



# DEVELOPING TOGETHER

## SOCIAL WORK TEACHING PARTNERSHIP

Newsletter | Issue 16 | Date: 28.3.22 |

Welcome to March's newsletter,

This month's been a busy one, with Social Work Week, finalising the new CPD Offer for 2022-23 and commencing the rollout of Trauma Informed Practice training across the Teaching Partnership - we've been referring to it as 'Mad March'!

March saw the celebration of International Women's Day as well as the celebration of two 'Good' Ofsted reports - well done to our partners Sutton Children and Achieving for Children for these very positive and well earned results.

March also brought great sadness as the world continued to watch the Russian invasion of Ukraine with horror. As social workers we always want to support those who are oppressed. Keep Ukraine in your hearts, as well as all vulnerable people over the world who are caught up in conflict.

The TP Team

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## DfE Funding Announcement and Welcome to New Partners



We are very pleased to inform you that the Department for Education (DfE) has confirmed funding for all Teaching Partnerships for a further year (April 2022-March 2023). Thanks to contributions from our primary partner agencies, we were in the fortunate position of not being dependent on this funding in order to continue our Partnership this coming year, however this is still very positive news as it puts us in a stronger position overall and demonstrates the DfE's commitment to the Teaching Partnership programme.

The DfE has also confirmed that they will again be inviting bids for Continuous Improvement Projects for all Partnerships. Any funding awarded for these projects would be in addition to our flat rate funding, so again very positive news. We are awaiting further details on this and when applications will open, but in 2021 we submitted 4 successful applications for Continuous Improvement Projects and were awarded an additional c£125,000 in funding.

We would also like to take this opportunity to welcome Merton Children and Wandsworth Children on board as primary partners. Both agencies have been long standing partners of the Developing Together Social Work Teaching Partnership, but from April 2022 they will be involved in the full programme of Partnership initiatives. All social work practitioners working for these (and other primary partner) agencies, will have access to the full Continuing Professional Development offer and other unique opportunities.



## CPD Offer 2022-23



The CPD Offer for the upcoming April 2022 - March 2023 cycle is currently being finalised. The annual CPD Brochure will be shared with partners' workforce leads, and the information will be disseminated to colleagues from there. The TP Team have been attending partner agencies' management meetings in order to increase awareness of what the Partnership offers, especially in terms of CPD opportunities. This includes the topics in the image below.

If you work for one of our primary partner agencies, 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 at [admin@developingtogetherswtp.org.uk](mailto:admin@developingtogetherswtp.org.uk) for a copy directly, or to sign up for CPD Updates going forward.

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







## Training for External Colleagues - PE/OSS Provision

Becoming Placement Ready	<a href="#">26 April 2022, 9:30am - 12noon</a>	OR	<a href="#">6 October 2022, 2 - 4:30pm</a>
Supervision Skills	<a href="#">10 May 2022, 2 - 4:30pm</a>	OR	<a href="#">19 October 2022, 9:30am - 12noon</a>
The Anti-Racist & Anti-Opressive Practice Placement	<a href="#">23 May 2022, 2 - 4:30pm</a>	OR	<a href="#">3 November 2022, 9:30am - 12noon</a>
Individual Difference	<a href="#">6 June 2022, 2 - 4:30pm</a>	OR	<a href="#">16 November 2022, 2 - 4:30pm</a>
Supporting Students with the Development of Professionalism	<a href="#">14 June 2022, 2 - 4:30pm</a>	OR	<a href="#">1 December 2022, 2 - 4:30pm</a>
Report Writing	<a href="#">30 June 2022, 9:30am - 12noon</a>	OR	<a href="#">10 January 2023, 9:30am - 12noon</a>
Assessing Against the PCF & SWE Standards	<a href="#">6 July 2022, 9:30am - 12noon</a>	OR	<a href="#">23 January 2023, 9:30am - 12noon</a>
A Strengths Based Approach to Supporting Students' Development	<a href="#">13 July 2022, 2 - 4:30pm</a>	OR	<a href="#">7 February 2023, 2 - 4:30pm</a>
Supervision Skills to Enable Reflection and Analysis	<a href="#">15 Sept 2022, 9:30am - 12:30pm</a>	OR	<a href="#">20 February 2023, 9:30am - 12:30pm</a>
Promoting the Learning of Students using Direct Work Tools	<a href="#">21 Sept 2022, 2 - 4:30pm</a>	OR	<a href="#">7 March 2023, 2 - 4:30pm</a>

N.B. If you work for one of our primary partner agencies\* or are part of the Central Bedfordshire Teaching Partnership, 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](mailto:admin@developingtogetherswtp.org.uk).

