

Your Post Qualifying and Practice Learning Co-Ordinators

London has five sub-regions and your first point of contact is the PQ and Practice Learning Placement Co-Ordinator.



- South East
- South West
- North West
- North East
- North Central

Regional Planning Network Board

Michael Williams • Barnardo's (chair)
Ben Arnold • Amicus Recruit (co-vice chair)
Anna Dias • LB Brent (NW PQ rep) (co-vice chair)
Linda Christian • General Social Care Council
Marcia Daigo-Daley • CWDC
Stephen Fox • London Metropolitan University
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 & Advanced Practice Social Work Network

North West covering Brent, Ealing, Hammersmith and Fulham, Harrow, Hillingdon, Hounslow, Kensington and Chelsea and Westminster

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North Central covering Barnet, Camden, Enfield, Haringey and Islington

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South West covering Croydon, Kingston, Merton, Richmond, Sutton and Wandsworth

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2009 Promises Real Progress

Bambie Maxwell regional development officer for Skills for Care London reports on plans for the coming year.

Firstly, as this is the first Bulletin for the year, I would like to thank everyone for contributing in their individual ways to progressing the social work agenda across London last year.

This collaborative approach amongst employers, universities the sector skills councils – the Children's Workforce Development Council (CWDC), Skills for Care (SfC) and the General Social Care Council (GSCC) – assists in improving the quality of social work and the sharing of best and innovative practice across London in relation to social work.

There are a number of new developments for 2009. Following the last pan-London PQ Information forum, it was agreed to have a quarterly meeting where all the key stakeholders can discuss and take forward all social work related issues.

The format of the day will be as follows:

Morning: PQ Information Exchange attended by employers, universities and Skills for Care, CWDC, GSCC followed by lunch and an opportunity to network.

Afternoon: Two meetings - the Pan London Practice Learning Co-Ordinators meeting and alongside that; a meeting for all the universities to discuss general issues related to the degree, PQ and Advanced award.

The university meeting will have a general business section followed by a sub groups meeting (degree, PQ and Advanced Award) where necessary.

Also the national Social Work Development Partnership Board, set up to ensure co-ordinated work across services for children and adults, issued guidance for the development of a regional strategy group to oversee the regional social work development plan.

The existing PQ Regional Planning Network Board agreed to expand its remit to include all social work related matters and therefore will still have a role in endorsing PQ programmes. However it will also have the role of signing off the regional plan which covers all the objectives set out by the Partnership Board, such as increasing the numbers of practice learning opportunities for social work students on the degree.



Bambie Maxwell, Regional Development Officer, Skills for Care London



John Nawrockyi, Director Adult Services for Greenwich and newly co-opted member of the Social Work Partnership Board

It was agreed to approach two local authority Directors - one each from Adult and Children's services to be co-opted onto the London Regional PQ/PL Board. I am delighted to report they are **Andrew Christie**, Director Children's Services for Hammersmith and Fulham; and **John Nawrockyi** (pictured), Director Adult Services for Greenwich.

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2009 Promises Real Progress

continued from front page

Andrew leads for the Association of London Directors of Children's Services (ALDCS) on workforce issues and John is one of the adult directors leading for the Greater London Association of Directors of Adult Social Services (GLADASS) on workforce issues.

I am really delighted that we have two committed Directors who have a particular interest in workforce issues.

As a result of these changes this Bulletin will expand to cover all social work related issues across London and we would welcome contributions from stakeholders or notification of particular matters that you would like to see included.

As a first step, I am very pleased to announce that we will shortly be presenting the findings of the work undertaken by **Professor Stephen Briggs** of Tavistock Clinic, and Portman NHS Foundation Trust on statutory placement learning opportunities in the London region.

“The collaborative approach... assists in improving the quality of social work.”

