DEVELOPING TOGETHER
SOCIAL WORK
TEACHING PARTNERSHIP

Developing Together Social Work Teaching Partnership

Annual Learning and Development Report April 2021 - March 2022

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Introduction

Welcome to the Teaching Partnership (TP)'s Annual Learning and Development (L&D) Report 2021-22. This covers over 70 events across all the different programmes offered by the TP between April 2021 and March 2022.

As a result of the ongoing coronavirus pandemic and changing regulations, the vast majority of events were held virtually, though a few were able to be held in person.

The L&D offer is developed in conjunction with partners, incorporating feedback from stakeholder surveys, steering committee meetings 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. The offer also aims to include sessions on new and changing issues and legislation, such as the new Liberty Protection Safeguards. *Appendix 1* shows both iterations of the CPD brochure for the 2021-22 period; the second iteration was released later as new events were added. As well as events that are delivered by or commissioned directly by the TP Team, the 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 (KU). 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 L&D provision and CPD Passport offer whereas secondary partners are able to access provision that relates to Practice Education and Anti-Racism only. Merton Children and Wandsworth Children both came on board as primary partners for the 22-23 financial year, so access to the TP L&D provision during 2021-22 was limited, though they were offered access to the full TP provision in March 2022.

This year, the TP were able to open up some of the provision to external bookings, and secured a lump sum payment from the newly established Central Bedfordshire Teaching Partnership to enable their social workers to access the provision. This is key in supporting the TP's sustainability and income generation objectives, and further places have already been purchased for the next CPD cycle, totalling an income of almost £10,000. In order to ensure priority for our primary partner agencies, the TP proposed capping the number of spaces for paid provision at 20% for each course, with the scope to be flexible if bookings from primary partner agencies are low, and also to keep certain courses with limited spaces only available to primary partner agencies. In addition, the Cheshire and Merseyside Teaching Partnership (CMSWTP)

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

commissioned a cohort of the Early Career Managers' (ECM) Programme for 29 of their managers, which ran between March and June 2021. This generated approximately £20,000 income. There have been a few initial enquiries from other external agencies into commissioning further cohorts of this programme, or purchasing places, so it is hoped that these will come to fruition in the following year.

The L&D offer supports 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 applied for and were successful in a number of bids for additional Continuous Improvement Funding from the Department for Education (DfE) partway through the year, which resulted in a number of additional courses and resources.

The TP has continued to pursue course accreditation with The CPD Standards Office (CPDSO), and two further courses have been successfully accredited as of April 2022 - the 'Strengths Based Approach' programme and the 2-day 'Knowledge and Skills for ASYE Assessor' training. This builds on the two courses that were previously accredited - the ECM Programme and 'Enabling Reflective Practice',

The TP launched its Early Professional Development (EPD) Framework in June 2021, which commenced in September 2021. The transition from Newly Qualified Social Worker (NQSW) can be challenging, and the metaphorical 'cliff-edge' following the Assessed and Supported Year in Employment (ASYE) is often referred to within the social work sector. Taking some of the learnings from the DfE's pilot Early Professional Development programme (2009-2011), and working closely with local employers and Kingston University, the EPD framework was developed for social workers in the second and third years of their career. *Appendix 2* shows an overview of the EPD offer. This report will focus mainly on the broader TP training offer, and a more in depth look at the EPD offer will be completed as part of the evaluation of the Framework, once the first year of this has concluded (after June 2022). The TP Team is organising focus groups for the current EPD Social Workers in May/June 2022 to obtain feedback and suggestions for improving the offer for the next year.

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

General Provision

Table 1 below is an overview of bookings and attendance both overall and by partner, where this data was available. The Eventbrite signup form for bookings was amended based on the previous year's recommendations to have a drop down list of partners, as opposed to a free text response, so the data is more accurate for partners this year. 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 were from Sutton Children, followed by Croydon Adults and Achieving for Children. When interpreting this data, please note that it does not take into consideration the size of each authority's workforce, and some are considerably smaller than others. The level of non-attendance has continued to be relatively high for most partners, with an average rate of 40.70% non-attendance across bookings from partners. This average is higher than in the previous CPD year. *Appendix 3* shows the full breakdown of individual events and attendance between April 2021 and March 2022.

	Total no. of Bookings	Total attendance	Total non-attendance	% attendance	% non-attendance	% cancelled	% no shows
Overall							
	1382	796	586	57.60%	42.40%	8.61%	31.48%
By Partner							
Achieving for Children	117	70	47	59.83%	40.17%	9.40%	24.79%
Croydon Adults	174	105	69	60.34%	39.66%	4.60%	32.18%
Croydon Children's	58	33	25	56.90%	43.10%	17.24%	25.86%
Central Bedfordshire TP	52	30	22	57.69%	42.31%	9.62%	30.77%
Kingston Adults	108	77	31	71.30%	28.70%	8.33%	20.37%
Kingston University	97	41	56	42.27%	57.73%	7.22%	46.39%
Merton Adults	54	35	19	64.81%	35.19%	1.85%	33.33%
Merton Children's	36	21	15	58.33%	41.67%	5.56%	33.33%
NSPCC	52	29	23	55.77%	44.23%	17.31%	25.00%
Surrey Children's Services	105	55	50	52.38%	47.62%	5.71%	40.95%
Sutton Children's	201	123	78	61.19%	38.81%	8.46%	27.36%

