



The British Association of Social Workers

Annual Report and Financial Statements

Year ended 30th September 2018

The strong independent voice of
social work and social workers

BASW

The professional association for
social work and social workers



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

Company information

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

MEMBERS OF COUNCIL 2017/2018



L-r: Jonathan Dudley (Treasurer), Gerry Nosowska (Chair), Fran Fuller (Vice Chair)

Chair	Gerry Nosowska Guy Shennan	From June 2018 June 2014-June 2018
Vice Chair	Fran Fuller	From April 2016
Treasurer	Jonathan Dudley	From October 2016
England Committee appointed Directors	Andy Gill Angie Bartoli	From May 2017 From May 2017
Northern Ireland Committee appointed Directors	Colin Reid Gareth McGibbon Marcella Leonard	From October 2014 From November 2018 July 2014-November 2018
Scotland Committee appointed Directors	David Thomson Shirley Melvin Patrick Morgan	From June 2014 From August 2018 August 2016-June 2018
Wales Committee appointed Directors	Neeta Baicher Christian Beech Nick Lovell	From October 2017 From April 2018 December 2015-April 2018
Chair, International Committee	David N Jones	From September 2017
Chair, Policy Ethics & Human Rights Committee	Richard Servian	From June 2018
Elected Directors	Arlene Garland Donna Peach Hilary Tompsett Ruth Martin Stuart Warrender	From April 2017 From April 2017 From April 2016 January 2018-October 2018 April 2016-June 2018



BASW exists for its members. I am pleased to report to you on our activity and impact in 2017-18. Thank you for being part of BASW; for speaking up and taking action for social work, social workers and the people we work with. BASW enables us to come together as one profession, to be heard

on rights, ethics, the conditions for good practice, and addressing inequalities. Without this, society would be poorer.

This report provides a hundred reasons to be part of BASW. As I read it, it made me think of the qualities that social workers have. I want to highlight three of these qualities and the ways in which BASW has promoted them over the past year.

- **Wisdom:** Social workers need to find ways to be helpful to others. BASW helps us develop our practice and skills, and ensure these reflect our Code of Ethics. Examples in 17/18 include: events and webinars to implement the Domestic Abuse Act in Scotland; the development of standards for social work with older people in England and our UK Adoption Enquiry. The International Development Fund enables social workers to share knowledge and develop the profession across country boundaries. This year our fund supported 21 social workers to attend the Global Conference in Dublin.
- **Kindness:** Social work succeeds through relationships of empathy and humanity. And BASW supports social workers so they can support others. Our expert Advice and Representation service assists people struggling with complex work issues. Our members support the Social Workers' Benevolent Trust that helps colleagues in hardship. The ongoing Working Conditions campaign highlights the need for employers and politicians to improve working conditions. Our groups and branches provide peer support and the chance to join together for shared goals, for example holding events on how to help refugees.
- **Encouragement:** The social work context can be hard and we need to remain hopeful and committed to having collective impact. BASW lobbies and campaigns against the causes and impact of poverty, for example through the Austerity Campaign Action Pack and Boot Out Austerity walk to our Cardiff 2018 AGM. Groups, committees and staff work to uphold human rights in policy, influencing the Mental Health Act review and primary care reform in Northern Ireland, amongst others. BASW represents the UK in the International Federation of Social Workers that

lobbies globally for a better world. BASW's reputation is strong and continued to strengthen in 2017/18. We are recognised as the professional association for social work. Our governance Articles, website and information were all updated in 2018 to show this more clearly and are being further developed in 18/19. Our cooperation agreement signed with the Social Work Union in 17/18 means that social workers have access to specialist union support from social work reps. A future in which our influence grows can be achieved if we continue to work together.

Since becoming Chair, I have seen so much more of the incredible activity that goes on across the UK. BASW leads, influences and acts in a thousand ways every day. I deeply admire our members and staff who work to create a better context for social work, better practice in social work, and better support for social workers. Thank you for all that you do.

I was elected Chair in April. I owe huge gratitude to Guy Shennan who was Chair from 2014-18 and who supported me as I started the role in June 2018. His speech at the AGM is worth a read: www.basw.co.uk/media/news/2018/jun/speech-outgoing-chair-guy-shennan-basw-agm-13th-june-2018

As we continue our work in 18/19, the context for social workers and for people who need social work remains harsh. Our integrity, ethics and expertise are essential. Our main activities build on the year just gone: supporting members through advice and representation, guidance and advocacy; growing our membership and diversity; developing our professional development offers and learning opportunities to support members and non-members; accelerating our campaigns against poverty and to improve working conditions; influencing policy in all countries of the UK; and developing meaningful service user and carer involvement across our activities. We are also focusing in 18/19 on developing relationship-based social work - the global agenda theme for social work this year and a vital component of our core purpose; supporting people to have better lives.

We will continue to do all we can to support our members and our profession. Please encourage social workers that you know to get involved in BASW and to join with us. We are here for every single member, and we are here to promote the voice of all members together. That could be every social worker in the UK. Think of all we can achieve together.

Gerry Nosowska
Chair

CHIEF EXECUTIVE'S REPORT



As Chief Executive, I provide leadership to the staff of BASW, represent the association in a wide variety of external contexts and activities, provide leadership on key social work issues and work particularly closely with our Chair and lead members from across the UK to ensure

we are all working towards common goals and a coherent plan. It is a privilege to work for our membership and make sure, year on year, BASW provides and represents what social workers value the most.

This year, I introduced the notion of 'OneBASW' to how we work together across the association. This is a 'both/and' idea that recognises the distinctiveness of each country and the diversity of roles that BASW has, whilst ensuring we pull together on common aims and goals. BASW is in a unique position, representing social work across the UK. We need to take opportunities to share our expertise and ideas, learn from one another and support social work and social workers wherever we are. This theme runs through our AGM and our conference in Belfast this year – 'Together in Social Work'.

My second full year in BASW in 17/18 saw a wide range of fundamental developments in the association. Some of this was structural 'back room' change in our systems, infrastructure and processes. All of the changes we are making are focused on enabling members to be better connected, better represented and better served by the association. We are strengthening what members most value and bringing about change and modernisation where needed – while remaining true to the ethics and values that are at our heart.

Throughout this Annual Report you will find evidence of how much we achieved in 17/18. I want to thank all the members and staff who have made this possible through their dedication, effort, passion and creativity. When we act together as one profession, we can change so much. And that includes acting together to build the professional association we want and need for the future.

These are troubled and troubling times. Austerity and political uncertainty across the UK makes social work's role in promoting social and family cohesion, and supporting the most marginalised and excluded citizens, ever more pertinent and needed – just as resources for services are at their most stretched. BASW challenges these contextual injustices and represents the views and perspectives of our members every day.

In 17/18, we were pleased to work for the second year with Dr Jermaine Ravalier and the Social Workers Union on the production of further research into the poor working conditions of many social workers. We launched this at our second UK Standing Conference late in 2018 with stakeholders from governments, employer sector, education, research, practice and policy.