The research will be presented at a Search conference in London on March 25th and the findings will be available on the Skills For Care website following the conference. The conference will be chaired by Bridget Robb, chair of the Social Work Development Partnership Board. The conference will seek to:

- present the research findings and explore the implications of the findings for all involved in practice learning;
- address the recognised tensions and difficulties in the system of providing statutory learning opportunities across London;
- give participants an opportunity, through small group work, to interact and understand more fully the challenges in the present system, and;
- explore ways forward which will address these challenges and suggest ways to influence future direction.

Participants will be invited from across all the constituent groups involved in practice learning in London. These groups include the National Social Work Development Partnership Board, the sector skills council at both national and regional level (CWDC and SfC) and the General Social Care Council.

This will also include Higher Education Institution representatives (programme heads and placement Co-Ordinators), local authority directors, learning and development managers and practice learning Co-Ordinators and students, practice assessors and people who use services.

We anticipate a very exciting day. However more importantly, a day which will move the agenda on across London in terms of addressing the challenges of quality practice learning opportunities in the statutory sector.

Thank you for continuing to engage and be involved in this important work and I look forward to seeing you at the next PQ Information Exchange on the March 11.

[Read more on the SWDPB board on page 9](#)

Benefits of PQ Advanced Awards for Employers

The benefits to employers of post-qualifying (PQ) advanced awards in social work are often less apparent than they are to the individual practitioners undertaking them, says Martin Webber.

A recent survey undertaken as part of a marketing project for a PQ advanced award programme in London indicates the clear benefits to employers of supporting their skilled and experienced social workers to undertake these programmes. Three key themes emerged from this project.

Firstly, practitioners undertaking advanced awards develop an increased confidence and ability to undertake complex casework, supervise junior colleagues and students and lead others.

Above all, practitioners develop the knowledge and skills to provide professional leadership within their agencies. This includes making decisions in complex and demanding cases and taking responsibility for them. Recent tragedies highlighted by the media, including the death of “Baby P”, suggest that professional leadership in social work needs strengthening.



Martin Webber, Programme Leader, MSc in Mental Health Social Work with Children and Adults Institute of Psychiatry, Kings College London

Secondly, practitioners studying advanced awards that include a research component produce original research findings that are of direct benefit for the employer.

Practitioners have influenced social work policy and practice in their agencies and beyond by disseminating a précis of their findings, leading training courses or publishing their findings in peer-reviewed journals.

“...the death of Baby P suggests that professional leadership in social work needs strengthening”

Advanced awards make a contribution to the evidence base for social work and they help practitioners to become more research-minded. As services are increasingly being configured according to ‘what works’, it is becoming more important to have practitioners who are skilled at evaluating the evidence base and sharing this with colleagues.

Finally, a ‘trickle-down’ effect is apparent from the PQ advanced awards. Practitioners consistently report that they share their learning with colleagues and their teams have subsequently become repositories of expertise within their agencies.

Through informal consultation and formal training opportunities these practitioners support the professional development of colleagues and lead practice innovations within their agencies. Practitioners with PQ advanced awards are not only the professional leaders of tomorrow: they are at the forefront of leading their profession today.

Draft standards to strengthen Enabling Others module

New proposals to strengthen learning outcomes and standards for post qualifying practice education are in the pipeline, writes Marcia White.

New levels of practice education standards are being proposed by a working group representing key stakeholders in social care.

The draft standards are aimed at addressing concerns that the requirements of the Enabling Others (EO) module – a mandatory element of all post qualifying awards – do not fully enable candidates to meet the diverse learning needs and skills of current social work degree students.

Now a national group - made up of the Children's Workforce Development Council (CWDC), Skills for Care (SfC), the General Social Care Council (GSCC), and the National Organisation for Practice Teaching (NOPT) – are to consult on new standards which would ensure consistency in how practice education was applied in the workplace.

The EO module – which can be taken in as little as five day long sessions - was introduced as part of the revised post-qualifying framework following the creation of the three-year social work degree.

The module was aimed at enabling new PQ award holders “to teach and assess the practice of student social workers and mentor and support students or colleagues”.

Many had hoped the move would go some way to addressing the shortage of practice placements for social work degree students by creating a skilled workforce competent to supervise those in training.

