

D2N2 SOCIAL WORK TEACHING PARTNERSHIP
MARCH 2018

RIDING THE WAVE



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Kingston University London

PART ONE

THE BIG WAVE



THE BIG WAVES WASHING OVER SOCIAL WORK AND SOCIAL SERVICES



CHILDREN'S SERVICES



DO YOU FEEL A BIT BUSY?

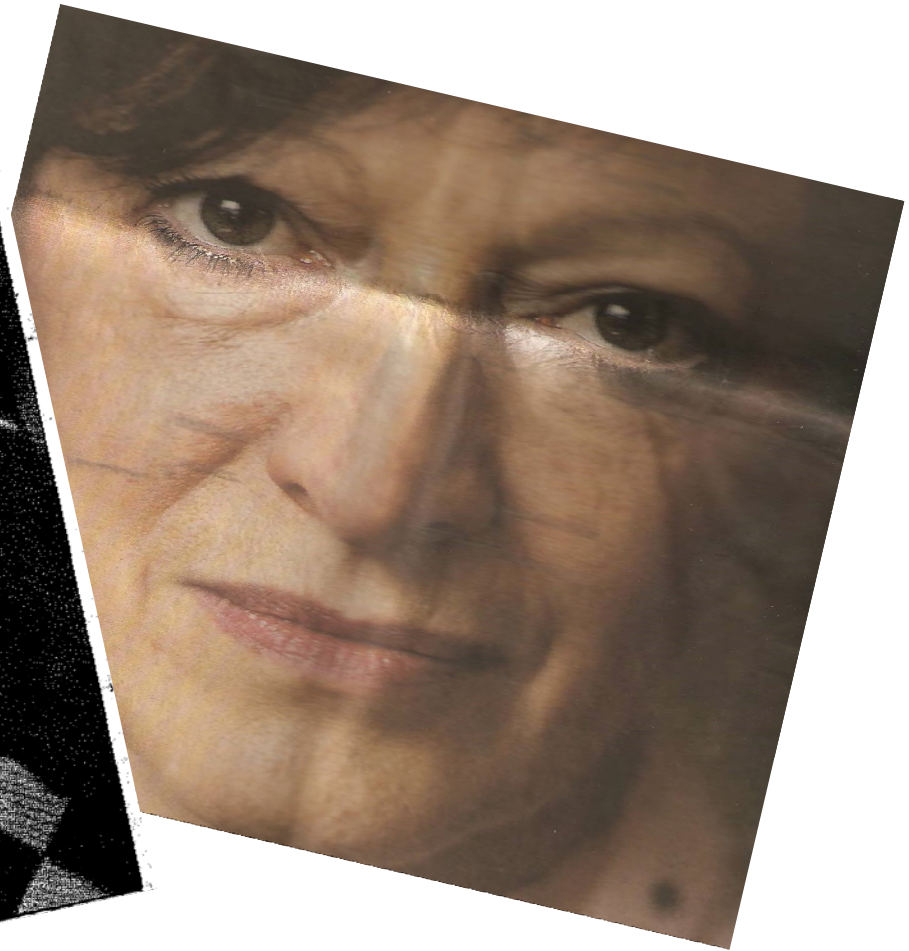
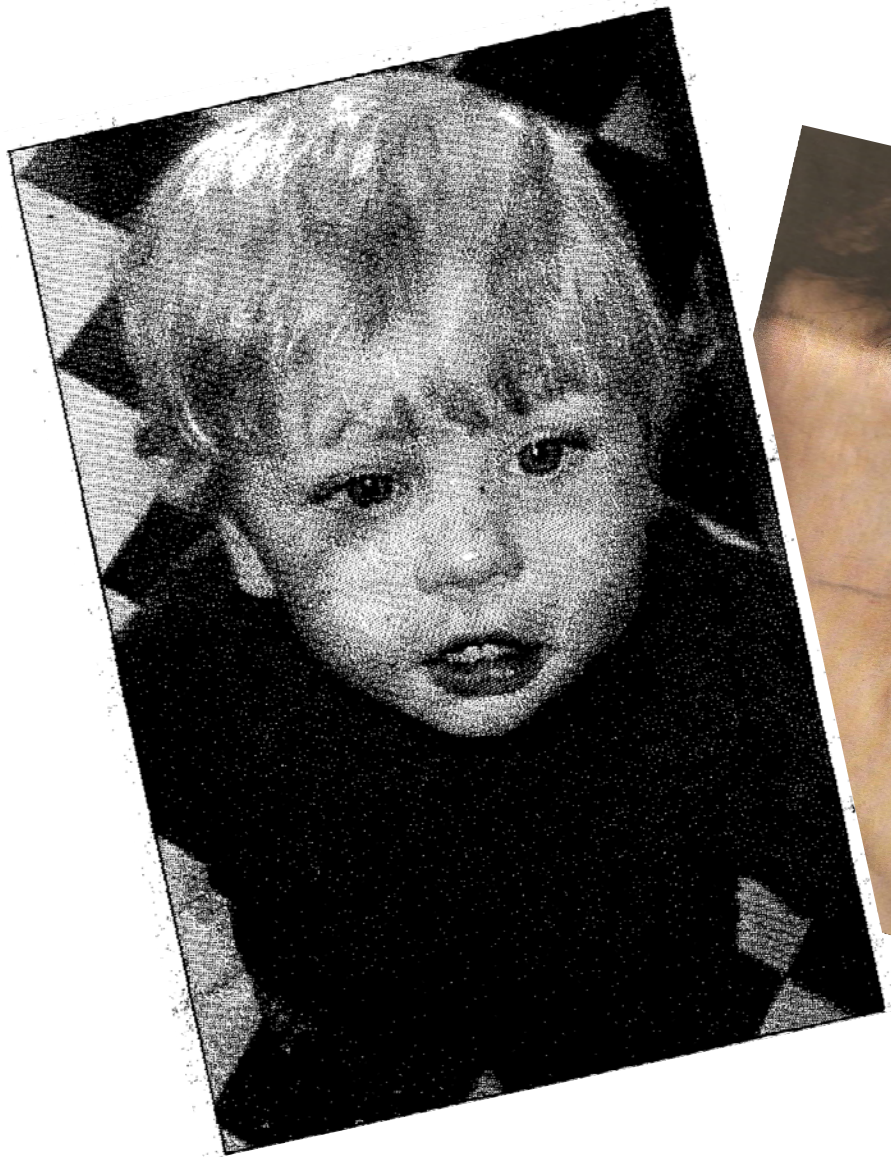


















