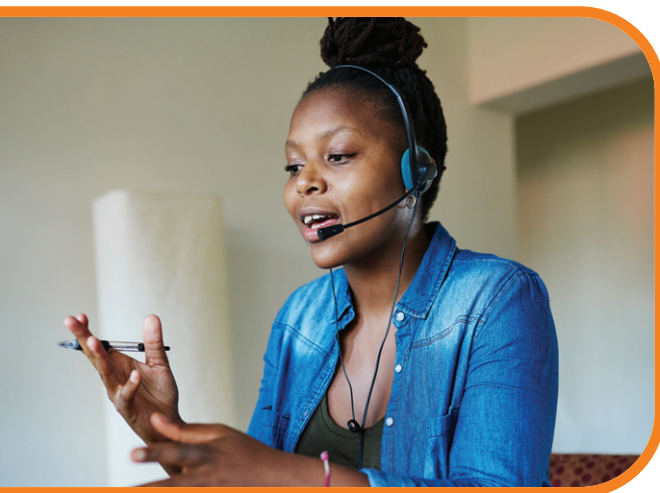


# BRITISH ASSOCIATION OF SOCIAL WORKERS ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 30TH SEPTEMBER 2022



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 Audit Limited 15 Colmore Row, Birmingham B3 2BH

This is my first Annual Report as Chair of The British Association of Social Work and I will be focussing on scanning the horizons in these deeply troubling times.

Social workers across the UK are experiencing an onslaught of the appalling living conditions affecting people who use their services and indeed themselves.

BASW is the one and only professional association for social workers. As such, we are rightly deeply concerned about poverty. The concept of 'Levelling up' has an increasingly hollow tone as we evidence levels of deprivation and inequality not seen in the UK for decades. Food Banks have become a standard way of feeding adults and children. Children go to school hungry and come home hungry. This is not acceptable in a modern society and that is why we are pursuing poverty as our main UK campaign going into 22/23.

I am delighted that BASW, the professional body, works closely with the Social Workers Union (SWU) – a separate specialist Trade Union within the wider trade union movement. I am proud of having joined SWU and would urge all my fellow BASW colleagues to do the same.

Our partnership with SWU is part of our collaborative endeavour to improve working conditions and build our profession. This is fundamental; we cannot serve well and consistently in conditions of unrelenting overwork, too few resources and inadequate terms and conditions.

I have been a proud member of BASW since I first qualified as a social worker in the London Borough of Hammersmith and Fulham in 1972. Looking back, I am struck at how hugely the profession has grown but also surprised that the difference we make every day in people's lives has not become more recognised and valued across society. We must take our place and be recognised more for the responsibilities we take and difference we make within public and other services, alongside our multidisciplinary colleagues.

I strongly believe we are now moving forward, building on the solid and substantial foundations of recent years under the leadership of the previous Chair, the Chief Executive and her team. We must build still further. But how do we do this?



JULIA ROSS, BASW UK CHAIR

Our membership – the foundation of our identity, history, success and achievements – is solid and strong at over 22,000 members and growing. But we need to exceed our current 20% of registered social workers, grow faster and reach our full potential.

I often think - why don't all social workers join as soon as they qualify, as I did? Let us all make a promise to make this our own personal responsibility to bring in new members as part of our pledge to BASW and the people we serve.

We are One BASW and to that end I want to offer my congratulations to the amazing work of our four nations' National Directors, teams and National Standing Committee Chairs. We are together in having a shared determination to make BASW the best it can be in supporting members through the strength of being one UK association, responsive and fully engaged in each nation and region.

My objectives for my first term as Chair are to:

- Double our membership over coming years
- Tackle poverty on all fronts
- Strengthen our voice with and through others
- Build our social work leadership

My responsibility and pledge to you is to lead on these commitments and represent your interests, working my hardest to drive our vision forward.

It is, however, only with your help and involvement that we can achieve our very best for a better future for social work and society. With your support, I am confident that BASW can and will lead the way.

**Julia Ross, UK Chair**

## Growing though tough times

My thanks first to all our members for your continuing support and for being part of the association during 2021/22. Your continuing membership continues to build the association as the vital, independent voice of social work. Many of you have given time to committees, groups, editorial boards, Branches and contributed through sharing your professional expertise and knowledge in many ways.

Thanks also to the many people with lived and living experience of social work services who have enriched our work this year and who will continue to do so. We look forward to more meaningful collaboration and the extension of lived experience influence within the association.

Greater co-production with Experts by Experience of social work is one important part of our ongoing commitment to greater inclusivity, equality and celebration of diversity.

While still feeling the effects of Covid, the economic and political context for all of us has been tough and uncertain in new ways this year. Soaring inflation, the energy crisis, the geopolitical and economic impact of war in Ukraine, rising demand for services, continued underfunding, and the legacy impact of the pandemic on our health and wellbeing have created great pressures on social work and society. The turbulence in UK government and pursuit of regressive policies – particularly on human rights, immigration and public sector workforce – have impacted negatively on morale and ability for many services to deliver what people need.

BASW has responded to these challenges. We have come through 21/22 and planned for the coming year in a sound financial and operational position. We are very pleased to have held our membership fees for 22/23 at 21/22 rates in response to the cost-of-living pressures. This has meant disciplined budget planning in 22/23 and focusing ever more acutely on what members want and value, using our resources more judiciously.



RUTH ALLEN, BASW CEO

However, we are also living up to the social work adage of 'never waste a crisis' – learning and reflecting in real time, planning for growth while managing risks carefully, and attending more thoroughly to the wellbeing of our members and staff. This included expanding our Professional Support Service coaching offer across all nations of the UK, growing Social Work Employment Services and expanding our Communities of Practice, Branches and peer-support groups.

This year we commenced our Annual Survey of Social Work. This will be designed each year to create trend data on social workers' views about their work and policy and practice contexts, and provide a better evidence base for BASW's response to member expectations. This and other work is feeding into our ambitious membership growth strategy and review of our membership offers which will shape improvements for members throughout 22/23 and 23/24.

We have set higher expectations for visibility in press, media and political debate, built even stronger presence in policy, parliamentary and political affairs in all nations of the UK, and undertook many more professional development and research activities. These are just a few of the activities you will read about in this report. I believe they convey strongly how BASW's visibility, services and impact continue to increase.

To end, I want to mention one highlight not covered elsewhere. 2022 marked fifty years of the Social Workers' Educational Trust (SWET), one of BASW's affiliate charities. We were delighted to publish their book [The Advancement of Social Work](#). It presents the reflections of many SWET funding recipients over the years. It is yet another example of how social workers in BASW organise and, through heartfelt, voluntary, professional effort, make sure the profession advances. It is an example of how we make a difference and how we are looking to address future challenges together.

**Ruth Allen, Chief Executive Officer**

# ABOUT BASW



## Our vision

**Social work will be a thriving, influential, respected profession, improving lives and upholding people's rights across the UK.**

## What we do

### Lobby and influence:

As the independent voice of social work, your voice inspires our campaigns, policy work, and is raised as we establish political influence and media presence across the UK and in each of our four nations. We represent UK social work within the International Federation of Social Workers and through this, support social work across the world. Together we can drive positive change and influence what matters in social work and society today.

### Provide advice, representation and support:

We partner with the Social Workers Union to provide members with expert advice and representation on employment and regulatory matters. Our Social Work Professional Support Service is a peer-to-peer listening service, here to support your wellbeing and practice-related concerns.

### Promote and support professional development:

As the home for ethical social work across the UK, we deliver professional development courses, conferences and other learning opportunities for social workers and across disciplines. We support social workers' careers and wellbeing every step of the way, from students to advanced practitioners and leaders.

As an independent, member-led association, BASW brings social workers together to have influence across all fields of social work in the UK

## How we work

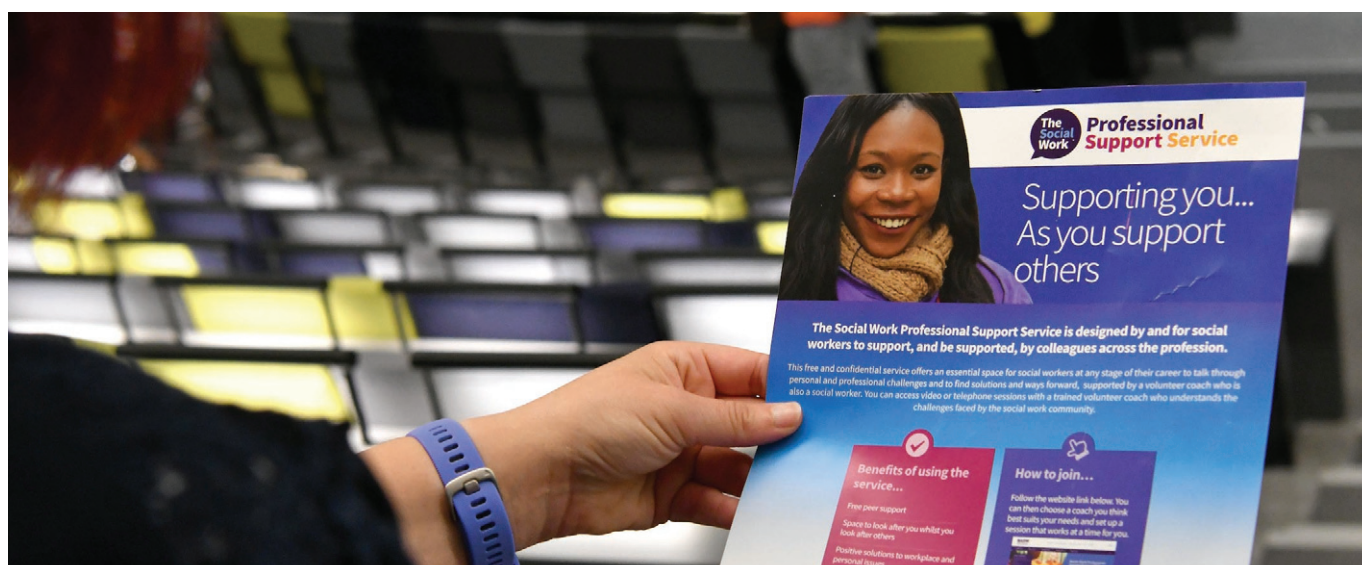
BASW is run for and by our members through an elected Council (Board of Directors) and committees.

We know that peer support is vital to social workers which is why we facilitate networks, forums, and collaborate with member groups across the four nations of the UK. Our Council, Committees, Special Interest, Thematic, and Advisory Groups provide specialist social work and strategic expertise. BASW Branches raise the voice of social workers within localities.

We also connect with charities, sector leaders, regulatory bodies, policy-makers and people with lived experience of social work. As a result, BASW is a vibrant hub of activity and influence, driving positive change in the sector.

## Our commitment to equality, diversity and inclusion

You will see throughout this report that BASW is committed to becoming a more equal, diverse and inclusive organisation in all we do. We are identifying more opportunities to take leadership from voices reflective of the rich diversity of social workers and people we work with. Guided by our Code of Ethics, our commitment is to promote inclusive, anti-discriminatory social work practice, education and policies across the UK.



## Governance

The British Association of Social Workers (BASW) is committed to the highest standards of governance, and we use the UK Corporate Governance Code to guide us. At the heart of this code is a set of principles constituted from the Companies Acts 1985 to 2006, that emphasises the value of good governance to long-term sustainable attainment.

# BASW

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

BASW is a member led Association that is a company limited by guarantee, not having a share capital.

## Governing Body

BASW is an independent member led organisation and is run according to a set of constitutional rules, that set out what our objectives are and how the organisation works. This constitution is known as our Articles of Association.

Council is the governing body of BASW. Council members are Directors who are personally liable for the sound management, governance and strategic direction of the Association. They are all current BASW members with a background in social work.

Council members are elected each year at the Annual General Meeting. The Council is supported by three Standing Committees:

- **Finance & Organisational Development Committee**
- **Policy, Ethics and Human Rights Committee**
- **International Committee**

and four National Standing Committees:

- **England**
- **Scotland**
- **Wales**
- **Northern Ireland**

[www.basw.co.uk/about-basw/governance/committees](http://www.basw.co.uk/about-basw/governance/committees)

Each Committee meets several times a year and reports directly to Council. Other subcommittees are established from time to time, these may report directly to the Committee they are a subcommittee of, or they may report directly to Council.

In addition to our constitutional Committees BASW also operates a structure of inclusivity and cooperative working practices which includes advisory groups, [Thematic Groups](#), [Special Interest Groups](#) and [Branches and Network Groups](#). Our Council and Standing Committees work with these groups in both an advisory and practical capacity.

