



DEVELOPING TOGETHER

SOCIAL WORK TEACHING PARTNERSHIP

Newsletter | Issue 10 | Date: 31.3.21 |

Welcome to March's newsletter!

It's been a strange old year, but we hope that everyone is feeling positive that better times are ahead. The days are now longer, with lighter evenings and warmer temperatures on the horizon.

Also boosting people's spirits throughout March were the abundance of World Social Work Day and Social Work Week events that took place throughout the sector. It was wonderful to see how those in our Partnership chose to celebrate and, in keeping with the Ubuntu theme, you can see a short video message on Regional Connectedness from the Partnership Project Lead [here](#) and a padlet with powerful messages from people across the Partnership on what 'Ubuntu' means to them [here](#).

Wishing everyone in our Partnership and beyond a restful and enjoyable Easter weekend,

The TP Team

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Continuing Professional Development



This time last year, the TP team found itself having to cancel a number of upcoming face to face training sessions and, with little to no experience of online delivery, the road ahead seemed a little daunting! Fast forward a year, and we are now in a position to reflect on how we adapted our offer and also to realise a number of advantages of virtual training, including:

- the new and varied ways of using online technology to engage learners and encourage interactivity;
- not having to worry about travel and finding central venues has made training more accessible in some ways for colleagues across the TP;
- being able to offer sessions from some brilliant experts in the field who may not have been able to travel for training otherwise;
- offering approximately 4 times as many events, due to cost savings and being able to hold events simultaneously or on the same day

Because of these positives, and the still relatively uncertain CV19 position, we are continuing to offer the majority of upcoming training virtually, and have just finalised the first iteration of our CPD Brochure for April 2021 - March 2022, which will be shared with staff by workforce development leads.

Saying that, we do acknowledge the advantages and connection that comes from face-to-face training, and hope to be able to have our annual Emotional Resilience & Wellbeing in Social Work Conference in person on 25 November 2021. Please save the date and look out for further details about this!

Don't forget that you must upload a minimum of 1 piece of CPD evidence to your Social Work England account by 30 November each year 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 again running a workshop on 'Writing Reflectively for Your CPD', in June and November 2021. More details and how to book can be found in the CPD Brochure which is shared with eligible staff by Workforce Development Leads.

Teaching Partnership Team Update



The Teaching Partnership (TP) team has been delighted to welcome Taz Mudali and Philippa Mann to the team this February.

Taz is the TP's Events Lead. Since starting, Taz has been pulling together the annual CPD offer (pg 3) into a brochure for the upcoming year April 2021 - March 2022, supporting the launch of the Step Up to Social Work programme (pg 10), getting the TP's career site ready for use, as well as taking over management of all virtual events, including promoting the upcoming Practice Education Conference in May. She has also been championing wellbeing within the team and on the TP's Twitter page this month!

Philippa is the TP's Project Support Officer. Since joining, Philippa has been busy putting together the guidance handbook for the Early Professional Development Framework (pg 14), organising and purchasing an incredible amount of resources for students, NQSWs and qualified practitioners, launching a National TP collaboration site via Sharepoint, as well as working on a student placement peer review Quality Assurance pilot. She has also been delighting the team with appearances from her pet pooch on Zoom!

The team are also excited to welcome our new Practice Consultant, Sharon Evans. Sharon is due to start in early April, and will be diving in to delivering a number of workshops and training sessions!

Practice Consultant Update - Summer is here!



When I sat down to contemplate the Practice Consultant news I should share in this newsletter, for inspiration, I travelled back to December '20, and read my 'reflections' in that edition. I recall it being cold and wet, the covid escape plans were unclear and there were sad endings, saying 'too-da-loo' to Sarah and Sue! Jumping forward to present day (see what I did there?!!) the sun is out, flowers and trees are lush and in full bloom, and there are exciting Practice Education plans afoot! So, happy arrival of summertime to you all!

With the arrival of the new year came positive new beginnings. The most significant new start for me has been the move from full-time to part-time in my Practice Consultant role, whilst learning the ropes for my new, part-time lecturer role at Kingston University. I am pleased to be teaching within the pre-qualifying 'Readiness for Direct Practice' module and coordinating MSW first social work student placements. I am really looking forward to not only developing existing positive working relationships but forging new ones, throughout the TP!

