



DEVELOPING TOGETHER

SOCIAL WORK
TEACHING PARTNERSHIP

Newsletter | Issue 6 | Date: 30.9.20 |

Welcome to September's newsletter,

It's hard to believe Autumn is upon us already - we hope everyone has enjoyed what shaped up to be a pretty good Summer by Blighty's standards!

Hopefully all our colleagues have managed to have some sort of break, even if it's just been a 'staycation'. The TP Team all had some leave over August, so we were like passing ships in the night, but we've enjoyed reuniting in September which has already proven to be a very busy month in terms of training delivery and planning for activities in the last quarter of 2020.

Take care and stay safe,

Best wishes,
Libbi, Sue, Josie and Sarah

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Continuing Professional Development



Despite initially thinking that the pandemic would be disastrous for delivery of the TP's continuing professional development offer, we have been pleasantly surprised at how well everyone has adapted to the use of online technology. We've found that online delivery has meant we are able to deliver a greater number of sessions, as we don't need to factor in venue costs. In addition, for those that previously had to travel to events and consider the time this would take out of their already very busy diaries, online delivery has proved much more efficient.

The TP team has quickly learned the ropes of Google, MS Teams, Zoom, Newrow (to name just a few!) and found a plethora of resources and tools to make virtual delivery as interactive as possible.

Whilst we still recognise the value of face to face training, we accept that this situation is likely to be ongoing for quite some time, and rather than let this defeat us and our training offer, we want to continue to offer as comprehensive a provision as possible! Our new ASYE Assessor Workshops commenced online in September and we are even running 2 cohorts of an Early Career Managers' Programme for 60 social work managers entirely online from October.

We are now also aiming to upload recordings of all events that we run (copyright and technology permitting!) to the [website](#).

Don't forget that you must upload a minimum of 1 piece of CPD evidence to your Social Work England account by 30.11.2020 in order to be able to renew your registration and continue to practise. You can find a helpful video tutorial and other guidance from SWE [here](#). We are also running a new workshop in partnership with our regional SWE lead, 'CPD Reflective Writing', in October. More details and how to book can be found [here](#).

Practice Consultant Update



Sarah and Josie were extremely busy facilitating an intense 20 days of 'virtual' Assessed Placement Activities during May 2020, for MSW students unable to complete their placements, due to the COVID-19 pandemic. Soon after, and again as Off-Site Practice Educators, they supported and assessed 5 x first placement Pg Dip students during June and July. Despite the challenges that COVID-19 brought, all students successfully completed their placements prior to the summer hols! It was a new experience for both Sarah and Josie, having previously only worked with BA and MSW students. Further strings to their bows.....!

Amongst continued support and assessment of trainee PEs, co-facilitating practice learning workshops with Kingston University colleagues, developing and facilitating virtual PE workshops including the well received "How to be a PE on a Virtual Placement", Sarah and Josie's Practice Consultant 'net' has been cast out further to 'KSS' and 'ASYE Assessor workshops'. These workshops commenced in September and will continue into early 2021.

The PCF Toolkit for PEs and their students continues to be developed and updated on the Developing Together [website](#) and we have also begun to upload recordings of our PE workshops to date which you can find [here](#). In addition, there are plans afoot to create a toolkit for Social Workers who support and assess NQSWs during their ASYE. Watch this space for further updates on progress!

As well as recently attending Action Learning Set facilitation training, Josie and Sarah were fortunate to study and successfully pass SW7025: Individual Work-based Learning Project, along with the Teaching Consultants in the Teaching Partnership. This Kingston University short module at postgraduate level has provided further enriching learning opportunities which have enhanced Sarah and Josie's theoretical knowledge and skills for teaching and training. As ever, onwards and upwards!

Kingston University Update



It's been a busy start to the academic year at Kingston University with the BA Social Work and MSW courses being fully recruited and underway. There is a blended approach to teaching with some face to face teaching and other sessions being delivered online. The Readiness for Practice module is being delivered face to face to support students in their preparations for going out on placement and our People with Lived Experience Group and Teaching Consultants are still supporting with teaching, albeit virtually.

