

BASW

The professional association for
social work and social workers

ANNUAL GENERAL MEETING (AGM) – 15th SEPTEMBER 2020

MOTIONS

Please find all associated documents for the Annual General Meeting on 15th September at:
www.basw.co.uk/annual-general-meeting-2020

Special Resolution

THAT the articles of association produced to the meeting and initialled by the Chair of the meeting (for the purpose of identification) are adopted as the articles of association in substitution for, and to the exclusion of, the existing articles of association.

Explanation: This resolution will enable BASW to hold hybrid general meetings in future – a mixture of virtual and attended meetings.

On the authority of BASW Council

Motion 1

To receive the report of the Auditors and the Statement of Accounts for the period 1st October 2018 to 30th September 2019.

Motion 2

To appoint Dains as the Association's Auditors for the year 1st October 2020 to 30th September 2021.

Motion 3

This Annual General Meeting affirms that social work is a human rights profession committed to social justice and reasserts the core values of social work, which include respect for the inherent worth and dignity of all people and proactive challenge to all forms of discrimination.

This Annual General Meeting recognises the worldwide evidence of continued structural racism and discrimination affecting minority communities, including the disproportionate impact of Covid-19 and lockdown penalties on Black, Asian and Minority Ethnic communities), the murder of George Floyd in May in the United States of America, the growth in hate crime in the United Kingdom and globally including anti-Jewish and anti-Muslim prejudice, the negative impact of racism and discrimination on the development and self-worth of children and young people, and the disproportionate number of young men from Black communities in prison establishments, the impact of the Grenfell fire and many other examples.

We deplore nationalist and populist rhetoric deployed by some politicians and call on leaders to use language

which respects all peoples.

We call on all organisations involved in social work in the UK, including governments, employers, regulators and higher education institutions to:

- Ensure that there are formal, consultative arrangements which give voice to staff and students from Black, Asian and Minority Ethnic communities and other minority groups
- Ensure that there are opportunities to learn about the different perspectives on the history of the welfare state in qualifying and post-qualifying studies
- Ensure that there are opportunities for training and continuous professional development, which integrate the realities of racial and cultural discrimination
- Ensure that staff and students from Black, Asian and Minority Ethnic communities have access to mentors, training and support, including support to challenge racism and discrimination when it is alleged
- Ensure that there is equality of protection for staff from all backgrounds when required to work with people who may have Covid-19.

We acknowledge that structural racism and other discriminations also affect our association and call on Council to continue to develop structures and arrangements which confront racism and demonstrate in practical terms our commitment to the core values of social work.

**On the authority of the
Policy, Ethics and Human Rights Committee
and seconded by the Coventry & Warwickshire branch**

Motion 4

This Annual General Meeting supports the protests organised by Black Lives Matter and other organisations and recognises that the discrimination experienced by Black, Asian and Minority Ethnic individuals and communities requires urgent, thorough, and sustainable action. BASW supports the right to protest peacefully including gatherings and marches to show solidarity, however, does not support behaviour or actions that cause harm or damage to persons or property.

This Annual General Meeting agrees that BASW will continue to challenge discrimination permanently and vigorously towards Black, Asian, and Ethnic Minorities and protest against injustice and inequality peacefully.

On the authority of the Wales Committee

Motion 5

The Annual General Meeting in 2019 unanimously agreed that BASW would campaign against discrimination and suffering caused by No Recourse to Public Funds, and would proactively support social workers to advocate for the human rights of people who have No Recourse to Public Funds. This Annual General Meeting notes the heightening tensions around racism and oppression of Black, Asian and Minority Ethnic groups of people from George Floyd's death in the United States of America, and also the inequalities that ethnic minority groups face from COVID-19.

This Annual General Meeting agrees that BASW will:

- Continue to campaign against discrimination and suffering caused by No Recourse to Public Funds, including through challenging the law
- Challenge the conditions that people, especially children, with No Recourse to Public Funds are subjected to and require a review of these
- Push for No Recourse to Public Funds to be removed from children's asylum status
- Provide guidance to social workers around No Recourse to Public Funds to ensure practice is more supportive for people who are subjected to No Recourse to Public Funds.

**On the authority of the
Coventry and Warwickshire BASW branch**

Motion 6

Attitudes towards Gypsy, Roma and Traveller communities have been described as being 'the last acceptable form of racism'. Communities experience structural oppression, for example in England and Wales the government has fuelled the fire of racism by proposing to criminalise overnight stopping, despite the police not supporting such legislation.

