

# The Standards for Employers of Social Workers: Social Work Health Check Report



The page below provides a brief explanation into the data analysis used within this report.

The results for the rateable items were calculated using mean values, as illustrated below.

Example Survey Question:						
My supervisor and/or manager encourage and motivate me in my career development.						
	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	
	100	75	50	25	0	Score
Respondent 1	✓					100
Respondent 2					✓	0
Respondent 3				✓		25
Respondent 4		✓				75
Respondent 5		✓				75
Respondent 6			✓			50

Total = 325

Divided by total respondents (6)

$$325 \div 6 = 54$$

Effectively, this means that individual scores can register as '0' at the lower end and '100' at the upper end. In practice, aggregated or group scores are positioned within those two extremes and are assigned ranges as shown in the scales below and appear throughout the report.



This introductory table below highlights Halton Borough Council's mean scores for all eight Standards, engagement and COVID.

## Halton Borough Council

Standard	Mean score
Standard 1 - Strong and Clear Social Work Framework	85
Standard 2 - Effective workforce planning systems	81
Standard 3 - Safe Workloads and Case Allocation	80
Standard 4 - Well-being	82
Standard 5 - Supervision	82
Standard 6 - CPD - Continuous Professional Development	72
Standard 7 - Professional Registration	85
Standard 8 - Strategic Partnerships	90
Employee Contribution	82
Tensions*	86
Overall satisfaction	73
Desire to stay	77
COVID	79
Number of respondents	22



\*Reverse logic key



The table below provides a comparison between Halton Council's mean scores and the regional and national averages

## Regional and national comparison

Standard	Mean	North West	National
Standard 1 - Strong and Clear Social Work Framework	85	81	81
Standard 2 - Effective workforce planning systems	81	78	77
Standard 3 - Safe Workloads and Case Allocation	80	79	78
Standard 4 - Well-being	82	76	75
Standard 5 - Supervision	82	76	75
Standard 6 - CPD - Continuous Professional Development	72	70	71
Standard 7 - Professional Registration	85	81	80
Standard 8 - Strategic Partnerships	90	82	79
Employee Contribution	82	86	85
Tensions*	86	82	80
Overall satisfaction	73	77	75
Desire to stay	77	81	79
COVID	79	78	78
Number of respondents	22	1563	8820



75 or more



51-74



50 or less

\*Reverse logic key



50 or less



51-74



75 or more

The tables below highlight Halton Council's mean scores for the individual questions within the first three standards.

Standard 1 - Strong and Clear Social Work Framework ▲	Score
1. My organisation has a well-defined framework/approach to social work practice so I am clear about my role and accountability	83
2. I am able to use my professional judgement, creativity and autonomous decision making where appropriate	89
3. I receive an appropriate balance of professional support and reflective challenge (e.g. through supervision) to keep learning and developing my practice.	81
4. I have access to support and advice from senior social work leader/s within my organisation (e.g. Principal Social Worker or Senior Managers)	88
Standard 2 - Effective workforce planning systems ▲	Score
1. Through my organisation, I can access the post-qualifying training and development support I need to do my role and keep progressing	91
2. My supervisor and/or manager encourage and motivate me in my career development.	82
3. My organisation ensures fair and equal treatment of all staff.	69
Standard 3 - Safe Workloads and Case Allocation ▲	Score
1. I am usually allocated (or otherwise pick up) work through a fair process that takes account of my workload, my capabilities/skills and my health and wellbeing.	76
2. I can discuss workload and stress issues helpfully with my supervisor or manager and agree satisfactory ways forward	83
3. I know where to go to get help in my organisation if I am concerned about my wellbeing in respect of amount or nature of work I am expected to do	80
4. I would feel able to contact my Professional Association and/or Trade Union if I am concerned about safe working	83
5. I usually have a satisfactory level of control over my workload and the resources I need to fulfil my responsibilities	80



The tables below highlight Halton Council's mean scores for the individual questions within the standards 4 and 5

Standard 4 - Well-being	Score
1. I am encouraged and empowered by my organisation to make time for my own self-care and wellbeing activities	76
2. I have time and space for supportive peer to peer and team discussion	73
3. My organisation recognises the emotional demands of social work and provides me with the supervision, support and tools I need to deal with this	78
4. My organisation takes appropriate action to prevent and deal with risks of violence, bullying and harassment in any aspect of my work.	82
5. My organisation is actively committed to anti-racism and a positive, inclusive culture of opportunity for members of staff of all backgrounds and protected characteristics	91
6. My organisation facilitates my access to my Professional Association, Trade Union and other supportive organisations.	89
7. I feel cared for by my managers and/or supervisor.	83
8. I feel safe in my role & the work I am expected to do.	80
9. I have access to private, quality space in order to meet my supervisor & people I work with.	82
10. My employer has in place caring and effective systems for reporting and responding to concerns I raise, and will act to ensure I am able to work safely.	83
Standard 5 - Supervision	Score
1. I have uninterrupted, scheduled supervision at a suitable frequency with an appropriately skilled social work supervisor	85
2. Supervision helps me critically reflect on my work including working relationships, emotions and use of evidence	80
3. I identify my learning needs and access professional development opportunities and training through supervision	83
4. Supervision helps me reflect on how I meet professional regulatory standards	74
5. My supervisor coaches me in the development my professional judgement, creativity and autonomous decision making	85
6. I can raise concerns about the quality and suitability of my supervision with an appropriate person in the organisation if I need to	85



