



The professional association for  
social work and social workers

**MINUTES of COUNCIL MEETING held on  
Wednesday, 16<sup>th</sup> September 2020 by videoconference**

**Present:**

- Gerry Nosowska (GN) – Chair
- Lewis Roberts (LR) – Vice Chair
- Jon Dudley (JD) – Treasurer
- David N Jones (DJ) – Chair, International Committee
- Martin Sexton (MS) – Chair, Policy Ethics & Human Rights Committee
- Andy Gill (AG) – England Committee representative [part]
- Jude Currie (JC) – Scotland Committee representative
- Lindsey Young (LY) – Scotland Committee representative
- Orlaith McGibbon (OM) – Northern Ireland Committee representative
- Ann Moir (AM) – Northern Ireland Committee representative [part]
- Julia Ross (JR) – elected member
- Mandeep Gill (MG) – elected member
- Charmaine Malcolm (CM) – co-opted member
- Hari Sewell (HS) – co-opted member
- Narinder Sidhu (NS) – co-opted member

**In attendance:** Ruth Allen (RA), Shirley Konstandis(SK)

**Apologies:** Angie Bartoli, Neeta Baicher, Christian Beech,

Agenda Item	Summary of discussion	Decision taken and Actions Agreed	By when	Lead
1. Introduction & equal opportunities	Members introduced themselves.			
2. To formally agree Minutes of meeting held on 29 <sup>th</sup> June 2020	The Minutes were agreed as a true record.			
3. Matters Arising	None.			

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4. Date of meetings and next Away Day	<p>Next Council meeting – 2<sup>nd</sup> December 2020            Away Day - 16<sup>th</sup> November 2020</p> <p><b>Dates for 2021</b></p> <ul style="list-style-type: none"> <li>• 3<sup>rd</sup> February</li> <li>• 19<sup>th</sup> May</li> <li>• 22<sup>nd</sup> September</li> <li>• 1<sup>st</sup> December</li> </ul>	<p><b>Please note the new date of the Away Day on 16<sup>th</sup> November 2020</b></p>		All
5. Chair update	<p>GN updated members on her involvement with the Heritage Project, the Equality Diversity &amp; Inclusion Advisory Group and the IFSW Global meeting.</p>	<p><b>Noted.</b></p>		
6. CEO update	<p>RA had been busy drawing up the Business Plan. All staff have been working from home since March. New staff have been recruited virtually during the lockdown.</p> <p>Two new services have recently been launched. The Professional Support Service (PSS) is a coaching based service, working with a partner organisation, which has received 80 referrals to date.</p> <p>The Social Work Employment Service (SWES) was launched in July as an ethical umbrella company.</p> <ul style="list-style-type: none"> <li>• <i>JD asked about whether there would be an opportunity to meet new staff. Pre Covid</i></li> </ul>			

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	<p><i>Council meetings had moved around the UK and this had been a good way to meet committee members and country staff.</i></p> <ul style="list-style-type: none"> <li><i>JR. It would be interesting to have more details on the background of other Council members and she would like more information on what is different in the four countries.</i></li> </ul> <p>GN advised that there is a Council biography page on the website which will be updated with details of the new members of Council.</p> <p>GN suggested that there could be an item at the Away Day on the differences in the four countries.</p> <p><i>Orlaith asked whether NSC Minutes should be coming to Council.</i></p> <p>SK advised that Committee Minutes of NSCs, PEHR and IC are in a separate folder titled 'Committee Minutes' in QNap. Committee Chairs should let GN know in advance of Council meetings if they had items that should be discussion in Council.</p>	<p><b>SK to follow up on collecting bios and pen pictures for the Council page of the website.</b></p> <p><b>Possible item for Away Day.</b></p>	<p>Asap</p> <p>16/11/20</p>	<p>SK</p> <p>GN</p>

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7. Risk register update	This item was heard in confidential session and appears in the confidential Minutes of this meeting.			
8. Covid update & contingency	<p>RA. We have achieved good business continuity throughout lockdown and we are responding to national guidance. Council as the employer has health and safety responsibilities. We plan to keep all staff working from home until at least the beginning of February. The staff survey undertaken in May was really positive.</p> <p>We may want to start thinking about how we use our Birmingham office which we own. We have not renewed our London office lease.</p> <p>In respect of A &amp; R Officers, the advice from the GFTU is that we should continue with remote support. We are beginning to get requests for A &amp; R staff to attend hearings in person.</p> <p>It is proposed that next year's AGM should not now take place in March next year due to Covid.</p> <p>Next year is also the 10<sup>th</sup> anniversary of SWU as well as being the 50<sup>th</sup> anniversary of SWBT.</p>	<p><b>Council agreed the overall phased response to the pandemic set out in RA's paper.</b></p> <p><b>It was agreed to postpone the March 2021 AGM and conference.</b></p> <p><b>A new AGM proposal to be brought to the December Council meeting.</b></p>	2/12/20	<p>RA</p> <p>GN/RA</p>