We are working together on a 'toolkit' to support change and action in the workplace which will be important in our positive response to making conditions better for social workers and better and more effective for the people we support. We will be developing our plans to work more closely with employers and practitioners on this, and the impact we are already having is evident throughout this report.

One of our core roles is to provide an effective advice and representation service for all BASW members, and to provide trade union employment representation for members of Social Workers Union. As workplace conditions have become more difficult in many areas, the always-necessary access to advice and representation has become perhaps even more essential. We have been working to ensure our Advice and Representation service can be as responsive and fairly available as possible to members who need it as demand increases.

It is also important that members can access the support of peers and other professional staff and I am delighted at the continuing growth of regional branches in England and further developments in member-led groups in all countries. We have also seen an increase in UK Specialist Interest Groups and professional topic groups (Policy, Practice Education and Education groups) and communities of practice. As our day to day communications become ever-more digitised and remote (something that we embrace and is core to BASW's organisational development), we also find that social workers increasingly want to meet and share human time together. Together in social work!

There are a few strategic developments in BASW that I want to highlight. The first is the modernisation of our Articles of Association. With great support from Council and other members, we were able to consult on the principles and detail of a new constitution over a nine month period. We replaced an existing constitution that had not been overhauled fully since incorporation of BASW in 1970.

The new constitution was finalised and adopted on World Social Work Day 2018. This was a profound and necessary development to ensure we have coherent, up to date objectives and powers, with structures and processes that enable us to develop the association for years to come, while preserving our core ethos and values.

The benefits of the change are already being felt in how we run the organisation and ensure we can be agile and responsive.

The second development that I want to mention is the development of our new website and customer relations management (member database) systems. These will continue to evolve and improve throughout next year. They provide powerful and contemporary platforms that allow us to provide more online resources, connect with and support each member better and enable new services such as access to more learning opportunities. Our website is now one of the most trusted and used in our sector with over two million hits each year and growing. It is designed to be 'mobile first', making it accessible on the go. It connects across to our social media platforms and increasingly, across the UK, we network and have dialogue with our members through social media.

I want to thank all members for being with BASW, for your commitment to social work and the ethics that drive what we do. I particularly want to thank lead members who give so much voluntary time to ensure the association is driven by the values and expectations of social work. I also want to thank the people with lived experience of social work who have worked alongside us throughout this year and will continue to do so, to help us ensure the social work we promote reflects what is most important; making a positive difference in the lives of individuals, families and communities. And I want to thank BASW staff for their sterling dedication, creativity and hard work in this and all years.

Ruth Allen
Chief Executive

A YEAR IN REVIEW

Campaigning for improved working conditions

BASW and SWU, in partnership with Bath Spa University continued to lead a campaign for improved working conditions for social workers. This year we launched the 2018 edition of the UK Social Workers: Working Conditions and Wellbeing survey by Dr. Jermaine Ravalier from Bath Spa University.



3,421 UK social workers took part in the survey and said their conditions had got worse across almost all indicators since the study was first carried out in 2017, with working conditions contributing to stress and ill health.

BASW and SWU are committed to promoting positive professional working environments, by lobbying ministers and working with employers to support change.

This year BASW England, in partnership with the Children's Commissioner's Office, launched a new initiative as part of our attempts to improve working conditions for social workers, and in turn improve outcomes for children.

Anti-austerity and anti-poverty

In times of rising poverty and underfunding in essential public sector services, BASW is committed to campaigning for a more socially just context; we want to reduce poverty and inequality and challenge the austerity policies that contribute to this.

We remain committed to challenging the two-child cap and this year strongly opposed the significant professional issue for social workers in Northern Ireland.

In 2018 we marched alongside the Social Workers Union (SWU) as part of the Boot Out Austerity campaign from Blackwood to Cardiff, to highlight the impact of austerity on families.

BASW continued to campaign to highlight the impact of austerity and poverty by responding to numerous

New website and brand refresh

The launch of a new BASW website and a refreshed brand were major developments and important steps in our plans to fulfil the 2020 vision and BASW's ambitions to build on our member services.

The refreshed brand builds on the BASW legacy of almost 50 years and aims to support our strength and ambitions for the future. The new website now offers a much-improved user experience for our members and stakeholders.

BASW in numbers



THIS YEAR WE GAINED **5,700** NEW TWITTER FOLLOWERS, MAKING THAT **29,569** OVERALL



BASW HAS **20,864** FACEBOOK FOLLOWERS, AN INCREASE OF **15%**



LINKEDIN GREW BY **24%** BRINGING OUR TOTAL TO **7,294** FOLLOWERS



3,421 UK SOCIAL WORKERS TOOK PART IN THE WORKING CONDITIONS AND WELLBEING SURVEY



1,100 PEOPLE TUNED INTO BASW WEBINARS



1,510 MEMBERS SOUGHT PROFESSIONAL ADVICE AND SUPPORT FROM BASW

government consultations and secured meetings with governments across the UK.



All-Party Parliamentary Group (APPG) Social Work

It was a busy return to Parliament in Autumn 2017, kicking off with the All-Party Parliamentary Group on Social Work (APPG)'s first meeting since the General Election. The meeting was a roundtable with a diverse group of professionals from across the children's mental health sector, focussing on transition from children to adult mental health services.

The APPG met in May to officially elect Alex Cunningham as chair and for a special seminar on the funding crisis in children's services. BASW member Alex Greenchester spoke of frontline experience, while Professor Paul Bywaters and Dr David Wilkins presented their own research.

In July the group hosted the culmination of the adoption work in Parliament in the form of a session with Anna Gupta, Jon Dudley and Martha Cover QC.

The Second Reading of the Mental Capacity (Amendment) Bill in the House of Lords was the beginning of an ongoing and important piece of work, starting with the pulling together of a working group and the briefing of all Lords ahead of the debate. Efforts to influence the development of the Bill, in order to prevent the Government handing over far too much responsibility to care homes, continues in the Autumn 2019 with an intense Committee Stage.

Before MPs disappeared for Conference recess in September, the APPG met to debate the fragmentation of social services. 'Stand and Deliver: Who should provide social services?' was a very well attended meeting at which BASW's Godfred Boahen spoke of his paper on untested models, alongside BASW member June Thoburn and Yvette Stanley from Ofsted. An impromptu response from the Department for Education's Graham Archer (Director of Children's Social Care) added an extra dimension.

All-Party Parliamentary Group (APPG) for Children

We also saw the first of two BASW appearances at the APPG for Children, Melanie Adegbite and Chris Dyke gave evidence on our behalf, coordinated by BASW England.



BASW CEO Ruth Allen with Clive Betts MP, member of Housing, Communities and Local Government Committee

The APPG for Children later heard evidence from BASW member Ian Brown and in Westminster Hall there was a debate on the Care Crisis which we provided stats and quotes for.

Campaigning for improved professional working conditions



Campaigning for better working conditions and wellbeing for social workers

BASW secured meetings with Hywel Williams MP (Plaid Cymru) and Jo

Platt (Labour) as part of the BASW/SWU/Bath Spa University campaign for improved professional working conditions for social workers. Another meeting was held in March with Yvonne Fovargue MP (Labour) a shadow minister on the Housing, Communities and Local Government Team.

