

PiP Partnership Committee Strategic Meeting

Wednesday, 19 February 2025

10am – 1pm Via MS Teams

(Includes workshop from 11.30am)

- 1 Welcome and Apologies**
- 2 Declaration of Interest**
- 3 Chair's Business**
- 4 Actions from previous meeting**
- 5 Terms of Reference**
- 6 Strategic Reform Work and Impact on PiP**
- 7 Research Methods Workshop**
- 7 Matters for Reporting to the Board**

Dates of future meetings
Wednesday, 21 May 2025

Professional in Practice Partnership Committee Strategic Workshop

Wednesday, 19 February 10.00a.m.
Via Teams

Confirmed Minutes

Attendance:

Roslyn Dougherty
Eileen McKay
Elaine Pollock
Gillian Montgomery

Jennifer Hamilton
Tina O'Reilly
Ciaran Traynor
Marita Magennis
Denise MacDermott

Chair
Assistant Director: BHSC
Interim Head of Service: SEHSCT obo Fiona Gunn
Director of Operations: Probation Board for Northern Ireland
Head of School: Ulster University
PiP Lead: Voluntary and Community Sector
Community and Voluntary Sector
Assistant Director: SHSCT
Social Work Lead: Ulster University

In Attendance:

Catherine Maguire
Mandy Cowden
Nicola Lewis
Clara Resina Del Campo
Julie-Ann McCann

Head of Workforce Development: Social Care Council
Professional Adviser: Social Care Council
PiP Team Leader: Social Care Council (minute taker)
PiP Support Officer: Social Care Council
PiP Administrative Officer: Social Care Council

Apologies:

Adrian Nugent
Stephen McLaughlin
Michaela Glover
Gillian McAllister
Suzanne Mooney
Stephen Thompson

Lee Wilson
Ursula Crickard
Maura McMackin
Noeleen Higgins
Gloria Kirwin
Gillian McAuley

Head of Education Welfare Services: EANI
Assistant Director: WHSCT
Head of Social Work Governance: SPPG
Acting Deputy Director: Youth Justice Agency
PiP Co-Ordinator: Queen's University Belfast
Service Manager: Children's Court Guardian Agency for Northern Ireland
Assistant Director: NHSCT
Assistant Director, Children's Court Guardian Agency
Senior Consultant: HSCNI Leadership Centre
Professional Officer: British Association of Social Work
External Assessor
Professional Adviser: Social Care Council

Workshop:

Anne McAllister
Kitty Downey
Campbell Killick
Paula McFadden
Carole Kirk
Bronagh Hamill

NHSCT
WHSCT
UU
UU
NHSCT
NHSCT

Emma Richmond	PBNI
Ann-Marie Gray	UU
Diane McGarvey	NHSCT
Anne McGlade	NISCC
Noel Wilson	SU
Marita Magennis	SHSCT
Julie Ann McCann	NISCC
Tina O'Reilly	Extern
Eileen Mckay	BHSCT
Mandy Cowden	NISCC
Elaine Pollock	SEHSCT
Jennifer Hamilton	UU
Catherine Maguire	NISCC
Denise MacDermott	UU
Clara Resina Del Campo	NISCC
Sonia Patton	SU
Roslyn Dougherty	Chair
Emma McGinnis	UU
Emily Wilson	SU
Ciaran Traynor	Voluntary
Ann Purse	BHSCT

Apologises Workshop:

Danial Quinn	WHST
David Wylie	BHSCT
Donna Dugan	SEHSCT
James Todd	SHSCT
William Deery	WHST
Suzanne Mooney	QUB
Ursula Crickard	NIGLA
Lee Wilson	NHSCT
Maura McMackin	HSCLC
Noeleen Higgins	BASW
Frances Kelly	SHSCT
Jillian Morris	SEHSCT
Adrian Nugent	EANI
Danielle Boyd	JYA
Gillian McAllister	JYA
Michaela Glover	HSCNI
Stephen McLaughlin	WHST
Stephen Thompson	NIGALA
Ruth Fee	UU
Marcella Leonard	Independent Social Worker

