

The British Association of Social Workers

Annual Report and Financial Statements

Year ended 30th September 2020



THE STRONG INDEPENDENT VOICE OF
SOCIAL WORK AND SOCIAL WORKERS

BASW

The professional association for
social work and social workers

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The British Association of Social Workers

(A company limited by guarantee)

Company information

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

MEMBERS OF COUNCIL 2019/2020



CHAIR
GERRY NOSOWSKA
FROM JUNE 2018



VICE CHAIR
FRAN FULLER
FROM APRIL 2016-
SEPTEMBER 2020



LEWIS ROBERTS
FROM SEPTEMBER 2020



TREASURER
JONATHAN DUDLEY
FROM OCTOBER 2016

ENGLAND COMMITTEE APPOINTED DIRECTORS

ANDY GILL FROM MAY 2017
ANGIE BARTOLI FROM MAY 2017

NORTHERN IRELAND COMMITTEE APPOINTED DIRECTORS

ORLAITH MCGIBBON FROM FEBRUARY 2020
ANN MOIR FROM MAY 2020
COLIN REID FROM OCTOBER 2014-FEBRUARY 2020
GARETH MCGIBBON FROM NOVEMBER 2018-FEBRUARY 2020

SCOTLAND COMMITTEE APPOINTED DIRECTORS

JUDE CURRIE FROM MAY 2020
LINDSEY YOUNG FROM SEPTEMBER 2020
DAVID THOMSON FROM JUNE 2014-MAY 2020
SHIRLEY MELVIN FROM AUGUST 2018-MAY 2020

WALES COMMITTEE APPOINTED DIRECTORS

NEETA BAICHER FROM OCTOBER 2017
CHRISTIAN BEECH FROM APRIL 2018

CHAIR, INTERNATIONAL COMMITTEE

DAVID N JONES FROM SEPTEMBER 2017

CHAIR, POLICY ETHICS & HUMAN RIGHTS COMMITTEE

MARTIN SEXTON FROM SEPTEMBER 2020
RICHARD SERVIAN FROM JUNE 2018-SEPTEMBER 2020

ELECTED DIRECTORS

JULIA ROSS FROM NOVEMBER 2019
MANDEEP GILL FROM SEPTEMBER 2020
DONNA PEACH FROM APRIL 2017-JUNE 2020
HILARY TOMPSETT FROM APRIL 2016-SEPTEMBER 2020
MARK MONAGHAN FROM JUNE 2019-SEPTEMBER 2020

CO-OPTED DIRECTORS

NARINDER SIDHU FROM DECEMBER 2019-JANUARY 2021
CHARMAINE MALCOLM FROM SEPTEMBER 2020
HARI SEWELL FROM SEPTEMBER 2020



2019-2020 has been a year of change and a time to reflect on the past, present and future.

BASW turned 50 this year – a time to celebrate and really reflect on the organisation through the years and how it has flexed and changed to meet the needs of social work and its members.

It also saw BASW turn into a different sort of organisation in response to the Covid-19 pandemic with new ways of working, new services, new issues and responses.

Whilst time changes many things, we saw some things truly remain the same, a constant which makes BASW as strong today as it was 50 years ago.

Our people

BASW has had members for 50 years with some people being members that long. In this momentous year our staff and members responded generously, ethically and expertly to the needs of social work and wider society. This took place in the context of personal and professional worry and struggle. Thank you to each of you for the commitment and action shown.

Our ethics

These underpin all BASW is and does for all our 50 years. If you look at our work this year – and particularly the response to Covid-19 – you will find human rights, social justice and professional integrity woven through it and see our social work ethics in action.

Our optimism

Throughout these 50 years, and today, social workers come together in BASW to work for a better society and a better world. We take heart from the work of the past, the people around us now and the potential for the future.

We have seen great reason for optimism over this year. Every day has been an expression of the value of social work to our society. Often unrecognised, though always cheered on by BASW, social workers have gone about making things better.

Covid-19

Covid-19 has highlighted the gross inequality in our country and our world. Events this year rightly reignited challenges to that inequality and oppression, including the Black Lives Matter movement.

BASW has reaffirmed its commitment to be a truly anti-oppressive and anti-racist organisation. Through our Equality, Diversity and Inclusion work in 2019-2020 we increased visible Council diversity, set up an Advisory Group of members to advocate directly to Council, reviewed our language and processes, and embedded anti-oppressive practice more deeply in our activities.

2025 Vision and Mission

This year has tested social work and proved the power of relationships, critical reflection and partnership in improving lives when people are struggling. It showed the importance of social work and the difference our ethics and expertise can make.

The launch of our 2025 Vision is reflective of the diversity and resilience of our profession as we continue to strive to support those most in need in society.

I am proud of our new Vision which says that: *“Social work will be a thriving, influential, respected profession, improving lives and upholding people’s rights across the UK.”*

BASW will take every opportunity to further the Vision by our actions, voice and example.

Our Mission is providing a vital framework to shape plans and priorities and this annual report shows the progress and impact we have made on these up to September 2020 and indicates the directions we have taken since then. Our Mission clarifies what we do, why we do it and who for.

Our new Mission statement says that we act:

FOR SOCIAL WORKERS

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

FOR SOCIAL WORK

- Developing professional ethics, practice knowledge, research and learning

FOR A BETTER SOCIETY

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

Over the next five years, this Mission will guide, inspire and encourage us. BASW has grown this year. It will continue to grow in impact and influence so long as we hold on to the importance of social work in our world.

Gerry Nosowska
Chair



This CEO report is the first full annual report driven by our Vision and Mission for 2025 and what a year it has been.

The period October 2019 to September 2020 has been extraordinary for all of us across the UK and globally.

First and foremost, I want to extend my heartfelt thanks to all members and staff who have worked together to adapt and support BASW so the association could do the best for all members throughout the pandemic.

In the most challenging of times, we have increased membership and adapted how we support and advocate for social work and social workers.

Responding to members

From the outset of the Covid it was apparent social workers' ability to do their jobs in communities across all fields of practice would be seriously challenged. Lock down, working from home, infection risks and lack of personal protective equipment, lack of governmental social work guidance, school closures, no access to care homes and hospitals, rising mental health crises, the known risk of rising domestic violence – all of these and more impacted social work and social workers.

We have consulted widely with members and other social workers throughout the pandemic to implement new forms of support and disseminate guidance and information quickly. We have spoken out for social workers in the press and broadcast media as well as with employers, policy makers and all governments across the UK at a time when social work's voice was often missing in public discourse. We have sustained and developed that support and communication throughout 2021 and have engaged with more members than ever before in the process.

The Covid Committee

A Committee of BASW Chair, other Council members, CEO and other lead staff was established with Council mandate in March 2020 to coordinate BASW's response. Covid Committee has been able to act swiftly as the pandemic has unfolded to set priorities, decide how to redirect funds, respond to members needs for support and guidance and shape BASW's ethical response to the emerging situation. The Committee has continued to guide work throughout 2020/21.

Investing in members and social work

At the start of October 2019, BASW already had strong membership recruitment and retention and a solid financial base from member and non-member income.

This enabled ongoing investment in necessary responses to Covid and ongoing developments for the future including:

- Communications, technology and digital systems
- Advice and representation resourcing
- Expansion of member-led branches, forums and special interest groups
- Publications, media and campaign activities
- Professional development events and courses
- The development of the *British Journal of Social Work* and investment in a more inclusive Board
- Enabling more diverse members to take on formal roles and responsibilities
- Investment in collaboration with people with lived experience of services



Digital developments

Our significant investment and developments in digital working enabled rapid adaptation when Covid struck. Staff moved to home working, member activities went online and e-bulletins increased in frequency and scope. BASW was able to operate and communicate (perhaps even more) effectively as a whole UK organisation and to play its part in international social work's response to Covid, particularly through the rapid online development of the International Federation of Social Workers.

BASW 50 YEARS
The professional association for social work and social workers

BASW 50th Anniversary Virtual Festival

Join us virtually on the 22nd - 23rd June to celebrate 50 years of the association and the future of social work

Storytelling Poetry & music Interactive quiz Book & Report Launches Speakers & debate

www.basw.co.uk/events

CHIEF EXECUTIVE'S REPORT

Member feedback and our data shows we have increased our accessibility resulting in a significant rise in engagement and uptake of activities and services. In recent surveys members have told us that while they want some opportunities to meet again in person, they overwhelmingly value the accessibility, geographical reach and diversity of opportunities offered online.

We will continue to work inclusively online, and recognise when safe in-person meetings, learning events and conferences are most valuable.

As we celebrated the 50th anniversary of BASW in 2019/20, being forced into an entirely digital environments achieved one of our aims for the Heritage Project: explore the past through the lens (literally) of the present, with our eyes on the future.

Moving to home working and online communications also enabled us to make a step change in meeting our 2019 commitment to reduced environmental impact. We recognise that BASW and social work must engage ethically and practically in tackling the causes of environmental damage and climate injustice nationally and internationally.

Our first full annual report in our Vision and Mission 2025 framework

In 2019-2020 we consulted on the new Vision and Mission for BASW up to 2025.

As you can see from the Chair's Report, and reports throughout this document, the Vision and Mission will shape what we prioritise and how we evaluate our impact as we move towards 2025.

It has been a hard period, with unforeseen losses and challenges in our work and personal lives. Yet I have certainly been sustained and inspired by the camaraderie in BASW, by the engagement and ongoing debates of members in vital matters we care about, and by the support between members, staff and others in our sector across all nations of the UK.

