

Professional in Practice Partnership Committee

Thursday 6th June
Via MS Teams

Confirmed Minutes

Attendance:

Roslyn Dougherty	(Chair)
Suzanne Mooney	(PiP Co-Ordinator: Queen's University Belfast)
Marita Magennis	(Assistant Director: SHSCT)
Elaine Pollock	(Acting Head of Service: SEHSCT)
Tina O'Reilly	(PiP Lead: Voluntary and Community Sector)
Denise MacDermott	(Subject Lead for Social Work: Ulster University)
Lee Wilson	(Assistant Director: NHSCT)
Maura McMackin	(Senior Consultant: HSCNI Leadership Centre)
Noeleen Higgins	(Professional Officer: British Association of Social Work)
Ciaran Traynor	(Children in NI and Voluntary Sector)

In Attendance:

Marian O'Rourke	(Director of Regulation and Standards: Social Care Council)
Catherine Maguire	(Head of Workforce Development: Social Care Council)
Sharon McAteer	(Professional Adviser: Social Care Council)
Mandy Cowden	(Professional Adviser: Social Care Council)
Clara Resina del Campo	(PiP Administrator: Social Care Council)
Amy Clarke	(PiP Team Leader: Social Care Council)
Audrey Cusick	(PiP Data Manager: Social Care Council)

Apologies:

Adrian Nugent	(Head of Education Welfare Services: EANI)
Stephen McLaughlin	(Assistant Director: WHSCT)
Michaela Glover	(Assistant Director SPPG)
Gillian McAllister	(Assistant Director YJA)
Emma McGinnis	(Subject Lead for Social Work: Ulster University)
Jennifer Hamilton	(Head of School: Ulster University)
Jane Lindsay	(External Assessor to the Partnership)
Eileen McKay	(Assistant Director: BHSCT)
Fiona Gunn	(Assistant Director: SEHSCT)

		Action
1.	Welcome	
1.1	The Chair opened the meeting and thanked everyone for their attendance. Apologies were noted.	
2.	Declaration of Interest	
2.1	The Chair asked for conflicts of interest. None were noted.	
3.	Chair's Business	

3.1	<p>The Chair confirmed that the business plan has been agreed and is available on the website.</p> <p>The Chair advised that Gillian McAuley is on sick leave for a period of time and on behalf of herself and the partnership wished her well. The Chair welcomed Sharon McAteer as temporary and part time Professional Adviser for the PiP Framework, in Gillian's absence. The Chair also advised that Patricia Higgins, CEO and Marian O'Rourke will be retiring at later stages in the year and a recruitment campaign will begin in the coming months.</p>	
4.	Actions from previous meeting	
4.1	<p>The Chair noted the minutes from the previous meeting had been circulated and if any changes were to be made, to notify Amy Clarke. The Chair highlighted there were some actions remaining on the action list which are taking longer to complete due to staffing levels. The Chair noted they will be reported at the next Partnership meeting. The key points to highlight are:</p> <ul style="list-style-type: none"> • The Joint Management Board. This is related to appointment of Chairs and more guidance required. • PRTL Requirements and PIP achievement – this is continuing to progress. • The action plan from last September's strategic session –work is ongoing. 	
5	Update on Research and Evidence Partnership and implications for PiP	
5.1	<p>Marian O'Rourke reported that good progress is being made on establishing the new partnership, to be chaired by Professor Davy Hayes, Board member and from QUB. Marian introduced Anne McGlade who provided an update on the strategic research agenda and the establishment of the partnership.</p> <p>Anne began by welcoming a strong connection between the Research and Evidence Partnership and the PiP Partnership. She emphasised the position of research and evidence as an identified priority within the Council's Strategic Plan with the aim of this focus being integrated within the workforce, ultimately for better outcomes for service users. Anne outlined the background and emphasised the importance of commitment from employers and ownership of the research agenda. She suggested that there is much to learn from the PiP Partnership; as a committee of the Board and having a successful model for partnership working as well as having a responsibility for shaping evidence based social work education and training. The Research and Evidence Partnership will have accountability in terms of priorities for research in social work and social care in NI and with proper resourcing will need to build on previous and existing strategies. The Partnership will be a networking and engagement opportunity as well as a decision-making body. Evidence from the upcoming stakeholder event will provide a basis for the work going</p>	