Under the former Diploma in Social Work (DipSW) the recommendation was that placements were only assessed by experienced social workers who held a Practice Teaching Award, upon completion of a more detailed course taking on average 12 to 18 months to complete.

With the new degree attracting younger people to the profession, the EO module, in theory, could see social workers with little practice experience or life knowledge being qualified to “teach, assess and supervise” other practitioners and students.

The draft standards aim to: improve quality; ensure consistency; be achievable within an agreed timeframe; be sufficiently flexible; and fit with other developments and initiatives including the Quality Assurance for Practice Learning (QAPL) framework and LeaRNS. The intention is to allow employers to negotiate a range of pathways to enable an increased number of practitioners to meet the standards and also limit the cost.

Two levels of practice educators are being proposed which would see candidates meeting core requirements for each level including providing evidence of continuing professional development as a practice educator at regular intervals; direct observation of their supervision; and evidence from supporting students on a placement of at least 70 days.

Dionne Collins, Skills for Care PQ and Placement Co-Ordinator for North West London, explained that there was a need for more in depth thinking around Enabling Others following concerns that for some practitioners it did not fully meet the range of complexities that can be experienced in a 100 day placement.

“It's not that Enabling Others isn't fit for purpose but we need to have training that can skill people to prepare students for present day practice ” said Collins.

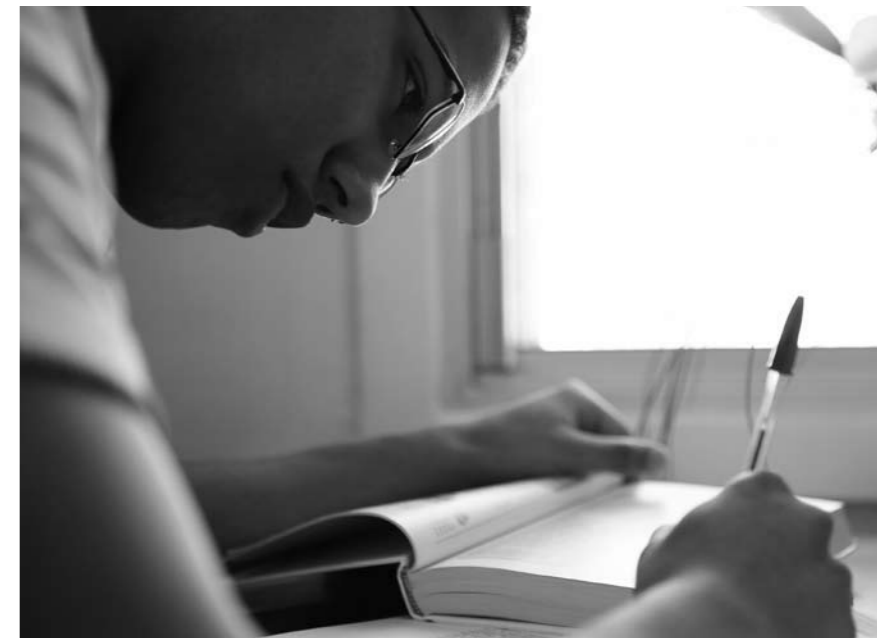
“The enhancements to Enabling Others will hopefully produce a better range of skills and learning needs for the future.”

Clare Watson, who represented the GSCC on the working group which drafted the standards and leads on PQ matters for the council, emphasised that the EO module was never intended to replace the Practice Teaching Award. There is a practice education pathway, within the PQ framework which can still be attained at higher specialist or advanced level.

However, she said, “There is a commitment to looking at these standards but also realising that employers will need to be convinced about them.”

“The enhancements to Enabling Others will hopefully produce a better range of skills and learning needs for the future.”

Dionne Collins



“EO is being used in different ways, some modules are longer and more comprehensive than others but they are being used slightly differently. The aim is to apply a common understanding of the standards.”

