



# DEVELOPING TOGETHER

SOCIAL WORK  
TEACHING PARTNERSHIP

Newsletter | Issue 7 | Date: 21.12.20 |

Welcome to December's newsletter,

We hope you are all gearing up for some well deserved time off over Christmas and the New Year!

It was lovely to see so many of you at our events to celebrate Social Work during week commencing 7th December, particularly on the 11th December when we rounded up with videos and presentations from the across the Partnership and Kingston University's People with Lived Experience Group, followed by an awards ceremony.

As you may know, we have two members of the Teaching Partnership Team departing this month as they move onto pastures new and we wish them the best of luck in their next adventures!

Take care and stay safe,

Libbi, Sue, Josie and Sarah

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## Changes in the Teaching Partnership Team



As you may know, there are going to be some changes in the Teaching Partnership team from January 2021.

Sue Lansley, Social Work Lead, and Sarah Cave, Practice Consultant, are both moving onto pastures new. Josie Newton, Practice Consultant, is also taking on a new part time role and so she will be moving from full time to part time with the Teaching Partnership.

The good news is that none of them are going very far - Sue and Josie are both going to be working as lecturers at Kingston University on the social work programmes and Sarah is to be Safeguarding Advisor in the Transition Team at Surrey. Sue will also continue to act as the Social Work Lead for the Teaching Partnership on a part time basis.

I'm sure you will all join me in wishing Sue, Sarah and Josie the best of luck with their new roles and I would like to take this opportunity to thank them all for their hard work and dedication to the roles. It has been an absolute pleasure to work with them over the past couple of years..

We have made arrangements to ensure that all existing commitments are honoured or rearranged as appropriate; for that reason you might have been notified of some date changes to scheduled workshops but we have managed to keep changes to a minimum.

We are still looking for another Practice Consultant (fixed term contract or secondment until March 2022). If you're interested, please email [admin@developingtogetherswtp.org.uk](mailto:admin@developingtogetherswtp.org.uk) and request the job description.

## A Week of Events to Celebrate Social Work and the Teaching Partnership



During week commencing 7th December, we held a series of events to celebrate Social Work and the Teaching Partnership. We began with a day centred around Celebrating Diversity and ended with a day dedicated to inspirational messages from those across the Partnership and people with lived experience as well as our very own Awards Ceremony!

You can see the poster presentation and videos from the People with Lived Experience Group on our website [here](#).

Wandsworth's very talented Children Living in Care Council (CLICK) also kindly shared an [excellent rap](#) they put together to thank social workers for all their hard work.

Here is the [link to an inspiring video montage](#) of messages sent to us from across the Partnership - if you're in need of a boost this will definitely do the trick!

Last, but by no means least, here is the [Awards Ceremony presentation](#), where you can see who walked away with some prizes! It was truly heartwarming to hear of the excellent work that is being delivered in spite of the circumstances. It was so positively received that we are considering making it an annual event!

## 'Culturally Sensitive Assessments and Interventions' & Black Lives Matter



For one of our bitesize celebration events, we were extremely lucky to have Dr Prospera Tadam (Professor in Social Work, United Arab Emirates University) speak to us about "**Culturally Sensitive Assessments and Interventions**". As well as those across the Partnership being in attendance, we were able to invite those beyond which meant creating further bridges in the spirit of working and learning together.

The session was truly inspirational and thought-provoking, reminding us of the importance of asking explicit questions to understand the individual / child / family's culture, and that from here, we identify **how** to intervene in a truly **anti-oppressive** and **person-centred** approach.

Dr Tadam encouraged us to **think** about protected characteristics (Equality Act 2010 - see figure) and work alongside the 'expert' i.e. the person with lived experience, with **cultural humility**, asking "I don't know about this..... please help me understand" if you need to.