Sutton Adults	82	53	29	64.63%	35.37%	8.54%	24.39%
Wandsworth Children's	78	38	40	48.72%	51.28%	10.26%	39.74%
Welcare	19	15	4	78.95%	21.05%	10.53%	10.53%
Teaching Partnership	10	10	0	100.00%	0.00%	0.00%	0.00%
Other	129	58	71	44.96%	55.04%	10.08%	35.66%
Unknown	10	3	7	30.00%	70.00%	0.00%	70.00%

Table 1 - bookings and attendance by partner

Looking into the data in more detail, the level of non-attendance increased between April 2021 and August 2021, improved in September then continued to increase again until December. The lowest level of non-attendance (26.63%) was in January 2022, though it increased again between then and March 2022. **Chart 1** shows this trend.

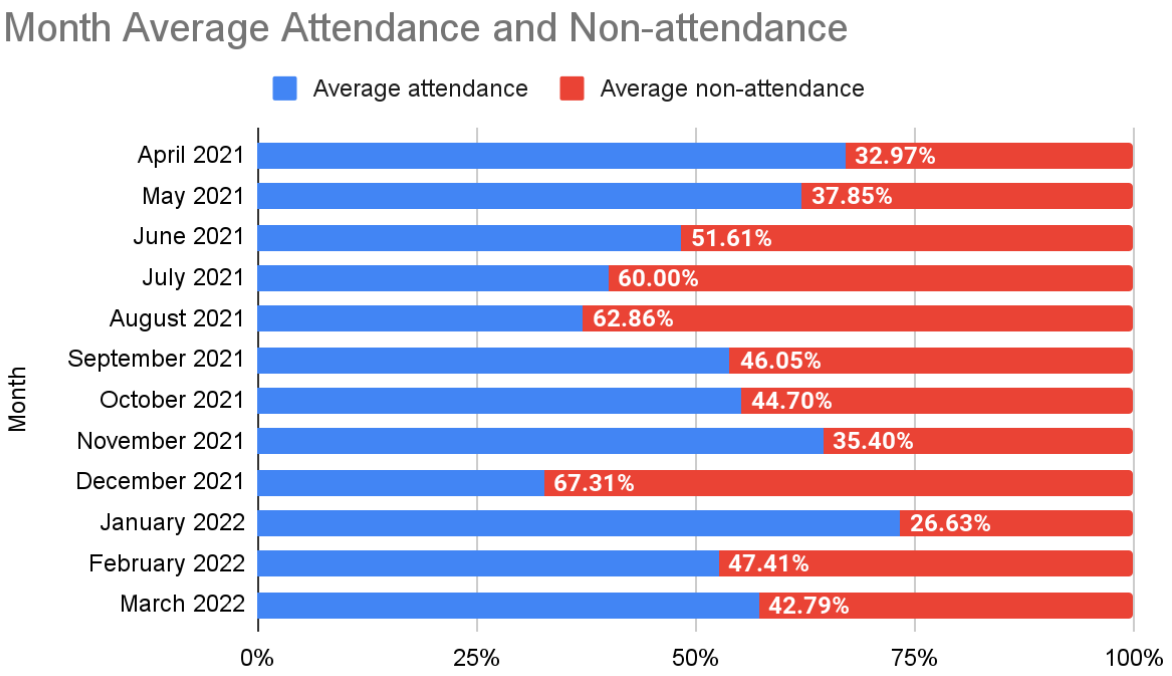


Chart 1 - average attendance and non-attendance by month

It is difficult to establish a reason for the fluctuation in attendance rates over the year, although it does appear that attendance is lower closer to large holidays such as summer and winter breaks. Attendance may also have been affected by the multiple changes in COVID-19 legislation and colleagues facing unique challenges in returning to the office while continuing to have some hybrid approaches. In any case, if the trends continue to be similar, this data can be used to guide the scheduling of future training events, avoiding scheduling a large number of events during months where non-attendance rates have been high.

Comparing attendance between online and in-person events shows very little difference - 59.52% average attendance for in-person events and 57.65% average attendance for online events.

Table 2 below shows the most popular courses by number of attendees. The most popular course overall was a briefing on The Liberty Protection Safeguards (LPS), followed by the Self-Neglect Seminar and the Think Family Attachment Throughout the Life Course conference. This has been taken into consideration for the next CPD cycle, and a further briefing and follow up for the LPS and Self-Neglect have been scheduled. Further Attachment training has also been scheduled, and the TP Team will look to organise future 'Think Family' conferences on different themes in order to create more joined up working between Children and Families and Adults social workers.

