

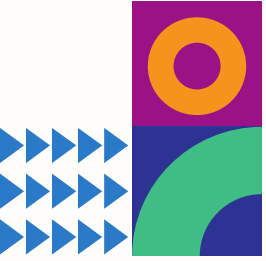
# Launch Event



## Overseas **Qualified** Social Worker Programme

Professional Development for Practice in the UK





# Welcome

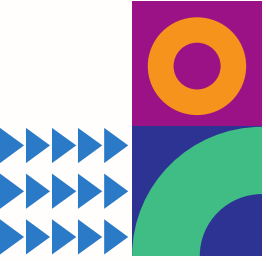
## Dr Jane Shears

*Head of Professional Development, British Association of Social Workers*

*Global Commissioner, IFSW Ethics Commission*

*Practice Educator*



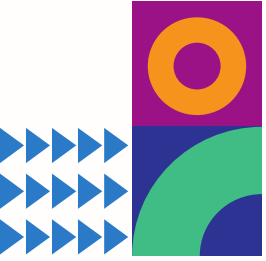


# Welcome

- *The value of overseas social workers*  
Duc Tran, Co-Chair of BASW Diaspora Special Interest Group
- *Current challenges - Concerns and Experiences of Hong Kong Social Workers in England and Wales*  
Dr Sui-Ting Kong, Associate Professor in Social Work, Durham University  
Hei Chow, Senior Community Organiser, UK Welcomes Refugees, Lead of Hong Kong Social Workers Action Network
- *Introducing BASW's Overseas Qualified Social Worker Programme*  
Dr Jane Shears, Head of Professional Development, BASW

*With time for questions with a panel rich in experts by experience*



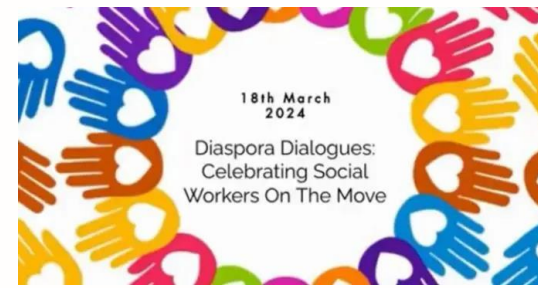
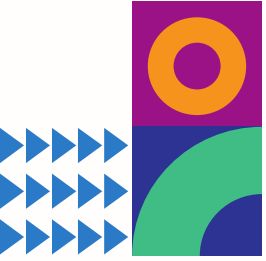


# The value of overseas social workers

**Duc Tran**

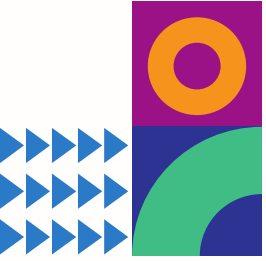
*Co-Chair of BASW Diaspora Special Interest Group*





- The Diaspora Special Interest Group was set up in 2020 to support overseas qualified social workers and those identify with an ethnic community.
- These social workers choose to migrate to the UK to live and to work, they pay taxes like every other worker and are equally committed to their roles and responsibilities - whether that is in frontline work or in indirect work – they are an essential part of the workplace fabric.
- They come with added-value skills and experience, which includes years working in government and NGOs projects, community social work and cultural understanding of their own cultures, and hence offer a unique perspective and approach to social work interventions.
- They can help to develop a more diverse and inclusive workforce, reflecting the demographic changes in our society and help to promote equity, inclusion and diversity.
- With a small investment in training and support, they can make a positive impact to our workplaces and for the people that we serve for many years to come.





# Current Challenges

## Dr Sui-Ting Kong

*Associate Professor in Social Work, Durham University*

## Hei Chow

*Senior Community Organiser, UK Welcomes Refugees, Lead of Hong Kong Social Workers Action Network*



# Concerns and Experiences of Hong Kong Social Workers in England and Wales

5 March 2024

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# Hongkonger Diaspora

The social and political unrests in the 2019 Hong Kong, and the government's crackdown on civil society and people's freedoms

British Nationals (Overseas) (BN(O)) visa route opened on 31 January 2021, that first allowed Hong Kong citizens who were born before 1997 and their spouses and dependents to migrate to the UK and later included those who was born after 1997, whose parents are BN(O) holders, to apply independently.

By 31 March 2023, the UK government has already granted 172,500 Hongkongers the right to live in the UK ([Home Office, 2023](#)).

With an expectation that 300,000 Hongkongers will move to the UK in the first five years of the implementation of the BN(O) visa route, and about 0.37% of the general population in Hong Kong is social workers, there is a rough estimate of more than 1000 social workers qualified in Hong Kong may migrate to the UK through the BN(O) route.