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	<p><b>A vote was taken to postpone the AGM &amp; conference scheduled to take place in March 2021. A new proposal to be brought to the December Council meeting.</b></p> <p><b>The vote was carried.</b></p> <p>GN. It would be useful for any particular risks to be brought to the next Council meeting if necessary.</p> <p>JD. The last F &amp; OD Committee had discussed representation requests at their last meeting. Although we don't want members to be disadvantaged by no face to face representations, employers should make available facilities for on-line representation.</p> <p>LR asked if we have qualified Health &amp; Safety staff. RA advised that both members of staff in HR are NBOSH trained and we are, for instance, carrying out regular Legionnaire tests. LR asked if there was a need for them to extend their qualification. RA. We are satisfied with the level of training at present.</p> <p>JR asked if we have taken legal advice about what happens if we are sued about Covid issues. RA confirmed that we have taken advice about this.</p>			

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	<p>HS asked about the impact on staff of isolation. RA. We do have regular on-line meetings within teams in place and also informal opportunities to meet on-line.</p> <p>A staffing item was then heard in confidential session. <i>SK left the meeting for this item.</i></p>			
<p>9. Equality, Diversity and Inclusion (EDI) Advisory Group update</p>	<p><i>SK rejoined the meeting at this point.</i></p> <p>GN shared a high-level plan and next steps for the EDI Advisory Group. We are on track with the minimum standard work and we have exceeded our standards for Council members. How do we support other BASW groups in respect of diversity? How do we improve our data collection so that we can better serve our membership.</p> <p>Council had set the Terms of Reference (ToR) for the Group. The Group now consists of about 30 members which is more than set out in the ToR. It is planned to set up 5 topic groups.</p> <p><i>MS asked if we have data on the diversity of our membership.</i></p> <p>RA replied that we don't have as clear information as we would like. However, we are</p>	<p><b>Members noted the paper. GN will send an update to Council members on the proposed round table.</b></p>		<p>GN</p>

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	<p>doing an exercise to understand the make-up of our membership much better.</p> <p>DJ mentioned the work of the International Committee Diaspora Group and agreed to circulate the Group's report. RA. BASW needs to consider about how we position ourselves on these issues.</p> <p>GN. One of our strengths is on global positions, evidence based and ethical. We are planning a round table around these issues probably in November.</p> <p>RA. WE want to be bold but don't want to undermine our goals as a professional body and the round table will be useful to define our position.</p>			
10. Principles for inviting people to platforms	<p>GN. We should be more explicit on how we use our Code of Ethics when responding to issues. What do we do if someone is invited to a platform but doesn't comply with our Code? How do we formalise this document and does this need to go to the PEHR Committee?</p> <p>JR agreed with the paper and thought the paper should be formally agreed.</p>	<p><b>It was agreed that comments should be sent to GN for the matter to go to the PEHR Committee and come back for finalising to the December Council meeting.</b></p>	2/12/20	GN

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	<p>GN. We also have a document about how we agree partnerships with other organisations.</p> <p>MS. Can we get people to sign up to something when speaking at one of our events? JR agreed with this proposal.</p>			
11. Business Plan – discussion & approval	This item was heard in confidential session and appears in the confidential Minutes of this meeting.			
12. Budget – discussion & decisions	This item was heard in confidential session and appears in the confidential Minutes of this meeting.			
13. AGM follow up and campaigns update	<p>GN thanked all staff and members for the smooth running of the AGM event.</p> <p>All of the motions were passed and our constitution will now have changed to allow for virtual and hybrid meetings the Vision 2025 was supported by the AGM.</p> <p>We now have a strong mandate from our members on various policy issues and need to decide how to fit these into our campaigns.</p> <p>JR thought it was really interactive and engaging and she hoped that we get some good feedback.</p>	<p><b>GN will send a thank you from Council to the executive and staff.</b></p> <p><b>A report to come back to the next Council meeting on feedback from members on the event.</b></p> <p><b><u>Action on Motions</u></b></p> <p><b>Paper to come to December Council meeting on proposals for the motions on which Council is leading and GN will get</b></p>	<p>2/12/20</p> <p>2/12/20</p>	<p>GN</p> <p>RA</p> <p>GN</p>



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	<p>OM. It was useful seeing the videos for the motions before the AGM.</p> <p>AM asked how well attended was the AGM compared to a traditional AGM. RA. It was more than we usually get for an AGM.</p> <p>JD. It was good to have had the run throughs before the event and he commended Gerry for how well she chaired the meeting.</p> <p>DJ had missed the sense of mutual support. We need to strategically think about how we encourage motions to support BASW's Vision.</p> <p>Can we break down the numbers of members joining from various parts of the UK?</p> <p><b><u>Motions</u></b></p> <p>Motions 3 &amp; 4 – PEHR Committee.</p> <p>Motion 5 - No recourse to public funds – already has a workstream via PEHR.</p> <p>Motions 6 &amp; 8 are about education and inclusion – Equality Diversity and Inclusion Advisory Group and Professional Development Committee.</p>	<p><b>back to the proposers of motions to advise what we are doing after the December Council meeting.</b></p>		

