



## Newham Social Care Academy

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In your outlook calendar, click "Open Calendar" and search for "PWDTeam".

October 2020

Issue 2

## News this month

October is shaping up to be an extremely busy month. Our Newly Qualified Social Workers have started in the Intervention service and over the next few weeks they are likely to be making contact and getting to know the rest of the service. Please make them feel very welcome and if one is in your team, invite them to observe a home visit.

Speaking of NQSWs, our most recent cohort are graduating this month. They have worked extremely hard this year and achieved a lot including overcoming the unprecedented disruption caused by Covid. Despite everything, they are on track to pass and have fantastic careers in front of them.

As we now know, the Ofsted Focussed visit has now begun and Inspectors will be with us from 20-22<sup>nd</sup> October. We have a lot to be proud of in the improvements we have made – the Newham Together practice framework, the Social Care Academy, our systemic practice and, most crucially, the wonderful work we do with our children and families. We all have something to show off!



The annual Social Work Census is now underway. Every year we are required to provide the Department for Education with information about our social work workforce – number of staff, average length of service, demographic information and so on. We have much of this information from last year but if you are contacted by the Social Care Academy asking to speak to you, please give us five minutes of your time so that we can get this right.

By now you should be able to access [Fusion – Newham's new IT system](#). Before too long, this is how you will book training and annual leave, claim expenses, etc. The Social Care Academy is in the process of uploading all of our training, so by the end of October we hope to be using Fusion exclusively to book internal training. Make sure you have completed the Fusion e-learning!

*"Real change, enduring change, happens one step at a time."* – Ruth Bader Ginsburg

## Systemic Social Work

### Appreciative Inquiry

This month's idea is the importance of language and the attention to it in our work with children and families.

As systemic practitioners we consider that the language we choose to use, as professionals and as people, is both an ethical and aesthetic issue. We become morally responsible for the ways we respond to others' words and actions, the way we describe people, and how we relate to them to create possibilities to live fruitful futures. It is therefore our responsibility to approach people in appreciative, growth-giving ways.

In this approach to our work the ideas and resources of Appreciative Inquiry ([Cooperrider, 1987](#)) have provided practices and methods which enhance possibilities for people and provide a basis for moral and ethical practice within Children's Services.

*"When we use it, we explore the fullness of people's lives through focusing on the stories of high points, the best of what is, what works and what gives energy and a sense of accomplishment to them. It is a generative and collaborative process where people in relationship join to discover abilities and values in these treasured episodes and dream a future in which we live these values"* (McAdam & Lang, 2009: 2).

Reference:

[Cooperrider, D.L. and Srivastva, S. \(1987\)](#) "Appreciative inquiry in organizational life". In Woodman, R. W. & Pasmore, W.A. (eds.). Research in Organizational Change And Development. Vol. 1. Stamford, CT: JAI Press. pp. 129–169.

McAdam, E & Lang, P. (2009) Appreciative Work in Schools - Generating future communities, Kingsham Press. (Book – no link)

The Social GRACES – or GGGRRAAACCEEESSS – is a mnemonic tool which assists when thinking about identity. Developed by John Burnham (1992) they have grown over time as our understanding of the concepts within 'identity' have expanded – this is a feature of the Social GRACES and Burnham was clear that this expansion was an intentional feature of the tool. It is not uncommon to see variants of what the letters in GRACES mean. Typically included are: Gender, Gender identity, Geography, Generation, Race, Religion, Age, Ability, Appearance, Class, Culture, Education, Ethnicity, Economics, Spirituality, Sexuality, Sexual Orientation. We won't go into detail about each of these here, but there are some helpful links below.

Inherent within the GRACES is the concept of power differentials between people in their relationships with each other, their communities, wider society and systems within society such as government departments. As professionals who represent the state we have enormous power over the families we work with which we should never forget – they certainly won't. The GRACES are therefore a social work tool that we need to apply to ourselves as professionals at the same time we apply them to the families we are working with. We relate to them not just as individuals, but as people who may share some of their GRACES but not others, as 'experts' and as representatives of the government who (in their minds) have the power to provide help or remove their children. Their perception of us through the lens of how their GRACES interact with ours will inevitably influence the relationship they form with us.

