

Tweet us @WestminBriefing

Understanding Reforms to Children's Social Worker Regulation

**Understanding Reforms to Children's Social Worker
Regulation
@WestminBriefing**

Chaired By:

**Chris Barnham, Policy and
Strategy Consultant**

Understanding Reforms to Children's Social Worker
Regulation
@WestminBriefing

Sam Olsen, Deputy Director for
Social Work Reform

&

Jamie Roome,
Social Work Reform team,
Department for Education

Supporting confidence in social work practice: professional regulation and workforce support and development

- The role of Social Work England in developing new standards
- Oversight role of the Department for Education
- How will the reforms be funded
- Impact on children's social work teams
- Outlining regulations and training standards for new social workers
- Introducing assessments to improve professional development

Social work is an interdisciplinary profession; social workers manage complex and fraught situations that require a depth of both skill and knowledge. High quality social work can transform people's lives. The opposite is also true. Inappropriate or unskilled interventions can devastate lives.

Regulation

The regulation of social workers is important. The public must have complete confidence that social workers are competent, capable and accountable. The primary purpose of regulation is public protection that promotes public health and wellbeing.

Workforce

High quality practice is core to supporting children and families. We support this through ensuring high quality entrants to the profession (Teaching partnerships and Step Up and Frontline) and through professional development like ASYE, Firstline and support for practice leaders and supervisors.

Embedding and assessing against a post qualifying standard

This initiative aims to establish a national benchmark for post qualifying child and family expertise and improve the consistency of child and family practice – to improve outcomes for children.

Supporting social work practice: the journey so far

Government has set in train a programme to support excellence in the social care system for vulnerable adults, children and their families. For child and family social workers the Department set out its vision in 'Putting Children First' published in January 2016

Improving the capability and professional confidence of social workers, through establishing Social Work England, is central to this reform programme.

Initiatives include:

- **developing new training routes**, such as Frontline and Step Up for child and family social workers and Think Ahead for mental health social workers, to attract high quality candidates into the profession with a particular focus on specialist career pathways within social work;
- **funding Teaching Partnerships** to bring employers and HEI providers together ensuring that initial training better meets the needs of students and prospective employers;
- **appointing two Chief Social Workers (CSWs)** in 2013, one for child and family and one for adult social work to bring the voice and perspectives of the profession to the heart of policy-making;
- **publishing Knowledge and Skills Statements for child and family social workers and adult social workers** (2014) developed by the CSWs in consultation with frontline social workers, providing clarity about government's view of the essential knowledge and skills that social workers need as opposed to processes to be followed;
- Supporting newly qualified social workers in to employment through the **Assessed and Supported Year in Employment (ASYE) programme**;
- **facilitating Principal Social Workers (PSW) networks** which bring PSWs from across local authorities together to share learning and create relevant materials and resources to drive excellent social work practice, and shape practice and policy at a local and national level; and;
- commitment to **launching a What Works Centre for children's social care** to be the authoritative voice on 'what works' in social care practice.

These initiatives are focused on prioritising improvements in the social work workforce including programmes that increase and maintain the supply of high quality social workers; set clear expectations about practise quality and ensure that opportunities for sharing leaning are maximised. Government's priority is to ensure that there is a highly capable, highly skilled social work workforce able to meet the needs of vulnerable children and adults.

Social Work England: The context

- Children and Social Work Act 2017 establishes the primary legislative framework for Social Work England (SWE)
- Debate during the passage of the Act focused on:
 - the merit of creating a bespoke regulator for social worker
 - the independence and oversight of the regulator
 - clarifying the objective; and
 - the role of the regulator in driving improvement in social work
- Social Work England will be established as a Non-Departmental Public Body (NDPB) providing a clear separation between the regulator and Ministers and a clear role for government (Department for Education and Department of Health jointly) in holding the regulator to account for overall delivery of its functions. Its objective will be protection of the public (in line with the other Health and Social Care regulators) and the Professional Standards Authority will have a formal independent oversight role

The over-arching objective of the regulator in exercising its functions is the protection of the public. The pursuit by the regulator of its over-arching objective involves the pursuit of the following objectives:

- a) to protect, promote and maintain the health, safety and well-being of the public;
- b) to promote and maintain public confidence in social workers in England; and
- c) to promote and maintain proper professional standards for social workers in England.

