

## To strike, or not to strike? That is the question

Our Consultative Ballot to SWU members will be getting emailed out to all members mid-February 2020. Please ensure that you complete this online as we need to be guided by the membership on future thoughts regarding potential strike action in the UK.

### **The situation with any potential strike**

The Social Workers Union (SWU) will always offer our wholehearted support to colleagues in public sector trade unions who take industrial action.

Presently we are unable legally to ask our members to strike until we have a mandate from members regarding future action. We do ask our members to take the following action for any dispute:

**Not working overtime on days of industrial action. Not working unpaid hours**

### **Consultative Ballot**

SWU is often asked about our view on industrial action. Needless to say, there is a range of opinion among members on the subject. SWU will be consulting with members February 2020 on this ballot and this will determine future action if deemed legally appropriate and necessary.

### **SWU Members - Why strike action is necessary (an argument from a member on why SWU should take part in a strike)**

The employment relationship - between social work employer and employee - is full of tensions, bargains and compromises. Even the most motivated employee has days when they would rather be

doing something else. Or when they simply dislike the way their social work employer asked them to do something. These tension points often go unnoticed and unremarked upon. They are usually part of the give and take in the workplace.



Sometimes, however, they flare into something bigger. An industrial dispute is the most collective and formal manifestation of those tensions. A strike brings those compromises into sharp relief for all the parties involved. Striking is a last resort but sometimes the only tool for social workers to protect themselves and avoid being at the complete mercy of employers. The ability to strike gives more of a balance between worker and employer power. Without it, more and more governments will ban industrial action and punish people who dare to strike. Most strikes are over pay and better working conditions. Without the threat of strike action, social work employers will be able to restrict pay increases, while working conditions will get worse.

### **SWU Members - Why strike action is not necessary (An argument from a member on why SWU should not strike)**

The core purpose of unions in a modern society is not only to protect their members and negotiate improvements in their pay and conditions, but also to promote professional standards and engage constructively with all stakeholders and employers for the benefit of service users, colleagues and the profession.

Working relationships can falter and breakdown, but hostility toward management, employers and colleagues is counter-productive and is something which is not assisted by the threat of strike action. Social workers skills enable us to use the force of argument rather than the argument of force. The power of negotiation, protest and legal action over industrial action.

While social workers should recognise and reserve our legal right, and respect the right of others, to take part in lawful industrial action, we should not support strikes or other forms of industrial action that are damaging to social work or to the interests or welfare of those service users who seek our support. This position provides social workers with the opportunity for reasoned discussion, negotiation and compromise.

Industrial action, the threat of it, or a hostile or intimidating approach to negotiation, is not only destructive, it sends the wrong message about the social work profession and education to service users, fellow professionals and the public. It does not promote the image of a professional social workforce. Avoiding such strike tactics promotes professionalism.

### **We differ from “conventional” trade unions**

Yes, we differ from “conventional” trade unions in that rather than being workplace shop stewards, our Advice & Representation Team are full-time professional officers, qualified and experienced in social work and with a breadth of knowledge about the issues that affect social workers daily. Whilst traditionally larger unions have done well to focus on terms and conditions, moving forward, what appears to be of equal importance for Social Workers is employment wellbeing and job satisfaction. Interestingly; this is reflected further through recent Bath Spa University research and follow up meetings indicating that addressing those factors keep social workers in their posts alongside higher pay levels or more annual leave. This fits with findings from a recent General Federation of Trade Unions (GFTU) Union conference.

Already we have invested heavily in campaigning, additional staff and ongoing resources but with an annual fee of £25 (£10 for students) there are obvious financial limitations to our budget. The fixed funding from SWU for the Austerity Action Group (Boot out Austerity) strengthens our commitment to ongoing

campaigning and being active. The success of the union lies in the motivation and involvement of our members. In our union we really promote the continued involvement of our members to shape the organisation. Nonetheless, the hard work remains with the A&R Team who are the Unique Selling Point of this union; without them we would not be who we are due to the skilled work that they do, and their commitment.

The General Federation of Trade Unions training options available to members are worthy of a look as are the legal and financial discounts and training provided from Dr Neil Thompson. SWU membership is much more than just paying your fee as a safety net in case you need representation; as we have lots more going on, and opportunities to be active.