By keeping the GRACES in mind, we can anticipate some of these influences to try to enhance the positive elements, and mitigate the negative ones by addressing them up front before they become an issue. Others may only become apparent after the fact when we reflect on how a relationship has developed, for better or worse, and how the GRACES have played a role.

Throughout this month, give some additional thought to the GRACES in your interaction with service users, your colleagues and the people in your own life.

### Additional information and resources

[Developments in the Social GRRRAAACCEEESSS: Visible-Invisible and Voiced-Unvoiced](#) (Burnham 2011)

[Learning as a context for difference, and differences as a context for learning](#) (Burnham et al, 2008)

[A BASW article by their Professional Officer Rebekah Pierre reflecting on the GRACES in the time of Covid and Black Lives Matter](#) (July 2020)

[RiP resource to assist workers in reflecting on the GRACES](#)

[Which Social Graces grab you the most? Exercises for a supervision group](#) (Totsuka, 2014)

### Upcoming Events

#### Divert!

[26<sup>th</sup> October 1330-1500](#)

Divert! are hosting an event to demonstrate the support their service can offer our local families. Divert! are professionals from a variety of fields who work to divert children from local authority care, from school exclusion and contextual risk, and families from escalating professional and statutory intervention in their lives.

This event will follow the path of a fictional young person and their family, explaining the range of Divert!'s offers. The event is an opportunity to learn more about the work of the service and think together about our approaches to whole family-system working.

[Click here to see their catalogue](#)

#### CSC Staff Conference

3<sup>rd</sup> and 4<sup>th</sup> December 0930-1630

Newham will host a two-day virtual conference in early December.

The conference will feature guest speakers including Wayne Reid from BASW, historian David Olusoga and the Chief Social Worker Isabelle Trowler.

Speakers and panels will address Inequalities, Disproportionality and racism in social care.

Both days will be identical, so you won't miss anything. Save the dates!

More information in the next issue of *Learning Curve*.

#### [Meeting the Health Needs of Children Looked After](#)

This training is provided by the local NHS named safeguarding leads and covers ensuring that children's health needs are identified, recorded and addressed appropriately. This training is compulsory for all staff who work with Children in Care in any capacity and strongly recommended to all other social workers.

#### [Preparation for Reviews for Children Looked After](#)

How do you make sure that you are prepared for an upcoming CLA Review? What documentation needs to be ready and by when? How do you best demonstrate that you have clearly provided the child's voice?

#### [Preparing for Child Protection Conferences](#)

The lead up to a child protection conference can be pretty hectic (especially the initial CPC) – there is the report to write and share with the family, other professionals need to be invited and informed, and the children need to be given information and their views sought in an age appropriate way.

#### [Working with men who have used violence or abuse](#)

A workshop to introduce and explore the 'Working with Men Toolkit'; a selection of ideas, activities, and exercises to support practitioners in having more helpful conversations with men and fathers who have used violence or abuse in their relationships.

#### [Managing Complaints \(managers\)](#)

Complaints in Newham are managed through the iCasework IT system. This training provides managers with a brief overview of how that system works. All managers must ensure they are familiar with this programme.

#### [Social Care and Education](#)

Education is the partner we work with the most often, but there is a lot the average CSC worker might not understand about the education system and how their procedures impact our work and families' lives. This training will look at numerous aspects of how we can better work with education professionals. This also covers Virtual Schools and admissions procedures.

### Notices

#### **Difficulties booking on Eventbrite – Solved!**

At the moment we are still using different systems for booking training while our training offer is being uploaded onto Fusion. There have been some issues with Eventbrite and people getting a "you don't have access" message. If you see this, you need to ensure that you are signed in to Eventbrite with your work email address. If there is a link near the top of the screen which says "view event details", click on that and it should take you to the right page.

If you *really* get stuck, you can contact [nick.james@newham.gov.uk](mailto:nick.james@newham.gov.uk)  
Be sure you've selected the correct date!

## Systemic Practice Training

Practitioners Peer Support:

7<sup>th</sup> October, 1530-1700

Practice Leaders Peer Support

7<sup>th</sup> October, 1400-1530

21<sup>st</sup> October, 1400-1530

Service Managers Peer Support

14<sup>th</sup> October, 1400-1530

28<sup>th</sup> October, 1400-1530

Stuck Cases Workshop

14<sup>th</sup> October, 1530-1700

21<sup>st</sup> October, 1530-1700

You should receive calendar invitations in outlook each month – if you do not, contact:

[Teresa.Reid@Newham.gov.uk](mailto:Teresa.Reid@Newham.gov.uk)

## Inductions

Welcome to Newham!

