



# DEVELOPING TOGETHER

## SOCIAL WORK TEACHING PARTNERSHIP

# Developing Together Social Work Teaching Partnership Annual Learning and Development Report April 2022 - March 2023

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# Introduction

Welcome to the Teaching Partnership (TP)'s Annual Learning and Development (L&D) Report 2022-23. This covers over 80 events across all the different programmes offered by the TP between April 2022 and March 2023.

Due to variations in agencies' expectations of working in office or flexibly, the vast majority of events continued to be held virtually, though a few more 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 2022-23 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<sup>1</sup>. 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, and had access to the full TP provision from March 2022.

The TP continued to open up some of the provision to external bookings, and continued the agreement with Central Bedfordshire Teaching Partnership, a relatively newly established partnership. They contributed an additional £4000 amount to enable their social workers to continue to access the TP provision. A number of enquiries were made by external agencies to commission training from the TP, resulting in a successful cohort of Trauma Informed Practice training delivered to around 40 Social Workers from Mercers and Welcare. This generated just over £2,500 income. Continuing to find avenues of income is key in supporting the TP's sustainability and income generation objectives, and more planning is required to generate new opportunities for this going forward.

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<sup>1</sup> 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.



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 again 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 maintain course accreditation with The CPD Standards Office (CPDSO) for four courses in total: the 'Strengths Based Approach' programme, the 2-day 'Knowledge and Skills for ASYE Assessor', the ECM programme and 'Enabling Reflective Practice'.

The TP successfully launched the second cohort of the Early Professional Development (EPD) Framework in June 2022, which commenced in September 2022. The EPD framework was developed for social workers in the second and third years of their career based on some of the learnings from the DfE's pilot Early Professional Development programme (2009-2011), and working closely with local employers and Kingston University. This aims to support social workers following the Assessed and Supported Year in Employment (ASYE), as this challenging time has been referred to as a metaphorical 'cliff-edge'. *Appendix 2* shows an overview of the EPD offer. This report will focus mainly on the broader TP training offer.

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 support their annual re registration with Social Work England (SWE).

## Attendance

### General Provision

**Table 1** below is an overview of bookings and attendance both overall and by partner. The previous changes to the Eventbrite signup form has resulted in data that is much more accurate for partners, with only one or two attendees' information



being unknown. Please note that this table covers sessions that took bookings via Eventbrite, and not those that were cohorts or by invitation only.

The data shows that the highest number of bookings and attendance were from Croydon Adults, followed by Central Bedfordshire TP and Sutton 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, with an overall rate of 46.98% 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 2022 and March 2023.

	Total no. of Bookings	Total attendance	Total non-attendance	% attendance	% non-attendance	% cancelled	% no shows
<b>Overall</b>							
	911	483	428	53.02%	46.98%	7.35%	27.22%
<b>By Partner</b>							
Achieving for Children	75	49	26	65.33%	34.67%	4.00%	20.00%
Croydon Adults	180	88	92	48.89%	51.11%	6.67%	31.11%
Croydon Children's	27	10	17	37.04%	62.96%	18.52%	29.63%
Central Bedfordshire TP	90	39	51	43.33%	56.67%	8.89%	41.11%
Kingston Adults	43	28	15	65.12%	34.88%	16.28%	16.28%
Kingston University	65	40	25	61.54%	38.46%	4.62%	18.46%
Merton Adults	28	8	20	28.57%	71.43%	7.14%	57.14%
Merton Children's	40	24	16	60.00%	40.00%	2.50%	25.00%
NSPCC	32	20	12	62.50%	37.50%	6.25%	25.00%
Richmond & Wandsworth Council	18	11	7	61.11%	38.89%	5.56%	16.67%
Surrey County Council	61	22	39	36.07%	63.93%	13.11%	27.87%
Sutton Children's	83	45	38	54.22%	45.78%	6.02%	22.89%
Sutton Adults	37	20	17	54.05%	45.95%	10.81%	24.32%
Sutton (unknown)	1	1	0	100.00%	0.00%	0.00%	0.00%
Welcare	21	14	7	66.67%	33.33%	4.76%	23.81%
Teaching Partnership	0	0	0	N/A	N/A	N/A	N/A
Other	58	33	25	56.90%	43.10%	3.45%	27.59%
Unknown	1	1	0	100.00%	0.00%	0.00%	0.00%

