Developing Together Social Work Teaching Partnership

Annual Learning and Development Report April 2020 - March 2021

Introduction

Welcome to the Teaching Partnership (TP)'s first Annual Learning and Development (L&D) Report 2020-21. This covers over 75 events across all the different programmes offered by the TP between April 2020 and March 2021.

Due to the coronavirus pandemic and lockdown regulations coming into effect in March 2020, a number of events in April, May and June were either cancelled or postponed, and all subsequent events have been held virtually.

The L&D offer was developed in conjunction with partners, incorporating feedback from stakeholder surveys and event evaluations as well as considering the popularity of events, with the aim to support high standards of learning and practice across the partnership. *Appendix 1* shows a version of the CPD brochure for the time period, although iterations are released throughout the year as new events are added. This brochure includes events that are part of the CPD Passport with other partners (events that partners are happy to open up across the partnership) and events from Kingston University. This report will focus on the TP L&D offer.

The TP operates a two-tier membership structure, with primary and secondary partners[1]. The primary partners have access to the full TP provision and CPD Passport offer whereas secondary partners are able to access provision that relates to Practice Education and Anti-Racism only.

The L&D offer supported Practice Educators (PEs), ASYE Assessors, On-site Supervisors (OSS), Newly Qualified Social Workers (NQSWs) and Managers with specific programmes, as well as all pre- and post-qualified colleagues more generally. Having all of these programmes are a key part of the student placement arrangements with Kingston University and recruitment, retention and upskilling of the workforce. In addition, the TP was able to secure additional COVID funding partway through the year, which contributed to a number of courses and resources for NQSWs. Following the tragic murder of George Floyd in May 2020, a number of partner agencies announced practical actions they would be taking to address the role that they and the social work profession must play in addressing the injustice and racism that led to his death. To support this, the TP Team started facilitating discussion groups and invited key speakers to deliver events on anti-racism.

A number of resources have been made available through the Developing Together Teaching Partnership [website](#), including videos, blogs, recordings of some training sessions, documents and newsletters.

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[1] Primary partners are: Achieving for Children, Croydon Adults, Kingston Adults, Merton Adults, Sutton Adults, Sutton Children, NSPCC, Welcare and Kingston University.
Secondary partners are: Croydon Children, Merton Children, Surrey Children, Richmond & Wandsworth Adults and Wandsworth Children.

The overall approach of the TP for the delivery of training is to draw on internal expertise both within the team and the partnership as far as possible, inviting external speakers for additional areas of expertise. This is to ensure long-term sustainability of the various programmes.

All events are evaluated either at the end of the session or via a survey sent out to delegates following the course. Colleagues are also emailed certificates with course hours and reflection questions for them to upload to their Social Work England (SWE) portfolios.

Attendance

Table 1 below is an overview of bookings and attendance both overall and by partner, where this data was available. Where data by partner was not available, this has been included as Local Authority instead - e.g. data was not available to separate bookings from Sutton Adults' and Sutton Children's colleagues, so they were all combined under Sutton. The TP team plans to capture bookings by partner organisations going forward so that a more detailed and accurate breakdown of attendance can be conducted going forward. Please note that this table covers sessions that took bookings via Eventbrite, and not those that were by invitation only.

The data shows that the highest number of bookings and attendance comes from colleagues in Croydon, followed by Sutton, and then Merton. However it is important to note that this does not account for the size of each authority's workforce, and some are considerably smaller than others. The table also highlights that the level of non-attendance is relatively high for most partners, with an average rate of 35.54% non-attendance across bookings from partners, and 40.63% non attendance overall. This may be due to a number of reasons relating to the pandemic, such as increased/different pressures and workloads. The average non-attendance rate for virtual events is around 35% (Markletic, 2021), and up to 50% for free events (UK Recruiter, 2021). Although the non-attendance from practitioners is within this range, it is not a rate that we would consider satisfactory and this is something that requires ongoing monitoring as well as further exploration to understand the factors behind non-attendance. Currently, the non-attendance data includes both cancellations and no-shows, though the TP team plans to distinguish between these going forward. This will allow for a better approach to tackle the high non-attendance rates.