New starters in Newham should book onto our next induction training:

[29<sup>th</sup> October 0900-1700](#)

[Team Induction Handbook](#)

[Corporate Induction Checklist](#)

[e-learning for new starters](#)

## A.S.Y.E.

Training – About the Newham ASYE and Purposeful Case Recording  
7<sup>th</sup> October 1300-1700

Peer Discussion

28<sup>th</sup> October 1400-1530

## Workshops and individual training sessions in October

5<sup>th</sup> 1400-1530: [Education Health and Care Plans](#)

7<sup>th</sup> 0930-1130: [Effective Engagement with Adolescents](#)

7<sup>th</sup> 1330-1630: [Self-harm, Suicide and Young People](#)

8<sup>th</sup> 1000-1600: [Child Sexual Abuse and Harmful Sexual Behaviour](#)

13<sup>th</sup> 1330-1630: Mental Capacity Act – Advanced (SEND team only)

13<sup>th</sup> 1000-1200 & 1400-1600: Graded Care Profile refresher. [AM](#) & [PM](#) sessions

13<sup>th</sup> 1400-1700: [Children Cared For Away from Home](#)

14<sup>th</sup> 1000-1200: [Criminal Exploitation Workshop](#)

14<sup>th</sup> 1000-1200: [Managing Allegations and LADO role](#)

15<sup>th</sup> 0930-1130: [Revisiting Abuse and Neglect](#)

16<sup>th</sup> 1030-1330: [Protecting Children and Young People Online](#)

19<sup>th</sup> 1300-1500: [Managing Complaints \(managers\)](#)

20<sup>th</sup>: 1000-1200: [Working with Men who have used violence or abused](#)

20<sup>th</sup> 1330-1630: Mental Health Act – Advanced 2 (SEND Team only)

21<sup>st</sup> 0930-1130: [Understanding Family History](#)

21<sup>st</sup> 1000-1700: [Impact of Parental Substance Abuse](#)

22<sup>nd</sup> 1400-1600: [Preparation for Reviews for Children Looked After](#)

23<sup>rd</sup> 1000-1200: [Preparing for Child Protection Conferences](#)

26<sup>th</sup> 1330-1500: [Divert! showcase event](#) (see Upcoming Events previous page)

27<sup>th</sup> 1000-1430: [Perinatal Mental Health](#)

27<sup>th</sup> 1000-1200: [Creating Safer Organisations](#)

29<sup>th</sup> 0930-1130: [Engagement and Relational Questioning](#)

29<sup>th</sup> 1400-1600: [Meeting the Health Needs of Children Looked After](#)

30<sup>th</sup> 1000-1200: [Social Care and Education](#)

## Courses and training programmes starting in October

**PREVENT – note: these must be undertaken in order**

**Part 1: [e-learning training](#) – this can be completed at any time**

**Part 2: (half-day – pick one)**

15<sup>th</sup> 1000-1230: [Radicalisation Awareness Workshop morning session](#)

15<sup>th</sup> 1400-1630: [Radicalisation Awareness Workshop afternoon session](#)

**Part 3:**

22<sup>nd</sup> 0930-1630: [Extremism: Understanding the impact on young people](#)

### Trauma informed practice

This suite of modules is designed to embed understanding, knowledge and skills to identify the impact and complexities when working with trauma.

All modules must be booked separately below, and you need to attend all.

28<sup>th</sup> Oct: [Module 1 \(AM\)](#) [Module 2\(PM\)](#) 29<sup>th</sup> Oct: [Module 3\(AM\)](#) [Module 4\(PM\)](#)

## Systemic Practice Training

Introduction to systemic practice:  
27<sup>th</sup> November, 1000-1400

Practitioners Peer Support:  
4<sup>th</sup> November, 1530-1700

Practice Leaders Peer Support  
4<sup>th</sup> November, 1400-1530  
18<sup>th</sup> November, 1400-1530

Service Managers Peer Support  
11<sup>th</sup> November, 1400-1530  
25<sup>th</sup> November, 1400-1530

Stuck Cases Workshop  
11<sup>th</sup> November, 1530-1700  
18<sup>th</sup> November, 1530-1700

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## Inductions

Welcome to Newham!