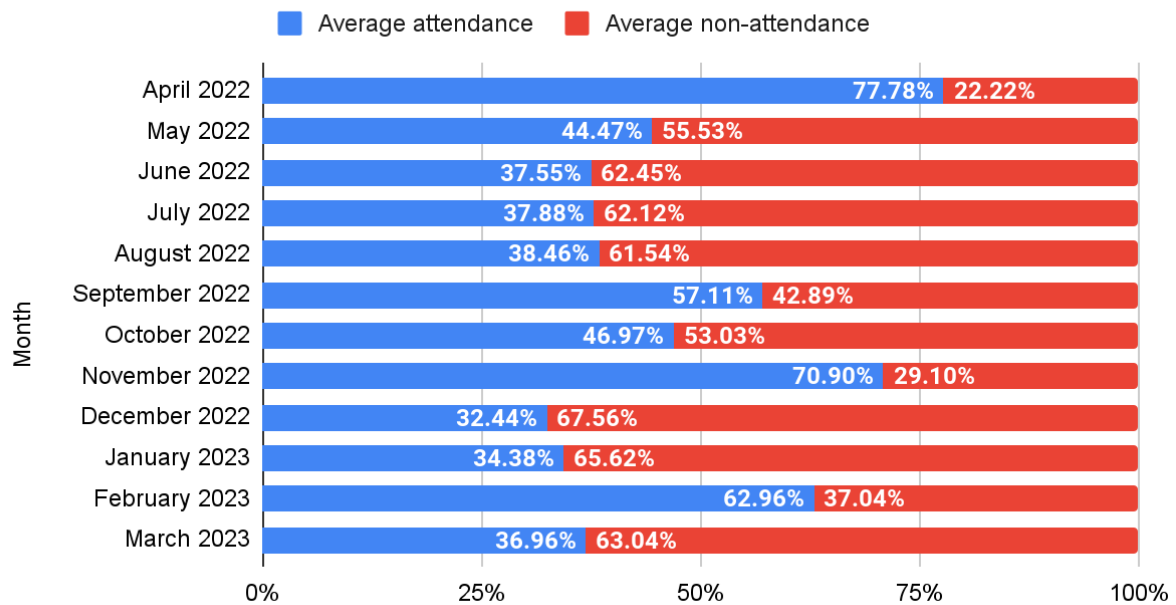
Table 1 - bookings and attendance by partner

Looking into the data in more detail, There does not seem to be much of a pattern or trend in attendance and non-attendance rates over the year. Although the



attendance rate started off very high (77.78%) in April '22, it then decreased to 44.47% by the next month, remained just under 40% over the following few months and then fluctuated between 70.90% and 32.44% over the following months until March 23. **Chart 1** shows the attendance rates by month.

## Month Average Attendance and Non-attendance



**Chart 1 - average attendance and non-attendance by month**

Although it is difficult to establish a reason for the fluctuations due to a lack of observable pattern, attendance has remained lower closer to large holidays such as summer and winter breaks. This will continue to be considered in the scheduling of future training events, avoiding scheduling a large number of events during months where non-attendance rates have been high.

**Table 2** below shows the most popular courses by number of attendees. The most popular sessions overall were two of the main conference events scheduled for the year: the Emotional Resilience & Wellbeing in Social Work Conference and the Think Family Trauma Throughout the Life Course conference. This was followed by the Introduction to the Dynamic Maturational Model of Attachment and Adaptation training, which was specifically commissioned following the previous Think Family conference on attachment. This year's Think Family conference focused on Trauma Throughout the Life Course and was a part of Social Work England's Social Work Week calendar, which attracted many more attendees from external agencies conferences. Feedback was very positive, and these events will continue to be scheduled annually with different themes in order to create more joined up working between Children and Families and Adults social workers.