Top 10 Courses 2021-22		
Course Title	**Date**	**No. of attendees**
The Liberty Protection Safeguards (the replacement scheme for the DoLS)	08/09/2021	46
Self-Neglect Seminar	12/05/2021	45
Social Work Conference: Think Family Attachment Throughout the Life Course	14/03/2022	39
PE Conference 'Interrogating Oppression in Practice Education'	20/05/2021	31
Writing Reflectively for Your CPD with Social Work England	19/10/2021	26
Virtual Social Work Practice	09/11/2021	26
Emotional Resilience & Wellbeing in Social Work Conference	25/11/2021	25
PE Conference 'Together Apart' - Navigating Emotion and Containment within Remote Spaces'	21/05/2021	23
PE Conference 'Reflections on Learning from Cross-border Practice Education'	18/05/2021	22
Virtual Working and Assessment	24/05/2021	22

Table 2 - most popular courses 2021-22

In general, bookings for many of the training sessions as well as overall were much lower than in the previous year. Unfortunately, low bookings resulted in 14 sessions that had to be cancelled or postponed. There may be a number of reasons for the lower numbers of bookings, however, in conjunction with the high levels of

non-attendance, the TP team created a series of Communications Principles that was agreed with the Steering Committee in January 2022 in order to ensure that colleagues across the partner agencies are hearing about all CPD opportunities in good time. It may also be that multiple instances of a course are contributing to the lower numbers per session, and it would be better to consolidate the sessions into one. This has been taken into account when planning the next CPD cycle. The TP Team has also taken the step of presenting the CPD offer to partner agencies by attending a forum or meeting where social work managers are all present, and in some cases, practitioners are present as well. By presenting directly to managers, the team aims to ensure that they have the best awareness of what is on offer, and can more effectively communicate it to their teams and better support them to attend the provision.

CPD Passport

All of the sessions that have been offered have come solely from two partner agencies, Achieving for Children and Sutton. Achieving for Children offered 16 sessions across the year on a variety of topics including: 'Supporting Practitioners Working with Affluent Families and Child Protection Concerns' and 'Assessment Skills: Social Care Assessments 2-day'. There were 36 bookings in total across 15 sessions, with an attendance rate of 47.06%.

Sutton opened up their suite of e-learning courses through Virtual College, comprising around 60 modules of a range of topics, including 'Child and Adult Sexual Exploitation', 'Mental Health Awareness' and a variety of Safeguarding modules. In total, 33 practitioners from across the TP signed up for Sutton's e-learning, although only 17 modules in total have been completed by 9 practitioners.

It is hoped that more sessions will be offered by more partner agencies for the next 2022-23 CPD Brochure, and going forward.

Cohort Training

Sessions that were 'by invitation only' include the Early Career Managers' (ECM) Programme, Action Learning Set (ALS) Facilitation and Strengths Based Approaches training. These had 12, 15 and 73 colleagues taking part in 2021-22, respectively.

The ECM programme was developed and designed to support social workers between 0-18 months of management experience, those acting up in management roles or those about to step up into management. The programme was run once for an external cohort from the Cheshire and Merseyside Teaching Partnership between April and June 2021, and once for a TP cohort from January 2022 (one session unfortunately had to be rescheduled, and will be taking place in May/June 2022).

The ALS Facilitation training was commissioned once in 2021-22 in order to continue to add to the 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 EPD Framework, where social workers in their 2nd and 3rd years of practice can access a host of support, learning and development opportunities; this includes frequent ALS throughout their 2nd year of practice.

Early Professional Development Framework

So far in the programme, there have been 8 training events organised by the TP for Year 2 EPD Social Workers, and 3 for Year 3 Social Workers. The average attendance rate is 41.03% for the Year 2 sessions, and 58.78% for the Year 3 sessions. This is considered relatively low overall, especially as the sessions for Year 2 Social Workers have been agreed as mandatory by primary partner agencies.The Year 3 Social Workers were able to choose and sign up for training that they were interested in, so although their average attendance rate is higher than that of the Year 2 sessions, this was expected to be higher as they were chosen sessions. It is hoped that the focus groups will allow the TP team to identify possible barriers to attending and make changes that will improve attendance for future groups of EPD Social Workers.

There have been additional events, such as seminars, that have been put on by Kingston University, that are part of the offer, but we do not have the attendance data for these events.

Continuous Improvement Funding Provision

The TP team were successful in bidding for Continuous Improvement Funding from the DfE for 4 projects in 2021: Coaching & Mentoring Research, Social Worker Wellbeing, Trauma Informed Organisations and Anti-Racist Practice Lead Post. The following is a brief summary on the attendance and events for each of the relevant projects. For more detailed information on all of the Continuous Improvement Funding projects, please refer to the TP's Annual Progress Report.

The Coaching and Mentoring Research project is based on existing research on using coaching as an intervention with people with lived experience (PLE) and looks to evidence the impact of coaching on social workers and the PLE with whom they work. 16 social workers across partner organisations have been sponsored to complete the Level 7 post qualifying module in Mentoring, Coaching and Advanced Assessment of Professional Practice, a 30 credit module delivered by Kingston University, that was jointly developed by employers and the university in 2018.

The Trauma Informed Organisations project is based on a framework developed by the Scottish Government, and aims to roll out core Trauma Informed Practice training at Level 1 - Trauma Aware - to all qualified social workers within the TP through a 'Train the Trainer' model. To date, 12 senior leaders across the partnership have completed 3 half-day Senior Leadership training sessions, and 15 'trauma champions' were identified from primary partner agencies and completed a 'train the trainer' programme consisting of 6 half-day sessions. The upskilled champions have already delivered the core training to a 'pilot' cohort of 26 practitioners, and are due to deliver to a further 13 cohorts scheduled to run in the next 8 months. An additional 'Train the Trainer' programme has been scheduled to upskill more facilitators, and additional cohort dates will be scheduled to continue the roll out of training.

