

Encouraging All Current Group Members to Join IASW

At the heart of the IASW is its role in supporting, representing, protecting, and developing social workers and the profession. It has a long and successful relationship with its Council Groups, and we wish for that to continue. The steps below set out our plan to encourage all Group/Committee members to Join the IASW.

Step 1

- Based on the feedback received at the first Consultation Session with Council groups on January 23rd, the IASW will develop a proposal and plan for the IASW to encourage 'non IASW members' to join the IASW.
- Council Chairs will share the Governance Review documents with their Group/Committee members and share their mailing lists with the office to clarify the amount of IASW members.
- Council Chairs to present their Group/Committee member feedback on the Governance Review recommendations at the second consultation session, scheduled for February 21st.

Step 2

- IASW to appoint a membership growth committee to ensure that membership growth among the non-members of our Council Groups/Committees is driven, reviewed, and communicated consistently as a priority for the IASW.
- IASW members within Council Groups/Committees to advocate for IASW membership for all members using their connections, relationships, influence and reach for member recruitment within their Group/Committee.
- The Extraordinary General meeting will be held virtually on 22nd March, the IASW members will be asked to adopt the recommendations regarding: (1) Constitutional changes and (2) replacing the IASW Rules and Byelaws with a series of policies and bye-law documents.

Step 3

- Post EGM current 'non-members' could remain active in all Groups/Committees until 31st December 2023.
- From 1 January 2024 on, 'non-members' with specialist expertise could be invited to participate in some of the sub-committees of the Board.
- Commencing in April 2023, the membership growth committee will host two 'focus groups' with non-members.
 1. To understand awareness/knowledge levels of the IASW amongst non-members.
 2. To understand why non-members have not joined the IASW.
 3. To understand what would attract non-members to the IASW.
 4. To potentially attract new members.

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Step 4

- Based on the key findings of the focus groups, the membership growth committee will develop and execute a plan to drive IASW membership growth among non IASW members in SIG's.

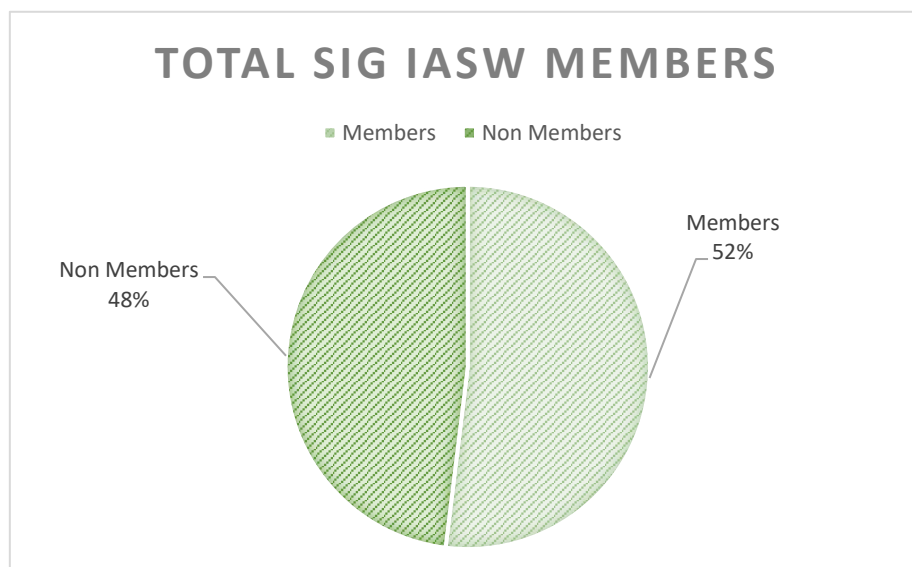
Step 5

- The IASW office admin team will support the Groups/Committees through the change management process of implementing the Governance Review recommendations incl. restricting Council Groups/Committees to members only, moving from an Associate Group to a SIG, moving from a Committee to a Sub-Committee of the Board, etc.

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Appendix 1.

No. of Members v's Non-Members Per Council Group			
Special Interest Groups		No. of Members	No. of Non-Members
1	SIGA - Older Persons	18	14
2	C&F - Children & Families	7	1
3	Retired <i>*social group</i>	n/a	n/a
4	CAMHS - Child and Adolescent Mental Health	24	40
5	SWID - Disability	66	53
6	Southern Region	Not active @ present	Not active @ present
7	SWIFC - Foster Care	19	46
8	SWAMH - Adult Mental Health	89	114
9	Primary Care	43	39
Committees		No. of Members	No. of Non-Members
1	International Affairs Committee (IAC)	6	0
2	Journal Committee	4	0
3	ARAG - Anti-Racism Advisory Group	22	3
4	CPD Committee	3	0
5	Mother Baby Home & Adoption	13	0
Associate Groups		No. of Members	No. of Non-Members
1	HMSWG - Head Medical Social Workers	27	22
2	ASaP - Adult Safeguarding & Protection	40	10
Total:		374	346



Appendix 2.

SIG Members: Current Difference between the Roles of Members & Non-Members		
	Member	Non-Member
Elected to a SIG Officer Role i.e., Chair, Vice Chair, Secretary	✓	X
Participate in IASW Council Meetings & AGM	✓	X
Represent IASW on/at advisory groups, working groups, consultation sessions, boards, work-streams, events, conferences, etc.	✓	X
Participate in meetings with Government officials, senior managers within statutory bodies or national organisations	✓	X
IASW Spokesperson	✓	X
CPD Event Organising Committee	✓	X
Contributing to and benefitting from general work and activities of the Group/Committee	✓	✓

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Appendix 3.

CURRENT STRUCTURE	
Board & Council	
Board of Directors *10 Directors	
Sub-Committees of the Board	
1	HR, Risk & Governance Committee
2	Finance & Audit Committee
3	CPD Committee
Special Interest Groups	
1	SIGA - Older Persons
2	C&F - Children & Families
3	Retired <i>*social group</i>
4	CAMHS - Child and Adolescent Mental Health
5	SWID - Disability
6	Southern Region
7	SWIFC - Foster Care
8	SWAMH - Adult Mental Health
9	Primary Care
Committees	
1	International Affairs Committee (IAC)
2	Journal Committee
3	ARAG - Anti-Racism Advisory Group
4	Mother Baby Home & Adoption
Associate Groups	
1	HMSWG - Head Medical Social Workers
2	ASaP - Adult Safeguarding & Protection

Total # of SIGS, Associate Groups & Committees @ 18

PROPOSED STRUCTURE	
Board & SIG Network	
Board of Directors *10 Directors	
Sub-Committees of the Board	
1	HR, Risk & Governance Committee
2	Finance & Audit Committee
3	International Affairs Committee (IAC)
4	Journal Committee
5	CPD Committee
6	Elections & Nominations Committee <i>*new</i>
7	Membership Growth Committee <i>*new</i>
Special Interest Groups	
1	SIGA - Older Persons
2	C&F - Children & Families
3	Retired <i>*social group</i>
4	CAMHS - Child and Adolescent Mental Health
5	SWID - Disability
6	Southern Region
7	SWIFC - Foster Care
8	SWAMH - Adult Mental Health
9	Primary Care
10	HMSWG - Head Medical Social Workers
11	ASaP - Adult Safeguarding & Protection
12	ARAG - Anti-Racism Advisory Group
13	Mother Baby Home & Adoption - TBC

Total # of SIGS & Committees @ 20