

**Name of meeting: Cabinet**

**Date: 22<sup>nd</sup> August 2017**

**Title of report: Social Work Teaching Partnership**

**Purpose of report**

To ensure Cabinet have oversight of the Social Work Teaching Partnership which is contributing to transformation work in Children and Adult Services.

Key Decision - Is it likely to result in spending or saving £250k or more, or to have a significant effect on two or more electoral wards?	No
Key Decision - Is it in the <a href="#">Council's Forward Plan (key decisions and private reports?)</a>	Not applicable
The Decision - Is it eligible for call in by Scrutiny?	Not applicable
Date signed off by Strategic Director & name	Steve Walker Director of Children's Services  Richard Parry Strategic Director for Adults and Health
Is it also signed off by the Service Director - Finance, IT and Transactional Services?	N/A
Is it also signed off by the Service Director - Legal Governance and Commissioning?	N/A
Cabinet member <a href="#">portfolio</a>	Give name of Portfolio Holder Cllr Viv Kendrick Cllr Erin Hill

**Electoral wards affected:** None

**Ward councillors consulted:** None

**Public or private:** Public

## 1. Summary

### Background and Context

In 2014, following several high profile child deaths, social work education and training came under significant scrutiny and the Department of Education (DfE) and Department of Health (DoH) independently commissioned two separate reviews of social work education and training. These reviews by Sir Martin Narey and Professor David Croisdale-Appleby promoted a series of recommendations aimed at delivering improvements across the social work workforce.

The social work teaching partnership programme was developed as a model to explore implementation and development of the main themes emerging from the reviews. Local authorities and universities were invited to form employer led partnerships to apply for grant funding to deliver a programme of work locally.

Kirklees Children and Adult Services are part of the Yorkshire Urban and Rural Social Work Teaching Partnership which aims to transform social work education and workforce development. The partnership has a positive and proactive collaboration between the Universities of Huddersfield and York and Kirklees, Calderdale, York and North Yorkshire Local Authorities.

The Yorkshire Urban and Rural Social Work Teaching Partnership is one of the 15 partnerships funded nationally. It was awarded £700,000 up to March 2018 to drive forward improvements in the education and training of social workers.

Calderdale acts as the lead employer for the partnership and is therefore accountable to DfE for use of the funding and delivery of the project objectives. Calderdale also employs the partnership Project Manager who is based within Workforce Development and reports to the Corporate Lead.

We have a bold vision for the development of a partnership that recognises transformational journeys to improve outcomes for service users, their families and communities, must be underpinned by robust and resilient collaboration among employers, HEIs, service users and carers.

Key drivers for the Social Work Teaching Partnerships (SWTPs) programme are:

- To enhance partnership arrangements between Higher Education Institutions (HEIs) and employers;
- Attract more able students to the social work profession;
- Embed the knowledge and skills into academic curricula and Continuing Professional Development (CPD) for existing workers;
- Raise the overall quality of social work practice.

### The Teaching Partnership aims to:

- Drive up standards of social work practice by promoting excellence and improved outcomes for service users
- Provide a dynamic programme of pre-qualifying and CPD activities that strengthen existing practice, knowledge and skills; use specific models of assessment and intervention employed by the different LAs; support social workers through the

assessment and accreditation framework, linking attainment to career pathways and develop highly competent and confident practitioners who will provide excellence in practice and improve workforce retention rates.

- Collaborate across LAs and HEIs to share resources, training and learning opportunities, so that our CPD programme is more ambitious and accessible to all our social workers.
- Deliver practitioner research and robust curricula that respond to local needs and are underpinned by the Knowledge & Skills Statements
- Improve the public perception of social work, promote and encourage awareness of the value and satisfaction careers in social work can offer.

### Governance and Delivery Model

The Teaching Partnership board provides strategic oversight and decision making for the project; this consists of workforce development leads, Principal Social Workers (PSWs) and senior academics from member organisations. The board is chaired by Julie Jenkins, Head of Safeguarding and Early Intervention at Calderdale Council.

There are 5 work streams reporting to the partnership board: University Admissions, Placements, Continuous Professional Development, Curriculum and Academic Delivery and Workforce Planning.

