

A decade of achievements



John McGowan, SWU General Secretary reflects on our 10th year and what we have achieved over the last ten years.

- **2011 - 2021: Membership has grown to nearly 15,000 and we are proud to be one of the fastest growing trade unions in Europe.**
- **June 2011 - SWU was created by BASW members at their AGM**
- **18th October 2011 - SWU was provided with a certificate of independence from UK Certification Office and the legal right to operate as a trade union.**

Key points:

History 2011

It was clear that many people join British Association of Social Workers (BASW) for Advice & Representation. However, BASW did not have a statutory right to represent members and employers were refusing to let BASW in. Therefore, the only way to allow BASW in meetings was to become a trade union arm.

Jan 2011 - plans were put in place to set up a Social Workers Union. The official registration was easy due to legal advice. Negotiations took pace and the process was clear and straightforward. After evidence of independence of employers and properly run. The initial draft for registration referred to the union as the Social Workers Unions for simplicity that it how SWU was named. The opposition was profound. We were told by UNISON at the time we were bringing a divisive issue to social work, but this was not the case.

UNISON

Since we started as a union regretfully UNISON have continued to refuse to campaign together with us and some of their activists continue to undermine SWU and all the great work we do with representation and campaigning. Our door is always open to UNISON and together we can be stronger for social workers.

General Federation of Trade Unions SWU Membership 2015 - present

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 John McGowan.

Why consider membership of the Social Workers Union?

There are four compelling reasons to do so. **Firstly**, union membership is an important act of solidarity with all our colleagues. There is strength in unity. **Secondly**, this is a time of great political flux which in itself presents both significant challenges and opportunities for social workers. In such a climate, it is crucial that the collective voice of social workers is heard loud and clear. By joining the Social Workers Union, you will help add weight to our voice at this critical juncture. **Thirdly**, more recently, there has been a welcome re-awakening of that 'political' piece of the social work DNA manifesting itself in a renewed concern around the whole concept of social action. **Finally**, the Employment Representation is guaranteed from a social worker who understands the profession inside and out. SWU provides quality representation that is highly respected by the membership.

Uniqueness of SWU - a union run by social workers

I frequently talk to SWU members who highlight the difficulties they face every day, particularly given the additional stresses and anxieties brought about by the pandemic and the difficulties and restrictions faced when trying to undertake a complex and person-centred job from the confines of your own home - not within a comfortable 'home office' but with kids, pets and partners rushing in and out. As social workers we know that this is everyday life for many families, regardless of a pandemic.

See member feedback from May/June 2021 which we regularly gather.

Our Trade Union Officers Skills

Our skilled Advice and trade Union Officers provide quality representation to SWU members. It is often quoted by some that we do not have collective bargaining; however, the basic fact is that we have the right to represent SWU members individually or together on larger issues and this has been effective and life changing for SWU

members. Covering a variety of issues and successful interventions for our members:

Professional Practice, Reorganisation, Terms and Conditions, Contractual Issues, Physical Health, Mental Health, Workplace Stress, Retirement, Bullying and Harassment, Misconduct, Discrimination - Race, Discrimination - Disability, Discrimination - Gender reassignment, Discrimination - Marriage and civil partnership, Discrimination - Pregnancy and maternity, Discrimination - Religion or belief, Discrimination - Sexual orientation, Legal - Unfair dismissal, Legal - Wrongful dismissal, Legal - Constructive dismissal, Whistleblowing

Collective Bargaining

Some unions have acquired a 'collective bargaining' relationship with an employer, and this is often due to the size of the large unions who have a broad selection of members doing a variety of jobs across public sector workplaces. This enables the large unions to have a monopoly on bargaining and, coupled with this, they sadly object to smaller specialist unions such as SWU; a union specifically for social workers and run by social workers with a breadth of knowledge and experience of the profession.

At SWU, we have a right to represent social workers because we are an independent certified Trade Union and is ratified in Section 10 of the Employment Relations Act 1999 and further regarding the ACAS Code of Practice. All of our Trade Union Officers and work reps and are entitled to attend disciplinaries and grievances on behalf of our members regardless of whether or not we negotiate in collective bargaining. Regardless of the larger unions, SWU is perfectly entitled to apply for bargaining recognition and it is something we may consider in the future, but it is a prolonged and complicated process which would involve extra staffing which would come at a membership cost to implement. Our growing team of SWU Union Contacts assist in growing our Union via promoting and encouraging membership, and as we grow in strength and numbers, we are more able to consider such actions.

Notable Campaigns

Boot out Austerity

Boot Out Austerity campaign, which highlighted the impact of austerity on families. It saw 140 social workers and service users take part in a 100-mile walk from SWU's head office in Birmingham to the 2017 BASW AGM venue in Liverpool, marching against austerity measures. The campaigning continued 2017 - 2019.

Working Conditions Campaign

BASW and SWU, in partnership with Bath Spa University are leading a campaign for improved working conditions for social workers. We are continuing to lobby ministers, grow media interest and build awareness and influence with the research which shows that social workers are strongly engaged in their work and want the very best outcomes for people that use services, but they are hampered by poor working conditions and a lack of resources.

SWU Social Work's Six-Point Action Plan: 2020

Social workers completed a new survey issued by the Social Workers Union to its members between 21-28 June 2020 which revealed the difficulties social workers faced during the COVID-19 lockdown. The research found that a third of social workers are now looking to leave the profession due to their experiences of lockdown.

Social Workers Union and Bath Spa University new research and action plan on reflective supervision best practices: 2021

Bath Spa University and SWU have collaborated on a new piece of research which seeks to develop and make available best practise supervision for social workers and related professionals. We are developing a comprehensive approach to best practise supervision by working closely with social workers from across the country as well as looking at the myriad of existing literature around reflective supervision.

SWU Austerity Action Group

The Campaign Group is committed to
opposing the continuing programme
of austerity

implemented as a political choice by the Conservative government in 2010. The Group will always seek to promote Social Justice. The Group will campaign for those disadvantaged members of society, social workers, other allied professions, and agencies adversely affected by the government's economic policies.

Sorry We Missed You (Ken Loach Movie)

SWU was approached in 2019 to discuss and advise on some aspects of the new Ken Loach movie *Sorry We Missed You* with writer Paul Laverty. It led to SWU not only being involved as a consultant but also the ongoing campaign and awareness raising issues as part of the campaign.

Social Work's Working Conditions Wellbeing Toolkit

BASW and the Social Workers Union developed a wellbeing toolkit to support positive working conditions for social workers.

Future direction

As SWU reaches our tenth year and given the challenges of the past decade, it's hardly surprising that SWU's membership has grown to nearly 15,000 and we've seen a rise, not only in social workers wanting to become SWU members, but also in social workers wanting to be active within their union. We've seen growing numbers of SWU Union Contacts who've played a huge part in growing and developing SWU by promoting membership in workplaces, universities, placements, and beyond, and we applaud their commitment and contribution. Our Union Contacts share important information and merchandise, they get involved in campaigns, Austerity Action and focus groups, encourage activism, collectivism, and participation, all with ongoing support and training from SWU.

We are all victims of austerity, and we all should challenge it. In the next ten years I would like to see SWU continue to develop and grow as the only trade union for Social Workers - and social work Activists. Let us all celebrate and keep up the great work:

- SWU continuing to represent members in the workplace.
- SWU gives BASW A&R Team the right to stand by members
- SWU's ongoing anti-austerity work
- SWU's member led increasing political involvement
- SWU raising awareness and standing in solidarity with members experiencing difficulty and/or prejudice
- SWU & Bath Spa University research project on reflective supervision
- SWU's new campaign group looking at supporting members to structure campaigns with professional assistance offered.

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

Compliments

Some recent comments from the SWU membership. Well done our Trade Union Officers!

- "You were with me along the way and advocated strongly on my behalf. I want to thank you for that.... I would like to thank you again for all the support that you provided me during a very distressing and upsetting time of my career. The support was appreciated."
- "My SWU rep's exceptional support that she has once more given me. ... She was once more outstanding in her support to me and swiftly provided advice in what I needed to do in order to have once more a positive result."
- "I specifically would like to thank my Union Rep for her professionalism and support. I felt she knew the legal aspects of employment law and ACAS guidance inside and out, which is in no small part to my claim going forward to an Employment Tribunal for unfair dismissal."
- "I had a really good experience, I would like to thank my union who represented me."
- "Huge thank you for all of your support. I wish you were still on my case you were so helpful, listened and gave really great advice."
- "Once again I would like to thank you for speaking to HR which really helped and all your advice and support with this case. I would not have been able to handle the situation over the last couple of years without your expertise guidance."
- "Thank you so much for your support and encouragement through this very stressful trying time. I appreciate it so much. It has made me feel valued and given me the strength to advocate for myself again. Again, thank you very much, your support was what I needed."
- "I just wanted to thank you again. I'd felt so low and defeated. Don't know if I'll get a redundancy but it means so much to have someone on my side. After 30 odd years of me defending the rights of others, it's nice to not feel abandoned in my hour of need."
- "Thank you ever so much and much appreciated as you were amazing."
- "[My union rep] is wonderful, incredible - she's thoughtful, honest and kept me up to date all the way through. When she said she was going to do something, she followed through. She has given me incredible strength and helped me to feel much better through the process."
- "It's hard to put into words how much your involvement and support has meant to me. At a time when I was at my lowest and things were feeling hopeless, your professionalism, patience and understanding were invaluable and so much more than I had anticipated."