		Action
1.	Welcome	
1.1	The Chair opened the meeting, and completed a round of introductions for new members.	
2.	Declaration of Interest	
2.1	None noted.	
3.	Chair's Business	
3.1	<p><u>Update on Interim Structures – Appointment of Professional Adviser.</u></p> <p>Following the retirement of both the Chief Executive and the Director of Regulation and Standards at The Social Care Council a further update on the interim structures was provided.</p> <p>A fixed term Professional Adviser has now been appointed to the Workforce Development Team. Recruitment for the permanent CEO vacancy will commence in the coming months. All interim arrangements will be reviewed upon appointment of the CEO.</p>	
3.2	<p>Papers requested at previous meeting have been circulated.</p> <p>Action brought forward from December Meeting: Accountability Report will be circulated with the minutes from this meeting.</p>	
3.3	The new Permanent Secretary of the Department of Health has been announced as Mike Farrar, a former senior leader at NHS England. He will replace Peter May in April, who is retiring from the Civil Service.	
4	Approval of Minutes and Actions from previous Meeting	
4.1	The previous minutes were shared in advance of the meeting and confirmed by members.	
5	Terms of Reference	
5.1	<p>The Terms of Reference were circulated to Partnership members for review prior to the minute. The below changes were agreed;</p> <p>Under Purpose:</p> <ul style="list-style-type: none"> • Change HSCB to SPPG. <p>Under Reporting, Governance and Accountability.</p> <ul style="list-style-type: none"> • Change 6.3 to Bi-Annual. <p>The Partnership members also discussed the points below to be actioned in regards to future membership of the Partnership;</p> <p>Under Membership:</p>	

	<ul style="list-style-type: none"> • Each member to nominate a Deputy. • Deputy Chair to be appointed and extend an invitation to additional Board Members. <p>The Committee also discussed the need to consider the inclusion of representatives from the Independent / Private Sector as the number of social workers employed in this area continues to grow. The Committee also discussed the potential for a Service User Representative, Union Representative, and Social Work Workforce Representative. Connections to Registrants Forum could be utilised if and when needed.</p> <p>Partnership members agreed that the above amendments the TOR can be brought to the next Board Meeting for approval.</p> <p>Action: NL to seek nominations for a deputy from each member.</p> <p>Action: Chair to explore possibility of a deputy and additional board members to join Partnership.</p>	
6	Strategic Reform Work and Impact on PiP	
6.1	<p>CM advised that following previous discussion at the December Partnership meeting the next strategic meeting of the Partnership in September will be used to provide an opportunity to engage with the upcoming legislative and policy development and the implications for PiP.</p> <p>CM shared slides: Legislative and Policy Context.</p> <p>Action: A copy of the slides will be shared with the minutes of the meeting.</p> <p>An update was provided on the planned roll out of social work into MDT. Further roll out has now been paused for a year in response to staffing crisis in other parts of the system.</p> <p>The Partnership members discussed and agreed the following key themes for discussion at the September 2025 Strategic Meeting.</p> <ul style="list-style-type: none"> • Review and enhance what we have already in order to ensure the PiP Framework is ready to respond to all and any training needed, for example WBLR, IAR and review of current programmes. • Ensure and promote accessibility for all – All social workers to get training they need to complete statutory tasks. • Consider how the implementation of training in relation to the Adult Protection Bill can be mapped to the PiP Framework, including routes to achievement. 	

	<ul style="list-style-type: none"> • Training with other professionals and across sectors, utilising opportunities to tap into a wide range of resources. Explore options for cross departmental and cross sector training. • Ensuring the PiP Framework is ready to respond to learning and development opportunities that address the Tackling Violence against Women and Girls Strategy. The I&D Forum will be asked to review the use of shared resources and consider how this can be linked with the PiP Framework, potentially utilising the Individual Assessment Route • Ensure clear links between Degree, AYE and PIP. • The PiP Partnership takes a strategic view on developments that are happening across social work, and ensure all groups are taking a collective leadership approach. <p>The Committee agreed that it would be important to invite key departmental colleagues who are leading on relevant pieces of work.</p> <p>Action: NL to Invite key people from Department of Health to September meeting.</p>	
7.	Review of the Research Methods Programme Workshop	
7.1	<p>The chair welcomed the additional attendees, and thanked them for supporting the work around the Research Methods programme.</p> <p>CK summarised the position paper that was circulated prior to the meeting.</p> <p>In preparation for the workshop attendees were asked to consider the following questions.</p> <ol style="list-style-type: none"> 1. What skills in research and evidence do employers (a) need social workers to have? (b) expect social workers to gain as part of the programme? 2. How is research capacity building and research skills development important for social workers and employers? 3. To what extent does the current provision meet employer's needs? 4. What do employers value from the opportunity for social workers to gain a M.Sc. qualification? 5. Do employers think a revised research course could attract more candidates and how could employers support their staff to do this? <p>The members discussed the above questions at length throughout the workshop. The key themes that were then summarised as follows:</p>	

