**What is Relationship-based Social Work?**

Relationship-based social work is about creating relationships with families, which provide opportunities for them to change, and which are clear about the consequences if change cannot be achieved.

Within our model of relationship-based practice, the social work relationship becomes the main practice tool, at the heart of a system of relationships built to support the child and family – what we are calling the ‘team around the relationship’ model.

Therefore, our model of practice promotes the importance of reflective practice and good quality supervision throughout the organisation, recognising that supportive relationships between social workers and their managers enhance relationships between the worker and the family and these relationships in turn have the power to impact positively on relationships between parents and children.

**How is our service structured?**

Our service is delivered by a number of small social work teams or “Pods” which support children from the assessment stage throughout the whole of their journey through social care, thus providing continuity for children and families.

Each Pod works in a collaborative way, so that whilst children have a named keyworker, all Pod members know each case and use their skills to support not only all the children within the Pod but also their colleagues to ensure families’ experience consistent social work involvement.

This sense of collective responsibility is fostered by group supervision, which takes place on a weekly basis, and is led by the Pod Manager. This ensures that all cases are reviewed regularly to prevent drift or the needs of some children being lost due to the priorities for other families.

Social workers are encouraged, and expected, to develop their skills so that they can provide an expertise in a particular area within the Pod and contribute to practice development.

**How is each Pod structured?**

1 x fte Pod Manager  
Up to 2 fte Senior Social Workers  
Up to 5 fte Social Workers  
At least 1 Social Worker in Training  
Pod Administrative Officer