[www.basw.co.uk/what-we-do/groups-and-networks](http://www.basw.co.uk/what-we-do/groups-and-networks)

## Members of Council 2021/2022



### CHAIR

**JULIA ROSS**

FROM JUNE 2022



**GERRY NOSOWSKA**

JUNE 2018-JUNE 2022



### VICE CHAIR

**NEETA BAICHER**

FROM JUNE 2022



**JULIA ROSS**

FROM MARCH 2022-  
JUNE 2022 (INTERIM)



**LEWIS ROBERTS**

FROM SEPTEMBER 2020  
FEBRUARY 2022



### TREASURER

**ANN MOIR**

FROM SEPTEMBER 2021

### ENGLAND COMMITTEE APPOINTED DIRECTORS

<b>VAVA TAMPA</b>	CHAIR	FROM JANUARY 2022
<b>ANDY GILL</b>	CHAIR	FROM MAY 2017-APRIL 2022
<b>KATY JACKSON</b>	VICE CHAIR	FROM APRIL 2022
<b>ANGIE BARTOLI</b>	VICE CHAIR	FROM MAY 2017-DECEMBER 2021

### NORTHERN IRELAND COMMITTEE APPOINTED DIRECTORS

<b>ORLAITH MCGIBBON</b>	CHAIR	FROM FEBRUARY 2020
<b>JOHN SHERIDAN</b>	VICE CHAIR	FROM MARCH 2022

### SCOTLAND COMMITTEE APPOINTED DIRECTORS

<b>JUDE CURRIE</b>	CHAIR	FROM MAY 2020
<b>LINDSEY YOUNG</b>	VICE CHAIR	FROM SEPTEMBER 2020

### WALES COMMITTEE APPOINTED DIRECTORS

<b>CHRISTIAN BEECH</b>	CO CHAIR	FROM APRIL 2018
<b>ANDREW PENNINGTON</b>	CO CHAIR	FROM JUNE 2022

### INTERNATIONAL COMMITTEE

<b>JANET WALKER</b>	CHAIR	FROM JUNE 2022 FROM FEBRUARY 2022 (INTERIM)
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### POLICY ETHICS & HUMAN RIGHTS COMMITTEE

<b>MARTIN SEXTON</b>	CHAIR	FROM SEPTEMBER 2020
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### ELECTED DIRECTORS

<b>LESLEY BEST</b>	FROM SEPTEMBER 2021
<b>CAMELIA CHOWDHURY</b>	FROM JUNE 2022
<b>MANDEEP GILL</b>	FROM SEPTEMBER 2020-JUNE 2022
<b>ANNIE HO</b>	FROM SEPTEMBER 2021

### CO-OPTED DIRECTORS

<b>CAMELIA CHOWDHURY</b>	FROM MAY 2021-MAY 2022
<b>CHARMAINE MALCOLM</b>	FROM SEPTEMBER 2020
<b>HARI SEWELL</b>	FROM SEPTEMBER 2020



## Leadership

We have developed frameworks to guide and describe how we want to work:

- our Code of Ethics describe how we want to engage with the world;
- our brand values describe how we want our supporters, stakeholders and the wider public to think about us;
- our cultural values describe how we work and relate to each other;
- our Code of Conduct and Equal Opportunities Guidance for Council and Committee members describes how we want our Council and Committee to behave.

These frameworks form part of the induction process for new Council and Committee members. If you are elected or co-opted to Council, we'll give you information about your duties as a Director of BASW. You'll also have access to induction and briefing materials outlining your role, duties and accountabilities, with information about BASW and its policies, structure and work. We also run a series of induction sessions for each new Director, which takes a strategic look at their roles and responsibilities and how they can discharge their Directors duties through a process of effective scrutiny and challenge.

Each Director completes a declaration of conflict, known as a register of interests, which records their declared interests and related party transactions. This is updated each year, and whenever any changes occur.

## Board Effectiveness

BASW Council works as a team, with a balance of skills, experience, background and knowledge, in order to be as effective as possible. Every Director of Council is a current member of the Association and have the well-informed understanding of social work practice required to promote and represent the voice of our membership.

Every year, we review the skills our members bring to Council and the Committees. This forms part of a review process to assess how effective our governance structure is and to identify any skills gaps that might exist. We also check our ways of working, to ensure we align with our Articles and our Code of Ethics.

We advertise Council and Committee vacancies on the BASW website and in our *Professional Social Work (PSW)* members' magazine. The appointment process is member led and rigorous, with an election process and due diligence checks, involving input from the Council's Nominations Committee. The Nominations Committee also assists with the election process of nominees to the three Honorary Officer positions of Chair, Vice Chair and Treasurer.

Council members also sit on and Chair our Committees, this includes representation from all four nations. Our articles allow for two representatives from each nation to be appointed onto Council. For further information on the structure and operation of Council, please see the [Governance](#) section of our website.

Council members, as Directors, are responsible for keeping adequate accounts. These should show and explain BASW's transactions, and be able to disclose, at any time, the Associations financial position. These should also ensure the financial statements comply with reporting and legal regulations and the Associations Articles.

The Directors are responsible for preparing the Associations Annual Report, and financial statements in accordance with the financial reporting standard applicable in the UK and Republic of Ireland, known as FRS102. Company law in England, Scotland, Wales and Northern Ireland requires Directors to prepare financial statements each financial year. These must give a true and fair view of the state of affairs of the Association, and of its income and expenditure.

When preparing these statements, the Directors must:

- select suitable accounting policies, and apply them consistently;
- make reasonable judgements and estimates;
- state whether they have followed applicable accounting standards, subject to any exceptions which are disclosed and explained;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Association will continue in business.

They are also responsible for safeguarding BASW's assets, and for taking reasonable steps to prevent and detect fraud and other irregularities.

## Decision Making and Risk Control

We strive for decision-making processes that are rigorous and efficient, incorporate effective delegation, and are informed by assessments of risk and control.

BASW Council delegates authority to the Chief Executive and to the employees for certain activities. There's a detailed schedule of delegation in place, re-confirmed annually. We have systems and policies in place to monitor these delegations. Major strategic, financial and policy decisions are reserved to Council and its Committees. All have formal terms of reference.

The Directors are responsible for identifying and managing the major risks facing the Association. Risk management is considered in every aspect of BASW's work. In response to the recommendations set out in the Financial Reporting Standard applicable in the UK and Republic of Ireland FRS102, Directors regularly consider risk management in a broad and strategic manner, considering all relevant internal and external factors that might alter or undermine the capacity of the Association to fulfil its objectives, its mission and its strategy.

A risk register and internal and external audits provide comprehensive assurance of the following areas of risk and control:

- delivery of our strategy and projects, with a focus on championing social work;
- our reputation;
- our responsibility to staff, volunteers, supporters, and visitors, and in particular to safeguard the wellbeing of vulnerable individuals;
- our compliance with law and regulation; management of our financial, physical and intangible assets, including land, buildings, data and technological assets;
- retaining and building know-how, delivering good governance and embodying a positive, inclusive and ethical organizational culture;
- protecting and growing our sources of income.



Our risk review process assesses each of the major risks and the effectiveness of the arrangements for managing them. The resulting report is scrutinised by Council via its Finance and Organisational Development Committee and its Risk and Governance Subcommittee every quarter and in greater depth by Council once a year.

Following the most recent full review in 2022, the Directors confirmed they're satisfied with such arrangements and identified a number of strategic risks for the year ahead that represent, by their nature, both opportunity and challenge. BASW will work to limit any possible negative impact on the delivery of our strategic objectives and to secure all possible positive outcomes in line with our overall risk appetite.

We have a clear framework for monitoring our impact, progress and approach to risk management. We have an extensive risk register that covers the full range of financial and non-financial risks; we operate the 'three lines' model for risk control and monitoring, which separates execution from control policies and from audit; and maps and rates the control framework.

Council approves a plan for internal audits, and a full review of external audit service provisions is undertaken periodically with the active involvement of suitably experienced Council and Committee members. The Finance and Organisational Development Committee meets in private with the external auditor once each year.

# YOUR VOICE INSPIRES OUR CAMPAIGNS



In our 2021 **Annual Survey of Social Workers and Social Work**, we asked respondents to choose three items that they consider to be the most important thing for BASW to focus on.

- influence national policy and governments
- improve working conditions and the organisational context for social workers
- advise, protect, and represent members with employers and regulators

And we asked which three social justice issues were most important to you

- Equality, diversity, and inclusion
- Professional working conditions
- Anti-poverty

Your voice inspires our campaigns, and everything we do. Throughout this report you will find examples of how we strive to champion and elevate the experiences and expertise of social workers. For more on the Annual Survey 2021 see page 16

## POLICY, ETHICS AND HUMAN RIGHTS (PEHR) COMMITTEE



MARTIN SEXTON

PEHR Committee is responsible for overseeing the development and promotion of BASW UK policy, ethics and human rights, and advising BASW Council. This year we

have seen three Prime Ministers, four Chancellors, and an uncertain political landscape. This has a knock-on effect on policy and the work that PEHR does.

The Committee has passed papers including a response to the Westminster Government's proposals to ban conversion therapy, guidance on housing, homelessness and social work, and anti-poverty practice. The Committee has also overseen the work that BASW has done in the UK Parliament such as lobbying on the Bill of Rights and the Draft Mental Health Bill.

It has been a busy year, but BASW has risen to the challenge to be heard in the UK Parliament and by other decision-makers across the UK. Next year the hard work will continue as we continue to campaign against poverty and promote the voice of social work in policymaking.

**Martin Sexton, Chair, PEHR Committee**

## SPECIAL INTEREST GROUPS (SIGS)

SIGs are groups of members with a focus on a particular issue or service area. SIGs pursue specific interests in order to influence policy, promote effective practice and develop members' careers.

Active SIGs during this year include Alcohol and Other Drugs (AoD), Gypsy Roma and Traveller (GRT), Diaspora, Family Group Conferencing, Immigration Asylum and Trafficking (IAT), Neurodiversity, Preventing Violent Extremism (PVE), Progar, and SPEDI (Social Workers in Disasters and Emergencies).

BASW SIGs have promoted themselves within BASW, but they often influence decision-making and raise issues with politicians and civil servants. For example, our Diaspora Social Workers SIG worked with the Department for Health and Social Care to enable recognition of social workers as a registered, regulated profession in the code on international recruitment.

Members with a shared interest are able to create a special interest group to formalise themselves within the BASW structures by contacting the policy team. SIGs agree their terms of reference and work plan with PEHR.

### Social Work with Autistic People: A BASW Practice Guide



### Social Work, Disabled Service Users and Digital Communication Technology: A Practice Guide



### BASW State Policy on G

Reduce, Re-us  
and Reform



## INFLUENCING AND ENGAGING WITH POLITICIANS IN WESTMINSTER

### Anti-Poverty

BASW is involved with anti-poverty coalitions which campaign against poverty and seek to influence politicians to introduce policies that tackle poverty. We were part of the campaign that successfully pushed for the £20 Universal Credit uplift to be extended for a further six months than originally planned.

We also supported the campaign to uprate benefits in line with inflation, which was high at 10.1%. We acted including writing to the Prime Minister reminding him of his previous commitment to uprate benefits with inflation. It was announced in the Autumn Statement 2022 that this commitment would be upheld.

When the cost-of-living crisis grew deeper and we saw that more people were being pushed into poverty, we re-focused and BASW launched our 'Social Work Stands Against Poverty' campaign focusing on:

1. Extending the debt breathing space from 60 days to 180 days
2. Freezing evictions
3. Ending the two-child limit on benefits

This campaign was launched in November 2022 and will run into 2023.

### Government consultations

Last year, the Nationality and Borders Act, the Health and Care Act, and the Police Crime and Sentencing Act all went through the UK Parliament and became law. Regulations under these Acts and how they work in practice are often consulted on by Government departments. This year, we have contributed to Government consultations including one by Home Office on changes to processes for unaccompanied asylum-seeking children.

We also responded to a Department for Health and Social Care consultation on the draft Mental Capacity Act 2005 Code of Practice, including the Liberty Protection Safeguards.

### Bill of Rights

The UK has been a recognized leader in the creation and promotion of international and European human rights legislation and conventions for decades, and this underpins many of the laws affecting social work including the Human Rights Act 1998 and Equality Act 2010. The current UK Government introduced a new Bill of Rights into the UK Parliament early in 2022, but it was delayed due to a quick succession of Prime Ministers. It is now scheduled to complete its passage through Parliament in 2023.