Consultations and debates

BASW responded to several major consultations including the Home Office's consultation on a future Domestic Violence and Abuse Bill, the Department for Education's Children and Young People's Mental Health Green Paper and the Department of Health's call for evidence as part of the ongoing Mental Health legislation review (Wessely Review). The Home Affairs Select Committee launched an inquiry into upcoming Domestic Violence and Abuse legislation to which we also contributed.

Debates

We secured several opportunities to brief MPs ahead of relevant Westminster Hall debates, one on the Contribution to Society of Social Workers, the other on the State of Foster Care. The former was secured by Alex Burghart, the latter by Bill Esterson MP (Labour), both MPs later agreed to take part in BASW's Party Conference Fringe events.

Alex Burghart MP secured a debate on support for Care Leavers which we prepared him for via an in-person briefing.

Party conferences

Party Conference season was as busy as ever, perhaps more so as this was the year we trialled partnering with different organisations in order to hold two events at Labour Conference and two at the Conservatives.

The Alcohol & Families Alliance joined forces with us for panel discussions on the impact of alcohol on families. A Labour Party conference panellist and Shadow Health Secretary John Ashworth took the opportunity to announce a new policy: a fund to help the children of alcoholics.

Together with the Children's Society we took part in the Youth Zone series of conference events to talk about how 16 and 17 year olds on the edge of care could be better supported.

Child tax credit two child cap

In October BASW Northern Ireland came over to meet with (at the time) Shadow Northern Ireland Secretary Owen Smith MP (Labour) to plan the next steps in their campaign to protect social workers from potential prosecutions linked to the Child Tax Credit Two Child Cap.

Adoption enquiry report

The New Year kicked off with the launch of the Adoption Report. A briefing on the report was prepared for MPs and over the following weeks and months we met with several parliamentarians including Luciana Berger MP (then Labour, now Independent) and Kelly Tolhurst MP (Conservative) who in February sadly stood down as Chair of the APPG for Social Work.



A meeting with Robert Halfon MP (Conservative), Chair of the Education Select Committee resulted later in the year in a number of opportunities to give evidence to the Committee's various inquiries.

Social Work England

This year, BASW had a first opportunity to connect with Lord Patel, the new chair of Social Work England. He hosted Ruth Allen CEO BASW, Maris Stratulis national director for BASW England and Madeleine Jennings BASW policy officer in the Lords.

Alliance for Children in Care and Care Leavers

BASW's Madeleine Jennings was elected Chair of the Alliance for Children in Care and Care Leavers, having been the BASW representative to the Alliance for close to two years. The role involves coordinating relevant public affairs work on behalf of over 40 charities and other organisations.

Professional development



Over the past year, BASW has facilitated social workers' access to a wide range of professional development opportunities and events across the UK. A Head of Professional Development came into post in August 2018. This appointment has helped to shape the Continuing Professional

Development (CPD) strategy and develop an action plan for growing CPD activity within the organisation.

Across England, Northern Ireland, Scotland and Wales, the co-ordination of learning and professional development is managed through a newly established events team. Booking events online has been made easier through the launch of the new BASW website in June 2018. Members are also able to track their CPD online.

BASW expanded its webinar offer and delivered 10 events over the course of this period. More than 1,100 people registered across the webinars, with 460 attending the events in person.

We are keen to ensure that BASW's learning opportunities continue to support the CPD of social workers and members who are working across different employer-based settings and in a range of roles, including independent practitioners, practice educators, assessors and managers.

An exciting development in 17/18 was the launch of the BASW Accreditation Scheme for Providers of Continuing Professional Development. So far, six organisations have been accredited. We are looking to extend the scheme, inviting individual educators/trainers and programmes to apply for accreditation in the coming year.

To find out more and apply for accreditation please visit www.basw.co.uk/accreditation

BASW's programme of CPD activity is overseen by a Committee whose membership includes people providing or overseeing education and training, alongside experts by experience.

For more information about BASW Professional Development, or if you would like to get involved, please contact profde@BASW.co.uk

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

COUNTRY REPORT: BASW CYMRU



Allison Hulmes, National Director



Neeta Baicher, Chair

Members and staff have worked tirelessly throughout this period to raise the profile of social work in Wales, in an increasingly challenging environment where legislation and responsibility for social work is progressively being devolved to Welsh Government. We have continued to campaign against austerity policies with a focus on homelessness, in collaboration with key partners and stakeholders to influence policy implementation in Wales.

Influencing social work in Wales

BASW Cymru has worked hard this year, to ensure that social work has a strong voice in a dynamic and fast paced environment, with the integration of health and social care being the primary policy driver in Wales. BASW Cymru has met regularly with the Minister for Social Services and Social Care Wales to ensure that social workers and social work have a central role in emerging new models of care and in the future development of the workforce.

Hosting BASW UK annual conference

We were honoured in 2018 to host the National Conference and AGM in Cardiff and BASW Cymru took on a central role in the organisation of this major event.

A further anti-austerity walk and fringe event were also planned as part of the conference timetable.



The event was a continuation of the epic 2017 (100 miles) walk and started off from Blackwood Miners Hall – a place deeply symbolic with its roots in community support and collective responsibility, to Chapter Arts in Cardiff where our fringe event was held.

The fringe included a lively panel discussion on austerity with panel members that included Leanne Wood (Leader of Plaid Cymru at that time) and representatives from Psychologists for Social Change and Cardiff People’s Assembly amongst others.

Rufus Mufasa the bilingual performance art poet, created a unique social workers poem based on all she had heard from the panel and audience at the fringe.



World Social Work Day 2018

BASW Cymru fully embraced world social work week in 2018 and held a number of events across Wales (and London) to ensure maximum reach and inclusion for our members.

The week started at Cardiff University with an affirming event which included a moving presentation on the impact of labelling looked after children. A presentation was delivered at the national event in London, on the distinct social work landscape in Wales and the contribution it makes to the welfare of those who need care and support.

A third event took place in Swansea where we held a wellbeing event for our members at ‘Matts Place’, where food destined for landfill is intercepted and made into nutritious food for those on low income and experiencing homelessness. Our members were fed and offered hand and head massage as acts of care, respect and value for all they do in increasingly challenging times. We finished the week in Wrexham where a study day on professionalism in social work was facilitated by Dr Neil Thompson.

Professional development

We have continued to deepen our strong relationship

with the university sector in Wales and delivered presentations on all undergraduate and postgraduate courses in Wales.

We also had the opportunity to increase our visibility and influence by developing and delivering two full-day lectures on the undergraduate social work programme at Swansea University with plans for this arrangement to continue in future years.

Our relationship with social work programmes in Wales has been further consolidated by the recruitment of the programme directors from Swansea and Cardiff Universities (the biggest universities in Wales) onto the BASW Cymru committee.

