



BASW

The professional association for
social work and social workers

**SOCIAL WORK
HISTORY
NETWORK**



Reviewing the past
to prepare for the future

***Past Reviews of Policy and
Practice for Social Work
with Children and Families***

24th June 2021

@SocWkHistory



**Reviewing the past
to prepare for the future**

Welcome & Introduction

Dr Carl Purcell, Chair

Today's speakers



Reviewing the past
to prepare for the future

- Tim Loughton MP - No More Blame Game: The Future for Children's Social Workers (2007)
- Andrew Webb – Building a Safe, Confident Future: The Final Report of the Social Work Task Force (2009)
- Professor Eileen Munro – The Munro Review of Child Protection (2011)

The Policy Context



Reviewing the past
to prepare for the future

- The Victoria Climbié Inquiry (Laming, 2003)
- Every Child Matters Green Paper (HM Government, 2003)
- The Children Act 2004 and the Change for Children Programme (HM Government, 2004)

Tim Loughton MP

The Politics of Children's Services Reform

BASW Webinar - Thursday 24th June 2021

APPENDIX

Chronology of key reports

Labour government (1997–2010)

- Commission on Social Justice (1994) *Social Justice: Strategies for National Renewal*.
- Labour Party (1997) *New Labour: Because Britain Deserves Better*.
- Department for Education and Employment (1997) *Excellence in Schools*.
- HM Treasury (1998) *Comprehensive Spending Review: Aims and Objectives*.
- Home Office (1998) *Supporting Families*.
- Department of Health (1998) *Modernising Social Services*.
- Social Exclusion Unit (2000) *Report of Policy Action Team 12: Young People*.
- Department of Health (2000) *The NHS Plan*.
- HM Treasury (2000) *New Public Spending Plans for 2001–2004: Prudent for a Purpose: Building Opportunity and Security for All*.
- Children and Young People's Unit (2001) *Tomorrow's Future: Building a Strategy for Children and Young People*.
- HM Treasury (2001) *Tackling Child Poverty: Giving Every Child the Best Possible Start in Life*.
- HM Treasury (2002) *Spending Review: New Public Spending Plans 2003–2006: Opportunity and Security for All – Investing in an Enterprising, Fairer Britain*.
- Local Government Association, NHS (National Health Service) Confederation and Association of Directors of Social Services (2002) *Serving Children Well: A New Vision for Children's Services*.
- Department of Health (2002) *Safeguarding Children: A Joint Chief Inspectors' Report on Arrangements to Safeguard Children*.
- Lord Laming (2003) *The Victoria Climbié Inquiry*.
- HM Government (2003) *Every Child Matters*.
- HM Treasury (2004) *Spending Review: Stability, Security and Opportunity for All: Investing in Britain's Long-Term Future*.
- HM Government (2004) *Every Child Matters: Change for Children*.
- HM Government (2005) *Youth Matters*.

- HM Treasury and Department for Education and Skills (2005) *Support for Parents: The Best Start for Children*.
- Home Office (2006) *Respect Action Plan*.
- Department for Children, Schools and Families (2007) *The Children's Plan*.
- HM Treasury and Department for Education and Skills (2007) *Aiming High for Children: Supporting Families*.
- Department for Children, Schools and Families (2008) *Staying Safe: Action Plan*.
- Lord Laming (2009) *The Protection of Children in England: A Progress Report*.
- HM Government (2009) *The Protection of Children in England: Action Plan*.
- Social Work Task Force (2009) *Building a Safe, Confident Future: The Final Report of the Social Work Task Force*.
- HM Government (2010) *Building a Safe and Confident Future: Implementing the Recommendations of the Social Work Task Force*.
- Department for Children, Schools and Families (2010) *Support for All: The Families and Relationships Green Paper*.

Coalition and Conservative governments (2010–19)

- Conservative Party Social Justice Policy Group (2006) *Breakdown Britain*.
- Conservative Party Social Justice Policy Group (2007) *Breakthrough Britain*.
- Conservative Party (2007) *No More Blame Game: The Future for Children's Social Workers*.
- Allen, G. and Duncan-Smith, I. (2008) *Early Intervention: Good Parents, Great Kids, Better Citizens*.
- Conservative Party (2010) *Child Protection: Back to the Frontline*.
- Conservative Party (2010) *Invitation to Join the Government of Britain*.
- HM Government (2010) *The Coalition: Our Programme for Government*.
- Department for Work and Pensions (2010) *21st Century Welfare*.
- HM Treasury (2010) *Spending Review*.
- Department for Education (2010) *The Importance of Teaching: The Schools White Paper*.
- Field, F. (2010) *The Foundation Years: Preventing Poor Children Becoming Poor Adults*.
- Allen, G. (2011) *Early Intervention: The Next Steps*.

- HM Government (2011) *Opening Doors, Building Futures: A Strategy for Social Mobility*.
- Munn, E. (2011) *The Munro Review of Child Protection: Final Report*.
- HM Government (2011) *Open Public Services White Paper*.
- Department for Education (2011) *A Child-Centred System: The Government's Response to the Munro Review of Child Protection*.
- Department for Education (2012) *An Action Plan for Adoption: Tackling Delay*.
- HM Government (2012) *Social Justice: Transforming Lives*.
- Department for Education (2014) *Power to Delegate Children's Social Care Functions*.
- Narey, M. (2014) *Making the Education of Social Workers Consistently Effective*.
- Jay, A. (2014) *Independent Inquiry into Child Sexual Exploitation in Rotherham (1997-2013)*.
- Oxfordshire Safeguarding Board (2015) *Serious Case Review into Child Sexual Exploitation in Oxfordshire: From the Experiences of Children A, B, C, D, E, and F*.
- Department for Education (2016) *Putting Children First: Our Vision for Children's Social Care*.
-