### Aims and Objectives

By working collaboratively the partnership aims to grow, develop, inspire and sustain a highly skilled and confident social work workforce. By raising standards, and delivering well trained social workers, able to meet the diverse challenges of frontline practice, the project will achieve its overall aim of improving outcomes for all groups including; children, adults, their families and communities.

The key objectives that will realise our aim are:

- Ensuring all SW students receive 2 high quality placements in a statutory social work service during their degree;
- Improving the quality and consistency of placements by providing better support to practice educators (experienced social workers who supervise students while on placement – placements are 70 and 100 days during years 2 and 3 of undergraduate degree).
- Ensuring that academic teaching reflects employer needs by releasing experienced social workers to spend time teaching within partner universities;
- Undertaking a practitioner led review of the social work academic curriculum to ensure that it aligns with local assessment and intervention methods;
- Increasing delivery of academic courses by practicing social workers and service users;
- Undertaking strategic workforce planning to improve social work recruitment and retention and plan for the medium term statutory social work workforce needs in local areas;
- Releasing academics to spend time in practice to refresh and update their skills and knowledge;
- Development of an accredited CPD framework that aligns with social work career progression pathways;

- Increasing opportunities for social workers to undertake academic research that aligns with issues and themes in local frontline practice;
- Developing digital resources to support academic delivery;
- Changing university degree admissions processes to ensure that applicants are tested on motivation, values and emotional resilience as well as academic ability.

### What does this mean for Kirklees Council?

- Kirklees staff contribute to the Partnership Board and work streams to ensure that we align Teaching Partnership outcomes with those of the Council wherever possible as we transform both children and adults services.
- Funding for two temporary posts of Practice Education Consultant to drive quality of placement provision, ensuring that students are better prepared to undertake the role of social worker as they start employment with the council. This will contribute to our recruitment strategy as part of improvement work in children's services.
- Ensuring that we maximise opportunities for continuous professional development which helps social workers to continue to develop best practice.
- Opportunities for social workers to apply to gain masters through research degree – research topics will align with service priorities.
- Kirklees social work and learning and development staff involvement in recruitment of students for entry onto degree programmes to help ensure appropriate calibre of future social workers.

## 2. **Information required to take a decision**

Information only - no decision required

## 3. **Implications for the Council**

### 3.1 **Early Intervention and Prevention (EIP)**

None

### 3.2 **Economic Resilience (ER)**

Recruitment and retention of Kirklees social work employees

### 3.3 **Improving Outcomes for Children**

The Teaching Partnership is contributing to workforce development, recruitment and retention and workforce planning for Social Work.

### 3.4 **Reducing demand of services**

### 3.5 **Legal/Financial or Human Resources**

The Teaching Partnership funds three roles on behalf of Kirklees Children and Adult Services, namely two Practice Educator Consultants and one Practitioner/Lecturer.

4. **Consultees and their opinions**

Not applicable

5. **Next steps**

- There is a Stakeholder Event planned for 10<sup>th</sup> October 2017. 15 places for Kirklees which d includes Senior Leadership Team representation. This event will see the formal launch of the Teaching Partnership.
- Plans to establish a Strategic Board for the partnership beginning in autumn 2017. This will include Kirklees representation from Children and Adult Services.
- Release of the 2017/18 CPD programme for social workers within the partnership – including new modules on leadership and management and undertaking practice based research;
- Development of the teaching partnership website, [www.inspiringsocialwork.org](http://www.inspiringsocialwork.org) to act as the digital platform for sharing project information and outputs as well as advertising social work vacancies and promoting social work CPD and academic courses;
- Re-visioning workshop with the partnership board to review progress to date and refresh our vision, aims and priorities to help inform planning for potential phase 2 funding application.
- Scoping for apprenticeship routes into social work utilising apprenticeship levy.

6. **Officer recommendations and reasons**

For cabinet members to note the Teaching Partnership initiative.

7. **Cabinet portfolio holder's recommendations**

The portfolio holders welcome the report and the opportunities that it presents to support and improve social work practice locally and regionally.

8. **Contact officer**

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9. **Background Papers and History of Decisions**

None

10. **Assistant Director responsible**

Elaine McShane, Head of Social Work Practice (Children Service)  
Amanda Evans, Service Director for Adult Social Care Operations