BASW Cymru is committed to supporting the continued professional development of social workers and was commissioned by the Alcohol and Other Substances Special Interest Group, to develop a new pocket guide for social workers on the impact of alcohol and other substances during the first 1000 days.

BASW Cymru also belonged to a number of key specialist reference groups, including one tasked by Social Care Wales to review and update the 'Evidence Matters' guidance and the Welsh Government commissioned group tasked with beginning the process of evaluating the impact of the Social Services and Wellbeing (Wales) Act 2014.



Building our profile

We have continued to increase our media reach and influence, especially through social media by creating our own BASW Cymru Twitter and Facebook profiles. We also were able to raise the issue of abuse of social workers in the workplace on BBC Wales television and radio.

Allison Hulmes
National director, BASW Cymru

COUNTRY REPORT: BASW ENGLAND



Maris Stratulis, National Director



Andy Gill, Chair

BASW England has had an incredibly busy year and our commitment to shaping and influencing, policy, practice, social work regulation, national and local activism, promoting social justice, human rights and working in partnership with people with lived experience has been core to our activities.

Following national recruitment and membership elections we were delighted to welcome four new Committee members in 2017/18.

The BASW England National Standing Committee continues to build in strength and our chair Andy Gill, vice chair Angie Bartoli, along with elected members ensure that the membership is at the heart of our core business.

Branches

We have a strong and ever-growing network of branches, including ratified branches in Merseyside, Greater Manchester, Worcestershire, London, Ipswich & Suffolk, Derbyshire & Nottinghamshire, Leicestershire, North East, Birmingham and Solihull, Black Country, Oxfordshire and Buckinghamshire.

Branches continue to play a valuable role in supporting members, providing local networking opportunities and delivering a rich and diverse continuing professional development (CPD) programme through workshops, seminars and webinars.



Throughout 2017/2018 workshops included 'Adult Safeguarding', 'Modern Slavery Awareness', 'Working with Youth Violence and Gangs: Challenges for social workers', 'The Role of Social Workers in Adoption, Introducing the PCF refresh, 'For Better, For Worse... Social Work After Brexit Divorce'.

This year we launched breakfast briefings, beginning with principle social workers at Coventry City Council. This was exceptionally well received and is being rolled out to other councils in 2019.

Campaigning for change

BASW England, in partnership with the Children's Commissioner's Office, launched the 80-20 campaign which aims to reverse the current situation which sees social workers spending close to 80% of their time working on computers or completing paperwork, while only 20% of their time is spent in direct contact, building relationships with children and families.

We have also been involved on the Advisory Panel for the Longitudinal Study of Local Authority Child and Family Social Workers and the James Lind Alliance Research on priorities for adult social work, commissioned by Lyn Romeo, Chief Social Worker.



Campaign

Promoting relationship based practice

Social workers in disasters

BASW England has led on the development of a national partnership steering group focusing on the vital role of social workers in disasters, with representatives from the Department of Health and Social Care, local authorities and universities.

In 2018 we worked closely with people with lived experience and social workers with direct experience of responding to disasters and emergencies and our partnership joined with ADASS, the association of directors of adult social services in England, to produce guidance on the role of directors of adult services and social workers in disaster recovery. This important work will continue with the development of national CPD for all social workers in England.

Celebrating social work

We are proud to be the corporate sponsor of the Annual Social Worker of the Year Awards in England and will continue to promote the important contribution and value of social work in England, UK and across the globe.

Professional development

During the year we have led, co-ordinated, delivered and participated in over 150 events and delivered a series of webinars relating to our campaigns, professional practice standards, ethical and social justice issues.



We have facilitated workshops and events to develop the Capabilities Statement for social workers working with older people, completed the Professional Capabilities Framework (PCF) refresh and continue to work closely in an advisory capacity to the Chief Social Worker for Adults in England and represent BASW England on the Social Work England professional expert group.

We have shaped and influenced the Knowledge and Skills Statement for practice supervisors (adults) in England.

Groups

BASW England has six member-led Professional Practice and Education Groups (PPEGs) focusing on social work in the field of children and families, mental health, adults, student and newly qualified, criminal justice and professional capabilities and development.

This year the groups have responded to government consultations, developed position statements, led partnership events and undertook significant consultation with members about professional standards and practice. This has included hosting a series of webinars and consultation activities about the refresh of Practice Educator Professional Standards, the forthcoming Green Paper on social care for adults, social care approaches to mental health, the role of social workers in children's services and the importance of working in partnership with people with lived experience.

We commissioned an independent review of the BASW England mentoring scheme and made recommendations for the development of a UK wide mentoring service.

Influencing policy

BASW England responded to numerous Government consultations to ensure the strong voice of our profession is heard.

We have continually input into the ongoing development of changes to the Mental Capacity Amendment Bill and Review of the Mental Health Act 1983.

Our members have been integral to developing an initial position paper on the forthcoming Green Paper on social care for adults and working actively to shape our final position. We responded to the Local Government Association's own green paper 'The Lives We Want to Lead' and have increasing representation at ADASS, LGA and The National Children and Adult Services forums and events.

Members of BASW England have presented at APPGs, select committees and represented the views of front-line practitioners to cross party politicians focusing on working conditions and wellbeing of staff, threshold challenges for children with mental health difficulties accessing specialist services.

BASW England National Director, staff and members have been keynote presenters at national, regional and local events and are represented on the Social Work England advisory board.

Best practice



In 2018 we were commissioned to lead the development of a Capabilities Statement Continuous Professional Development Pathway for social workers working with adults who have learning disabilities.

We have worked jointly with Research in Practice for Adults (RiPFA) to evaluate the Older People's Capabilities Statement developed by BASW England. This work has been underpinned by working in partnership with people with lived experience, carers, parents, social workers and communities of practice, this work will be completed in 2019.

COUNTRY REPORT: BASW ENGLAND

Conferences

147 delegates, 10 exhibitors and 22 speakers joined the BASW England student conference in partnership with Buckingham New University. 90% of attendees found the event excellent or very good and we are now looking forward to the 2019 conference in Leeds, supported by Leeds Beckett University.

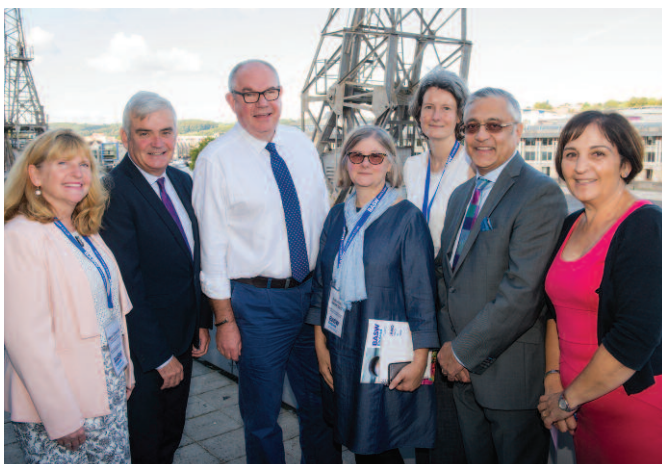
The BASW England conference and members meeting held in Bristol introduced a new member rich programme with 12 exhibitors, 22 speakers and 6 master classes presented by experts. Delegates awarded it an exceptional 92% score for time well spent.