	<p>forward. There are existing connections to the PiP Framework through the annual Research Conference and the Research Methods Programme at Ulster University. Discussion ensued, including the following highlights:</p> <ul style="list-style-type: none"> • the importance of involvement of the Participation Partnership • Good quality PiP submissions have a strong reference to research and evidence-based practice. This can play a part in creating a culture of research-minded social workers into the future • Opportunity to make links with the Dissertation Module in the QUB Programmes • Opportunity for valuable research in the Voluntary Sector and support for better access for the sector in approved programmes including the Research Methods Programme • Funding will remain as an issue and so if we want research to be in the DNA of social workers then we need to help them to identify smaller scale projects and help them recognise these as research. The Research Conference supports this approach • The Cascade model used in Wales is a good example of how to gather research information and raise the profile of social work <p>The Chair thanked Anne for her interesting and informative update.</p>	
6.	Update on Leadership Framework Implementation	
6.1	<p>Marian O'Rourke gave an update on progress towards the implementation of the Leadership Framework for Social Work and explained this work is being led by the Centre for Effective Services using a Logic model.</p> <p>Marian noted 4 thematic implementation teams have been established with a focus on:</p> <ul style="list-style-type: none"> • Communication and engagement around the framework • Education and continuous professional development. • Employer engagement • Evidence Informed practice <p>A Workshop was held on 7th May to establish an overarching implementation team that will sit across all of the strands of the framework. This will not be an advisory team, but an active group driving and implementing the framework. To date, Eileen McKay, from the Belfast Trust, Susan Ritchie from the DOH along with Marita Magennis from the Southern Trust have agreed to join the team. Recruitment of representation from other sectors is still ongoing.</p>	

	<p>In addition, there are several Leadership pieces of work ongoing, including a podcast with Wendy Austin on the Leadership Framework which is available on the Social Care Council website. Also, the PiP Award Ceremony this year will have a specific focus on social work leadership. This will be a whole day event engaging PiP Award recipients in discussions linking their achievements to the Leadership Framework. The HSC Leadership Centre's Leading Social Work programme will culminate in an upcoming showcase event to the Chief Social Work Officer and other social work leaders with a focus on linkage to the Leadership Framework.</p> <p>Catherine Maguire also commented that the Education and CPD strand connects directly to the PiP framework. It has been suggested that the next Approved Programme Providers' Workshop will look at how leadership is represented in PiP Approved Programmes. It is also important to look at the language which is used in social work training and how leadership is integrated from degree stage onwards.</p>	
7.	Business Report	
7.1	<p>The PiP Team presented the 2023/24 PiP Business Report. A copy of the presentation will be issued with the minutes of the meeting. The key points raised are included in the narrative on the slides.</p> <p>Action: Presentation to be issued with the minutes</p> <p>Discussion ensued and highlights included:</p> <ul style="list-style-type: none"> • Noleen Higgins commented that developments in the Work Based Learning Route were welcomed, and the need for discussion on the Signs of Safety course highlighted, reflecting on what Professor Ray Jones has said about the approach to Signs of Safety challenges within the workforce. Concerns were expressed about trends for social workers developing a mindset around procedure and protection and queried whether family support is really happening to the extent which it should. • BASW has had conversations with MLAs around specialist training for residential care staff, particularly given the upward trajectory of numbers of children in care. • Suzanne Mooney gave an update on the redevelopment of the programme in Child and Family Social Work at QUB. The previous Child Care Programme has been thoroughly revised and is currently going through all the Queen's validation processes as a new programme. The work is being led by Lisa Bunting. It has recently been approved by QUB at their Evaluation meeting. Stephanie Holt from Trinity College will be the External Examiner on the programme review and the new programme will be aligned with the Ray Jones Review's 	AC

	<p>recommendations. The structure will also differ from the previous programme; instead of it being a 2-year programme, whereby candidates can do one year or carry on and do 2 or 3 years eventually leading to a dissertation.</p> <ul style="list-style-type: none"> • In terms of the TCI course approval within the Work-Based Learning Route, Ciaran Traynor queried whether the programme is accredited or is it the provider as it would be important for all organisations to have recognition for their TCI provision. • Ciaran also queried whether there is a pattern developing in the WBLR of courses dipping in and out of approval as a means of avoiding full programme approval. Initially it was agreed that PiP accreditation via the WBLR was for courses that were time limited. Mandy Cowden emphasised the robust processes that exist now as opposed to previously. It was agreed that this would be monitored. • Marita Magennis commented that employers need to be more cognisant of the statistics around overall workforce engagement in the PiP Framework, given that the percentage is currently sitting at 16.5% and would welcome further consideration of this at a strategic level. Elaine Pollock commented that it was important to look at the bigger picture and the impact of other factors which may contribute to the percentage engagement, for example, the introduction of Encompass. • Suzanne Mooney suggested that approved programmes need to be cognisant of the practice environment and, given the challenges within work within Families and Children Directorates, the focus of the new QUB programme will be on family support and not just child protection. <p>Action: Follow up with PiP Team on TCI status and opportunity.</p> <p>Action: For discussion at Partnership Strategic session.</p> <p>Outcome: The 2023/2024 PiP Business Report was approved.</p>	<p>CT/MC/SMc A</p> <p>MOR</p>
8.	External Examiner Report	
8.1	<p>The Chair advised that Jane Lyndsay was unable to attend this, her last Partnership meeting and on behalf of the Partnership thanked Jane for her contribution and support over the last number of years and wished her well for the future.</p> <p>Sharon McAteer shared the main points of the External Examiner report as follows:</p>	