- “It is really encouraging to know that [the Professional Association and the union] is maintaining such a level of integrity and high standards at a time that is so very challenging for the profession.”
- “How professional and competent you have been in securing a positive outcome for us all.”
- “I do feel you have gone over and beyond in your support and wish you all the best just keep doing what you do!!”
- “[My union rep] was absolutely fantastic he was effective, professional, calming, exhibited empathy extremely caring and supportive excellent words can't describe how I welcomed the support and advice.”
- “[My union rep] was excellent. She was very warm, supportive, empathic and diligent. I knew I had her full support. She went on that you had given great support leading up to the hearing and she could not have had a better service and support from us. She talked about your passion to get a fair outcome for her and your thorough understanding of the Equalities Act.”
- “It is a cliché but true that I couldn't have done any of this without you both doing for me, what you do so well, each and every day.”
- “I really appreciate your understanding my despair at times, helping me through the process and reaching this conclusion.”
- “Please do accept my very sincere thanks and very best wishes in all that you do.”

Talk to SWU: workplace issues webinar on 7th July 2021

A chance to talk with the Social Workers Union about workplace issues

Wednesday, 7th July 2021 - 6:00pm to 7:00pm

This session is free to attend, and you can talk directly to SWU about any workplace issues you are experiencing. The webinar is set up so that questions can be asked anonymously. All UK social workers and social work students are invited to attend and engage with this online advice and representation session regardless of membership.

In this session a panel of Advice & Representation Officers along with a SWU Legal Advisor will answer questions from UK social workers and social work students. Some recent issues experienced by our members include:

- Covid-19 - can my employer insist on vaccinations?
If I refuse can I be excluded from work without pay?
- Does discrimination law extend to trans people?
Am I protected if I have not undergone gender reassignment?

Please ensure that you log in before booking for this session so that your CPD and event records will reflect your attendance of this event.

<https://www.basw.co.uk/civicrm/event/register?reset=1&id=1539>

BACK BY
POPULAR
DEMAND

Talk to SWU: work place issues webinar

Wednesday 7 July 2021 – 6-7pm



**A chance to talk with the Social Workers Union
about workplace issues with a panel of Advice and
Representation Officers and legal representation.**

This is your chance to ask your questions (questions are sent within GoToWebinar anonymously and no identifiable information is kept on any questions asked during the session).

FREE WEBINAR / CPD 1 HOUR

www.basw.co.uk/events/talk-swu-workplace-issues-webinar-7-july-2021

British Association of Social Workers (BASW) and the Social Workers Union (SWU) re-sign new Co-operation Agreement

The new Co-operation Agreement shows our ongoing commitment to providing the best for social workers together.

John McGowan, SWU General Secretary and Ruth Allen, BASW Chief Executive signed a new, formal co-operation agreement between the two organisations in London on Thursday 10th June. This reaffirms the commitment of SWU and BASW to advance together in our shared goals and to create a strong future for both organisations.

BASW Chief Executive Ruth Allen said, *“BASW and SWU are distinct but very closely aligned organisations that complement each other. We can do so much to support social workers and social work through working together and are delighted to have refreshed our Co-operation Agreement. This provides the foundation for all the great work we are doing and are going to do together in coming years.”*

John McGowan, SWU General Secretary added, *“I am pleased that the Co-operation Agreement has been signed again by both organisations. It reinforces our commitment to drive forward the professional agenda and also provide trade union support to BASW members who sign up to SWU.”*

Carys Phillips, SWU Chair highlighted, *“It is really poignant that SWU and BASW have reviewed and re-committed to their partnership at a time when social workers need both organisations most. Both BASW and SWU live collaboration is key to ensuring that social work continues to articulate social care’s complexity during this time of unprecedented change and challenge.”*



Social workers can join BASW and SWU together at a very affordable price and through this enjoy the full range of professional support, practice development, advice and representation, and union services from the combination of our complementary organisations. Social work values are at the heart of both organisations.



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**

SWU 10th Anniversary Blog: Why Unions Matter

Fighting for Justice and Fairness in the Workplace for Social Workers

By Lisa Fitzpatrick, a SWU Advice & Representation Service Trade Union Officer.



This year the Social Workers Union celebrates its 10th anniversary. We should celebrate the continued role of the labour movement in fighting for the rights of workers and the work we have achieved and with our members. I am proud to work as a Trade Union Officer of the Advice and Representation team working on behalf of the Social Workers Union (an organisational member of BASW) and passionate about working for a Trade Union with the values of social justice and equality as its core, to protect and support social workers.

I qualified in 1993 on the last CQSW course, in the North East at a time when managerialism in social work was on the rise and trade unions and workers' rights were under attack from the Thatcher government. I grew up with the stark memories of the miners' strike and heavy police presence, and how the full might of the power of the state was used against striking miners and the unions. In London in 1986, the same battle took place in Wapping with Murdoch's media war on the print unions. Levels of inequality and discrimination, poverty, and unemployment were high in Thatcher's Britain, along with the growth of far right movements in inner city London with anti-racist/fascist movements leading the way in the fight against racism. This shaped my view of the world; for working people the labour movement represents hope and legitimate rights of challenge and campaigning for change.

Since the 80s and 90s, the trade union movement has faced many challenges such as the contraction of many well unionised industries, the changing nature of employment, privatisation of most nationalised industries, and the increasing use of private contractors in many public services. The Conservative

government has during its power been openly hostile to trade unions, legislating against them. Employers (from both the private and public sector) often have a more aggressive and adversarial attitude towards unions and shop stewards who are defending the terms and conditions of their members.

Despite these challenges, union membership has risen for a third year running at 6.4 million, with female membership now the highest it's been since 1995. Now more than ever unions have restated their importance and relevance over the last few months during the COVID-19 pandemic. Unions have been at the forefront in protecting jobs and livelihoods by persuading the Government to introduce the Job Protection Scheme and are now leading the way in making sure that workers return to safe workplaces.

Trade unions have a vital role in any society in collective bargaining and to a fairer society and equitable economy and labour market.

Unions continue to campaign to save jobs and protect industries such as the hospitality industry during the pandemic and have big wins for workers such as the recent win for workers in the gig economy. The GMB victory over Uber means drivers will no longer be classified as self-employed, but are workers entitled to workers' rights including holiday pay, a guaranteed minimum wage, and breaks.

Membership has increased for the Social Workers Union too, and it is one of the fastest growing trade unions with close to 15,000

members. SWU (unlike BASW) has a legal right for its Advice and Representation Officers to attend and represent. **We are trained and qualified social workers who advocate and negotiate on behalf of social workers, and who have a shared understanding of the impact of austerity on managers and service users.** This right is contained in Section 10 of the Employment Relations Act 1999 and is supported by the Acas Code of Practice.

The growth of managerialism has seen the working conditions of social workers under attack.

We see this played out in day to day working lives, affecting morale and job satisfaction. "Managerialism is an approach to the workplace that has grown up as part of neoliberalism thinking. It involves focussing on targets and performance targets to try and make public service management as much like business management as possible...."
(Thompson and McGowan, p43)

The impact has led to *"huge pressures on social work managers trying to support overstretched practitioners in highly demanding circumstances."* (Thompson and McGowan, 2020, p42 - 1) Pressures fall on social workers who face more demands, unrealistic workloads, long hours of work, limits on resources available, and hostility from the public if they cannot access services or receive less than they may expect, with frequent staff changes across the pay grades. This has in turn created a "victim blaming culture" in some organisations and toxic cultures where staff feel devalued and inadequate.

It is in this context that the Advice and Representation team continue to promote and support our members with formal employment matters/processes such as grievances involving bullying and harassment and/or discrimination in the workplace, capability issues, and disciplinary processes - to name just a few. We support our members to prepare and attend a wide range of meetings with their employer. This can

often be a significant time for the member in helping to shift the balance of power.

Some employers can be fairer than others and the SWU Union Representative will challenge poor practice and where processes are not followed in a fair and just way.

Members are supported to utilise fully the processes available, to ensure their issues are fully heard, and to seek resolution wherever necessary. Members often start to feel they have more control which can ease symptoms of stress and anxiety.

Members frequently come to us facing a crisis at work; some say they feel scared and fearful of HR processes being used by their employer, including those facing capability (performance) processes and disciplinary investigations and hearings. Some say they feel their employer is "out to get them" and its being "done to them" in a draconian and oppressive manner. Members can initially feel overwhelmed, frustrated and disempowered. This is especially the case for members who are suspended from work at home - feeling hopeless with worry, facing loss of their daily work routines, and identity at work at the same time. Many members are also juggling self-care and the needs of their family at a time of heightened stress in the pandemic. This leads to physical and emotional stress, anxiety, depression, lack of sleep, and affects all members across the pay grade.

The impact of work processes can mirror the loss and grief stages (Kubler-Ross, 1969) with members often feeling shock and numbness at the early stages, moving on to anger, embarrassment or shame, to depression, detachment, helplessness, lack of energy, and at other stages some members begin to reach out to others for support with dialogue and bargaining. Many members describe a crisis point in their life which causes them to re-think their identity and their future in social work. This can lead to the member making life-changing decisions or thinking about how to protect themselves in their work in future and can be an empowering stage too.

Some have sought further support such as coaching or counselling to re-build resilience. At these stages, members are supported to take some time and space to prepare for any formal meetings ahead and to consider the planning and how they want to present their views. This may include some reflection, writing a chronology of events, and referring to any policies that may assist them. Members are encouraged to collect evidence to support their narrative and value opportunities to ask questions and clarify HR processes. For example, what is a Stage 2 sickness meeting? Why is it being called now? What are the agenda items? Who will attend the meeting? What support can the employee ask for and what is available? Has the OH made recommendations/has the employer implemented these? If not, why not? What has the employer implemented regarding readjustments?

The union rep can support to clarify all information required and this becomes more reassuring for members who begin to engage further in processes. Disciplinary hearings are also very stressful for members who have excellent skills advocating for services users but often find it harder to focus on their own needs largely because of stress and anxiety. Preparation is also the key for any hearing - to understand processes as laid out by the employer and ensuring the member has considered the allegations fully, their opposing arguments and challenges, mitigating factors, along with key evidence and relevant witnesses, and the employer has given sufficient time for preparation.

