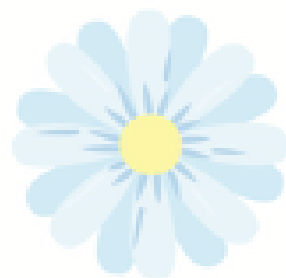


Learning and Development Hull Social Work Academy

January - December 2025



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Foreword – Claire Rutherford, Principal Social Worker

I am delighted to be able to present Hull Children and Young People's Learning and Development offer for 2025-2026. Hull are committed to providing the workforce with the training, knowledge, and development that they require to do their jobs well.

We have a stale workforce, and they are our asset, and we know they have the ability to support some of the most vulnerable children and families within our City. Hull City Council have invested in the development of the workforce and are ensuring that we create a 'growth mindset' across the organisation. We look for opportunities to reflect, learn and grow together.

To create the right conditions to keep children and young people safe and to support families we must ensure that our learning plans are based on the needs of the City. We have a team of specialist trainers who are based in Hull Learning and Development Team, and they are very closely aligned to the Social Work Academy and Hull Safeguarding Children's Partnership, together we make it our business to know what the workforce needs and each year base the learning plans around this.

Hull believe that all practitioners should have the right training, coaching, mentoring and support to grow, thrive and develop in their chosen role. We want Hull to be the best place to practice social work and we are passionate about making the continued changes. To do this we are ambitious and ensure that our learning plans are aligned to our improvement plans, personal growth and development records and any workforce evaluations.



We continue to invest in resources and training to support our practice framework 'Signs of Safety', we are working towards a sustainability model, but during 2025 we have continued the trajectory of learning with a SofS Consults guidance. We have a whole system approach to using Signs of Safety, inclusive of the ICT System, learning and development to quality assurance and collaborative case audit tools. All practitioners have access to the signs of safety knowledge bank, which has a fountain of resources and we also share the webinars in Stop the Clock sessions, these have been well received across the service.

All practitioners in Hull have access to Research in Practice (RiP) resources, Hull have invested in this for a 2 year period. This is inclusive of 1 course per year facilitated by Research in Practice. Coupled with this we have commissioned RiP to complete leadership training for all team managers, service managers and heads of service during 2024 and we have a community of learning post training for 2025- which is driven by the PSW during wider leadership sessions and workshops.

Our workforce are our assets, and we value the passion, dedication and commitment they have to the children, young people and families in Hull. They are proud of their teams and individual achievements and this was captured via the 2024 End of Year workforce Celebration event in December 2024.

Below illustrates over 200 practitioners' views about the work they do and the difference they make

Our Impact Jigsaw 'Together We Can' 2024. We want everyone to continue with this passion, energy and commitment for 2025.



Coaching and Mentoring

What is coaching?

Coaching is a process that aims to improve performance and focuses on the 'here and now' rather than on the distant past or future. Coaching can help you to unlock your potential and to maximise your performance. In the midst of busy and at times hectic work coaching provides a protected space to think and reflect on more depth on issues or dilemmas.

Coaching and mentoring is an effective intervention to support career development, progression, job satisfaction and high performance. It also helps embed practice learning by providing space for reflection.

Who can access coaching?

Coaching is open to anyone across CYPFS colleagues across the service, it can be requested via your supervisor and discussed through the Academy. If there is a dilemma and you need help and support we will seek to assign the right person to support you.

What can you expect from coaching and mentoring?

If you request this via the Academy, you may be offered up to 5 hour sessions. The request can come from your line manager. You can experience a reflective space and the coach will ask questions and support you to reflect, in order to facilitate your learning and support you to work through the specific challenges you are facing.

Referrals for leadership coaching can be made via your supervisor and within your PGPR.



Leadership

Colleagues in these roles will have expertise in areas of practice and use this in their support and supervision of others. In order to fulfil the Professional Capabilities Framework (PCF) and Knowledge Skills Statements (KSS) requirements at this level, colleagues in these roles must contribute to the learning and development of others. Colleagues in these roles will provide support and supervision to other practitioners. These are not case holding roles, such as the PSW, Practice Leads, Practice Educators, IPQ Team and Heads of Service.



