN ACTION*

# 17,180

**BASW** members

# 10,247

**SWU** members



of BASW members have taken out an **enhanced Independent package**

**BJSW RANKED** **NO.1**  
**SOCIAL WORK JOURNAL WORLDWIDE**

Numbers correct at time of going to press

## CONSOLIDATED INCOME AND EXPENDITURE ACCOUNT

Year ended 30 September 2014

	2014 £	2014 £
<b>Income</b>	<b>3,682,361</b>	3,358,291
Administrative expenses	3,462,985	(3,348,584)
<b>Operating surplus</b>	<b>219,376</b>	9,707
Interest receivable	<b>367</b>	158
Other finance income	<b>94,215</b>	<u>81,833</u>
<b>Surplus on ordinary activities before taxation</b>	<b>313,958</b>	91,698
Tax on surplus on ordinary activities	<b>(10,160)</b>	<u>(10,667)</u>
<b>Surplus for the financial year</b>	<b><u>303,798</u></b>	<u>81,031</u>

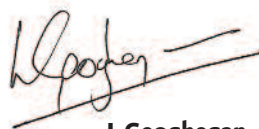
### COUNCIL'S STATEMENT

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 2014 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 14 January 2015 and will soon be submitted to Companies House. They received an unqualified audit report from Dains LLP on 14 January 2015 and copies can be obtained from the British Association of Social Workers upon request.

Signed on behalf of Council on 14 January 2015:



**G Shennan**  
Chair



**L Geoghegan**  
Chair of the Finance & Human Resources Committee



## CONSOLIDATED BALANCE SHEET

as at 30 September 2014

	2014	2013
	£	£
<b>Fixed assets</b>		
Tangible assets	564,829	630,263
Fixed asset investments	<u>899,628</u>	<u>861,077</u>
	<b>1,464,457</b>	1,491,340
<b>Current assets</b>		
Stocks	258	625
Debtors	219,200	215,315
Cash at bank and in hand	<u>651,353</u>	<u>316,094</u>
	<b>870,811</b>	532,034
<b>Creditors:</b> amounts falling due within one year	<u>(276,638)</u>	<u>(257,048)</u>
<b>Net current assets</b>	<b><u>594,173</u></b>	<u>274,986</u>
<b>Net assets</b>	<b><u>2,058,630</u></b>	<u>1,766,326</u>
<b>Capital and reserves</b>		
Revaluation reserve	530,267	551,357
Accumulated fund	<u>1,528,363</u>	<u>1,214,969</u>
	<b><u>2,058,630</u></b>	<u>1,766,326</u>

# Personnel 2015

## UK Office

<b>Ifzan Ahmed</b>	Member Contact Officer
<b>Colin Anderson</b>	TU Official/Advice & Representation Officer
<b>Tracy Chopping</b>	Policy Officer †**
<b>Donna Cowley</b>	Membership Manager †
<b>Simon Dangerfield</b>	Web & Technical Support Officer
<b>Helen Darville</b>	Policy Administrator **
<b>Peter Evans</b>	Membership Admin Support
<b>Tricia Gbinigie</b>	Business Development Officer
<b>Debbie Gilbert</b>	Receptionist †
<b>Susan Gordon</b>	TU Official/Advice & Representation Officer †
<b>Pam Green</b>	Publishing Assistant †
<b>Susan Hatton</b>	Publishing Manager
<b>Sara Hickin</b>	Executive Officer (Business Services)
<b>Lyse Hurd</b>	TU Official/Advice & Representation Office
<b>Kam Johal</b>	Membership Officer
<b>Tina Jones</b>	SWU/A&R Administrator
<b>Cheryl Jordaen</b>	SWU/A&R Administrator
<b>Shirley Konstandis</b>	Executive Officer (Governance)
<b>Leanne Ling</b>	Receptionist †
<b>Fiona Linn</b>	TU Advisor †
<b>Joanne Lloyd</b>	Finance Manager
<b>Julie Long</b>	TU Advisor †
<b>Betty Mathias</b>	Finance Project Officer**
<b>Hayley Meachin</b>	Senior Media & Communications Officer
<b>Allan Norman</b>	Policy Manager*
<b>Louise Owen-McGee</b>	Communications & Marketing Manager
<b>Shahid Naqvi</b>	Editor, Professional Social Work
<b>Tim O'Shea</b>	Business & Commercial Manager
<b>Kath Owen</b>	TU Official/Advice & Representation Officer
<b>Christina Ramage</b>	TU Official/Advice & Representation Officer
<b>Bridget Robb</b>	Chief Executive
<b>Lily Robertson</b>	TU Official/Advice & Representation Officer
<b>Mary Showell</b>	Admin Manager, Advice & Representation
<b>Cat Smith</b>	Parliamentary Officer †
<b>Pat Toulmin</b>	Knowledge Development Manager †
<b>Wendy Travis</b>	TU Official/Advice & Representation Officer
<b>Lien Watts</b>	Assistant General Secretary/A&R Manager
<b>Kevin Waldock</b>	TU Official/Advice & Representation Officer*

## England

<b>Joe Godden</b>	Professional Officer †
<b>Karen Goodman</b>	Professional Officer*
<b>Sharon Hodgson</b>	National Administrator †
<b>Sue Kent</b>	Professional Officer
<b>Nushra Mansuri</b>	Professional Officer
<b>Sarah Richards</b>	Events Co-ordinator/National Administrator †
<b>Maris Stratulis</b>	Manager (England)

## Northern Ireland

<b>Carolyn Ewart</b>	Manager (Northern Ireland)
<b>Anne McAllister</b>	Professional Officer †
<b>Amanda Beattie</b>	National Administrator †

## Scotland

<b>Johan Grant</b>	National Administrator
<b>Trisha Hall</b>	Manager (Scotland)
<b>Tim Parkinson</b>	Professional Officer
<b>Colin Stark</b>	National Administrator†**

## Wales

<b>Carol Davies</b>	Professional Officer †
<b>Robin Moulster</b>	Manager (Wales)
<b>Gaye Sheridan</b>	Professional Officer †
<b>Paul Twyman</b>	National Administrator †**

Left between 1 October 2013-30 September 2014

<b>David Allan</b>	Trade Union Official/Advice & Representation Officer
<b>Joseph Devo</b>	Head of Communications

Left after 1st October 2014

<b>Jon Hudson</b>	TU Advisor †
<b>Fran McDonnell</b>	Policy Manager †
<b>Martin Weinbren</b>	Senior Practitioner

\* Started after 1st October 2014 \*\* Temporary contract † Part-time

## **The British Association of Social Workers**

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16 Kent Street, Birmingham B5 6RD

Tel: (0121) 622 3911  
Fax: (0121) 622 4860

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