I was again elected onto the GFTU National Executive for another two-year period, reinforcing our position amongst the influential specialist unions and the growth of the GFTU as a pioneering and imaginative organisation with a growing membership now approaching 280,000 members.

Our unique selling point remains with the following: **SWU is the only UK trade union for, and run by, qualified and registered social workers.** Therefore; SWU is the only trade union to GUARANTEE representation by a qualified social worker who understands the complexities of the profession. With officers working across the UK, we provide representation at internal hearings for disciplinary and grievance procedures, and employer investigations into practice and misconduct allegations.

### **Going forward**

February 2020 will see a consultative ballot going out to all our UK members to help determine the legal basis for any participation by SWU in any future industrial action scenarios. This is only the start of the process as local action requires clear legal scrutiny to enable us to maintain a localised but legal ballot.

### **‘THANK YOU’ SWU Members**

I would like to express my thanks to all our members for their patience and understanding on this complex matter; your continuing membership is vital to our strength as a union as we continue in our aim of improving the working conditions of Social Workers and fight for better resources for the people who use these services.

As part of the General Federation of Trade Unions Executive, we hear regular stories about the successes of smaller unions; making themselves very relevant and organised. A common theme is how much the smaller unions are effective due to their specialism and ability to connect with members. Equally, smaller unions in the GFTU have similar difficulties to SWU when strike action is called.

Despite the growing demand for smaller unions; overall trade union membership in the UK fell from an historic high point of 13.5 million members in 1979 to 6.2 million members in 2018. The level of overall union members decreased by 275,000 over one year from 2015 (a 4.2 per cent decrease), the largest annual fall recorded since the Trade Union Membership 2016: Statistical Bulletin series began in 1995.

A number of large individual unions have continued to lose membership over the past decade. I am therefore particularly pleased to say that membership of the Social Workers Union has expanded, and we are getting close to 13,000 members. As we know, a real strength is that union members want to be active through our Union Contact scheme and further opportunities to engage with activism.

### **Why SWU membership is important**

- **Social Workers Union** is the only UK trade union for, and run by, qualified social workers.
- Only a trade union can guarantee representation in hearings before an employer. We're one of the fastest growing trade union in the UK with 12,800 members and growing month by month.

- Opting in to SWU means that unlike a professional association, SWU can enforce the legal entitlement of representation in employers' hearings by SWU's Trade Union officials. We work alongside BASW, which offers advice and representation at regulatory body hearings.
- SWU is the only trade union to have all A&R Trade Unions officials as qualified social workers who understand the complexities of the profession. With officers working across the UK, we can where appropriate provide representation at internal hearings for disciplinary and grievance procedures, and employer investigations into practice and misconduct allegations or offer trade union advice.
- The General Federation of Trade Unions (GFTU) training options available to members are worthy of a look (and can provide important evidence in the context of continuous professional development!) as are the legal and financial discounts and training provided from Dr Neil Thompson. It is much more than just paying your fee as a safety net in case you need representation; as we have lots more going on, and opportunities to be active.

On behalf of The Social Workers Union may I wish you a very peaceful and happy 2020 and thank you for all that you do every day for children, young people, families and adults. Thank you too for working alongside us as together we seek to make social work the very best it can be and the campaigning continues in 2020.

**John McGowan**  
**General Secretary**  
j.mcgowan@swu-union.org.uk

## **Social Media**

If you have not done so then please follow us on Facebook and Twitter - we are planning to post and tweet regular updates about the work and developments of the Social Workers Union.

SWU Updates: <http://swu-updates.org.uk/>

### **Monthly ebulletins**

Monthly ebulletins are emailed to all SWU members. If you are not receiving this then please check what email address we have.

The ebulletins are also published on the web site.

### **SWU can be found on the following:**

Twitter: SWU\_UK

Facebook: [www.facebook.com/socialworkersunionuk/](http://www.facebook.com/socialworkersunionuk/)

Internet: [www.swu-union.org.uk](http://www.swu-union.org.uk)

# Celebrating 120 Years of GFTU Support



Often referred to as “a sort of TUC for smaller, specialist unions”. Yet while the General Federation of Trade Unions (GFTU) did indeed become the champion of smaller and more specialist trade unions in the middle of the 20th century, these days, unions of any size, whether TUC-affiliated or not, are eligible to apply for GFTU membership. The TUC voted it into existence in 1899. SWU continues to be active with ongoing campaigning and active on the National Executive with SWU represented on the National Executive by our General Secretary.