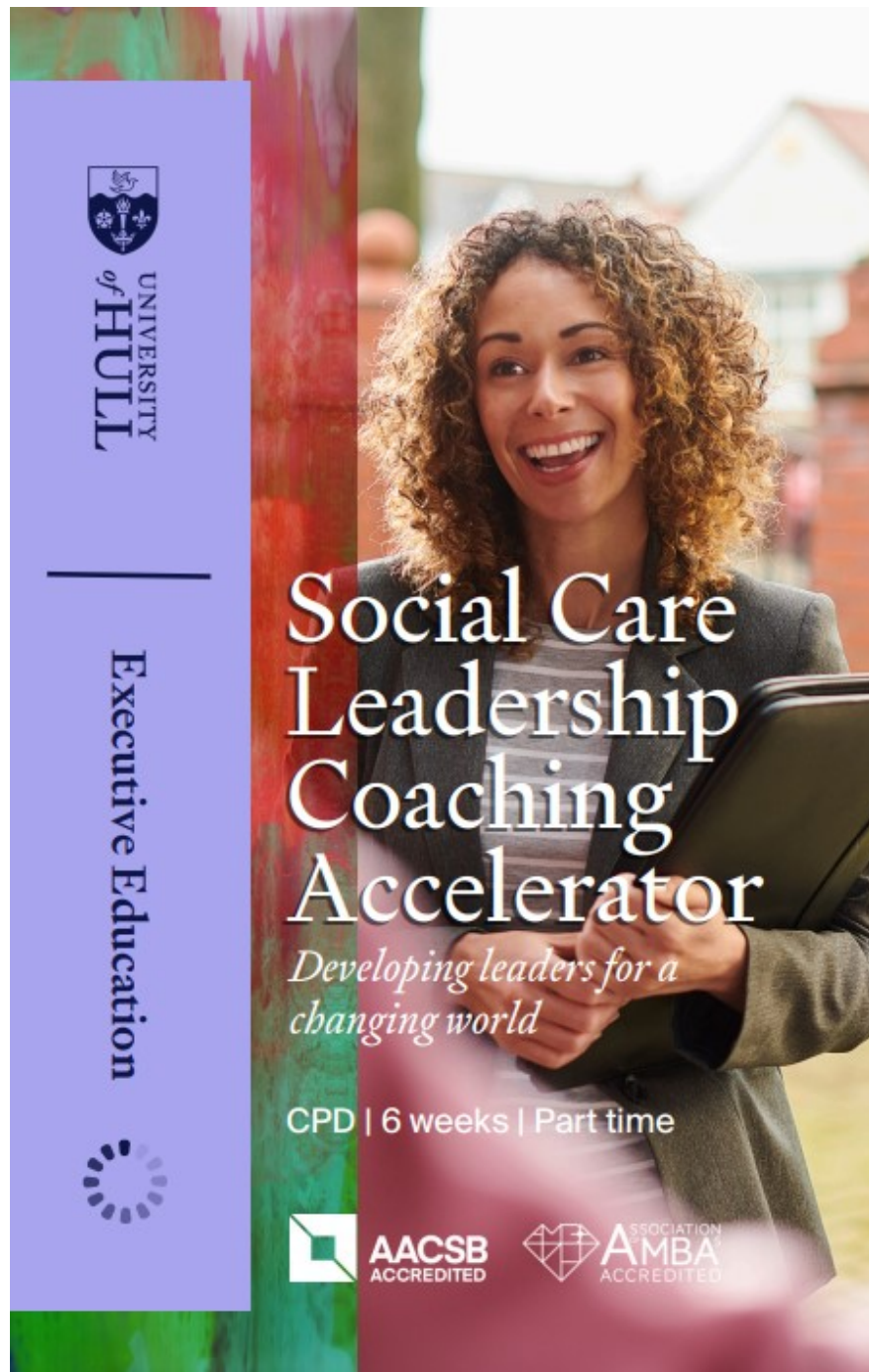
The Social Work Manager provides support, advice, and direction to team members in addition to the range of management responsibilities; including appraisal, performance management, absence management, etc.


Mandatory eLearning Certifications for Leaders:

<p>First Line Supervisor – Grade 6 and below</p> <ul style="list-style-type: none"> •Introduction to Leadership and Management •Being an inclusive leader •Core skills for first line supervisors •Values and behaviours training •CPD Apprenticeship – Team Leader or Supervisor Level 3 •Management e-Learning 	<p>Manager – Below Grade 10</p> <ul style="list-style-type: none"> •Being an inclusive leader •Aspiring Leader Learning Programme •Successful leadership and management training •Values and behaviours training •Successfully working as a team •CPD Apprenticeship Route – Operations or Departmental Manager Level 5 •Management e-Learning
<p>Professional Strategic Manager – Grade 10 and above</p> <ul style="list-style-type: none"> •Being an inclusive leader •Successful leadership and management training •Successfully working as a team •Coaching learning programme •Leadership and Management Learning Programme •CPD Apprenticeship Route – Chartered Manager (Degree) or Improvement Leader Level 6 •Professional Associations •Management e-Learning 	<p>Senior Management – Head of Service and above</p> <ul style="list-style-type: none"> •Being an inclusive leader •Leadership Network •Coaching Network & learning programme •Successfully working as a team •Successful leadership and management •Professional Associations •Management e-Learning <p>Aspiring Directors of Children's Services requests via the AD/DCS</p>


Social Care Leadership Coaching Accelerator

The programme is a mix of 6 theoretical and practical sessions aimed at developing your professional coaching abilities through practical planning & delivery of coaching, core principles behind coaching, ethics and responsible leadership and implementation plans. Each session is once a week for 6 consecutive weeks, with 20 contact hours across the programme. We have six group managers undertaking the course. For further information contact the Principal Social Worker.




UNIVERSITY
of HULL


Executive Education




Social Care Leadership Coaching Accelerator

Developing leaders for a changing world

CPD | 6 weeks | Part time

 AACSB
ACCREDITED

 ASSOCIATION
of MBAs
ACCREDITED

Development Opportunities

Advanced Practitioner Forums

The programme consists of 6 sessions delivered in-person by the Social Work Academy, Principal Social Worker and Learning and Development Specialist Trainers. There will be one module on the Corporate Council Values and Leadership.

- **Session 1:** (11/03/25) Skills Statement for ASW, Practice Standards and Hull City Council Improvement Plan and Evaluation
- **Session 2:** (09/04/25) What is reflective supervision?
- **Session 3:** (14/05/25) An introduction to developing the skills of your team and managing performance and understanding data.
- **Session 4:** (03/06/25) Assessment, Plans and record keeping.
- **Session 5:** (02/07/25) Voice of the Child and understanding identity, professional curiosity and courageous conversations.
- **Session 6:** (05/08/25) Emotional agility, resilience and wellbeing.

Request via the Social Work Academy.

Siobhan Maclean Pocketbooks are available in Team Managers offices and work-shops via the PSW and Practice Educators.

Resources for Team Managers.

- Power and Empowerment, Stress and Burnout, Direct Observation, Effective Supervision, Theory Informed Practice and Reflective Practice .



Signs of Safety Sessions for Leaders

Heads of Service, Group Managers and Team Managers.

Training Dates:

- **07/01/2025** - Safety Planning / Plans Session 1
- **21/01/2025** - Safety Planning / Plans Session 1
- **04/03/2025** - Safety Planning / Plans Session 2
- **10/06/2025** - Safety Planning / Plans Session 2
- November and December at Wider leadership.



Wider leadership Agendas for Leaders

Wider leadership Agendas are monthly meetings for Team Managers, Group Managers and Heads of Service.