Elizabeth Njenga

We work with a host of stakeholder and partners, including the charitable independent, statutory, voluntary sector, trade unions, government departments, regulators and partnership organisations.

We are represented on the Think Local, Act Local partnership group and attend a host of regional forums to ensure the views of social workers and our members are represented, including at Skills for Care Networks, Principal Social Worker meetings, NICE, SCIE, local authority events and lobbying alliance forums.



International

We have worked with our colleagues from the international community of social work and hosted events for social workers from Japan, USA, South Korea and continue to work in partnership and collaboration with UK and overseas groups representing social workers from different countries across the globe, including Zimbabwe Association of UK Social Workers.

Media and communications

We continue to represent the Association and our members in national broadcast, print and online, including BBC Victoria Derbyshire, BBC Sunday Politics and *The Guardian*.

We have addressed a variety of complex and important areas of practice, employment conditions and policy reform – including the complexity of the role of social work, working conditions, staff vacancies, the impact of poverty and austerity on the communities that social workers work with, knife crime, care proceedings and the importance of supervision, ethical working conditions and continuous professional development of staff.



We are committed to ensuring the voice of practitioners and our members are heard and dedicated to ensuring the views of members, staff and people with lived experience are represented in our internal and external communication.

Maris Stratulis
National director, BASW England



Carolyn Ewart, National Director



Colin Reid, Chair

Influencing Government

BASW NI secured guidance for social workers on Universal Credit and the Two Child Cap

When BASW Northern Ireland (BASW NI) was alerted to the planned roll out of Universal Credit (UC) in NI by a member we were horrified by the implications of this social policy for women and children. In the absence of a local legislative assembly this Westminster policy was applied to residents of Northern Ireland by the Department of Work and Pensions (DWP.)

The policy combines six existing benefits and means that families will receive financial assistance for two children only. The so-called “rape clause” enables payment of benefit for a third child if the mother can prove she was raped, and that third child was a result of that rape.

As social workers, we are ethically and morally opposed to this approach and BASW NI has campaigned actively in partnership with service users, Women’s Aid and a collective of NGO’s across NI to “scrap the cap”, we took part in local street protests and media interviews to highlight the campaign.

We also highlighted a significant professional issue for social workers in Northern Ireland, Section 5 of the Criminal Law Act 1967, requires any social workers who becomes aware of a crime to report it to the police.



The new “rape clause” required social workers to endorse all applications utilising the rape clause by signing and including their registration number.

This placed social workers in the unenviable position if either breaking the law or risking their professional registration. BASW NI therefore sought legal advice from an eminent QC which highlighted the precarious situation this new policy placed social workers in.

We secured a BASW UK wide position statement and initiated a NI campaign to secure legal reassurance for our members.

We met with Department of Health, Department of Justice, Department of Work and Pensions, MLAs, social worker employers, the social worker regulator, the Human Rights Commission and the Attorney General’s office to discuss the untenable position of social workers across NI and to call for guidance for professionals.

As a result of our efforts the Attorney General for Northern Ireland issued guidance stating that no professional would be prosecuted for not reporting a rape against a women’s clearly expressed wishes.



We continue to campaign against UC and the two-child cap as a whole and have received support in principle from DoJ to change the wording of section 5 of the Criminal Law Act 1967.

Public affairs

Prior to the collapse of the NI Assembly in January 2018, BASW NI met with the new Minister for Health, Michele O’Neil. We were delighted to host her in becoming a Social Worker for a Day in December 2017.

Despite the collapse and operating without an assembly for the rest of the year we continued to engage with local politicians to raise the issues of social workers, service users and carers.

We responded to a call for evidence from the Northern Ireland Public Affairs Committee at Westminster on the

COUNTRY REPORT: BASW NORTHERN IRELAND

impact of a lack of a NI Assembly on public sector spending by submitting written evidence and were subsequently invited to give oral evidence to that committee.

We raised the issues of excessive and duplicative bureaucracy on social workers, the impact of short-term funding on children's, adults and mental health services.

Campaigning for change: 'Insult and Injury: exploring the impacts of violence, threats and intimidation against social workers'



In response to member reports, BASW Northern Ireland carried out a survey across social workers in NI on the incidence of threats, violence and intimidation they experienced at work, the results were stark and gave voice to a problem that has long been ignored by social worker employers.

We found that 9 out of 10 social workers have experienced intimidation, 75% have been threatened and 50% have been assaulted.

Setting out the prevalence and impact of something that too many social workers assume is part of their jobs we laid bare the extent and severity of this problem.

In the report, launched on 6th June 2018, we set out recommendations to improve safety at work. The report had considerable media attention and was very well received by the profession.

The chief social worker for NI publicly welcomed the report and as a result has announced a 'Tackling Violence Taskforce' to produce best practice guide for all employers of social workers in NI.

BASW NI are an active member of the resultant reference and working groups, the guide will be published in Spring 2019.

Engaging with members

In June 2018 after much consultation with members we became BASW Northern Ireland!

In February 2018 we welcomed Marina Jordan, our new permanent Professional Officer, she has been a great addition to our small team and has set about further engaging with members to establish six new



professional forums, we now have forums for mental health and learning disability, children's services, residential social worker, older people's, independent and newly qualified social workers.

Building partnerships

We continued to build our relationship with the Irish Association of Social Workers over the past year by being an active member of the planning group for the SWSD18 – Social Work, Education and Social Development – conference. The conference was a great success and was attended by 2,000 social workers from across the globe in July 2018

Both Associations are committed to developing a relationship in the coming years by exploring options for joint projects.

Carolyn Ewart
National director, BASW Northern Ireland



Trisha Hall, National Director



David Thomson, Chair

2017/18 was a year of much change as we implemented year three of the SASW business plan 2015-20, based on the BASW Vision.

We recruited eight new Committee members. One of the debated issues at committee, following the BASW brand refresh, was how the Scottish arm should be referred to. Committee members almost unanimously agreed this continued as SASW.

Our national standing committee chair David Thomson came to the end of his tenure at the annual meeting on June 5, 2018 and Shirley Melvin was elected as the new chair. David continues to represent us at Council, now joined by Shirley.

We liaised with members within many settings across Scotland, such as Glasgow, Highlands, Argyll and Bute, Edinburgh.

Our Annual Mental Health Officers (MHO) Forum Study Day took place in October under the title 'A time for us'. We listened to relevant updates from the Minister for Mental Health and presentations related to MHO work.

We also invited Police Scotland to present on 'Mental Health and Policing'. Cath Fergus Allen, team manager of the perinatal mental health unit at St John's Hospital in Livingstone won the Wilma McDonald Award for MHO of the Year.

The Annual SASW Awards were on World Social Work



Day, 20th March 2018. Ian Jeffries, social worker and MHO in Edinburgh was our social worker of the year and has since joined SASW Committee.

