

The British Association of Social Workers

Annual Report and Financial Statements

Year ended 30th September 2019



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

Chair



Gerry Nosowska
From June 2018

Vice Chair



Fran Fuller
From April 2016

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

Colin Reid From October 2014
Gareth McGibbon From November 2018

Scotland Committee appointed Directors

David Thomson From June 2014
Shirley Melvin From August 2018

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

Richard Servian From June 2018

Elected Directors

Donna Peach From April 2017
Hilary Tompsett From April 2016
Mark Monaghan From June 2019



Thank you for being members of BASW. Our professional association enables social workers to be heard and social work to have greater impact. It is because of your voice, support and action, our society is better than it would otherwise be.

I am glad to share some of the highlights of our work from 2018-2019 and the difference this has made. As you look through the report, you will see our social work ethics in action www.basw.co.uk/about-basw/code-ethics

Professional integrity

BASW supports you so that you are able to help others. We provide a safety net of insurance, advice and representation. We provide essential help to social workers struggling with work issues. And we collaborate with the Social Workers Union to provide comprehensive employment support.

BASW brings social workers together to gain peer support and friendship, and members look out for each other. We campaign for the conditions you need to work well.

Human Rights

BASW ensures that social work is grounded in human rights. We create guidance, provide learning, enable discussion and reflection, and create standards with human rights at their heart.

Social Justice

BASW takes action to improve the society and world that we live in. We ensure social work's voice is heard in the UK and in national parliaments, and locally through branches and groups.

We provide evidence and expertise to help you incorporate just practice into your work.

BASW represents UK social work in the International Federation of Social Workers. Our members speak up for social work in the Council of Europe and European Poverty action Network.

The most emotional moment for me this year was reading this extract in BASW's research: **'Voices of Social Work through the Troubles'**:

'But whenever you went into homes... you had to be impartial and you had to be non-judgemental. And I have to say, I think, if you were ever taught how to be non-judgmental you had to be it at the height of The Troubles here, because you couldn't have done the job otherwise... But it was hard because you were struggling with what was going on outside those four walls.'

This, to me, sums up the way social workers live their ethics despite all that happens around us. As we continue in our Jubilee Year of 2020, BASW will hold true to its ethics, and BASW Council will continue work to grow our integrity as an organisation.

We intend to increase our diversity, equality and inclusion. We are working on a carbon neutral plan. We are striving to include people with lived experience more meaningfully in our work.

I draw inspiration, hope and energy from being a member of BASW. I trust that you also find this and, as we celebrate 50 years, we will seek to draw more social workers into our activities, build our alliances and spread our influence more widely.

Happy birthday BASW.

Gerry Nosowska
Chair

This year's highlights

There are many highlights throughout the year that I am proud of and these are just some of the highlights.

Professional integrity

- Hearing examples from Advice and Representation of how they have combatted oppression in the workplace.
- Taking research on working conditions to the UK parliament.
- Seeing the establishment of XX new branches in England.
- Social Work awards across the four nations and the creation of an ethical policy for the England awards.

Human rights

- The BASW England 80/20 campaign with employers to gain more time for direct social work.
- SASW's blogs and events to counter domestic abuse.
- Creating standards for social work working with people in disasters.
- BASW Cymru's new law group.
- Professional Social Work's sensitive and thoughtful coverage of topics including knife-crime.
- Nour, a Syrian refugee, talking about her journey to a new life in Northern Ireland during our annual conference.

Social justice

- BASW Northern Ireland's joint World Social Work day event with the Irish Association.
- BASW Cymru's protests against homelessness and support for the homeless world cup.
- BASW staff's fundraising for local shelters, and
- The development of the Anti-Poverty Practice Guide.

The above is just a flavor of what we do. You may have other highlights. All our work makes a difference – to individual social workers, to how we practice social work across the UK, and to policy and society.



This CEO annual report is the last to be framed primarily on our '2020 Vision' – to be the **Strong, Independent Voice of Social Work and Social Workers**.

We will move to adopt a new '**2025' Mission statement and Vision** for BASW and for social work at the September 2020 AGM.

The decision by the association in 2015 to engage with members to create a coherent Vision for the next five years was a unifying move which helped us focus our efforts and resources.

As CEO, I have taken the member-led aspirations embedded in the 2020 Vision to make the association more effective, professionally ambitious and always ethical and driven by our values.

Throughout this annual report you will find many examples of how we had an impact on improving support for **Social Workers**, developing **Social Work** practice and resources, and being the **Voice** of the profession, at country, UK and global levels. Here I report on our progress in relation to the two other 2020 Vision themes – **Strong and Independent** – and also reflect on how we have prepared for our **50th Anniversary**, played our role in **international social work** and recommitted to **diversity, inclusion and equality** across the association.

Strong:

'**Strong**' was adopted in 2015/16 as a tenet for BASW's development at a time when the association needed to consolidate its external standing and increase its internal organisational resilience such as through improvements in technology, processes, policies and working practices.

During 18/19, we continued to develop our operational infrastructure – particularly our digital capability, our website and customer service management system, expanding the effective use of technology across all teams and in communicating with members. This ensured we had a successful year of activities, service and outreach to members and other social workers in 2018/19 which is documented throughout this report – and were also able to rise to the immense challenge Covid19 in March 2020.

We were able to move activities and support to members online quickly as the pandemic hit and indeed increase contact and networking to members, instituting frequent ebulletins with rich and relevant content. We were able to innovate in our online learning and event activities and in the process connected with thousands more members and others than in previous years. We were able to survey over 2000 social workers' experiences and use that information quickly in political

lobbying, through our **voice** within the media, publishing practice guidance and improving services.

We have strengthened the association in a wide variety of other ways throughout between 2018 and 2020. We have:

- recruited and retained highly talented and committed staff
- implemented clear 'prudent but ambitious' business planning and budgeting
- strengthened our reputation and effectiveness through producing innovative resources and ground-breaking practice guides
- developed our CPD and practice development offers
- hosted high-profile events (in real life and virtually) including our highly successful AGM annual conference in Belfast in 2019 and annual cross sector 'Standing Conference' focused on working conditions and workforce development in 2018
- developed partnerships with colleagues in universities and research funding bodies
- invested time and resources in our student membership – our future strength

Independent

Our **independence** from governments, political parties and tied funding is essential to BASW's purpose and identity. We continue to promote **social work**, rooted in our ethics, values and our commitment to human rights and social justice, shaped by the best evidence from the UK and beyond.

We have continued to speak out and influence effectively across the UK and in all four countries. This includes:

- weekly policy and press statements particularly on workforce issues, social justice, human rights, equality and professional evidence
- cross-party parliamentary/assembly lobbying and influencing work across the UK
- our own research and publications
- ensuring our core financing is from our membership, ethical trading and carefully approved partnerships and tenders
- bringing our independence of thought and the authentic voice of social workers into a range of partnerships and collaborations with others

Interrupted by Covid, we are working on our first compendium of BASW policy and ethics positions which will be regularly updated and will be our ongoing legacy of independent professional voice and thought.

Our independence within the UK context is promoted through our representative role within the International Federation of Social Workers (IFSW), in Europe and globally, ensuring our approach to social work is not limited by country level definitions.

As we moved towards Brexit in 18/19, we reconfirmed our active involvement with European colleagues. I took on a representative role for IFSW Europe in the Council of Europe conference of international non-governmental organisations. We have supported members representing IFSW within the European Poverty Action Network and had hoped to host IFSW Europe delegates in UK in 2020 – but Covid has put this on hold.

Our heritage – 50 years of BASW

Our **independence** is rooted in our history. In 18/19, members and staff worked together to plan our celebration of BASW's 50th Anniversary from June 2020 to June 2021. From the outset, we wanted to ensure our celebration and exploration of the last 50 years would focus on learning, legacy and our future as well as our past. Ensuring newer and younger members were as engaged as longstanding members in our heritage activities has been crucial alongside showing celebrating the dedication and ideas of social workers from the 1970s to today.

Our planned major two-day conference and AGM in June 2020 were scuppered by Covid, but we were able to celebrate with over 500 members online – and we will continue to celebrate and explore our heritage up to June 2021.

Improving diversity, inclusion and equalities across the association

To claim independence and adherence to our own Code of Ethics, in 18/19 we committed to improving diversity, inclusion equalities and anti-oppression across the association. We started to monitor the diversity of characteristics within Council, collected data on staff and, in 2020, addressed how we (confidentially) collect data on members so we can ensure all BASW is a potential professional home for all social workers and that we live our values in all we do.



In 2019, BASW started to explore how it could evaluate its impact for members and wider society, to ensure it was providing its members with the best support and having an impact on social work and wider society.

As we looked forward to our 50th Anniversary year in 2020, and reflected on all we have learnt and achieved over the years, we have been developing an impact work plan to assess and evaluate current areas of activity and their impact, reflecting critically on what areas BASW should prioritise for the future and what our ultimate goals should be.

This approach is sometimes described as a 'Theory of Change' which essentially means being clear and united as an association about our priorities, purpose and ultimate goals and how we will achieve them.

During 2019/20 this work has been integrated with our member consultations on the BASW 2025 Vision the final version of which is being presented to the 2020 AGM.

Our aim is that the ultimate goals will be of common value across all parts of BASW and across all countries of the UK.

Whilst each country may differ in terms of which outcomes they prioritise and focus on, and the specific pieces of work they do, each will report in the same way and evaluate impact under three key areas which have been developed through member consultation and integrated into our 2025 Vision. These are:

1. For social workers:

Improved professional support, recognition and rights for social workers

2. For social work:

Improving social work and enabling better practice for the benefit of people who need social work services

3. For a better society:

Speaking out and campaigning for fairer society through the influence of social work.

Measuring BASW's achievements and impact is critical to how we serve and fulfil our members' expectations and to how we can grow in the future. Each part of BASW has started to put in place a plan to map existing activities and their effectiveness so we can identify tangible impacts and what activities add most value, and how each activity helps us achieve one of the three ultimate goals.

Through improving its impact reporting, BASW will be able to prioritise activities, identify our strengths and weakness and continuously improve. The organisation is doing many things well, but we can do more to demonstrate the difference we make and develop in new areas.

The business plan for 2019/2020 is already set around these principles and this new way of reporting is already being implemented. Shifting our perspective from activities to outcomes to impact - that is how BASW will truly make more difference for its members, for social work and for society.

The Policy and Research team is not only responsible for driving policy and research within BASW, but also supports the work of the Policy Ethics and Human Rights Committee and International Committee.

The team has a responsibility to act for social work and social workers in the UK Parliament to ensure the association and its members' voices are heard, whilst capturing the knowledge and expertise of social work practitioners, managers and researchers, making it available and accessible in written form.

During 2018-2019 the team focused on two main policy changes: *The Anti-Poverty Practice Guide for Social Work* and *The UK Social Work Manifesto*.

The Anti-Poverty Practice Guide for Social Work supports members in their work with people experiencing poverty. It builds on principles enshrined in the BASW Code of Ethics and the on-going campaign by BASW against austerity.

After a long period of uncertainty, the UK finally went to the polls for a General Election in December 2019, and whilst just outside the dates of this report, *The UK Social Work Manifesto* set out what social work expected from the main political parties.

The manifesto was a key highlight for 2018-2019 as it was the accumulation of many months of work to ensure BASW was at the forefront of policy change, which has continued into 2020.

Whilst lobbying government is a core focus for the policy team, the research involved to drive policy change has developed significantly since the last Annual General Meeting.

As with any profession, research adds to the developing knowledge base of social work. The team works with university researchers to support relevant research, to secure research funding and to disseminate findings that are framed in a practitioner friendly way.



The cycle of bidding for research funding, then undertaking the research and finally producing research outputs, is a long process.

In the last year, the team has worked with researchers from 12 universities to secure £2,542,277 of funding for social work research and look forward to continuing to build a pipeline of research projects.

This aforementioned policy and research achievements are only a small proportion of the work of the Policy and Research team and it welcomes queries, comments and engagement. The team can be contacted at:

policyadmin@BASW.co.uk

2018-2019 was a busy year, not least as it saw the launch of the OneBASW Professional Development strategy.

Following the member survey, the new strategy has been created to focus on four key priority areas and sits within the Theory of Change ultimate goal 'Better social work for the benefit of people who need our services' although there are some obvious connections with improving the professional support for social workers.

The four key areas cover:

- **Social Work Practice**
- **Social Work Education**
- **Research and Development**
- **Leadership and Management**

The Professional Development team is focusing on making an impact on members that not only supports their learning, but is in a format that is accessible to all.

The OneBASW strategy therefore focuses on three main programmes of learning: Taught knowledge and skills development; Success in Social Work webinar series and; Professionals in Practice weekly webinars.

Lisa Urquart project manages the taught programme and Amanda Beattie project manages both webinar programmes.



The BASW professional development programme has been a fast-growing area of the organisation in the reporting period and the team were delighted to welcome three service users to the Professional Development Committee and a new Terms of Reference has been developed to reflect the diversity of membership.

New systems have been implemented and the creation of the Virtual Events Team across BASW's National Teams and the UK-wide research and policy team has assisted in the embedding of the new booking system through Civi and reporting back on BASW events.

This has been an ongoing process with improvements and refinements being made into 2020. Thanks go to Tricia Gbinigie and Stephanie Davies for supporting these infrastructure developments.

A pricing policy has also been set against webinars (free to all members); taught sessions, masterclasses and longer courses which has helped to standardise the cost of events. This aims to ensure different parts of the organisation are delivering costed events which align with members expectations.

Moving into 2020, the professional development programme has vastly increased the frequency of online events, which are proving to be popular with members and potentially linked with encouraging non-members to consider the benefits of membership.



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What we do

Membership

Training/CPD

Resources

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E-learning and Webinars

Catch up with BASW's e-learning and webinar opportunities to contribute to your professional development at your convenience.



Throughout this period BASW Cymru has made huge steps forward in consolidating, developing and nurturing relationships with key sector players in Welsh Government and health and social care, ensuring the voice of social work in Wales is heard and represented. The word Collaboration, represents this period for us.

This was also a year where the Committee said goodbye to some members who had either reached the end of their tenure or were stepping down for other reasons.

The Committee welcomed several new members, including a service-user representative, which made an immediate impact and continues to enrich discussions and understanding on issues affecting those who may be in need of assistance or support from our services.

In March 2019, Allison Hulmes joined as National Director, bringing staffing security to the Cymru team and delivering key priority areas that promote social work and social justice in Wales.

2020 has brought its challenges. The devastating impact of the global pandemic and a sharp focus on the deeply ingrained individual and institutional racism within society.

BASW Cymru stands in solidarity and support for those who have been impacted by these events. As a profession, Social Work has a key role in confronting racism, inequality and oppression and must play a crucial part in the long process of social recovery and transformation that lies ahead.

With the world changing around us, the BASW National Standing Committee stands alongside the staff team to support and equip social workers to be resilient, adaptive and ever more knowledgeable and understanding of the key issues faced by individuals and communities in a changing world.

BASW Cymru continues to campaign alongside people with lived experience of homelessness and poverty, and was delighted to support and report from the 'Homelessness World Cup' in Cardiff.



Neeta Baicher, Co-Chair



Christian Beech, Co-Chair



Allison Hulmes, National Director

One of the grassroots groups BASW Cymru collaborated most closely with - 'Left Outside Alone' (a husband and wife team who've experienced street homelessness and work tirelessly to offer love, hope and a voice) - became the first recipients of our 'Community Champions Award' at our Social Work Awards ceremony in March 2019.

Despite being in the midst of challenging time, BASW Cymru has tirelessly campaigned to increase its voice and influence around poverty and austerity and the devastating impact on those in social work services, carers and the social work profession, joining the Welsh Government Cross Party Group on poverty and forming strategic alliances with anti-poverty in Wales, most notably Oxfam Cymru.

It has also committed to anti-oppressive and anti-racist practice. In 2018-2019 a positive and collaborative relationship with the Gypsy and Traveller communities in Wales was formed and the Association became a member of the Gypsy, Roma and Traveller (GRT) Cross Party Group in Welsh Government.

One of BASW Cymru's main achievements of the past 12 months was the initiation of a new law practice, policy and education group - LAW PEGG. The law group has a dedicated focus on the development of the Liberty Protection Safeguards, the scheme set to replace Deprivation of Liberty Safeguards and has ensured a Wales voice at national level.

Neeta Baicher and Christian Beech, Co-Chairs and Allison Hulmes, National Director for BASW Cymru

Testimonial

"I've never felt more welcome anywhere in my life. I was treated with respect Allison, wherever I was. The people of Belfast I met when we were shopping, treated me with respect – I'd do it all again."



Making an impact ...

For social workers:

Supporting, protecting and inspiring social workers

- Responded to several **consultations**, providing **oral and written evidence** to ensure social work in Wales has a strong voice in Welsh Government.
- Consultations include: **Joint Workforce Strategy**; Part 9 Social Services and Wellbeing (Wales) Act 2014; Children and Young People and Education Committee – Reasonable Chastisement Bill; Isolation and loneliness; Duty of Candour; Continuing health care for adults and Plaid Cymru Care Commission Enquiry.
- Strong recruitment drive with **student social workers**, maintaining strong retention rates.
- Promoted our working conditions campaign and research in Wales, including with the Minister for Social Services, Huw Irranca-Davies and Albert Heaney, Deputy Director General at Welsh Government.

For social work:

Developing professional practice, knowledge, research and learning

- As part of collaboration with Gypsy, Roma and Traveller communities, **co-delivered cultural competence training to social work students** and plans to roll this out across all programmes in Wales.
- Fed into the development and policy recommendations of the **Welsh Economic Doughnut Report**.
- Initiated a new **law practice, policy and education group** to positively influence legal competence and confidence of social workers and social work students in Wales. Positive and collaborative relationships have been developed with Welsh Government leads and Cardiff Law School.
- Supported members of the Gypsy, Roma and Traveller community and an advocate from Travelling Ahead to deliver a workshop at the **BASW UK conference** in Belfast.

For a better society:

Speaking out on equality, human rights, and other social issues

- **Increased media** presence covering: Working conditions for social workers in Wales; Threats and intimidation to social workers in the workplace and Reasonable chastisement – 'smacking ban'.
- Joined Welsh Government Cross Party Group on **poverty and strategic alliances** with anti-poverty groups in Wales.
- **Homeless World Cup**, challenging stereotypes and perceptions about people who experience homelessness, supporting local grassroots homelessness campaigners.
- Working with advocacy organisation **'Travelling Ahead'** and members of **Gypsy, Roma and Traveller (GRT) Cross Party Group in Welsh Government** to help foster positive understanding between GRT communities and social workers.

Continued over

For social workers:

Supporting, protecting and inspiring social workers

- Joined the NHS Confederation Cymru sub-group on health inequalities to provide a **social work/social model perspective** within interdisciplinary work.
- Cymru team undertook **political leadership training** to improve impact in our campaigning and relationships with Welsh Government.
- Presented at the National Primary Conference highlighting the **essential role of social workers in primary care**. Joined the Primary Care Reference Group to influence the strategic programme on primary care in Wales.
- **Influenced and fed into research** into social work/social care through liaison with health and social care research team at the Welsh Assembly and the School for Social Care Research Wales.
- Undertook **focused recruitment and engagement activities** including with 3 local authorities – Pembrokeshire/Powys/Swansea.

For social work:

Developing professional practice, knowledge, research and learning

- Supporting social work education through the delivery of **strengths-based approaches** input to social work to undergraduates.
- Facilitated a workshop by Dr Neil Thompson on the **role of professionalism** in social work.
- Joined the **Continuing Professional Education and Learning steering group** at Social Care Wales to ensure member influence and voice in post-qualified education and learning.
- Initiated a co-production audit to set a base line for ensuring BASW Cymru is actively improving our **co-production** with service users and carers.

For a better society:

Speaking out on equality, human rights, and other social issues

- In 2019 BASW Cymru played an **active role** in highlighting the plight of Imam Sis the Kurdish hunger striker. We counter-signed a letter along with a group of campaigners, Politicians and trade union leaders, including Peter Hain, Mark Serwotka and Adam Price.
- Hosted a **multi-agency workshop** to discuss impact of Universal Credit and to plan joint messaging/campaigning.
- **Collaborated** with 'Travelling Ahead' to better understand the impact of the Universal Credit 2 child cap of on Gypsy and Traveller families.
- Joined the Welsh Government cross party group on poverty to increase our impact in **campaigning around poverty**. Key ask has been for a Minister with sole responsibility for poverty.