Acts of Parliament

- [Children Act 1989](#)
- [Care Standards Act 2000](#)
- [Children \(Leaving Care\) Act 2000](#)
- [Adoption and Children Act 2002](#)
- [Children Act 2004](#)
- [Education and Inspections Act 2006](#)
- [Safeguarding Vulnerable Groups Act 2006](#)
- [Children and Young Persons Act 2008](#)
- [Equality Act 2010](#)
- [Children and Families Act 2014](#)

Regulations

This list of regulations relates to children's social care generally. Separate sections cover regulations in that are specific to [adoption](#) and [fostering](#) separately

- [The Children Act 1989 Guidance and Regulations Volume 1: Court Orders](#)
- [The Children Act 1989 Guidance and Regulations Volume 2: Care Planning, Placement and Case Review \(2010\)](#)
- [The Children Act 1989 Guidance and Regulations Volume 3: Planning Transition to Adulthood for Care Leavers](#)
- [The Her Majesty's Chief Inspector of Education, Children's Services and Skills \(Fees and Frequency of Inspections\) \(Children's Homes etc.\) Regulations 2007 \(as amended\)](#)
- [The Care Planning, Placement and Case Review \(England\) Regulations 2010](#)
- [Visits to Former Children in Care in Detention \(England\) Regulations 2010](#)
- [The Arrangements for Placement of Children by Voluntary Organisations and Others \(England\) Regulations 2011](#)
- [Visits to Children in Long-Term Residential Care Regulations 2011](#)
- [The Children and Young Persons Act 2008 \(Relevant Care Functions\) \(England\) Regulations 2014](#)
- [The Children's Homes \(England\) Regulations 2015](#)

Statutory guidance in relation to adoption and fostering

- [Providing advocacy services for children and young people \(2004\)](#)
- [Children's social care: getting the best from complaints \(2006\)](#)
- [Designated teacher for looked-after children \(2009\)](#)
- [Children Act 1989 Guidance and Regulations: Local authority responsibilities towards former children in care in custody \(2010\)](#)
- [IRO handbook: Statutory guidance for independent reviewing officers \(IROs\) and local authorities on their functions in relation to case management and review for children in care \(2010\)](#)
- [Provision of accommodation for 16 and 17 year old young people who may be homeless and/or require accommodation \(2010\)](#)
- [Short breaks: statutory guidance on how to safeguard and promote the welfare of disabled children using short breaks \(2010\)](#)
- [Sufficiency: Statutory guidance on securing sufficient accommodation for children in care \(2010\)](#)
- [Junior individual saving accounts for looked-after children: Statutory guidance for local authorities \(2012\)](#)
- [Special guardianship guidance and regulations \(2012\)](#)
- [Children missing education: statutory guidance for local authorities, Department for Education, 2013](#)
- [Placement of looked-after children in EU member states \(2013\)](#)
- [Statutory guidance on the roles and responsibilities of the Director of Children's Services and the Lead Member for Children's Services \(2013\)](#)
- [Promoting the education of looked-after children and previously looked-after children: statutory guidance for local authorities \(2014\)](#)
- [Statutory guidance on children who run away and go missing from home or care \(2014\)](#)
- [Guide to the Children's Homes Regulations, including the quality standards \(2015\)](#)
- [Keeping children safe in education \(2015\)](#)
- [Statutory guidance: Promoting the health and well-being of looked-after children \(2015\)](#)
- [Working together to safeguard children: a guide to inter-agency working to safeguard and promote the welfare of children \(2015\)](#)
- [Care of unaccompanied migrant children and child victims of modern slavery \(2017\)](#)
- [Guidance for local authorities on the local offer for care leavers \(2018\)](#)

Additional guidance

- [Child sexual exploitation: definition and guide for practitioners](#)
- [Improving the outcomes for Gypsy, Roma and Traveller pupils: final report \(2010\)](#)
- [Maltreated children in the looked-after system: a comparison of outcomes for those who go home and those who do not \(2010\)](#)
- [What works re-engaging young people who are not in education, employment or training \(NEET\)? Summary of evidence from the activity agreement pilots and the entry to learning pilots \(2010\)](#)
- [Missing children and adults strategy \(2011\)](#)
- [Prospectus: delivering intensive interventions for looked-after children and those on the edge of care or custody and their families \(2011\)](#)
- [Safeguarding children who may have been trafficked: practice guidance \(2011\)](#)
- [Tackling child sexual exploitation: action plan \(2011\)](#)
- [A framework of outcomes for young people \(2012\)](#)
- [Care leavers in England data pack \(2012\)](#)
- [Children in care and adoption performance tables 2012 to 2014 \(2012\)](#)
- [Care leaver strategy \(2013\)](#)
- [Staying put: arrangements for care leavers aged 18 and above to stay on with their former foster carers \(2013\)](#)
- [2010 to 2015 government policy: children's social workers \(2015\) Information sharing advice for safeguarding practitioners \(2015\)](#)
- [Social mobility indicators \(includes attainment gap at ages 11, 16 and 19\) \(2015\)](#)
- [What to do if you're worried a child is being abused \(2015\)](#)
- [What to do if you're worried a child is being abused: advice for practitioners \(2015\)](#)
- [Missing Persons \(College of Policing\) \(2016\)](#)
- [Family Justice Council: Interim Guidance on Special Guardianship \(2019\)](#)

Adoption

- [Local Authority Social Services Act 1970](#)
- [Adoption Information and Intermediary Services \(Pre-Commencement Adoptions\) Regulations 2005](#)
- [Adoption Support Agencies \(England\) and Adoption Agencies \(Miscellaneous Amendments\) Regulations 2005](#)
- [Adoption Support Services Regulations 2005](#)
- [Disclosure of Adoption Information \(Post-Commencement Adoptions\) Regulations 2005](#)
- [Restriction on the Preparation of Adoption Reports Regulations 2005](#)
- [The Adoption Agencies Regulations 2005](#)
- [Independent Review of Determinations \(Adoption and Fostering\) Regulations 2009](#)
- [Adoption: National Minimum Standards \(2011\)](#)
- [Right on time: exploring delays in adoption \(2012\)](#)
- [Statutory guidance on adoption \(2013\)](#)
- [Regionalising adoption \(2015\)](#)

