Employer Standards Health Check for Registered Social Workers

Halton Borough Council

Summary Report
2024

Prepared by WorkInConfidence Limited for the Local Government Association

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The authors' views expressed in their report are their own, based on the data supplied from those completing the survey, from the participating organisations across England.

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Acknowledgements

The authors especially acknowledge the support of a range of organisations:
- The Association of Directors of Adult Social Services (ADASS)
- The Association of Directors of Children's Services (ADCS)
- British Association of Social workers (BASW)
- The Department of Education (DfE)
- The Department of Health (DHSC)
- Joint University Council Social Work Education Committee (JucSWEC)
- Local Government Association (LGA)
- National Society for the Prevention of Cruelty to Children (NSPCC)
- Skills for Care (SfC)
- Social Work England
- UNISON the Public Service Union
- The Adult and Children's Principal Social Worker Network
- Royal College of Occupational Therapists (RCOT)
- The Principal and Strategic Lead Occupational Therapists National Network

Background

The Employer Standards survey, also called the 'health check', gives a voice to registered social workers, occupational therapists and non-registered social care professionals. It also helps them to feel listened to and that their employer wants to tackle challenges.

The survey helps organisations to understand better critical questions about the experiences of registered social workers including:
- How well do employers deliver the employer standards?
- How do people perceive their working environment?
- What factors influence engagement at work and increase the likelihood of people stay with organisations?

This report relies on data collected from registered social workers employed by local authorities and related agencies. While the results are considered to represent a reasonable sample, no claims are made for generalisation of the results to other areas of the UK.

Thanks are extended to all organisations that encouraged their staff to take part in the survey which enabled this report.

Participation

Overall, nationally, the 2024 Digital Skills Survey was completed by:

7,068	Registered Social Workers
6,351	Social Care Workers
1,902	Occupational Therapists
15,321	Total

Method

A number of questions were "Disagree" to "Agree". Responses were weighted as follows:
- Disagree - 0
- Somewhat Disagree - 25
- Neither Agree nor Disagree - 50
- Somewhat Agree - 75
- Agree - 100

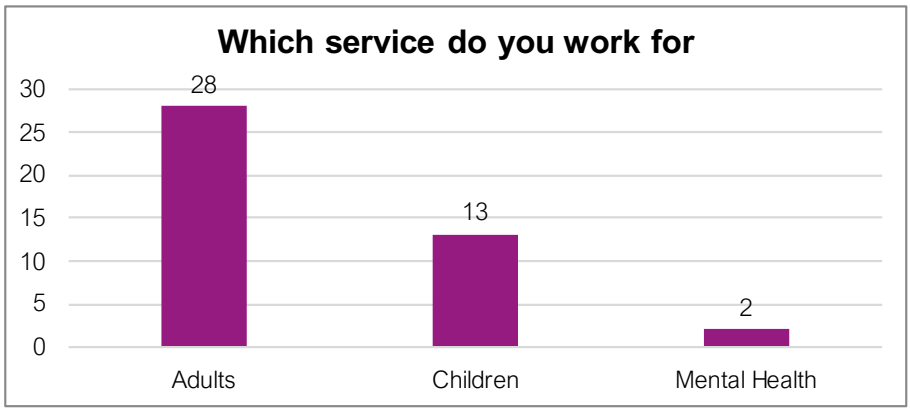
To give a score on a 0-100 scale.

Where appropriate, to protect views of those completing, minimum group sizes of 10 have been adopted. Given the numbers completing in individual organisations, this may result in some gaps in graphs and charts.

Summary

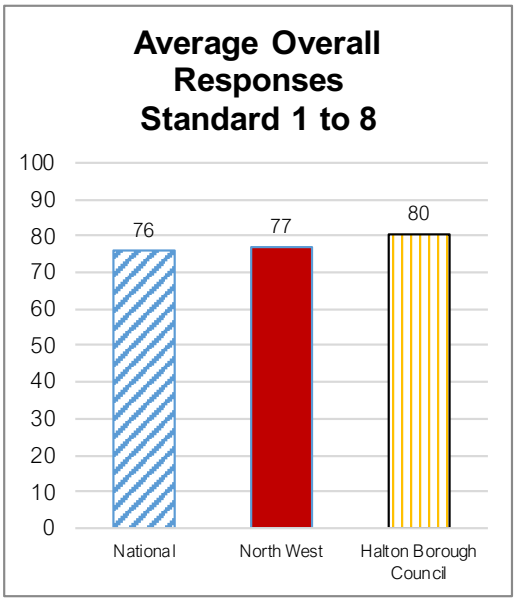
Number of responses in your organisation:	**44**
Number of organisations completing (10+ people)	**138**
Your position on average responses to all questions in Standards 1-8:	**26**

What is your service area

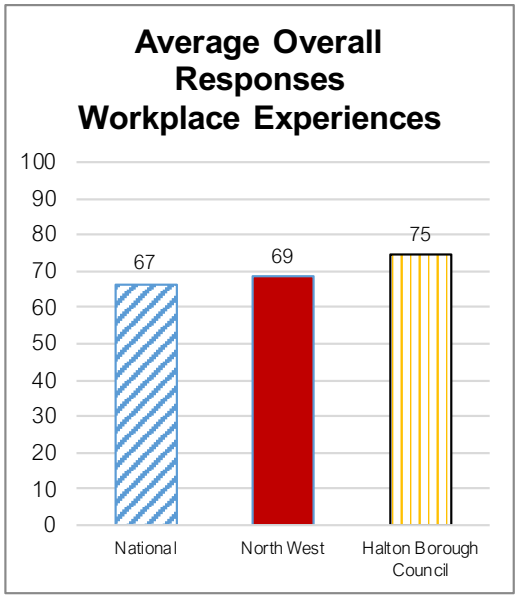


Response to the above question was not manadatory so numbers may not equal total responses.

Average Responses: Standards 1-8



Average Responses: Workplace Experiences



The Employer Standards

Standard 1 - Strong and clear social work framework

This standard is about promoting a clear statement about the principles that constitute good social work practice, and how those principles function across the full range of social work settings.

Standard 2 - Effective workforce planning systems

This standard is about using effective workforce planning systems to make sure that the right number of social workers, with the right level of skills and experience, are available to meet current and future service demands.