The Social Worker Wellbeing project aimed to use a varied approach, including events, training days, a library of resources and eLearning to support social worker wellbeing. Part of the offer included a number of focus groups that were facilitated by SelfCare Psychology (SCP), training for managers on allocating cases, training for practitioners on managing their caseloads, and in November 2021, some of the funding was used to host an in-person 'Emotional Resilience & Wellbeing in Social Work Conference' at Kingston University. The attendance for the focus groups was very low (only 6 attended in total across 2 dates), though the individuals who did attend were very enthusiastic and gave constructive feedback for SCP to use in pulling together their eLearning content. The training for managers had to be cancelled as there were too few bookings, though the caseload training for practitioners had relatively good attendance (9 attended out of 16 bookings). The conference was also reasonably well attended, with 25 attending out of 40 bookings, although the vast majority of attendees came from only two partner agencies - Croydon Adults (32%) and Sutton Children (36%).

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 4* shows 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", 91.86% rating the sessions as "Extremely Helpful"/"Helpful" and 91.32% rating the sessions as having "Fully met"/"Exceeded" their expectations.

Appendix 5 shows a full breakdown of the evaluations from Surveymonkey by event. Data for some events (e.g. the BLM and the Voice of Social Work 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 (19.3% of those who attended, on average), which does not provide an ideal comprehensive overview. This has also decreased compared to the previous year. Although feedback is also obtained via other formats, such as stakeholder surveys and email correspondence from colleagues across the partnership, having direct feedback after the events is extremely valuable. The TP Team has started to encourage delegates to complete the evaluations in the final few minutes of training sessions, though this was implemented towards the end of the training year, so the impact of this cannot yet be determined.

Some of the comments from the evaluations are as follows:

- "Great presentations. Thank you. I have left the presentation well informed. And feel more comfortable to put it into practice." - *Chronologies, 19/05/2021*
- "It is important to see the person and understand the reason behind the self neglect…be more mindful of [pa] person's circumstances and not be judgmental. this was a brilliant presentation" - *Self-Neglect Seminar, 12/05/2021*
- "it was very comprehensive and sequential so great for those of us involved in attempting a feasibility study with predicted stats i would have liked information to help with this but it was not something expected and the information shared by Tim has helped me to begin to 'think' about who to contact and what to ask them." - *The Liberty Protection Safeguards (the replacement scheme for the DoLS), 08/09/2021*
- "would recommend this to everyone who supervises and who is training to be or is a PE." - *PE Workshop: PE Supervision Skills, 14/09/2021*
- "It was a fantastic workshop, the trainers were incredibly knowledgeable and understanding. They gave people time and space to speak about their own experiences and emotions related to their work and cases." - *Direct Work with Children - Therapeutic Approaches Training, 22/09/2021*
- "I shall be re-evaluating how I use my supervision sessions, encouraging my student to bring more to our sessions and to take more ownership not just on the work that they do but also in how they would wish their supervision to be conducted. To remember that this is a two way street and to be comfortable in bringing their needs to the table." - *PE Workshop: Promoting Learning using Direct Work Tools, 29/03/2022*

Evaluations for the ECM programme have also been very positive. 100% of respondents from the Cheshire and Merseyside cohort said that they would "recommend this course to an early career manager". 100% of respondents said they found the programme "Extremely useful" and that their expectations of the programme were "Exceeded" or "Fully" met. Unfortunately, the TP cohort has failed

to complete the evaluations for the days that have taken place, and with one day yet to take place, the overall evaluations have not been sent out as yet. It is hoped that this final evaluation will give an indication of how the 3rd TP cohort found the programme.

The evaluations of the EPD Framework sessions events have been very positive to date, with 100% of respondents rating the facilitators' knowledge as "Good"/"Excellent", 94.59% rating the sessions as "Extremely Helpful"/"Helpful" and 94.59% rating the sessions as having "Fully met"/"Exceeded" their expectations.

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. Due to the increased level of activity with the Continuous Improvement Funding projects, the TP team was not able to implement the follow up evaluations 3 or 6 months following training. However, the Coaching project involves research on the long-term impact of learning and the learning from this piece of research will help to inform the TP's approach to long-term impact evaluation going forward.

Conclusions and Recommendations

Overall, 1382 bookings were made for the provision across the year, and the average attendance rate was 59.30%. A number of 'cohort' type sessions or courses also took place. The feedback for all training has been extremely positive overall and suggests that the content of courses is meeting the needs of partner agencies and practitioners attending the provision.

From analysis of the data and trends observed, there are a number of recommendations that can be drawn. The recommendations for the L&D offer for 2022-23 and going forward are:

1. To continue working closely with partners to identify learning needs;
2. To continue to encourage delegates to complete the evaluations in the final few minutes of training session to get higher response rates;
3. To incorporate learnings from the coaching research when planning a system for follow up impact evaluations 3-6 months post event;
4. To identify barriers to attendance, and work closely with partners to tackle high non-attendance rates;
5. To consolidate the TP training offer so there are fewer instances of certain training opportunities, to ensure better attendance and value for each session;
6. To continue to work with partner agencies to implement the Communications Principles, and continue to attend managers' meetings to present the CPD offer, to ensure the greatest awareness of the CPD offer.

