

BASW England/LGA Joint Webinar:

The Changing Political Landscape – Middle Managers Matter More Than Ever

Wednesday 2nd October 2024



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House Keeping:



ATTENDEES
KEEP YOUR
CAMERAS
SWITCHED ON
IF YOU WISH



PLEASE PUT
YOUR
MICROPHONE
ON MUTE



QUESTIONS
CAN
BE POSTED IN
THE CHAT



THIS EVENT
WILL NOT
BE
RECORDED



CHATHAM
HOUSE
RULES APPLY

Creating safe spaces for meetings

A photograph of two women in a meeting. The woman on the left is laughing heartily, wearing a grey turtleneck sweater. The woman on the right is crying, with her hands clasped over her chest, wearing a dark blue top. They are sitting at a table with papers and a laptop. The background is a blurred office setting.

Be respectful

Confidentiality

Listen without judgement

Challenge the view, not the person

Be considerate

Use of language

Kindness

Think about what you want to share

Allow everyone to have a voice

2023/24 Social Work Employer Standards Health Check

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The results at a glance:

Average national score 2022/23: 79

Average national score 2023/24: 74

Standard 1 is the only standard that did not see a decline in average score

Average scores nationally

Standard 6 is the lowest scoring standard, with only a small decrease since last year

Average score for standard 2 has decreased by 8 per cent

Relatively poor result for workplace experience section



What are social workers saying about how employers uphold the standards?

It's lip service - a tick box to complete, they aren't interested in employee views, anyone with an opinion is dismissed and undermined.

All my previous and present managers are outstanding and take into consideration my views.

Impossibly high caseloads – lack of supervision and reflection time

Managers in supervision always check my health and wellbeing and try to encourage me to maintain a work life balance

Due to workload demand, I find I get little time to dedicate to CPD activities

Consultation is tokenistic from above; I will share what my team are saying to me but feel unable to do anything about it which is very stressful.

There is a really good learning culture here

Supervision is infrequent, demand and resource focused and there is no space for reflection

I have a very supportive and proactive supervisor who supports me within my role

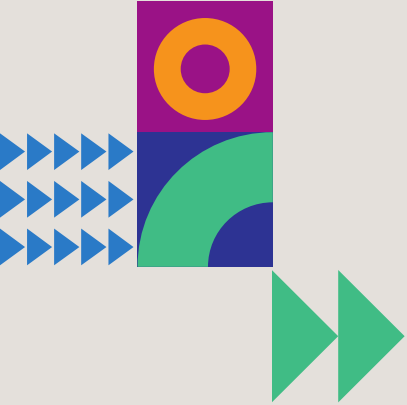
My manager is supportive and a critical friend.

If your organisation came to life as a person, what word would you use to describe it?



Key takeaways:

- A continued high perception of standard 1 (strong and clear social work framework)
- Positive responses on questions relating to management, for example on fair treatment, supervision, and wellbeing
- Significant decrease in response to effective workforce planning systems shows there is room to improve in this area.



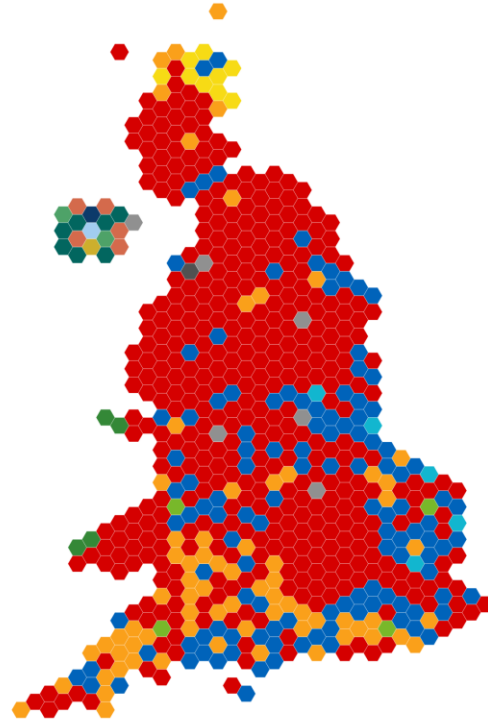
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General election 2024: Constituency winners