Students have started their placements on the MSW and BA courses, with most placements being virtual with some face to face contact with service users and their teams. Thank you to all the Practice Educators and On-site supervisors for supporting students throughout this unusual and challenging time. It is fantastic news that the final year BA and MSW students were able to qualify this year despite the challenges they faced with the pandemic and again our partner organisations were key to their success.

Over the summer Kingston University has been a virtual hive of activity in preparing to deliver the new Apprenticeship programme. The University was successful in their application to ADAS as the principle provider for the programme in London and it has now been validated by Kingston University and Social Work England. Sixty-one Apprentices are now enrolled and have started two weeks block teaching and will soon be meeting their assessors. We wish all the Apprentices and new students on the BA and MSW courses the best of luck as they embark on their studies and their journey to being a Qualified Social Worker.

The Post Qualifying courses offered by Kingston University are running 'as normal' this year - these include the PEPs: Stage 1 and 2, Mentoring, Coaching and Advanced Assessment of Professional Practice and BIA. The University will also be delivering a **new 15 credit module 'Restoring Social Work Practice'** in partnership with the Teaching Partnership Team which is designed to enable qualified Social Workers seeking to return to social work after absence to restore their practice standing under the Social Work England Restoration of Practice regulations. It is also available for qualified and employed social workers who wish to make transitions within in the profession (e.g. moving between Child and Family Social Work and Social Work with Adults). To register your interest and be sent further information on this module before it is advertised on the University's website, please email admin@developingtogetherswtp.org.uk.



Experts by Experience

COVID-19 and the virtual world have not stopped the People with Lived Experience (PLE) Group at Kingston University being involved in activities to support students in their social work studies. As part of a Teaching Partnership initiative the group have been very active in the 'People with Lived Experience Film Project' deciding on topics for discussion and planning how these are to be made into short films and audio podcasts. This means their experiences of social workers and social care and their expertise as PLEs can be shared and contribute to the learning of social work students and practitioners across the Partnership.

Our first film is ready for viewing, which looks at the role of the group within the University and how they they contribute to teaching and developing students skills, reviewing the teaching curriculum and being on exam boards and Practice Assessment Panels.

We are currently working on a further film to explore the impact of CV19 for members of the group which will be testing all of our IT skills! Other films soon to be made will be around experiences of Adoption, Communication Skills and how it feels to be on the receiving end of an assessment. So watch this space!





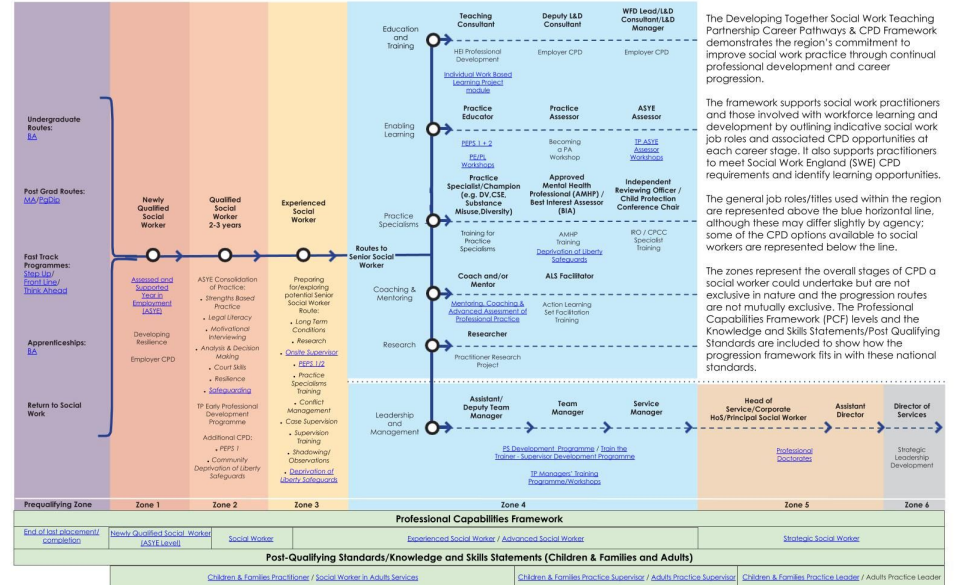
Developing Together: Career Pathways & CPD Framework

Partners have been working hard over recent months to develop a visual that represents the routes for progression through a social worker's career. We were particularly keen to demonstrate alternatives to the linear management route and other creative ways of developing and advancing as a social work professional.