Wider leadership Agenda	Month Presented
Service update- Leaving Care and IRS PSW update, and Quality Assurance	28/01/2025
Voice and Influence, Service Update– Assessment, Complaints Guidance and Lessons of Success and Prevent.	25/02/2025
Working Together, Children and Young People's Plan and Celebrating our success (World Social Work Week).	25/03/2025
Service update– Locality, Trauma and Prevent and Social Care Reform Workshop.	29/04/2025
Child Developments for leaders, Leadership Session and AD/PSW delivering on the Reforms.	27/05/2025
Kinship Care, Complaints and Private Fostering.	25/06/2025
Service update– CLA, HSCP Priorities and Domestic Abuse	29/07/2025
Service update– VEMT, Service update– ReNew and Service update– CWD.	30/09/2025
Signs of Safety for Leaders and Family Finding	25/11/2025

The Workforce

Hull aspires to be the best place to practice social work and to make a positive difference to the lives of children. We believe that everyone in Hull Children's Social Care should have the opportunity to grow and develop, in every role and at every stage of their career.



We offer a comprehensive range of training and professional development opportunities which can be found on the Hull Learning and Development Website and we have a unique offer via Social Work Academy, Humber Social Work Teaching Partnership (HSWTP) and Children's Social Work Matters (CSWM) and Research in Practice (RiP).

Development Opportunities

All staff have access to the 'what's on' Learning Trajectory for the full year. This includes all Direct Work Workshops such as, working with males and child sexual abuse workshops. You can also find the Stop the Clock Sessions and other learning taking place in Children, Young People and Family Service throughout the year. We have learning themes and Learning Links that are sent out monthly via the Academy and are stored on liquid logic links. You can access here - [Liquidlogic Web Applications - Login](#)

You can access the up-to-date 2025 edition [here](#).

If you would like a copy, you can request this from [SocialWorkAcademy.gov.uk](https://socialworkacademy.gov.uk)

Hull Learning and Development website, access below.
[Homepage – Learning and Development](#)



We value our workforce - 'Together we can'

Growth and Development in Hull

We recognise that our workforce is our most valuable resource and we need to achieve ambitious standards of practice for families, whilst raising confidence levels. This also supports the aims of our Improvement Plan in ensuring high quality, effective safeguarding services for our local community, and our overall vision of more children living safely at home within their families, wherever possible. We also need to positively retain our existing workforce by ensuring a visible commitment and investment at all stages of their social work career path, making Hull a rewarding place for social workers, managers and leaders to practice, progress, feel valued and remain.



We acknowledge that our children's workforce is much wider than social work and whilst our initial priorities relate specifically to children's social work and that this reach is across the partnership and in collaboration with Adults Social Care. The Principal Social Workers often meet to share prioritise and cross cutting themes, such as Transitional Safeguarding.

To ensure that we have a quality offer to the whole workforce we have four overarching themes they are:

1. The quality and role out of social work training

This year we have maintained and further developed placements for a very high number of social work students, the majority of whom are from Hull University with a smaller number from Lincoln and York. We have continued to successfully facilitate placements and Practice Educators have adapted learning opportunities extremely well following the pandemic. There will be up to 50 students supported in 2025 to 2026

We presently have 33 workers in CYPFS undertaking a Social Work Degree Apprenticeship and we have worked in collaboration with partners to achieve this. This route is allowing us to 'grow our own' thus aiding succession planning. We have 8 Step Up Students during 2024 and are recruiting 6 more in 2025. In terms of the learning there is a quality inductions and learning plan.

2. Early Careers Framework (Social Work Induction and Continuous Professional Development Programme)

Our Newly Qualified Social Worker (NQS) offer is supported by guidance setting out clear expectations within a more protected environment. This includes a clear induction programme, learning pathway and a caseload promise overseen by heads of service via a monthly report.

We run a rolling programme of recruitment of NQSWs and successful candidates waiting their social work qualification often move into pre-registration social work posts, where they undertake unqualified social work tasks. This provides opportunities to maintain and develop their skills and forms an early part of their induction. We presently have 40 NQSWs per year. This is a significant increase based on the investment the Council have made in-terms of Practice Education. In addition to individual and peer support, they have monthly workshops with the social work academy. Access to the Learning Links, Children's Social Work Matters and Humber Social Work Teaching Partnership webinars. They also have 3 hours of dedicated learning delivered via the Stop the Clock sessions each month.

On successful completion of the award, NQSWs progress to a grade 8 social worker, having completed an end of ASYE professional development plan, to set learning objectives moving forward. Each NQSW receives a handbook when they start which details all the learning requirements.

(Plus 1 Assessed and Supported Year of Employment)

Social Work Academy

Hull City Council have a well-developed Social Work Academy which has focused on the recruitment and retention of the workforce across children's services. The council continues to see the success of 'grow your own' routes into social work, which has included a large number via apprenticeship pathways.

During Children's Service focused visit Ofsted said:

The local authority has an impressive social work academy which is clearly developing good practice, inspires new ways of working, and shapes the training needed for frontline staff. This focus and investment has helped to stabilise the workforce and improve practice. This provides increased consistency for children and their families' (October 2024)

Our grow your own vision has shown that from the first placement we offer a step-by-step trajectory of learning. This has contributed to the retention of social workers from their first placement through to the Assessed Supported Year Employment (ASYE) and into experienced social workers.

Social Care Reform

On 2 February 2023, the government published a new vision to transform children's social care: 'Stable Homes, Built on Love: Implementation strategy' ('Built on Love').

The strategy for reform set out proposals in response to recommendations from Josh MacAlister's Independent Review (Care Review) of Children's Social Care (2022), the Child Safeguarding Practice Panel's National Review into Child Protection in England (following the murders of Arthur Labinjo-Hughes and Star Hobson) (2022) and the Competition & Markets Authority (CMA) Children's Social Care Market Study (2022).

The proposals set out in 'Built on Love' are organised under 6 'pillars' of reform:

1. Family help provides the right support at the right time so that children can thrive with their families
2. A decisive multi-agency child protection system
3. Unlocking the potential of family networks
4. Putting love, relationships and a stable home at the heart of being a child in care
5. A valued, supported and highly skilled social worker for every child who needs one
6. A system that continuously learns and improves, and makes better use of evidence and data.

