



To: All CSs Staff

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Dear Colleagues

Re: My Social Worker – One Page Profile

I hope you're well and managing OK in the second lock down.

I'm writing to promote the one-page profile which is an integral part of the new visiting pack that the Leadership Team have been reviewing and refreshing recently. I'm really happy to share the new template for the social worker profile with you. The overall purpose of the one-page profile is to encourage and support a relationship-based approach to our work with children, young people and their families.

We will hopefully all recognise that developing a trusting and authentic professional relationship with a child or young person is key to helping us understand their world and appreciate the impact of their experiences. It's also important to acknowledge that when we undertake social work practice with children this is most likely to be meaningful and impactful when we are investing in those relationships and sharing something about ourselves. Over recent years in Gloucestershire there have been several team-based approaches to sharing profiles and due to the success of that we now want to make this a consistent way of working with all teams and services.

To support this approach and promote a way to build a rapport and develop a relationship we believe the new one-page profile template is a helpful way to bring a bit of yourself into the social work relationship with children, young people and their families. By sharing some details about your own life and details of your role you can give clear message about who you are, what you do and why you are involved. We already know from talking with young people and our Ambassadors that this is interesting, helps to develop trust and offers transparency about social work practice and together this helps to build sustainable relationships which can have a beneficial impact on achieving improved outcomes.

I've included some examples of how the one-page profile can be completed. I would like every social worker across all teams and services to develop their own and have these available to incorporate into your toolkit of resources for undertaking visits and having contact with children and young people.

We should all be using the on-page profile as an introduction and talking point with children and young people whenever our involvement begins. We can also use the one-page profile as an introduction, when undertaking direct work, providing support and intervention, progressing transfers and step up/down arrangements and changing of social worker or introducing a co-worker when working jointly.

Using your one-page profile with children and young people helps you to develop your confidence, evidence the Practice Fundamentals and supports your evidence base for the Post Qualifying Standards for Social Workers (Knowledge and Skills Statement) which are summarised as follows:

1) Relationships and effective direct work

- Build effective relationships with children, young people and families which form the bedrock of all support and child protection responses.
- Enable full participation in assessment, planning, review and decision making.
- Tailor support to meet individual child and family needs, and which addresses relevant and significant risks.
- Support children and families in transition, including children and young people moving to and between placements, those returning home, those being adopted or moving through to independence.

2) Communication

- Communicate clearly and sensitively with children of different ages and abilities, their families and in a range of settings and circumstances.
- Create immediate rapport with people not previously known which facilitates engagement and motivation to participate in child protection enquiries, assessments and services.
- Listen to the views, wishes and feelings of children and families and help parents and carers understand the ways in which their children communicate through their behaviour.
- Present a clear analysis and a sound rationale for actions as well as any conclusions reached, so that all parties are well informed.

Please complete and make use of the one-page profile when visiting and having contact with children and young people. We will share and learn from the best practice examples you develop. It would be helpful if you could start by discussing your one-page profile with your colleagues in a team/service meeting.

Thank you for your continuing hard work and commitment – it is very much appreciated and I hope you buy into this initiative which can have real impact if used well.

Kind regards



Gail Hancock

Interim Director for Children's Safeguarding & Care