Dr Prospera Tadam

After this brilliant session, we continued our "**Black Lives Matter: The Voice of Social Work**" reflective discussion groups, this time with the fantastic Cynthia Kelchure-Cole (Children's Service Practitioner, The Lighthouse, NSPCC) as co-facilitator. Alongside '**The 'problem' woman of colour**' graphic, which walks through common experiences faced by black women in the workplace and organisational responses, such as denial of racism, retaliation, and targeting, Cynthia presented a thought-provoking presentation on '**trauma**'. We plan to repeat this session, particularly as the feedback was excellent! Thank you Cynthia, and to everyone who has so far contributed their time, skills and experience for these important discussion groups, and we hope to see more joining us as co-facilitators or attendees!

## Mark Doel - Social Work in 40 Objects .....and growing!



As part of our Social Work Celebration week we were delighted to welcome Mark Doel, Emeritus Professor from Sheffield Hallam University to speak to us about Social Work in 40 Objects – the language of *things*. Mark created a web-based experimental project called [socialworkin40objects.com](http://socialworkin40objects.com) to see if it was possible to tell the story of social work through objects. To date, over 160 people from 26 countries around the globe have 'donated' to this Virtual Exhibition of Social Work and the collection is growing! Mark says, "the story of how the donated Object connects the person to social work is important and, taken as a collective narrative, can help social work to speak to the wider world." Within the session Mark presented a number of objects donated virtually from social workers across the world and shared the stories which connected people to their objects, linking this to material culture theory to explore the idea of 'charged objects' – ones that powerfully illustrate the attachment between artefact, individual and profession.



**ELEPHANT** (*in the room*) – In every social work setting I've ever worked in there's always been an "elephant" in the corner – something obvious but no-one wants to talk about it. A colleague who'd never heard the phrase before gave me these elephants. I have them in my office as a reminder always to name the elephant in the corner!

Mark Doel (2017) Social Work in 42 Objects and more 2017

Katie Tilley a social worker from Merton who attended the session said, '*I found this session to be really powerful and it was so interesting to hear Mark speak about the reasons behind creating his book. The session gave me an opportunity to reflect on the daily practice of social workers which is not something we often get the time to do. Hearing stories of social workers all over the world and seeing the clear core values that we all share was a nice reminder of why we do what we do*'.



Katie has kindly shared her object and the narrative behind this.



*My chosen object of a dumbbell represents strength and empowerment, to both myself and to the service users I work with. Keeping an active lifestyle is a huge part of maintaining my own mental wellbeing and starting my day with a workout sets me up in a positive way, which helps me to manage the unpredictable days of social work. The dumbbell to me also represents the strength it requires for families to accept that changes need to be made to ensure their children are safe, which is a huge and difficult step to take. Not only is it important for them to recognise changes are needed, they also need to meaningfully engage with support to enable those changes to occur and be sustained once social workers are no longer involved. Social workers can provide the family with the 'dumbbell', but the family must be the ones to lift it and put the work in to see the changes within their own lives.*



## All things practice placement.....virtually!



As part of the Teaching Partnership celebration week, we launched our "**Being a Practice Educator in a 'Virtual' Placement**" guide, which you will soon be able to see on our website. The development of this guide has truly been a partnership project, created in response to the challenges associated with supporting social work students on placement during CV19 and following our 'How to be a PE in a Virtual Placement' workshops.

We cannot thank our extremely skilled, dedicated and passionate PE colleagues across the Teaching Partnership enough, for putting the time in to shape the guide. Special thanks in particular go to Dale Van Graan (Kingston University), Roshilla Pillay (Merton Children), Sue Connell (Wandsworth Children) and Emma Long (Surrey Children), for co-developing this practical guide. We hope this is a rich resource for those working to provide effective practice placements in these challenging times.

A further section of the 'Practice Education' focus within the Teaching Partnership celebration week, was an interesting panel discussion about individual learning and experiences from '**virtual**' and / or '**blended**' placements. You can watch this recording [here](#).

Our commitment to partnership working was celebrated here too, with Nicola Opoku (previous KU student, now NQSW), Amber Southgate (Pg Dip student, KU), Veronica Thomas (PE & buddy, Croydon), Dale Van-Graan and Roshilla Pillay all donating their time and expertise, answering questions so comprehensively and effectively! Thank you to everyone for sharing the passion and adding to our developing '**community of practice**'!