	<p>Professional Curiosity There is a need to continue to develop social workers professional curiosity. The importance of this has been highlighted in recent reviews. The skill of questioning rather than accepting needs to be developed early in their career. Social Workers need to be critically engaged and supported in the development of this professional curiosity.</p> <p>Research Mindedness There is a need to change the mindset ‘academic vs practice’ Practice needs to be based on and informed by evidence and there is a need to encourage a culture of research mindedness within social work.</p> <p>Demystifying Terminology Terminology should be reviewed with a view to maintaining high standards whilst increasing accessibility.</p> <p>Marketing Development of a marketing strategy to make clear what the programme involves.</p> <p>Links to the Leadership Framework Highlight and promote how the programme ties in with and supports the Leadership Framework in leading practice and leading the profession.</p> <p>Links to Career Development Highlight how the programme leads to career development. Participation in the programme has developed people and given them the skills and knowledge to move forward in different areas of practice and progress in their career.</p> <p>Is how we use evidence visible? There is a need to highlight how we use and view evidence and the visibility of this in practice</p> <p>Culture in organisations - the value of L&D The impact of culture in organisations, the need to build learning organisations.</p> <p>Incentivising Review and promote the benefits of the programme and what would incentivise participation. Unlike some other programmes, it does not offer immediate career progression and therefore is not seen in this light, however there is evidence that participation has helped progression.</p> <p>Next Steps: The Social Care Council and Ulster University will work together on the next steps following this workshop.</p>	
12.	AOB	

12.1	The Chair noted that the PiP calendar for 2025 has been shared and asked that all members ensure that dates are added to their diaries.	
13.	Date of Next Meetings	
	Business Meeting: 21 May 2025 Strategic Meeting (In Person): 3 September 2025 2025 PiP Awards: Lisburn Civic Centre 17 September 2025 Business Meeting: 11 December 2025	

Signed: Roslyn Dougherty, Chair of PiP Partnership Committee



21 May 2025

5 December 2024:

NB the item 6.1.1 – 6.1.7 below have been carried over from the September 2024 meeting

Item	Owner	Action	Status
6.1.1	AMcG/ MOR	The Chair articulated the role of the Research and Evidence Partnership in taking forward strategic position and funding issues with a need to establish a productive working relationship with the PiP Partnership as part of a workplan	Ongoing as part of Strategic Plan
6.1.2	CM/DOH	MC suggested consideration be given to the evidence associated with AYE (and potentially PRTL Audit) as a starting point for establishing a career continuum with links to PiP recognition.	Ongoing as part of Strategic Plan
6.1.3	CM/DOH	The Chair noted the discussion on links between career progression and research methods. Follow up with the work of the DOH is required to discuss potential opportunities.	Open
6.1.4	JH/MOR	A priority for the Research Methods Programme at Ulster University is to find a model that better fits with their structures whilst continuing to meet the needs of employers and the profession. A group is to be established with members from UU, the Social Care Council and employers to take forward re-design.	Closed. Will now be taking forward as an action following workshop.
6.1.5	MOR/DoH /CT	Consideration should be given to how active research can be incorporated into contract and governance requirements where appropriate	Closed. Will now be taking forward as an action following workshop
6.1.6	JH/CM	User involvement on the research methods programme is a key priority. Whilst sitting outside of the direct scope of the Partnership there was consensus that this was invaluable for the profession and intrinsically linked to social work values	Closed. Will now be taking forward as an action following workshop
6.1.7	MO'R/MG	Proposal for a Social Work Award to be developed to recognise an individual or team's active commitment to research and evidence.	Open
6.1.8	NL	Assessor Pathway Handbook and Submission Booklet to be shared with minutes.	Closed.

Item	Owner	Action	Status
7.1.1	All	A workshop to be held on 21 January 2025 to listen to voice of employers, hear what is possible within the university and progress towards a plan for the Research Methods Programme at UU.	Closed.
9.1.1	NL	Strategic Action Plan to be shared with minutes.	Closed.
10.1.1	NL	Terms of Reference to be shared for review in advance of next meeting.	Closed.
11.1.1	NL	Accountability Report to be shared following Board meeting.	Ongoing. See Action 3.2 – 19 Feb 25

19 February 2025

Item	Owner	Action	Status
3.2	NL	Accountability Report to be shared.	Open
5 /5.1	Chair / NL	Make agreed amendments to TOR before bringing to Board for approval	Open
5.1	NL	Seek nominations for a deputy from each member.	Open
	Chair	Explore possibility of a deputy and additional board members to join Partnership.	Open
6.1	CM/NL	Legislative and Policy Context. A copy of the slides to be shared with the minutes of the meeting.	Open
6.1	CM/NL	Key departmental members to be invited to attend the September 2025 Strategic Partnership Meeting.	Open