In Hull we want there to be an excellent social worker for every child and family who needs one. We will work to create a strong social worker workforce where the social workers are supported and valued. Part of this is to ensure that Social workers should have access to high-quality training and continuous support throughout their career, and their wellbeing should be a priority for the Council, it's leaders and government.

There are a number of Local Authorities involved in the Early Adopter Programmes with the Department for Education. During September 2026 there will be an Early Career Framework (ECF), so that social workers get the support they need early in their careers.

The ECF will replace the ASYE and aims to deliver a two-year programme to develop professional confidence and competence. Subsequent to the initial two years, the framework will provide a further three year progression route to become an "expert practitioner" at this stage this is an optional route. Until we have clear direction on the proposed changes we will continue with the current offer, of ASYE in Hull. Which is:

The Assessed and Supported Year in Employment (ASYE)

The ASYE is currently a 12-month, employer led and employment-based programme of support and assessment for newly qualified social workers (NQSWs). The ASYE programme is for all sectors (statutory and private/voluntary/independent) and across child and family, adult, and mental health services. Whilst the ECF Programme is being the existing ASYE will continue.

The framework provides:

- one set of templates for both adults and child and family services.
- tailored information for NQSWs, ASYE coordinators and ASYE assessors/supervisors
- a robust cycle of quality assurance and continuous improvement.

About the ASYE

The ASYE lasts one year and should be quality assured on a regular basis by the organisation as this leads to the programme's continuing improvement. The quality assurance process is a key part of the overall ASYE framework. Our 360-degree organisational evaluation tool can assist your quality assurance process.

ASYE programme stages

- Beginning the ASYE
- First three months, foundational review
- Three to six months, interim review and assessment
- Nine months, progressive development meeting
- Six to twelve months, final review and assessment



Year 1

Initial introduction to program	0-3	3-6 m	9 m	12 month
3-day Induction	Neglect Toolkit	We can talk about domestic abuse	ABE briefing	
Mandatory training: Data protection	Total respect	Impact of sexual abuse		
Safeguarding level 1	Research in Practice online	Research in Practice online	Research in Practice online	Research in Practice online
Liquid logic training	Social Work Academy workshops- chronologies/ genograms	Social Work Academy workshops Assessment and tools	Social Work Academy workshops Legal frameworks	Social Work Academy workshops
Family time training	Life story work	Understanding attachment Court craft skills		
	Communicating with children and young people (direct work)	Attachment trauma and brain development	Attachment trauma and brain development	
Signs of Safety two day training		Safeguarding threshold	CPD workshop	CPD workshop
Cultural competence/ Anti racist practice				
Peer supervision Monthly	Peer supervision monthly	Peer supervision monthly	Peer supervision monthly	Peer supervision monthly
Formal supervision (weekly)	Formal supervision (fortnightly after 6 weeks until 6 months)	Formal supervision (monthly after 6 month review)	Formal supervision Monthly	Formal supervision Monthly
Case holding 10 children	Case holding 10 children	Case holding 14 children	Case holding 14 children	Case holding 18 children
Initial documents completed	3 Month Review	6 Month Review	9 Month Review – team manager	12 month review

There are six pillars to consider in terms of the proposed ambitions to transform children's social care, when considering the learning and development of the workforce Pillar five states: A valued, supported and highly-skilled social worker for every child who needs one.

When social workers have the tools and time to do their job well, it makes a huge difference to children's and families' lives. We want there to be an excellent social worker for every child and family who needs one in Hull. Improving workforce stability is crucial for practitioners' ability to build relationships with children and families. We want to make sure there is a strong social worker workforce and that social workers are supported and valued. The ASYE programme is well received in Hull, we know with the right support and nurturing practitioners will feel supported and valued and this will create opportunities for them to remain in the profession. While adopters are working together to create proposals linked to the ECF, Hull have opted to introduce an ASYE Plus 1 programme, which can be adapted and transformed once further proposals and programmes are agreed on a national level. The ASYE Plus 1 will consist of :

Year 2

Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun/Jul
ASYE year 2	Increasing parental ability to protect training		Recognising signs of harmful sexual behaviours training		Signs of safety session		Working with males	Aims 2	
Mentoring students training									CPD workshop
Peer Reflection/ Skills session			Peer Reflection/Skills session			Peer Reflection/ Skills session			Peer Reflection/Skills session
		Safeguarding level 2	Direct Observation	Mental capacity Act	Best interests	DOLs			Direct Observation
			Critical Reflection						Critical Reflection
			Appraisal – PDP - PGDPR						Appraisal-PDP - PGDPR

3. Professional qualifications

There are a number of professional qualifications which staff in the children's workforce can undertake; some of which do not require a social work qualification but are considered critical and in some roles mandatory. Other qualifications support a broader partnership approach.

We have two Professional Development Assessors working from our City and Guilds assessment centre, who support vocational awards at levels 3, 4 and 5. Level 3 is mandatory for all residential workers in compliance with children's homes regulations and some foster carers undertake this award too. Level 5 is aimed at senior residential workers and homes managers with 10 currently registered on the programme; both programmes have a completion date of between 18 months to 3 years.

The level 4 award "work with parents (intensive support for families with multiple and complex needs)" is an award for non-social work qualified practitioners working with children and families across the partnership. Family Support Workers within CYPFS, Children's Centres, housing support workers, and staff from the Anti-Behavioural Support Service have engaged and completed this award over the past few years.

In addition we have leadership programmes via learning and development.



4. Continuous Professional Development

Hull City Council has an 'in house' Learning and Development team, consisting of 8 specialist adults and children's trainers, and 2 trainers from the safeguarding partnership who deliver multi – agency training to staff across children's and adults' partnerships. Training is blended, facilitated through e-learning to taught classroom/ virtual sessions. There is broad range of 'In house' training courses, such as Safeguarding Children (introductory, targeted and specialist), in addition to commissioned training.



Partner agencies also contribute to some classroom/ virtual training such as Specialist Child Abuse and Investigation Development Programme (Police), Designated Safeguarding Leads (Education) and Achieving Best Evidence.

