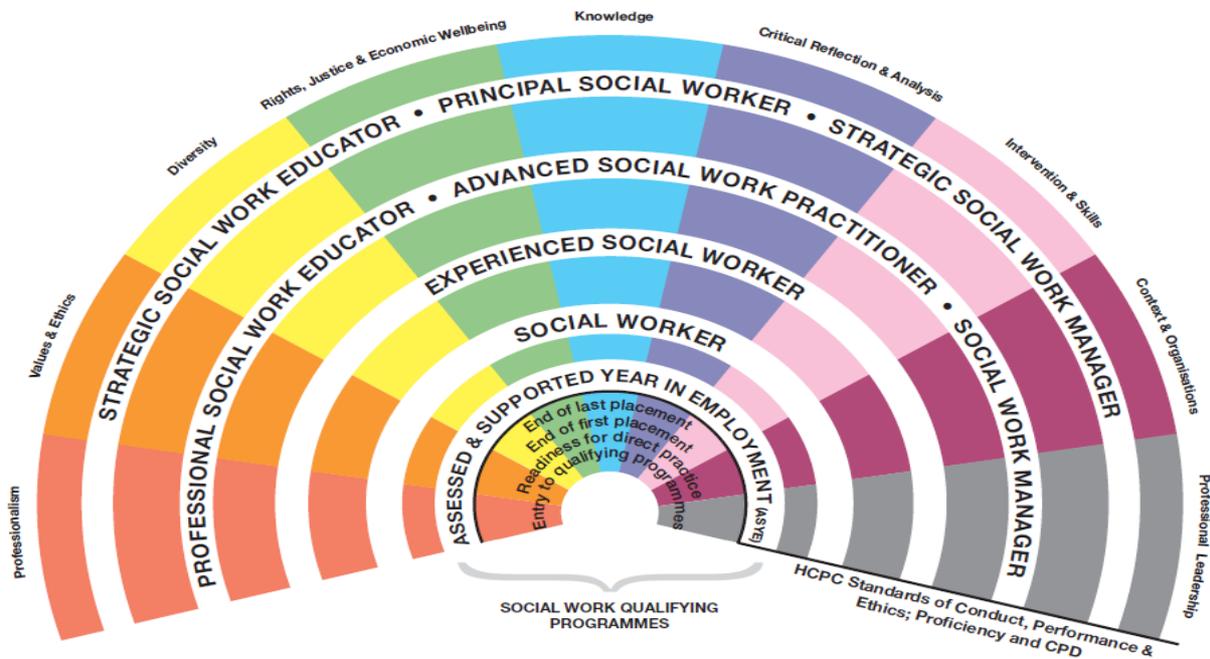


Adult Social Work Continuing Professional Development (CPD) Pathway Programme

Professional Capabilities Framework for Social Workers



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Introduction

Tri-borough has been selected to pilot a continuing professional development (CPD) programme for adult social workers. The pilot will be delivered across North West London.

The programme has been designed and will be delivered in partnership with Goldsmiths, and Kings, University of London. The pilot will be delivered across the North West London Boroughs.

The focus for the programme is to address the changes for social work identified in the '**Caring for Our Future' White Paper**. As explained in The White Paper, "the role of social work is being transformed in order to focus on interpersonal support, to promote choice and control".

The programme has been designed as a CPD pathway for social workers at 'social work' and 'experienced social worker' levels on the Professional Capabilities Framework (PCF).

The CPD programme will consist of three courses:

- Safeguarding Adults and Risk (social work level)
- Interpersonal Skills (experienced social work level)
- Social Policy, Research and Business Development (experienced social work level)

Learners who undertake the programme will be assessed at the start of the programme and supported to record their learning and development using a CPD portfolio.

At the end of the programme, social workers should be able to evidence their learning against the PCF and show how they meet the HCPC requirements.

