A selection of the numerous compliments the team received during the year...

"The matter would never have been resolved so effectively without my [SWU] Representative."

"The support I received from [my SWU Rep] was second to none."

"I am writing to comment on the high standard of support I have received from both the organisation and my [SWU] union representative."

"Don't underestimate how important your input is. It saw me through very difficult times."

"Not only did he have a lot of law knowledge, he was extremely mindful of my emotional welfare."

"…helping me to have the confidence to hang in at the most stressful time in my life. Without you giving me advice and supporting me at the meetings I feel we would not have made it through…"

"It was the most positive experience she had had, with a trade union representative."

"Thank you so very much! I am happy I joined the union, it makes a great difference and it helped when I needed the most."

"It is through [my SWU Rep]'s support and patience, that I have come through a very difficult time."

"I feel the support provided was extremely thorough, professional and robust, … I was able to ensure I continued with the process, feeling well represented and confident during the whole process."

"I am so grateful for all your support and guidance through what was a very traumatic time."

"I am writing to comment on the high standard of support I have received from both the organisation and my [SWU] union representative."

"I have been advising all colleagues to join the Union as I find that my experience has been extremely positive and helpful."

"Thank you so very much! I am happy I joined the union, it makes a great difference and it helped when I needed the most."

"I am so grateful for all your support and guidance through what was a very traumatic time."

"It was through [my SWU Rep]'s support and patience, that I have come through a very difficult time."

"Don't underestimate how important your input is. It saw me through very difficult times."

"Consistent, open and honest communication which assured me that [my SWU Rep] considered my best interests at all times."

"You were a fantastic form of support and I owe you so much."

"I want to thank you very much for all the advice, information you have shared [and for the] guidance and support over the last few months."

"I felt properly and effectively represented and supported by you."

And finally, a comment from an employer's HR Business Partner...

"Thank you (from all of us,) for your excellent support, we really could not have done it without you. You gave me the power to stand up … in the interests of safety."

"Thank you (from all of us,) for your excellent support, we really could not have done it without you. You gave me the power to stand up … in the interests of safety."

"Not only did he have a lot of law knowledge, he was extremely mindful of my emotional welfare."

"…helping me to have the confidence to hang in at the most stressful time in my life. Without you giving me advice and supporting me at the meetings I feel we would not have made it through…"
General Secretary’s Report

I am pleased to report that this has been another great year for the union. Membership continues to rise, showing that we are moving in the right direction. When I was first elected as the General Secretary September 2016 membership was just over 9000 and I would love to see us break through the 13,000 membership barrier by the end of the year. Interest in the union has been phenomenal.

As I continue in the General Secretary role this indeed has been a challenge as a part time employee but thanks to the support of SWU staff, Hon Officers and the Executive the ongoing responsibilities are relatively manageable but the demands on the union remain excessive on our limited budget. I would urge all SWU members to share all the benefits of being a member of a dedicated social work union with your colleagues and friends.

The “working conditions” campaign will continue to see SWU collaborating with BASW over the next while and the campaign continues to target parliamentarians and be developed to include a toolkit to be used by practitioners. I particularly look forward to working once more with Bath Spa University and Dr Jermaine Ravalier developing this work further. I was delighted that the SWU and BASW “working conditions” research was debated May 2018 in the House of Lords. The research was initially commissioned by SWU from Bath Spa University, and with the involvement of BASW the work was enhanced. The debate in the House of Lords was significant with the following highlighted by Lord Kennedy to Minister, Baroness Manzoor:

*Can the Minister outline what the Government are doing to raise the status of the profession?*

**Lord Kennedy of Southwark**

“We should get one point on the record. I asked whether the minister would arrange for John McGowan, the general secretary of the Social Workers Union, and some of his colleagues and officials, to meet a Minister of the department or some of their officials to discuss the important details. I hope the Minister will be able to agree to that over the Dispatch Box. Finally, I hope the Minister will go away and think carefully. Although she may not like some of the issues that came out of the report, on any basis of the quality of quantitative research, a sample of 1,200 people out of 92,000 is certainly well within the norms of what is considered justifiable to be looked at.”