Shaping and influencing policy, social work regulation, social justice and human rights, along with forging partnerships with people with lived experience to drive forward activities, remain at the core of BASW England.

Once again it has been an incredibly busy year and its commitments to its members has seen the development and delivery of a number of resources and several campaigns coming to fruition.

2018-2019 saw the launch of the CPD Guidance for Social Work in Emergency Response and the first fringe event at the National Children and Adult Services Conference. Attended by survivors and social workers involved in the Manchester Arena Bombings and Grenfell, this powerful and emotional event informed the ongoing work of this campaign.



Maris Stratulis (National Director), Andy Gill (Chair) & Angie Bartoli (Vice Chair)



This period also saw BASW England host and support the first 80-20 conference in partnership with the University of Sussex. Following on from the successful 80-20 campaign, which sees the reverse of the amount of time social workers spend working on a computer or completing paperwork, it was the first opportunity to test run the Kit Bag designed to support social workers in Children and Families services in relationship-based practice.

Successful in its bid to the Department of Health and Social Care, the Capabilities Statements and CPD Pathway for Social Workers working with Adults with Learning Disability and/or Autistic Adults has been developed.

BASW England branches continue to grow, with 17 regional branches and networks across England.

Setting the bar for professional and capabilities standards, BASW England branches continue to deliver topical events attracting over 100 people, such as Birmingham and Solihull's 'Youth Violence, Social Media and County Lines' and Derbyshire and Nottinghamshire's 'A New Model for Social Work'.

Boundaries continue to be pushed, with Oxfordshire branch holding a family court hearing from a child's perspective and many regional members influencing social work reforms and practice both at a national and local level.

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



Making an impact ...

For social workers:

Supporting, protecting and inspiring social workers

- Regular meetings with **social work leaders** to promote the needs of social workers and people that use services, including Social Work England and Chief Social Workers for England.
- Worked with BASW members to provide a range of **consultation responses** to Social Work England and wider government and sector responses.
- Our **social work groups** including Criminal Justice, Mental Health, Children and Families, Professional Capabilities and Development, Social Work with Adults and Student and Newly Qualified social workers provided professional insight, commentary and shared best practice.
- Supporting **17 branches and networks** with key themes, such as: Upholding Social Work Values Human Rights and Social Work: Before and after Brexit; The Role of the Social Worker in Adoption; Working to End Modern Slavery and Human Rights and transforming care: Human Rights of autistic people and people with learning disability.
- **Connected social workers though consultations, conferences and networking events** including: 70 Branch meetings; 13 Webinars; 27 Conferences and network events and, six BASW England-led conferences and events.
- Connected with our **student members** with 30 university visits.
- BASW England delivered a vibrant **two-day conference** in Leeds with the second day organised by the **Student & Newly Qualified Social Workers group**.

For social work:

Developing professional practice, knowledge, research and learning

- Department of Health and Social Care (DHSC) project: **Capabilities Statements and CPD Pathway for Social Workers working with Adults with Learning Disability and/or Autistic Adults** to deliver resources developed and coproduced with people who have lived experience which include films and publications. Delivered a conference and two launch events.
- **Development of resources**, including: PEPS Refresh, Professional Capabilities Framework (PCF) Refresh, CPD Guidance for social workers working in emergency response.
- Over 200k views of the **Professional Capability Framework (PCF)**.
- **Delivered webinars** covering diverse topics including: Getting your First Job/Registering with the Regulator; Ethical Decision Making in Adult Social Care; 80-20 Series: Communicating with Children; Opening Doors: Supporting older LGBT+ people.
- Delivered a **Leadership, Action Learning Set** programme.
- Broadcast **podcasts** on social work topics, generating 1,400 listens.
- Work to drive **leadership and professional standards**, working in partnership with local authorities.
- **Social Workers in Disasters** – development of Joint ADASS/BASW statement and national CPD Guidance.
- **80-20 Campaign** – Conference in partnership with University of Sussex, development of Top Tips. Since its launch it has generated 600-page views (September 2019).
- Launched the **80-20 Campaign** kit bag.

For a better society:

Speaking out on equality, human rights, and other social issues

- **Press and media** included interviews with Victoria Derbyshire, BBC news, The Guardian, The Independent, The Voice and Community Care – speaking out on working conditions for social workers, lack of funding for services, provided social work insight to Newsnight, marked Foster Care Fortnight with coverage on BBC radio four.
- Branches frequently quoted in **local and regional media**, to ensure the voice of social work in the media and experiences of people with lived experience.
- Over **150,000 views** to the BASW news page.
- **Marked a range of national days** including mental health, Disability awareness, Black history month, Holocaust Memorial Day, Carers week, Coproduction week, Pride and many more.
- **Consulted members and developed responses** on a range of consultations including Advancing our Health green paper, Serious Youth Violence inquiry, 'The lives we want to lead', Local Government Association (LGA) green paper for adult social care and wellbeing, LeDeR annual report
- Surveyed members and called for more funding for **children's services**, provided evidence to government and secured national media coverage on the issue in The Independent
- All-Party Parliamentary Group focusing on '**The Role of the Social Worker in Mental Health**'.
- Called for relationship based, co-production at ministerial meeting to discuss reforms to **Special Educational Needs and Disabilities**.

Continued over

For social workers:

Supporting, protecting and inspiring social workers

- **Extending reach** to retain and recruit members: Social Work in the South; Skills for Care Joint Conference; ZUKSWA - *I Can Conference* plus many others.
- Supported the **Social Worker of the Year Awards** to recognise and celebrate the vital of social workers.
- Connected with social workers and employers across England to mark **World Social Work Day 2019**.

For social work:

Developing professional practice, knowledge, research and learning

- The **Children's and Families Group** led the 80-20 Campaign to increase direct contact time social workers have with children and families.
- **Homes not Hospitals** campaign established in response to human rights abuses of autistic and adults with learning disabilities.
- **Guidance on Ethical Decision-Making in Adult Social Care** supporting social workers addressing the financial pressures of people who require care and support and their needs are not being fully met.

For a better society:

Speaking out on equality, human rights, and other social issues

- **Key stakeholder** in the Probation Alliance, which was successful in campaigning for the renationalisation of the National Probation Service.
- Led a fringe event at the **National Children and Adult Services Conference**.
- Provided a hub of information on **Brexit**, along with commentary on the Brexit Bill, impact on services, immigration system and the issues faced by children and young people leaving care.



MAKING AN IMPACT BASW NORTHERN IRELAND

The last year has been a really significant one for BASW Northern Ireland (BASW NI), as it saw the fruition of a number of projects which really put Northern Ireland (NI) and social work on the map.

February saw the culmination of four years' work with the publication of the BASW NI and Northern Ireland Social Care Council commissioned *'The Voices of Social Work Through The Troubles'* research.