Environment and  
Green Issues:  
Recycle



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

Housing and  
Homelessness:

The BASW Position Statement  
& Recommendations



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social work and social workers

**INTEGRATING  
HEALTH AND  
SOCIAL CARE:**  
IMPLICATIONS FOR SOCIAL WORK



A REPORT BY THE  
ALL-PARTY PARLIAMENTARY GROUP  
FOR SOCIAL WORK  
MARCH 2022



This is not an official publication of the House of Commons or the House of Lords. It has not been approved by either House, or their Committees. All Party Parliamentary Groups (APPGs) are informal cross-party groups of Members of both Houses with a common interest in particular issues that have no official status within Parliament. The views expressed in this report are those of the group.

Produced with the support of the  
British Association of  
Social Workers  
**BASW**  
The professional association for  
social work and social workers

# YOUR VOICE INSPIRES OUR CAMPAIGNS

We are part of a coalition of civil society organisations who are opposed to the Bill, and we are working together to demonstrate widespread opposition to the attempt to replace the Human Rights Act.

We submitted evidence to the Joint Committee on Human Rights inquiry into the Bill and the impact that it would have, and will continue to oppose the Bill as it makes its way through Parliament in association with other organisations, MPs and Peers.

## Draft Mental Health Bill

The UK Government published their Draft Mental Health Bill and submitted it to Parliament for legislative scrutiny. The Bill seeks to reform the Mental Health Act 1983 (England and Wales).

We submitted written evidence to the Joint Committee of MPs and Peers created to scrutinise the Bill, which resulted in us being invited to give oral evidence in front of the Committee.

When the Bill is finalized by the Department for Health and Social Care it will return to the UK Parliament and BASW will continue to put our position across to politicians and decision makers.

## All-Party Parliamentary Group for Social Work (APPG)

BASW provides the Secretariat support to the APPG which enables us to work with member MPs and Peers to shape its agenda, support its membership and ensure outputs from its work are publicly communicated. The APPG concluded three enquiries into: experiences of unaccompanied asylum-seeking children; integration of health and social care; and new models of children's social care, with reports soon to be published.

## BASW's profile in the UK Parliament and devolved governments

Raising the voice of social work in all the seats of all UK governments is a key role for BASW. BASW has a full-time UK Parliamentary Officer representing the voice of social work in Westminster. We also have Campaigns and Policy Officers at nation level. These staff and the member committees support political lobbying and influencing work across the whole of the UK. We enable and support expert BASW members to represent the profession directly in parliamentary/assembly events wherever possible, and provide ongoing information to members about getting involved and having their views heard by politicians and policy makers through expert advice, campaigning and media activities.

The workstream of the UK Parliament moves very quickly and we often work at short notice to ensure that politicians are informed ahead of debates and meetings. Over the past year, we have worked with MPs to provide information on a number of policy issues, such as BASW England's response to the Independent Review of Children's Social Care, and our 'Homes not Hospitals' which was launched due to too many people with learning disabilities and autistic adults being failed by the housing and care system. Our briefings give MPs and Lords the confidence to speak about social work and issues affecting social work, which grows our influence and voice in the UK Parliament.

## BASW IN THE NEWS

**337** individual news pieces

**64%** national news

**20%** regional news

**12%** specialist news/blogs

### Top outlets:

**57** in Community Care;  
**11** in broadsheet nationals with health and social care teams (comprising Guardian, Telegraph, Times and Independent);  
**9** on the BBC.co.uk

### January:

- **7** news items
- reached **223,541** people
- coverage of SWU mental health survey and BASW reaction to new Asylum Bill

### March/April:

- **35** news items
- reached **660,747** people
- coverage of BASW's annual survey

### May/June:

- **14** news items
- reached **453,634** people
- response to national reviews into child deaths and ICSCR

## PROFESSIONAL SOCIAL WORK

*Professional Social Work (PSW)* has informed and supported the profession throughout 2022 sharing inspiring, hopeful content, while tackling the challenges faced by the profession in the context of the cost-of-living crisis and post-pandemic society.

*PSW* shines a light on the successes of the profession and the unending commitment of those within it. The content represents the diversity of the workforce and the people with whom we work. The magazine reflects the breadth of knowledge and skills that social work encompasses.

*PSW* also continues to provide content that challenges us to think about the areas we need to develop as a profession, while turning a lens outward to the challenges and structural issues that impact those with whom we work and in wider society.

*PSW* combines a regional, national and international focus, which highlights the differences and uniqueness of practice in these areas as well as the commonalities and the values that unite us.



*PSW* magazine is consistently identified as a BASW member benefit which is highly valued. Building on the success of the previous year, there has been an increase in traffic for online content and the feedback on email bulletins is that they are seen as relevant, timely and a time-efficient way for social workers to keep up-to-date. This is reflected in an excellent open rate.

	PSW Bulletin	Industry Average
Open rate	40%	20%
Click-through rate	11%	2%

Due to publishing costs and the move to more effective and time responsive digital publishing, the decision was made to reduce the number of editions from ten to six issues a year, but with more pages in each. An enhanced e-bulletin is also now produced bi-monthly when the magazine is not published. The decision and the process around this was discussed at length by the members' Editorial Advisory Board.

Board members wrote to BASW's Chair to emphasise the benefits of *PSW* magazine as a print edition, sadness at the reduction in editions, with a request for the review of ideas for cost reduction. BASW has undertaken to ensure further consultation and respond to feedback about the change, its benefits and any losses to members, and continue to improve the digital offering.

The cost-of-living crisis and its impact on both service users and social workers has been a theme for discussion and content throughout

## Work of the Editorial Board

the year. This has also linked to the coverage in the magazine regarding the social work profession's stance on industrial action and pay. The Board have suggested the cost-of-living crisis as a regular theme, building on our shared experiences as a profession.

Board members have advised *PSW* Editor Shahid Naqvi on practice areas or issues that have arisen as contentious and/or challenging in terms of wider media coverage or professional perspectives. As a Board we welcome and support open and respectful discussion.

The Board continue to provide constructive and positive feedback on the magazine, and highlight impactful content. The Board discussions continue to generate ideas and themes that can be explored in future *PSW* issues.

We have also been pleased to see the launch of the BASW Social Work Journalism Awards, which recognise social work is a difficult and complex subject to report on.

We have had a fantastic response to the advert for new Board members. While we are sorry to see Board members reach the end of their terms and thank them for their hugely valuable contributions, we are excited to be shortlisting and interviewing potential new members who are representative of different practice areas. We have been hugely impressed by the applicants who all bring a unique perspective and experience.

We look forward to the coming year, more inspiring innovative and thought-provoking content and working with new and current colleagues on the Advisory Board.

**Daniel Keeler and Laura Davis, co-chairs, Professional Social Work Editorial Advisory Board**

## ANNUAL SURVEY

In December 2021, BASW launched the first of what will become an annual survey of social workers and the profession.

The summary report, launched during World Social Work Month 2022, provides an insight into the state of the profession, the views of 2062 on key topics, and the on-going impact of working during the Covid-19 pandemic and beyond.

Throughout the pandemic, social workers demonstrated their resilience, their determination, their creativity and their on-going desire to help and support those with whom they work. Yet this came with a price: respondents describe their workload as "impossible", leaving them "utterly exhausted", given the challenges the sector faces which have only been aggravated further by the consequences of the Covid-19 pandemic on funding, on services and on wellbeing.

## The BASW Annual Survey of Social Workers and Social Work: 2021

A summary report



# BASW

## Key findings:

- **71.87%** felt unable to complete their work within their contracted hours;
- **93%** of those who worked additional hours, went unpaid;
- **37.13%** reported that the numbers of people with whom they worked had increased during the pandemic and had not yet returned to pre-pandemic levels;
- The biggest challenges facing people in their workplace were considered to be: the demands of administrative tasks; the adequacy of staffing levels; workload demand; and access to resources for the people with whom respondents were working;
- The biggest challenges facing the profession currently and in the immediate future were considered to be the failure to adequately fund social care and cuts to local services;
- Respondents felt that the public perception of social work and social workers tended to be negative;
- Better promotion of social work with politicians and policymakers was clearly identified as being most important for the development of social work in the immediate future.

The findings offer a snapshot of how members of the profession felt about core issues, including how they the profession is perceived by the public, what they found most rewarding in their current role and workplace, the challenges facing the profession, and their plans for the immediate future.

Our ambition is to create an annual survey to allow us to monitor feeling on such issues over time, create high-level data that allows us to explore topics in greater depth in the future and use the findings to promote and support the profession to the public and to politicians and policymakers across the UK.

The survey also provided opportunity for members to reflect on BASWs membership offer and to share what they value the most. Your feedback is essential in shaping our work, membership benefits, and outward facing activities, such as campaigning.



# BY YOUR SIDE EVERY STEP OF THE WAY



**“The support of BASW has enabled me to represent my truth and authenticity as a human being. Thank you.”**

## WORKING CONDITIONS

BASW continues to work with the Social Workers Union (SWU) and other key partners to highlight the inadequacies in working conditions for social workers, to empower social workers with knowledge about their rights and opportunities for influence at work and to lobby for change from employers, funders and politicians.

An important part of our work is our Advice and Representation (A&R) team providing BASW and (under a legal Cooperation Agreement) Trade Union services to individual members (see A&R section). As well as remedial help for work and regulatory problems, A&R aims to provide earlier, empowering advice to members about their rights e.g. through information on the website and through online 'Talk to SWU' and other recorded webinar resources. The expansion of tailored online advice for members is a key area of development in the coming year.

In 21/22, we supported the completion of the working conditions third trend survey (since 2017) led by Bath Spa University. This found very similar very high dissatisfaction scores for work demand,

control (over own decision making) and managerial support, with increased intention to change roles and in particular, increased reported work related stress. We have used these findings and findings from the BASW Annual Survey to lobby employers around solutions and ways forward for the workforce, recruitment and retention crisis they see growing in all parts of the UK.

BASW supported SWU in its survey and subsequent campaign on flexible and part-time working which identified the importance of flexibility to recruit next generations and retain staff – and the frequency with which this was overlooked. This has fed directly into BASW's strategic work to promote flexible contracts with employers developing recruitment and retention strategies e.g. in collaborative development work with adult social care employers' organisations in England. This has included influencing guidance for employers to embrace modern contractual arrangements, flexible daily working hours, sabbaticals and career breaks, improvements in management culture and practices and enabling experienced social workers to share expertise through mentoring.

The underlying principles of BASW's approach to tackling poor working conditions are laid out in the ecological model in the BASW, Bath Spa, [SWU Working Conditions Toolkit](#) (2020).

Throughout this report there are examples across the UK of how teams are responding to the pressures of poor conditions at work reported by members. BASW Cymru reports on its particular implementation of the toolkit with employers in their section of this report. In Scotland, SASW has been the highly valued and influential voice of social work within the 'National Care Service' development programme which would otherwise be drowned out of this proposed huge change to how services are organised. In Northern Ireland, BASW NI has been a primary point of intelligence and advocacy about social workers' views and work context requirements in relation to enquiries into both adults and children's services.

The Social Work Professional Support Service also has an important role, focusing on empowering social workers to find solutions, make decisions in their best interests, identify and address sources of stress and to have the confidence to take action.

## Social Worker Wellbeing and Working Conditions: Good Practice Toolkit

Version 1.2 – November 2020

## ADVICE AND REPRESENTATION SERVICE

It has been another busy and productive year for the A&R team, supporting members with issues from the small and easily resolved to those that are more significant and prolonged.

The provision of advice on 1719 duty calls this year has enabled many problems to be resolved at the earliest possible stage. Of those duty referrals, 380 cases required the allocation of a named officer to provide representation on myriad complex issues. Expertise on employment matters covers the gamut of processes including grievance, disciplinary, capability, restructure/redundancy and sickness absence.

**1719** duty calls,  
**380** allocated cases

We are maintaining and building strategic links with four UK social work regulators, whilst continuing to provide skilled representation and guidance at every stage of the fitness to practise process, from initial response through investigation, to representation at complex final hearings.

Employment and regulatory cases where discrimination (123 cases) and bullying/harassment (339) feature are sadly still a predominant feature of our work. Other major themes are contract or pay disputes (389) and safeguarding concerns (476).

The majority of the people we represent are also members of the Social Workers Union, a partnership which continues to develop and strengthen.

good knowledge  
*exceptional*  
outstanding commitment  
effective relationship-based  
understanding  
professionalism  
*sensitive*  
highly professional  
guidance  
support  
amazing  
advocacy

We are always delighted to receive positive feedback, and pleased to hear that members continue to value our support as we become stronger in delivering the service remotely. We also always investigate any concerns raised by members about the service and use this information to keep developing our offer.

