

# **The Lumineres:**

Collaboration in  
action to ignite &  
inspire Social Work  
leaders at all levels

## **The sequel**

Eileen McKay and Brenda  
Horgan

The Social Work Social Care  
Research Conference

5th March 2025

Download the Slido  
app and answer the  
questions



A group of colorful wooden human figures standing in a line, representing diversity. The figures are in various colors including blue, yellow, red, green, and brown. They are standing on a light-colored surface against a blurred background.

# A sweetner!

Name the four domains of the Leadership Framework for Social Work

## Recap on the domains

“Social Workers need to demonstrate leadership at all levels and across all roles within the profession.” (Safeguarding Social Wellbeing: Strategy for Social Work -SWS)

1

Leading Self

2

Leading with  
Others

3

Leading  
Practice

4

Leading the  
Profession

# Update on implementation

Communications and engagement  
team

Education and CPD team

Employers team

Centre for Effective Services

A large, solid orange oval shape that serves as the background for the text.

Communications and  
engagement

---

Achievements and next steps

**Thank you**

**Row 1:**

- Jacqui Smyth, Senior Practitioner, BHSCT
- Kyle Heffernan, Social Work Student
- Jacintah McCaffrey, Assistant Service Manager, BHSCT
- Lucy Molloy, Service Manager, NHRCT
- Gerrard Brennan, OJ Social Work Student, BHSCT
- EllieJo NgYutin, Social Worker, NHRCT

**Row 2:**

- Marbeth Shaw, AYP Social Worker, NHRCT
- Sarah Bonner, Social Work Student
- Joe Gullie, Service Co-ordinator, Action for Children
- James Keenan, Social Worker, BHSCT
- Luzie Snowden, AYP Social Worker, BHSCT
- Ursula Hillier, Service Co-ordinator, Action for Children

We would like to extend a heartfelt thank you to everyone who volunteered to have their photo taken for the "Get to Know Your Social Work Leadership Framework" document. Your contributions have helped bring this project to life.

**What do Northern Ireland social workers think about social work leadership?**

**TOP FIVE KEY FINDINGS:**

- Overall awareness and interest was positive.** 81% of respondents agreed or strongly agreed with the statement "I am interested in social work leadership".
- Social work student awareness and interest in the Leadership Framework was positive.** 72% of respondents agreed or strongly agreed with the statement "I am interested in social work leadership".
- Awareness of the Leadership Framework was strongest amongst social workers in more senior roles.** 81% of respondents agreed or strongly agreed with the statement "I am interested in social work leadership".
- A significant number of respondents identified their role within the four domains.** 92% of respondents agreed or strongly agreed with the statement "I am interested in social work leadership".
- Feedback, communication and case studies.** 84% of respondents agreed or strongly agreed with the statement "I am interested in social work leadership".

**Benchmarking what we can build on...**

**72%** of respondents responded positively to say they have a role in 'leading the profession'

**81%** of respondents had a prior knowledge of the SWLF prior to the survey

**56%** of respondents had already used the SWLF prior to the survey

**92%** of respondents responded positively to say they have a role in 'leading self'

**86%** of respondents responded positively to say they have a role in 'leading with others'

**84%** of respondents responded positively to say they have a role in 'leading practice'

**Insight we shouldn't ignore**

**Things that would best support staff in developing their potential as a leader in social work:**

- Increased time for personal development
- Career structures to support development (horizontal as well as vertical)
- Increased staffing capacity to allow development time
- IT skills development
- Peer support/mentoring/coaching
- Improved connections with NHRCT and progressions

**Developing potential to be a leader in social work:**

- Incorporated into supervisor and reflective practice sessions
- Social work management training leading to a qualification
- Being good leadership models
- Peer support who share a similar role
- Senior role models and access to mentoring and coaching as well as supervision

**Challenges to staff and organisations linked to the SWLF:**

- Noting time to properly engage with it
- Interpreting and business objectives within teams

**What's next?**

From our survey findings, we will:

- Listen:** Your feedback on leadership in social work clearly informs our work, helping us understand what matters most to you.
- Benchmark:** By comparing our findings over time, we will track progress and ensure improvement of the Leadership Framework.
- Re-use:** The insights gathered will help us engage more effectively with social workers and social work students across all sectors.

View a list of the Leadership Framework on the Northern Ireland Social Care Council website, or scan the QR code below.

**Get to know your Social Work Leadership Framework**

**Key takeaways for social work practice**

August 2024

**Leading self**

**Leading with others**

**Leading practice**

**Leading the profession**



# Care to chat?

A podcast from the Northern Ireland Social Care Council

Northern Ireland  
**Social  
Care  
Council**



Compassionate  
leadership in the  
Northern Ireland health  
and social care system



# Care to chat?

A podcast from the Northern Ireland Social Care Council

Northern Ireland  
**Social  
Care  
Council**



By social workers,  
for social workers' –  
a leadership framework  
for social workers



