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**REPORT TO: CLINICAL AND CARE GOVERNANCE COMMITTEE ON 28  
FEBRUARY 2019**

**SUBJECT: SOCIAL WORK DEVELOPMENT PLAN**

**BY: CHIEF SOCIAL WORK OFFICER**

**1. REASON FOR REPORT**

1.1. To present Committee with the draft Social Work Development plan.

**2. RECOMMENDATION**

**2.1. It is recommended that Committee considers and notes the content of the Social Work Development Plan (SEE APPENDIX 1).**

**3. BACKGROUND**

3.1. The Chief Social Work Officer (CSWO) role was established to ensure the provision of appropriate professional advice in the discharge of a local authority's statutory functions. The role also has a place set out in integrated arrangements brought in through the 2014 Act. As a matter of good practice it is expected that the CSWO will undertake the role across the full range of a local authority's social work functions to provide a focus for professional leadership and governance in regard to these functions.

3.2. The CSWO should assist local authorities and their partners in understanding the complexities and cross-cutting nature of social work service delivery - including in relation to particular issues such as corporate parenting, child protection, adult protection and the management of high risk offenders - and also the key role social work plays in contributing to the achievement of a wide range of national and local outcomes. The CSWO also has a contribution to make in supporting overall performance improvement and management of corporate risk.

3.3. Throughout Moray Council, Social Workers operate in a diverse range of different settings which include working with children, the elderly and people experiencing particular challenges in life such as mental health and/or substance misuse or who have a disability.

- 3.4. While it is an organisational necessity that Social Workers are firmly embedded in multi-disciplinary teams and are confident working across a wide range of different professional boundaries, it is also right and proper that they collectively identify themselves as part of one single profession; social work.
- 3.5. Affirming this collective professional identity, which entails sharing a set of underpinning values and theoretical propositions, is important at a time when all local authorities are facing some of the most significant fiscal challenges and upheavals in a generation.

#### **4. KEY MATTERS RELEVANT TO RECOMMENDATION**

- 4.1. The aim of this development plan is to affirm the identity of social work as a single profession across all Council Departments and Sections through a continuous professional development approach, practice care governance and peer professional support. This aim will be achieved through the delivery of a project plan.
- 4.2. The project milestones have been informed by the feedback from participants who took part in the first two workshops in a series of Social Work Practitioner Forums. The workshops were facilitated by the Social Work Training Team and held in December 2018.
- 4.3. The themes identified are:
  - Governance
  - Self-evaluation
  - Communication
  - Continuing professional development
  - Supporting the broader role of social work
  - Develop a social work training plan
  - Personal outcomes
  - Social work leadership
- 4.4. To achieve this aim it is anticipated that this will be a five year initiative with each year representing a project phase.
- 4.5. At the end of each phase, the Social Work Development Project Management Group will also consider the outcome of the end of phase learning review. This activity will help to inform the project plan for the next phase of this initiative.
- 4.6. The timescales and milestones are to be further discussed at the next Social Work Leaders Group meeting (SWLG).

#### **5. SUMMARY OF IMPLICATIONS**

**(a) Corporate Plan and 10 Year Plan (Local Outcomes Improvement Plan (LOIP)) and Moray Integration Joint Board Strategic Commissioning Plan 2016 – 2019**

This report is in line with Moray 2026 Plan – healthier citizens, ambitious and confident young people, adults living healthier, sustainable

independent lives safeguarded from harm and Council priority 4 – More of our children have a better start in life and are ready to succeed

**(b) Policy and Legal**

The services referred to in this report fall within the scope of a number of important pieces of legislation including:

- Social Work (Scotland) Act 1968
- The Adult Support & Protection (Scotland) Act 2007
- The Community Care & Health (Scotland) Act 2002
- The Children (Scotland) Act 1995
- The Joint Inspection of Children's Services & Inspection of Social Work Services (Scotland) Act 2006
- Adoption and Children (Scotland) Act 2007
- Looked After Children (Scotland) Regulations 2009
- The Public Bodies (Joint Working) (Scotland) Act 2014
- Children & Young People (Scotland) Act 2014

Significant policies and white papers that relate to these services include:

- Changing Lives, the Future of Unpaid Care in Scotland (2006)
- Delivery for Health (2005)
- All our Futures: Planning for a Scotland with an Ageing Population (2007)
- Better Health, Better Care: Action Plan for a Healthier Scotland (2007)
- Better Outcomes for Older People: Framework for Joint Services (2005)
- National Guidance for Child Protection in Scotland, The Scottish Government 2014

**(c) Financial implications**

None directly associated with this report.

**(d) Risk Implications and Mitigation**

There would be reputational risks to Moray Integration Joint Board should the standard of Social Work be poor, the Social Work Development plan mitigates those risks by seeking to improve professional standards.

**(e) Staffing Implications**

None directly associated with this report.

**(f) Property**

None directly associated with this report.

**(g) Equalities/Socio Economic Impact**

An equalities impact assessment is not required for inclusion within this report as the report is for the Committee to note.

**(h) Consultations**

Consultation on this report has taken place with the following staff who are in agreement with the content in relation to their area of responsibility:-

Social Work Leaders Group; Chief Officer; Chief Finance Officer, Head of Legal Services, Corporate Manager.

**6. CONCLUSION**

**6.1. The Social Work Development Plan seeks to strengthen and improve Social Work practice across Moray, leading to improved outcomes for vulnerable people and enhanced professional confidence.**

**6.2. The plan takes a project approach and will be monitored regularly by SWLG.**

Author of Report: Jane Mackie, Chief Social Work Officer

Background Papers: attached

Ref: