

PSW

PROFESSIONAL SOCIAL WORK

The waves of change


Why the transfer of functions from the GSCC to the HPC is more than just a rebrand

Media Watch

As Eastenders grapples with a social work storyline, PSW's new column looks at your profession in the media

MPs shock at college model

MPs from across all three major parties slam College/Unison "closed shop" deal



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SOCIAL WORK RECLAIMED

TRANSFORMING SOCIAL WORK & SOCIAL CARE IN THE 21ST CENTURY

An International Conference

Date: 14th December 2011
Time: 10.30am-3.30pm
Venue: Friends Meeting House, Euston Road Central London

Reclaiming Social Work is one of the most discussed models of practice on social work or social care in recent history. The conference will explore in detail the historical developments, fundamental principles, organisational structures, experiences of frontline social workers and of other organisations in adopting the model. Seen as an example of excellence by the recent Munro Review of Child Protection there is much to learn not only for children's services but any organisations involved in the helping professions.

Delegates attending the conference will receive a copy of the recently released publication **'Social Work Reclaimed'** (Jessica Kingsley Publications: 2011) which explores the developments of the model in depth.

The day will be chaired by **District Judge Nicholas Crichton** who sits full time at the Inner London Family Proceedings Court who is respected amongst professionals and families alike.

Speakers include:

David Shemmings

Niki Clemo

Steve Goodman

Isabelle Trowler

Nick Pendry

and social workers who will discuss their experiences of working the model

Cost:

BASW members: £45.00

Students: £35.00

Others: £75.00

For discounts on bookings for five or more delegates contact Sarah Richards – details below

The event is priced to allow anyone in social work and social care to attend. To book a place please visit

www.basw.co.uk/events

or contact Sarah Richards who can send you a booking form:



The magazine for the British Association of Social Workers

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So here it is, PSW, everybody having fun?



With six weeks still to go before Christmas, and as a largely curmudgeonly minded spirit, it's not immediately apparent how to even begin to prepare for the onslaught of December. The commercial implications implicit in the drift towards the last month of the year are always a little too much to accommodate.

This year, of course, the impact of the ongoing economic slowdown could have an effect, potentially diminishing the worst excesses of decadence and indulgence. For many of our high street shops and their online equivalents, however, the economic straits means more effort at extracting what little cash – or extra debt people feel obliged to run up – is still around, since presumably our well endowed banking community will spend most of its continually accruing funds in higher end establishments.

The merest fly-past a high street shop already indicates the push is on, as tones of 'Christmas classics' fill the air and déjà vous nibbles at the mind. Anyone moving between stores during December can expect to meet the same CD at various points in its cycle. I Wish it Could be Christmas Every Day in one shop, taunting you with a thankfully implausible threat; I'm Dreaming of a White Christmas, heralding more vitriolic headlines about the dearth of grit on our roads; Last Christmas, a bit of a worry if true, and Happy Christmas (War is Over), nice in principle but a bit of a stretch based on a quick assessment of global events. A Fairytale of New York would be lovely, but I won't hold my breath.

As such, as the commercial pressure is applied and in the absence of a suitable song, we had better work with what we have got, starting with your final Professional Social Work of the year. Yes, not the most seamless of links but valid nonetheless. This month we have one foot in 2012, looking ahead to what a new social work regulator in England will mean for practitioners, as well as a firm eye on recent events, most notably the dismantling by MPs on the Education Select Committee of the College of Social Work's exclusive deal with Unison. We also offer two new additions for an old year, since we couldn't wait to unwrap them on Christmas Day – a round up of what's going on in our parliaments and assemblies across the UK [page 12] and how social work is being portrayed in the media, including by Eastenders, which is itself given to histrionics at Christmas time [page 21].

That's it from us for another year. Do enjoy this month's read and get in touch about anything of note. Oh and I've just remembered a suitable song title – Merry Christmas Everybody. It's hard to argue with that one.

Joseph Devo, PSW editor

Big plans for 2012

Keep an eye out in early 2012 for a new BASW Code of Ethics, part of a wave of new benefits and services for members next year. Stay in

06 news and views

News, developments, comment and your correspondence

Mixed reaction to Family Justice Review

BASW has welcomed aspects of the Family Justice Review final report but warned that a new six month time limit for care case proceedings is 'tokenistic' and 'budget-driven'. The report, published last month, sets out to tackle the 'immense stresses and difficulties' facing the family justice system, pointing to the current taxpayer expense and over-lengthy court proceedings. The report highlights how care and supervision cases now take an average 56 weeks, further damaging 'the life chances of already damaged children'.

As well as the six month limit to proceedings the review calls for an overhaul of the family justice system so that agencies and professionals work together with greater coherence to improve the experience for children and families. BASW professional officer Nushra Mansuri welcomed the notion of "a unified family justice service to make the system easier to navigate for children and families", and moves to link the system to reforms to child protection practice recommended by Professor Eileen Munro. But Ms Mansuri expressed concern at the six month time limit plan. "Allowing budgetary issues to dictate what happens in cases involving vulnerable children is risky and unacceptable. We oppose tokenistic target setting in the current climate of austerity and cuts. It is just not realistic, and will only ever be feasible when social workers are given the right level of resources."



Adoption league tables "absurd" and "simplistic"



BASW has described the publication of adoption league tables to identify local authorities deemed not to be adopting enough children out of care as "crude and simplistic". BASW chief executive Hilton Dawson toured the studios of BBC's *Breakfast* show and ITV's *Daybreak* in November to emphasise the "absurdity" that Hackney Borough Council was bottom of the table despite being identified by the Munro review as a leading innovator in working to keep

children and families together.

"It's an absurd approach, a crude, simplistic approach to a complex issue. This overlooks the fact adoption is merely one tool in the box," he said. "The local authority rated lowest in the league tables, Hackney, is a council that has an outstanding approach to supporting families and children. Also, only a very small proportion of children need to be adopted. Adoption is only a small part of the system. This is a government which until a couple of weeks ago was saying we should move away from central control, so this is a regrettable move – they should trust social workers and allow us to do our jobs properly."

BASW offered more support to a new campaign, *Give a Child a Home*, which aims to encourage more people to come forward to foster and adopt. "We're pleased to see that the government is widening its focus from just adoption to include fostering, and also ensuring that children in care get a good education and have decent prospects in life once they leave care. This is a step in the right direction but we want to see a cultural change in how the Government views the entire care system, to give sustained priority to the needs of all children in care, rather than simply focusing on a few headline statistics."

A new Code of Ethics for the new year

After more than 30 years as the definitive document underpinning social work practice in the UK, as well as across global institutions, BASW's Code of Ethics is being relaunched in January 2012. The new version will emerge next month following an online consultation period with BASW members and others, led by the Association's policy committee.

BASW's Code of Ethics was originally launched in 1975, though it was most recently revised in 2002.

What links BASW, the Eden Centre and the Co-op?

BASW has joined the *Big Issue*, the Eden Project and

the Co-Operative Society in being awarded the Social Enterprise Mark – a recognition that it is led by members, puts social and public benefit at the heart of its work, reinvests any profits and is financially independent of government.



Find out more on page 20

Social workers urged to sign e-petition against having to pay twice to register

BASW is urging all social workers to sign an e-petition aimed at preventing social workers having to pay their registrations fees twice next year as fears emerged that some practitioners in England will pay money to both the General Social Care Council and its successor body the Health Professions Council (HPC).

Social workers can add their name to the campaign which emerged after HPC and GSCC leaders admitted some of those renewing before July 2012, when the GSCC ceases to exist, will need to pay both the current regulator and the incoming HPC. The fees for the GSCC registration are £30 a year, which some practitioners will have to pay in addition to the higher £76 a year HPC fees when it assumes the regulatory role.

BASW England manager Ruth Cartwright said: "At this time when many social workers are under financial pressure with high inflation, no pay increase or even salary cuts, and erosion of car allowances, it is harsh that the cost of our registration is more than doubled. It adds insult to injury that many of us will be expected to pay both GSCC and



HPC in the same year. It smacks rather of 'computer says no' and we aim to take this issue up with the HPC and DH."

Separately, BASW raised concerns last month that the HPC's new proposed proficiency standards for social workers would place unreasonable expectations on newly-qualified social workers. Under Standard 4.0 of the draft guidance published for consultation, practitioners would be expected to 'be able to practise as an autonomous professional, exercising their

own professional judgment' in order to be registered by the regulator.

But in its submission to the consultation, BASW's Learning and Development Group warns that new social workers would need lengthy support to meet the standard. 'No decent employer would or should expose a newly registered social worker to the degree of autonomy implied in standard 4.0,' it states.

To sign the e-petition visit:
www.basw.co.uk/petitions

Concern at HPC plans for voluntary student list

The Health Professions Council (HPC) has launched a consultation on whether it should keep a voluntary register for social work students. The regulator, which will take over regulation of social work from the General Social Care Council (GSCC) in July 2012, has no powers to compel students to register but, under the Health and Social Care Bill, could maintain a voluntary student register.

Students would face a hike in the annual £10 a year registration fee charged by the GSCC because the HPC does not receive financial support from the government. Professionals registered by the HPC pay £76 a year but it not clear whether students will be expected to pay the same fee. BASW policy officer Joe Godden expressed concern at the voluntary proposal: "The idea of voluntary registration is, on the face of it, attractive, but I think in reality the vast majority of employers taking students

on placement would want to be assured and ask that students are registered – in effect, making it compulsory."

Mr Godden said students in second or final year placements are given more autonomy than first years and are far more likely to be working in isolation and with very vulnerable people at times of considerable crisis. "Good universities go to considerable lengths to do their own checks prior to entry on courses and universities have a considerable role in monitoring and supporting students on placements," he added.

The GSCC has 15,000 students on its register and heard eight cases between 2010-2011 concerning students' conduct, 5% of the total number of conduct hearings over that period.

See The Trainee, page 23, for one student's difficult experience of a work placement

Fewer Welsh students face regulator

The number of social work students referred to the social care regulator in Wales has fallen by more than a third in two years. A report by the Care Council for Wales, *Raising Standards in Social Care*, says the number of referrals by higher education institutions has dropped from 26 in 2008/2009 to 10 in 2010/2011.

It adds that the drop may be attributed to universities improving their application assessment procedures, which in turn is resulting in fewer students on courses who are not suitable for a career in social work.

BASW Cymru manager Robin Moulster welcomed the report as an indication "that the quality of social work students appears to have increased".

MPs take College deal with Unison to task and place spotlight on use of public funds

An analysis of the Education Select Committee evidence gathering session on 8 November in the House of Commons, where MPs grilled all the leading protagonists, including BASW chief executive Hilton Dawson, on the division that has beset the formation of a College of Social Work

A House of Commons inquiry into the formation of a College of Social Work offered a damning assessment of the planned membership deal between the College of Social Work and Unison, with MPs describing the move as a return to the days of the "closed shop" and outlining how social workers were faced with "de facto obligatory membership of a large public sector trade union".

The Education Select Committee investigation into the public funded development of a College of Social Work heard MPs repeatedly express serious concerns at a membership deal that will see social workers strongly encouraged to join Unison. The influential Committee subsequently wrote to ministers at the Department for Education to outline its views, though as PSW went to press the contents of the letter have not been published.

During the evidence gathering session, the chair of the Committee Graham Stuart, MP for Beverley and Holderness, expressed disbelief at a proposed College membership fee which would see social workers pay the same rate to join the College and opt-out of Unison membership as if they decide to join the College and become Unison members.

Mr Stuart said: "You either pay £270 and get the full range of benefits or you pay £270 and get only some of them. Who in their right mind would pay the same to get fewer benefits?"

Fellow committee member Damien Hinds, MP for East Hampshire, added: "It's like saying 'Coke's optional in an Extra Value Meal' – it is optional but you pay for it anyway."

Mr Hinds continued by describing it as "bizarre that the College appears to be a joint venture with a trade union. We've got used to not using the phrase 'closed shop' but that is what this seems to be."

Maurice Bates, interim co-chair of the Interim Board of the nascent College of Social



Work, and Helga Pile, Unison social care lead, explained under close questioning from the all-party group of MPs, that anyone joining the College would automatically become a member of Unison unless they expressly opted out. BASW's Hilton Dawson told the Committee that there were at least seven trade unions with social workers in membership and argued that the fee structure and the exclusivity of the arrangement with Unison was discriminatory.

Outlining BASW's plan for how to end the division over the formation of a college, Mr Dawson told the Committee: "We want to get

back to finalising the agreement BASW signed with the Interim Board in May and we want joint discussions with third parties, such as the other trade unions with social workers in membership. It is totally inappropriate that College members automatically become Unison members – it should be part of the College, not dominating it."

Unison's Helga Pile responded to a question asking her to estimate the percentage of the social work profession her trade union hopes to attract into the joint College/Unison venture by citing the example of a different arrangement it has with the College of

IT IS HARD TO SEE WHY SOCIAL WORKERS WOULD WANT TO BE ASSOCIATED WITH A [COLLEGE] AND THAT FOR ME IS A REAL TRAGEDY

LISA NANDY MP

Occupational Therapists. She said a goal of recruiting 80% of social workers into Unison seemed plausible. The plan prompted Mr Stuart to quip, "It's a 'Unison-ed' profession, not a unified one".

He added: "Unison will become the dominant supplier of services to an entire profession. Helga and her union deserve great credit. It's a brilliant move from Unison's point of view – but I can see why all other unions aren't thrilled about it."

Charlotte Leslie, MP for Bristol North West, summed up the Committee's concerns on hearing from the Interim Board's Maurice Bates that the decision to ally so closely with Unison was based on the trade union's assertion that it has 43,000 members. The MP commented: "It's burns on seats for the College at any cost – don't you think the price of [lost] credibility is too high? Wouldn't it be a tragedy if the College shot itself in the foot so people say, 'that's not the model of a College with integrity that I wanted'."