Most employment and regulatory work continues to be via videoconferencing but we have recommenced in person attendance at hearings where dismissal is a possible outcome where that is the wish of the member.

Behind the scenes we have been streamlining systems, developing policies and procedures. We are improving our communication with members to ensure consistency of service delivery and a clear outline of our offer.

This year we launched our Initial Response Service which has considerably improved the experience for members when they first get in touch. Our administration team rapidly embraced the concept of the service producing some excellent work to enable the provision of an early intervention and diversion approach to duty calls.

“Very helpful and knowledgeable. Colleagues who had a different union switched to BASW/SWU after seeing the advice I received.”

“Fast and solid advice”

“I felt listened to and I took on board the advice and guidance that was provided and the outcome was successful. Many thanks.”

# SWU Social Workers Union

Great reasons why BASW members should join the Social Workers Union for an extra £25!

BASW is not a Trade Union - under section 10 of the Employment Relations Act 1999 a worker has the right to be accompanied by a SWU Trade Union Official. Members of BASW without union membership do not have this right.



SWU Social Workers Union  
Austerity Action Group



SWU Social Workers Union  
Union Contacts



SWU Social Workers Union  
Campaign Fund



Talk to SWU Social Workers Union  
workplace issues webinar

## Become a Union Contact

SWU recruits and trains workplace Union Contacts who promote membership and activism in workplaces, universities, and beyond. Becoming a SWU Union Contact not only enables you to encourage membership, but also provides opportunities to become further involved in YOUR union. Many Union Contacts are involved in devising and promoting campaigns; attending demonstrations and rallies; taking part in research; writing articles for our Newsletter; and even joining our Executive Committee.

## Be part of the GFTU

SWU is a member of the General Federation of Trade Unions (GFTU), providing our members with access to GFTU training, support, campaigning and union activism. GFTU is a group of 30 specialist unions with a combined membership of over 300,000.

## Write an Article for the Newsletter

SWU has its own Newsletter which is emailed to members every month. We welcome contributions from SWU members on topics relevant to social work, trade unionism and activism.

## Be Active!

SWU offers opportunities for members to join events, activities, campaigns, research, and 'Talk to SWU' sessions covering social work issues and advice.

## Together with BASW

SWU works with the British Association of Social Workers (BASW) to protect social work professionals - speaking as social workers, for social workers. Having a professional association and trade union together is important for the social work profession. We aim to be the best trade union for social workers.

## Devise and Develop a Campaign

SWU's Campaign Fund is available for SWU members to set campaign priorities and engage in activism through developing and promoting a campaign. We are currently accepting campaign applications from SWU members, and successful campaigners will receive support from SWU and Campaign Collective.

## Austerity Action Group

SWU's Austerity Action Group works alongside people with lived experience to enable collective voices to be heard. The AAG campaigns for change, makes parliamentary as well as grassroots links, and is active in attending marches and demonstrations. The AAG welcomes social workers, students, and experts with lived experience.

## Opportunities for Students

As well as campaigning and activism opportunities, SWU's annual University Assignment Competition provides social work students with a chance of winning one of four awards of £500.

## Additional Benefits

SWU offers additional legal and insurance benefits, as well as CPD opportunities delivered and discounted by Prof Neil Thompson.

## Executive Committee and Research Groups

SWU members are eligible to apply to sit upon SWU's National Executive Committee, as well as being part of interesting research groups - recently this has included a focus on supervision and working conditions with the aim of improvements for social workers.

## SOCIAL WORK PROFESSIONAL SUPPORT SERVICE

The Social Work Professional Support Service (SWPSS) was launched by BASW in July 2020 as a direct response to the needs of members during the early part of the Covid-19 pandemic.

Feedback from users of the service has been overwhelmingly positive about its helpfulness and we hope more social workers will access the service in the coming year.

Designed by and for social workers, the SWPSS provides a confidential and safe peer-to-peer listening service, delivered by social workers who are trained in coaching. It enables social workers to work through, and think about, positive solutions to both personal and professional challenges.

- **874 registrations since launch**
- **751 sessions delivered**
- **85 volunteer coaches**
- **Will be accessible to over 43,000 UK social workers in 2022-23**

The service is delivered in partnership with Strengthening Practice, a relational training company and is built around a peer-to-peer coaching model. Our Governance Board sets the strategic vision for the service.

“...I was doubting my ability and had decided to stop practising ... I found coaching experience validating and supportive...”

Over the last year we have continued to build a sustainable future for the service across the UK, and are proud that every BASW member can access three, free-of-charge sessions delivered via a digital platform with the option to return to the service if needed. We have received funding from the Welsh, Scottish and Northern Irish governments to extend the service to all social workers.

“That it provides coaches from social workers to senior management to gain a different perspective on any issues. Was absolutely fantastic.”



The service has gone from strength to strength; by keeping our ears to the ground we have adapted and improved as the service expands. In order to capture the impact of the service, we have commissioned an academic evaluation in Northern Ireland with University College Dublin and Queen's University Belfast (final report due June 2023).

“The Coach was brilliant in doing exactly what I had requested and was able to give me sensible feedback and help me to reflect on my situation. I found the session to be very useful and I am really pleased that BASW has set up this very useful resource.”

The provision of coaching by trained social work peers – who understand the context of practice and other social work roles – is a beacon for this tailored form of support; created by and for the whole profession. The voluntary ethos is central to this success. We have now trained 85 volunteer coaches, resulting in a dynamic network of highly committed coaches who bring new knowledge and skills back to their practice setting.

We know that independent (non-employer) and confidential support is fundamental for retention. When speaking with the SWPSS, social workers can be totally honest and free to weigh up options, including what they can do to make their work more sustainable.

“I cannot rate the coaching session I took part in highly enough. It was the most reflective discussion I have had in the past decade in social work and I came away with a renewed sense of confidence in myself and my practice. I will be recommending professional coaching to all!”

**Changing the culture of practice by enabling social workers to take better care of themselves.**

**The SWPSS offers:**

- ✓ Experienced and trained volunteer social work coaches
- ✓ Confidential peer-to-peer listening space
- ✓ A safe and empathetic space
- ✓ Supports self-care, wellbeing and coping

## SOCIAL WORK EMPLOYMENT SERVICES (SWES)

In our second full year of operation, the Social Work Employment Services (SWES) has continued to grow and develop as the UK's only not-for-profit and ethical outsourced employment intermediary (or umbrella) company.

SWES provides PAYE, payroll and employment services to independent, professional agency social workers and employment agencies. The service is a standalone company which is part of the BASW group and donates surplus back into BASW to invest in its membership services and social work.

### Social Work Employment Services

This year, we have developed further employee benefits including continuing professional development and learning activities. This included delivery of a bespoke 'reflective connections' training

day facilitated by an internationally recognised trainer at a heavily subsidised rate. SWES continues to build its partnership with the Social Workers Union (SWU) through the formal recognition agreement. This year we sponsored a workplace issues webinar facilitated by SWU with input from an employment lawyer and BASW's Advice and Representation service.

SWES has also progressed discussions with the Technical Team for Counter Avoidance at the HMRC to ensure we offer the most relevant and up to date advice and co-developing some communications resources.

- **335 social workers registered**
- **We pay nearly 200 employees on a weekly basis**
- **Established 73 agency and local authority partnerships**
- **New joint venture proposal for working with local authorities**
- **Calling for greater transparency, legislation, and regulation to ensure accountability and governance of umbrella companies.**

## INDEPENDENTS

### Sharing information & learning

BASW's Independents networks are vibrant communities, and provide space for members to exchange information, share opportunities and to discuss challenges in running their own social work business. The voices of Independents are crucial to BASW, the fluid exchange of information between the association and Independents informs wider social work campaigning and improves understanding of practice issues. Equally, BASW disseminates information to members that may impact their social work services, running a business or both.

Independents are a very important part of BASW's membership and of the social work profession in the UK. In the coming year, we will be developing BASW's services to Independents in consultation with our members and ensure the BASW Independents' offer is fit for the opportunities and challenges of independent practice in the years ahead.

When the Covid-19 booster campaign launched, BASW provided letters to Independents verifying their role in delivering services ensuring they accessed vaccinations at the same time as their employed peers.

In response to feedback from Independents, BASW commissioned a robust two-part webinar

programme on Managing Data & GDPR which took place in September 2022. These sessions were curated for independent social workers to better understand data protection compliance and the application to a social work business.

### New in 2022: Managing Data & GDPR webinar

#### Professional Identity

As the home for self-employed social workers within the UK, BASW continues to offer a range of benefits to define professional identity specifically for Independents. Tools available include BASW's Independents Logo, a secure messaging service (Independents Plus only) and the opportunity to publish a Directory listing as a public online profile that welcomes potential clients to get in touch directly.

#### Developing Networks

Connecting experienced Independents with colleagues new to self-employed practice is a priority to BASW Independents. This is delivered through a suite of regional networking events across the UK, the very active private Facebook and LinkedIn groups.

# PROFESSIONAL DEVELOPMENT & EDUCATION

BASW's **Professional Development & Education** team are passionate about supporting social workers with quality learning opportunities at every stage of their career journey.

Our CPD offer has grown considerably in recent years. We take pride in continuing to work with members, social workers, organisations, employers and local authorities to shape our programmes and events to provide rich and accessible learning opportunities.

BASW members benefit from excellent rates, a personal CPD log and professional development certificates.



**LET'S TALK  
SOCIAL  
WORK**

**20** new episodes and  
**47,000** listens to podcast  
Let's Talk Social Work

## PROFESSIONAL DEVELOPMENT & EDUCATION

Students are the future of social work, and in January 2022 we launched the BASW Student Ambassador scheme. In this pilot, 14 students from around the UK successfully applied, and we've been delighted to work closely with them. Together we have launched an exciting new co-produced student learning programme that complements the university curriculum.

### Welcome Student Ambassadors!

Building from the pilot, applications have been opened for the 2022-2023 academic year, looking to significantly expand the number of Ambassadors into 2023 and aim to have Ambassadors in the majority of social work qualifying courses in coming years.

Our members told us how difficult it has been graduating from university and moving into qualified positions alongside the challenges of COVID. Our flagship programme of CPD for NQSWs continues to provide extra support at this critical time and feedback from participants has been fantastic. We have also supported employers, providing a rolling programme of learning specifically aimed for NQSWs whenever they join the organisation.

Supporting NQSWs has never been more important and we ran a Practice Assessor CPD programme for the first time in 21/22. We've now redesigned the programme to provide Practice Educators and Supervisors with bespoke training wherever they are supporting social workers in the UK.

### NEW: Practice Educators and Supervisors training

Ensuring we are on point to help social workers develop their careers, our *Stepping Stones* programme helps give people the confidence and skills to transition through their careers from social worker to supervisor and into management roles. In addition, children and family social workers have attended the Safe & Together™ programme and webinars, delivered by an accredited Professional Officer with specific expertise in this area.



## SOCIAL WORK AND SOCIAL POLICY RESEARCH

### Research and Dissemination

Significant new funding is increasingly becoming available to social work researchers. Funding is allocated on a competitive basis and research programmes are delivered by partnerships led by universities with other groups playing a key role: for example, experts by experience.

BASW plays a vital role in helping researchers access the expertise of practitioners, via questionnaires, focus groups, contributions to Advisory Groups and more.

We are building a pipeline of research partnerships which will report going forward.

See our **bulletin** for opportunities to engage with, and access funding for research



Social workers at all career stages have enjoyed excellent fortnightly, episodes of our *Let's Talk Social Work* podcasts. During the year, 20 new episodes were released, spanning a wide range of subjects, including the cost-of-living crisis, anti-racist practice, family group conferencing and co-production. With over 47,000 listens during the year, a sector-wide success!

In the project space, research has uncovered a need to support overseas qualified social workers to be better supported in moving to practice in the UK. We are leading on a multi-agency project to do just that, working initially with colleagues from Hong Kong.

## One to watch: Support for overseas qualified social workers

The BASW UK Practitioner Research Network met monthly and held an Annual Symposium and a Transnational event, linking into our project work.

Work has commenced to re-energise the BASW Trust. We've appointed a new board of trustees and rebranded as the BASW Charitable Foundation for Social Work. Objectives of the charity include promoting the profession of social work and advancing social work research, the professional education, training and development of social workers. The trustees are guiding this work with support from BASW.