Fostering

- [Children Act 1989: private fostering](#)
- [Family and Friends Care: Statutory Guidance for Local Authorities \(2011\)](#)
- [Fostering services: national minimum standards \(2011\)](#)
- [The Children Act 1989 guidance and regulations volume 4: fostering services \(2011\)](#)
- [The Fostering Services \(England\) Regulations 2011 \(as amended\)](#)
- [The demographic characteristics of foster carers in the UK: motivations, barriers and messages for recruitment and retention \(2012\)](#)
- [Training, support and development standards for foster care: guidance for managers, supervising social workers \(2012\)](#)
- [Assessment and approval of foster carers: amended guidance \(2013\)](#)



National Social Services Conference Harrogate - October 2001



The expectation at the National Social Services Conference in Harrogate was that health secretary Alan Milburn would deliver a morale-raising speech to spur on the social care profession. After all, his speech had been widely trailed as announcing a £2m recruitment campaign aimed at improving the profession's public image. Milburn did just that, if rather briefly, but he stunned the assembled social services directors and councillors by giving a swingeing critique of failing councils.

Felicity Collier, Chief Executive, British Agencies for Adoption and Fostering

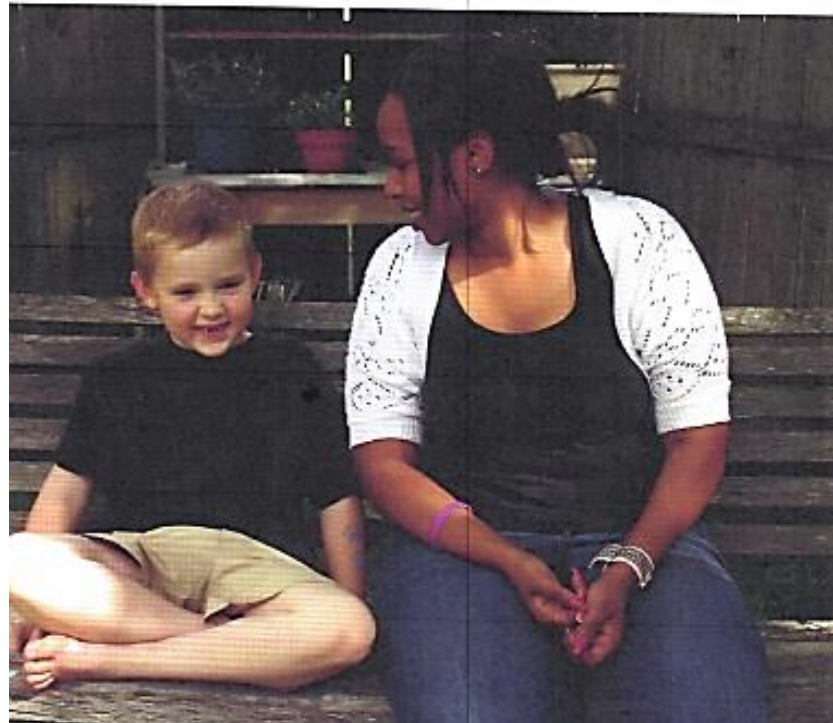
“I was at the Harrogate conference, full of anticipation, but Alan Milburn's speech left me feeling quite empty and depressed. I had really believed he would use this platform to launch the recruitment campaign with passion and a rallying call to all our social workers on the front line. What a missed opportunity for energising the workforce, but what a perfect choice if you wanted to further attack and demoralise the most struggling local authorities when their directors and councillors were packed together.

Do ministers never learn that there are other ways to improve performance?”



No More Blame Game – The Future for Children’s Social Workers

Conservative Party Commission on Social Workers
October 2007



Membership of the Commission

The Patrons to the Commission:

Lord Laming of Tewin
Baroness Butler-Sloss of Marsh Green

Chairman of the Commission:

Tim Loughton MP
Shadow Minister for Children

Commission Panel Members:

Allan Bowman
Terry Butler CBE
Felicity Collier
Dr Ash Chand
Mark Houston
Melanie P K Gill
The Baroness Morris of Bolton OBE
Polly Neate
Alastair Pettigrew
Cllr Shireen Ritchie
Carolyn Steen
Professor June Thoburn CBE

Clerk to the Commission and Report Editor:

Flick Drummond

1 Summary of recommendations

1. The generic nature of social work must be maintained and resources better targeted to enable social workers to work with families in a preventative role.
2. The role of Consultant Social Worker - a senior practitioner - should be re-introduced to keep experienced social workers on the front line, and an appropriate career and pay structure should be put in place to support those who do not wish to go into management.
3. Every social worker should be encouraged and have the opportunity to become a member of a professional body, similar to the BMA or RCN, which could advocate on their behalf, negotiate on salaries and conditions of service, provide good PR on behalf of the profession as a whole, and influence future government policy. Consideration should be given to a requirement that employers (including agency employers) fund this membership for the first post-qualifying year to ensure all new entrants to the profession can become members.
4. We recommend a Chief Social Worker (similar to the role of the Chief Social Worker in New Zealand) be employed in the Department of Health in the Office of the Director General of Social Care. He or she would work across government departments, with UNISON, BASW and other representative bodies and with the media to monitor the 'health' of the profession and with the media providing them with good news stories and cases.
5. The social work degree must continue to be generic to allow social workers a good foundation in all aspects of social work.
6. The content and length of the degree must be reviewed to ensure that it provides a sufficient knowledge, theory, legislative, research and practice base, and extending it to four years should be considered.
7. Multi-agency training should be incorporated into the qualifying degree and should continue to be part of continuing professional development.
8. We recommend that the Department of Health and the Department of Children, Schools and Families work with local authorities and other employers of social workers to ensure that resources (both in course fees and replacement time) are available to ensure that all social workers can undertake the level of post-qualifying education and training necessary for the roles and tasks they are employed to undertake.
9. There should be a combination of a national recruitment campaign and local 'head-hunting' to encourage more people to enter social work.

