

KEY ACHIEVEMENTS AND DEVELOPMENTS



The Principal Social Worker (PSW) role is a statutory requirement under the Care Act, providing strategic leadership for social work practice, workforce development, quality assurance, and professional advice to the local authority



While the Principal Occupational Therapist (POT) role is not statutory, it is strongly recommended by the Royal College of Occupational Therapists as a key leadership position. The POT role was introduced to strengthen professional leadership and integrated practice.

PRACTICE QUALITY AND IMPROVEMENT

- Following feedback from staff co-produced a range of CFA audit tools and last year we completed 160 audits across the service.
- Using performance information and feedback from staff/teams completed a range of themed audits that contributed to improved practice in key areas.
- Ongoing development of strength-based tools across the service.
- Promotion of practice and learning via the quarterly report including CFA audit outcomes and customer feedback.
- Delivery of Falls Strategy and imminent implementation of digital falls assessment tool enhancing accessibility of falls assessments.
- Further developed communities of practice in key areas informed by CFA, customer and staff feedback. We currently have 8 Communities of Practice across the service.
- Establishment of joint complex case forum, supporting colleagues to navigate and find solutions.
- Development of a bespoke Physiotherapy assessment tool in LAS.
- Developing colleagues' skills and embedding learning into practice in manual handling
- Reviewed practice standards in SW and Therapies.
- Review and redesign of therapies customer

WORKFORCE

- Wellbeing, monthly PSW-led walks, regular POT-led Podcasts.



- Co-led the design and launch of SCC first OT Preceptorship Programme providing structured support to newly qualified practitioners.
- Delivering direct preceptor support for the first programme recruit, ensuring a high-quality developmental experience and embedding strong professional foundations.
- Continued to deliver our long-standing ASYE to our new cohort of NQSWs with 5 having just completed the programme and 6 currently underway.
- Co-produced and delivered CPD programme for Therapies Service.
- Introduction of the therapy service's first Occupational Therapy apprenticeship.
- Continued our long-standing recruitment and support of apprentice Social Workers, offered to internal and external candidates, with 3 apprentices currently in service.
- Continued investment in practice education.
- Reviewed and refined the progression framework.
- Improved the induction experience for new recruits.
- Development and implementation of digital opportunities and AI to maximise practitioner time with customers.
- Introduced 'Learn on the Go' sessions across the service with 3 held last year and further sessions planned for 2026.
- Several SW finalists in the SW of the Year Awards 2025 with the PSW receiving the Gold award for Leadership in Practice.

ENGAGEMENT, PARTICIPATION AND INFLUENCE

- Participation in staff and engagement events raising the profile of roles and celebrating success.



- WRES engagement to ensure equity in access and representation of our diverse local communities.
- Participation in research activities to benefit the workforce, customers and improve outcomes.
- Continued participation and representation at national and regional forums.
- Supporting GYH programme to improve communication and pathways for customers.
- Raising the profile of staff surveys and engagement to drive up involvement and maximise staff feedback.