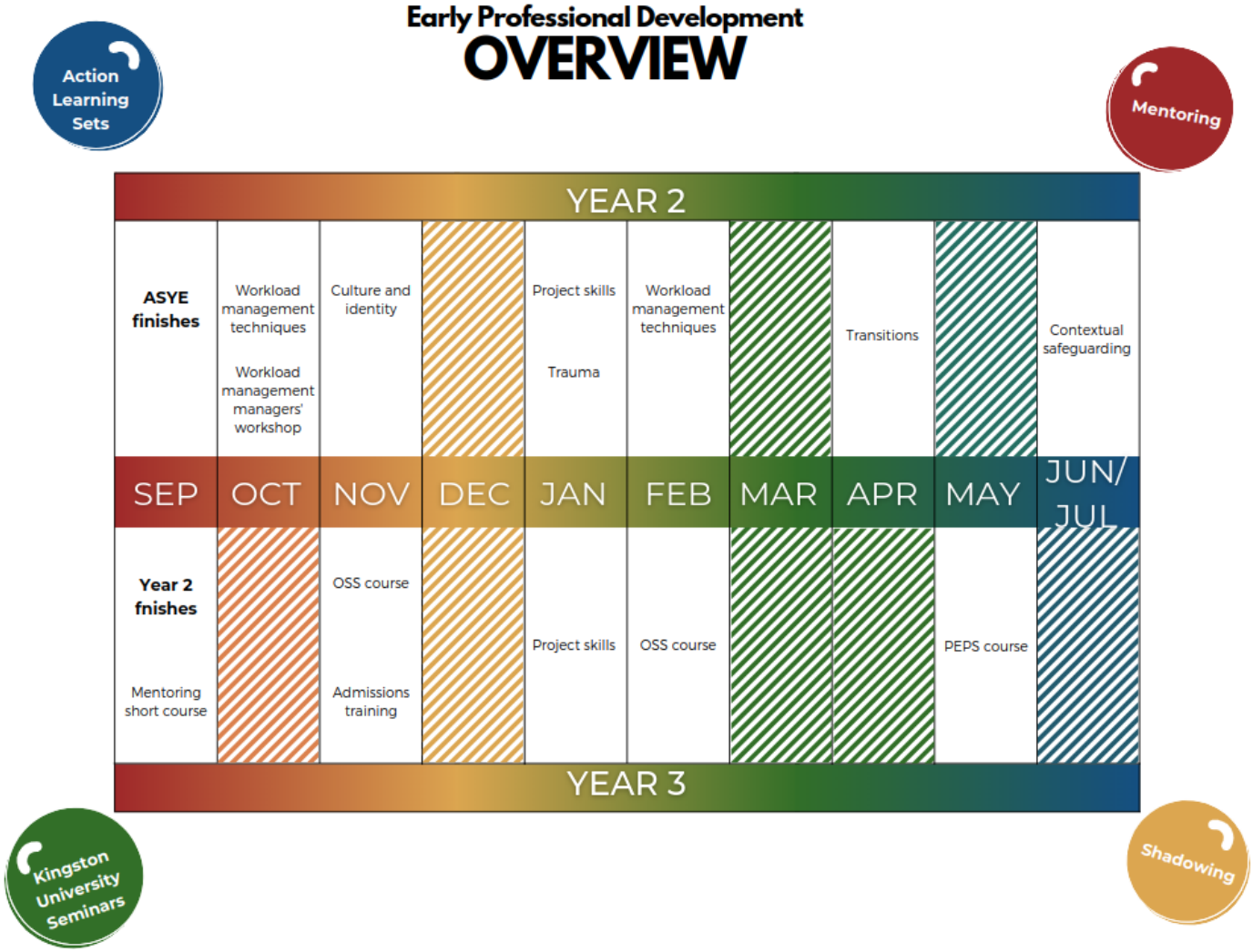
Appendices

Appendix 1 - CPD Brochures for April 2021 - March 2022

https://www.developingtogetherswtp.org.uk/wp-content/uploads/2021/03/Developing-Together-Teaching-Partnership-CPD-Brochure-Apr-21-Mar-22-v1.pdf

https://www.developingtogetherswtp.org.uk/wp-content/uploads/2021/09/Developing-Together-Teaching-Partnership-CPD-Brochure-Apr-21-Mar-22-v2.pdf

Appendix 2 - Overview of the EPD Framework Offer 2021-22



Appendix 3 - Breakdown of attendance across all events between April 2021 and March 2022