The GFTU was originally the international voice of the British trade union movement and it has maintained this tradition of international solidarity with workers in other countries. International issues are on every Executive Committee agenda. The Executive undertakes a major study tour overseas every other year. In recent years GFTU have helped Trade Union Friends of Vietnam re-establish links with the Vietnamese General Confederation of Labour and supported the campaign for the release of the Miami Five. GFTU Executive have frequent meetings with trade union visitors to London from many countries. For example, fraternal links with the Palestinian General Federation of Trade Unions and many others.

GFTU provides young trade unionists an opportunity to attend the Global Labour Institute’s brilliant annual summer school. If you are under 35 please do get in touch for more information.

**GFTU affiliates around the table**





SWU General Secretary, John McGowan, addressing the GFTU UK conference

## GFTU Affiliated Unions

Aegis the Union  
 Artists' Union England  
 Association of Educational Psychologists  
 Bakers Food Allied Workers  
 Community  
 Coordinating Committee of International Staff  
 Unions and Associations  
 Gibraltar General and Clerical Association  
 GMB  
 Hospital Consultants and Specialists Association  
 The Institute of Football Management and  
 Administration  
 League Managers Association  
 National Association of Probation Officers  
 National Association of Racing Staff  
 Nautilus International  
 NHBC Staff Association  
 The Pharmacists' Defence Association  
 Prison Officers Association  
 Professional Cricketers Association  
 Professional Footballers Association  
 The Psychotherapy and Counselling Union  
 Public and Commercial Services Union  
 Retail Book Association  
 Social Workers Union  
 Society of Union Employees  
 Transport Salaried Staffs' Association  
 Voice



# Trade unionism

The origins of trade unions can be traced back to 18th century Britain, where the rapid expansion of industrial society then taking place drew women, children, rural workers and immigrants into the work force in large numbers and in new roles.

## Early trade unionism

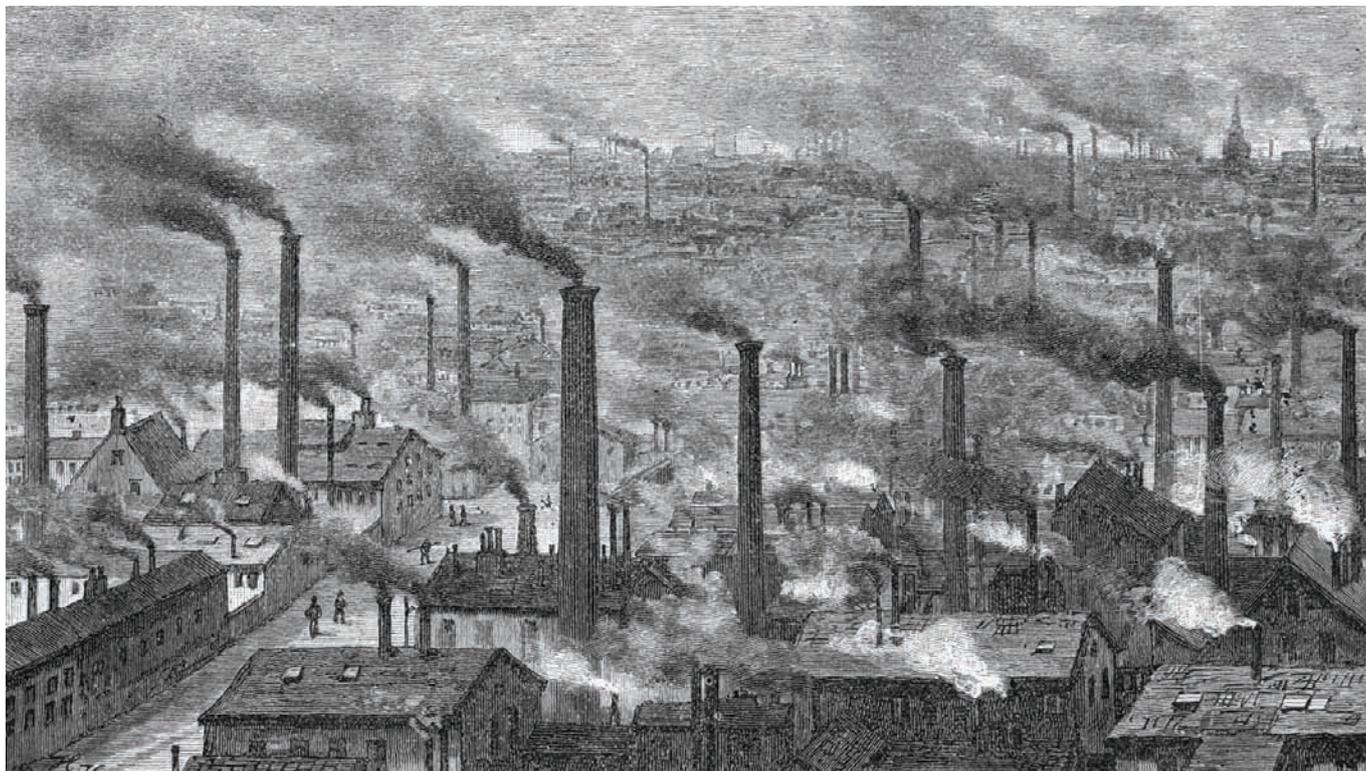
Skilled workers in Britain began organising themselves into trade unions in the 17th century (preceded by guilds in medieval times). During the 18th century, when the industrial revolution prompted a wave of new trade disputes, the government introduced measures to prevent collective action on the part of workers. The Combination Acts, passed in 1799 and 1800, during the Napoleonic wars, made any sort of strike action illegal - and workmen could receive up to three months' imprisonment or two months' hard labour if they broke these new laws. During the 1830s labour unrest and trade union activity reached new levels. For the first time men began to organise trade associations with nationwide