Social Work England: The ambition

In implementing the Children and Social Work Act 2017, and setting up Social Work England, the government's ambition is to establish a regulatory regime for social workers that has the following principles at its heart:

- to establish a **modern regulatory framework** which meets the public protection objective through the expert and cost efficient delivery of registration of professionals, regulatory standards and the fitness to practise regime for registrants, employers and the public;
- to deliver a **proportionate, cost effective fitness to practise system** that adopts an inquisitorial approach, supports practise improvement and feeds learning back into the system;
- to set social work specific standards for initial education and training (SETs) and operate an approval model that ensures high quality and consistent delivery by education and training providers;
- to **set expectations for social workers continuing professional development** that ensures a 'continuing fitness to practise' approach which is recognised, valued, understood and embedded by individuals and employers;
- to **approve post qualification education and training** (as the regulator deems appropriate) and annotate the register accordingly. Working with the sector and government to develop and implement a framework which underpins career pathways from training to leadership; and
- to **operate as an influential force** within the wider social work landscape, making maximum benefit of workforce data, supporting practise improvement whilst maintaining a focus on the effective delivery of core regulatory functions.

Social Work England: The role of the regulator

- Primary purpose of regulation is public protection that promotes public health and wellbeing
- Regulation of social workers ensures that the public have complete confidence that social workers are competent, capable and accountable
- SWE will take a social work specific approach to setting regulatory standards and holding all social workers accountable to these profession specific standards. This will underpin the current reform programme and be the foundation for long-term change in frontline practice.
- Social Work England will be responsible for the regulation of all social workers in England
- SWE will ensure a relentless focus on quality social work practice – from initial education and training through continued professional development to enhanced social work careers and leadership

SWE will deliver the same regulatory functions as the other health and social care regulators:

- Setting social work specific standards of initial education and training (SETs) for education providers
- Setting social work specific professional standards, including proficiency, conduct and continuing professional development, for professionals
- Approving initial education courses and training (against the SETs);
- Registering individuals who meet the standards, including the completion of an approved qualification;
- Ensuring that practitioners are and remain fit to practise, using the standards as a threshold; and
- Ensuring continued professional development through an annual sample auditing process for each profession.

Social Work England will be funded by registrant fees and Government investment.

Reforming regulation is a key plank of the government's stated ambition to improve the status and standing of the social work profession

National Assessment and Accreditation System (NAAS)

Why? To establish a benchmark of effective practice, to improve national consistency and to drive a better focus on CPD

What? An assessment against the KSS, which after due process will become the post-qualifying standard for child and family social work

- Employer endorsement
- Knowledge assessment (general and applied; digital multiple choice questions)
- Practice assessment (simulated role play scenarios)
- Written assessment (linked to the above)

Where? With five authorities in the first instance: Leeds, Manchester, Bury, Oldham, Wigan

When? Beginning assessments from mid-2018

Who? Two statuses: practitioner and practice supervisor; primarily those carrying out statutory functions

Outcome? Social workers who meet the standard, as measured by the assessment, will become accredited
Information on which social workers are accredited to be held by the regulator

