London and the South East Social Work Education network/ASYE forum

**Held on 27 March 2024 at LSBU Croydon Campus**

Discussion regarding future meetings and agreed to keep them combined and that face-to-face meetings were very positive.

**Vicky's update Social Work England**

Some questions that were raised to Vicky:

* remuneration for practice educators which has been the same for years. Vicky noted that Social Work England can't provide this funding
* support to ASYE especially around well-being, secondary trauma and resilience

**From the breakout room hosted by Vicky**

Things that are going well:

* Lambeth children's has a social care academy where staff are protected - it's a three-year career pathway including career conversations, people feel 'held', one to one coaching is available 6 times a year and provided by qualified coaches.
* Kingston offer additional psychological support to year two and three- this is provided externally.
* Suggestion around recruiting ASYEs who live locally as has been find that they tend to stay in the area -otherwise they will leave to return to work nearer home.
* Recruitment process to ASYE - HR in one LA agreed that internal staff could apply first and then a week later, it's open to external candidates- this has been successful.
* There is no one answer to retention - that different people want different things to keep them in the social work profession, hence we need managers who are motivational, with good people management skills.
* Emerging leadership including coaching qualifications. Suggestion to offer coaching to previous ASYE staff. Can help create broader learning culture and about what opportunities are in the local authority and not just in social work.
* The value of anonymous career clinics for both managers and senior managers.
* In the years after the ASYE has taken place, how to continue support, that people still need 'hand holding' and how to actually perform tasks e.g. how to complete a DoLS assessment; the value of having checklists or models or templates which knew staff can use.
* Celebrating success.
* That it's OK for people to move around and to spread positive words about the social work profession.
* Career conversations have been successful. However organizational structures and changes can be a barrier

Areas which could be improved:

* Where there is no consistency about the background of the ASYE assessors leading to candidates having variable experiences.
* Concerns that people leave their manager if they perceive that is a difficult relationship. It's noted that people will stay where they have a positive relationship with their manager.

**Social Work Week feedback:**

Examples of what people did include:

* offering lunches for staff
* having thank you balloons in the office
* providing well-being sessions
* providing podcasts.

Selena requested examples so that we can endorse you and celebrate ASYE.

**Selena's update:**

* Some small tweaks to the ASYE documentation - please keep using the existing templates but the updated versions will be available in April.
* Dates for next meeting - Skills for Care still waiting to hear regarding funding, but we will set dates for the year as usual.

**AOB**

Francis King from LSBU suggested a HEI paperwork group. Others interested in being involved.