## Transnational Social Work Project

- 324 responses from Hong Kong qualified social workers (June 2022)
- 3 focus groups (Hong Kong Social Workers Action Group) (April –December 2023)
- 60 cases HKSW Reunion in UK Facebook group (April – December 2023)



## 留英港人社工專業培訓需要調查

# Hong Kong social workers in the UK: training needs survey (Kong, 2022)

**324** respondents

**98%** (318) completed a social work professional qualification in Hong Kong

**52%** with a Bachelor degree, **36%** with a Masters degree, **8%** with a high diploma and **4%** with an associate degree

Most of the respondents are already in the UK  
**(61%)**

**59%** are planning to come to the UK , among which **94%** of the respondents are planning to come will arrive in 5 years' time

**96%** are planning to enter the UK social work workforce in 5 years' time

# What are the barriers to joining the UK social work workforce?

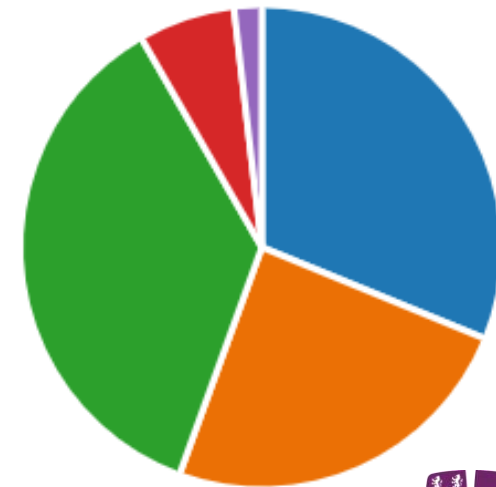
- Not understanding the legal and service frameworks in the UK
- Not knowing the employment landscape, such as different fields of service and scope of service for a specific position
- Language barriers, such as accents and slangs
- Cultural difference
- Others

## 7. 你認為重投/投身社會工作者專業的困難是甚麼?

[More Details](#)

 Insights

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| ● 不熟悉行情，如不同工種及服... | 79  |
| ● 語言障礙，如口音及俚語      | 117 |
| ● 文化差異             | 21  |
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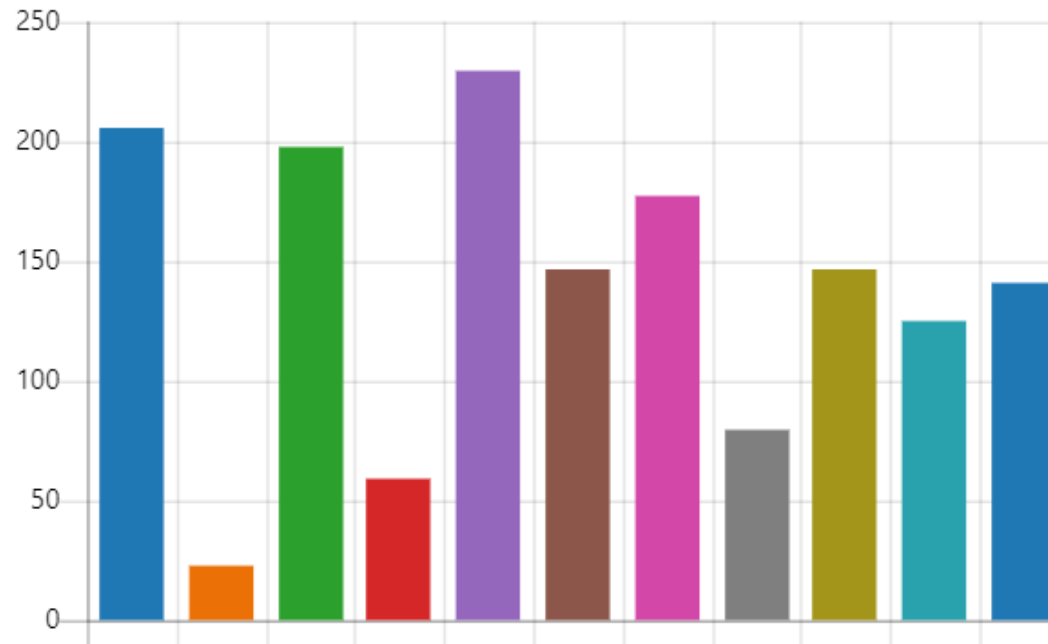
# What training is important for Hong Kong qualified social workers to join the UK workforce?