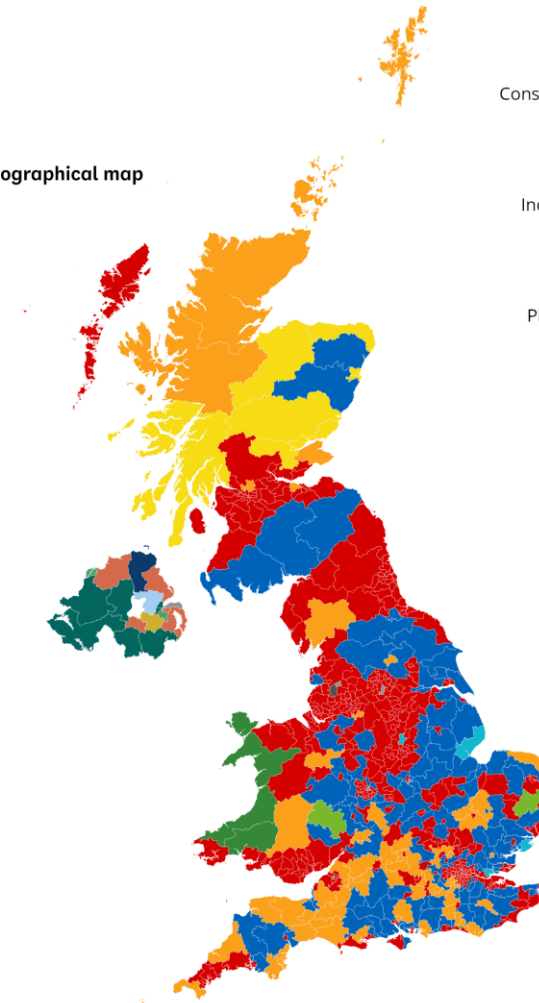
After all 650 seats declared

Hex map
(equal area)



Boundaries:
Hex shapes: Automatic Knowledge (<https://automaticknowledge.org/wpc-hex/>)

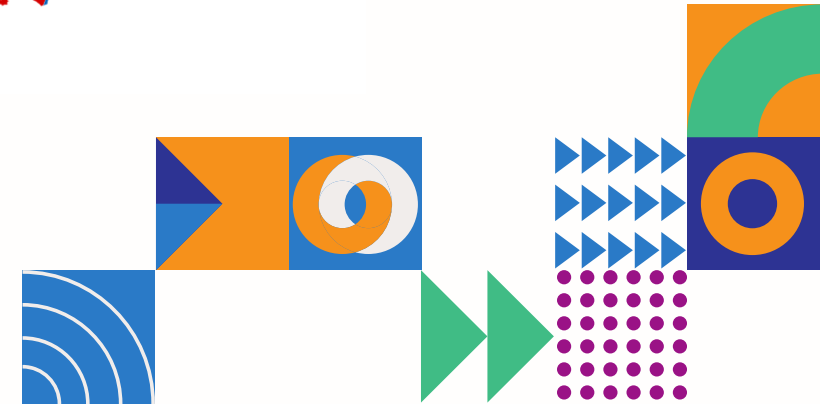
Geographical map



Key

- Labour [411] ■
- Conservative [121] ■
- Lib Dem [72] ■
- SNP [9] ■
- Sinn Féin [7] ■
- Independent [6] ■
- DUP [5] ■
- Reform [5] ■
- Green [4] ■
- Plaid Cymru [4] ■
- SDLP [2] ■
- Alliance [1] ■
- Speaker [1] ■
- TUV [1] ■
- UUP [1] ■

100 days of Labour



The 2024 general election

- Historic Labour landslide.
- Greater representation for smaller parties – fewest number of Tory seats ever.
- Turnout of registered voters lowest since 2001 with smallest percentage of adult population voting since universal suffrage.
- Historically low vote share for a winning party.

General election 2024: Constituency winners

After all 650 seats declared

Hex map
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Geographical map



Key

Labour [411]	Red
Conservative [121]	Blue
Lib Dem [72]	Yellow
SNP [9]	Orange
Sinn Féin [7]	Green
Independent [6]	Grey
DUP [5]	Brown
Reform [5]	Cyan
Green [4]	Light Green
Plaid Cymru [4]	Dark Green
SDLP [2]	Light Blue
Alliance [1]	Yellow-Green
Speaker [1]	Dark Blue
TUV [1]	Dark Blue
UUP [1]	Light Blue

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Labour's 5 national missions

1) Kickstart economic growth

to secure the highest sustained growth in the G7 – with good jobs and productivity growth in every part of the country making everyone, not just a few, better off.

2) Make Britain a clean energy superpower

to cut bills, create jobs and deliver security with cheaper, zero-carbon electricity by 2030, accelerating to net zero.