	<p>As part of her work in providing a quality assurance of standards across the routes to achievement in the PiP Framework, Jane received a sample of 8 submissions to review:</p> <ul style="list-style-type: none"> • 2 Individual Assessment Route • 2 Credit Accumulation Route • 1 Approved Social Worker Programme • 1 Research Methods Programme • 2 Leading Social Work Programme <p>Key findings: There was clear evidence of the following in the submissions reviewed:</p> <ul style="list-style-type: none"> • All met the required standard and assessments were appropriate and proportionate • Practice of critical thinking • The professional use of supervision • Partnership working <p>In addition, the External Examiner commented on:</p> <ul style="list-style-type: none"> • Consistently impressed by the quality assurance process and systems employed within the framework • Commend the commitment of partners to collaborative working • The Partnership’s commitment to evaluation and review of the Framework in the light of policy and practice changes and developments is notable • More evidence of service user engagement in the submissions this year, which was one of the recommendations from last year. <p>The External Examiner had no specific recommendations this year but she identified common themes in the feedback from assessors and advised these should be noted.</p> <p>A copy of Jane Lindsay’s report will be shared with the minutes.</p> <p>Sharon commented that it was encouraging to note the high level of consistency in the narrative of all three External Assessors working across the PiP Framework.</p> <p>Action: Report to be shared with minutes.</p> <p>Outcome: The 2023/2024 External Examiner Report was approved.</p>	AC
9.	2024 PiP Award Ceremony	
9.	Catherine Maguire gave an update on the PiP Awards ceremony planning which will be a full day event in the Tullyglass House Hotel on 25th September.	

	<p>There will be opportunities to allow those who are receiving an award to showcase their learning and development journey. This will include short films of candidates who are receiving various awards talking about their experience and how it links to leadership development.</p> <p>It is planned that Arts Care will engage participants in an activity expressing leadership through art. Sharon McAteer confirmed that the next Information & Development Forum (19th June) will provide an opportunity to ask PiP Reps to identify potential contributors to the event from their respective pool of award recipients.</p>	
10.	AOB	
10.1	<p>Catherine Maguire advised that the Open University are now offering a Taught Doctorate in Health and Social Care. it was introduced in 2019 and it's open to anyone working in health and social care, including social workers. There has been interest from social workers in England, Wales.</p> <p>Discussions took place whether this would be a programme of interest. The OU team are considering the PiP Advanced Scholarship Requirements for relevance. It was noted the D Child programme at QUB is not currently taking applications, so this could be an alternative. Catherine agreed to share the link and this will be picked up at the next meeting under matters arising.</p> <p>Doctorate in Health and Social Care (DHSC) Faculty of Wellbeing, Education and Language Studies (open.ac.uk)</p> <p>Denise MacDermott confirmed that UU's plan for a Taught Doctorate in Social Work have been paused as there is more of a focus on helping candidates to access the Dissertation module in order to complete the MSc in Professional Development.</p>	
11.	Matters for Reporting to the Board	
11.1	<ul style="list-style-type: none"> • Minutes of the meeting • PiP Business Report and External Examiner Report to be included as addendums 	
12.	Dates of Future Meetings	
12.1	5 TH September 2024	

Signed: Roslyn Dougherty, Chair of Partnership Committee



Date: 5 September 2024

6TH June 2024

Item	Owner	Action	Status
4.1.1	Gillian	Further discussions with Queen's University around Joint Management Board Reporting. Further work on the proposal to be shared with JMG Chairs	Open
4.1.2	Mandy and Gillian	Work to continue to further aligned the PRTL requirements for social workers with PiP achievement.	Open
4.1.3	Catherine and Gillian	Further work on the strategic action plan to be undertaken and shared with Partnership members	Open
7.1.1	Mandy Sharon and Ciaran	Follow up on clarification of TCI approval status	Open
7.1.2	Marian	Further discussion at next strategic session on workforce engagement in PiP	Closed
11.1	Roslyn	The Chair will provide an update of PiP Partnership business to the Social Care Council Board	Open