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## Training for External Colleagues - General Provision



[Menopause Awareness - 27.4.22, 12 noon - 1:30pm, Zoom](#)

[Utilizing Attachment Theory in Supporting People of Lived Experience at All Life Stages - 16.6.22, 10am - 1pm, Kingston University, Kingston Hill Campus](#)

[Self-Neglect Seminar - 16.6.22, 1:30 - 2:30pm, Zoom](#)

[Knowledge, Skills and Tools for ASYE Assessors - 20.6.22 AND 4.7.22, 10am - 4pm, Zoom](#)

[How to Critique Research and How to Choose Research to Inform Practice? - 22.6.22, 1:30 - 4:30pm, Zoom](#)

[Managing Complex Cases Within Your Team - 12.7.22, 9:30am - 4pm, Sutton Civic Centre](#)

[Enabling Reflective Practice - 28.9.22, 9:30am - 12noon, Zoom](#)

[Attachment Theory – Putting it into Practice - 3.10.22, 9:30am - 12:30pm, Zoom](#)

[Critical Analysis and Writing Analytical Assessments - 11.10.22, 1:30 - 4:30pm, Zoom](#)

[Child First: Offender Second - 12.10.22, 9:30am - 12:30pm, Twickenham Training Centre](#)

[Social Graces Workshop - 24.11.22, 9.30am - 12.30pm, Zoom](#)

[Managing Complex Cases Within Your Team - 9.2.23, 9:30am - 4pm, Twickenham Training Centre](#)

N.B. If you work for one of our primary partner agencies\* or are part of the Central Bedfordshire Teaching Partnership, 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](mailto:admin@developingtogetherswtp.org.uk).

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## Trauma Informed Practice Project Update



As part of our longstanding commitment to developing practitioners across the partnership and building on the fundamental need to embed trauma informed practice across our organisations, the Teaching Partnership is rolling out Trauma Informed Practice training, having secured funding from the Department for Education's Continuous Improvement Fund. It uses the fantastic resources and framework developed by the Scottish Government, led by NHS Education for Scotland. Train the Trainer training has already been delivered to a mixed cohort of 15 upskilled facilitators from across the partnership and in time will be rolled out to every qualified social worker within each primary partner organisation.

This training addresses the need for partnership organisations to become more trauma-informed and the workforce to become:

- more adept at recognising where people are affected by trauma and adversity;
- better able to respond in ways that prevent further harm while supporting recovery; and
- capable of addressing inequalities and improving life chances.

The training will be held over 4 sessions covering topics such as: What is Trauma Informed Practice, How to Respond to Trauma, How Trauma Can Affect Staff and Tools to use in practice to understanding trauma responses.

Dates for the first few cohorts will be released by the end of March for social workers to begin booking themselves onto. Further dates will be released at regular intervals throughout the year. Keep an eye out for the information from your Workforce Development Leads!

## Updates on Continuous Improvement Funding Projects



### **Research on the Impact of Coaching**

Sharon Evans (Partnership Practice Consultant) is undertaking some research related to participants, past and present, taking part in the Coaching & Mentoring post qualifying module offered by Kingston University. Sharon is still in the process of ethical approval but does have interest from the recent participants to take part in the research. Watch this space for further updates!

### **Social Worker Wellbeing**

So far, in 2022, this project has been focusing on the creation and collation of resources for the wellbeing resource library as well as the testing and release of elearning modules to support learning in bite-sized chunks. It was agreed that the elearning would be aimed primarily at Social Work Students and NQSWs to better support social workers at the beginning of their careers. The modules are currently being evaluated by a test group, and will be updated and amended based on their feedback.

### **Anti-Racist Practice Lead**

Sutton recently appointed an individual to take on some of the functions of their previous Anti-Racist Practice Lead, who recently left the organisation. Andrea Bryant is currently a Service Manager within Sutton Children and she will now also be their Diversity & Inclusion Lead. Whilst Andrea is employed by Sutton, she will work on initiatives and the development of resources that will benefit the whole Teaching Partnership. In May's newsletter we will be sharing more details about what Andrea has got planned!





## Research Hub Update



The new cycle of Research Hubs has begun and we are at the beginning of our 3 month trial of holding two sessions per month with a monthly theme. This was in response to feedback from participants who would like two opportunities to attend each month. The trial is for March, April and May and will be evaluated as to whether this continues or we revert back to once a month. Whatever happens the Hub will continue, exploring research and helping social workers to become more confident in critiquing, applying and even getting involved in research.

The Hub is a great opportunity to keep up to date on research and how to utilise understanding research to support continuing professional development, a requirement for regulation with Social Work England.

