

General Secretary's Report

I am delighted that SWU continues to be involved in the working conditions research and the second phase. This is an important study because social work is often described as a stressful occupation, but there have been very few large academic studies into the working conditions that may influence this stress; already responses have been terrific with over 3500 social workers completing the questionnaire. SWU is excited about driving this research project with colleagues at BASW. I look forward to the new analysis which will be shared at the SWU Fringe Event on Thursday 20th September.

SWU membership continues to rise and we still look forward to welcoming new members each week. I am delighted that our membership has grown to over 12,200 members. This is indeed a great achievement for all involved with SWU. The challenge ahead for SWU is building on that membership base and for SWU to be actively involved with more campaigns and engaging with members. This continues to be a challenging task with only a small but active team; therefore, if you have an interest in being involved with the union then please do let us know. I am particularly pleased that we have managed to fill three out of the four remaining vacancies on the Executive Board.

Campaigning continues, the British Association of Social Workers and the Social Workers Union have called for social workers to be given the same level of protection from violence as emergency services personnel. The plea has been issued in a bid to persuade politicians to amend the Assaults on Emergency Workers

(Offences) Bill, which is currently passing through the House of Lords. The private members' bill, introduced by Labour MP for Rhondda, Chris Bryant, and backed by the Government, aims to create a new offence of assault on emergency workers, which doubles the maximum penalty from six to 12 months in prison. But while non-emergency frontline NHS staff and prison escorts have been added to the list of "emergency workers," social workers are not yet included.

This coming month we have two terrific events happening. The first one is the SWU Fringe Event featuring an evening of music, debate, food and fun on Sept 20th. Sept 21st is the important date for SWU AGM and Conference. It is your union and a chance for you to share a view on the future and direction of the union. Please do come along and say hello. If not, I can always be contacted via email and look forward to regular correspondence from members.

Finally, and importantly, I would like to give particular thanks to the hard-working Advice & Representation (A&R) Team and Executive Board. The A&R Team continue to provide a quality service to member despite the increase in referrals and staffing challenges. The team are exceptionally dedicated and without them we would not have a union. They all work relentlessly behind the scenes and have a huge impact on creating change for the members who seek their knowledge and assistance. Likewise, the Executive Board continued to be a huge support for me.

John McGowan
General Secretary

j.mcgowan@swu-union.org.uk

What the Social Work Union means to me

Where you have power, you need a countering force. Social work jobs are mostly in the public sector. So most social workers don't have the choice to just change to a different sort of job if the working conditions aren't right. Social workers need to work collectively to argue for the right support to do our difficult work.

Trade Unions are part of the fabric of social justice. They help to ensure the balance of power between employees and employers. There is a clear fit with the professional association.

- BASW provides support, information, guidance, learning and campaigning for us to be great professionals.
- The Social Work Union provides support, information, guidance, learning and campaigning for us to be valued employees.

Both SWU and BASW ground their work in our Code of Ethics - they support us so we can fulfil our purpose of individual empowerment and social justice. And both SWU and BASW themselves empower social workers and make the system more socially just.

- A social worker who is in SWU and BASW is empowered by specialist advice and representation from trained social workers around employment and professional registration. They are represented when things are difficult. They can access advice and guidance at all times.
- A social worker who is in SWU and BASW is linked to thousands of social workers who

collectively call for change that will enable us and the people we help to thrive.

Together, SWU and BASW offer complete support. And together they offer greater influence. An example of this is the Professional Working Conditions campaign. This grew out of SWU and BASW supported research by Dr Jermaine Ravalier of Bath Spa University. His report last year led to news coverage and lobbying about the importance of support for social workers. This campaign will be stepped up in 2018-19 by SWU and BASW.

The work that SWU does - representing social workers in employment negotiations, setting up union contacts in workplaces, being part of the General Federation of Trade Unions - helps all social workers. As does the work that BASW does.