The Committee succeeded in ending the IB's longstanding refusal to divulge full details of a Memorandum of Understanding signed with Unison in December 2010, a document BASW has consistently asked to be made public. Under pressure to reveal details of the document, which outlines the basis of membership deal between the Interim Board the trade union, Mr Bates only agreed to provide the full un-redacted document to the Committee after the chair Graham Stuart asked him whether he was refusing to do so.

Mr Stuart pressed Mr Bates for the details by asking: "How can it be right that there is a shadowy secret agreement [...] Why can't you supply this committee, which is responsible for investigating the use of public money in a particular area [with the full un-redacted agreement with Unison]? Are you refusing to supply it to this committee?"

Mr Bates finally relented and agreed to publish the document in full. BASW's Hilton Dawson told MPs he was mystified at the previous long-running refusal to divulge the full details of such a crucial deal. "We were negotiating to transfer our entire undertakings into a unified College but how could we be expected to go ahead with that when we weren't told the details of the organisation into which we would be transferring ourselves?"

Separately, Mr Bates was pressed by Neil Carmichael, MP for Stroud, for the numbers of people consulted, and the cost involved, in the Interim Board's consultation exercise with the profession, which the IB co-chair said involved a series of 12 events with social workers and 20 events with service users and their carers between May and September 2010. Mr Bates

promised to provide the numbers within 24 hours before BASW's Hilton Dawson intervened to reveal that a Freedom of Information request has uncovered the fact that 1,170 people were consulted at a total cost £435,000.

SCIE's Bowman said the statistics illustrate "the fundamental problem in social work of how you get social workers to respond", before going on to emphasise the "qualitative aspect" to the exercise. The Select Committee chair Mr Stuart, however, highlighted the 5,500 social workers who responded to BASW's referendum in 2010 and said of the IB's survey: "It does sound like an awful lot of money to get an awfully small interaction with the profession."

As the session concluded all four of those questioned were asked if they were prepared to return to real negotiations.

Mr Bates offered "a definite yes" on the basis that "the profession will be making a huge mistake if it doesn't have a united College" but his final comment made it less clear whether the IB was prepared to change tact. He told MPs: "But what we have to do is go ahead and establish a College," suggesting he remained

wedded to establishing the College as planned on 3 January and inviting BASW to negotiate admission afterwards, locking the Association out of the process until the body was already established.

SCIE's Allan Bowman was less equivocal to holding further negotiations with BASW: "It's a no in my view", he told the parliamentarians. Mr Bowman went further, citing BASW's decision to call "a referendum on setting up their own college in the middle of discussions with the College", to state: "Hilton [Dawson] used words like 'principled' and 'ethical'. I have to say I have not found BASW's behaviour to be either throughout the whole process."

Mr Dawson made it clear that he was prepared to return to talks but that BASW had to be "treated better" than it had to date and a final deal had to be based on all trade unions "having a part to play in a college".

After a tense two-hour session, containing drama, acrimony and analysis in equal measure, Lisa Nandy, MP for Wigan, perhaps summed up the mood of the morning when she said of the College: "It is hard to see why social workers would want to be associated with it and that for me is a real tragedy."

BASW welcomes MP scrutiny and rejects SCIE leader's slur

BASW leaders said the Education Select Committee hearing exposed a credibility gap at the heart of the deal between the College of Social Work and trade union Unison. The Committee's investigation into the formation of a College of Social Work, which has been backed by public funding, heard MPs repeatedly condemn a membership deal that will see social workers effectively forced to join Unison.

Speaking after the session concluded BASW chair Fran Fuller welcomed the chance to "finally put our very serious concerns about the College's development before policymakers". She also flatly rejected accusations by Allan Bowman, chair of the Social Care Institute for Excellence, that BASW had been 'unprincipled' in its negotiations towards a unified college. "It's a sure sign that your opponents have lost the argument when they resort to personal attacks and abuse," she said, offering detailed explanations for



why BASW held a referendum of members in 2010 and launched the Social Workers Union in 2011. Ms Fuller described the referendum as "a proper, principled and quite unexceptional thing for a membership organisation to do".

She explained: "BASW proposed to the Social Work Taskforce in 2009 that a College of Social Work should be established and that it should be UK-wide, independent, accountable to and led by social workers and have statutory rights to consultation. We were dismayed that the Taskforce report failed to reflect this vision and that the Government gave responsibility for developing the College to the Social Care Institute for Excellence (SCIE), which is not itself a member-accountable social work organisation. In these circumstances BASW Council decided to consult with its members over its vision of what a College should be by way of a referendum which would have allowed them to tell us that we had got it wrong."



Part-time Professional Officer NIASW

Start Salary: £30,000 (pro-rata)
Scale Range £30,000 - £43,000
Hours 17.5 per week

NIASW – the Northern Ireland Association of Social Workers (part of the British Association of Social Workers – BASW) are looking for a part-time Professional Officer to join the NIASW team.

Applications are invited from qualified social workers who are committed to the highest standards of social work practice, who have the enthusiasm, drive and determination to increase membership and member engagement and work with the NI National Committee and NIASW staff group to contribute to the development of the political and policy agendas, develop and deliver activities and member benefits. Must have the vision and passion to support our members. The post holder will need a sound knowledge of current Northern Irish legislation, policy and practice issues and must be a social worker.

Applicants must be able to work flexibly and be willing to travel. The successful candidate may be home based or work from our office in Belfast.

**Application packs can be downloaded from our website
www.basw.co.uk
or you can email recruitment@basw.co.uk**

Deadline for applications 10am, 16th December 2011

Shortlisting will take place week beginning 19th December 2011

Successful applicants will be invited to attend an interview 9th January 2012

BASW is an equal opportunities employer and welcomes applications from all sections of the community irrespective of nationality, religion, colour, race, age, gender, disability and sexuality.



Vacancies for PSW Editorial Board

Applications are invited from BASW members in Wales interested in joining the Professional Social Work Editorial Advisory Board.

The Board meets three times a year to advise and support the editor on the content and direction of the magazine and monitor its quality.

The board includes representatives from England, Scotland, Northern Ireland and Wales and is currently seeking members from Wales.

Dates of meetings are agreed annually and applicants should be prepared to make this a minimum commitment. At least one of the meetings each year will be in person but others may be held via conference or video calls.

Applications, giving details of relevant experience and interest, should be sent to Sue Hatton at BASW – email: s.hatton@basw.co.uk by 31st January 2012.

The Board welcomes all applications irrespective of nationality, religion, colour, race, gender, disability and sexuality.



Social Worker Union (SWU) workplace volunteers (UK wide)

The Social Workers Union is a new and dynamic union exclusively for social workers. Our aim is to give a voice to social workers and restore the status of the profession.

We are seeking to recruit workplace volunteers across the UK. Working closely with your designated union official you will identify and report issues and concerns in the workplace. You will be instrumental in bringing about positive and significant change to the terms & conditions for social workers and the profession as a whole.

This role does not involve representation of members, but may involve co-ordinating meetings.

To apply for this role you must be an SWU member, committed, enthusiastic and motivated to meet challenges.

If you are interested in the above, please send your CV to David Allan by emailing d.allan@basw.co.uk



Time to stop overlooking the views of social workers and make BASW central to College

The politics of power frustrate me. They so easily lose sight of what is really important. And I do worry, since I am not directly involved in them, about how much this actually plays a part in the talks between BASW and the Interim Board [BASW expresses sadness at IB decision to end talks, PSW October 2011].

However, I do want to state very clearly why I will only back an initiative on a College of Social Work that actively involves BASW. I do not see the point of having yet another organisation related to social work that is organised and led by something wholly disconnected to the social work profession, without a proper consultation amongst its social workers members.

It feels a little bit like the old monarchies – all for the people but without the people. I

certainly agree with the need to be registered and to have an organisation that oversees social work education and the general practice standards of the profession. I just cannot see why that has to be imposed on us, rather than led by us. It seems a paradox in a profession that so often talks about empowerment.

I do not mind paying a higher fee, if that guarantees an independent body where I will have voice and vote, where I could present my own programme if I felt so inclined. I already fail to see the point in paying a fee to the General Social Care Council, which does nothing for me, since it never thinks about consulting me before taking any decisions. I would not pay a fee to be a member of a College organised by the Interim Board, which has never approached me to seek my view either.

Also in the October PSW, mention is briefly made of the transfer of regulatory powers to the Health Professions Council. I would like to express my serious concern that the date for the transfer is getting very near and yet nothing has been decided yet. I called them myself and they were unable to respond me in regards to such important things as CPD (continuous professional development). It feels so disrespectful towards our profession, besides giving an appalling image of a lack of preparation and efficiency.

Lastly, I'd like to thank PSW for the excellent article Notes on a scandal [October 2011].

Ana Olea Fernandez,
Supervising Social Worker, Independent
fostering agency, Kent

Why BASW has got it wrong about college talks

BASW's chief executive Hilton Dawson reveals much in his personal viewpoint *The Chief* [Thanks for trying to end this sorry situation, PSW, November's 2011]. I calculate that less than 5% of the membership contacted the relevant ministers brokering the attempted merger with the College of Social Work.

BASW's membership itself represents less than a fifth of the registered workforce and a fraction of all staff involved in social care. He complains about the lack of transparency between the College Interim Board and Unison when similar negotiations with other bodies and trades unions are always strictly confidential to avoid financial disadvantage or weaken union negotiation strength.

Most social workers are employed in local government where they enjoy the benefits offered by Unison, one of the biggest public sector trades unions in Europe. Unison has strong representation from social



the chief

Thanks for trying to end this sorry situation

Chief executive Hilton Dawson explains his concerns regarding the attempted merger with the College of Social Work.



work, organises collective action and has the muscle to influence employers and government.

They are no less committed to the Nolan principles for standards in public life, referred to by Hilton, than BASW. These principles followed scandals in the Blair government – Hilton was a Labour member of parliament at the time – while as an MP he voted in favour of increasing privatisation via foundation hospitals, university tuition fees, ID cards and other measures undermining civil liberties and trades union

rights.

As a BASW member I pity the 50 BASW staff whose livelihoods have been jeopardised by their employers' inability to reach a settlement and leaves BASW looking ridiculous.

Steven Walker

Have your say in PSW

Email the editor: editor@basw.co.uk

Or write to: Joseph Devo, Editor, PSW, 16 Kent Street, Birmingham B5 6RD

Please note that while PSW reserves the right to edit letters for length we will always make

Westminster briefing

BASW has been highlighting to MPs its concerns about the deal between the College of Social Work and the trade union Unison. We have met with MPs and members of the House of Lords, including the chairs of the Education and Health Select Committees, securing a hearing of evidence with the Education Select Committee on 8 November [see page 07-08].

We were pleased that former social worker Hywel Williams MP tabled an early day motion (EDM) raising concerns over the deal. EDM 2305 'The College of Social Work' had the support of four political parties within 24 hours of it being tabled, with Mr Williams' Plaid Cymru party being joined by Conservative, Labour and Liberal Democrat MPs. You can see the motion at www.parliament.uk/edm/2010-12/2305.

Looking to the weeks ahead we are delighted that Jeremy Corbyn MP and Baroness Wilkins are facilitating the BASW-sponsored Social Worker of the Year Awards in Parliament on the 16 December. The venue, on the terrace of the House of Lords, should add to the special occasion.

Catherine Smith, BASW parliamentary Officer (c.smith@basw.co.uk)

Competition winners

In last month's PSW we offered readers the chance to win a free copy of *Social Work: An Introduction to Contemporary Practice (2nd Edition)*, published by Pearson Education. Thanks to all those who entered. The five winners are:

- Julie Stoten
- Allan Rees
- Holly Poulter
- Mark Dunwell
- Katie Knight

Your books should be on their way.

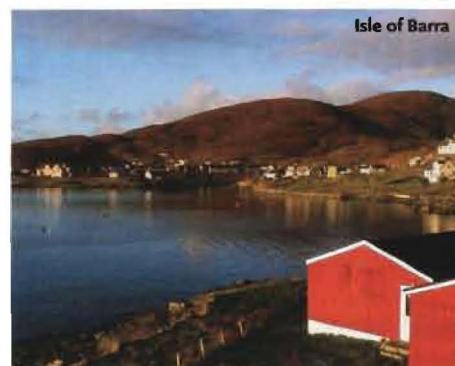


Caution against over-reaction to restructuring

The Scottish Association of Social Workers (SASW – part of BASW) has said that critics of the replacement of qualified social workers with social care assessors in working with adults at risk in the Western Isles need to recognise the ongoing training that replacement staff are receiving, as well the unique characteristics of island communities.

Commenting in the wake of criticisms by Andrew Walker, a former team manager at Comhairle nan Eilean Siar Council in the Western Isles, that complex assessment work should be carried out by qualified social workers, SASW manager Ruth Stark pointed to evidence that the social care assessors, who are registered with the Scottish Social Care Council, were receiving ongoing training and management support. "Investment by local authorities in training local people through the Open University is one example of the development in Scotland that is envied by other parts of the UK."

Following Mr Walker's criticisms of Comhairle nan Eilean Siar Council in PSW last month, Ms Stark has spoken to staff on the frontline in the Western Isles, discussions that prompted her to caution against an overreaction. "In small communities news travels fast and indeed this is the impact of



Andrew Walker's letter to the Council. It is important to also hear the response from the Council about investment in training staff and the complexity of providing complex services in small communities. The debate on how this is done, and community capacity building, has to be done by building on the strengths of local communities and adding to their competencies through additional training and investment in staff and local people."

Mr Walker wrote the council to express concern about staff restructuring and about rising thresholds so that only those with critical needs receive social care support help. The changes, he argued, would have a 'deleterious impact' on the standard of social care services.