Ruth Allen
Chief Executive Officer

A YEAR IN BRIEF: BASW IN NUMBERS

MEMBERSHIP UP OVER 3 PER CENT TO

20,954

3,080

PEOPLE REGISTERED FOR BASW WEBINARS, A NEAR 3-FOLD INCREASE

2,057

MEMBERS SOUGHT PROFESSIONAL ADVICE AND SUPPORT FROM BASW

4,993

ATTENDEES TO PROFESSIONAL DEVELOPMENT EVENTS

35 PER CENT MORE TRAFFIC TO THE BASW WEBSITE WITH 3.7 MILLION VISITS DURING THE YEAR AND AN AVERAGE

312,000

PAGE VIEWS EACH MONTH

BASW UK GAINED:

4325



NEW TWITTER FOLLOWERS DURING THE YEAR FROM 31,312 TO 35,637 (+12 PER CENT)

3176



NEW FACEBOOK LIKES ON THE BASW PAGE FROM 21,365 TO 24,541 (+13 PER CENT)

2,800



NEW FOLLOWERS ON LINKEDIN, 7,547 TO 10,347 (+38 PER CENT)

OVER **10,300** NEW FOLLOWERS ACROSS THREE PLATFORMS AND A REACH OF

75,178 ACCOUNTS

Equality, Diversity & Inclusion



L-R: NARINDER SIDHU, HARI SEWELL & CHARMAINE MALCOLM, BASW COUNCIL MEMBERS WITH EDI LEAD BRIEF IN 2019/20. NARINDER & HARI WERE ALSO FIRST CO-CHAIRS OF THE EDI ADVISORY GROUP TO COUNCIL

Throughout 2019/20 – before and after the pandemic struck – we intensified our commitment to Equality, Diversity and Inclusion (EDI) and to promoting anti-oppressive practice. Digital innovations required in response to Covid meant we could reach further across geographies within the UK and internationally and create more online spaces for learning, solidarity and support.

We accelerated work to ensure BASW becomes a truly inclusive organisation for social workers of all identities and characteristics. This included action to reflect our membership better in the leadership, governance, activities and offers of the association.

EDI commitments were embedded in our business plans for 2019/20 and 2020/21, committing staff and member resources and ensuring EDI perspectives would be championed and actioned across all parts of the organisation.

We diversified Council membership, we established the EDI Advisory Group (EDIAG) to Council, and established EDI lead roles to embrace all areas of anti-discrimination.

In 2019/20 we adopted an overarching strategy which continues to drive developments in 2021/22. We focused particularly on the rights and inclusion of social workers and people using services from Black, Asian and Minoritised ethnicities, LGBTQi identities and disabled people – and consciously embedded in all we do the implications of social work being a predominantly female profession.

Six motions at the AGM in September 2020 gave further member mandate and impetus to our EDI strategic focus in 2020/21. These covered anti-racism, gender identity inclusion and the rights of asylum seekers, people with learning disabilities and Gypsy, Romani and Traveller people.

EXAMPLES OF OUR ACTIONS ARE REFLECTED IN REPORTS THROUGHOUT THIS DOCUMENT. SOME KEY EXAMPLES INCLUDE:

FOR SOCIAL WORKERS



- Setting up the Black Professionals Symposium in England
- Support for the development of the Gypsy, Romani and Traveller Social Work Association (now a BASW Special Interest Group)
- Embedding EDI and anti-oppression priorities in our 'Working Conditions Toolkit (2020)'

FOR SOCIAL WORK



- Commencing a programme of presentations to social workers and students on anti-racism in the wake of George Floyd's murder, across England
- Threading EDI perspectives through all our professional development resources and events, at UK and nation level
- Starting work to adopt the International Federation of Social Workers' widened definition of discrimination and inclusion characteristics into our UK revised Code of Practice (adopted in 2021)

FOR A BETTER SOCIETY

- Promoting the reflections and voices of social work on the 'baked-in' discrimination and inequalities of Covid as they emerged across society and in social work through the 'Voices of Social Workers in Covid' PSW online and in the press
- Capturing and sharing the insights of diverse social workers on inequalities emerging during the pandemic through our first Covid survey

STRATEGIC PRIORITIES

Nothing about us without us: Putting people using services at the heart of practice, policy and ethics

Throughout 2019/20, we continued to develop our commitment to working in partnership with people with lived experience of social work, shaping our policies, practice guidance, campaigning, professional development, the content of *Professional Social Work Magazine* and the *British Journal of Social Work*.

We brought experts by experience on to more of our committees and topic groups e.g. on to BASW Cymru Committee, Professional Development Committee, BASW Trust Charity Board and to various topic groups in England.

As the pandemic hit, we advocated in the media and lobbied governments to promote the needs of people left unserved or under-protected in lockdowns. And our messages about the importance of personal protective equipment and pandemic practice guidance for social workers was couched in the importance of ensuring social workers could safely reach the people needing support the most.

Co-production within BASW

We have had a strategy on co-production and the involvement of people with lived experience since 2016. Our policy, payment mechanisms and approach are based on the National Survivor User Network (NSUN) '4PI' framework: **Principles** (a commitment to equal value of the contribution of people with lived experience); **Purpose** (what are we trying to achieve and why is it important?), **Presence** (why are we here and how can I be supported to be here?), **Process** (how are we going to do this work?) and **Impact** (what difference will this make, what value will it bring?).

In a recent 'stocktake' of involvement and co-production activities with 12 experts by experience partners we gathered rich messages about the last few years co-production and involvement activities that are driving our refreshed strategy from 2021 onwards:

"...[I] have been thinking about how far we've come since I joined with BASW some 5 years ago now. We have come a long way but we do still have a long way to go. How do we get to hear and engage with those people who are not activists, who are not "out there" where they can be reached?"

"I am often asked to do work but am rarely told why it is needed and why I am doing it! Why are we involved in BASW's work, what is the purpose? The efforts made to involve us have been really positive but what is the purpose of it?"

"...we don't have the kind of rights that, as employees, you would have from BASW and that puts us in a vulnerable position sometimes we can be treated less well. And emotional labour - I think that can be forgotten..."

"I have been involved with BASW since about 2016 working on the Charter for Social Workers working with disabled adults. And in 18/19 we presented that charter at several forums under the auspices of BASW. That process was really interesting, exciting and rewarding. It was reciprocal. As much as we were thanked for our contributions, I also thank BASW for the opportunity because I'd learned so much in that process, it was great!"

IMPACT HIGHLIGHTS IN 2019/20 ARE:

FOR SOCIAL WORKERS



- Inspiring social workers through perspectives of people with lived experience in events and webinars
- Involving experts by experience throughout our 50th Heritage activities, experiencing our narratives of ourselves through their eyes
- Speaking out on the vital synergy between the rights of people needing services and support, and social workers rights to working conditions and time to do their job well.

FOR SOCIAL WORK



- Co-producing practice guidance with people with learning disabilities and autistic people
- Embedding lived experience in all BASW professional development activities
- Ensuring the voice of lived experience of young people and adults at the heart of the NHS Digital/SCIE/BASW partnership project on Digital Social Work (2020)

FOR A BETTER SOCIETY

- The 2019 general election manifesto calling for reforms to Universal Credit, an end to austerity and tackling the homelessness crisis
- Developing joint BASW/SWU anti-austerity group with experts by experience
- With NESTA funding, working in partnership with people with lived experience and others to develop a *Movement for Social Approaches to Mental Health*.

Heritage year

BASW 50 YEARS

The professional association for social work and social workers

In January 2020, we launched the Heritage Project 'Curating our past creating our future' in celebration of BASW's 50th anniversary with a focus on 100 years of social work.

Colleagues from across the UK produced an array of powerful projects that reflect the history of BASW and which will shape our identity for many years to come. We celebrated the unique identity and impact of social work through experiential member and expert by experience-led initiatives including webinars, events, art, a collection of writing, photography, music, oral histories and heritage trails. We have started conversations regarding the positive influences of social work on society over decades and deliberated the learning for the future from social work's contested past. We captured and collated stories and narratives UK wide and developed interactive timelines for educational resources.



timeline

Dec 19

- Engaged a UK project planning steering group to discuss plans, needs and requirements of members for the 2-year project
- Consulted widely with members and lived experience partners
- Engaged over 12 steering group members and over 30 people to take part in the project

Jan 20

- Official start date - call out for photos, documents of BASW and social work past, networking and partnership links
- Communications through regular monthly updates - emails, newsletters, steering group meetings and sub-group meetings
- Four nations steering groups established and project plans developed

Feb 20

- Official face-to-face launch event at the Studio Birmingham - members from 1970 to the present day invited alongside experts by experience, social workers, and strategic project partners with over 60 people in attendance from across the UK

Mar 20

- Took events online and developed a digital plan
- First call out for book of writing and art and plans around member involvement and volunteering opportunities

May 20

- Held 'Talking Together' webinar with five BASW members talking from experience, past and present about the future of social work practice at the beginning of the pandemic. Experiential focus with an international approach
- Inclusive and well supported - 50 people watching live and significant numbers watching the recording

June 20

- Two-day festival of social work. Over 700 people signed up to festival and interacted over two days
- Hosted by former poet laureate Katrice Horsley with guest speakers including Lemn Sissay and David Brindle. Included webinars, live music, poetry, differing mediums coming together in an expression of social work then and now and impacts for the future
- Included launch of book on Past, Present and Future of social work by BASW members, and after party event with a music playlist from BBC6 DJ Mary Ann Hobbs. Included videos from members, partnership organisations and strategic partners, celebrities with social work experience or lived experience of services and politicians

Aug 20

- Engaged members in activities including oral history interviews and timeline and heritage trail development
- The BASW Future of Social Work eBook project begins as a collated archive with a callout for poetry, essays, music and art based around key themes. Over 30 submissions received.
- Special 50th anniversary edition of PSW magazine published

Sept 20

- 300 people engaged in project to date
- Many members engaged in gathering research and information acknowledging the impact of Covid-19 on social work and society
- Partnership developed with the Child Migrants Trust to plan an event with Margaret Humphreys and develop a possible future educational resource

BASW Council devolves key functions to Standing Committees – these include the Finance and Organisational Development Committee, International Committee and Policy Ethics and Human Rights Committee.

Finance and Organisational Development Committee



At the start of this period, the Finance and Organisational Development Committee commended to BASW Council a budget with a modest overspend, but in fact ended our financial year with a generous surplus.

Lockdown inevitably had an impact – partly due to savings on staff travel costs but also inevitable

delays in appointing to posts within the establishment. Not only has BASW been able to deliver the vast majority of its services virtually through home working during the pandemic, but our member and non-member reach has increased.

Importantly, member satisfaction with the range and quality of services has remained high and membership numbers have also continued to grow. This outcome is in large part due to the hard work and flexibility of staff across the organisation. Rigorous external scrutiny by the auditors also found BASW to be working to the highest levels of financial probity.