Other members come to us for advice on taking grievances - they feel they have tried to resolve matters informally with their managers, but now feel want to take further action or to consider their options. This is often a proactive step as members are using formal processes to seek resolution. Some members feel they have no choice but to actively take steps and are anxious or in turn feel angry and let down by their organisation. Many members have felt this was an important process in enabling them to be heard by their employer on grievance issues such as a lack of support, poor supervision, a lack of readjustments for a disability, organisation issues such as changes of hours to work and role, and bullying and harassment claims.

At the recent SWU survey in Jan 2021 - members said that 92% said that advice and representation is absolutely vital for social workers.

One member elaborated on their answer by saying, *"The majority of social workers do not challenge service cuts or care packages being declined as they have seen others being ousted and being labelled a renegade. Representation by the SWU is vital in such circumstances... I would encourage my colleagues to join the SWU to at least have a telephone service to discuss this with."*

1. *How to Survive Social Work* - Neil Thomson and John McGowan
2. *On Death and Dying* - Elisabeth Kübler-Ross, 1969
3. Social Workers Union (SWU) Member Survey 2021: <https://www.basw.co.uk/media/news/2021/feb/social-workers-union-swu-member-survey-2021>

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 Newsletter

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

Union Contact Update



SWU's 10th Anniversary has provided me with an opportunity to reflect on how our team of Union Contacts have grown and developed over the past three and a half years since I began working for SWU in

January 2018. It's great to be able to say that we now have over 100 SWU Union Contacts in workplaces, in universities, on placements, and beyond. The difficulties, frustrations and restrictions of the pandemic have not prevented our Union Contacts from continuing to promote SWU, encouraging colleagues to join, sharing important information, getting involved in campaigns and focus groups, contributing to petitions and social media interviews, and most importantly, being the face and voice of SWU.

If you've yet to complete your Union Contact induction, you can do so using our current method of online training until we can meet face to face again in Manchester, and if you require any details in relation to this please get in touch. Can I also remind current Union Contacts to keep me updated with any changes to contact details, including home address for the purpose of sending out paperwork and merchandise; and work location so we know where to focus on union recruitment and to support you in your role.

I'd like to thank and congratulate our SWU Union Contacts, whose grassroots activism and dedication is fundamental to our growth.

In solidarity,

Carol Reid
National Organiser &
Union Contact Scheme Manager
carol.reid@swu-union.org.uk

Formal Notice

SWU 2021 Annual General Meeting Friday 24th September 2021

The 2021 Annual General Meeting of the Social Workers Union will be held online and joining instructions can be found here:
www.basw.co.uk/events

As per SWU rules, the SWU Executive shall have power to make and provide a provision for an AGM meetings to be held using electronic means, and to provide for electronic communication for members, including facilitating provision for members to vote and speak by appropriate electronic means.

The timetable is as follows:

30th July 2021:

Deadline for receipt of motions

3rd September 2021:

Notice of any proposed amendment to rules given in writing to members

17th September 2021:

Deadline for amendments to motions

Motions must be signed by 10 members and submitted to the Executive Committee by the above date.

Amendments to motions must also be signed by 10 members.

Please visit www.basw.co.uk/swu-agm-2021 to register your attendance. Entry to this event is FREE for SWU Members.

We are always willing to assist union members with the drafting of motions.

Please send an email to joanne.marciano@swu-union.org.uk for such assistance. Motions should be submitted by email to joanne.marciano@swu-union.org.uk

Membership numbers must be stated and will be checked.

Call for Nominations SWU Executive Committee Northern Ireland Representative

The Social Workers Union (SWU) is the trade union dedicated to representing the interests of social workers and the social work profession.

SWU is now seeking nominations from members to fill a vacancy on its Executive Committee.

To stand for election a candidate must meet the conditions set out in Bye Laws 1.4 and 1.5 of the SWU rules, a copy of which can be found on our website.

The Executive Committee is made up of ten members, at least two members from England, at least one member each from Northern Ireland, Scotland and Wales (national representatives) and up to five others (UK representatives). The Chair of the union is elected by the executive from amongst the representatives.

There is currently a vacancy for a Northern Ireland Representative. All candidates for election must be nominated by another member of the union. In the case of the National Representative from Northern Ireland, nomination must be by a member within the relevant nation.

When attending Executive committee meetings, committee members who are either in full-time employment, self-employed or Social Work Students are entitled to claim an attendance allowance to cover costs associated with taking time off from paid work, self-employed work, caring duties or social work studies.

SWU encourages applications from Students/ Newly Qualified Social Workers and Black, Asian and minority ethnic (BAME) Social Workers who are currently under-represented on the National Executive of SWU.

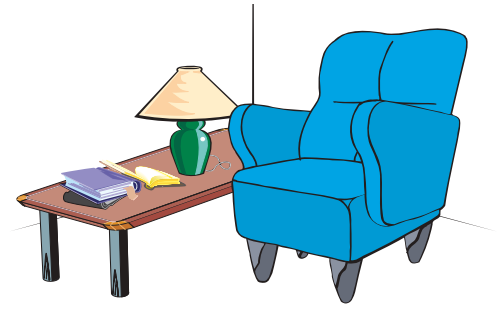
Candidates must complete a nomination form. **The closing date for receipt of nominations is Friday 30th July 2021.** The full timetable for elections and information regarding terms of office for each vacancy can be found on our website.

Completed nomination forms must be accompanied by an election statement of no more than 500 words together with a head and shoulders colour photograph in a TIFF or JPEG format. These should be sent via email to - joanne.marciano@swu-union.org.uk . Please note that nominees need to provide full contact details including a telephone number and email address.

Nomination forms and role descriptions are available from the SWU Website or via email from - joanne.marciano@swu-union.org.uk (0121 389 9248).

If you have any general queries about this process, please contact the SWU Administration Manager on 0121 389 9248.

Chair's Corner



Coalitions don't happen by accident

Happiness is a Summer Solstice that shares the date with the 10th Birthday Celebrations of the Social Workers Union. SWU joins the four Nations of the UK in a tilt to greater collaboration as SWU's numbers swell to 70 percent of BASW Members. As Chair I have been busy in continuing to make collaborative contacts and SWU is a formal supporter of **The Future Social Care Coalition**. SWU's role in understanding, articulating and collaborating for the future is needed. This coalition believes it is time for the Government to act and time for individuals and organisations to support and protect the social care workforce in the UK. There has never been a more urgent time for Government to back a fair deal for under-valued social care workers - the forgotten frontline. **The Future Social Care Coalition** is a cross-party and cross sector group which includes senior politicians, employer groups and the largest union in social care. **The Future Social Care Coalition** wants to secure seismic change, transform the social care sector and is urging the Government to take immediate action to deliver:

- **Parity of esteem for the social care sector with the NHS:** if social care is to improve and increase health and wellbeing outcomes, the social care service must no longer be treated as the 'forgotten frontline'
- **A comprehensive social care workforce strategy** designed to generate skills training, professionalism and improve pay and conditions for social care workers
- **A substantial and immediate funding boost for social care** and, in the longer term, a social care funding solution that is both equitable and sustainable

SWU is already a signatory supporter. SWU has become a coalition 'member'; as a member SWU will have a wider role and higher profile in articulating for our members the needs within and future direction and voice. Members in addition to SWU are:

- Better Pay for Social Care
- Care and Support Alliance
- Community Integrated Care
- Citizens UK
- Dimensions
- Mencap
- Living Wage Foundation
- UNISON

Social Workers work across all areas of Health and Social Care in all 4 Nations and as such SWU is committed to Workforce/Working Conditions issues. SWU represents, advocates and campaigns - Anti-poverty, Anti Austerity, BLM and Disability Equality. The Social Care Workforce has Social Workers embedded within and key conduits to advocating and articulating the Social Policy and legislative impacts that impact the citizens we work with and strive to empower.

SWU's status as a member of **The Future Social Care Coalition** enables SWU's voice and influence to be heard at a key moment, and possibly pivotal time in the history of social care. Attending the Coalition's 'Summer Summit' today on the 24th June 2021 reflects that SWU has a significant role in standing in solidarity and articulating social policy. Speakers included Ed Davey (carer and Lib Dem leader), Paul Nowak (TUC Deputy General Secretary), Sally Percivil (carer and National Co-production Network), Liz Kendal (Labour), Dr David Forthergill (LGA), Oonagh

Smyth (Skills for Care), Laura Gardner (Living Wage Foundation), Meg Hillier (MP and Chair of the Public Accounts Committee), Clive Betts (MP, Chair of the Communities and Local Government Committee). As Chair I was able to highlight the lived reality of health inequalities, the cost-shunting by the Continuing Healthcare practices and add to the call for a Social Care Plan - Fit for the future, at a time when the Government are due to (finally) respond to the need for a social care plan in the Autumn.

Be more! Join in! Speak up!

Links - <https://futuresocialcarecoalition.org/get-social-care-done-future-social-care-coalition-to-launch-social-care-people-plan-framework/>

Contact:
carys.phillips@swu-union.org.uk
Twitter: @CarysPhillips3

Coalitions don't happen by accident opening Summit speech by Paul Nowak
24/6/2021



10 days celebrating 10 years

Dr Shawn Major, SWU's Communications, Policy, and Engagement Officer - provides a summary of SWU's 10th Anniversary Messages.



SWU held a digital celebration in June to mark our 10th Anniversary. June 21st, 2011 is the day that BASW set up SWU and so this year - in the ten days leading up to June 21st - we hosted an online showcase celebrating the history and future of SWU. 10 years is an exciting milestone and we are thrilled that so many of our members celebrated it with us.

Each day we published new content that reflected on SWU's past, how far we have come as a trade union, and where we're going. During this celebration we [announced the winners of the SWU Assignment essay competition for World Social Work Day 2021](#). (You can read their winning essays on pages 23-31 of this newsletter). On the final day of #SWU10 we published the official [SWU - Our History](#) booklet covering the first decade of the union's history.

Day 1: SWU's History

SWU's first General Secretary Hilton Dawson opened the celebration with his remarks on the creation of the Social Workers Union and SWU Treasurer & Northern Ireland Representative Gerry Madden recounted the formation of SWU, its history, and its purpose.