I aspire for all social workers to see membership of the professional association as part of their identity.

When I was a social worker in a local authority, I saw membership of a Trade Union as an automatic part of my identity too. I now work for myself and I hadn't been in a union for a while. However, I recently joined SWU (which incidentally is amazing value for money for BASW members) because: the more of us who join, the more we can ensure the balance of power.

So now I have a bigger aspiration. For all social workers to see membership of their professional association and professional Trade Union as part of their identity.

Gerry Nosowska
BASW UK Chair



SWU Legal
Services



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 to find out more
or call **033 3344 9600**

 [morrishsolicitors](https://www.facebook.com/morrishsolicitors)  [@Morrishlaw](https://twitter.com/Morrishlaw)

More SWU Members sign up to become Union Contacts

Carol Reid, SWU National Organiser reports from a second successful meeting



Our second cohort meeting for new Union Contacts took place in Birmingham on 28th July and was an extremely successful day of training and discussion, resulting in yet more SWU members signing up to be Union Contacts in their workplaces and universities. We were again supported by Dr Neil Thompson who delivered a thought-provoking presentation and provided each participant with a copy of his excellent new book *The Social Workers Manual*.

It was extremely rewarding to meet new activists committed to promoting and growing our Union, and we are now planning our next meeting for Cohort 3 which will take place on Saturday 3rd November in Manchester (venue to be confirmed). Being a member of the Social Workers Union enables you to apply to become a Union Contact and we welcome people who are interested and enthusiastic about getting involved. Previous union experience is useful but not essential - more important is your keenness to strengthen and develop your Union to support practicing, newly-qualified and student Social Workers.

This is an invaluable role, and anyone wishing to become a Union Contact can find out more by contacting me: carol.reid@swu-union.org.uk

Our Newsletter will have a future section entitled UC Corner, and we encourage our Union Contacts to submit comments, poetry, snippets, any items of choice - serious or funny. It's YOUR section and we welcome your interaction. Please send any submissions to Carol Reid at the above email address.

Thank you again for your continued support of YOUR Union. Together we are Stronger.



Hear what our Union Contacts have to say

Grace Adeusi

Becoming a member of BASW and SWU has enabled me to realise that I can be supported in my profession. As a member and being a SWU Union Contact - I can offer support to my work mates. Social Work is challenging; however, with BASW and SWU I have come to realise that it doesn't have to be. Thus, I encourage all social workers and students to become a member.



Sian Jones

SWU is the only union run by and for social workers and social work students. It's a union that understands the profession and the values and ethics that underpin social work. Being a member of BASW and SWU has empowered me and has reinvigorated my practice and my love of the profession. Being a member of BASW and SWU has also provided me with access to resources and to advice and support when I needed it; importantly from professionals who understand the role and its pressures.

Carys Phillips

I have been a member of different Trade Unions all of my 34 year working life. As a professional, capable, social worker, leader and value-based practitioner; I have chosen to be a Union Contact for SWU and BASW. This is because it is now, more than ever vitally important to be confident and articulate and feel supported to continue the challenge of social work through the complex, as well as 'difficult to articulate' experiences of practice and work place cultures. Challenging toxic cultures as I go.



Rebecca Austin

SWU is a small but growing union and I truly believe that this is one of the benefits. Joining SWU and BASW you are also joining a journey with like minded people who fully understand the unique challenges that we face in our profession. SWU and BASW membership becomes a peer group and strength to remain committed and supported in maintaining our core commitments to ethical practice with social work justice at its heart.

New Unionism

The latest in our series of articles highlighting those historical influences that have led us to our modern Trade Unions.