	Total no. of Bookings	Total no. of events	Total attendance	Total non attendance	% attendance	% non-attendance
Overall						
	2235	74	1327	908	59.37%	40.63%
By Partner						
Achieving for Children	165		116	49	70.30%	29.70%
Croydon	594		311	283	52.36%	47.64%
Kingston Adult Services	61		42	19	68.85%	31.15%
Kingston University	180		99	81	55.00%	45.00%
Merton	259		161	98	62.16%	37.84%
NSPCC	201		131	70	65.17%	34.83%
Richmond & Wandsworth Adult Services	17		12	5	70.59%	29.41%
Surrey Children's Services	193		111	82	57.51%	42.49%
Sutton	277		162	115	58.48%	41.52%
Wandsworth Children's Services	77		40	37	51.95%	48.05%
Welcare	36		31	5	86.11%	13.89%
Teaching Partnership	12		9	3	75.00%	25.00%
Other	143		83	60	58.04%	41.96%
Unknown	20		19	1	95.00%	5.00%

Table 1 - bookings and attendance by partner

Appendix 2 shows the full breakdown of individual events and attendance between April 2020 and March 2021.

Looking into the data in more detail, a pattern of increased non-attendance emerged from January 2021. The average non-attendance rate between April 2020 and December 2020 was 38.40%. This increased to 50.68% between January 2021 and March 2021. Again, this may have been due to a number of factors relating to the pandemic, including the post-Christmas lockdown and colleagues facing new challenges as a result, and a level of "Zoom fatigue" after having attended so many virtual training sessions. It may also reflect the deadline for submitting evidence of CPD and registering with Social Work England, which was the end of November. As a result, the TP team recently decided to implement a new policy of feeding back to partner agencies about colleagues that are repeated "no shows". This aims to reduce high non-attendance rates going forward.

Table 2 below shows the most popular courses by number of attendees. The most popular course overall was around Reflective Writing for CPD, which highlights that

this is an area of need for practitioners. Additionally the Child to Parent Violence event was extremely popular in bookings and number of attendees. As a result, both sessions have been included in the L&D offer for the April 2021 - March 2022 period. Encouragingly, a number of the most popular sessions were related to encouraging Anti-Racist practice, as well as engagement in lockdown. Some events were more appropriate for larger audiences, meaning there were more spaces made available for delegates to attend. This should be taken into consideration when interpreting the data.

Top 10 Courses 2020-21		
Course Title	Date	No. of attendees
CPD Reflective Writing Workshop	12/10/2020	82
BASW: Anti-Racism in Social Work with Wayne Reid	30/09/2020	67
Engaging Children & Adults when Working Virtually or Online	30/09/2020	67
BASW: Anti-Racism in Social Work with Wayne Reid	29/09/2020	66
Child to Parent Violence Training	26/02/2021	53
Culturally Sensitive Assessments & Intervention	08/12/2020	40
Trauma Responses in Lockdown with Karen Treisman	30/06/2020	38
Wellbeing & Resilience in Social Work Event - Session 1	16/11/2020	34
PE Workshop: Supervision Skills to Enable Reflection	26/11/2020	34
BLM and the Voice of Social Work - Discussion Group	29/07/2020	33

