



DEVELOPING TOGETHER

SOCIAL WORK TEACHING PARTNERSHIP

Newsletter | Issue 23 | Date: 31.5.23 |

Dear colleagues,

April and May have continued to be a very busy time for the TP team, with key meetings taking place to plan activities that will be taking place over the next year and multiple reports to summarise the activities of the previous year! May is the last month of Spring! Spring is all about new beginnings and transformations; it's a season that symbolizes starting fresh and starting over. We are similarly looking forward to the new beginnings and transformation that the next year will bring.

The new CPD cycle has now started, and we are still planning more events to add to the existing offer!

We hope that you enjoy the latest iteration of our newsletter.

The TP Team

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CPD Offer 2023-24

We have recently updated our CPD Brochure for 2023-24! If you work for one of our primary partner agencies, you should book via the links in the Teaching Partnership's [annual CPD Brochure](#).

You can also [click here](#) to sign up for direct CPD Updates going forward.

The brochure features the Teaching Partnership logo on the left, the title 'DEVELOPING TOGETHER SOCIAL WORK TEACHING PARTNERSHIP' in the center, and the CPD Accredited Course logo on the right. Below the title, it states 'Continuing Professional Development Offer April 2023 - March 2024' and 'Version 1: 8.3.2023'. At the bottom, there are four small photographs: a woman and a man at a table, two boys working on a project, a woman with a child in a hammock, and a woman with two children at a table.

DEVELOPING TOGETHER
SOCIAL WORK
TEACHING PARTNERSHIP

Accredited
cpd
Course

THE CPD STANDARDS OFFICE
CPD PROVIDER: 22201
2020-2022
www.cpdstandards.com

Continuing Professional Development Offer
April 2023 - March 2024

Version 1: 8.3.2023

*Primary partners are: Achieving for Children, Croydon Adults, Croydon Children, Kingston Adults, Merton Children, Merton Adults, Richmond & Wandsworth Adults, Sutton Adults, Sutton Children, Wandsworth Children, NSPCC, Welcare and Kingston University.

Training for External Colleagues - Practice Educator/Onsite Supervisor Provision



Assessing & Evidencing Values & Ethics	14.9.2023, 2 - 4:30pm
Developing and Assessing Professionalism in Learners	12.10.2023, 9:30am - 12noon
The Anti-Racist and Anti-Oppressive Placement	20.11.2023, 2 - 4:30pm
Struggling Placements: Working Positively with Learners	11.01.2024, 2 - 4:30pm
Planning for and Working with Individual Difference	5.2.2024, 9:30am - 12noon
Supervision Skills for Reflection and Analysis	7.3.2024, 9:30am - 12noon

N.B. If you work for one of our primary or secondary partner agencies* or are part of the Central Bedfordshire Teaching Partnership, please **do not** use these links to book, instead you should book via the links in the Teaching Partnership's annual CPD Brochure - your Workforce Development Team can provide you with a copy, or you can email us admin@developingtogetherswtp.org.uk.

*Primary partners are: Achieving for Children, Croydon Adults, Croydon Children, Kingston Adults, Merton Children, Merton Adults, Richmond & Wandsworth Adults, Sutton Adults, Sutton Children, Wandsworth Children, NSPCC, Welcare and Kingston University.

*Secondary partners are: Surrey Children



The Student Internship scheme provides BA and MSW students the opportunity to apply for 2 practice placements within their preferred local authority and upon completion of their degree the student is supported to apply for vacant Newly Qualified Social Worker positions within that local authority.

Based on previous feedback, efforts were made to have more involvement from partners in the initial recruitment for applications, and previous internship applicants indicated that they did not have enough information about the scheme and that it was discussed too soon in the semester, as they had only just started and were focussed on their first assignment. We therefore planned an information session for students, bringing in partners who were offering placements to be able to outline how the scheme would run in each agency and the the range of placements available. We also pushed back the application process to start in December, after they have submitted their first assignment, when students are completing Readiness for Practice and thinking about placements.

We were pleased to receive 8 student applications overall. Of these, we are delighted to say that **7** MSW students were successful in their applications, and have been placed across Achieving for Children, Kingston Adults and Wandsworth Children!

We wish them the best of luck in their placements!





