



The British Association of Social Workers

# Annual Report and Financial Statements

YEAR ENDED 30 SEPTEMBER 2016

The strong independent voice for social work and social workers



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

## Company information

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

# Members of Council during 2015/2016

## HONORARY OFFICERS

<b>Chair</b>	Guy Shennan	From June 2014
<b>Vice Chair</b>	Fran Fuller Maggie Mellon	From April 2016 From June 2014-April 2016
<b>Chair, Finance &amp; Human Resources Committee</b>	Jonathan Dudley Luke Geoghegan	From October 2016 From June 2014-October 2016
<b>England Committee representatives</b>	Allan Orrick Michael Chapman Jonathan Dudley	From February 2013 From November 2016 From July 2015-November 2016
<b>Northern Ireland Committee representatives</b>	Marcella Leonard Colin Reid	From July 2014 From October 2014
<b>Scotland Committee representatives</b>	Dave Thomson Patrick Morgan	From June 2014 From August 2016
<b>Wales Committee representatives</b>	Nick Lovell Dave Allan Ian Ellison	From December 2015 From November 2016 From August 2015-July 2016
<b>Additional members of Council</b>	Charlotte Swarbrick Andrew MacDonald Lesley McDowell Hilary Tompsett Stuart Warrender Terry Bamford Peter Unwin	From July 2015- December 2016 From July 2015 From April 2016 From April 2016 From April 2016 From June 2012-April 2016 From June 2014-April 2016
<b>Co-opted member of Council</b>	Jane Shears	From June 2015

# Chair's report

**I am delighted to present the annual report of the British Association of Social Workers for the year 2015/16. This has been another important year for the Association, in which we have continued the progress of recent years, now guided by our 2020 Vision as the strong, independent voice of social work and social workers.**

Our ever-increasing membership is an important source of our growing strength, though this is not about numbers alone. An active membership is important too, and members have contributed to the strength of the Association by becoming engaged in a variety of ways. As well as the formal governance structures of Council and committees, members also guide and add to our work through reference groups, special interest groups, networks and advisory boards. Local activity has grown with branches becoming more active and new branches developing. Not everyone can join groups or attend regular meetings, but smaller-scale actions are also valuable. The usefulness of simply talking with colleagues at work about social work and about being a member of a professional association, or sharing articles from *Professional Social Work*, should not be under-estimated, and all such activity contributes to the impact BASW is making.

One of the most significant events of the year was the social work summit that took place in January 2016. This brought together representatives from a wide range of social work-related organisations, including those led by service users, with the aim of developing a stronger and more united voice for the sector. This was a successful event that showed a clear thirst for alliances, generating a momentum which is continuing in the moves that are being made towards developing a standing conference.

The most important alliances we have been forging in the past year have been with service users and service user groups. Following the important role played at the summit by service users, a number of key user-led organisations have been at the forefront of moves to put Social Workers and Service Users Against Austerity on a more formal footing, and I hope that this will pave the way for the making of other such connections. With this in mind, BASW Council has set up a



working group to consider how we can work most effectively alongside service users, and I look forward to reporting our progress in this area in next year's report.

In all of this activity – in increasing our membership, in encouraging and enabling member engagement, in developing alliances, in organising summits and other meetings, and in so much else besides – we are indebted to our dedicated, hard-working and creative staff team. As we grow, the number of people we employ grows too, too many to allow personal recognition, but suffice to say the efforts and contribution of all are hugely valued.

I will make an exception in thanking Bridget Robb, who retired as Chief Executive at the 2016 AGM, for her sterling service to BASW over so many years, and in welcoming our new Chief Executive, Ruth Allen, who I wish well in her role at the head of the Association.

2016/17 will see a different type of transfer, as we leave 16 Kent Street, our head office for so long, for new premises in the heart of Birmingham. It is a fine building and we are looking forward to the move, though I am not thinking of it as BASW's new home. BASW is where its members are, and as such is spread into all the corners of the UK.

**Guy Shennan**  
Chair

# Great events in 2015-16

These have included:

*Oct 2015* **BASW Cymru Social Work Awards** Cardiff Bay *Jan 2016* **Talking about the future of social work** London *Feb 2016* **Care Day NI Breakfast** Belfast *Feb 2016* **David Tobis: From Pariahs to Partners** Edinburgh *Feb 2016* **Novel Psychoactive Substances: what do we know and what do we do?** Manchester *March 2016* **BASW Cymru World Social Work Day** Cardiff Bay *March 2016* **NIASW World Social Work Day Celebration: Child Protection Social Work Across the Atlantic** Belfast *March 2016* **BASW Cymru AGM** Cardiff Bay *March 2016* **SASW Awards 2015/World Social Work Day** Edinburgh *April 2016* **BASW Black Country Branch Seminar: Supporting Manhood and Masculinity-Issues Surrounding Working with Young Men aged 16-25** Wolverhampton *April 2016* **Understanding and Working with Trauma** Belfast *May 2016* **Pride in Practice: Best practice in social work** Stirling *May 2016* **Working with Complexity of Sexual Abuse in the Family** Belfast *June 2016* **BASW London Branch Meeting: The Cost of Doing the Right Thing: Speaking Out - Whistleblowing and Social Work** London *June-Oct 2016* **SASW Sessions, 14 lunchtime sessions meeting with social workers** across Scotland *Oct 2016* **MHO Conference** Perth *Sept 2016* **Getting it done: writing better, analytical social work assessments** London