If you are interested in attending and would like the dates and links, please email us at [admin@developingtogetherswtp.org.uk](mailto:admin@developingtogetherswtp.org.uk) and please feel free to contact Sharon Evans directly if you have any questions about the Hub: [sharon.evans@developingtogetherswtp.org.uk](mailto:sharon.evans@developingtogetherswtp.org.uk)



## Teaching Consultant Recruitment



**Do you have a passion for academia?**

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

We will soon be looking for more experienced registered social workers to work alongside Kingston University module leaders. As a Teaching Consultant, you will have the opportunity to co-develop, co-deliver and contribute to teaching within the social work programmes at Kingston University. There are a variety of opportunities to share your skills and knowledge such as lectures, seminars and small groups, skills workshops as well as involvement in recruitment to courses and the development of students' employability. You will be given support and training in preparation for this role.

Successful candidates will join our group of existing Teaching Consultants and have an appropriate number of contracted hours protected by their employer in order to participate in student admissions, produce teaching materials, take part in direct teaching, contribute to research within a specialist field and further embed research in practice.

Our existing group of Teaching Consultants have found it a very rewarding experience to be able to support the education of social work students and many have gone on to complete post qualifying modules and/or applied for Associate Fellowship with the Higher Education Authority.

**We will be opening applications for more Teaching Consultants in April, so look out for further information!**

**If you'd like to be the first to know about the vacancies when they are announced, just drop us an email at [admin@developingtogetherswtp.org.uk](mailto:admin@developingtogetherswtp.org.uk) and we will make sure the details of how to apply are sent directly to you.**

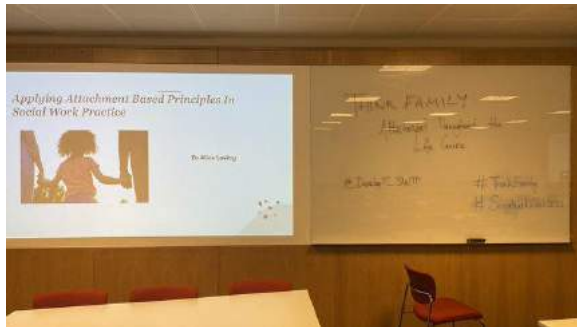


## Social Work Week 2022



The theme of this year's World Social Work Day on 15 March was 'Co-building a New Eco-Social World: Leaving No One Behind'.

The Teaching Partnership was excited to host what we hope is the the first of many 'Think Family' Conferences on Monday 14 March, with the focus being on Attachment Throughout the Life Course. The aim of our 'Think Family' theme is to bring together adults, mental health and children and families social workers to learn about topics that affect people with lived experience across their life spans. This was an in person event, held at Kingston University Kingston Hill campus, and featured a number of inspiring and knowledgeable speakers. Attendees rated the event very positively, saying that they would take a number of key learning points back to their teams and organisations, including challenging mis-diagnosing of children, parents' own attachment influencing their parenting, and being aware of misuse of terms around attachment by those who are not specifically trained.



Kingston University also hosted their annual social work and social care departmental conference online on 16 March: Social Work in a Global Context: international research and practice during the COVID-19 pandemic. As well as a fantastic selection of speakers from across the world offering a range of reflections and perspectives on the pandemic in the morning, they also ran a number of workshops in the afternoon. This included workshops facilitated by Teaching Consultants from the Teaching Partnership, such as 'Reflections on social work practice during the pandemic: changes, challenges, and surprises' by Anna Holland, NSPCC, and 'Voices from people with lived experiences; reflections on virtual and hybrid working in adult social care' by Marco Orlando and Ulrike Nebel, Kingston Adults. Lucy Roberts and Javed Hussain from Achieving for Children also facilitated a session on using digital tools in children's social care. Partnership working at its finest!

## Good News Story!



**Marte Bergan (Sociology Lecturer, Department of Social Work and Social Care):**

*"Jamie's Farm came to Kingston Hill Campus on the 10th March to speak to our final year students (BA (Hons) Working With Children & Young People: Social Pedagogy).*

*Jamie's Farm exists to support disadvantaged young people at risk of academic and social exclusion. Their vision is to ensure vulnerable children nationwide are better equipped to succeed in life. Their unique programme sees small groups of children immersed into farm life during a weeklong residential, or series of day visits, tackling real jobs with tangible outcomes, within a supportive family environment; this encourages cooperation, boosts self-esteem and builds positive relationships. Jamie's Farm improves young people's mental wellbeing, behaviour and engagement with school by building life skills.*

*On the 10th March, we had the pleasure of meeting Tish Feiden, who is the Lead Therapist at Jamie's Farm, as well as Chloe Thomas who works as an Impact Manager there. We also met with a man called Jack who spent time as an adolescent on Jamie's Farm. Jack told us his story and the impact his time at Jamie's Farm had on his life."*

For more information about Jamie's Farm, please click on the link below.