If you have a look at the new [PE workshop flyer for '21 - '22](#), you will see we are continuing to deliver 'old favourites' but also our newer workshops e.g. 'Report Writing' and 'Supervision Skills to Enable Reflection and Analysis' etc. We have extended the duration of our workshops to 2 & ½ hours in response to feedback, and on that note, we thank each and every attendee who devotes the time and energy, to giving feedback. In the spirit of 'you say, we do' we listen, and continually develop and improve based on feedback, so the workshops can be as effective as they can be! I also hope to see many of you at the annual [PE Conference](#) in May!

I am really looking forward to the upcoming 'BLM: The Voice of SW' reflective discussion groups, and along with the amazing co-facilitators from across the TP, have forged a new working connection with Nash Wilson (who you will meet later on in the newsletter) which is great! Come along and take part in these fantastic sessions - [details here](#). Further, look out for the return of Wayne Reid (BASW England Professional Officer, Social Worker & Anti-Racism Visionary) presenting a new Anti-Racism & SW event.

Just as you think you might not have enough to say, you realise you are running out of space on the page! So, to end, with all the above in mind, I am properly looking forward to being a 'pair' of Practice Consultants again, with the exciting arrival of Sharon Evans in April! Sharon already has a jam-packed diary, delivering the above, along with our other events in the year ahead e.g. ASYE assessor training days. Please join me in giving Sharon a very warm welcome :-)



Kingston University Post Qualifying Course Update



In spite of the Covid-19 impacts, Kingston & St George's University London have continued to offer a strong programme of Post Qualifying courses via online teaching (including 14 cohorts spanning 8 different modules). These have included their core PEPS 1 and 2 Practice Educator modules along with a range of other courses. In 2020/21 there has been a very strong demand for Best Interests Assessor (BIA) course which has been offered three times including a commissioned course for Kent County Council along with the possibility of additional update training for 100 staff.

Other commissioned modules have included Restoring Social Work Practice, which was developed in collaboration with Surrey County Council and is being offered through the Teaching Partnership with 18 students enrolled. Applying Systemic Leadership Principles within Social Work Practice has been commissioned by LB Wandsworth and is being taught this semester, also with 18 students enrolled.

Additionally, the Coaching and Mentoring module was commissioned for the third time by the Teaching Partnership (TP), with 17 students in 2020/21 and a total of 52 practitioners undertaking this course since 2018. The University is also once again running the Applying the Vanguard Method to People Centred Services with 5 students enrolled for 2020/21.

Other collaborative activities have included training on complexity provided this year to the senior management team (ADs and Director) at Kent Children's Services which comprised seven monthly sessions. They also continue to engage with the Safeguarding Lead for Kent NHS Community Health NHS Foundation trust regarding potential BIA and AMCP training.

Following a request from Partners, the Onsite Supervisor programme was delivered for the second time, in January/March 2021, by Dale van Graan (Senior Lecturer, Kingston University) and Natesha Yanguba (Advanced Social Work Practitioner, Croydon Adults). This included 9 participants from across the TP and was very well received again. There has also been a PE Refresher event (and a few individual tutorials on this for returning PEs) and a Becoming a Practice Assessor event in December. Plans are underway to deliver a 'deconstructed' PE conference in the week of 17 May 2021. Details about workshops and signing up are on the TP [website](#).



As we approach the start of the last placement 'cohort' of the academic year, it is fair to say that navigating social work practice placements during a global pandemic has had its fair share of challenges! However, recent analysis of placement provision indicates that we have 'weathered the storm' very successfully. Full details of placement provision during the 2020-21 academic year will be included in our annual progress report, released in April, but until then, here are some key facts and figures:

- 85.71% of current final year BA students had **2 statutory placements** (compared to 22.22% in 2018-19)
- 100% of current final year MSW students had **2 statutory placements** (compared to 84.62% in 2018-19)
- 93.02% of final BA placements this year were statutory and **74.42% of placements came from TP agencies** (compared to 83.02% and 56.6% respectively in 2018-19)
- 100% of final MSW placements this year were statutory and **83.33% of placements came from TP agencies** (compared to 90.32% and 61.29% respectively in 2018-19)

Rebecca Freer, Placement Administrator at Kingston University, says:

"I think the biggest success is having so many students successfully complete their Social Work placements during this pandemic. I am very thankful to our partners for providing so many worthwhile placements during these exceptionally challenging times. Moreover, their hard work, help and dedication has been amazing. I am truly grateful to each and every one of them."

