



Social Work Scotland Annual General Meeting

Friday 17 May 2018

Dovecot Studios, 10 Infirmary Street, Edinburgh EH1 1LT

PROCEEDINGS AT GENERAL MEETINGS

27. No business shall be transacted at any meeting unless a quorum is present; 10 members out of the total full membership present in person shall be a quorum.
28. The President shall (if present) preside as President of the meeting; if the President is not present the Vice President shall (if present) preside as President of the meeting.
30. A resolution put to the vote of a meeting shall be decided on a show of hands.

Welcome

Jackie Irvine
Social Work Scotland's Outgoing President

Standing Committee Updates

Lillian Cringles and Jane Martin — Justice

Alison Gordon and Jacqui Pepper — Children and Families

Bob Fraser (for Joanna Macdonald) — Adult Social Care

Justice Standing Committee in 2018-19

The Justice Standing Committee has continued to be involved in advising, responding to consultations, giving evidence to the Parliament and influencing the national debate.

Purpose of the Committee:

- The unique voice for the leadership of Justice Social Work in Scotland.
- Supports practice which is led effectively and creatively to contribute to achieving fairer, safer and more inclusive communities in Scotland.
- Promotes partnership between justice social work and communities, local government departments, the 3rd sector, ministers, academics and other professional bodies; and
- Works collaboratively towards improving the lives of the people we work with and, as a result, outcomes for communities as a whole.

Justice Standing Committee in 2018-19

- Committee has met on eight occasions during this reporting period with no meetings having to be cancelled.
- Focused on continuing to build new relationships with relevant partners; has retained a strong interface with the Scottish Government, Community Justice Scotland, The Parole Board for Scotland, COSLA, SOLACE and academics.
- Chairs have attended a significant amount of meetings, seminars and conferences on behalf of the Committee; other Committee members and CSWOs have provided extensive support too; it is a priority for the Committee to raise awareness of our work and ensure appropriate social work representation at relevant meetings.
- The Committee is greatly enhanced by consistent representation from across Scotland; we're very grateful for the contributions and considerable assistance from a range of individuals.

Justice Standing Committee in 2018-19

- Our agenda has been somewhat dictated by the demand of some high risk areas:
 - Visor
 - Service Level Agreement with Scottish Prison Service
 - Criminal Justice Inspections
 - Expert Review of Mental Health and Wellbeing Support for Young People in Custody
- Building the relationship with Community Justice Scotland
- Co-chairs now standing down; encourage all to engage and support the Committee's work in the year ahead.

Children & Families Committee in 2018-19

Achievements

- High level of attendance/wide membership
- Active sub-groups and networks
- Child protection
- Corporate Parenting/vibrant networks
- Early Help
- Securing Child Protection Disability Network
- Substantial input to large no. national groups/policy development
- Professional responses to large no. national consultations

Children & Families Committee in 2018-19

Challenges

- Communications
- Breadth of agenda
 - Independent Care Review
 - Child Protection Improvement Programme
 - Secure Care Strategic Board
 - Mental Health Task Force
 - Child Poverty
- Legislative and practice change
 - Ongoing impact of 2014 Act
 - Age of Criminal Responsibility
 - Joint Investigative Interviews
 - Review of Care Allowances

Children & Families Committee in 2018-19

Going Forward

- Communications with membership
- Sharing out our work across the membership
- Continuing to engage with such a broad agenda and how we do this
- Identifying short list of priorities

Adult Social Care Committee in 2018-19

Significant Achievements

- Shaping of Carers Act (specifically in relation to the waiving of charges)
- Engagement around the Safe Staffing legislation (developing a position statement on behalf of the Committee's)
- Developing collective response to 'Appropriate Adult' proposals
- Contribution to Adult Social Care Reform programme (extensive discussion about vision/priorities/pitfalls of implementation)
- Establishing the Committee's sense of direction with the creation of a workplan / manifesto

Adult Social Care Committee in 2018-19

Challenges

- Engaging with colleagues from the islands

Focus in the year ahead

- Workforce resilience/pressure on staff
- Trying to encourage/facilitate attendance of colleagues from the islands

Election of Office Bearers

Ben Farrugia
Director, Social Work Scotland

Election of Office Bearers

38. [...] appointments to office under the preceding article shall be made by election at the AGM.