SWU, BASW and Dr Ravalier will be following up with additional parliamentary meetings, meetings with Local Authorities and this has already started.
I have been really impressed with the keenness for SWU members to be active with the union and the recent employment of Carol Reid, SWU National Organiser has driven this project even further and hopefully we will have activists all over the UK. Carol comes to SWU with a strong background in trade unionism and working in this area of expertise. I will continue to offer Carol all my support and assistance to ensure that volunteers are welcomed and supported as part of the SWU team. I am really looking forward to seeing this develop further into 2019 and beyond.

The SWU “Austerity” University assignment has now concluded, and all the winners and entrants have been notified. The standard was very high and unfortunately there can only be four winners. I look forward to meeting some of the winners today at the Conference. SWU continues to campaign on challenging austerity; with SWU being a key member of the Austerity Action Group and this excellent work continues. The “Austerity Campaigning Pack” was a great piece of work.

As a Trade Union we continue to work hard behind the scenes addressing the issues faced by members and particularly the working conditions of social workers and difficulties faced. The work of Lien Watts and SWU A&R Team is what we do best and without their hard work there would be no union and certainly a reduction in BASW membership. I give great thanks to their skills and experience and the last 12 months have been particularly difficult for the team with the increasing number of referrals.

Tuesday 13 March 2018 was a great moment in the history of the Social Workers Union. The Cooperation Agreement between BASW and SWU was signed by me and Ruth Allen (CEO, BASW) at the BASW Additional General Meeting in London. Now SWU and BASW are on an even firmer footing going forward together in cooperation, creating a strong future for both organisations. In recognition of the close association between SWU and BASW, SWU is an organisational member of BASW represented in all matters relating to BASW membership by the General Secretary. I am pleased that the cooperation has been signed by both organisations and reinforces our commitment to drive forward the professional agenda and also provide trade union support to BASW members who sign up to SWU.

I am pleased to report that we have been involved in a range of campaigns and shall continue to keep members updated of this via our monthly newsletter and social media. I have been pleased to have offered solidarity with other union in their struggles. Certainly our membership of General Federation of Trade Unions, where I sit on the National Executive, has assisted us with further activism and union support with close connections to a large number of other unions. I am pleased to see the new GFTU Training Brochure with the majority of courses free to members and also the ongoing support of a growing trade union membership as part of the GFTU.

Trade unions have been one of the most effective social movements for the advancement of democracy and social justice in capitalist societies. Historically, they have been the first means by which workers, who to earn their living have only their labour to sell, struggle to equalise the advantages that the owners of capital assets have in bargaining over wages and their working conditions.

Unions have also continually campaigned, in conjunction with political parties, for the extension of democracy through the advocacy of universal participation in politics, austerity campaigns and challenges to social programmes that do not meet the basic social needs of all. National neoliberal fiscal austerity measures continue to cripple the very people that we as social workers are trying to create positive change for. Yet overall trade union membership in the UK fell from an historic high point of 13.5 million members in 1979 to 5.9 million members in 2017.

Unfortunately, a number of large individual unions have continued to lose membership over the past decade. I am therefore particularly pleased to say that membership of the Social Workers Union has expanded, and we are getting close to 13,000 members and quoted by the General Federation of Trade Unions as one of the fastest growing unions in Europe.

Unions have a representative role in the workplace and challenging working conditions. Therefore, a more collaborative approach with the British Association of Social Workers - our professional association - will work best for social workers in the long term.

Although we continue to develop and grow as a union; you can see clearly that the union is active and terrific value for members. With our status as an organisation member of BASW we can provide annual membership for BASW members for only £20 (£10 for students).