**Understanding Reforms to Children's Social Worker
Regulation
@WestminBriefing**

**Marcia Cameron, Professional
Development Manager, NSPCC**

**Understanding Reforms to Children's Social Worker
Regulation
@WestminBriefing**

Dr Damian Spiteri, Lecturer in
Social Work, University of York

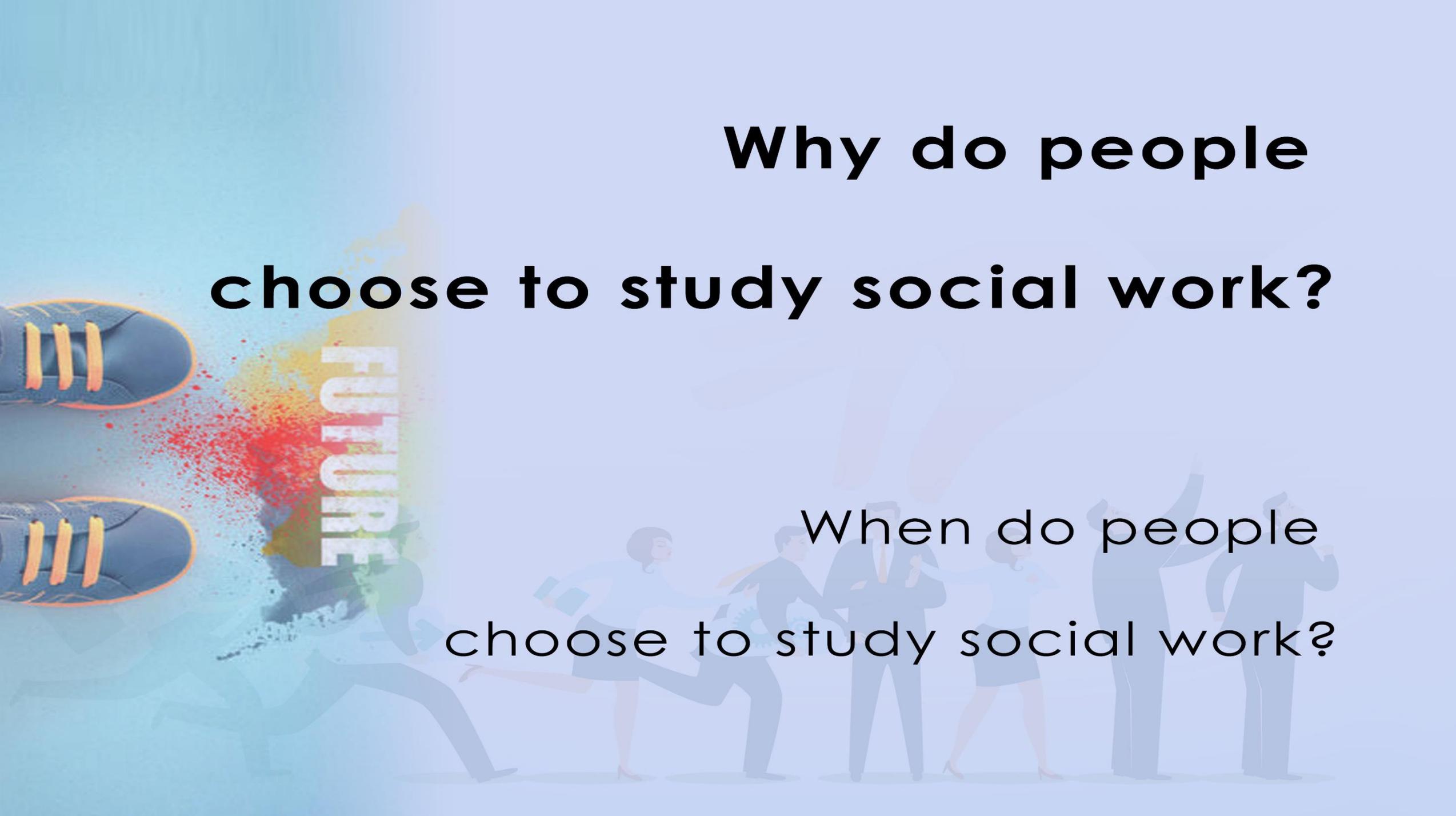
Recruiting new social workers and ensuring they meet professional standards

Damian Spiteri Ph.D.



Your Journey Starts Here





Why do people choose to study social work?

When do people
choose to study social work?

Social work recruitment - Sept '14 - Sept '15

26,500

Children's social workers

Vacant posts

5,470

3,850

Agency staff in vacant posts

Social workers started jobs
between September 2014 and 2015

4,440

4,200

Social workers left jobs over the
same period

Recruitment

“The thing that really worries me is that no one is giving any sensible thought to workforce planning,” says Ruth Allen, chief executive of the British Association of Social Workers (BASW). “This is a big workforce and it’s growing. I just don’t think there is the thinking that we need in Whitehall or in the university sector.”



“High caseloads, little time to undertake appropriate work with families and pressures from managers may accelerate a spiral into poor practice”



RESIGNATION



Knowledge

Critical reflection

Intervention and skills

Context and organisations

Professional leadership

Professionalism

Values and ethics

Diversity

Rights and justice

Benefits

High Staff Turnover

Permits rapid restructuring
Enables quick wage bill reductions
Brings in new blood
Provides opportunities for internal promotion

Low Staff Turnover

Stable workforce
Better continuity of care
Low cost of recruitment, induction and temporary cover
Retention expertise

Costs

Loss of skills and local knowledge
Less continuity of care
High cost of recruitment, induction and temporary cover
Undermines morale
Difficult to establish culture
Can lead to service reductions and closures
Cannot choose who leaves: good staff often leave first