10. There should be a high impact advertising campaign similar to that launched for the army, police and teachers, which sends a clear message that the role of social workers is important in society and should be respected.
11. The establishment of Newly Qualified Social Worker (NQSW) status is essential to support and retain inexperienced social workers. This should include protected caseloads and guaranteed post qualifying study and training time.
12. There needs to be a flexible pay structure which corresponds with other similar professionals working in multi-agency teams and which recognises differences in living costs around the country.
13. Numerical adoption targets and other targets which are not in the best interests of the child should be phased out.
14. Better targeted funding should go into research and development of social care.

Conservative Party Commission on Social Workers
Submission to Lord Laming



Conservative Party Commission on Social Workers

Response to Lord Laming's Inquiry

Conservative Party Commission on Social Workers

February 2009



Child Protection: Back to the Frontline

Conservative Party Policy Document

February 2010

Summary of Proposals

In the past 10 years, social work has been frustrated by an invasive regulatory regime. Our central concern is the frontline professional. An incoming Conservative Government will:

- 1. Reduce bureaucracy for frontline social workers**
- 2. Help experienced practitioners stay at the frontline**
- 3. Recruit top graduates and offer ongoing training at all levels**
- 4. Allow social workers to run their own practices like GPs**
- 5. Create a Chief Social Worker to give the profession a public face**
- 6. Focus inspections on face-to-face frontline practice, not just data analysis**
- 7. Publish Serious Case Reviews in full so that lessons can be learnt**
- 8. Replace ContactPoint with a signposting system for genuinely vulnerable children**
- 9. Instigate a universal Health Visitor scheme**
- 10. Promote voluntary social worker schemes**

Labour has been about management, the Conservatives will be about the workers.

Child Protection: Back to the Frontline

Conservative Party Review of Adoption

March 2010

Recommendations

- **Better commissioning.** Voluntary Adoption Agencies need to be treated on a level playing field with local authority adoption services. Specifically where adoption numbers are consistently low, and disruption rates and delays relatively high, VAAs should be invited to tender for management of the whole adoption service as has happened in Harrow with Coram.
- **Improved court processes.** Court processes need to be reviewed particularly in the light of new innovations such as FDAC which should be extended and which provide a 'last chance saloon' test where appropriate. The while adoption process needs to be speeded up once the significant harm threshold criteria have been met and all possibilities of kinship care or special guardianship orders fully exploited.
- **Interethnic adoption.** The hierarchy of placing considerations such as racial and religious matching should be reviewed in the context of the damage done to children from delay in securing a stable permanent placement – a consideration which should be paramount in all cases.
- **Pre-adoption preparation.** More intensive preparation work with prospective adopters should be available especially around children with disabilities and challenging behaviour. Additional support and practical joined up help around sibling groups in planning matters for example should also be investigated.
- **Concurrent planning.** Streamline and merge budgets around fostering and adoption with specific reference to promoting concurrent planning.
- **Post-adoption support.** More consideration needs to be given to post-adoption support around adopting families for local authority placements especially for children with complex needs. Attachment Style Interviews should be used more extensively across the board to make placements more robust. This must include a review of the perverse disincentive to progress from long-term fostering to adoption caused by reduced financial and service support. The best interest of the child must overtly be demonstrated rather than the most acceptable solution financially.
- **Kinship carer allowance.** The possibility of allowances for kinship carers needs to be investigated along the lines of the 'unattached child' allowance via the benefits system which operates in New Zealand.
- **Free-up social workers.** Reduce bureaucracy around child safeguarding social work to release social worker time and resources to provide greater continuity and support for children already in care.
- **National recruitment drive.** Make recruitment of potential adopters a national priority so that local authorities can draw from a pool rather than having to go out and recruit reactively.

The Munro Review of Child Protection:

Final Report

A child-centred system

Professor Eileen Munro



A word cloud of key themes from the report, centered around the word 'Trustworthy'. Other prominent words include 'Relationships', 'Accessible', 'Kind', 'Knowledgeable', 'Helpful', 'Open', 'Approachable', 'Consistent', 'Experienced', 'Reliable', 'Supportive', 'Informed', 'Empathetic', 'Respectful', 'Hearing', 'Rights', 'Continuity', 'Protection', 'Dedicated', 'Listening', 'Involving', and 'Honest'.

Hundreds of Social Care Jobs → page 36 or go to www.communitycare.co.uk/jobs

COMMUNITYcare

WORKING TOGETHER FOR BEST PRACTICE IN SOCIAL CARE | WWW.COMMUNITYCARE.CO.UK | 19 MAY 2011 | £2.55



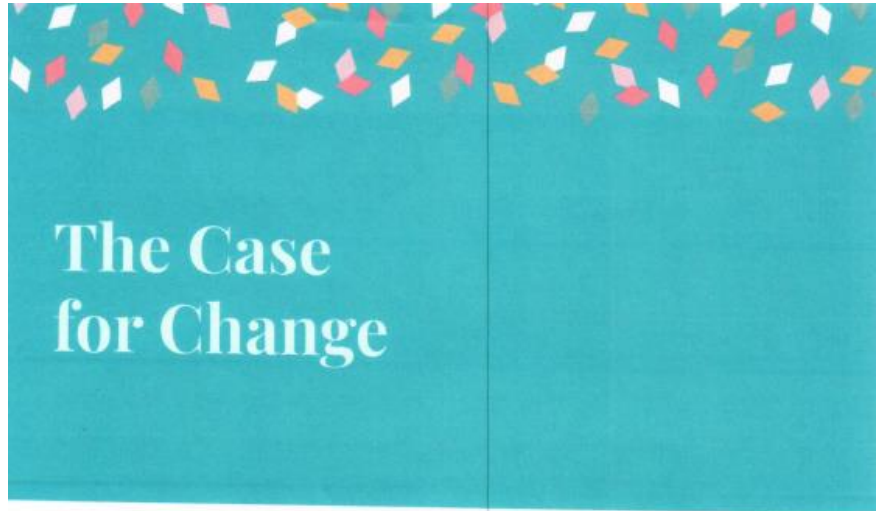
MUNRO LAYS DOWN THE LAW

FINAL REPORT AIMS TO RETURN
POWER TO FRONT LINE. FROM PAGE 6

THE FUTURE OF ADULT SOCIAL CARE: EXTRA NEWS AND ANALYSIS

- Adult safeguarding boards to be made statutory and Law Commission announces legal overhaul: p4-5, 24-26
- Dilnot review to propose end of postcode lottery for care and retention of attendance allowance; p4-5