As an anti-racist organisation and champion of human rights, BASW should be leading the way, in co-production with Gypsy, Roma and Traveller communities, in educating social work organisations about best practice within our diverse Gypsy, Roma and Traveller communities. Most qualifying courses give only cursory attention to Gypsy, Roma and Traveller issues and BASW membership has no contemporary policy/ best practice guidelines or champions in this field.

This Annual General Meeting calls on BASW Council and Executive to take a strategic approach to righting this imbalance in our profile, working together with Gypsy, Roma and Traveller communities to bring about mutual understanding and respect for each other's cultures

On the authority of the Worcestershire branch

Motion 7

This Annual General Meeting supports the Equality and Human Rights Commission's intended application for judicial challenge of the Secretary of State for failing to implement the movement of up to 50% of people with Learning Disabilities and/or Autism out of hospital by 2018, which has violated their right to a private and family life. The Annual General Meeting advocates for the urgent implementation of a social model of care and radical structural change in the arrangements to meet these needs.

This Annual General Meeting requests that a clear action plan is drawn up by BASW's Council and Executive which includes:

- Support for lobbying of relevant UK and national government departments, other non-governmental and statutory bodies
- Action that needs to be urgently undertaken to make progress and publicity given to alternative models of care to demonstrate the key roles that social workers and advocates should take
- Support by BASW for carers, friends and families and people who are caught up in these abusive arrangements.

On the authority of the Black Country branch

Motion 8

This Annual General Meeting notes that diversity in gender identity is rapidly evolving and social work is not matching the pace. There is limited education within qualifying programmes, and even less in continuing professional development. As an evidence-informed profession, we need to understand and meet the needs of people with lived experience by providing social workers and students with the resources to develop capability in this sphere.

Accordingly, this Annual General Meeting agrees that BASW will:

- Plan for the development of social work capabilities on gender identity
- Address the lack of training across social work education on gender identity.

On the authority of the Worcestershire branch

Motion 9

This Annual General Meeting notes that branches are the lifeblood of our membership. Increasingly our members are often undertaking considerable work without any remuneration. They do this to represent our members and raise the issues and challenges which are affecting them in order to bring about positive change for the profession and those that we serve. It is often acknowledged and clearly appreciated by the membership themselves.

Meaningful communication is key from the leadership particularly at the current time. Both experienced and less experienced social workers are facing increasing tensions with Covid-19, poverty and increases in racial tension due to the death of George Floyd and are often left wondering what to do in such circumstances.

Therefore, as members we wish to understand where branches are seen in the ongoing development and progression of the organisation moving forward.

Accordingly, this Annual General Meeting agrees that BASW will:

- Clarify to the membership the ongoing commitment to branches and how they are seen in the development of the organisation
- Consider how branches can best move forward and develop a line of communication with the management structure to ensure that membership is heard (outside of the overuse of surveys)
- Give some consideration to how branches can collectively come together to discuss and actively participate in the issues that society faces today
- Consider how we can continue to campaign and progress the issues of poverty within society and make a strong challenge to the current governmental attitudes towards actively reducing poverty.

**On the authority of the
Coventry and Warwickshire branch**

Motion 10

This Annual General Meeting recognises the significant work undertaken by the Social Workers' Benevolent Trust – in its 49th year – in financially supporting social workers and ex-social workers at a time of special need for them.

This Annual General Meeting notes the increasing number of applicants to and the increased value of the grants applied for from the Trust in BASW's 50th anniversary year, and believes that members' concerns would be appropriately reflected by Council seeking the means to provide additional financial support to the Trust, both through members' contributions and BASW's aid in applying to other organisations for financial contributions.

BASW's support for the Trust through Council, plus the financial contribution of BASW members, has long been – and continues to be – the backbone for the financial well-being of the Trust and therefore the recipients.

This AGM proposes to Council that increasing the current member levy of £2 per annum contributed to the Trust, to £3 per annum, would be an appropriate way to mark 50 years of the Social Workers' Benevolent Trust in 2021.

Proposed by Julian Levitt

Motion 11

This Annual General Meeting notes with sadness the passing of BASW member Terry Bamford. Recognising Terry's substantial contribution to UK and international social work, especially his commitment to the centrality of human rights in social work practice, and in appreciation of his service to the Association since its formation and to the worldwide profession through the International Federation of Social Workers, the Council is asked to establish an appropriate memorial in his name such as an annual memorial lecture.

On the authority of BASW Council

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