3) Take back our streets

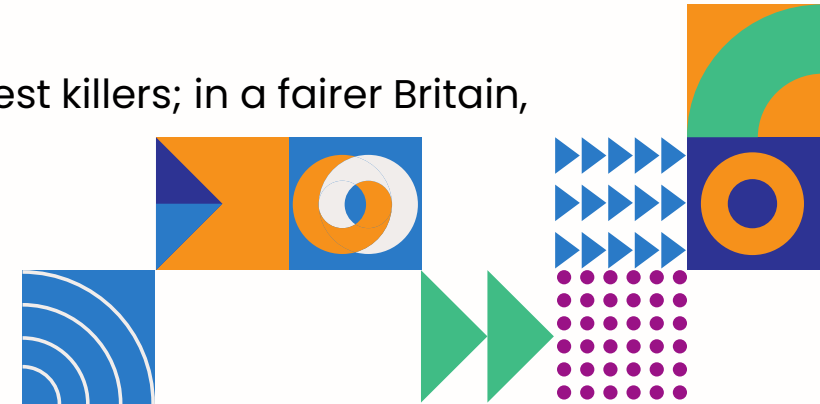
by halving serious violent crime and raising confidence in the police and criminal justice system to its highest levels.

4) Break down barriers to opportunity

by reforming our childcare and education systems, to make sure there is no class ceiling on the ambitions of young people in Britain.

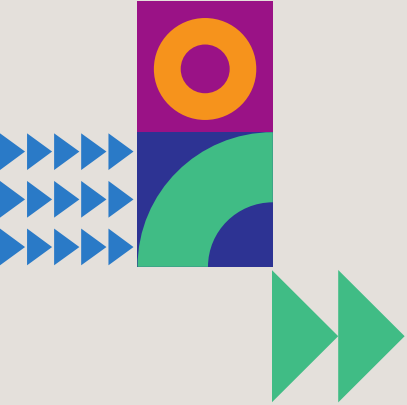
5) Build an NHS fit for the future

that is there when people need it; with fewer lives lost to the biggest killers; in a fairer Britain, where everyone lives well for longer.



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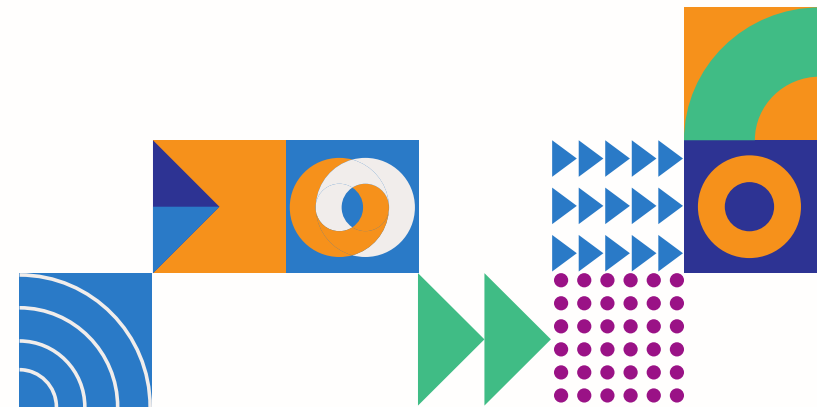
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What's happened so far...



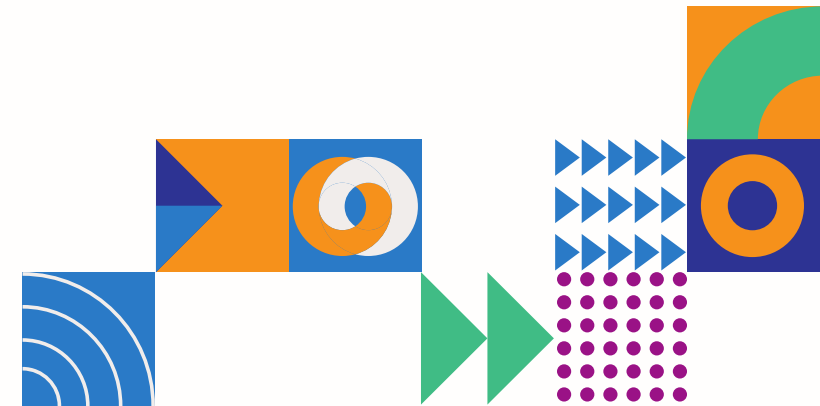


What to expect?

- NHS: “Reform or die”
- Can’t fix the NHS without fixing the crisis in social care
- Fair pay package
- Questions over adult social care reform
- Children’s wellbeing bill
- What next?

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What is life currently for like middle managers?

1. What professional and personal support options are in place for you as a leader?
2. What would be your 1 key ask for government and your employers?
3. Personal wellbeing and CPD – what can we do to support you?



Useful Resources

- [Finding Hope - College of Social Care report \(IPPR\)](#)
- [LGA Employers Standards Health Check](#)
- [KHUB \(.gov.uk emails only\)](#)
- [BASW/SWU Social Worker Wellbeing and Working Conditions Resources](#)
- [BASW England Conference BASW England Annual Members Meeting and Conference 2024 | BASW](#)



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Next Steps

If you would like to attend future sessions, please complete the survey by scanning the QR code

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