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#SASW2021



## ***Session 1***

# **Which way now? The future for social work**

**31 August 12:00 - 1:30**

**MS Teams**

# Welcome

## Jude Currie

*Team Leader, Children 1<sup>st</sup> & SASW  
Committee Chair*



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# A National Care Service – an opportunity to change

Nick Kempe

*Convener Common Weal Care Reform  
Group*



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# Ethical social work as the foundation of a National Care Service

Colin Slasberg, CQSW  
*Independent Researcher and Consultant in  
Social Care*



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# Justice social work – the past, present and the future

James Maybee

*Chair of the Social Work Scotland Justice  
Standing Committee and Principle Officer  
(Criminal Justice in the Highland Council)*



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**the promise**  
scotland

**Jackie Brock**

*Interim Chief Operations Officer, The Promise*



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# today

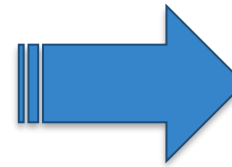
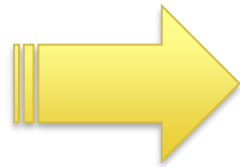
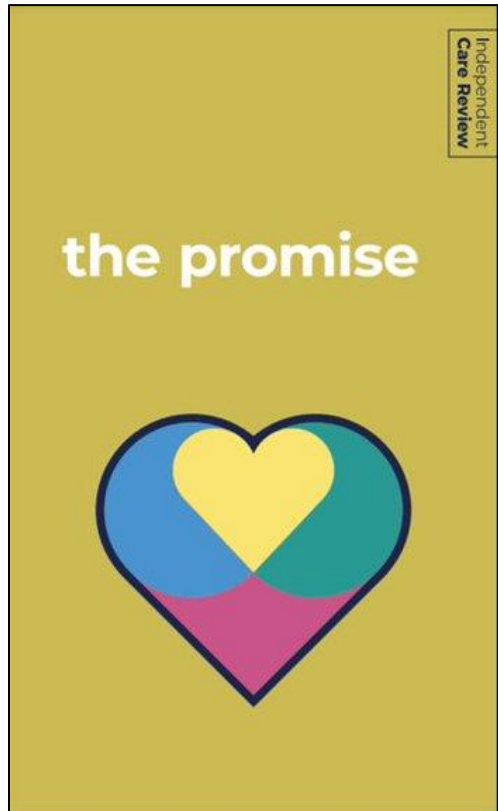
♥ Brief recap on foundations of the Independent Care Review