John McGowan, General Secretary
September 2018
Seventh Annual General Meeting
21st September 2018

To be held at
Innovate, The Studio, 7 Cannon Street, Birmingham, B2 5EP

Agenda

1. To read the notice convening the meeting

2. To receive apologies for absence

3. To welcome representatives of kindred organisations and other guests

4. Minutes - to confirm the minutes of the sixth Annual General Meeting held in London on 22nd September 2017

5. To receive report from the General Secretary

6. Annual Report and Accounts
   6.1 To receive the report of the Auditors and Statement of Accounts for the Social Workers Unions (which appear in the Annual Report available on the SWU website at www.swu-union.org.uk and to adopt the Balance Sheet and the Accounts for the period 1st October 2016 to 30th September 2017
   6.2 To receive and adopt the Annual Report for the period 1st October 2016 to 30th September 2017

7. Auditors
   To appoint Auditors for the year 1st October 2018 to 30th September 2019

8. Motions
   To consider the motions which are set out in this agenda and any amendments to Ordinary Motions distributed at the meeting

9. Any other Business (including emergency motions)

10. Closing speech - SWU President

By order of the Executive
John McGowan, General Secretary
1st September 2018
SWU Vision

To be a trade union growing in size and influence by being held in high regard by the social work membership, the social work profession, employers and Government alike with a high level of loyalty and activism. The SWU Executive Committee is pledged to delivering this Vision.

SWU Mission

The Social Workers Union (SWU) is a trade union dedicated to social work professionals. Unlike other trade unions, SWU is able to offer you representation from a qualified social worker - someone who understands the code of conduct and what it is like to be a practicing social worker. Our mission is to be regarded by our members as the best trade union for Social Workers.

This will be through:

• The excellence of our A&R Employment services, our SWU Executive and representatives.

• The effectiveness of employment representation for our members.

• The positive influence we have upon the relationship between social work employers and government in pursuit of trade union aims and values pertinent to social work.

• Further links with International Social Work Bodies.

SWU Aims

• To provide Members with trade union services including advice, assistance and representation, legal or otherwise, and other benefits, in relation to matters arising out of or in connection with their employment as registered social workers or as student social workers.

• SWU will strive to improve the terms and conditions of Social Workers and fight for better resources for the people who use these services.

SWU Values and Behaviours

Our values are necessary to ensure we provide outstanding member service and maintain our independence.

SWU and those who represent it will:

• Act with integrity and principles in line with the BASW code of ethics.

• Work together.

• Operate in an open, democratic, and representative manner.

• Strive for excellence and not defend bad practice.

• Be open and transparent in all our union activities and funds.

• Support the principles of human rights and social justice worldwide.
Hi, it's Gerry Madden here, SWU Treasurer, and I am delighted to have this opportunity to address members and to hopefully further understanding of our financial workings. The Social Workers Union is an independently certified Trade Union and, at the same time, an organisational member of BASW. This unique and at times complex relationship between our two organisations is underpinned by the recently signed Co-operation Agreement and also reflected in the financial sphere. The Advice & Representation service which is at the heart of our union’s activities and services remains wholly funded by BASW, something that we are continually appreciative of and very happy to acknowledge. Parallel to this is the stream of income accruing from members subscriptions and it is these monies which are used to both fund the day to day workings of SWU and as a resource for investment in the continuing growth of the organisation. An important point to remember here is that these two objectives are not necessarily mutually exclusive and, in a very real sense, spending is very often investment oriented.

A good concrete example of this is the creation of our Trade Union Organiser post which represents both a cost to SWU but equally is designed to aid membership growth. As we approach our AGM, I can reveal that at the end of July 2018 or the three-quarter point of the current financial year our total income is £187,284. There are of course many demands upon these monies and chief among these are staff costs; fees for affiliation/membership of the General Federation of Trade Unions; legal fees; marketing and the running costs of the SWU Executive.

It is important also for members to know that decisions relating to the spending of these monies rest with the SWU Executive but that we are guided by a number of very clear principles. Firstly, is a very critical sense of responsibility and accountability to you the members as these are your monies and in this context, in my role as SWU Treasurer, I will always insist upon transparency in the financial activities of SWU; secondly is the principle of living within our means and that any decision on spending must be economically soundly balanced on occasions with a realistic element of risk. In this regard, I would like to extend a special word of thanks to both our Professional Business Advisor, Tim O’Shea and also Dains, our accountants for all their expertise and support. Lastly, our spending must be ethical and fit within our Social Work value base. I am pleased therefore to be able to report to members that the overall financial position of SWU remains sound and that indeed we have been able to establish a small reserves fund to both help protect the integrity of the organisation and to meet any unexpected events arising.

