

From: Roger Gough, Cabinet Member for Children, Young People and Education.

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To: Children's, Young People and Education Cabinet Committee – 10 July 2018

Subject: Kent and Medway Teaching Partnership

Classification: Unrestricted

Summary:

This paper outlines the context and recent developments for the creation of Teaching Partnerships between Local Authorities and Universities and the progress taken to develop this with KCC and the 2 universities in Kent and with colleagues in Medway Council. It provides an update on the current position following the successful bid and granting of funds to develop this approach.

Recommendations:

Members of the Committee are asked to **NOTE** and **COMMENT** on the progress of the development of the Kent and Medway Teaching Partnership.

1. Introduction/ National Context

- 1.1 In the summer of 2014, the Government asked for bids for funding proposals for Teaching Partnerships from Higher Education Institutes (HEIs) and Local Authorities (LAs) to develop new approaches to delivering high quality training for social work students and qualified practitioners.
- 1.2 Following this process, the Government set up a pilot scheme for early adopters of Teaching Partnerships to test and refine new and innovative approaches to social work education. The intention of the scheme was to change the funding distribution for social work training and for Teaching Partnerships to become the key delivery mechanism to address the recommendations made by the Narey and Croisdale-Appleby reviews of social work education and the objectives set out by the Social Work Reform Unit.
- 1.3 The Government accepted expressions of interest from existing Teaching Partnerships and these included those that:
 - Accepted the highest calibre entrants onto courses through rigorous adherence to UCAS points and robust additional testing for all students for values,

attributes, intellectual and academic ability;

- Embedded the Chief Social Workers' Knowledge and Skills statements and provided a strong focus on specialisms driven by these statements.
- Provided placements in statutory settings with, as a minimum, every student being guaranteed at least one statutory placement relevant to their specialism. It also prioritised partnerships that offered two statutory placements;
- Have frontline practitioners and their managers currently employed in statutory settings providing "classroom" teaching.

1.4 Teaching Partnership arrangements are part of the Government's broader strategy to strengthen the quality of social work practice and learning and Continuous Professional Development among trainee and practising social workers.

1.5 The early adopters received funding from DoH and DofE to support the work of the developing partnerships to enhance and embed new ways of working. Kent and Medway Teaching Partnership was not successful in the second round of bids in May 2016 but following a further bid in the third round of funding in February 2018 were successful.

2. Key Issues

2.1 What does a Teaching Partnership look like?

2.2 The Teaching Partnership consists of a Strategic Board which oversees the range of learning and development for social workers for both Adult and Children's Service and includes Local Authority senior leaders, Higher Education heads of faculty and the private, voluntary and independent (PVI) sector as appropriate. A Memorandum of Understanding or Co-operation signed by Kent and Medway organisational leaders, sets out the commitment and resourcing required to achieve the aims of the partnership.

2.4 The partnership includes both Kent and Medway Adults and Children's Directorates, as the entry for undergraduate and graduate programmes continue to be generic.

2.5 The Teaching Partnership has responsibility for workforce planning in line with the Knowledge and Skills statements set by the Chief Social Workers for Children's and Adults. There is an expectation that the Universities work closely with Local Authorities by spending time in the employment environment to refresh and update their working knowledge and practice in social work. In return social work practitioners provide teaching to students within the universities on the skills needed for the role.

2.9 The Partnership is responsible for the strategic planning of social work placements linked to the workforce development strategy and placement availability which can

Local Authority can realistically provide. The principle of the two Universities working together challenges their current business model as they traditionally compete with each other for students. The TP moves away from a demand led approach by universities to a Local Authority business needs led approach and a focus on future social work recruitment and workforce development.

- 2.10 The delivery of high quality placements is now the responsibility of the partnership and the Government requires at least 50% of all Practice Educators (PEs) to be trained as Level 2 of the PE Professional Standards. In Kent we continue to train approximately 40 Practice Educators per year to meet this demand.
- 2.12 The curriculum is expected to go beyond qualifying social workers and to extend to provide a CPD programme, which embeds the Knowledge and Skills statements across all learning for all social work practitioners.

3. Progress in Developing the Teaching Partnership in Kent

- 3.1 Currently KCC works with 3 HEI's.
- Canterbury Christ Church University
 - University of Kent at Medway
 - Open University
- 3.2 This has been a shift for both Universities to be working collaboratively together as prior to this they have been in competition for students and placements. All three Universities see a benefit in creating a single Teaching Partnership with both Kent LA and Medway LA.
- 3.3 There is also greater strength in a single partnership which demonstrates a regional approach to workforce planning and development. This Regional approach enabled the Partnership to be successful in the recent bid.

4. Update, following the bid to the DoH/DfE

- 4.1 KCC and Medway Council, in partnership with University of Kent and Canterbury Christchurch University, submitted a second bid for the 3rd round of Teaching Partnership funding to the DfE and DoH in February 2018. We were notified in March 2018 that this had been successful and were awarded £ 2,054,065 over the next two financial years commencing 1st April 2018. Medway Council are the lead Local Authority for the Partnership.
- 4.2 The aim of this funding supports the plan from the Social Work Reform Programme to raise standards and quality in the delivery of social work to the public.

4.5 **Funding/Posts**

4.6 The funding will provide capacity to recruit some additional temporary posts to develop the support structure for students and NQSWs. The posts will be in addition to any existing posts in place. The posts will also work with the Universities to ensure contemporary social work practice is well embedded into the curriculum at the Universities.

4.6 Discussions are in place with the Head of OD within KCC to ensure the additional posts complement other posts that support student and NQSW development.

4.8 KCC will have funding to appoint:

1 x FTE Programme Manager

1 x FTE Associate Practitioner

7 x FTE Advanced Practitioners

The posts will be available across Adult and Children's Services. The aim of these posts will be to bring statutory social work into the delivery of the curriculum. Job descriptions are currently in draft and will be further developed by the Programme Manager.

4.9 The Programme Manager will be appointed at KR12 level. This post will work across all 4 organisations and be responsible for the overall management of the funding, ensuring the workstreams are being progressed, reporting to the Strategic Board and driving forward the work of the Operational Group. Recruitment to this post is currently underway

4.10 There will also be posts within the university which will be focused on ensuring the Knowledge and Skills Statements are fully embedded into the programmes, developing the quality assurance processes for placements and providing capacity for lecturers to deliver workshops to experienced staff. They will also have funding to increase the involvement of service users in development and design of the Social Work degree programmes and recruitment of students.

4.11 As the Teaching Partnership has been formally in place since September 2016, some of the work set out in the implementation plan has already commenced. This includes developing a consistent entry grade to both universities in line with Teaching Partnership stretch targets, a consistent approach to admissions, moving to an assessment centre approach in recruiting students and delivering joint workshops for Practice Educators to raise the standards and quality of Practice Education. However, the additional funding will provide greater speed to ensure improvements continue and are fully embedded in time for the ending of the funding.

4.12 The Programme Manager will need to work with the Strategic Board to develop a sustainability plan once the funding ends.

5. Recommendations:

Recommendation: Members of the Committee are asked to **CONSIDER** and **COMMENT** on the development of the Kent and Medway Teaching Partnership.

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