THE Sun

X-FACTOR EXCLUSIVE
Rachel brother charged with murder

BEAUTIFUL BABY P

First picture of tragic tot

CAMPAIGN FOR JUSTICE

How could anyone kill this lovely little boy?

BABY P PETITION

WHO HAVE NO SHAME?

SIGN BABY PETITION

THE PEOPLE

HAVE SPOKEN

Have you no shame?

NO ONE TAKING BLAME... ON BEHALF OF THIS DISGUSTING LOT BE FIT

BABY P PETITION

MUM CHASED MEN

Sun

THE FIGHT GOES ON..

Sun readers' vow to tortured tot

Timeline of death scandal & failure





THE STORY OF BABY P

IMPACT AND IMPLICATIONS

THE CHILD PROTECTION SYSTEM AND SERVICES

RECENT TRENDS IN CHILDREN'S SERVICES

CHILD PROTECTION

SECTION 47 ENQUIRIES

2009-2010	2010-2012	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
89,300	111,700	124,600	127,100	142,500	160,150	172,290	185,450

AN INCREASE OF 108%

CHILD PROTECTION

CHILDREN SUBJECT TO AN INITIAL CHILD PROTECTION CONFERENCE

2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
43,900	53,000	56,20	60,100	65,200	71,400	73,050	75,890