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	<p>Motion 7. Word in already ongoing on Models of care.</p> <p>Motion 9 - Branches motion. Council</p> <p>Motion 10 - SWBT motion. Council</p> <p>Motion 11 – Terry Bamford motion. Council</p> <p>MS. We need to work out how the PEHR and EDI Advisory Group work together on the two anti-racist motions.</p> <p>GN. There is a Gypsy &amp; Roma social work group supported by BASW Cymru which is wider than just a BASW group and covers UK and beyond.</p> <p><u>Campaigns.</u> We need to consider how we include the motions in our campaigns on Homelessness, Relationship Based Practice and Working Conditions.</p> <p><i>AM left the meeting at this point.</i></p>			
<p>14. Membership of committees, Disciplinary Board, ProfDE Committee, Risk &amp; Governance Sub-</p>	<p>GN. We are looking for Council members to fill vacancies on various committees and groups.</p> <p>The Disciplinary Board meets when it needs to and members need to be either a Council</p>	<p><b>Anyone who is interested or has questions on any of these roles to contact GN</b></p> <p><b>RA to upload Structure Chart into QNap.</b></p>		<p>All GN</p> <p>RA</p>

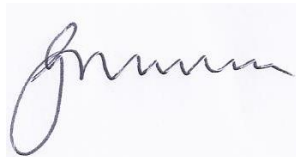
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committee and EDI Advisory Group	<p>member or former Council member. GN Chairs this and there are 3-4 other members.</p> <p>The Governance &amp; Risk Sub-committee meets for an hour every quarter and needs some additional Council members.</p> <p>There are three vacancies on the Finance &amp; Organisational Development Committee. This meets for a half day every quarter.</p> <p>Fran Fuller has been chairing the ProfDE Committee and will continue in this role temporarily. A co-Chair from Council is needed as well as additional members. This meets around 4-6 times a year.</p> <p>Council members can be involved in the Equality Diversity and Inclusion Advisory Group which meets for a few hours every few months. We will also identify a lead member to support the Honorary Officer who is linking into the Group.</p> <p>These roles are good for professional development and we encourage Council members to consider them and to propose other members.</p>			

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	<p>Council members can also put themselves forward as spokespeople for particular areas of interest.</p> <p>None of these roles are remunerated.</p>			
15. SWBT Trustees	Council agreed to seal the appointment of Robert Pook as a Trustee of SWBT and the resignation of Becky Rutter .	<b>Agreed.</b>		SK
16. People with Lived Experience	GN. We agreed to come back to this following a survey carried out by BASW England. AG. This is not complete so happy to defer this to next Council meeting.	<b>AG to update GN before the next Council meeting.</b>		AG/GN
17. Remuneration and Recognition Committee update	This item was heard in confidential session and appears in the confidential Minutes of this meeting.			
18. Care Knowledge	<p>RA. This is an on-line library of resources which we can buy into for use by our members. The resource also has a facility for setting up groups. We will be consulting with members on whether such a service would be useful to them. It would be quite a big commitment for the Association and we need to check that this is a UK wide service.</p> <p>NS has used this service in her employment and thought it would be very useful.</p>	<b>RA will continue discussions with Care knowledge and this will come back to Council in due course.</b>		RA

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	<p>JC. There is already a knowledge service in Scotland available to all local authorities but this doesn't have a group facility.</p> <p>JR asked about other competitors in this area. RA. We would need to think about our membership and tailor content accordingly.</p>			
19. Language in BASW	GN would be grateful for any comments on the paper.	<p><b>Comments to be sent to GN.</b></p> <p><b>The paper will then be taken to the EDI Advisory Group for their comments.</b></p>		<p>All GN</p> <p>GN</p>
20. International Development Fund (IDF) next steps	<p>DJ. This is a BASW fund and Council is responsible for this as it is paid into by all members. Every project supported by the fund has a BASW member involved.</p> <p>IFSW are considering whether to set up a Covid global group.</p>	<p><b>Council agreed to continue the arrangements agreed earlier in the year and to delegate a review of the arrangements and a decision about disbursement of the first tranche of IDF money in 2020-2021 to the IDF Steering Group</b></p> <p><b>Item for February Council agenda.</b></p>		<p>DJ</p> <p>RA</p>

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		<b>Please direct any questions or comments on this to GN.</b>		GN
21. Any Other Business	<p><u>IFSW Global meeting.</u> The global meeting had taken place over 20 hours due to different time zones. We are the UK representative to IFSW. GN posted the round up link.</p> <p>The IFSW Europe meeting is taking place on 6<sup>th</sup> &amp; 7<sup>th</sup> November and we will be sending a virtual delegation to this. RA holds the Association's vote.</p>	<b>DJ will distribute a number of documents to Council members.</b>		DJ/SK

Signed by Chair



Date 12<sup>th</sup> October 2020