Other learning and development is offered through online webinars/ workshops facilitated by Children's Social Work Matters. This is a regional learning organisation capturing social care within the Yorkshire and Humber via Children Social Work Matters.

CYPFS has a contract with Research in Practice which supports learning and development through a range of learning activities, including webinars, classroom learning, frontline briefings, conferences, tools, research papers etc. Webinars are used in the Stop the Clock sessions.

In addition we commissioned bespoke training in 2024 for leaders via RiP and recap on learning to keep this live.

research
in practice

The implementation of Signs of Safety as our new social work practice approach within a whole system change has generated considerable learning and development activity across our workforce. We have 101 leaders who have undertaken the six day advanced learning and we now have Practice Leads in the Academy delivering the 2 day and partnership briefings.

Leadership and Management is key to leading the practice system in creating the conditions for excellent practice. There are a range of expectations and opportunities for managers and leaders in Hull CYPFS, some very social work specific and others more generic. In 2024, we have utilised the Front Line Leadership Programme which was free via the DfE.

Research in Practice, 5 additional learning and development modules have also been commissioned and delivered to managers - Developing Effective Leadership, Reflective Supervision and Developing Emotionally Resilient, Plans and featured EDI. This was aimed at Directors, Heads of Service, Service Managers and Team Managers.

There is also a new 'in house' management programme and managers from across the council are now progressing through a 12 month programme with participants having monthly one to one professional conversation meetings with the specialist leadership and management trainer.

As part of the generic council wide management development offer, different level apprenticeships are also being progressed depending on manager's responsibilities. The development path ranges from level 3 to level 7.

In addition, coaching skills and fully embedding a learning culture that's clear about what good practice 'looks like' is a key priority in supporting continuous improvement in CYPFS, with the social work academy supporting this and a the review of the social work practice standards.



Children's National Framework

The National Social Care Framework is statutory guidance from the Department for Education and is central to setting direction for practice in children's social care as part of the reforms set out in *Stable Homes, Built on Love*.

The outcomes described in the National Framework are what children's social care should achieve for the children, young people, and families they support. They reflect the core purpose of children's social care.

There are 4 outcomes:

- Outcome 1: children, young people and families stay together and get the help they need
 - Outcome 2: children and young people are supported by their family network
 - Outcome 3: children and young people are safe in and outside of their homes
 - Outcome 4: children in care and care leavers have stable, loving homes
-
- **Children, young people and families stay together and get the help they need**

Children are best brought up in families, with local based support. Where children cannot be brought up in their birth family, timely alternative permanent arrangements for them will be secured.

- **Children and young people are supported by their family network.**

We will support families to find their own solutions to their problems, building on strengths to improve family life and outcomes for their children. Children who need protection will receive it and, wherever possible, early help will prevent the need for statutory intervention in family life.

- **Children and young people are safe in and outside of their homes.**

We will listen to each other and work together (children, young people and families, providers and commissioners). We will work in partnership and collaborate to meet the diverse needs of Hull's children and families, always focusing on improving outcomes and life chances. Together we will manage risk confidently.

- **Children in care and care leavers have a stable, loving homes.**

We are the corporate parent for children and young people looked after and care leavers. We are ambitious and have high aspirations for each and every one of them. As responsible parents we care deeply about our children and young people's safety, health, their education and their leisure interests, their friendships and their futures.

Fundamentally, as for any other parent, we want our children and young people to be the happiest they can be. In everything we do, we are guided by the question: "Would this be good enough for my child, grandchild, niece or nephew?"

The Principal Social Worker has delivered a workshop on the Children's National Social Care Framework and they are now evidenced in the Practice Standards.

Continuous Professional Development

Continuing professional development Social Work England Professional Standards Social Work England regulates continuing professional development (CPD) for social workers and the standards needed for continued registration.

The Social Work England Professional Standards are the threshold standards necessary for safe and effective practice and apply to all registered social workers in all roles and settings. The CPD framework recognises that learning takes place in a variety of ways and circumstances. There is not a requirement for specific number of hours or days of CPD nor a specific type of learning but in Hull we promote a 'Growth Mindset' and encourage our teams to have high aspirations and practice with an evidence base.

The Professional Capabilities Framework and Post-Qualifying Standards (Knowledge and Skills Statements) act as a framework to inform CPD requirements for individual social workers. The Professional Capabilities Framework (PCF) is the profession-owned backbone of social work education and professional development in England and is delivered by the British Association for Social Work (BASW). It sets out nine common domains of capability that we expect to develop as social workers, and which others can expect of social workers.

1. Professionalism
2. Values and Ethics
3. Diversity and Equality
4. Rights, Justice and Economic Wellbeing
5. Knowledge
6. Critical Reflection and Analysis
7. Skills and Interventions
8. Contexts and Organisations
9. Professional Leadership



Within these nine domains, specific areas of practice knowledge and skill can be built. As social workers progress through their careers, they are expected to meet the following capabilities at increasingly complex levels: Identify which level you are at and learn more about what social workers should demonstrate at each stage of their career on the BASW Professional Capabilities Framework and this will be evidenced through progression and Personal Growth and Development Records.

Post-qualifying standard: knowledge and skills statement for child and family practitioners

The Post-Qualifying Standards (Knowledge and Skills Statements) reflect the essential capabilities of Child Family Social Workers, Practice Leaders and Practice Supervisors (summarised below) and may be subject of review in-line with the revising of the Early Careers Framework and Stable Homes Built on Love.

A child and family social worker should be able to do the following:

- Relationships and effective direct work
- Communication
- Child Development
- Adult mental ill health, substance misuse, domestic abuse, physical ill health and disability
- Abuse and neglect of children
- Child and Family Assessment
- Analysis, decision-making, planning and review
- The law, the family and youth justice systems
- The role of supervision
- Organisational context

You can access the Post-qualifying Standards [here](#).



Undergraduate and Postgraduate Learning Opportunities

The most common way to gain a social work degree is through a course at a university.

