

# Irish Association of Social Workers



IASW

Irish Association of Social Workers  
Cumann na hÉireann um Oibrithe Sóisialta

Strategic Plan

2019 - 2021

Updated 10 December 2019

## **IASW Vision**

Social workers engaging in their profession with pride and integrity, displaying the highest standards of excellence in social work practice.

*“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. The above definition may be amplified at national and/or regional levels.” (IFSW Global Definition of the Social Work Profession, 2014)*

## **Mission Statement**

The IASW seeks to enable social workers to promote the social work profession in the Republic of Ireland and to continually improve the quality of their practice

## **Strategic Objectives**

1. Ensuring the sustainable development of the IASW, as the professional body supporting and representing the social work profession in the Republic of Ireland.
2. Improving the standards and quality of professional social work practice
3. Facilitating social workers to engage in CPD and to meet the CPD requirements of registration
4. Increasing access to information and support for social workers
5. Enhancing the public profile and perception of social work
6. Using social work expertise to influence the development of local, national and international policy and practice

## IASW Values

The work of the IASW is underpinned by the social work values outlined in the CORU Code of Professional Conduct and Ethics for Social Workers,

The strategic plan is informed by these values which are in broad terms

- Respect for the inherent dignity and worth of persons
- Pursuit of social justice
- Integrity in professional practice
- Confidentiality in professional practice
- Competency in Professional Practice

*Page 4: The Code of Professional Conduct and Ethics for Social Workers (Social Workers Registration Board 2019)*

## Action Plan to Achieve Strategic Objectives

### Strategic Objective 1: Ensuring the sustainable development of the IASW

#### Action Plan:

- 1.1.** Secure the human, financial, infrastructural and other resources necessary to ensure the operational sustainability of the IASW.  
**Responsibility: Anette O'Callaghan, Aine McGuirk & Danielle McGoldrick**
- 1.2.** Develop a financial management strategy, incorporating the preparation, monitoring and management of an annual budget and an income generation and protection plan, and a Financial Control Manual  
**Responsibility: Anette O'Callaghan, Aine McGuirk & Danielle McGoldrick**
- 1.3.** Grow the Associations membership base in order to ensure the IASW has the necessary financial and practice-skills resources to represent the social work profession.  
**Responsibility: Office Manager, CPD Officer, Majella Hickey & Colletta Dalikeni**
- 1.4.** Develop and implement a membership strategy with the aim of growing membership to 2,000 by Aug 2021.

**Responsibility: Office Manager, CPD Officer, Majella Hickey & Colletta Dalikeni**

- 1.5** Develop a Business Care with the aim of securing funding for a National Development Officer post

**Responsibility: Aine McGuirk & Gary Gartland**

- 1.6** Review the current Council structure and identify option(s) for a new structure / mechanism that will produce tangible outputs for the association

**Responsibility: Anette O'Callaghan & Rachel McCormack**

## **Strategic Objective 2: Improving the standards and quality of professional social work practice.**

### **Action Plan:**

- 2.1** Provide and endorse CPD for social workers  
**Responsibility: CPD Officer and CPD Committee**
- 2.2** Provide opportunities for social workers to participate in Special Interest Groups (SIGs)  
**Responsibility: Directors who meet with relevant employers**
- 2.3** Produce an academic social work journal which is accessible online  
**Responsibility: Chair of the Journal Committee**
- 2.4** Facilitate the involvement of social workers in research  
**Responsibility: SIG's, Office Manager, CPD Officer, Journal Committee, Research Conference Committee**

## **Strategic Objective 3: Facilitating social workers to engage in CPD and to meet the CPD requirements of registration.**

### **Action Plan:**

- 3.1** Provide CPD events  
**Responsibility: CPD Officer**
- 3.2** Maintain a list of supervisors offering professional supervision  
**Responsibility: Office Administrator**
- 3.3** Provide access to CPD resources  
**Responsibility: CPD Officer**
- 3.4** Engage with the regulator CORU

Responsibility: CPD Officer, Office Manager & The Board

#### **Strategic Objective 4: Increasing access to information and support for social workers**

##### **Action Plan:**

- 4.1** Provide members with a professional response to their communications and queries  
Responsibility: Office Manager, Office Administrator, CPD Officer & Aine McGuirk
- 4.2** Provide a regular newsletter and infographics to members  
Responsibility: Office Manager & Office Administrator
- 4.3** Maintain an up to date website  
Responsibility: Office Manager, Office Administrator & CPD Officer
- 4.4** Provide members with access to Fitness to Practice insurance coverage  
Responsibility: The Board & Office Manager
- 4.5** Provide members with information on job vacancies  
Responsibility: Office Administrator

#### **Strategic Objective 5: Enhancing the public profile and perception of social work**

##### **Action Plan:**

- 5.1** Develop a communications strategy  
Responsibility: TBC
- 5.2** Participate in coalitions of interest  
Responsibility: The Board of Directors, CPD Officer
- 5.3** Respond to queries from the general public and media on social work-related matters.  
Responsibility: Aine McGuirk & Member(s) of IASW with expertise in relevant area
- 5.4** Celebrating the achievements of the IASW over the last 50 years  
Responsibility; Hilda Loughran & John Brennan

**Strategic Objective 6: Using social work expertise to influence the development of local, national and international policy and practice**

**Action Plan:**

- 6.1** Represent the social work profession in discussions and decision making with Government departments, statutory, voluntary and community organisations on matters affecting the social work profession and its client groups.  
**Responsibility: Board, Council, CPD Officer & IASW members**
- 6.2** Prepare written submissions representing social work views and expertise on matters relating to policy, legislative, service and practice developments, nationally and internationally.  
**Responsibility: Board, Council, CPD Officer & IASW members**
- 6.3** Develop collaborative working relationships with our international social work partners.  
**Responsibility: John Brennan and the International Affairs Committee**