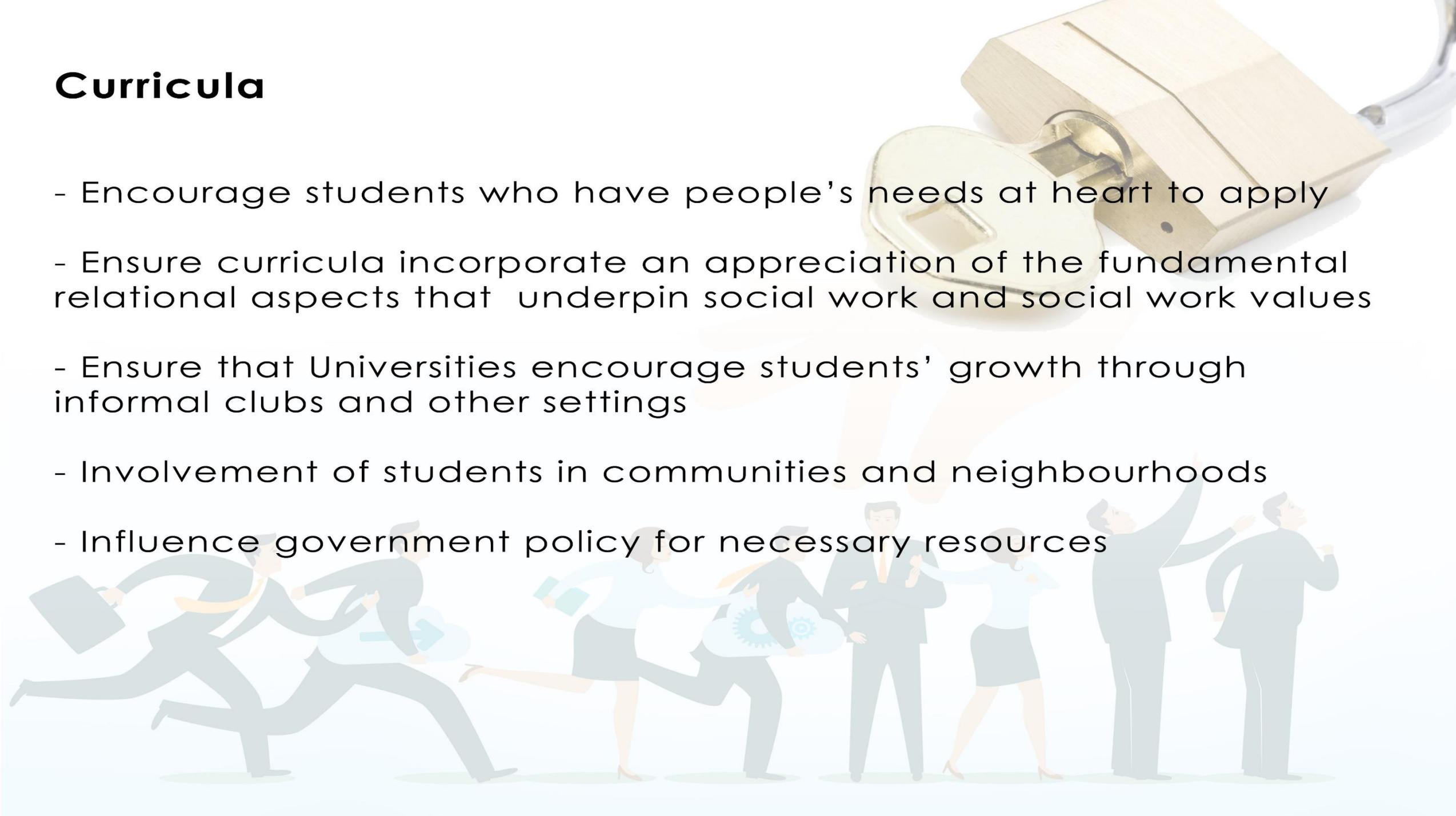
High wage bill
Career blockages
Stagnation
Difficult to implement change
Lack of fresh ideas
Danger of out-dated approaches

Routes to social work



Curricula

- Encourage students who have people's needs at heart to apply
- Ensure curricula incorporate an appreciation of the fundamental relational aspects that underpin social work and social work values
- Ensure that Universities encourage students' growth through informal clubs and other settings
- Involvement of students in communities and neighbourhoods
- Influence government policy for necessary resources



