

A Case Study in Sustainability?

National Teaching Partnership Conference

14 November 2019

Liverpool

NOTTINGHAM
TRENT UNIVERSITY


Derby City Council


UNIVERSITY OF
DERBY

Nottinghamshire Healthcare 
NHS Foundation Trust

 Nottinghamshire
County Council


Getting Heard, Getting Involved


The University of
Nottingham

MAKING *wave.*
challenging ideas about business


opening doors to homeless and vulnerable people

 DERBYSHIRE
County Council

 Nottingham
City Council

What am I
going to
cover?

- Introduction
- The D2N2 Social work Teaching Partnership
- An Evolution
- Developing a sustainability plan
- Any Lessons?
- Planning for a sustainable future
- Mapping against your area – Context is everything
- What is likely to work?

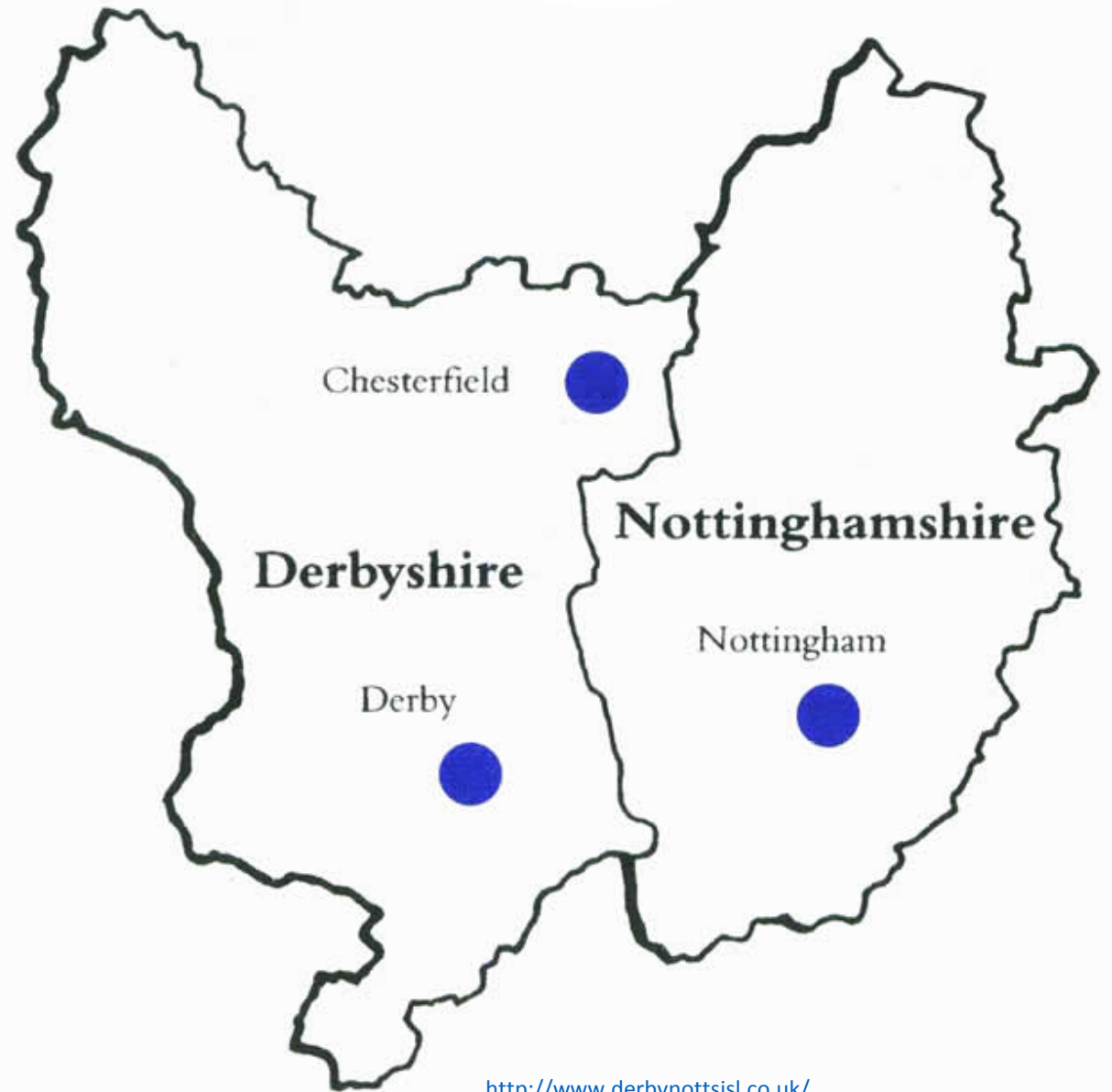
Introduction

Chris Durkin

Project Manager D2N2 (p/t)