In Summary, what the pilot will offer is as follows:

- A clear and coherent CPD framework for social work and experienced social workers.
- Promote the link between workforce planning and workforce development.
- Provide CPD opportunities at the 'social worker' and 'experienced social work level', and improved capability of practitioners at this level.
- Support social workers to respond to anticipated changes to professional social work roles as outlined in the White Paper.

The programme will be launched at an event on 12 June, 2013 (9:30am – 1:30pm)

For further information please e-mail Jane.Royes@rbkc.gov.uk



Safeguarding Adults and Risk

Social Work Level

This module will enable **social workers who have previously completed in-house Safeguarding Adult Training to gain academic credit** and build a portfolio of evidence in line with the (PCF).

This module will be accredited at 30 M-level credits at Goldsmiths, University of London. You will be eligible to formally enrol on the academic component of the course.

The module aims to support you to:

- appraise and develop your adult safeguarding skills and knowledge in line with the professional capabilities framework (PCF)
- transfer and consolidate learning from in-house training into practice
- make a personal development plan to address any gaps in your safeguarding training profile
- critically reflect on your safeguarding practice
- build a portfolio of evidence to demonstrate your safeguarding practice in line with the PCF
- gain academic accreditation (30 M-level credits) to recognise your professional safeguarding capabilities.

Approximate number of student contact hours:

12th June 2013 (9.30 – 1:00)

- One half-day introduction to the skills for care programme and the safeguarding course
- Plus:

One-hour individual coaching session between the 12 - 21 June to review the training you have attended and plan your professional development (*trainer to contact learners individually to set up sessions*)

July – September 2013

- Two half-day reflective practice sessions **Friday 21st June & Wednesday 10th July (10.00 -1.00)**
- One half-day workshop – research/skills development (topics to be negotiated with facilitator) **Thursday 12 September (10.00 – 1.00)**

October 2013 (date to be confirmed)

- Half-day introduction to academic programme and enrolment

November 2103 – April 2014 (date to be confirmed)

- One individual coaching session – gathering and assessing
- 2 half-day reflective practice sessions
- One half-day skills development/research



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April 2014 (date to be confirmed)

- One one-hour coaching and academic supervision session

Assessment:

Practice evidence including service user and carer feedback, direct observation of practice, and evidence from managers, assessors or other professionals: gathered throughout the programme

Academic assignment: 3,500 critical practice review submitted May 2014

Interpersonal Skills

Experienced Social Work Level

Interpersonal skills for direct work with Adult Service users and their families and will be delivered by leading academics and practitioners from **Goldsmiths College, University of London**.

This course provides an opportunity for experienced social workers to enhance their interpersonal skills in line with the new policy agenda and draw on contemporary, evidence based approaches to direct work with people.

The course will offer relevant research, concepts and practical tools to assist experienced social workers in working creatively with difference, diversity, ambivalence, conflict and resistance, drawing on a range of approaches to enhance skills in direct work with adults at times of loss, crisis or transition.

The course aims to support you to:

- gain insight into your own interpersonal strengths and challenges.
- develop effective strategies to consolidate strengths and address challenges
- work with confidence to address the psycho-social-spiritual needs of individuals and families
- apply key concepts from a range of relevant intervention theories to analyse and address complex family and inter-professional relationships
- develop effective strategies for working with difference, conflict, ambivalence and resistance, thus guarding against stress and burnout.
- champion relationship-based social work, co-production and asset based assessment
- promote a spirit of inquiry and a culture of observation, reflection and experimentation within the team and organisation.

Approximate number of student contact hours:

June 12th 2013 (9.30 – 1.00)

- One half-day introduction to the programme and the interpersonal skills course.