The Committee has continued to not only address issues regarding money, but also BASW's responsibility as an employer of some 65 staff and how its business plan can be shaped to support the achievement of better outcomes for social workers, social work and a fairer society.

The lessons from 2019-20 have been fed into the planning processes for the current year and beyond. Unsurprisingly, there has been a massive acceleration towards online activity which has been broadly welcomed by members, although there remains a desire to meet face-to-face when possible. BASW will continue to consolidate, refine and improve member engagement in the virtual realm.

As I reach the end of my final term as Treasurer at this Annual General Meeting, I wish to thank my member colleagues within the Finance and Organisational Development Committee for their tireless scrutiny of emerging plans, changes and challenges.

It is a vital role within the organisation which they all approach with insight and enthusiasm and supported by an experienced and innovative staff team.

It has been my pleasure and privilege to have served as Treasurer and (with the Chair and Vice-Chair) as part of the Honorary Officer team at BASW for nearly five years. The Association is well placed to continue to not only grow but to thrive. I convey my very best wishes to my successor.

Jon Dudley
BASW Honorary Treasurer
Delivering member benefit – BASW Committees

International Committee

DAVID N JONES, CHAIR, INTERNATIONAL COMMITTEE



International social work is very close to home and therefore of great importance to the profession in the UK, reflecting both the diversity of social workers and the diversity of the UK population.

The past year has witnessed change on many levels, both nationally and internationally and the International Committee (IC) membership has also been refreshed to reflect the global diversity in its membership and priorities.

The pandemic coupled with Brexit has brought different challenges for social work and social workers, but BASW continues to play influential roles at global and European levels in the International Federation of Social Workers (IFSW) and through the Commonwealth Organisation for Social Work (COSW) with several members holding key roles in both IFSW and COSW.

It has been a busy year for the IC and working with its international partners has seen great steps taken in many areas, although there is still much to do.

The committee continued its work with diaspora groups of social workers, supporting the IFSW Europe Young Social Workers Project to aid those who qualified elsewhere and provide guidance to employers of diaspora social workers.

Work on migration and populism has seen challenges of date of birth determination for unaccompanied asylum seekers working with PEHR and proposals to IFSW Europe on mutual support for associations and individuals impacted by populist policies.

Poverty and the global pandemic have dominated much of BASW's work this year and the IC has engaged with UN Rapporteur and the European Pillar of Social Rights on poverty as well as supporting IFSW to publicise social work responses on the global

pandemic, support local projects and feed international ethical experience into BASW guidance.

The IC has also built on BASW's partnership with Bath Spa University as it continues to support IFSW's global working environment research.

Learning from and supporting other nations is important to the development of BASW's own work. The International Development Fund enables BASW members to experience international social work and mainly supports attendance at international events or visits.

Annual income is around £40,000, however, due to a significant underspend, the IC adopted a new approach in 2018 to the allocation of funds, including the investment in partnership projects and a stronger member presence at global and European conferences.



These options were not available during the pandemic and so funds were allocated to overseas pandemic-related projects linked to BASW members. In total, eight projects were selected in: Guinea Bissau; Kenya; India; Malawi; Palestine and Uganda.

Funding was also offered to the IFSW Africa region to improve pandemic-related training across the continent. A report on the outcomes will be published in 2021.

In a separate funding initiative, money from the main budget which had been allocated to support attendance of delegates at the 2020 IFSW general meeting in Canada was donated to IFSW to support active promotion of global social work responses to the pandemic.

This resulted in several reports including the IFSW Publication 'Top of the Cliff' recounting several examples of pandemic responses.

BASW continues to lead by example and I would like to thank those members who continue to drive this work forward.

David N Jones
Chair

Policy, Ethics and Human Rights Committee



MARTIN SEXTON, CHAIR, PEHR COMMITTEE

The Policy Ethics and Human Rights Committee (PEHR) has formal responsibilities for initiating and overseeing BASW's work with policy, human rights and ethics. Social work is a devolved matter so PEHR focuses on UK-wide policy issues, with nation specific policy issues being dealt with by the national committees.

Inevitably, the impact of Covid on society in general and on social work in particular has been the most significant issue that PEHR addressed this year and one that had not featured in anyone's workplan.

To provide a 'rapid response' service to BASW Council on the ethical challenges posed by the pandemic, the Committee formed a sub-group to tackle the issues – some which were novel, but others that were the all too familiar consequences of inequality and injustice.

The mainstay of the Committee's work has been to support BASW in formulating guidance on how social workers should respond to the pandemic as professionals, but also as citizens, reaffirming the fundamental importance of BASW's commitment to human rights and social justice.

Whilst the sub-group has now been stood down as BASW's response to the pandemic has developed, PEHR is still supporting BASW in its roles as sector leader and employer.

Despite the challenges of Covid the Committee was able to make significant progress with BASW's Vision for Social Work; Refresh the BASW Code of Ethics in the light of the 2018 revision to the International Federation of Social Work (IFSW) Code, and Statement of Digital Capabilities for Social Workers (in collaboration with Social Care Institute for Excellence).

PEHR's advice also informed BASW's position statements on a number of issues, including the discrimination and unethical treatment facing people with learning disabilities, and the rights of care workers and their employers' responsibilities towards them.

Although the pandemic was all-consuming in many respects, the Committee continued to support BASW as it lobbied for the suspension of the No Recourse to Public Funds (NRPF) legislation, and a thorough review going forward.

NRPF causes tremendous hardship for many people and considerable difficulties for the social workers trying to support them. The Committee benefited greatly from the input of the Special Interest Group on Immigration, Asylum and Trafficking when giving its advice to Council. Sadly, NRPF remains in force, but BASW will continue to focus on these issues and lobby for a just and fair immigration system.

The Committee has also seen a change. We have welcomed nine new members and it is now a better reflection of the diversity of the BASW membership more generally. There is much more still to do, however, and the Committee's developing relationship with BASW's Equality Diversity and Inclusion group and agenda will be increasingly significant in the future.

In September 2019, Richard Servian stood down as Chair of PEHR and I was elected to succeed him. I am very grateful to Richard for all his support, and I hope to follow his example as I take on this critical role for BASW.

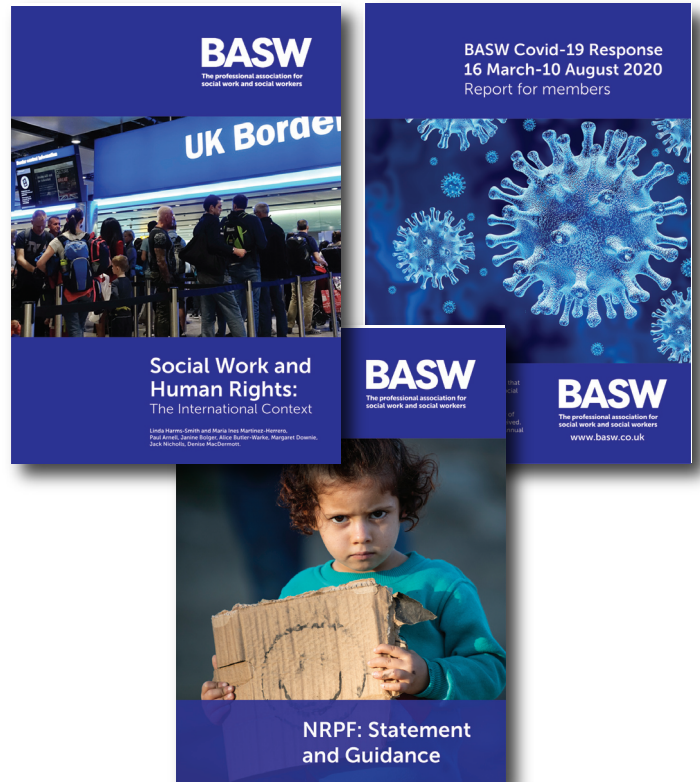
Martin Sexton
Chair for Policy, Ethics & Human Rights



The Policy and Research (P&R) team are responsible for developing policies and resources that relate to the UK as a whole in matters such as poverty and benefits, asylum seekers and refugees, and Brexit. The team supports the work on the PEHR and International Committees.

2019-2020 has seen much change. UK wide legislation and policy has progressed swiftly in response to a new government, the pandemic and Brexit. After becoming leader of the Conservative Party in July 2019 Boris Johnson won a major majority in the General Election in December 2019. The process of taking the UK out of the EU has been both fraught and protracted. With a major majority, the government's first move in January 2020 was to deliver this but whatever plans the government had immediately after Brexit were swept away by the onset of Covid from mid-March 2020.

The P&R team also support two BASW standing committees – Policy, Ethics and Human Rights and International Committee – as well as BASW's Special Interest Groups.



The past year has been challenging, but we have made great strides in ensuring the voice of social work is heard at a government level and that we continue to influence policy in this ever-evolving area with compassion and ambition to shape a fairer society for all.

THE WORK OF THE UK POLICY & RESEARCH TEAM OVER THE LAST YEAR INCLUDED:

FOR SOCIAL WORKERS

- Developing responses and resources in relation to the Coronavirus Act – legislation which had profound implications for human rights, adult social care and other statutory social work responsibilities
- Publishing 'The Covid 19 Pandemic Ethical Guidance for Social Workers'
- Publishing and launching the resource 'Social Work and Human Rights: A Practice Guide' and 'Social Work and Human Rights: The International Context'
- Publishing 'No Recourse to Public Funds: Statement and Guidance'
- Promoting a range of opportunities for funding for research degrees



FOR SOCIAL WORK

- Hosting the 2020 'Standing Conference' for UK social work on the theme of integration and social work.
- Working to develop the Digital Capabilities Statement for Social Work Practice
- Beginning the refresh of the BASW Code of Ethics
- Working with the Editorial Board of the *British Journal of Social Work* to place a greater focus on experts by experience
- Securing funding to research the topic of social work and artificial intelligence and joining a research partnership to study the needs of older people with learning disability and their families



FOR A BETTER SOCIETY

- Developing and launching the BASW Anti-Poverty Practice Guide
- Supporting a legal amendment in the House of Lords to give additional protections to EU nationals – specifically children who are EU nationals and in care. Unfortunately, this amendment was defeated
- Repositioning the International Development Fund to support social workers in the Global South who were undertaking work to prevent and reduce the effects of Covid
- Working with a range of partners across the UK to develop a major project to promote best practice in the field of Adult Care

The world has changed dramatically in the past 12 months – along with how we disseminate information, access news, provide updates and keep members informed.