carespace Share your views online at communitycare.co.uk/carespace



The Case for Change



The independent review
of children's social care

The Social Work Task Force 2008/09

Andrew Webb
Deputy Chair



department for
children, schools and families



The Brief:

- Why the Task Force was set up when it was
- How it operated, including who was invited to take part and why
- A brief discussion on the key recommendations, including thoughts on how these were taken forward (or not)



Why are we having a Social Work Task Force?

Social workers are critical for the nation. They have difficult and demanding jobs and play an essential role in protecting children and young people from harm and in supporting people of every age.

But

- Last year, DCSF reviewed with an Expert Group of practitioners drawn from many professions what the Government's long-term priorities should be in relation to the "children's workforce". The Expert Group were clear that social work was the area where reform was most urgently needed
- A joint review by DH/DCSF of social work training in 2008 suggested a number of serious quality and capacity problems in the profession, including:
 - a lack of clarity about the distinctive contribution of social workers
 - too much variability in quality and content of training and in professional practice
 - significant dissatisfaction about training from new both new graduates and employers
 - inconsistent supervision and induction of social workers
 - high vacancy and turnover rates
- Recent events, including Baby P, have significantly raised the profile of these issues with the public



Vacancy and turnover rates are very high

Vacancy rates	2004	2005	2006
Health visiting	3.2	2.1%	0.6%
Teaching	0.6%	0.7%	0.6%
Social workers	11.4%	11.8%	9.5%
Youth workers	4	5	5

➤ Vacancy and turnover rates are high nationally with significant regional variations

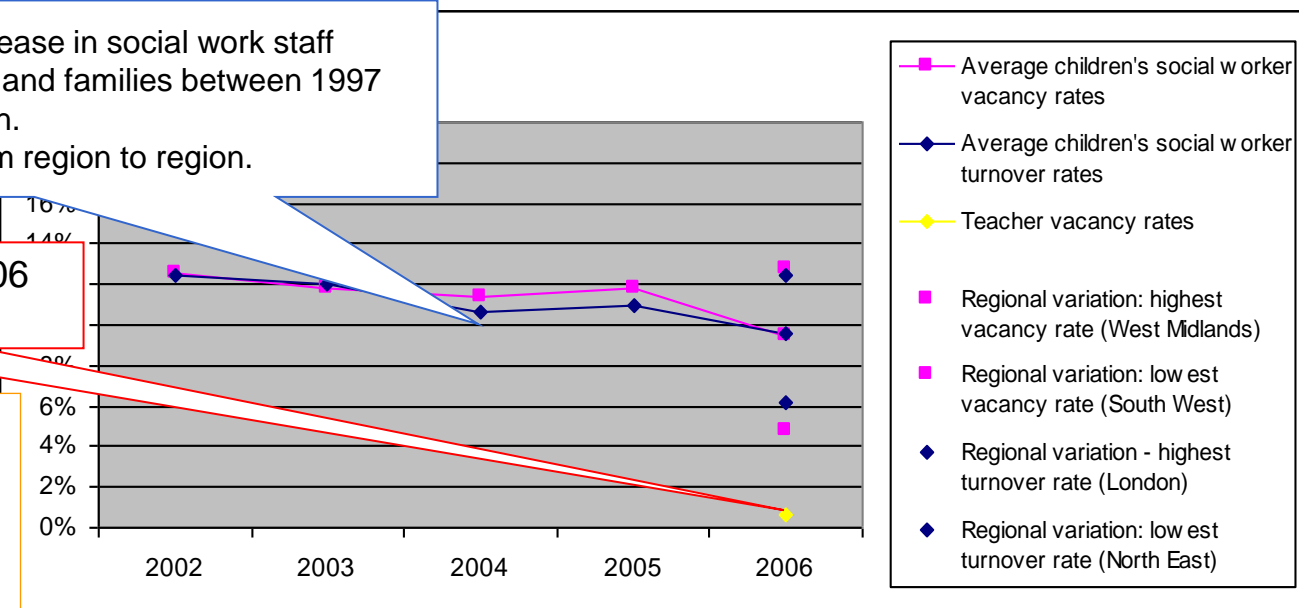
➤ 52% of LAs cited a lack of suitably qualified applicants as key reason for recruitment & retention difficulties (CWDC 'State of the Social Care Workforce' 2008 Base: 88)

➤ London has 8 authorities with over 20% social worker vacancy rates and 100% of London local authorities reported use of agency social workers

Although there has been a 29% increase in social work staff working with children, young people and families between 1997 and 2006, vacancy rates remain high. There is great variability in rates from region to region.