# Chief Executive's report



**I joined BASW as Chief Executive in April 2016, bringing my commitment to developing and providing leadership for social work and social workers and a belief that this is BASW's time to take centre stage as the representative professional body for social workers and for social work excellence across the UK. Upon arrival, I found an association ready for change and growth. Membership is increasing and we have strong financial performance, more effective strategic relationships with partners and allied organisations (including people who use social work services) and strong influence with governments across the four nations.**

Our goal in coming years is to fully establish ourselves as the recognised professional body for social work, offering our members wide opportunities for learning and development, strategic policy influence, support throughout their careers across all specialisms and an ever stronger sense of professional identity and confidence.

Our change ambitions are shaped by our 2020 Vision (published in June 2015) to be the strong, independent voice of social work and social workers across all countries of the UK. In autumn 2016 we published the first update on our achievements against the Vision. There was much progress to report. We will publish annual updates up to 2020.

We are the only organisation with a leadership role for social work across the UK and this was exemplified when we hosted a highly successful four nation Social Work Summit in London in January 2016. Building on relationships forged through this and subsequently, we will host the first of what we hope to be an annual 'UK Standing Conference' this year. This will play a key role in coordinating the multiple voices of social work and finding common cause and priorities within and across our four nations.

## **A member-led association with great operational services and a fit for purpose headquarters**

BASW is a member-led organisation dedicated to ensuring we can meet the expectations of our increasingly diverse members and enable their involvement and leadership of social work. A member-led organisation of our size and ambition needs a strong, well-led executive with effective policy, communications, membership, marketing and operational services, and well-supported, well-motivated staff. Our 16/17 integrated business plan is shaping this for the long term and includes actions to consolidate and develop internal business and professional structures which will be vital for our success in coming years.

One of my other priorities upon arrival at BASW was making the move out of our Kent Street Headquarters which has been crumbling around us for many years! Our strong finances have allowed us to invest in newly refurbished accommodation in Waterloo Street, close to New Street station in Birmingham, which we will occupy in summer 2017. We will provide a better environment for staff and better facilities for members, including opportunities to drop by and use comfortable member spaces. We will also have new seminar and training spaces and a private courtyard.

## **Final note: A global profession**

I was with colleagues from around the world at the International Federation of Social Workers' (IFSW) global delegates meeting in South Korea in June 2016 when the news of the EU referendum vote came through. I knew immediately that this would have major repercussions in the UK and for social workers here and across Europe, with impact on social cohesion, public services, the economy, workforce, legislation, human rights and migration.

The importance of us standing as a global profession, with shared ethics, practices and a commitment to universal human rights, has been thrown into sharp relief by these developments. BASW's role as the voice of the profession in the UK and as UK representative member within IFSW is a great responsibility and an opportunity at this time. I will be developing my work with international colleagues to promote coherent social work values and the influence of social work internationally throughout 2016/17 and beyond. There is, after all, no economic health without social health.

**Dr Ruth Allen**  
Chief Executive

The primary focus of Parliamentary work between October 2015 and September 2016 was the planning and delivery of the All Party Parliamentary Group (APPG) on Social Work's Mental Health Inquiry. A round-table discussion was held with members of the APPG in December 2015 where it was decided that the project would be productive and involve multi-agency partners. Four oral evidence sessions were planned, with one to be focused on service user testimony and service user group representatives and the other sessions to involve at least one service user voice.

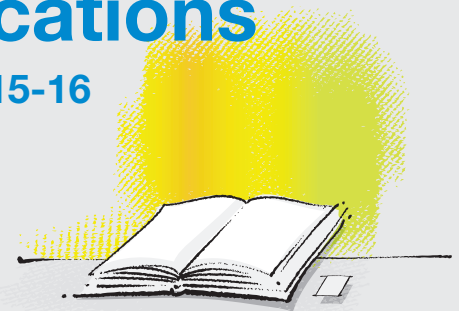
The oral evidence sessions took place between March and June 2016. At the same time written evidence was requested from all local authority adult services departments in England. At the close of evidence taking, BASW's Parliamentary Officer, Madeleine Jennings, focused on preparing a first draft of the inquiry's report, to be submitted for amendment to the BASW Mental Health Reference Group (now PPEG) and Dr Ruth Allen. A short report containing key recommendations was launched in Parliament in September 2016; a longer form report was delivered in March 2017.

Running parallel to APPG activities, engagement with a wide range of Parliamentarians was undertaken to develop existing relationships and start new ones. Luciana Berger MP was booked to speak at BASW's AGM in April 2016 and a social work summit was organised with the BASW Birmingham and Solihull Branch in August 2016 that was attended by a number of local MPs. Plans are underway for a further summit with the additional attendance of Birmingham City councillors.

In May 2016 the Queen's Speech introduced the Children and Social Work Bill, containing the now-to-be-deleted exemption clauses. Madeleine Jennings worked closely initially with Liberal Democrat and Labour peers to both remove the exemption clauses and guarantee the independence of the proposed new social work regulator. A postcard campaign was launched in August 2016 to mobilise almost 1,000 BASW members to lobby their MPs about the bill, as well as a survey to gather members' views on the bill. This got over 1000 responses.

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

Social Work Knowledge reaches  
**5,000+**  
publications  
during 2015-16



## Social Work Knowledge

Social Work Knowledge features an integrated content management system which catalogues online materials and enables members and others to access a wide range of resources. Currently there are over 5,700 publications in our database and much more information in the 'Useful Links' section.

Members who log in can read the resources and then log them to their CPD record. This includes an online form that can be sent to their regulator.

There is also a forum feature, where members can discuss publications. BASW send weekly email alerts of new content, news items and events to members who subscribe to this feature. Members can select their subject preferences if required.

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

# BASW England report

## We said we would...

- Increase BASW England membership.
- Continue to provide professional advice and guidance to social workers and promote career development opportunities through our mentoring scheme and Continuous Professional Development (CPD) events.
- Support the sharing of knowledge, skills and contribution across the sector.
- In response to feedback from members, develop Practice, Policy and Education (PPEG) and interest groups.
- Influence national and UK policy development, with focus on: social work reform and integration, the increase of privatisation in services and education and a social response to asylum seekers and refugees.
- Promote the profile, successes and impact of social work, BASW England and the global profession through the media, Patron and Ambassador schemes and membership activity.

## We did...

- As of 30 September 2016, BASW England membership was 17,721, this constitutes a 45 per cent increase in the last three years.
- BASW England Patron Jenny Molloy has continued to raise the profile of BASW England and Ambassadors have represented us through social media, events, university visits, lobbying activities and given evidence at APPGs.
- We have promoted the profession, our principles of social justice and delivered events to mark Holocaust Memorial Day and World Social Work Day.
- We successfully lobbied Parliament not to support specific clauses in the Children and Social Work Bill including 'opt out' clauses in primary legislation.
- Members have represented BASW England at a variety of events, including the Learning Disability Senate, a number of All Party Parliamentary Group (APPG) evidence sessions and the Education Select Committee on Social Work reform. We have continued to support UK Special Interest Groups (SIGs).
- Members and staff have represented BASW England in national and local media and through use of social media, raising public awareness of the value of social workers. There has been a wide



variety of subject matter, from Serious Case Reviews to delayed hospital discharges. We have developed excellent contacts with national media and helped journalists and production companies to research stories. We have advised on social work stories for a number of TV productions, including *Call the Midwife* (BBC1), *Holby City* (BBC1) and *Panorama* (BBC1).

- We have established five thematic membership PPEGs, chaired by members. These groups have been instrumental in developing position statements, influencing policy, participating in research, lobbying Parliament, representing the membership at a national and local level. In partnership with other stakeholders, they have developed guidance, including *The role of social of social workers in palliative, end of life and bereavement care*; *Disabled Adults and Social Workers: a joint position statement* with Shaping Our Lives and a Charter for integrated working.
- We have invested Professional Officer support in the development of BASW branches across England. We have branches in Merseyside, Manchester, Leicester, Birmingham and Solihull, Derby and Nottinghamshire, the Black Country, Northumbria and London. A number of branches are in the process of development. Branches have delivered seminars in partnership with key stakeholders, met with elected members, held national conferences, hosted membership networks and focused on ethical, practice and policy issues.

## We plan to...

- Increase membership by putting members at the heart of our work through representation and engagement.
- Influence England policy development, focusing on social work reform, social work education, integration and mental health through the work of PPEGs and wider membership.
- Define, shape and influence social work standards in England.
- Refresh the PCF and ensure its integration in any revised professional standards and promote recognition of its importance.
- In partnership, support the development of UK branch infrastructure processes and systems.
- Promote the role that social workers can play in promoting human rights and social justice through our media profile, representational work, consultation responses and partnership work.
- Provide professional advice and guidance to social workers and create opportunities to further professional skills and knowledge through our mentoring scheme and enhanced CPD opportunities.
- Develop a professional capabilities and CPD framework for social workers working with older people.

**Maris Stratulis**, BASW England Manager



BASW Cymru has continued to support BASW's 2020 Vision since its implementation in 2015. The following has been achieved through the dedication of our staff, committee, ambassadors, patrons and members, and the aims agreed at our AGM in 2016.

## **We said we would:**

- Increase membership in Wales.
- Influence legislation and social work education in Wales.
- Increase public and professional awareness of social work through the media by ensuring we are 'the strong independent voice for social work and social workers' across Wales.
- Campaign and lobby on different injustices within social work.
- Raise the profile and promote social work in Wales with different agencies, policymakers and professionals.
- Engage with students, members, non-members and employers at organised activities.
- Provide professional advice and guidance to social workers.
- Provide opportunities to develop skills and knowledge via CPD.

## **What we did to meet our strategic aims:**

- We maintained our membership in Wales at 1,391 by:
  - Promoting BASW within all universities in Wales.
  - Meeting social work teams in local authorities across Wales.
  - Providing CPD opportunities including World Social Work Day celebrations, BASW Cymru's Social Work Awards, Developing Enriched Evidenced-Based Practice seminars and independent social work groups in South Wales.
  - Regular meetings with independent social workers.
- We provided advice and guidance to social workers and answered concerns regarding social work practice; and provided information on the Social Services and Well-Being Wales Act, The Regulation and Inspection Act and the Future Generations Act.

## **Partnership:**

- We influenced legislation and social work education through consultations and being a key stakeholder for social work developments. We advised further on the implementation of:
  - Social Services and Well-Being (Wales) Act 2014
  - Regulation and Inspection Act
- We worked together with the Care Council for Wales to strengthen the voice of social work and social workers.
- We collaborated as an active part of the Re-ablement Alliance, Social Care & Wellbeing Alliance Wales (SCWAW), employers forum, NHS confederation and policy officers group in Wales.

## **Voice:**

- We responded to broadcast media requests to explain different topical scenarios and the media attended our 2015 Social Work Awards to promote and celebrate the best social work practice in Wales. We enjoyed coverage of the awards at peak times throughout the day, providing a good news story to the public.
- We attended the Austerity March in Swansea and continue to campaign for better conditions for social workers and citizens.
- We raised and promoted the profile of social work by:
  - Continuing as a member of the Re-ablement Alliance, NHS confederation and SCWAW, influencing policy as part of a multi-agency/disciplinary group.
  - Celebrating with our BASW Cymru Social Work Awards.
  - Attending Cross-Party Groups.
  - Regular contact with our patrons (Assembly Members) and ambassadors.

## **We plan to continue to meet the 2020 Vision by:**

- Further increasing our membership.
  - Attending all years of the social work course in all universities.
  - Attending more social work teams in local authorities, third sector and voluntary organisations employing social workers.
  - Providing BASW information to all new members of staff in all local authorities.
  - Increasing our independent groups to cover North Wales.
- Continuing to influence key pieces of legislation.
- Increasing public and professional awareness of social work through the media.
- Continuing to campaign and lobby on different injustices within social work.
- Raising the profile of social work in Wales with different agencies, policymakers and professionals as described above.
- Continuing to provide professional advice and guidance to social workers.
- Continuing to provide opportunities to further develop skills and knowledge through our CPD events.
- Providing social work advice on different service user steering groups such as Mencap and Elder Abuse in Wales.

## **Carol Davies**

BASW Cymru Acting Country Manager



# Northern Ireland Association of Social Workers report

Our key objectives to deliver our vision to be the strong independent voice for social work and social workers in Northern Ireland (NI) are set out in the NIASW Strategic Plan and Recruitment Plan.

## Key activities as the strong independent voice:

- Appointed a new NIASW Campaigns Officer, in April 2016. This non-social work role has a policy, communications and public affairs remit. Andy McClenaghan has now met with every member of the NI Assembly Health Committee and produced constituency briefs for each electoral area. This targeted information has really helped raise NIASW's profile with elected officials and increased the knowledge of the social work role.
- We have begun the comprehensive role out of the "Become a Social Worker for a Day" initiative to all members of the NI Assembly Health Committee.
- We completed and launched the report into social work pressures in NI *Above and Beyond: At What Cost*. This report highlighted that nine out of ten social workers work additional unpaid hours, which equalled savings to the public purse per annum of or an extra 380 full-time posts across NI.
- As a result of the work put in prior to the launch we found a receptive political audience and this resulted in an invitation to attend the NI Assembly Health committee to give formal evidence on our findings.
- We also had wide TV and radio coverage of the report which included a member speaking on camera, for the first time in NI fully supported by her employer.
- Our public profile, speaking out in the media, as the strong independent voice of the profession has continued to grow over the past 12 months.
- In January 2016 then Health Minister Simon Hamilton announced the planned closure of the Health and Social Care Board and the establishment of an expert Panel to transform the entire HSC system in NI. The panel of six led by Professor Rafael Bengoa had no social worker representation. NIASW proactively went to the radio and TV with the story and campaigned for the inclusion of social work in this fundamental review. Our efforts were rewarded with meetings with Professor Bengoa, the Permanent Secretary of State for Health and finally two social work consultants were appointed to the panel.