♥ Supporting Scotland's work to #KeepThePromise by 2030

♥ Support discussion on the role and contribution of social work



# the promise → Plan 21-24 → Change Programme ONE



Independent  
Care Review

**5,500+**

voices heard

**c.300**

families

943 sources of research ⇒ 56 outputs

organisations

**500+**

**150+**

volunteers

**all 32** local  
authorities

**2,321+** parents,  
carers and the  
unpaid / paid  
workforce

Justice

**2,640+**

infants, children,  
young people  
and adults with  
lived experience

**20**

Reviews /  
commission/  
inquiries

charities  
and  
providers

think tanks

schools and  
universities

Health

Corporate  
parents /  
national  
bodies

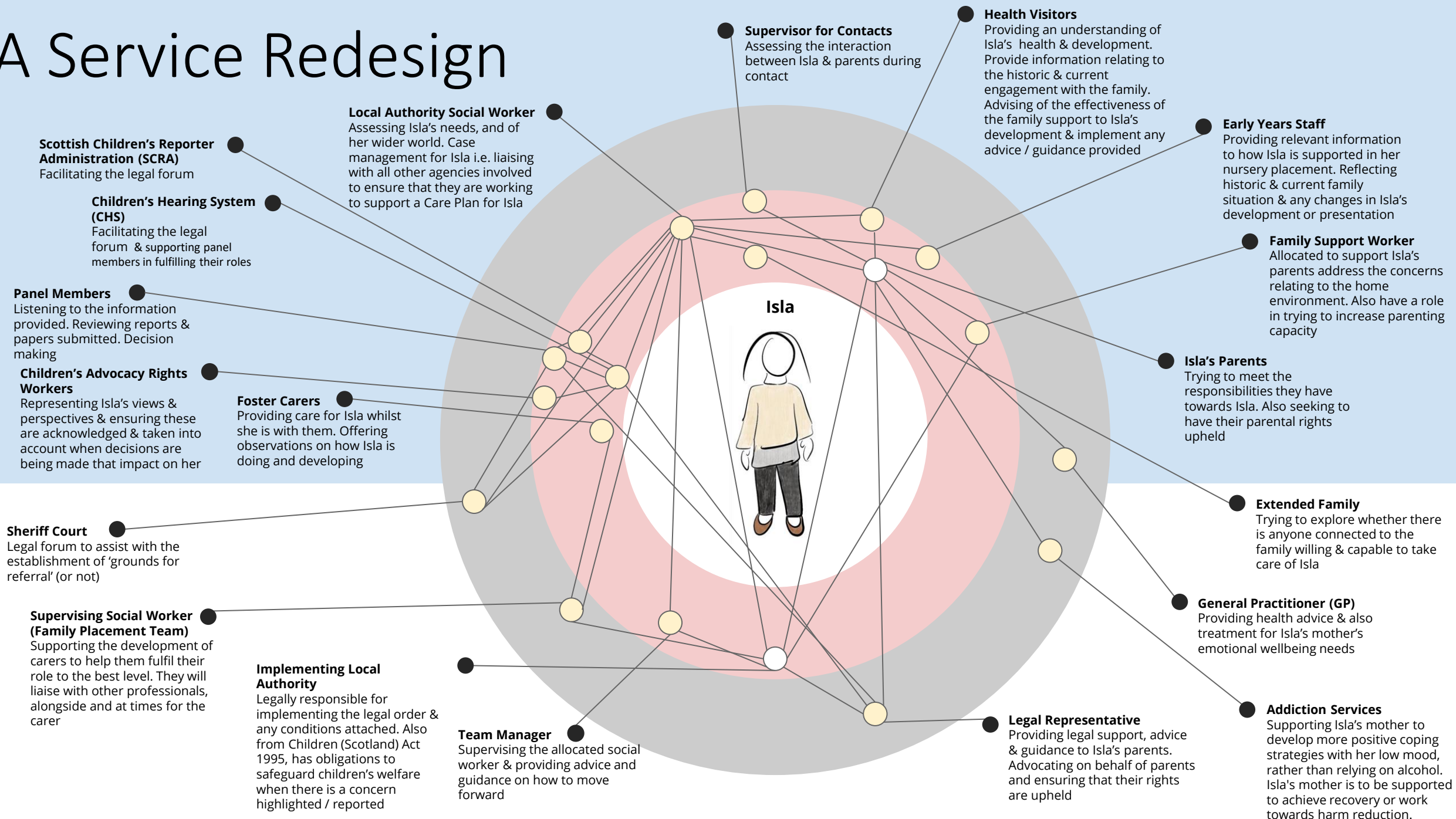
curious collaborative of

**FUNDERS**

etc. etc. etc.



# A Service Redesign



# Independent Care Review

## #KeepThePromise

### Seven reports:

1. the promise
2. the pinky promise
3. the plan
4. the money
5. follow the money
6. the rules
7. thank you



# The Five Foundations of 'the promise'



Where children are safe in their families and feel loved they must stay – and families must be given support together to nurture that love and overcome the difficulties that get in the way.



The children that Scotland cares for must be actively supported to develop relationships with people in the workforce and wider community, who in turn must be supported to listen and be compassionate in their decision-making and care.



Children must be listened to and meaningfully and appropriately involved in decision-making about their care, with all those involved properly listening and responding to what children want and need. There must be a compassionate, caring, decision-making culture focused on children and those they trust.

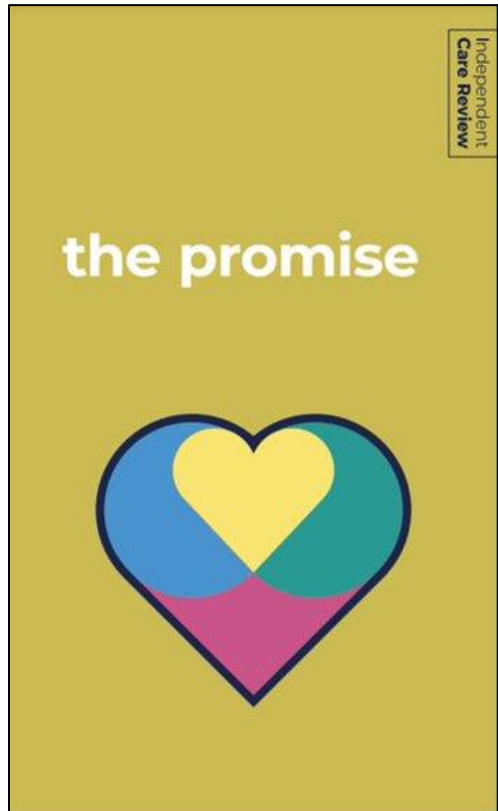


Where living with their family is not possible, children must stay with their brothers and sisters where safe to do so and belong to a loving home, staying there for as long as needed.



Children, families and the workforce must be supported by a system that is there when it is needed. The scaffolding of help, support and accountability must be ready and responsive when it is required.