Professional development and events

SASW formed an Independent Social Workers Forum which met on topics such as child protection, adult protection, good supervision, and subsequently instigated peer supervision and support session led by one of our members, Alistair Brown.

We led 'The Social Work Role in Domestic Abuse', a series of events developed and delivered in partnership with Scottish Women's Aid. These seminars were in partnership with local employers in Edinburgh, Glasgow, Highland, Dumfries and Galloway.

A specific event on domestic abuse in Eastern European migrant families in Highland-Inverness took place in February 2018.

SASW was a partner at the annual Newly Qualified Social Workers' Conference, where we discussed experiences of support and professional identity.



In September 2018 SASW delivered three workshops at the Social Services EXPO on the BASW enquiry into the role of the social workers in adoption, case and workload management and the professionalisation of social work.

SASW supported the launch of 'Working with Parents in Child Protection' – an Institute for Research and Innovation in Social Services (IRISS) insight briefing written by SASW committee member Maggie Mellon. Parents who had been subject to removal of children as well as social workers and SASW staff had a complex but important discussion with mutual learning.

Influencing policy

Scottish policy is increasingly different to Westminster's. Very few areas are not devolved, e.g. immigration policy and benefits, here SASW supports Scottish

COUNTRY REPORT: SASW

Government initiatives to mitigate against policies contrary to human rights.

We published guidance for social workers working with people who have 'no recourse to public funds', in partnership with Unison Scotland, written by Colin Turbett, Unison Scotland and SASW members, launched in late autumn 2017.

Chief Social Work Adviser Iona Colvin and SASW national director had bi-monthly meetings for focussed discussions.

Input was provided within various Scottish Government policy development, including mental health strategy 2015-2025, Mental Health Act, domestic abuse bill legislation, Equally Safe, monitoring, child witness statements, equal protection from assault, minimum age of criminal responsibility and the Health and Social Care Workforce plan part 2.

A group of SASW members met with the Getting It Right for Every Child (GIRFEC) team on Information Sharing (Scotland) Bill. Our position remained oppositional to the "Named Person" proposal, while supportive of the ideology of protecting children by working with families.

SASW's national director was one of five key stakeholders to participate within the Review of Social Work Education "sounding board". The review comprised the 4-year degree and the suggestion of a supported first year, as well as a new PQ framework which allows for specialisation based on areas of expertise.

We continue to attend cross party groupings and committees such as the 'Children affected by parental imprisonment' group.

Partnerships

Social Work Scotland, the leadership organisation, started an OD (organisational development) Hub which aimed to bring together proposed continuous development and training activity. We participated with partners SSSC, SWS, IRISS and Learning Network West.

There were regular events with academic colleagues, e.g. GCU's Dr Natalia Farmer's work on No Recourse to Public Funds. Our committee member Hannah Hawthorne and Tim Parkinson Professional Officer organised a working group in order to ensure it remains on the agenda, and to influence COSLA policy at local level.

We also attended 'café conversations' at the University of Stirling and collaborated with University of Edinburgh's Dr George Palattiyil's in showing the *Calais children* film.



Cath Fergus Allen, winner of the Wilma McDonald Award for MHO of the Year

We presented at Holyrood's Developing the Social Services Workforce and David Thomson from SASW Committee was on a Holyrood panel on "encouraging men into social care".

We welcomed visitors from the Netherlands, USA, Finland, and two groups of social work students from Germany, Landshut and Hildesheim.

Media and communications

There was particular interest in our views around the time of a BBC documentary about perceived errors in children and families social work in Fife; SASW Manager was invited to comment on radio and invited to do a page within the *Sunday Mail*.

Members commented favourably on our "SASWeekly" e-bulletin, which provides an update to members on our activities as well as information.

SASW staff

There were significant changes within the SASW staff team as Johan Grant, after 31 years in post as SASW Administrator, left in June 2018, followed by Tim Parkinson, Professional Officer in September, after eight years of service. Lisa Urquhart was appointed as Events and Administration Officer.

We are a strong team, ready to serve our members.

Trisha Hall National director, SASW

BASW Independents

BASW Independents continue to be a valuable part of the Association's membership comprising 21% (September 2018) of the total BASW membership.

Exploring how to support this significant group of members as they navigate through the changing landscape of the social work profession is a committed priority for BASW.

Members continue to be affected by introduced and approaching tax reforms, including; IR35, Making Tax Digital and the Loan Settlement Scheme. BASW has published advice on tax compliance and remains supportive of members challenged by tax arrangements and, in particular, those working through umbrella service companies.

Aimed at new Independents, the most successful BASW event programme *Getting Started... and Keeping Going* was held twice during the 2017/18 financial year. Delegates were equipped with practical information to navigate independent practice including risk management and financial arrangements.

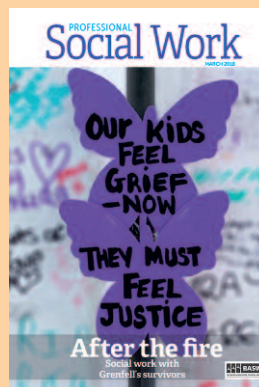
The BASW Independents conference was held in London this financial year. Members welcomed the keynote address from Dr Louise Grant from the University of Bedfordshire to share findings on the BASW funded research on emotional resilience of independent social workers.

Enhancing emotional resilience and associated competencies in Independent Social Workers; measuring the effectiveness of peer coaching, identified findings on wellbeing, emotional demands, risk factors, protective factors and support of self-employed workers.

Recommendations on how BASW can practically support Independents to develop their resilience were welcomed at the conference and are currently being introduced into the Association's business development plans.

With the new website launched in June 2018, Independents have been encouraged to utilise the improved functionality and enhancement of member features. With recorded event attendance, opportunities to add additional professional development details and several thousand online resources, the BASW website is ideal to support self-employed members build their CPD portfolio for renewal registration and CVs.

Professional Social Work Editorial Board



The PSW editorial board continues to meet three times a year face-to-face. In addition members provide email feedback to the editor and deputy editor following each edition. The membership of the board has undergone significant change in the past year, as previous members have come to

the end of their tenure. We are pleased to note the board now provides representation again across the whole of the UK and its members offer expertise in both children's and adults services.

Editorial board meetings continue to be dynamic, with a significant proportion of time set aside to explore issues currently affecting social work, thus supporting the editorial team with material for forthcoming editions.



The board have influenced many articles in recent editions, including a focus upon austerity, increase in poverty, working conditions for social workers and the growth of far right ideology, hatred and division.



The board believe the investments made by BASW to the PSW magazine have been well worthwhile. The content, look and layout has been significantly enhanced since the magazine's relaunch in December 2017. The board is pleased to see the development of a

PSW online offer. This requires further investment to truly meet its full potential.

BASW ADVICE & REPRESENTATION SERVICE REPORT



Lien Watts, Head of A&R & Colin Anderson, Senior A & R Officer

The Advice and Representation (A&R) team remain committed to working with members to maintain our outstanding service of professional advice and representation.

During the year, we saw a small decrease in the number of calls to our duty line – this year totalling 1,510, breaking the trend of previous years and being 259 less than the year to September 2017.