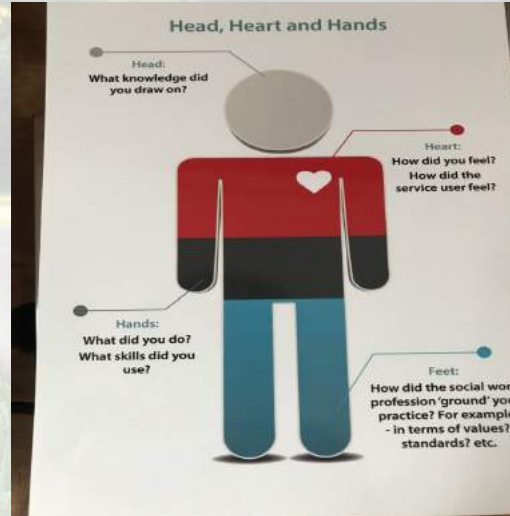






## Enabling Reflective Practice

We all know how important reflection is in our social work practice, so it has been wonderful to see so many social workers from across the Teaching Partnership attend workshops on Reflective Practice. Practice Educators and ASYE Assessors have been able to explore and share ideas on how to support students and NQSWs in developing skills for reflection and have had a number of tools and models provided to them to use in supervision. Enabling Reflective Practice - a workshop for all social work practitioners - explores 'What is reflective practice?', why it is so important and the barriers to reflection in our busy social work lives. Our first question in the workshop, 'Where do you find yourself reflecting the most?' gave us a host of interesting reflective spaces; the car, the garden, in the shower, walking the dogs and many more!



Within all the sessions we have been keen to share models of reflection which can support us to reflect in our practice. One of our favourites in the TP team is the Head, Heart and Hands model (Maclean). This model asks us to think about what knowledge we have drawn upon (head), how you felt and the service user felt (heart), what you did and what skills you used (hands) and how the social work practice grounded your practice, in terms of your values/standards (feet).

We will be running further reflective practice sessions in the new year so watch this space for dates.

## Early Career Managers Programme



Well done to all of those managers who have completed the Early Career Managers Programme. This first cohort included 27 managers across adults and children's services who are in their first 18 months of management who were brought together to look at range of topics, such as transition into management, managing and developing teams, supporting diversity in teams and recognising individual characteristics, decision making, quality assurance processes, appraisals and supporting career development of staff. We ended the programme with Self Care Psychology delivering sessions on self care and looking after ourselves as managers and supporting wellbeing and self care in the teams we manage.

The programme has been delivered by facilitators from across the Teaching Partnership and been a collaboration between lecturers from Kingston University, independent trainers and Principal Social Workers. The programme also included a number of Action Learning Sets which allowed participants to share their experiences of management with their peers and explore issues together.

Thank you to all of those managers who were involved for being so engaged and getting to grips with Zoom and online training. It has been a steep learning curve for us all this year with our IT skills and it's fair to say 'YOU ARE ON MUTE' has been the most overused phrase on the programme but we got there in the end! Cohort 2 of the programme is due to start in January and we look forward to welcoming you all on 15th January for Day 1.



## Social Work Teaching Partnership Evaluations

We're delighted to announce that our independently commissioned [Teaching Partnership Final Evaluation](#), by Skills for Care, has been published.

This has coincided nicely with the publication of the [National Evaluation of Teaching Partnerships](#) (final report), by Interface, commissioned by the Department for Education.

The period covered for both reports is to end March 2020, but both were delayed due to the pandemic. For this reason, you'll notice that many of this year's activities are not reflected in the report. However, we will be publishing our own evaluation next Spring to cover April 2020 - March 2021.

Thank you to everyone who contributed to the evaluation and for all your hard work in developing the TP!



It's been a strange old year and one that none of us will almost certainly never forget.

Not only will some of us have experienced loss and all the difficulties associated with that, but all of us will have had to battle through extreme challenges.

This year, one of the most popular #Wellbeing Wednesday tweets was "Advice from a Tree", providing simple yet effective messages.

Reflecting on the year and looking to the next, I'm sure we could all take 'a leaf' out of the tree's book, in looking after ourselves more.



As a Teaching Partnership, let's start with "Never stop growing"





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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](mailto: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.