Social work degree programmes require students to have social work placements as part of the course. Students will develop hands on experience to put your academic learning into practice. We are a proud placement provider, and when students come on placement with us, we ensure they have a rich learning environment that will include direct work with children and families, excellent training opportunities and monthly tailored practice development sessions to prepare all students for the children's workforce once they qualify.



The third way to gain a social work degree is by **completing an apprenticeship through an employer**. This allows you to earn a degree without having to take time out to study.

You won't have to pay tuition fees, and you'll be paid by your employer for the work you do. The course is delivered over 3 years and includes 2 social work placements outside the role you are employed to do. Hull have just recruited their third cohort of apprentices.

Further information about the different types of routes into social work can be found on the Children's [Social Work Matters](#) website.

Returning to social work is a pathway for social workers who want to return to social work practice in England.

You can apply for restoration with Social Work England if you were previously registered with Social Work England or the Health and Care Professions Council (HCPC). If you left the register between 2 and 5 years ago, you'll need to show that you have spent at least 30 days updating your skills, knowledge, and experience. If you left the register more than 5 years ago, you'll need to show that you have spent at least 60 days updating your skills, knowledge, and experience. We welcome all social workers to make enquiries with us as we wish to support practitioners to restore their registration so they can come and join our workforce.

One of the quickest ways to become a children's social worker is through a **fast-track postgraduate course, such as Step Up to Social Work**.

You may be eligible if you already have a degree that isn't related to social work. These have some advantages over a typical social work postgraduate course, as they are fully funded and offer a bursary to students to support them whilst they are studying. We are a proud placement provider for Step Up students in the Yorkshire and Humberside region. Many of the step-up students who have trained in Hull have now become members of our workforce.

Resources for practice and providing the right service at the right time

All colleagues receive regular new letters which provide regular resources, training events and journals. Our Communication Team co-ordinate the information and the learning is often disseminated in to bite size information and inclusive of any new policy and procedures, inclusive of webinars.

Signs of Safety Knowledge Bank

The Signs of Safety Knowledge Bank is a website that provides resources, articles, videos and case examples to help practitioner's learn and apply the Signs of Safety approach to Child Protection.

You can access the Signs of Safety Knowledge Bank here: [Home - Signs of Safety Knowledge Bank](#) or email: Matthew.Sutherland@hullcc.gov.uk to receive an account login.

Humber Social Work Teaching Partnership (HSWTP)

The Department For Education and training and the Department of Health and Social Care, introduced teaching partnership in 2015 to improve the overall quality of practice, learning and Continual Professional Development amongst trainee and practicing social workers.

We have commissioned Siobhan Maclean to present a session for Practice Educators on Neurodiversity.



Humber Safeguarding Children's Partnership (HSCP)

HSCP consists of 3 statutory partners. Through an equal and effective partnership, are responsible for safeguarding children in Hull. Hull City Council, Humberside Police and Humber North Yorkshire Health and Social Care partnership. All agencies in Hull share a strong commitment to work together to -

- Keep children safe
- Improve and learn from multi-agency practice

Visit their website: [Hull Safeguarding Children Partnership – Hull Collaborative Partnership](#)

Trix

Trix contains the policies, procedures and guidance for Hull Children and Families Service. Trix is accessible to all professionals.

You can access Trix here: [Hull Children and Families Service Online Procedures \(proceduresonline.com\)](#)

Research in Practice (RiP)

RiP supports Social Care, Health, Criminal Justice and higher education sectors with open access learning resources, courses and expertise.

To sign up, click here: [Supporting evidence-informed practice with children and families, young people and adults | Research in Practice](#)

research
in practice

Early Help

Family Hubs provide a 'one-stop-shop' for you and your family to access the information, advice and support you need when you need it.

Each hub provides a wide range of services to support you during pregnancy and throughout the first 1001 days of your child's life and as your child grows and develops.

We have Early Help resources available at [Home – Family Hubs \(familyhubshull.org.uk\)](http://familyhubshull.org.uk).

Supporting and Promoting Inclusive Racial Equality (SPIRE) network support group

The SPIRE network was developed as a response to staff engagement with a national campaign of promoting anti-racist practice in social work. There was a desire to extend this to supporting all staff across the council with the aim of promoting inclusivity; in doing so upholding the council's value of people first. Meetings are held monthly on the 3rd Wednesday of the month, 10am-11am. Meetings are currently virtual. Contact Ash Holich, Equality Officer spire.staffnetwork@hullcc.gov.uk if you're interested in finding out more information or joining.

Courses and Workshops

To help our staff, learn and grow so they can do their best work with families, we provide an extensive menu of learning and development opportunities. Please ensure you complete (and refresh) mandatory courses and prioritise attending others that will meet your development needs.



Our courses are mapped against the Professional Capabilities Framework and Knowledge and Skills Statement and are aligned to our workforce development strategy to support you to evidence your CPD and find learning to meet your needs.

In addition to the courses listed here, we also offer additional training, bite size workshops, webinars and “learn at lunch” sessions to respond to developing learning needs, advertised throughout the year. Please speak with the Social Work Academy if you have an idea for a workshop or would like support with a learning session in your team or service.

There are additional webinars and workshops organised across Children’s Services and the wider Council. These include special events organised by our self-organised worker’s networks (including the LGBTQ+ workers’ group; Disability Staff Network; Women’s Network; and the Black, Asian and Minority Ethnic network) across the year, as well as wellbeing webinars and reading groups.

Plan to attend the training on time and in its entirety (please do not schedule visits or meetings during the training). This is your dedicated time for your learning and development.

Be present and focused during training. If the session is virtual turn your camera on, and Outlook and your phone off. We encourage everyone to participate actively in workshops - share ideas and experience; ask questions and comments. As ever, we ask everyone to appreciate diversity and bring any challenge with respect and professionalism.

After your training session, you will be asked to provide feedback - please take a few minutes to complete this so we know what is working and where we can improve to ensure training meets your learning needs.

(See Appendix 1 for Learning Months 2025).



