

ANNUAL REPORT OF THE ADULTS PRINCIPAL SOCIAL WORKER 2018/19 KEY ACHIEVEMENTS AND DEVELOPMENTS

This graphic describes the work of the Adults Principal Social Worker (PSW) Andrew Errington for Coventry City Council during 2018/19

What is PSW?

Care Act 2014 states a PSW should;

- be visible across the organization
- support and develop effective conditions for practice
- oversee quality and improvement of practice
- have direct contact with the Adults Director and front line practice

PSW for Adults is Andrew Errington commenced in post in July 2016

Andrew is the Head of Safeguarding and Practice Development and reports to Director of Adult Services Pete Fahy

Workforce Development

Produced a Workforce Development Strategy and Plan

Established a Learning and Development portfolio for Adults, ensuring access to a range of relevant and current training opportunities. "28 training events relevant to Social Work attended by 398 staff"

Hosted a 2nd annual practice week with the Children's PSW. "29 sessions over 5 days, with 1250 places. 66% of attendees rated the quality of learning as excellent"

Social Work Education

Established and growing links with our local Universities

Supporting Teaching Partnerships, new routes into Social Work like Think Ahead and the new Degree Level Social Work apprenticeships for staff to apply for

"3 out of 4 of the 2016 Think Ahead students now work for Coventry"

"2 members of staff will undertake the Degree Level SW apprenticeship in 2019"

New Standards

Becoming an early implementer for new Post-qualifying Standards for Social Work Practice Supervisors in Adult Social Care

Keeping in touch with the developments of a new Social Work regulator and supporting implementation

<https://socialworkengland.org.uk/>

Strength Based Approaches

Supporting staff to take a strength based approach

"More than 80 staff attended five training sessions on strength based practice"

Commenced a new Risk Enablement Panel, having 7 in depth discussion panels

Exploring opportunities for Family Group Conferencing (FGC) or family led meetings

Practice Development Roles

New roles are supporting our newly qualified Social Workers, promoting Practice Education, providing practice support to staff and supporting 'Making Every Contact Count'

"Supported 10 new ASYEs"

"Offered 14 placements for Social Workers"

"3 new SW Practice Educators trained"

Practice Quality

Implemented a new Practice Quality Assurance Framework for adult social care. "145 audits undertaken"

New guidance produced to enable workers to close their own assessments.

'Makes me feel trusted as a worker'

'I'm more conscious of what I'm writing because no-one is checking it'

Professional Curiosity

Raised the profile and uptake for Research in Practice for Adults and gained access to a further resource 'CareKnowledge'

Helping staff to stay up to date on the latest expert information and legislation to help day to day practice

"122 staff are now using Care Knowledge"

Policy and Best Practice Guidance

Chairing the Adult Services Policy Group and ensuring adult social care takes account of NICE National Guidelines

www.nice.org.uk/sharedlearning/driving-quality-through-the-implementation-of-nice-guidance-in-a-local-authority

"Identified 5 relevant new NICE guidance and completed 4 compliance assessments"

Practice Leadership

Chair of the West Midlands Adults Principal Social Worker Network since January 2017. In 2018 the network held its first annual conference with a focus on strength based practice in the West Midlands

"Attended by over 70 social workers from across all 14 Local Authorities"

Undertakes regional case file audits taking place prior to each Peer Challenge

Safeguarding Adults

Supporting the work of the Safeguarding Adults Board, Producing a workforce strategy, training programme, training quality assurance scheme and a series of multi-agency learning events on hot topics, including modern slavery "Average attendance at learning events was 56"

<http://www.coventry.gov.uk/csab>

Engaging and Coproducing

Member of the user and carer 'Stakeholder Group' since it was created in 2016 becoming the co-chair in 2018

Leading on the production of Coventry's 'Local Account', an annual report reflecting on the work of Adult Services

www.coventry.gov.uk/downloads/download/1882/adult_social_care_local_account

Celebrating and Connecting with Practice

Established networks and forums for staff engagement

Celebrating and raising the profile of Social Work by supporting the annual World Social Work Day and by encouraging staff to talk about their roles and the work that they do

www.coventry.gov.uk/info/158/safeguarding_adults/3246/social_care_in_hospital

Keeping in touch with staff via the Adult Services E Bulletin

Priorities For 2019/20

- Produce a Practice Framework supporting strength based approaches
- Embed Practice Quality Assurance measures
- Update policies and procedures to support strength based practice
- Prepare for a new Social Work Regulator 'Social Work England'



Coventry City Council