Course Name	Date	Total Bookings	% Attendance	% Cancelled	% No shows
PE Workshop: Becoming Placement Ready	20/04/2021	7	57.14%	0.00%	42.86%
BLM and the Voice of Social Work - Discussion Group	20/04/2021	26	76.92%	0.00%	23.08%
PE Workshop: PE Supervision Skills	04/05/2021	10	50.00%	20.00%	30.00%
Beyond the 'Toxic Trio': Understanding Cumulative Risk of Harm	05/05/2021	29	41.38%	0.00%	51.72%
The Psychology of Wellbeing - How and Why is it Important?	06/05/2021	4	75.00%	0.00%	25.00%
Understanding Loss and Responses to Grief	07/05/2021	14	85.71%	14.29%	0.00%
Anti-Oppressive Practice Beyond Qualification	11/05/2021	20	45.00%	10.00%	45.00%
Self-Neglect Seminar	12/05/2021	64	70.31%	6.25%	20.31%
Critical Analysis and Writing Analytical Assessments	13/05/2021	12	66.67%	0.00%	25.00%
PE Conference 'Creative and Experiential Learning for All'	17/05/2021	21	76.19%	0.00%	23.81%
PE Workshop: Individual Difference	18/05/2021	9	55.56%	11.11%	33.33%
PE Conference 'Reflections on Learning from Cross-border Practice Education'	18/05/2021	27	81.48%	3.70%	14.81%
Chronologies	19/05/2021	26	46.15%	7.69%	46.15%
PE Conference 'Compassionate Mindfulness'	19/05/2021	16	75.00%	0.00%	25.00%
PE Conference 'Interrogating Oppression in Practice Education'	20/05/2021	57	54.39%	14.04%	28.07%
PE Conference 'Using the SWEPS to Assess Practice Placement Students'	20/05/2021	33	54.55%	3.03%	36.36%
PE Conference 'Together Apart' - Navigating Emotion and Containment within Remote Spaces'	21/05/2021	36	63.89%	8.33%	27.78%
Virtual Working and Assessment	24/05/2021	31	70.97%	6.45%	22.58%
Reflective Supervision: Tools & Resources for Supervisors	25/05/2021	11	54.55%	9.09%	36.36%
Wellbeing: Self Care is Vital	27/05/2021	25	52.00%	4.00%	44.00%
PE Workshop: Assessing & Evidencing Values & Ethics	01/06/2021	15	33.33%	26.67%	33.33%
BLM and the Voice of Social Work - Discussion Group	01/06/2021	35	25.71%	2.86%	71.43%
PE Workshop: Report Writing	07/06/2021	18	55.56%	11.11%	33.33%
KSS Reflective Workshop	14/06/2021	9	88.89%	0.00%	11.11%

PE Workshop: Struggling Placements	15/06/2021	8	37.50%	25.00%	37.50%
Writing Reflectively for Your CPD	22/06/2021	5	40.00%	0.00%	60.00%
Child to Parent Violence Training	25/06/2021	36	58.33%	0.00%	38.89%
PE Workshop: Supervision Skills to Enable Reflection and Analysis	29/06/2021	23	47.83%	21.74%	30.43%
PE Workshop: Promoting Learning using Direct Work Tools	13/07/2021	20	40.00%	30.00%	30.00%
BLM and the Voice of Social Work - Discussion Group	03/08/2021	35	37.14%	8.57%	48.57%
PE Workshop: Becoming Placement Ready	07/09/2021	9	66.67%	11.11%	22.22%
The Liberty Protection Safeguards (the replacement scheme for the DoLS)	08/09/2021	62	74.19%	4.84%	20.97%
Legal and Ethical Literacy (Adult Social Care)	10/09/2021	7	57.14%	0.00%	42.86%
Knowledge, Skills and Tools for ASYE Assessors - Day 1	13/09/2021	10	40.00%	10.00%	20.00%
PE Workshop: PE Supervision Skills	14/09/2021	10	50.00%	0.00%	50.00%
Knowledge, Skills and Tools for ASYE Assessors - Day 2	20/09/2021	10	40.00%	10.00%	20.00%
Direct Work with Children - Therapeutic Approaches Training	22/09/2021	21	61.90%	9.52%	28.57%
PE Workshop: Individual Difference	28/09/2021	12	41.67%	16.67%	41.67%
BLM and the Voice of Social Work - Discussion Group	05/10/2021	31	58.06%	9.68%	22.58%
KSS Reflective Workshop	11/10/2021	23	43.48%	0.00%	56.52%
PE Workshop: Assessing & Evidencing Values & Ethics	12/10/2021	14	42.86%	28.57%	28.57%
Writing Reflectively for Your CPD with Social Work England	19/10/2021	35	74.29%	0.00%	25.71%
Critical Analysis and Writing Analytical Assessments	21/10/2021	7	71.43%	14.29%	0.00%
PE Workshop: Struggling Placements	26/10/2021	12	41.67%	16.67%	41.67%
Virtual Social Work Practice	09/11/2021	28	92.86%	3.57%	3.57%
PE Workshop: Supervision Skills to Enable Reflection and Analysis	09/11/2021	14	64.29%	0.00%	28.57%
PE Workshop: Assessing Against the PCF/PQS & SWE Standards	15/11/2021	6	33.33%	0.00%	50.00%
PE Workshop: Promoting the Learning of Students using Direct Work Tools	23/11/2021	10	70.00%	10.00%	10.00%
Emotional Resilience & Wellbeing in Social Work Conference	25/11/2021	40	62.50%	10.00%	27.50%
BLM and the Voice of Social Work - Discussion Group	07/12/2021	37	21.62%	27.03%	45.95%
PE Workshop: Report Writing	07/12/2021	16	43.75%	18.75%	37.50%