Tier 4
**Change someone's
life for the better**

Tier 3
**Human rights and
social justice**

Tier 2
**Challenging/
Self awareness**

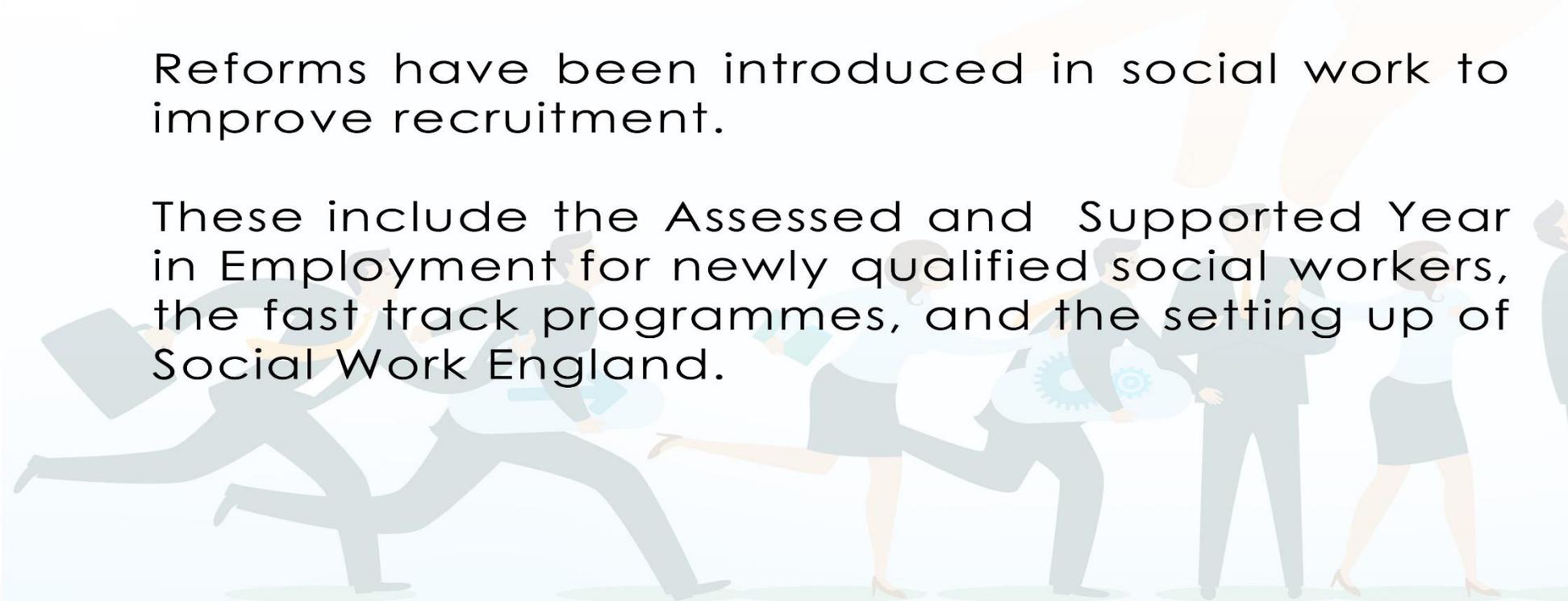
Tier 1
Diverse Career

Changes and reforms

Different routes into the profession have slowly come to be accepted, with a shift to postgraduate rather than undergraduate training and specialist schemes.

Reforms have been introduced in social work to improve recruitment.

These include the Assessed and Supported Year in Employment for newly qualified social workers, the fast track programmes, and the setting up of Social Work England.



Thank you



Thank you

I would also like to thank **Eric Formosa** for his help in illustrating these slides



**Understanding Reforms to Children's Social Worker
Regulation
@WestminBriefing**

Question Time

**Understanding Reforms to Children's Social Worker
Regulation
@WestminBriefing**

Lunch Break

Understanding Reforms to Children's Social Worker
Regulation
@WestminBriefing

Mary Jackson, Leadership
Development Director, Frontline

Firstline

- The Firstline Programme
- Leadership focus
- Origins
- Prototype
- Our Approach

When it works well:

- A clear practice framework
- Local authorities know their people
- People are 'stretched' – in a good way!
- Careful consideration of timing
- People have space to consider their development
- The culture encourages feedback