aims, such as Robert Owen's short-lived Grand National Consolidated Trades Union, formed in February 1834. Agricultural workers were also adopting new forms of collective action - a notable example being the Swing Riots in 1830-1

## Rapid trade union growth

Although trade union membership continued to grow during the next two decades, up to around 1850 they tended to be overshadowed by political movements such as Chartism. But in the improved economic conditions of the 1850s and 1860s the foundations of a powerful trade union movement were established, and membership rose from approximately 100,000 in the early 1850s to around a million by 1874.





## 'New unionism'

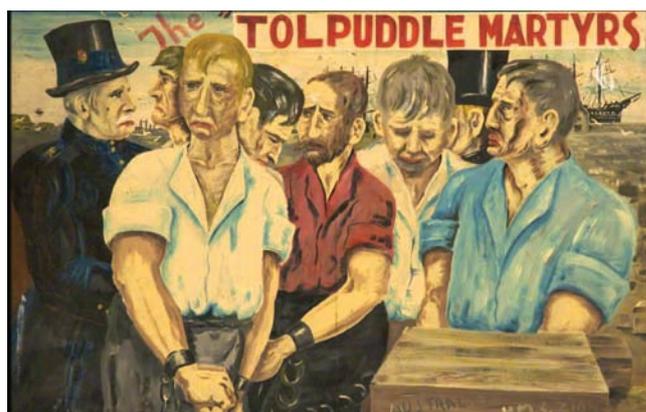
The economic slump of the 1870s and 1880s presented new challenges. Labour leaders such as Thomas Mann, one of the chief organisers of the successful London dock strike (1889), argued that the trade union movement needed to become far more open and inclusive. 'New unionism' reached out to the many unskilled workers in Britain who lacked union representation. The first women's 'trade societies' also began to emerge during this period. The strike by the female workers at the Bryant & May match factory, in the East End of London, in July 1888 highlighted the expanding boundaries of trade union activity in Britain. Many trade unions subsequently joined the Labour Representation Committee (LRC), an organisation created to unite trade unionists and socialists in a single political movement. Between 1900 and 1906, the number of Labour MPs in Parliament rose from 2 to 29. The link established in this period between the Labour Party and trade unionism still exists today.