Attachment Theory – Putting it into Practice	10/01/2022	10	70.00%	30.00%	0.00%
PE Workshop: Becoming Placement Ready	11/01/2022	9	55.56%	33.33%	11.11%
PE Workshop: PE Supervision Skills	18/01/2022	9	77.78%	0.00%	11.11%
How to Critique Research and How to Choose Research to Inform Practice?	19/01/2022	8	87.50%	0.00%	0.00%
Understanding the Liberty Protection Safeguards	20/01/2022	11	72.73%	0.00%	27.27%
Putting Safeguarding Children with Disabilities Into Practice	21/01/2022	5	100.00%	0.00%	0.00%
PE Workshop: The Anti-Racist & Anti-Oppressive Practice Placement	31/01/2022	10	50.00%	20.00%	30.00%
PE Workshop: Individual Difference	01/02/2022	13	53.85%	0.00%	46.15%
BLM and the Voice of Social Work - Discussion Group	01/02/2022	16	31.25%	6.25%	56.25%
PE Workshop: Supporting Students with the Development of Professionalism	03/02/2022	16	75.00%	0.00%	25.00%
PE Workshop: Report Writing	08/02/2022	10	60.00%	0.00%	40.00%
PE Workshop: Assessing & Evidencing Values & Ethics	15/02/2022	11	45.45%	27.27%	27.27%
Social Graces Workshop	28/02/2022	14	50.00%	21.43%	28.57%
PE Workshop: Struggling Placements	01/03/2022	13	61.54%	15.38%	23.08%
Managing Caseload Workload	11/03/2022	16	56.25%	12.50%	31.25%
Social Work Conference: Think Family Attachment Throughout the Life Course	14/03/2022	72	54.17%	9.72%	36.11%
PE Workshop: Supervision Skills to Enable Reflection and Analysis	15/03/2022	16	62.50%	0.00%	31.25%
PE Workshop: Assessing Against the PCF/PQS & SWE Standards	22/03/2022	17	58.82%	0.00%	41.18%
PE Workshop: Promoting Learning using Direct Work Tools	29/03/2022	10	50.00%	10.00%	40.00%

Appendix 4 - 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 5 - Breakdown of evaluation data from Surveymonkey across all events between April 2021 and March 2022

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"
PE Workshop: Becoming Placement Ready	20/04/2021	2	50.00%	100.00%	100.00%	100.00%
BLM and the Voice of Social Work - Discussion Group	20/04/2021	0	0.00%	n/a	n/a	n/a
PE Workshop: PE Supervision Skills	04/05/2021	3	60.00%	100.00%	100.00%	100.00%
Beyond the 'Toxic Trio': Understanding Cumulative Risk of Harm	05/05/2021	1	8.33%	0.00%	0.00%	0.00%
The Psychology of Wellbeing - How and Why is it Important?	06/05/2021	2	66.67%	0.00%	100.00%	100.00%
Understanding Loss and Responses to Grief	07/05/2021	2	16.67%	100.00%	100.00%	100.00%
Anti-Oppressive Practice Beyond Qualification	11/05/2021	0	0.00%	n/a	n/a	n/a
Self-Neglect Seminar	12/05/2021	5	11.11%	100.00%	100.00%	100.00%
Critical Analysis and Writing Analytical Assessments	13/05/2021	4	50.00%	100.00%	100.00%	100.00%
PE Conference 'Creative and Experiential Learning for All'	17/05/2021	0	0.00%	n/a	n/a	n/a
PE Workshop: Individual Difference	18/05/2021	3	60.00%	100.00%	100.00%	100.00%
PE Conference 'Reflections on Learning from Cross-border Practice Education'	18/05/2021	0	0.00%	n/a	n/a	n/a
Chronologies	19/05/2021	6	50.00%	n/a	100.00%	100.00%
PE Conference 'Compassionate Mindfulness'	19/05/2021	0	0.00%	n/a	n/a	n/a
PE Conference 'Interrogating Oppression in Practice Education'	20/05/2021	0	0.00%	n/a	n/a	n/a
PE Conference 'Using the SWEPS to Assess Practice Placement Students'	20/05/2021	0	0.00%	n/a	n/a	n/a
PE Conference 'Together Apart' - Navigating Emotion and Containment within Remote Spaces'	21/05/2021	0	0.00%	n/a	n/a	n/a
Virtual Working and Assessment	24/05/2021	6	27.27%	n/a	83.33%	83.33%