The proposals need to undergo a consultation period during which the views of employers, universities and other stakeholders will be sought. As yet there is no timeframe for introducing the standards if approved.

“No one wants to raise expectations or concerns prior to a consultation process because any standards would have a financial implication for employers,” said Watson.

However Cheryl Wall, from the national social work development team, moved to reassure employers that some financial support will be available. “We are looking to use some existing funding [from the £5.5 million funding provided by the Department of Health and Department of Children, Schools and Families] that we have through the Social Work Development Partnership Board to raise practice educator standards,” said Wall.

“We can give money to employers so that they can support social workers on an enhanced practice education programme linked to EO and we are looking to do this fairly quickly.”

Practice Learning Receives Warm Reception in South London

Helen Moss, Practice Learning Co-Ordinator, South East London sub Region, Skills for Care reports on efforts to promote the benefits of becoming involved in practice learning, to social care staff and employers.

Over the last 14 months we have increased the number of practice learning opportunities available in the private, voluntary and independent sectors significantly, identifying more than 50 new placements.

We recognise, however, that new placements require support. Having a social work student based in your agency can be enormously rewarding but it is also often a steep learning curve for all involved.

Last year, our project ran regular workshops for organisations who wanted to become involved in practice learning. We decided to start this year with a larger, practice learning event, to promote practice learning opportunities for social work students in PVI organisations.

We attracted about 40 delegates from a broad range of social care organisations based in South East and South West London who had either started working with a social work student, are waiting for their student to arrive, or who are interested in becoming involved.

Delegates heard from a range of speakers from both local universities and organisations already supporting social work students. Dale Van Gran, lecturer at Kingston University, presented an overview of her recent research into the experiences of students who had had a placement in a PVI organisation and the views of practice educators working with them.

“It was refreshing to see so many representatives from universities, who were investing in the learning and development of the current social work training.”

Alix Walton, lecturer from Royal Holloway University, also shared key findings from the recent evaluation of the social work degree, with particular emphasis on relevant issues for PVI organisations.

In addition, David Best, executive officer for AIMHS (Advisors in Mental Health Services) gave an overview of their work with social work students, including presentations from advisor John Owens; practice assessor Marjorie Francis; and student Cecilyn Williams.

The event concluded with the launch, by North East London Practice Learning Co-Ordinator, Ali Rusbridge, of the free publication ‘*Practice Learning in the Voluntary sector – a guide for voluntary sector practice assessors*’.

“Very Informative, very useful, greatly valued and overjoyed to have attended such an interesting and useful event.”

Participants said that this event raised the status and profile of the contribution made by the PVI sector to practice learning and provided us all with a greater understanding of the potential and value of the learning that is happening in the PVI sector.

Comments from delegates confirmed the event’s success: “It was refreshing to see so many representatives from universities, statutory and PVI organisations who were investing in the learning and development of the current social work training,” said one.

Another added: “Very Informative, very useful, greatly valued and overjoyed to have attended such an interesting and useful event.”

- *Practice Learning in the Voluntary Sector – a guide for voluntary sector practice assessors* is available from Skills for Care. Please contact your sub Regional Practice Learning Co-Ordinator if you would like to receive a free copy of this publication.

Helen Moss, Practice Learning Co-Ordinator, South East London sub Region, Skills for Care

RPN and Information Exchange Meetings

- Employers, university leads, social work practitioners, service users, carers and other social care stakeholders can share good practice and discuss the latest post qualifying innovations benefiting the sector at the next PQ Information Exchange to take place on **March 11th at the Marriott Hotel in Kensington.**
- Meanwhile the London Post Qualifying Regional Planning Network is due to meet on **February 24 at Skills for Care offices in Charles House, Kensington.** The network comprises statutory and independent sector employers, representatives of higher education institutions and from key national social care organisations including the Children’s Workforce Development Council (CWDC), and the General Social Care Council (GSCC).

New one-stop Practice Learning CD-Rom

The latest computer technologies are being harnessed to promote practice learning across London.