Day 2: SWU Is Run by Social Workers, for Social Workers

SWU's second General Secretary Bridget Robb discussed her thoughts on splitting BASW and SWU and congratulated SWU on turning 10.

Day 3: Advice & Representation

Head of the BASW/SWU Advice & Representation Service and SWU Assistant General Secretary Lien Watts, along with A&R Trade Union Officer Euston Copeland, discussed their team in two videos. A&R Trade Union Officer Lisa Fitzpatrick wrote an in-depth blog for this celebration on Why Unions Matter.

Day 4: SWU and BASW – Strength in Partnership

BASW Chair Gerry Nosowska and BASW Chief Executive Ruth Allen congratulated SWU on turning 10, reflected on the shared history of our two organisations, and shared their pride on how together we are putting our social work values into action.

Day 5: SWU Protects Social Workers

SWU's first President with the dual role of BASW Chair Fran Fuller reflected back on 2011 when BASW set up SWU as part of its duty to protect members.

Day 6: SWU and Me

A personal reflection written by SWU's Honorary President James Birchall, who was also the first member of SWU.

Day 7: SWU Remains Unique

SWU's former President David Allan gave a potted history of the formation of our union and discusses what continues to set SWU apart from other unions.

Day 8: SWU Campaigns

We shone a spotlight on two very notable SWU campaigns. SWU Executive Member and Austerity Action Group Chair Angi Naylor recounted the origins of the AAG campaign group and how it has been supported by SWU over the years. Dr Jermaine Ravalier who is a Professor of Organisational Psychology and Social Justice at Bath Spa University discussed his research undertaken with SWU and BASW into social worker working conditions and wellbeing across the UK.

Day 9: SWU Union Contacts

Lucy Jacobs, Chrissie Beatty, and Julie Ann Harris talked about their journeys to becoming SWU Union Contacts and what it has meant for them. SWU National Organiser & Union Contact Manager Carol Reid wrote about how you can become more active in your union.

Day 10: Happy 10th Anniversary!

SWU General Secretary John McGowan and SWU Chair Carys Phillips gave the final video address of SWU's 10th Anniversary Celebration. They discussed how SWU's identity and focus has evolved over the past decade and plans for the next decade.

Only **£25** a year with your present BASW membership (**£10** a year for students)

Every year, the Social Workers Union skilled TU Officers help Social Workers with a range of different situations, from the small and easily resolved, to more significant and prolonged conduct issues. Disciplinary and grievance procedures, including representation at internal hearings – this is only guaranteed if you are a SWU member.

Remember – investigations into professional social work practice and allegations of misconduct – where this is done by your employer, representation is only guaranteed* if you are a member of SWU.

SWU sits on the National Executive of the General Federation of Trade Unions. Have a look at the access you get as a member to GFTU training and development. SWU is one of the fastest growing unions in the UK – be part of the progress.

Being part of a strong growing trade union is a vital and recognised way of successfully being part of the Trade Union movement. Help us campaign for better working conditions, pay and professional recognition. If you want to join SWU or learn more about becoming actively involved as a Union Contact get in touch: carol.reid@swu-union.org.uk or email SWU Admin: joanne.marciano@swu-union.org.uk



Belong to a Social Work union that:

- is lobbying MPs and Peers to improve working conditions for social workers.
- partners with organisations to support good working conditions and with opportunities to be active as a SWU Union Contact.
- campaigns to change legislation bills.
- collaborates with external unions and continue to be active through membership of General Federation of Trade Unions and ongoing union campaigns.
- funds the Austerity Action Group and opportunities to get involved.

As a SWU member you get:

- Full guaranteed employment representation*
- Free advice and support from A&R and Union Contacts
- Free financial health check from Lighthouse Group
- 10% off Morrish Solicitors
- General Federation of Trade Unions free training courses
- Discounted training from Avenue Professional Group (Dr Neil Thompson)
- Opportunity to be active as part of the trade union movement
- Monthly Newsletter

**Terms and conditions apply regarding new members and levels of representation*

Please check your membership to continue or opt in to being a SWU Member through BASW membership

SWU can be found on the following:



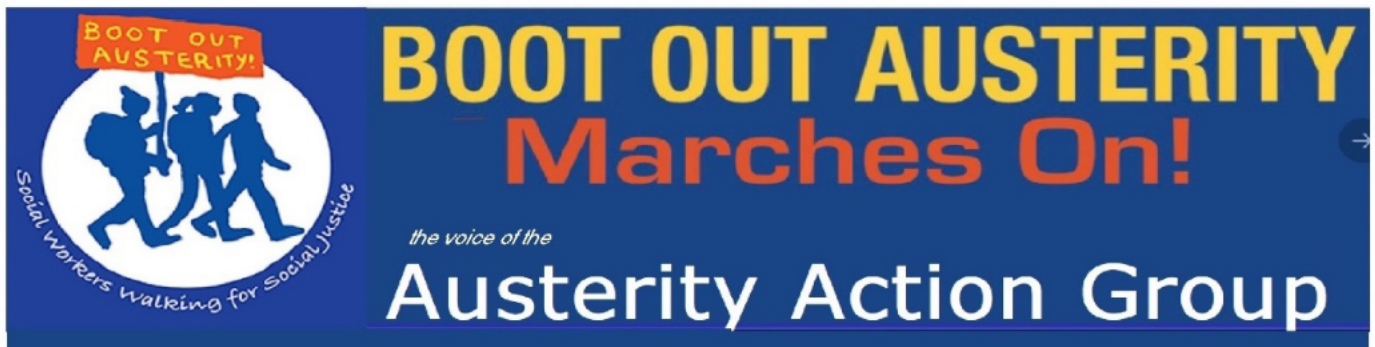
www.facebook.com/socialworkersunionuk/



www.swu-union.org.uk



[SWU_UK](https://twitter.com/SWU_UK)



Austerity Action Group (AAG) is a key vehicle in SWU & BASW's ongoing campaign for a more socially just society

SWU / BASW Austerity Action Group Remuneration Campaign - People with Lived Experience

As a nation, we rely on the public and charitable services which are available to us and it is vital that they meet our needs. Yet government tax and benefits rules often freeze people out of contributing meaningfully to the development of these services.

A new campaign - led by the Austerity Action Group and supported by other charities and campaigners - is looking to change these rules and wants to hear about your experiences in a new survey.

The questions will ask you about any research/involvement opportunities you may have taken part in - or been asked to take part.

These could include joining committees, steering groups, co-designing projects/ services, being part of a focus group, providing feedback on organisational literature, sitting on interview panels for recruitment, working on a co-produced project to design services, filling in questionnaires/surveys, sitting on an advisory board/panel/working group, sharing your experiences in the media/social media/through blogs/vlogs or with decision makers and policy makers.

The survey will take no more than 10 minutes and you can complete it online: [https://](https://www.surveymonkey.co.uk/r/Remuneration2021b)

www.surveymonkey.co.uk/r/Remuneration2021b



The Austerity Action Group - Boot Out Austerity Marches On is made up of social workers from BASW & SWU and service users and along with other groups stands to challenge the government's austerity policies.

We have campaigned under the Boot Out Austerity and the SWASAA Social Workers and Service Users Against Austerity banners to stand side by side for social justice. In the coming weeks you will see requests to complete surveys and hear more about the newest campaign, to seek recompense for service users who give their time and expertise to working groups such as ours yet find themselves disadvantaged and sometimes disenfranchised when they try to claim expenses.

Do make some time to look at it and do pass it on to other groups and individuals.

Together we will stand side by side for social justice.

Angi Naylor
SWU Executive and Austerity Action Group

Why self-care is a trade union issue

'You can't pour from an empty vessel' is a comment often made to reinforce the importance of self-care. You can't be effective in looking after other people if you can't look after yourself is another point that crops up quite frequently in encouraging people to take self-care seriously. And these are, of course, points well worth making. Anyone can lose sight of the need for self-care, but social workers, being so strongly focused on the needs of others, are particularly prone to the problems that arise from poor or non-existent self-care. That is especially the case in these troubled, over-pressurised times.

But, you may be wondering, how does all this fit within a trade union context? To answer that question, we need to think about the very word 'union' and what it means. Fundamentally, it means bringing people together for mutual benefit (which, of course, is why the word 'union' is also used to refer to marriage). So, while it is quite right to think of unions in terms of workers' rights and interests, working conditions and protection from ill-treatment, we should not forget that all these things have their roots in one thing, in solidarity, in always bearing mind that 'we are in this together'. Solidarity is very much about 'union' in the literal sense, bringing people together for mutual benefit.

So, while self-care is, as the name implies, a personal responsibility, it is also much wider than that. As trade unionists, we have a duty not only to maintain our own self-care, but also to support others in doing so (for example, when we become aware that a colleague or even whole team is engaging in dangerous practice - dangerous to themselves and others potentially) by neglecting self-care, we should be prepared to offer the necessary support and help them get back on track. The fact that we call it self-care does not mean that no one else can be involved in caring. Supporting one another is at the heart of trade unionism.

We also need to be aware that some cultures (far too many, in my experience) can discourage self-care by creating expectations that the work must be done, come what may and therefore at whatever cost to the individual worker. In our book, *How to Survive in Social Work*, John McGowan and I talk about how overworked individuals can easily retreat into a sort of protective bubble by disconnecting themselves from colleagues. Unfortunately, some cultures seem to encourage this and therefore create obstacles to teamwork and its many benefits. As trade unionists we can not only support individual colleagues by encouraging self-care, but also work together to challenge harmful cultures that place team members' health and well-being at risk.

At one of the SWU annual conferences a new member came up to me and said that she had been considering giving up social work because she was finding it too stressful. But, after attending one of my training courses where I emphasised the importance of solidarity and, as a key part of that, trade unionism, she decided to join SWU. Having a sense that she was part of a community of fellow professionals wrestling with the same pressures and issues gave her greater confidence and sense of purpose that enabled her to continue her career and to continue to make a positive difference, despite all the significant challenges and discouragements. She realised that she had not only been neglecting her own self-care, but had also not taken the opportunity to support others in doing so. Being a SWU member changed all that.