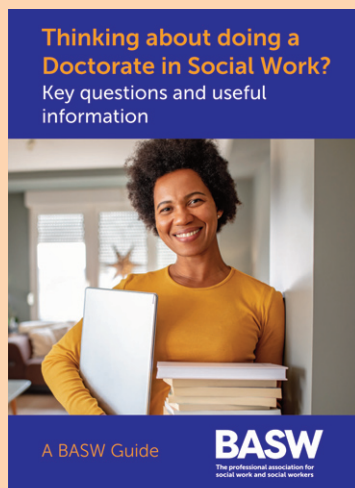
The team have also supported colleagues and events across BASW, with training, support, project and event delivery. This has led the way in developing a 'OneBASW' approach across the organisation and is informing our UK-wide event planning for 2023. The team would like to thank everyone who has supported us throughout the year.

## Over 500 attendees to our learning and CPD programmes

## Funding opportunities for individuals

The Social Workers' Educational Trust has long provided opportunities and now social workers through NIHR funding are securing funding for pre-doctoral research work (PLAF) and doctoral research (DLAF) (England only). BASW has produced the following guide to help people think about whether doctoral research is for them:

[Thinking About Doing a Doctorate in Social Work?](#)



wide peer review of university research outputs and plays a key role in research funding for universities. BASW was actively involved on the REF2021 panel reviewing such research.

## Dissemination and Impact

There is little point in developing new knowledge if it never reaches the front line of practice. Through a range of approaches BASW is making research findings available in more accessible formats, for example, through podcasts, webinars and briefings. BASW is also represented on the Leadership Board of IMPACT (IMProving Adult Care Together) a multi-agency partnership which seeks to 'bottle' research findings and apply them in practice across the UK.

BASW is regularly contacted by a range of agencies who seek knowledge and expertise on specific areas of social work.

## Championing Social Work in the Research Community

There is a significant infrastructure in place across the UK to fund research activity. BASW is engaged with these agencies and systems to ensure that social work research gets the attention it deserves. For example, The Research Excellence Framework (REF) is the UK

**Individual enquiries**  
We welcome enquiries from members  
on research-based matters. You can  
contact us on [policyadmin@basw.co.uk](mailto:policyadmin@basw.co.uk)

BASW members  
receive up to  
**75% off**  
journals  
subscriptions

## JOURNALS

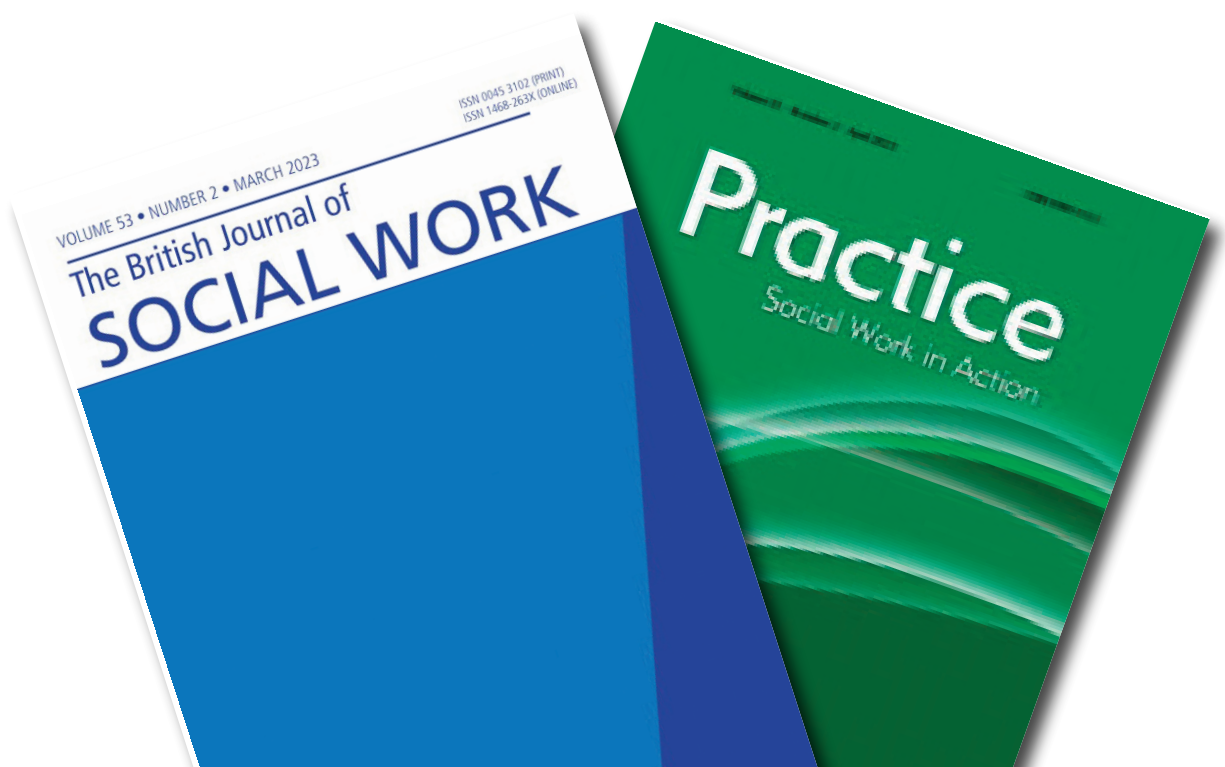
BASW owns two academic journals: the *British Journal of Social Work (BJSW)* and *Practice: Social Work in Action*.

*BJSW* is the UK's leading academic social work journal for social work educators, researchers, practitioners and managers. It's published eight times a year and offers critical commentary on social work practice, research and theory and reflects a range of perspectives both nationally and internationally.

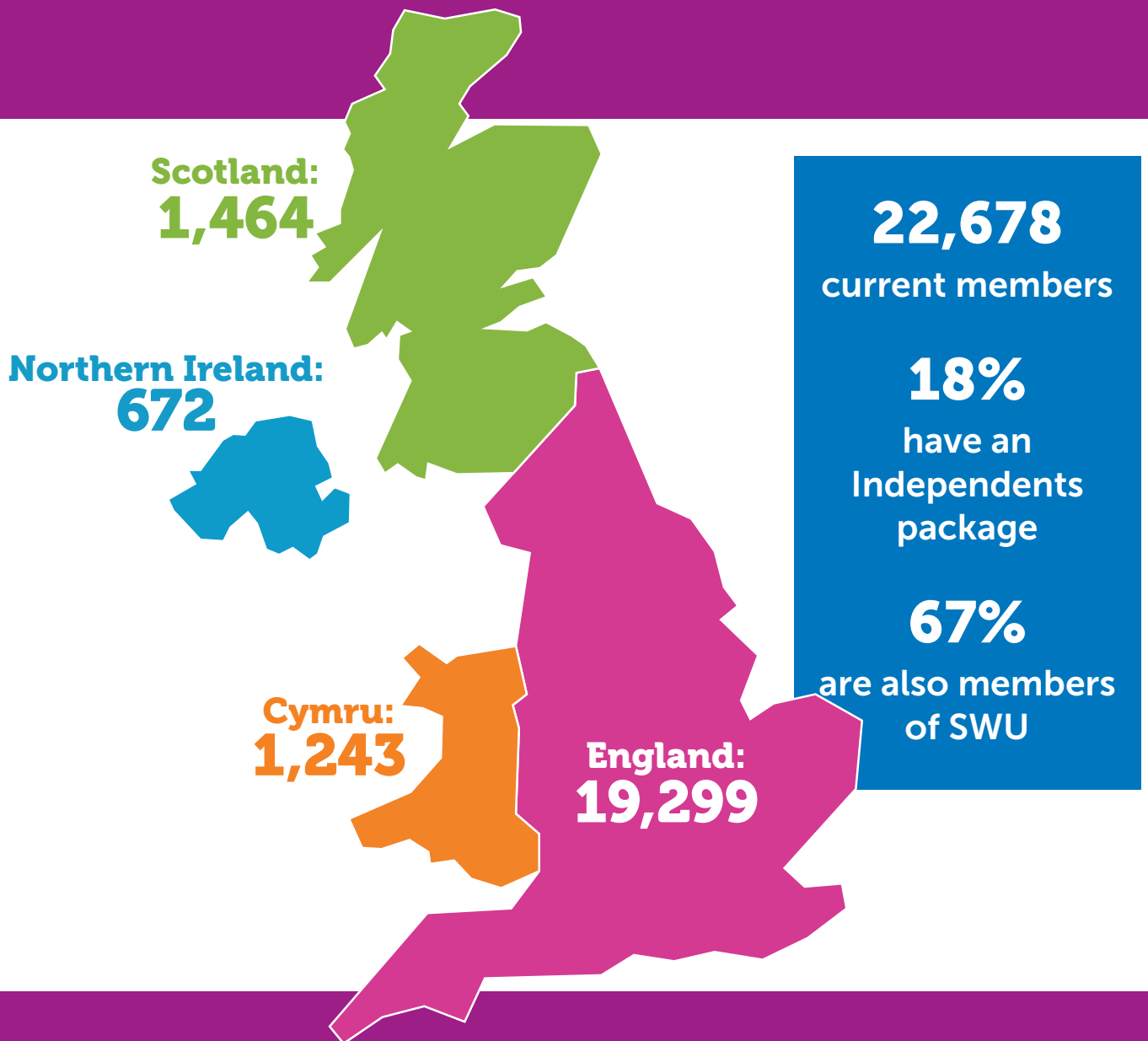
While disseminating knowledge to the global social work community *BJSW* also earns a significant income for BASW.

*Practice*, as the name suggests, focuses on practice issues and is published by Routledge. *Practice* is a much more recent development but is rapidly establishing itself as an important publication.

There is a general shift towards making academic journals 'open access', that is content does not have to be paid for by the end 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.



# Nation Reports



BASW is here to support practitioners and champion social work across each nation of the UK. Legislation and policy governing social work is now largely devolved with only a few key areas in force at UK or cross-border basis.

Led by member Chaired National Standing Committees, our teams in Cymru, England, Northern Ireland and Scotland are home to social work policy and practice expertise, as well as networks, Branches, communities of practice delivered with and for members.

Supporting and working with our members is the beating heart of BASW's identity, we are always encouraging and welcoming of members who would like to get involved in these areas.

# BASW CYMRU



CHRISTIAN BEECH

BASW Cymru, together with the Social Workers Union, celebrated success in a student-led campaign to increase student bursaries for undergraduate and post graduate social work students.



ANDREW PENNINGTON

Our continued commitment to anti-racist practice was evidenced in the formation, and the activities of the BASW Cymru Anti-Racist Group.

**Christian Beech and Andrew Pennington**  
Joint Chairs BASW Cymru National Standing Committee



ALLISON HULMES

We remain committed to ensuring the voice of social work is heard in proactively creating opportunities to influence national work programmes. We have provided social work leadership on behalf of members in the Senedd and Welsh Government, prioritising the wellbeing of the workforce.

#### Jane Shears

Acting National Director BASW Cymru  
*(N.B. National Director Allison Hulmes led the Cymru team during 21/22 and now has since left to take a new role)*

## Social Work Student Bursary Campaign Success

A major triumph for BASW Cymru this year was the joint lobbying with Masters students and Social Workers Union (SWU) for an increase in financial support for social work students. The Welsh government announced that from September 2022, the bursary for both undergraduates and postgraduates in Wales will be increased by over 50%. A great success!

**50% increase  
to under- and post-graduate  
bursaries in Wales!**

## Political workstreams and collaboration with Welsh Government

BASW Cymru has actively engaged with the Children & Families Cross Party Group and further discussion with Members of Senedd continue.

We have submitted numerous governmental consultation responses including some in collaboration with Social Workers Union (SWU) regarding LGBTQIA+ rights.

National Director, Allison Hulmes has given evidence a number of times over the past year, and we continue to ask questions to the Senedd in relation to key social work issues across both sectors of adults and children across Wales.

We continue to liaise with Albert Heaney CBE, the Chief Social Care Officer for Wales and his office on racial equality.

We celebrated innovative and relationship-based social work with our members, Association of Directors of Social Services Cymru, Social Care Wales and Members of the Senedd at the Senedd. This highlighted best practice across Wales and has been a beacon for partnership working.

## Anti-racism and inclusion

We published our *Summary Report: Racism in Social Work*. This brings together our 'Racism in Social Work' survey findings, conducted across Wales last year. The survey was developed by the new BASW Cymru Anti-Racist Group.

We published our government consultation

response to the LGBTQ+ Action Plan; a collaboration with the BASW UK & SWU LGBTQIA+ Action Group.