Protest as social worker in Hungary is sentenced for 'dumpster diving'

BASW has joined the International Federation of Social Workers (IFSW) in condemning the sentence imposed on a Hungarian social worker for taking part in a demonstration against a measure prohibiting 'dumpster diving' – taking rubbish from waste disposal units.

Norbert Ferencz was given a three-year probation order for breaching a rule classifying dumpster diving and living on the street as misdemeanours. The IFSW Human Rights Commission convenor Ruth Stark wrote to the president and prime minister of Hungary to express concern. "We understand that Mr Ferencz was taking part in a demonstration of the "misdemeanour" of dumpster diving, or what in other cultures is seen as recycling from other people's waste," she wrote. Ms Stark, who is also manager of the Scottish Association of Social Work (SASW – part of BASW) urged the leaders to review Mr Ferencz's case and reconsider the prohibition which the IFSW said illegitimises efforts 'to alleviate poverty'.

Nominate for Scottish award now

The final deadline for awards hosted by the Scottish Association of Social Work is fast approaching. Nominations for the three categories, Social Worker of the Year, Residential Care Worker and Student Social Worker (Placement), must be in by 30 December. Winners will receive a trophy, a year's free membership of SASW/BASW and a weekend away in Europe. The awards will be made on World Social Work Day, 20 March 2012.

Visit www.basw.co.uk/scotland



The Surgery

Expert advice from BASW's Advice & Representation Service, part of the Association's trade union arm, the Social Workers Union

How to deal with ... Secondary incomes

Social workers are always thinking about what they will do if the job doesn't work out and increasingly they are struggling to make ends meet. Seconds jobs are ever more common but it is always essential to tell your employer of any other work or any income-generating hobby that you have. Broadly, there are three reasons for this:

1. A European Working Time Directive says that unless you have opted out you can't work more than 48 hours a week over a period of 17 weeks. That doesn't necessarily mean contracted work. If you're working in a bar one night a week and doing a six-hour shift that turns into eight, and you're employed as a social worker 37 hours a week but end up doing 43 hours a week then you'll be breaching the directive and your employer would get into trouble. Most employers are conscious of their duty of care to employees. It could be a paid job or a lucrative hobby.

You may be an Ebay trader, perhaps a landlord of a property that you don't live in; both could be seen as a second job. There can be a very broad interpretation of what counts as secondary employment.

2. In order to be registered by your country's care council you must be of good character and physically and mentally fit to do all or part of the job of a social worker. A social worker was once struck off the register for working as a female escort. It was perfectly legal but the General Social Care Council felt it would bring the profession into disrepute. The issue about being physically and mentally fit is important. If you are

Real life examples

Sandra Oteng was employed full-time by Sutton council, but was also doing three 12-hour shifts as a night-time care assistant for Croydon council. When she moved to Lewisham council, in south east London, she failed to inform her employer about her second job. She was admonished for five years by the GSCC. There could have been a potential risk to vulnerable service users in light of the registrant's commitment to extended working hours with two employers simultaneously,' stated the conduct committee.

Doccus Nyabunze was admonished for two years by the GSCC for having two jobs, one at Essex council and another at North Essex NHS Partnership Foundation Trust. The registrant would suffer from fatigue, her day shift sometimes followed the night shift and this was not safe and responsible practice,' the committee said.

working at a health trust and also doing emergency team work then it is likely to be too much for you to be effective. If you are working in a rough pub after a day at work then you would need to ask yourself if the hours are manageable and, perhaps, about the company you keep.

3. Intellectual property. If you have written a really useful book your employer may consider that it belongs to them. There are also issues around competition. If you work in a local authority fostering team and are doing form F assessments for an independent

fostering agency then you could be seen to be in competition with your main employer. And there may also be concerns about breach of confidentiality, where your employer worries that you are telling another agency about its policies and ways of working.

At one time I was an agency social worker and I did sessional work for BASW. I worked for two local authorities during that time. One was fine with me working for BASW, the other was miffed because there were concerns that I could be giving employment advice to colleagues.

With a lucrative hobby, such as Ebay trading, you may feel pretty certain that your employer will never find out. But if you are using a work laptop, the chances are they will. Even if you are using a private computer at home there is still a chance your employer may find out. You are not as anonymous on the internet as you may think. Nothing is secretive. Social work is a pretty small profession and, sooner or later, news could get back to your employer. It would also be a problem if you were trading with clients.

You may consider that what you do outside of work is your own business. It isn't. The last thing you want is to end up before a care council because you were unknowingly doing something that breaches the code of practice. So, stay on the side of caution and always inform your employer.

PSW

This month's 'The Surgery' was produced by Martin Weinbren, A&R officer for BASW's Advice and Representation Service. The A&R service is available to BASW members from 9am to 4.30pm weekdays on 0121 622 8413 or at aras@basw.co.uk

14 feature regulatory changes



Andrew Truby considers what the transfer of regulatory functions from the General Social Care Council to the Health Professions Council will mean for your practice and the standards expected for the profession as a whole

The waves of change

In the end it may not have been the promised bonfire of the quangos, but the coalition government's proposals for reform of arm's length bodies, such as the General Social Care Council (GSCC) – *Liberating the NHS: Report of arm's length bodies review* (July 2010) – will herald significant change for the future regulation of the social work profession. Subject to royal assent of the Health and Social Care Bill, the regulatory

functions of the GSCC will be transferred to the Health Professions Council (HPC) on 31 July 2012. The time for 'pause and reflect' has passed.

The Health Professions Council (HPC) – or the Health and Care Professions Council (HCPC), regulating health, psychological and social work professions, as it will be known when social workers join its register – may seem like yet another new acronym to remember, but this is more than just a rebranding exercise. The HPC is a

modern (and robust) regulator, and the inclusion of social workers on its register will bring it into a regulation environment which is firmly principle and outcome based.

The HPC currently regulates 15 healthcare professions including paramedics, radiographers and art therapists. Core guidance for all registrants is contained in the publication *Standards of Conduct of Performance and Ethics*. This consists of 14 separate duties including acting in the best interests of service users, respecting

confidentiality and keeping accurate records.

To all intents and purposes these duties mirror what is contained in the GSCC's Code of Practice and should not come as a surprise to social work practitioners. The core standards guidance is supported by guidance on continuing professional development (CPD) and education and training, and social workers should note that the requirement of 15 days or 90 hours Post Registration Training or Learning over a three-year period will also change; the HPC require registrants to focus their CPD activities in areas which demonstrate that they continue to meet the standards, rather than stipulating how much CPD should be undertaken over a two-year period.

Where the HPC differs from the GSCC, however, is in the detailed 'threshold standards' as set out in 14 separate 'standards of proficiency' for each of the regulated professions. Although the standards are not unlike the GSCC's current codes of conduct, they go into more detail about core competencies for each of the regulated professions. The HPC says:

'... the standards of proficiency describe what you must know, understand and be able to do at the time you join our Register ... when you apply for or renew your registration, or if concerns are raised about your competence while you are registered with us ...'

Judged

The standards of proficiency for social workers document went out to consultation ahead of a closing date for responding of Friday 18 November 2011. The standards of proficiency (and other HPC guidance) will form the benchmark upon which a social worker's practice will be judged when concerns are raised about her or his fitness to practise. It really is all change in the regulation of the social work profession as, at the same time the standards of proficiency went out for consultation, the Social Work Reform Board (SWRB) has formulated a framework of overarching standards, the Professional Capabilities Framework, which is intended to inform and support social workers throughout the lifetime of their professional careers. These standards include professionalism, diversity and leadership – and they are demanding.

For instance, under the 'justice' heading social workers are expected to advance human rights and promote social justice. The HPC and SWRB have recently issued a joint statement about how these two sets of regulatory standards should interact. In short they confirm that HPC standards represent the minimum thresholds for social work practice and are complemented by the SWRB's lifelong standards. This does not mean, of course, that the HPC will not be informed by what the SWRB considers to be

THE HPC, AS IT WILL BE KNOWN, MAY SEEM LIKE ANOTHER NEW ACRONYM TO REMEMBER, BUT THIS IS A LOT MORE THAN SIMPLY A REBRANDING EXERCISE

best practice, and it will be interesting to see how things develop as the HPC gets to grips with the business of regulating social workers and making decisions about their fitness to practise based on adherence to these newly-formulated criteria.

In terms of managing the transition from the GSCC to the HPC, there is nothing immediate for social workers to do. The annual registration fee is likely to increase from £30 to £76, which will incite some debate nearer the time, as well as the fact that the student register may be voluntary (which may raise questions about how the HPC will enforce its standards against student social workers); but the transfer of the register itself will be an issue between the GSCC and the HPC. What social workers will need to be alert to is the HPC's general guidance on standards and, when they come into effect, the Standards of Proficiency in Social Work.

It is worth noting too that the transfer to the HPC will only affect the close to 87,000 social workers currently included on the GSCC register and not those working in the other three UK countries who will continue to be regulated in accordance with the GSCC Code of Practice.

The HPC's fitness to practise model of regulation is common to most modern regulators and, indeed, had the GSCC re-

mained in existence it seems likely that it would have adopted it. Fitness to practise means, according to the HPC, having the skills, knowledge and character to practise your profession safely and effectively. However, the concept extends beyond performance or behaviour in the workplace: the HPC may take action against a registrant for acts which may adversely affect public protection or undermine the trust and confidence the public are entitled to expect from registrants.

Fitness to practise

As with other regulators in the healthcare sector the HPC's fitness to practise processes are not designed to be punitive, rather to protect the public. It is likely, however, that in some circumstances the action taken to protect the public will inevitably have a punitive effect on the registrant.

In broad terms the HPC will consider if its intervention is necessary where concerns are raised about a registrant's misconduct, lack of competence or physical or mental health. There are other instances where they will also wish to consider if action is necessary, such as the registrant's inclusion on a barred list preventing them from working with vulnerable adults or children; or if a determination has been made against the registrant by another regulator responsible for healthcare.

Interestingly, in the context of social work there are no time limits contained within the HPC regulations, meaning that it can consider events which may have taken place a long time ago – and this particularly should be noted – even when the registrant was not on the register. Contrast this with the General Medical Council, which of course regulates doctors, whose rules stipulate that where a complaint relates to events which occurred more than five years ago, it should only proceed in exceptional circumstances.

Following receipt of a complaint the HPC will begin an investigation which it aims to complete quite swiftly (within three-six months). At the end of the investigation the registrant will be given an opportunity to comment on the allegation and the evidence underlying it. Thereafter, the matter will be considered by an Investigating Committee (made up of at least three people, including a lay person and someone from the social work profession) to decide if there is a 'case

Five key facts on the HPC

- 1. HPC will only assume regulatory function for social workers registered in England**
- 2. Annual fees will rise from £30 under the GSCC to £76 under the HPC**
- 3. CPD frameworks will be based on relevance to practise rather than hours accrued**
- 4. A Post Qualifying Framework will be incorporated within the CPD framework developed by the SWRB**
- 5. Developments are ongoing for an Assessed and Supported Year in Employment to support practitioners during their first year in work**

16 feature regulatory changes

HPC Standards of Conduct, Performance and Ethics:

1. You must act in the best interests of service users
2. You must respect the confidentiality of service users
3. You must keep high standards of personal conduct
4. You must provide (to us and any other relevant regulators) any important information about your conduct and competence
5. You must keep your professional knowledge and skills up to date
6. You must act within the limits of your knowledge, skills and experience and, if necessary, refer the matter to another practitioner
7. You must communicate properly and effectively with service users and other practitioners
8. You must effectively supervise tasks that you have asked other people to carry out
9. You must get informed consent to give treatment (except in an emergency)
10. You must keep accurate records
11. You must deal fairly and safely with the risks of infection
12. You must limit your work or stop practising if your performance or judgement is affected by your health
13. You must behave with honesty and integrity and make sure that your behaviour does not damage the public's confidence in you or your profession
14. You must make sure that any advertising you do is accurate

Standards of conduct, performance and ethics (Health Professions Council)

Visit www.hpc-uk.org for more

to answer'. The meeting is in private and the registrant is not permitted to attend. The test applied is known as the 'real prospect' test (as currently applied by the GSCC): the Committee must decide whether there is a real prospect of the allegation being proven at a full hearing.

It is crucial for the registrant to engage with the HPC process throughout, but most particularly at this decision-making stage. The aim of healthcare regulation generally is to ensure that the focus remains firmly on the protection of the public, but any action taken by a regulator should be the minimum necessary to achieve this and in terms of a registrant's conduct, the emphasis should be on their fitness to practise now and going forward, rather than dwelling on past perceived shortcomings – in other words current impairment of fitness to practise. With that in mind, careful thought needs to be given to whether and how the registrant should respond at this stage. For instance, if the registrant accepts their professional competence was lacking in the past but subsequent to the complaint has undertaken further training to address the issues, then the Investigating Committee needs to be aware of this (what is known as remediation) as it is bound to take this into account when deciding whether or not the case should proceed to a full hearing.

The Investigating Committee has three options available: it can request further information on a case, close it with no further action, or refer it to a full hearing by a Conduct and Competence or Health Committee. Interestingly, unlike most other healthcare regulators, the Investigating Committee does not have the power to issue a reprimand or warning – the case is either closed or it is referred. I cannot help but feel

that this is a defect in the HPC's processes, because there are cases where the registrant's conduct has fallen short but not significantly so, such that a warning would be an appropriate and proportionate response to the allegation. This may of course be something which the HPC decides to address in the future, but for now, the inability

THE INABILITY TO ISSUE A WARNING PUTS THE REGISTRANT AT INCREASED RISK OF BEING REFERRED TO A HEARING WHERE THE CONDUCT ONLY JUST MEETS THE THRESHOLD OR IS A LITTLE UNDER

to issue a warning would seem to put the registrant at increased risk of being referred to a hearing where the conduct complained about only just meets the threshold or is a little under. This means there is all the more reason to ensure whether a detailed and comprehensive response is needed at the Investigating Committee stage, and all the more reason for the registrant to engage fully with the process, in the hopes of heading off a full hearing, with its attendant worries and possible penalties.