Standard 3 - Safe workloads and case allocation

This standard is about ensuring employees do not experience excessive workloads, resulting in unallocated cases and long waiting times for individuals.

Standard 4 - Wellbeing

This standard is about promoting a positive culture for employee wellbeing and supporting social workers to have the practical tools, resources and the organisational environment they need to practice effectively and safely.

Standard 5 - Supervision

This standard is about making sure students and qualified practitioners can reflect critically on their practice through high quality, regular supervision being an integral part of social work practice.

Standard 6 - Continuing professional development (CPD)

This standard is about social workers being provided with the time and opportunity to learn, keep their knowledge and skills up to date, and critically reflect on the impact this has on their practice.

Standard 7 - Professional registration

This standard is about supporting social workers to maintain their professional registration with the regulator.

Standard 8 - Strategic partnerships

This standard is about creating strong partnerships and good collaboration between employers, higher education institutions and other training providers.

Workplace Experiences

This section looks at the contribution made by people's employers to encourage engagement at work.

Overall responses by Standard by service area for organisation.

The following shows average responses for the region by Standard comparing service areas. **If less than 10 people answered from a specialism they are not shown separately but their contribution goes into the overall figures.**

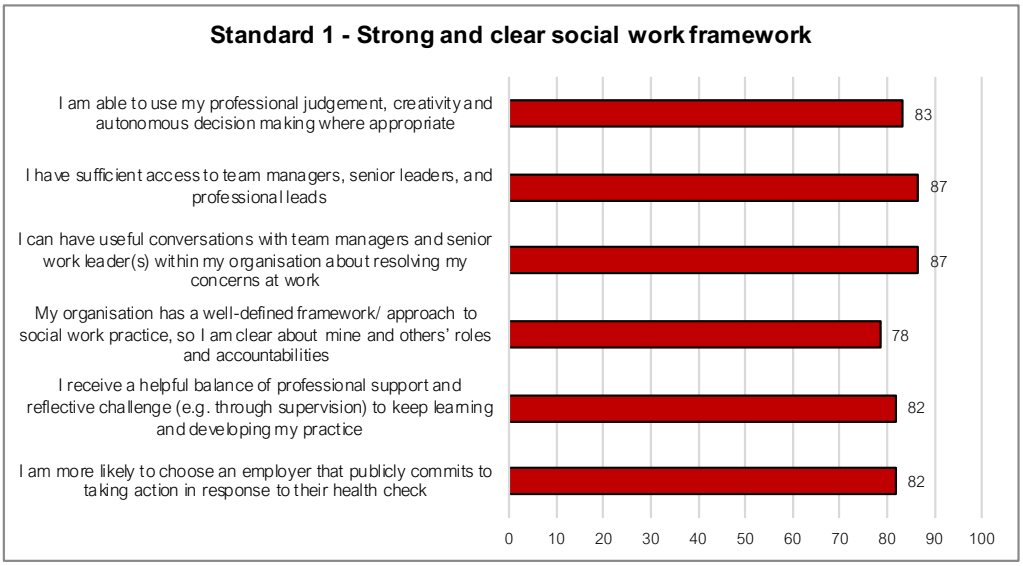
Question	Average Response	Adults	Children	Mental Health
Standard 1 - Strong and clear social work framework	83	85	78	
Standard 2 - Effective workforce planning systems	78	83	66	
Standard 3 - Safe workloads and case allocation	79	82	73	
Standard 4 - Wellbeing	81	85	73	
Standard 5 - Supervision	81	85	69	
Standard 6 - Continuing professional development (CPD)	77	85	57	
Standard 7 - Professional registration	85	89	75	
Standard 8 - Strategic Partnership	81	85	72	
Workplace Experiences	75	79	64	

Standard 1 - Strong and clear social work framework

Standard 1: Average responses for the Standard overall for the organisation by service area.

Question	Average Response	Adults	Children	Integrated adults and children
Standard 1 - Strong and clear social work framework	83	85	78	

Below are the average responses for each question in Standard 1 for your organisation.



Standard 2 - Effective workforce planning systems

Standard 2: Average responses for the Standard overall for the organisation by service area.

Question	Average Response	Adults	Children	Integrated adults and children
Standard 2 - Effective workforce planning systems	78	83	66	

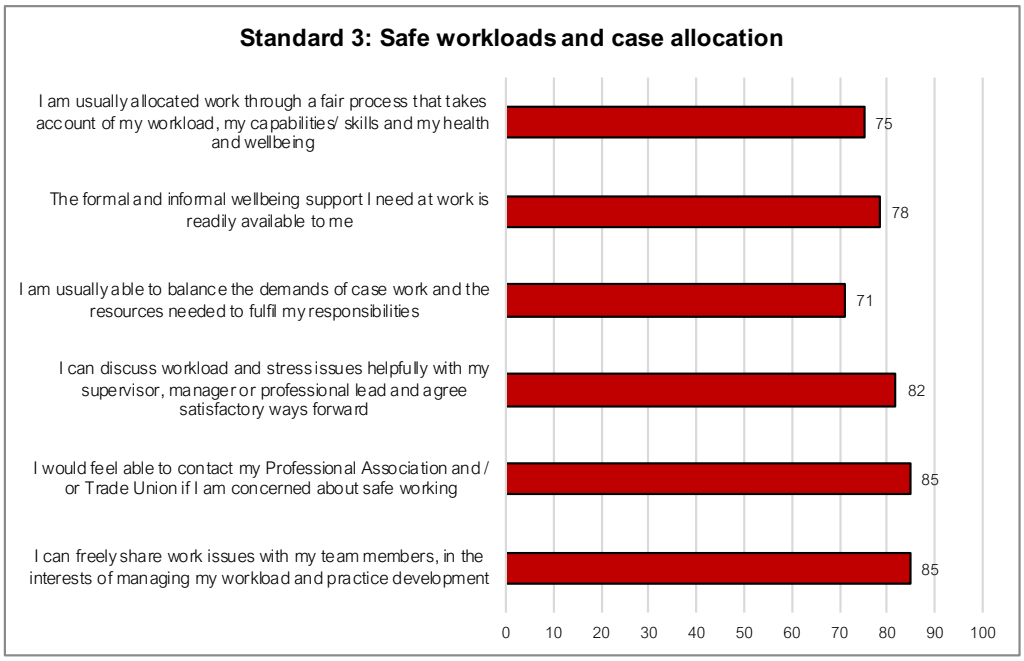
Below are the average responses for each question in Standard 2 for your organisation.