We introduced:

- Three email bulletins each week for members in cleaner, more attractive format and with a greater use of video and visuals
- These more frequent email bulletins had an open rate of 36 per cent, with over 500,000 unique opens
- BASW also increased its social media reach and influence, with a 12 per cent increase in Twitter followers, a 13 per cent increase in Facebook 'Page Likes', and a 38 per cent growth in our LinkedIn following. By September 2020, BASW had a combined total of over 75,000 followers across its social media accounts.
- Investment in communications technology to enable increase in online events and communications
- In May 2020, BASW launched its very own podcast – *Let's Talk Social Work* – which explores a range of topics related to social work issues and practice. Between May and September 2020, nine episodes of *Let's Talk Social Work* were released – with topics ranging from to Black Lives Matter and social work's role in dismantling systemic racism, to 'Social Work During the Troubles'.

In March 2020 BASW launched its first Covid-19 survey. This told us the significant issues and (often) crisis concerns facing the profession in the early days of the pandemic. It was also a window on how it was affecting society as a whole.

Poverty, mental health, gaining access to at risk older people and children, rising domestic violence and the intersection of Covid risk with social exclusion and racism were all prominent in the findings, which provided valuable statistics to take to the media to influence change.

**LET'S TALK
SOCIAL
WORK**



COMMUNICATIONS, PUBLICATIONS AND MEDIA IMPACT

BASW in the media

On average, BASW secured 40 pieces of media coverage a month during October 2019 to September 2020, featuring national awareness through Victoria Derbyshire, BBC News, *The Guardian*, *The Independent* and more.

Professional publications such as *The Voice* and *Community Care* regularly supported BASW as it spoke out on working conditions for social workers and lack of funding for services, whilst *Newsnight* provided insight into social work and 'Foster Care Fortnight' was marked with coverage on BBC Radio Four.

Top News Stories

- Covid: 'Vulnerable children more at risk due to Covid' (*The Guardian*, Sept 2020) – 2m reach
- Black Lives Matter: 'How to practice anti-racist Social Work' (*Community Care*, July 2020) – 200K reach
- Anti-Poverty: 'Social Workers feel powerless due to poverty afflicting families' (*Community Care*, Aug 2020) – 240K reach

Virtual AGM

In September 2020 BASW held its first virtual AGM in response to the pandemic. The AGM received more than 6,300 views over a nine-month period.



Over **20,000** social work professionals committed to the highest standards of practice and ethics.

BASW in the media - calling for support for social workers
BASW is continuing to speak out for social work and the issues you face in the most challenging of circumstances.
Media coverage includes BBC TV and radio broadcast, national / regional press and trade press - to call for essential PPE safety equipment, information on remote ways of working following the launch of the [Digital Capabilities Statement](#) and for clear guidance and professional support for social workers in their work to help individuals, families and communities.

OTHER MEDIA REACH:

FOR SOCIAL WORKERS



- 'No hand sanitiser, no procedures': **New Statesman**; BASW's Andy Gill and members tell their experiences of working on the frontline – May 2020
- 'Social workers with no PPE shut out' – **Sunday Mirror**; BASW member reveals how a lack of a regular supply of PPE is limiting safeguarding capability – May 2020

FOR SOCIAL WORK



- Ruth Allen CEO and BASW members appeared on **BBC 5 Live** providing direct frontline stories as the pandemic started – March 2020
- 'Four ways the Covid-19 crisis will transform UK social work' – **The Guardian**; A blog from Ruth mapping out the future of social work in the context of Covid-19 – June 2020

FOR A BETTER SOCIETY

- 'I can't know the children are safe': social workers' fears over lockdown (**The Guardian**) David Brindle reveals reality of frontline children's social work during coronavirus, with BASW members sharing their experiences and Ruth Allen calling for better national guidance – April 2020
- 'Increased risk of people suffering with mental health disorders' **BBC News (TV)** – March 2020
- Allison Hulmes appeared on **BBC online, BBC R4 Today, BBC Breakfast** news highlights increased risk to vulnerable children, as a result of lockdown – April 2020

Professional Social Work

Professional Social Work Editorial Advisory Board

The team at Professional Social Work (PSW) have informed and supported the profession during the pandemic with knowledge-sharing and thought-provoking content and features highlighting issues and triumphs within social work.

PSW has promoted BASW's voice, the voice of its members, social workers and the people they support, bringing a spotlight to different areas of social work.

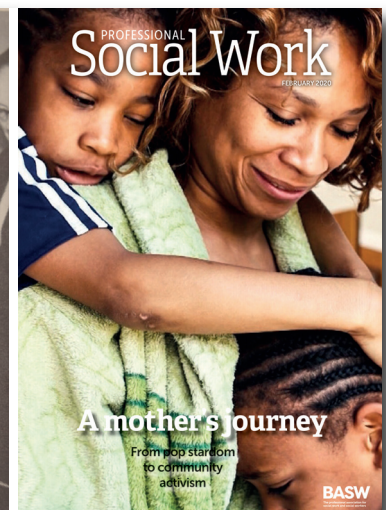
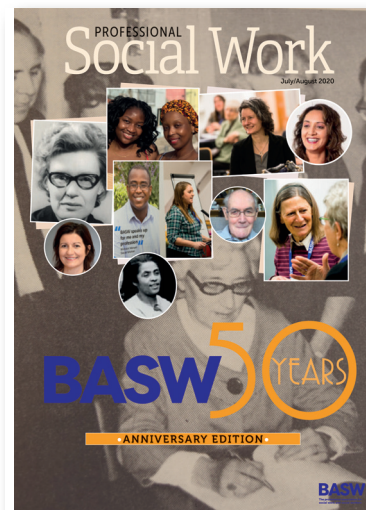
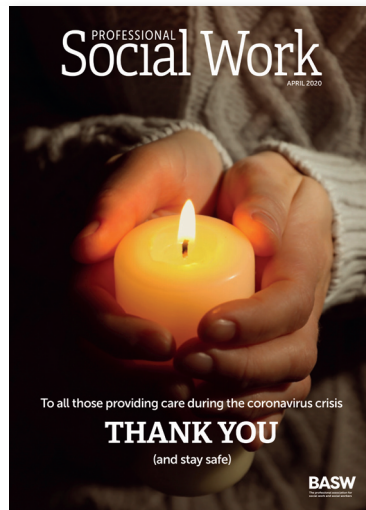
Despite some initial technological issues, the Board's transition to virtual meetings has enabled fuller participation and inclusion of members which has led to social work stories and reactions, as well as exploring new content.

Highlights

Through both ten printed magazines during the year and online content, PSW has delivered a mix of topical features, news stories and viewpoints. In partnership with the Advisory Board, PSW has covered developments across the sector, poignant issues and supported the rights of social workers as they have continued to work in difficult conditions.

Some highlights over the year include:

- Covid and its impact on social workers and service users. Extensive coverage from the start with news articles, features and viewpoints dedicated to key issues. A 'Social work voices during Covid-19' was launched providing a platform for contributions from those in the profession. May 2020's edition included an 11-page feature focus on Covid's impact across all areas of social work and service users
- Looking back and looking forward – 50 years of BASW. Special extended BASW at 50th anniversary edition of PSW printed in July/August 2020
- Black Lives Matters and associated social work stories, both in the magazine (eg 'Social work and anti-racism' in July/August 2020 edition) and online (eg 'Anti-racism in social work: the struggle is real and you are part of it')
- A focus on poverty and its impact on service users and practitioners eg 'Practice and poverty' (November, 2019); anti-poverty guide launch coverage (October 2019)
- Varied and interesting viewpoints ranging from imposter syndrome (Sept 2020) to the legacy of colonialism (Dec/Jan 2019/20), 'terror management' (June 2020) and many more
- A focus on rights, ethics and activism eg 'Join the resistance' (Dec/Jan 2019/20); 'Social work vs NRPF' (March, 2020); 'Concern more authorities are easing care duties' (June, 2020); child safeguarding threats due to coronavirus regulations highlighted (June 2020); Care homes crisis – 'Where was the duty of care?' (Sept, 2020)



- Inequality – e.g. 'This is no leveller' (June, 2020)
- Self-care – regular monthly column to promote social worker wellbeing
- Other topics covered during the period: transgender, mentoring, social work in prisons, BASW Standing Conference, apprenticeships, domestic abuse, Prevent and counter-terrorism; social work education ('Keeping it real', Feb 2020; 'Universities challenged', June 2020)
- Online content has grown to near 250 unique articles since PSW online launched in 2018, increasing PSW's reach and helping to promote BASW

**Daniel Keeler & Laura Davis , Co-chairs
Professional Social Work Editorial Advisory Board**

Our work across the nations

Social work is bound together by the UK Code of Ethics and the global ethical principles. But social work legislation and policy increasingly differ across the four nations. The National Standing Committees and the national teams lead and support BASW's work in each nation. The nation committees and teams undertake a huge number of activities every year and working digitally for much of 2019/20 did not diminish that.

The reports below do not describe all that has been achieved but offer bullet point highlights of illustrative, impactful activities.

BASW Cymru



NEETA BAICHER, CO-CHAIR



CHRISTIAN BEECH, CO-CHAIR



ALLISON HULMES, NATIONAL DIRECTOR

It has been a year of change for BASW Cymru. Relationships with the Welsh government, especially with the Minister for Health and Social Services, have continued to go from strength-to-strength and with it the voice of social work in Wales.

At a time where collaboration and relationships have needed to be nurtured digitally, BASW Cymru has continued to drive ahead with important issues such as confronting inequality, oppression, racism, homelessness and poverty. Social work has never been so important as it is now as we face new challenges in a changed world.

BASW Cymru was actively involved in the creation of the Gypsy, Roma and Traveller Social Work Association which launched in July 2020.