If a case is referred to for a full hearing, the panel will decide whether the facts of the complaint are proven and, if so, whether or not this amounts to 'impaired fitness to practise'. In terms of a sanction, if impairment is found proven, this ranges from no further action, a warning about future conduct (to last between one and five years), practice conditions, suspension, or ultimately

removal from the register. Factors which will weigh in the registrant's favour include insight (which, as the HPC says, is understanding the harm which has been caused) and whether the behaviour is likely to be repeated.

All regulated professionals, at some point in our careers, face the risk that a complaint may be made against us to our regulator, and never more so than in these highly-regulated times in which public awareness of how to complain when things go wrong has never been greater. In terms of the HPC process, I would urge all social workers to familiarise themselves with the standards of conduct which the HPC expects as it is against these they will be judged. If a complaint is made then seek advice, engage and co-operate with the regulator, and do not put your head in the sand.

Because of the HPC's emphasis on current impairment, more than ever it will be important for registrants to consider carefully whether or not to respond in detail to an allegation made. This opportunity presents itself at the Investigating Committee stage. However, every case is different, and the decision as to whether or not to respond should be taken on a case-by-case basis since admissions, once made, cannot be retracted without some difficulty and can be relied on later should the registrant find themselves at a hearing.

Finally, remember, the HPC will primarily judge you on the standard of your compe-

tence at the time it receives a complaint and not at the time of the event (whereas the GSCC, because of the formulation of their rules, have been focussed more closely on the issue of the misconduct itself rather than what efforts have been taken to remedy it). Insight and a willingness to put things right will be key as far as the HPC are going to be concerned.

PSW

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To comment on this article or on the wider implications of the change of regulator, email editor@psw.co.uk



the chief

A clear plan, regardless of what follows

Chief executive **Hilton Dawson** outlines the options facing the Association in bringing attention to the deficiencies of the current model for a College of Social Work as well as planning for a future going it alone

When asked about progress on 'the College' I usually refer people to back numbers of PSW and indeed to this column over the past two years. However, it's a sad reflection that nowhere else could anyone have obtained an up to date and, I believe, fair account of proceedings over this time.

Nowhere else has this issue been consistently regarded as critical to the future of our profession rather than dismissed or trivialised as a spat between two organisations that are 'as bad as each other', a 'personality clash' or, most recently, an aspect of my own career ambitions. Nevertheless, I'm sure that many people with important things to do will have lost track of what has become an ever-changing saga. Indeed some evidence for this is the relatively low turn out for our 1 November Annual General Meeting. On the other hand this meeting featured mature and reflective debate, a very well informed and well supported resolution from 'the floor' and what amounted to four resounding votes of confidence in the members elected to lead BASW. I think that BASW can be proud that even in adversity the Association's members voted overwhelmingly to entrust BASW Council with the potential transfer of the whole of our organisation into a college built on our principles of independence, accountability and federalism. If such a college can be found, of course.

Another good day for BASW came on 8 November with our appearance alongside the Interim Board of the nascent College of Social Work, the Social Care Institute for Excellence (SCIE) and Unison to give evidence to a very well informed Education Select Committee. If you haven't already done so I'd recommend that you listen to the recording of the meeting obtainable via our website. Although it is two hours long it's far more entertaining than a soap opera and

I'M SURE THAT MANY PEOPLE WITH IMPORTANT THINGS TO DO WILL HAVE LOST TRACK OF WHAT HAS BECOME AN EVER-CHANGING SAGA

some have even declared it a vindication of parliamentary democracy. I was simply relieved that at last BASW has been listened to.

As I write there seem to be three possibilities which will play themselves out before the end of 2011 when I will be able to talk about something else. The first possibility is that ministers recognise the serious concerns about the independence, probity and sustainability of the College which BASW has been raising since December 2009 and which were amplified by all party members of the Select Committee. If ministers are prepared to act, BASW stands ready to help put the College of Social Work on to a proper footing.

The second possibility is that BASW successfully defends action in the Company Names Tribunal – brought by an organisation, the Interim Board of the would-be College, which has no members, is funded by the taxpayer and supported by a trade union with 1.25 million non social workers – and in doing so retains the College of Social Work company registration to which we have been entitled for 41 years. In turn, under this scenario, BASW goes on to seek a Judicial Review of the entire process to establish the proposed College.

The third possibility is that options one and two above either do not proceed or do not succeed and BASW boldly and defiantly carries on to our new target of 15,000 members by the end of September 2012.

By the time you read this you may know what has happened. As I write on 21 November my

prediction is that ministers will come, or be brought, to their senses and that in any case our legal defence and proposed legal action will prevail. The result will be that BASW plays a founding role in a proper College of Social Work that should have been acknowledged from the start – a great opportunity for our profession could begin to gain the standing and recognition which it deserves and requires.

However, just in case my crystal ball is faulty and we are left with no choice but to pursue option 3, then so be it. BASW has never wanted to compete with a publicly funded 'College' in the pockets of both a huge trade union and the social services directors organisations but by 3 January, through the actions of others, that's exactly where we might be.

It means we would be able to build on our independence and our ability to say what we like about the challenges facing our profession; rooted in the realities of practice wherever that may be; challenging and unencumbered by allegiances to vested interests; working in partnership with empowered service users and decent people from other parts of our profession; ethical, international and with statutory rights from our own trade union arm.

It may or may not be 'over by Christmas' but whatever happens, BASW – and social work – will win.



Hilton Dawson is chief executive of The British Association of Social Workers

Additional General Meeting

A round-up from BASW's 2011 Additional General Meeting on 1 November, held at the Birmingham Town Hall, where members were asked to shape the Association's stance on moves to establish a unified College of Social Work

Members remain committed to merger if College is put right

Delegates used the AGM to offer significant flexibility to BASW Council in its efforts to return to the negotiating table and establish a unified College of Social Work over the coming months.

Recognising the need to be ready for all possible events, members backed all the motions presented, including the transferral of the Association's assets into a unified college, establishing BASW as the College of Social Work across the UK and inviting the Interim Board to merge into it, and a plan to 'strengthen and develop' BASW and the Social Workers Union in the event that a merger remains impossible.

Members backed, however, an amendment to two of the motions so that while BASW Council will have maximum flexibility in pursuing a unified college – and transferring the Association's assets into a new college – it will still have to come back to members to seek their support for any conclusive deal.

See motions below and some of the comments members made on the opposite page



Special Resolution 1

That the Articles of Association of the Association be amended by the addition of a new paragraph 3(u) of the Memorandum of Association as follows:-

"(u) To transfer the assets and/or undertaking of the Association to an institution having objects similar to the objects of the Association and which shall prohibit the distribution of its property among its members to an extent at least as great as is imposed on the Association under or by virtue of Clause 4 hereof"

AND to renumber the existing paragraph "3(u)" as paragraph "3(v)".

Resolution carried *

Votes in favour: 151

Votes against:- 30

Abstentions: 7

Ordinary Motion 1

THAT

This Additional General Meeting supports BASW Council in its intention to proceed to complete all necessary legal documentation in order to establish a unified College of Social Work and to transfer the assets and undertaking of the Association to the unified College.

Motion carried *

Votes in favour: 155

Votes against:- 27

Abstentions: 4

Ordinary Motion 2 as amended

This AGM agrees that Council may, following further consideration and with the continued support of the wider membership proceed to establish BASW as the College of Social Work across the UK, into which the Interim Board could then be legally invited to merge.

Motion carried **

Votes in favour: 84

Votes against: 3

Abstentions: 0

Ordinary Motion 3 as amended

This Additional General Meeting agrees that Council may, following further consultation and at its own discretion, proceed to develop BASW and the Social Workers Union (SWU) as the true independent voice of social workers, building on the Association's history, its expertise and significant recent growth to offer social work the powerful advocate it needs.

Motion carried **

Votes in favour: 70

Votes against:- 12

Abstentions: 4

* Including proxy votes

** Where motions were amended from the floor of the AGM it was not possible to include proxy votes.

Prominent figures question IB decision

Three prominent social work figures who have held discussions with leaders of BASW and the Interim Board of the nascent College of Social Work over the past year, attempting to resolve key differences, lined up to lament the decision of the IB to pull-out of negotiations to establish a unified college.

Moving a non binding motion 'deploring' the IB decision to 'unilaterally withdraw from negotiations', David N Jones, former President of the International Federation of Social Workers, said: "It pains me and I think it pains you and social workers across the country, at a critical time for our nation's economy, to see the squabble that is going on about an organisation that should represent us."

Emphasising that "social work is more important than any one organisation", Mr Jones added: "We confirm in this resolution that BASW is not the be-all and end-all, we have not been everything we have wanted to be, and there are times when you have to say, 'that's enough, we are ready to move onto something bigger and better'. We are ready to do that and always have been. But the Interim Board withdrew from those negotiations just at the point when things were going well, and I fail to understand why they withdrew."

"I fear that the IB cannot be independent because it is funded by two other organisations, neither of which are managed by social workers – the government and Unison. Governments, as we have seen over

recent years, create and destroy organisations at will. There is no security in an organisation that is funded by government. It has got to be funded by, and seen to be funded and controlled by, social workers."

Supporting the motion Terry Bamford, a former BASW president who has in the past criticised BASW's stance in college negotiations, told delegates: "A crucial factor is the central importance of democracy. We are a democratically run organisation but the Interim Board has not been elected and we

don't know the model of governance proposed [for the model of a college the IB is developing]. So it's a bit rich the IB criticising BASW for governance when its own governance is so flawed."

Another speaker, Bill McKitterick, who along with Mr Bamford and two other figures, June Thorburn and Professor Ray Jones, have lobbied BASW and the IB in tandem over the past year, told the AGM of his deep regret at the current impasse. "It is a very distressing time for me because I was an early supporter of a college that would be collegiate and ambitious it what it did."

"I have to say with some frustration and on some days some bitterness, that when one offers, as a prospective member of the Interim Board of the College of Social Work, to contribute [to the IB's work], you are told, 'no thanks you, not yet'."



Non binding resolution

This General Meeting:

- Reaffirms the commitment of the Association to work with others to create a united, inclusive, representative and independent organisation across the UK, the Isle of Man, Jersey and Guernsey providing a professional voice for the social work profession.
- Confirms that the Association stands ready to disband and to gift its assets to a new, independent and inclusive organisation when satisfied that this is in the interests of the profession of social work and those we serve.
- Deplores the decision of the Interim Board of the proposed College of Social Work unilaterally to withdraw from negotiations with the Association at a point when progress was being made and the objective of coming together was clearly in the interest of the social work profession.
- Affirms its commitment to the values and principles of social work and determines to abide by those humanitarian principles in its dealings with other bodies representing social work, including the fundamental princi-

ple of transparency which underpins the values of trust and respect.

- Encourages social work practitioners, academics and managers to demand that any organisation which claims to speak on behalf of a united profession is truly independent and accountable only to its members and not dependent for its existence on funding from government or from any other organisation which is not controlled exclusively by social workers.
- Calls on government, the Interim Board and all other interested stakeholders to engage in an open and transparent process of consultation and negotiation so that together we can create a truly united, inclusive, representative and independent organisation across the UK, the Isle of Man, Jersey and Guernsey, providing a professional voice for the social work profession to which all parties aspire.

Motion carried

Votes in favour: 81

Votes against:- 1

Abstentions: 1

20 additional general meeting

Social Workers Union comes of age and BASW lands social enterprise mark



BASW's Additional General Meeting kicked off with news that the Association's trade union arm, the Social Workers Union, has received its Certificate of Independence from the Trade Union Certification Authority. Welcoming the development, which cements SWU's place as a recognised trade union, BASW chair Fran Fuller also revealed that the Association has been awarded the Social Enterprise Mark, joining organisations such as the Co-Operative Society, the Big Issue and the Eden Project.

The Social Enterprise Mark was awarded after a judging panel confirmed that BASW satisfied three crucial criteria: it is governed by its members, places social and public benefit at the heart of its aims and objectives, reinvests all profits into the organisation and is financially independent from the public purse.

Ms Fuller said it was important that others had recognised BASW's adherence to such important principles at a time when the social work profession was debating the need for a College of Social Work to be independent and democratically led.

Commenting on the Certificate of Independence, Ms Fuller added: "Launched only on 1 September SWU already has 2,000

members. It is very pleasing to be able to announce the Certificate of Independence and to confirm that we will now be applying to join the TUC and the Irish Congress of Trade Unions."

To secure the Social Enterprise Mark, an organisation must:

- Have social and/or environmental aims
- Have its own constitution and governing body
- Spend at least 50% of profits on socially beneficial purposes
- Earn at least 50% of its income from trading
- Be able to demonstrate that social/environmental aims are being achieved
- Be clear that if it ceased trading, remaining assets would be distributed for social/environmental purposes.



Quote unquote from 1 November

Gerry Marsden – Deputy chair of the Northern Ireland Association of Social Workers (NIASW – part of BASW):

"Whatever College emerges it must provide a professional voice for social work; it must in a real and meaningful way look at the interests of social workers and those we serve; it must have a real and meaningful commitment to the values of social work; and it must in a real and meaningful way be truly independent and accountable to its members."

Ronnie Barnes, BASW Council:

"We wanted an independent College of Social Work throughout the UK run by social workers for social workers, based on a sound ethical framework.

"What are we getting? A top-down, unelected establishment quango, depending on government money and in the pockets of a major trade union. That's not what a social work professional needs."