Kingston University postgraduate student shares views on how respecting diversity and embracing change can drive social action

To mark World Social Work Day on 21st March, Kingston University Master in Social Work student Diana Laura Gerardo Correa has shared her thoughts in response to this year's theme of respecting diversity through joint social action. In this blog, she draws on experiences from her studies and reflects on how society could benefit from establishing more an inclusive curriculum in schools.

"Blush pink and lavender graced the skies in Kingston while I read the Spanish translation of the promotional poster for the 2023 World Social Work Day. When I saw this year's theme, I could feel the intersectionality of my roots tugging at the thought of being able to represent them. I knew I had many people to remember—including but not limited to my hard-working Mexican ancestors, the strong women and LGBT+ individuals in history who paved the way for my rights, and the incredible social worker who advocated for me as an adolescent and has still continued to root for me several years later after I decided I would take the same path as her.

I am a Mexican-American woman pursuing my social work dream approximately 5,162 miles away from my hometown of El Paso, Texas, a vibrant and friendly city that sits on the border of the U.S. and Mexico. Perhaps some questions have arisen (they certainly did for some friends and family of mine), such as why I would commit to studying so far from home and paying overseas tuition just to earn what some would potentially consider breadcrumbs in a growing cost-of-living crisis.

...Growing up, I would hear the following: "Just because something is different, it doesn't mean it's bad." People are often afraid of change or they shy away from something they feel might be irrelevant to them. Thus, teaching them to develop their courage, confidence, and ethics early on can enable them to think in a way that advances not just themselves but everyone around them. Working together in aspects like this can develop a future truly fit for us all. Diversity is both valuable and powerful, so with this in mind, as social workers, we must prepare to adapt our methodologies to the unique and evolving world around us."

[Click here](#) to read the full article.



This year's annual Careers Fair, was held on 20 April 2023 at Kingston University Kingston Hill Campus.

All but two of the primary partner local authorities sent representatives, who each had a stall and provided details of upcoming NQSW vacancies to students as well as information about working for their respective local authorities, including CPD offers. The TP had its own stall, promoting the benefits of working within our region for a primary partner agency and providing all final year students with an information pack to support their preparation for NQSW interview. Students were able to ask questions and consider which organisations they may wish to apply to in future.

Based on discussions with the BA and MSW course leads, the Careers Fair will be timetabled in further ahead of time going forward, in order to gain maximum attendance from final year students.





As part of a Teaching Partnership initiative, Kingston University's People with Lived Experience (PLE) Group have been very active in the 'People with Lived Experience Film Project', deciding on topics for discussion and planning how these are to be made into short films and audio podcasts. This means their experiences of social workers and social care and their expertise as PLEs can be shared and contribute to the learning of social work students and practitioners across the Partnership.

A further two films have been added to the project, on good communication and what it's like to receive an assessment.

These and all of the other films can be seen [here](#).



The Teaching Partnership has once again been awarded funding, in partnership with Kingston University, Achieving for Children, Croydon Children, Merton Children, Sutton Children, Surrey Children and Wandsworth Children, to deliver Cohort 8 of Step up To Social Work. This comes following a successful first year of delivering the programme to Cohort 7 students, who all graduated in March 2023, securing NQSW positions on the ASYE programmes within either AFC or London Borough of Sutton.

The intense, 14 month full-time programme, combining study at Kingston University and placements in the local authority settings, awards graduates a Post Graduate Diploma in Social Work and equips them with the skills and knowledge necessary to register as a social worker. Students will receive a bursary of £19,833 over the duration of the programme to support them whilst in training. Trainees will commence on the programme in January 2024 and finish in March 2025 and we are very excited to once again be able to support a cohort of students throughout the programme.

Planning for Cohort 8 is underway, including for the rigorous assessment centres, which are due to take place in June 2023. We are very excited to be taking 47 candidates through and wish all applicants the best of luck!



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CROYDON
www.croydon.gov.uk





On 22 March 2023, we held our second annual 'Think Family' Conference, as part of Social Work England's programme of events for Social Work Week.