This ground-breaking work archived the incredible stories of how social workers practised through 40 years of armed conflict and despite the extraordinary circumstances, retained a truly person-centred focus, often putting their own lives on the line to deliver a professional service to those in need across all of NI.



BASW NI has been able to share this work across NI and the UK and now plans to share it with an international audience. Learnings from this work will inform the response to the current pandemic.

In June 19, BASW NI were delighted to welcome the wider BASW family to 'Titanic Belfast' for the two-day, annual BASW Conference. It was a wonderful opportunity to showcase NI and to share the diversity of practice across the UK.

Particular highlights were the fringe festival and the 'In-Conversation' session with the author Tim Brannigan, and the morning session with the four UK Chief Social Workers hosted by the political commentator Alex Kane. In excess of 400 people attended and Amanda Beattie, BASW NI's Events Co-ordinator, won a 'Visit Belfast Ambassadors Award' for the managing and delivering the event.



Orlaith McGibbon, Chair



Carolyn Ewart, National Director

2018-2019 has also seen major changes within the committee as BASW NI said farewell to Colin Reid. As its Chair, Colin led with great passion and commitment, as well as been an active member for eight years.

BASW NI's two vice chairs - Gareth McGibbon and Ciarán Traynor - also finished their tenure, and the Committee seized the opportunity to try something new, running open elections for the first time. There was an incredible response to our call for nominees and as a result we elected a new Chair - Orlaith McGibbon, two new Vice Chairs - Kerry Malone and Adele Boyd, and four new committee members - Ann Moir, Sinead Welsh, Elaine Craig and John Sheridan. It has been wonderful to welcome them onto the team.

Following the new appointments, a strategic session took place to set out key priorities for the year ahead, unaware that a global pandemic was around the corner. In the initial four months of the Covid-response, BASW NI has refocused its efforts to engage with members, support and inform social workers and be the independent voice of the profession.



Focus for the year ahead will be to continue to support and engage with members, to ensure that social work is at the heart of the reset agenda and to hold policy makers to account.

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

Making an impact ...

For social workers:

Supporting, protecting and inspiring social workers

- In partnership with Irish Association of Social Workers, BASW NI **hosted the 2019 World Social Work Day** celebration: Social Work Professionalism – Promoting values, empowering identity.
- **Promoting social work at Local Engagement Partnerships** (Newry and Belfast) and in criminal justice.
- **Three annual member forums** for each area of practice: Children's Services; Residential Childcare social workers; Adult Services; Independents; Older People's Services and Mental Health Services.
- Twice monthly **1-to-1 contact** with members to discuss presenting issues such as the introduction of the Mental Capacity Act, recruitment agencies, bureaucracy, deployment, court work, IT systems etc.
- Three **annual presentations** to, and meetings with, students at Ulster University (Magee, South West College and Belfast Met) and Queen's University.
- Four BASW inputs at **Social Work Forums** in four out of five Health and Social Care Trusts priorities for the new Health Minister.
- Discussions regarding **bureaucracy in social work** and the need to involve social workers in the design of the Health and Social Care Encompass records management system.
- Meeting with Northern Ireland's **Children's Commissioner** regarding children's services.

For social work:

Developing professional practice, knowledge, research and learning

- Training on the implementation of the new **NI Mental Capacity Act**.
- **Universal Credit Awareness Training**: five sessions delivered by the Northern Ireland Law Centre.
- BASW NI's **'The Voices of Social Work Through the Troubles'** research, led by Queens University and University College Dublin. Launched by Dr Rory Truell General Secretary of International Federation of Social Workers (IFSW) launched.
- Research led to: six workshops (held in partnership with Northern Ireland Social Care Council, Queen's University Belfast and University College Dublin), and was the genesis for the book **'International Perspectives on Social work and Political conflict'**.
- Building strong relationships with **IASW** and joint project on professional identity, including All-Ireland survey with 1,691 responses.
- Facilitated a six-month training course on **'Attachment Based Practice with Children, Adults and Families'**.

For a better society:

Speaking out on equality, human rights, and other social issues

- **Meeting with influential Ministers** to highlight pertinent issues in social work including Minister for Health, Robin Swann MLA and Minister for Communities, Deirdre Hargey MLA.
- **Extensive media coverage** of *'The Voices of Social Work through the Troubles'* report findings by print, online and broadcast media, including discussion on BBC Radio Ulster's *Good Morning Ulster* and *Talkback* programmes.
- Inclusion of BASW members in **UTV's Frontline** documentary series social work episode and participation in follow up radio interview on u105.
- **Written evidence** submitted to the joint Westminster Northern Ireland Affairs and Work & Pensions Committee welfare reform inquiry highlighting the impact of the Universal Credit two-child limit and calling for its removal.
- Cliff Edge Coalition to highlight the need for continued and strengthened **welfare reform mitigations**.
- Working with **Northern Ireland Assembly Education Committee** to discuss options for legislative change to prevent restraint and seclusion of young people with additional needs in educational settings.
- Issued a joint statement with IASW about the implications of **Brexit**.

Continued over

For social workers:

Supporting, protecting and inspiring social workers

- Promotion of BASW NI to judiciary and social workers in Manilla, Philippines during independent work.
- **Multiple international opportunities** working with IFSW, International Association of Social Workers and Commonwealth Organisation for Social Work including: PACO co-ordinated letters from Ana Rădulescu - President of IFSW Europe - to the UK Prime Minister and Taoiseach, outlining the potential impacts on social workers.

For social work:

Developing professional practice, knowledge, research and learning

For a better society:

Speaking out on equality, human rights, and other social issues

- Meetings with three members of **Northern Ireland Assembly Health Committee** to outline priority issues for the social work profession during the new Assembly Session and as part of the Cliff Edge Coalition, BASW NI briefed the Committee on the need to highlight continued and strengthened welfare reform mitigations.
- **Represented** the profession's opposition to media presence in family courts to a panel of judiciary and legal representatives.



2018/19 was a year where SASW focused on BASW's key campaign areas: working conditions; anti-austerity/anti-poverty; relationship-based practice and homelessness and organising our workplan under the five pillars of BASW's 20/20 Vision.

The prompt response SASW, BASW Council and the other nations provided in devising policy and practice guidance to manage our work safely in the community and other settings, has been invaluable.

SASW have undoubtedly made a positive impact on the formulation of government policy through the work of the Adoption Enquiry and the Named Person.



In the midst of unprecedented times with the current pandemic, the SASW team are focused on providing support to the profession and publishing a number of Scottish and UK resources, and self-care advice to assist social workers throughout this time.

Moving to a much more digitally focused world has helped SASW uncover opportunities and methods of engagement, which is receiving great feedback from our membership.

Over the past 12 months, SASW has concentrated on how it continues to make a positive impact to its members and the surrounding communities, and how it will continue to do so in an emerging new world.



