

## THEME ONE - THE IDENTITY AND BRAND OF THE PARTNERSHIP

### OVERARCHING AIM/S

*To develop a strong identity and brand for the Teaching Partnership*  
*To build strong working relationships between the partners (stakeholders)*

SUB-THEME	WHAT DOES THE PARTNERSHIP WANT TO ACHIEVE?
<b><i>Identity/Brand</i></b>	<ul style="list-style-type: none"> <li>- A strong identity and brand that stakeholders can identify with</li> <li>- A well known and strong presence in the region</li> <li>- A set of clear aims that can be articulated by stakeholders</li> <li>- Branded resources that can be used by stakeholders</li> <li>- Clearly articulated success stories that can be shared with and by stakeholders</li> </ul>
<b><i>Strong working relationships</i></b>	<ul style="list-style-type: none"> <li>- A group of stakeholders who are motivated to be involved</li> <li>- Strong working relationships between stakeholders</li> </ul>
<b><i>Long-term</i></b>	<ul style="list-style-type: none"> <li>- Students' decisions to apply to Kingston University being influenced by the strong identity of the Partnership and the benefit it brings</li> <li>- Students graduating from Kingston University will seek work within the Partnership's agencies because of the benefits the Partnership brings</li> </ul>

SUB-THEME	WHAT WILL IT TAKE TO GET THERE?
<b><i>Identity/Brand + Strong working relationships</i></b>	<ul style="list-style-type: none"> <li>- Creating a brand for the Partnership</li> <li>- Creating a website for the Partnership</li> <li>- Promoting the Partnership's resources, website, social media platforms, activities, etc via internal and external events and at the University through a poster presentation</li> <li>- Promoting the Partnership's key activities and inviting involvement through newsletters</li> <li>- Promoting the Partnership via social media</li> <li>- Communicating Partnership's success stories and examples of collaborative working through the production of a marketing video</li> </ul>

## THEME TWO - THE STUDENT JOURNEY

### OVERARCHING AIM/S

*To ensure that the highest calibre of social work students with the attributes, competencies and passion needed to thrive in the profession are recruited to the pre-registration undergraduate and post graduate academic programmes at Kingston University*

*To develop a curriculum that aligns with local need and is grounded not only in research and the CSWs' KSS, but also in practice*

*To ensure that academic teaching is informed by practice*

*To provide students with the experiences and support they need to ensure they are ready to practice in the region as competent NQSWs*

SUB-THEME	WHAT DOES THE PARTNERSHIP WANT TO ACHIEVE?
<b>Student selection</b>	<ul style="list-style-type: none"> <li>- An intake of higher calibre of students on the undergraduate and postgraduate social work courses at Kingston University</li> <li>- An intake of students with the right attributes, competencies and passion who will become the next generation of social workers</li> <li>- An admissions process that includes representation from TCs and the SUCG</li> </ul>
<b>The curriculum</b>	<ul style="list-style-type: none"> <li>- A social work curriculum aligned with local need</li> <li>- A social work curriculum grounded in research</li> <li>- A social work curriculum grounded in the KSS</li> <li>- A social work curriculum grounded in, and aligned to, practice (<i>narrowing the gap between theory and practice</i>)</li> <li>- Academic teaching being informed by practice</li> <li>- Academic teaching involving representation from TCs and SUCG</li> </ul>
<b>Student support</b>	<ul style="list-style-type: none"> <li>- A broad programme of additional support for students to compliment their learning</li> <li>- An effective placement allocation process</li> <li>- An increase in the quality of PE support for students</li> </ul>
<b>Long term</b>	<ul style="list-style-type: none"> <li>- Graduates entering the workplace better prepared for practice</li> </ul>

SUB-THEME	WHAT WILL IT TAKE TO GET THERE?
<b>Student selection</b>	<ul style="list-style-type: none"> <li>- Raising the entry tariff (UCAS points) for the undergraduate (BA) course</li> <li>- Enhancing the admissions tests to make it easier to identify students with the appropriate attributes, competencies and passion</li> <li>- Developing the ability/skills of the TCs the SUCG to contribute more effectively to the admissions process</li> </ul>