Table 2 - most popular courses 2020-21

Sessions that were 'by invitation only' include the Early Career Managers' (ECM) Programme, the HEI's Coaching and Mentoring PQ module and Action Learning Set (ALS) Facilitation training. These have had 54, 17 and 31 colleagues taking part, respectively. The ECM programme was developed and designed to support social workers newly stepping up into management positions. The 9-day programme was run twice between November 2020 and March 2021, and was so well received that an external Teaching Partnership has commissioned the course to be delivered for their managers, which started in March 2021. The Mentoring, Coaching and Advanced Assessment of Professional Practice module was jointly developed by employers and Kingston University in 2018 and has been commissioned by the TP three times over the last three years. It aims to establish a pool of qualified coaches

across the TP that can support employer partners in developing a coaching culture in their organisation. Partners also designed a set of [Coaching & Mentoring Principles](#) in 2019 to complement the module and give them the tools to implement a coaching and mentoring strategy within their organisations. The ALS Facilitation training was commissioned twice in 2020-21 in order to develop a group of skilled ALS Facilitators across the TP, who could support staff in their own organisations through the process of action learning and provide much needed ALS on the ECM Programme. Action learning is also a key element of the TP's new Early Professional Development Framework, where social workers in their 2nd and 3rd years of practice can access a host of support, learning and development opportunities.

The 9th day of the ECM Programme was intended to be for individual employers to deliver a session on local processes in-house, such as safer recruitment, disciplinaries, complaints and finance. An overview of the topics to be covered was shared with employers and the majority were able to make arrangements for this to be delivered to their managers in-house. However, three agencies were not able to do this successfully and on one occasion, where a session had been arranged, there was a last minute cancellation by a member of the shared service HR team, which reflected poorly on the programme. As a result of this, when submitting the documentation for formal accreditation (see below), the decision was made to remove the 9th day from the programme, although individual employers can still choose to run this day.

The ECM programme was submitted and approved for accreditation with The CPD Standards Office (CPDSO) in March 2021. This has been a positive step for the TP to build its reputation and credibility in providing a high standard of training and learning events. Following this success, a second course, Enabling Reflective Practice was submitted for accreditation, and was successfully approved as well. The TP team has identified 3 further courses to be accredited in the coming months, which are a selection of Practice Educator Workshops: PE Supervision Skills, Assessing & Evidencing Values & Ethics, and Promoting Learning using Direct Work Tools.

With regards to the online resources on offer via the TP website, 'attendance' can be tracked through page hit rates on the website, as well as view counts on the TP YouTube Channel, where some of the videos are hosted. The most visited resource from the website over the year was the 'The Professional Capabilities Framework Toolkit', a mixture of worksheets, exercises and discussion tools that PEs can use with their students on placement. The most popular recorded session accessed, by far, is the recording of 'BASW: Anti-Racism in Social Work with Wayne Reid - September 2020', with 552 views. The recordings of some of the PE workshops only have a few views, which may be due to colleagues not being aware that these are available. The TP team plans to continue building the library of online resources.

Evaluation and Impact

Evaluation forms are shared with participants either on the day or as soon as possible following the event. These have been created on Surveymonkey and sent out as links. *Appendix 3* is a sample evaluation form. The feedback from all evaluations is collated and shared with trainers and facilitators, used to improve future sessions and inform future commissioning.

Overall, evaluations of the events have been very positive, with 100% of respondents rating the facilitators' knowledge as "Good"/"Excellent", 93.82% rating the sessions as "Extremely Helpful"/"Helpful" and 93.39% rating the sessions as having "Fully met"/"Exceeded" their expectations.

Appendix 4 shows a full breakdown of the evaluations from Surveymonkey by event. Data for some events (e.g. the NSPCC events) have not been included as the survey questions for these were in a different format, and were not able to be 'averaged' or added into the existing data.

Overall, the return rates for evaluations have been variable (28.82% of those who attended, on average), which does not provide an ideal comprehensive overview. Although feedback is also obtained via other formats, such as stakeholder surveys and email correspondence from colleagues across the partnership, having a different system of sending out the evaluations may provide better response rates. This is something that the TP team plans to look into for future events.

