

Partnership board steams ahead



Amanda Hatton
Director of Social Work Development,
Skills for Care

As reported in the last PQ Bulletin, the Department of Health (DH) and the Department for Children, Schools and Families (DCSF) have provided funding of £5.5m for a Social Work Development Partnership between the Children's Workforce Development Council (CWDC) and Skills for Care.

This funding complements other important programmes and initiatives in relation to social work that are being undertaken by each of the two partner organisations.

A small national partnership board has been formed to ensure work continues to be co-ordinated across services for children and adults.



Nasreen Hammond and Amanda Hatton outline how the new Social Work Development Partnership Board will benefit social care provision in London.

The funding will be used to maintain development of good quality practice placements, sufficient numbers of practice assessors and a continuing focus on the professional development (CPD) of social workers throughout their careers.

The independent chair of the board, Bridget Robb, Professional Officer (England) for the British Association of Social Workers (BASW), said: "This Board has a key role at this time when there are important reviews of social work education taking place, to focus on what is going on now – what is working well, what needs to be kept, and what needs to be changed now.

"We appreciate the hard work, commitment and time put in by so many people involved in social work education. We will focus with you on trying to make this a better partnership of interest – for students, employers and all involved in the delivery of all social work qualifications."

National and regional plans to improve and develop provision through the allocation of this money have now been agreed and are designed to achieve the following key objectives:

- To increase the supply and diversity of placements for social work students and to achieve a substantial improvement in the overall quality of practice placements so that all placements are reliably fit for purpose;
- To make sure there is an adequate supply of people who are equipped and available to supervise, support and assess work-based learning for students and qualified social workers;
- To ensure that employers are equipped and committed to providing the learning opportunities needed to support the social work degree and social worker CPD needs;
- To ensure that the needs of employers across statutory, private and third sectors are identified at local, regional and national levels, so that this can inform the growth and development of social work degree programmes and provision for social worker continuing professional development, including post qualifying (PQ) awards;

continued overleaf

Partnership board steams ahead

continued from front page

- Piloting and preparation for the implementation of LeaRNS (a national web based system to support practice learning and PQ) which will assist universities and employers to allocate student placements and track candidates on post qualification courses;
- Increase the participation of children and families and people who use services and carers in work based learning for social work students and qualified social workers.

We know that good quality practice education and continuing professional education build confidence and readiness to practice throughout the challenges of a career in social work and this helps improve outcomes for people who use services.

Employers who have good CPD practices also find they are an effective recruitment and retention tool, so everyone benefits.

Skills for Care London and the CWDC are leading a collaborative approach to achieving these objectives across adults and children's services and will continue to build on what has worked well and could be developed further to meet the needs of the region.

More information can be found at:
www.practicelearning.org.uk
 or email: swd@skillsforcare.org.uk

Leadership goes forward

Linda Christian, the General Social Care Council's regional inspector for London, provides an update on the Leadership and Management Awards for the social care sector.

The post-qualifying framework for social work education and training published by the General Social Care Council in February 2005 provided the opportunity for the GSCC to develop a leadership and management specialism not covered by the outgoing framework of awards.

Nationally, while agreed specialist awards in practice teaching, mental health and child care were developed, there existed no awards for leadership and management.

Leadership and management development for all levels of managers within social care and multi-disciplinary teams is currently taking place in both the children's and adult workforces. Allied professions are also developing strategies to ensure services are well and safely managed.

In 2005, Skills for Care – then TOPSS – developed a leadership and management strategy for all levels of manager, potentially including users of services who were in receipt of direct payments. The leadership and management specialism developed by the GSCC aims to support the SfC leadership and management strategy.

The specialism is based on the Management Charter Initiative (MCI) standards to ensure any award is able to fit alongside or build upon other leadership and management courses. It also offers the option of including other occupational standards relevant to managers in support roles, such as human resources or quality management.

It was hoped that existing management courses could be further developed to include the special aspects of leading and managing in social care which social care managers have often requested.

The 2005 GSCC PQ framework was for two Masters Level awards, based on the premise that registered social care managers – similar to allied professionals in health and education – are competent to study at the higher level.

The specialism would enable newly qualified social workers, who were not managers, and had consolidated their generic learning in a specialist practice setting to then be able to undertake an award at the specialist level, based on the user group they were working with.