Top 10 Courses 2022-23		
Course Title	Date	No. of



		attendees
Emotional Resilience & Wellbeing in Social Work Conference	25/11/2022	43
Social Work Conference: Think Family, Trauma Throughout the Life Course	22/03/2023	42
Introduction to the Dynamic Maturational Model of Attachment and Adaptation	20/06/2022	23
PE Conference: Managing Anxiety and Emotions with Students	19/05/2022	18
CPD Peer Reflection	12/09/2022	16
BLM and the Voice of Social Work - Discussion Group	28/03/2023	16
Overview of the Liberty Protection Safeguards (LPS) Draft Code of Practice	13/06/2022	15
Managing Complex Cases Within Your Team	17/10/2022	14
PE Workshop: The Anti-racist & anti-oppressive practice placement	03/11/2022	14
PE Conference: Neurodiversity in Social Work	17/05/2022	13

**Table 2 - most popular courses 2022-23**

Overall bookings were much lower than the previous year, with 911 bookings compared to 1382 in 21-22. This continues the trend of fewer bookings over the past couple of years. Learning from the previous year's report indicated that multiple instances of a course could be contributing to the lower numbers per session, and this was taken into account when planning the 22-23 CPD cycle. Despite this, 11 events were still cancelled over the course of the 22-23 cycle, as they had too few bookings or attendees to be able to go ahead. This does appear to be a trend across other agencies and partnerships as well, and may be indicative of wider issues in terms of capacity and pressures that Social Workers are facing, which means that attendance at training becomes less of a priority. This is being taken into account when planning the 23-24 cycle, with the team planning to take more events to partner agencies directly where appropriate, in order to support attendance.

In order to continue supporting colleagues as much as possible to attend CPD opportunities, the TP Team has continued to present the new CPD offer to partner agencies by attending forums or meetings 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 staff and better support their supervisees to attend the provision.

It may be the case that some TP sessions are duplicating the internal offer of some partner agencies. Therefore, the TP has implemented an annual CPD meeting with the Learning and Development or Workforce leads ahead of the planning for the next CPD cycle. The first meeting was held in January 2023 for the 23-24 CPD cycle and it is hoped that this will be helpful in streamlining the TP offer, as well as addressing shared gaps in provision more effectively.

## CPD Passport

All of the sessions that have been offered have come from Achieving for Children, Sutton and Wandsworth Children. Achieving for Children offered 12 sessions across the year on a variety of topics including: 'Encouraging the voice of the child during Engagement & Assessment' and 'Assessment Skills: Social Care Assessments 2-day'. There were 8 bookings in total across 6 sessions, with an attendance rate of 50%.

Sutton continued to offer 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, there appeared to be over 100 sign ups, though only 3 modules in total were completed. However, upon further review, it appeared that these colleagues' job titles were not related to social work, and that there may have been an overlap with another group in Education. Going forward, the option for Partnership Social Workers has been changed to 'Social Work TP' so that it is clear.

Wandsworth Children offered spaces on 6 courses on an ad hoc basis over the year, on topics such as 'Identity, Culture and diversity in assessment of children and their families', 'Child Permanence Report (CPR)' and 'SEND Neurodiversity working with parents and children who are neurodivergent'. There were 2 bookings for 1 session, with a 100% attendance rate.

Although not all partner agencies are able to offer sessions on the CPD passport, the scheme does allow colleagues to access a wider range of courses and network with colleagues from other partner agencies, so the CPD passport will continue to be offered for the next 2023-24 CPD cycle.

## Cohort Training

In the 22-23 CPD Cycle, the only cohort training that took place was the Action Learning Set (ALS) Facilitation training, with 10 colleagues registered. Of these, 8 completed the training. This continues to add to the group of skilled ALS Facilitators across the TP, who are able to support staff in their own organisations through the



process of action learning and provide much needed ALS on the Early Career Managers' (ECM) Programme. Action learning is also a key element of the EPD Framework, where each partner organisation that takes part should be facilitating regular ALS for their EPD Social Workers throughout their 2nd year of practice.

Usually, the TP would run one cohort of the ECM programme, which 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. Although a scoping exercise was done across partners, there were not enough numbers to make a cohort viable within the 22-23 cycle.

## Early Professional Development Framework

Between September 2022 and March 2023, there have been 6 training events organised by the TP for Year 2 EPD Social Workers, and 3 for Year 3 Social Workers. The average attendance rate is 41.51% for the Year 2 sessions, and 44.29% for the Year 3 sessions. This remains relatively low overall, and lower than the previous year, 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 slightly higher than that of the Year 2 sessions, this was expected to be higher as they were chosen sessions. This indicates that there needs to be a more in depth review of the EPD Framework as well as how the sessions within the framework are communicated to EPD Social Workers.