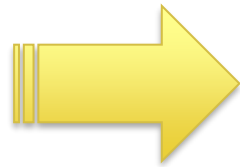
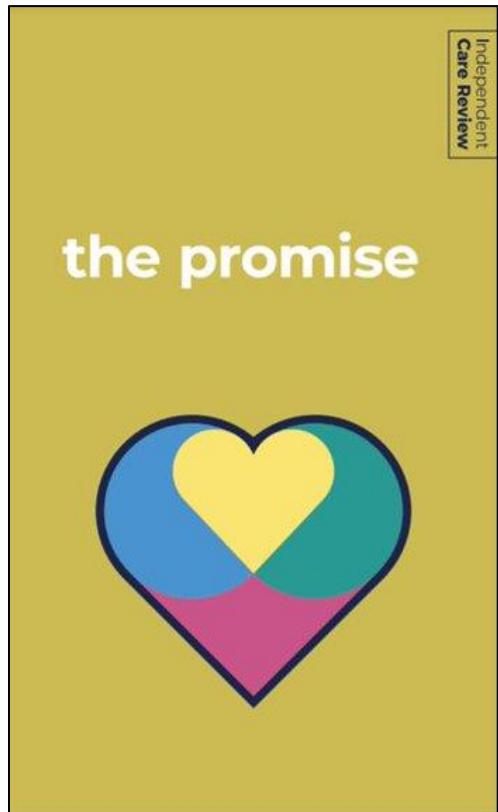
# the promise → Plan 21-24 → Change Programme ONE



After the Care Review's conclusions were accepted in full:

- ♥ 80+ calls to action sequenced
  - ♥ urgent / important
- ♥ Primary / secondary stakeholders identified
  - ♥ change first / change most
- ♥ Timeline mapped
  - ♥ Promise kept in its entirety by 2030
- ♥ Open engagement
  - ♥ webinars (500+ attendees) and briefings

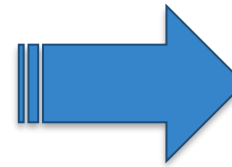
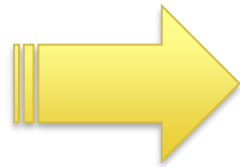
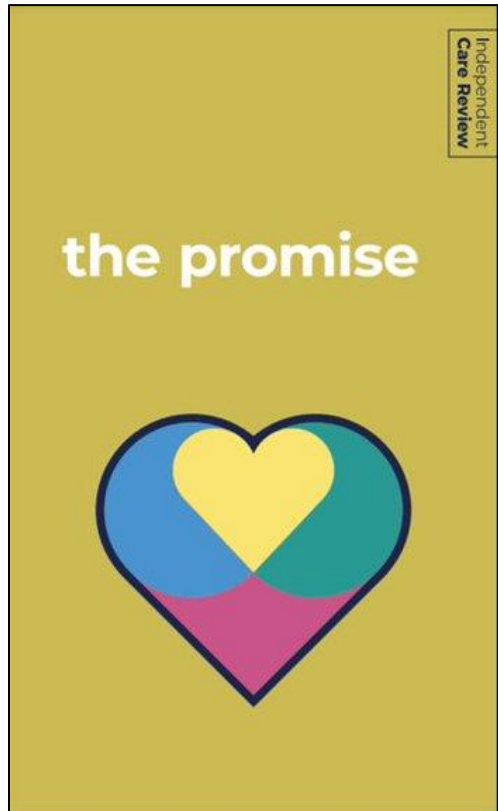
# the promise → Plan 21-24 → Change Programme ONE



- ♥ One 3-year multi-agency, cross-sector plan
  - ♥ (change programme(s))
- ♥ 5 priority areas: *A good childhood, Whole Family Support, Supporting the Workforce, Planning and Building Capacity*
  - ♥ capturing all 80+
- ♥ 25 actions
  - ♥ + outcomes to be met by 2024
- ♥ 5 fundamentals
  - ♥ underpinning all



# the promise → Plan 21-24 → Change Programme ONE



# the promise → Plan 21-24 → Change Programme ONE

- ♥ Targeted engagement with primary stakeholders
  - ♥ change first / change most - statutory duties; plan and commission services; national strategic responsibility; leadership / responsibility had a direct impact;
- ♥ Structured around a **profile** (what's known) and a set of questions
  - ♥ Your role? What work is underway / planned? How to monitor progress? What are the barriers? What do you need? How ready are you?



# the promise → Plan 21-24 → Change Programme ONE

♥ 32 local authorities (many asked other agencies including Children's Services Partnerships, NHS Boards etc) plus the Scottish Children's Reporter Administration, Children's Hearings Scotland, Care Inspectorate, Scottish Social Services Council, Education Scotland, Police Scotland, Community Care Providers Scotland, Children in Scotland, COSLA, SOLACE and Social Work Scotland.