This year's conference focused on Trauma Throughout the Life Course, and being trauma informed in practice. The event opened with a keynote by Kati Taunt on making sense of behaviour as survival adaptations, and included discussion activities around the impact of Trauma Informed Practice on People with Lived Experience, an afternoon keynote on 'Cultural competency? A reflective look at how social care intervention can either be traumatic or enhance families' futures' and ended with a creative poster activity (with prizes for the winning teams!). The event was well attended by 42 practitioners from both across the partnership and outside of the partnership.

Feedback for the event was positive, with 85% of those who completed the evaluations saying their expectations had been 'fully' met or 'exceeded'. Some comments from attendees include:

"Absolutely wonderful experience. Thank you! There is a lot of TiP resources 'out there' but this has been the most helpful + engaging for me!"

"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"





Teaching Partnership Annual Visioning Day

The Teaching Partnership hosted our Annual Visioning Day on 10th May, at Kingston University. This annual event is crucial in bringing together all Teaching Partnership Primary partners and confirming key priority areas for the year ahead. It was brilliant to see lots of partner agencies in person, reflecting on individual and collective successes and challenges and identifying key areas of work and projects to help tackle these issues in the year ahead.



Teaching Partnership Annual Progress Report 2022-23 & Annual Highlights Video



The Teaching Partnership is delighted to release our Annual Progress Report for 2022-23! To read the full report, please see [here](#). Please also watch our Annual Highlights video below, to see what we have been up to! For a shareable link to this video, please see [here](#).



Annual Learning and Development Report 2022-23



Here are some highlights from the Teaching Partnership's second Annual Learning and Development (L&D) report. Overall, 911 bookings were made for the provision across the year, and the average attendance rate was 53.02%.

- The most popular courses throughout the year were:
 - Emotional Resilience & Wellbeing in Social Work Conference
 - Social Work Conference: Think Family, Trauma Throughout the Life Course
 - Introduction to the Dynamic Maturational Model of Attachment and Adaptation
- Evaluation feedback for the events has been very positive!
 - 96.15% rated the facilitators' knowledge as "Good"/"Excellent"
 - 91.25% rated the sessions as "Extremely Helpful"/"Helpful"
 - 88.01% rated sessions as having "Fully met"/"Exceeded" expectations
- Long term impact evaluation was piloted with the Early Career Managers' programme. The responses were very positive, with all managers reporting that the training had continued to have a positive impact on their practice and that it supported confidence overall in being a manager.
- The TP team were successful in bidding for Continuous Improvement Funding from the DfE for 4 projects: Training for Social Workers in Autism, Practice Education Consultation and Strategy and Independent Clinical Supervision. Full details of all projects can be found in the Annual Progress Report.

The TP team plans 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; encourage completion of evaluations, identify further provision for impact evaluations, identify barriers to attendance and tackle them, 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.

Some quotes from colleagues who have attended our training!

"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*

"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*

"...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*

Early Career Managers Programme



The Teaching Partnership is running its fourth cohort of the Early Career Manager Programme. This is a CPD Standards Office accredited 9 day, social work specific training programme over 3 months to support new managers working in primary partner agencies. The sessions are delivered by a mixture of social work academics from Kingston University, independent, highly experienced trainers in the field of social work management, and experts from within partner agencies. One day is also dedicated to learning about process, policy and procedure in your organisation and this day is delivered locally.

The current cohort started in April 2023 and will run until the end of June. There are 25 managers from the following partner agencies: Croydon Adults, Kingston Adults, Merton Adults, Merton Children, Sutton Children and Wandsworth Children.

With Richmond Adults and Croydon Children joining as primary partners from April 2023, there may be demand for a fifth cohort to take place, within the next year as well. If you work for one of our primary partner organisations and are a manager with 0-18 months' experience, please express your interest to your L&D/Workforce Lead and you will be put forward when the next cohort is confirmed.

Celebrating Black Voices



Last week, we hosted our fifth bi-annual Celebrating Black Voices event. This event aimed to also acknowledge and appreciate the contribution and achievements of the Windrush generation and their descendants, as the 75th anniversary is this June.