BASW Cymru prepared a briefing for the Members of Senedd on Part 4 of the Police, Crime, Sentencing and Courts Bill. We were delighted to subsequently work with the Gypsy, Roma and Traveller Social Work Association to publish the Good Practice Guide on 'Understanding the welfare impact of the Police, Crime, Sentencing and Courts Act 2022.'

## Working Conditions

The Social Work Professional Support Service was launched in Wales in November 2022. We were successful in securing further funding and support from Welsh Government to provide the service for all social workers and students in Wales for free, for another year.

BASW Cymru published *Measuring Well-being in Welsh Social Work: A Research Report* by Professor Neil Thompson, Abyd Quinn Aziz and Allison Hulmes. This important survey consolidates and builds on our knowledge of workforce wellbeing in Wales. It adds rich empirical data to support our campaigning in ensuring that the wellbeing of social workers in Wales, which includes parity of esteem, is a priority for the Welsh Government and social work employers.

**Over 460 online  
registrations to  
Cymru events**

## Membership and Practice

We continued to support our members over the year and all members received the BASW Cymru weekly e-bulletin, with updates on key and current topics in social work.

For World Social Work Week 2022, we held a joint Community of Practice for students, NQSWs and those working in Adult and Child & Family Services. It was hosted by Dr Neil Thompson focussing on our social work identity. We also hosted a drop-in session at the Senedd, for Members of Senedd and their staff to meet front line social workers and students to learn more about the profession and the challenges faced by social workers. This was extremely well attended by a number of Members of Senedd from all parties.

# BASW ENGLAND



VAVA TAMPA

The impact of the cost-of-living crisis cannot be understated. Not only is this crisis impacting the people we support, social workers themselves have been telling us about the devastating affect it is having on them too.



KATY JACKSON

BASW England has been highlighting the challenges faced by the workforce through surveys and using our voice in the media. The fact that 43% of social workers fear they will struggle to pay their own bills should worry us all. We're proud that campaigns to deliver better funded student bursaries, for car mileage that reflects the increased cost of travel, and reinstatement of homeworking allowances were all launched to help better support the workforce.



MARIS STRATULIS

**Vava Tampa and Katy Jackson**  
Chair and Vice-Chair, BASW England  
National Standing Committee

BASW England continues to prioritise human rights. We champion co-production, which has resulted in campaigns and resources concerning the rights of autistic adults and adults with learning disabilities. We have developed resources to influence and shape good models of commissioning, human rights and strength-based approaches to social work practice and leadership. This work could not have been achieved without the incredible support of our members and people with lived experience. We will continue to advocate for transparency and a culture of honesty and openness when there are human rights violations, and for people to live at 'Home' not 'Hospital'.

**Maris Stratulis**  
National Director, BASW England

## The changing landscape in social care

Reform has been central to both children's and adult's social care this past year. This summer saw the long-awaited arrival of the final report from the Independent Review of Children's Social Care.

BASW England engaged members extensively, highlighting the voice of social work professionals as well as people with lived experience of the care system itself. We launched resources as part of a web hub which shared our key priorities for the review as well as our full response to the final report.

In adult social care, fears of the winter crisis, funding, and issues facing the workforce were the focus of debate. This culminated in the dramatic postponement of the proposed cap to care costs as announced by the Chancellor, Jeremy Hunt in his 2022 Autumn Statement. BASW England continued their calls and lobbying for more funding as well as a proper plan to support the struggling workforce.

## The voice of members

The work of our thematic groups has ensured that BASW remain at the forefront of raising the issues that are most pressing to social workers and their practice.

Examples of such vital work are the launch of the supervision template from the Black & Ethnic Minority Professionals Symposium (BPS) and the 'Anti-racism in Social Work' report.

Policy consultation responses continue to be a key focus for BASW England, with submissions to Social Work England and several Parliamentary committees and work with Government Departments. BASW England were also a key contributor to the Workforce Race Equality Standard (WRES) published by the Department of Health and Social Care (DHSC).

Our Mental Health group also maintain their partnership working with DHSC, which led to development of new Section 117 practice guidance which we expect to be published in the new year.

World Social Work Week was marked with events, including our 80-20 conference which focused on the continuing work promoting relationship-based practice in social work.

May 2022 also saw the launch of *Out of the Shadows: The role of social workers in disasters* which is a collection of stories from social workers and survivors who have experienced disasters in England including Grenfell, the Manchester Arena

bombing, Hillsborough, the Kegworth plane crash and Covid-19.

During the last year we held 185 events and/or CPD sessions, of which 55 were branch meetings. Our programme offers members huge variety and provides great opportunity to meet social work colleagues from all over England.

Our three-part webinar series 'Living Good Lives' supports practitioners to enable adults with learning disabilities and/or autistic adults to live good lives along the homes not hospitals pathway. We have continued our 'Strengthen Your Human Rights Practice' Adult social work forum, as well as 'Theory to Practice' for Children and Families social workers.

We have seen fantastic engagement with the '80:20 Reflective Practice Seminars', and held an 80:20 conference in World Social Work Month. We continue to support member forums and networks at every stage of career, covering numerous areas of practice.

## Combating the cost-of-living crisis

Social workers have been bearing the brunt of the cost-of-living crisis just as millions of others have across the country.

We have been represented in the media, TV and radio highlighting the impact on social workers' mental health due to increasing workload and complexity of cases, all of which is being exacerbated by the cost-of-living crisis.

This media spot was also used to highlight findings from a BASW survey which exposed the worrying statistics that around one in ten social workers were accessing food banks with just under half also worrying about how they would be paying their bills going forward.

These kinds of findings underpinned three key campaigns to help combat the crisis for social workers. They include a call for the increase of car mileage from 45p to 60p, a fairer and more accessible student bursary and a call for the return of homeworking allowances as seen during the Covid pandemic.

# BASW NORTHERN IRELAND



ORLAITH MCGIBBON

This year has been very challenging for our profession in Northern Ireland (NI). We continue to promote the benefits of being and becoming a member of BASW NI where you will always find a belief and pride in the outstanding service that our profession gives.



CAROLYN EWART

Next year, we launch our associate membership scheme with our colleagues in the Ireland Association of Social Workers. This will grow our membership and strengthen our voice whilst promoting a professional identity and building confidence in our skills. Together we will influence the delivery of social work services and promote social justice across Ireland.

**Orlaith McGibbon**  
Chair BASW Northern Ireland National Standing Committee

In Northern Ireland, the government has finally accepted that we have a crisis in both Children's and Adult Service. Both are subject to reviews and proposals for change and we will be working closely with those leading proposals and implementation plans, ensuring social workers' professional perspectives are brought to bear.

Too many of our members are working in unacceptable conditions, with increasing caseloads and complexity whilst numbers of social workers are reducing! We're proud to represent you in meetings with decision makers and in the media. We've been working to bring about change and are pleased that the Department of Health funded the Social Work Professional Support Service bringing its much-needed support free to any social worker in NI.

**Carolyn Ewart**  
National Director BASW Northern Ireland



## Supporting members

Supporting the development of member's skills and expertise continues to be a key focus for BASW NI.

This year our monthly Community of Practice (CoP) events and Continuous Professional Development (CPD) seminars provided opportunities for members to come together online, learn from expert guest speakers and share their own knowledge and experiences. Topics covered include social worker self-care, difficult conversations, trauma informed practices, service user involvement in decision making and adult social care reform.

We explored the legacy of Brexit in Ireland and considered the implications for social work practice following Brexit and Northern Ireland protocol.

In April we launched the Social Work Professional Support Service in Northern Ireland. Funded by the Department of Health, the service offers peer to peer support for all social workers and social work students in Northern Ireland.

## Independent Review of Children's Social Care Services

In January, the Minister for Health appointed Professor Ray Jones to Chair an independent review of children's social care services in Northern Ireland. The review comes amidst historically high numbers of children in the care of social services and a worryingly high social work vacancy rate of 10.5% (30 September 2022). The rate of vacancies in children's service is particularly acute and the Association has received reports of vacancy rates of up to 50% in Gateway Teams.

BASW NI has met with Professor Jones several times and facilitated an engagement event to ensure he is aware of the views of our members concerning the pressures facing social workers in children's services

Successful **lobbying**  
with Cliff Edge Coalition

## Anti-poverty

Throughout the year, BASW NI has played a lead role in the work of the Cliff Edge Coalition, which successfully lobbied for the extension of existing welfare reform mitigations against the Bedroom Tax and Benefit cap.

In March, shortly before the NI Assembly was dissolved ahead of the May election, legislation was passed extending the Bedroom Tax mitigation indefinitely and the Benefit Cap mitigation until 2025. These measures will provide support for over 40,000 households across the region.

BASW NI also played a central role in the planning and delivery of the Crushed by the Cost-of-Living event at Parliament Buildings on 21 September. The event profiled 36 speakers – a combination of organisational spokespeople and experts by experience – to outline the impacts of the cost-of-living crisis across Northern Ireland.

## Political engagement

In January, BASW NI launched its Manifesto for Social Work outlining our priorities for change ahead of the NI Assembly Election in May. In April, the Association hosted its first ever election hustings event at which members were provided the opportunity to question candidates on their party's policies impacting the social work profession. Representatives from the DUP, Sinn Féin, Ulster Unionists, SDLP, Green Party and People Before Profit participated in the event.

Over **500** online  
registrations to Northern  
Ireland events

In July, Chair Orlaith McGibbon met with the Minister for Health, Robin Swann MLA, to highlight key issues of concern for BASW NI. Issues brought to the Minister's attention included the ongoing problem of unnecessary and duplicative bureaucracy, workload pressures, the importance of addressing issues concerning recruitment and retention of social workers in Health and Social Care, and the need to increase mileage allowance in the face of spiralling fuel costs.

# SASW (SCOTLAND)



JUDE CURRIE



ALISON BAVIDGE

SASW has campaigned for improved working conditions through a number of prominent activities this year. Social Work Scotland's 'Setting the Bar Report' (May 2022) echoed many of SASW's findings, highlighting how, in the face of unmanageable caseloads, administrative burdens, and the impacts of austerity and poverty, social workers remain strongly committed to their core values and the people they work with. As we enter further challenging times in the year ahead, SASW remains equally committed to being a strong voice for change, advocating for the essential contribution of social work in society and speaking further with those in leadership to ensure the profession is valued and invested in for the benefit of those we support.

**Jude Currie**  
Chair, SASW National Standing Committee

The National Care Service arrived fully onto the national agenda in 2021-22. Following the Independent Review of Adult Social Care, Scottish Government consulted on a wide range of questions in November 21 and the National Care Service (NCS) Bill was published in June 22. The profession needs a new deal and this is the vehicle SASW will use to influence positive change as the NCS and the National Social Work Agency take shape over the next two to three years.

**Alison Bavidge**  
National Director, SASW

## National Care Service

MSPs are currently scrutinising legislation to establish a National Care Service in Scotland.

The Scottish Government's proposals would see some, or all, social work services transferred from local authority control to a national service accountable to Scottish Ministers.

SASW believes that this is an opportunity for much needed, ambitious reform of social work. However, the Bill lacks enough detail in its present form to achieve this outcome.

SASW is engaging with the Scottish Government on the co-design process and influencing MSPs to propose amendments to the legislation which would deliver substantial improvements for the social work profession and those who need support.

## Mileage Allowance

Most Scottish local authorities allow social workers to claim back 45p per mile for work purposes, the maximum non-taxable rate. However, the rate is unchanged in ten years and the cost of fuel has increased by 30% in the last year alone.

SASW is campaigning for the Scottish Government to fund local authorities to uplift the rate and for the UK Government to raise the non-taxable allowance to 60p per mile. The issue has been highlighted to Ministers in the chamber and a motion lodged in parliament as a result of SASW's lobbying activities.

## Working Conditions

Social Work Scotland published a report, 'Setting the Bar' in June examining social work caseloads. It found that social workers are experiencing unmanageable workloads and other deep-seated problems including lack of career progression, burnout and stress.

SASW contributed significantly to the research element of the report. Latterly, SASW briefed MSPs on the report findings and pressed them to challenge Ministers to make improvements.

This resulted in MSPs submitting a series of questions to the Scottish Government calling for action to address recruitment and retention challenges, scale up resources, improve working conditions and raise the profession's profile.

The next stage of the research is underway and SASW will host a parliamentary event in 2023 to shine a spotlight on its findings.

## Anti-Racism

SASW continues to promote anti-racism in social work.