# the promise → Plan 21-24 → Change Programme ONE



pro-active & re-active

- ♥ After the meetings, the **profiles** were updated with the answers provided to the questions, plus the content of the wider discussions that took place.
- ♥ The **profiles** were then **analysed** to become the content of Change Programme ONE and an **analysed** of progress (With The Promise Scotland team closing the loop before publication)

# analysis and assessment

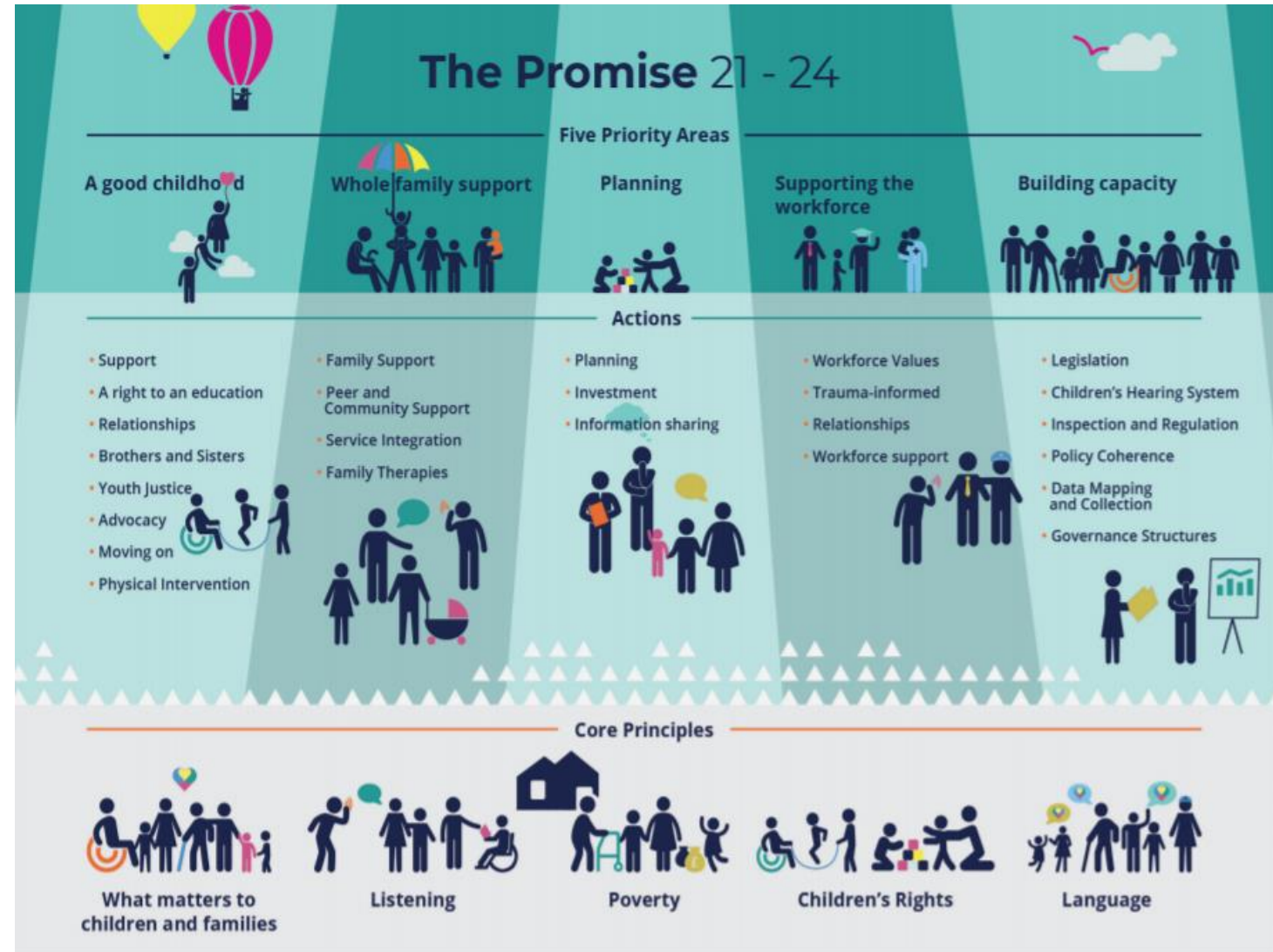
# analysis and assessment



# analysis and assessment

The Promise Scotland analysed: bridges, barriers, risks, dependencies, opportunities, linkages, timelines, etc. etc.

- ♥ work is underway
- ♥ work is underway but does not yet appear sufficient;
- ♥ there is little or no work underway.



# analysis and assessment: a good childhood

**Support:** Every child will have access to intensive support that ensures their educational and health needs are fully met... active responsibility whatever their setting of care

**Right to Education:** All they need to thrive at school; robust tracking of achievement and attainment; active participation; genuinely positive destinations

**Relationships:** All children living in and around Scotland's system of care will be maintaining safe, loving relationships important to them

**Brothers and Sisters Scotland** will stop the practice of separating brothers and sisters... their relationships cherished and protected

**Youth Justice:** disproportionate criminalisation will end

**Advocacy:** Access to independent advocacy at all stages of their (incl families) experience of care

**Moving On:** Experienced as consistent, caring, integrated and focused on needs not "age of services" criteria

**Physical Intervention:** All care experienced children, wherever they live, protected from violence



# analysis and assessment: whole family support

10 principles of intensive family support embedded into the practice (planning, commissioning and delivery) of all organisations that support children and their families

A consistent, national approach to ensure there are places in every community for parents of young children to meet other local parents, play and receive support and advice

Integration: Family support services will feel and be experienced as integrated to those who use them

All families will have direct and clear access to family therapies and specific support across a range of issues..and may need throughout life

# analysis and assessment: planning

A national, strategic planning process reflecting the needs of Scotland's children and young people and with expectation that more children will remain with their families.