Reconsidering the framework

Since the introduction of the specialism, universities and employers have requested that the GSCC reconsider its framework, and approve courses at the specialist level for a number of reasons, such as:

- New managers, especially first line managers, may need education and training at honours level, rather than Masters level;
- The lack of a specialist level award means there is a gap in CPD for managers;
- Many managers, who have CQSW, DipSW and other qualifications, may not have a first degree and may not feel confident to study at Masters level;
- Many first line managers may not be able to evidence their competence at a more strategic level as required by the Higher Specialist and Advanced level courses, as this is not part of their current role;
- Cost and market demand for specialist level courses.

In addition, SfC is reviewing its leadership and management strategy, and the CWDC is also reviewing how it will meet the development needs of its managers in this area.

Employer comments on leadership and management course development

The GSCC conducted a survey of 130 social care training managers at the 2007 Learn to Care conference to explore whether there was a need to develop a specialist level within the leadership and management specialism. Respondents, who also raised some interesting questions, were virtually unanimous in favour and the GSCC is currently exploring the possibility of developing a specialist level award. This would need approval by the GSCC Council, so no assumptions should be made about this until decisions are made.

“Respondents, who also raised some interesting questions, were virtually unanimous in favour”

Questions and Future Developments

- The possibility of a leadership and management award at specialist level is attractive to employers and there is currently a gap in provision at this level;
- There are regional variations in the availability of GSCC-approved leadership and management courses, which raises issues of access and how the gaps can be filled;
- How can links with existing leadership and management training be developed? Why are employers and existing courses at Masters level not exploring together the potential for courses?
- Allied professions, such as health and education, have well established leadership and management courses, with courses for managers of inter-professional services being actively developed. These would have an obvious link with the post-qualifying framework, and need to be promoted.

Challenges and Opportunities

What makes a good psychiatrist was among the many areas explored at the 2nd UK mental health CPD conference. Martin Webber reports on the day's activities.



Professor Dinesh Bhugra
President of the Royal College of Psychiatrists

This year has been one of challenges and opportunities for mental health social workers. The evolution of new ways of working; the implementation of the Mental Health Act 2007; and the continued negotiation of the place of social work within mental health services have provided practitioners with challenges to professional identity, but also presented opportunities for professional and personal development.

'Challenges and Opportunities' was the theme of the 2nd UK mental health social work continuing professional development conference on July 11. The conference was organised by the Institute of Psychiatry, King's College London, and the national collaborative research dissemination initiative, Making Research Count. The one-day event aimed to disseminate the latest research findings relevant to practitioners, and to stimulate discussion amongst delegates about mental health social work.

“Emotional intelligence and humanism make psychiatry unique”

The opening plenary provided the opportunity for the 180 delegates to explore future possibilities for social work. Don Brand, consultant to the Social Care Institute for Excellence, and Professor Nick Gould, from the University of Bath, gave keynote papers about the need to re-invent mental health social work and create new opportunities for the injection of social perspectives within mental health services. They initiated a discussion about the need to free social work of its bureaucratic constraints and set the tone for a lively and invigorating day.

The middle two sessions of the day were devoted to 10 parallel symposia, each containing three papers, on subjects as diverse as the role of social work in primary care, supported employment and perspectives on self-harm. Delegates were only able to choose two sessions to attend and many felt bewildered by the choice offered them. The learning from these papers will shortly be available on the Institute of Psychiatry website www.iop.kcl.ac.uk

In the closing plenary, delegates were provided with two engaging keynote papers from distinguished academics. Dr Craig Morgan, Senior Lecturer at the Institute of Psychiatry spoke about the findings of the AESOP (Aetiology and Ethnicity in Schizophrenia and Other Psychoses) study, a multi-centre epidemiological study of first episode psychosis in the UK. This study has found that early childhood separation from parents and adult social disadvantage, isolation and discrimination may be important risk factors for the development of psychosis in the African-Caribbean population.

Finally, Professor Dinesh Bhugra (pictured), President of the Royal College of Psychiatrists, spoke about what makes a good psychiatrist. The results of a web survey of social workers' views on this subject conducted prior to the conference were provided to Professor Bhugra, who integrated these insights into his paper. He argued that emotional intelligence and humanism make psychiatry unique, though he acknowledged that these qualities are shared by many mental health social workers.