The event featured a presentation on 'Black History Makers & Achievers' by John Azah (OBE), CEO of [Kingston Racial Equality Council \(KREC\)](#). John gave a brief history of the arrival of the Empire Windrush, the reaction to the arrival of those Caribbean citizens and the longer term impact. For example, Sam King, who was an RAF serviceman, one of the founders of the Notting Hill Carnival, and the first black Mayor of Southwark. You can see the presentation slides [here](#) and a video on local Black Achievers [here](#). John also shared his own personal experiences of coming to the UK, being a pioneer with the KREC in Kingston, and the example he hopes to provide for his children. The presentation and John's own experiences resonated very strongly with a number of participants, who shared stories of their own families' journeys to the UK and the obstacles their parents had faced in doing so. This was very powerful and it was a privilege to hear them.

As usual, this was followed by a montage to celebrate prominent current and historical Black figures, particularly focusing on the Windrush generation. To view the montage slideshow, please click [here](#).

The comments from those who attended were positive, with many people saying it had been a valuable experience and that they had learned a lot from attending. Others said it was "interesting and inspiring", they "never get tired of these talks" and "let's keep celebrating black voices".

A huge thank you to John and all attendees who shared their own experiences with the group, as well as everyone who attended and got involved in the session.

Black Voice of Social Work



After recent discussions with our co-facilitators group, what was previously our 'Black Lives Matter and the Voice of Social Work' Discussion Groups are being retitled to the 'Black Voice of Social Work' Discussion Groups. This is to reflect the ongoing nature addressing injustice and racism in Social Work. The communications are also being updated to reiterate and emphasise that the groups are for colleagues from all backgrounds, as fighting racism requires an ongoing joint effort, and therefore these groups welcome anyone committed to anti-racism and to learning from Black colleagues/each other.

After a brief presentation from the facilitators, you will have the opportunity to discuss the topic in small groups. You will be invited to share feedback from these small groups, which may highlight learning that could support this organisation, to continue to develop their anti-racist commitment. This can be fed back to managers.

Please save the dates of the Discussion Groups below, and contact your Workforce Lead for the calendar invites/links to attend.

Thu 13 July 2023	10 - 11:30am
Mon 11 Sept 2023	2 - 3:30pm
Thu 9 Nov 2023	2 - 3:30pm
Mon 15 Jan 2024	10 -11:30am
Thu 14 Mar 2024	10 -11:30am





Call out for Volunteers! 'Compassion Fatigue Among NQSWs' Research

Kingston University
London

FOR MORE INFO EMAIL:
Aga.Buckley@kingston.ac.uk

[in](#) @aga-m-buckley
[t](#) @AgaMB2

Through Their Eyes

COMPASSION FATIGUE AMONG NQSWs
Research supervised by Dr Melania Calestani & Professor Katherine Curtis
Aga M. Buckley @Kingston University

is looking for NQSWs in England who self-identify with experiences of Compassion Fatigue in early social work career to volunteer in doctoral research study.

Make an impact by sharing your lived experience.

Image by Tim Hüfner from Unsplash.com

Aga Buckley, Senior Lecturer at Kingston University is conducting a research project titled, 'Through Their Eyes: Compassion Fatigue' and is looking for NQSWs who identify with experiences of Compassion Fatigue in their early social work practice, to volunteer to take part in this doctoral research study.

Please share this with your colleagues!

To volunteer, or find out more, please contact Aga Buckley directly:

aga.buckley@kingston.ac.uk



Practice Education Conference 2023

Please join us at our upcoming Practice Education Conference!

5 July 2023, 11am - 4pm

Kingston University, Kingston Hill Campus

[Click here](#) to register for a place

This conference is relevant to Practice Educators, On-Site Supervisors, Tutors, Practice Assessors, Learning and Development Leads, employer partners and anyone else engaged or interested in developing social work learners.

In conjunction with Kingston University, this event aims to celebrate the work of all those engaged in developing social work learners in the region and to explore their contributions to building learning communities. It will be in person at the Kingston Hill Campus.

The full agenda and details will be circulated closer to the time.

The conference is open to the relevant colleagues in all partner organisations, as well as external colleagues who currently support Kingston University students.



[The National Organisation for Practice Teaching \(NOPT\)](#) are hosting their annual Practice Education conference on 11th July 2023.