Reflective Supervision: Tools & Resources for Supervisors	25/05/2021	1	16.67%	n/a	100.00%	100.00%
Wellbeing: Self Care is Vital	27/05/2021	1	7.69%	n/a	100.00%	100.00%
PE Workshop: Assessing & Evidencing Values & Ethics	01/06/2021	2	40.00%	n/a	100.00%	100.00%
BLM and the Voice of Social Work - Discussion Group	01/06/2021	0	0.00%	n/a	n/a	n/a
PE Workshop: Report Writing	07/06/2021	3	30.00%	n/a	100.00%	100.00%
KSS Reflective Workshop	14/06/2021	5	62.50%	n/a	100.00%	100.00%
PE Workshop: Struggling Placements	15/06/2021	0	0.00%	n/a	n/a	n/a
Writing Reflectively for Your CPD	22/06/2021	0	0.00%	n/a	n/a	n/a
Child to Parent Violence Training	25/06/2021	0	0.00%	n/a	n/a	n/a
PE Workshop: Supervision Skills to Enable Reflection and Analysis	29/06/2021	0	0.00%	n/a	n/a	n/a
PE Workshop: Promoting Learning using Direct Work Tools	13/07/2021	0	0.00%	n/a	n/a	n/a
BLM and the Voice of Social Work - Discussion Group	03/08/2021	0	0.00%	n/a	n/a	n/a
PE Workshop: Becoming Placement Ready	07/09/2021	1	16.67%	n/a	100.00%	100.00%
The Liberty Protection Safeguards (the replacement scheme for the DoLS)	08/09/2021	14	30.43%	n/a	85.71%	78.57%
Legal and Ethical Literacy (Adult Social Care)	10/09/2021	1	25.00%	n/a	100.00%	100.00%
Knowledge, Skills and Tools for ASYE Assessors - Day 1	13/09/2021	0	0.00%	n/a	n/a	n/a
PE Workshop: PE Supervision Skills	14/09/2021	1	20.00%	n/a	100.00%	100.00%
Knowledge, Skills and Tools for ASYE Assessors - Day 2	20/09/2021	0	0.00%	n/a	n/a	n/a
Direct Work with Children - Therapeutic Approaches Training	22/09/2021	2	15.38%	n/a	100.00%	100.00%
PE Workshop: Individual Difference	28/09/2021	2	40.00%	n/a	100.00%	100.00%
BLM and the Voice of Social Work - Discussion Group	05/10/2021	0	0.00%	n/a	n/a	n/a
KSS Reflective Workshop	11/10/2021	5	50.00%	n/a	80.00%	100.00%
PE Workshop: Assessing & Evidencing Values & Ethics	12/10/2021	0	0.00%	n/a	n/a	n/a
Writing Reflectively for Your CPD with Social Work England	19/10/2021	3	11.54%	n/a	66.67%	66.67%
Critical Analysis and Writing Analytical Assessments	21/10/2021	0	0.00%	n/a	n/a	n/a
PE Workshop: Struggling Placements	26/10/2021	0	0.00%	n/a	n/a	n/a
Virtual Social Work Practice	09/11/2021	0	0.00%	n/a	n/a	n/a
PE Workshop: Supervision Skills to Enable Reflection and Analysis	09/11/2021	0	0.00%	n/a	n/a	n/a

PE Workshop: Assessing Against the PCF/PQS & SWE Standards	15/11/2021	0	0.00%	n/a	n/a	n/a
PE Workshop: Promoting the Learning of Students using Direct Work Tools	23/11/2021	0	0.00%	n/a	n/a	n/a
Emotional Resilience & Wellbeing in Social Work Conference	25/11/2021	0	0.00%	n/a	n/a	n/a
BLM and the Voice of Social Work - Discussion Group	07/12/2021	0	0.00%	n/a	n/a	n/a
PE Workshop: Report Writing	07/12/2021	0	0.00%	n/a	n/a	n/a
Attachment Theory – Putting it into Practice	10/01/2022	3	42.86%	n/a	100.00%	100.00%
PE Workshop: Becoming Placement Ready	11/01/2022	3	60.00%	n/a	100.00%	66.67%
PE Workshop: PE Supervision Skills	18/01/2022	3	42.86%	n/a	100.00%	100.00%
How to Critique Research and How to Choose Research to Inform Practice?	19/01/2022	4	57.14%	n/a	75.00%	75.00%
Understanding the Liberty Protection Safeguards	20/01/2022	0	0.00%	n/a	n/a	n/a
Putting Safeguarding Children with Disabilities Into Practice	21/01/2022	1	20.00%	n/a	0.00%	0.00%
PE Workshop: The Anti-Racist & Anti-Oppressive Practice Placement	31/01/2022	0	0.00%	n/a	n/a	n/a
PE Workshop: Individual Difference	01/02/2022	4	57.14%	n/a	100.00%	100.00%
BLM and the Voice of Social Work - Discussion Group	01/02/2022	0	0.00%	n/a	n/a	n/a
PE Workshop: Supporting Students with the Development of Professionalism	03/02/2022	3	25.00%	n/a	100.00%	100.00%
PE Workshop: Report Writing	08/02/2022	1	16.67%	100.00%	100.00%	100.00%
PE Workshop: Assessing & Evidencing Values & Ethics	15/02/2022	1	20.00%	100.00%	100.00%	100.00%
Social Graces Workshop	28/02/2022	1	14.29%	n/a	100.00%	100.00%
PE Workshop: Struggling Placements	01/03/2022	1	12.50%	100.00%	100.00%	100.00%
Managing Caseload Workload	11/03/2022	6	66.67%	100.00%	100.00%	100.00%
Social Work Conference: Think Family Attachment Throughout the Life Course	14/03/2022	0	0.00%	n/a	n/a	n/a
PE Workshop: Supervision Skills to Enable Reflection and Analysis	15/03/2022	1	10.00%	100.00%	100.00%	100.00%
PE Workshop: Assessing Against the PCF/PQS & SWE Standards	22/03/2022	6	60.00%	100.00%	100.00%	100.00%
PE Workshop: Promoting Learning using Direct Work Tools	29/03/2022	4	80.00%	100.00%	100.00%	100.00%