CPD sample profile

1.1 Name: **Senior Practitioner Disability Services**

1.2 Profession: **Social Worker**

1.3 Registration number: **SWXXXX**

2. Summary of recent work / practice

I am currently employed as a senior practitioner on an adult social care team in a local authority. The team supports adults with a disability between the ages of 18 and 65 years old within a care management model, completing community care assessments, arranging services, monitoring and reviewing packages of care.

My main responsibilities as a senior practitioner are to manage the allocation of work to the social workers, chair safeguarding adults strategy and case conference meetings, manage a few cases, supervise social workers on the team and support the team members and my manager in the day-to-day running of the team.

I am also the lead social worker for the local authority on a government pilot looking at personalisation in adult social care and this has meant I am involved in strategic and operational meetings to do with the transformation agenda in the Local authority and with voluntary and statutory agencies outside the local authority. In this role I have undertaken presentations to voluntary organisations and service providers.

In my work as a senior practitioner I liaise on a daily basis with internal and external agencies to the local authority in order to screen the referrals to the team to ensure they are appropriate. I also communicate on a daily basis with service users and their families in order to promote their independence and empower them to lead a life of choice and control.

Total words - 235

3. Personal statement

Standard 1: A registrant must maintain a continuous and up-to-date and accurate record of their CPD activity.

I maintain a record of my CPD activity in the form of a list of the training courses or other activities I have undertaken (see Evidence 1). The list identifies when I completed the CPD activity and a brief reflection on how this activity has

benefited the service users I work with and contributed to the quality of my practice and service delivery, per HCPC Standards 3 and 4.

Standard 2: A registrant must identify that their CPD activities are a mixture of learning activities relevant to current or future practice.

The local authority has a training matrix for social workers and managers that includes details of training that should be undertaken to be effective in each role. I review the training matrices on a regular basis and book myself onto in-house or external courses to ensure that I am up-to-date with local and national policy and changes in the local authority processes that may affect my professional role.

I have completed a Skills for Care induction programme for new managers that requires me to meet six standards of management performance and provide evidence for each standard to demonstrate my abilities as a manager and highlight areas for development.

I have an annual Personal Development Review (PDR) undertaken with my manager when I have the opportunity to review my performance over the past year and discuss areas for development. From this I can then create an action plan for future learning.

As a senior practitioner I am responsible for supporting those people that I supervise to continue to develop their skills as social workers and I complete their PDR's with them on an annual basis. I also meet regularly with my manager to look at how to develop the team as a whole and I have introduced ideas to the team, such as a joint supervision meeting every fortnight where as a team we discuss a complex case.

Standard 3 and 4: A registrant must seek to ensure that their CPD has contributed to the quality of their practice and service delivery; and that their CPD benefits the service user

These standards are difficult to separate due to some of the CPD I have undertaken in relation to my senior practitioner role contributing to the quality of my practice as a manager and as a social worker.

As mentioned in Standard 1 above, I maintain a list of the training courses or other CPD activities I have undertaken, which detail what the activity was and a brief reflection on how each activity has benefited the service users I work with and contributed to the quality of my practice and service delivery. This list of CPD activities is attached as part of my supporting evidence. Some of examples of the CPD I have undertaken are set out below.

Developing Peer Support Groups

On commencing my current role as a senior practitioner I discussed developing a peer support group with my new manager, where social workers could complete group supervisions to discuss complex cases. I also discussed with my manager how the peer support groups could be an opportunity to get the team to work more closely together, due to the introduction of more flexible working the social

workers on the team were working less in the office and so having less opportunity to meet and share their knowledge. My manager agreed it was a good model to introduce as it would benefit each individual's social work practice (including my own) and benefit the team. Therefore, I discussed the idea with the team and it was agreed that every alternate team meeting would be a peer support group.

The peer support groups have contributed to the quality of my practice as I have been able to listen to how other social workers approach complex situations, I have learnt about new services and also by being part of a group critical reflection been able to critique the different approaches taken and discuss with colleagues whether these approaches have benefitted the service user or not. I have then been able to apply this knowledge to my work with service users who were possibly in a similar situation to the case example discussed during a peer support group.

Critical reflection on theory into practice

The application of theory into practice is something I have struggled with as a social worker, as social work theories and models are not openly discussed in my workplace and so I often feel I am just 'doing' without recognising the models/ theories I am applying in my practice. I decided that I would do some reading around the subject of critically reflecting on how social workers apply theory to practice so that I could support a student social worker to start to understand how to apply this critical reflection to their work.

This exercise was beneficial to my practice as I found a circular model that showed four stages to reflection in case work; Presenting Issue, Choice of Theory, Intervention plan and Change and Review. What this model helped me understand is that my feeling of just 'doing' was natural and that as practising social workers the majority of the time we go from the stage of Presenting Issue to the stage of Intervention Plan and it is only by finding an the opportunity to reflect that we can go back to reflect on the stage of Choice of Theory. This model has made me more aware of the need to find the opportunity to reflect on my work and the models/ theories I have used, which tends to be travelling between visits to service users or on the way home. This enables me to reflect on whether the approach I am taking is benefitting my service users and whether there is another approach that may be more appropriate. It has consequently benefitted my social work practice as I am becoming more aware of the knowledge base I am applying to my social work practice and it also, hopefully, benefitted the student social worker as I was able to explain the importance of reflecting on the models/ theories used.

Training on chairing safeguarding investigations

I attended an in-house training session at the local authority on how to chair adult safeguarding investigations. The course explained my role and responsibilities as chair of a safeguarding investigation and went through the documentation I am to use in my role as chair for both strategy and case conference meetings.

I have chaired two safeguarding investigations since completing the course and I have used the agendas supplied during the course to structure both the strategy and case conference meetings to ensure that all areas of the investigation are

discussed and correctly written in the minutes. This has meant I have conducted the safeguarding investigations thoroughly and fairly, which has ensured I am working to local authority service delivery by ensuring the service users voice is being heard in investigations. For example, there have been a couple of occasions when a service user has stated they do not want police involvement and as chair of the safeguarding investigation I have ensured that the service user's wish is adhered to and information is not passed to the police by people present at the safeguarding meeting.

Total words = 1,156 words

4. Summary of supporting evidence submitted

Evidence number	Brief description of evidence	Number of pages, or description of evidence format	CPD standard(s) that this evidence relates to
1	List of CPD activities undertaken in the last 2 years.	Print out of CPD activities	Standard 1
2	Copy of completed Skills for Care Induction programme for new managers	35 pages	Standard 1&2
3	Copy of Personal Development Review	8 pages	Standard 1&2
4	Copy of supervision notes discussing development of peer support groups and my learning from the groups	6 pages	Standard 3&4
5	Copy of minutes from peer support group held in March 2012	2 pages	Standard 3&4
6	Copy of notes made from reading around the subject of critical reflection	10 pages	Standard 3&4
7	Certificate of attendance for in-house training on Chairing adult safeguarding investigations	1 page	Standard 3&4