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

## Continuous Improvement Funding Provision

The TP team were once again successful in bidding for Continuous Improvement (CI) Funding from the DfE in 2022, this time for 3 projects: Training for Social Workers in Autism, Practice Education Consultation and Strategy and Independent Clinical Supervision. 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.

There were two pilot sessions for the Training for Social Workers in Autism, one in person and one online, which took place in January and February 2023. There were 12 and 11 attendees, respectively. Feedback for these sessions were overwhelmingly positive, with attendees particularly highlighting the benefits of the training in person, as well as hearing from People with Lived Experience as part of the sessions. As a





result, this training will be included in the usual CPD offer for the 23-24 cycle, and these sessions will be held in person.

The Trauma Informed Practice training from the previous year's CI Funding continued to be rolled out, and more facilitators upskilled to deliver the programme. The project has come to an end, but the rollout or training for all qualified social workers across the TP will continue as part of the usual offer of training and will be included in the attendance reports for the 23-34 cycle.

## 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 96.15% of respondents rating the facilitators' knowledge as "Good"/"Excellent", 91.25% rating the sessions as "Extremely Helpful"/"Helpful" and 88.01% 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 and conference 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 (27.88% of those who attended, on average) Although the average has increased compared to the previous year, there were also a number of sessions that received no responses at all, 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 direct feedback after the events is extremely valuable. Encouraging delegates to complete the evaluations in the final few minutes of training sessions does appear to have improved response rates, though when sessions finish right at the finishing time or overrun, this isn't always possible. We will continue to encourage feedback within sessions.

Some of the comments from the evaluations are as follows:

- "I have found this training very helpful, and look forward to applying it to my practice. This training has given me a much better understanding of



Nurodiversity, which will help me with both colleagues/professionals and the children i am working with." - *PE Conference: Neurodiversity in Social Work, 17/05/2022*

- "I have really enjoyed this training session as it helped me to see that lots of women are experiencing the menopause in many different ways. It was great to be able to speak about a topic that normally is considered as a taboo subject and share our experiences." - *Menopause Awareness, 29/06/2022*
- "...it was a really useful and interesting session and by discussing practice and looking at the alternative approaches helps to ensure that the practice is systematic yet reflects the needs of students and the strengths of PE's" - *PE Workshop: PE Supervision Skills, 19/10/2022*
- "To avoid being descriptive in writing reflectively as much as possible as it is about what i as a person has learnt and the impact the learning has had or is going to have on my practice. To set a time aside to complete clinical reflection as a reflective Social Worker not only for my registration renewal but for my development as a good practitioner." - *Writing Reflectively for Your CPD with Social Work England, 20/10/2022*
- "This was one of the most useful training I've been on all year. Rob was factual and the tips were valuable. I think he was realistic with the stresses and seriousness of court, yet still reassuring it would be fine as long as we prepare." - *Courtroom Skills - Court of Protection and Coroners Court, 29 & 30/09/2022*
- "We connect to survive, we co-regulate each other, trauma is like a bruise, it doesn't hurt until it is banged Helped me so much to think about I must be aware of myself, where I come from when working with families Make sense of behaviour rather than just trying to stop it" - *Think Family Conference: Trauma Throughout the Life Course - 22/03/2023*

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.

Following recommendations from last year's L&D report, the TP team began to consider long term evaluations of provision, with the ECM programme being the pilot. The following questions were posed to a random selection of managers who attended previous cohorts via phone interview or email:

- Has this training continued to have an impact on your practice? If so, how? If not, why not? Please give examples.
- How has attending this training impacted on your colleagues / team / service? (for example did you cascade your knowledge at a team meeting)
- Is there anything else you would like to tell me about the impact attending this training has had on you?

The responses were very positive, with all managers reporting that the training had continued to have a positive impact on their practice, that it had allowed them to



support their team more widely and that it supported confidence overall in being a manager. For example, one manager said: "It definitely has - it made me think about supervision differently and having difficult conversations with people, and more about people's welfare in supervision...If I hadn't attended this training, I would probably be struggling more! It helped me to feel more grounded in myself." Going forward, long term evaluation of the ECM will continue, and a selection of other courses will be identified for long term impact evaluation.