When opportunities for learning are scuppered

- Cross organisational buy-in
- A spanner in the works
- Leadership is not privileged
- Caution about new ideas

Final observations:

- Developing skill can't be an 'add on'
- They do not see themselves as 'leaders'
- Most Managers stumbled into management
- Adversity offers opportunity

**Understanding Reforms to Children's Social Worker
Regulation
@WestminBriefing**

Paul McGee, Head of Essex Social
Care Academy and Principle Social
Worker, Essex County Council

Raising the bar....developing social work teams in Essex



**Paul McGee Head of Workforce Development and
Principal Social Worker
19th September 2017**



Understanding Reforms to Children's Social Worker Regulation



Social Worker Progression and Development: Good Practice

- Examples of well supported and developed social work teams
- Best practice when promoting social workers into leadership positions
- How to meet the demands of the reform under time and resource pressure



Social Work Reform....creating a coherent narrative !

NAAS

PEPS



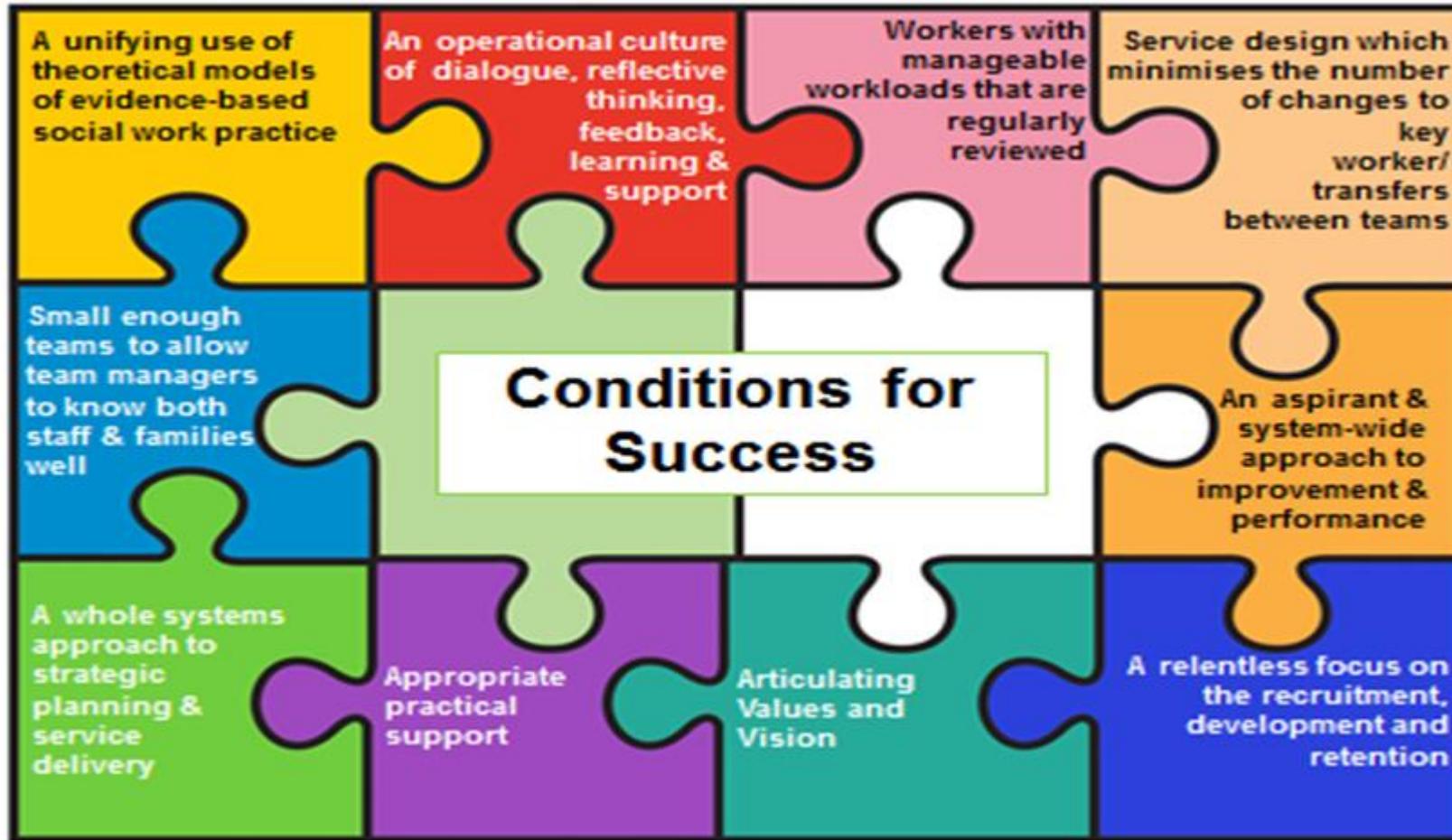
KSS

PRACTICE SUPERVISORS

SERIOUS ABOUT SOCIAL WORK



Building and reforming the practice infrastructure in Essex



Establishing ESCA...



