**Briefing 2: Transformation of Social Work Programme**

**Rethinking Children’s Social Work**

The DfE Children’s Services Innovation Programme, (Feb 2014) seeks to support the development of more effective ways of supporting children who need help from children’s social work. One of the focus areas for the Innovation Programme is *Rethinking Children’s Social Work* which raises a number of fundamental questions;

* How do we want our social workers and other professionals to help

children and families with the highest levels of need and risk?

* What are we asking practitioners to achieve?
* What kind of environment would enable them to achieve this?

In Brighton and Hove, we have taken the ambition of *Rethinking Children’s Social Work* and applied this to our business planning for workforce development as follows;

**Brighton & Hove Transformation of Social Work Programme**

In June 2013 we appointed a Principal Social Worker for Children and Families to lead the work on improving social work practice and bring about cultural change. Developments include our work with front line social workers to articulate a new vision of excellent social work practice in Brighton & Hove;



**Engagement and involvement of front line staff**

We have established a number of Reference Groups which meet bi monthly and representatives from these groups meet with the Senior Social Work

Management Team on a quarterly basis.

**Reflective practice, coaching and supervision**

We have launcheda new Social Work Supervision Policy that fits within the whole service policy for all Children’s Services staff alongside a new training programme.

**Workforce Development:**

* The ‘Assessed and Supported Year in Employment’ (ASYE) assists newly qualified social workers (NQSWs) and has been well received and successful to date.
* With Adult Social Care we are reviewing the Continuing Professional Development (CPD) offer and mandatory training for social work staff
* Training for managers on the Professional Capability Framework (PCF) is being planned for the summer 2014 to ensure ownership, engagement and embedding of the PCF across the service.
* We have developed strong links with the Universities through the Surrey and Sussex Social Work Education Group (SWEG).
* Through the social work transformation training programme a new approach using dedicated and specialist posts such as Parenting Practitioners, DV and Substance Misuse specialists has been developed.

**Team and Peer Support**

Models are being reviewed with consideration given to creating team hubs, strengthening team meetings, and ensuring group supervision is available to all social workers.

**Model of Practice**

We will continue to refine and articulate our model of Practice in line with the values and principles of the service to ensure that all staff and managers share a common understanding of 'what good looks like.'

**The Children’s Social Work Newsletter**

A newsletter for social work practitioners which has a focus on professional development was launched in June 2014.

For further information or to request copies of these briefings please contact the Children’s Services Service Development Officer on 01273 293736 or Carolyn.bristow@brighton-hove.gov.uk

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