## Conclusions and Recommendations

Overall, 911 bookings were made for the provision across the year, and the average attendance rate was 53.02%. 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 2023-24 and going forward are:

1. To continue working closely with partners to identify learning needs, reduce duplication of efforts and resources, and increase visibility and awareness of the TP offer alongside internal offers;
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 identify and evaluate additional courses for impact 3-6 months post event;
4. To continue to identify barriers to attendance, and work closely with partners to tackle high non-attendance rates;
5. To increase the provision that is in person to address the feedback from this year's sessions, and to support increased attendance, particularly for the Practice Education provision;



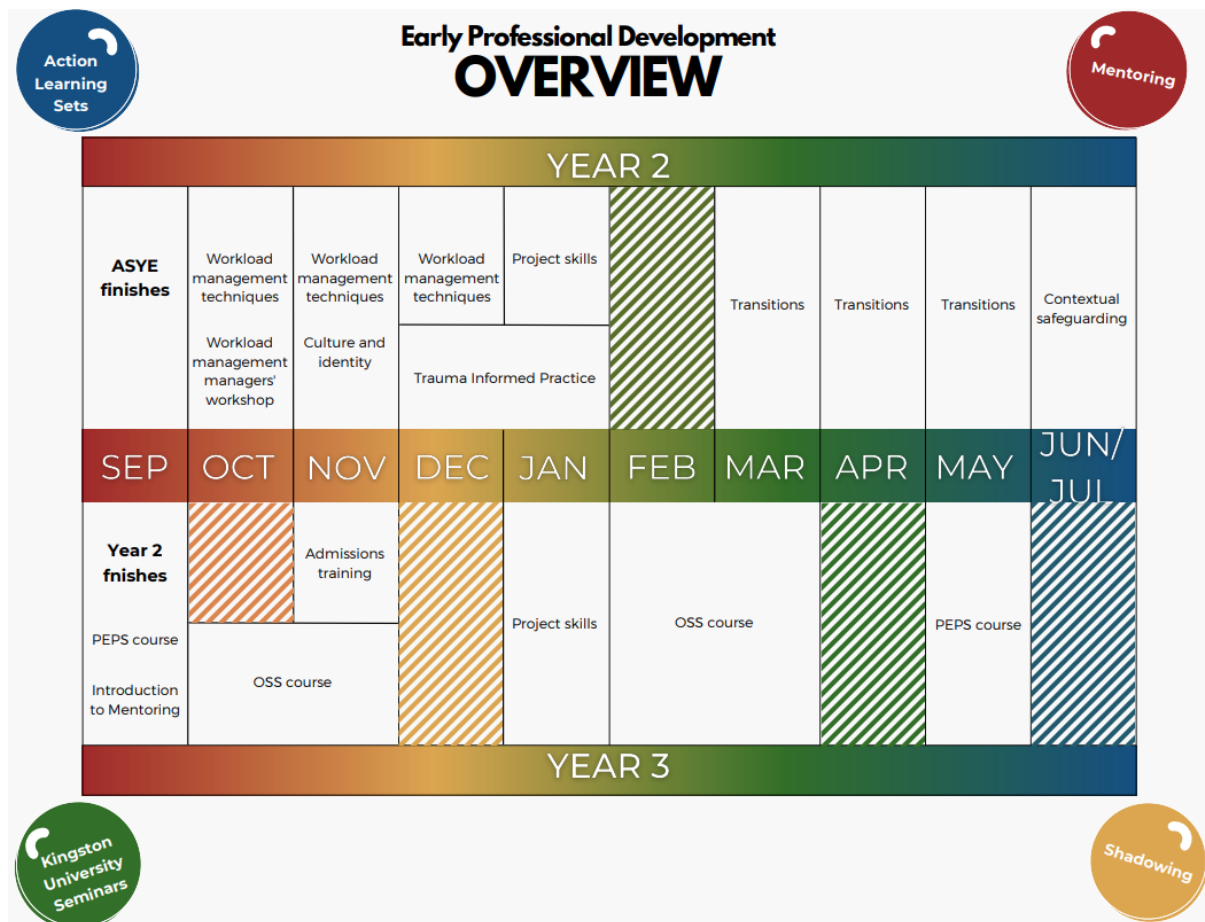
# Appendices

## Appendix 1 - CPD Brochures for April 2022 - March 2023

<https://www.developingtogetherswtp.org.uk/wp-content/uploads/2022/03/Developing-Together-Teaching-Partnership-CPD-Brochure-Apr-22-Mar-23-v1.pdf>