The framework demonstrates the region's commitment to improve social work practice through continual professional development and career progression and supports practitioners and those involved with workforce learning and development by outlining indicative social work job roles and associated CPD opportunities at each career stage. It also supports practitioners to meet Social Work England (SWE) CPD requirements and identify learning opportunities.

You can have a sneak peek here, but primary partner agencies in the Teaching Partnership will be officially launching the framework in their respective organisations over coming months...more details coming soon!

Career Pathways & CPD Framework



The Developing Together Social Work Teaching Partnership Career Pathways & CPD Framework demonstrates the region's commitment to improve social work practice through continual professional development and career progression.

The framework supports social work practitioners and those involved with workforce learning and development by outlining indicative social work job roles and associated CPD opportunities at each career stage. It also supports practitioners to meet Social Work England (SWE) CPD requirements and identify learning opportunities.

The general job roles/titles used within the region are represented above the blue horizontal line, although these may differ slightly by agency; some of the CPD options available to social workers are represented below the line.

The zones represent the overall stages of CPD a social worker could undertake but are not exclusive in nature and the progression routes are not mutually exclusive. The Professional Capabilities Framework (PCF) levels and the Knowledge and Skills Statements/Post Qualifying Standards are included to show how the progression framework fits in with these national standards.



Black Lives Matter

Following the murder of George Floyd, and the growth of Black Lives Matter, we felt it was crucial that as a Teaching Partnership we acted to support this movement. We wanted to ensure that our response was not just a one off, but a sustainable, long term addition to the sessions we offer, reflecting the need for this issue to remain high on everyone's agenda.

In social work, anti-discriminatory practice is fundamental to our work and training, hence we felt that it would be more appropriate to offer a space for discussion rather than a workshop. As a team of all white staff, we acknowledged the importance of working with black colleagues in planning and delivering these. We are really pleased that **Kelly Gittens** (Kingston University) and **Natesha Yanguba** (London Borough of Croydon) have been involved in creating and running these sessions, and have agreed to continue their involvement over the coming year - thank you so much Kelly and Natesha!

There have been a lot of staff who have joined us for these discussion groups so far, which has been great - **THANK YOU all so much for coming and sharing your experiences and thoughts**. We are currently planning further sessions drawing on the feedback you have given us so far, some of which reflected the need for the sessions to be led by black workers.

On the next page, you can find out more about how you can get involved in these sessions as we are putting a callout for more black social workers in the Teaching Partnership to facilitate these sessions.

Josie also arranged for **WAYNE REID** (BASW Professional Officer and Social Worker) to deliver an online presentation and Q&A session on '**Anti-Racism in Social Work**', which ran on both the 29th and 30th September. This is very exciting, as Wayne is a prominent figure with his work and writing on anti racism in our profession. If you couldn't make either session, the recording of the session will be made available [here](#).



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BLM and the Voice of Social Work - Discussion Groups

We recently held 3 discussion groups across the Partnership that were very well attended and have now reviewed the feedback provided from attendees.

Whilst all attendees felt that the groups offered them a different experience to forums they had been attending internally, feedback reflected the need for the sessions to be led by black workers.

All sessions were co-facilitated with black colleagues from the TP, Kelly Gittens (Kingston University) and Natesha Yanguba (Croydon Adults), but taking this feedback on board we would like for more black colleagues to be involved and take the lead on the sessions.

If you are a black social worker within the Teaching Partnership and are interested in leading future discussion groups, please contact:

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or

sarah.cave@developingtogetherswtp.org.uk



admin@developingtogetherswtp.org.uk



www.developingtogetherswtp.org.uk



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Social Worker Wellbeing



Self care and thinking about our wellbeing has never been so important as at the current time as we all navigate our way through the pandemic and are working in different ways at home and through virtual platforms. The Teaching Partnership has been committed to promoting social worker self-care and wellbeing through running events and we are currently organising an online wellbeing event for social workers in the Partnership.