Despite the Combination Acts, workers continued to press for better pay and working conditions during the early part of the 19th century, and trade unions grew rapidly in London and elsewhere. Finally, after violent Luddite protests in 1811 and

1812, Parliament repealed the Combination Acts in 1824 and 1825. Trade unions could now no longer be ignored as a political force, though employers remained reluctant to treat workers' representatives as their equals.

## The Tolpuddle Martyrs

In March 1834, with the connivance of the Whig government, six agricultural labourers who had formed a trade union in the Dorsetshire village of Tolpuddle were arrested on trumped-up charges and transported to Australia. The unfair treatment of the 'Tolpuddle Martyrs', as they became known, triggered brief public protests throughout Britain. But the harsh sentences discouraged other workers from joining trade unions, and many of the nationwide organisations, including the Grand National Consolidated Trades Union, collapsed.



## Early 20th Century

By the early 20th century trade unions were larger and more influential than ever before. Particularly after the formation of the Independent Labour Party (ILP) in 1893, the trade union movement developed a

close relationship with the political left. This bond was strengthened by the Taff Vale case (1900-1), in which the House of Lords supported the right of the Taff Vale Railway Company to sue members of the Amalgamated Society of Railway Servants for striking in August 1900.

## Austerity Action Group update

Boot Out Austerity Marches On and we aren't going away. Whilst the election may not have gone the way many of us would have wished, we, as champions of social justice have a duty to continue to call out this government and its austerity driven policies.

January 2020 and 'the fight goes on.' The Boot Out Austerity T-shirts have already been out on parade supporting our comrades The Blakenhall Writers group to fulfil their commitment to film *The Austerity Papers* a spoken word piece that evolved through Steve Moore a member of both groups encouraging the writers to share their stories and observations. The piece was performed at last year's Wolverhampton Literature Festival, which also included the first Boot Out Austerity Flash Mob! Editing is underway and once finished we hope to see its viewing numbers rise on the various social media platforms, as well as it being shown at other events.

Next month sees Pete Unwin, Carol Reid and myself running a work shop at the GFTU weekend conference **Grow The Union**. We will be taking the opportunity to show how we used the arts in all its forms to get our message across and in so doing drawing people together. We will be using the booklet **Leave No Stone Unturned In The Fight Against Austerity** the GFTU sponsored book that recorded our journey as well as giving practical hints on organising a successful campaign. I'm hoping we might find time to get the participants to help me record **What Ever Hat Your Wearing** the words on the next page are self explanatory. Come on Get Your Hat On.

Angi Naylor  
SWU Executive Member

## *'Social Workers Wear Many Hats'*

J Thoburn 2017



*Whatever hat you're wearing see you at the Demo*

Angi Naylor shares her new song and hopefully will be singing it soon

## *Whatever Hat You're Wearing*

I'm standing on me soapbox  
I've got a megaphone  
Me T-shirts covered in badges  
And I'm tweeting on the phone  
But the things that makes me stand out  
And makes the cameras flash  
(Drum = 1,2, 1,2, 3)  
Is the Boot Out Austerity logo  
Emblazoned on me hat

### Chorus

*Whatever hat you're wearing  
United we must be  
To champion the common man  
And Boot Out Austerity  
We'll defend democracy  
We'll Stand up for human rights  
(Drum = 1,2, 1,2, 3)  
We'll march In solidarity  
In this austerity fight*

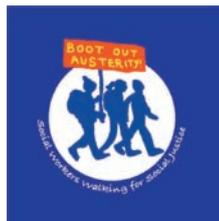
Give Peace a chance  
And Feed The World  
Free Nelson Mandela  
And we shall overcome  
Chants we've chanted  
And songs we've sung  
(Drum = 1,2, 1,2, 3)  
We'll rise like Lions  
Austerity get ye gone

### Chorus

The woman of Greenham  
Our sisters at Grunwick  
Gays support the miner  
And save our NHS  
Campaigns fought, Campaigns were won  
Yes I was there I was banging on the drum  
Yes we were young Lions Rising  
And well come and bit your b..  
Two Four Six Eight  
Fight back now before its too late  
Three Five Seven Nine  
Our human rights are on the line