## 9. 請按你認為重要的專業培訓項目

[More Details](#)

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- Social Policy (230)
- PCF (206)
- Law (198)
- Safeguarding children (177)
- Communication with service users/ Care Act Assessment and Adult Safeguarding (147)



An aerial night view of Hong Kong, showing a dense urban landscape with numerous high-rise buildings illuminated by city lights. The Victoria Harbour is visible in the background, with the city lights reflecting on the water. The overall scene is dark, with the city lights providing the primary illumination.

# Experiences of Social Workers from Hong Kong in the UK

# Other challenges

## Registration

- Difficulties in finding 'formal study'
- Challenging to find professional referees and meet the 14-day timeframe for references
- Work titles of Hong Kong social workers being miscategorised and hence applications being rejected (now rectified by allowing the submission of job description)
- The need for 'supervised practice' in case of shortfall in demonstrating professional capabilities

## Job Seeking

- Certificate of No Criminal Conviction (CNCC) , equivalent to DBS checks
- Understanding of the service landscape and professional terminology
- Recognition of professional experienced gained outside of the UK

# Advocacy work for overseas qualified social workers – regulators and employers

- Working with **Social Work England** to smooth the registration process
  - Publish criteria for assessing ‘formal study’ needed as part of the UK
  - Work with training providers (BASW, universities and local authorities) to develop recognised training to fill the gap
- Work with **local authorities** who are recruiting social workers qualified overseas
  - CNCC and alternative evidence
  - Special induction for overseas qualified social workers
- **DHSC** dedicates funding for localised strategies for recruited overseas qualified social workers already in the UK



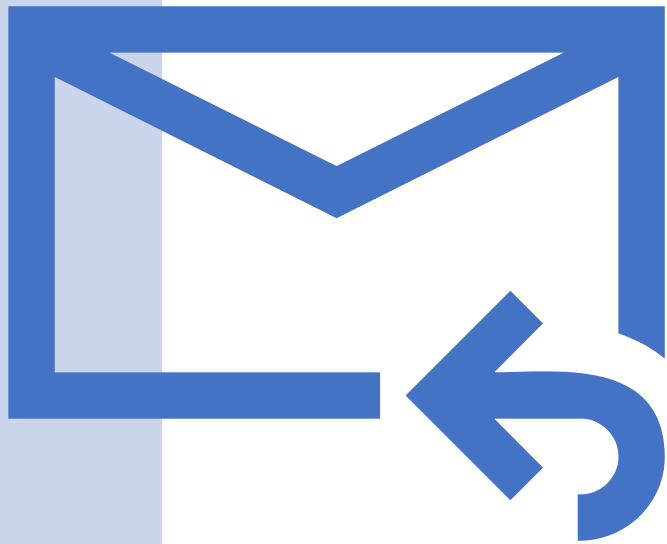
# From Transnational Social Work to Transcultural Social Work



**FIVE**  
**MESSAGES FROM YOUNG HONG KONGERS IN THE UK\***

- 1 Dealing with complex emotions**  
 Negotiating feelings about their participation in the movement and paving their path to their envisioned future in the UK and HK
- 2 Going through transitions and transformations**  
 Adjusting to new 'feeling rules' in making friends and being a young adult in the UK compared to Hong Kong
- 3 Recognising their strengths**  
 Showcasing their initiatives and resourcefulness in adjusting to life in the UK and engaging local communities
- 4 Navigating gendered cultures**  
 Responding to ambiguities related to misogyny, sexist jokes, and harassment in the British context
- 5 Wanting to be heard and understood**  
 Working together with Hong Kong adults like parents and social workers as an intergenerational approach

  \*For more information on the Transnational Social Work project contact:  
 Dr Sui Ting Kong (sui.t.kong@durham.ac.uk)  
 Janelle Rabe (anne.j.rabe@durham.ac.uk)

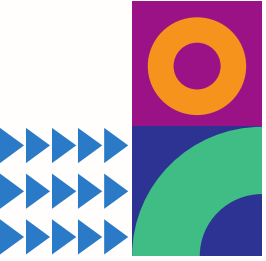


## Contact us

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[hei@ukwelcomesrefugees.org](mailto:hei@ukwelcomesrefugees.org)





# Overseas **Qualified** Social Worker Programme

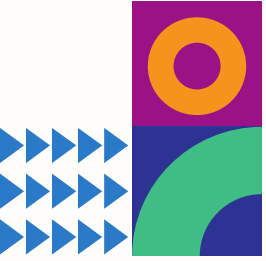
Professional Development for Practice in the UK