Comprising of Romani and Traveller social workers and allies, the association has been instrumental in developing and delivering training and education to over 1,800 social workers, students, practice educators





in local authorities and universities via webinars. This work has led to a published academic paper on the theory of aversive racism as well as submitted written evidence to the human rights committee scrutinising the impact of the Police, Crime, Courts and Sentencing Bill.

BASW Cymru is proud to be leading in this area and wholly supports the association's five-year theory of change which structures its work to democratise social work with Romani and Traveller people.

BASW Cymru is proud to continue to campaign for safer working conditions for social workers and has seen great success with the Care Homes Campaign as well as greater equality for the Social Care Recognition Payment.

**Neeta Baicher, Chair,
Christian Beech, Vice Chair &
Allison Hulmes, National Director BASW Cymru**

THE WORK OF BASW CYMRU OVER THE LAST YEAR INCLUDED:

<p>FOR SOCIAL WORKERS</p> 	<ul style="list-style-type: none"> ● Launched the first pilot of the 'Social Worker Wellbeing and Working Conditions Good Practice Toolkit' with Swansea Council Children's Services in collaboration with Swansea University ● Delivered our 2020 Manifesto pledge to join the Student Bursary Campaign for social workers and health professionals to ensure parity ● Continued to campaign for social workers to be included in the second Social Care Recognition Payment
<p>FOR SOCIAL WORK</p> 	<ul style="list-style-type: none"> ● Developed our online Communities of Practice to offer wellbeing support and help build a strong social work identity with a specific focus on student social workers ● Became an inaugural member of the Gypsy, Roma and Traveller Social Work Association which seeks to educate social workers on the historic and current discrimination and disadvantage experienced by Romani and Traveller people in the UK
<p>FOR A BETTER SOCIETY</p> 	<ul style="list-style-type: none"> ● Led an Access, Test and Human Rights campaign for social workers to be specifically named in the Welsh government guidance on visiting care homes ● Social workers in Wales were the first in the UK to be able to access lateral flow tests prior to entering care homes and other community settings ● Established anti-racist social work network for Wales to feed into the work of Race Alliance Wales ● Collected many oral histories about the history of social work in in Wales and its progression and development as part of the wider BASW heritage project. There was a specific focus on Welsh language and culture. Interviews were also carried out with social workers from minoritised communities who have contributed to the diversity of the workforce
<p>AN INFLUENTIAL VOICE</p> 	<ul style="list-style-type: none"> ● Ensured a strong voice for social work through representation at weekly ministerial meetings with the Minister for Health and Social Care ● Led a joint campaign with Cardiff University which resulted in a Welsh government commitment to increase the student bursary

BASW England

BASW England engages with policy makers, employers, politicians, educators and the regulator to ensure the voices of social workers and the people they serve are heard and contribute to the improvement of social work across the country.

The legacy and impact of the pandemic has been far reaching and BASW England thanks all its members, social workers, social care staff, family members, carers and allied partners for their dedication and significant contribution before and during the pandemic.

During 2020, BASW England moved to virtual meetings and developed guidance and resources for social workers working in a variety of settings and who were dealing with the challenges of the Covid-19 pandemic.

The over-arching priority at the beginning of the pandemic was to provide direct support to members and create safe spaces where members could meet and share their experiences, worries and challenges, and to influence national policy and practice.

A key campaign this year saw the launch of a new toolkit and a drive to improve services for autistic adults and people with learning disabilities.



MARIS STRATULIS (NATIONAL DIRECTOR), ANDY GILL (CHAIR) & ANGIE BARTOLI (VICE CHAIR)

The 'Homes not Hospitals' campaign saw the creation of a number of webinars and key documents as well as the launch of the 'Capabilities Statement Toolkits'. The toolkit's online launch was attended by over 400 delegates.

BASW England continues to lobby parliament and the Department of Health and Social Care (DHSC) to improve services for autistic people and people with learning disabilities working in partnership with stakeholders including the Autism Alliance, National Autistic Task Force and the National Autistic Society.

Early 2020 also saw the events programme move online which has provided an opportunity to deliver more accessible points of contact, webinars and CPD opportunities for members and non-members.

The pandemic may have created new challenges, but it has also provided opportunity. Opportunity to reach more members and non-members and engage more frequently with ministers, politicians and partner organisations to drive forward change.

Andy Gill, Chair, Angie Bartoli, Vice-Chair & Maris Stratulis, National Director for BASW England

PAULINE SARGEANT (CHAIR, BLACK PROFESSIONALS SYMPOSIUM)

I HAVE A DREAM (LIKE MARTIN LUTHER KING SAID) THAT BLACK AND ETHNIC MINORITY SOCIAL WORKERS WILL REALISE THEIR PROFESSIONAL GOALS WITHOUT THE BARRIERS OF DISCRIMINATION AND INEQUALITIES, HENCE MY REASON FOR JOINING THE BPS. I WANT MY VOICE TO BE HEARD ALONGSIDE MY COLLEAGUES WHERE I KNOW WE CAN MAKE SIGNIFICANT CHANGES. I WANT TO MAKE A DIFFERENCE FOR THOSE PEOPLE.

CHERELLE FRANCIS (VICE-CHAIR, BLACK PROFESSIONALS SYMPOSIUM)

THE BPS IS NOT A TYPICAL FORUM. SINCE BEING INVOLVED IN THE GROUP, I'VE BEEN ABLE TO MEET SOME AMAZING BLACK AND ETHNIC MINORITY PROFESSIONALS, LEARN FROM THEIR EXPERIENCES AND CO-PRODUCE VARIOUS CREATIVE IDEAS. I'VE BEEN AN ACTIVE MEMBER BY WRITING ARTICLES, PRESENT AT THE 'SMASHING THE GLASS CEILING' EVENT AND I NOW SIT ON THE SOCIAL WORK NEWS AS A RACE EQUALITY ADVISOR.

THE WORK OF BASW ENGLAND OVER THE LAST YEAR INCLUDED:

<p>FOR SOCIAL WORKERS</p> 	<ul style="list-style-type: none"> ● Grew membership in England by over 500 and established more branches and three networks covering a diverse programme of events. Engaged over 1,000 students across 28 universities ● Delivered 219 events including workshops and conferences (an increase of 57 events from the previous year) including the first, three-day virtual annual England conference with a record number of delegates ● Co-produced 'Homes not Hospital' toolkit resources; 'Domestic Abuse Guidance' and 'Recording Top Tips 80/20' campaigns
<p>FOR SOCIAL WORK</p> 	<ul style="list-style-type: none"> ● Delivered the first BASW England Social Work in Disasters Conference ● Developed and delivered anti-racism presentations to statutory, voluntary and partnership organisations across England ● Expanded our thematic social work groups to include the Black Professionals Symposium and Professional Capabilities and Development with specialist groups in Emergency Duty, Criminal Justice, Mental Health, Children and Families, Social Work with Adults, Student and Newly Qualified Social Workers
<p>FOR A BETTER SOCIETY</p> 	<ul style="list-style-type: none"> ● Created and delivered a series of presentations, campaigns, proactive engagement with stakeholders on anti-racism, anti-oppressive and anti-discriminatory leadership and practice ● Campaigned on the disproportionate number of deaths of autistic adults and/or with a learning disability by demanding social workers be recognised as professional visitors into care and independent living settings; collaborated with partners to develop guidance for home visits, PPE, the role of the social worker in the pandemic, and a wellbeing national ethical framework ● Issued a response from the BASW England Adults Group to the Care Act Easements and lobbied the government to address the deficiencies in the original guidance
<p>AN INFLUENTIAL VOICE</p> 	<ul style="list-style-type: none"> ● Led campaigns on human rights, ethical and social work leadership and practice issues including Access, Test and Promote Rights, Homes not Hospitals Key Documents, Domestic Abuse Guidance, Social Work in Disasters, and partnership with Covid-19 Bereaved Families for Justice ● Produced the role of the social worker and legal literacy; best practice commissioning with citizens and communities; resources to support young people, adults and families and practitioner perspectives ● Consulted with social work leaders including Social Work England and Chief Social Workers to bring the perspective of social workers to the fore raising the profession's profile and ensuring that the voice of experts by experience is heard

BASW Northern Ireland



ORLAITH MCGIBBON, CHAIR



CAROLYN EWART, NATIONAL DIRECTOR

This year was particularly busy for BASW Northern Ireland (BASW NI) as it saw the culmination of many projects, a change in Chair and navigating the transition to online working in response to the pandemic.

In February 2020 we said goodbye to our Chair – Colin Reid – and welcomed Orlaith McGibbon to post with the intention to begin a process of review, which was put on hold due to Covid-19.

BASW NI has also appointed a mentoring lead to support its members as we continue to navigate changes to how we work and learn.

Despite the need to move meetings online, BASW NI is particularly proud of its continuing collaboration with the Irish Association of Social Workers. The re-establishment of political institutions under the 'New Decade, New Approach Agreement' has enabled us to increase our influence.





BASW NI will be developing key relationships to ensure social work and social workers in Northern Ireland continue to be heard on important issues.

The media may have forgotten the plight of social workers during the pandemic, but BASW NI did not and want to thank you all for the incredible job you have done.

We must not, and will not, forget the sacrifices you made as we forge ahead with protecting the rights of social workers.

**Orlaith McGibbon, Chair & Carolyn Ewart,
National Director for BASW Northern Ireland**

THE WORK OF BASW NORTHERN IRELAND OVER THE LAST YEAR INCLUDED:

<p>FOR SOCIAL WORKERS</p> 	<ul style="list-style-type: none"> ● Undertook joint research with the Irish Association of Social Workers into social worker's understanding of identity. The 'Shaping Social Work Identity: An All-Ireland Study' gathered responses from 1,691 social workers ● Set up four member-focused forums to deal with practitioners' experience of Covid, children's mental health, older people and newly qualified social workers ● Campaigned for PPE for social workers and regional practice guidance
<p>FOR SOCIAL WORK</p> 	<ul style="list-style-type: none"> ● Briefed Ministers for Health and Communities, committees and other politicians on key social work issues ● Co-ordinated and co-facilitated three Mental Capacity Act workshops with over 200 attendees ● Undertook eight social work team visits, two social work research events, four university presentations and held four network meetings for independent members
<p>FOR A BETTER SOCIETY</p> 	<ul style="list-style-type: none"> ● Developed partnerships with numerous groups in support of issues such as the two-child limits to Universal Credit and tax benefits; Brexit implications on the workforce; suicide prevention; Duty of Candour; court user experience and welfare reform ● Presented at two Local Engagement Partnerships Anti-Poverty events ● Held five BASW workshops to present the findings of the BASW-commissioned research to amplify the voices of social workers in the Troubles. The research was carried out in partnership with Queen's University, University College Dublin and New York University
<p>AN INFLUENTIAL VOICE</p> 	<ul style="list-style-type: none"> ● Media activity and visibility through interviews or commentary by BBC, BBC Radio Ulster and NTVV ● Consulted with 10 different members of the Legislative Assembly on critical social work issues

SASW

This year was dominated by the coronavirus pandemic, how SASW responded to it and how it continued to support social workers and social work during a very challenging year.