### Chorus

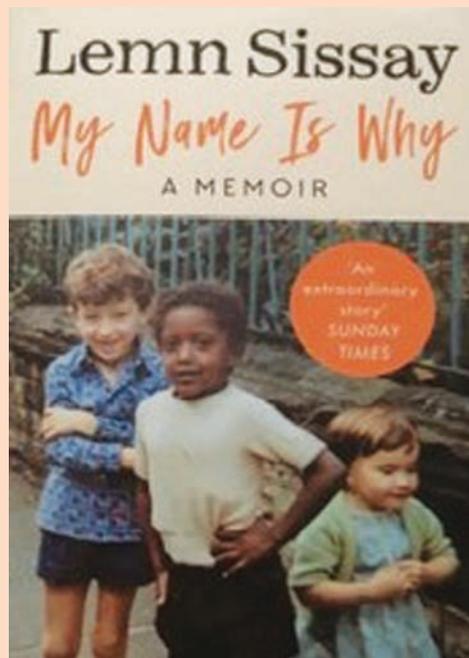
Angi Naylor 2019



## Book Review

### *My Name is Why*

by Lemn Sissay



The festive season provided me with a few much-appreciated hours of “me time” which I spent reading *My Name is Why*, a memoir by renowned writer and broadcaster, Lemn Sissay.

Sissay was 17 when, for the first time, he saw his birth certificate, which he received alongside several files of paperwork from social services. He uses the documentation within to painstakingly piece together the circumstances and events that led him to a childhood in foster care and care homes.

Set in the 1970s, Sissay's story is a sad one which includes neglect, abuse, racism and evidence of both good and bad social work. It's one of those books that is 'easy to read' interspersed with anecdotes and poetry, as if coaxing you to its end. His writing is warm, humorous and heart-breaking, and each short chapter includes reprinted evidence of tarnished, often redacted documents, as if marking a trail to Sissay's missing family.

This memoir ends when Sissay is just 18, and I hope he decides to produce a second one. I wonder where he found the strength and resilience to soar, despite (and perhaps because of) those early years?

Carol Reid

## *Social Workers Wear Many Hats*

J. Theobald 2017



# Union Contacts Update



Following the devastating election result it is now, more than ever, important to strengthen and develop our trade unions. SWU's hugely positive advantage is not only our ability to say that we are a union FOR social

workers, but that we ARE social workers, with a plethora of knowledge and experience. We understand the difficulties and complexities of the profession and we've experienced the frustrations of practicing whilst engulfed by the restrictions of imposed austerity, when our working conditions deteriorate, our morale weakens, and our service users become more vulnerable and less empowered.

As a Union we are not prepared to accept this, and we are committed to supporting our members to achieve better, healthier, working conditions which will in turn enable more established and positive relationships with service users.

Our excellent full-time Advice & Representation Team continues to support social workers using their extensive knowledge and experience to negotiate workplace grievances, disciplinaries and complex employment issues, and our growing team of SWU Union Contacts are becoming more and more established in workplaces up and down the country, whether it be local authorities, hospitals, charitable organisations, or students completing their training.

SWU Union Contacts have an important role in helping the Union to grow through encouraging membership, sharing information, promoting events and generally being the 'face' of SWU in workplaces and universities. There are also opportunities to become further involved via our additional Phase 2 training when Union Contacts can undertake representational work with the support of our A&R Team.

As the Union grows, we become collectively stronger and more vocal, and Union Contacts play an invaluable role in enabling this to happen.

SWU is YOUR Union, and if you'd like to become a Union Contact in your workplace or university please get in touch for further details. Our next Induction Day is happening on **Saturday 21st March in Manchester** and places are already going fast!

## Branch Activities

I'm often asked by SWU members whether SWU hold local branch meetings. SWU members are also BASW members and you can of course attend local BASW branch meetings at no cost, where you will be most welcome. Branch meetings are a great way to socialise, interact with like-minded people, listen to guest speakers, and plan collective action about issues relevant to social work and trade unionism. If you'd like further details about branch meetings, or if you'd like to be involved in setting up a branch in your area, please get in touch and I will link you to the relevant BASW officers.

## Request for articles for Newsletter

We love to hear from SWU members and Union Contacts, and we welcome your contributions to this Newsletter. You can submit a short item of a couple of paragraphs, or a lengthier article of around 500 words if you wish, the choice is yours. It's YOUR Newsletter and we value your input, so please drop me an email with anything you'd like to submit.