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[26<sup>th</sup> November 0900-1700](#)

[Team Induction Handbook](#)

[Corporate Induction Checklist](#)

[e-learning for new starters](#)

## A.S.Y.E.

Training – Assessments  
4<sup>th</sup> November 1300-1700

Peer Discussion  
25<sup>th</sup> November 1400-1530

## Workshops and individual training sessions in November

2<sup>nd</sup> 1330-1630: [Mental Capacity Act – Best Interest Decisions \(SEND Only\)](#)

4<sup>th</sup> 1000-1600: [Think Child Think Family Think Everyone has a Story](#)

5<sup>th</sup> 0930-1130: [Effective Engagement with Adolescents](#)

5<sup>th</sup> 1400-1600: [Reg 24, Private Fostering and Connected Carers](#)

6<sup>th</sup> 1000-1200: [Audits for managers and social workers](#)

12<sup>th</sup> 0930-1600: [Early Help Framework and Team around the Family](#)

16<sup>th</sup> 1400-1600: [Managing Complaints \(managers\)](#)

17<sup>th</sup> 1000-1600: [Child Neglect: Assessing the Quality of Parental Care – GCP2 Tool](#)

18<sup>th</sup> 1000-1200: [Criminal Exploitation Workshop](#)

19<sup>th</sup> 1400-1600: [Preparation for Reviews for Children Looked After](#)

23<sup>rd</sup> 0930-1230: [Disabled Children and Safeguarding](#)

23<sup>rd</sup> 1400-1600: [Working with Men who have used violence or abused](#)

25<sup>th</sup> 1000-1700: [Domestic Abuse: Risk Assessment and Safety Planning](#)

26<sup>th</sup> 1000-1200: [Meeting the Health Needs of Children Looked After](#)

26<sup>th</sup> 1400-1600: [Preparation for Child Protection Conferences](#)

27<sup>th</sup> 1000-1200: [Social Care and Education](#)

## Practice Fundamentals Phase 2

You will be glad to hear that although Phase 1 has drawn to a close, Practice Fundamentals 2 is just around the corner. The offer will build upon the programme in phase 1 continuing to focus on the 3 pillars of practice – assessments, direct work and supervision – but will go further to focus on risk assessments, direct work with parents as well as children and the role and responsibilities of both supervisors and supervisees. The programme will be supported by weekly lunchtime seminars that will provide practitioners with the opportunity to explore elements of the 3 pillars in more detail; such as how to use chronologies and genograms in your work, working with domestic abuse and topics that have been identified from our practice learning activity. Everything within this programme will be underpinned by the Newham Practice Framework and reflect a purposeful, planned and focussed approach. You will hear more about it and dates for delivery very soon.

## Systemic Practice Training

Introduction to systemic practice:  
Not held due to holiday break.

Practitioners Peer Support:  
2<sup>nd</sup> December, 1530-1700

Practice Leaders Peer Support  
2<sup>nd</sup> December, 1400-1530  
16<sup>th</sup> December, 1400-1530

Service Managers Peer Support  
9<sup>th</sup> December, 1400-1530  
23<sup>rd</sup> December, 1400-1530

Stuck Cases Workshop  
9<sup>th</sup> December, 1530-1700  
16<sup>th</sup> December, 1530-1700

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in outlook each month – if you do not,  
contact:

[Teresa.Reid@Newham.gov.uk](mailto:Teresa.Reid@Newham.gov.uk)

## Inductions

Welcome to Newham!