AN INCREASE OF 73%

CHILD PROTECTION

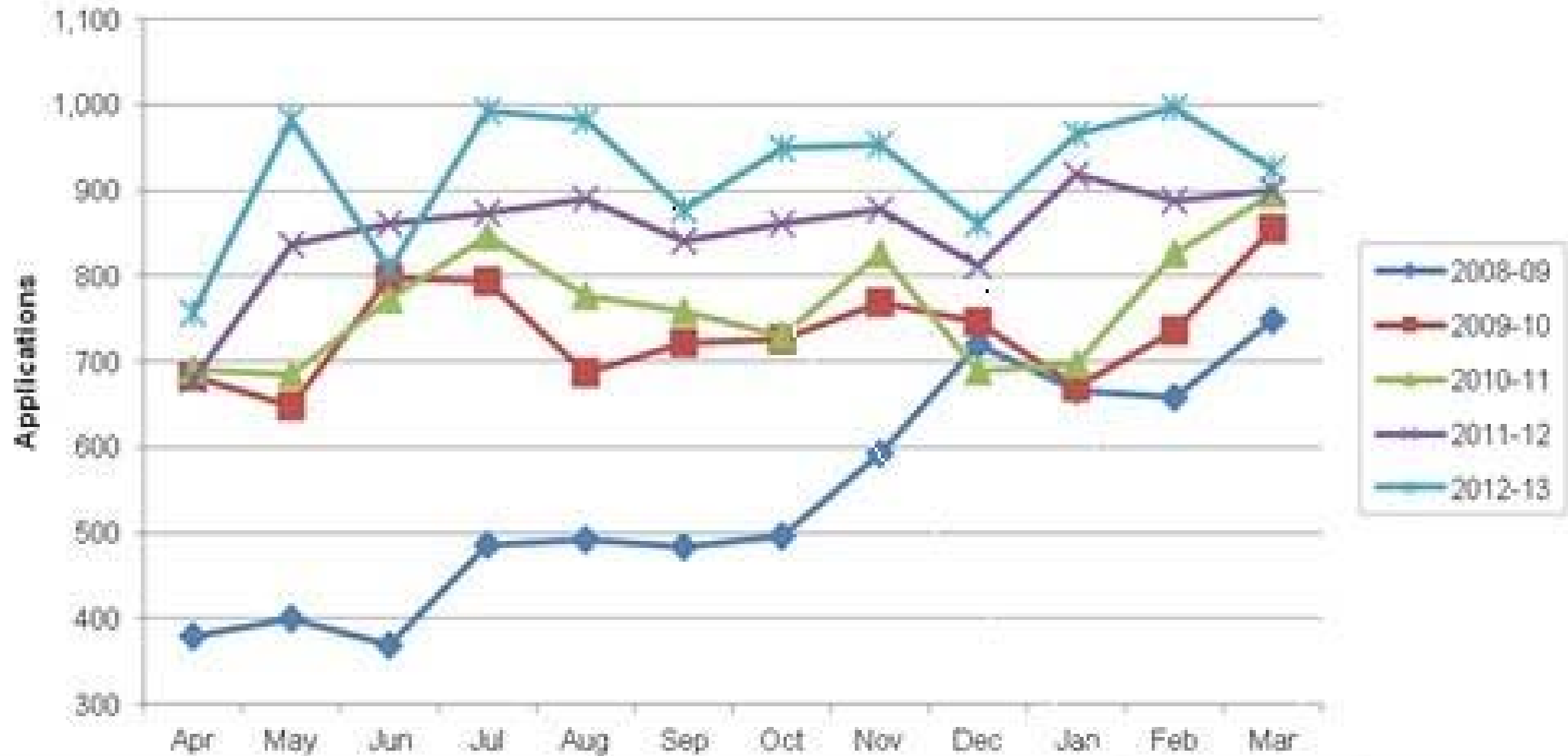
CHILD PROTECTION PLANS IN ENGLAND

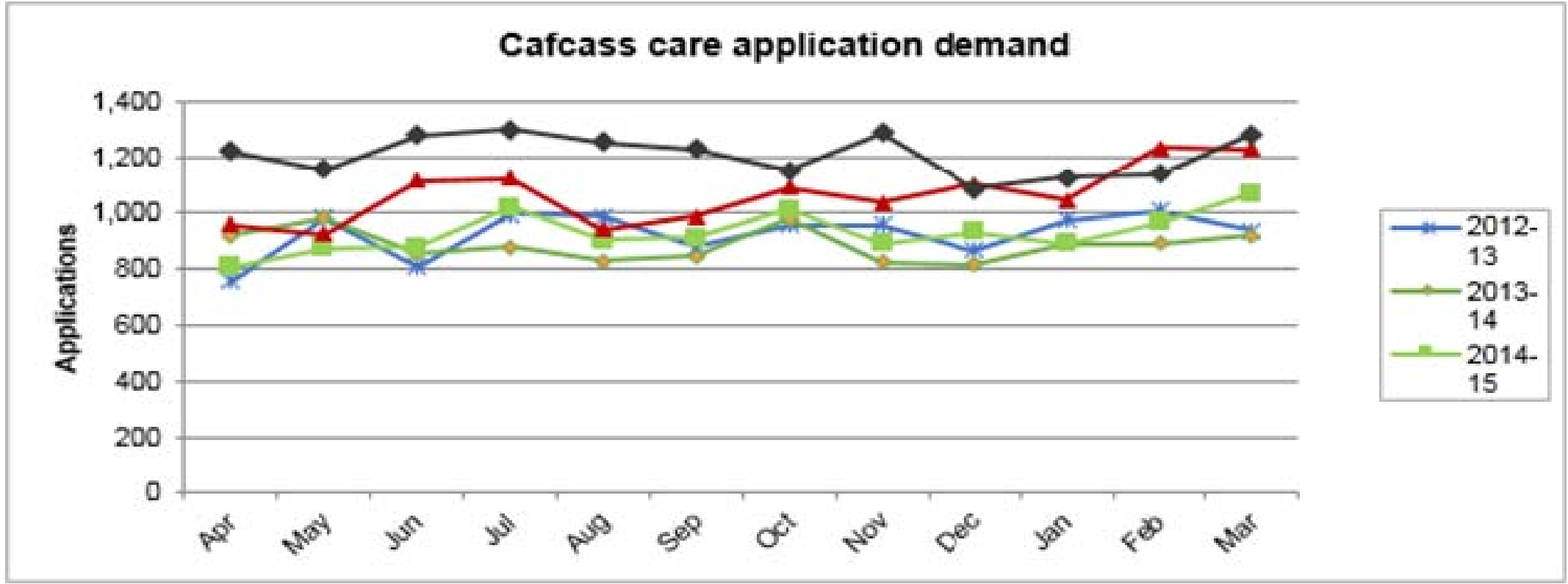
• Category	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
• Neglect	13,400	15,800	17,300	18,600	18,220	17,930	20,970	22,230	23,150	24,590
• Phys abuse	3,400	4,400	5,000	4,800	4,690	4,670	4,760	4,350	4,200	3,950
• Sexl abuse	2,000	2,000	2,300	2,400	2,220	2,030	2,210	2,340	2,370	2,260
• Emtl abuse	7,900	9,100	10,800	11,400	12,330	13,640	15,868	16,660	17,170	17,280
• Multiple	2,500	2,900	3,700	5,500	5,390	4,870	4,492	4,120	2,810	3,010
• Total	29,200	34,100	39,100	42,700	42,850	43,100	48,300	49,700	50,310	51,080