The tables below highlight Halton Council's mean scores for the individual questions within the standards 6 and 7

Standard 6 - CPD - Continuous Professional Development	Score
1. My organisation provides effective induction for all social workers when they join the organisation	88
2. (If you completed the ASYE in the last three years in your current organisation) My ASYE programme was effective in helping me learn and develop as a social worker and be more confident.	66
3. My organisation provides regular/annual appraisals (or performance reviews) that are relevant for social workers.	52
4. Within my organisation, I have an up to date plan of my professional development needs and how I and my employer will contribute to them (review)	49
5. I have dedicated time, resources, opportunities and support to carry out my CPD and record my learning in line with regulatory requirements	72
6. My organisation has non-discriminatory and transparent systems to enable all social workers to develop their professional skills, knowledge, specialisms and careers including access to accredited courses (e.g. AMHP, Practice Educator, Practice Supervisor)	85
7. I take action to ensure I am up to date with my CPD	93

Standard 7 - Professional Registration	Score
1. I have found the registration/re-registration process with Social Work England straightforward	89
2. My organisation supports me in keeping my CPD record up to date on the Social Work England website	83
3. My organisation understands, supports and provides conditions for social work practice that help me meet my professional standards	83
4. My organisation promotes a working environment that upholds ethical practice and quality standards	84
5. I am aware of the circumstances under which I could be referred to the regulator	90
6. I am confident my organisation would support me if I challenged unsafe practice or reported other concerns about services	83



The tables below highlight Halton Council's mean scores for the individual questions within Standard 8 and the COVID section of the survey

Standard 8 - Strategic Partnerships ▲	Score
1. I have good and effective relationships with key partners such as in the NHS, wider social care, education, housing, the third sector etc	90
2. My employer has a clear policy for recruiting, training and supporting social workers to train as practice educators, and practice supervisors.	91

COVID ▲	Score
1. I have been supported by my organisation to continue to work safely and effectively within a clear social work practice framework.	83
2. I have had access to the practice guidance and technology I have needed to work online/remotely with people using services and colleagues	83
3. My organisation has ensured all staff are appropriately protected from the risk of infection by the virus and taken account of different individual risks of infection on grounds of (e.g.) age, ethnicity, prior health conditions, caring for others etc.	85
4. I have been able to maintain enough, high quality, safe contact with the people I work with to ensure their welfare and to meet my statutory and/or organisational responsibilities	87
5. I have experienced an increase in severity of need in people being referred to me and/or my team	83
6. I have felt positive and able to cope with work most of the time	75
7. I have continued to have satisfactory one to one supervision	82
8. My supervisor has helped me manage my overall wellbeing and work life balance.	76
9. I have been able to continue to access relevant learning opportunities and training through my organisation	81
10. Changes during the pandemic have enabled me to work in a more strength based way with my clients.	57



The tables below highlight Halton Council's means scores for questions that probed how employees felt the delivery of the Standards shaped their workplace experience and contribution. Note: the reverse logic key for the tension question.

Employee contribution ▲	Score
1. I am confident in carrying out my role	89
2. I feel a sense of pride about my job	83
3. I would recommend my employer to a friend	74

Tensions* ▼	Score
I am often required to do more with less resources	86

Overall satisfaction ▲	Score
Overall, I am satisfied with my employment 'deal' – what my employer provides for me and what I am expected to provide in return	73

Desire to stay ▲	Score
As I see currently see things, I do not intend to leave my employer over the next 12 months	77



\*Reverse logic key



The table below highlights Halton Council's mean scores for the demographic question, 'What type of social worker are you?'.  
**What type of social worker are you?**

Standard	Adult social worker
▲	
Standard 1 - Strong and Clear Social Work Framework	85
Standard 2 - Effective workforce planning systems	82
Standard 3 - Safe Workloads and Case Allocation	80
Standard 4 - Well-being	80
Standard 5 - Supervision	81
Standard 6 - CPD - Continuous Professional Development	68
Standard 7 - Professional Registration	83
Standard 8 - Strategic Partnerships	91
Employee Contribution	85
Tensions*	79
Overall satisfaction	71
Desire to stay	79
Covid	78
Number of respondents	14

Note that when answers with fewer than ten respondents are not shown in this table.