A people without the knowledge of their past history, origin and culture is like a tree without roots

SWU Social Workers Union

Trade Union Rights

The New Trade Unions

Between 1888 and 1918 trade unions grew at a faster rate than at any other time in their history. Membership figure stood at roughly 750,000 at the beginning of the period, rising to six and a half million in 1918. Inspired by the successes of the women match workers' strike at the Bryant and May factory in 1888 and subsequently by the Gasworkers' and Dockers' strikes of 1889, trade unionism among unskilled, semi-skilled, white collar and professional workers spread rapidly. Led by socialists like John Burns and Tom Mann (with Eleanor Marx as secretary to the strike committee), the dockers' struggle captured the public imagination. Their strike, which lasted 5 weeks, was over the issue of casual working (they demanded a minimum of 4 hours per day) and for a minimum wage of 6 pence an hour (the 'dockers' tanner). They won their latter demand.

Their victory was ultimately ensured by the financial support received from other trade unionists, including a £30,000 donation from Australia.

The New Trade Unions

Unskilled and poorly paid workers were organised much more slowly than skilled artisans and craftsmen. Often it was said that they were incapable of being unionised.



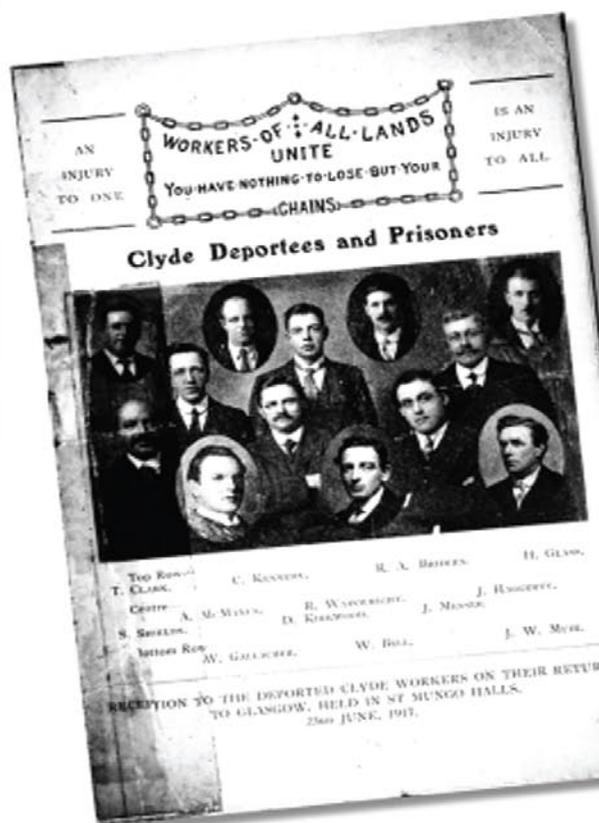
Two strikes, in 1889, changed this view forever.

The first was by Matchwomen, led by Annie Bessant, at the Bryant and May factory; and the second was by the London dockers in a strike for a wage of 6d per hour. Both strikes were won and established the rights of unskilled, marginalised, and women workers, changing the face of trade unionism forever.

These 'New' trade unions – such as the Transport & General Workers Union (today's Unite) and the Gasworkers (today's GMB) – tended to be more militant, more working class and to have stronger Socialist ideals than the earlier craft unions.

Significantly, they also thought about organising politically, in pursuit of their industrial aims.

By the 1890s, working class trade unions (including the miners and the railwaymen) greatly outnumbered the older, skilled craft unions; and they began to wield far greater political and industrial power.



General Federation of Trade Unions



The General Federation of Trade Unions (GFTU) concentrates on servicing the needs of specialist unions. It does this by providing courses, creating international union links, parliamentary links, undertaking research for its affiliated Unions and providing ongoing support and assistance to all members with additional support for General Secretaries.

The GFTU has 30 affiliates with a membership of just over 250,000 and describes itself as the "federation for specialist unions". The GFTU offers a range of courses, from foundation to more advanced with the majority free for SWU members. The new training catalogue is soon to be launched with even more courses covering a range of topics.