ESCA was formed and went live in 2012 over the past 5 years there has been significant growth within the work that ESCA undertakes and how the profile of ESCA is recognised within the workforce.

ESCA's vision is to provide a framework which promotes and creates a professional learning culture, improving professional excellence and driving up standards to deliver high quality practice.



Who is ESCA and what do we do...



**SERIOUS
ABOUT
SOCIAL WORK**



ESCA the engine...

ESCA is very much seen as the ‘engine that keeps the service running’ with the vision to equip our workforce with the confidence to work alongside families with complex needs meeting their ever changing societal trends.

The work of the team is very closely aligned with key strategic priorities in the Corporate Plan 2016/17 whereby...” *ensuring we have a sufficient high quality workforce that is equipped to work with families, focussing on their strengths and finding their own solutions*”.



**SERIOUS
ABOUT
SOCIAL WORK**



The Essex Workforce in Children and Families



- Approximately 1500 staff including 854 Social Work Posts
- Lower than average turnover
- Only 32 agency staff
- 200 Practice educators with a long waiting list
- Between 60-100 NQSWs per year
- Over 300 staff working towards post qualifying masters qualifications



ESCA's CPD offer is fundamental to practice and service delivery...



Masters Modules - Working with Fathers. Theoretical perspectives on gender violence and interpersonal relationship. Domestic violence; perpetrators and prevention. Safeguarding adults, children and young people in the context of domestic violence. Working with adolescents. Child Placement. Protecting children, supporting families.



Targeted - Bespoke requests from the service, AIM, Achieving Best Evidence, NRPf, Age assessment, Autism Spectrum disorder, MCA & Dols, Paediatric first aid, Systemic Programme, PAMS, Firstline, Mental Health co-ordinator training, LADO training, mandatory Foster Carer programme, Integrated assessments of known, suspected and alleged male sexual abusers and mothers/partners



Advanced - Gangs and serious youth violence, Adolescent mental health, Bereavement, loss & separation, Safeguarding within diverse communities, Domestic abuse, Mindfulness & resilience, Neuroscience, AR Practice, Evidencing and using direct work with children & parents/carers, Toxic Trio, Safeguarding children; the internet, social media and mobile phones, Children in Care Council workshops, Prevent (WRAP).



Intermediate - Step down courses which follow the themes of the courses above but are aimed at level 2 & 3 of the support windscreen.



Introductory - Partnership training, E-learning, Community Care Inform, Research in Practice and the ESCA library will still be available for CPD purposes.

**SERIOUS
ABOUT
SOCIAL WORK**



Systemic Practice...

ESCA has been commissioning systemic training for ECC's Children and Families service since September 2012. This is a part of our strategy to improve relationship based practice in Essex.

During this four year period, we have trained the following staff:

Position	Course	Number of staff trained
Directors, Heads of Service & Service Managers	Systemic Leadership & Management	20
Team Managers	Systemic Supervision	100
Senior Practitioners, IRO & CINRO's and Child Protection Chairs	Advanced Cert in Systemic Practice: Families & Couples (Foundation level)	100
Social Workers	Introduction to Systemic Practice	74

ESCA are now working with our university partners to develop a systemic pathway for Social Workers.



Systemic Practice...and leadership offer

- Promoting and developing leadership and leaders at all levels in the organisation is a key part of our delivery strategy to improve outcomes for children and families
- A leadership offer is supported throughout the organisation at ASYE stage and the Frontline programme
- Developing our managers to become outstanding leaders e.g. our participation with the Firstline programme



'Roots', ASYE & Practice Education C&F Social Care...

