



DEVELOPING TOGETHER

SOCIAL WORK TEACHING PARTNERSHIP

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Welcome to November's newsletter,

We were heartened to see the number of events taking place across the Partnership throughout October to celebrate Black History Month and even held a couple of our own. You can read more about these on pages 13-14.

October also saw the start of the 26th United Nations Climate Change Conference, also known as COP26. It is being held at the SEC Centre in Glasgow, Scotland, United Kingdom, between 31 October and 12 November 2021 and it is the first time since COP21 that parties are expected to commit to enhanced ambition towards mitigating climate change.

Both these events highlight the need to respond to the issues we face in society with action, and not just platitudes.

We hope you enjoy reading the latest edition of the newsletter,

The TP Team

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- 30 November 2021 is the deadline for Social Work England (SWE) registration and is fast approaching. Please complete the registration procedure as soon as you can this month, it only takes about 30 minutes to complete. There are a few extra questions this year as SWE collects data about the workforce.
- In relation to the CPD requirement, SWE has stated that they do not want social workers to upload a word document to the submission and then write 'see attached document' on either the structured or unstructured form. They suggested that you complete the form in draft and then submit this way.
- The CPD requirement will also be different next year. It will now require two pieces of CPD and one of them should be reflected upon with peers. The Teaching Partnership will be running sessions to support the peer reflection requirement, so please keep your eye open for these in the next registration year!



Training for External Colleagues

These upcoming events are open to practitioners working for secondary partner agencies and those working for organisations external to our Teaching Partnership:

- 11th November, 09:30-12:00 [Reflective Supervision: Tools and Resources for Supervisors](#)
- 17th November, 09:30-12:00 [Enabling Reflective Practice](#)
- 25th November, 09:30-16:30 [Emotional Resilience & Wellbeing in Social Work Conference](#)

N.B. If you work for one of our primary partner agencies*, please do **not** use these links to book, instead you should book via the links in the Teaching Partnership's annual CPD Brochure - your Workforce Development Team can provide you with a copy, or you can email us admin@developingtogetherswtp.org.uk.

*Primary partners are: Achieving for Children, Croydon Adults, Kingston Adults, Merton Adults, Sutton Adults, Sutton Children, NSPCC, Welcare and Kingston University.

Research Update



By Sharon Evans, Teaching Partnership Practice Consultant

We had another great Research Hub session on 14 October. The group compared two pieces of attachment research and explored the differences in the presenting arguments and conclusions.

The group also heard about the BASW Research Project on the impact of COVID on the Sensory Body and members were invited to take part in this international research. Sharon Evans is a member of the BASW Research Team.

The Teaching Partnership also recently became the recipient of additional government funding to undertake some research linked to coaching which Sharon Evans will be taking forward. Sharon will keep the group informed about her research journey at subsequent Hub Meetings.

The next Hub is on 18 November 2-3:30pm and the topic for research chosen by the group is linked to the Care Act 2014. There's no need to prepare, time is given in the Hub for reading, although material is sent to the group in advance. If you'd like to join our Hubs, please email us admin@developingtogetherswtp.org.uk



Awareness Events



This November there are a number of national days, which are dedicated to wellbeing, kindness and mental health. As a Teaching Partnership, we are taking our own well-being and self-care seriously, as well as actively trying to spread kindness.

Please have a look at some of the the resources below, to see how you can too!



2nd November: National Stress Awareness Day

National Stress Awareness Day was set up by the International Stress Management Association, with the mission of raising awareness of the effects of psychological distress in the workplace and strategies to address it. On this day, our team spent the morning in a guided group meditation to prepare us for what the day might bring. Meditation is proven to help deal with symptoms of stress, depression and anxiety. You can find lots of online guided meditation videos through [YouTube](#) or apps, such as [Calm](#). Please also visit this [Rethink Mental Illness](#) page for lots of helpful resources on managing stress.



13th November: World Kindness Day

World Kindness Day is a global day that promotes the importance of being kind to each other, to yourself, and to the world. The purpose of this day is to help everyone understand that compassion for others is what binds us all together. The last year and a half has been incredibly difficult for everyone and has shown that small acts of kindness can have huge positive impact on the people around us. It costs nothing to be kind and there are many small gestures that you can do for others to spread kindness. Please visit [Kindness UK](#) for ideas on how you can spread kindness today.