Standard 3 - Safe workloads and case allocation

Standard 3: Average responses for the Standard overall for the organisation by service area.

Question	Average Response	Adults	Children	Integrated adults and children
Standard 3 - Safe workloads and case allocation	79	82	73	

Below are the average responses for each question in Standard 3 for your organisation.

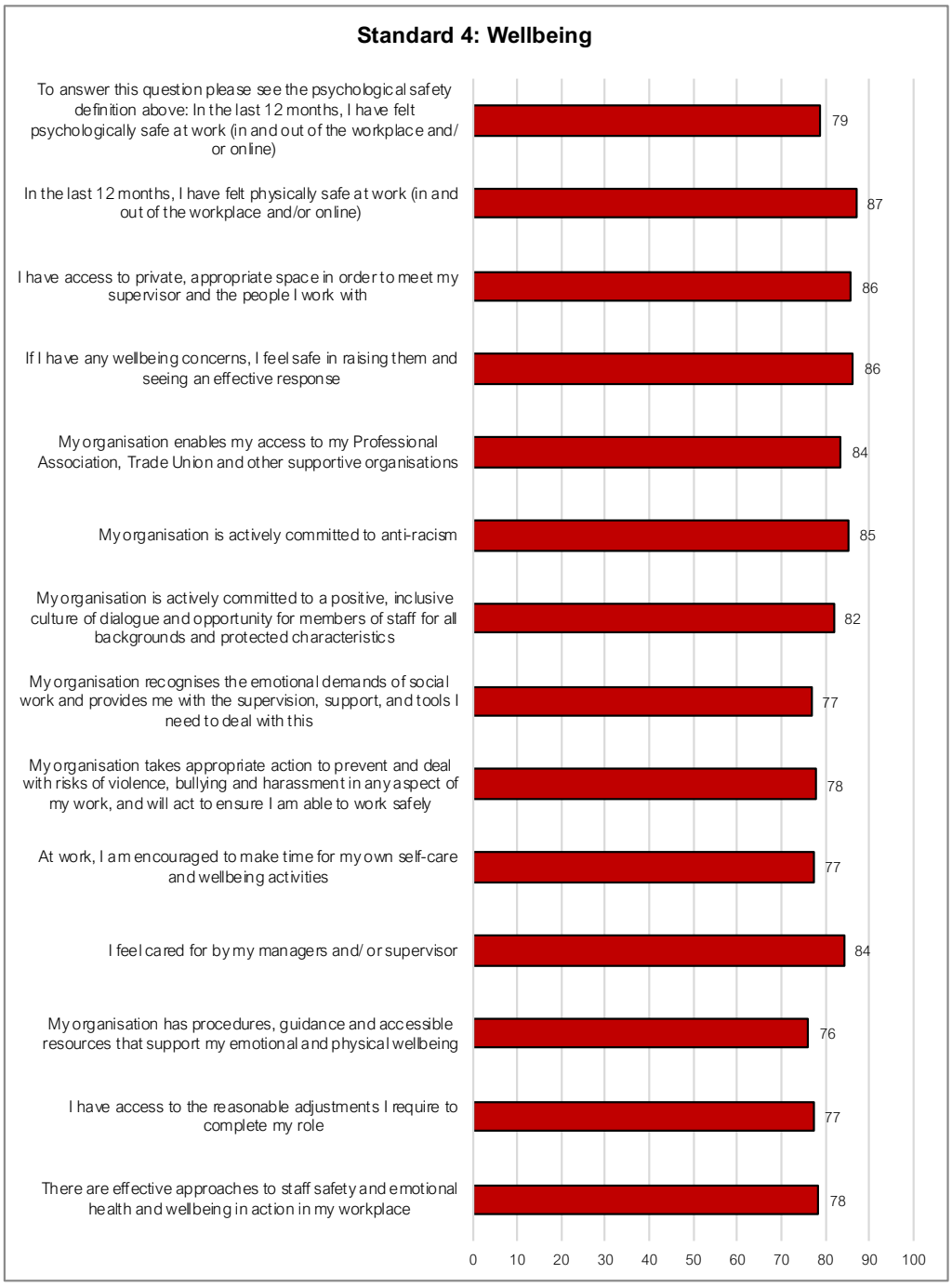


Standard 4 – Wellbeing

Standard 4: Average responses for the Standard overall for the organisation by service area.

Question	Average Response	Adults	Children	Integrated adults and children
Standard 4 - Wellbeing	81	85	73	

Below are the average responses for each question in Standard 4 for your organisation.