However, the issues brought to us seem to be increasingly more complicated and very often comprise numerous issues rather than a single concern.

This is a reflection of the conclusions highlighted in the research that was carried out by Dr Jermaine Revalier and Bath Spa University for BASW and SWU into the working conditions of social workers. Dr Revalier repeated his research during this year and found even more worrying trends – especially that of the numbers of social workers choosing to leave social work altogether.

From our data, we can see that concerns around 'Professional Practice' remain the most frequently raised issue with 'Health and Retirement' and 'Service Conditions' taking second and third positions. Sadly, incidences of bullying and intimidating behaviours still feature and may also be linked to the increasing pressures all our colleagues working 'in the field' are facing.

Regulator

We have, once again, seen a rise in the number of cases referred to the HCPC – the regulatory body for social workers in England – (76 cases this year) and too many of those, in our view, are progressed to full hearing unnecessarily.

Social work cases continue to be over-represented in the HCPC but our members generally feel that we represent them well. We certainly have a good track record and numerous 'success stories' to tell.

2019 will see the regulation of social workers in England being taken over by a new body, Social Work England, and we have been privileged to be invited to contribute as they develop their rules and standards.

Many, many thanks for your support and for understanding the emotional difficulties. You explained important things to me and you gave me the confidence to do what had to be done.

JUST WANTED TO SAY THANK YOU FOR YOUR SUPPORT TODAY.

I TRULY APPRECIATED [MY BASW REP'S] DISPLAY OF SOLIDARITY, AND QUEST FOR FAIRNESS.

Your Advice and Representation team remain committed to working with you to maintain our outstanding service.

[My BASW Rep] supported me every step of the way.

I felt supported at all times, even when I felt like giving up. I am grateful that you helped me and encouraged me to fight for what was right. Thank you for your professionalism but most of all for believing in me.

BASW ADVICE & REPRESENTATION SERVICE REPORT

We are very much looking forward to working with them in the future.

Independent members

With the clarification and changes to the IR35 rules this year, we saw a large increase in the numbers of our Independent members coming to us for support. With the help of our lawyers, we were able to offer some guidance and assistance around the complex areas of tax.

One of the major results of this exercise for us was the exposure of the dubious practices of some umbrella companies, which unfortunately, several of our members were caught out by. It is hoped that the government will soon be introducing legislation to prevent such practice and protect the self-employed.

The team

The year to September 2018 was a particularly difficult one for the team. As previously reported, for the last several years, we have become increasingly busy as the government's austerity measures continue to cut resources to social work services across the UK. Inevitably, that has meant more and more of our members turning to us for support and assistance in their employment-related and regulatory body issues.

However, in addition to the increase in demand for our services, our own team experienced some major setbacks. Firstly, some of our team suffered ill-health and had to take time out, and then in April, the talented

and well-respected member of our team, Donal Mullally, suddenly passed away. This was, of course, a terrible shock to us all as well as to his family and friends both within, and outside of, social work.

In July, our longest serving team member, the wise and experienced, Lily Robertson, retired after over ten years of working for BASW. Whilst we all wished Lily well with her exciting plans, it was another hard-felt loss and we have only recently managed to recruit fully to the vacancies.

Nevertheless, we all pulled together, as our team always does, and worked hard to continue to provide the much-valued A&R service to the highest possible standards. We recruited a number of 'sessional workers' to assist and we are very grateful for their valuable support.

Lien Watts
Head of A&R

I am so grateful for [my BASW Rep's] knowledgeable and unflappable approach.

It meant everything to me having you know my case inside out and whilst always professional, you were extremely personable, which was greatly appreciated.

[My BASW Rep] demonstrated his wealth of knowledge and skills in employment law and protocol.

I CANNOT RECOMMEND YOU ENOUGH.

I cannot overestimate the excellence of [my BASW Rep's] performance over the last six months.

There is no doubt they were out-thought and out-fought through the brilliance of [my BASW Rep's] detailed presentation.

Finance and Organisational Development committee



Jonathan Dudley, Chair

Previously known as the Finance and Human Resources Committee (F&HR), our new title of Finance and Organisational Development (FOD) better reflects our role.

The Committee has a UK wide remit and plays a vital role in scrutinising the financial wellbeing of the Association, testing its ambition to be an excellent employer of over 60

dedicated staff and ensuring clear and cogent plans for future development.

We aim to ensure that BASW continues to improve the range and scope of services it offers to its members whilst monitoring the efficient and effective use of resources. Meeting six times a year, the Committee makes recommendations to Council based on careful consideration of sometimes complex issues. We benefit from the advice of the Chief Executive and other professional staff.

During the period of this report, we have overseen the finalisation of the two biggest investments in BASW history. Our Waterloo Street Headquarters in Birmingham are now fully refurbished and represent a significant asset, open and available for members as well as staff.

Secondly our new customer relationship management system and website bring our membership interaction up to modern standards, with scope for future enhancements. A number of measures to diversify the Associations income are also being developed.

I would like to take the opportunity of thanking the small but hardworking group of members of the committee for their commitment to this vital task.

We have vacancies if you would like to join us. To enquire further, email governance@basw.co.uk

Policy Ethics and Human Rights (PEHR) committee



Richard Servian, Chair

Policy Ethics and Human Rights (PEHR) is responsible for all UK wide policy issues that relate to social work and to developing and overseeing BASW's collective policy response on such issues.

There has been a growing recognition that Government policies on austerity are undermining vulnerable families, worsening social problems and making the social work task much harder.

Working with the member led Anti-Austerity Group (AAG) PEHR took on responsibility for coordinating on a range of responses to current changes to the welfare system – particularly the so called 'rape clause' and the 'two child cap'.

An identified gap in BASW's tool box has been an 'Anti-poverty Practice Guide' and PEHR has been overseeing the development of this resource.

This year PEHR also took on the responsibility of an AGM special resolution in 2017 to look at the issue of the growing number of independent and private providers that deliver social work services – a piece of work called 'untested models'.

2018 saw the launch of the Adoption Enquiry Report with a major conference and powerful speakers including 'experts by experience'.

A key issue identified in 2018 was to strengthen and develop BASWs understanding of Human Rights issues and how this might be further applied in a range of social work settings.

PEHR is also responsible for Special Interest Groups (SIGs): member led, member driven groups with a special interest. This year existing SIGs 'Alcohol and other Drugs' (AoD), 'Immigration Asylum and Trafficking' and Progar were joined by two new SIGs: 'Trans' and 'Family Group Conferencing'. The AoD SIG held a major conference in November 2017 'Pressure to Change' and has also pioneered webinars. The Family Conferencing SIG also held a major conference in September 2018.

There is increasing divergence in legislation and policy relating to social work in the four countries of the UK. PEHR thus took to the road in July 2018 with a view to visiting the four countries of the UK and to learn first-hand about nation specific policies and human rights issues. First stop, Edinburgh!

International committee



David N Jones, Chair

Social work is an international profession and there is much to learn from social work and social workers outside the UK.