In 2021, we published a report uncovering the deeply harmful impact of racism in Scottish social work. This led to an anti-racism action plan which was shared with social work leaders and established an anti-racism advisory group to support this work. A roundtable including stakeholder organisations, educational institutes and government officials has begun work to bring about change. This work highlighted the seriousness of the issue and invited allies to outline actions they are implementing to promote anti-racism in their organisations.

The plan included examples of best practice and aimed to provide a resource that social worker leaders could use to improve equality, diversity and inclusion across the profession.

## Student Bursary

SASW is backing a member-led campaign co-ordinated by SWU and the Campaign Collective calling for better bursary support for social work students in Scotland. The campaign was established following a successful application to SWU's campaign collective fund by SASW members.

Currently, undergraduate students get no bursaries while on placement years and the support available to postgraduate students is limited. A letter signed by over 300 students and supported by SASW and SWU was sent to the Scottish Government urging them to make more funding available. A petition has also been launched to the Scottish Parliament asking MSPs to debate the issue.

Over **600** online registrations to SASW events

Our Communities of Practice are dedicated to adult, children and families, and justice services. We also host forums for students and NQSWs, Independent social workers, and Mental Health Officers. Our sixth annual Mental Health Officers conference took place in February. In celebration of World Social Work Month, we were joined by the Children and Young People's Commissioner and Aberlour Children's Charity to explore the impact and role of social work once Scotland incorporates the United Nations Convention on the Rights of the Child. Speakers from Just Right Scotland and Shakti Women's Aid, also joined us as we explored experiences of refugees and people with insecure immigration status.

# INTERNATIONAL IMPACT



▲ DISTRIBUTING ESSENTIAL FOOD AND NON-FOOD ITEMS IN KENYA



▲ PROVIDING NUTRITIONAL ASSISTANCE, MYRTLE SWN



▲ COVID-19 AWARENESS AND PREVENTION TRAINING IN GUINEA BISSAU

## International Committee



JANET WALKER

The International Committee continued with its oversight of BASW's international activities, including receiving regular updates on the work of the International Federation of Social Work (IFSW) at both global and European levels, as well as maintaining contact with the Commonwealth Organisation of Social Work. It works closely with the Policy, Ethics and Human Rights (PEHR) group and supports BASW Special Interest Groups (SIGs), including the Diaspora Social Work SIG.

During 2021 and 2022, the Covid-19 relief projects that had been supported by BASW's International Development Fund came to a close. The International Development Fund supported eight social work-based projects across the globe to provide those most in need who were deeply affected by the pandemic. Projects included community health education in Guinea Bissau, supporting women's self-help groups to produce PPE in Kerala, India and training for facilitators of "Children's Corners" in Malawi. A round-up of the activities carried out during this repurposing of the Fund ([www.basw.co.uk/resources/supporting-international-social-work-international-development-fund-covid-19-initiative](http://www.basw.co.uk/resources/supporting-international-social-work-international-development-fund-covid-19-initiative)), demonstrates how a small contribution from each BASW member helped to make a difference in supporting international colleagues.

**Janet Walker, Chair, International Committee**

## International Federation of Social Workers

BASW is an active member of the International Federation of Social Workers (IFSW) where we represent all UK social workers. Key areas of activity and impact in 21/22 include:

- Celebration of 'World Social Work Day' through a month of activities, promoting the internationalism of social work and the Global Agenda theme for this year – Ubuntu, *I am because we are*
- BASW members and staff taking key roles in IFSW Europe. Student member Omar Mohammed was the Director of the IFSW 'New social workers project'; Dr Jane Shears, Head of Professional Development, acted as IFSW Europe Ethics Commissioner (now Global Commissioner); Janet Walker became Chair of International Committee and became a formal representative to IFSW business meetings on behalf of BASW; Ruth Allen, CEO, acted as IFSW representative to the Conference of International Non-Governmental Organisations (CINGO) and as elected Standing Committee member within the Council of Europe. She is the other formal representative to IFSW members' business meetings.
- Through IFSW links to Council of Europe, CINGO became one of many prestigious formal partners to the IFSW Co-building a new Eco-Social World: Leaving No One behind online in July 2022 summit and the publication of the subsequent People's Charter for an Eco-Social World.

## New Applications to IFSW

The following Code of Ethics were approved leading to the membership of:

- Guinea Bissau Association of Social Work
- Kazakhstan Association of Social Work
- National Ukrainian Social Work Association

## Working with Social Work Ethics Research Group, webinars hosted in:

- Africa
- Asia Pacific
- Europe
- Farsi speaking countries
- Middle East Arab speaking countries
- North America

## Conference Presentations:

- European Social Work Research Association
- Joint Social Work Education Committee
- Keynote live panel at IFSW Global Summit
- International Symposium: Transnational (Overseas Qualified Social Work) Project with social workers in/from Hong Kong

## War in Ukraine

The work of IFSW Europe has been dominated by the impact of the invasion and war in Ukraine. Member organisations and some leading individual members of IFSW, including the Europe Regional President, were in the forefront of social work's response to the millions of displaced Ukrainians fleeing to Poland, Romania, Slovakia, Hungary, Moldova, Germany and other countries. This work continues.

Over the summer of 2022, IFSW Europe began to work directly with communities and social workers in Western Ukraine and facilitated a locally-led project providing support and resources through a mutual aid model. This has also led to the establishment of a Ukraine Association of Social Workers.

BASW made £10,000 available from the International Development Fund (IDF) to support social work on the borders and within Ukraine and has set aside more money from the IDF should it be needed by IFSW Ukraine projects. BASW was also part of the governance group for the development and oversight of the project.

During 21/22, IFSW global continued to work with its 148 member associations entirely online. IFSW Europe returned to an in person annual meeting at the beginning of 22/23, in Berlin at which BASW was represented by the BASW Chief Executive, Chair of the International Committee and IFSW Europe and Global Ethics Commissioner.



# CELEBRATING SOCIAL WORK



BASW takes every opportunity to celebrate social work throughout the year, but World Social Work Day is a fantastic occasion to celebrate the global nature of the profession, and the diversity we see in each nation.

In 2022 each nation team at BASW, BASW UK and SWU organised activities to bring social workers together to reflect on important topics and celebrate achievements.

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Over **463,000**  
social media impressions  
for our World Social Work  
Month campaign

**2,093** people clicked  
from our social media  
campaign to the BASW  
website during WSWM22

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## WSWM TIMELINE

### Week 1: BASW Cymru

- Joint Communities of Practice
- Supporting and promoting social workers and social work in Wales

### BASW UK

- 'The State of Social Work': Launch of the findings of the BASW Annual Survey

### Week 2: BASW England

- 80:20 Conference
- No-one Left Behind: Climate Change and Social Work (International, Local and Youth Perspectives)

### Week 3: BASW Northern Ireland

- Infringement of fundamental freedoms – the legacy of Brexit in Ireland

### World Social Work Day

- Unequal Impact – The links between Environment Racism and Climate Change (Tavistock and Portman NHS Trust & BASW joint event)

### SWPSS

- The power of peer-to-peer support: Reflecting on the importance of caring for those who care for others

### Week 4: SASW

- SASW Crossing Borders – Navigating barriers to help people with insecure immigration status
- SASW Scotland after UNCRC incorporation – The role and importance of social work as a human rights profession

### BASW UK

- Social Work Future: Media and public perceptions of social work, impact and change

### SWU

- Talk to SWU: Workplace issues webinar

## AMAZING SOCIAL WORKERS

Once again, our Amazing Social Workers campaign was a great success. This year we were delighted to profile **56** social workers on our website, up from 40 in 2021. This page received over **3,000** views. It is a huge privilege to read the submissions and showcase passionate and hardworking social workers, thank you to everyone who took the time to submit a nomination. We look forward to receiving more next year!

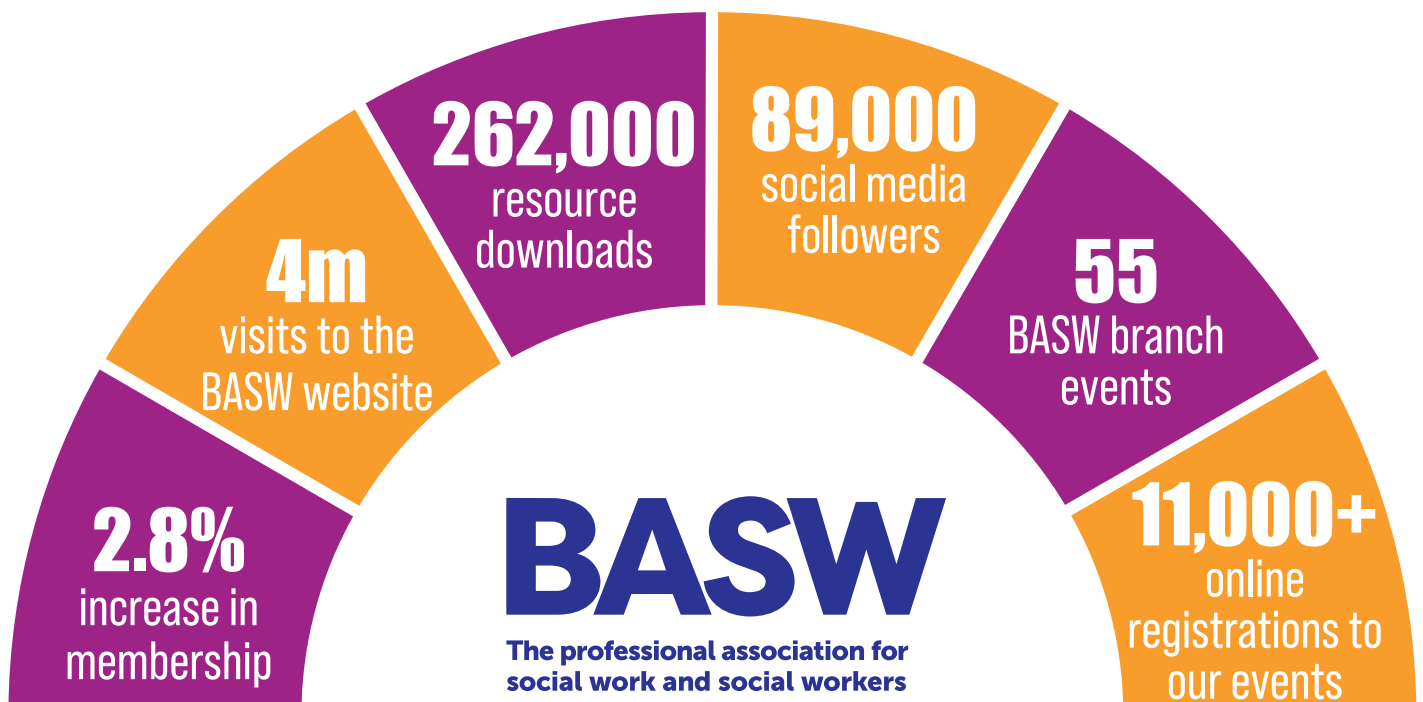


## CONNECTING WITH MEMBERS

Membership has grown by almost 3% for the period to 22,127 a steady growth that we want to accelerate in coming years through more dedicated membership growth activities.

We continue to see strong engagement with our website, with over 4 million page views, averaging over 338,000 per month. During March, which we celebrate World Social Work Month, we received over 1,300 visits to the WSWM landing page.

More people than ever are engaging with BASW social media accounts. Twitter followers were up by an incredible 20% to over 41,700, while Facebook saw a follower increase of 7% to over 28,000. LinkedIn surged by 27% to over 20,000 followers. This takes our total reach across social media channels to over 89,000.