- We had subsequent meetings with new Health Minister Michelle O'Neil who augured a new area of partnership with social work in future service review. As a result of that meeting, NIASW have been invited to be part of several significant ministerial working groups.
- As part of the Regional Raising the Profile Group, we ran a hugely successful social media campaign for World Social Work Day (WSWD) 2016 with #StandupforSW. The whole NI social work community backed the campaign and with colleagues from SASW, BASW Cymru and BASW England we had WSWD trending at no.3 on Twitter across the UK.

## Key activities for social work and social workers:

- Met with Professor Alexis Jay to input into the review of the Safeguarding Board for NI.
- Delivered a programme of Practice Development Days for SW.
- Hosted a multiagency roundtable discussion on the child disclosure scheme with MLAs, PSNI, PPANI, PBNI, SW, DoH and DoJ.
- Are part of a Royal College of Nursing-led multi-professional group, alongside nursing, occupational therapy and psychiatry to deliver a practice guide on Restrictive Measures, due for publication 2017.
- Commissioned research, with Northern Ireland Social Care Council, into Lessons Learned from cases referred to the social work regulator NISCC. The research and learning aides will be published in 2017.
- The research commissioned by NIASW into the experience of social workers throughout the Conflict in NI is ongoing. There has been some delay in publication due to the lengthy process involved in research approvals and ethics. The book which includes international contributions will be published in 2017 and initial findings will be shared at the 2017 IFSW conference.
- NIASW are on the organising committee for IFSW Global Conference Dublin 2018.
- As part of the first ever National Care Day, NIASW proudly hosted a breakfast for child care social workers.
- We delivered a series of NIASW roadshows, where staff and lead members travelled across NI to meet existing and potential members.
- We continue to develop positive working relationships across the social work community in NI – proud as always to represent the profession.

Carolyn Ewart, NIASW Manager

# Scottish Association of Social Work report

SASW's Strategic Plan, signed off by our National Standing Committee (NSC), has informed our activity in Scotland and follows the five strands of BASW's 2020 Vision.

## Strong

SASW's membership has continued to increase – we welcomed new members during 2016, to total 1,459 members. We welcomed a new Convener, David Thomson – a criminal justice social worker from Fife – alongside a number of new Committee members, including Patrick Morgan from the new South Lanarkshire Branch who now represents SASW on Council. The SASW team has been strengthened by the appointment of Sarah MacMillan, who comes with a wealth of experience in social work with children and families and within the domestic violence field. Our Professional Officer Tim Parkinson has met the university social work course cohorts across Scotland, even delivering a lecture on ethics and social work, and he represented SASW as a partner organisation at Scotland's annual Newly Qualified Social Workers Conference.

## Independent

SASW's independent position allows us to work collaboratively, whilst representing the social work profession without constraint. This has been invaluable within the implementation meetings of the new Mental Health Act 2015, the Review of Child Protection Systems, and within the SSSC's Review of Social Work Education and the Fitness to Practise work streams where we have been able to advocate for the unique social work role. And when government could no longer financially support our annual MHO Conference, SASW formed a MHO Collaborative with relevant partners, which has allowed us to continue this essential annual event for Mental Health Officers, enabling both learning and discussion with users of services and stakeholders.

## Voice

We have increased our social media presence with 1,349 people following @ScotsSW and multiple views and 'likes' on Facebook.

We responded to media requests, including the tragic court case centred on the young boy killed by his mother and her partner, where SASW Manager Trisha Hall spoke on Scottish and UK TV, radio and to newspaper reporters to speak up for social work. Professional Officer Tim Parkinson was on a panel on sexting and attends the cross-party group on children

affected by parental imprisonment. We have given evidence in Parliament on recruitment and retention in health and social care, and have been present on many other groups and forums.

Our SASW Awards on World Social Work Day were a great success, and we were pleased to recognise Bob Holman's huge contribution via his community work in Glasgow with a Lifetime Achievement Award shortly before he died.

## Social work

The David Tobis event on participating with parents, the Pride in Practice event in May, World Social Work Day Awards and the MHO Conference were some of our bigger events, and we were represented in a multitude of other events and working groups across Scotland. We have worked with the University of Edinburgh on the Revisiting Child Protection programme, an initiative which is focused on reflective practice. Our branch in Highland and the new South Lanarkshire branch organised their own events, and we are hopeful we may see more branches opening in 2017.

## Social workers

2016 saw the start of 'SASW Sessions', lunch time drop-ins for social workers across Scotland. The SASW team went from Aberdeen to Fife, Glasgow to Dundee, and Argyll and Bute to Shetland! We held over 16 meetings with local social workers to hear what was important to them and to share our activities with the help of a short SASW Session leaflet. Also, we supported the enquiry into the role of the social worker in adoption, led by Prof Featherstone and Dr Gupta.