Some of the comments from the evaluations are as follows:
- "Excellent, really useful training session that has helped to ease some anxieties by providing me with ideas regarding managing a placement during Covid-19 times, thank you!" - *PE Workshop: How to be a PE in a Virtual Placement, 14/07/2020*
- "Karen was so engaging and passionate! After working from home since March I have been feeling drained but this has been so helpful and I feel inspired! Thank you!" - *Engaging Children & Adults when Working Virtually or Online, 30/09/2020*
- "This should be [organise] every year. Very informative session and thank you for putting this session together. I sent link to over 10 people." - *CPD Reflective Writing Workshop, 12/10/2020*
- "The workshops have been instrumental to my own development as a Manager. I am grateful to the Teaching Partnership for the accessibility, and participatory nature of these workshops." - *ASYE Assessor Workshop: Reflective Supervision, 01/12/2020*
- "This course was invaluable and i will be telling all my colleagues to sign up for the next one. Fantastic , well presented and very factual and precise for those families living with a violent child . Thank you so much ." - *Child to Parent Violence Training, 26/02/2021*

Evaluations for the ECM programme have also been very positive. 100% of respondents from both completed cohorts said that they would "recommend this course to an early career manager". 86% of respondents said they found the programme "Extremely"/"Very" useful with all other respondents saying it was "Somewhat" useful.

The current system of evaluations provides information about the helpfulness of the events, the skills and knowledge of trainers/facilitators, as well as whether the event met expectations. However, there is no system currently in place for evaluating longer term impact of learning. This is something that the TP team aims to implement going forward, with additional surveys sent to attendees 3 or 6 months after the session they attended.

Conclusions and Recommendations

Overall, 2235 bookings were made for the provision across the year, and the overall attendance rate was 59.37%. Although the non-attendance rate has been relatively high, considerations should be made for the wider circumstances over the year. Despite this, feedback for the events has been positive, and from the attendance and evaluation data, we can conclude that the Teaching Patnership's L&D offer is meeting the needs of colleagues across the partnership.

From the process of evaluating the data, as well as the data itself, there are a number of recommendations that can be drawn. The recommendations for the L&D offer 2021-22 are:

1. To continue working closely with partners to identify learning needs;
2. To identify a system for follow up impact evaluations 3-6 months post event;
3. To amend the current booking system to allow bookings to be distinguished by partner;
4. To research and procure a new system that incorporates registers, certificates and evaluations;
5. To distinguish between cancellations vs no shows for non-attendance, and implement a new policy to tackle high no-show rates.

Appendices

Appendix 1 - CPD Brochure for June 2020 - March 2021

https://www.developingtogetherswtp.org.uk/developing-together-teaching-partnership-cpd-brochure-june-20-march-21-v6/

Appendix 2 - Breakdown of attendance across all events between April 2020 and March 2021

Course Name	Date	Attendance	Total Bookings	% Attendance
NSPCC Child Sexual Exploitation Webinar	09/06/2020	13	25	52.00%
NSPCC Child Sexual Exploitation Webinar	18/06/2020	14	30	46.67%
PE Workshop: Individual Difference	18/06/2020	7	9	77.78%
PE Workshop: Struggling Placements	26/06/2020	8	11	72.73%
Trauma Responses in Lockdown with Karen Treisman	30/06/2020	38	56	67.86%
PE Workshop: Individual Difference	09/07/2020	12	18	66.67%
PE Workshop: Struggling Placements	14/07/2020	no register	12	no register
Trauma Informed Practice Online Workshop with Kati Taunt	15/07/2020	13	19	68.42%
NSPCC Child Sexual Exploitation Webinar	22/07/2020	20	29	68.97%
BLM and the Voice of Social Work - Discussion Group	23/07/2020	no register	45	no register
Trauma Informed Practice in the age of COVID-19 with Kati Taunt	28/07/2020	26	33	78.79%
BLM and the Voice of Social Work - Discussion Group	29/07/2020	33	51	64.71%
PE Workshop: How to be a PE in a Virtual Placement	30/07/2020	28	33	84.85%
BLM and the Voice of Social Work - Discussion Group	30/07/2020	24	37	64.86%
NSPCC Harmful Sexual Behaviour Workshop	11/08/2020	20	38	52.63%
PE Workshop: Becoming Placement Ready	03/09/2020	no register	24	no register