AN INCREASE OF 75%

CHILD PROTECTION

Caucass care application demand

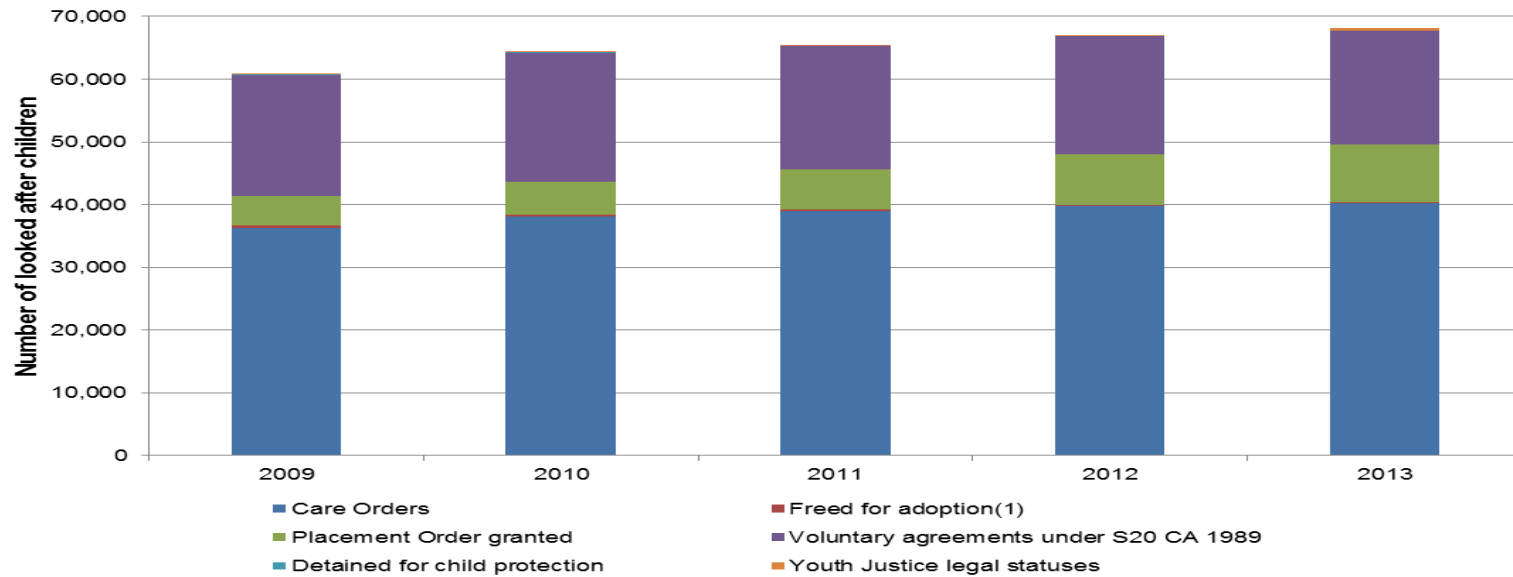




**2007-2008 TO 2016-2017
AN INCREASE OF 130%**

CHILD PROTECTION

LOOKED AFTER CHILDREN AT 31 MARCH



MARCH 2009 60,000

MARCH 2017 72,630

AN INCREASE OF 21%



KHYRA ISHAQ



HAMZA KHAN



DANIEL PELKA



POPPI WORTHINGTON



AYEESHIA JANE SMITH



ELLIE BUTLER





ELSIE SCULLY HICKS



ROCHDALE



OXFORD



BRISTOL



ROTHERHAM

CHILD PROTECTION

SUMMARY OF THE THE RECENT TRENDS

- **MORE SECTION 47 INVESTIGATIONS**
- **MORE INITIAL CP CASE CONFERENCES**
- **MORE CP PLANS**
- **MORE CARE PROCEEDINGS**
- **MORE LOOKED AFTER CHILDREN**

CHILD PROTECTION

WHY?

- **MORE AWARENESS**
- **MORE NEED**
- **LESS HELP**
- **MORE DEMAND**
- **BUT NO MATCHING RESOURCE INCREASE**
- **MORE PRESSURE**
- **MORE CORNER CUTTING**
- **MORE BLAME**

**WHAT HAS HAPPENED TO
SOCIAL WORK
WITH ADULTS?**



BOURNEWOOD HOUSE CHERTSEY

One + all | we care

Royal Cornwall Hospitals
1990 Trust



The Mental Capacity Act 2005

No decisions about me without me

Care - Compassion | Innovation - Inspiration | Working Together | Pride - Achievement | Trust - Respect



Steven Hoskins: Tortured and then forced off a viaduct to fall to his death. His case sparked media coverage about the bullying of people with learning disabilities

...ing was
Attack on man with learning difficulties
...ee people charged
...nder
... being left bloodied and dying. He was found by neighbours and his uncle with his underpants and trousers around his ankles, his family said. The beating, on a council estate in Sunderland on Thursday night, was so severe that sand was thrown on the pavement to cover the blood. Martin died in the early hours of ... family by his ...

...viting people round – even people who are once frequent visitors. Complaints to the council and police have ...

...had bricks through their windows, faeces on their door, stuff thrown at them.”

Now one of them always stays in to guard

Those convicted of Steven Hoskin's murder were:



Sarah Bullock sentenced to 10 years



Darren Stewart sentenced to 25 years

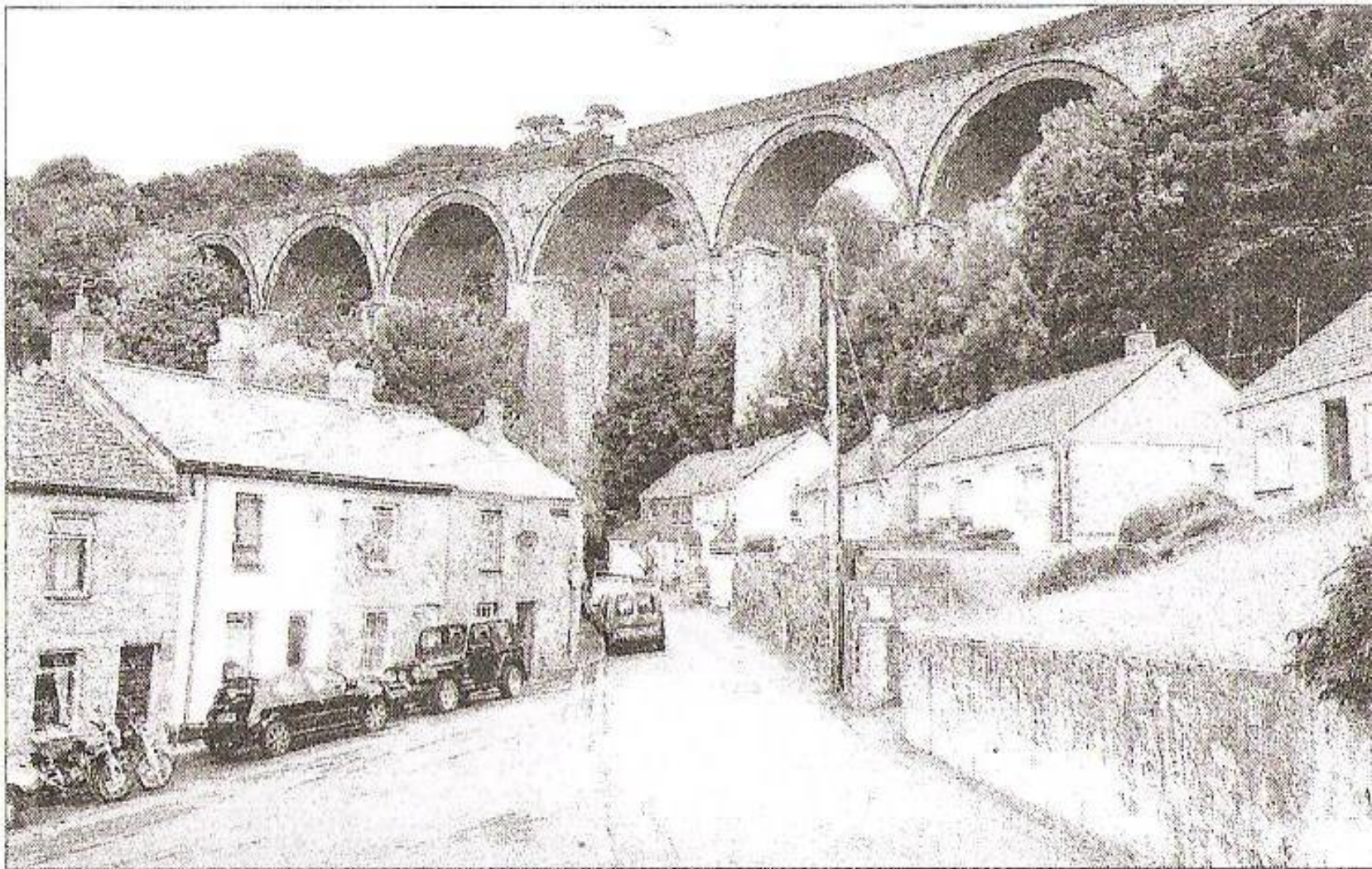


Martin Pollard sentenced to eight years

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■ Death scene: The railway viaduct over Gover Valley, St Austell.



JAMES HUGHES



HEATHER WARDLE



ADULT SAFEGUARDING CONCERNS NOTIFIED TO LOCAL AUTHORITIES

2016-2017

364,605

[1,000 EACH DAY]

SECTION 42 (CARE ACT 2014) ENQUIRIES

2015-2016

2016-2017

102,970

109,145

AN INCREASE OF 6%

[COMPARE WITH 72,290 SECTION 47 INVESTIGATIONS]

SECTION 42 ENQUIRIES

RISKS RECORDED

2015-2016

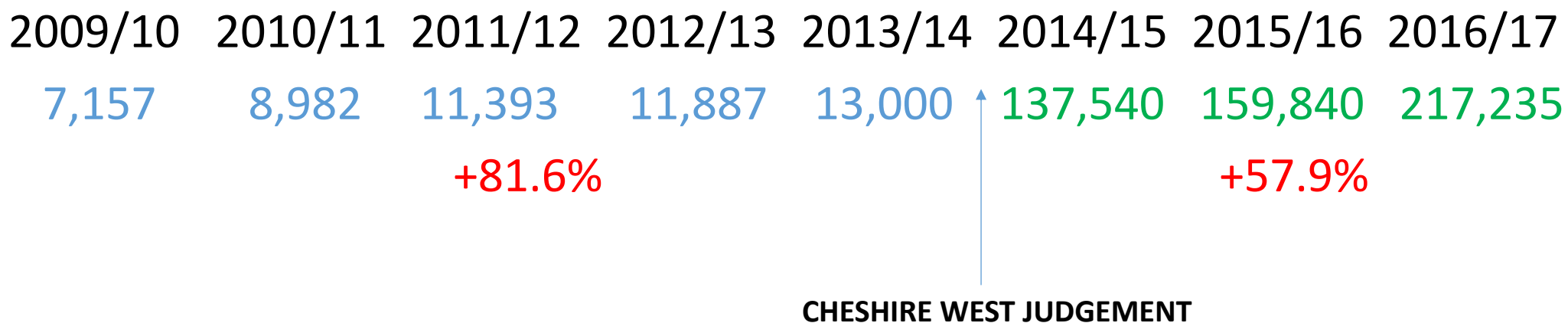
124,940

2016-2017

135,680

AN INCREASE OF 9%

DEPRIVATION OF LIBERTY APPLICATIONS MENTAL CAPACITY ACT 2005



TOTAL CHANGE +2,935%

740 NEW APPLICATIONS EVERY DAY

Social care for older people

Home truths

- **GOVT HAS REDUCED FUNDING TO COUNCILS BY 37% BETWEEN 2010/11 AND 2015/16**
- **GROSS LA SPENDING ON SOCIAL CARE FOR OLDER PEOPLE FALLEN BY 9% 2009/10 – 2014/15**
- **81% OF LAs HAVE CUT SPENDING IN REAL TERMS FOR OLDER PEOPLE IN PAST 5 YEARS**

