



## Do we need more male social workers?

Sharmeen Ziauddin:

Hello. You're listening to the first episode of Season 2 of the Social Work Community podcast, your go-to podcast for all things social work. I'm Sharmeen Ziauddin, careers editor here at Community Care.

This is the first episode of the new season, but before I start I just wanted to remind you to follow this podcast wherever you're listening to it. That way you'll be updated whenever a new episode drops. Also, don't forget to join The Social Work Community if you haven't already, to carry on anything we discuss on the podcast. And of course you can find us on Instagram, @thesocialwork community, where we bring you all the latest news and features from Community Care, as well as a lot more.

So, for this episode I spoke to two social workers about whether they think we need more men in the profession. The social work profession has traditionally been female-dominated. Recent figures show women make up about 80-85% of the workforce in the UK. So why are there so few men? Do we need more? Or does it not matter what gender you are? Let's turn to our two guests.

Firstly, we have Curtis Powell, who is an assistant team manager in England, and Jason Barnes, an advanced practitioner from Northern Ireland. Hello to you both. [0:01:19.9]

Curtis Powell:

Hello.

Jason Barnes:

Hello. Thanks for having us.

Sharmeen Ziauddin:

Thanks for coming on. How are you both doing? [0:01:24.9]

Jason Barnes:

Not too bad, yep.

Curtis Powell:

Yeah, it depends if you've got air conditioning or not, right? The summer just came along without any notice and here we are, just baking away. We're alright, though.

Sharmeen Ziauddin:

Great. Well, air conditioning would have added to the background noise so I'm quite glad there's no air conditioning! Cool.

So, let's just kick off with the first question, which is: As men, why did you decide to become social workers? [0:01:51.9]

Curtis Powell: Okay, yeah. So for me, I was working in the Youth Offending Service, and my contracts would come to an end and at that time, a few years back, they were looking...the Youth Offending Service was looking for qualified social workers for their roles, and it was a struggle to just get the jobs that were really of value and local. They were hardly hiring so I had to take that leap and just extend my studies even further.

The social work degree happened to lead me into social work, actually, even though I was working in the Youth Offending Service. So yeah, here I am. I think I just ended up here, in some ways.

Sharmeen Ziauddin: Okay. Jason, what about yourself? [0:02:35.7]

Jason Barnes: Yeah, I think...I was reflecting on this before coming on the podcast today and I suppose for me, going into social work is very much linked into my background experience of growing up in Northern Ireland and growing up in a very strong community. And I suppose seeing the people around me in a strong community and kind of working together, helping one another. And growing up in Northern Ireland when I did, during the nineties, it was a very divided society to grow up in, and I suppose that really influenced and affected me as a child. And I suppose then, coming on into my teenage years and early adult years I really wanted to contribute to society and feel like I was helping in some way. And I suppose social work in that sense really spoke to me, 'cause of course we are working with people often in situations where there is crisis, for example, in child protection, and really getting alongside people. And helping and supporting them really spoke to me and I felt like it was the right profession for me to go into.

Sharmeen Ziauddin: So Curtis, you mentioned what you did before, and there are quite a lot of men who do that but do not go on to become social workers. And I've noticed that. What do you think the reason for that is, that maybe social work isn't the first thing that males think of as a profession if they want to go into helping people? What is the barrier, do you think? [0:03:53.4]

Curtis Powell: I think that social work has...it operates on its back foot all day long. And one of the reasons for that is stereotypes. And when you look at the media you're only seeing women. And so I think that we are secretly programmed into believing this is what it looks like. It's women going out and helping families. It's almost seen like a care work job. And I think that there are many subconscious elements to this.

I mean, I came in through another route and happened to bypass it. I'm working with social workers so I can see what it really is. So I came with an exposé to the field. Otherwise I would have those same stereotypes myself. [0:04:41.3]

Jason Barnes: I think that social work in general, people...I would say people in general don't know that much about social work, you know? Everyone will have had a teacher, people will know about the police, they'll know about doctors and things like that, but many, many people don't know very much about social work. There's often this kind of mystery sometimes that, you know, revolves around the work that we do,

particularly I think around child protection. There's a lot of myths and things like that, and misconceptions about what we're actually doing. And I think if you compare it to something like the police, for example, I think with the police there's maybe an element of, you know, that visibility, prestige for example, presence within society, influence, impact and respect, whereas I don't know whether social work necessarily carries the same weight in terms of, you know, society's understanding of social work. And when we often hear, you know, politicians for example giving praise to public services and things like that, we always hear about nurses, teachers, the police, but very rarely will you hear social workers mentioned. And that's something obviously that I will pick up on because I'm a social worker. So I think that's notable.

And also I think perceptions of masculinity as well. I think social work is maybe perceived, as has been said, as something more linked to care, something quite fluffy, in a sense. I don't know, I'm not sure, whereas maybe things like the police, youth justice, is seen as something more tough and action-focused.

Sharmeen Ziauddin: So there's an image problem, clearly. I mean, we know there is...

Curtis Powell: Yeah.

Sharmeen Ziauddin: ...an image problem generally in the media, but I guess we don't really look at it through the lens of gender, as such. What do you think you bring to the profession? You know, what do you guys bring to the table that maybe women do not always? I mean, there's a massive generalisation here but I mean, what are some of the things that could attract more men to the profession? [0:06:33.6]

Jason Barnes: I think part of it is obvious, you know. I think that if we use the men that are out there to advertise in various ways to the men that are there, that we want to reach out to, to make it... actually, that's a part of changing the image of social work. I mean, for example, in the Youth Offending Service there's a number of... there's a lot more men in that service. We do a similar job to the Youth Offending Service, although there's a lot more burden of weight of responsibility to get things done. But there's a lot more men there because they're working with the boys in the system because the boys overrepresent massively. So we have to use those men to bring them in. Sorry, I'm answering another question, I guess, but I want to say that you've got to use who's already there. And it's not just men that are social workers that we can use. We can use other people who work in the social care system to just promote. We need adverts, we need social media pages, we need... even like Community Care, BASW, to really push a different image. If you look at the content of BASW, Community Care, we need to see more male faces, we need to see more diversity, let everybody know that we are all here. There's all nationalities, demographics here, and everybody needs to see that. And that will help to change the image.

Sharmeen Ziauddin: So I mean, generally like you talked about, Jason, about, you know, caring profession etc., we do sort of think of carers as being women in the first instance, I guess. In terms of being a social worker when you're doing home visits and you're talking often to the mother, is that

why there's more women generally, because it is something that...you're working with children and all professions that work with children, they are sort of traditionally female-heavy. Is it just the perception of working with children and families that brings more women to the profession, and it's not the case that there's not enough men, it's just the case that more women kind of tend to go towards those kind of professions? [0:08:44.5]

Jason Barnes:

Yeah, I think that definitely could be the case. But you know what Curtis is saying there is bang on. I think it's around the messaging and promoting social work, just first of all in general, whether you're a man or a woman. It's about promoting our profession. But also I think there's a real gap there in terms of promoting what men can bring within social work organisations, whether that be, as I say, for the organisations themselves or the work that we're doing, for example, with families. You know, men, I think, can bring a diverse perspective, a different perspective, can engage with families in a different kind of way. Role-modelling, for example, as Curtis said. We're working with a lot of young boys, teenage boys, who will have particular issues which are separate, you know, from their female counterparts.

And I think having men in social work can help to challenge those stereotypes as well. You know, men can be involved in terms of help and support in a profession like social work, for example, and I feel like men have got a lot to bring to that.

And in terms of the organisations, I think it's good as well to have a balance too, you know? We look for balance, I suppose, in our social work organisations in a variety of different ways, and I think gender should be one of those. An interesting reflection that I have, and I've talked to my team about this, you know, I've been in social work now for over ten years and I'm really struck by the fact that I've never once been asked if I have children, whereas you know, my female colleagues are always asked that question regularly. And I've never been asked that. I don't know whether it's to do with my baby face or what it is! Or maybe I don't look responsible enough to have a child – I don't know what it is! But I've never been asked that question. And I feel if I was a woman I'd have definitely been asked that question. [0:10:24.6]

Sharmeen Ziauddin:

That's a good point.

Curtis Powell:

Handsome men won't be asked if they have children because that's just not the point.

Jason Barnes:

Thank you for that, Curtis!