The SASW team comprises of five people who quickly adapted to working from home, developing the digital skills to enable it to deliver a programme of support to members during this time.

Over the past 12 months, SASW has concentrated on how it continues to make a positive impact, whilst driving change at a parliamentary level.

To streamline and effectively utilise its resources and skills, a decision was made to focus on four key areas:

- Responding to issues arising from the pandemic
- Working with students and universities and social work continuing development
- Domestic abuse practice support
- Developing SASW online forums

Collectively this has enabled SASW to pinpoint potential issues early, protect members, continue with the personal development programme and protect and support the future of social work through student engagement.



JUDE CURRIE, CHAIR



ALISON BAVIDGE, NATIONAL DIRECTOR





The SASW National Standing Committee also welcomed a number of new members including Alison Bavidge, who joined the team as National Director for the start of the new business year 2020-21.

Four meetings of the Scottish National Standing Committee also took place with five new Committee members and our Chair, Jude Currie, voted in during April 2020.

SASW is proud of its members and its ability to continue to drive forward change during challenging times. Increasing visibility within our wider communities and government continues to be front of mind as we move out of the pandemic.

Jude Currie, Chair & Alison Bavidge, National Director for SASW

THE WORK OF SASW OVER THE LAST YEAR INCLUDED:

<p>FOR SOCIAL WORKERS</p> 	<ul style="list-style-type: none"> ● Held 32 events and forums; launched adult services and justice communities of practice and a support forum during early days of the pandemic ● Hosted an introductory event on the Safe & Together™ model attended by 76 people and produced webinars on 'Social Work & Domestic Abuse' in collaboration with Scottish Women's Aid, Safe & Together™ Institute and Safer Families Edinburgh. In April 2020 we published 'Domestic Abuse and Child Welfare: A Practice Guide for Social Workers' ● Delivered the first rural social work conference working in collaboration with with Iriss, Social Work Scotland and University of West of Scotland
<p>FOR SOCIAL WORK</p> 	<ul style="list-style-type: none"> ● Ensured members had access to up-to-date information throughout the pandemic and raised awareness in the Scottish Parliament and in the national press of the lack of PPE for social workers in Scotland. ● Delivered the Mental Health Officer Conference which attracted 200 attendees (both members and non-members) and brought in grants from collaborators Scottish Government, Social Work Scotland, SSSC & Learning Network West ● Organised the first PhD in social work event in December 2019 in partnership with University of Edinburgh
<p>FOR A BETTER SOCIETY</p> 	<ul style="list-style-type: none"> ● Raised awareness of the harsh impact of poverty on people who need social work during Challenge Poverty week ● Hosted a 'No Recourse to Public Funds' Group feeding into government policy developments ● Reviewed the impact of 'The Promise' on social work practice which represents radical reforms to the ways in which children and families are supported, the possible incorporation of the United Nations Chart of the Rights of the Child and the future role of Child Welfare Reporters
<p>AN INFLUENTIAL VOICE</p> 	<ul style="list-style-type: none"> ● Extended our influence with the Scottish Parliament through 16 consultation responses, six written evidence submissions, oral evidence to three Parliamentary Committees, four letters to Ministers/ Cabinet Secretaries and meetings with MSPs across all five political parties ● Pursued the establishment of the very first Cross-Party Group on Social Work in the Scottish Parliament ● Sat on the Scottish Social Services Council (SSSC) Advanced Practice Advisory Board looking at continuing development opportunities for practitioners

Advice & Representation Service



LIEN WATTS, HEAD OF ADVICE & REPRESENTATION SERVICE

The Advice & Representation (A&R) team have remained committed to providing members with the best advice and representation through the most challenging of times.

The work of the team continues to be valued by members with over three-quarters of people using the service being very satisfied or satisfied. When

members were asked which part of the service they value the most, over 60 per cent selected good quality advice.

Whilst the global pandemic may have changed the way the team worked, we must not forget that for the first six months of the reporting year, it was 'business as usual' with the team supporting and representing BASW members through work-related issues.

A&R continued to work in partnership with the Social Workers Union (SWU), providing joint services to those who are members of both, and jointly developing employment related advice, guidance and informational webinars throughout the year.

As expected, there was a surge in the second half of the

reporting year which included Covid-related concerns, but the usual range of work-place issues continued unabated throughout.

This year saw a change in the regulator in England from the Health and Care Professions Council (HCPC) to Social Work England.

The transfer was completed in December 2019 and the team were involved in discussions with both organisations in the run up to the transfer. The team continued to work with Social Work England to assist and be a 'critical friend' as they dealt with the number of cases they inherited from the HCPC, and with the subsequent complications they experienced when the pandemic hit.

The A&R team prides itself on providing members with clear, simple advice and as Covid took hold issued its own advice for employees and employers on BASW's website and has kept this updated as it developed.

Cutting through the confusing and changing advice surrounding Covid enabled BASW members to access the right information with ease.

2020, as a whole, will be remembered as a challenging year for everyone, and as an unfolding tragedy for so many but I am, as ever, proud to lead the A&R team.

Lien Watts
Head of Advice and Representation Service

THE WORK OF THE A&R SERVICE OVER THE LAST YEAR INCLUDED:

FOR SOCIAL WORKERS



- Assessed 2,057 referrals, an 18 per cent rise and worked with 338 cases relating to professional practice with an average team caseload of over 300
- Reported themes and issues of concern via BASW updates and blogs and developed a range of Covid-19 information/guidance easily accessible on the BASW website and via the bulletin
- Worked with and informed employers to improve and enhance their practices – particularly their adaptations to the Covid situation – which were impacting negatively on their social work employees including advocating for agency workers who often felt less well treated than permanent employees in the pandemic
- Published and promoted 'Social Work Working Conditions Toolkit (2020)' jointly with Social Workers Union
- Worked with our retained employment law solicitors to provide high-quality legal advice and enhance the specialist skills of the team in employment law specifically in the area of regulatory body representation. At the year end the team was working with 96 cases relating to regulatory body actions

FOR SOCIAL WORK



- Worked closely with the new regulator to share expertise on managing the balance of fairness for social workers and protection of the public/high professional standards

FOR A BETTER SOCIETY



- Gathered information and shared it for campaigns and media releases on workplace discrimination being reported by social workers from more marginalised and minoritised groups within the pandemic
- Produced a short video in early April 2020 to provide professional guidance around safe practice

FIRST AND FOREMOST, A&R IS FOR SOCIAL WORKERS

“I WANT TO THANK YOU FOR MY PERSONAL EXPERIENCE OF YOUR SUPPORT, YOUR PATIENCE, EMPATHY AND GENUINE UNDERSTANDING OF ISSUES.”

“IT IS REASSURING THAT BASW OFFER SUCH A GOOD SERVICE AND ARE ALWAYS SUPPORTIVE OF PROMOTING THE RIGHTS OF SOCIAL WORKERS AND TRYING TO ACHIEVE THE BEST POSITIVE OUTCOMES.”

“I HAVE HAD A POSITIVE EXPERIENCE WITH BASW AND I WILL SPREAD THE WORD OF YOUR WORK AND FANTASTIC EMPLOYEES TO MY SOCIAL WORK COLLEAGUES.”

“THE OUTCOME MAY HAVE BEEN DIFFERENT HAD I NOT SOUGHT PROFESSIONAL ADVICE THROUGH BASW.”

“WITHOUT BASW IN THE BACKGROUND AND YOU BY MY SIDE... IT WOULD HAVE BEEN A STRUGGLE TO GO ON.”

Professional Support Service

As the pandemic quickly changed the way we worked, BASW was swift to respond to the needs of its members by launching the Social Work Professional Support Service (SWPSS) in July 2020. Designed by and for social workers, SWPSS provides a confidential and safe peer-to-peer listening space for social workers to work through, and think about, positive solutions to both personal and professional challenges. Since its launch, the service has been accessed by a significant number of members.

The 2018 'Working Conditions and Wellbeing' study commissioned by BASW highlighted poor working conditions for many social workers, but the current pandemic coupled with changes to working conditions and safe access to clients, amplified many of these pressures.

The SWPSS provides members with access for up to three, one-to-one video or telephone sessions with a trained volunteer coach and is available free of charge to every BASW member.

The service is delivered in partnership with Strengthening Practice, a relational training company, and:

- Provides access to trained coaches specialising in a range of social work areas across the UK
- Delivers positive, real-time solutions to help improve self-care, mental health and career support
- Improves social work through enabling social workers to help themselves to support the people they work with – leading to better outcomes

We were hugely encouraged at the outset by the numbers of members coming forward to volunteer and trained 47 coaches in the first cohort. A dynamic and engaged network of high quality volunteer coaches has been established and our sincere thanks go to the coaches for their motivation and commitment.

Although still in its infancy, SWPSS is supporting members to support others. It has been a lifeline for many members and as BASW continues to rise to the challenges the pandemic presents, SWPSS will continue to support BASW's members when it's needed most.

TESTIMONIALS

“I would highly recommend this service to anyone who needs direction in their professional life. Sometimes we get stuck in our professional routines and fail to recognise our potential or change in our direction of work.”

“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.”

“My peer coach was very knowledgeable, understanding and empathetic which made me feel understood and listened to.”

“I felt my coach was compassionate, patient, and elegantly challenged me to empower myself to resolve the issues we discussed and was influential in helping achieve positive outcomes.”