## We plan to

Continue the SASW sessions, our participation at the Social Services Forum and related groups, and develop new projects in 2017 including:

- Revisiting child protection
- Gypsy travellers and social work
- Social work and the media
- The role of the social worker in domestic violence
- Developing the independents network in Scotland

**Trisha Hall**, SASW Manager



## Policy, Ethics and Human Rights Committee

The Policy, Ethics and Human Rights (PEHR) Committee has continued to develop its role as the lead for BASW and its members on professional policy, ethics and human rights issues, transcending national boundaries to provide a unified voice for the Association underpinned by our Code of Ethics. At the same time, it has engaged with the work of country committees and staff to support nation-specific responses to developments impacting on social work and service users across the four nations of the UK.

The committee has been chaired by Fran Fuller, Vice Chair of the Association, since April 2016. It is supported in its work by staff in the policy team.

The contribution of managers and staff in the country teams has been, and will continue to be, invaluable to the committee's work.

### Working groups

**The Immigration, Asylum and Trafficking Group** (formerly Movement of People Group) has continued to lead the Association's response in this area. This group has been actively involved in responding to inquiries and government consultations. A large focus of the work continues to be on age-assessment.

### Adoption enquiry

With the support of Council, PEHR committee has worked to establish a BASW-led enquiry into the social work role in adoption. This is an increasingly contested area politically and legally and the enquiry intends to gather views and evidence over the course of the coming year in order to develop an informed ethical and rights stance for social workers involved in this work.

A BASW steering group chaired by Maggie Mellon is overseeing the enquiry work, which has been commissioned externally.

### Position statements

The Committee has prioritised the development of a range of UK position statements on contemporary and priority issues, across all areas of social work, with the aim of supporting social workers in practice. This has included the work of PROGAR in developing a position on surrogacy.

The position statements will be released in an accessible format. We will also be developing new policy booklets to add to our suite of well-regarded short guides.



For more info on the PEHR Committee visit  
[www.basw.co.uk/about/policy-ethics-human-rights-committee.php](http://www.basw.co.uk/about/policy-ethics-human-rights-committee.php)

## International Committee

**The International Committee (IC) continues to be extremely active with Jane Shears as Chair. The IC has continued to work closely with the International Federation of Social Workers (IFSW) and IFSW Europe during 2015/2016. The committee has welcomed three new members during this period.**

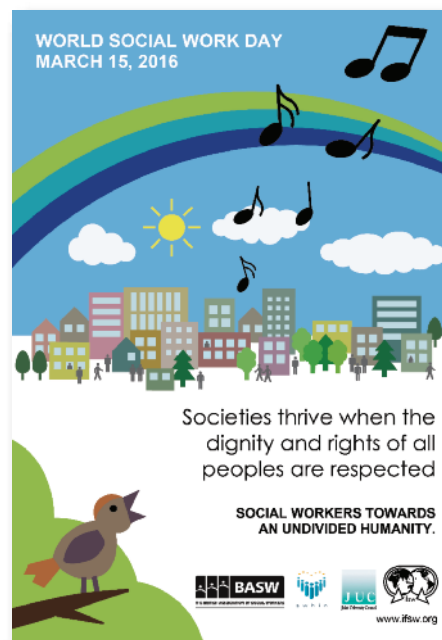
The Committee currently has three sub-groups: Global Agenda, IFSW and International Education. The Global Agenda is a joint group between BASW, Joint University Council Social Work Education Committee (JUCSWEC) and the Social Work Health Inequalities Network (SWIHN) to promote the IFSW/IASSW Global Agenda.

At the AGM in June 2014, a motion was passed to develop an International Development Fund (IDF). This work was driven forward by the International Development sub-group. The IDF has now been launched and is being managed by the International Education sub-group and reports directly into International Committee.

During the summer of 2016, we put a call out for abstracts to be submitted for the IFSW Europe Conference in Reykjavík. We are pleased to report that six of those abstracts were supported to either deliver a presentation or workshop at the conference. Other members have also successfully applied for support in attending the conference.

World Social Work Day events during 2016 were once again a huge success with a range of activities taking place locally and regionally, often organised and attended by practitioners, students and educators. BASW National committees in England, Scotland, Wales and Northern Ireland organised and hosted national events in each of the four countries.

BASW will be represented at the IFSW delegates meeting and conference in Reykjavík, Iceland at the end of May 2017.



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

# BASW Independents' report

## Independents membership growth

The BASW financial year 2015/16 welcomed a subscription increase of 41 per cent to the enhanced Independents Basic and Plus packages. This community of over 5,800 BASW Independents equated to 27 per cent of the total BASW membership.

## Emotional resilience research

Research led by colleagues at the University of Bedfordshire on the emotional intelligence and emotional resilience of self-employed social workers was launched within the 2015/16 BASW financial year. BASW Independents are pleased to be supporting this research and anticipate the findings to be published in 2017.