WHEN: Tuesday 11 July 2023 10am – 4pm (registration from 9.30am)

WHERE: Sheffield Hallam University Owen Building, Hallam Square Sheffield City Centre, Sheffield, S1 2LX

TICKETS: £110.00 DELEGATES / £120.00

TO REGISTER: Please send an email to Jacqui Doyle directly: Jacqui@confpeople.co.uk

Putting the 'Virtual' into Supervision during the COVID-19 Pandemic and Beyond



We are delighted to share research conducted by Sue Connell, ASYE manager within Wandsworth Children's services and Senior Lecturer & Sub Regional Assessor at Kingston University.

This study examined the experiences of practicing Children's Services Social Workers in a London Local Authority accessing virtual (online) social work supervision during the COVID-19 pandemic between March 2020 and January 2021. This study applied a reflective framework and guiding theories for exploring how supervision brings opportunities for reflective learning, and it considered individual needs within supervision. Study methods comprised an anonymised online questionnaire and semi-structured interviews. Twenty-two participants completed the questionnaire, and eight participants took part in the semi-structured interviews. This research aimed to explore the impacts on practitioners of the change from face-to-face to 'virtual' supervision and if all core elements of supervision are addressed. The findings suggest that there was a mixed experience for supervisees with some elements of the supervision functions being consistently met, and others being more variable. Generally, participants found virtual supervision a positive experience, whilst however missing some face-to-face elements. Having a pre-existing relationship with the supervisor was noted to help, and connectivity was also highlighted as important. However, for some participants, particular elements of supervision appeared to have been missed altogether such as Continuing Professional Development (CPD), and part of the Mediation function.

To read the full research study, please see [here](#).



DfE Pilot Early Career Framework

In March 2023, the TP submitted a partnership bid application to become Early Adopters of the DfE Pilot Early Career Framework (Primary Children's partners only). In May 2023, we were informed that we were successful in this application and work is underway on securing partner representation at the various initial information workshops planned by the DfE across June-September 2023. This initiative will secure significant income across the Teaching Partnership, with up to £50,000 of initial grant funding awarded for each Early Adopter LA in line with the engagement requirements of the programme. More information about the pilot can be read [here](#).

A huge thank you to all colleagues who provided information and support during the bid process, and those who will be involved going forward!



Teaching Partnership Support Officer Vacancy



The TP team is excited to be looking for an enthusiastic and experienced Partnership Support Officer to support the south west London and Surrey Social Work Teaching Partnership in its vision to attract, develop and retain the best and the brightest students and Children's and Adults social workers in the country.

This is a **15 month** fixed term position

About the role

The post holder will be employed (or seconded) to Achieving for Children (AfC) to manage and coordinate the administrative aspects of the programme, including updating social media channels, supporting with online and face to face events, attending and providing programme updates at partnership meetings, minute taking, making proactive decisions that will help the team deliver to the agreed timescales.

[Click here](#)* for full information. For an informal discussion contact Philippa Mann on philippa.mann@achievingforchildren.org.uk

Closing Date: 09/06/2023

Estimated interview dates: 15 June, 19th & 21 June

*please note that the vacancy is definitely open to external applicants, the page heading is in the process of being updated



Research in Practice is an organisation that brings together academic research, practice expertise and the experiences of people accessing services. We have been working with them to collate some of their open-access resources, which do not require membership to access!

Resources

- [Respecting diversity through joint social action](#)
- [Tackling child exploitation and extra-familial harm – new Practice Principles to support professionals](#)
- [Innovation in children's social care: Contextual Safeguarding, Trauma-informed Practice and Transitional Safeguarding](#)
- [Supporting intimacy and relationships in later life](#)
- [Supporting positive mental health outcomes](#)
- [Supporting effective participation with children and young people](#)

Articles & videos

- [Placing brothers and sisters in care](#)
- [Liberty Protection Safeguards implementation indefinitely delayed](#)
- [Dementia and Hope](#)
- [Believing in evidence means being surprised](#)
- [Improving services for care leavers: Coram Voice and the New Belongings programme](#)



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Thank you for reading!

If you have any good news stories, examples of excellent practice, or helpful resources that you'd like to share, please send these through to us at: admin@developingtogetherswtp.org.uk

We would also be grateful to receive comments or suggestions on the newsletter, including any topics you'd like to see covered in future editions.