We echo Rebecca's comments and would like to extend a huge thank you to everyone who has been involved in the student placement journey this year; Practice Educators, Onsite Supervisors, Workforce Development Leads, Team Managers, and all those at the University who have worked tirelessly to ensure students have an appropriate placement, including the Placement Administrators and Leads, Course Leaders and Tutors. Not forgetting our students, who have had to complete their placements during a period of great uncertainty and have managed this exceptionally well. We wish all our students graduating this year the very best of luck with their first social work role!



International Women's Day

Monday 8th March marked International Women's Day (IWD), a global day celebrating the social, economic, cultural, and political achievements of all women. As a profession, social work is a heavily dominated female workforce, with over 75% of the profession being female. Although we all continue to strive for a more diverse and representative workforce, on this day it seems apt that we celebrate and recognise the achievements of our female social workers who make up so much of the workforce. On behalf of the Teaching Partnership we would therefore like to take this opportunity to thank all of our female colleagues who dedicate their lives to such a meaningful and worthwhile profession, working tirelessly to improve the lives of service users every day.

The theme for this year's IWD was 'choose to challenge'. The idea of this theme is something that can be applied to everyday life in many aspects. As individuals we are responsible for our own actions, or inactions, and we have the choice everyday to challenge and attempt to change gender bias, stereotypes, inequity and gender and race divides. Collectively, we can all help to create an inclusive world, if we continue to 'choose to challenge'.



The [International Women's Day website](#) is the go-to hub for everything IWD and provides detailed information, guidance and free resources.



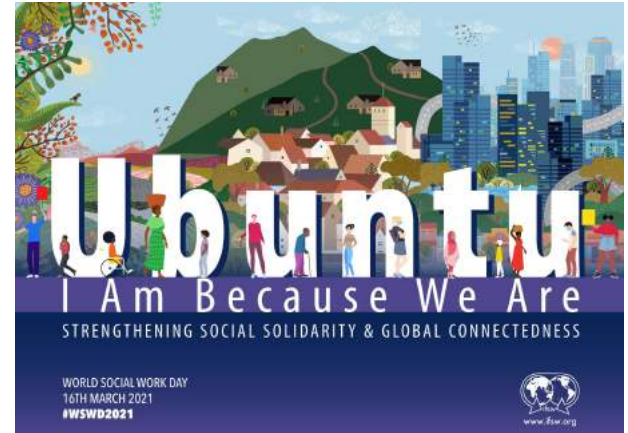
World Social Work Day 2021

This year's World Social Work day was on the 16th March 2021. The theme for 2021 has been **Ubuntu: I am Because We Are**. *Strengthening Social Solidarity and Global Connectedness*. Silvana Martinez, International Federation Of Social Workers (IFSW) President commented: "At a time when global politics has retreated into nationalism, Ubuntu is a powerful message on the need for solidarity at all levels: within communities, societies and globally. It is a message that all people are interconnected and that our future is dependent on recognizing all peoples involvement in co-building a sustainable, fair and socially just future."

This has been accompanied by World Social World Week (8-12 March 2021), a week-long opportunity to celebrate the social work profession across the globe. Organisations such as Social Work England (SWE) and the British Association of Social Workers (BASW) organised exciting programmes of activities for colleagues nationwide (BASW even had a month of activities throughout March).

In an event led by Richmond in partnership with Wandsworth, as well as Achieving for Children and the Teaching Partnership, guest speaker Yvonne Aki-Sawyer inspired everyone with her experiences as Mayor of Freetown, Sierra Leone and managing National Ebola Response Centre during the Ebola epidemic of 2014-15. This event attracted over 1,300 attendees! Yvonne's talk really highlighted the message of Ubuntu through the interconnectedness of all peoples and their environments, and shared experiences of those in social work across the globe.

Kingston University also held its annual Social Work and Social Care Conference on 17.3.21 - 'New thinking and practice in services for domestic violence and abuse' - and there were 487 in attendance. Attendees heard from multiple speakers in the morning followed by a choice of thought-provoking workshops in the afternoon.