ASYE Assessor Workshop: Roles and Responsibilities of Assessor	08/09/2020	0	14	0.00%
PE Workshop: Becoming Placement Ready	09/09/2020	11	17	64.71%
PE Workshop: How to be a PE in a Virtual Placement	10/09/2020	19	26	73.08%
Enabling Reflective Practice	17/09/2020	31	49	63.27%
ASYE Assessor Workshop: Roles and Responsibilities of Assessor	22/09/2020	13	18	72.22%
KSS Workshop - Merton Adults	23/09/2020	18	23	78.26%
PE Workshop: Promoting Learning using Direct Work Tools	24/09/2020	26	32	81.25%
BASW: Anti-Racism in Social Work with Wayne Reid	29/09/2020	66	100	66.00%
BASW: Anti-Racism in Social Work with Wayne Reid	30/09/2020	67	96	69.79%
Engaging Children & Adults when Working Virtually or Online	30/09/2020	67	115	58.26%
ASYE Assessor Workshop: Being a Virtual ASYE Assessor	01/10/2020	8	10	80.00%
ASYE Assessor Workshop: Individual Difference	06/10/2020	8	11	72.73%
CPD Reflective Writing Workshop	12/10/2020	82	115	71.30%
PE Workshop: PE Supervision Skills	13/10/2020	23	33	69.70%
KSS Workshop - Croydon Adults	16/10/2020	no register	25	no register
KSS Workshop - Croydon Adults	20/10/2020	0	17	0.00%
ASYE Assessor Workshop: Individual Difference	20/10/2020	8	14	57.14%
PE Workshop: Assessing & Evidencing Values & Ethics	29/10/2020	22	38	57.89%
ASYE Assessor Workshop: Direct Observation	03/11/2020	9	18	50.00%
ASYE Assessor Workshop: Session for ASYE moderators	05/11/2020	no register	6	no register
PE Workshop: Report Writing	11/11/2020	17	29	58.62%
BLM and the Voice of Social Work - Discussion Group	12/11/2020	8	20	40.00%
Wellbeing & Resilience in Social Work Event - Session 2	16/11/2020	14	23	60.87%
Wellbeing & Resilience in Social Work Event - Session 1	16/11/2020	34	56	60.71%

Wellbeing & Resilience in Social Work Event - Session 3	16/11/2020	25	43	58.14%
BLM and the Voice of Social Work - Discussion Group	17/11/2020	no register	7	no register
ASYE Assessor Workshop: Direct Observation	17/11/2020	11	14	78.57%
PE Workshop: How to be a PE in a Virtual Placement	18/11/2020	2	9	22.22%
Reflective Supervision: Tools & Resources for Supervisors	19/11/2020	0	18	0.00%
Enabling Reflective Practice	24/11/2020	21	43	48.84%
PE Workshop: Supervision Skills to Enable Reflection	26/11/2020	34	47	72.34%
Social Graces Workshop	26/11/2020	25	26	96.15%
ASYE Assessor Workshop: Reflective Supervision	01/12/2020	12	18	66.67%
Social Graces Workshop	08/12/2020	14	18	77.78%
Culturally Sensitive Assessments & Intervention	08/12/2020	40	71	56.34%
BLM and the Voice of Social Work - Discussion Group	08/12/2020	15	26	57.69%
Social Work in 40 Objects - the language of things	09/12/2020	17	29	58.62%
PE Workshop: Developing Skills to Enable Analysis	10/12/2020	21	28	75.00%
ASYE Assessor Workshop: Reflective Supervision	15/12/2020	6	11	54.55%
Child Sexual Abuse Training with NSPCC	16/12/2020	16	19	84.21%
ASYE Assessor Workshop: Session for ASYE moderators	14/01/2021	no register	10	no register
PE Workshop: Individual Difference	19/01/2021	10	26	38.46%
ASYE Assessor Workshop: Report Writing	27/01/2021	7	14	50.00%
PE Workshop: Promoting Learning using Direct Work Tools	28/01/2021	12	31	38.71%
ASYE Assessor Workshop: Wellbeing and Resilience	02/02/2021	8	16	50.00%
Enabling Reflective Practice	09/02/2021	13	24	54.17%
PE Workshop: Struggling Placements	09/02/2021	5	16	31.25%
Employment Skills & ASYE Workshop	12/02/2021	28	36	77.78%
KSS Workshop - NQSWs	16/02/2021	20	27	74.07%
ASYE Assessor Workshop: Wellbeing and	16/02/2021	4	11	36.36%