As part of my commitment to supporting both social work and trade unionism I am able to offer SWU members a significant discount on an important self-care resource. The humansolutions *Health & Well-being Portal* offers over 1,000 videos, e-courses, activities, workouts and challenges designed to promote employee wellness. Along with the discounts I

offer SWU members on my books and two new online learning programmes, I am pleased to be able to offer a reduced subscription cost for access to the Portal. The full price is £8.99 a month, but is just £4.99 a month for SWU members.

For more information about the Portal, go to <https://humansolutions.org.uk/the-health-well-being-portal/>. For information about all the discounts available to SWU members and how to access them, contact Joanne Marciano (joanne.marciano@basw.co.uk) at SWU. If you have any questions about any of this, please contact me directly at neil@avenueconsulting.co.uk.



Dr Neil Thompson is an independent writer, educator and adviser and a SWU Ambassador.

His website, with free learning resources, is at www.NeilThompson.info.

The Care Review Watch Alliance

The Care Review Watch Alliance (CRWA) is a loose collective of care experienced people, care professionals and academics. We come from all corners of the community, including social workers, providers and care experienced folk. We all have concerns about how the current 'once in a generation' Care Review is being undertaken. Our concerns as highlighted below are likely to have profound impact on the outcomes. Please join us in ensuring the review is properly scrutinized and voice your concerns using the tag #carereviewwatch and following @CareReviewWatch on Twitter. Further information: <https://carereviewwatchalliance.com/>

Blogpost One:

Social workers respond to the Case for Change (submitted by social worker)

Within minutes, whatever the setting, you will know if you're talking to another social worker. We've all heard it or said it.

We have a few things in common no matter where we are. Or at least we hope to - and we fear the core values of our profession being eroded.

Inhumane processes, a desperate lack of resources and our own exposure to trauma and distress almost make us lose sight of it all - but not quite.



(Photo credit: Martin Engel, Unsplash)

We could all tell tales about working in this climate. Being sick on the way in, forgetting to drink, being threatened and assaulted and other professionals standing back to observe. Being allocated so many people to support that we can't perform statutory duties never mind the above and beyond we want to give.

This isn't important because our rights are compromised - over and over again we realise that we are here because we want to be. But the people we support are offered a caregiver who is fundamentally compromised by a system creaking at the seams.

Often there is no choice to go elsewhere. The child threatened at home can't shop for another local authority where funding has been sustainable instead of piecemeal. Instead, they suffer the consequences when yet another worker leaves.

We recognise compassion in one another, a fundamental concern for human rights, and an attention to conflicts in rights. We recognise a willingness to be unpopular or maligned.

For these reasons we react with suspicion not surprised when social work is characterised as blundering, insensitive to iatrogenic harm, and operating from a "rescue" paradigm by the former teacher chairing the Care Review.



We learn to see harm - in others and in ourselves. This sets us apart from those who can only tolerate to see their own goodness, but it also leaves us less motivated to defend each other. We know that cruel systems can make us cold. We want social work as it plays out in the world to change. But just as we don't endorse elite social

workers rescuing children, neither can we agree that a naive, elite review can rescue social work.

Social work needs us to stand together now more than ever.

[Blogpost 2:](#)

A Lecturer response to the Case for Change: Message to Students

In June 1999, I was a social work student nearing the end of my final placement in the Pollokshaws Team in Glasgow. I had been offered my dream job as a probation officer in Essex on the basis of successful completion of my studies. Thinking back, I still remember the pressure. Everything felt precarious: all the while I was doing my best to demonstrate 'competence', 'resilience' and 'criticality'. In no way did I want to upset the apple cart. I needed this job. I needed my final report signed off.

Then: I was invited by the occupational health team to join them to march for the McIntosh Commission on fair pay in George Square.

The day's biggest lesson was my relationship with work. I realised my fear of speaking out was crushing my ability to truly step up for those I so desperately wanted to work with. I was an anomaly. A student living in tenement Drumchapel taking a Russell Group Masters, my belonging in social work had bounced between reluctant interloper and gobby activist. I realised my voice was a thread to be added to the fabric of social work activism for basic human decency.

Nothing is saved by silence. The personal is political.

Twenty years later and continued defunding across the public sector, I speak to social work students now and implore you to know you belong. You belong to a profession that values your why, your anger, your passion. Your life histories did not build you to be a "runaway train" where you "wade in", to quote Josh MacAlister. You are considered, conscious and, above all, concerned. The direct harm to children by a decade of austerity has created a chasm of poverty you will do all you can to address - because this matters - poverty as policy is real.

As we digest the Case for Change, please remember those moments leading up to starting your social work journey. Your why. The why you remain committed to addressing both the cause and experience of social injustice. Your strength to move beyond the rhetoric to the families and communities who work with us every day.

Stop the MacAlister Report ticking the box but missing the point on poverty.

Social work remains a human rights profession and your protest in the square is now. Speak up and out. This is your 1999 and that next class of 2043 is watching.

Join SWU and BASW Membership types and sign up to the Student Special Interest Group.

Caroline Bald (@CarolineJBald) is a registered social worker and SWU member, lecturer in social work and doctoral student of social care education. She is co-chair of the BASW Criminal Justice Group and a member of Care Review Watch Alliance: Home

**Do you have a campaign or opinion on social work issues to share with SWU?
If so, please get in touch with joanne.marciano@swu-union.org.uk**

Lighthouse Financial Group - Complimentary financial health check

Want to get a grip of your finances, but unsure where to start? Help is at hand - the SWU recently appointed Lighthouse Financial Advice as its preferred provider of personal finance advice and they are offering all members a complimentary, no obligation financial health check.



All SWU members are entitled to a no obligation, complimentary financial health check with a Lighthouse Financial Advice adviser, who will explain how you may be able to:

- build up a nest-egg tax-efficiently, for yourself or for your children or grandchildren
- boost your pension provision, so you will be able to enjoy a comfortable retirement
- protect your family's income, so they have enough money if the worst happens
- take your pension and get the best possible income
- pay for long-term care
- pass on your wealth to your loved ones in a tax-efficient way.

To book your complimentary, no obligation financial health check call 08000 85 85 90 or email appointments@lighthousefa.co.uk quoting reference **SWU1**

WORLD SOCIAL WORK DAY ASSIGNMENT

SWU is proud to feature the winners of our 2021 Essay Competition

Competition marked by a Panel including
Carol Reid - SWU National Organiser and Austerity Action Group,
Carys Phillips - SWU Chair and Geraldine Nosowska - UK Chair BASW.



The criteria: a 750 - 1000 word assignment with the following title:

"I want to make a difference" is a common phrase used by social workers and students as to why they joined the profession. ...So is choosing to become a social worker a political decision as well as an action and if so, are all social workers activists by default - discuss

Who could take part: Social Work Students undertaking an Undergraduate or Post Graduate Social Work Degree

The prize: four grants of £500



“I want to make a difference” is a common phrase used by social workers and students as to why they joined the profession. ...So is choosing to become a social worker a political decision as well as an action and if so, are all social workers activists by definition - discuss.



Ruth Wormington - University of Bristol

I will be exploring to which extent radical social work *can* be conducted in a neoliberal society. I will explore whether the statutory nature of services facilitates activism, or simply creates gatekeepers out of social workers (SWs). I begin by noting that the “personal *is* political”, meaning *social* work can uphold or challenge political agendas, but it cannot separate from them (Teater, 2014:91).

It is necessary to address the neoliberal political climate in which social care is currently situated. According to Harvey (2010:2), neoliberalism is “a theory of political economic practices that proposes that human well-being can best be advanced by liberating individual entrepreneurial freedoms and skills within an institutional framework characterized by strong private property rights, free markets and free trade”. Accused by Ferguson and Woodward (2009) as being a tool to villainise the welfare-state, government discourse individualises rhetoric around care, stigmatising the concept of dependency, and therefore dependents. This creates a divided society in which neoliberalism is upheld above notions of community and care.

This results in the separation of the ‘deserving’ and ‘undeserving’ poor, in which paternalistic notions determine where moral panic or sympathy falls. Often, this correlates to an individual or group’s identity and positioning in society. The development of this conflicting juxtaposition of ‘deserving’ and ‘undeserving’ creates a “tangle of pathologies” across generations, leading to a self-perpetuating cycle of othering and social exclusion. This cultural dissemination and psychological internalisation is therefore interwoven into the fabric of societal convention itself (Abamrobitz, 1995:212).

The ‘undeserving’ narrative has been used to justify marketisation of services and conservative austerity (Mattsson, 2014). Instead of promoting inclusive, comprehensive care, policy leans towards its individualisation, appropriating radical language (such as ‘empowerment’) to place blame onto the individual and remove state responsibility (Ferguson and Woodward, 2009; Langan, 2002). Furthermore, serious case reviews are used to stir up public anxieties, leading to extensive statutory restrictions

being placed on SWs. Ferguson and Woodward argue that this has led to the sector becoming “wholly inadequate to the task of providing help and support to the poorest, most oppressed, most vulnerable sections of society” (2009:vii). This punitive approach invisibilises impacts of structures of oppression. How therefore, can activist social work be undertaken if oppressive forces are not acknowledged?

I pause to highlight the difficulty of challenging neoliberalism and the mechanisms allowing it to thrive. According to Bourdieu (1998), the foundations of neoliberalism are built upon self-perpetuating power relations which uplift each-other. Such power is hidden within seemingly anti-oppressive legislation, as although policy presents itself as anti-discriminatory, it generally neglects to tackle the intersections of an individual's identity. This means only one dimension of a service-user’s experience can be addressed and represented at any time, risking “creating cardboard people to fit particular stereotypes” (Campling and Dominelli, 2002:23). According to Du Bois (cited in Myers, 2018), the experience of oppression takes its toll, conceptualised as a ‘psychological wage’ paid to society. Here, Du Bois frames the experience of oppression in economic semantics, reflecting the neoliberal, capitalist context in which it is situated.