<https://www.developingtogetherswtp.org.uk/wp-content/uploads/2022/09/Developing-Together-Teaching-Partnership-CPD-Brochure-Apr-22-Mar-23-v2.pdf>

## Appendix 2 - Overview of the EPD Framework Offer 2022-23





## Appendix 3 - Breakdown of attendance across all events between April 2022 and March 2023

Course Name	Date	Total Bookings	% Attendance	% Cancelled	% No shows
PE Workshop: Becoming Placement Ready	26/04/2022	9	77.78%	11.11%	11.11%
PE Workshop: Supervision Skills	10/05/2022	11	81.82%	9.09%	9.09%
PE Conference: Learning and Reflections on PLE Feedback - 'What, why, how and when?'	16/05/2022	18	66.67%	0.00%	0.00%
PE Conference: Equality and the Role of Power in Practice Education	17/05/2022	18	33.33%	16.67%	16.67%
PE Conference: Neurodiversity in Social Work	17/05/2022	22	59.09%	0.00%	0.00%
PE Conference: Learning From Quality Assurance of Practice Learning	18/05/2022	17	47.06%	17.65%	17.65%
PE Conference: Returning, Repairing and Reconstructing Self	18/05/2022	Event Cancelled - insufficient bookings			
PE Conference: Managing Anxiety and Emotions with Students	19/05/2022	26	69.23%	0.00%	0.00%
PE Conference: Exploration of Practice Educator Status with SWE and Plenary	20/05/2022	Event Cancelled - insufficient bookings			
PE Workshop: The Anti-Racist & Anti-Oppressive Practice Placement	23/05/2022	Event Cancelled - insufficient bookings			
CPD Peer Reflection	25/05/2022	8	87.50%	0.00%	0.00%
PE Workshop: Individual Difference	06/06/2022	Event Cancelled - insufficient bookings			
Overview of the Liberty Protection Safeguards (LPS) Draft Code of Practice	13/06/2022	22	68.18%	4.55%	4.55%
PE Workshop: Supporting Students with the Development of Professionalism	14/06/2022	16	56.25%	6.25%	6.25%
Self-Neglect Seminar	16/06/2022	Event Cancelled - insufficient bookings			
Utilizing Attachment Theory in Supporting PLE at All Life Stages	16/06/2022	Event Cancelled - insufficient bookings			
Introduction to the Dynamic Maturational Model of Attachment and Adaptation	20/06/2022	34	67.65%	2.94%	2.94%
Menopause Awareness	29/06/2022	12	58.33%	0.00%	0.00%
PE Workshop: Report Writing	30/06/2022	10	50.00%	10.00%	10.00%
Knowledge, Skills and Tools for ASYE Assessors	04/07/2022	8	62.50%	12.50%	12.50%
PE Workshop: Assessing Against the PCF & SWE Standards	06/07/2022	13	76.92%	7.69%	7.69%
Report Writing Workshop for ASYE Assessors - 12 month report	11/07/2022	Event Cancelled - insufficient bookings			
PE Workshop: A Strengths Based Approach to Supporting Students' Development	13/07/2022	Event Cancelled - insufficient bookings			
Managing Complex Cases Within Your Team	19/07/2022	14	50.00%	7.14%	7.14%
BLM and the Voice of Social Work - Discussion Group	16/08/2022	13	38.46%	23.08%	23.08%
CPD Peer Reflection	12/09/2022	22	72.73%	13.64%	13.64%