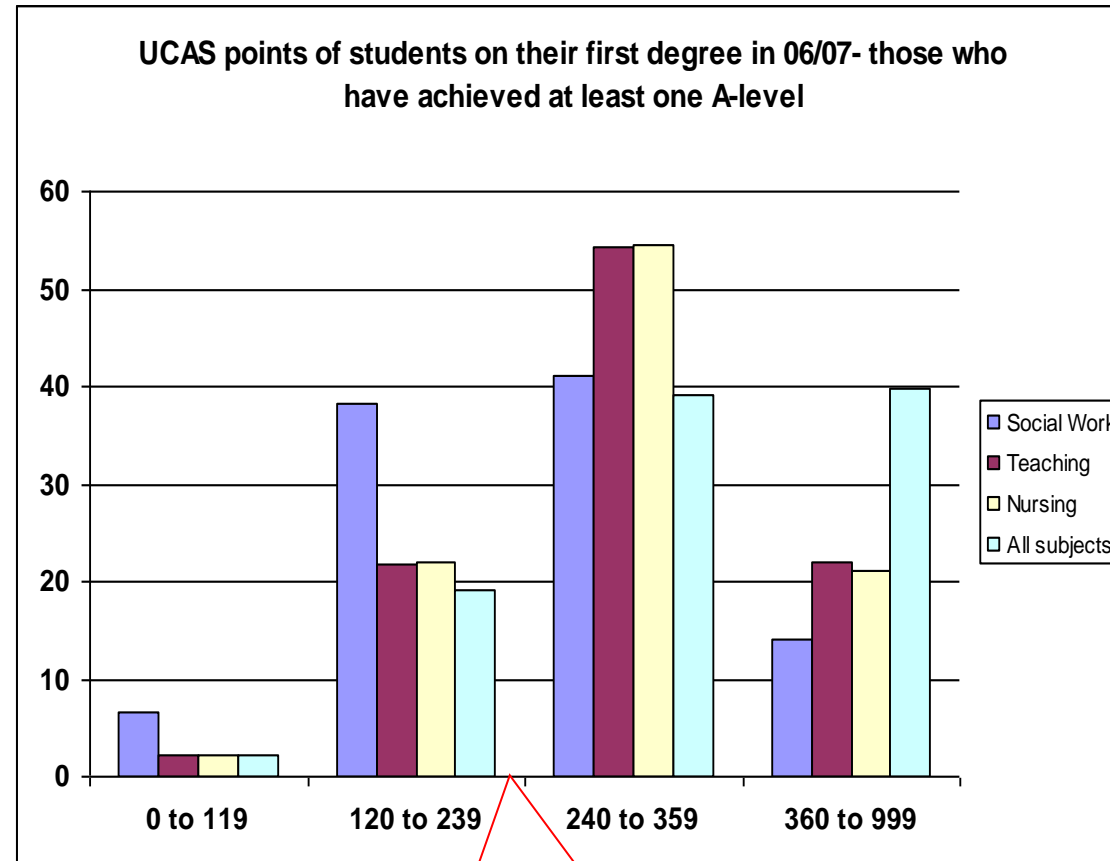
Teacher vacancy rates in 2006 were 0.6%

In 2006 children and families social workers were the **hardest to recruit of any job category across the whole local government workforce.**



Difficulties attracting enough highly qualified people

- Some evidence that entrants going into SW degrees have lower levels of A level attainment than those going into teaching and nursing degrees (and lower than the average university course)
- Of course academic qualifications aren't the whole story - resilience, interpersonal skills and life experiences are also very important



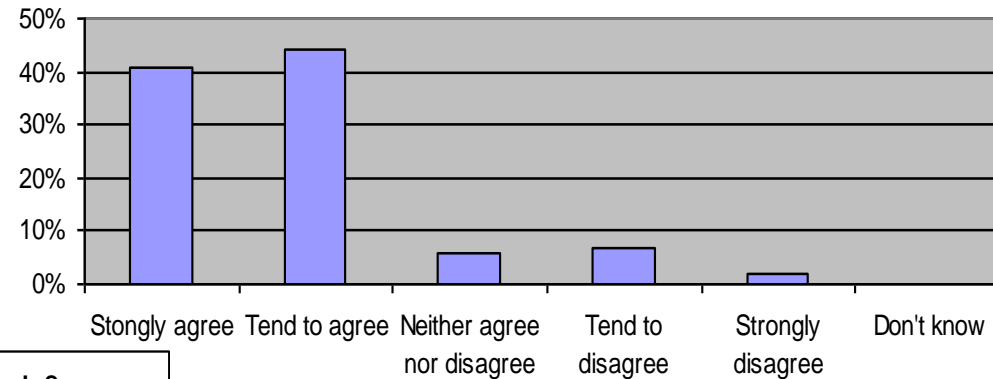
Of those that had A-levels, just under half (45%) of social work students entering in the 06/07 academic year had under 240 UCAS points- equal to 3 Cs



Training is not preparing people well enough for roles

85% of newly qualified teachers either strongly agreed or tended to agree that their ITT programme had prepared them to be an effective teacher

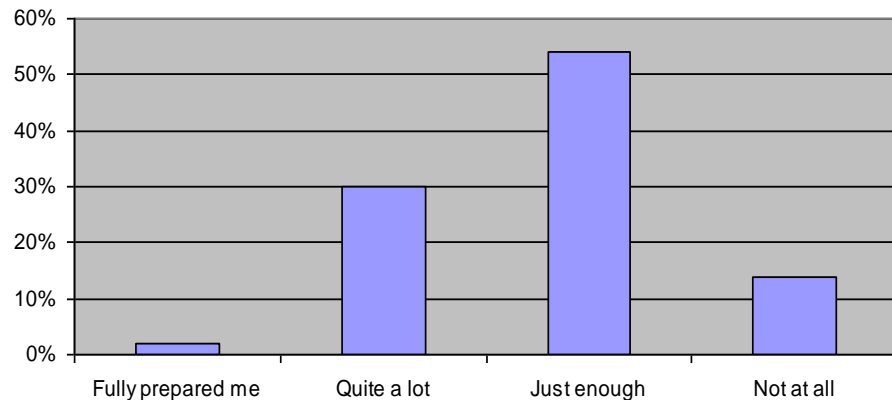
My Initial Teacher Training programme prepared me to be an effective teacher



Phase III of the Becoming a Teacher Project (2005)

Base: 2,357

Did my social work course prepare me for my current role?



NQSW Survey Questionnaire 2008 (Base: 502)

Only a third (32%) of newly qualified social workers thought that their social work course had prepared them fully or quite a lot for employment



What is the Government trying to achieve?