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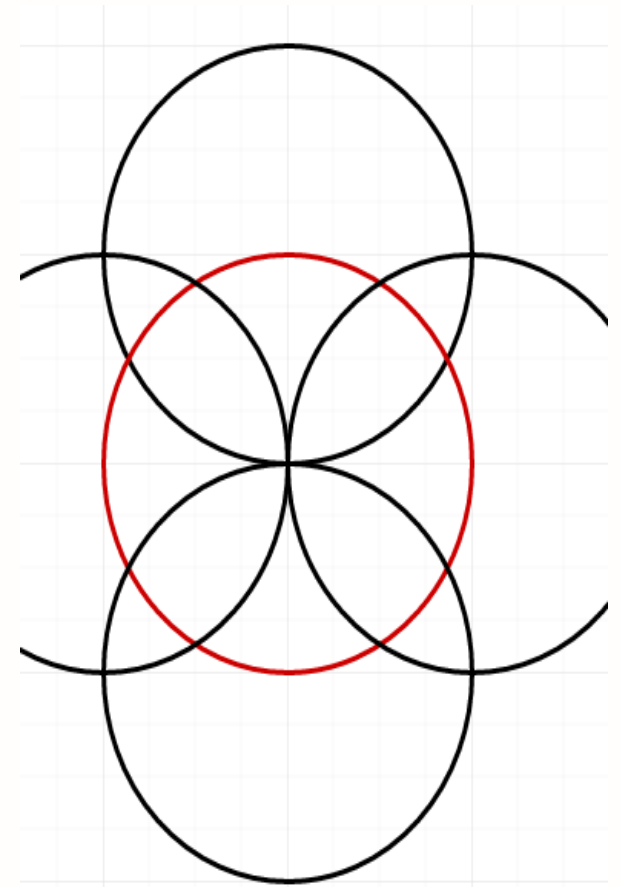
*Global Commissioner, IFSW Ethics Commission, Practice Educator*

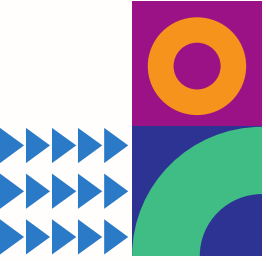




# OQSW - CPD

- 175% increase in number of overseas qualified social workers applying to register with the regulator
- Different experiences of the transition into social work in the UK
- Aim: to co-produce learning materials and a programme of support for colleagues into UK social work posts, underpinned by an ethical framework





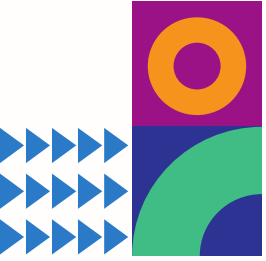
# Overseas **Qualified** Social Worker Programme

Professional Development for Practice in the UK

Bespoke programmes of Continuing Professional Development (CPD), created for social workers who have trained overseas and have now moved / are planning to move to work in the United Kingdom.

Co-produced with the University of Durham & The Hong Kong Social Work Network

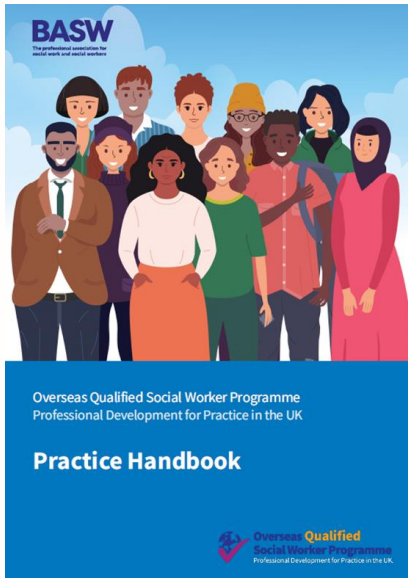




# Overseas **Qualified** Social Worker Programme

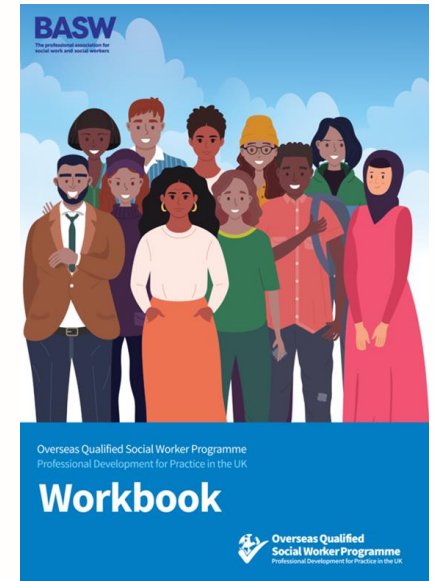
Professional Development for Practice in the UK