15th - 19th November: Anti-Bullying Week

Anti-Bullying Week aims to raise awareness of bullying and highlight ways of preventing and responding to it in schools and workplaces. This includes knowing what steps to take if someone is being bullied, how to deal with anyone who bullies and taking bullying seriously because of the long-term impact it can have on self-esteem as well as mental health and wellbeing. The theme for this year is 'One Kind Word', demonstrating how even the smallest of actions, or one kind word can really make a difference to someone. In today's challenging world, one kind word can provide a moment of solace. Please visit [Bullying UK](#) for useful resources on how to manage bullying in the workplace.



Remembrance Day: 11th November



On 11th November, we remember and honour the armed forces from Britain and the Commonwealth who have died in the line of duty. This year marks 100 years since the nation's collective Remembrance traditions were first brought together. Wearing [the poppy](#), partaking in a [two-minute silence](#) on [Armistice Day](#), the service for the Unknown Warrior, and the [march-past at the Cenotaph](#) are traditions that millions participate in every year. Remembrance unites people of all faiths, cultures, and backgrounds but it is also deeply personal. It could mean wearing a poppy, it could mean joining with others in your community on a commemorative anniversary, or it could mean taking a moment on your own to pause and reflect. Everyone is free to remember in their own way, or to choose not to remember at all.

Visit the [Royal British Legion Website](#) for more information on getting involved and upcoming events to commemorate this day on its centenary year.



Diwali: 4th November

This year Diwali/Deepavali takes place from 2nd - 6th November with the main day of celebration being on Thursday 4th November. Wishing all of our colleagues across the Partnership a very happy Diwali/Deepavali this November!



Fast-track Post-Graduate Diploma (PG Dip) in Social Work Course

This fast-track course has been co-designed with partners to enable employers to sponsor experienced staff to gain a social work qualification within 18 months. **Applicants should normally have a 2:1 degree** plus a minimum of two years' experience in social care. Staff with significant experience may be considered if they have a 2:2 but we are unable to accept anyone with a third-class degree. Applicants must gain approval from their line manager and the Practice Development Team before applying.

On this fast track route, applicants will need to apply for Recognition of Prior Experiential Learning (RPEL). This process enables applicants to gain recognition for learning from experience. The recognition is given when work experiences are assessed and seen to be the same as the learning to be gained from accessing formal study or courses. The RPEL process takes place during the first six months (March to August) of the programme and involves self-directed learning in the student's own time. First, they complete a portfolio demonstrating 'Readiness for Practice' and the learning outcomes for the course's first module (SW4001), as well as an assessed video interview with a person with lived experience. Then they undertake their first placement in their workplace, evidencing the Professional Capabilities Framework through a portfolio and assessment by a Practice Educator.

Employees need approval from their line manager and PDT team to complete the first placement in the workplace (SW5001 module), including supervision and observations by a Practice Assessor (normally between May and August). Then they would enrol in September and attend lectures two days a week on Mondays and Tuesdays, so would need to work on a part time basis to facilitate attendance at university, including taking any annual leave during university holidays. In the following April, students start the final 100-day placement in a new setting. The employee would normally take five months leave from their team during this placement (April–August), which would need to be agreed at the time of application.

The cost of the course will be approximately £7,900. **The closing date for applications is 28 January.** For further information please [email Kathleen Henderson, RPEL advisor.](#)

PEPS2 November Course

The November intake of Kingston University's Practice Educators' Stage 2 Programme has spaces remaining!

This course, providing **30 credits at Level 7**, equips registered social workers to undertake the responsibilities of a Stage 2 Practice Educator (Practice Educator Professional Standards, PEPS). Those who complete this module successfully will be able to supervise, teach and assess social work degree students up to and including the Final Placement.

The course is **free of charge** for those trainees who provide a placement to a Kingston University Social student.

Who can apply?