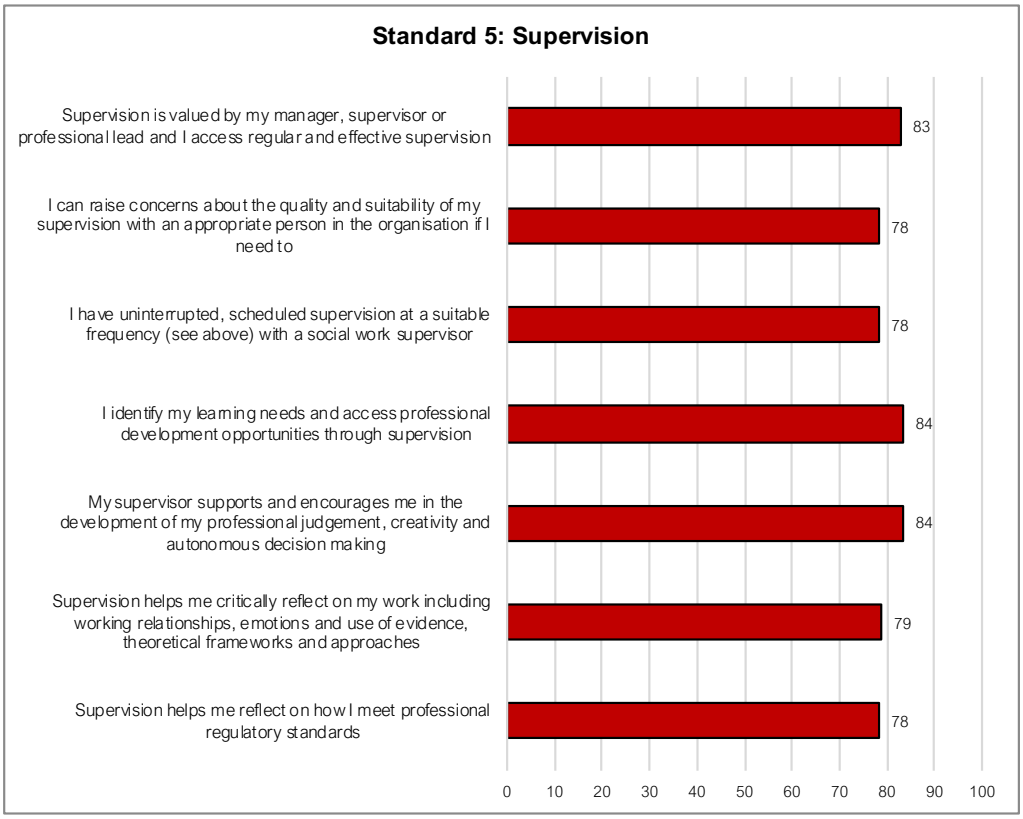


Standard 5 – Supervision

Standard 5: Average responses for the Standard overall for the organisation by service area.

Question	Average Response	Adults	Children	Integrated adults and children
Standard 5 - Supervision	81	85	69	

Below are the average responses for each question in Standard 5 for your organisation.

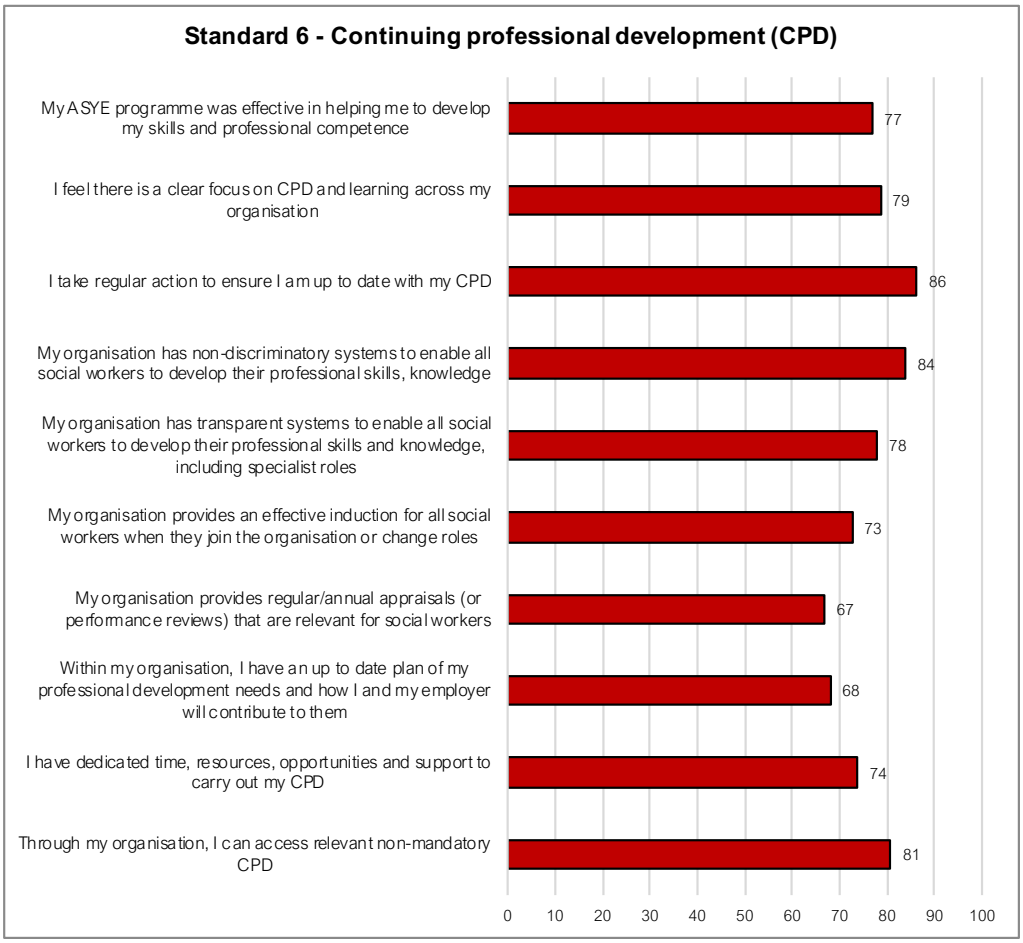


Standard 6 - Continuing professional development

Standard 6: Average responses for the Standard overall for the organisation by service area.

Question	Average Response	Adults	Children	Integrated adults and children
Standard 6 - Continuing professional development (CPD)	77	85	57	

Below are the average responses for each question in Standard 6 for your organisation.



Standard 7 - Professional registration

Standard 7: Average responses for the Standard overall for the organisation by service area.

Question	Average Response	Adults	Children	Integrated adults and children
Standard 7 - Professional registration	85	89	75	

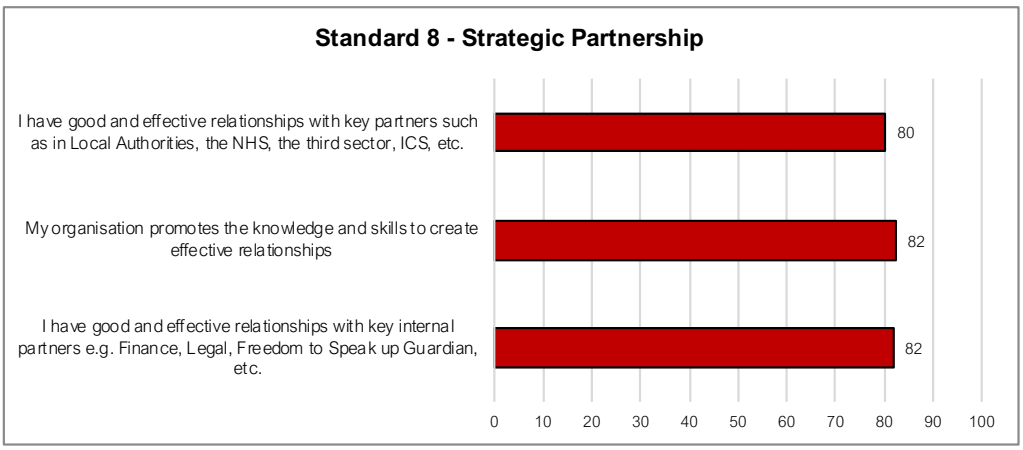
Below are the average responses for each question in Standard 7 for your organisation.