One-hour individual coaching session between the 12th -28th June, to complete an interpersonal skills self- evaluation exercise. *(Trainer to contact learners individually to set up coaching session)*



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July 1st 2013 (9.30-4.30)

- 1 day **Evidence based approaches to direct work with people – empathy and mindfulness based stress reduction**
- 1.5 hours enhanced reflective group supervision

October 17th 2013 (9.30- 4.30)

- 1 day **Motivational Interviewing workshop**

November 14th 2013 (9.30- 4.30)

- 1 day **Motivational Interviewing workshop**
- 1.5 hours enhanced reflective group supervision

December 5th 2013 (9.30- 4.30)

- 1 day **Systemic approaches**

January 23rd 2014(9.30-4.30)

- 1 day **Systemic approaches**
- 1.5 hours enhanced reflective group supervision

April 10th 2014 (9.30 - 1.00)

- One half-day ending and evaluation of the interpersonal skills course

* enhanced reflective practice discussions provide an opportunity to problem solve in relation to live concerns /practice dilemmas and rehearse possible responses, drawing on relevant research and theory.

Assessment:

Practice evidence including service user and carer feedback, direct observation of practice, and evidence from managers, assessors or other professionals: gathered throughout the programme.

Academic assignment (optional): 3,500 word Integrative Practice Study submitted May 2014.



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Social Policy and Business Development

Experienced Social Work and Manager Level

This innovative programme has been developed by the North West London Skills for Care partnership in conjunction with the research dissemination network, ***Making Research Count*** based at the **Social Care Workforce Research Unit, King's College London**.

The context for the programme are Government reforms to health and social care, the challenging budgetary environment and current and fresh demands from citizens and their communities.

Together these are changing the legal framework, public expectations and outcomes for adult social work services. While not adopting a 'rose coloured spectacles view' of the role of social work with adults, the professional's identity and its role are set to change. These challenges are not just at the national and organisational levels but have ramifications for every registered social worker in adult services.

All of the above is reflected (to some degree) in the raft of reforms that have followed the Social Work Reform Board which recently completed its work. The creation of The College of Social Work, the development of a Professional Capabilities Framework (PCF) and major changes in the regulatory environment, law and guidance, and education and training. Changes with NHS colleagues also impact on adult social work, whether these are Clinical Commissioning Groups, Foundation Hospitals or case management.

The course aims to support you to:

- Equip social workers with an understanding of the changing policy context for adult social care and its effects on social workers, the organisations in which services are delivered and for those who use and supply social care services.
- Provide access to a tailor made series of research journal based workshops on themes that reflect the interests of the group. These sessions could also investigate other published material such as adult serious case reviews
- Debate key practice skills and promote a critical, reflective and analytical approach to social work. These could include safeguarding, personalisation and practice issues around outcomes, capacity, decision making and risk management.
- Explore the commissioning implications of current policy and research, such as changes in the NHS, the social care market, and therefore for those social workers involved in business development.
- Enable participants to receive individual feedback on their CVs and personal statements as a basis for providing individual career and professional development advice.



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Approximate number of student contact hours:

June 10th 2013 (9.30 – 1.00)

- One half-day introduction to the CPD programme and the Social Policy course.
- **One-hour individual coaching session** between the 12th June - 28th July, to receive individual feedback on their CVs and personal statements as a basis for providing individual career and professional development advice. (*Trainer to contact learners individually to set up coaching session*)

The sessions **will be held at King's College London** in its central London campus.

July 12th 2013 (9:30 – 12:30)

August break because of summer holidays

September 4th, 2013 (9:30 – 12:30)

October 11th, 2013 (9:30 – 12:30)

November 11th, 2013 (9:30 – 12:30)

December 5th, 2013 (9:30 – 12:30)

January 24th, 2014 (9:30 – 12:30)

February 5th, 2014 (9:30 – 12:30)

March 7th, 2014 (9:30 – 12:30)

April 2nd, 2014 (9:30 – 12:30)

May 9th, 2014 (9:30 - 1pm (farewell lunch and programme review))

The sessions will be **facilitated by Professor Jill Manthorpe**, the director of the Social Care Workforce Research Unit, and **James Blewett**, chair of Making Research count who continues to practice as an independent social worker.