



## **Celia Dunn Kent and Medway Partnership NHS Trust**

### **Speakers**

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A lot of the work that I've been undertaking, it's really been about educating individuals across the trust teams across the trust services across the trust, to gain a true understanding around the wide and diverse role of social work and where that fits. So it was looking at definitions from the International Federation of social work looking at some of the academic definitions, which has been fabulously supported by a definition contained within the guidance document. So hopefully, that will help and enabling and embedding opportunity for people to really get a sense and understanding around what social work can bring to the trust. A major piece of work that obviously I'm undertaking is workforce development. When I first joined the trust, I discovered that we had 18 social workers working across the entire trust, and there was no comprehensive list of who those people were apart from within our forensic services. So it was quite a complicated piece of work really, which perhaps indicates that, that, you know, social work is a little bit of an anathema to to the NHS in terms of our structures and our systems. But I see very, I see that as being very much part of my work in terms of influencing workforce development. Part of that enabled me to completely rewrite job descriptions to ensure they were social work appropriate, enabling for professional identity career pathways, and also looking at, you know, continued professional development document itself will enable for a clear structure for other people other than myself to get the message across to support that works workforce modelling and for people to recognise and understand that the exceptional value social work bring will have a massive impact on the workforce. I think that the board understand the value that social work brings to the whole organisation, particularly if we can get social workers starting to move into more managerial and operational posts as well. I think that will have a huge benefit to service provision and enable people to truly understand what we can deliver. And it's encouraging to see all the work that's happening within the NHS and within Health Education England, Social Work England and other organisations to really try and construct a model for social work in mental health.