Standard 8 - Strategic Partnership

Standard 8: Average responses for the Standard overall for the organisation by service area.

Question	Average Response	Adults	Children	Integrated adults and children
Standard 8 - Strategic Partnership	81	85	72	

Below are the average responses for each question in Standard 8 for your organisation.

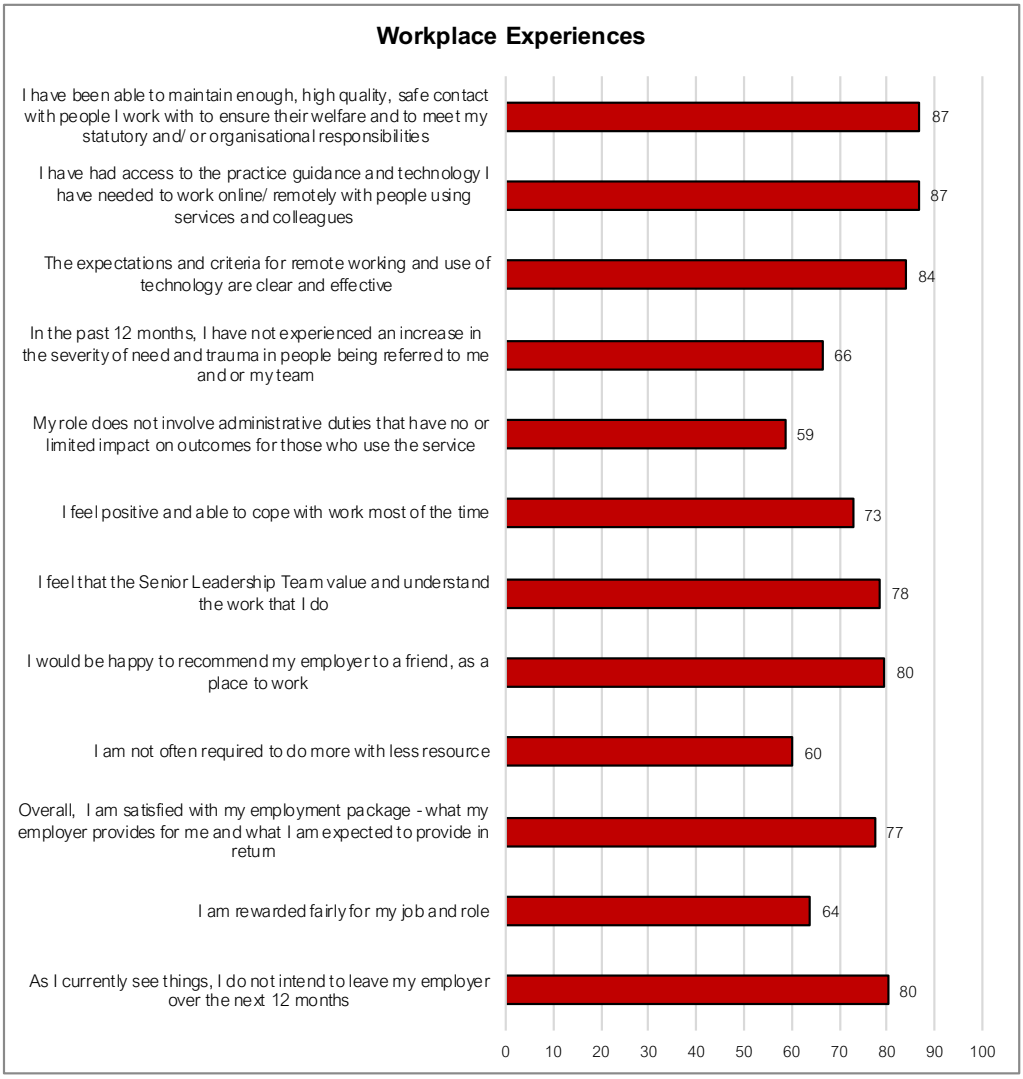


Workplace Experiences

Average responses for Workplace Experiences for the organisation by service area.

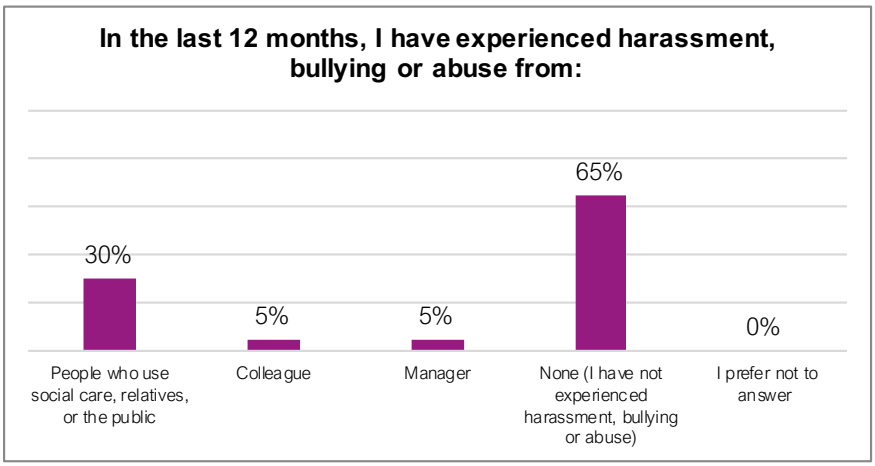
Question	Average Response	Adults	Children	Integrated adults and children
Workplace Experiences	75	79	64	

Below are the average responses for each question on Workplace Experiences for your organisation.