Principal Lecturer in Social Work
Nottingham Trent University (p/t)

D2N2 Region



<http://www.derbynottsjsl.co.uk/>

The Current D2N2 Teaching Partnership

Nottinghamshire
County Council

Nottingham City
Council

Derbyshire
County Council

Derby City
Council

Nottinghamshire
Healthcare NHS
Trust

University
of Nottingham

Nottingham
Trent University

University of
Derby

Framework
Housing
Association

Making Waves

SEA





Achievements - Employment

- Reduced overall proportion of agency workers across the partnership
- Proportion of former students who are now choosing to work for one of our partnership agencies is now 78%.
- Launched a Return to Social Work Programme

Achievements –Relationships

- 3 Universities now frequently work together to deliver training programmes for practitioners and collaborate on course development.
- An increased willingness to standardise our approaches to matters such as the ASYE programme and placements.
- Local Delivery Partner for the Practice Supervisor Development Programme with Research in Practice.

Achievements –Student Placements

- Increased number of trained PEs by 94% since May 2016
-an increase of 110 PE1s and 58 PE2s
- Introduced and embedded QAMP
- Design and developed a PDP, and PLS.
- Developed a significant offer of training programmes for PEs
- Placements, integral part of workforce development and retention.

Achievements –Practitioners

- Put on conferences and CPD events
- Partnership website and Social media presence
- Delivered four podcasts on the KSS and PCF
- Developed a virtual Health & Wellbeing Hub
- The hubs

Achievements –Teaching

- Enabled more practitioners to become involved in Teaching/Training activities through the creation of the Talent Pool.
- Allows agencies more control over which practitioners become involved in teaching
- Allows more practitioners to develop these skills.
- Central contact point for practitioners interested in being involved
- Trained 21 practitioners in teaching and presentation skills.

Achievements –Research

- Research looking at resilience in the workforce
- Potential for the research to develop further supported by the three Universities.
- Research Champions who will provide a conduit between the Universities, students and practice.

Options Appraisal

- North East teaching partnership- importance of the project team saying “...that this team have had a fundamental effect on the programme. Without them, it seems unlikely that significant progress could have been made”.
- Acceptance our Third Sector Organisations cannot accommodate costs, and, therefore, would not be asked to contribute

Preparing for the Future

- At the July 2018 meeting of the Executive, we were asked to prepare an Evaluation and Business Case for continuation of the partnership.
- An initial scoping report Outlined 4 Options

Project Team

- Leadership and support across all Partnership
- Governance structure
- Monitoring of Practice Education standards & training
- Coordination for CPD events
- Co-ordination of Talent Pool and Research Champions
- Delivery and monitoring of other Partnership activities
- Communication infrastructure –social media and website
- On-going evaluation of impact

Option 1

Option 1 Retain the current project team in post until March 2020, including:

- Project Manager (40% funded by Partners/60% funded by NTU)
- Administrator 0.8 FTE
- Principal Practice Educator Leads x 4

Pros: Would maintain the same level of service as currently enjoys. - would still require 'in kind' cooperation from partner agencies

Cons: Costliest option

Options 2 & 3

Retain part of the project team in post until March 2020, including:

- Project Manager
- Administrator 0.8 FTE

PPELS would return to their substantive local authority roles, include a significant proportion of work on practice learning.

- **Pros:** Would maintain a coordinated approach to our activities by having one central manager who oversees the various strands of work being undertaken, sustains relationships across the partnership,
- **Cons:** Would have cost implications for the Universities and other agencies.

Option 4

- **Option 4** Continue the partnership without the support of a project team.
- **Pros:** This is least costly option, although will require significant ‘in kind’ contributions to provide administrative support for meetings and other partnership activities.
- **Cons:** May lose momentum, many of the agreed action points may not be delivered and some established resources such as the website may be lost as it will be difficult for agencies to provide the time to keep this up to date. Without a coordinator, it is unlikely that the partnership members will continue to meet and collaborate in the same way, and opportunities for further funding may also be lost.