Alistair Brown, National Director

Engaging with members through events, both actual and virtual, as well as surveys, consultations, e-bulletins, the website and publications is key to SASW's success.

I am proud to say we continue to support and make an impact during these challenging times.

Alistair Brown
National Director for SASW



Making an impact ...

For social workers:

Supporting, protecting and inspiring social workers

- Celebrated our annual Social Work Awards on **World Social Work Day**, with a record 40 nominations and 130 attendees. The Minister for Children and Young People, Maree Todd, MSP, presented the awards and live entertainment was provided from talented social workers' and carers' choirs.
- Professional Officers visited **Universities** and careers fairs to promote student membership and engagement.
- Lobbied and gave evidence at the Rural Economy and Connectivity Committee on the issue of **workplace parking levies** to ensure social workers are not charged for parking their cars at work. Although unsuccessful it gave a platform to highlight issues pertinent to the profession and to raise our profile in the Scottish Parliament.
- Continued to visit social work teams and present at conferences offering inputs in areas including **well-being and anti-poverty**.
- Strong engagement with our members and stakeholders through e-bulletins, social media, website, magazine and events.
- Profile of social work raised with a month - long campaign called '**Relationships Matter**' - featured on social media and in the news.

For social work:

Developing professional practice, knowledge, research and learning

- Delivery of two **Mental Health First Aid training** courses.
- Held Regular **forums** to support Independent members which included guest speakers and peer reflection sessions.
- Facilitated regular **Community of Practice** meetings where members met to learn and reflect together.
- Hosted three **Social Work Role in Domestic Abuse**, funded by Scottish Government. These full day interactive events were delivered in partnership with Scottish Women's Aid and local area partners and offered social workers the opportunity to reflect on safe and effective practice with survivors and perpetrators of domestic abuse.
- Delivered a **Child to Parent Violence event**, driven and shaped by individuals with lived experience.
- **The Mental Health Officers Annual Conference** held with funding support from four key partners had a record 175 attendees and included a keynote from the Scottish Minister for Mental Health.
- Delivered a conference for World Social Work Day entitled 'Promoting Human Relationships' which brought together Children & Families social workers to expand on themes such as poverty, relationships and well-being.
- A new **SASW Ambassador** and a representative on our committee both increased the representation of the voice of people with lived experience.

For a better society:

Speaking out on equality, human rights, and other social issues

- Strong **press coverage** throughout the year including making national news on Workplace Parking Levy, views on the impact of Brexit, Glasgow asylum seeker evictions & Social Workers buying food for service users.
- Regular engagement with **Social Work Scotland**, Chief Social Work Officer, Care Inspectorate and the Mental Health Unit providing an influential network.
- Press statements released in response to some significant case reviews calling for more funding for the social work profession.
- Responded to five **consultations** and four calls for evidence, including advocating for children in Scotland having equal protection from assault, the Barnahus Model and the Children (Scotland) Bill.
- Met with **MSPs** across all political parties to set up a cross-party group on social work at the Scottish Parliament. This will become one of our key manifesto asks ahead of next year's Scottish Parliament elections.
- Represented the profession on Cross Party and working groups such as Men's Violence Against Women and Girls and the Better Hearings workstream of the Children's Hearings Improvement Partnership (CHIP).
- Continued our **partnership work** in the area of No Recourse to Public Funds.
- Raised the profile of the role of social work in supporting those who have experienced domestic abuse through our 16 days of action campaign, which included inputs from Scottish Women's Aid, the Minister for Equalities & Older People and the voices of those with lived experience.

The Advice and Representation (A&R) team are committed to providing members with outstanding service and professional advice and representation at a time when it is needed most.

During the year, the team have seen an uplift in calls to 1,750 – a 15 per cent increase on the previous year, taking it back to the levels seen in September 2017 and perhaps indicative of the rise in complex issues and situations social workers face.

Concerns around professional practice remains the most frequently raised issue (250 calls), with sickness and workplace stress following close behind.

More concerning, the A&R team are seeing an increase in bullying, harassment and intimidating behaviours – 89 in the past 12 months, equalling calls received regarding workplace stress. The mainstay of calls refer to multiple issues rather a single concern.

Cases referred to the Health and Care Professionals Council – the regulatory bodies for social workers in England – has seen a frugal drop (75 cases this year compared to 76 last year).

Following the changes to IR35 regulations and the behaviour of some umbrella companies, the A&R team received a significant amount of calls from independent and self-employed social workers requesting support. The government has yet to regulate umbrella companies and we hope to see developments in this area soon.

In my report last year, I spoke about the losses we had experienced in the A&R team and how we were coming to terms with those losses and filling the vacancies left by them.

The A&R team have once again seen a huge rise in the number of calls we have received to the duty service so I am delighted to report we were able to recruit a full-time 'second' Senior Officer in the form of Lindsey Huxtable as well as welcoming Beth Kinell (Scotland Officer), Laura Sheridan (East Midlands), Lisa Fitzpatrick (London and the South East) Simon Leaper, (Southern England) and Diana Stevenson, (London and the South). All have hit the ground running and are continuing the tradition and excellent reputation we have as a team.

Lien Watts
Head of Advice and Representation Service



Lien Watts, Head of Advice & Representation Service

Don't just take our word for it...

"...my conditions of practice were removed, and I am free to practice. Thank you to your team and you for the assistance."

"I would like to add special thanks for your hard work, diligence and patience. You have inspired me to stay true to my values and stand my ground as well as encouraging me for the future - all for which I cannot thank you enough!"

"I am overcome with emotion and relief... BASW have been so supportive and I thank you for your advice, guidance and being available..."

"BASW is so imperative to all social workers and I have been really happy with the advice and representation I have had."

"I cannot thank you enough for your patience and consistently clear advice at a time when I needed clarity which I had no hope of achieving alone."

"All five members of my team will be leaving [their current union] once these matters have concluded and will all be joining BASW."

"Thank you so much for all your help and support during this process, throughout some low and very confusing stages it has been very appreciated."

Making an impact ...

For social workers: Supporting, protecting and inspiring social workers	For social work: Developing professional practice, knowledge, research and learning	For a better society: Speaking out on equality, human rights, and other social issues
<ul style="list-style-type: none"> ● A&R for members experiencing employment related difficulties. ● A&R for 75 members in Regulatory Body representations. ● Career support for student social workers through to experienced social workers including Team Managers, Service Managers, Directors and Heads of Services. ● Lobbied MPs and local councillors about working conditions for social workers. ● Challenged employers where we were picking up 'themes' of poor practice. ● Providing support to employers to help improve their support of social workers. 	<ul style="list-style-type: none"> ● Represented members through Regulatory Body referrals, promoting learning and reflection where social workers have made errors of judgement. ● Worked with individual social workers to enable them to gain clarity on why concerns might have been raised. ● Promoted high standards of professional practice. ● Used BASW's 'Capabilities Framework' to support the training and development of social workers to improve practice and ensure the most able social workers stay motivated. 	<ul style="list-style-type: none"> ● Working Conditions campaign. ● Two European Federation of Social Work conferences to highlight BASW's work in the UK and to learn from other similar organisations from Europe and beyond. ● Regularly quoted in the media on issues raised frequently in the press.