In concluding, I would want to express my thanks to each and every member for their continuing support and membership of SWU. Your subscription represents not only excellent value for money but is a real investment in allowing our union to function and grow ….. THANK YOU!!! …. But also think that if each of us could recruit just one additional member, the possibilities of what SWU could achieve would be truly exciting indeed. Finally, as SWU Treasurer, I welcome contact from members on our financial affairs and can be contacted at: treasurer@swu-union.org.uk

Gerry Madden
SWU Treasurer
September 2018
Who we are in SWU

<table>
<thead>
<tr>
<th><strong>SWU Executive</strong></th>
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<tr>
<td><strong>President</strong></td>
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<tr>
<td>James Birchall  (UK Rep)</td>
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<tr>
<td><strong>Treasurer</strong></td>
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<tr>
<td>Gerry Madden  (Northern Ireland Rep)</td>
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<td>Rebecca Austin  (UK Rep)</td>
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| Ellie Cubbage  (England Rep)  
  * term ends after 2018 AGM |
| Keith Drury  (Wales Rep) |
| Silvio Gigante  (Scotland Rep) |
| Malcolm Jordan  (UK Rep) |
| Angi Naylor  (UK Rep) |
| Carys Phillips  (UK)  
  *term starts after 2018 AGM |

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<th><strong>SWU TU Officials</strong></th>
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<tr>
<td><strong>Assistant General Secretary</strong></td>
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<tr>
<td>Lien Watts</td>
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<tr>
<td><strong>Senior TU Advisor</strong></td>
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<tr>
<td>Colin Anderson</td>
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<tr>
<td><strong>Certified TU Officials</strong></td>
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<tr>
<td>Wendy Gibson</td>
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<tr>
<td>Lyse Hurd</td>
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<tr>
<td>Beth Kinnell</td>
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<tr>
<td>Jeff Lewis</td>
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<tr>
<td>Christina Ramage</td>
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<tr>
<td>Laura Sheridan</td>
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<tr>
<td>Kevin Waldock</td>
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<tr>
<td><strong>Sessional/Part-time or Temporary members:</strong></td>
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<tr>
<td>Fiona Linn</td>
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<tr>
<td>Jeremy Walker</td>
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<tr>
<td>Geoff Firth</td>
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<tr>
<td>Barbara Miller</td>
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<td><strong>Supported by:</strong></td>
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| Kevin Viney  
  Admin Manager  
  (Maternity cover for Joanne Deakin) |
| Cheryl Jordaan  
  Admin Assistant |
| Sarah Duggan  
  Temporary Admin Assistant |
The SWU Union Contact Scheme began in January 2018 when I took up post as National Organiser. Having worked previously as a trade union organiser I was aware of the importance of not only recruiting new union members but also encouraging new and existing members to be more active. Along with John McGowan I devised the Union Contact Scheme which involves the recruitment, training and ongoing support of SWU union members who wish to become Union Contacts to help promote and grow the union in their workplaces, universities and social work placements.

Anyone familiar with conventional trade union roles will know that “reps” or “shop stewards” often become involved in lengthy and complex negotiations with employers and managers. When devising the UC Scheme however we were determined not to place those expectations upon our Union Contacts who already have demanding social work jobs and/or study commitments. We already have full-time professional officers from BASW/SWU who provide advice and representation in relation to all employment issues and negotiations. This enables Union Contacts to focus on the general, and very much needed, promotion of SWU in their workplaces, universities and placements to encourage membership and activism.

I then devised the leaflet explaining and encouraging participation in the role and distributed it through SWU newsletters, at joint BASW membership recruitment events, in PSW magazine and via BASW/SWU's website. Being a member of the Social Workers Union enables people to apply to be Union Contacts and we encourage members who are interested and enthusiastic about getting involved - previous union experience is useful but not essential. We also felt it was important that new Union Contacts went through an induction training day and were provided with mutually signed agreements, identification, paperwork, merchandise and ongoing support in order to successfully undertake the role.