Lesley McDowell, BASW deputy chair:

"Those of us in the devolved countries wouldn't be comfortable within a company run from Trafalgar Square. BASW has had a vision for a UK organisation for 41 years and now has a plan for a federated college, with each country part of a whole."

Serge Paul, BASW member:

"I have always been distrustful of the 'great and good' – it is interesting how many academics and how many directors have supported the Interim Board.

"Too often we've allowed people to bowl us over, for the full toss to hit us – taken a load of rubbish from groups voted in by no-one, who have no representative group behind them. I think the time to be nice and sweet has long gone."

Ian Johnston, BASW member

"I have every confidence in BASW Council and also understand that it needs to be empowered in its negotiations. However, I'm a little uncomfortable with the discretion proposed here and would propose the addition of an amendment stating, 'with the continued support of the wider membership'."

BASW Council accepted the amendment

Media watch



This month, BASW's press officer Hayley Meachin expands PSW's usual 'BASW in the news' summary to cast a wider eye over the way social work is portrayed in the mainstream media. If you have any observations about social work on TV, radio or in the media, email h.meachin@basw.co.uk

'ello there Eastenders, I'm from social services ...

Non-news media depictions of social workers are as rare as hen's teeth, so I was interested to see how *Eastenders* dealt with a storyline in which goodtime gal Roxy Mitchell's night out 'up West' ends in her toddler daughter Amy's near drowning and removal by social services. In the aftermath of Amy toppling into the bath after being left alone by negligent teen babysitter Ben Mitchell, a social worker strides onto a hospital ward clutching a file to her chest and declares to the distraught Roxy: "I'm going to need to speak to you, I'm from social services".

Undeterred by niceties such as introducing herself by name to the parents, the social worker is keen to get on with removing the child from her home. Referring to the fact that doctors have found an untreated fracture from a previous fall on the child's wrist, Roxy's attempts to explain how the injury might have occurred are interrupted by the social worker harrying "29b Albert Square, yes? You own this property?"

By this stage I am wondering if *Eastenders* has

morphed into an episode of *Location, Location, Location*, but the social worker presses on and pulls her best furrowed brow face when Roxy admits that not only does she have an unsecured tenancy but that she is in dispute with evil landlady Janine. That's going on the file.

During his own interview with the social worker, Amy's once secret dad Jack Branning confesses that he hasn't been a very good father.

Given the history of this character, perhaps the social worker should do more than take his word for it when he expresses his desire to change his ways, but no, within minutes, she has decided that Roxy should give Jack voluntary residency of Amy on a temporary basis, otherwise she'll be taken to court. Barely have these words left her lips than two security guards appear from behind the door to restrain Roxy from seeing her child, who has just woken from sedation for the first time since her accident. The social worker then stares disapprovingly at the devastated mother struggling to take in the news that she will be separated from her child.



BASW Cymru tells media of role in NHS shake-up

Robin Moulster, manager of BASW Cymru, told *The Guardian* about his role on a new group which will look at how health and social care plans outlined in a strategy paper from the Welsh Assembly will be delivered. He said he would be working to see social workers given more time to concentrate on practical work.

In *Together for Health: a five year vision for the NHS in Wales*, the Welsh government recognises that the NHS must work better with its local partners to improve outcomes and says it is important to design services around people, not organisations. This includes trying to make care more personal through the use of new information systems and helping vulnerable people to look after themselves for longer.

Guardian praises 'stand-out' view

BASW's Ruth Cartwright is also praised by the *Guardian*'s local government network which celebrates its first birthday with the most popular stories and debates from the year. The *Guardian*, comments:

"One of the stand out pieces of advice came from Ruth Cartwright, a qualified social worker who manages the English services of the British Association of Social Workers, who said: 'We need to be assertive and say no and warn our managers of possible consequences when we and colleagues are overloaded (often covering for absent colleagues or frozen posts). There can be strength in numbers here and this is especially difficult where social workers are on their own, [such as] in a mental health setting or voluntary organisation.'"

BASW in the news

The past month's media work has focused on the furore over adoption league tables and the publication of the Family Justice Review. Appearances included:

- BBC Breakfast
- BBC News 24
- BBC News at One
- Sky News Boulton & Co
- ITV Daybreak
- BBC Radio 5Live Breakfast
- ITV Tonight programme
- Daily Telegraph
- Gem FM Nottingham
- UCB Radio
- BBC Radio 5Live
- CYP Now
- Community Care

Survival Skills for Social Workers Survival kit for social workers How are you managing?

Date: Friday 9th December 2011 (10.30am-3.00pm)

Venue: BASW Head Office, Birmingham

Cost: BASW members: £30.00, Non-members: £40.00

A rare chance to examine our vulnerabilities as social workers in an increasingly stressful workplace.

Areas covered include:

- Cause and effects of stress • Stress v. Burnout
- Work Life Balance • Developing a Survival Kit

Social work is a challenging and often stressful profession where workers can be vulnerable in a number of different areas. The aim of this session is to offer an opportunity for workers to discuss issues of concern and to share their experiences with others.

Trainers, Julie Adams and Angie Sheard, will use individual, small and large group discussion and debate, together with taught input to meet these objectives and also seek to address participants own needs throughout the session.

**To book a place email: england@basw.co.uk
or visit www.basw/events**

You are invited to

BASW Northumbria Branch Annual Meeting **Wednesday 7th December 2011, 2.00-4.00 pm**

Venue: Committee Room, 1st Floor, Main Reception Building,
Coach Lane Campus West, Northumbria University, Benton,
Newcastle upon Tyne NE7 7XA

Speaker : Dave Harrop

Member of BASW Council

Topic: "Social Work in Palestine"

Members are asked to submit nominations with proposer and seconder for the Branch committee offices of Chair; Secretary; and Treasurer and for up to 10 ordinary members in advance of the meeting if possible.

Further details: Stephen Holmes 07813 252393

Email: stpholmes@yahoo.co.uk

The BASW Branch Annual meeting is followed at 4pm by a "Social Work Conversation"

Presented (on the same campus) by
Northumbria University's School of Health, Community and
Education Studies

**[www.northumbria.ac.uk/sd/academic/sches/welcome/
events/2160667](http://www.northumbria.ac.uk/sd/academic/sches/welcome/events/2160667)**

Book now for the Conversation : Places are limited

BASW Special Interest Group in Alcohol and other Drugs is seeking new members to join its steering group.

**Applications are sought from managers and
practitioners in all areas of social work practice and all nations of the UK.**

The Special Interest Group (SIG) supports and informs BASW's policy and strategic developments in relation to alcohol and other drugs (AOD) in social work education and practice. It also drives BASW's development and dissemination of AOD resources.

Specialist knowledge of alcohol or drug use is not an essential requirement but an interest in substance use, and its relationship to your specialist area of practice, is. Steering group members will be expected to be active members of the group, attending meetings, contributing to the development of resources, reading and commenting on SIG outputs and occasionally taking the lead on resource development or event planning.

The SIG meets every 10-12 weeks at BASW HQ in Birmingham for 2.5 hours.

For more information on the SIG go to the BASW website:

www.basw.co.uk/special-interest-groups/alcohol-and-other-drugs

BASW members will have travel expenses reimbursed.

If you would like to join the steering group or for an informal discussion, please contact Wulf Livingston on w.livingston@glyndwr.ac.uk or 01978 293471.

To join the mailing list for SIG resources and events email Jasbir Kaur: reception@basw.co.uk

the trainee



No way to kick off a career

This month's student columnist has asked to remain anonymous to enable them to articulate their extremely negative experience of an employment placement.

I feel I must voice my concern over how student social workers are treated on their placements. While I understand that many students have had excellent experiences and placements are, generally, very supportive environments, in my case I had to take the failure route and receive an extension of my placement due to allegedly 'failing to comply with policy and procedures'.

What this referred to is that I was sending emails and letters to other agencies without management viewing them first. Although I passed the placement it resulted in a grade that I felt did not accurately reflect the effort I put in. Secondly, the policy and procedures manual did not explicitly state (and I was never verbally told) that all correspondence should be checked by management before being sent. Indeed, given that there were few manuals to go around between 50 staff, obtaining this information was difficult, and no online copy was available.

Despite asking for one, I was not given a work email address so had no other choice but to use a personal email as a quick and efficient method of communication – other agencies also stated that email was the best way to communicate with them. I was later reprimanded for this even though half the staff at the organisation used their personal emails for correspondence.

Further to this I was not explicitly told that I was failing. Instead, when management found out that I was sending correspondence without their knowledge I was shouted at in a

I DID COMPLAIN TO MY UNIVERSITY BUT NOTHING WAS DONE AS THIS UNIVERSITY RELIES ON THE PLACEMENT TO TAKE THE MAJORITY OF ITS STUDENTS

vicinity where others could hear. The manager acted in a very intimidating manner by calling me names, accusing me of lying when I pleaded genuine ignorance, and labeling me as 'dangerous.' These accusations were littered with profanities, which I feel is very unprofessional to use in a work environment, let alone when speaking to a student.

I should add that none of the correspondence that I sent contained malicious information about the placement or would result in service users coming to harm. I later learnt other students had done exactly the same as I had and yet had not received an extension or fail. I felt I was used as an example and a scapegoat because I was a quiet student who kept out of office politics and was therefore easier to target.

This is only one of many incidents at this placement that I experienced. I did complain to my university but nothing was done as this university relies on the placement to take the majority of its students.

I believe that very little is being established to protect students from bullying managers as students are often too afraid to speak out for fear of being reprimanded while universities fear losing a placement and having to send students elsewhere.

I also believe that this prevents genuinely bright students from achieving their full potential and that many would-be practitioners would be discouraged from entering social work once they have graduated due to the negative experiences they underwent on placement.

Has anybody else been through anything similar and if so, was anything done about it? What do you think I should have done at the time?

PSW

Student social worker
[name and address supplied]

If you are a student, what are your experiences of placements? Can you relate to this student's experiences or has your placement been a lot more supportive? If you are a qualified social worker or manager who has students on placements, does this experience offer an unfair reflection or are there challenges in accommodating the needs of all students in a pressurised workplace? Email editor@basw.co.uk

24 feature practice insight

This article presents the results of a small study that was conducted by the Men's Service Social Work team at St Andrew's Healthcare in order to describe and demystify social work in a forensic service. Within a secure forensic service the role of the social worker is wide and varied.

Much of the work of the social worker is not by direct contact with the patient but rather 'behind the scenes' work that informs care and treatment. The work of social workers within secure settings is specialist and involves approximately only 20% of face-to-face contact with patients, with the remainder of time spent investigating and processing the information and performing the social work role.

St Andrew's Healthcare is a charity operating in the UK independent specialist secure mental health market. The Men's Service within the organisation provides treatment and rehabilitation for adult men from 18 to 70 years of age who have mental illness, autistic spectrum disorder or learning disability and who require the provision of secure services. Patients come from all over the United Kingdom and beyond.

Social workers perform a number of statutory roles including the preparation and presentation of manager's and tribunal reports, Care Programme Approach (CPA) and Multi-Agency Public Protection Arrangements (MAPPA) processes, acting as Appropriate Adult under the Police And Criminal Evidence Act (PACE) 1984 and taking the lead in safeguarding matters. The work also entails duties under the Mental Capacity Act (MCA) 2005 and Mental Health Act (MHA) 1983, as well as in assessing for patients contact with others and in liaison work stemming from the Victim's Charter.

Social workers also have responsibilities for a number of non-statutory roles including social assessments, patient involvement, supporting family contact, liaising with families throughout the patients' stay, working with independent advocates, and liaising with a range of outside agencies including police, probation and social services departments. Then there is work such as liaison with the Ministry of Justice, leading on discharge planning and being a key link with community professionals. Additionally, social workers in our organisation have responsibilities to deliver training to other professionals across the charity on issues that fall under their areas of expertise, such as the MHA (1983),



Terry Henson, Sarah Whittall and Diane Pattinson of the St Andrew's Healthcare Men's Service reveal the findings of their study on the nature of forensic social work practice

MCA (2005) and safeguarding – multi-disciplinary teams (MDT) look to social workers to have a working knowledge in these and other subject areas.

A key statutory role for the social worker is the preparation, writing and presentation of manager's and tribunal reports. These take time to research and need to be formulated to include specific information requiring careful analysis, and to conclude with recommendations, supporting or otherwise, around the continued detention of patients. This task is a significant role for social workers within a forensic setting and is one that takes time to develop the necessary expertise.

Within this task, risk analysis is a major consideration and close liaison with others is crucial in establishing an accurate opinion. As with many roles, this work is invisible to other professionals yet vital to the service. This invisibility is perhaps because many social work tasks within the forensic setting involve research and preparation which is done quietly away from the busy ward environment. For example, tribunal work will start with reading as much about the patient as possible, as well as speaking to home area professionals and family members. Interviews with the patient and liaising with other team members will be the 'visible' part of the work which then leads to the writing of the

report, which again requires a quiet space.

Many other tasks too require behind the scenes organisation. For example, planning a supervised visit will begin by discussing this plan with the patient but will then involve visiting the family, completing any necessary checks, writing an assessment report, discussing the proposed visit with the team and then gaining approval for the visit to take place. Further liaison with the family and the team will then be required to plan the visit and work with the patient to ensure that it proves to be a positive and safe experience for all.

The social worker in this setting mirrors that of any forensic social worker in a multi-disciplinary team within a community setting – promoting recovery and the pursuit of independence alongside the management of risk. However, the distinct difference in the role in our organisation is that the social workers are employed by the charity and not by the local authority. Excellent partnerships and collaboration with local teams and commissioners need to be fostered to ensure that aftercare packages are effectively managed.

Challenges can occur if a social worker needs to delay plans for discharge to ensure that the placement is appropriate and that family involvement in the decision making has taken place. A delicate balance of negotiation with those at home is required.