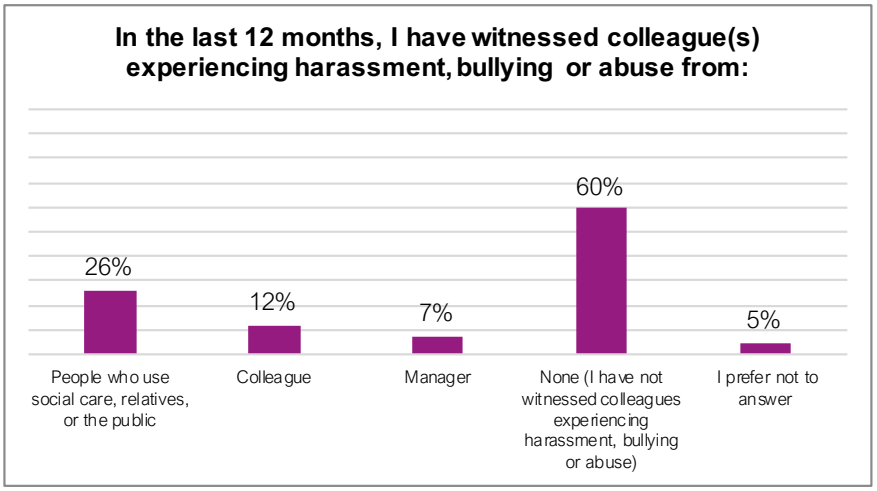


Bullying, harassment & discrimination

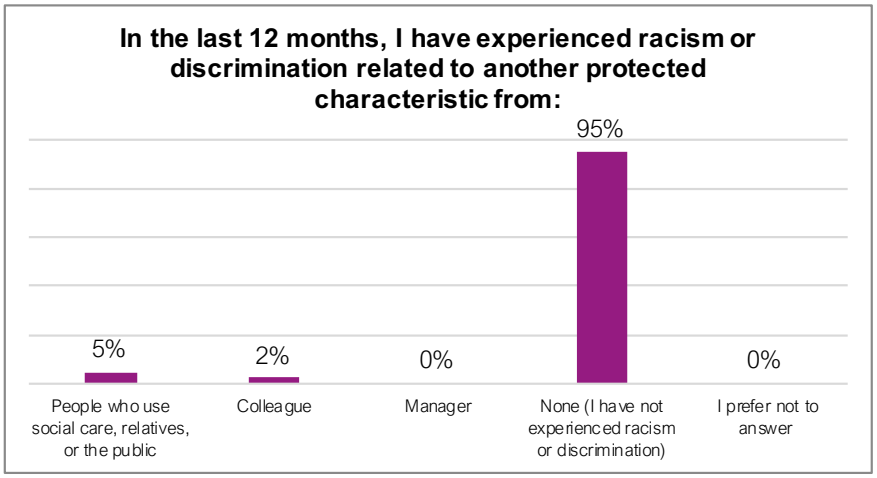
Harassment, bullying or abuse: Experiencing



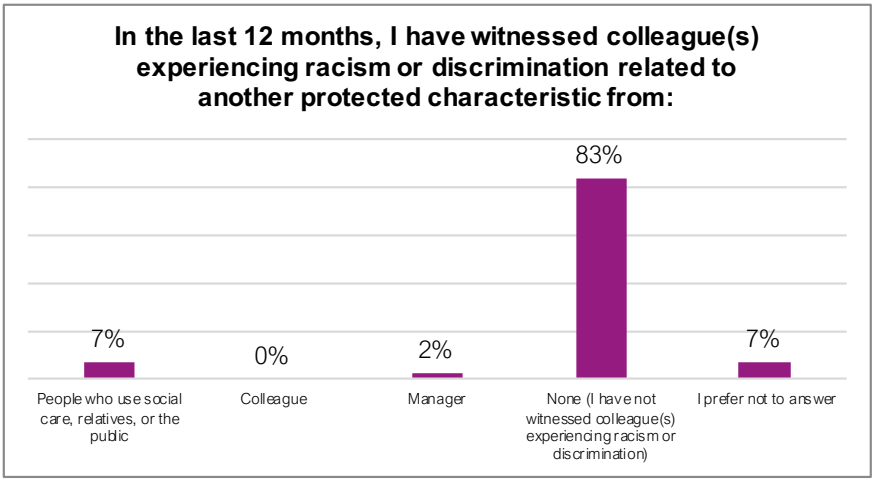
Harassment, bullying or abuse: Witnessing



