

# WORK BASED LEARNING ROUTE

## PROFESSIONAL IN PRACTICE FRAMEWORK

### NI SOCIAL CARE COUNCIL



## **NI Social Care Council - Professional in Practice Framework - (PiP) Approved Work Based Learning Route Courses**

The Work-Based Learning Route supports employer in-service courses to integrate PiP assessment at the point of delivery and confer competence against PiP Requirements aligned to the PiP awards.

This document provides 'at a glance' details of all courses and lists them under their relevant PiP Professional Awards – Consolidation Award, Specialist Award or Leadership & Strategic Award.

If you are unsure which course may be relevant to you or require further information on how the courses will help to meet your learning and development needs within your employment, please consult your PiP Agency Representative.

Please contact your employer to check your eligibility for undertaking a course.

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NORTHERN IRELAND SOCIAL CARE COUNCIL  
PROFESSIONAL IN PRACTICE APPROVED WORK BASED LEARNING ROUTE COURSES

# SPECIALIST AWARD IN SOCIAL WORK

## Risk and Protectiveness Training for Social Workers Leonard Consultancy

### Professional Requirements

#### Full NI Specialist Award

Specialist Requirements 1, 2, 3, 4, 5, 6, 7, 8, 9

### Location & Contact Details

#### Marcella Leonard

Director Leonard Consultancy and Associates

Chair of Commonwealth Games Federation Safeguarding Panel

Leonard Consultancy

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Website: [Training – Leonard Consultancy](#)

### Target Group

Social workers working with families subject to child protection concerns in respect of sexual and violent risks.

This can be either social workers in field work or working within family centre or residential settings.

### Delivery

The course consists of six five-days taught modules delivered on a monthly basis over six months.

Six months transfer to theory and knowledge to practice by undertaking two assessments of risk and two CASP-R assessments during the second six months.

During the second six months the social worker's assessments are supervised by one of the course tutors and they attend three peer support group sessions.

**Focus**

Assessing sexual and violent risk with families within the child protection system.

Assessing protectiveness with families who live with sexual and / or violent / domestic violent risk.

Identification of appropriate interventions which specifically target the concerns thereby reducing delay in the child protection system.

**Assessment**

Successful completion of 5 risk assessment tests.

Successful completion of all taught modules.

Successful completion of two risk assessments of either sexual or violent risk.

Successful completion of two CASPR assessments.

Self-reflection analysis throughout the training.

**Entry Criteria**

Be registered with the Northern Ireland Social Care Council.

Hold a Degree in Social Work, Diploma in Social Work, CSS, CQSW or predecessor equivalent. Social Workers trained outside of NISCC jurisdiction must produce a letter of comparability with these awards or a letter of verification issued by NISCC.

Be enrolled on the PiP Specialist Award on the NISCC portal.

Candidates must have at least 5 years' experience in working within the child protection field of practice.

Candidates must be in a role where they are able to undertake risk assessments on completion of the training.

## Therapeutic Crisis Intervention HSC Trusts / Voluntary Sector

### Professional Requirements

#### Specialist Award

Specialist Requirements 1, 2, 5

### Location & Contact Details

#### Different Locations within each HSC Trust Area

**WHST** – William Deery  
**NHST** – Diane Marshall  
**BHST** – Colin Connolly  
**SHST** – Shirley McCaffrey  
**SEHST** – Catherine Kane  
**Voluntary Sector** – Tina O'Reilly

[William.deery@westerntrust.hscni.net](mailto:William.deery@westerntrust.hscni.net) – 07926244409  
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#### Target Group

TCI Training is designed for staff working within Children's Residential Homes. A TCI lead in each Trust will identify eligible staff based on attendance at the full training entitled - **Therapeutic Crisis Intervention – Edition 7**.

The TCI training is mandatory training for all Social Work and Social Care Staff who work in residential care settings within the Health and Social Trusts within Northern Ireland.

Within the voluntary sector the training is delivered to staff working in residential and community services however they tend not to train or use the restraint element of the model.

#### Delivery

The TCI curriculum contains activities and testing materials for a maximum of thirty to thirty-two hours of training and testing across six modules. The training is delivered face to face.

On occasions where a specific Trust or agency determine that they do not want to train their staff in a specific restraint technique a four-day agenda can be used with a minimum of twenty-eight hours training provided.

**Focus**

The focus is on preventing crises from occurring, de-escalating potential crises, managing acute physical behaviour, reducing potential and actual injury to young people and staff, teaching young people emotional regulation skills and developing a learning organisation.

**Assessment**

Each participant that undertakes the TCI Training is assessed across a number of different areas and a number of different formats and includes a written theory test, assessment of completing a Life Space Interview and Assessment of participant's competences in physical holds and physical restraint techniques.

**Entry Criteria**

Be registered with the Northern Ireland Social Care Council as a Qualified Social Worker.

Be enrolled on the PiP Specialist Award on the NISCC portal.

Social Work staff who work in residential care settings within the Health and Social Trusts within Northern Ireland, or within the voluntary sector working in residential and community services.

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# LEADERSHIP AND STRATEGIC AWARD IN SOCIAL WORK

## Leading Social Work – Stronger Together HSC Leadership Centre

### Professional Requirements

#### Leadership & Strategic Award

Leadership & Strategic Requirements 3, 5, 8

### Location & Contact Details

#### Maura McMackin

Principal Consultant

HSC Leadership Centre

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Belfast BT7 3EN

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Email: [Maura.McMackin@leadership.hscni.net](mailto:Maura.McMackin@leadership.hscni.net)

Website: [Leadership & Management Development Programmes - HSC Leadership Centre Portfolio](#)

### Target Group

This programme is designed for social workers, team leaders/senior practitioners, social care managers and social work development staff across all directorates who are passionate about improving social work and want to develop improvement skills to lead change across their organisation.

Each H&SC Trust is allocated a set numbers of Department of Health funded places annually with additional funded places available to the wider social work profession. Further places are also available on a service/self-funded basis.

### Delivery

Programme delivery involves a blended/hybrid model of face-to-face and online formats harnessing a range of facilitator, peer and service

user-led learning techniques such as action learning, coaching, group work, personal diagnostics, insight visits and self-reflection. This innovative approach recognises that people develop faster when they feel responsible and take ownership of their own development and progress.

Each participant will complete a range of work-based individual and group-based assessments throughout the program with the focus on application, quality improvement and reflection in their area of responsibility and with the support of their organisation. Participants will be expected to lead a service improvement initiative and present on its outcomes as part of the program. Assessments will run alongside programme delivery enabling participants to directly apply new knowledge and skills acquired as the programme progresses. Organisations support participants in their assessment through the provision of PiP representatives and the program leads who provide guidance, coaching and mentoring throughout.

### **Focus**

The overall aim of the leadership development program is to develop social workers' leadership capacity and ability to work corporately and in doing so, to create a strong network of social work leaders across the HSC and third sector to form a resilient strategic alliance. The program therefore aims to maximise the contribution that experienced social work leaders, can make to high performing, successful organisations, building on existing leadership skills and challenging mindsets to become more agile, working across system boundaries to deal with complexity and harness new opportunities.

### **Assessment**

Attendance at taught days including completion of 2 day residential and 3 action learning sets.

Completion of 6 assessments (e.g. 3 x 300-word reflections, group infographic, individual 10-minute presentation, insight visit).

Application of learning and networking to improve practice in a work-based setting.

### **Entry Criteria**

Be registered with the Northern Ireland Social Care Council.

Hold a Degree in Social Work, Diploma in Social Work, CSS, CQSW or predecessor equivalent. Social Workers trained outside of NISCC jurisdiction must produce a letter of comparability with these awards or a letter of verification issued by NISCC.

Be enrolled on the PiP Specialist Award on the NISCC portal.

Band 8a and 8B registered social work staff and third sector equivalent positions and those in acting up arrangements. Particular consideration will be given to those senior professionals who are in critical leadership roles or those with the ambition to fill such roles and have demonstrated evidence of their ability to lead social work and social care.

## Regional Quality Improvement in Social Work South Eastern Health and Social Care Trust

### Professional Requirements

#### Leadership & Strategic Award

Leadership & Strategic Requirements 2, 4, 6, 7

### Location & Contact Details

**Niall Ferguson**  
Governance Senior Social Worker  
52A Church Street  
Newtownards BT23 4AL  
Tel: 07989 673349  
Email: [Niall.Ferguson@setrust.hscni.net](mailto:Niall.Ferguson@setrust.hscni.net)

### Target Group

This programme is designed for social workers, team leaders/senior practitioners, social care managers and social work development staff across all directorates who are passionate about improving social work and want to develop improvement skills to lead change across their organisation.

Each H&SC Trust is allocated four places with an additional five places to the wider social work profession within the 3<sup>rd</sup> Sector.

### Delivery

Programme delivery will be through a combination of learning techniques, activities and exercises, small group and plenary discussion. Each participant will undertake a quality improvement initiative in their area of responsibility and with the support of their organisation. This project will run alongside programme delivery enabling them to directly apply the new knowledge and skills acquired in practice as the programme progresses.

Organisations will support participants in their improvement projects through the provision of experienced mentors' who provide coaching in improvement methodology.

### Focus

The overall aim of this programme is to develop and strengthen social work practitioners and leaders by utilising quality improvement techniques and to contribute to the regional development of quality improvement in social work.

To support the achievement of the overall aim and provide safer, better quality care for all service users, the programme will:

Increase the capability of participants in undertaking quality improvement initiatives that result in measurable and sustained improvements for service users receiving a social care service;  
Support participants to develop an understanding in the processes involved in improving quality, safety and service user experience;  
Equip staff with skills in continuous quality improvement and sustainability;  
Support the development of a regional learning community to share good practice.

### **Assessment**

Attendance at taught days.  
Completion of eight Institute for Healthcare Improvement (IHI) Open School Modules.  
Completion of four reflective tasks linked to IHI modules.  
Participation in a quality improvement initiative with the support of an experienced mentor.  
Midpoint presentation.  
Submission of a final poster and presentation at awards event

### **Entry Criteria**

Be registered with the Northern Ireland Social Care Council.  
Hold a Degree in Social Work, Diploma in Social Work, CSS, CQSW or predecessor equivalent. Social Workers trained outside of NISCC jurisdiction must produce a letter of comparability with these awards or a letter of verification issued by NISCC.  
Be enrolled on the PiP Specialist Award on the NISCC portal.  
All candidates must complete Q2020 Attributes framework before attending the course.  
Each Trust is responsible for the selection of the candidates undertaking the course.  
Each 3<sup>rd</sup> Sector organisation will agree selection of the candidates undertaking the course in partnership with the Programme coordinator.