The motives for this delay should be clear and explicit in that it is in the best interests of the patient and not that of the organisation – for instance, maintaining occupancy levels for commercial reasons. Involvement of independent advocacy (independent mental health advocates, the Independent Mental Capacity Advocacy service and legal representation, among others) is vital to ensuring that the patients have independent advice and support at hand.

The lack of visibility of so many social work roles led the team of eight social workers within the Men's Service to undertake a brief audit of their activity over a two week period late last year. The aim was to describe the multiple facets of the social work role in a forensic service. A simple recording tool was used for data collection whereby each social worker was asked to record their activity every 15 minutes by ticking an activity within the pre-designed options.

Figure 1 [below] illustrates how, over a two week period, social workers spent their time. The largest proportion of time (29%) was spent writing reports or recording notes on the electronic patient record system (RiO). Attendance at clinical meetings and direct patient contact both took an average 19% of the social work role. The remaining 33% was spent undertaking a wider range of both

practical and liaison activities that are identified as fundamental social work responsibilities within a secure setting.

This was a brief time limited study that reported on the activity of a small number of social workers over a relatively short amount of time. In the study social workers spent about one fifth of their professional time in direct patient contact and almost a third in writing reports and recording activities. A fifth of their time was spent undertaking attendance at multi-disciplinary clinical meetings and liaison work with families or external agencies.

Bureaucracy appears to have vastly increased in all health settings in recent years and all professionals spend increased amounts of time recording both directly and indirectly their activities with and about patients, something clearly evident in this study. The 'family contact' and 'contact with outside agencies' categories did not separate out the telephone and face-to-face contact. This would have been helpful as social workers in our unit spend considerable time on the phone in work which is essential to enabling statutory tasks to be undertaken.

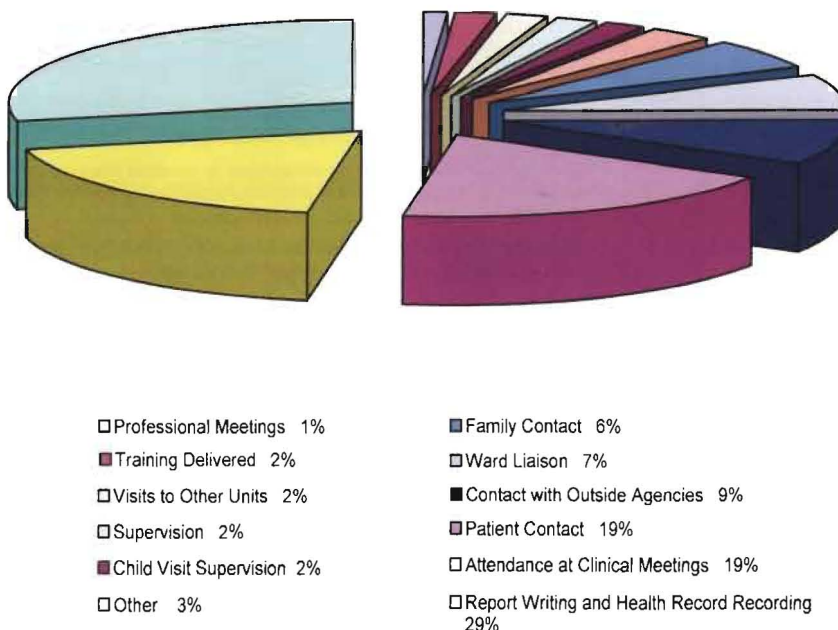
The category 'attending clinical meetings' included ward rounds, CPA discussions and other meetings such as emergency intervention work and clinical management meetings. Again, a breakdown of these important meetings might have proved useful in identifying how the social worker contributes to the care and treatment of patients. More exploratory work, for example through a semi-structured interview or focus groups, might also help to provide a deeper and more meaningful picture of the role of the social worker in similar settings.

The study demonstrated that the social work role within a forensic setting is complex and multi-faceted one. However, many aspects of the role remain seemingly hidden from others as a significant part of the day-to-day work takes place away from the patient and is, therefore, less obviously apparent.

The study highlights the key tasks that are performed by social workers and how these play their part in the statutory duties of the role and in turn contribute to the care and treatment of the patient.

PSW

Figure 1

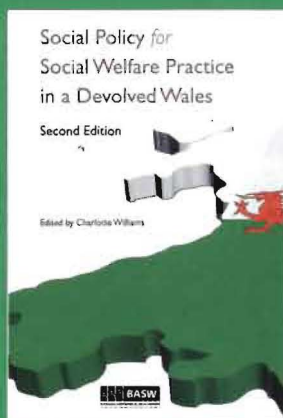


Terry Henson, Sarah Whittall and Diane Pattinson are social workers at the St Andrew's Healthcare Men's Service based in Northampton

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Professor Andy Pithouse, Cardiff University

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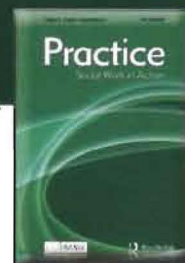
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Published on behalf of BASW

Editors: Anne Quinney Bournemouth University
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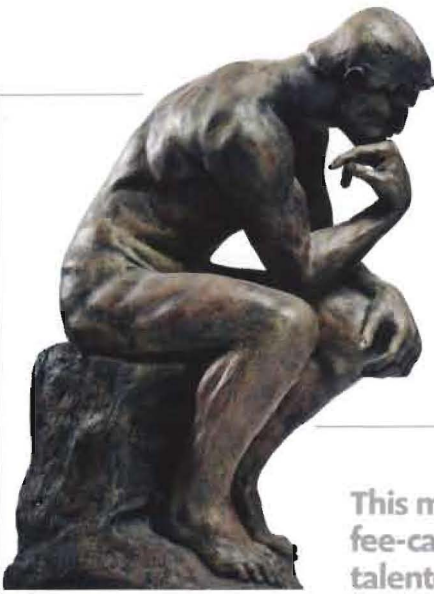
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independent thinking



This month's independent social work report looks at the latest about fee-capping for ISWs, suggesting that the measures may be driving talented practitioners out of the system

Expert independent social workers "being forced out of the sector"

BASW has written to the children's minister Tim Loughton urging him to address concerns that expert independent social workers (ISWs) are being forced out of the sector. A letter sent jointly with Nagalro, the professional association for children's guardians, family court advisers and independent social workers, and the Confederation of Independent Social Work Agencies (CISWA) warned of a 'steady haemorrhage' of ISWs from court work.

The letter, and accompanying briefing, says: 'Unfortunately, as a result of an accumulation of disincentivising factors, there has been a steady haemorrhage of some of the best independent expert social workers who are being systematically forced out of the system at a time when they are most needed.'

It criticises a review of expert fees by the Legal Services Commission which determined that independent social work experts, who have in the past charged £50-£60 an hour, should be paid £30-33 per hour instead, making them the lowest paid experts in the field.

The new fee, introduced in October, is 75% less per hour than a psychologist (£117), 70% less than a GP (£99), and 63% less than a nurse (£83). BASW, Nagalro and CISWA say that

agency staff and newly-qualified social workers are increasingly being used instead of independent social workers, who cost significantly more, and that more efficient deployment of independent social work experts makes economic sense. 'Practitioners feel that the considerable ISW contribution to the child protection system is not only overlooked and undervalued but is being actively discouraged and disparaged,' the group wrote in the letter to the minister.

Dr Julia Brophy, senior research fellow within the Social Policy and Intervention Department of the University of Oxford, is currently carrying out research into the contribution of ISW expert witnesses in the family courts. The findings should be available early next year.

Chair of the Confederation of Independent Social Work Agencies Mark Willis said: "Our three organisations [BASW, CISWA and Nagalro] have worked tirelessly to have our voices heard over the past 18 months about how the loss of skilled and experienced ISWs will be detrimental to the lives of the most vulnerable children. Unfortunately our representations have been ignored by the Legal Services Commission so we are now writing to the minister responsible for children and families to request a meeting.

"We will be urging him to review the government's policy towards ISWs and to await the findings of the research being completed by Julia Brophy before further decisions are made. It seems extraordinary that at a time when the government claims to want to keep the best child protection social workers at the front line, their policies are in fact contributing to the opposite outcome," Mr Willis added.



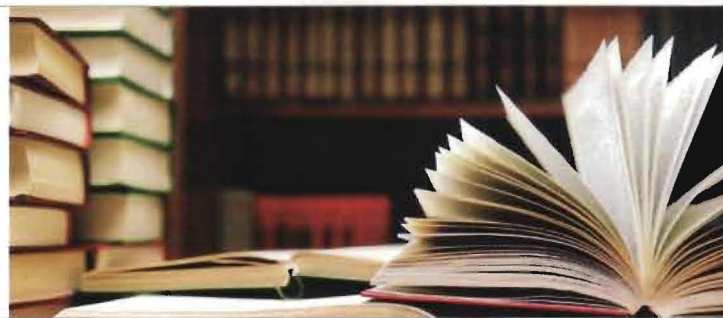
Getting started ...

Bookings are now being taken for the next *Getting Started ... and Keeping Going* workshop being held near Watford. This event is aimed at those considering a move into independent social work, or established independents in need of encouragement. Planning is in the final stages and by the time you receive this magazine full details will be available – to find out more and to book your place, please go to www.basw.co.uk/events

Local area networks

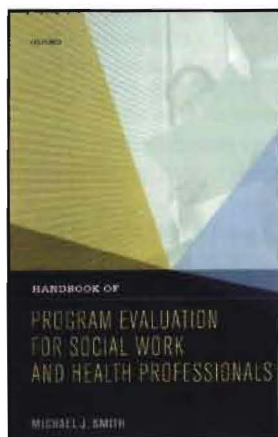
We are pleased to announce that due to the ongoing success of our local area networks – a space to share best practice, work opportunities and network with like-minded professionals – we are now able to offer groups in the following locations: Sheffield, Reading (practice educators), Manchester, Birmingham, London and Southampton. If you wish to join one of these groups, please go to the events section of the BASW website. If the locations aren't ideal for you, please let us know by emailing independents@basw.co.uk

28 books extra



Handbook of Program Evaluation for Social Work and Health Professionals

Michael J. Smith. Oxford University Press. ISBN: 978-0-19-515843-4. Paperback: £32.50 (www.oup.com)



Evaluation for Social Work and Health Professionals, written by a social work

Evaluating schemes set up to meet the particular needs of social service users is crucial when attempting to understand how effective a given programme is in achieving its objectives. The *Handbook of Program*

academic in the US, sets out to show social work and health care professionals how evaluations can be done.

The Handbook's ten chapters take the reader through the stages and processes of programme evaluation. Chapters 1, 2 and 3 introduce programme evaluation and its different types and consider current trends in practice, such as evaluating evidence-based work or consumer empowerment. Chapter 4 discusses the importance of describing a programme, in partnership with employees and users, before any evaluation is done. Chapters 5 and 6 consider needs assessment studies (how professionals can survey user needs) and the identification of programme goals as a precursor to evaluation. The remaining chapters describe programme

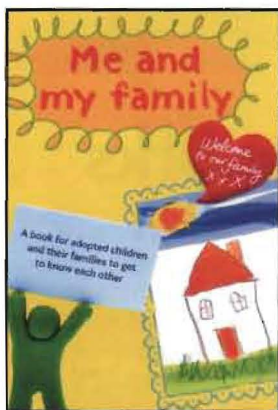
monitoring and process evaluation, designing and carrying out the evaluation and, lastly, writing a report of the evaluation and implementing its findings. Each chapter is summarised at the end, with references, and a comprehensive glossary is included.

The book integrates evaluation and research methods well, and does not require significant prior knowledge of either. It is written in a style that is accessible to professionals, with practice examples of evaluation included. The book will be of most use to postgraduate students, social work researchers and teachers, as well as social workers engaged in developing services for children or adults.

Angie Ash
Principal, Angela Ash Associates

Me and My Family: A book for adopted children and their families to get to know each other

Devised by Jean Maye. British Association for Adoption and Fostering (BAAF). ISBN: 978-1-907-585-371. Spiral-bound: £15.00 (www.baaf.org.uk)



Me and My Family is a living, breathing workbook. It contains understandable instructions for adults on how the workbook can be used to help welcome and prepare a child for their new family. *Me*

open its pages and start filling it in. There are three parts to it:

1. Introducing ourselves and welcoming you
2. Moving in and getting to know each other
3. Living together

It invites the whole family to be a part of the process and to collate important memories such as pictures, letters/cards and stick them in the book. It offers useful prompts for conversations such as what did the introductions feel like or questions about the move.

I particularly liked the layout, colour and planned approach; that it was so easy for a child to use and that it covered most, if not all, aspects of moving into a new home. For the adults there are simple instructions about how

to use the book but a note of caution too with the authors making it clear how, 'in every case, how the book is used must remain the child's choice'.

The workbook may not be as appealing to adolescents, particularly boys, but could still be used to facilitate conversation even if they are "too cool" to write anything in the book. I also wondered if there was enough space for a child to express any regrets or fears.

In all, however, the book is a welcome addition to the toolkit needed to negotiate the complexities of the adoption process.

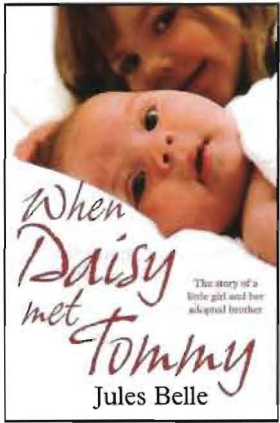
Ms R. Rayner

and My Family instantly offers a warm welcome, inviting the child/young person to

When Daisy met Tommy:

The story of a little girl and her adopted brother

Jules Belle. British Association for Adoption and Fostering (BAAF). ISBN: 978-1-907585-06-7.
Paperback: £8.95 (www.baaf.org.uk)



In reading this book I was hoping to discover something quantative about the way in which adoption has become transparent and honest. I did this, in more ways than one, particularly

thanks to Daisy's evaluation of the process at the end of the tale.