I soon realised that there was a great deal of interest in the Union Contact Scheme, and John and I decided we would hold an initial Induction Day for our first enthusiastic group which took place in Liverpool in April 2018. Fifteen SWU members attended, 13 of whom signed up as our first team of Union Contacts. The meeting included presentations from myself, John McGowan and Dr Neil Thompson, and included activities and information relating to trade union recruitment, campaigning and activism. The popularity of the first meeting led us to arrange another which took place in Birmingham in July, where 4 further members signed up, and we are now in the process of planning our third Union Contact Induction meeting which is scheduled for early November in Manchester.

At the time of writing, 33 SWU members have contacted me to confirm they wish to be Union Contacts in their workplaces and universities. Seventeen have attended our induction events, signed their agreements and received ID badges, paperwork and merchandise, and the remainder will be invited to our next and ongoing induction meetings.

The role of the SWU Union Contact involves the following:

• The UC will generally be the first point of contact for anyone in the workplace/university in relation to trade union issues, concerns or questions which will be logged and forward to SWU for further discussion.

• Be an essential contact for SWU when we and members need to exchange information and ideas.

• Encourage membership in their workplaces and universities by providing newsletters, information, leaflets, merchandise and promotional materials.

• Promote and be involved in campaigns, events, rallies attended by SWU (dependent upon availability and commitments).

• Receive mentor sessions and training with a focus upon strengthening the union and ensuring a happy work/life balance and confidence in the role.

• Receive opportunities to progress further with Union activities and GFTU training.
A further example of positive Union Contact interaction relates to a student Union Contact based in London who is devising a project providing advice and information for students who are about to go on placement. The Union Contact is keen to promote the importance of union membership to social work students, and SWU has agreed to support her with this. As a result, two London Union Contacts have teamed up to work together promoting SWU in London universities. I believe this really highlights the importance and value of the Union Contact role.

Carol Reid
National Organiser

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**Annual Report of the SWU Assistant General Secretary for the year ending September 2017**

This year saw the publication of Dr Jermaine Revalier’s research into the well-being and working conditions of Social Workers. This research was commissioned by SWU and BASW in response to growing concerns about the challenges our colleagues on the frontline continue to face, and which we in the SWU/A&R team hear about on a daily basis. The research provided sound academic evidence to what we already knew having seen it at first hand in the numbers and types of referrals we receive into the service.

Perhaps the most worrying aspect of Dr Revalier’s research was that so many social workers felt that they would be unlikely to remain in the profession for much longer. Again, this confirmed our experience of ever increasing numbers of our members applying for ill-health retirement or simply choosing to leave the profession long before what might be considered “retirement age”.

The reasons given are, of course, varied and complex, but all too often, we hear experienced social workers saying they cannot continue trying to provide meaningful services with ever decreasing resources - and then being blamed when they “fail” to meet unrealistic targets.

Most social workers are committed, resourceful professionals, but the so called “austerity measures” that were first introduced in 2010 continue to eat away at resources and resourcefulness. The result is that, for many, the job is so different to what it was when they entered the profession, they no longer wish to be a part of it. Sadly, this is despite still feeling that social work is still “the best job in the world” and one which can achieve real change for disadvantaged people.

**A summary of the work of the team:**

**Analysis of the statistics**

During the year ending September 2017, we saw yet another increase in the number of referrals into our duty service - up by almost 12% on the previous year to 1792.

However, the number of cases closed during the year was actually down 6% to 1454. One explanation for this is that cases are more complex than they were in previous years, often dealing with multiple issues rather than just one or two and therefore taking longer to resolve. It is also clear that many members are needing more intensive support for longer.

The three most frequent referral “types” remain fairly consistent with health issues and especially stress accounting for about 10% of calls. Concerns about professional practice were 11% down since the peak last year, but service conditions remain high at 292, again having peaked in the previous year.

**Procedures**

The main procedures we have supported our members through this year are as follows:-

<table>
<thead>
<tr>
<th>Procedure</th>
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<tr>
<td>Complaints</td>
<td>325 – up over 50% from 216</td>
</tr>
<tr>
<td>Disciplinaries</td>
<td>141 – up 14% from 124</td>
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<tr>
<td>Sickness</td>
<td>160 – up 19% from 134</td>
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Lien Watts
Assistant General Secretary
September 2018
“Remember that SWU membership guarantees employment representation. Membership of BASW does not. Paying an extra £20 (£10) a year is great value.”