## Delegate Packages



Package A

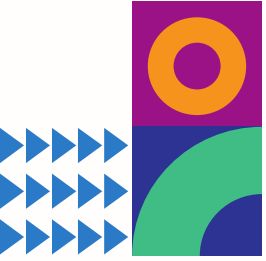
**OQSW: Self-directed learning:  
Practice Handbook & Workbook**



Package B

**OQSW Peer Supported Development Programme**





## Package A: Professional Handbook & Workbook

A self-directed digital resource incorporating a range of approaches to adult learning and professional development including reading, podcasts, films, reflective activities and exercises, exploration of social work research and links to relevant websites

50 hours CPD credit with a certificate awarded upon completion

Welcome to Social Work practice in the United Kingdom

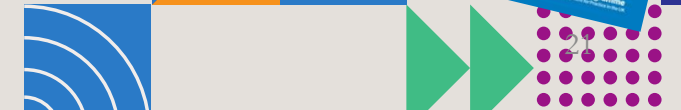
Social work in the UK – history and practice context

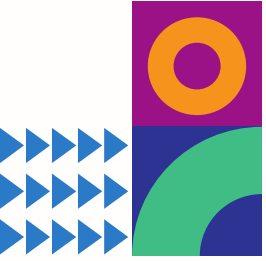
Underpinning our practice – Values & ethics of practice

Supervised Practice and getting the most from supervision

What supports our practice

My personal learning workbook





## Reflective Exercise 17

### Criminal justice social work



Guide time: **15 minutes**

After listening to the podcasts, think about what struck you about:

- The practice environment in which social work is undertaken?
- The role and responsibility of social workers in the UK.
- How is it similar to social work roles you have previously been in?

Record your answers on page 19 of your exercise workbook.



## Reflective Exercise 22

### Case scenario: Diana and Joshua



Guide time: **4 minutes**

Below is a case scenario of a [home visit](#) in a small English market town. A social worker is making an initial visit to a mother as concerns have been raised by health visitor about her young baby. The scenario, the location and the interactions are all fairly typical for a home visit.

Watch the video. Take time to answer the questions in the video.

- What struck you about the encounter?



<https://player.vimeo.com/video/647772245>



Record your answers on page 24 of your exercise workbook.

# BASW

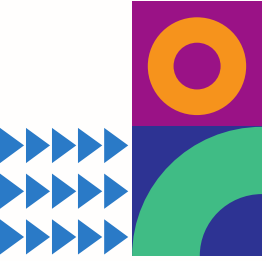
The professional association for social work and social workers



## Overseas Qualified Social Worker Programme

Professional Development for Practice in the UK



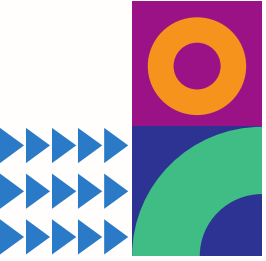


## Package A: Cost per delegate

|   |                      |
|---|----------------------|
| BASW member   | £99                  |
| BASW IASW associate member  | £99 + VAT (£118.80)  |
| BASW non member in UK   | £149                 |
| Non member outside UK in EU country   | £149 + VAT (£178.80) |
| Non member outside UK & EU  | £149                 |
| Non member outside UK in a low income country/economy (as defined by <a href="#">The World Bank</a> ) | £56                  |







## Package B: OQSW Peer Supported Year in Employment

Combined access to the Practice Handbook & Workbook,  
with a 12 month Peer Supported Development Programme

£995 + VAT (£1,194) per delegate

Block bookings of 5 or more delegates in a cohort can access a discounted price of £896 + VAT (£1,075) per delegate

Action Learning Sets – 6 X 1.5 hour online group sessions

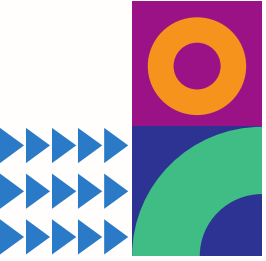
Coaching – 3 x 1 hour 1:1 online coaching sessions

Self-directed learning – role specific (8 hours per month)

158 hours CPD  
credit with a  
certificate  
awarded upon  
completion

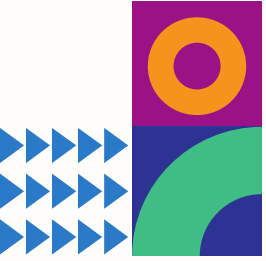






# Questions





Thank you for joining us today

Full information of our programme packages can be found on the BASW website – now open for registrations



Contact: [ProfDE@basw.co.uk](mailto:ProfDE@basw.co.uk)