# Care to chat?

A podcast from the Northern Ireland Social Care Council

Northern Ireland  
**Social  
Care  
Council**



Leadership in social work  
– what does it mean  
for you

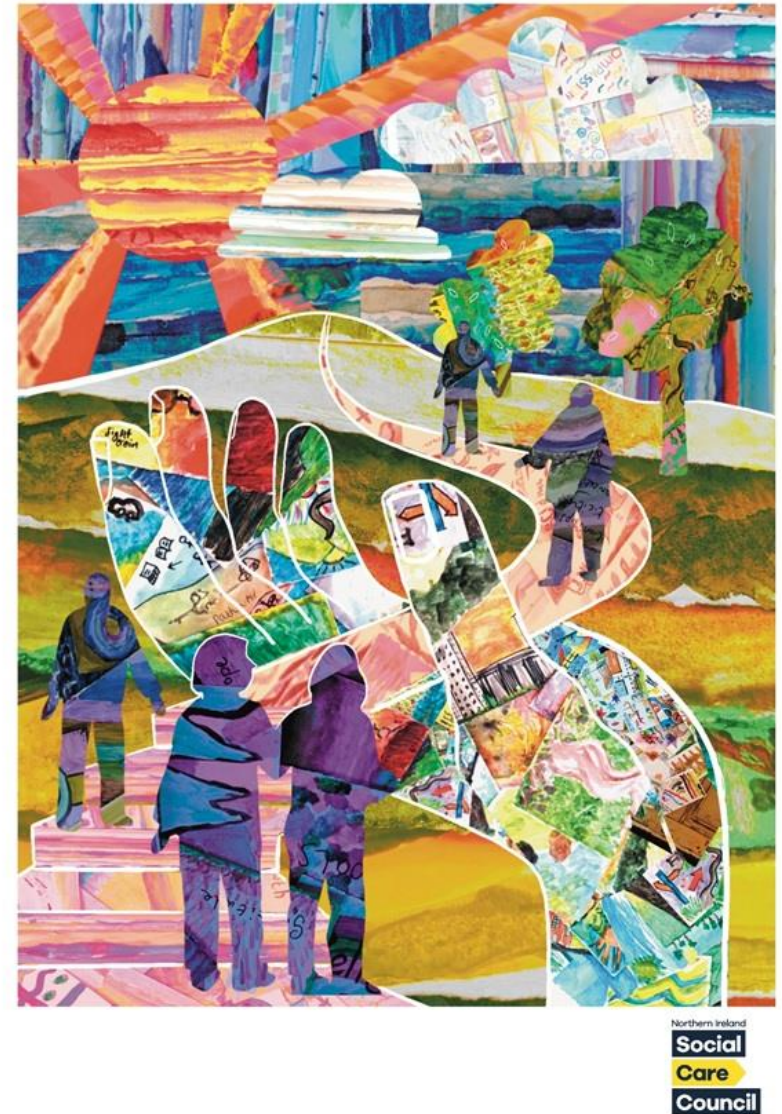




# Next Steps

---

- logo, brand and promotional resources for the leadership framework.
- Report outcomes of survey back to the social work profession
- Publication to share stories of social work leadership using nominations from the social work awards leadership category
- NISCC Lunchtime seminar



# Education and continuous professional development

---

Achievements and next steps

# LEADING SOCIAL WORK

*Stronger Together: Developing a  
community of Social Work Leaders*

**LEADING SOCIAL WORK**  
*Stronger Together: developing a community  
of professional leaders*



Current 24/25 Cohort =

52 Attendees across  
Statutory + Voluntary  
sector HSCNI



# WHSCT exemplar

---

Developed by

Maria Emilsson

Principal Social Worker –  
(Development Lead, Learning  
Development and Governance  
Team) WHSCT

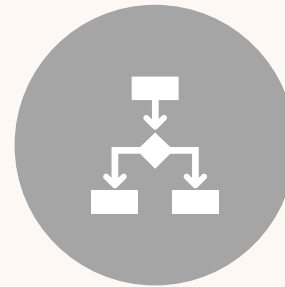
## Developing our Social Work Leadership in the Western Health & Social Care Trust

- Bespoke leadership programme for Band 7 ( 130) in Children and Families Directorate.
- Delivered to 7 Cohorts: Sep24 – Nov25
- Aligned to The Social Work Leadership framework (NI)
- Balance theory, experience from other context with local application and reflection on 'how that works here'





Engagement with PIP  
programme providers and AYE  
leads about the framework.



PRTL audit – SWs selected have  
been encouraged to include  
reference to SWLF in their  
reflective statement.



PIP awards 2024 – Theme of  
Leadership



SEHSCT – micro e-learning  
modules for **Leading Self** and  
**leading with Others** domains –  
A resource for the whole  
workforce





# Next Steps

- Exploring options to house leadership framework resources on NISCC website and;
- ICT infrastructure to host the eLearning resources facilitate access for social workers outside of Health and Social Care Trusts

# Employers group

---

Achievements and next steps



Wording drafted to support employers to incorporate the leadership framework into job descriptions



Stakeholder engagement has been progressed to explore acceptability with trade unions




BHSCT - Supervision template for professional social work aligned to the leadership framework domains being piloted within mental health team in BHSCT.



## Next Steps

Exploring how the framework could be reflected in RQIA's inspection processes, with an initial focus on children's services.



# Time to hear from you!

---

Based on what you have heard today, how will you connect with the leadership framework and encourage others to?