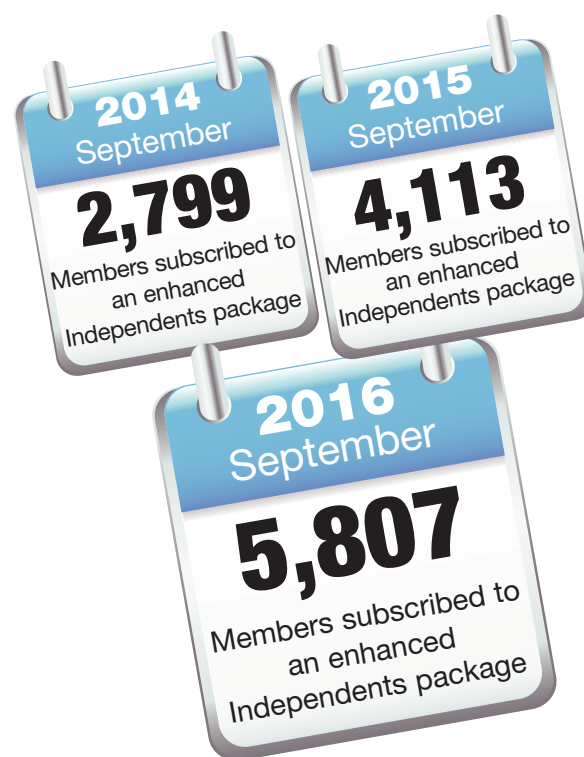
## Independents events

BASW's most successful event series *Getting Started... and Keeping Going* Independents workshop ran fully booked at dates held in October 2015, March 2016 and June 2016. This event prepares new Independents and/or those considering self-employment with practical information on managing risk, business management, accounting and more.

BASW Independents welcomed delegates to the annual conference in Bristol on 27 September 2016. Titled *Threat or Opportunity? Independent practice within a changing political climate*, the event hosted Dr Vasilios Ioakimidis (keynote), Sir Julian Le Grand and Dr Ruth Allen to speak in addition to several workshop options to support Independents running their businesses effectively.

## BASW Independents Directory

The BASW Independents Directory continues to offer a prominent role for individuals and organisations to search, contact and procure the services of Independents directly. The BASW financial year 2015/16 welcomed 11,128 unique visitors to [www.baswindependents.co.uk](http://www.baswindependents.co.uk) which is an increase of 18 per cent from the previous year.



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

# Professional Social Work Editorial Advisory Board report

**The Professional Social Work (PSW) Editorial Advisory Board has continued to provide effective oversight of the editorial direction and content of *PSW* during this year.**

A key piece of work has been completed in comprehensively updating the terms of reference for the Board. These were adopted by BASW Council in July. The revised terms of reference greatly strengthen governance arrangements by clearly tying the Board into BASW structures. This provides a proper framework within which *PSW*'s editorial independence can both be protected and expressed.

With a large number of Board members coming to the end of their term in 2017 the Board has begun the process of recruiting new members.

## Development

*PSW* as a publication has continued to develop. There have been gradual changes to the visual style to create a more modern and inviting look. Cover images continue to be very strong. It has been a Board priority to ensure that content is not dominated by children's services or issues that relate primarily to England. This has been reflected in content which has seen stories drawn from across the UK and



stories that reflect mental health, disability, services for older people and community based approaches. There has also been space for an international perspective.

## Key change

BASW's increasing membership has created the opportunity to do more with *PSW*. A key change going forward will be to move to a single UK edition. Allied to this will be the potential for a larger magazine and creating the role of deputy editor.

Priorities going forward will be to ensure that *PSW* is fully integrated within BASW's wider communications strategy and its learning and development offer.

