



**BASW**  
**Cymru**

The professional association for  
social work and social workers

# Implementing BASW's 'Social Worker Wellbeing and Working Condition Good Practice Toolkit'

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# Aims of the session

- Explore what wellbeing means to social workers
- Different types of wellbeing
- Using the BASW Wellbeing Toolkit as a framework to support you feeling more empowered to:
  - Look after yourself
  - Recognise when you need support
  - Know what to expect from your employer

# What Does Wellbeing Mean to You?

- **One word exercise - at this precise moment in time.**
- **Use the chat box**

# Why does workforce wellbeing matter?

- **BASW/SWU - conditions research**
- **Welsh Government priority – joint workforce strategy/wellbeing statement**
- **Human and financial costs**
- **Recruitment and Retention**
- **Ultimate benefit for those receiving social work support**

Working conditions research – 2018–2019  
BASW/SWU/BATH SPA

Working conditions:  
demands, control,  
support, relationships,  
role, change

# Wales Specific Findings

**Working conditions for social workers in Wales are as bad as – if not worse than – the rest of the UK**

Demands: the amount of work that individual employees have on.

Relationships: suggests that relationships between staff can at times be strained.

Role: social workers do not have a good idea of their specific role in the organisation.

Change: social workers felt that organisational change is poorly communicated.

# Wales Specific Findings

Levels of stress and wellbeing were high – higher than an English average of benchmark respondents.

Nearly half of respondents are dissatisfied in their jobs.

6 in 10 have attended work at least twice in the last 12 months despite being so ill that they should have stayed at home (known as presenteeism).

Over 6 in 10 want to leave their job with the next 13 months.

Over one third are looking to leave social work altogether in the next 21 months

# Overall Therefore...

SWs love their actual job and are highly engaged in it.

However, too much expected with too few resources.

Under-funding means increased demand, and subsequently SWs working while ill, and wanting to leave the job.



# Exercise in breakout room

Consider the impact of Covid on:

- Relationships with their peers, managers, service users.
- Demand in relation to workload.
- Organisational change – working from home or changes in team structure/management.
- Mental well-being.

**Quote from Victor Frankl, a holocaust survivor  
“Those who have a why to live for, can manage  
the how”.**

**Purpose for each one of us is very important.**

# Recognising *two* kinds of well-being

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- **Hedonic well-being:** Short term pleasures of the kind elicited by the senses, e.g. watching a game of rugby
- **Eudaimonic well-being:** Long term satisfactions linked to meaning and purpose in life – linked to biological markers of health (Ryff et al 2004)



# Learning from Martin Buber – ‘*All real living is meeting*’

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There are two ways of relating to people and the world:

- I-IT Implying coolness, detachment and instrumentality
- I-THOU Implying attachment, self disclosure and *vulnerability*



# Section 1 of The BASW Well-being toolkit

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- Self care
- Professional identity
- Accessing professional development
- Trade Union support
- Self advocacy

# Next steps - exercise

What is happening in your work place re:

**Supervision**

**Communication**

**Contact with team – peer support, formal and ad hoc**

**Share with each other how you are creating these opportunities.**

**Think about your professional identity during the last year and moving forward.**

# Resources

- <https://www.basw.co.uk/membership>
- <https://www.basw.co.uk/social-work-professional-support-service>
- <https://www.basw.co.uk/about-basw/code-ethics>
- <https://www.basw.co.uk/social-worker-wellbeing-and-working-conditions-0>
- <https://www.basw.co.uk/social-work-training/professional-development-and-education-profde>
- <https://socialcare.wales/service-improvement/health-and-well-being-resources-to-support-you-during-the-coronavirus-covid-19-pandemic>