Thank you for your continued support of SWU - together we are Strong.

**Carol Reid**  
**National Organiser & Union Contact**  
**Scheme Manager**  
[carol.reid@swu-union.org.uk](mailto:carol.reid@swu-union.org.uk)

# Union Contacts Quotes and Sound Bites



*"With SWU and BASW I find the connection to wider social work groups and associations supports my practice."*

**Jessica Nielson**, social worker and SWU Union Contact.

*"SWU is a dedicated social work professional trade union. If you are a member of BASW, check that you've opted in to join SWU too!!"* **Calum Gallagher**, social worker and SWU Union Contact.



*"BASW and SWU promote and protect my views and needs as a professional. Both organisations have benefitted my personal and professional development."*

**Liane Devaney**, social worker and SWU Union Contact.

*"The uniqueness of SWU is that they are social workers and also trained in understanding trade union issues, so there is a holistic approach to support and problem solving, with a great sense of belonging."*

**Denise Freeman**, retired social worker and SWU Union Contact.



*"It's important that you join a Union!!"*

**Marble Henningham**, social worker and SWU Union Contact.

*"One of the benefits of joining both BASW and SWU is it's the same price, or even cheaper, than other unions!"*

**Hannah Rapley**, social worker and SWU Union Contact.



*"With SWU you receive union representation from a qualified social worker. The only way to guarantee that level of professional representation is to be a member of SWU. No other union can promise that."*

**Owen Rhys Harry**, social worker and SWU Union Contact.

*"With BASW and SWU you have the option of being able to discuss a workplace concern and receive concise, knowledgeable, practical and professional advice."*

**Jennifer Moir**, social worker and SWU Union Contact.



*"Being a member of SWU has given me confidence and pride in my role, being part of a collective group of social workers."*

**Catriona Eaglesham**, social worker and SWU Union Contact.

*"SWU is a union staffed by social workers for social workers. They defend us because they understand the work that we do."* **Frank Allinson**, social worker and SWU Union Contact.





## Whatever legal help you need, we're there for you.

We are friendly, professional and affordable. And we work across the Trade Union movement.

In addition to our **free personal injury service**, SWU members receive **exclusive benefits** including:

- ▶ **10%** discount for wills and probate services
- ▶ **10%** discount for residential conveyancing and commercial property services
- ▶ **10%** discount for family and matrimonial law services
- ▶ **10%** discount for criminal/motoring offences and court litigation services

Visit [morrishsolicitors.com/socialworkersunion](https://morrishsolicitors.com/socialworkersunion) to find out more  
or call **033 3344 9600**

Eddie O'Hara shares information about All Birmingham's Children with SWU. SWU donated £500 in 2019 to the ongoing campaign and great to see them growing in activism.



**ALL BIRMINGHAM'S CHILDREN ABC**

## When will we stop missing opportunities to promote the best interests of All of our of children?

As we work our way into 2020, please spare a moment to consider the following:

If you should ever read a serious case review or domestic homicide review you will find that they are nearly always peppered throughout with the term 'missed opportunity'. The term 'missed opportunity' refers to a time and place where someone, usually a professional, had an opportunity to do something positive for someone in need, but the opportunity was either overlooked or ignored. The consequences as you would expect are often tragic, resulting more often than not in either death or serious injury to someone.

With the above in mind, despite the progress made by ABC's campaign this year in trying to promote the best interests of ALL children living in Birmingham, we continue to highlight to all who will listen, how our city of a 1000 trades, more young people than any other European city, 430 schools, world class universities with a thriving businesses sector, is **still failing 30-50 %** of our children who live in poverty, huge increase in the use of foodbanks, shocking levels of temporary accommodation and the highest infant mortality and obesity rate in the UK.

Why, despite the obvious wealth which we see around us every day and the

best efforts of a few city leaders..... are we at ABC still being contacted and visited by people from as far away as Japan, Sweden and Australia who are appalled at the lack of provision for ALL children living and growing up in our city?

Why have less than 10% all 110 local elected politicians failed to actively acknowledge, let alone engage with our campaign to promote the best interests of ALL children living in Birmingham? Why have less than 1% of our 430 schools failed to acknowledge, let alone engage with our campaign?