PE Workshop: Supervision Skills to Enable Reflection and Analysis	15/09/2022	21	42.86%	19.05%	19.05%
PE Workshop: Promoting Learning using Direct Work Tools	21/09/2022	9	55.56%	0.00%	0.00%
BLM and the Voice of Social Work - Discussion Group	27/09/2022	13	53.85%	7.69%	7.69%
Enabling Reflective Practice	28/09/2022	17	64.71%	0.00%	0.00%
Attachment Theory – Putting it into Practice	03/10/2022	10	60.00%	0.00%	0.00%
Managing Teams Virtually	04/10/2022	12	66.67%	8.33%	8.33%
How to Critique Research and How to Choose Research to Inform Practice?	10/10/2022	Event Cancelled - insufficient bookings			
PE Workshop: Individual Difference	10/10/2022	Event Cancelled - insufficient bookings			
Critical Analysis and Writing Analytical Assessments	11/10/2022	13	53.85%	15.38%	15.38%
Managing Complex Cases Within Your Team	17/10/2022	23	60.87%	8.70%	8.70%
Becoming a Practice Assessor	18/10/2022	3	100.00%	0.00%	0.00%
PE Workshop: PE Supervision Skills	19/10/2022	14	42.86%	28.57%	28.57%
Writing Reflectively for Your CPD with Social Work England	20/10/2022	26	38.46%	3.85%	3.85%
PE Workshop: The Anti-racist & anti-oppressive practice placement	03/11/2022	17	82.35%	0.00%	0.00%
BLM and the Voice of Social Work - Discussion Group	08/11/2022	10	70.00%	0.00%	0.00%
KSS Reflective Workshop	22/11/2022	8	75.00%	0.00%	0.00%
Social Graces Workshop	24/11/2022	18	38.89%	22.22%	22.22%
Emotional Resilience & Wellbeing in Social Work Conference	25/11/2022	63	68.25%	7.94%	7.94%
Practice Educator Refresher Training	29/11/2022	11	90.91%	0.00%	0.00%
PE Workshop: Supporting Students With the Development of Professionalism	01/12/2022	14	35.71%	0.00%	0.00%
BLM and the Voice of Social Work - Discussion Group	06/12/2022	24	29.17%	4.17%	4.17%
PE Workshop: Report Writing	10/01/2023	18	33.33%	11.11%	11.11%
BLM and the Voice of Social Work - Discussion Group	17/01/2023	Event Cancelled - facilitator unavailable			
Wellbeing: Self Care is Vital	19/01/2023	17	47.06%	11.76%	11.76%
PE Workshop: Assessing Against the PCF & SWE Standards	25/01/2023	14	57.14%	7.14%	7.14%
PE Workshop: A Strengths Based Approach to Supporting Students' Development	16/02/2023	24	50.00%	8.33%	8.33%
PE Workshop: Supervision Skills to Enable Reflection & Analysis	20/02/2023	18	55.56%	11.11%	11.11%
Becoming a Practice Assessor	21/02/2023	6	83.33%	0.00%	0.00%
PE Workshop: Promoting Learning Using Direct Work Tools	15/03/2023	Event Cancelled - insufficient attendees			
Social Work Conference: Think Family, Trauma Throughout the Life Course	22/03/2023	73	57.53%	8.22%	8.22%
BLM and the Voice of Social Work - Discussion Group	28/03/2023	30	53.33%	16.67%	16.67%
Courtroom Skills - Court of Protection and Coroners Court 29 & 30/0	29 & 30/09/2022	17	52.94%	5.88%	5.88%



## 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 2022 and March 2023

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	26/04/2022	3	42.86%	100.00%	100.00%	100.00%
PE Workshop: Supervision Skills	10/05/2022	2	22.22%	100.00%	100.00%	100.00%
PE Conference: Learning and Reflections on PLE Feedback - 'What, why, how and when?'	16/05/2022	No responses				
PE Workshop: Supporting Students with the Development of Professionalism	14/06/2022	2	22.22%	100.00%	100.00%	100.00%
PE Conference: Equality and the Role of Power in Practice Education	17/05/2022	4	66.67%	100.00%	100.00%	100.00%
PE Conference: Neurodiversity in Social Work	17/05/2022	8	61.54%	100.00%	100.00%	87.50%
PE Conference: Learning From Quality Assurance of Practice Learning	18/05/2022	2	25.00%	100.00%	0.00%	0.00%
PE Conference: Managing Anxiety and Emotions with Students	19/05/2022	8	44.44%	100.00%	100.00%	100.00%
PE Conference: Returning, Repairing and Reconstructing Self	18/05/2022	Cancelled - low bookings				
PE Conference: Exploration of Practice Educator Status with SWE and Plenary	20/05/2022	Cancelled - low bookings				
PE Workshop: The Anti-Racist & Anti-Oppressive Practice Placement	23/05/2022	Cancelled - low bookings				
CPD Peer Reflection	25/05/2022	No responses				
PE Workshop: Individual Difference	06/06/2022	Cancelled - low bookings				
Overview of the Liberty Protection Safeguards (LPS) Draft Code of Practice	13/06/2022	1	6.67%	100.00%	100.00%	100.00%
Utilizing Attachment Theory in Supporting PLE at All Life Stages	16/06/2022	Cancelled - low bookings				
PE Workshop: Report Writing	30/06/2022	2	40.00%	100.00%	100.00%	100.00%
Self-Neglect Seminar	16/06/2022	Cancelled - low bookings				
Introduction to the Dynamic Maturation Model of Attachment and Adaptation	20/06/2022	2	8.70%	100.00%	100.00%	100.00%