As a result, incorporationalist policy which is seemingly implemented to legitimise marginalised identity groups can actually contribute to the ongoing process of othering they already face (Brown, 2005), creating an ‘us versus them’ narrative reflective of the ‘undeserving’. This perpetuates societal division and the status quo (Campling and Dominelli, 2002). Meanwhile, SWs are being stripped of the power to make change, because their tools are oppressive policies, veiled under labels of ‘inclusivity’.

In such a climate of tokenistic representation and power hierarchies, how can radical social work be conducted (Ferguson and Woodward, 2009)? Several key components are needed, to facilitate work which truly can *make a difference*.

Firstly, SWs must have an understanding of Crenshaw’s theory of intersectionality, which addresses how identity-informed experiences overlap,

intersect and interact (1991). A holistic systems approach must be taken to see the individual within their interdependent and interrelated biogenic environments (Robinson and Kaplan, 2011). Only then can a service-user's experience be truly understood and therefore, addressed. SWs must acknowledge their *own* positionality, how this impacts their views and judgements, *and* how this may impact the service-user's feelings towards *them*. A SW's identity could represent a world of pain, as statutory SWs are representative of the state. An acknowledgement of this is essential to facilitate a safe space for meaningful change (Campling and Dominelli, 2002).

Socialist feminist theory can be used to facilitate an acknowledgment of the complex and often multi-faceted power dynamics in interactions with service-users (Rowbotham, 1973), by combining examinations of the patriarchy, capitalism and class, denoting the unequal distribution of power in the economic market to be the result of the interactions of these domains (Muncie, 2015; Segal, 1987). This demonstrates the multidimensionality of oppression. Indeed, to challenge the neoliberal agenda, SWs must acknowledge that societal expectations are the result of systematic oppression and structural inequality (Land, 1995). This reconceptualisation of circumstances enables state responsabilisation, rather than placing responsibility on the service-user (Campling and Dominelli, 2002).

Feminist social work should *empower* service-users (Teater, 2014; Kondrat, 2002). However, as discussed, this language can be appropriated to serve an individualized agenda. How then can one navigate power relations to ensure empowerment language goes beyond tokenism to actualisation. SWs must apply French's (1985) analogy of 'power to' and 'power of' a service-user, rather than performing 'power over' them.

In conclusion, I argue SWs *can* make a difference, within the boundaries of a strict, neoliberal context. An understanding of these statutory boundaries and the control imposed over SWs' agency must be understood, in order to challenge and navigate them. Here exists a paradox between the controlling, gatekeeping nature of social work as imposed by the state, and the possibility for facilitative, empowering work (Cree and Davis, 2007; Ferguson and Woodward, 2009). Without recognising and challenging the paradox of intention versus boundaries, SWs cannot practice truly activist, radical work. Without this acknowledgement, SWs stay within the parameters they tokenistically propose they want to 'make a difference' from.

References

- Abramovitz, M. (1995) "From tenement class to dangerous class to underclass: Blaming women for social problems" In Van Den Bergh, N. (Ed.), *Feminist practice in the 21st century* (pp. 211–231). Washington, DC: NASW Press.
- Bourdieu, P. (1998) *Acts of Resistance: Against the New Myths of Our Time*, Cambridge: Polity Press
- Brown, S. (2005) *Understanding Youth and Crime*, (2nd edn.), McGraw-Hill Education.
- Campling, J. and Dominelli, L. (2002). *Anti-Oppressive Social Work Theory and Practice*.
- Cree, V.E. and Davis, A. (2007) *Social Work: Voices from the Inside*, London: Routledge
- Crenshaw, K. (1991) "Mapping the margins: intersectionality, identity politics, and violence against women of color." *Stanford Law Review* 43: 1241-1299
- Ferguson, I. and Woodward, R. (2009) *Radical social work in practice: making a difference*, Polity Press
- French, M. (1985) *The Power of Women*, Harmondsworth: Penguin
- Harvey, D. (2010) *A Brief History of Neoliberalism*. Oxford: Oxford University Press
- Kondrat, M.E. (2002) "Actor-centered social work: revisioning 'person in environment' through a critical theory lens", *Social Work*, 47 (4): 435 to 48
- Land, H. (1995) "*Feminist clinical social work in the 21st century*". In Van Den Bergh, N. (Ed.), *Feminist practice in the 21st century* (pp. 3–19). Washington, DC: NASW Press.
- Langan, M. (2002) 'The Legacy of Radical Social Work' in Adams, R., Dominelli, L. and Payne, M. (eds) *Social work: themes, issues and critical debates*, London: Palgrave
- Mattsson, T. (2014) "Intersectionality as a useful tool: Anti-oppressive social work and critical reflection". *Affilia: Journal of Women and Social Work*, 29(1): 8-17.
- Muncie, J. (2015) *Youth & Crime*. 4th ed. London: SAGE
- Myers, E. (2018). "Beyond the Psychological Wage: Du Bois on White Dominion", *Political Theory*. 47
- Robinson, H. and Kaplan, C. (2011) "Psychological theory and social work treatment" in F.J. Turner (ed.) *Social work treatment: interlocking theoretical approaches*, (5th edn.) Oxford: Oxford university press
- Rowbotham, S. (1973) *Woman's consciousness, man's world*. (1st edn.) Harmondsworth: Penguin (Pelican books).
- Segal, L. (1987) *Is the Future Female? Troubled Thoughts on Contemporary Feminism*, London: Virago
- Teater, B. (2014) *An introduction to applying social work theories and methods* (2nd edn.) Maidenhead: McGraw-Hill Education.

“I want to make a difference” is a common phrase used by social workers and students as to why they joined the profession. ...So is choosing to become a social worker a political decision as well as an action and if so, are all social workers activists by definition - discuss.

Mathew Davies - Cardiff University

I am reminded of a conversation between myself and a senior manager of a statutory team for a local authority. It was her turn to panel interviews for would-be social workers; She exhaled, "They all say they want to make a difference and think it's the right thing to say, but at that point, I become aware of how little they know." In jest, I retorted that she was "destroying the magic, and if a person believes they can make a difference, then they just might." The truth is there was not a worker in the team, including the manager, who would not be there if they did not believe in the job. The comment did not represent the ignorance of newly qualified workers or disregard the importance of an applicant's enthusiasm for empowering change. The comment represented the increasing pressures social workers are under, and the impact of austerity has only exacerbated these circumstances.

The impact of austerity on local authorities budgets can be seen in Wales, where funding for local authorities has fallen in real terms by 19% in the last decade (Guto and Sion 2019). A similar picture can be seen in England with funding gaps for adult social care and children services of over £1 billion and £949 million, respectively (LGA Briefing 2019). The restrictions on social work practice that stem from the growing organisational pressures as identified in (Ferguson 2014) are further worsened with the cuts to local authorities budgets. More concerning is how thresholds appear to be increasing as budgets diminish and services become overstretched. Research suggests that authorities with higher rates of deprivation have higher demand rates and increasingly rely on non-statutory services to pick up cases that do not meet the threshold (Hood et al. 2016); Unfortunately, universal and preventative services are too feeling the impact of austerity.

Austerity has inevitably intensified the consequences of poverty in our society. Poverty has been linked to domestic violence (Fahmy et al. 2016), alcohol misuse (Jones and Sumnall 2016), mental health (Boardman et al. 2015), abuse and neglect (Bywaters et al. 2016). Notwithstanding the impact on education, health, community services, infrastructure, and employment opportunities. A UK wide study involving all four nations assessed the intervention rates of children

services. It found strong evidence of a social gradient; the deprivation of an area coincided with increasing levels of CLA or CP cases (Bywaters et al. 2020).

This essay does not seek to undermine concepts of personal responsibility, agency, or resilience, all of which are vital aspects of empowerment and promoting the sustainability of services. However, it is essential to recognise that many problems citizens and families face are out of their control. Whilst we should recognise the strains local authorities and social workers are under, we must not forget the essence of social work.

"Social work is a practice-based profession and an academic discipline that promotes social change and development, social cohesion, and the empowerment and liberation of people. Principles of social justice, human rights, collective responsibility and respect for diversities are central to social work. Underpinned by theories of social work, social sciences, humanities and indigenous knowledge, social work engages people and structures to address life challenges and enhance wellbeing".

(International Federation of Social Workers July 2014)

This essay argues that to fulfil the above definition in practice, it is unavoidable that social workers must become activists to some extent. Arguably after a decade of austerity and the country facing a post-Covid economy, it is more important now than it has ever been. Activism need not be marching in rallies and campaigning; it can be as simple as fighting tooth and nail at a panel meeting, feeding back concerns in staff questionnaires, supporting a political party or union.

The Oxford definition of activism is as follows *"a person who works to achieve political or social change, especially as a member of an organisation with particular aims"*. As a profession, social workers often find themselves supporting the most vulnerable and at-risk in society. Admittedly, the primary focus of social work is the empowerment of families and citizens. However, when such families are faced with organisational, socioeconomic, or structural barriers, surely social workers have a duty to shine a light on the injustices and inequalities. In the absence of work undertaken by Jane Addams in the late 19th and early



20th century, would the settlement movement that sought to address society's inequity been so successful? Would the Labour party have created the welfare system if William Beveridge had not identified his five evil giants of want, disease, ignorance, squalor and idleness? Social change has always required an act of sounding out the social injustices before any change can take place.

Social work as a profession crosses many boundaries and jurisdictions. Social workers must be competent in areas such as law, counselling, psychology, advocacy, and crisis management, just to name a few. Their work settings can range from health, mental health, disability, children, adults, community care, public, private and the third sector. Social workers liaise with fellow professionals from all these spheres and unsurprisingly often find themselves as the clasps in the chain of support for families. This responsibility can place significant pressures on workers, but it also puts them in the optimal place to call for change. If social workers do not call for such change, then who will?