If you missed:

- SWE's sessions, you can subscribe to their [YouTube channel](#) where recordings will be shared soon
- BASW's sessions, you can watch/rewatch their webinar recordings [on their website](#)
- Kingston University's Conference:
 - [Part 1](#)
 - [Part 2](#)
- Short [video message](#) from the TP Project Lead on Regional Connectedness
- ['Ubuntu' padlet](#) led by Kingston University



Step Up to Social Work

The Step Up to Social Work Programme is a 14-month intensive programme that provides hands-on experience of working in a real-life social work role through placements in a local authority. Those who successfully complete the course are awarded a Postgraduate Diploma in Social Work, and can register and practice as a social worker.

This year marks the 7th Cohort of this programme, and the Teaching Partnership was successful in bidding to open up this opportunity to train and qualify up to 12 aspiring social workers in 14 months with Kingston University London, Achieving for Children and the London Borough of Sutton.

Online applications opened on 15 February and will close on 7 April 2021, followed by regional assessment centres for candidates successful at the initial application stage. Students can expect to start the programme in January 2022, completing their training in March 2023.

Check out more information about the programme, and what it's like to study and work for us, on our [website](#)!





Sutton LCSP Child Safeguarding Toolkit



[Sutton's Local Children Safeguarding Partnership](#) (LSCP) has launched a new and unique Child Safeguarding Toolkit - a comprehensive learning resource for everyone who comes into contact with children and young people. This is part of their longstanding commitment to help prevent future serious injury or harm to children.

The Toolkit has been designed and led by Sutton Council, the local CCG (Clinical Commissioning Group), schools and the police, working with the national Virtual College. It applies all contexts of child and family practice and provides practical, online child protection guidance and training for students and trainees; front-line practitioners; designated safeguarding leads; managers; senior leaders, academics and the judiciary.

The interactive Toolkit includes animations, bite-size and e-learning modules with up-to-date legislation, guidance and practice resources, all drawing on learning from both local and national Serious Case Reviews (SCRs), many highlighted in the [first annual report of the National Child Safeguarding Practice Review Panel](#). It also covers the new requirements to undertake Child Safeguarding Practice Reviews under [Working Together 2018](#).

The resources and e-learning modules are based on 10 key safeguarding principles to support all those confronted with child neglect and abuse, or young people being exploited and going missing. The course details 10 case scenarios that draw on the real lived experiences of children, based on some of the most commonly repeated SCR themes. Domestic abuse and violence is a feature in many of these SCR. The e-learning has been split into four levels, each representing the varying degrees of responsibility and knowledge that individuals have in their current role.

The golden thread running through the Toolkit is – **Keep Listening to the Voice of the Child.**

All of the Toolkit's training and resource materials are **free** and can be accessed on this link: <https://www.childsafeguardingtoolkit.org.uk>

We are delighted to introduce Nashan Wilson, London Borough of Sutton's new Anti-Racist Practice Lead, to the Teaching Partnership:

Hi - My name is Nash. I am the Anti-Racist Practice Lead for the London Borough of Sutton Children Services (LBS). My job is to ensure anti-racism is a core part of Children Services' identity and that anti-racism is reflected in all the things we do; from our recruitment practices and training opportunities, to the services we provide to our children, families and the community. If you want to know more about me or my job I would love for you to contact me using the details below and please check out my full introductory blog on the Teaching Partnership's [website](#).

Tel: 07707292724

Email: nashan.wilson@sutton.gov.uk



Spotlight on: Sue Connell, Teaching Consultant



Hi, my name is Sue Connell. I'm a Professional Practice Development Assessor in Wandsworth Children's Social Care Academy. I work with Newly Qualified Social Workers, on the ASYE Programme. I am also a Teaching Consultant (TC), as part of the Developing Together Teaching Partnership (TP). The TP is funded by the Department for Education, aimed at improving social work education. We are linked with other local authorities and organisations (such as NSPCC) and our HEI is Kingston University.

My role as a TC involves working with students during different stages of their journey through social work training, including the recruitment of students to the social work programmes alongside tutors and People with Lived Experience (PLEs), bringing a rounded input to student recruitment. I also support theory to practice workshops and participate in lectures, giving anonymised case examples to bring learning to life. I really enjoy being part of readiness to practice, and this has involved role play and giving feedback on students as they interview each other as part of their module. I've also given talks on the use of supervision on placement and I'm a Practice Educator (PE) too, so it has been great participating in PE learning - both face to face and virtual.