**Avery Bowser**  
Chair



**47th**

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

**22,094**  
**BASW members**

**28%**  
**of BASW members have  
taken out an enhanced  
Independent package**

**11%**  
**Growth in BASW  
membership over  
last 12 months**

Numbers correct at time of going to press



## UK Office

Ifzan Ahmed	Member Contact Officer
Ruth Allen	Chief Executive
Colin Anderson	Senior Practitioner
Tracy Chopping	Policy Officer †
Donna Cowley	Membership Manager †
Simon Dangerfield	Web & Technical Support Officer
Stephanie Davies	Social and Digital Media Officer
Joanne Deakin	Administration Manager, A&R/SWU
Ruth Deane	Membership Support Officer* **
Peter Evans	Membership Admin Support
Tricia Gbinigie	Business Development Officer
Luke Geoghegan	Head of Policy and Research
Debbie Gilbert	Receptionist †
Susan Hatton	Publishing Manager
Sara Hickin	Executive Officer (Business Services)
Mike Hopkins	Human Resources Business Partner
Lyse Hurd	TU Official/Advice & Representation Officer
Kam Johal	Membership Officer
Madeleine Jennings	Senior Parliamentary Affairs Officer
Tina Jones	SWU/A&R Administrator
Cheryl Jordaan	SWU/A&R Administrator†
Shirley Konstandis	Executive Officer (Governance)
Leanne Ling	Receptionist †
Fiona Linn	TU Advisor †
Joanne Lloyd	Finance Manager
Julie Long	TU Official/Advice & Representation Officer
Jeff Lewis	TU Official/Advice & Representation Officer†
Hayley Meachin	Senior Media & Communications Officer
Donal Mullally	TU Official/Advice & Representation Officer **
Shahid Naqvi	Editor, Professional Social Work
Jeanette Oakley	Finance Administrator
Kath Owen	TU Official/Advice & Representation Officer
Mark Phillips	ICT Service Delivery Manager
Christina Ramage	TU Official/Advice & Representation Officer
Helen Randle	Policy Administrator
Lily Robertson	TU Official/Advice & Representation Officer
Faith Ryan	Corporate Governance Manager
Pat Toulmin	Knowledge Development Manager †
Wendy Travis	TU Official/Advice & Representation Officer
Lien Watts	Advice & Representation Manager
Kevin Waldock	TU Official/Advice & Representation Officer
Gaby Zavoli	Membership Officer

## England

Zan Hoang	National Administrator * **
Joe Godden	Professional Officer †
Karen Goodman	Professional Officer†
Sue Kent	Professional Officer†
Nushra Mansuri	Professional Officer
Gavin Moorghen	Professional Officer
Mary Showell	Administration Manager
Maris Stratulis	Manager (England)
Gemma Williams	Events Co-ordinator/National Administrator

## Northern Ireland

Amanda Beattie	National Administrator
Carolyn Ewart	Manager (Northern Ireland)
Anne McAllister	Professional Officer †
Andy McClenaghan	Campaigns Officer

## Scotland

Johan Grant	National Administrator
Trisha Hall	Manager (Scotland)
Sarah McMillan	Professional Officer †
Tim Parkinson	Professional Officer

## Wales

Carol Davies	Acting Country Manager
Allison Hulmes	Professional Officer †
Robin Moulster	Manager (Wales)
Sian Wilton	National Administrator †*

### Left after 1st October 2016

Pam Green	Publishing Assistant †
Sharon Hodgson	National Administrator †
Natalie Mullings	Publishing Assistant †**
Tim O'Shea	Business & Commercial Manager
Louise Owen-McGee	Communications & Marketing Manager
Paul Twyman	National Administrator †

### Left between 1 October 2015-30 September 2016

Bridget Robb	Chief Executive
Stephen Soar	Finance Manager (maternity cover) **
Gaye Sheridan	Professional Officer †
Jean Spence	Finance Administration Assistant †*

\* Started after 1st October 2016 \*\* Temporary contract † Part-time

## CONSOLIDATED INCOME AND EXPENDITURE ACCOUNT

Year ended 30 September 2016

	2016 £	2015 £
<b>Income</b>	<b>5,130,322</b>	4,445,390
Administrative expenses	<b>(4,415,344)</b>	(4,083,558)
<b>Operating surplus</b>	<b>714,978</b>	361,832
Interest receivable	<b>7,144</b>	1,942
Other finance income	<b>17,878</b>	75,635
<b>Surplus on ordinary activities before taxation</b>	<b>740,000</b>	439,409
Tax on surplus on ordinary activities	—	(7,367)
<b>Surplus for the financial year</b>	<b><u>740,000</u></b>	<u>432,042</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 2016 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 25 January 2017 and will soon be submitted to Companies House. They received an unqualified audit report from Dains LLP on 25 January 2017 and copies can be obtained from the British Association of Social Workers upon request.

Signed on behalf of Council on 25 January 2017:



**G Shennan**  
Chair



**J Dudley**  
Chair of the Finance & Human Resources Committee

## CONSOLIDATED BALANCE SHEET

as at 30 September 2016

	2016	2015
	£	£
<b>Fixed assets</b>		
Tangible assets	1,545,774	348,116
Fixed asset investments	<u>860,473</u>	<u>907,865</u>
	<b>2,406,247</b>	1,255,981
<b>Current assets</b>		
Stocks	568	286
Debtors	184,088	271,954
Cash at bank and in hand	<u>946,702</u>	<u>1,195,411</u>
	<b>1,131,358</b>	1,467,651
<b>Creditors:</b> amounts falling due within one year	<u>(448,457)</u>	<u>(439,684)</u>
<b>Net current assets</b>	<u>682,901</u>	1,027,967
<b>Net assets</b>	<u><b>3,089,148</b></u>	<u>2,283,948</u>
<b>Capital and reserves</b>		
Revaluation reserve	380,073	314,873
Accumulated fund	<u>2,709,075</u>	<u>1,969,075</u>
	<u><b>3,089,148</b></u>	<u>2,283,948</u>

# The British Association of Social Workers

Head office:  
16 Kent Street,  
Birmingham B5 6RD

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

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

