



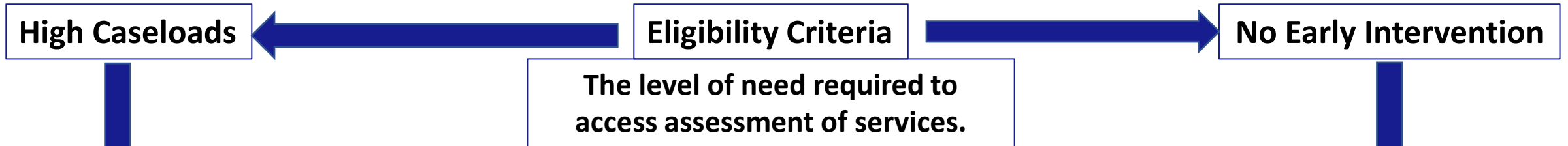
Cross Party Group on Social Work

MEETING DATE: WEDNESDAY 19 JANUARY

FLASH REPORT

What are the problems?

Here's what the group had to say.....



- Social workers have the dilemma of either prioritising people or doing paperwork. They are not able to spend time building relationships in their communities.
- The level of paperwork is having a substantial toll on the health and wellbeing of the workforce. This is leading to burnout and poor workforce morale.

- Individuals and families are not getting the support they need when they ask for it. Problems can then escalate to a point of crisis and the potential for statutory intervention.
- Many people feel let down and not listened to by a system that overlooks them and their circumstances. Trust between social workers and clients erodes.

The Impact

“I know from experience in my area team that any social worker would much rather be out and about doing the 1:1 work, being involved with the community, the families, the young people and children than being glued to the desk doing paperwork and assessments.”

Edward McKimm, Newly Qualified Social Worker

“I feel I was judged wrongly by many services. I felt I wasn’t given the dignity to be respected by having conversations in private places. I felt I was being used at times. I felt I was being lied to and there was no one for me to come back to. Social work ended up as my enemy in this journey, rather than my ally.”

Karen Albrow, Parent Carer

“My granddaughter told the shop assistant I helped children in need and the shop assistant said ‘she’s a superhero.’ She (the shop assistant) had no idea I was a social worker and I thought I’m not going to tell her that either. There are lots of social workers who don’t tell people what they do because it leads to difficult conversations.”

Jacqueline Pepper, Chief Social Work Officer at Perth and Kinross Council

“There is an opportunity for Scottish Government and Parliament as a whole to ensure that no person in need of support is left behind again. To make sure help is available when it’s needed. I implore you all to go forward and provide us all with a service that meets the needs of its users and makes us proud.”

Andy Nocker, Parent with lived experience of social work services

How can we make it better?

- Social workers must be allowed to practice in **early intervention and prevention** to improve outcomes, return balanced caseloads and make social work an attractive career choice.
- Eligibility criteria has made the role of social work all about high-risk crisis management. Instead, we need a structure which gives social workers the space to **build relationships and trust** and support those in need, when they need it.
- Changes to structures and governance must **simplify the experience** for people using services so they can have confidence in accessing support.
- We can all do more to raise the profile of the profession. Many social workers feel undervalued and underappreciated. **Recognising the impact and contributions** of social workers whenever we can is important.

Cross-Party Group

ON SOCIAL WORK



SAVE THE DATE.....

WORLD SOCIAL WORK DAY: 15TH MARCH 2022



Tweet your support for social workers on #WSWD2022

How can you help?

Parliament has a unique opportunity to work with social workers and those with lived experience of social work services to improve and shape the future of the profession.

We would be very interested in speaking to MSPs about any of the issues raised in this flash report and how you can help.

Please contact us on cpgsocialwork@basw.co.uk

Useful Resources

- [Back to the future with community social work](#)
- [Rediscovering and mainstreaming community social work in Scotland](#)
- [“It’s Frustrating”: Social Workers say they lack time and resources to do their job](#)
- [Lyn Romeo: “Taking a prevention approach is core to what we do....this is the bread and butter of social work](#)
- [A quarter of social workers crying or feeling unwell due to work at least once a week](#)
- [Relationship-based practice: emergent themes in social work literature](#)
- [Health and social care workers’ quality of working life and coping while working during the Covid-19 pandemic](#)