[Who We Are - Jamie's Farm](#)

Jamie's Farm also featured on the BBC:

[BBC News at One: A return to residentials - Jamie's Farm](#)

[BBC - Jamie's Farm](#)

[BBC London News - Jamie's Farm](#)



## PACT - Best Practice in Prisons

[PACT, the Prison Advice and Care Trust](#), is a pioneering national charity that supports prisoners, people with convictions, and their children and families. They provide caring and life changing services at every stage of the criminal justice process: in court, in prison, on release, and in the community.

They are running a pilot project providing children and family social workers in two women's prisons (HMP Send and HMP Eastwood Park) through charitable funding and have been talking to some universities and local authorities about best practice in social work across the prison walls.

They would welcome the opportunity to talk to and support more universities and local authorities and are inviting people to get in touch for further discussions about creating best practice, including prison-based casework in training, talks/guest lectures, guidance etc.

Please contact Joanne Mulcahy, Assistant Director of Services at PACT, for more information:  
[joanne.mulcahy@prisonadvice.org.uk](mailto:joanne.mulcahy@prisonadvice.org.uk)





## Sutton's Ofsted



We are delighted and proud to announce that Sutton Children's Social Care and Safeguarding division has recently received a "Good" rating from Ofsted following the inspection in December 2021. The inspection covered a range of services that support children, young people, families and carers across the London Borough of Sutton.

The report features the excellent progress services have made over recent years, "Children in the London Borough of Sutton receive a good service. Leaders and managers have strengthened and consolidated the effective work that was taking place at the time of the previous inspection in 2016."

There were very positive judgements highlighted such as the "impact of leaders on social work practice with children and families" receiving an "Outstanding" grade.

Nick Ireland, Strategic Director of People Directorate, and Jonathan Williams, Assistant Director, Children's Social Care and Safeguarding said:

*"The outcome has been an excellent success for both the Council and the children and families we work with. This outcome is a result of the dedication shown by colleagues in Children Services, our partners and those within the wider organisation, particularly during the pandemic which has presented further challenges to continue delivering excellent services in a safe way."*

For the full report, please visit the [Ofsted website](#).



## AfC's Ofsted



We are equally delighted to share with you Ofsted's report on the effectiveness of children's services in Richmond, which was published on the 18th March, with an overall rating of "Good".

The judgement for all four areas was rated "Good":

- The impact of leaders on social work practice with children and families
- The experiences and progress of children who need help and protection
- The experiences and progress of children in care and care leavers
- Overall effectiveness

This is a significant achievement, particularly given the inspection came towards the end of a global pandemic, with all the challenges that has brought for children, young people and families, and those of us who support them.

Ian Dodds, Director of Children's Services for Royal Borough of Kingston upon Thames & London Borough of Richmond upon Thames said:

*"It's an incredibly positive report to read and showcases the excellent work that you do everyday to protect and support our most vulnerable citizens. Please read it when you get a chance. You should all be very proud of this achievement."*

*Thank you to everyone who supported the inspection and those of you who spoke to inspectors about your work. Your skill, compassion and dedication shines through in this report. Well done."*

For the full report, please visit the [Ofsted website](#)





## Peer QA of Placement Reports: Panel Summary of Learnings February 2022

Following the second Peer Quality Assurance (QA) of Placement Reports Panel in November 2021, the third panel was held in February 2022. The panel was chaired by Dale Van Graan from Kingston University and had representation from Wandsworth Children, London Borough of Sutton and Achieving For Children. The group actively sampled and reviewed a range of Placement Reports from contrasting organisations and summarised individual feedback for the PEs. Following this Panel meeting, we have collated the key learnings, covering both areas for improvement, as well as areas of strength in current practice.

Please click [here](#) to access the the full report, covering the key themes and issues raised at this panel.

The next review panel is due to be held in June 2022 after which further learnings will be shared.

If you're currently a trainee or qualified Practice Educator, and you'd like to come and contribute to or observe the panel in June, we would be delighted to welcome you. Please email us at [admin@developingtogetherswtp.org.uk](mailto:admin@developingtogetherswtp.org.uk)



## International Women's Day - 8 March



The Teaching Partnership are committed to #BreaktheBias for International Women's Day and Beyond. We value being able to support and raise each other up within the team and across the Partnership!