Resilience				
PE Workshop: PE Supervision Skills	23/02/2021	12	33	36.36%
Child to Parent Violence Training	26/02/2021	53	72	73.61%
The Right Side of Regulation:Case Recording with Care & Critical Reflection	26/02/2021	17	30	56.67%
Application of Theory into Practice	05/03/2021	13	26	50.00%
Employment Skills & ASYE Workshop	24/03/2021	7	14	50.00%
Best Practice: Virtual Assessments	26/03/2021	5	12	41.67%
PE Workshop: Assessing & Evidencing Values & Ethics	30/03/2021	5	17	29.41%
Transitioning from Student to Social Worker & Introduction to the KSS	30/03/2021	9	18	50.00%

Appendix 3 - Sample of the standard evaluation questions

Introduction

We would be grateful if you could complete the following questions after your attendance at this workshop. This feedback will help us develop the training we offer and improve the experiences of those who attend.

1. Please enter your name (optional).

2. Please enter your organisation (optional).

* 3. Please rate the workshop facilitator's knowledge of their subject area.

◯ Excellent

◯ Good

◯ Average

◯ Below Average

◯ Poor

* 4. How helpful was this workshop?

◯ Extremely helpful

◯ Helpful

◯ Somewhat helpful

◯ Not so helpful

◯ Not at all helpful

* 5. To what extent were your expectations met through attending this workshop?

◯ Exceeded

◯ Fully

◯ Partially

◯ Not at all

* 6. What key learning have you taken away from the workshop today?

* 7. What action, if any, will you take as a result of this workshop?

* 8. Would you have liked to have had anything else addressed in this workshop?

9. Any further comments.

Appendix 4 - Breakdown of evaluation data from Surveymonkey across all events between April 2020 and March 2021

Course Name	Date	Total responses	% of attendees	Facilitator knowledge - % of respondents saying "Excellent/ Good"	% of respondents saying "Extremely/ Helpful"	Expectations met - % of respondents saying "Fully/ Exceeded"
NSPCC Child Sexual Exploitation Webinar	09/06/2020	0	0.00%	n/a	n/a	n/a
NSPCC Child Sexual Exploitation Webinar	18/06/2020	0	0.00%	n/a	n/a	n/a
PE Workshop: Individual Difference	18/06/2020	5	71.43%	100.00%	100.00%	100.00%
PE Workshop: Struggling Placements	26/06/2020	6	75.00%	100.00%	100.00%	100.00%
Trauma Responses in Lockdown with Karen Treisman	30/06/2020	23	60.53%	100.00%	100.00%	100.00%
PE Workshop: Individual Difference	09/07/2020	8	66.67%	100.00%	100.00%	87.50%
PE Workshop: Struggling Placements	14/07/2020	3	n/a	100.00%	100.00%	100.00%
Trauma Informed Practice Online Workshop with Kati Taunt	15/07/2020	6	46.15%	100.00%	100.00%	100.00%
NSPCC Child Sexual Exploitation Webinar	22/07/2020	0	0.00%	n/a	n/a	n/a
BLM and the Voice of Social Work - Discussion Group	23/07/2020	6	n/a	n/a	100.00%	66.67%
Trauma Informed Practice in the age of COVID-19 with Kati Taunt	28/07/2020	5	19.23%	100.00%	100.00%	100.00%
BLM and the Voice of Social Work - Discussion Group	29/07/2020	14	42.42%	n/a	78.57%	57.14%
PE Workshop: How to be a PE in a Virtual Placement	30/07/2020	17	60.71%	100.00%	100.00%	88.24%
BLM and the Voice of Social Work - Discussion Group	30/07/2020	11	45.83%	n/a	81.82%	63.64%
NSPCC Harmful Sexual Behaviour Workshop	11/08/2020	0	0.00%	n/a	n/a	n/a
PE Workshop: Becoming Placement Ready	03/09/2020	3	n/a	100.00%	66.67%	66.67%
ASYE Assessor Workshop: Roles and Responsibilities of Assessor	08/09/2020	2	n/a	100.00%	100.00%	100.00%
PE Workshop: Becoming Placement Ready	09/09/2020	5	45.45%	100.00%	100.00%	100.00%
PE Workshop: How to be a PE in a Virtual Placement	10/09/2020	8	42.11%	100.00%	100.00%	100.00%
Enabling Reflective Practice	17/09/2020	12	38.71%	100.00%	100.00%	100.00%