Finance and Organisational Development Committee

Following the change to the committee name and its role last year, the Finance and Organisational Development Committee has been put in place to scrutinise and assess BASW's financial wellbeing.

One of the Committee's key budgetary objectives over the past year has been to replenish the level of cash reserves which have been invested in previous years, and I am pleased to say this has been achieved well in excess of the original target.

The Committee continued with its role in supporting the business planning process within the organisation, with membership levels not just sustained but increasing. Its aim is to ensure that BASW is not just a good employer but an excellent employer, recruiting and retaining a diverse range of skilled staff to support its ambitions as a profession. This has included further investment in its crucial Advice and Representation Service, which forms its largest professional team.

Over the last few years there has been significant investment in BASW's infrastructure and during the 2020 coronavirus pandemic, these investments have been critical and enabled the association to continue to support its members.

BASW's Civi Customer Relationship Management System, refreshed website and hardworking staff have enabled BASW to continue to offer a full range of member services and activities, whilst all of its offices have been closed.

It has been my great privilege to serve the association alongside the other Honorary Officers during these challenging times, during which BASW has enhanced its role as the key UK organisation for professional social work and social workers.

My thanks go to all members who have contributed to the discussions of the Finance and Organisational Development Committee as we have a vital role in providing detailed member scrutiny of plans and proposals brought forward by staff, enabling us to make robust recommendations to BASW Council.

If you are interested in joining the committee, we still have vacancies and meet four times a year to fit in with the annual cycle of Council meetings. To enquire further, email: governance@basw.co.uk

Jon Dudley
BASW Honorary Treasurer

International Committee

Social work is an international profession. As a standing committee of BASW, the International Committee (IC) initiates and oversees the association's international activity and ensures international perspectives are always included.

As the UK representative of International Federation of Social Workers (IFSW) – the international body for social work and social workers, BASW is an active player at both European and global levels.

The UK may have left the European Union, but BASW has not left European social work.

IFSW decision-making is undertaken through regional and global delegate meetings linked to conferences. The latest conference took place in Vienna in October 2019 and to introduce more BASW members to IFSW, BASW's International Development Fund (IDF) funded 12 individuals to attend.

BASW also organised a major international social work conference for April 2020 and whilst disappointing that the pandemic meant this could not go forward, the IC is currently exploring alternatives, with the potential for it to be hosted online.



IC is passionate about strengthening our links and influence and during the past year the committee has strengthened links with diaspora groups of social workers who qualified elsewhere and the development of human rights perspectives.

The council formally joined the Commonwealth Organisation for Social Work, and engaged with the Council of Europe and joint work with social work academics (JUC SWEC) on the Global Agenda for Social Work.

As BASW's international influence continues to grow, the IDF has become essential to enable members to benefit from international exchange, learning and development. After a formal review, new arrangements were publicised on the website.

Over the last year the fund committed over £70,000 to support BASW members both as individuals and through partnership projects. Activities took place in Africa, the Middle East, Scandinavia and the USA.

The pandemic is a health, economic and social world crisis. In April 2020 BASW Council decided to re-purpose part of the IDF to support social work responses to Covid-19 overseas and to promote the contribution of social workers internationally. £40,000 has now been committed with beneficiaries in India, Africa and the Middle East.

The work of the IC is vast and in March 2020, we welcomed several new Committee members who greatly increased our diversity in terms of ethnicity, age, gender and level and type of social work practice. Over the past year the IC has been involved in a wide variety of campaigns and projects and I would like to thank our members who make this work happen.

David N Jones
Chair

Policy Ethics and Human Rights 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.

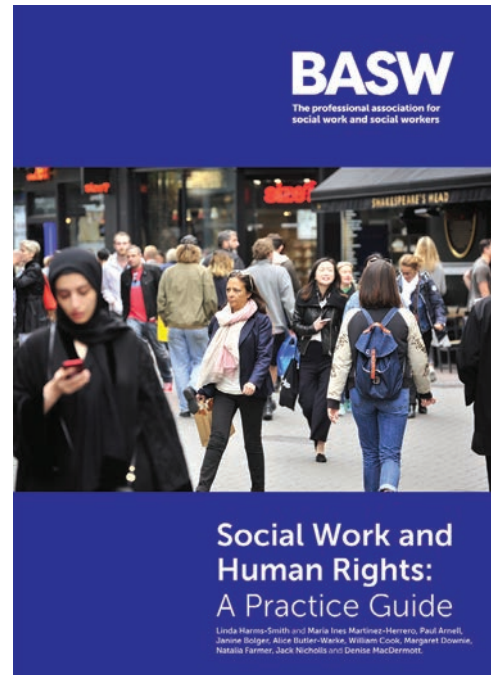
PEHR manages a range of complex issues from human rights and politics through to commenting on pertinent issues in the industry it feels would risk social work services.

In 2018, human rights was identified as a key issue for BASW and a commitment made to strengthen and develop BASW's understanding of human rights, which is a complex legal area.

Last year PEHR commissioned a guide to this complex terrain, working in partnership with a team from the universities of Essex, Northumbria, Robert Gordon and Ulster Universities. This guide has now been created and launched at the Supreme Court.

As part of BASW's commitment to represent those who are unable to support themselves and to give them a voice, following decisions made by PEHR the association joined with others in campaigning for: automatic UK citizenship for looked after children who are EU citizens; the repeal of the health surcharge; the suspension of NRPF and protection of the legal rights for the re-unification of refugee children across national borders.

These campaigns are still on-going whilst the new Immigration Bill goes through Westminster.



It is increasingly important that BASW tackles issues which could increase risk for vulnerable people. Building on work already undertaken, BASW put in a submission to the Competition and Markets Authority around the merger of privately owned foster companies as committee members took the view that this increased risk to services both for children and young people and for local authorities.

While the merger subsequently went ahead, a willingness by BASW to tackle these issues it at the heart of what we do.

The pandemic resulted in profound changes for social work, social workers and services users across the UK and I am proud that PEHR members, alongside others, were able to contribute substantially to new policies, position statements and guidelines that needed to be issued on a frequent and regular basis as the circumstances of the pandemic developed.

As the committee continues to evolve, I was delighted to welcome a new intake of BASW members to the committee in the new year, which greatly increased our diversity in terms of ethnicity, age, gender and level and type of social work practice.

The work of PEHR is vast and there is so much more we have achieved in the past year, and I would like to thank members who work to make this happen.

I am standing down as Chair, but I feel confident that with elections for the Chair forthcoming, whoever my successor is will welcome queries, comments and involvement and can be contacted at:

policyadmin@BASW.co.uk

Richard Servian
Chair PEHR

BASW Independents continue to be a valuable part of the Association's membership, accounting for 20% (up to September 2019) of the total BASW membership.