For further information about this conference, or to be added to our mailing list for the 2009 conference, please contact: Martin Webber martin.webber@iop.kcl.ac.uk

Info Exchange Offers Valuable Networking

More than 40 employers, university representatives and other stakeholders attended the recent PQ Information Exchange. A number of key issues were raised and discussed including: connecting with the Third Sector, practice assessment for undergraduates and post graduate students; and issues around the payment for staff holding the PQ award. Bournemouth University is undertaking research into evidence-based practice and evaluating outcomes. (This will be reported on in the winter edition of the PQ Bulletin.)

Skills for Care London regional development officer, Bambi Maxwell, provided information about the developing national picture, and the Newly Qualified Social Workers project supported by the Children's Workforce Development Council was discussed. There was support during the discussion for considering a similar adults initiative.

Participants in the sub regional groups discussed where they felt the gaps were in terms of PQ and contributed their thoughts about what should be included in the Regional Plan. It was acknowledged that the PQ Information Exchange provides a valuable opportunity for networking and connecting, which people were keen to see developed. It was also felt that a rolling programme of PQ Information Workshops would be helpful.

The structure for the PQ Information Exchange, which is followed by meetings for practice learning co-ordinators and universities providing the social work degree and post qualifying awards, was endorsed by the meeting.

Future dates of PQ Information Exchange meetings in 2009:
21st January, 13th May and 16th September.

PQ Information Exchange

Co-chaired by:
Regional Planning Network Chair
Michael Williams (Barnardo's)
Bambi Maxwell
(Skills for Care London PQ Lead)

Attendees:
Local Authority PQ Leads, Higher Education Institutes, GSCC, CWDC, PVI Sector PQ Leads, Recruitment Agencies, CAFCASS

Lunch – Networking

Pan London Practice Learning
Co-ordinators Meeting

- Self-facilitated
- Rotating Chair
- Minuted.

Afternoon Break – Networking

HEI Meeting / GSCC / DoH /
SFC Lead / CWDC

- London Social Work Degree Providers
- HEI PQ Forum
- Advanced Award

- Self-facilitated
- Rotating Chair
- Minuted.

Putting people centre stage

Projects awarded £10,000 each by Skills for Care for initiatives involving people who use services are proving hugely successful. Following on from our report in the last PQ Bulletin we focus on projects being run by London South Bank University and London Metropolitan University.

Art-based approaches to involving people who use services in post-qualifying programmes are successfully raising self-esteem at London South Bank University. Trish Hafford-Letchfield, Wendy Couchman and Kate Leonard recap the highlights of the project.

Since 2007, a project led by people who use services (PWUS) at London South Bank University has been experimenting with art-based approaches to developing learning and teaching materials using opportunities afforded by the recent accreditation of post-qualifying awards.

A body of evidence has been developing that shows that crossing the boundaries of social sciences with the arts and humanities can help to communicate with the experiences of PWUS more powerfully.

This provides a mechanism to free those involved with care from traditional categories and refocuses the lenses through which we traditionally view the world.

The approach to partnership within the PQ PWUS and staff group has helped to share power through a process of negotiation and involvement in the developmental process that does not make us over-dependent on certain types of participation at the expense of others.

Consultation with people who use services on the education and development needs of managers and practice educators revealed a perceived remoteness of some professionals from day to day service users' experiences and highlighted the importance of encouraging interaction, reflection, engagement and commitment during learning.

Having developed a level of working rapport and trust within our small group of nine people – through creating art work, poems and short videos of ourselves at work – we have been constructing our own journey in considering opportunities for experiential learning.

Our mantra is 'if we are not prepared to have a go ourselves, how can we ask other learners to do it?' Besides generating an exciting and provocative range of learning materials, an equally important outcome has been the group journey and effort comprised of the many individuals within it.

Some members have said that participation in the project increased their self-esteem and self-image as we began to find out new things about ourselves and realise our creative abilities.



Actress Lieve from Third Thought at First Framework Older People's Theatre Project performs in the RUDE project exploring sexuality and intimacy in older people.

Our projects have included the use of folding artists' books to express our 'competing' and 'common' identities within the learning and teaching environment; and participation in a taught Balinese Gamelan music session at the London Symphony Orchestra Discovery Centre. The latter provides an experiential and alternative method of learning about teamwork and equality when approaching a new skill.