I have dyslexia and have used this experience to co-facilitate the Working with Individual Difference workshops for Practice Educators and Line Managers alongside the TP's Practice Consultants. During the first lockdown, we brought in extra reflections around self-care and emotional wellbeing.

As part of being a TC, we have completed some training around teaching theory. That was followed by an optional module to reflect on those teaching experiences. As part of this we made an application to be an associate fellow ([AFHEA](#)).

I love working with students and staff and enhancing the learning of others. This is what motivated me to apply. I really didn't know what to expect. It has been amazing, and I have learned so much.

My advice if you are thinking about becoming a Teaching Consultant - go for it! There's no time to be shy. I am so thrilled to see the improved outcomes - especially during these times of global pandemic. It's a great example of what working together can bring.



Do you have a passion for academia?

Are you interested in developing the next generation of social workers?

We will be recruiting to further Teaching Consultant posts very soon, so keep your eyes peeled for updates!



Early Professional Development Framework

Taking learnings from the Department for Education's (DfE) pilot [Early Professional Development programme](#) (2009-2011), and working closely with local employers and our academic partner, the Teaching Partnership (TP) has developed an Early Professional Development (EPD) Framework for social workers in the second and third years of their career. The metaphorical 'cliff-edge' post the Assessed and Supported Year in Employment (ASYE) is often referred to within the social work sector, whereby social workers find themselves negotiating new terrain, managing an increased caseload and often taking on additional responsibilities, sometimes without sufficient support or training.

The intention of the EPD framework is therefore to encourage a commitment to learning and development post the ASYE, whilst also offering a much needed body of support to those early on in their careers, through signposting to relevant training and resources. The framework also aims to improve the retention of social workers in the early years of their career, in order to build a more stable workforce and an environment that allows excellent social work practice to flourish.

The Framework covers a host of different initiatives, relevant and appropriate to each stage of a social worker's career, identified as vital to help develop resilience, professional curiosity and leadership skills in the second and third years post-qualifying. Some of the training and resources offered as part of the framework include; frequent Action Learning Sets (ALS), Workload Management training, Leadership Skills, Project Skills, Onsite Supervisor training, and the Practice Educator Professional standards stage 1 award, as well as crucial information on where to access a mentor and training on how to become a mentor to your peers.

The framework is designed to come into effect at the end of a social worker's ASYE, and is being piloted by the following partner agencies from September 2021: Achieving for Children, Croydon Adults, Kingston Adults, Merton Adults, Sutton Adults, Sutton Children, NSPCC and Welcare.



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Social Worker Wellbeing



The Teaching Partnership continues to invest in social worker wellbeing and so this section will be a regular feature of the newsletter. We aim to offer a good selection of courses and events to support colleagues with their resilience and wellbeing and will also regularly signpost to helpful resources, both through our newsletter and the [Wellbeing Hub](#) on the website.

Please see below for some online resources:

COVID-19 Specific

MindEd - has been put together to provide care and health workers with specific advice for managing your mental health during COVID-19. There is advice on managing stress and how to help each other, as well as dealing with trauma and bereavement.

BASW - they have put together resources, information and guidance to support social workers during the coronavirus pandemic, as well as a [wellbeing toolkit](#)

General

CARE Workforce app - this is an official, free app for the adult social care workforce for official communications, including guidance and support on health and wellbeing. The app can be accessed by searching 'care workforce' on the Apple App Store or Google Play App Store or by visiting www.workforce.adultsocialcare.uk

Upcoming events:

We hope to be able to have our annual **Emotional Resilience & Wellbeing in Social Work Conference** in person on **25 November 2021**. Please save the date - more details coming...

We are also planning to run some online wellbeing workshops in the coming months, so please look out for more information on these!



Job Vacancies



Kingston University' School of Education, Midwifery & Social Work are looking for a Senior Lecturer in Social Work.

They are looking to appoint an enthusiastic and inspiring professional. This role would be ideal for a social work qualified professional who is aiming to start their academic career.

[See here for full details of the role and how to apply.](#)



London Borough of Sutton's Children's Services are looking for a Principal Social Worker & Safeguarding Manager

As a member of the Quality Assurance, Practice and Performance service, the Principal Social Worker and Safeguarding Manager is a senior service manager with lead responsibility for developing practice across Children's Services.

[See here for full details of the role and how to apply.](#)



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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.