ASYE Assessor Workshop: Roles and Responsibilities of Assessor	22/09/2020	2	15.38%	100.00%	100.00%	100.00%
KSS Workshop - Merton Adults	23/09/2020	4	22.22%	100.00%	100.00%	75.00%
PE Workshop: Promoting Learning using Direct Work Tools	24/09/2020	16	61.54%	100.00%	100.00%	100.00%
BASW: Anti-Racism in Social Work with Wayne Reid	29/09/2020	12	18.18%	100.00%	100.00%	91.67%
BASW: Anti-Racism in Social Work with Wayne Reid	30/09/2020	11	16.42%	100.00%	90.91%	90.91%
Engaging Children & Adults when Working Virtually or Online	30/09/2020	23	34.33%	100.00%	100.00%	95.65%
ASYE Assessor Workshop: Being a Virtual ASYE Assessor	01/10/2020	3	37.50%	100.00%	100.00%	100.00%
ASYE Assessor Workshop: Individual Difference	06/10/2020	3	37.50%	100.00%	100.00%	100.00%
CPD Reflective Writing Workshop	12/10/2020	27	32.93%	100.00%	100.00%	96.30%
PE Workshop: PE Supervision Skills	13/10/2020	11	47.83%	100.00%	100.00%	81.82%
KSS Workshop - Croydon Adults	16/10/2020	7	n/a	100.00%	100.00%	100.00%
KSS Workshop - Croydon Adults	20/10/2020	6	n/a	100.00%	100.00%	100.00%
ASYE Assessor Workshop: Individual Difference	20/10/2020	7	87.50%	100.00%	100.00%	100.00%
PE Workshop: Assessing & Evidencing Values & Ethics	29/10/2020	0	0.00%	n/a	n/a	n/a
ASYE Assessor Workshop: Direct Observation	03/11/2020	5	55.56%	100.00%	80.00%	60.00%
ASYE Assessor Workshop: Session for ASYE moderators	05/11/2020	0	n/a	n/a	n/a	n/a
PE Workshop: Report Writing	11/11/2020	0	0.00%	n/a	n/a	n/a
BLM and the Voice of Social Work - Discussion Group	12/11/2020	0	0.00%	n/a	n/a	n/a
Wellbeing & Resilience in Social Work Event - Session 2	16/11/2020	0	0.00%	n/a	n/a	n/a
Wellbeing & Resilience in Social Work Event - Session 1	16/11/2020	7	20.59%	100.00%	100.00%	100.00%
Wellbeing & Resilience in Social Work Event - Session 3	16/11/2020	3	12.00%	100.00%	100.00%	100.00%
BLM and the Voice of Social Work - Discussion Group	17/11/2020	0	n/a	n/a	n/a	n/a
ASYE Assessor Workshop: Direct Observation	17/11/2020	1	9.09%	100.00%	100.00%	100.00%
PE Workshop: How to be a PE in a Virtual Placement	18/11/2020	0	0.00%	n/a	n/a	n/a
Reflective Supervision: Tools & Resources for Supervisors	19/11/2020	0	n/a	n/a	n/a	n/a
Enabling Reflective Practice	24/11/2020	11	52.38%	100.00%	100.00%	100.00%
PE Workshop: Supervision Skills to Enable Reflection	26/11/2020	13	38.24%	100.00%	100.00%	92.31%
Social Graces Workshop	26/11/2020	15	60.00%	100.00%	80.00%	80.00%