- **NUMBER OF OLDER PEOPLE RECEIVING SERVICES HAS FALLEN BY 26% 2009/10 – 2014/15**
- **REDUCTIONS PARTICULARLY STEEP SINCE 2010**
- **NUMBER OF PEOPLE GETTING SERVICES 18-65 HAS ALSO FALLEN BUT NOT BY SO MUCH**
- **BIGGEST REDUCTION IS IN SERVICES SUPPORTING PEOPLE TO LIVE AT HOME 30% REDUCTION SINCE 2009.**

- **ALL IN THE CONTEXT OF POTENTIALLY GREATER NEED FOR SERVICES**
- **MORE RATIONING. MORE CHARGES. MORE PATCHY. MORE OF A GAP BETWEEN SELF-FUNDED AND STATE FUNDED.**

THE KINGS FUND AND NUFFIELD TRUST

Richard Humphries Ruth Thorlby Holly Holder Patrick Hall Anna Charles

September 2016

PART ONE

THE BIG WAVE

FOR ADULTS AND CHILDREN'S SERVICES

MORE NEED, MORE DEMAND, MORE WORK, MORE CUTS



PART TWO

RIDING THE WAVE



PART TWO

REFLECTIONS ON BEING A SOCIAL WORKER AND RESILIENCE



REFLECTIONS ON RESILIENCE

- **RESILIENT ORGANISATIONS**
- **RESILIENT TEAMS**
- **RESILIENT WORKERS**

REFLECTIONS ON RESILIENCE

- **RESILIENT ORGANISATIONS**

- **RESILIENT TEAMS**

- **RESILIENT WORKERS**

REFLECTIONS ON RESILIENCE

RESILIENT ORGANISATIONS

- **CULTURE**
- **CAPACITY**
- **CONTEXT**

REFLECTIONS ON RESILIENCE

RESILIENT ORGANISATIONS
CULTURE

IS THE ORGANISATION

HOT?

REFLECTIONS ON RESILIENCE

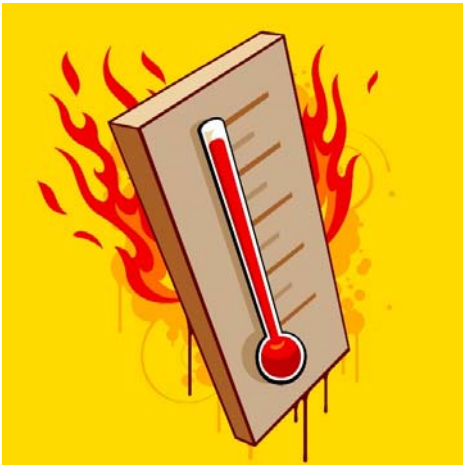
RESILIENT ORGANISATIONS

CULTURE

IS THE ORGANISATION

HOT?

BUT NOT OVERHEATED!



REFLECTIONS ON RESILIENCE

RESILIENT ORGANISATIONS

CULTURE

SO IS THE ORGANISATION

HOT?