Nominations must also meet the provisions of articles 45, 46, 77, and 78.

45. The vice-president must be a registered social worker.

46. The vice-president must also be employed by a statutory commissioning authority.

Election of Office Bearers

- 77. Directors convening standing committees described under article 36(e) to 36(g) must be:**
- (a) Full members**
 - (b) Registered social workers**
 - (c) Employed by a statutory commissioning authority**
- 78. Directors convening the standing committees described under article 36 (h) and (i) must be full members, or associate consultants, or honorary members.**

Election of Office Bearers

For Office Bearer roles which are, or will soon be, vacant:

- Vice-Presidency
Alison Gordon (North Lanarkshire Council)
- Justice Standing Committee Chair
James Maybee (Highland Council)
- Organisational Development Hub Chair
Iain Ramsey (Aberdeenshire Council)

Election of Office Bearers

To confirm existing Office Bearers in their roles for a further year

- Treasurer and Company Secretary
Mike Brown (Independent)
- Adult Social Care Standing Committee Chair
Joanna Macdonald (Argyll and Bute HSCP)
- Children & Families Standing Committee Co-Chairs
Alison Gordon (North Lanarkshire Council) and Jacqui Pepper (Perth & Kinross)

The Year Ahead

Kathryn Lindsay
Social Work Scotland's Incoming President

Organisational Review: Initial thoughts

Ben Farrugia
Director, Social Work Scotland

Purpose of SWS

Current

“Social Work Scotland is the professional leadership body for the social work and social care professions. We are a membership organisation and represent social workers and other professionals who lead and support social work across all sectors. We have members from NHS, Local Authorities, the voluntary sector and the independent sector.”

Purpose of SWS

Proposed

“Social Work Scotland is the professional body for social work leaders. We exist to represent the unique expertise and insight of senior social work managers, providing an infrastructure through they can inform and influence debates about children and families, criminal justice, adult social care and public service reform. We are a national membership body, bringing together individuals committed to delivering excellence in professional social work leadership and practice, and who believe in social justice, rights and equality.”

Purpose of SWS

Proposed Objectives

- 1) Promote the unique role, value and contribution of social work
- 2) Inform the development and implementation of policy, at national and local levels
- 3) Support high-quality and effective leadership within the profession
- 4) Champion research and evidence as the basis of policy and practice
- 5) Shape the direction and development of social work in Scotland

Membership

Current Membership Categories

- Full: For people in senior management roles in organisations directly involved in the provision of social work services and for academics in the eight Scottish Schools of Social Work, the two centres of excellence (CELCIS and CYCJ) and IRISS.
- Corporate: For organisations directly involved in the provision of social work services. Or for those with a primary focus on social work service, but who do not actually deliver services to people. This level of membership allows, amongst other things, access for your staff to Practice Networks and Social Work Scotland events.
- Associate: For people working in organisations directly involved in the provision of social work services and for academics in the eight Scottish Schools of Social Work, the two centres of excellence (CELCIS and CYCJ) and IRISS, who are not as yet at senior management level.
- Consultant: For people who are registered social workers working as independent consultants.
- Honorary: For former full members who are no longer employed by organisations directly involved in the provision of social work services