Curtis Powell:

But do you know, can I just add to that? I mean, in Children's Services...I'm so glad you've brought this up, Sharmeen. In the adolescent teams we are massively short on men. Because obviously boys dominate that field when it comes to concerning high-risk behaviour and exploitation. We need men. And let's be clear, I've worked with a lot of teenagers who...some, my presence antagonises them because they've had a bad experience with men, i.e. their fathers, right? Whereas my presence in the home brings balance. Just standing there without saying much. Maybe it's the beard, maybe

it's the colour of my skin and the depth of my voice. Something that a woman can't necessarily do so easily. And I'm taking a real risk in saying that there is a difference between men and women in our profession, me just being there and then starting the work and building that relationship. Young boys sometimes miss their fathers or want a big brother figure. That's what they have needed all along. And their mothers are providing a very feminine, nurturing approach when they just want a big brother, buddy approach to support and guidance. Just being a male is a thing. And I know that and I remember saying it before. I know that in the current climate identity is a thing and it's a hot topic, but we have to be able to also, as men, say what our strengths are as well.

Sharmeen Ziauddin: Yeah, I mean I don't think there's anything particularly controversial about that, in the same way that, say, teenage girl where the mother is not in the picture, a female social worker would provide some kind of support and role model for them if their mother's absent, which can also often be the case. And it sort of works two ways, doesn't it? for a teenage girl, a female social worker would work a bit better, depending on their situation. [0:12:37.0]

Curtis Powell: Yeah. It was just to capture the strengths of everybody's being, you know? There's a strength in all of us, in just our identity. Sorry, Jason, I think I cut you, sorry.

Jason Barnes: No, no, you're absolutely grand. And I think, you know, obviously we all know this and people listening will...it will be clear to them, but men of course don't fall into just one category as well just of being men. You know, Curtis will bring something different than I would bring, for example. You know, it opens up opportunities, I think, when we have a diverse workforce that represents the societies and the communities that we work in. And I think that's so valuable and so important.

The previous role that I was in was a child protection conference chair, and I really noticed how difficult it was to engage fathers in that process. And I also noticed as well that, you know, quite often it had been the case that maybe fathers were difficult to engage or, on the flip side of that, perhaps as social workers we're not really making the effort to engage fathers in the way that we could or should. And sometimes the way our organisations are structured, and those conferences are structured is they happen during the daytime. A lot of the men, for example, might be at work, unable to come. They feel shut out from that process. So there's kind of practical elements as well that I think we need to be mindful of. When we're working nine to five predominantly in social work, in Children's Services, that will automatically exclude, you know, quite a significant cohort of people.

Sharmeen Ziauddin: Do you think it is easier to engage fathers, being a male social worker? [0:14:01.3]

Jason Barnes: I think it can be, but not necessarily. I suppose it just depends on, first of all, you know, those relationship-based skills that we have as social workers, regardless of who we are working with. But certainly I feel, as Curtis has touched upon, you know, for ourselves we can probably get alongside a teenage boy or a father and connect with them

maybe in a way that is just slightly different, you know, and that they might feel more comfortable opening up about certain things, you know. We know, for example, that the context that we're working in, in terms of mental health, suicide, it's overwhelmingly men in the UK – I think 75% of suicides in the UK are from men. And if we think about what those trigger points are, surely one of those trigger points is when social services become involved, the breakdown of a family, fathers getting separated from their children, that is a real difficult, difficult time for fathers. And if they don't feel as though they are respected by services, they're being reached out to, they're being engaged proactively, they are going to shut down, and we have to take some responsibility for that, I think. [0:15:02.7]

Curtis Powell:

You're starting me off now! I appreciate...I really do appreciate your consideration, Jason, on the impact on men missing out. I literally put out a post yesterday about this. And I think that we have to...and I think that we can rely on the skills of social workers to engage men. Which I think is lacking, by the way. Fathers, that is. But I think that it could potentially be only an advantage if a man is trying to engage a man. And I really do go out of my way to make sure that dad's voice is heard. Sometimes you'll read a referral and it's...we get a lot of domestic abuse...I mean, throughout all my careers a lot of domestic abuse cases. And when you read the referral there's a lot of judgement that comes out. And I can only imagine...because women have been victims – and they are 90% of the victims. What must it be like to hear that from a woman's perspective? Maybe as a man I don't have those fears when I go out, hearing that someone has been violent or aggressive. Maybe my perspective as a male about aggression is different than a woman's. So I can only understand it must be challenging for women as well to deal with that on a day-to-day basis. So I think that we do need more men, just on that note alone. Thanks for highlighting that, Jason. [0:16:23.5]

Jason Barnes:

I suppose as well, Sharmeen, I just want to really highlight and just give out, I suppose, credit and celebration really of the incredible work that women do in social work, and really whether it's leadership or on the ground, carrying the social work profession on their back doing so much work. I have worked under incredible women leaders, you know, directors, managers, learnt so much, been inspired from them. So, you know, it's just about, I think, having more men in the workforce can help to bring that diverse perspective. But that doesn't take away from the amazing work that women do, of course. [0:17:02.8]

Curtis Powell:

Yeah. Women are the reason why it's here. We've got the Children's Act initiated by a woman. Absolutely. They're why it's here.