Fortunately there is masses of information online around self-care and wellbeing and we would urge you to take a look at what's out there and ensure you give yourself some space and time to take care of yourselves. We will also be adding more resources to the [Wellbeing Hub](#) on the Developing Together website but in the meantime there are some good links below:

Student Connect sessions - [Webinar](#) from the Student Connect team with Siobhan Maclean and Sass Boucher from Self Care Psychology.

Self Care Psychology - [Self Care Cards, resources and blogs](#).

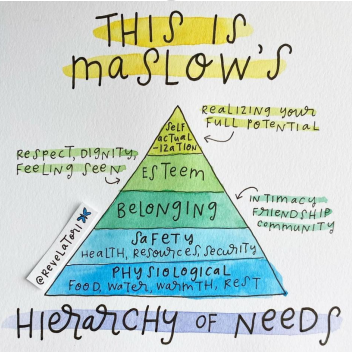
Action for Happiness - [Optimistic October calendar](#) with simple daily actions you can take to improve happiness and wellbeing.

The Art of Brilliance - A [bitesize video](#) introducing positive psychology and wellbeing. From here you can also find 2 other videos produced by the Art of Brilliance in collaboration with our colleagues in the West Midlands Social Work Teaching Partnership.

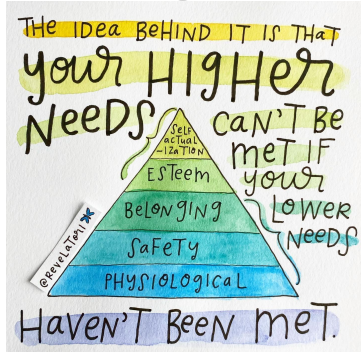
Maslow's Hierarchy of Needs in COVID-19



1



2



3

BUT 2020 HAS BEEN WREAKING HAVOC ON SO MANY OF OUR CRITICAL LOWER NEEDS.

@RevelaTehi

4

UNEMPLOYMENT AND ECONOMIC DAMAGE THREATEN THE PHYSIOLOGICAL NEEDS OF MILLIONS.

AND EVEN IF YOU ARE SO FORTUNATE AS TO HAVE A PLACE TO LIVE AND FOOD TO EAT...

@RevelaTehi

5

HOW CAN YOUR NEED FOR SAFETY BE MET IN THE MIDDLE OF A GLOBAL PANDEMIC, A DIRECT THREAT TO YOUR HEALTH? HOW CAN YOU FEEL SECURE IN THE FACE OF POLITICAL TURMOIL AND SYSTEMIC INJUSTICE AND GENERAL UNCERTAINTY?

@RevelaTehi

6

HOW CAN YOUR NEED FOR BELONGING BE MET IN ISOLATION, IN A TIME WHERE WE ARE SEPARATING OURSELVES, AVOIDING COMMUNITY, UNABLE TO SAFELY CONNECT?

@RevelaTehi

7

SO IF YOU ARE STRUGGLING TO FEEL WHOLE AND PRODUCTIVE OR EVEN JUST GENERALLY OKAY (LET ALONE ANYTHING LIKE SELF-ACTUALIZED)

@RevelaTehi

8

SHOW YOURSELF COMPASSION

YOU ARE TRYING TO BUILD A PYRAMID ON A SHAKY FOUNDATION

@RevelaTehi

9

YOU ARE TRYING TO FUNCTION AS NORMAL IN A WORLD THAT IS ANYTHING BUT.

@RevelaTehi

10

AND EVEN IF YOU CAN'T QUITE SEE IT, YOU ARE DOING BEAUTIFULLY.

@RevelaTehi



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Thank you for reading!

If you have any good news stories, examples of excellent practice, or helpful resources that you'd like to share, please send these through to us at: admin@developingtogetherswtp.org.uk

We would also be grateful to receive comments or suggestions on the newsletter, including any topics you'd like to see covered in future editions.