

Social work with Adults with learning disabilities and autistic Adults.
The West Midlands Approach to embedding the BASW capability statements

Background

The British Association of Social Workers (BASW) were commissioned by Department for Health and Social Care (DHSC) to develop the capability statements. BASW launched the capability statement for social work with adults with Learning disabilities in June 2019 and the capability statement for social work with autistic adults in September 2019.

Following the launch of the capability statements evaluation surveys were carried out by BASW. This identified that the capability statements were being used by individual practitioners however implementation by employers was limited.

The DHSC therefore commissioned BASW and SCIE to develop resources to embed the capability statements into practice. The implementation resources launched in June 2020 via a webinar, which can be found via this link <https://www.basw.co.uk/capabilities-statements-toolkits-webinar>

Further to this BASW carried out a series of three webinars to explore the implementation resources in further detail;

1. <https://www.basw.co.uk/capabilities-statements-implementation-resources-practitioner-tools>
2. <https://www.basw.co.uk/capabilities-statement-implementation-resources-organisations-self-assessment>
3. <https://www.basw.co.uk/embedding-capabilities-statements-people-learning-disabilities-and-autistic-adults-webinar>

The West Midlands Social Work Teaching Partnership (WMSWTP)

Following the launch of the implementation resources the WMSWTP Programme Team were approached by partners to see if it was possible for the partnership to set up a network to share knowledge and ideas about how to embed the capability statements and resources into practice.

Following email correspondence and discussion at Programme Board two meetings have been held with those who expressed an interest to be involved in sharing ideas with other organisations across the partnership.

Meetings dates took place 21/ 10/ 2020 and 05/11/2020 facilitated by Liz Howard (Professional Officer, BASW) and Laura Carter (Consultant Social Worker, WMSWTP).

What are you hoping to learn from the session today?



Ideas for how to embed these within practice	Get more ideas of how to embed these frameworks more.	Where partners are up to with this and how the TP can assist
How to embed framework in training and development plans	How other LA's are embedding the tools. Ideas from social workers in the meeting	Get people experience of the LD Toolkit. Promote the use of reasonable adjustments with adults with LD so normal practice as this is key to aiding communication
Ideas and sharing thoughts	Understand how other's may be implementing the toolkit - whats worked well etc.	To learn how partners have rolled out and embedded the CS

Across the two sessions, there was representation from ten local authority partners. There was a range of workforce development leads, Principal Social Workers, team managers and social work practitioners.

The local authorities in attendance had a range of specialist learning disability services and generic adult social care services.

Partners told us what they hoped to get out of the session. The key aims were to gain increased knowledge of the capability statements and implementation resources, to gather information about how these are being embedded across the region and to network with others from partner organisations.

The Hair Tool- Feedback Tool

The Hair Tool has been created by people with lived experience. More detail about this tool can be found via the following link:

<https://www.youtube.com/watch?v=czKbmLXiDrw&feature=youtu.be>. This video has been shared at both meetings to generate discussion about gathering feedback.

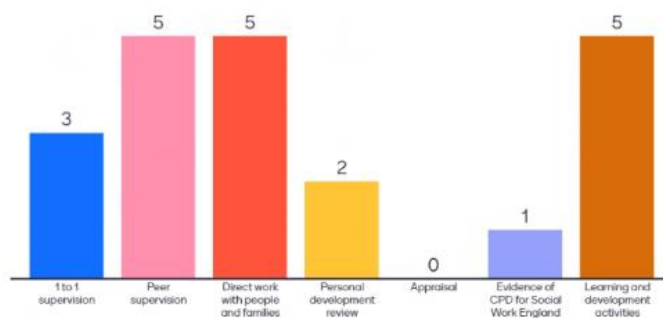
Partners feel they are at the engagement stage, moving towards co-production. Partnership boards, 'make it real boards' and commissioned advocacy group are being used to gather feedback from people with lived experience.

Some organisations have prompts within assessment to gather feedback, however feedback needs to be meaningful to the person. Questions have been raised about who is the feedback for? How will it be used by the organisation to make service improvement? A distinction has been made between feedback about the social work practice itself and feedback about service provision and care providers. Feedback about social work practice should include how this felt to the person with lived experience, what was good and what could be improved. Both are important aspects of feedback for the organisation to capture.

The Hair Tool can be used by practitioners to readdress power imbalances and can be used by the Social Worker/ Team to use for individual and group reflection. Feedback is a requirement for all registered social workers as per 4.1 of the Social Work England Continuing Professional Development (CPD) standards.

How will you use the capabilities statements in your organisation?

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Organisation selfassessment

The organisation self-assessment tool has been developed so that organisations can set a benchmark of where they are in relation to the use of the Capabilities Statements and supporting resources in relation to social work with autistic adults, and adults with learning

disability. Organisations can use the tool to identify improvements to service delivery and workforce learning and development. The self-assessment could also be used to provide assurances to partnership boards and elected members, and to enable further challenge to identify areas for improvement.

One of the local authorities present had completed the organisation self-assessment and identified action to be taken, at a practitioner and team level, but also to take to senior managers, directors and elected members

Embedding the capability statements



Partners are at different stages with embedding the capability statements. Detailed below of some of the ways in which partner organisations planned to embed the capability statements into practice.

Some organisations plan to embed the

capability statements by taking an approach of building this into an overall strategy, which includes carrying out the organisation self-assessment and providing feedback strategically via senior leadership and/ or cabinet meetings. Also sharing with commissioning, to link with provider services. Other organisations planned on taking a different approach; embedding the capability statements via frontline practitioners, informing a strategy or practice approach at a later point.

For the organisations with specialist learning disability social work teams, the statements were being / planned to be used by all workers within the team.

For the organisations with generic social work teams within adults, the tools were being used within the younger adults' social work team initially. One partner organisation also planned to embed initially with the well established ASYE group, as the NQSWs work across a number of teams within the organisation and this would therefore promote dissemination across adult social care services.

Another partner organisation with a generic adult social care team planned to create champion roles with experienced social workers to build confidence and begin to embed the capability statements.

All felt that the resources would be useful to use with individuals and families and also within multi-disciplinary working, to reassure others about the role of the social worker. All tools can be used on their own, or as a collective.

All organisations identified the role of the team managers would be key in ensuring the capability statements were embedded, and many planned to inform team managers of the

capability statements and implementation resources first of all to allow team managers to feel empowered to use these within supervision with Social workers and social care practitioners.

Two organisations planned to complete a workforce development review to see how training and learning is linked to the PCF and the capability statements. Within one of these organisations the learning opportunities are shared with health partners, as part of a reciprocal arrangement.

Practice weeks/ practice forums were also identified as ways in which the capabilities statements would be promote and embed into practice.

Potential challenges to embedding

There was discussion across the two groups about the challenges in embedding the capability statements. It is felt that without 'buy in' on an organisational level it will be difficult to fully embed the capability statements into practice. Additionally, time, workload pressures and length of the documents have been identified as potential barriers.

Queries were raised about how do these resources fit with Key Performance Indicators (KPIs) and about the length of time taken to complete an assessment? There is a discussion to take forward to Senior leaders and elected members regarding commitment to person- centred practice.

What's next

BASW will be holding quarterly meetings to share progress, challenges and to offer support. Following this BASW will be completing a formal evaluation of the embedding of the capability statements.

Within the two meetings there were discussion about the benefits of having a practitioner network for partner organisations within the West Midlands to support the embedding of the capability statements. This would allow networking, sharing of ideas and encourage creativity within practice across the region.

How are you feeling now about using the implementation resources?

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