Chosen Option – Option 2

- Asked to develop Options 2 and 3 further; these referred to a smaller core team being funded.
- We were particularly asked to demonstrate how the costs of running the partnership could be reduced with activities such as CPD events still taking place.
- Given the confirmation that NTU will continue to part fund PM and fully fund admin post, only needed to look at option 2.

Basics of Partnership Working

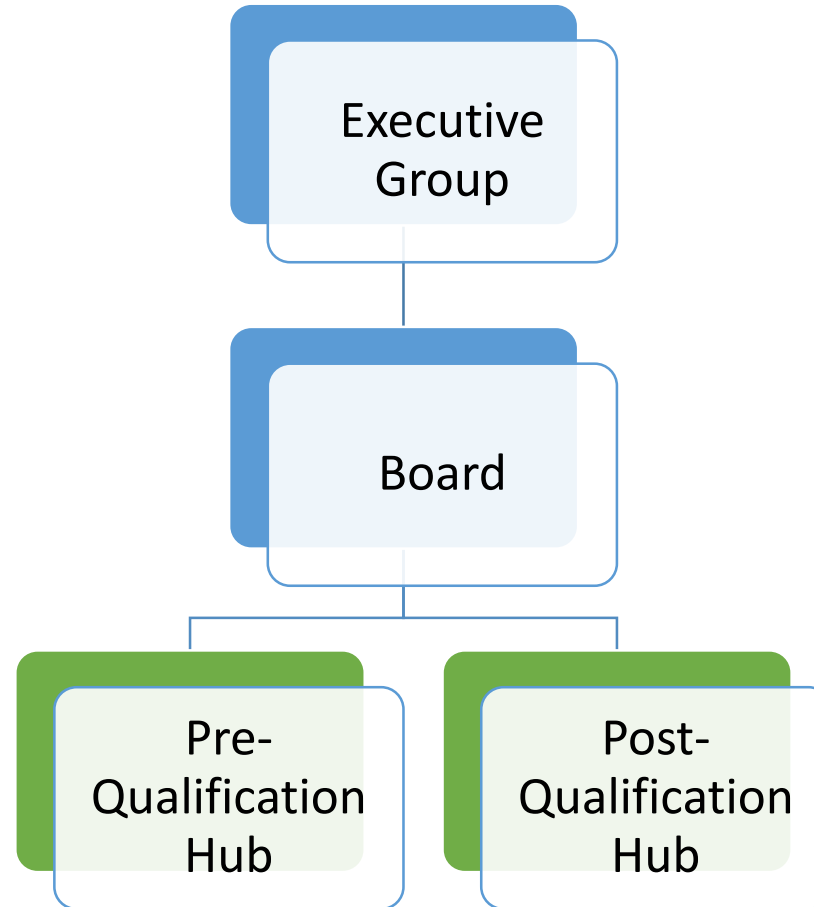
- Acting together in partnership involves both deciding together and then acting together.
- Having a common language, a shared vision of what you want, and the means to carry it out.
- Partners need to trust each other as well as agree on what they want to do.
- Effective partnerships take a long time to develop
- Each partner needs to feel they have an appropriate stake in the partnership and a fair say in what happens.

Good News

Dfe funding

3year Plan

Governance Structure – 2019-2022



D2N2Team

1. Project leadership
2. Administration, Liaison, Support and Finance
3. Co-design and develop a series of events and workshops
4. Support Partnership Practice Educator Leads
5. Design and Support delivery of CPD events
6. Cross-Partnership communications & social media

Pre-Qualification Hub

- a) Student admissions
- b) Curriculum
- c) Pathways into social work
- d) Progression data
- e) Practice education

Post-Qualification Hub

- a) Develop and maintain a portfolio of CPD training and activities
- b) Assessed and Supported Year in Employment programmes
- c) Returner & Transfer schemes
- d) Practice-based research
- e) Workforce data
- f) Health & Wellbeing Hub & associated initiatives

Any Lessons?

- It takes Time
- Need to talk to each partner individually – Each has individual needs/ Restrictions etc
- Brilliant project team
- Submitted through Executive and then signed off by Board
- No easy answers
- Agreement

Mapping against your Area

- Understanding your region
- What are the strengths of your partnership?
- What is your USP?
- What is likely to work?
- Will you survive and if so for how long?