References

Boardman, J. et al. 2015. Mental health and poverty in the UK - time for change? *BJPsych International* 12(2), pp. 27–28.

Bywaters, P. et al. 2016. *The relationship between poverty, child abuse and neglect: an evidence review*. Joseph Rowntree Foundation

Bywaters, P. et al. 2020. Child welfare inequalities in the four nations of the UK. *Journal of Social Work* 20(2), pp. 193–215.

Fahmy, E. et al. 2016. Evidence and policy review: Domestic violence and poverty.

Ferguson, H. 2014. What social workers do in performing child protection work: evidence from research into face-to-face practice. *Child & Family Social Work* 21(3), pp. 283–294.

Guto, I. and Sion, C. 2019. CUT TO THE BONE? An analysis of Local Government finances in Wales, 2009-10 to 2017-18 and the outlook to 2023-24. Available at: https://www.cardiff.ac.uk/_data/assets/pdf_file/0009/1432719/local_government_finance_report_jan19_final.pdf.

Hood, R. et al. 2016. Exploring Demand and Provision in English Child Protection Services. *The British Journal of Social Work* 46(4), pp. 923–941.

Jones, L. and Sumnall, H. 2016. Understanding the relationship between poverty and alcohol misuse. *Centre for Public Health; Liverpool John Moores University*, p. 41.

LGA Briefing 2019. Local Government Association briefing Debate on local government funding. Available at: <https://www.local.gov.uk/sites/default/files/documents/LGA%20briefing%20%20Debate%20on%20local%20government%20funding%20-%20HC%20150119.pdf>

“I want to make a difference” is a common phrase used by social workers and students as to why they joined the profession. ...So is choosing to become a social worker a political decision as well as an action and if so, are all social workers activists by definition - discuss.

Joseph Llewellyn - University of Gloucestershire

In a recent study by Social Work England, eighty-one percent of respondents gave ‘making a difference to people’s lives’ as their reason for enlisting on a social work course (Social Work England, 2020). As ‘making a difference’ implies some form of action, an action which in the context of social work involves the intersection of public duties and private lives, social workers need to be aware of both the political contexts in which they work and the politicised nature of their work, while also considering what activism means for the people and communities with whom they work.

Social workers will be familiar with the expectation that they remain, and be seen to be, apolitical in their professional role (Pawar, 2019). At the same time, text-book definitions describe politics as the process of making decisions about accessing and (re)distributing scarce resources (Lynch, Fairclough and Cooper, 2017). This will strike most social workers as the familiar territory of their day-to-day work. Thus, the blunt question of who gets what, when and how (Lasswell, 1935) points to the politicised if not directly political nature of social work practice.



On one level, this is nothing controversial. Enabling people to enhance their economic status is written into the Professional Capabilities Framework (BASW, 2018a). But supporting or 'signposting' individuals through unwieldy or even hostile bureaucracies (Equality and Human Rights Commission, 2020) does not in itself define the social work role. Social workers are not street-level bureaucrats (Lipsky, 1980) making discretionary decisions from a palette of managerially prescribed options, nor are they "resource units to be applied to achieve the [employing] organisation's goals" (Evans, 2011, p.370). Social work is a moral enterprise (Hafford-Letchfield and Bell, 2015) in which social workers are expected to employ an ethical code, respecting human rights and promoting social justice (BASW, 2014).

One example of putting this ethical code into practice was the British Association of Social Workers and Social Workers Union's 2017 campaign to 'Boot Out Austerity'. Here, a group of social workers, confronted with the reality of personal hardships experienced by millions across the UK, marched a hundred miles as part of their campaign against the UK government's austerity policies (BASW, 2018b). When no amount of signposting could redress the structuralisation of poverty instigated at a national level, these social workers engaged in a classic example of activism, becoming personal advocates for the values of their profession (Clark 2006), in the hope of claiming some influence over the social policy narrative and thereby making a difference to people's lives.

This ability to think beyond one's contract of employment, to be critically conscious of the location of oppression (Barak, 2016), is written into Social Work England's professional standard 6.2, which requires social workers to "challenge practices, systems and processes" which undermine the profession's standards (Social Work England, 2021). Activism, then, is ingrained in the ethos of social work, if not always overtly listed in one's job description.

Politics, however, is not just a material matter of how (or if) welfare provisions are made. It is also, and perhaps more so, about identity, culture and rights (Boswell, 2020). While the #MeToo and Black Lives Matter movements have generated welcome publicity over recent years, the idea of the 'personal as political' has been a longstanding tenet of social work, developing out of engagement with women's liberation movements of the 1970s (Dominelli, 2007). In working with individuals, social work is necessarily involved in the politics of identity, where 'making a difference' involves

acknowledging and redressing "experiences of misrecognition [which] violate the self" (Houston, 2016, p.542).

Respecting and engaging with people's individual experiences of the world is an essential part of social work, written into both Social Work England's professional standards 1.5 and 1.6 (Social Work England, 2021), and the Professional Capabilities Framework domain four (BASW, 2018a). In the UK, this includes promoting people's access to their human rights through knowledge of and reference to legislation such as the Care Act 2014, Equality Act 2010 or Human Rights Act 1998. Important too, is the acknowledgement of intersecting oppressions, especially where existing legislation may not adequately serve the lived realities of people with multiple protected characteristics (Crenshaw, 1989).

In doing this, social work has an integral, active role in enabling people to frame and speak their own narratives. Payne (2021) has described narrative practice as a way of enabling people to challenge oppressive power relations locally and on a societal level. Thus, the everyday act of assessment in social work, though sometimes experienced as disempowering (School of Policy Studies, 2017), has the potential to become an activist tool in what Svirsky calls "the production of situational or local knowledge" (2010, p.175). Used holistically, the social work assessment itself is a critical intervention (Dept. of Health & Social Care, 2021), enabling people to identify and name their oppression, and work individually or collectively with others to achieve meaningful forms of empowerment.

If this seems obscure, consider Dominelli's (2007) writing on the importance of women's voices in the development of women's shelters for survivors of male violence. Consider the importance of narrative framing and counter-narration in the achievements of the #MeToo movement (Fairbairn, 2020). Consider how the words "I can't breathe", reported and repeated, lent greater focus to the racialised nature of structural inequality across the US and Europe (Issar, 2020).

Social work, then, is clearly a politicised if not a political profession. While choosing to become a social worker is more a moral decision than a political one, social work students should be mindful that their chosen profession involves activism and, much like activism, demands an "emphatic attention to life" (Svirsky, 2010, p.169), always seeking to make a difference through better and more empowered social relations.

References

- Barak, A. (2016) 'Critical consciousness in critical social work: learning from the theatre of the oppressed', *British Journal of Social Work*, 46(6), pp.1776-1792. doi: 10.1093/bjsw/bcv102.
- Boswell, C. (2020) *What is politics?* Available at: <https://www.thebritishacademy.ac.uk/blog/what-is-politics/> (Accessed: 02/06/2021).
- British Association of Social Workers (2014) *The Code of Ethics for Social Work*. Available at: <https://www.basw.co.uk/system/files/resources/Code%20of%20Ethics%20Aug18.pdf> (Accessed: 02/06/2021).
- British Association of Social Workers (2018a) *Professional capabilities framework: social worker*. Available at: <https://www.basw.co.uk/system/files/resources/pcf-social-worker.pdf> (Accessed: 02/06/2021).
- British Association of Social Workers (2018b) *Leave No Stone Unturned in The Fight Against Austerity: Campaign Action Pack*. Available at: <https://www.basw.co.uk/system/files/resources/BASW%20Campaign%20action%20pack.pdf> (Accessed: 02/06/2021).
- Clark, C. (2006) 'Moral character in social work', *British Journal of Social Work*, 36(1), pp.75-89. doi: 10.1093/bjsw/bch364.
- Crenshaw, K. (1989) *Marginalizing the intersection of race and sex: a black feminist critique of antidiscrimination doctrine, feminist theory, and antiracist politics*. Available at: <https://philpapers.org/archive/CREDTI.pdf?ncid=txtlnkusaolp00000603> (Accessed: 01/06/2021).
- Department of Health & Social Care (2021) *Care and support statutory guidance*. Available at: <https://www.gov.uk/government/publications/care-act-statutory-guidance/care-and-support-statutory-guidance#first-contact-and-identifying-needs> (Accessed: 01/06/2021).
- Dominelli, L. (2007) 'The postmodern 'turn' in social work: the challenges of identity and equality', *Social Work and Society*, 5(3), pp.173-186. Available at: <https://ejournals.bib.uni-wuppertal.de/index.php/sws/article/view/144/204> (Accessed: 02/06/2021).
- Equality & Human Rights Commission (2020) *Public sector equality duty assessment of hostile environment policies*. Available at: <https://www.equalityhumanrights.com/sites/default/files/public-sector-equality-duty-assessment-of-hostile-environment-policies.pdf> (Accessed: 02/06/2021).
- Evans, T. (2011) 'Professionals, managers and discretion: critiquing street-level bureaucracy', *British Journal of Social Work*, 41(2), pp.368-386. doi: 10.1093/bjsw/bcq074.
- Fairbairn, J. (2020) 'Before #MeToo: violence against women social media work, bystander intervention, and social change', *Societies*, 10(3), 51. doi: 10.3390/soc10030051.
- Hafford-Letchfield, T. and Bell, L. (2015) 'Situating ethics and values in social work practice', in Bell, L. and Hafford-Letchfield, T. (eds.) *Ethics, Values and Social Work Practice*. Maidenhead: Open University Press, pp.22-38.
- Houston, S. (2016) 'Beyond individualism: social work and social identity', *The British Journal of Social Work*, 46(2), pp.532-548. doi: 10.1093/bjsw/bcu097.
- Issar, S. (2021) 'Listening to black lives matter: racial capitalism and the critique of neoliberalism', *Contemporary Political Theory*, 20 (1), pp.48-71. doi: 10.1057/s41296-020-00399-0.
- Lasswell, H. (1935) *Politics: who gets what, when and how*. New York: Whittlesey House.
- Lipsky, M. (1980) *Street-level bureaucracy: dilemmas of the individual in public services*. New York: Russell Sage Foundation.
- Lynch, P., Fairclough, P. and Cooper, T. (2017) *UK Government and Politics for AS/A-level*. 5th edn. London: Hodder Education.
- Pawar, M. (2019) 'Social work and social policy practice: imperatives for political engagement', *The International Journal of Community and Social Development*, 1(1), pp.15-27. doi: 10.1177/2516602619833219.
- Payne, M. (2021) *Modern social work theory*. 5th edn. London: Red Globe Press.
- School of Policy Studies (2017), *How It Feels to Be Assessed*. Available at: https://www.youtube.com/watch?v=5l8Yz2ydABU&list=PL7PgmFn2M_V_BA3QWlasx9tL_L9MiVv6kD&index=22 (Accessed 01/06/2021).
- Social Work England (2020) *A report on the social work profession*. Available at: <https://www.socialworkengland.org.uk/media/3326/yougov-the-social-work-profession.pdf> (Accessed: 02/06/2021).
- Social Work England (2021) *Professional Standards*. Available at: <https://www.socialworkengland.org.uk/standards/professional-standards/> (Accessed: 02/06/2021)
- Svirsky, M. (2010) 'Defining activism', in Svirsky, M (ed.) *Deleuze and Political Activism*. Available at: https://www.researchgate.net/publication/304886165_Defining_Activism (Accessed: 31/05/2021).