A new CD Rom – also available as a USB stick – containing discussion documents, tools, templates and resources has been produced as a free resource for all those interested in developing the range, quantity and quality of practice learning for social work students across the London region.

This reference resource has been jointly developed by Skills for Care London and the Children's Workforce Development Council.

It will be particularly useful for practice learning Co-Ordinators and team leaders in the statutory sector to assist them in developing statutory placements, increasing the number of practice learning opportunities, encouraging more social workers to undertake practice education courses and ensuring quality placements.



Ali Rusbridge, North East London PQ & practice learning placement Co-Ordinator

The CD Rom includes a number of discussion documents, tools, templates and resources. It aims to be a handy 'all in one place' reference.

It provides:

- background information;
- ideas for the development of local strategies/action plans;
- templates and examples of materials which can be adapted;
- a range of useful resources and contact details with e-mail links to PQ and practice learning (PL) leads in each borough and sub region and universities offering practice education courses.

The CD-Rom is easy to navigate around and the content is organised under the following headings which reflect the practice learning priorities of the new Social Work Development Partnership.

- Developing placements in statutory settings
- Increasing practice learning opportunities
- Ensuring quality placements
- Developing staff as practice assessors
- LeaRNS
- Resources
- Contacts

Those using this first version of the CD Rom are being asked to send feedback (using a form embedded in the resource) so it can be updated again by April 2009.

The *Practice Learning CD Rom: developing and supporting statutory placements for social work students* is available via the Skills for Care sub regional Practice Learning Co-Ordinators. Copies will also be downloadable from the Skills for Care website in the near future.

Partnership board reviews PQ and PL progress



Nareen Hammond, national lead in London for the Social Work Development Partnership Board

The Social Work Development Partnership Board is to meet again this month (February) to receive reports on how the funding for the development of social work education through practice learning and post qualifying training has been used by regional stakeholders.

The feedback will help inform future plans in both children's and adults services for the provision of practice learning opportunities for social work students, ensuring sufficient numbers of trained practice educators and support for social workers to engage in continuing professional development.

In the meantime work has also been continuing to promote and share learning from past projects and five short publications will soon be available at the Social Work Development Website www.practicelearning.org.uk

The reports cover:

- feedback from the three regional workshops held in the autumn which explored the definition and development of future provision of statutory placements;
- research on key success factors and practical steps taken in national and regional statutory, private, voluntary and independent sector organisations that have developed and sustained their practice learning opportunities over time;
- also available is a pack containing the published version of the Quality Assurance in Practice Learning (QAPL) benchmark statement and linked guidance/questionnaires and a memory stick which also incorporates the data collection tool.

The social work development partnership continues to work with key partners such as the General Social Care Council (GSCC) so that the views and concerns of employers and practitioners are fed into developments taking place in social work at a national level.

Plans to support newly qualified social workers in adult services are being made. Employers who would like to express an interest should email swd@skillsforcare.org.uk

E-Learning Pilot Meets Mixed Results

A pilot scheme to introduce an electronic portfolio for the PQ Consolidation Module has met with mixed results, in the latest of the PQ Bulletin reports on Innovation Fund projects.

Kingston University, North West and South West London Skills for Care sub regions collaborated with VIS Communications Ltd – which had previously worked on SfC projects in the Midlands – to run the pilot under the SfC PQ Innovation Fund in January 2008.

The aim was to:

- develop and pilot an e-portfolio, which, if successful, could be shared with other universities across London; and
- to promote line managers' engagement in PQ studies, by enabling them to access and track their staff member's progress on the portfolio and requiring them to contribute to the assessment of their work.

Kingston University's service users and carers advisory group was represented on the project steering group.

Ten social workers were recruited from both adults and children's services in the statutory and voluntary sectors to undertake the e-portfolio pilot along with two mentors. "An initial introductory training day held in September noted that students quickly learned how to use the system. Students worked on completing their portfolio during the autumn."

Mentors were able to keep track of all their students at a glance, noting that students still preferred to email drafts, only entering material into the portfolio following feedback.

