

<p>Title of your good practice/case study (one short line what it is about)</p> <p>Response to the identification of training and development needs for newly qualified social workers in respect of equality, diversity and inclusion.</p>
<p>More detail of your good practice/case study</p> <p>If your good practice is about a person/people please share more about them and what they've done.</p> <p>If your practice is about an activity(s) or process please tell us more about this activity(s)/ process and what it involved.</p> <p>What difficulties (if any) did you overcome and how did you do this?</p> <p>Following the Quality Assurance review by Skills for Care early in 2025 we recognised that, whilst the Trust does not serve a large diverse community, there was a need for NQSW's and experienced social workers to better understand and recognise equality diversity and inclusion issues as well as how privilege, neurodiversity, spiritually and sexuality etc. can impact on peoples experience of services.</p> <p>We wanted to improve this and to start the work by commissioning a subject expert to deliver workshops to scope out in more detail what the learning and development needs might be.</p> <p>We felt it was important that the workshops were run by a subject expert who was independent of the organisation and could feedback to me as co-ordinator of the programme on what would be helpful. To this end we ran two workshops during April 2025.</p> <p>As well as gathering information on learning and development needs, the workshops provided an opportunity to understand participants feelings about not being confident in this area and feelings in respect of living in a "white city".</p> <p>The workshops also provided information on models, tools and resources which would be helpful in the participants' practice. The subject expert provided useful information following the workshops on suggestions for what may be helpful for the future and their perspective on how we can better support the learning and professional development of our social workers in this area.</p>
<p>What has been the positive impact of this for the ASYE programme, NQSWs, assessors, wider workforce, your organisation, or people who draw on care and support?</p> <p>This work has led to the commissioning of further work in the form of learning sessions to support those on the ASYE programme as well as the wider co-hort of social workers in the Trust.</p> <p>This work will be delivered through further workshops and will develop the knowledge and skills of social work supervisors who support those on the programme, as well as more widely, as part of our work to meet the CPD needs of social workers in the NHS.</p>

The work has also led to the subject expert becoming involved with the Trust Culture of Care Programme whereby a programme of work has been agreed to support and develop in-patient staff with a range of professional backgrounds, including social work.

Supporting quote(s) (Please add quotes from members of your team/people who you support about this person/activity/process)

“Not many active conversations within the team, the models will support with having these conversations”.

“The models are useful and can help aid/shape practice moving forward”.

“My role as a social worker can often become blurred within a health setting and I have to be mindful/ reflective of what my professional values are and how this can help shape muliti disciplinary team working and care planning for individuals”.

Organisation name

Humber NHS Teaching Foundation Trust

Contact name(s) and email address(es)

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Do you give permission for Skills for Care to share your name and email address on their website?

Yes