Investment considered strategically and holistically in the context of experiences of children and families and embedding Human and Economic cost modelling

Information sharing: organisations will be confident about when, where, why and how to share information with partners.

# analysis and assessment: supporting the workforce

**Values: A national, values-based recruitment and workforce development framework in place**

**Organisations are able to demonstrate they are embedding trauma-informed practice across their work and workforce**

**No blanket policies or guidance to prevent maintenance of relationships between young people and those who care for them.**

**A Workforce support framework in place to ensure people involved in the care of care experienced children and young people feel valued, encouraged, have supportive relationships, high quality supervision and environmental conditions**

# analysis and assessment: building capacity

**By 2024, identifiable progress made towards ensuring Scotland's legislative framework for the "care system" is coherent and cohesive, upholds the Care Review and UNCRC**

**The Children's Hearings System will have undergone a redesign process**

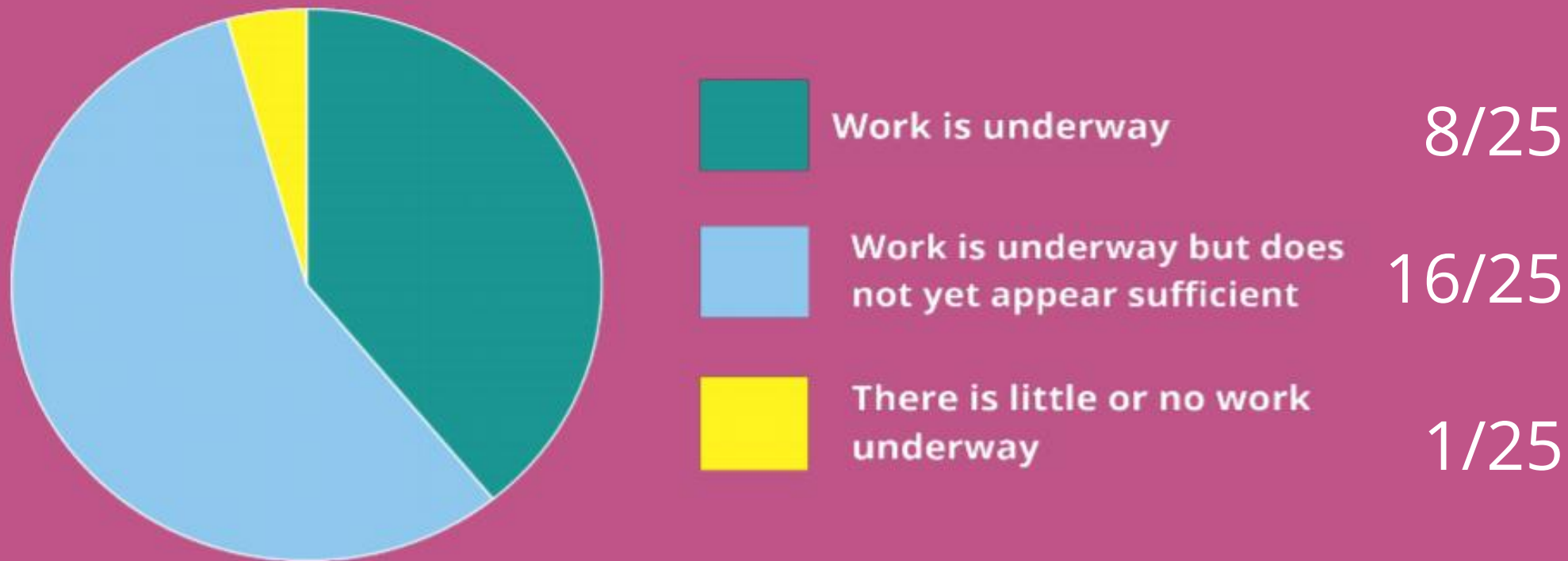
**A new holistic framework for inspection and regulation that values what children and families value, will have been scoped and developed.**

**There will be coherent and cohesive alignment in the policy initiatives and frameworks across Scotland with a focus in 2021-24 on implementation and alignment not inquiries and reviews.**

**Data mapping and collection will provide a cohesive, central picture of all data on the processes and systems that directly and indirectly impact on children and families.**

**Governance structures where all public appointments to any of Scotland's Boards and Public Boards which have an impact on the 'care system', ensure the values of the promise are embedded in recruitment.**

# analysis and assessment: summary



The Promise Scotland re-analysed: bridges, barriers, risks, dependencies, opportunities, linkages, timelines, etc. etc.