Workshop	Date					
ASYE Assessor Workshop: Reflective Supervision	01/12/2020	5	41.67%	100.00%	100.00%	100.00%
Social Graces Workshop	08/12/2020	6	42.86%	100.00%	100.00%	100.00%
Culturally Sensitive Assessments & Intervention	08/12/2020	7	17.50%	100.00%	100.00%	85.71%
BLM and the Voice of Social Work - Discussion Group	08/12/2020	3	20.00%	n/a	100.00%	100.00%
Social Work in 40 Objects - the language of things	09/12/2020	0	0.00%	n/a	n/a	n/a
PE Workshop: Developing Skills to Enable Analysis	10/12/2020	0	0.00%	n/a	n/a	n/a
ASYE Assessor Workshop: Reflective Supervision	15/12/2020	0	0.00%	n/a	n/a	n/a
Child Sexual Abuse Training with NSPCC	16/12/2020	0	0.00%	n/a	n/a	n/a
ASYE Assessor Workshop: Session for ASYE moderators	14/01/2021	0	n/a	n/a	n/a	n/a
PE Workshop: Individual Difference	19/01/2021	7	70.00%	100.00%	100.00%	100.00%
ASYE Assessor Workshop: Report Writing	27/01/2021	0	0.00%	n/a	n/a	n/a
PE Workshop: Promoting Learning using Direct Work Tools	28/01/2021	4	33.33%	100.00%	100.00%	100.00%
ASYE Assessor Workshop: Wellbeing and Resilience	02/02/2021	4	50.00%	100.00%	100.00%	100.00%
Enabling Reflective Practice	09/02/2021	0	0.00%	n/a	n/a	n/a
PE Workshop: Struggling Placements	09/02/2021	1	20.00%	100.00%	100.00%	100.00%
Employment Skills & ASYE Workshop	12/02/2021	3	10.71%	n/a	100.00%	100.00%
KSS Workshop - NQSWs	16/02/2021	3	15.00%	100.00%	100.00%	100.00%
ASYE Assessor Workshop: Wellbeing and Resilience	16/02/2021	2	50.00%	100.00%	100.00%	100.00%
PE Workshop: PE Supervision Skills	23/02/2021	4	33.33%	100.00%	100.00%	100.00%
Child to Parent Violence Training	26/02/2021	26	49.06%	100.00%	88.46%	76.92%
The Right Side of Regulation:Case Recording with Care & Critical Reflection	26/02/2021	3	17.65%	100.00%	100.00%	100.00%
Application of Theory into Practice	05/03/2021	0	0.00%	n/a	n/a	n/a
Employment Skills & ASYE Workshop	24/03/2021	2	28.57%	n/a	0.00%	n/a
Best Practice: Virtual Assessments	26/03/2021	1	20.00%	n/a	0.00%	n/a
PE Workshop: Assessing & Evidencing Values & Ethics	30/03/2021	2	40.00%	100.00%	100.00%	100.00%
Transitioning from Student to Social Worker & Introduction to the KSS	30/03/2021	1	11.11%	n/a	100.00%	100.00%