Mandatory eLearning Certifications

These certifications should be completed by all staff and renewed on a regular basis as Indicated.

Course Title	Complete/Renew	Duration
Data Protection Quiz	1 year	30 Minutes
Equality and Diversity	3 Years	60 Minutes
Public Sector Equality Duty (PSED)	3 Years	30 Minutes
Introduction to Health and Safety	3 Years	60 Minutes
PREVENT	3 Years	90 Minutes

Other Certifications

Depending on your job role, there are other eLearning Certifications available , including:

- Display Screen Equipment (DSE)
- Fire Safety Awareness
- Lone Working Awareness
- Childrens Safeguarding Level 1
- An Introduction to the Liquid Logic Children's System

Visit: [Mandatory corporate training | The Intranet \(hullcc.gov.uk\)](#) to see more details.

Whole System Case Learning Events and Conferences

We are very pleased to offer service wide staff conferences, including CPD events, Signs of Safety gathering and Celebrations of Success. These are spaces to hear from well-known speakers in the world of social work, service users, and young people. The conferences and Gatherings are an opportunity for practitioners to share their strengths-based, partnership working with families and colleagues – it is our opportunity to learn from what works well.



2025 Conferences and Events

- **23/01/2025** - HSCP Working Together Conference
- **18/03/2025** - Practice Educator Forum Conference - World Social Work Week
- **19/03/2025** - Cultural Competence Regional Conference
- **21/03/2025** - Lived Experience Conference - World Social Work Week
- **21/05/2025** - Improving Cultural Competency: Identifying and Addressing Barriers to Better Outcomes
- **October 2025** - Family Finding Conference - Date TBC via flyer, lead by PSW.



Children, Young People and Families Induction for new starters (Mandatory)

The Induction workshop aims to:

- Welcome you to Hull Children, Young People and Families Service and take you on a child's journey through Hull from EHASH to specialist services.
- Introduce you to senior managers within Hull Children, Young People and Families Service, including the Director.
- Provide an opportunity to meet colleagues and learn about the opportunities for your learning and development in Hull.

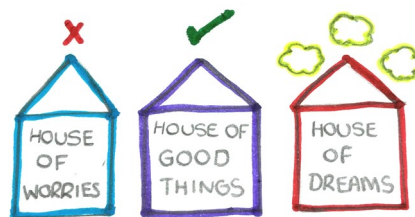
Course Dates:

08/01/2025, 04/02/2025, 06/03/2025, 08/04/2025, 07/05/2025, 04/06/2025, 08/07/2025, 06/08/2025, 03/09/2025, 07/10/2025, 05/11/2025, 02/12/2025.

PQS: 10 PCF: 8

Signs of Safety Introduction (2 day) - Mandatory

Signs of Safety is a strengths-based, risk organised approach to working with children and families. The emphasis is on helping families rather than 'intervening'. The focus is shifted from a way of working where professionals are considered to be the experts to a constructive, relationship-based model of helping parents to change. Whilst there is an emphasis on the strengths in the child's network, the child's safety is always the focus of any help provided.



Course aims:

- Help workers understand the Signs of Safety approach to working with children, young people and their families
- Work in partnership with families to identify and address risk to children and young people
- Undertake assessment and mapping using the Signs of Safety approach
- Understand and begin to use Signs of Safety tools including appreciative inquiry, case mapping, family network meetings, direct work tools for children, words and pictures and the harm matrix, which assist in assessing risk from a strengths perspective
- Give an opportunity to practice using some of these tools via group supervision during the session

Course Dates:

8th-9th January 2025, 31st-1st April 2025.

PQS: 5, 6, 7 **PCF:** 5, 6, 7

Signs of Safety Advanced (5 day)

Participants must have completed the 2-day Signs of Safety Introduction training before attending this course.

We offer annual, limited opportunities to undertake the 5-day Signs of Safety training led by Signs of Safety consultants (it is essential to complete all 5 days once registered). After completing this Intensive course practitioners become Signs of Safety Practice Champions – stimulating, challenging and driving the development of Signs of Safety throughout the whole organisation. Via a 'learning agreement' that is linked to your Continuing Professional Development, Practice Champions support the Signs of Safety approach to become embedded in the day-to-day practice of their teams; be a point of contact for colleagues; get involved in training and learning delivery; and liaise with other Practice Champions through regular meetings facilitated by the Signs of Safety Team.

We Can Talk About Domestic Abuse (2 day)

To raise awareness and understanding of domestic abuse and coercive and controlling behaviour. The impact this has on victims, their children, and the family as a whole and the importance of a Co-ordinated Community Response for the whole family.



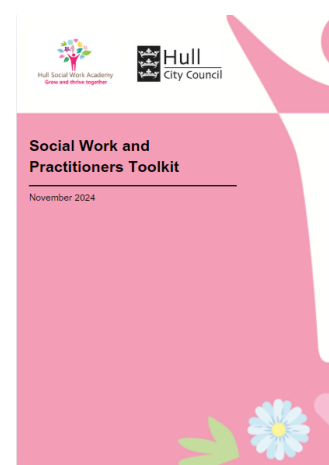
Course aims:

- Define Domestic Abuse and Coercive and Controlling behaviour
- Understand the impact domestic abuse has on C&YP and adult survivors
- Understand different typologies and stages of coercive control and tactics used by perpetrators
- Explore Risk identification, Assessment and MARAC processes
- Stages of change and motivational interviewing
- Consider the barriers faced by victims and their children when attempting to or planning to leave, and to rebuild their lives
- Consider safe strategies and tools to engage with the perpetrator
- Consider resilience and protective factors for children and young people
- Understand local Domestic Abuse Services available and safety planning strategies
- Explored the forms domestic violence and abuse can take and the contexts in which it can occur and the impact it has on adults and children and young people
- Examined ways to engage with the whole family and the challenges this can present
- Explored what services and support are available locally
- Examined practice tools and assessments tools and links to Signs of Safety

Course Dates:

- 13th-14th January 2025 and 3rd-4th February 2025
- 18th-19th March 2025 and 15th-16th April 2025
- 12th-13th May 2025 and 28th-29th May 2025

PQS: 1, 4, 5, 10 **PCF:** 5, 6, 7, 8



Neglect Toolkit Workshop

Neglect is defined as: “The persistent failure to meet a child’s physical and or psychological needs, likely to result in the serious impairment of the child’s health or development.” Neglect is characterised by the absence of a relationship of care between the parent or carer and the child. It can occur at any stage of childhood, including in teenage years. Neglect may occur during pregnancy such as a result of parental substance misuse.