Membership

Category of Membership	Criteria (to be a member)	Benefits / Offer
Executive Member	<ul style="list-style-type: none"> • Qualified and registered social worker. • Employed by an organisation in Scotland which is subject to statutory duties to deliver social work services. • Currently holds a management post with responsibility for social work staff. 	<ul style="list-style-type: none"> • Enable the work of SWS, and realisation of its mission. • Eligibility to become Office Bearer (President, Standing Committee Chairs, Treasurer) • Eligibility to join all SWS Committees, groups and electronic distribution lists (excluding CSWO network). • Voting Rights at AGM and EGMs; set direction for SWS. • Free or discounted access to SWS events (including 15% discount at SWS conference) • Regular information bulletins • Represent SWS nationally and internationally
Standard Member	<ul style="list-style-type: none"> • Holds a social work qualification OR adjacent professional qualification (e.g. nursing, CLD, OT) • For Social Work qualified: Employed, Self-Employed, Retired, Student. • For adjacent professional qualification: Employed by organisation in Scotland involved in direct delivery of social work services. 	<ul style="list-style-type: none"> • Enable the work of SWS, and realisation of its mission. • Eligibility to Chair Sub-Groups • Eligibility to join all SWS Committees, groups and electronic distribution lists (excluding CSWO network) • Voting Rights at AGM and EGMs; set direction for SWS. • Free or discounted access to SWS events (including 15% discount at SWS conference) • Regular information bulletins • Represent SWS nationally
Associate Member	<ul style="list-style-type: none"> • Employed by an organisation involved in the delivery, improvement, scrutiny or regulation of social work services. • Employed by an organisation involved in the education, training and / or support of social workers. 	<ul style="list-style-type: none"> • Enable the work of SWS, and realisation of its mission. • Eligible to join SWS Sub-Groups (and associated distribution lists) • Attend AGMs and EGMs; no voting rights • Discounted access to some SWS events • Regular information bulletins
Corporate Membership	<ul style="list-style-type: none"> • Organisations involved in the delivery, improvement, scrutiny or regulation of social work services. • Organisations involved in the education, training and / or support of social workers. • Organisations developing or delivering services to social workers / social work. 	<ul style="list-style-type: none"> • Enable the work of SWS, and realisation of its mission. • [Depending on size and type of corporate member, a set number of] Executive Memberships, Memberships and Associate Memberships, to be allocated to staff (if individuals meet criteria) • Recognition of status and support on SWS website and promotional materials (incl. at conference) • Preferential sponsorship rates at SWS events. • Opportunities to develop jointly badged events, and circulate invitation to relevant SWS distribution lists.

Governance

- Formally dissolve the 'Office Bearers' meeting, and re-form the Executive Committee as the 'SWS Board'? This Board would consist of all the Office Bearers, plus several additional 'independent' appointments from amongst the membership (executive, member and associate). We would look for certain experience and skills from the independent appointments, such as finance, legal, income generation, to reflect the fact that SWS is a small business.
- Remove the category of 'Practice Networks'; - all would become Sub-Groups of our Standing Committees? Chairs of all sub-groups would have place on Standing Committee.
- Establish Office Bearer roles as two year appointments (excluding the 'Past President')? Office Bearers could be reconfirmed up to three times (total of six years).
- CSWO Network brought more clearly and visibly into our governance structure, sitting alongside the Standing Committees.
- New title, structure / tenure and eligibility requirements for SWS President role?

“Workforce and Resources Committee”

Previous focus of ‘Organisational Development Hub’:

- Promoting the unique contribution of social work
- Championing research and evidence-based practice
- Supporting workforce development

Previous focus of ‘Resources Committee’

- the impact of health and social care on children’s services
- the impact of new legislation
- strategic commissioning
- workload management and resource allocation in child care

“Workforce and Resources Committee”

Refreshed focus of a ‘Workforce and Resources Committee’:

- Surfacing issues of complexity — demographics, delivery, models of practice, partnership working.
- Implementation and resourcing — what it really takes to deliver and sustain social work services to a high quality, with impact and in line with research evidence.
- Professional identity — promoting the identity and role of social workers at all professional levels, seeking parity with other professions; and supporting leadership development within the profession.
- Workforce wellbeing — continuing to support the health and wellbeing of the social work workforce.