SUB-THEME	WHAT WILL IT TAKE TO GET THERE?
<b><i>The curriculum</i></b>	<ul style="list-style-type: none"> <li>- Involving practitioners from all parts of the Partnership hierarchy in reviewing the curriculum to ensure it aligns with local need</li> <li>- Increasing the involvement of the SUCG in reviewing the curriculum to ensure it aligns with local need</li> <li>- Involving TCs in reviewing the curriculum to ensure it aligns with practice and the KSS</li> <li>- Involving academics in reviewing the curriculum to ensure it aligns with research</li> <li>- Enhancing/modifying elements of the curriculum as a result of the curriculum review</li> <li>- Developing the ability/skills of the TCs to ensure they are equipped to deliver teaching</li> <li>- Providing training for the SUCG in presentation skills and public speaking so that they are equipped to contribute to teaching</li> <li>- Encouraging academics to access practice so their teaching is informed by current practice</li> </ul>
<b><i>Student support</i></b>	<ul style="list-style-type: none"> <li>- Delivering a programme of additional support for students (including 'Twilight', 'Lunch and Learn', 'Preparation for Practice' and 'Employment Skills' sessions)</li> <li>- Reviewing the placement allocation process to ensure all students receive 2 statutory placements</li> <li>- Ensuring students have quality support from a PE</li> <li>- Reducing the use of off-site PEs</li> </ul>

## THEME THREE - THE DEVELOPMENT OF QUALIFIED SOCIAL WORKERS

### OVERARCHING AIM/S

*To ensure that practice across the region is informed by theory and research*

*To ensure practice is of an excellent standard*

*To improve job satisfaction and, ultimately, retention*

SUB-THEME	WHAT DOES THE PARTNERSHIP WANT TO ACHIEVE?
<b><i>Practice informed by theory &amp; research</i></b>	<ul style="list-style-type: none"> <li>- Practice across the region informed by theory and research (<i>narrowing the gap between theory and practice</i>)</li> <li>- An evidence-based learning culture shared across the region</li> </ul>
<b><i>CPD</i></b>	<ul style="list-style-type: none"> <li>- Increased access to continuing professional development (CPD) learning opportunities for social workers</li> <li>- Improved social work practice through CPD learning opportunities</li> <li>- A CPD offer from Kingston University that meets the needs of local employers</li> </ul>
<b><i>PQ learning</i></b>	<ul style="list-style-type: none"> <li>- Increased access to Post Qualifying (PQ) learning opportunities for social workers</li> <li>- Improved social work practice through PQ learning opportunities</li> <li>- A PQ offer from Kingston University that meets the needs of local employers</li> </ul>
<b><i>PE support</i></b>	<ul style="list-style-type: none"> <li>- A network (or package/programme) for Practice Educators</li> </ul>
<b><i>SW well-being</i></b>	<ul style="list-style-type: none"> <li>- Improved prioritisation of well-being and emotional resilience for social workers (personal development)</li> </ul>
<b><i>Long term</i></b>	<ul style="list-style-type: none"> <li>- Improved job satisfaction for social workers</li> <li>- Increased retention rates</li> </ul>

SUB-THEME	WHAT WILL IT TAKE TO GET THERE?
<b><i>Practice informed by theory &amp; research</i></b>	<ul style="list-style-type: none"> <li>- Supporting the development of research projects worked on by practitioners and academics</li> </ul>
<b><i>CPD</i></b>	<ul style="list-style-type: none"> <li>- Creating a 'CPD passport' scheme / sharing and promoting CPD training opportunities across the Partnership</li> <li>- Supporting social work managers' CPD through access to training opportunities (e.g. BASW leadership and management course)</li> <li>- Providing additional training and resources for practitioners on specific topics</li> </ul>
<b><i>PQ</i></b>	<ul style="list-style-type: none"> <li>- Developing a PQ pathway aligned to local need (based on the needs of local employers)</li> <li>- Creating new PQ opportunities (e.g. Level 7 coaching and mentoring qualification)</li> </ul>

SUB-THEME	WHAT WILL IT TAKE TO GET THERE?
<i>PE support</i>	<ul style="list-style-type: none"><li>- Recruiting a PET to work with others to develop the quality and quantity of practice learning provision</li><li>- Developing a network (or package of support) for PEs</li></ul>
<i>SW well being</i>	<ul style="list-style-type: none"><li>- Delivering events, products, training and communications around well-being and emotional resilience</li></ul>

## THEME FOUR - THE FUTURE WORKFORCE

### OVERARCHING AIM/S

*To better understand the regional labour market to enable the development of a robust plan to meet current and future workforce demands*

### SUB-THEME WHAT DOES THE PARTNERSHIP WANT TO ACHIEVE?

***Future workforce*** - A clear picture of the local landscape including opportunities for training, jobs, sharing experiences, etc

### SUB-THEME WHAT WILL IT TAKE TO GET THERE?

***Future workforce*** - A labour market plan and skills gap analysis, aligned with professional development timelines, to enable more effective commissioning of learning & development across the Partnership