Nine of the ten students submitted their work by e-portfolio in January - one student transferred to the standard PQ consolidation route. It was not clear how much managers had tracked their staff member's progress through the award.

External examiners were able to sample the whole set and while they had not worked on e-portfolios before, commented that the system seemed easy to use however it took some time to navigate between screens.

The outcomes for students were similar to those submitting via conventional portfolios, with some students producing excellent work, some in the mid range of marks, and others still having some work to do in order to meet the requirements of the module.

One disappointment is that software company involved in the project is currently experiencing financial difficulties, as a result students commented that the help desk provided by the company was not always staffed.

"Students quickly learned how to use the system."



Other feedback has been offered which would be useful in order to develop the e-portfolio. However, given the difficulties facing the software developer, it is not possible to take this pilot further at present. Plans to offer the e-portfolio to other London universities have been currently put on hold.

Our conclusions are that the e-portfolio has been a limited success. E-portfolios may not be suitable for everyone but for those who prefer a flexible learning style and are comfortable with using technology they offer real advantages.

Systems to meet regional workforce development need to support the completion of the PQ module but also to explore, through a pilot system, the potential for electronic data collection and the involvement of people who use services and their carers to contribute to evidence collation and assessment.

Jane Lindsay, MA Programme Lead Kingston University and Dionne Collins North West London Skills for Care/CWDC PQ & Placement Officer.

"E-portfolios may not be suitable for everyone but support those who prefer a flexible learning style and are comfortable with using technology."

PQ Seminars for Managers

A series of seminars starting this month, offer social care managers across London a unique opportunity to explore the benefits of supporting staff to undertake a Post Qualifying award.

Supporting Best Practice through the Post Qualifying Awards – a series of PQ Information Seminars for managers across London – is being jointly organised by Skills for Care London and the Children's Workforce Development Council (CWDC).

The information seminars aim to ensure social care organisations have a clear understanding of how the Post Qualifying Framework links with workforce development.

The events – which will also feature contributions from universities on the impact of PQ on workforce reform – are being facilitated by Shirley Ayres, strategic development consultant, publisher of *Be Inspired* an online resource for social work and formerly Chief Officer GLPQ.

Managers will find out how a Post Qualifying award:

- Develops and enhances social work values, knowledge and skills
- Broadens knowledge of social policy and legislation
- Increases the use of evidence based practice
- Encourages more effective networking and collaboration with colleagues from different backgrounds
- Enhances the sharing of knowledge and skills within teams
- Confirms the status of the consultant social worker



Shirley Ayres, PQ seminar facilitator

All attendees will receive a copy of the new Skills for Care London and CWDC publication *"Making Sense of the Post Qualifying Awards – A Brief Guide for Employers"*.

Places are limited. Contact your sub regional Post Qualifying/Practice Learning Co-Ordinator for a booking form and further information.

North West Sub Regional Seminar:
25th February 9.45am – 2pm (including lunch);
Hammersmith Town Hall.
Contact Dionne Collins on 0208 753 4106 or Dionne.Collins@lbhf.gov.uk

South East Sub Regional Seminar:
26th February 9.45am – 2pm (including lunch);
London South Bank University.
Contact Helen Moss on 020 7525 1585 or helen.moss@southwark.gov.uk

North East Sub Regional Seminar:
2nd March 9.45am – 1pm;
Mulberry Place Town Hall.
Contact Ali Rusbridge on 0207 364 5035/2312 or ali.rusbridge@towerhamlets.gov.uk

North Central Sub Regional Seminar:
4th March 2 – 5pm;
The Resource Centre,
Holloway Road.
Contact Juliet Hammond on 0207 364 5035 or juliet.hammond@towerhamlets.gov.uk

South West Sub Regional Seminar:
6th March 9.45am – 1pm;
Croydon Town Hall.
Contact PJ McCarthy on 07826 892 099 or pjmlearning@live.co.uk