International Women's Day

#IWD2022 #BreakTheBias



Even with around 80% of social care staff being women, it is important to continue the conversations around supporting, retaining and advancing women in the workplace. The Teaching Partnership are committed to #BreaktheBias for International Women's Day and beyond. We value being able to support and raise each other up within the team and across the Partnership.

Join us by helping your organisation to challenge bias at work. [Leanin.org](https://leanin.org) and [IWD](https://www.iwd.org.uk) have provided a useful toolkit on how to do this, [50 Ways to fight Bias Against Women at Work](#).



## Anti-Racism in Social Work - Not giving up!

Some of you may remember attending an excellent online session with Wayne Reid (BASW England Professional Officer) back in September 2020, where he delivered a passionate and extremely interesting presentation on **Anti-Racism in Social Work**. The presentation was for everyone. He explored the history of atrocities and brutalities endured by the global Black community and the relevance of anti-racism in social work.

We have continued to focus our efforts at ensuring 'anti-racism' is high on the agenda within the Teaching Partnership. Our '**Black Lives Matter and the Voice of Social Work: Reflective Discussion Groups**' and '**Celebrating Black Voices**' events just for starters. Now, successfully securing funding and appointing an '**Anti-Racist Practice Lead**' within Sutton Children to continue the great work Nashan Wilson started last year - Congratulations Andrea Bryant!

At the next Celebrating Black Voices event in May, we will be launching our new programme of discussion areas for Black Lives Matter and the Voice of Social Work: Reflective Discussion Groups. As social workers, we must continue challenging ourselves and others, in being anti-racist in everything we do. Further details of the groups will be advertised so look out for them and join the discussions and action.

Wayne recently put a statement out explaining that his *fixed-term contract as BASW England Anti-racism Visionary ended on 31/01/22. He thanked everyone inside and outside of Social Work for the fantastic support he had been given, over the last 2 years. He attached a phenomenal free online resource he put together to his statement, which includes a selection of articles, research and "integrated images that encapsulate the 'Anti-racism in Social Work' workstreams/movement and have sentimental value for me (as a reminder of my time in the role)" (Wayne Reid).*

We are advised that we should now contact Shantel Thomas (BASW UK Anti-Racism Lead - [shantel.thomas@basw.co.uk](mailto:shantel.thomas@basw.co.uk)) regarding anti-racism and Narinder Sidhu (BASW UK EDI Lead - [narinder.sidhu@basw.co.uk](mailto:narinder.sidhu@basw.co.uk)) regarding EDI going forward.

We would strongly recommend you look at [the amazing resource document](#) which will support you on your journey of being anti-racist; maybe use as a resource for discussion in team meetings, group supervision or reflection for yourself. We need to keep this going, 'not giving up!'



## Ukraine



We have all felt huge sadness, anger and empathy for all the Ukrainians as we watch the images coming in from Ukraine on our televisions every day. I am sure like many of you, we have felt increasingly overwhelmed by the images and wondering what we can do to help. There are many ways to help and show your support, e.g. contributing to the organised appeals for funds and supplies that are being sent to the country to support the refugees. It can feel that whatever you do is not enough, but often standing with those that are being oppressed wherever you are in the world can help to support those who are at the heart of the struggle. Just knowing that people all over the world are standing with you can stop you feeling so alone. As social workers, we always want to support those who are oppressed. Keep Ukraine in your hearts, as well as all those vulnerable people all over the world who are caught up in, and the victims of conflict.

In the words of the great Bob Marley "One Love, One Heart"

We will be holding a Bake Sale to support Ukrainian Refugees at Kingston University on **Thursday 7 April from 12 noon until 3 pm**. Looking forward to seeing you there to buy delicious baked goods and support a great cause!

If you are in a position to do so, you can give to the Appeal by donating on the link below:

<https://www.dec.org.uk/appeal/ukraine-humanitarian-appeal>





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!

### Resources

- [Podcast - The evidence base around domestic violence and abuse](#)
- [The Social Work Organisational Resilience Diagnostic \(SWORD\): Workbook](#)
- [Co-building a new eco-social world: Leaving no one behind](#)

### Blogs

- [Good practice in record-keeping in children's social care](#)
- [The strengths approach in practice: How it changes lives](#)
- [The story of social work – because story is data, data with a soul](#)
- [Good work for all: Disability rights begins with equality in employment](#)
- [Reflections from interviews with parents assessed with the Graded Care Profile 2](#)
- [Using an intersectional approach to build relationships with older people in social care](#)
- [The Power Threat Meaning Framework: a different perspective on mental health](#)



# DEVELOPING TOGETHER

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TEACHING PARTNERSHIP

**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.