Racism or discrimination: Experiencing

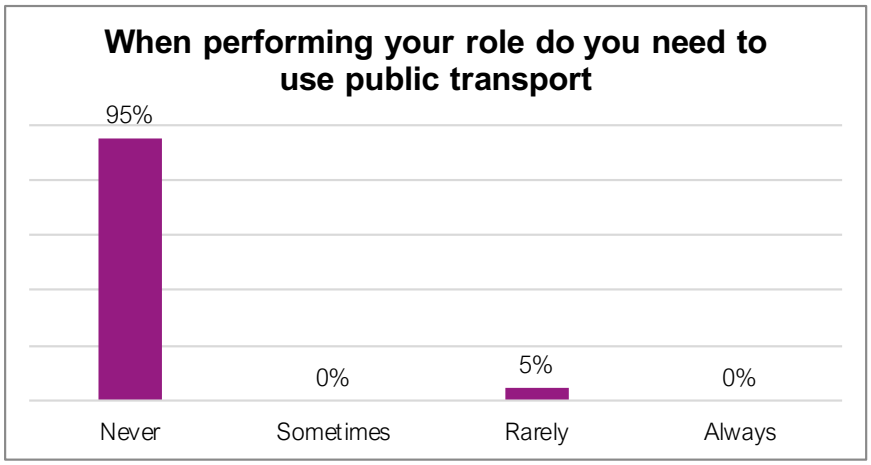


Racism or discrimination: Witnessing



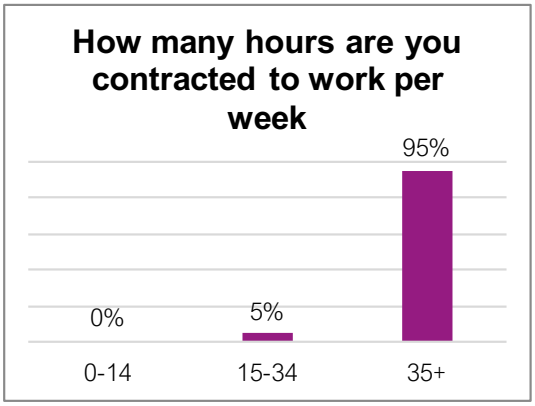
Travel

When performing your role do you need to use public transport

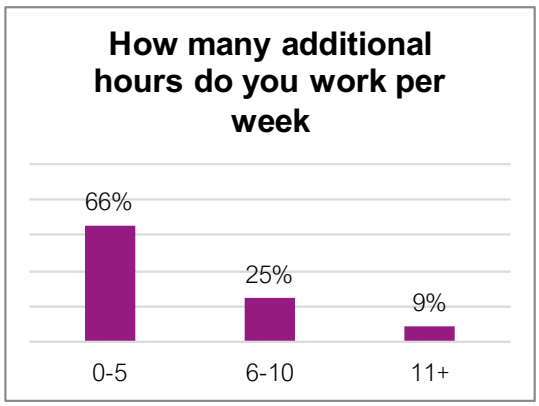


Workload

How many hours are you contracted to work per week

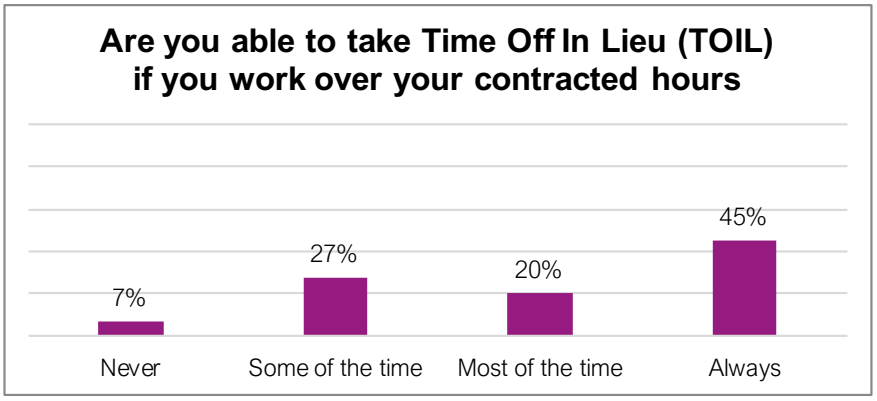


How many additional hours do you work per week

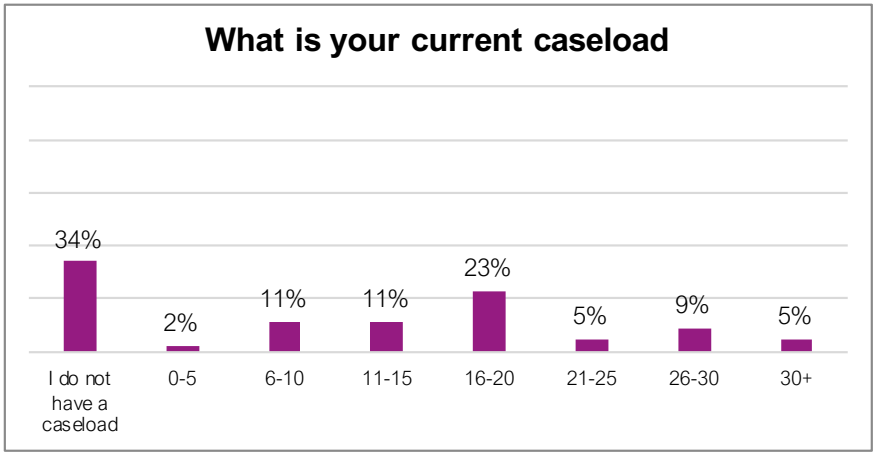


Are you paid for your additional hours

Are you able to take Time Off In Lieu (TOIL)



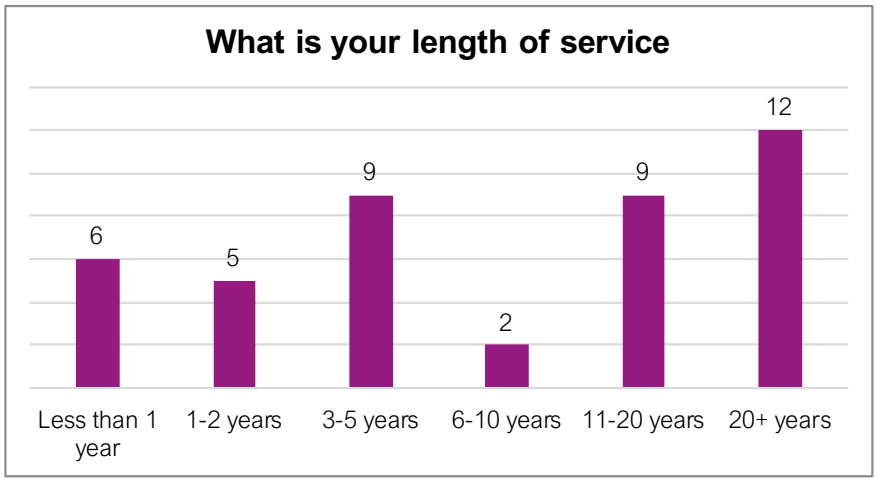
What is your current caseload



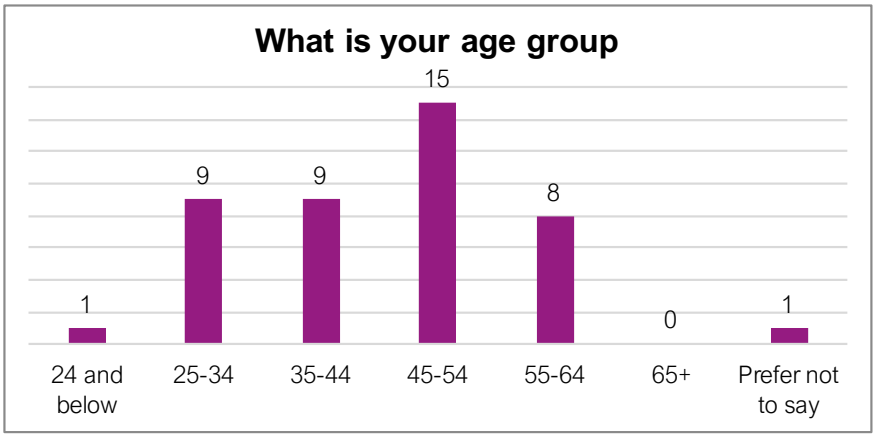
Breakdown of total numbers completing

This section looks purely at overall numbers completing the survey in your organisation to give a picture of workforce and who was represented in the results