We have developed poetry writing sessions with students led by a user of mental health services; and used drama and film to explore the realities of older people's intimate relationships with Third Thought, Older Peoples Theatre Company.

In addition to initial funding from LSBU, we were amongst one of three projects which successfully bid for a £10,000 grant from Skills for Care London for projects which contribute towards consolidating or extending existing involvement of people who use services, and carers in the development, delivery and evaluation of PQ programmes.

“If we are not prepared to have a go ourselves, how can we ask other learners to do it?”

We have just undertaken a formal evaluation of the Gamelan project and commissioned a small film company to work with one of our service users with learning disabilities to make a film about personal relationships.

More recently we have run workshops on Digital Storytelling and have all increased our ICT skills as a result. All PWUS involved now have a personal development plan and many are going for accreditation of their skills and knowledge.

Steering towards success

Sinclair Coward explains the involvement of people who use services in the development of training resource packs.

Since May 2008 London Metropolitan University, together with members of its PWUS and carer network, have been busy developing learning materials for its post qualifying programmes.

This Skills for Care-funded project is aimed at producing two training resource packs that are designed, developed, delivered and evaluated by people who use services and carers.

The packs will be used with both practitioners and managers undertaking post-qualifying training. PWUS, and carers will liaise with employers and other organisations as well as academic staff to develop the materials that will help them to deliver learning sessions on PQ programmes.

The materials will identify core knowledge, skills and values needed to fully embed the principles of user and carer participation and empowerment for practitioners and managers.

The project is steered by an advisory group made up of PWUS and supported by university staff members. Its role is to monitor and evaluate progress, problem solve, and generally act as a critical friend.

Two members of this group, Angela Sweeney and Rosemary Walter – both past users of services, are responsible for the design of the materials together with a staff member.

An early decision by the group was to focus on three main themes for the training: the History of User and Carer Participation; Holistic Practice and Barriers to Participation. Through these topics PWUS and carers intend to challenge learners to look afresh at their practice and raise their game in relation to participation.

The project is due to report to Skills for Care at the end of October 2008 and will be delivered as part of London Met's PQ programmes early in 2009.



London Metropolitan University workshop on user involvement

The Steering Group:

Debbie Grainger – carer and member of London Met User and Carer Network

Bob Walsh – child and adult previous user of services, member of London Met Service User and Carer Network, and Project Management Consultant

Angela Sweeney – past user of services, and researcher

Rosemary Walters – previous user of services (children and young people), social worker and member of London Met Service User and Carer Network

Sophia Antiozzi – previous user of services

Sharon Lambley – Senior Lecturer London Metropolitan University and Convenor of PQ management pathway modules

Sinclair Coward – Senior Lecturer (CPD)

Useful Resources and Information

Update of the London PQ Programme Directory

The London PQ Directory is currently being revised. The second edition will be available on the Skills for Care London website from November 2008.

Issues around the Mental Capacity Act

The Mental Capacity Act 2005 came into effect in April 2007 in England providing a statutory framework to empower and protect vulnerable people who are not able to make their own decisions.

The provisions of the Act directly affect a great many people. The training of Approved Mental Health Professionals (AMHP), and Best Interest Assessors and the new role of Responsible Clinician have particular relevance for social work.

Further information on how the AMHP will be regulated and the implications or practice is available from: *"Specialist standards and requirements for post-qualifying social work education and training: Social work in mental health services"*

www.gsc.org.uk/NR/rdonlyres/A3103CAA-C5D0-41B2-966C-17D24108F788/0/GSCC_MH_LR.pdf

Impact of Recent Changes in Mental Health Law and their Implications for Workforce Development from: www.shirleyayresconsulting.com/post/2008/06/The-Mental-Capacity-Act-2005---Useful-Resources.aspx

Launch of New PQ Module for Direct Payment

A new post-qualifying module specific to direct payments is to be offered by London Metropolitan University from this autumn.

Self-Directed Support has been developed in conjunction with several London boroughs as an element of a specialist pathway, and includes in-house learning and development programmes for candidates.

Further information from s.coward@londonmet.ac.uk or www.londonmet.ac.uk

No Bursary Deadline

Social workers seeking financial help for the funding of their post-qualifying studies will be able to apply for a PQ Bursary at any time until next spring.