Independent Member Services

BASW Independent membership accounts for 18 per cent of the Association's membership. Like all other departments within BASW, the Independents team has had to learn new skills quickly to equip them with the virtual tools and knowledge to successfully support its independent members.

However, moving events and operations into the virtual world as a direct response to Covid-19 has provided new opportunities.

Throughout the reporting year, the team have welcomed over 400 attendees to events from across the UK and from some of the most remote areas of Scotland, Wales and Northern Ireland.

The opportunity to continue to access the majority of services through the main website added particular

value during the pandemic and gave independent members peace of mind that support was available when needed.

The impact of Covid-19 introduced additional challenges unique to Independents, and the team have adapted their support to provide bespoke solutions to self-employed members where required.

The end of the year saw the launch of the new Secure Messaging Service (IBASW email) which is exclusively available to members that subscribe to the Independents Plus package and supports members to keep data secure when corresponding with clients and business associates – essential as we now work in a virtual world. The service enables members to use their existing email platform but market their professional membership with BASW.

Training has continued to be a priority and BASW Independents hosted a range of events and support forums. A number of initiatives have been promoted to outline the benefits of the services available on both Independents Basic and Independents Plus packages.

FOR SOCIAL WORKERS

- Hosted 36 events including professional development events, local networks and virtual support forums with over 400 attendees
- Facilitated 75 new member opt-ins to IBASW
- Responded to 205 general enquiries in addition to email, telephone and contact through forums. Created and regularly updated a dedicated Covid-19 webpage for Independents with support materials and specific insurance information



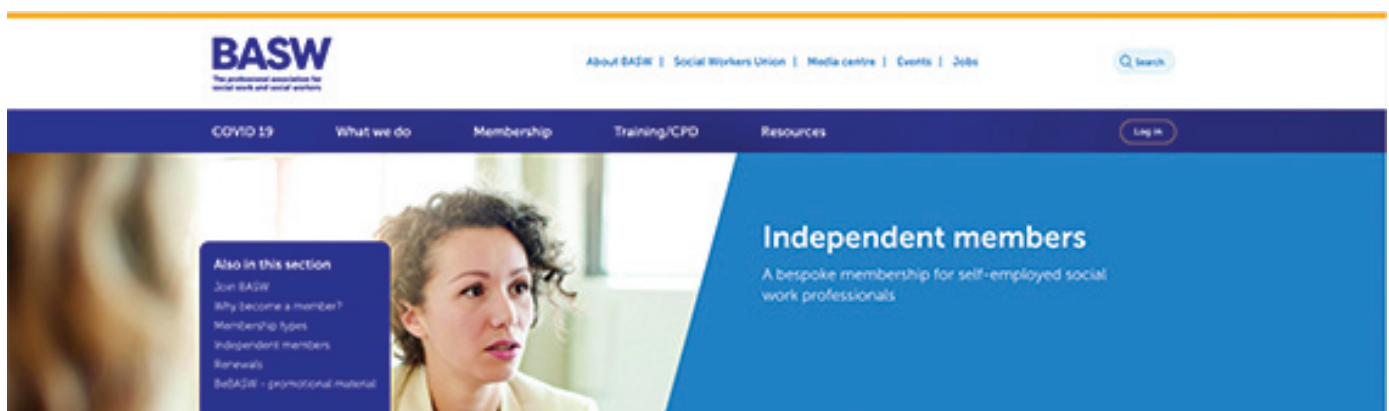
FOR SOCIAL WORK

- Hosted the 'Business Resilience for Independent Social Workers' webinar
- Developed the 'Return to Practice' guidance and 'Transitioning into Frontline Practice' webinar
- Added 342 new submissions to the Independents Directory which enables the public to search, contact and procure services with prospective clients submitting 1,373 queries



FOR A BETTER SOCIETY

- Provision of specialist professional guidance to Independents on Covid-19 (PPE and home visiting) and updates on campaigns and poverty and anti-racism



Social Work Employment Services

Social Work Employment Services (SWES) launched in August 2020 in direct response to a request from members for a trusted employment services or umbrella company that is professional, ethical, and understands the complexities and challenges of the agency social work sector. It is the only umbrella company created by social workers for social workers and the UK's only not-for-profit umbrella organisation. It is an ethical business and is bound by BASW's Code of Ethics.

The work of SWES is two-fold – to ensure employees have access to PAYE, payroll and employment services to comply with off-payroll legislation and to offer a range of enhanced benefits and access to wide-ranging professional development activities. The service works in partnership with the Social Workers Union to ensure greater protection of agency workers' rights.

The pandemic has brought its challenges, but it has also revealed the disparity between umbrella companies and the need for further regulation. SWES is working with BASW to lobby for greater transparency, legislation and eventually regulation to ensure consistency and accountability.

Unpaid tax, excessive charges and lack of support to access sick pay are just some of the issues members have faced during the pandemic and SWES is leading the way as a model umbrella company delivering employment practices to the highest standard.

Although at the start of its journey, Social Work Employment Services has made significant progress in its first three months and into the new financial year with member numbers continuing to increase.



Testimonials

“

I have always been wary of using umbrella companies and have previously moved agencies to avoid using their services. However, Social Work Employment Services has changed all that and provides me with a stress-free solution to all my employment needs.”

“

All my experiences have been very positive and I'm extremely happy. I would not hesitate to recommend Social Work Employment Services to anyone looking for a trusted umbrella company.”

“

Moving to Social Work Employment Services was the best thing I have done. I was searching in the dark before, but it gives me peace of mind and enables me to focus on the job in hand.”

Professional Development and Education



The professional association for social work and social workers

BASW's Professional Development and Education (ProfDE) activity is continuing to be a dynamic and fast-growing area for the organisation:

- Nearly 5,000 people attended our events
- A web-based evaluation form was developed from which we can report that over 90 per cent of attendees were satisfied or very satisfied with the CPD activity they attended
- As a result of attending an event, 90 per cent of attendees reported that they gained new knowledge they would apply to their practice

CPD events were relevant, well-evaluated and contribute to the practice wisdom of the workforce, ultimately for public benefit.

Online training

During 2019, we had already explored options and invested in digital learning platforms. In addition, BASW actively developed in-house expertise to adapt its online and digital capabilities to changes in working practices. As a UK-wide organisation, we proactively anticipated the access benefits of a Virtual Learning Environment (VLE). The Digital Summit in October 2019 officially launched the BASW online learning programme of events.

Early in 2020 we created a weekly programme of webinars developed into two main CPD series:

- 'The Professionals in Practice', which offer a broad range of learning about different aspects of practice; and
- 'Success in Social Work', which focuses on early career researchers sharing their methods and findings as they might apply to social work practice

Responding to Covid-19

By March 2020, we were able to seamlessly respond to the pandemic and continued to offer social workers a comprehensive and fully digital CPD programme. In addition, we delivered Covid-related webinars, produced alongside practice guides and other publications directly relevant for social workers. Overall, access to webinars by social workers increased by more than 400 per cent.

Co-production

Panellists have included people who are experts by experience, carers, social work students, social workers, social work managers, regulators, academics, practitioner researchers and members from BASW Council, special interest groups, the Heritage Project and committee groups.

We have also partnered with BASW teams as well as external organisations and networks to deliver online events.

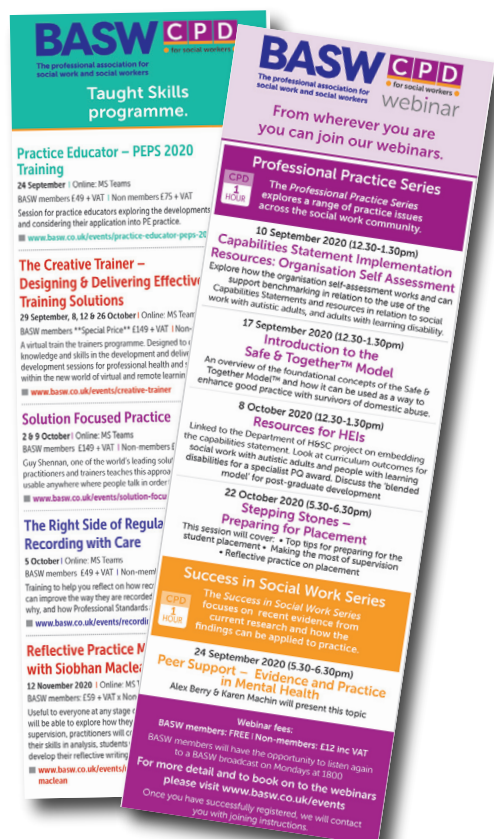
Rolling online programmes

Developed in partnership with an accredited BASW training provider, two rolling online taught programmes have also been launched for:

- Student and newly qualified social workers
- Practice assessors and supervisors

A third programme has also been developed called 'Stepping Stones' and follows the career pathway from 'preparing for placement', to 'student to social worker' and 'social worker to supervisor'.

Together with an international research team, and a partnership with Durham University, CPD materials have been developed to assist social workers within the changing context of practice.



Further developments

The speed of moving to digital platforms has enabled BASW's Professional Development offer to flourish. We are constantly looking for new opportunities to develop our online portfolio of programmes and events to support the ongoing professional development of current and prospective BASW members.

The members of the Professional Development Committee are thanked for their work in supporting the direction and delivery of the programme.

Testimonials



Thank you for running this event. The knowledge and diversity of the panel was amazing in achieving the aims."



Excellent webinar, informative and empowering!"

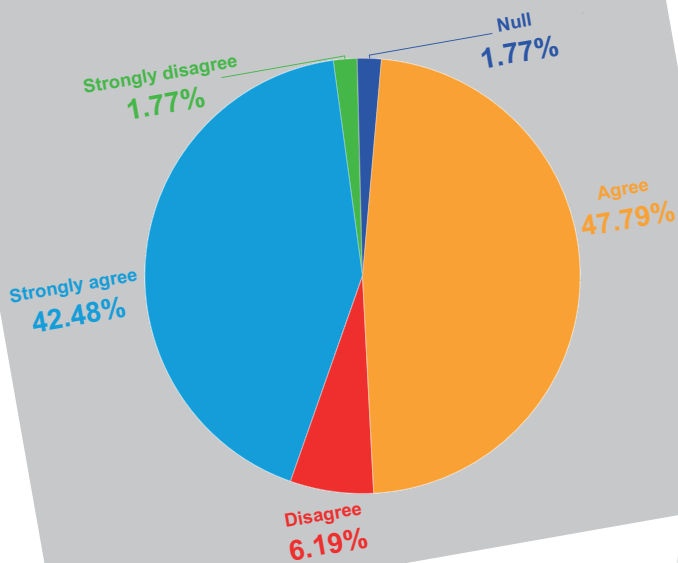


A brilliant effort put together under very strange times. Well done team BASW."