Ministers have said they want to support social work to become a high quality, high status profession that is excellent in its practice and that attracts well-qualified applicants. They have asked that the work of the Task Force should...

Be rooted in the views and experiences of social work practitioners and the people that use their services

Identify necessary action in the short term as well as long-term reforms

Help to build public confidence and esteem for social workers at the same time as supporting improvements in the quality of practice

Take account of the findings of Lord Laming's Review of Safeguarding

Develop an effective communication strategy which links messages to real improvement

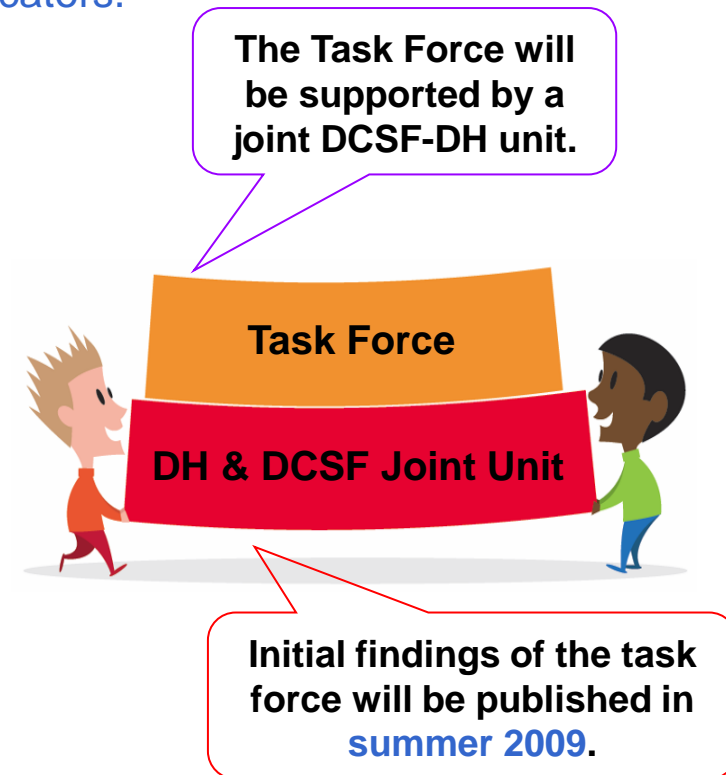


What will the Social Work Task Force do?

The Task Force, chaired by Chief Executive of Camden Council Moira Gibb, is conducting a **nuts and bolts review** of front line social work practice, recommending how improvements might be made and what wider changes might be needed to support them. It will be crucial the Task Force engages with frontline social workers, the people that use social work services and key stakeholders including social work educators.

The Task Force will focus initially on:

- How professional social workers are **deploying their time now** and why they **prioritise their time** in the way they do?
- What **support and supervision** they receive and whether it is effective and fit for purpose?
- What **actions and behaviours** by professional social workers make the most difference to children, young people and adults?
- **What changes are needed** to drive improvements in front line practice?



Task Force Members

Moira Gibb CBE: Chief Executive, Camden Borough Council

Andrew Webb: Corporate Director, Children & Young People, Stockport Council

Anne Beales MBE: Director of Service-user Involvement, Together – Working for Wellbeing

Bob Reitemeyer: Chief Executive, The Children's Society

Bridget Robb: College Development Manager, British Association of Social Workers

Celia Atherton OBE: Director of Social Justice, Dartington

Deidre Sanders: Problem Page Editor, The Sun

Diane Mallett: Senior Practitioner & Practice Teacher,

Helga Pile: National Officer for Social Care, UNISON

Jamaila Tausif: Team Manager, Stoke-On-Trent City Council

James Reilly: Director of Community Services, London Borough of Hammersmith & Fulham

Jivan Sembi: Head of Safeguarding, Coventry City Council

Kim Bromley-Derry: Executive Director of Children's Services, Newham Council

Maxine Wrigley MBE: National Coordinator, A National Voice (Head Office)

Neil Wragg MBE: Chief Executive Officer, Youth at Risk

Richard Jones: Executive Director, Adult & Community Services, Lancashire County Council

Sue Butcher: Head of Children and Young People's Services, Gloucestershire County Council

Sue White: Professor of Social Work, Lancaster University



First Report: Key Themes

Theme 1 “We have been told that social workers do not have enough time to devote directly to the people they want to help. They are overstretched by staff shortages and tied up in bureaucracy.”

Theme 2 “We have been told that social workers are not being given the tools and support they need to do their jobs.”

Theme 3 “We have been told that new social workers are often not properly prepared for the demands of the job. The education system does not effectively support ongoing development and specialisation.”

Theme 4 “We have been told that the social work profession does not have a strong national voice and is not well supported at national level.”

Theme 5 “We have been told that systems for managing the performance of social workers are not driving quality first and foremost.”

Theme 6 “We have been told that the social work profession is under-valued, poorly understood and under continuous media attack. This is making it hard for social workers to do their jobs and hard to attract people into the profession.”