Next Steps (over 2019-20)

- 1) Feedback from today will be collated, and considered by Executive Committee
- 2) Further conversations will be had with individual members, Standing Committees, Sub-Groups, etc.
- 3) Final set of proposals will be developed, and then circulated to all members (possibly in stages)
- 4) Consultation on those proposals
- 5) Where necessary, Special Resolutions drafted to amend Articles of Association. Extraordinary General Meeting organised to pass those resolutions.
- 6) Implementation of changes.

Keynote

**Emerita Professor Vivienne Cree,
University of Edinburgh**


Social Work Histories: Learning from our past, Informing our future

Vivienne Cree
Emerita Professor of Social Work Studies
The University of Edinburgh

Why histories?

- ▶ My contribution today is as a historian and sociologist, qualified social worker, BASW member and recently-retired social work educator
- ▶ I have taught social work students about the importance of their history for over 25 years & led The University of Edinburgh's centenary year project – www.socialwork.ed.ac.uk/centenary
- ▶ There are always different ways of thinking about every story. A historical perspective makes this very clear and helps us to see a way forward

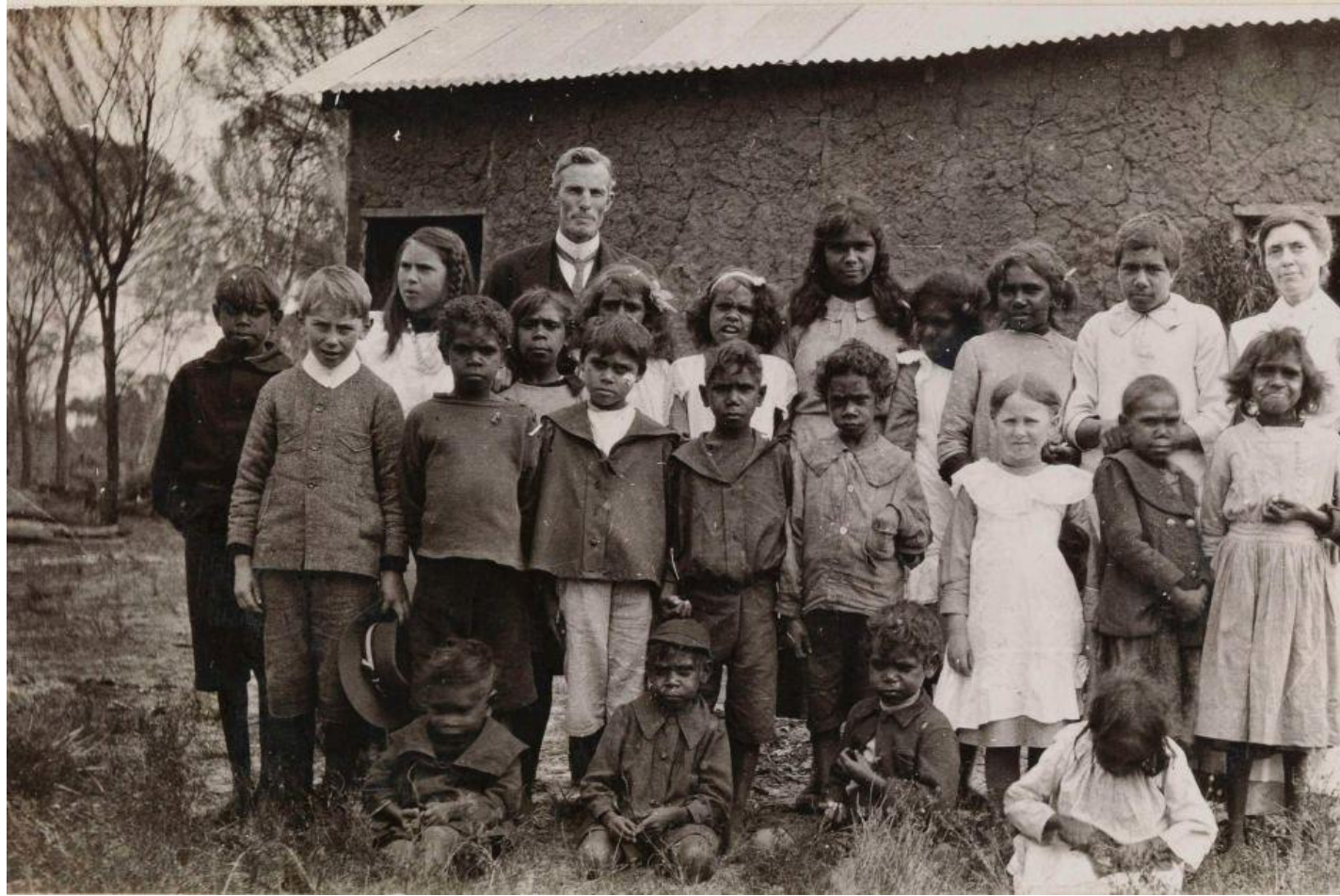
A question for you ...