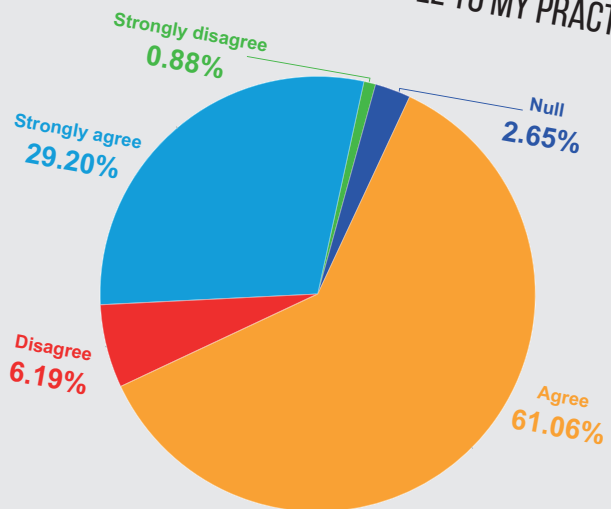


It was a really excellent presentation, and the nearest I have seen to good conversation in a virtual context."

HOW SATISFIED YOU ARE WITH THE OVERALL EVENT:



AS A RESULT OF THIS EVENT/ONLINE LEARNING, I GAINED NEW KNOWLEDGE APPLICABLE TO MY PRACTICE:



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

CONSOLIDATED INCOME AND EXPENDITURE ACCOUNT

Year ended 30 September 2020

	2020 £	2019 £
Income	5,776,039	5,561,413
Administrative expenses	(5,371,580)	<u>(5,209,164)</u>
Operating surplus/(deficit)	404,459	352,249
Fair value movement on fixed asset investments	9,317	38,161
Income from investments	21,461	<u>23,565</u>
Surplus before taxation	435,237	413,975
Tax on surplus	(263)	—
Surplus for the financial year	434,974	<u>413,975</u>

COUNCIL'S STATEMENT

These summary financial statements are not statutory financial statements. We confirm that the information contained in the summary financial statements is taken from the audited financial statements for the year ended 30 September 2020 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 3 February 2021 and will soon be submitted to Companies House. They received an unqualified audit report from Dains LLP on 3 February 2021 and copies can be obtained from the British Association of Social Workers upon request.

Signed on behalf of Council on 3 February 2021:



G Nosowska
Chair



J Dudley
Treasurer

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

CONSOLIDATED BALANCE SHEET

as at 30 September 2020

	2020	2019
	£	£
Fixed assets		
Intangible assets	322,554	315,997
Tangible assets	2,144,201	2,226,912
Investments	993,387	970,364
	3,460,142	3,513,273
Current assets		
Stocks	301	464
Debtors: amounts falling due within one year	325,592	348,425
Cash at bank and in hand	939,283	382,446
	1,265,176	731,335
Creditors: amounts falling due within one year	(456,793)	(411,057)
Net current assets/(liabilities)	808,383	320,278
Net assets	4,268,525	3,833,551
Capital and reserves		
Revaluation reserve	448,887	439,570
International development reserve	61,277	93,839
Accumulated fund	3,758,361	3,300,142
	4,268,525	3,833,551

PERSONNEL 2021

UK OFFICE

IFZAN AHMED	MEMBER CONTACT OFFICER
RUTH ALLEN	CHIEF EXECUTIVE
COLIN ANDERSON	SENIOR PRACTITIONER
AMANDA BEATTIE	PROJECT COORDINATOR
MARTYN BURRELL	ADVICE & REPRESENTATION OFFICER/ TRADE UNION OFFICIAL * ** †
EUSTON COPELAND	ADVICE & REPRESENTATION OFFICER/ TRADE UNION OFFICIAL * **
DONNA COWLEY	MEMBERSHIP MANAGER †
SIMON DANGERFIELD	WEB & TECHNICAL SUPPORT OFFICER
STEPHANIE DAVIES	SOCIAL AND DIGITAL MEDIA OFFICER
RICHARD DAWSON	COMMUNICATIONS, POLICY & ENGAGEMENT SPECIALIST *
ANTHONY DHADWAL	SENIOR MEDIA & COMMUNICATIONS OFFICER
LISA FITZPATRICK	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER
VICTORIA GARDNER	PROJECTS & EVALUATION OFFICER * **
TRICIA GBINIGIE	BUSINESS DEVELOPMENT OFFICER
LUKE GEOGHEGAN	HEAD OF POLICY AND RESEARCH
DEBBIE GILBERT	RECEPTIONIST †
AMANDA GOVANI	DIRECTOR OF COMMUNICATIONS & EXTERNAL RELATIONS
SUSAN HATTON	PUBLISHING MANAGER
SARA HICKIN	HR & SUPPORT SERVICES SPECIALIST
MIKE HOPKINS	HEAD OF HR & SUPPORT SERVICES
LYSE HURD	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER
LINDSEY HUXTABLE	SENIOR PRACTITIONER
KAM JOHAL	MEMBERSHIP OFFICER
CHERYL JORDAAN	SWU/A&R ADMINISTRATION COORDINATOR †
BETH KINNELL	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER

SHIRLEY KONSTANDIS	EXECUTIVE OFFICER (GOVERNANCE) †
SIMON LEAPER	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER
JEFF LEWIS	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER
LEANNE LING	RECEPTIONIST †
FIONA LINN	TU ADVISOR †
JOANNE LLOYD	FINANCE MANAGER
JULIE LONG	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER
JOANNE MARCIANO	ADMINISTRATION MANAGER, A&R/SWU
AMY MASSEY	SWU/A&R ADMINISTRATOR
SHAHID NAQVI	EDITOR, PROFESSIONAL SOCIAL WORK
KATE O'REGAN	HEAD OF BUSINESS DEVELOPMENT
JEANETTE OAKLEY	FINANCE OFFICER
ROSANNE PALMER	POLICY & RESEARCH LEAD OFFICER *
MARK PHILLIPS	ICT SERVICE DELIVERY MANAGER
KERRI PRINCE	PUBLIC & POLITICAL AFFAIRS LEAD
CHRISTINA RAMAGE	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER
HELEN RANDLE	EVENTS COORDINATOR AND ADMINISTRATOR
JANE SHEARS	HEAD OF PROFESSIONAL DEVELOPMENT AND EDUCATION
LAURA SHERIDAN	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER
NARINDER SIDHU	EQUALITY, DIVERSITY AND INCLUSION LEAD * ** †
SOFIA STANTON	MEMBERSHIP ASSISTANT **
DIANA STEVENSON	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER †
SHANTEL THOMAS	ANTI-RACISM LEAD (UK FOCUS) * ** †
KEVIN VINEY	MEMBERSHIP & CRM OFFICER
KEVIN WALDOCK	TU OFFICIAL/ADVICE & REPRESENTATION OFFICER
LIEN WATTS	HEAD OF ADVICE & REPRESENTATION SERVICE
GABY ZAVOLI	EXECUTIVE ASSISTANT/HERITAGE PROJECT

ENGLAND

NICOLA CROSSLAND	ADMINISTRATION MANAGER
JOSHUA DIXON	POLICY & CAMPAIGNS OFFICER * **
LIZ HOWARD	PROFESSIONAL OFFICER
LISA KENNEDY	EVENTS CO-ORDINATOR & ADMINISTRATOR
DENISE MONKS	PROFESSIONAL OFFICER * ** †
GAVIN MOORGHEN	PROFESSIONAL OFFICER
REBEKAH PIERRE	PROFESSIONAL OFFICER
WAYNE REID	PROFESSIONAL OFFICER & ANTI RACISM LEAD
PAUL SHUTTLEWORTH	PROFESSIONAL OFFICER * ** †
MARIS STRATULIS	NATIONAL DIRECTOR (ENGLAND)

NORTHERN IRELAND

LINDSEY BATES	NATIONAL ADMINISTRATOR * ** †
CAROLYN EWART	NATIONAL DIRECTOR (NORTHERN IRELAND)
MARTINA JORDAN	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 MCMILLAN	PROFESSIONAL OFFICER †
LISA URQUHART	EVENTS CO-ORDINATOR AND ADMINISTRATOR †

WALES

ALLISON HULMES	NATIONAL DIRECTOR (WALES)
PHIL MITCHELL	PROFESSIONAL OFFICER †
MERYL WILLIAMS	PROFESSIONAL OFFICER †
SIÂN WILTON	EVENTS CO-ORDINATOR AND ADMINISTRATOR †

LEFT AFTER 1 OCTOBER 2020

LOUISE WOOD	ADMINISTRATION MANAGER, A&R/SWU * **
JEAN LINDSEY	ADVICE & REPRESENTATION OFFICER/ TU OFFICIAL * ** †
GEOFF FIRTH	ADVICE & REPRESENTATION OFFICER/ TU OFFICIAL ** †
DEBORAH WHITE	EVENTS CO-ORDINATOR/NATIONAL ADMINISTRATOR

LEFT BETWEEN 1 OCTOBER 2019-30 SEPTEMBER 2020

GODFRED BOAHEN	POLICY, RESEARCH AND PRACTICE IMPROVEMENT PROJECTS LEAD
PETER EVANS	MEMBERSHIP CONTACT OFFICER
ANDY MCNICOLL	ASSISTANT EDITOR, PROFESSIONAL SOCIAL WORK

* **STARTED AFTER 1 OCTOBER 2020**

** **TEMPORARY CONTRACT**

† **PART-TIME**

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

www.basw.co.uk