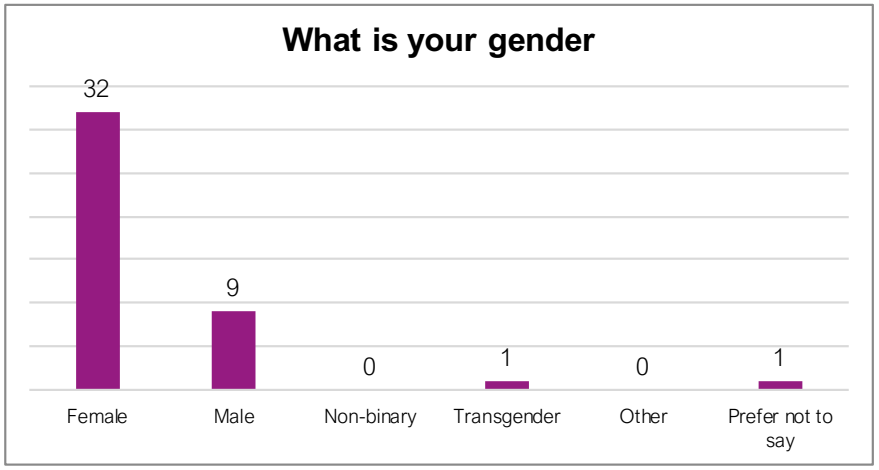
Years of service



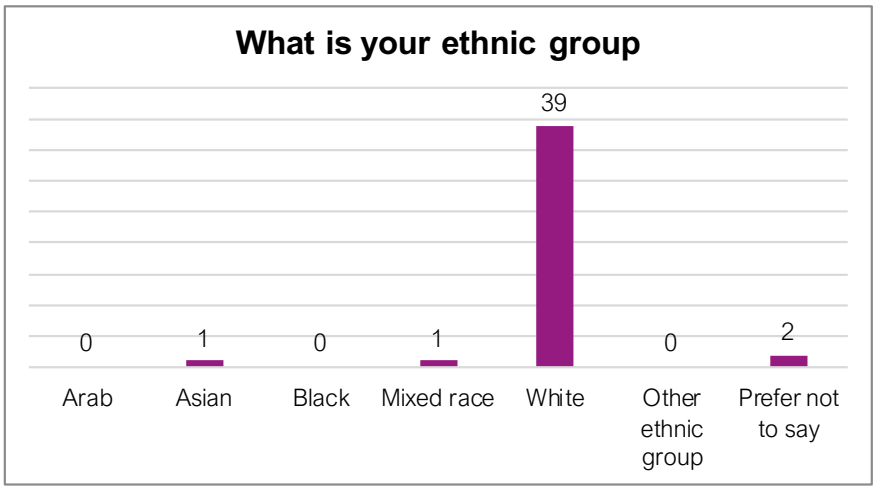
Age group



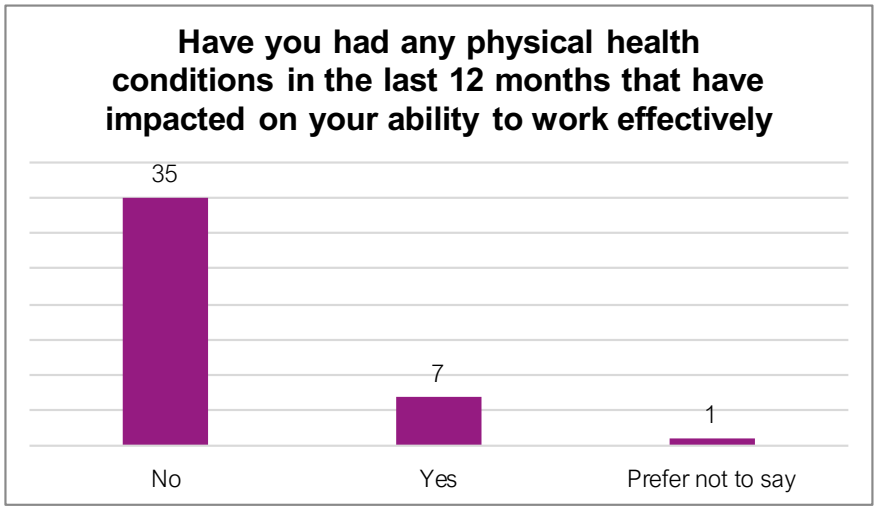
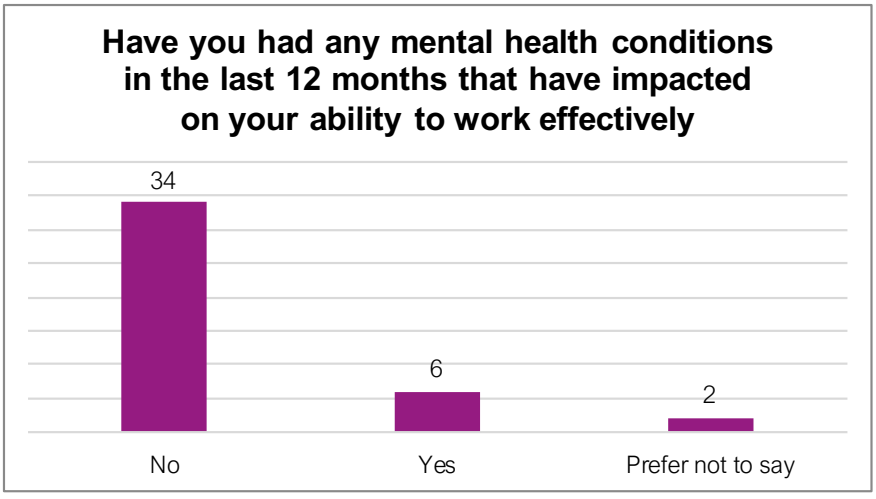
What is your gender



What is your ethnic group



Have you had any physical health conditions in the last 12 months that have impacated your ability to work effectively



Have you had any mental health conditions in the last 12 months that have impacated your ability to work effectively