REFLECTIONS ON RESILIENCE

RESILIENT ORGANISATIONS

CULTURE

**HONEST, OPEN AND TRUSTING
[AND TRUSTWORTHY]**



REFLECTIONS ON RESILIENCE

RESILIENT ORGANISATIONS

CULTURE

GRIP AND FOCUS



FOCUS
-ON-
WHAT
matters

REFLECTIONS ON RESILIENCE

RESILIENT ORGANISATIONS

CULTURE

**PRAISE AND CELEBRATION
MORE THAN BLAME AND SHAME**



REFLECTIONS ON RESILIENCE

RESILIENT ORGANISATIONS

CULTURE

CONTAINER NOT A CARRIER AND A CONDUIT OF CONTAMINATING STRESS

THIS



© Can Stock Photo - csp11383383

OR THIS



REFLECTIONS ON RESILIENCE
RESILIENT ORGANISATIONS

CAPACITY

**ENOUGH TO KEEP ON TOP OF THE WORK FLOW
AND NOT BE TOO BUSY!!!**



REFLECTIONS ON RESILIENCE
RESILIENT ORGANISATIONS
CAPACITY

STABILITY AND CONTINUITY



REFLECTIONS ON RESILIENCE

RESILIENT ORGANISATIONS

CAPACITY

EXPERIENCE AND EXPERTISE

COMPETENCE AND CONFIDENCE



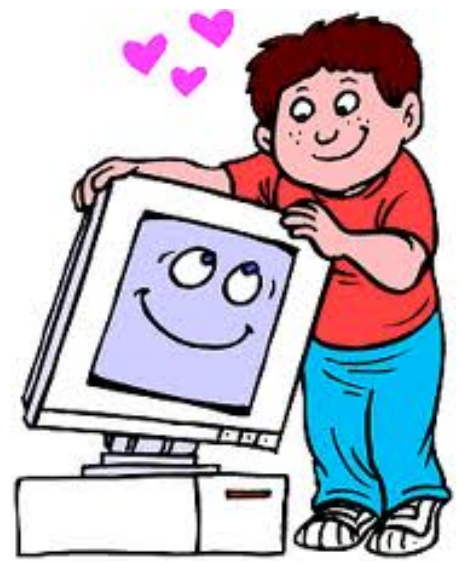
REFLECTIONS ON RESILIENCE
RESILIENT ORGANISATIONS
CAPACITY

SYSTEMS FOR PRACTICE
RATHER THAN
PRACTICE FOR SYSTEMS

A CATHARTIC COLLAGE!



gettyimages®



REFLECTIONS ON RESILIENCE

RESILIENT ORGANISATIONS

CONTEXT

- **BALANCE OF CORPORATE AND SERVICE FOCUS AND DRIVE?**
- **APPROPRIATELY INFORMED AND ACCOUNTABLE AND ASSISTING NOT DISRUPTIVE POLITICAL GOVERNANCE AND BEHAVIOUR**
- **NOT JUST YOUR ORGANISATION BUT YOUR PARTNERS**

REFLECTIONS ON RESILIENCE

- **RESILIENT ORGANISATIONS**

- **RESILIENT TEAMS**

- **RESILIENT WORKERS**

REFLECTIONS ON RESILIENCE

RESILIENT TEAMS

- **THE IMPORTANCE OF FRONT-LINE MANAGERS**
- **TEAM CULTURE**
- **STABILITY (AND BALANCE) AND SUPPORT THROUGHOUT THE TEAM**
- **SPACE AND CONTROL TO TAKE SOME OWNERSHIP AND DO SOME SHAPING**



REFLECTIONS ON RESILIENCE

RESILIENT TEAMS

AND AGAIN

CONTAINING NOT A CARRIER AND A CONDUIT OF CONTAMINATING STRESS

THIS



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OR THIS?



REFLECTIONS ON RESILIENCE RESILIENT TEAMS

REFLECTIVE SUPERVISION



AND SUPPORT



(AND CLARIFICATION AND CHALLENGE)

REFLECTIONS ON RESILIENCE

- **RESILIENT ORGANISATIONS**
- **RESILIENT TEAMS**
- **RESILIENT WORKERS**



REFLECTIONS ON RESILIENCE

RESILIENT WORKERS

- **FEELING VALUED**
- **A PART OF A SHARED ENTERPRISE**
- **SELF AND PROFESSIONAL ESTEEM**
- **ABLE TO BE OPEN**
- **ABLE TO OFF-LOAD**



REFLECTIONS ON RESILIENCE

RESILIENT WORKERS

- **BUILDING AND RETAINING AND REGAINING COMPETENCE AND CONFIDENCE**
- **HAVING SOME CONTROL AND AUTONOMY WITHIN A FRAMEWORK**
- **GIVEN SPACE WHEN GETTING OVERWHELMED**
- **NOT BEING AND FEELING ALONE AND ISOLATED**
- **PERSONAL MECHANISMS FOR COPING**



REFLECTIONS ON RESILIENCE
FOR US ALL (SERVICE USERS AND SERVICE GIVERS)

THE **BIG** MESSAGE

RELATIONSHIPS

**AND BUILDING AND MAINTAINING
FEELINGS OF VALUE AND COMPETENCE
HELP US TO BE RESILIENT**

ESSEX COUNTY COUNCIL
FEBRUARY 2018
AND WE CAN HELP EACH OTHER
TO BE RESILIENT
AND TO RIDE THE WAVE



THANK YOU
FOR ALL YOUR
CARE AND COMMITMENT