New starters in Newham should book  
onto our next induction training:  
[28<sup>th</sup> January 2021 0900-1700](#)

[Team Induction Handbook](#)

[Corporate Induction Checklist](#)

[e-learning for new starters](#)

## A.S.Y.E.

Training – Plans and Reviews  
2<sup>nd</sup> December 1300-1700

Peer Discussion  
23<sup>rd</sup> December 1400-1530

## Workshops and individual training sessions in December

**1<sup>st</sup> 0930-1230:** [Cultural Competence and Safeguarding](#)

**1<sup>st</sup> 1330-1630:** Deprivation of Liberty (SEND only)

**3<sup>rd</sup> 0930-1630:** Staff Conference Day One

**4<sup>th</sup> 0930-1630:** Staff Conference Day Two

**4<sup>th</sup> 1000-1200:** [Audits for managers and social workers](#)

**9<sup>th</sup> 0930-1600:** [Extremism: Understanding the Impact on Young People](#)  
(PREVENT level 3 – must have completed levels 1 and 2. See October for info)

**10<sup>th</sup> 1400-1600:** [Reg 24, Private Fostering and Connected Carers](#)

**15<sup>th</sup> 1000-1200:** [Working with Men who have used violence or abused](#)

**17<sup>th</sup> 1000-1200:** [Social Care and Education](#)

**17<sup>th</sup> 1300-1500:** [Preparation for Reviews for Children Looked After](#)

24<sup>th</sup> December to 6<sup>th</sup> of January – No Training.

[Click here for the full NSCP](#)

[training calendar for December](#)

## Social Work England Seminar on CPD

Last month Julie Campbell from Social Work England gave us a presentation *Enabling Positive Change in Social Work*. She explained the requirements for social workers to maintain their registration with Social Work England, and how to record your Continuing Professional Development on their website.

It was very well attended and staff reported that it was very helpful. If you missed it or would like a refresh [you can view the presentation online](#).

Research in Practice also have a guide to [recording your CPD](#).

## Educational Psychology Webinars

Newham's EdPsych service is hosting a fortnightly series of Webinars on Wednesday afternoons to promote positive transitions.

[Click here for further information](#)

## External Events

Newham CSC are partners with [Making Research Count](#) (MRC) who distribute new research relevant to health and social care. They have training available to members of partner organisations. [You can view their calendar here](#). On Wednesday 9<sup>th</sup> December 2020 they have a [webinar on Contextual Safeguarding](#).

Also, a reminder that [Community Care Live is on the 13<sup>th</sup> and 14<sup>th</sup> October](#).

## N.S.C.P. Rapid Reviews & 7-minute Briefings

NSCP would like to call on the expertise of all practitioners to write 7 minute briefing to share your expertise across the partnership. These are intended as aids for supervision, team meetings, or for personal study as bite-sized bits of information to help you quickly gain information about a particular issue. These can be in written or video form. [Here is one on Neglect](#) so you can see what they look like. If interested, contact [Natalie Newton from the NSCP](#)

## Corporate training for Managers

Newham has been developing its training offer for managers. It now includes training about managing people remotely, improving communication skills, prioritising and appropriately delegating work.

[Click here for more information](#)

## Tackling Racism, Inequality and Disproportionality

The first 'Time to talk about injustice' session took place on the 23<sup>rd</sup> Sept. The next sessions are filling up fast. The council encourages you to take part to communicate openly and transparently in a safe non-judgemental environment. This is our opportunity to collaborate strongly as 'one team, one Council', shaping and developing future initiatives for the programme.

The sessions are on Zoom and staff from all backgrounds are welcome. If you would like to attend, please contact [RaceEquality@Newham.gov.uk](mailto:RaceEquality@Newham.gov.uk) with the date and session you want to attend and we will respond to confirm:

Managers	Staff
2 <sup>nd</sup> October 1400-1530	6 <sup>th</sup> October 1100-1230
7 <sup>th</sup> October 1200-1330	13 <sup>th</sup> October 1100-1230
16 <sup>th</sup> October 1000-1130	20 <sup>th</sup> October 1100-1230
21 <sup>st</sup> October 1400-1530	28 <sup>th</sup> October 1400-1530
30 <sup>th</sup> October 1000-1130	

## Practice Learning Activity

Our Practice Learning Reviewers will be running weekly drop-ins every Tuesday afternoon between 1.30pm and 5pm for Managers completing the Practice Learning Conversation (PLC) audit. Please register your interest by emailing [Quality.Assurance@newham.gov.uk](mailto:Quality.Assurance@newham.gov.uk)

There will also be a monthly workshop on the first Friday of every month between 1000-1200. This will be for all staff involved in PLCs – Social Workers, Personal Advisors and all managers. It will look at how audits take place in Newham and the use of the PLC as a learning and practice development tool. You can also register via the email address above, or you can register and join by [clicking on this Zoom link](#).