- ▶ Take a few minutes to think of a time when you made a big decision to do something – perhaps in your personal life, perhaps at work
 - ▶ Reflecting back, how do you feel about it now – good, bad, any regrets?
 - ▶ Now introducing 3 stories from social work's past, all of which are focused around the idea of child protection ...
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1870s–1970s Child migrants



1910–1970 ‘Stolen generations’




- ▶ And just in case you think we would not make this kind of mistake again today....

2016 'Maria'



So what connects these stories?

- ▶ Well-meaning but ill-conceived? ‘The road to hell is paved with good intentions’...
 - Yes, but is that enough? What else is going on here?
 - ▶ As social workers, there is always a context
 - social, cultural, political, perhaps also financial and time-bound
 - ▶ And we are individuals, with our own personal beliefs, personalities, biographies & backgrounds
 - we do what **we believe** is ‘right’, not just what our professional guidelines and codes of ethics tell us we must do
 - ▶ So this leads to another story ...
- 


John Buutljens



And so a final question for you ...

- ▶ Take a few minutes to think of a time when you chose not to do something – perhaps in your personal life, perhaps at work
- ▶ Reflecting back, how do you feel about it now – good, bad, any regrets?

Conclusions

- ▶ My take-away message is that history tells us that, even when our hands are tied and our scope for manoeuvre is severely limited, we have choices
 - ▶ We must give equal attention to the intended and unintended consequences of what we do and don't do in social work
 - ▶ And in doing so, we need to be honest – with ourselves and others – about what we can and cannot do
 - ▶ Only then can we sleep at night!
 - ▶ Thank you.
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Further information

- ▶ For more on social work history, an interactive, global timeline and UoE stories from staff and alumni: www.socialwork.ed.ac.uk/centenary
- ▶ See also: Cree, V.E. (2018) 'A history of social work in Scotland', in Cree, V.E. and Smith, M. (eds) (2018) *Social Work in a Changing Scotland*, London: Routledge, 9–17.
- ▶ For more on child migrants: <https://www.childmigrantstrust.com/>
- ▶ For more on unintended consequences: Billis, D. (1981) At risk of prevention, *Journal of Social Policy*, 10(3): 367–379.
- ▶ For more on Maria's story: Cree, V.E. *et al.* (2015) 'Standing up to Complexity: Researching Moral Panics in Social Work', *European Journal of Social Work*, 19(3–4): 354–367
- ▶ For more on social work decisions: <https://www.communitycare.co.uk/2017/08/03/social-workers-need-upfront-can-cant/>
- ▶ For more on John's story: <https://www.theguardian.com/sport/behind-the-lines/2018/jan/30/john-buultjens-bmx-rider-hollywood-et-cycling>



**Thank you for attending
our 2019 AGM.**