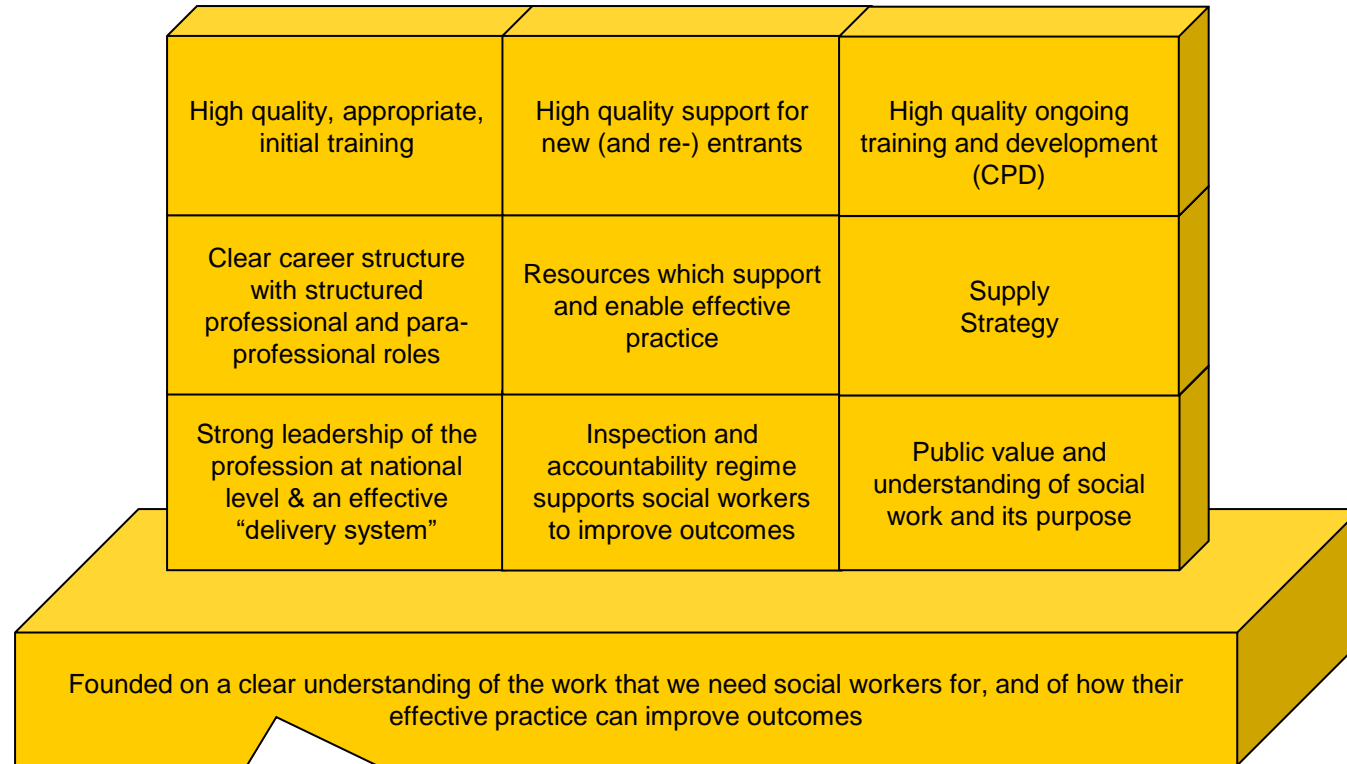
The challenges facing social work require a comprehensive reform strategy which will have a number of interdependent 'building blocks'

The challenges facing social work are complex and interrelated. The mechanisms through which they can be addressed are also complex.

Our experience of workforce reform suggests that a reform programme to address these challenges will have a number of interdependent strategies.

Each of these "building blocks" needs to be based on strong evidence and problem analysis, strong leadership and clear vision.

The building blocks must support and complement each other if, collectively, they are to secure the shift in capacity and quality the profession needs to make.



A clear understanding of the role of social workers and the outcomes they achieve is essential to underpin development of the strategy. Without clarity on what we want social workers to do we cannot know how many we need, who to recruit, how to train them, what funding they need etc.



Final Report Recommendations November 2009

1. Calibre of Entrants: that criteria governing the calibre of entrants to social work education and training be strengthened.
2. Curriculum and Delivery: an overhaul of the content and delivery of social work degree courses.
3. Practice Placements: that new arrangements be put in place to provide sufficient high quality practice placements, which are properly supervised and assessed, for all social work students.
4. Assessed Year in Employment: the creation of an assessed and supported year in employment as the final stage in becoming a social worker.
- 5 Regulation of Social Work Education: more transparent and effective regulation of social work education to give greater assurance of consistency and quality.

Final Report Recommendations November 2009

- 6. Standard for Employers: the development of a clear national standard for the support social workers should expect from their employers in order to do their jobs effectively.
- 7. Supervision: the new standard for employers should be supported by clear national requirements for the supervision of social workers.
- 8. Front Line Management: the creation of dedicated programmes of training and support for front line social work managers.
- 9. Continuing Professional Development: the creation of a more coherent and effective national framework for the continuing professional development of social workers, along with mechanisms to encourage a shift in culture which raises expectations of an entitlement to ongoing learning and development.
- 10. National Career Structure: the creation of a single, nationally recognised career structure for social work.



Final Report Recommendations November 2009

- 11 National College of Social Work: the creation of an independent national college of social work, developed and led by social workers.
- 12. Public Understanding: a new programme of action on public understanding of social work.
- 13. Licence to Practise: the development of a licence to practise system for social workers.
- 14. Social Worker Supply: a new system for forecasting levels of supply and demand for social workers.
- 15. National Reform Programme: the creation of a single national reform programme for social work.



PHASED REFORM PROGRAMME



Reform Programme: Early Realities

Structures:

- Reform Board 2010 – 2013
- Government Chief Social Workers 2013 –
- Transfer of regulatory role from GSCC to HCPC 2014
- College of Social Work 2012 - 2015

Processes:

- Introduction of ASYE
- Professional registration
- Reform of ICS
- Adoption of new entry requirements to SW degree courses and curriculum/placement reform
- Employer standards and health check

Distractions:

- Narey/Croisdale-Appleby reports
- Ofsted inspection criteria
- Ongoing media attacks (and not just by the SoS)





Reviewing the past
to prepare for the future

The Munro Review of Child Protection (2011)

Professor Eileen Munro, Emeritus Professor of
Social Policy, London School of Economics



Reviewing the past
to prepare for the future

Next Online Event

- **What has become of Social Work with Adults?**

Thursday 21st October – Time tbc

- Our website:

<https://www.kcl.ac.uk/scwru/swhn>

- On twitter: [@SocWkHistory](https://twitter.com/SocWkHistory)

BASW

The professional association for
social work and social workers

**SOCIAL WORK
HISTORY
NETWORK**



Reviewing the past
to prepare for the future



Q&A