



Terms of Reference

“Getting to the heart of practice”

1. Purpose of the SWPAG

The Social Work Practice Advisory Group has been established as a mechanism to ensure strategic decision-making and social work reform is informed by social workers on the front-line. At the heart of the agenda is the reform priority shift from a ‘compliance culture’ to a ‘learning culture’ and to strengthen professional social work practice.

The Social Work Practice Advisory Group will be the consultative forum for the ‘getting to the heart of practice’ reform agenda in Bromley’s Children’s Social Care Services. The group will act as an advisory function on a wide range of professional practice developments in Bromley; and members will act as the champions of quality outcome-focused practice in Bromley.

The Social Work Practice Advisory Group will enable senior management to hear the views of front-line social workers on a range of national and local social work issues; and provide a check and balance on the service improvement activities in our *Roadmap to Excellence* document.

2. Responsibilities

The Social Work Practice Advisory Group will be responsible for discussing issues pertinent to social work reform and practice development; in light of the Munro review of child protection recommendations.

The group will be involved in a number of short-life ‘task and finish’ groups; engaging in discussions around a range of issues to bring a front-line practice perspective to the service developments.

The key discussions of the group will centre on issues within the following key Bromley documents -

1. Annual Bromley social work survey health check findings and action plan
2. Bromley Social Work Reform Strategy:
 - a. Caseload management framework
 - b. Tools for practice
 - c. Outcome-focused practice
 - d. Quality Assurance Framework
 - e. Supervision
 - f. Social Work interventions
 - g. Bromley Social Care Practice Standards
 - h. Social Work Practice Unit activities - e.g. training, capability framework

All group members will be expected to actively participate in at least one project group. Group members can opt to participate in more than one project group; however this needs to be negotiated with individual supervisors to balance workload.

The project themes will be discussed with group members and agreed upon by the Deputy Chief Executive & Executive Director: Education, Care and Health Services as the chair of the group; to ensure that group activities align with the wider strategic plan and timeline. Projects will be task focused and once completed, new projects will be agreed in order to cover the range of topics.

Members will be asked for their preferences of group project work and will prepare group presentations for meetings.

The Munro Review recommended that local authorities designate a Principal Child and Family Social Worker - a senior manager with lead responsibility for practice, who remains involved in frontline child protection practice. This has been mirrored at the national level with Isabelle Trowler, Chief Social Worker for Children and Families, working within the Government advising on social work practice. This group will act as a mechanism to explore and discuss practice issues with the Bromley Principal Child and Family Social Worker.

3. Local Governance Structure

The Social Work Practice Advisory Group will report in directly to the Deputy Chief Executive & Executive Director: Education, Care and Health Services.

The Social Work Practice Advisory Group will be chaired by the Deputy Chief Executive & Executive Director: Education, Care and Health Services; the Bromley Child and Family Principal Social Worker.

If the chair is not able to attend a meeting; the Director of Children's Social Care will be appointed to cover.

To find out more, visit:

http://onebromley/BA/Pub_ECS/Pub_CSC/Pages/swpag.aspx

4. Group Membership

The Social Work Practice Advisory Group will consist of up to 15 registered social workers from across Children's Social Care Services. The group is not open to managers. Membership of the project groups is open to all members and any other additional participants the group decides to invite at a later date. The project board will invite such guests as it considers appropriate to attend meetings in whole or in part and will ensure that nominated representatives attend in their place where necessary.

Membership will be for a 12 month period. Membership will be refreshed at the end of the 12 month period to give other staff members an opportunity to be involved. The group will be reviewed and evaluated after 9 months.

Meetings will be held every month for one hour. Group members will be expected to communicate regularly via email, by phone and in the monthly meetings. Group members will be expected to communicate and liaise with other social work staff in regards to the project work being undertaken; to advocate the voice of social workers.

All social workers were initially invited to formally apply to join the advisory group by completing an expression of interest form. Management consent in the form provides a firm commitment to workers' time in the group; which is required in person for 1 hour every month; but also contact in reading documents and providing feedback via phone and email for approximately 1 additional hour every month.

The Social Work Practice Advisory Group will develop smaller task and finish project groups as necessary and will engage other social workers in these discussions.

Efforts will be made to ensure that membership reflects the range of Social Workers across the department.

If members cannot attend a meeting, or are running late they must inform the administrator in advance.

Further information

If you have a question that is not already covered, please visit the SWPAG oneBromley page at http://onebromley/BA/Pub_ECS/Pub_CSC/Pages/swpag.aspx or e-mail janet.bailey@bromley.gov.uk.

To find out more, visit:

http://onebromley/BA/Pub_ECS/Pub_CSC/Pages/swpag.aspx