

Meeting of South Ayrshire Health and Social Care Partnership	Strategic Planning Advisory Group	
Held on	14th December 2021	
Agenda Item:	6	
Title:	Social Work Update – Adult Social Work Learning Review	
Summary:		
The purpose of this report is to update SPAG on the progress of the Adult Social Work Services Learning Review (ASWLR).		
Author:	Steven Kelly, CSWO Team	
Recommendations		
Members are asked to:		
<ul style="list-style-type: none"> i. Note the progress of the Adult Social Work Services Learning Review which commenced in May 2020; ii. Note the Chief Social Work Officer’s Annual Report 2020 – 2021 at Appendix 1. 		
Route to meeting		
The ASWLR is led internally by a multi-agency group chaired by the Director.		
Directions:		Implications:
1. No Directions Required <input checked="" type="checkbox"/>		Financial <input type="checkbox"/>
2. Directions to NHS Ayrshire & Arran <input type="checkbox"/>		HR <input type="checkbox"/>
3. Directions to South Ayrshire Council <input type="checkbox"/>		Legal <input type="checkbox"/>
4. Directions to both SAC & NHS <input type="checkbox"/>		Equalities <input type="checkbox"/>
		Sustainability <input type="checkbox"/>
		Policy <input type="checkbox"/>
		ICT <input type="checkbox"/>

SOUTH AYRSHIRE HEALTH AND SOCIAL CARE PARTNERSHIP
Strategic Planning Advisory Group
14th December 2021

Adult Social Work Services – Learning Review

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to update SPAG on the progress of the Adult Social Work Services Learning Review (ASWLR).

2. RECOMMENDATION

- 2.1 Members are asked to note the progress made in the ASWLR and consider the broader implications of this review for Social Work in South Ayrshire.

3. BACKGROUND INFORMATION

- 3.1 The provision of adult Social Work services continues to be a challenging area to work with increased demand and financial challenges an annual occurrence. In particular the increased demand and expectations has challenged the Social Work profession resulting in the emergence of reactive solutions to problems that are well intended, but at times have lacked both analysis and strategic coherence.

4. REPORT

- 4.1 At the end of 2020 and following feedback received from front line practitioners, first line managers, service managers, senior leaders, and key stakeholders, the CSWO presented a proposal to the CO and HOS requesting a review be undertaken.

The proposal was accepted, and a learning review of Adult Social Work Services was commenced in May 2020. The process of the review followed a framework that provided opportunities for engagement across a wide range of stakeholders.

- 4.2 The framework incorporated three stages of activity designed to maintain both focus and progress:

1. **Understanding needs, rights and preferences of those using and delivering Social Work services.** This will involve focus groups; semi structured interviews and surveys (Support from Practitioner Researcher – JULIE MITCHELL); inviting written submissions as well as a review of records and publicly available reports:

- Understanding what our communities need
- Current evidence of service user experience and satisfaction
- The experience of those involved in the delivery and management of services

- Evidence from interested external stakeholders including trade unions, third sector, Care Inspectorate, SSSC, any strategic needs analysis undertaken etc.
2. **Understanding the learning.** This will involve the work stream group undertaking shared critical analysis; robust challenge of evidence and achieving consensus:
- A literature review (Practitioner Researcher)
 - Analysis of phase 1 evidence to formulate critical learning points
 - Defining what the future should look like (structure, process or model dependent on workstream)
 - Identifying, and offering potential solutions to, any contractual or HR issues as a result of proposals
3. **Conditions required for the change to succeed.** This will involve the work stream group collectively identifying factors requiring attention if the learning points are to be successful, for example:
- Any critical training requirements and potential options
 - Highlighting any staffing resource issues
 - Wellbeing issues as they relate to a trauma informed organisation
 - Any impact on current Governance arrangements and identification of areas to strengthen Governance if required
 - A framework for measuring quality, performance and impact. This will consider both quality control and quality assurance

The review has been progressed through the following project workstreams:

1. Locality Teams and Intake
2. Support to Specific Groups
3. Social Work Principles and Models

There is also an element of practitioner research being carried out by Julie Mitchell and Alison Welshman and this is being supported from an academic viewpoint by Jane Fenton at Dundee University.

The workstreams meet monthly a report is compiled by the programme manager and shared with the learning review board chaired by the Tim Eltringham.

5 STRATEGIC CONTEXT

- 5.1 The context and proposed outcomes of the ASWLR links to the SAHSCP strategic plan

6 RESOURCE IMPLICATIONS

6.1 Financial Implications

- 6.1.1 None

6.2 Human Resource Implications

6.2.1 None

6.3 Legal Implications

6.3.1 None

7 CONSULTATION AND PARTNERSHIP WORKING

7.1 Consultation has taken place with key internal and external stakeholders throughout the Learning Review.

8. Risk Assessment

8.1 The review will have created a period of exploration around current practice and as a consequence has challenged some of the current models of practice. This may be experienced in a negative/challenging way by some stakeholders. Throughout the review, all views have been considered and there has been opportunity to contribute through a range of communication channels.

9. EQUALITIES IMPLICATIONS

9.1 *None*

10. SUSTAINABILITY IMPLICATIONS

10.1 None

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