John McGowan, SWU General Secretary sits on the GFTU National Executive Governing Body with a committee elected to meet regularly to manage the work of GFTU. SWU is a proud member of the General Federation of Trade Unions (GFTU). This section will provide an opportunity to meet some of the other unions affiliated to the GFTU.

Meet the Bakers Food and Allied Workers Union with information provided by Sarah Woolley, Organising Regional Secretary:



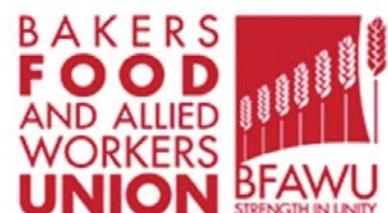
Who is the BFAWU?

The Bakers Food and Allied Workers Union (or Bakers for short) is one of the oldest trade unions in the world. Formed in Manchester in 1847 by a group of Journeyman Bakers who came together to improve their wages and living standards. From there we grew and became a national union covering the UK and Ireland.

We are the only independent trade union who specialise in the food industry - all of our paid union officials, both regional and national, are elected from the shop floor membership, as is our executive council, meaning that at every level of the union those driving policy and representing the membership have a full understanding of the issues of the industry.

At our peak the membership was around 60,000 however these days we sit at about 17,000. People's diets are changing, bread is not consumed at the rate it once was, leading factories to close down, that teamed up with automation that sees a machine and 1-2 people do a job that used to take 10+ means our scope for membership in the traditional bakery industry is diminishing.

We don't just deal with bread factories, though that is where we started; we cover the whole food industry including drivers, engineers, manufacturing operatives and retail. We have recognition agreements with household names such as; Warburtons, Hovis, Mr Kipling (Premier Foods), Foxes Biscuits (2 Sisters), Aunt Bessies and of course Greggs alongside a whole range of local, regional and national companies.



From day one we have always been a campaigning union, fighting for better pay, terms and conditions for an industry well known for being low paid and open to exploitation and danger. Our Parliamentary group helps us with many of our campaigns, giving us access to Parliament which we wouldn't necessarily have otherwise due to being relatively small in size. We have a number of campaigns currently including - Cool It, Bakers Asthma, Power of Supermarkets as well as £10 per hour and to abolish zero hours contracts which have both been incorporated by the TUC and the Labour Party into their policies too.



McStike is our biggest campaign at the moment which has inspired young people to organise within an international, multibillion corporations, stand up together and for the first time in history walk out on strike, not once but twice, over bullying, low pay and the need for union recognition sending a wave of inspiration throughout the labour movement.

Since last September's TUC in which we moved a historical motion on climate change, we have been developing the work we do around climate issues. We have begun producing a Green Stuff leaflet to help educate our members as to why climate change is a trade union issue, develop our H&S reps to incorporate environmental issues and work with other unions and groups to highlight the dangers of things like fracking.

It is through our affiliation with the GFTU that we have links with yourselves and through the platforms it provides have the opportunity to help and support as well as learn from each other. Even though we are from different industries and sectors there will be issues (such as those around climate change) that unite us.

Hopefully this will have given you a brief insight into some of the work the BFAWU does. Our website www.BFAWU.org holds more information on the campaigns and work that we do and you're more than welcome to email me sarah.wooley@bfawu.org if you have any questions!

If you know anyone working in the food industry, family or friends, please encourage them to get in touch!

Solidarity

Sarah Woolley

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.

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/
Internet: www.swu-union.org.uk

SWU **Social Workers Union**

SWU Fringe Event
Thursday 20th Sept 2018

**Social Work - Working
Conditions and Stress
Research: Part 2**

**Presentation by
Dr Jermaine Ravalier &
Dr Charlotte Boichat
of Bath Spa
University**

**Panel Q&A Session
- the importance of
creating suitable
working conditions**

**Live band - Boot out Austerity's very own
*The Austerions***

The Victoria
48 John Bright Street, Birmingham, B1 1BN

Free Event but limited tickets so book now.
Bar available and free buffet 7.30pm - 11pm

For tickets available:
www.basw.co.uk/events

SWU at IFSW



I had the honour to represent SWU at the IFSW World Social Work Conference in Dublin from 4th to 7th July. The conference, which was called *Environmental and Community Sustainability: Human Solutions in an Evolving Society*, attracted 2,150 Social Workers from 100 different countries. The largest number came from North America. A huge range of speeches, presentations, lectures, symposiums and workshops were offered to delegates. The ones I attended were of a very high standard. There was however time for



networking, socialising and just enjoying a pint of Guinness! Delegates were entertained by an Irish band and some fine Irish dancing.

David Jones, former World President of IFSW, gave two stirring speeches about the Global Agenda at the start and finish of the Conference. He even managed to attack Trump and Brexit in one sentence! One of the highlights of the event was a powerful speech from Dr. Mary Robinson, the former President of Ireland. Details of this speech will be in PSW. Subjects such as migrants, refugees, human trafficking, child sexual exploitation, elder abuse, domestic violence, mental health and disability were amongst the topics presented and discussed. I met with a trade union official from New Zealand together with many interesting delegates from different parts of the World.

James Birchall
SWU President

Welcome to SWU Admin Manager

Following nearly thirty years in the Insurance and Financial Services Industry, Kevin has opted for a change of career and has decided to spread his wings into a very different territory.

Kevin has managed administrative teams for over 15 years and his aims are to foster a caring and supportive working environment coupled with an excellent service delivery.

Kevin is in place for a period of 12 months and over that time he looks forward to getting to grips with his role whilst maintaining the vital support for our members.



Compulsory medication?

A recent article by BASW's chief executive Ruth Allen on social work's history was a timely reminder of avoiding unquestionably carrying out practices that may be contra to an individual's rights and social works ethical commitments. This prompted revisiting decision making in regards to the compulsory use of medication for those subject to Community Treatment Orders; and the potential for conflict with service users' rights to make decisions regarding their lives.

Central to this discussion is social work's ethical commitment to promote self-determination and whether this can be confidently affirmed when adults who are capable of making decisions are denied the choice in regards to the use of psychiatric medication. As the Mental Health Foundation 2007 has previously noted:

"People with mental health problems are treated as second class citizens by allowing treatment to be imposed on those who are able to make rational decisions for themselves."

The recourse led rather than needs led nature of provision has resulted in service users being denied choices in relation to the availability of a range of services that would enhance their wellbeing. This restricts opportunities for exploring ways of coping with experiences of mental distress, where individuals are afforded respect and dignity and where responses take into account the individual as whole person in context to their environment. Instead, attention has been drawn away from the social causes of discontent in an individualised response which fails to account for the services and resources needed for people to recover.

It is unsurprising given the reduction in preventative services and resources allocated to people experiences mental health difficulties that the system continues to utilise medication against an individuals will. It is noteworthy that the adequacy of service

provisions are paramount in discussions of "least restrictive alternatives" and avoiding paternalistic and punitive attitudes. The questions to be asked here are to what extent the compulsory use of medication represents a form of control to minimise risk in the community and the ethical implications of such decisions in a climate where there are limited alternatives available.

Social work has a clear commitment to Human Rights, which includes the "prohibition of inhuman and degrading treatment," so who decides what tips the balance in what is considered "therapeutic" and what is considered "inhuman and degrading." Whose voice really matters here? As Jerry Tew has explained it seems that the unanticipated consequences of professional interventions such as the side effects of medication, the impact on relationships, work and family life is considered to a lesser extent. The focus on control and the management of potential risk in the community appears to come at the expense of the services users' views.