I liked how Jules Belle does not seek to set out all the probabilities of the adoption process, and nor does she need to – what is central to her, and central to this tale, is how her family survived a traumatically uncertain process and whether they made the right decisions along the way. It is not a legal practice guide to adoption, nor is it riddled with research or over concerned with factual correctness.

Told through the eyes of the author's birth child, the story is beautifully written with a real emphasise on what 'family' means to the author, her daughter, partner and extended family. She is able to present her family's story in an enthusiastically reflective manner which conveys a real sense of how they feel, allowing

the reader to develop empathy for all those involved.

I would wholeheartedly recommend this book to anyone who is interested in adoption, particularly if there are other children to be involved, or to anyone who has been adopted and wishes to get a sense of what the time leading up to their adoption may have felt like for their adoptive parents – a valuable insight that is too often overlooked in literature relating to the adoption process.

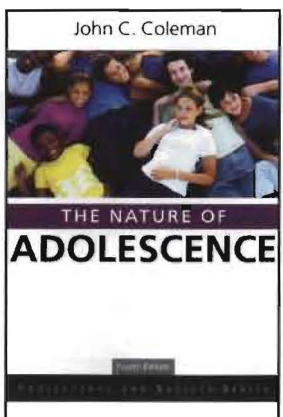
I will be keeping my eyes open in years to come for another account, perhaps, 'When Tommy met Daisy'?

Eve Desjardins
Adoption social worker

The nature of adolescence

Fourth Edition

John C. Coleman. Routledge. ISBN 978-0-415-56420-5. Paperback: £18.50 (www.psypress.com)



This book provides a comprehensive overview of the developmental issues impacting on the youth of today's society. In an era when today's adolescents are stigmatised as promiscuous, violent and unhealthy, this

book provides a positive view of modern day adolescents, and provides alternative theoretical perspectives on how young people construct themselves and develop their own

identity. Throughout the book consideration is given to how globalisation, changes in family structure and advancement in digital technologies have impacted on adolescent development. Once these have been explored, the final chapter reviews the risk, resilience and coping strategies available.

This book provides answers to questions often asked by those seeking to understand adolescent behaviour, such as: 'is adolescence a biological phenomenon or is it socially constructed?' and 'do young people play a part in developing their own development?'. The author uses literature on adolescence from North America to summarise and review current knowledge about British adolescence. This is supplemented with interview materials taken from discussions with adolescents from many backgrounds.

The author concludes with the statement that the adolescent of today is an agent in their own development and has a lot to offer, in terms of skills, resources and enthusiasm, to the adult world.

An excellent and well-written reference book organised and divided into chapters covering topics such as the development of the adolescent brain, sleep patterns, education and schooling, anti-social behaviour, friends and peer groups, sexual development and health. An excellent reference/study book for academics, students and professionals wishing to understand human or adolescent development.

Nahara Begum
Social worker
North west England

30 uk reports

Four pages of reports from professional officers and BASW committees around the UK

Scotland



December is a strange time in social work. It is the time when the outside world is geared up to spending money on presents and social activities – significant sums spent on families and, particularly, children. Sadly, for social workers working with all age groups we often find ourselves working with people to minimise the damage these additional pressures place on people.

Seasonal pressures

This can present additional pressure on us as workers and our own families. So, Christmas is very much a time when we have to make sure that we look after ourselves in this very risky business – when the risks to the people we work with are also heightened. My own family always wondered why I was a Christmas Eve shopper, but this was largely because it was a time when I felt emotionally freed up to concentrate on my own family (or was it that, secretly, I learnt that this was often the date that the January sales got underway!).

We often get phone calls or emails from members at this time of year who are struggling with the pressures of the season and who always preface the call, "Can I talk to you about ...?", or, "Is it OK for me to talk with you about ...?" Of course it is – we are here to help you help others. It is one of the roles of your professional association, if you need us, pick up that phone and talk to us.

The changes ahead

December is also the time to reflect about what we have achieved in the year and to prepare ourselves for the coming 12 months. Social work continues to be valued by people who use our services and to be recognised by politicians as an essential public service for our communities.

The big challenge for us in the coming year

will be in making a reality of the ambition of the *Changing Lives* review for community capacity building. This aspiration is behind many of the policy and administrative changes that will be proposed by politicians over the next few months. Our task is to make sure that our knowledge, skills and expertise are used in these developments so that our service users can get the best quality of service and that the voice of the profession is heard.

And in December, our Scotland Committee will be meeting to reflect momentarily on the events of the last year with SASW/BASW and the College of Social Work. We will be concentrating on the way ahead for SASW in the coming years and preparing options for you as members to consider in the new year, with local meetings, email discussions and telephone conferencing. This will be followed by a referendum of Scottish members and in next year's UK AGM which will consider a number of potential constitutional changes. This is your association and you need to have your voice heard in its future direction.

Social work awards

In reflecting on what has been achieved in your work, in your team or by a student who has been on placement with you this year, remember that December is also the last opportunity to nominate one of your colleagues for one of our prestigious awards to be presented on World Social Work Day, 20 March. The categories open for nominations are:

- Social Worker
- Residential Care Worker
- Student Social Worker (Practice Placement Award)

Full details are on the website (www.basw.co.uk/scotland), from where the

brief nomination forms can be downloaded, or on the back page of your ROSTRUM. It could be one of your colleagues or students (they need to be registered with the Scottish Social Services Council) who could win a well earned reward of a weekend break in Europe, a trophy for their desk at work and a year's free membership of SASW/BASW ... now wouldn't that be a wonderful present at this time of year and a recognition of those unsung heroes in our profession?

Finally, all of us on the SASW staff would like to wish you a very happy holiday period. Do let us know what your new year resolutions are for the future of social work in Scotland and we will do our best to help you achieve them!

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What do you think?

If you have any comments on anything you have read, please get in touch using the details above.

VISIT DEDICATED WEBSITES FOR EACH UK COUNTRY

The British Association of Social Workers' website includes dedicated content from each of the four UK national associations. On each of the four national pages you can now find news, updates on forthcoming events and details about government consultations or guidance.

To view the new-look country association pages, visit...

FOR ENGLAND:

www.basw.co.uk/england

FOR NORTHERN IRELAND:

www.basw.co.uk/niasw

FOR SCOTLAND:

www.basw.co.uk/scotland

FOR WALES:

www.basw.co.uk/wales



England

Nushra Mansuri attended ECPAT UK's (End Child Prostitution and Trafficking) launch of its report on guardianship for child victims of trafficking in late October. The event also included seeing the Row for Freedom Atlantic rowing boat in action, which six brave women will be using to take part in the Woodvale Atlantic Challenge and, in doing so, raise awareness of the human slave trade. BASW has endorsed the campaign for guardianship led by ECPAT (UK).

Adoption week

November marked National Adoption Week and this did not go unnoticed by our prime minister who set the tone by publishing league tables supposedly capturing the worst and best performers across England in respect of adoption rates. David Cameron promised to get tough on the 'worst offenders' by 'naming and shaming' and even resorting to private companies taking over the poorest performers. Hilton Dawson, Nushra and Sue Kent were interviewed on BBC *Breakfast*, *Sky News*, *Daybreak*, the *Tonight* programme and Radio 4 amongst others and made a determined effort to quell some of the myths and put adoption in a more holistic context in respect of children and families requiring social work support.

There were certainly some eyebrows raised at the simplistic and distorted interpretations of these tables, especially considering that innovative and 'exemplary' councils such as Hackney came in for such negative publicity.

Adoption Week was further proof that, if left unchecked and unchallenged, it is very easy for the press and the public to take the road of least resistance and shoot for a cheap headline rather than looking into the facts.

Direct work with children

Nushra was enthused to attend an event recently where Professor David Shemmings, chair of social work at the University of Kent, re-asserted the importance of being able to do direct work with service users, which after all is at the heart of good practice. She was also impressed with the presentation of an 'enabling' model equipping practitioners with both the tools and the skills to carry this out. Could this be the beginning of the renaissance of direct work? Professor Shemmings will also be speaking at BASW's international conference on the 14 December 2011.

Seminars

Sue Kent and Joe Godden have recently facilitated seminars for social workers in Oxford, Coventry and Gloucestershire. The issues facing social workers were constructively discussed and good conversations were held on social work resilience. While mental health social work services are being pulled out of joint working agreements, similar agreements are being set up for adult social work.

It is hoped that the lessons learnt in mental health about the need to support social workers in multi-disciplinary settings is not only acknowledged, but actioned. If you would like to have a seminar in your area let us know.

Compass and Community Care

Compass in Manchester was very busy – over 2,000 attendees, most of whom we were pleased to see the BASW stall. Joe, Nushra, Serge Paul and Hilton all spoke at the event and lots of people joined BASW. The key issue from the event was the huge problems that newly qualified social workers are facing finding social work posts.

Thank-you Hilary Makepeace, David Barnes, Jackie Crawford and Fran Robertson for your help at the event. We are looking forward to supporting more Newly Qualified Social Workers at a workshop on 2 December. A number of members have started providing mentoring for NQSWs and we would welcome more volunteers to do this.

Community Care Live was a tough challenge as it was sponsored by 'The College of Social Work' and BASW didn't have speaking slots. Nonetheless, there was a lot of interest about BASW at our stall. We will not be deterred from attending any event in which we can talk to social workers about the issues effecting them.

Health scandals

Ruth Cartwright has been struck anew by the number of health scandals, with reports issued on an almost daily basis recently about poor care of older people in hospital. It seems odd that nurses and doctors are not pilloried for this when social workers involved in a case that goes wrong and where harm results face the wrath of the tabloids and the general public. Ruth says: "Social workers have in their bones

the need to treat people with dignity, respect and courtesy and are well placed to see where systems and individuals militate against that, and to then speak out. It is not easy to speak out, but BASW will support members who need to do this."

Cuts

Social workers continue to go through hard times in terms of pay freezes, pay cuts, the erosion of terms and conditions and problems finding work.

We are meeting many people caught up in this and in our local seminars. BASW's view, that in a time of recession more social workers are needed to assist those dealing with additional strain and distress, is unchanged and we will continue to make this known to those in power.

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If you have comments on anything you have read, please get in touch.

32 uk reports



Wales/Cymru

Roadshows

Last month we visited Rhyl and Ruthin in Denbighshire to engage with social workers and promote the benefits of BASW membership. We had some very positive and productive discussions about a range of issues and concerns, such as the erosion of the social work role through the recruitment of non-qualified staff to undertake assessments. One of the key emerging, positive benefits of BASW membership is the establishment of the Social Workers Union (SWU). BASW Cymru has planned further roadshows in mid and south Wales over the coming months so that we can continue to extend our reach.

BASW Cymru Annual Conference

Our Annual Conference, 'Working effectively and efficiently in the current economic climate', took place on the 23 November near Cardiff. A full report will appear in PSW next month.

Partnerships with key stakeholders

In addition to further improving our presence and engaging with social workers across Wales, BASW Cymru is increasingly involved with a range of key stakeholders, looking to use meetings to influence the views of others to improve working conditions and expectations of social workers. Currently, we are involved in the following range of groups/contacts and events:

- CPEL Implementation Group – the development of a national career structure and post-qualifying framework for social work in Wales.
- Social Services Practitioners Group – the review and standardisation of non-qualified staff and the clarification of boundaries with qualified social workers.
- South West Wales Practice Assessors Conference Group – set for 14 March 2012
- Stakeholder Working Group – A strong and

professional delivery team project (part of the development of the new Social Services Bill for Wales by the Welsh Government)

- World Aids Day event in Wrexham
- Regular quarterly meetings with the Care Council for Wales about a range of issues connected with the training, registration and representation of social workers.
- The Health & Social Care Policy Officers Group – holding meetings with allied health professionals, such as occupational therapists and physiotherapists, to look at shared issues where there can be joint work/campaigning.

Membership information

Membership continues to increase rapidly in Wales, and by mid November it had reached another new 'all time' high of 875 members. This is an increase of 7% in seven months and would represent an annual rise of 12%. Our strength is in growing the membership of your association.

Sioeau Teithiol

Mis diwethaf, fe ymwelwyd â'r Rhyl a Rhuthun yn Sir Ddinbych i gysylltu â gweithwyr cymdeithasol ac i hybu'r buddiannau o fod yn aelod. Cawsom sgysiau cadarnhaol a cynhyrchiol iawn am amrediad o faterion a phryderon e.e. erydiad rôl gwaith cymdeithasol trwy recriwtio staff heb gymwysterau i wneud asesiadau. Yn sicr, mae'n amlwg mai un o'r buddiannau cadarnhaol allweddol o fod yn aelod o BASW yw creu'r Undeb Gweithwyr Cymdeithasol (UGC). Mae BASW Cymru wedi trefnu mwy o sioeau teithiol ar gyfer Canolbarth a De Cymru yn y maswaid i ddod fel y gallem barhau i ymestyn i allu cyrraedd gweithwyr cymdeithasol ym mhob rhan o Gymru.

Cynhadledd Flynyddol BASW Cymru

Cynhaliwyd ein Cynhadledd Flynyddol 'Gweithio'n effeithiol ac effeithlon yn yr hinsawdd economeg bresennol' ar 23 Tachwedd yng Nghanolbarth ESIS, Nantgarw, ger Caerdydd. Cawsom brif siaradwyr dylanwadol a diddorol iawn a gweithdai gydag amrediad o destunau perthnasol i bryfocio'r meddwl a wnaeth y digwyddiad, gobeithio, yn llwyddiant ysgubol. Gan fod y cylchgrawn wedi mynd i'r wasg cyn i'r gynhadledd cymryd lle, bydd adroddiad llawn yn ymddangos yn rhifyn nesaf PSW.