Why has the business community, with very limited exception, failed to engage with our campaign?

Why are so many local public servants, CEOs / directors of charities and publicly funded trusts, at any time, especially at a time of austerity, still earning over £100,000?

It is a complex answer, but one which can be reduced down to a number of painful reasons:

1. Most of the privileged and powerful political, professional, religious and business people in our city do very well thank you very much and for them that is simply enough. They miss or chose to ignore the bigger picture.

2. Despite Birmingham having a thriving charitable sector, most people's charitable efforts are either directed towards issues which personally affect them and their families, they are paid to provide the service, or they fall into the category of social worthy photo-ops. They miss or chose to ignore the wider picture.
3. There continues to be an accepted disconnect between what people publicly profess to believe in and the limited way in which they actually engage and take responsibility for promoting these beliefs in their private lives. They miss or choose to ignore the wider picture.
4. The growth in identify / single issue politics, (often demonstrated by so called mainstream politicians), excludes

anyone who looks different, believes in different things or lives in another ward / constituency of the city. They miss or chose to ignore the bigger picture.

With the above in mind, let us hope that as we all move forward into 2020, that as the citizens of Birmingham (and other communities) we try and make a renewed effort to do all we can to use the opportunities presented to us every day to make our communities the great city / town / village it could and should be for ALL of our children to live and grow up in.

Have a great active year.

**Eddie O'Hara**  
**Chair - Co-founder of**  
**[www.allbirminghamschildren.com](http://www.allbirminghamschildren.com)**

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\* Conditions Apply. Not available on Christmas Eve, Christmas Day, New Year's Eve or 14<sup>th</sup> February 2020.

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## Just Keep on Practice Teaching Workshops - Spring 2020

### Free Interactive Practice Teaching Lunchtime Workshops in Scotland

In partnership with Glasgow Caledonian University and with an increasing number of contributors, Learning Network West are offering a second series of workshops as part of our spring 2020 collection (yes, think Paris/New York). These workshops continue to be designed to support all Practice Teachers who have a social work student on placement and also returning Practice Teachers who may not have practiced for some time. Link workers are also welcome.



**Wednesday 4<sup>th</sup> March 2020 (12 - 2pm)**

### **Topping up the batteries: Supporting ourselves and our social work students to be emotionally resilient**

with independent practice teacher, Sarah Rose.

#### **Outline of workshop:**

The overall aim of this workshop is to gain a greater understanding of emotional resilience in the context of social work practice and how to apply this for the benefit of ourselves and our students. The workshop will focus on 5 key areas:

1. The need to balance empathy and detachment.
2. The importance of emotional support.
3. The 'stress culture' of the workplace.
4. The impact of organisational bureaucracy.
5. The need to feel valued in the social work role.

Sarah Rose is a former social worker in adult services and is currently a tutor and PhD student at the University of Edinburgh, an independent practice teacher and a yoga teacher. Based on Sarah's current PhD research, this workshop will introduce some of the main factors that have been identified as hindering or enhancing the emotional resilience of social work professionals and students.

**Venue:** Glasgow Caledonian University, room location to be confirmed.

**Monday 30<sup>th</sup> March 2020 (12 - 2pm)**

**Report writing skills and assessment**

Full details on content and contributor to be confirmed in early 2020.

**Wednesday 6<sup>th</sup> May 2020 (12 - 2pm)**

**Supporting BME Social Work Students**

Full details on content and contributor to be confirmed in early 2020.

**Wednesday 10<sup>th</sup> June 2020 (12 - 2pm)**

**Anti-discriminatory practice**

Full details on content and contributor to be confirmed in early 2020.

These workshops are intended to provide a space for Practice Teachers in Scotland to share good practice and develop support networks. Participant feedback will inform future workshops.

You will be given a **Certificate of Attendance** which you can use to evidence your Continuing Professional Development.

Spaces are limited, if you would like more information, please contact Cath Shaw on [cath.shaw@westlearn.org.uk](mailto:cath.shaw@westlearn.org.uk)

and to book a space, please contact Caty McColgan on [caty.mccolgan@westlearn.org.uk](mailto:caty.mccolgan@westlearn.org.uk).



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