Discussions around potential alternatives to medication are silenced within the popular notion of conformity through the use of medication and further silenced within a hierarchy of knowledge. As social workers the evidence that we base our decisions upon is done so with experience and values. Therefore, we must also consider the potential for decision making that has a damaging effect on people's self-esteem, ability to manage risk and opportunities for growth and where the idea of becoming "symptom free" minimises individuals' autonomy to make decisions regarding their lives. Service users' views on requirements for alternatives therapies and supportive services are necessary in understanding the types of services required that recognise difference and diversity. People's stories matter and both research and practice experience needs to continue to draw attention to any potential infringement on individuals' human rights.

As Joanna Moncrieff's book on the Myth of the Medical Cure has noted, there is a false consciousness around the nature of psychiatric drugs and other ways of helping are left out of the discussion; what is minimised in the passivity around medication compliance is that "drugs themselves constitute a source of stress, both physical and psychological." This is not to reject that individuals also have the right to choose medication as an effective strategy to manage the difficulties they may be experiencing; nor is this to reject that medication can have specific effects which can be beneficial in an individual's recovery. Rather, the tension here is in the lack of choice and control for individuals in decisions regarding their lives, both in terms of individual choice and alternative and complementary service provisions.

When "getting better" is solely attributed to medication compliance it avoids discussions around the need for decent services and replicates superficial views of recovery, where compliance with medication is seen as success or failure of care in the community. Individual choice is mere rhetoric in a climate where there is a scarcity of services and the very nature of the service provided to those subject to the compulsory use of medication could be argued both oppressive and intrusive; particularly when the alternative presented to individuals is recall to hospital if they fail to comply with the conditions of the Community Treatment Order.

Evidently, there is a responsibility for social workers to continue to find ways of respond to such dilemmas in ways that a purposeful, meaningful and creative, placing service users at the heart of the discussion. These conversations remain central in ascertaining the extent to which the current system is truly "therapeutic"; as Ian Cummings points out, "many of us will never be able to recover living under... intolerable social and economic conditions." In asking these questions it appears we must also keep central our ethical commitment to promote self-determination, where those experiencing mental health difficulties are treated as equal citizens with rights to autonomy, respect and dignity.

Rebecca Austin
Member SWU Executive

A recent quote from a SWU member:

As a registered social worker, being a member of BASW and SWU enables me to stand up for the values of the profession I care so much about. It enables me to feel empowered and supported to call out bad practice, oppressive practice and gives me a sense of wellbeing.

Sian Jones
BASW and SWU member

We at SWU would love to hear from members regarding the positives of being a BASW and SWU member so please do get in touch with your comments.





Top Five

Well hello everyone!! As summer is ending, we enter into an autumnal explosion and consider slowing down from the summer pace by taking it easy. As we sit in front of the burning log fire, what could be better than a hot cup of coco in front of the television, making those dark nights more enjoyable and relaxing. This month I have chosen my top 5 documentaries that embrace the social work theme. Enjoy!

- 1) **Buffalo Nation: The Children Are Crying** *Children Are Crying* depicts the tragic way of life for the rural, isolated Lakota people living on the Pine Ridge Indian Reservation in South Dakota. This documentary focuses on the devastation in which the children of the Lakota Sioux Nation are forced to live. The children are filled with despair, and as a result, they are committing suicide at an alarming rate. They are crying for help!
- 2) **The Waiting Room** is a documentary film that follows the lives and experiences of patients, doctors, and staff at Highland Hospital in Oakland, California. *The Waiting Room* takes a close look at a public hospital struggling to care for a community of largely uninsured patients. Screened by the Dalton State Department of Social Work.
- 3) **Alive Inside** is a documentary that looks at a social worker's program that uses music to help people suffering from Alzheimer's and other forms of dementia. On a hunch, New York social worker Dan Cohen, MSW, brought iPods to a nursery home to play for patients who suffered memory loss. To his surprise, unresponsive patients became more engaged and communicative when they listened to the music of their youth. Written about in *Social Workers Speak*.
- 4) With **Finding Jenn's Voice**, social worker and filmmaker, Tracy Schott, MSW, brings together the story of Jennifer Snyder, the voices of survivors of Intimate Partner Violence, and the research of talented experts to draw much-needed attention to the dangerous issue of domestic violence and intimate partner homicide. Written about in *Social Workers Speak* and will screen at the 2016 NASW National Conference.
- 5) The narrative feature film **Short Term 12** is told through the eyes of Grace, a supervisor at a foster-care facility for at-risk teenagers. Passionate and tough, Grace is a formidable caretaker of the kids in her charge. But Grace's own difficult past throws her into unforeseen confusion, made all the sharper with the arrival of a gifted but troubled teenage girl with whom Grace has a charged connection. Written about in *Social Workers Speak*.