President’s Report

It has been an exciting year for SWU. You will see from this Annual Report what progress has been made. With membership numbers increasing and finances stable we are in a strong position to go forward for the next year. It is a great honour to serve as your President. I would like to thank all members for supporting the valuable work that SWU does. I have special thanks for the hard work of our Treasurer, Gerry Madden and the entire SWU Executive. We have a strong Executive with great skills and great dedication. John, our General Secretary, has worked tirelessly to raise the profile of SWU and to develop our services, whilst keeping well within budget. I have had many valuable meetings with John this past year, and it has been a pleasure to work with him. Carol joined us this year and as you will see from her report has made great progress in recruiting and training Union Contacts. Joanne Deakin provided effective administrative support during the past year, without which chaos would have ruled! I congratulate her as she departs on Maternity leave, her place taken by Kevin Viney to whom I offer a warm welcome. Mention should be made of the excellent relationship we have had with BASW, and I would like to thank Ruth Allen, CEO of BASW, for her support.

I have travelled to Birmingham, London, Southend, Salford, Liverpool, Cardiff, Northampton, Bristol, Manchester and Dublin this year. I have met MPs, Lords, Councillors and many wonderful Social Workers. It has been a great year for me and a great year for SWU. I hope next year will be even better. There is much on the agenda for next year as we fight to develop SWU further and provide a better service to you, our valuable members. I wish all members of SWU a good year ahead. Thank you all.

James Birchall
SWU President
Motions 2017 - What we have achieved

* Please note that the AGM was not cohort, but a vote was made to continue with a discussion on the ordinary motions.

**Motion 1:** This AGM calls on the SWU Executive to continue to draw the attention of the recent research report by Bath Spa University’s Dr Jermaine Ravalier. The research showed that as many as 92% of the 100,000 registered social workers in England, Northern Ireland, Wales and Scotland are working an average of 10 hours of unpaid overtime every week. This equates to approximately 480 hours every year, or 64 days, per person.

Dr Ravalier’s UK research confirms that social workers give an immense amount in unpaid time because of their professional commitment. SWU need to continue to work with BASW and with social workers and employers to improve models of working and to influence governments to fund and support excellent social work for all who need it. This AGM calls on SWU to be proactive with the recommendations to present to the government and other politicians, outlining the key areas of investment needed.

**Action on this motion:**

From Survey to Campaign:

Bath Spa University’s 2017 impactful study, UK Social Workers: Working Conditions and Wellbeing, led BASW and SWU to launch our Professional Working Conditions campaign in order to urgently improve conditions for social workers across the UK.

Taking the study’s findings of excessive caseloads, regular unpaid overtime and a lack of resource and support to cope with increased demand, BASW and SWU’s warnings of mass “burn out” in the social care workforce sparked debates and questions in the House of Lords and House of Commons.

It also provided strong points of view for news stories, such as BBC online, Channel 4 News and the Guardian. Our campaign which was first launched in June 2017 has put the issue on the political agenda but it now it needs further support and new data to push home the message which is happening and will be launched in September 2018.

**Motion 2:** This Union pays tribute to the important work of social workers who have been supporting those affected by recent terror attacks, the devastating fire at Grenfell Tower and the aftermath

**Action on this motion:**

There have been ongoing analysis and involvement in a range of campaigns regarding the impact of austerity and the effect of cumulative cuts to local authority and housing budgets leading to this event; notwithstanding the significance of the death of working class people in their own homes.
Motion 3: This AGM salutes all those involved in the Boot Out Austerity march, the walkers whether they walked 1 mile or the 100; the backup crew, and the backroom team who maximised the public awareness of the campaign. This Union pledges full support for BASW's decision, following the successful Boot Out Austerity march, to continue its determined anti-austerity campaign. This AGM confirmed SWU's ongoing commitment to the Boot Out Austerity campaign, and mandates the executive committee to seek ways to achieve this.

Action on this motion:

A Campaign Action Pack was launched to encourage anti-austerity activity locally, regionally and nationally across the UK. The step-by-step guide outlines everything from how to organise public meetings, rallies and awareness-raising film nights to setting up petitions, lobbying and contacting the press.

