



Reinvigorating Social Work (RSW) Lessons from Dorset's move to outcomes-focused practice

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Purpose

1. Dorset outcomes approach and whole system transformation
2. What is RSW?
3. Challenges, successes and lessons learnt
4. View from the frontline
5. Q&A



Wider Council context for RSW

- Whole council/county uniting around outcomes not services
- One Plan, One Framework, Four Outcomes!
- “Winning hearts and minds” – challenging ourselves to always answer the “so what” question
- Outcomes Based Accountability (OBA)

Challenges – the problem we are addressing

- Process and bureaucracy
- Social work has lost its way, gone away from its roots
- Recruitment and retention challenge
- “Slave to the machine”
- Disempowering social workers
- Workload
- LAC and CP numbers
- Cost pressures

What is RSW in Dorset?

- NOT a training programme
- Creating environment for “great social work to thrive”
- Outcomes based accountability (OBA) – outcome focused practice
- “Getting it right first time”
- Co-production – “doing with not doing too”

What is RSW in Dorset?

- Professional development programme
- 6 killer questions from ends to means
- Relationship and strength based practice
- Direct work – time and skills
- Evidenced informed
- Creating space to reflect and think differently
- Slowing social workers down

Outcome Focussed Practice Model

Assess

1. What is the overall outcome for the child we are trying to achieve? What does “good” look like?
2. How will we know we have got there? What are the key success measures linked to the overall outcome?

Plan

3. How are we doing on the most important measures? What is helping and hindering progress?
4. What could work to make a difference (best ideas)?

Do

5. Who are the key people who could help?
6. What do we propose to do together – 4 point action plan (simple, clear and specific), including low cost or no cost ideas? How will we capture evidence and “stories” of impact?

Review

Evaluation and lessons learnt - successes

“RSW is about remembering what good social work looks like and giving it a voice”. **Janet Cull,**
Purbeck Team

“Investing in social workers to give them time to reflect and think differently has been invaluable”. **Zoe**
Yabsley, Weymouth Team

Evaluation and lessons learnt - successes

- Relentless focus on making a difference to children's lives
- Improved outcomes and direct work
- Voice of the child



Evaluation and lessons learnt - successes

- Empowering social workers to take professional accountability
- Trusting their judgement
- Slowing social workers down to reflect
- Taking risks and challenging other professionals
- Creating time for meaningful and effective relationships to develop with families (“going the extra mile” to make more of a difference)
- Insights Discovery Tool

Overall evaluation

Question	Average Score (%)
How well were the workshops organised?	5 (100%)
How well were the workshops presented?	5 (100%)
How far were the objectives met?	5 (100%)
Did the workshops demand too little or too much of you?	0 (100%)
Do you feel more confident in using the main ideas and tools?	5 (100%)
Overall please rate your satisfaction with the workshops?	5 (100%)

Evaluation and lessons learnt - challenges

- Creating time and space for engagement
- Not setting up social workers to fail
- Frontline managers supporting social workers
- Use of team meetings and supervision

Where to next for RSW?

- RSW for frontline managers
- Reinvigorating Practice in Social Care
- DfE bid
- Depth, breath and pace
- Partner focused
- Voice of children, families and communities (outcomes & place)
- Embedded culture of evaluation
- Appreciative enquiry



View from the frontline

- What RSW means for the frontline
- Outcomes for children and families
- Applying the ideas in practice
- Giving confidence back to social workers “you’re the experts in your field”
- Own your practice “adapt, be inventive and tell your manager your ideas”
- “Doing social work” “assess, plan, do and review”

Q&A

Welcome Sandra Conroy to the party!

We will be Brave and Fearless!

TRUE BRAVERY
CAN ONLY HAPPEN IN THE FACE OF FEAR
IF YOU AREN'T AFRAID, THEN
HOW CAN YOUR
ACTIONS
BE BRAVE?

- ROBIN SHARMA

Thank you!

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