# The Promise Scotland

# The Promise Scotland

- ▶ Join the Dots
- ▶ The Communities of Interest
- ▶ The Ideas Bank
- ▶ The Promise Design School
- ▶ The Promise Partnership
- ▶ The Money
- ▶ The Governance
- ▶ The Data
- ▶ Oversight and Monitoring

# The Promise Scotland: from 1<sup>st</sup> July

- ♥ Children's Hearings Redesign – Independent Chair
- ♥ Supplementary investment in brothers and sisters commitment via Promise Partnership
- ♥ #KeepThePromise is one of the significant change commitments to be overseen by DFM
- ♥ Promise Design School Partnerships – Phase one training completed and remainder of programme for 2021 in place
- ♥ *One question and one question only* analysis for NCS consultation – will the commitment to #KeepThe Promise be more or less likely?

# #KeepThePromise



#KeepThePromise



A good  
childhood

Whole family  
support

Supporting the  
workforce

Planning

Building  
Capacity





thank you

# The Office of the Chief Social Work Advisor (OCSWA) and social work

Joanna Macdonald

*Deputy Chief Social Work Advisor, Scottish  
Government*

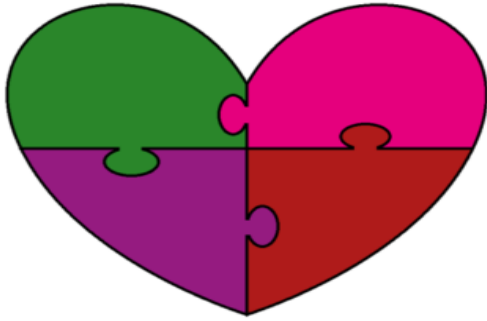


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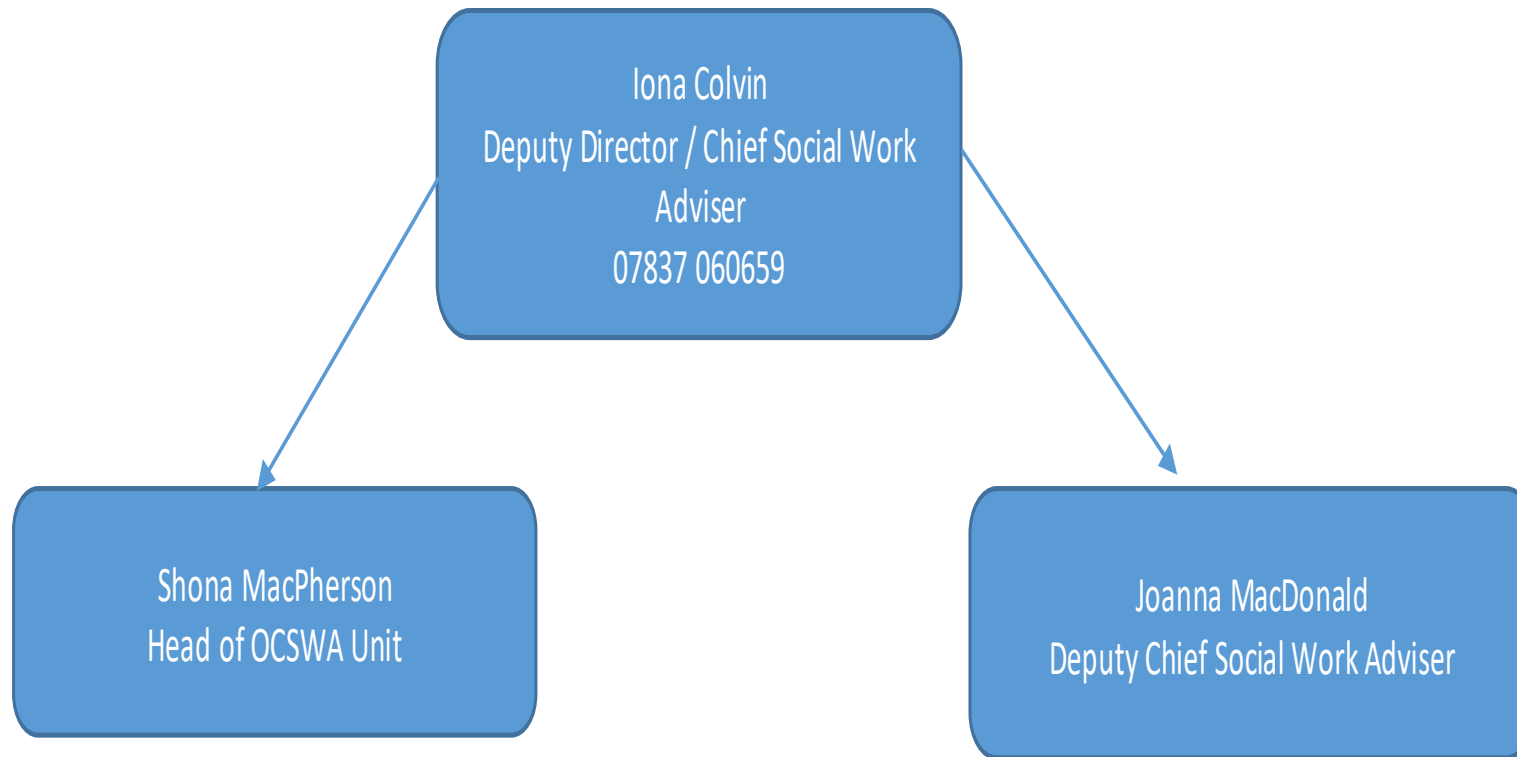
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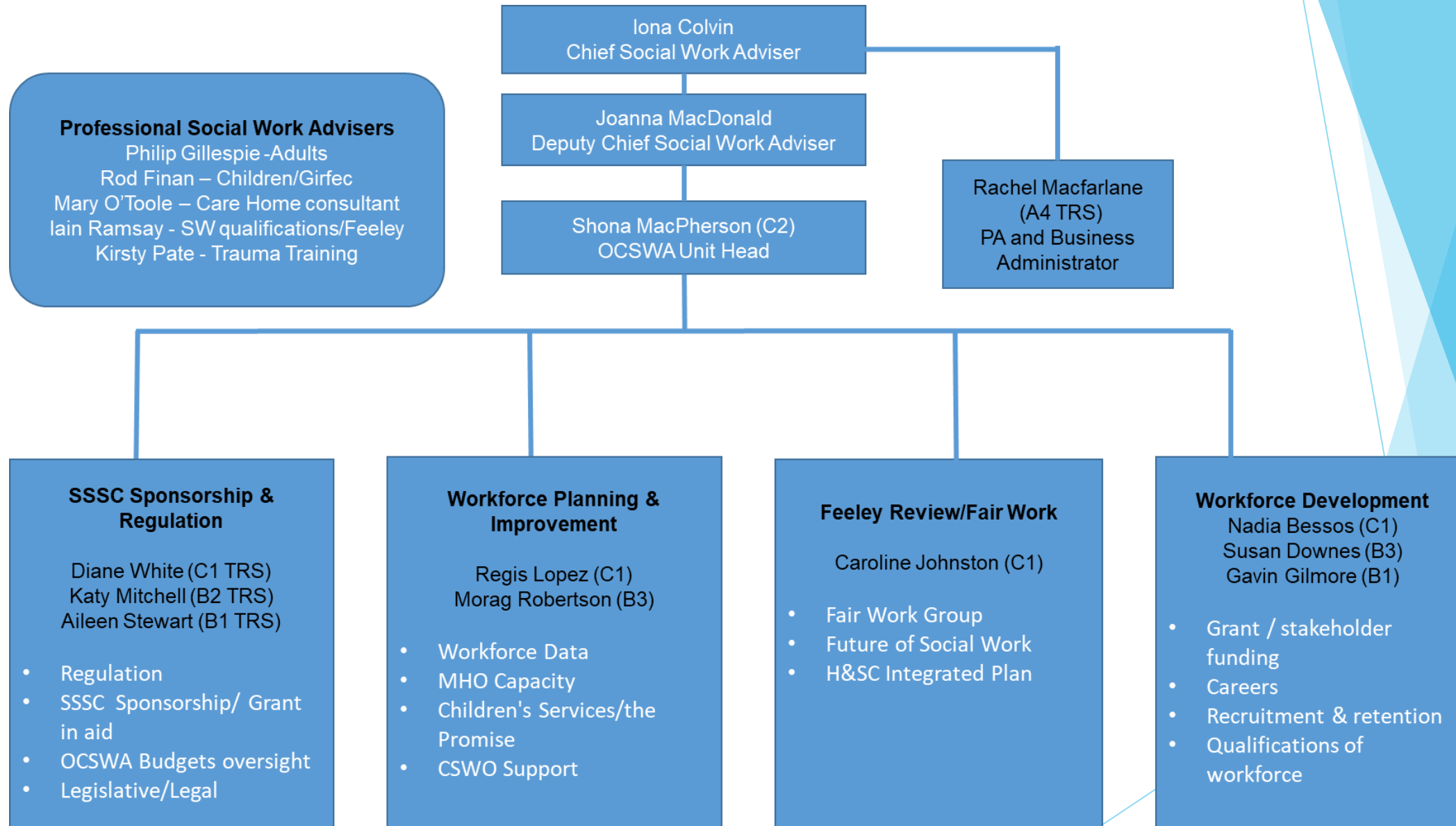
# OCSWA

