

**Appendix 1 - Partnership Academy Development
(July 2021)**



Development Phases	Description	Updates /Progress	Impact
<p>1. ASYE programme (Newly Qualified Social Worker's Assessed Year)</p>	<p>Intensive 1 support programme which includes induction practice fundamentals programme/ monthly training days/coaching and mentoring regular professional supervision, formal assessment of fitness to practice,</p> <p>QA activity and evaluations of practice from children, young people and families and our partner agencies and professional networks</p>	<p>Newly Qualified Social Workers (NQSW) 27/30 NQSW supported to pass their ASYE (1 fail/2 resigned)</p> <p>Ongoing 13 NQSW passed 6-month review 9 NQSW passed 3-month review</p> <p>Next Cohort 10 new ASYE recruits planned to start Sept 2021 for next year.</p>	<p>27 new SW practicing within Childrens Social Care and additional following through</p> <p>Potentially 32 new practicing SW in the next 18 months to join the workforce.</p> <p>Assessment of the quality for the programmes run is evaluated as Good with only one concern re the number of cases held by some. This is monitored closely.</p>
<p>2. Training Needs Analysis to develop the training plans for Children's Social Care and Early Help teams</p>	<p>Training analysis completed for Childrens Social Care (CSC) and as a result a Work Force Development (WFD) plan has been developed (Priority area for Imp Plan)</p>	<p>CSC Training Implemented.</p> <ul style="list-style-type: none"> • Practice Fundamentals programme developed • 2-week Induction for all new starters, protected time • Aspiring Managers Programme (developed - starting Autumn 2021) • Child Focussed Practice Model =Signs of Safety • PLO training • Court Skills • SWET training virtually. <p>Supervision sessions have continued to be delivered virtually throughout the Pandemic</p>	<p>Full training programme is in place and adjusted to reflect the finding of the Training Needs Analysis. Too early to assess impact of training.</p>

		<p>New training to be implemented Sept 2021 onwards.</p> <ul style="list-style-type: none"> • Aspiring Managers Programme. • Child Development, • Equality and Diversity in practice, • Assessing Parental Capacity, • Pre-birth Assessments and Sibling Assessments • Mental Capacity Act training in partnership with Adults Social Care, • Practice Learning Review feedback sessions with QA Lead and • Total Respect sessions delivered by our children and young people (already part of our ASYE training) from the Autumn <p>Autumn Term development.</p> <ul style="list-style-type: none"> • Early Help Training Needs Analysis • analytical report on Exit Interviews, • the recurring headline theme being caseloads numbers at this current time 	
3.Practice Fundamentals	<p>Focussed training workshops to the workforce covering key areas of improvement identified by Ofsted and the internal Quality Assurance activity:</p> <ul style="list-style-type: none"> • Professional Curiosity in our Assessment and Practice • Genograms, Chronologies and Case Recording Standards • Direct work with children and young people; child centred practice 	<ul style="list-style-type: none"> • Introduced in April 2021 – 48 workshops delivered and 14 on Child Centred Practice Model -Signs of Safety element • Training delivered virtually and in future will be a mixture of face to face and virtual following feedback. Real life practice examples used in training, • Part of the mandatory Induction training for all new professionals. 	<p>Still needs further embedding. Direct quote from attendee.; <i>“These Practice Fundamentals sessions are extremely thought provoking, they get people thinking.”</i> <i>“I have learnt things that have changed my practice.”</i> <i>“I like the fact they are bite sized sessions as I am so busy and cannot commit to full days of CPD. They have helped me to step off the hamster’s wheel and reflect on my practice.”</i> <i>“A great reminder about what</i></p>

	<ul style="list-style-type: none"> • SMART Plans, Trajectories and Bottom Lines • An Introduction to Signs of Safety (SofS) • A Focus on Neglect and the Neglect Toolkit • A Focus on Permanence • DASH, MARAC and working pro-actively with Domestic Abuse • Supervision Skills for managers • Auditing Skills for managers and IROs • Complaints Procedure training for managers 	<ul style="list-style-type: none"> • Practice Development Social Worker (PDSW) recruited to embed the Practice Fundamentals standards in teams and support practitioners. 	<p><i>best practice looks like and what we should be aiming for.”</i></p>
4.Childrens Service Toolbox	<ul style="list-style-type: none"> • To support rapid improvement and set out ‘what good looks like’ • A go to manual for all Childrens Services Staff setting the BCP Practice Standards and what we aim to achieve. 	<ul style="list-style-type: none"> • Developed for CSC in phase one • Phase 2 workshops held to add Education element in Autumn 2021 • Launched Phase 1 in April 2021 and Phase 2 July 2021 with dedicated training workshops on 20 of the current 40 areas. All sessions recorded for access anytime and available on the WFD Share point site (see phase 7b below) 	<p>Practice Educators currently assessing the impact and learning within teams. Over 100 attendees at the workshops in total.</p> <p>Next Phase to be run in September 21</p>
5.Further develop the lead role of the Pan Dorset and Wiltshire Teaching Partnership with Bournemouth University (BU)	<ul style="list-style-type: none"> • Masterclasses on key practice areas • Academic residency for the Programme Lead for SW from BU <p>Increasing the number of;</p> <ul style="list-style-type: none"> • statutory social work placements for BA, MA and Step Up to Social Work students, • qualified Practice Educators to support students within the teams, • staff undertaking post qualifying academic awards at BU • practitioners undertaking guest teaching on all BU social work qualifying programmes in order to improve the quality of those programmes and prepare students for the transition from 	<ul style="list-style-type: none"> • BCP continue to lead on the Teaching Partnership and the Step Up to Social Work programme on behalf at BU, Wiltshire and Dorset Councils. • successfully won the DfE bid for fourth successful Step Up to Social Work programme. • Currently recruiting 7-8 students in BCP Children’s Social Care to start SW training January 2022. • Offer 70 day and 100-day final placements for BU social work BA and MA students. Currently hosting 9 final year students. • Developed the Social Work Apprenticeship Scheme in partnership with the Open University 	<p>3 social work apprentices studying and working with us currently and this month will be recruiting 4 more to start their course in October of this year.</p>

	academia to front line statutory social work roles.	as part of our “grow your own” strategy alongside Adults Social Care.	
6. Grade Progression Panels (Sept 2021)	<ul style="list-style-type: none"> Develop and embed the Grade Progression Panels for social work staff 		Helps with the retention of staff
Future Developments			
6. Partnership Academy Launch (Launch date Sept 2021)	<ul style="list-style-type: none"> Development of the Partnership Academy Website, a one stop access to training, development and recruitment support for all staff. 	<p>a) Development of the website with Communication colleagues, initial launch September 2021 with continued development into the future.</p> <p>b) In preparation for the Partnership Academy Launch a Workforce Development Share point training site has been developed and launched across Childrens Services</p>	A one stop shop for all training and development offers, learning and practice resources that all staff across Childrens can access.
7. Social Work Census (Nov 2021)	<ul style="list-style-type: none"> annual Social Work Census and Annual Social Work Health Check for BCP Children’s Social Care 	Starts Nov 2021	
8. Academic Residency – Neglect	<ul style="list-style-type: none"> Programme Lead for SW from BU based in Assessment Team to evaluate practice on Neglect. 	a) Early days, currently working through practicalities of programme lead working within BCP Childrens Services.	Too early to assess -aim of develop research-based learning materials to support practice improvement