The Children's Workforce Development Council and Skills for Care have this month announced that the provisional November 7 deadline for applications for a PQ Bursary Award has been extended until March 2009 – or until the fund is exhausted.

Applications for the Autumn/Winter 2008 round of the award are now being considered for awards of up to £750 a year for up to three years towards the cost of a PQ course programme.

The joint award is available to independent, locum or freelance social worker candidates who:

- Do not have an employer or work on contracts of 12 hours or less;
- Are working for small voluntary or not-for-profit organisations with 50 or less registered social workers; or
- Use services and are formally supporting social work education.

NEWSFLASH: Revised criteria for PQ Bursaries

We have just had confirmation from the National Social Work Development team that the PQ bursary criteria has been extended to all voluntary or not-for-profit organisations. Please visit the Practice Learning website (details above) for further information.

Candidates must be resident (and have been) in the UK for the last three years and undertake the majority of their work in England. The award is available to those working towards either a GSCC-approved PQ Specialist Award in Social Work, the PQ Higher Specialist Award in Social Work, or the Advanced Award in Social Work. The PQ Bursary payments for successful candidates will be made directly to the programme provider. The award is not available to candidates who source their work via recruitment agencies.

All applicants, except people who use services, must provide a valid GSCC Social Care Register number and an acceptance letter from the university, in the case of tuition fees. Retrospective applications are welcomed from candidates whose studies commenced this academic year and from candidates with confirmed places for programmes beginning in the New Year.

Applicants must submit both an electronic and hard copy of the completed application form which is available from: [www.practicelearning.org.uk/Post_Qualification_\(PQ\)/default.html](http://www.practicelearning.org.uk/Post_Qualification_(PQ)/default.html)

All enquiries should be sent to: SWD@skillsforcare.org.uk

SUB-REGIONAL ROUND-UP:

News from SW London

Katie Law updates us on the use of the 2007 innovation fund to pilot an alternative means of preparing social workers for the assessment requirements of the Specialist Child Care Award.

The idea for this pilot came from members of the group responsible for delivering training for social workers and supporting candidates on post qualifying awards.

Aware that the boroughs involved commissioned a range of excellent training, some of which was delivered by university lecturers, members thought it logical to use these in-house courses to prepare candidates for the specialist award.

A group of six candidates signed up to undertake modules of this award via the "personalised in-house route".

While two candidates have since withdrawn, the others are making good progress with one recently commenting: "I have found the pilot a very innovative way of combining studying with work." Another stated: "I would recommend this route for anyone who is keen on an interesting and rewarding challenge in respect of professional growth."

"I have found the pilot a very innovative way of combining studying with work"

To date, two factors have emerged as key. Firstly, that the role of the mentor who provides individual support to the candidates is crucial. Secondly, boroughs will in future need to carefully consider the timing of courses in relation to assessment requirements in order to ensure candidates fully benefit.

Social workers are aware that "one solution rarely meets everyone's varied needs" and this is inevitably true of courses too. Attending a university course to complete the specialist award will be the best option for some social workers. However, our experience so far seems to indicate that this route could be a better option for experienced, organised workers who have previously undertaken independent study.



Another advantage is that the training can be selected to reflect the specialist roles of candidates in a more flexible way than university courses. For instance, those working with children with disabilities can choose to attend courses of particular relevance to this area of work.

The pilot is due to end in April 2009 and we will be evaluating it more fully then but the signs so far are positive. Further information about this pilot is available from Katie Law at katie.law@rbk.kingston.gov.uk

News from the NE London sub-region

The North East London group is currently evaluating the impact of undertaking post-qualifying awards. The evaluation has been earmarked as being among key areas for development and the group is keen to explore the quality and value of the courses from the perspective of their benefit to candidates' practice.

They also hope the evaluation will strengthen the case for employers to ensure that PQ study becomes an accepted part of a social worker's continuing professional development. This could include exploring whether PQ awards can be linked to salary progression, as currently exists in some organisations.

Another area for development is how people who use services are integrated into PQ processes. The sub-group is to consult with Pam Hutton, from Havering College, on her work in this area.

South Bank Celebrates 3rd Round Bid

London South Bank University – part of the south east sub-region – is celebrating being awarded a significant amount after successfully bidding for monies from the third round of Innovation Fund grants.

The funding will be used to pilot a post-qualifying Learning and Management pathway on Supervision, Assessment & Evaluation of Learning to be run as a work-based course.