“I want to make a difference” is a common phrase used by social workers and students as to why they joined the profession. ...So is choosing to become a social worker a political decision as well as an action and if so, are all social workers activists by definition - discuss.

Marissa Bruneau - University of Dundee

Choosing to become a social worker is both an implicit decision through the values that social work is based on and an explicit decision based on the actions of social justice within the profession. However, the statutory powers that social workers hold to maintain social care and control can lead to practitioners experiencing Ethical stress due to the inability to base practice on social work values (Fenton, 2015).

Choosing to become a social worker is an implicit political decision that relates to social work values. The core components of what makes social work a profession are the values, ethics, and principles that it is based around (IFSW, 2012). Social work practice is based off the six ethical principles: social justice and equality, respecting diversity, human rights and dignity, self-determination, partnership, participation and co-production, and honesty and integrity (SSSC, 2019). According to the IFSW (2004) the social work profession is based upon respect for the worth and dignity of persons and their human rights, and upholding and defending the physical, psychological, emotional, and spiritual integrity and wellbeing of individuals. This is carried out through the core principles of respecting an individuals' rights and self-determination, promotion of co-production and participation, employing a person-centred holistic approach of viewing individuals as a whole, and having a strength focus to promote empowerment (IFSW, 2004). Though there are key differences in the definition of social work throughout the world, values and principles as listed above by the IFSW are embodied in the national association code of ethics for countries as diverse as Germany, France and the Russian Federation (Asquith et al, 2006). However, there is some debate that social work has become a field where it is difficult to uphold these core values and principles due to current organizational and structural arrangements, has lost contact with the professional identity and eroding the lines that make social work distinct (Asquith et al, 2006). The IFSW (2012) state that the broad ethical principles of social work cannot be refuted on an ideological level whilst the ambiguities, tensions and contradictions of the social work profession require constant negotiation.

The explicit political actions of social workers are highlighted by the focus on social justice within the

profession as the role of social work. Social Justice is an overarching principle based on the idea of fair and equally distributed resources in society and unbiased relationships, and is measured by a fair distribution of wealth and equal opportunities for social privileges and personal activity (Ferguson, 2008). The ethical principles are used to further social justice through working with individuals, groups and communities to make informed decisions, achieve change, promote dignity, realize potential and improve life opportunities (SSSC, 2019). Social work's role in promoting social justice is to conduct work which penetrates society, enabling existing barriers to be challenged and eliminate the struggle that communities, individuals and families face in trying to meet their needs (Teater & Baldwin, 2012).

Understanding how circumstances affect service users enables social workers to act upon this knowledge and advocate and express opinions in decision-making areas (Fenton, 2019). This is the social worker's job but requires moral courage. Moral courage is the virtue of containing 'the strength to do what is right in the face of opposition' (Barsky, 2009, n.p.). Morally courageous practices include standing up for social justice, challenging others, and responding to prejudice (Fenton, 2019). The process of accomplishing social justice should be inclusive, participatory and affirm the ability of people to work collaboratively to create change (Adams & Bell, n.d.). The responsibility of social workers to promote social justice includes challenging discrimination, acknowledging diversity, fairly distributing resources and challenging discriminatory policies and practices (IFSW, 2018). Activism occurs by default through social work undertaking a multiagency approach to accomplish challenging unjust policies and practice and distribute resources fairly (Teater & Baldwin, 2012). According to Lavalette (2017, p.19, cited in Fenton, 2019) activism within social work is positive for both the profession and the mental health of practitioners.

The Changing Lives Review highlighted that social work has specific responsibilities to carry out on behalf of the local authority; to protect and promote the welfare and wellbeing of children, vulnerable adults and communities (Scottish Executive, 2006).



Through legislation social workers are given authority and statutory powers to both care for people whilst also maintaining control over society by acting in the best interests of society when a risk is posed to individuals or others are put at risk (Scottish Executive, 2006). This takes on a neo-liberal viewpoint of social work with professionals carrying out duties of societal control and coercion. This political ideology of neoliberalism is at odds with radical practice, which promotes social justice and activism within social work (Fenton, 2019). Practice focused on maintaining control can lead to practitioners experiencing Ethical stress or disjuncture which occurs when practitioners experience an inability to base practice on social work values (Fenton, 2015). Fenton (2015) found that ethical stress increases when more focus is given to risk-averse practices with a managerial focus. Respondents made clear comments that public protection and risk management held focus over welfare work leading to a practical experience with doubt over whether or not social work values were being fully embraced. This highlights the tensions between personal politics involving the micro-politics of everyday life and social Politics focusing on government (Janks, 2012).

The implicit political decision to become a social worker revolves around the values, ethics and principles base that frame social work (IFSW, 2012). The explicit political actions of social workers are highlighted by the focus on social justice within the profession. However, roles purely carried out by social work on behalf of the local authority can lead to ethical stress due to the tensions between promotion of welfare and maintaining control (Scottish Executive, 2006).

References

- Adams, M. and Bell, L. (n.d.) *Teaching For Diversity And Social Justice*.
- Asquith, S., Clark, C. and Waterhouse, L. (2006) *The Role of the Social Worker in the 21st Century - a Literature review*, Edinburgh, Scottish Executive. Available at <https://www.webarchive.org.uk/wayback/archive/3000/https://www.gov.scot/Resource/Doc/47121/0020821.pdf> (Accessed 27/05/2021).
- Barsky, A. (2009). *When right is not easy: Social work and moral courage* [Online]. Available at <http://blog.oup.com.libezproxy.dundee.ac.uk/2009/12/social-work-moral-courage/>. (Accessed 15/05/2021).
- Fenton, J. (2019) *Social work for lazy radicals : relationship building, critical thinking and courage in practice*. London: Red Globe Press.
- Fenton, J. (2015) 'An Analysis of "Ethical Stress" in Criminal Justice Social Work in Scotland: The Place of Values', *The British Journal of Social Work*, 45(5), pp. 1415–1432. doi: 10.1093/bjsw/bcu032.
- Ferguson, I. (2008) *Reclaiming social work challenging neo-liberalism and promoting social justice*. Los Angeles: Sage Publications.
- International Federation of Social Workers (IFSW) (2018) *Global Social Work Statement of Ethical Principles* [Online], Dublin, International Federation of Social Workers. Available at Global Social Work Statement of Ethical Principles - International Federation of Social Workers (ifsw.org) (Accessed 03/05/2021).
- International Federation of Social Workers (IFSW) (2012) *Global Standards* [Online]. Available at <https://www.ifsw.org/global-standards/> (Accessed 31/05/2021).
- International Federation of Social Workers (IFSW) (2004) *IFSW General Meeting 2004*, Proposal for a new Ethical Document Agenda Item 11.1. Available at <http://ifs.org/GM2004/GM-Ethics.html>. (Accessed 30/04/2021).
- Janks H. (2012) 'The importance of critical literacy', *English teaching : practice and critique*, Vol. 11, no.1, pp. 150–163 [Online]. Available at <https://files.eric.ed.gov/fulltext/EJ970245.pdf> (Accessed 26/05/2021).
- Phillips, D. (2009) 'Beyond the risk agenda', in Green, S, Lancaster, E, and Feasey, S. (eds), *Addressing Offending Behaviour: Context, Practice and Values*. Cullompton: Willan.
- Scottish Social Services Council (SSSC) (2019) *Standards in Social Work Education in Scotland* [Online], Dundee, Scottish Social Services Council. Available at <https://learn.sssc.uk.com/siswe/uploads/files/SiSWE-and-Ethical-Principles.pdf> (Accessed 30/04/2021).
- Scottish Executive (2006) *Changing Lives: Report of the 21st Century Social Work Review* [Online], Edinburgh, Scottish Executive. Available at <https://lx.iriss.org.uk/sites/default/files/resources/0021949.pdf> (Accessed 30/04/2021).
- Teater, B. and Baldwin, M. (2012) *Social work in the community: Making a difference*. 1st edn. Bristol: Policy Press. doi: 10.2307/j.ctt1t89f63.
- Webb, S. A. (2017) *Professional identity and social work*. London: Routledge.

A large, gold-colored '100' is centered on a blue background. The numbers are cut out, revealing the blue background. Several gold and blue stars are scattered around the '100'.

★ **YEARS** ★
CELEBRATION
2011 - 2021

SWU

Social Workers Union