Office of the Chief Social Work Adviser



Division	Unit Head Details	Roles/Remit/Functions
OCSWA Unit	Shona MacPherson – 07920549739  <a href="mailto:Shona.MacPherson@gov.scot">Shona.MacPherson@gov.scot</a>	<ul style="list-style-type: none"> <li>• SSSC Sponsorship &amp; Regulation</li> <li>• Social Services Workforce Planning &amp; Development</li> <li>• IRASC Review/Fair Work</li> <li>• Social Work Education and social services qualifications</li> </ul>
Deputy Chief Social Work Adviser	Joanna MacDonald - 07765 684 639  <a href="mailto:Joanna.Macdonald@gov.scot">Joanna.Macdonald@gov.scot</a>	<ul style="list-style-type: none"> <li>• Social Work Policy - Children's Services</li> <li>• Implications of IRASC</li> <li>• Social work workforce</li> </ul>
Professional Social Work Adviser	Phillip Gillespie  <a href="mailto:Phillip.Gillespie@gov.scot">Phillip.Gillespie@gov.scot</a>	<ul style="list-style-type: none"> <li>• Social Work Policy – Adults</li> <li>• Implications of IRASC</li> <li>• Social work leadership and Improvement</li> </ul>
Professional Social Work Adviser	Rod Finan  <a href="mailto:Rod.Finan@gov.scot">Rod.Finan@gov.scot</a>	<ul style="list-style-type: none"> <li>• Social Work policy relating to children's services</li> <li>• Girfec advice and implementation</li> </ul>

# Resources: Staff - Unit Organogram



# Division Overview: The Chief Social Work Adviser (CSWA): Iona Colvin

The CSWA works with numerous policy teams throughout Government, leading on major programmes including the Scottish Government's response to the Independent Review of Adult Social Care, The Promise and Getting It Right for Every Child (GIRFEC).



# Key Stakeholders

## External – grant funding and/or regular engagement

- Scottish Social Services Council (SSSC) (sponsor relationship and grant funding provided to support workforce development)
- Care Inspectorate (MOU for information sharing with SSSC in place)
- Social Work Scotland (OCSWA provide grant funding)
- Chief Social Work Officers in local authorities (formal link via Social Work Scotland with regular meetings)
- Coalition of Care and Support Providers in Scotland (CCPS) (Grant funding provided to support workforce development via SSSC)
- Scottish Care (Grant funding provided to support workforce development via SSSC)
- Institute for Research and Innovation in Social Services (IRISS) (OCSWA provide grant funding)
- NHS Education for Scotland – Knowledge Services (OCSWA provide grant funding)
- Relevant Higher Education Institutions and College Networks (meet with University Heads of Social Work 6-monthly)
- Convention of Scottish Local Authorities (COSLA)
- Scottish Association of Social Workers (SASW) - (member of Social Work Services Strategic Forum)
- UNISON (member of Social Work Services Strategic Forum)
- Society of Local Authority Chief Executives (SOLACE)
- Society of Personnel Directors (SPDS)
- Integration Joint Board Chief Officers

# National Care Service

- ▶ A National Care Service for Scotland - Consultation has now been published. [Consultation launched ahead of 'biggest public sector reform for decades' - gov.scot \(www.gov.scot\)](#)
- ▶ available on the Scottish Government's consultation hub for people to respond online <https://consult.gov.scot/health-and-social-care/a-national-care-service-for-scotland>, and as a PDF on the SG website [A National Care Service for Scotland - Consultation - gov.scot \(www.gov.scot\)](#)
- ▶ mailbox for public enquiries - [NCSconsultation@gov.scot](mailto:NCSconsultation@gov.scot)



# Future of Social Work

- ▶ A profession that's proud of our daily achievements
- ▶ A profession that's valued and respected
- ▶ A profession that leads on promoting human rights
- ▶ A profession proud to advocate for those who don't have a voice
- ▶ A profession that recognises the impact of poverty, loneliness & shame
- ▶ A profession that reinforces that endings are as important as beginnings
- ▶ Promoting anti discriminatory practice at all levels across organisations
- ▶ Promoting the values of kindness, inclusivity, individuality & choice
- ▶ The 'stone in your shoe' that reminds colleagues 'uncomfortable' is okay
- ▶ Respecting the moments we are in someone's life and the impact we can have
- ▶ A profession where we care for ourselves as much as we care for each other

# Discussion and questions



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# Input into the National Care Service consultation with SASW

8<sup>th</sup> September - Special Community of Practice Children & Families: The National Care Service  
<https://www.basw.co.uk/events/special-community-practice-children-families-national-care-service>

14<sup>th</sup> September – Special Community of Practice Justice Services: The National Care Service  
<https://www.basw.co.uk/events/special-community-practice-justice-services-national-care-service>

15<sup>th</sup> September - Special Community of Practice Adults Services: The National Care Service  
<https://www.basw.co.uk/events/special-community-practice-adult-services-national-care-service>

20<sup>th</sup> September – National Care Service Consultation: Digital Engagement Event – SASW in collaboration with Social Work Scotland & Office of the Chief Social Work Advisor  
<https://www.basw.co.uk/events/national-care-service-consultation-digital-engagement-event>



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# Thank you



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