- Experienced, registered social workers who have completed a Stage 1 Practice Educator programme or an Enabling Learning (social work) programme or equivalent; **OR**
- Registered social workers with significant experience of the practice education role (practice teaching/supervising/supporting degree in social work students)

To have an informal discussion about your eligibility for the course, or if you have any questions about the course more generally, please contact [Carol Dicken](#) at Kingston University.

Applications should be made [online](#) by 12 November. The first teaching date is 29 November.

Special Interest Group: 'Developing a Dementia Friendly Community'

Are you interested in developing your knowledge and practice skills in supporting people and their families living with dementia?

Would you like to become a dementia friend?

You are invited to be part of a Special Interest Group: 'Developing a Dementia Friendly Community'. This recognised awareness session from the Alzheimer's Society improves your knowledge and understanding of how dementia can affect a person. You can even become a dementia champion and facilitate sessions for other students or in your workplace and for the wider public.

Please come along to the event for a mince pie, no obligation and to find out more on **Tuesday 7th December at Kingston University, Kingston Hill, 5.00 pm to 6.00 pm, room KUBS0026**

For any questions, please [email Maria Brent](#) (Senior Lecturer & Course Leader- Post Qualifying Programmes, Department of Social Work and Social Care)

Booking is essential to attend this event. [Click here](#) for further information and to book a place.

KU Student Shortlisted for National Social Worker of the Year Award

A huge congratulations to Kingston University social work student, Sarah Mail, who has been shortlisted for a prestigious national award in recognition for her work with children and young people.

Sarah has been named a finalist for the Student Social Worker of the Year in the annual Social Worker of the Year Awards. The student is one of five finalists in her award category, with the winner to be announced at a ceremony on 17 November.

Commenting on being shortlisted for the award, Sarah said she was grateful for the support she has received from her work-based mentor, family and the university:

"I feel really proud to be shortlisted for the award and what I have achieved so far. I am very grateful to Gabby and for everyone's support including my family who have provided practical and emotional support along the way. I couldn't have done it without Dale and Dermot guiding me throughout the course so far, as well as the other apprentices who are all so inspirational"

We wish Sarah the best of luck!

For the full story, please [see here](#).





To celebrate and commemorate Black History Month, the Teaching Partnership organised two events to bring colleagues together to celebrate Black history and Black voices.

Celebrating Black History: Proud to Be - 4 October 2021

The event featured presentations from Dr Wilson Muleya (Head of Department of Social Work and Social Care at Kingston University) and Sharon Evans (Partnership Practice Consultant). Wilson reflected on this year's selected book for the University's 'Big Read' project: *The Private Joys of Nnenna Maloney*, by Okechukwu Nzelu, and highlighted how Black history is often overlooked, ignored and distorted. This is particularly key to consider when working with children and families of mixed heritage, similar to the main character in the book. Sharon's presentation shared many examples of 'hidden' Black history, which sparked important discussions on how important representation and the decolonisation of curriculum is.

Please read the full write up for this event [here](#).

Black History Month Resources

Here are some resources that may be of interest or use:

- [A timeline on Black literature created by Gaverne Bennett](#)
- [A podcast on re-imagining child protection with Black families](#)



Celebrating Black Voices - 28 October 2021

Based on requests after our last Celebrating Black Voices event in May 2021, we particularly wished to celebrate the voices of two Black colleagues from our partner organisations who had contributed pieces to the book 'Outlanders - Hidden Narratives From Social Workers Of Colour'. Sherifa Adenmosun (Independent Reviewing Officer, Sutton) and Anneta Pinto-Young (Workforce Development Consultant, Croydon) both presented the pieces they had written for the book, answered questions from attendees and gave valuable insights into their experiences. This was followed by a montage celebrating notable Black voices. The response to the montage was very positive, with many attendees commenting how powerful and inspirational the videos and quotes were.

Please read the full write up for this event [here](#).

As a Partnership, we are working towards impactful, long term progress so that Black history isn't only celebrated during one month of the year. We will continue to weave anti-racism through our training provision, and have committed to decolonising resources, research and materials used.



'Proud to Be'

October was Black History Month and the theme was 'Proud to Be'. We are keen to make this a permanent fixture in our bi-monthly newsletters and regularly feature the stories and experiences of Black and Brown social workers and social work students sharing what they are 'Proud to Be'.