The five-day programme began in September and is to include Action Learning sets.

Don't Keep it to Yourself!

The Sub-Regional Round-up is dedicated to helping employers, practitioners, people who use services and other stakeholders keep up to date with all the latest developments and happenings in the five sub-regions of London.

The PQ Bulletin has dedicated this section to enable the sharing of good practice and common interests.

Please email your latest news to SfC London regional development officer Bambi Maxwell at: bambi.maxwell@skillsforcare.org.uk
We're happy to share your good news and learning with everyone!

Post Qualifying RPN News

Following the establishment of the Social Work Development Partnership Board, the Post Qualifying Regional Planning Network (PQRPN) agreed that a high level strategy group including Directors of public and independent sector organisations was required to endorse and sign off the London regional plan.

The current PQRPN membership will be incorporated into the new group. The Board also agreed to include a focus on Practice Learning within the PQ Bulletin and this will be reflected in the next edition.

The next meeting of the RPN takes place on January 13.

Your Regional Representatives

Sub-Regional Co-ordinators (SRCs) are working alongside PQ Leads in the five sub-regions of London to ensure that all social care stakeholders are aware of new developments affecting care provision in the capital. This vital role includes:

- having an awareness of the types of PQ programmes being developed;
- being aware of all post-qualifying activity on a pan-London and national level;

- participating in the PQ Information Exchanges;
- attending Regional Planning Network (RPN) meetings;
- supporting their Sub-Regional PQ lead; and
- liaising with Skills for Care London Regional Development Officer, Bambie Maxwell.



North West

Brent, Ealing, Hammersmith & Fulham, Harrow, Hillingdon, Hounslow, Kensington & Chelsea, City of Westminster

PQ Lead: Anna Dias

Tel: 020 8937 6194

Email: anna.dias@brent.gov.uk

Sub-Regional Co-ordinator (SRC):

Sandeep Birk

Tel: 07875 470969

Email: sandeep.birk@skillsforcare.org.uk

North Central

Barnet, Camden, Enfield, Haringey, Islington

PQ Lead: Heidi Rossetter

Tel: 020 7527 8887

Email: heidi.rossetter@islington.gov.uk

SRC: Cheryl Gregory

Tel: 07969 749642

Email: cheryl.gregory@skillsforcare.org.uk

North East

Barking & Dagenham, City of London, Hackney, Havering, Newham, Waltham Forest, Redbridge, Tower Hamlets

PQ Lead: Jan Hill

Tel: 020 7364 2325

Email: jan.hill@towerhamlets.gov.uk

SRC: Cheryl Gregory

Tel: 07969 749642

Email: cheryl.gregory@skillsforcare.org.uk

South East

Bexley, Bromley, Greenwich, Lambeth, Lewisham, Southwark

PQ Lead: Teresa Gray

Tel: 020 8854 2226 – extn 211

Email: Teresa.gray@greenwich.gov.uk

SRC: Dupe Pennant

Tel: 07973 213938

Email: dupe.pennant@skillsforcare.org.uk

South West

Croydon, Kingston, Merton, Richmond, Sutton, Wandsworth

PQ Lead: Katie Law

Tel: 020 8547 5848

Email: katie.law@rbk.kingston.gov.uk

Regional Planning Network Board

The next meeting of the network is due to take place on **13th January 2009**.

The London Post-Qualifying Regional Planning Network comprises statutory and independent employers, higher education institutions and representatives from key organisations including the Children's Workforce Development Council (CWDC) and the General Social Care Council (GSCC).

RPN board members

- Michael Williams** • Barnardo's (chair)
- Ben Arnold** • Amicus Recruit (co-vice chair)
- Anna Dias** • LB Brent (NW PQ rep) (co-vice chair)
- Stephen Fox** • London Metropolitan University
- Linda Christian** • General Social Care Council
- Marcia Daigo-Daley** • CWDC
- Teresa Gray** • LB Greenwich (SE PQ rep)

- Jan Hill** • LB Tower Hamlets (NE PQ rep)
- Katie Law** • RB Kingston (SW PQ rep)
- Bambie Maxwell** • Skills for Care London
- Heidi Rossetter** • LB Islington (NC PQ rep)
- Martin Webber** • Institute of Psychiatry Kings College London & Advanced Practice Social Work Network