

To:

Gail Hancock
Interim Director for Children's Safeguarding and Care
Shire Hall
Westgate Street
Gloucester,
GL1 2TG
email: gail.hancock@gloucestershire.gov.uk

Please ask for: Gail Hancock

Phone: 01452 425775

Our Ref: GH/jp

Date: 10th June 2021

Dear Colleagues

Re: Launch of Systemic Practice formal and accredited training

As part of the Children's Services Transformation Programme the Senior Leadership Team is committed to progressing the implementation of Systemic Practice with Children's Social Care and Early Help Services. This is a significant commitment and investment to develop a sustainable relationship-based practice model to promote improved outcomes with children, young people and their families. We fully anticipate that Systemic Practice will help us to develop more productive professional interactions and provide valuable opportunities for professional growth and development.

With the above in mind, we are actively working towards a formal launch of the accredited Systemic Practice training with the Centre for Systemic Social Work (CfSSW) in September this year. We're planning the formal launch in September in recognition of the fact that we've got quite a lot going on at the moment what with our COVID-19 road map from response to recovery, planned building moves in Shire Hall and our preparation for an Ofsted inspection, to mention a few 'big ticket' items.

We're not for letting the grass grow under our feet though and have already identified a small group of practitioners and supervisors from assessment and safeguarding teams who will progress onto the June 2021 intake of the accredited training with the CfSSW. They are going to be taking the initiative and showing us the way in preparation for the September 2021 launch for what will be ultimately be a 3 to 5 - year implementation programme. We're really excited by this first step and are throwing our support behind these teams to give them every chance of success.

The Senior Leadership Team identifies the implementation of Systemic Practice as a top transformation priority and have committed to the following support to ensure there is every chance of success:

- a. Social Workers undertaking the CfSSW training will have protected caseloads of 15 children (pro rata for part-time staff).
- b. We are working with the Team Managers and Advanced Practitioners in this cohort to understand the supports that will most effectively help them to benefit from the programme.
- c. Participants will be offered 1 day protected study time per month.
- d. We will aim to continue meeting the needs of children and families in line with the resources we have available across the service, but the respective Heads of Service will be able to present a business case to invest more resources in teams and service areas if participation in the programme indicates this is required.
- e. Our Principal Social Worker (PSW), Rob Tyrrell, will provide regular support to the respective managers and teams members to help develop their systemic thinking and practice.

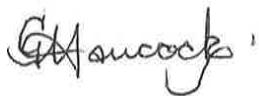
- f. As staff progress within the programme we will share learning and experiences with other colleagues across the service, and with partner agencies, to highlight and explore how this is impacting on practice.
- g. We will also use systemic learning to inform further Social Work Academy curriculum planning and development opportunities.
- h. The Social Work Academy are exploring how we use the learning and accreditation of Systemic Practice within our career progression process to help you to become endorsed in your respective roles under the National Assessment and Accreditation Scheme (NAAS).
- i. As part of the Transformation Programme and the children's social care and early help remodelling, we are planning to recruit three Systemic Clinicians who will lead on in-service Systemic Practice consultation, advice and guidance to support whole service systemic practice over the next 3 – 5-years and beyond.

Based on our learning from the first CfSSW cohort, we will develop our offer of support to future learning cohorts embarking on the CfSSW training from September 2021 onwards. This is an exciting develop and we look forward to becoming really effective in developing our relational and systemic practice to improve outcomes for children and young people.

If you have any queries about the implementation programme please contact Rob England (Head of Quality), who is the project lead for the service, Rachel Townsend (Head of Service, Gloucester Locality) or Rob Tyrrell (PSW) who are both members of the project team. We have a transformation consultant, Clare Chamberlain, who continues to provide subject expertise and we are grateful for the advice and guidance that she has already offered and will continue to provide as we move forward.

We will endeavour to provide regular updates about the systemic practice progress in the future and this will include more information about the September 2021 Launch.

Best wishes



Gail Hancock
Interim Director for Children's Safeguarding and Care