SOCIAL WORK QUALIFYING



Frontline

4 Cohorts 16
participants from Sept

Step Up

6 candidates
commencing Jan 18
Traditional Routes
Recruitment, ARDP,
Teaching , Placements
Panels

Social Work Apprenticeships

Coming soon

SERIOUS
ABOUT
SOCIAL WORK

ASYE



Dedicated
coordinator
Masters module –
UEA
Workshops &
Training
Systemic
Programme

PRACTICE EDUCATION



60 Credit masters
Programme

148 Trained in last
4 years

In house Mentor
Support



Friday 8th September 2017



Norma Howe
Trauma through the
Life cycle



Barbara McKay
IFT
Systemic Leadership
& Management



University of
Worcester
Masters Module
Safeguarding Adults,
Children and Young
People
in the context of
Domestic Violence

Something for everyone on one normal day in ECC

SERIOUS
ABOUT
SOCIAL WORK



Our Ofsted visit in July 2017...



- **Our inspiring leadership has created the climate to allow social work to flourish**
- **The prioritisation of staff CPD and support has created a confident workforce leading to better outcomes for children and families**
- **ESCA leading on staff development, using strengths based and systemic approaches is creating a workforce who are highly skilled and able then to undertake high quality social work practice**



Our Successes



First in the country to have our ASYE programme accredited by TCSW

Winner of Children & Young People Now –
Recruitment and Professional Development Award
2016



*The Essex Social Care Academy leads on staff development and training. Good quality training, focusing on a strengths-based approach and systemic therapeutic intervention, is leading to a highly skilled workforce able to deliver a high standard of social work practice. **OFSTED 2017***

SERIOUS
ABOUT
SOCIAL WORK



Raising the Profile – Social Media...

Social Media and Social Work

These are the Social Media Platforms ESCA use

Twitter @ ECCECSA		LinkedIn LinkedIn/In/Essex-Social-Care-Academy	
Pinterest uk.Pinterest.com/essexsocialcare		Instagram Instagram.com/ECCECSA	


<https://www.yammer.com/essex.gov.uk/Essexsocialcareacademy>

**Think Social Media
Think CPD!**

CCI Inform articles
Research
Networking
Podcasts
Connecting with like minded folk!
Sharing Good Practice
Legislation updates
Social Work Toolkit
Great Resources!
Webinars
Documentary recommendations
Research in Practice articles
Inspiration!

**SERIOUS
ABOUT
SOCIAL WORK**



Celebrate good times...



ESCA – Recruitment & professional development award
 SGO Team – Public sector Children’s team award
 Children in Care Council – The Children in Care Award



Essex County Council sponsored the category for Creative and Innovative practice

23 Children and Families nominations 2016

Including Best employer
 2 x NQSW of the year
 10 x Social worker of the year
 4 x Team leader of the year
 2 x Team of the year
 1 x Lifetime achievement
 2 x Practice educators of the year
 1 x Principal social worker of the year



ESCA – Recruitment & professional development award



ESCA celebration event 2016

This event celebrates the achievements of our social work staff in the following areas -

- Achieving full masters
- ASYE completion
- Practice Education completion
- Fostering changes completion



World social work day 2017

Our social workers said

They feel - Privileged

It's - Amazing

It's - Inspirational

Out of the 23 nominations Essex C&F had 7 finalists...
 Essex were loudly and proudly represented on the night and were pleased to come away with 3 gold winners and 1 silver

Andy Nightingale – Principal social worker of the year

Blanka Lang – Team manager & overall Social worker of the year

Aimee Weston who received a silver award for Social worker of the year

SERIOUS ABOUT SOCIAL WORK



Impact...

- ESCA provides a ‘lifelong’ approach to learning and development which promotes and enables a professional learning culture, improving professional excellence and driving up standards to deliver high quality practice
- ESCA commission and deliver an eclectic model of training not only to the workforce reaching up to 10,000 potential users through a combination of face to face delivery and e-learning
- ESCA is committed to and works hard to maintain excellent relationships with and listening to the workforce. The information gathered forms an important component in the Recruitment and Retention strategy
- ESCA has a commitment to celebrating social work and social work practice at every opportunity and within this continue to raise the profile of social work. We keep conversations alive and open about the quality of social work practice and give staff permission to celebrate and acknowledge their skills and expertise
- ESCA’s contribution to recruitment and professional development has not only been recognised by ECC and other LA’s but also through winning the C&YP Now Award 2016





SERIOUS
ABOUT
SOCIAL WORK



Tweet us @WestminBriefing

Understanding Reforms to Children's Social Worker Regulation