Sharmeen Ziauddin:

I'm glad you said that. Absolutely. You've completely explained to me why we do need more men in the profession, absolutely. Could you give some examples, Curtis, because I remember when we spoke offline you were talking about some of the young men you've helped or you've worked with, in terms of things like county lines or gang culture, and how you being you...like you said, as a different presence, as the different skills that you bring to the role? [0:17:44.3]

Curtis Powell:

Yeah. So to be fair, the majority of...when I worked in the Youth Offending Service and in the adolescent team, you're dealing with the same set of issues. We're just a slightly different role. The vast majority are boys but when we do get girls it's quite scary. And so my approach...and it's debatable whether it's anything to do with my gender or, you know...I think that...I would like to put it down to me being a man, and it may well be a factor, but I think that I put a lot of work in to...and I always say to social workers, the first thirty seconds of intervention is the most crucial. Because I'm trying to build the relationship with them. And as I said earlier, anyone can do that. What I've done...I remember there was a young man I worked with who...no father figure. Well, his father was there but he was just on the periphery forever. Surrounded by aunts and cousins who were females. No male figures in his life. And it made me question, 'Is there something about being a man or male figure that means that we intervene slightly differently?' For example, generally speaking, the wiring, the way that we process information, is slightly different from females. So this young man...I mean, people say this to me all the time. I'm quite, you know, black and white. Facts and emotions are kind of separate. Sometimes the boys like that. They just want the straight answer. Whereas whenever they've had interventions, long-term, longstanding interventions with women, it's a lot of talking. This is not a put-down, by the way. It's just a difference, you know? And it works for some. But for young men it's a lot. They get a lot of that from their mother. So you have to...and what I'm telling you's what they tell me about their home life. And so me, although I have a podcast and all of that, I actually don't say much. I don't talk that much. I've only got so much capacity for that. My wife will laugh at me! I can only take so much. But that's one of the differences in...let's cut straight to the chase. And that's really a wiring and processing issue that works sometimes.

But also, there's more...there was a young man I was working with and he was in and out of the system, like I said. And he would call me. Having been a person to avoid contact, he would call me. And one day he must have said, 'You're the first person I've opened up to.' 'Why?' 'Because you're like a big brother.' I actually got him to meet his dad and start working with his dad. 'Because you're like a big brother.' And that has sent ripples through my whole career.

Jason Barnes:

Mm.

Curtis Powell:

I can't discount that, and I can only imagine that's what some of the others feel. I'd like to say 'superpower' but actually it's just...I'm just here. But how they perceive it is an indication of what the system needs.

Sharmeen Ziauddin:

Jason, can you relate to that? [0:20:59.3]

Jason Barnes:

Well, that...very powerful reflections there from Curtis. Curtis, I obviously haven't seen you in practice. I've watched a lot of your videos online and I can just imagine the impact that you're having in your practice with young men. I think it's amazing. You know, what to say further to that, really? I mean, I feel...for myself I feel I bring so many different things. And we're all individuals. And yes, I am a man, of course, but the way I approach my work, I bring my whole self. And

yes, if I think about particular times maybe when I've been able to engage with young people and gender has been a particular factor within that, I think, for example, of a couple of unaccompanied asylum-seeking young people, maybe teenagers who are Muslim, for example, who just will feel more comfortable talking to a male professional. I think that that is something that we should consider. And also young men as well who perhaps are having questions about their sexuality too. You know, they may feel more comfortable talking to a male social worker. So there's so many different situations, I suppose, where being male can be beneficial and help us really to connect. [0:22:10.4]

Curtis Powell:

And can I just add to what you said? It was interesting you say that. I've worked for a lot of migrants or people from very different cultural backgrounds, and men...I had a social worker who said, 'This man will not talk to me.' She said, 'This man will not talk to me because of his culture,' right? So I thought, look, what do we do? Do we reallocate the case or do we say, 'No Dad, you have to work with this mum'? And you've just got to balance it out. What do you do? We want to do effective work. Sometimes a decision is made. Let's reallocate. And I would never have guessed what she was talking about. But because I'm a man, it worked seamlessly. Now, it won't always work like that, but that's just an example of, like you said, Jason, culture working with unaccompanied asylum-seekers. How do they see women? And it's not their fault. That's how they see...that's their culture. And to be fair, social work has to adapt to that, to some degree.

Sharmeen Ziauddin:

It's really interesting. Going back to image, when you guys decided to become social workers, what was the general consensus amongst your friends and...because it's not your sort of typical career choice, is it? [0:23:19.0]

Curtis Powell:

Raised eyebrows!

Jason Barnes:

Really? Okay, yeah.

Curtis Powell:

What does that mean amongst my friends? It means I didn't expect that...I guess a part of that is I don't look like a social worker. Saying that, I'm from the black community. The way that we grew up, we were very much afraid of, and did not appreciate, social services. So my friends would say, 'Really?' Raised eyebrow and a high-pitched voice. But that's where they are. They're still there. We don't trust social services. I'm in a different place and I guess I'm helping to bridge that gap of understanding. [0:24:07.1]

Jason Barnes:

I think for me, Sharmeen, the people around me, I would say in general, maybe didn't really know very much about social work. I don't really remember ever having very many negative reactions or negative connotations. And actually, when I was a child I had a social worker involved in my life for a period of time. So I suppose there was scope there for, you know, any potential negative impact to be felt. And incidentally, that social worker was a woman.

But I have to say, I have found that people are very supportive, you know, of me going into social work. They know that I'm very



passionate about it and I really feel that we can make a massive difference, you know, in social work, and really impact in our communities and in people's lives. So I've been quite fortunate in that I have, in general, had quite positive responses. But that's within my family.

But if you're talking about social work in general, of course there are many people when you say, 'I'm a social worker,' or, 'I work for social services,' you know, probably most of the time you're going to get a negative reaction or a question mark or a comment or something like that. So within my own family that was grand but in general sometimes I maybe in the past haven't always shared that I was a social worker if I'm in a social setting, for example, 'cause you don't know what kind of reaction you're going to get. And unfortunately, sometimes that can really trigger people because they have maybe had very negative experiences of social workers. [0:25:31.0]

Sharmeen Ziauddin: So you've sometimes kept it quiet? Curtis, is that the case for you as well? Like, have you sort of shied away from telling people? [0:25:38.5]

Curtis Powell: I can't...but...

Sharmeen Ziauddin: Yeah, you're alive on social media so you can't!

Curtis Powell: No. I mean, I actually get what Jason is saying. Because there are some family and...I wouldn't say friends but family who are like, 'Really?' And so, you know, my culture is...there is a massive cultural difference. Although we're semi-integrated as West Indians in society, there is a lot that isn't, and they might be slightly apprehensive to have some conversations for fear. But that's how we grew up. And that's how I grew up as well. So I can relate to Jason on that as well.

Sharmeen Ziauddin: So that being said, we know there's a huge shortage of social workers. How can we encourage more men – and women – to join the profession, do you think, given there is this perception of social workers? How can we get younger people to think of it as a real career choice? Because like you mentioned before, you're not out there, like policemen and doctors and nurses and teachers. [0:26:43.4]

Jason Barnes: Yeah, if I can just add, I think that something which would be very powerful is really to promote the impact, the positive impact that social workers can have in children's lives, in families' lives, in their communities. Because unfortunately the press that we get is often extremely negative. And if you ask someone about social work they'd be able to think about really tragic incidents where, you know, a child or a young person has regrettably died. And we know that the British media in particular, for example, has been absolutely ferocious in attacking social workers, blaming social workers, even though you often have a multi-agency approach, you know, to interventions and involvement. Social work has had a really bad...well, just really bad press, I suppose.

So from my perspective I think we could promote the positive impact. There are many people out there who have really been helped and supported by social workers, who've been able to turn their lives

around, address all kinds of issues within their relationships, substance misuse, you know, family dynamics and so on. If we were able to promote that impact, I think it would be very positive. And also if we were able to build and develop a supportive environment for social workers, because unfortunately I have seen over the years many social workers entering the profession full of enthusiasm and full of hope, wanting to make an impact, and they turn up in a local authority – or trusts here in Northern Ireland – and they feel very constrained by all the kind of... I suppose there's lots of restrictions and paperwork that has to be done, which takes away from the relationship-building that you're able to do. And unfortunately, social workers too often find that their environments are not supportive, they are not given the direction that they need, they're not given the emotional support that they need. You know, the work that we do is extremely emotionally demanding and unfortunately if you have, for example, a manager who is maybe not skilled or equipped at being able to contain that social worker, they can often feel like they are adrift, like they don't know what to do with themselves. Sometimes, you know, let's say for example working in child protection, it can feel like you have a million things to do. And it's very, very, very tough. There's no doubt about that. You can ask any social worker and likely they will say the same thing.

So I think we need to promote the positive impact but we have to have an environment for social workers that is supportive. And I think mentoring of staff is a really key area that could be developed within local authorities. [0:29:04.6]

Curtis Powell:

Yeah. Yeah, for me I agree with everything you said. And I think that when I was working quite remote. Actually I can say now 'cause I don't work there now. But I was working in Devon and I was given the opportunity with a colleague to promote social work in a school, in a college. So they gave us a whole class and I spent three hours to give a presentation, lecture, Q&A to students. So I think that if we want a new cohort to come in, we need to send men and women of different demographics, just mix it up and get out there early for that next generation. They're there already.

There's a lot of young people, even more so women, doing health and social care. And when we asked them, you know, 'Would you consider social work?' they said they'd never thought of it. And I was surprised. The whole class. Imagine what all the colleges in that county are thinking. That whole class and not one of them ever considered social work but they're doing health and social care.

And so I think that we need to make our presence known, that people are there. Put the work in, in that respect. [0:30:15.3]

Jason Barnes:

Yeah, I agree. I think that often with social workers and our services it seems to be that our profession often keeps its head down, gets on with the work, you know, does the things that we need to do, whereas I feel that other professions even within the public sector are perhaps much better at getting their message out there about recruitment, about the big impact that can be had. I see, you know, advertisements for example about teaching, about the impact that you can have. And really I think that brings it to life for people. And I don't

know whether we have that for social work, which is a shame because it can be a really transformative profession to go into, and very positive. [0:30:52.8]

Sharmeen Ziauddin: I mean, we started the Choose Social Work campaign last year for that exact reason, and we've developed a resource pack at Community Care which we're distributing to schools and colleges in that exact hope that first you have to be aware that social work as a profession exists before you could even choose it as a profession. You know, like the other public sector roles. But that resource pack is on [www.communitycare.co.uk](http://www.communitycare.co.uk). [0:31:22.3]

Curtis Powell: Can I just add one more short thing?

Sharmeen Ziauddin: Of course.

Curtis Powell: I'm preparing to start recording short documentaries on social work cases and individual people with lived experience. I should start that in about two weeks' time. I've been planning it for a while. And it's really to present social work in the way it feels to the people who receive the care, taking critique from them as well. It's not a clean-cut documentary; it's a down-to-earth, this is what really happened documentary. But also in a way that I personally, as well as my colleagues, feel that social work is. 'Cause I want people to know what it's really like. We've seen a lot of movies. Like you said, Jason, you know, firemen. There's been movies and documentaries about the fire service, the police service. Social work has hardly had a look. So I think, you know, I'm not going to wait. I'm going to do it myself. If anybody wants to join me, great. But we need to show people what it really is. It's not sitting down and just having conversations. It's real-life work.

Sharmeen Ziauddin: Well, I think that's a great place to end. Thank you so much for your time, both of you. It was a really great conversation and I've learnt a fair bit.

Curtis Powell: Thank you. Thank you, Jason.

Jason Barnes: Thanks very much. Thank you.

Sharmeen Ziauddin: That was Curtis and Jason. I hope you enjoyed that bromance as much as I did.

If you want to discuss this topic further then please go to [www.thesocialworkcommunity.com](http://www.thesocialworkcommunity.com) where there's a discussion thread you can contribute to. The link to join the community if you haven't already is in the show notes. You can follow Community Care on LinkedIn, on X and on Facebook. As well as this, do check our other podcast called Learn on the Go by Community Care Inform, where experts and academics in the social care sector discuss research, theories and practice issues. So go and give them a follow.

That's it for now, and we'll see you next time.