Partneriaethau gyda rhandeiliaid allweddol

Yn ogystal â gwella ein cysylltiadau gyda gweithwyr cymdeithasol ar draws Cymru, mae BASW Cymru yn ymwneud fwyfwy gydag amrediad o rhandeiliaid allweddol lle rydym yn dylanwadu ar sylwadau eraill i wella amodau gwaith a disgwyliadau gweithwyr cymdeithasol. Ar hyn o bryd rydym yn ymwneud a'r amrediad canlynol o grwpiau / cysylltiadau a digwyddiadau:

- Grŵp Gweithredu CPEL - datblygu strwythur gyrfaol cenedlaethol a fframwaith ôl-radd ar gyfer gwaith cymdeithasol yng Nghymru
- Grŵp Ymarferwyr Gwasanaethau Cymdeithasol - adolygu a safoni staff heb gymwysterau a diffinio'r ffiniau gyda gweithwyr cymdeithasol gyda chymwysterau
- Grŵp Cynhadledd Aseswyr Ymarferiad De Orllewin Cymru - ar gyfer 14eg Mawrth 2012
- Gweithgor Rhandeiliaid - 'Prosiect tîm trosglwyddo cadarn a phroffesiynol' (rhan o ddatblygiad Mesur Gwasanaethau Cymdeithasol i Gymru gan Lywodraeth Cymru)
- Digwyddiad Diwrnod AIDS Byd eang yn Wrecsam,
- Cyfarfodydd chwarterol rheolaidd gyda Chyngor Gofal Cymru ar amryw o faterion sy'n gysylltiedig â hyfforddiant, cofrestru a chynrychiolaeth i weithwyr cymdeithasol

- Grŵp Swyddogion ar Bolisi Gofal Iechyd a Chymdeithasol - cyfarfodydd gyda swyddogion proffesiynol cysylltiedig.

- Ymweliadau a myfyrwyr gwaith cymdeithasol mewn Prifysgolion

Gwybodaeth am aelodaeth

Mae'r nifer o aelodau yn parhau i gynyddu yn

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What do you think? If you have comments on anything you have read, get in touch.



Northern Ireland

We are continuing to represent your views to a range of key bodies on vital issues, such as the need for employers to keep to their Code of Practice for Employers of Social Care Workers.

And finally ...

If you haven't opted in to the Social Workers Union (SWU) yet, please do so. The advent of SWU ensures that we can represent social work qualified staff whatever the nature of the dispute and that local authorities that had previously refused access to our Advice and Representation Service must now let us in. You can opt in online or by emailing us with your details.

If there are any questions or queries that you have, or if you would like Gaye or Robin to visit you or a group of social workers to talk about issues, please do not hesitate to contact us using the details below.

I wish you all a happy and restful festive period: Merry Christmas and a Happy New Year.

gyflym yng Nghymru, ac erbyn canol Tachwedd cyrhaeddwyd y record 'uchaf erioed' o 875 o aelodau. Mae hyn yn gynydd o 7% mewn 7 mis a byddai'n gyfartal a chynnydd blynyddol o 12%. Cryfder eich cymdeithas broffesiynol yw'r aelodaeth. Rydym yn parhau i gynrychioli eich sylwadau i amryw o gyrff allweddol.

Ac i derfynu...

Os nad ydych wedi dewis ymuno ag UGC erbyn hyn, dylech wneud hyn yn ddi-oed os gwelwch yn dda. Bydd yn golygu hefyd y byddwch yn cael eich cynrychioli mewn awdurdodau lleol lle, cyn hyn, gwrthodwyd yr hawl i fynediad i wasanaeth cyngor a chynrychiolaeth. Fedrwnch wneud hyn ar lein neu trwy anfon neges e-bost ataf gyda'ch enw, cyfeiriad a rhif eich aelodaeth

os oes gennych unrhyw gwestiynau neu rywbeth yr ydych eisiau gwybod, neu os hoffech i Gaye neu minnau ymweld â chi neu grŵp o weithwyr cymdeithasol i drafod materion, peidiwch ag oedi rhag cysylltu â ni - fe welwch y manylion isod - a byddem yn fwy na hapus i wneud y trefniadau.

Dymunaf i bob un ohonoch gyfnod hapus a tawel dros yr Ŵyl - Nadolig Llawen a Blwyddyn Newydd Dda

Roundtable talks

The roundtable talks which were held in Parliament Buildings last month were an encouraging start to our work with MLAs in Northern Ireland. Staff from various programmes of care and settings had the opportunity to tell MLAs from various political parties what life as a social worker is really like in Northern Ireland today.

NIASW was encouraged by the reception that we were given and by the interest shown in the work we do. We intend to build on this by requesting a meeting with the Health Select Committee in the new year. We are currently working on our submission and will bring you details in future editions.

RQIA

Hilton Dawson and Anne McAllister had a valuable meeting with the Regulation and Quality Improvement Authority (RQIA) chief executive Glen Houston and director Theresa Nixon at the start of November. The meeting focused on updating RQIA with recent developments within NIASW and the progress of the development of the College of Social Work. The plans for the BASW knowledge hub and webinar system also proved an interesting discussion point and a development which RQIA welcomed as a means to assist in raising standards for social work services.

Aids to Practice seminars

NIASW would like to thank those members who gave their time to deliver the latest series of Aids to Practice seminars. Feedback from those who participated was excellent. The contributors and content were as follows:

Glen Hinds and Daron Askin: Substance Misuse - Hidden Harm and Impact on Family

Although families do not cause addiction, this seminar covered the role families can play in the continuation of addictive behaviour, as well as a role in the recovery of an addicted family member.

Patsy Curry: Suicide and Self Harm

This seminar focused on how suicidal behaviour differs from self harm, how and why behaviour which is intended for coping and survival becomes behaviour which is intended to end life, and also explored the links between non-suicidal self harm and attempted suicide.

Kerry McVeigh: Understanding Mental Illness

This seminar explored various types of mental illness and their associated symptoms.

Maurice Mahon: Domestic Violence

Interventions - Managing Personal Beliefs to Ensure Professional Practice.

This seminar explored the impact on social workers of working in the field of domestic violence, the ethical dilemmas which can arise and ways to overcome them.

We intend to run a further series of seminars in spring and would welcome expressions of interest. We are working with social services training team managers to develop the spring curriculum.

NIASW reaching out

Anne McAllister continued to visit social work teams and forums throughout November. Anne's aim is to update social workers on what is happening in NIASW and to find out how life on the ground is for our members. Susan Gordon is also visiting teams and facilities to educate members on the role of the Advice and Representation Service.

Career opportunity

NIASW is in the process of recruiting a professional officer for our Belfast office. This will be a permanent part-time position and the successful post holder will join a growing staff group. Details of the post and the application process can be found at www.basw.co.uk

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What do you think?

To comment on anything you have read, please get in touch.

34 diary dates

A round-up of the conferences BASW is attending plus details of other forthcoming meetings and events taking place around the UK

Meetings and conferences



5 December 2011

Social Work History Network

Care Arrangements: Who Cares? Who Pays?

King's College London, Room 1.70, Franklin-Wilkins Building, Stamford Street, London SE1 8WA

Email Janet Robinson: scwru@kcl.ac.uk

7 December 2011

BASW Northumbria Branch Annual Meeting

Northumbria University

See advert page 22

9 December 2011

Survival kit for social workers.

How are you managing?

BASW Head Office, 16 Kent Street, Birmingham B5 6RD

See advert page 22

14 December 2011

Social Work Reclaimed: Transforming social work & social care in the 21st century

Friends Meeting House, Euston Road, Central London

See advert page 4

useful information

BASW England	england@basw.co.uk 0121 622 8411
NIASW	nireland@basw.co.uk 028 9064 8873
SASW	scotland@basw.co.uk 0131 221 9445
BASW Cymru	wales@basw.co.uk 02920 4441100
Advise & Representation	aras@basw.co.uk 0121 622 8412
Social Workers Union	swu@basw.co.uk 0121 622 8413
Independents	independents@basw.co.uk 0121 622 8407
Membership	membership@basw.co.uk 0121 622 8401
Professional Social Work	Editorial: editor@basw.co.uk Subscriptions: 0121 622 8401 (BASW members) 0121 622 3911 (non-members)
British Journal of Social Work	Subscriptions (BASW members) 0121 622 8401 http://bjsw.oxfordjournals.org
Practice: Social Work in Action	Subscriptions (BASW members) 0121 622 8401 http://www.tandf.co.uk/journals/practice
Social Workers' Benevolent Trust	0121 622 8417 www.basw.co.uk/resources
Social Workers' Educational Trust	0121 622 8417 www.basw.co.uk/resources
Recruitment Zone	http://www.basw.co.uk/recruit/

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*** Members also receive a 30% discount on BASW/The Policy Press co-publications.**

Follow the links from the BASW online bookshop or visit www.policypress.co.uk

New publication from Venture Press

Early Professional Development for Social Workers

Edited by Raymond Taylor, Malcolm Hill and Fergus McNeill

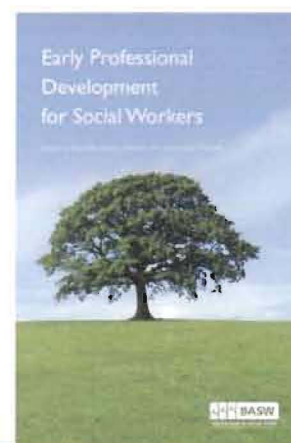
Discounted Price: ~~£24.95~~ £18.71 + £2.50 p&p

The central focus of this book is on the early professional development needs of social workers. It has been compiled by editors with extensive experience of social work practice, education and research. The collection examines the radical changes that have taken place in social work over the last decade within the wider context of welfare policy and practice change within the United Kingdom.

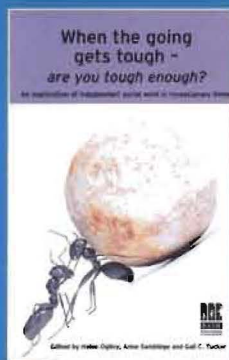
The editors have brought together a broad range of experts to provide a contemporary perspective on a wide spectrum of social work issues, taking account of legal and policy differences between England, Scotland, Wales and Northern Ireland.

Each country within the UK faces similar challenges and there is much learning to be gleaned from exploring the range of social work interventions that have been developed and applied in different parts of the United Kingdom in recent years.

The book will be an important reference for social workers, managers, practitioners and social work educators, and for all those with an interest in raising standards of social work practice.



Other titles available include

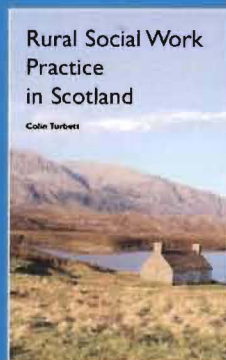


When the going gets tough - are you tough enough?

Edited by
Helen Ogilvy,
Anne Sambidge and
Gail C. Tucker

An invaluable guide to the challenges of going it alone as an independent social worker and coping in a difficult economic climate.

Discounted price: £15.00



Rural Social Work Practice in Scotland

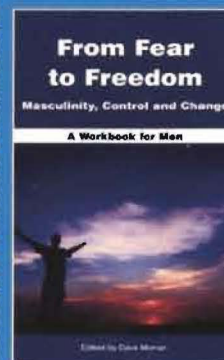
Colin Turbett

Rural Social Work Practice in Scotland

Colin Turbett

Rural Social Work Practice in Scotland brings international approaches to rural social work into a modern Scottish context.

Discounted price: £15.95



From Fear to Freedom

Masculinity, Control and Change

A Workbook for Men

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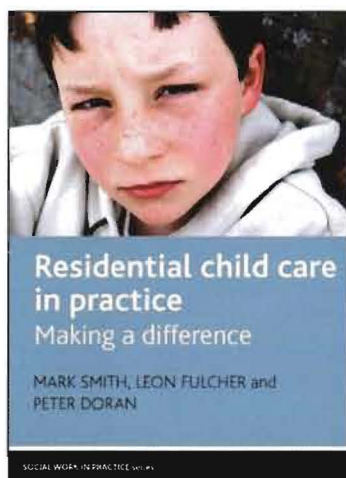
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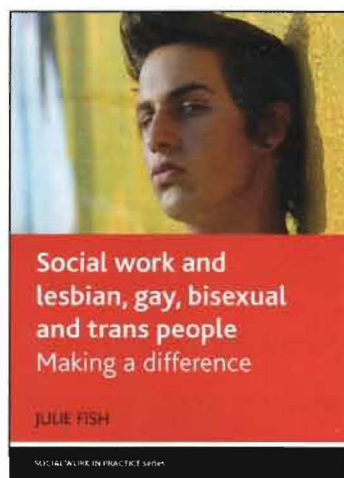


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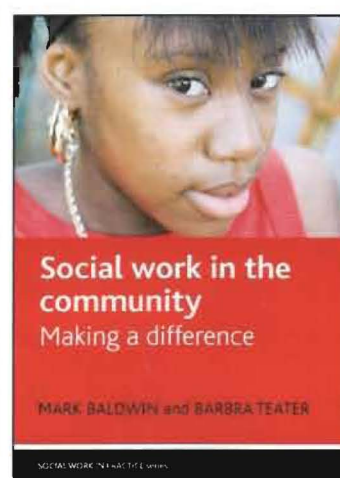
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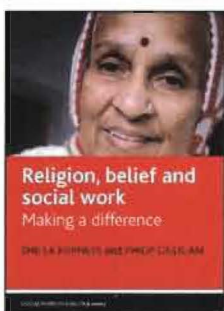


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