So there you go folks. Grab a hot drink, some healthy snacks and enjoy the autumn onset. All of these programmes/ documentaries can be found on most known media platforms.

The 2018 Conference and Annual General Meeting
Innovate, The Studio, 7 Cannon Street, Birmingham B2 5EP (discounted parking available)

Conference registration and refreshments from 9.30am • Lunch and refreshments provided
Members Free

SWU AGM will take place after conference and lunch at 2pm - 4pm (Members only)

Confirmed Guests:

Dr Elizabeth Cotton

Dr Elizabeth Cotton is a writer and educator. Her background is in workers' education and international development. She has worked with trade unions in over 35 countries as head of education for Industriall, one of the largest trade unions in the world.



Banner Theatre Company - Live music set

Banner is one of very few companies prioritising working-class audiences and working with trade unions. Their aim is to support the struggles of the working class and increase awareness of, and generate action around, key social and political issues and trends.



Preet Gill MP

Preet Kaur Gill is a British Labour Co-operative politician. She is the Member of Parliament for Birmingham Edgbaston since the 2017 general election. She is also a former social worker.



Neil Thompson

Dr Neil Thompson is an author and independent online tutor whose work is highly acclaimed across the people professions. He has held full or honorary professorships at four UK universities. Neil will be facilitating a conference discussion in his role as a SWU Ambassador.



In addition:

Angi Naylor (SWU rep on Austerity Action Group)

Singing live, followed by the presentation of the SWU Assignment Competition.

Harry Venning cartoonist in attendance

Harry Venning is an award-winning cartoonist, illustrator and comedy writer. A weekly contributor to The Guardian with the Clare In The Community strip.

Social Work Union Contacts

Time to find out more from SWU activists and our valued volunteers.



Register for Conference and AGM via www.swu-union.org.uk

SWU can be found on the following:

Twitter: SWU_UK Facebook • www.facebook.com/socialworkersunionuk/ • Internet: www.swu-union.org.uk

Constitutional Motions: These require a 75% majority to be passed

That the draft Rules and Bye Laws be approved and adopted as the Rules and Bye-Laws of the Union in substitution for and to the exclusion of all existing Rules and Bye Laws of the Union.

Proposed rules have been emailed to members and are presently on the website: <https://www.basw.co.uk/resources/swu-rules-amended-2018>

Ordinary Motions: These require a 51% majority to be passed

Motion 1:

To support the SWU Executive to begin to consider the possibilities of extending the membership criteria for SWU to include social care workers.

Motion 2:

Some employers are failing to make reasonable adjustments for social workers who have disabilities. The SWU Executive are asking this AGM to support any action SWU considers reasonable in assisting and supporting those SWU members facing such discrimination.

Motion 3:

To support SWU in its ambitions to oppose the current Hostile Benefits System which is further exacerbating the suffering caused by Austerity.

Motion 4:

Continuing to encourage as wide a student membership as possible, recognising that Social Work students are the future of the profession.

Motion 5:

LGBT rights in Northern Ireland are the most limited in the UK. As a UK wide trade union operating according to core social work values, and in support of our LGBT colleagues in Northern Ireland, SWU urges the immediate introduction of marriage equality legislation.