World Social Work Day provides a focus to celebrate social work from both a UK and international perspective. BASW's UK celebration of social work in March 2018 saw speakers from Japan, Sierra Leone and the

Democratic Republic of the Congo. A guest at the event was the then Health Secretary Jeremy Hunt MP who spoke about his plans for health and social care.

Key to international working is the ability to work with existing international social work organisations. In April, BASW hosted a fringe event at the Commonwealth Heads of Government summit which was being held in London. Nadhim Zahawi MP, Minister for Children and Families spoke and confirmed what BASW members already know and practice: *"Social work is a human rights based profession with the overriding aim of improving social justice and citizenship for those we are here to serve and work alongside"*.

BASW Chief Executive Ruth Allen spoke at the conference of the European Social Work Research Association (ESWRA) in Edinburgh an event that brought together more than 700 social work researchers and teachers from across Europe. The International Federation of Social Workers (IFSW)

now represents social work organisations with around 70 voting countries across the world. Members of International Committee worked with Council to strengthen and support BASW's active involvement in IFSW structures and activities.

The International Development Fund (IDF) promotes the international exchange of knowledge and practice, which is funded by a £2.00 levy on each member. 2017 saw the scheme put under review. As part of exploring a new approach the IDF funded 25 individuals to attend the IFSW Global Conference in Dublin in July, 2018.

Throughout 2017-18 BASW continued to host international visitors interested in learning about social work in the UK.

Research

Social work has a distinct and growing knowledge base. In a profession that is now over 100 years old this knowledge base – while holding true to core values – needs to continue to expand and develop.

BASW has increasingly engaged with university-based social work teachers and researchers to help develop this agenda. In June 2018 BASW hosted a conference of social work academics and researchers to look at opportunities for research funding.

A key speaker was Emma Lewell-Buck MP Shadow Minister for Children and Families. Links have also continued to strengthen with JUCSWEC – the body that represents university based social work teachers and researchers. As a result, BASW is increasingly working on research bids and facilitating research projects with national charities.



2018 World Social Work Day celebration

FINANCIAL REPORT

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

CONSOLIDATED INCOME AND EXPENDITURE ACCOUNT

Year ended 30 September 2018

	2018 £	2017 £
Income	5,317,971	5,553,629
Administrative expenses	(5,335,783)	<u>(5,241,299)</u>
Operating (deficit)/surplus	(17,812)	312,330
Interest receivable	–	200
Income from investments	23,974	<u>11,736</u>
Surplus before taxation	6,162	324,266
Tax on surplus	–	–
Surplus for the financial year	<u>6,162</u>	<u>324,266</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 2018 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 30 January 2019 and will soon be submitted to Companies House. They received an unqualified audit report from Dains LLP on 30 January 2019 and copies can be obtained from the British Association of Social Workers upon request.

Signed on behalf of Council on 30 January 2019:



G Nosowska
Chair



J Dudley
Treasurer

CONSOLIDATED BALANCE SHEET

as at 30 September 2018

	2018 £	2017 £
Fixed assets		
Intangible assets	291,529	33,592
Tangible assets	2,300,099	2,305,499
Investments	915,981	901,583
	3,507,609	3,240,674
Current assets		
Stocks	158	368
Debtors: amounts falling due within one year	137,148	126,383
Cash at bank and in hand	202,653	887,795
	339,959	1,014,546
Creditors: amounts falling due within one year	(427,992)	(841,806)
Net current (liabilities)/assets	(88,033)	172,740
Net assets	<u>3,419,576</u>	<u>3,413,414</u>
Capital and reserves		
Revaluation reserve	401,409	403,832
Accumulated fund	<u>3,018,167</u>	<u>3,009,582</u>
	<u>3,419,576</u>	<u>3,413,414</u>

PERSONNEL 2019

UK Office

Ifzan Ahmed	Member Contact Officer
Holly Allen	Executive Assistant* **
Ruth Allen	Chief Executive
Colin Anderson	Senior A&R Officer
Godfred Boahen	Policy Officer
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
Wendy Gibson	TU Official/Advice & Representation Officer
Debbie Gilbert	Receptionist†
Amanda Govani	Director of Communications & External Relations
Susan Hatton	Publishing Manager
Sara Hickin	Executive Officer (Business Services)
Mike Hopkins	HR Manager/Business Partner
Lyse Hurd	TU Official/Advice & Representation Officer
Lindsey Huxtable	TU Official/Advice & Representation Officer*
Madeleine Jennings	Public & Political Affairs Officer
Kam Johal	Membership Officer
Cheryl Jordaen	SWU/A&R Administrator†
Beth Kinnell	TU Official/Advice & Representation Officer
Shirley Konstandis	Executive Officer (Governance) †
Jeff Lewis	TU Official/Advice & Representation Officer
Leanne Ling	Receptionist†
Fiona Linn	TU Advisor†
Joanne Lloyd	Finance Manager
Julie Long	TU Official/Advice & Representation Officer
Joanne Marciano	Administration Manager, A&R/SWU
Andy McNicoll	Assistant Editor, Professional Social Work
Shahid Naqvi	Editor, Professional Social Work
Jeanette Oakley	Finance Administrator
Mark Phillips	ICT Service Delivery Manager
Christina Ramage	TU Official/Advice & Representation Officer
Helen Randle	Policy Administrator
Jane Shears	Head of Professional Development and Education**
Laura Sheridan	TU Official/Advice & Representation Officer
Kevin Viney	Administration Manager **
Kevin Waldock	TU Official/Advice & Representation Office
Robert Warin	TU Official/Advice & Representation Officer * ** †
Lien Watts	Advice & Representation Manager
Gaby Zavoli	Membership Officer

England

Nicola Crossland	Administration Manager
Lisa Kennedy	Events Co-ordinator/National Administrator
Gavin Moorghen	Professional Officer
Keri O'Riordan	Professional Officer
Wayne Reid	Professional Officer
Becky Reynolds	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

Alistair Brown	Professional Officer * †
Emily Galloway	Communications & Policy Support Officer
Trisha Hall	National Director (Scotland)
Sarah McMillan	Professional Officer †
Lisa Urquhart	National Administrator †

Wales

Allison Hulmes	National Director (Wales)
Sian Jones	Professional Officer †
Sian Wilton	National Administrator †

Left after 1st October 2018

Tina Jones	SWU/A&R Administrator
Robin Moulster	National Director, BASW Cymru
Philip Thorman	CRM & Website Project Lead**
Pat Toulmin	Knowledge Development Manager†

Left between 1 October 2017-30 September 2018

Joe Godden	Professional Officer†
Johan Grant	National Administrator†
Barbara Miller	TU Official/Advice & Representation Officer ** †
Donal Mullaly	TU Official/Advice & Representation Officer
Tim Parkinson	Professional Officer
Lily Robertson	TU Official/Advice & Representation Officer

* Started after 1st October 2018
 ** Temporary contract
 † Part-time



The British Association of Social Workers

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BASW

The professional association for
social work and social workers

www.basw.co.uk

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