To inform the strategic development on how BASW best supports Independents through member benefits, services and wider campaigns, BASW launched the Independents Action Network in September 2019.

Sitting as a sub-group to the BASW Professional Development and Education committee, six members have been appointed on a two-year term as part of an open recruitment process.

The decision to create the Independents Action Network is to ensure that there is an Independents focused plan which is agreed with Professional Development and Education committee, and consistent with BASW's aims and objectives.

To support Independents further and to link virtually with colleagues throughout the UK and share relevant information unique to their self-employed practice, BASW has re-launched and facilitates a closed LinkedIn group and created a closed Facebook group.

For members who subscribe to the Independents Plus package, a limited number of secure messaging service accounts have been made available. The @baswindependents.co.uk account provides a robust and secure email delivery service allowing self-employed social workers to build confidence with their clients and protect their commercially sensitive communications, including confidential documentation.



The new Network will also co-ordinate input from the Local Networks' in relation to the affairs of independents within the Association and contribute to the development of services and CPD activities.

Training and networking remain a priority and BASW welcomed 811 event registrations from self-employed social workers across a broad range of activities, including local network meetings, conferences, professional development and other business-wide events.

Professional Social Work Editorial Advisory Board

We want to congratulate Shahid, Andy and the rest of the team for the incredible work that they have been doing, especially at this incredibly challenging time.

Both the online and hard copy of *PSW* magazine have continued to be timely, thought provoking and relevant. Of particular mention, is the 50th anniversary edition, produced under the challenge of lockdown, which commemorated brilliantly the 50 years of BASW including a chronological account through the decades of sociological, historical and political change.

The last board meeting occurred online and was shorter, but still productive. During this meeting we explored the potential of a little more content being around evidenced based practice, gelling social work research with practice implications.

When *PSW* has done this previously, it has been done well and we would be keen to make this a more regular feature. A recent example in *PSW* has been the triangulation between skills, knowledge and experience fuelled by The Black Lives Matters situation, impacting social workers and those we work with locally, nationally and internationally.

We have just appointed our first expert by experience to the board. We will continue to explore how we can bring the voice of people using services to the fore.

Marrienne Palin & Daniel Keeler,
Co-Chairs



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

CONSOLIDATED INCOME AND EXPENDITURE ACCOUNT

Year ended 30 September 2019

	2019 £	2018 £
Income	5,561,413	5,317,971
Administrative expenses	(5,209,164)	(5,333,360)
Operating surplus/(deficit)	352,249	(15,389)
Fair value movement on fixed asset investments	38,161	(2,423)
Income from investments	23,565	23,974
Surplus before taxation	413,975	6,162
Tax on surplus	—	—
Surplus for the financial year	413,975	6,162

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 2019 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 19 February 2020 and will soon be submitted to Companies House. They received an unqualified audit report from Dains LLP on 19 February 2020 and copies can be obtained from the British Association of Social Workers upon request.

Signed on behalf of Council on 19 February 2020:



G Nosowska
Chair



J Dudley
Treasurer

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

CONSOLIDATED BALANCE SHEET

as at 30 September 2019

	2019 £	2018 £
Fixed assets		
Intangible assets	315,997	291,529
Tangible assets	2,226,912	2,300,099
Investments	970,364	915,981
	3,513,273	3,507,609
Current assets		
Stocks	464	158
Debtors: amounts falling due within one year	348,425	137,148
Cash at bank and in hand	382,446	202,653
	731,335	339,959
Creditors: amounts falling due within one year	(411,057)	(427,992)
Net current assets/(liabilities)	320,278	(88,033)
Net assets	3,833,551	3,419,576
Capital and reserves		
Revaluation reserve	439,570	401,409
International development reserve	93,839	–
Accumulated fund	3,300,142	3,018,167
	3,833,551	3,419,576

UK Office

Ifzan Ahmed	Member Contact Officer
Ruth Allen	Chief Executive
Colin Anderson	Senior Practitioner
Godfred Boahen	Policy, Research and Practice Improvement Projects Lead
Donna Cowley	Membership Manager†
Simon Dangerfield	Web & Technical Support Officer
Stephanie Davies	Social and Digital Media Officer
Anthony Dhadwal	Senior Media & Communications Officer
Peter Evans	Membership Contact Officer
Geoff Firth	TU Official/Advice & Representation Officer ** †
Lisa Fitzpatrick	TU Official/Advice & Representation 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	Executive Officer (Business Services)
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
Amy Massey	SWU/A&R Administrator *
Joanne Marciano	Administration Manager, A&R/SWU
Andy McNicoll	Assistant Editor, Professional Social Work

Shahid Naqvi	Editor, Professional Social Work
Jeanette Oakley	Finance Administrator
Kate O'Regan	Head of Business Development * **
Mark Phillips	ICT Service Delivery Manager
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
Diana Stevenson	TU Official/Advice & Representation Officer ** †
Kevin Viney	Membership & CRM Officer **
Kevin Waldock	TU Official/Advice & Representation Officer
Lien Watts	Head of Advice & Representation Service
Louise Wood	Administration Manager, A&R/SWU * **
Gaby Zavoli	Executive Assistant

England

Nicola Crossland	Administration Manager
Liz Howard	Professional Officer *
Lisa Kennedy	Events Co-ordinator/National Administrator
Gavin Moorghen	Professional Officer
Rebekah Pierre	Professional Officer *
Wayne Reid	Professional Officer
Maris Stratulis	National Director (England)
Deborah White	Events Co-ordinator/National Administrator

Northern Ireland

Amanda Beattie	National Administrator
Carolyn Ewart	National Director (Northern Ireland)
Martina Jordan	Professional Officer †
Andy McClenaghan	Campaigns Officer

Scotland

Emily Galloway	Communications & Policy Support Officer
Karin Heber	Professional Officer †
Sarah McMillan	Professional Officer †
Lisa Urquhart	National Administrator †

Wales

Allison Hulmes	National Director (Wales)
Phil Mitchell	Professional Officer * †
Meryl Williams	Professional Officer †
Sian Wilton	National Administrator †

Left after 1 October 2019

Alistair Brown	National Director (SASW)
Madeleine Jennings	Public & Political Affairs Officer
Keri O'Riordan	Professional Officer
Cai Griffiths-Sturge	Comms & Policy Officer ** †

Left between 1 October 2018-30 September 2019

Wendy Gibson	TU Official/Advice & Representation Officer
Trisha Hall	National Director (Scotland)
Holly Allen	Executive Assistant **
Robert Warin	TU Official/Advice & Representation Officer ** †
Becky Reynolds	Professional Officer
Sian Jones	Professional Officer †

* **Started after 1 October 2019**

** **Temporary contract**

† **Part-time**

British Association of Social Workers
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37 Waterloo Street
Birmingham B2 5PP

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 **@BASW_UK**

BASW

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

www.basw.co.uk