The “Boot out Austerity” campaign continues within the BASW Austerity Action Group (AAG): a joint initiative between BASW and SWU.

Motion 4: This AGM salutes the general secretary for his timely work to produce a SWU manifesto enabling members to approach candidates to give them a better understanding of the role of social workers and endorse the work that we do. This AGM instructs the executive to use this valuable document as a tool for ongoing discussion with policy makers and elected representatives.

Action on this motion:

This with the many other leaflets now produced assists discussions and provides additional information about the union to members and other organisations.

Motion 5: This AGM deplores the Government continuing with the one per cent pay cap for Social Workers and other public employees. Social Workers have seen their income decline in real terms for 8 years. This is when demands on their services have dramatically increased due to Government policies, cuts in services and cuts in benefits.

The Chief Executive Officers of the top footsie 100 companies have during this period seen a considerable rise in their incomes. The average CEO of a footsie 100 company now receives an income 187 times more than some of their employees. That cannot be right. This AGM calls on the SWU Executive to oppose this iniquitous pay cap at every opportunity. It is to be hoped that the employment of a new Trade Union Organiser will help facilitate this.

Action on this motion:

Most public sector social workers are paid by local authorities, who get their funding from a combination of local business rates, council taxes, fees/fines for local services and government grants. So the government didn’t announce a raise for social workers this year because it can’t – the sectors where it did announce raises are all areas that have their budgets set and paid for directly by the government. However social workers continue to feel “excluded” from announcements and this can undermine the morale of the workforce. And while, in this case, the government could not have included social workers in the announcement, SWU and BASW continue to highlight that there are other areas where social workers are being excluded.

The exclusion of social workers from The Assaults on Emergency Workers (Offences) Bill 2017-19 which further protects emergency workers dealing with the public - currently working its way through the House of Lords is another example where our sector is ignored compared to fellow public sector workers.
New Motions 2018

Constitutional Motions: These require a 75% majority to be passed

**Motion 1:** That the draft Rules and Bye Laws be approved and adopted as the Rules and Bye-Laws of the Union in substitution for and to the exclusion of all existing Rules and Bye Laws of the Union.

Proposed rules have been emailed to members and presently on website: https://www.basw.co.uk/resources/swu-rules-amended-2018

Ordinary Motions: These require a 51% majority to be passed

**Motion 1:** To support the SWU Executive to begin to consider the possibilities of extending the membership criteria for SWU to include social care workers.

**Motion 2:** Some employers are failing to make reasonable adjustments for social workers who have disabilities. The SWU Executive are asking this AGM to support any action SWU considers reasonable in assisting and supporting those SWU members facing such discrimination.

**Motion 3:** To support SWU in its ambitions to oppose the current Hostile Benefits System which is further exacerbating the suffering caused by Austerity.

**Motion 4:** Continuing to encourage as wide a student membership as possible, recognising that Social Work students are the future of the profession.

**Motion 5:** LGBT rights in Northern Ireland are the most limited in the UK. As a UK wide trade union operating according to core social work values, and in support of our LGBT colleagues in Northern Ireland, SWU urges the immediate introduction of marriage equality legislation.

email  swuinfo@swu-union.org.uk
Internet  www.swu-union.org.uk
Facebook  www.facebook.com/socialworkersunionuk/
Twitter  SWU_UK
Conference

09:30  Conference registration opens

09:45  James Birchall, President
        Welcome

10:00  Dr Neil Thompson
        Conference discussion - What makes a good Trade Union?

10:30  Preet Kaur Gill, Labour MP
        Celebrating Social Work

11:00  Refreshments break

11:15  Dr Elizabeth Cotton
        Surviving Social Work: the case for relationships at work

11:45  Presentation for the winners of the SWU Student Assignment Award

12:00  Angi Naylor
        Songs and discussion on Austerity Action Group

12:15  Banner Theatre Company
        Live music performance

13:00  Lunch

Annual General Meeting

(see Agenda on page 3 - admittance to AGM is for members only)

13:45  Carol Reid and Union Contacts
        What we do and the importance of UCs as part of a trade union

14:00  Formal AGM with motions

15:45  Close