Useful Resources

London PQ Programmes Directory for 2008/9 now available
Skills for Care London and the Children's Workforce Development Council have updated the directory of Post Qualifying programmes that will be running in the region during 2008/9

The PQ Directory can be downloaded from:
[http://london.skillsforcare.org.uk/developing_skills/Post_Qualifying_Social_Work/Post_Qualifying_Social_Work_\(PQ\).aspx](http://london.skillsforcare.org.uk/developing_skills/Post_Qualifying_Social_Work/Post_Qualifying_Social_Work_(PQ).aspx)

SUB-REGIONAL ROUND-UP: North East Region

Practice Learning & PQ seminars

Voluntary sector stakeholders, managers and senior practitioners are being offered a unique opportunity to better understand the benefits of practice learning and post qualifying courses through two forthcoming events to take place in north east London this spring:

Thursday February 26, 10am – 1pm: *Launch of Practice Learning in the Voluntary Sector Guide.* A Practice Learning event for NE London private, voluntary and independent sector organisations. This special launch event will also explore how to enable students to value and understand the practice learning opportunities within non statutory organisations and share good practice.

Monday March 2, 9.45am – 1pm: *Supporting Best Practice through the Post Qualifying Awards.* A PQ seminar for managers and senior practitioners aimed at providing managers with evidence from research about the benefits of staff undertaking post qualifying awards. (See article on pages 6-7)

Discussions are also being held with each borough about possible strategies to increase the number of statutory practice learning opportunities.

New Student Units to Come on Stream

Three models of student units are being developed with the support of Skills for Care London/CWDC funding. The learning from these models will be disseminated widely:

Havering Extended Schools Service - is developing a schools student unit with eight participating schools taking social work students;

Tower Hamlets Extended Schools are trialling a unit in line with their developing locality model where a social worker in each locality will work across Primary and Secondary Schools and Children's Centres;

The University of East London is developing a student unit model where students are based in the university social work research unit but working with statutory partners on allocated social work tasks.

New Practice Learning Guide

Residential and social care agencies will soon be able to benefit from a new practice learning guide aimed at improving the skills and competencies of their workforce.

'Providing practice learning opportunities for social work students - a guide for residential/ social care agencies' is being produced as an addition to the practice learning resources already developed in this region. More information will be published in the spring edition of the PQ Bulletin.

Further information on any of these initiatives is available from **Ali Rusbridge, NE London Practice Learning Co-Ordinator**
Tel: 0207 364 5035/2312 or ali.rusbridge@towerhamlets.gov.uk

North Central Region

Events

Wednesday March 4, 2 – 5pm: *Best Practice through the Post Qualifying Awards.* A PQ seminar for managers and senior practitioners aimed at providing managers with evidence from research about the benefits of staff undertaking post qualifying awards. (See article on pages 6–7)

Thursday April 23: Practice Learning conference. The event is aimed at everyone involved in Practice Learning in North Central London including students, practice assessors, practice learning Co-Ordinators and managers in statutory teams as well as private and voluntary organisations. The conference will include keynote speakers and workshops.

Student Unit

The project has supported Fresh Start – the NSPCC centre for action on child sexual abuse – to develop a student unit centre of excellence for practice learning. Fresh Start is made up of several teams including:

- National Child Assessment and Treatment Service (NCATS),
- National Child Trafficking Advice and Information Line (CTAIL),
- Independent Enquiry and Assessment Centre (IEAS),
- Research and Policy, and
- Library Information Services

It also has close links with Child Exploitation and Online Protection Centres (CEOPS). Four students will be undertaking their practice learning placement based at NSPCC Camden.

For further information contact the PQ/PL Co-Ordinator for North Central London: **Juliet Hammond** on 020 7364 5035 or juliet.hammond@towerhamlets.gov.uk

Spread the Word!

If you know of any practitioners, universities representatives, employers or any other social care stakeholder who would like to receive the PQ/PL Bulletin and be included on the mailing list for PQ Events please contact Edith Ifekwuna at Skills for Care on edith.ifekwuna@skillsforcare.org.uk