If you'd like to share, please send through to us at admin@developingtogetherswtp.org.uk

Chike Nnalue, Deputy SEND Service Manager, Achieving for Children:

"I am proud to be Black because it is my identity. I love the colour of my skin and how it glows when I cream it. I love the rich cultural history I am part of and how it shapes who I am today. I love the music and how it has and still influences what we listen to today. I love all the recipes that have been passed down from generation to generation. I'll take a bowl of jollof rice and a classic Nollywood movie over a statutory assessment any day of the week! I wouldn't trade being Black for anything."



'Proud to Be'



A story shared at our 'Celebrating Black History: Proud to Be' event on 4 October highlighted just how powerful individual action can be. One of the attendees, Ruth Arku, Achieving for Children, spoke candidly about her recent experience with Marks & Spencer after she challenged them about the lack of diversity when it came to the pirate figure on one of their birthday cakes. Ruth had wanted her son to have a cake with a pirate figure that he could identify with but found there was not the option to select a pirate that was not white. Thanks to Ruth speaking out and pursuing this, Marks & Spencer are changing the options on their cake to allow customers to choose either a white or black pirate in future.

Lauren Harvey, Executive Team. M&S Customer Service:

"Hello Mrs Arku,

Thank you for taking the time to speak with me earlier. I hope you can be assured of the action we have taken to make improvements and I am pleased we have been able to arrange for the Pirate Cake to be sent to you, which is exactly what your Son wanted for his birthday party.

I have arranged for a full refund of the Car Cake for you - this will still arrive in store, as it cannot be cancelled now so you are welcome to take this cake, as well as the new Pirate Cake that has been arranged.

As I mentioned, we are going to change the options for this cake on the website in the near future, to allow customers to choose either a white or black pirate.

Thank you again for speaking with me - if we can help with anything in the future, do get back in touch"



Practice Educator December Drop In



- Please come to our Practice Educator, Onsite Supervisor and Practice Assessor Celebration Event to be held at Kingston University, Kingston Hill Campus on 14th December 2 pm until 4 pm, Business School, Room KHBS1006
- This is a **Thank You** for all your hard work throughout the year.
- Josie Newton and Sharon Evans, Partnership Practice Consultants, will be there to welcome all colleagues in our Practice Education Community of Practice for Christmas and Holiday Celebrations. There will be food and games to party away the afternoon, with prizes for the winners!!!

We would love to see you there!

Please [email us](#) if you wish to attend, and let us know if you have any special dietary requirements!





Emotional Resilience & Wellbeing in Social Work Conference

Our annual Emotional Resilience & Wellbeing in Social Work Conference takes place on the 25th November this year, 9:30am-4:30pm, to promote and encourage wellbeing and resilience in social work.

The day will be opened by Self Care Psychology, who will discuss a return to basics of wellbeing as well as key issues such as vicarious trauma and compassion fatigue. There will be a number of workshops before and after lunch, and the day will be closed with a keynote from Laughology on FLIP-it thinking skills, and how to build resilience and positivity into your organisation.

There will be lunch and refreshments provided, as well as goody bags to take away!

If you work for a primary partner* organisation with our Partnership, you can sign up for free. Please contact us at admin@developingtogetherswtp.org.uk

For other/external bookings, please use the link below to sign up:

[Emotional Resilience & Wellbeing in Social Work Conference](#)

*Primary partners are: Achieving for Children, Croydon Adults, Kingston Adults, Merton Adults, Sutton Adults, Sutton Children, NSPCC, Welcare and Kingston University.

Research in Practice Resources

Research in Practice is an organisation that brings together academic research, practice expertise and the experiences of people accessing services. We have been working with them to collate some of their open-access resources, which do not require membership to access!

- [Learning from the Social Work Organisational Resilience Diagnostic](#)
- [How can we protect children at the same time as reducing inequalities in provision?](#)
- [Preparing for the Liberty Protection Safeguards implementation](#)

- [A discussion with Social Work England: CPD and renewal](#)
- [How you can use Research in Practice resources for your CPD](#)
- [Supporting adoptive parents, children and birth families](#)
- [Building the next evidence review – contribute to a co-produced resource with Social Care Future](#)



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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.