Course aims:

- Developed an understanding of what constitutes neglect
- Explored the impact of neglect on children's development and outcomes
- Be able to identify signs of neglect
- Gained an understanding of the local picture of neglect and their role and responsibility within the multi-agency partnership

Course Dates:

31/01/2025, 28/03/2025, 09/05/2025, 11/07/2025, 12/09/2025, 21/11/2025.

PQS: 1, 2, 3 **PCF:** 5, 7

Total Respect

Total Respect is delivered by care experienced qualified trainers who are members of the YVIC group. The course aims to give professionals an understanding of what it's like to be looked after.

Training Dates:

18/02/2025, 27/05/2025, 12/08/2025, 28/10/2025.

PQS: 1, 2, 3 **PCF:** 3, 4



ACR Training

- Have a scientific understanding of what trauma is and how it lives in the nervous system of people who use our services and the staff we are managing.
- To understand the impact of trauma on organisational systems, including the signs and symptoms of trauma in staff and clients and what the system is doing to traumatise the staff.
- Be confident in the value Trauma Informed leadership and Trauma Informed care will add to your service.
- Know how to move beyond offering trauma treatment services to leading Trauma Informed organisations.
- Be able to integrate knowledge about trauma into your policies, procedures, and practices.
- Understand how to monitor the effectiveness of a Trauma Informed care system.

Course Dates:

15/01/2025 & 16/01/2025 - ARC Champion Training (2 day)
17/01/2025 - ARC Training for Senior Leaders (Session 1)
21/01/2025 - ARC Full Day
26/02/2025 - ARC Full Day
12/03/2025 & 13/03/2025 - ARC Champion Training (2 day)
14/03/2025 - ARC Training for Senior Leaders (Session 2)
01/04/2025 & 02/04/2025 - ARC Champion Training (2 day)
04/04/2025 - ARC Training for Senior Leaders (Session 1)
16/04/2025 & 17/04/2025 - ARC Champion Training (2 day)
18/07/2025 - ARC Training for Senior Leaders (Session 2)
19/11/2025 & 20/11/2025 - ARC Champion Training (2 day)
21/11/2025 - ARC Training for Senior Leaders (Session 1)



One Adoption North and Humber Public Law Working Group

Learn about the changes happening in adoption in relation to:

- Maintaining relationships with birth family
- 'Staying in Touch' plan
- Promotion of a child's identity
- Pre and during Court Proceedings

Course Date: 12/02/2025



World Social Work Week 2025

17th March

- Messages from Matt Jukes, CEO
- 'Why I love social work' & BASW winners - Social Media Post'

18th March

- Each practitioners receives a solidarity cookie, positive words of affirmation sticker and the World Social Work Newsletter.
- Team Activity Pack- Intergenerational Solidarity Team Building exercise. Each person will get a paper chain bracelet and write something about each other that they do not know relating to solidarity.
- These will then be linked together between adults and children 's services.
- Attachment Workshop - Online 10-12pm
- Attachment Workshop - Online 1-3pm
- 'Why I love social work' & BASW winners - Post LinkedIn

Wednesday 19th

- Leadership & Wellbeing session - Online 1:30-3:30pm (Rebekah Koyunch)
- Wellbeing drop-in session - McMillan Centre 10-2pm
- Practice Educator Forum for Humber Region - Guildhall 10-1pm
- 'Why I love social work' & BASW winners - Post LinkedIn

Thursday 20th

- Trauma Workshop - Online (AM)
- Attachment Workshop - Online (PM)
- Lessons of Success - Post LinkedIn
- 'Why I love social work' & BASW winners - Post LinkedIn
- Charitable bake sale and raffle to raise money for Care Leavers and Local Food Banks

Friday 21st

- Lived Experience conference - Guildhall 10-1pm
- Messages from the DCS

Children's Social Work Matter's is a unique partnership between fifteen local authorities in Yorkshire & The Humber.

We work together as one big children's social work team, sharing knowledge and experience in a collaborative way that can drive our standards of care higher. Together, we strive to improve outcomes for children and young people across the region. All practitioners in hull have a membership for CSWM.



Events:

12/01/2025 - Sibling Sexual Behaviour and Abuse

18/03/2025 - Sibling Sexual Behaviour and Abuse

20/05/2025 - An introduction to power language, the words we use and how we story people

28/05/2025 - Putting the Child Sexual Abuse Response Pathway into practice

03/06/2025 - Speaking to children about sexual abuse

09/06/2025 - Putting the Child Sexual Abuse Response Pathway into practice

19/06/2025 - Why it is hard to talk to children in child protection

01/07/2025 - A legacy of language; a care-experienced perspective on case note recording

09/07/2025 - Spotting the signs and indicators of child sexual abuse

22/07/2025 - Putting the Child Sexual Abuse Response Pathway into practice

23/09/2025 - Putting the Child Sexual Abuse Response Pathway into practice

24/09/2025 - Signs of Indicators of child sexual abuse

26/11/2025 - Putting the Child Sexual Abuse Response Pathway into practice

Appendix 1– Learning Months 2025

2025 **Learning Months**

January	Poverty Signs of Belonging
February	Cultural Competency
March	Sexual Abuse
April	Anti-Racist Practice
May	Assessment & Contingency Plans
June	Leaving Care
July	Signs of Safety Spotlight
August	Change of Social Worker
September	Transitional Safeguarding
October	Family Network Meeting
November	Impact Chronologies
December	Trauma/Prevent



Hull Social Work Academy
Grow and thrive together