PE Workshop: Assessing Against the PCF & SWE Standards	06/07/2022	5	50.00%	100.00%	80.00%	60.00%
Menopause Awareness	29/06/2022	2	28.57%	100.00%	100.00%	100.00%
Knowledge, Skills and Tools for ASYE Assessors	04/07/2022	3	60.00%	100.00%	100.00%	100.00%
PE Workshop: A Strengths Based Approach to Supporting Students' Development	13/07/2022	Cancelled - low bookings				
Managing Complex Cases Within Your Team	19/07/2022	4	57.14%	100.00%	100.00%	75.00%
PE Workshop: Supervision Skills to Enable Reflection and Analysis	15/09/2022	No responses				
Report Writing Workshop for ASYE Assessors - 12 month report	11/07/2022	Cancelled - low bookings				
CPD Peer Reflection	12/09/2022	2	12.50%	n/a	100.00%	100.00%
PE Workshop: Promoting Learning using Direct Work Tools	21/09/2022	No responses				
BLM and the Voice of Social Work - Discussion Group	27/09/2022	0	0.00%	n/a	n/a	n/a
Enabling Reflective Practice	28/09/2022	3	27.27%	100.00%	100.00%	100.00%
Attachment Theory – Putting it into Practice	03/10/2022	No responses				
Managing Teams Virtually	04/10/2022	4	50.00%	n/a	75.00%	75.00%
PE Workshop: Individual Difference	10/10/2022	Cancelled - low bookings				
How to Critique Research and How to Choose Research to Inform Practice?	10/10/2022	Cancelled - low bookings				
Critical Analysis and Writing Analytical Assessments	11/10/2022	5	71.43%	100.00%	100.00%	100.00%
Managing Complex Cases Within Your Team	17/10/2022	2	14.29%	100.00%	100.00%	100.00%
PE Workshop: PE Supervision Skills	19/10/2022	3	50.00%	66.67%	100.00%	66.67%
Writing Reflectively for Your CPD with Social Work England	20/10/2022	1	10.00%	100.00%	100.00%	100.00%
PE Workshop: The Anti-racist & anti-oppressive practice placement	03/11/2022	2	14.29%	100.00%	100.00%	100.00%
KSS Reflective Workshop	22/11/2022	3	50.00%	33.33%	0.00%	0.00%
PE Workshop: Supporting Students With the Development of Professionalism	01/12/2022	No responses				
Social Graces Workshop	24/11/2022	3	42.86%	100.00%	100.00%	100.00%
PE Workshop: Report Writing	10/01/2023	2	33.33%	100.00%	100.00%	100.00%
Wellbeing: Self Care is Vital	19/01/2023	3	37.50%	100.00%	100.00%	100.00%
PE Workshop: Assessing Against the PCF & SWE Standards	25/01/2023	No responses				
PE Workshop: A Strengths Based Approach to Supporting Students' Development	16/02/2023	No responses				



PE Workshop: Supervision Skills to Enable Reflection & Analysis	20/02/2023	1	10.00%	100.00%	100.00%	100.00%
PE Workshop: Promoting Learning Using Direct Work Tools	15/03/2023	Cancelled - insufficient attendees				
Courtroom Skills - Court of Protection and Coroners Court	29 & 30/09/2022	9	100.00%	100.00%	100.00%	100.00%