National AMHPs Lead Conference

Developing the Social Work Workforce

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Social Work Development Partnership

- Partnership between Skills for Care, CWDC and GSCC
- Funding from DH and DCSF for social work development activity and support to employers
- National social work development team

One key objective…..

To increase the quality and availability of statutory practice placements, including through the continuing professional development of staff as educators and supervisors of social work students

Outcomes

Increasing availability of statutory placements	Determine and improve the quality of placements	Increase quality and supply of practice educators

Range of National Projects

Focus on practice learning in:

- Mental health, youth justice and forensic social work

- Workforce demand

- Employer engagement in social work education

- Large national organisations

National Projects – revised definition of statutory practice learning

- Activities related to statutory practice learning in 09/10 use CURRENT definition
- Revised definition is the Partnership Board's *proposal*, currently being 'tested out' with employers – requirements have not been changed!!
- Critical issue under consideration by Social Work Task Force so this debate must link with wider recommendations

Proposed, revised definition of statutory practice learning

- Legal interventions where social workers are required by their employing organisations to exercise powers and duties – conferred on organisation by legislation or through contract
- Minimum of 100 days and normally the final placement
- Practice educator must be registered social worker
- The placement must take place in settings where social workers are employed and case accountability rests with the agency

National Projects - Quality Assurance Benchmark for Practice Learning (QAPL)

- QAPL benchmark statement and monitoring tools sent to all HEIs, LAs and distributed through regional networks

- GSCC have made mandatory for HEIs

- Supporting employers to also use SWDP funding to implement QAPL and to work with HEIs to address quality issues.

- North West piloted but being taken up in

  all 9 regions

"we help to improve social work practice learning"

quality assurance for practice learning:
quality assurance benchmark statement and guidance on the monitoring of social work practice learning opportunities (QAPL)

skills
FOR BUSINESS

General Social Care Council

CWDC
Children's Workforce Development Council

skillsforcare

National Projects - proposed national framework for practice educators

- Background – loss of Practice Teaching Award; is Enabling Others enough? Inconsistency in training for practice educators; Broad support for national framework
- Principles – improve quality, ensure consistency, be achievable, flexible and incremental pathways, fit with other developments (e.g. QAPL, career frameworks, PQ)
- Sixteen demonstration sites trialling PEF models

Projects - proposed national framework for practice educators

- Different stages of competency
  - Stage 1 – first and intermediate placements
  - Stage 2 – proficient for any placement in the SW degree
- Assessment of learning outcomes – enhanced Enabling Others
- Guidance re observed supervision of practice
- Clarity re experience and qualifications
- Evidence of CPD
- Flexible delivery and assessment, potential for range of pathways (e.g. in-house, formal HEI modules, APEL)

Finding out more

- Email us: swd@skillsforcare.org.uk
- National and regional information, publications and activity from:
- www.skillsforcare.org.uk/social work
- and www.cwdcouncil.org.uk

Workshop Questions

1. What challenges do you face in providing social work student placements?

2. What challenges do you face in gaining professional development opportunities, including access to PQ awards and modules ?

3. What one or two things would make the biggest difference in moving this forward ?

Leadership in social work in Mental Health

- A recurrent message from colleagues around the country has been the lack of any consistent pattern of leadership across the country.

- While some Trusts have Directors of Social Care at Board level this is not universal.

- National standards may help ensure that the social work emphasis on the rights of individuals and the links with local communities have a clear voice at senior level.

- Social work brings something distinctive to mental health.

Leadership in Social Work in Mental Health

- Social workers are well placed to take a lead, taking on and helping to shape the role on the Approved Mental Heath Professional (AMHP)

- They are also well equipped to move into the new role of Approved Clinician. But that will require a readiness to embrace and welcome change in the delivery patterns of care.

Leadership in Social Work in Mental Health Challenges

- managing up – liberating social workers.

- managing down – giving permission and skills.

- supporting change – space, training, links to the 'new world'

- discussing and promoting social care in the context of competing demands and agendas.

- getting users and carers to engage with in this agenda with social care leaders.

- 'working the system' – using social care to transform services

- clarifying who is leading the relationship with service users – providers or commissioners, and what is the role of social care leaders?

- finding the leadership to support choice, control and empowerment for service users, to make real outcomes happen through changed practice.

- being clear about where we need to get to, i.e. self-directed support

- ensuring the business model of foundation trusts supports social care

- developing our own confidence in using social care and values: winning and holding 'hearts and minds'

- ensuring creative support and development of local/practice leaders for social care throughout the service system

- retaining and building the professional leadership for social work and social care

- Recognising and building on leadership competence in social care

- engaging with wider leadership in social care through e.g., local area agreements and local strategic partnerships

- building social care influence in and across NHS and third sector organisations

- building whole system ownership of social care within a seamless health/social care/community

Discussion questions

What challenges might there be for you promoting leadership in your local area and how might you overcome them?

What are the opportunities?

www.skillsforcare.org.uk

www.nmhdu.org.uk