# BASW

The professional association for social work and social workers

# MAKING AN IMPACT

A snapshot of our impact for October 2021-September 2022

By your side  
every step of the way

BASW has over  
**22,500 members**



We continue to deliver our quality **Advice and Representation** service in partnership with the **Social Workers Union (SWU)**



**88%**  
OF PEOPLE USING  
THE SERVICE  
FOUND IT HELPFUL

The **Professional Support Service** has provided **support to 460** social workers and students

up by  
**31%**

A peer-to-peer listening service with trained volunteer coaches

Designed by social workers for social workers



Free



Confidential



Independent



**335** social workers registered with the **Social Work Employment Service** – a safe and ethical service for Independent and agency social workers

AMAZING  
SOCIAL  
WORKER  
2022

We celebrated **Amazing Social Workers of 2022**, and featured **56** profiles on our website, which was viewed **1,383** during **World Social Work Month!**

# Your voice inspires our campaigns

**50%** increase to social work **student bursaries** in Wales. Impactful lobbying by Masters students, SWU and BASW Cymru

BASW NI worked with Cliff Edge Coalition to **successfully lobby** for the extension of exiting welfare reform mitigations against the Bedroom Tax and Benefit cap

**Anti-racism in Social Work** report published by BASW's Black & Ethnic Minority Professionals Symposium

BASW England worked with DHSC on **Workforce Race Equality Standard**, and Section 117 practice guidance

## Out of the Shadows: The role of social workers in disasters



published, augmenting voices of social workers and survivors of disasters in England

SASW report leads to establishment of multi-stakeholder roundtable to undertake **Anti-Racism Action Plan** and bring about change in Scottish social work



SASW and SWU urge Scottish government to provide more **bursary support** for social work students

BASW UK submitted written evidence concerning the **Bill of Rights**, and Draft Mental Health Bill

Gave oral evidence to the Joint Committee of MPs and Peers on **Draft Mental Health Bill**

# 2062

responded to our first **Annual Survey of Social Workers & Social Work**

## Everything you need, all under one roof

Launched a UK-wide **Student Ambassador Scheme**, and have together shaped a new learning programme to complement university curriculum

Brand new **Practice Assessor CPD programme**

**BASW CPD**  
The professional association for social work and social workers  
Practice Educators and Assessors

# 47,000



listens to our podcast **Let's Talk Social Work** – double last year!

Over **4,500** delegates attended our events



# 89%

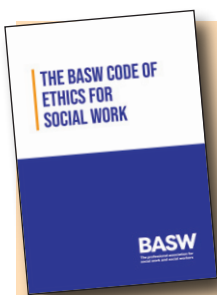
were satisfied or very satisfied



# 94%

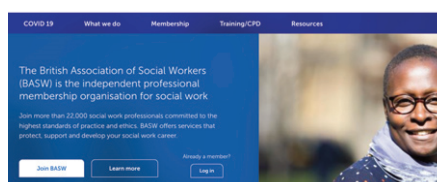
said they gained new knowledge

## The ethical home of social work



Over **262,000** downloads of our online resources – **Code of Ethics: over 23,000**

A monthly average of over **338,000** page views to the BASW website



# 8

social work-based projects **across the globe** were supported by the **International Development Fund**, providing for people deeply affected by the pandemic.

**337** print media pieces

More people joined the conversation on Twitter, Facebook and LinkedIn, with now over **89,000** followers

British Association of Social Workers  
(A Company Limited by Guarantee)

## CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME

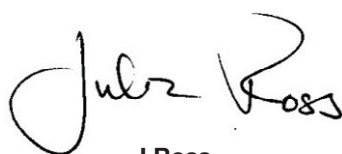
For the Year Ended 30 September 2022

	2022 £	2021 £
<b>Turnover</b>	<b>16,780,930</b>	10,563,235
Administrative expenses	<b>(16,659,299)</b>	(10,360,222)
(Loss) / Gain from changes in fair value of investments	<b>(141,821)</b>	60,146
<b>Operating (deficit)/surplus</b>	<b>(20,190)</b>	263,159
Income from fixed assets investments	<b>20,649</b>	20,012
Interest receivable and similar income	<b>489</b>	–
<b>Surplus before taxation</b>	<b>948</b>	283,171
Tax on Surplus	<b>(7,387)</b>	–
<b>(Deficit)/Surplus for the financial year</b>	<b>(6,439)</b>	283,171
<b>(Deficit)/Surplus for the year attributable to:</b>		
Members of the parent Association	<b>(6,439)</b>	283,171
	<b>(6,439)</b>	283,171

### 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 2022 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 8 February 2023 and have been submitted to Companies House. They received an unqualified audit report from Dains Audit Limited on 8th February 2023 and copies can be obtained from the British Association of Social Workers upon request.

Signed on behalf of Council on 8 February 2023:



**J Ross**  
Chair



**A Moir**  
Treasurer

British Association of Social Workers  
(A Company Limited by Guarantee)

## CONSOLIDATED BALANCE SHEET

as at 30 September 2022

	2022		2021	
	£	£	£	£
<b>Fixed assets</b>				
Intangible assets		258,148		283,781
Tangible assets		1,989,113		2,059,035
Investments		936,826		1,065,415
		<u>3,184,087</u>		<u>3,408,231</u>
<b>Current assets</b>				
Stocks		156		283
Debtors: amounts falling due within one year		768,580		804,073
Cash at bank and in hand		2,658,260		1,591,558
		<u>3,426,996</u>		<u>2,395,914</u>
Creditors: amounts falling due within one year		<u>(2,065,826)</u>		<u>(1,252,449)</u>
<b>Net current assets</b>		<u>1,361,170</u>		<u>1,143,465</u>
<b>Net assets</b>		<u>4,545,257</u>		<u>4,551,696</u>
<b>Capital and reserves</b>				
International development reserve		64,900		69,752
Accumulated fund		4,480,357		4,481,944
		<u>4,545,257</u>		<u>4,551,696</u>

## UK OFFICE

<b>JONNY ADAMSON</b>	COMMUNICATIONS & EXTERNAL RELATIONS OFFICER	<b>LINDSEY HUXTABLE-DOWD</b>	SERVICE MANAGER
<b>IFZAN AHMED</b>	MEMBER CONTACT OFFICER	<b>KAM JOHAL</b>	MEMBERSHIP OFFICER
<b>RUTH ALLEN</b>	CHIEF EXECUTIVE	<b>ALMA JOHNSON</b>	CRM PROJECT MANAGER * **
<b>COLIN ANDERSON</b>	SERVICE MANAGER	<b>CHERYL JORDAAN</b>	ADMINISTRATOR/ADVISOR †
<b>PATRICIA BEAN</b>	FLEXI ADVICE & REPRESENTATION OFFICER/ TU OFFICIAL * ** †	<b>BETH KINNELL</b>	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER
<b>AMANDA BEATTIE</b>	PROJECT COORDINATOR	<b>LEANNE LING</b>	RECEPTIONIST †
<b>AMY BENTON</b>	ADMINISTRATOR/ADVISOR	<b>JOANNE LLOYD</b>	FINANCE MANAGER
<b>MARTYN BURRELL</b>	ADVICE & REPRESENTATION OFFICER/ TRADE UNION OFFICIAL	<b>JOANNE MARCIANO</b>	ADMINISTRATION MANAGER, A&R/SWU †
<b>SIMON CLEAVER</b>	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER	<b>BETH MCCREEDY</b>	MEMBERSHIP OFFICER
<b>DONNA COWLEY</b>	MEMBERSHIP MANAGER †	<b>PADDY MCINTYRE</b>	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER
<b>SIMON DANGERFIELD</b>	WEB & TECHNICAL SUPPORT OFFICER	<b>SHAHID NAQVI</b>	EDITOR, PROFESSIONAL SOCIAL WORK
<b>STEPHANIE DAVIES</b>	SOCIAL AND DIGITAL MEDIA OFFICER	<b>KATE O'REGAN</b>	HEAD OF BUSINESS DEVELOPMENT
<b>LUCY DEELEY</b>	MEMBERSHIP SUPPORT ASSISTANT * **	<b>JEANETTE OAKLEY</b>	FINANCE OFFICER
<b>ANTHONY DHADWAL</b>	SENIOR MEDIA & COMMUNICATIONS OFFICER	<b>ROSANNE PALMER</b>	POLICY & RESEARCH LEAD OFFICER
<b>LISA FITZPATRICK</b>	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER	<b>CARYS PHILLIPS</b>	FLEXI ADVICE & REPRESENTATION OFFICER/ TU OFFICIAL * ** †
<b>VICTORIA GARDNER</b>	STRATEGY & IMPACT OFFICER	<b>MARK PHILLIPS</b>	ICT SERVICE DELIVERY MANAGER
<b>LYNNE GARGIULO</b>	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER * †	<b>KERRI PRINCE</b>	PUBLIC & POLITICAL AFFAIRS LEAD
<b>TRICIA GBINIGIE</b>	CRM & BUSINESS INTELLIGENCE LEAD	<b>CHRISTINA RAMAGE</b>	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER
<b>LUKE GEOGHEGAN</b>	HEAD OF POLICY AND RESEARCH	<b>HELEN RANDLE</b>	EVENTS COORDINATOR AND ADMINISTRATOR
<b>JULIA GIBSON</b>	FLEXI ADVICE & REPRESENTATION OFFICER/ TU OFFICIAL * ** †	<b>JANE SHEARS</b>	HEAD OF PROFESSIONAL DEVELOPMENT AND EDUCATION
<b>DEBBIE GILBERT</b>	RECEPTIONIST †	<b>LAURA SHERIDAN</b>	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER
<b>AMANDA GOVANI</b>	DIRECTOR OF COMMUNICATIONS & EXTERNAL RELATIONS	<b>SHANTEL THOMAS</b>	ANTI-RACISM LEAD (UK FOCUS) ** †
<b>SUSAN HATTON</b>	PUBLISHING MANAGER	<b>LISA URQUHART</b>	PROJECT COORDINATOR †
<b>SARA HICKIN</b>	HR & SUPPORT SERVICES SPECIALIST	<b>KEVIN VINEY</b>	SNR MEMBERSHIP & CRM OFFICER
<b>MIKE HOPKINS</b>	HEAD OF HR & SUPPORT SERVICES	<b>KEVIN WALDOCK</b>	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER
<b>LYSE HURD</b>	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER	<b>JOHANNA WATHEN</b>	EXECUTIVE PA & GOVERNANCE OFFICER
		<b>GABY ZAVOLI</b>	PROJECT & VOLUNTEER ENGAGEMENT COORDINATOR

# PERSONNEL 2023

## ENGLAND

ELIZABETH COLE	ADMINISTRATION, EVENTS & CONTENT COORDINATOR
JOSHUA DIXON	POLICY & CAMPAIGNS OFFICER **
LIZ HOWARD	PROFESSIONAL OFFICER
LISA KENNEDY	EVENTS, ADMINISTRATION & BUSINESS MANAGER
SHERIDAN LANE	ADMINISTRATION, EVENTS & CONTENT COORDINATOR
DENISE MONKS	PROFESSIONAL OFFICER ** †
REBEKAH PIERRE	PROFESSIONAL OFFICER
WAYNE REID	PROFESSIONAL OFFICER
MARIS STRATULIS	NATIONAL DIRECTOR (ENGLAND)

## NORTHERN IRELAND

LINDSEY BATES	NATIONAL ADMINISTRATOR ** †
CAROLYN EWART	NATIONAL DIRECTOR (NORTHERN IRELAND)
NOELEEN HIGGINS	PROFESSIONAL OFFICER
ANDY MCCLENAGHAN	PUBLIC AFFAIRS & COMMUNICATIONS OFFICER

## SCOTLAND

ALISON BAVIDGE	NATIONAL DIRECTOR (SASW)
EMILY GALLOWAY	COMMUNICATIONS & POLICY SUPPORT OFFICER †
KARIN HEBER	PROFESSIONAL OFFICER †
SARAH JACKSON	EVENTS COORDINATOR & BUSINESS SUPPORT OFFICER †
SARAH MCMILLAN	PROFESSIONAL OFFICER †
MARIA NAGY	PUBLIC & POLICY AFFAIRS OFFICER *

## WALES

NARINDER SIDHU	PROFESSIONAL OFFICER †
SIÂN WILTON	EVENTS CO-ORDINATOR AND ADMINISTRATOR †

### LEFT AFTER 1 OCTOBER 2022

ALLISON HULMES	NATIONAL DIRECTOR (WALES)
JULIE LONG	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER
LOUISE SIMMS	PROFESSIONAL OFFICER *
DIANA STEVENSON	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER †
MERYL WILLIAMS	PROFESSIONAL OFFICER †

### LEFT BETWEEN 1 OCTOBER 2021-30 SEPTEMBER 2022

EUSTON COPELAND	ADVICE & REPRESENTATION OFFICER/TRADE UNION OFFICIAL **
RICHARD DAWSON	COMMUNICATIONS, POLICY & ENGAGEMENT SPECIALIST
SHIRLEY KONSTANDIS	EXECUTIVE OFFICER (GOVERNANCE) †
PAUL SHUTTLEWORTH	PROFESSIONAL OFFICER ** †
KERRI SMITH	ADMINISTRATION, EVENTS AND CONTENT COORDINATOR *
SOFIA STANTON	MEMBERSHIP ASSISTANT **
LOUISE VAUGHAN	EVENTS CO-ORDINATOR AND BUSINESS SUPPORT OFFICER * ** †

\* **STARTED AFTER 1 OCTOBER 2022**

\*\* **TEMPORARY CONTRACT**

† **PART-TIME**





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# BASW

The professional association for  
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