

Social Work Online Team Training (SWOTT) toolkit:

PARTICIPANT NOTES

AIM

This SWOTT toolkit has been designed to assist you to complete regular, relevant and evidence-informed continuous professional development (CPD). The toolkit therefore offers a flexible and accessible CPD activity recognising that you have multiple everyday demands and time constraints. This is coupled with the fact that there is the formal requirement for you to engage in professional development and learning activity as part of your registration with Social Work England. This CPD reflects many of the values that are both explicit and implicit within Social Work England's Professional Standards, the British Association of Social Workers Professional Capabilities Framework and Knowledge and Skills Statement. Completing the CPD will give you two learning activities to reflect on as evidence for your CPD portfolio

Embedding the principles of a systemic approach, the toolkit is designed using a team-based model to encourage you and colleagues to apply learning to your everyday practice setting. This means that as learners you need to be:

- reflexive (thinking analytically about how power is distributed in the everyday social and relational context of practice) and;
- reflective (thinking about their practice – including how their beliefs, values and attitudes impact their decisions and actions - and how they might do things differently).

The systemic approach originated in the field of family therapy and places importance on relationships and acknowledges that individuals are embedded within their social context. This means that an individual's capacity for growth and change is always influenced by their relationships and the social systems in which the individual exists and the wider processes that affect them¹.

Working systemically requires social workers to engage with these ideas but also to work as a team (as social workers are part of social systems too). Working systemically relies on certain conditions which have been built into the design of the SWOTT toolkit. In the context of CPD activity, these conditions include:

- That team members are able to talk and listen to each other in a space (or succession of spaces) dedicated to a task or activity. This means that **preliminary thinking** may need to happen before a group meeting (see Learning Object 1 descriptor below);
- There needs to be a **tool for understanding** the problem or issue, and in each SWOTT toolkit, this will be a complex case study (see Learning Object 2 descriptor below).
- A dedicated **space for group reflection**.



¹ Rogers, M. and Allen, D. (2021) An A-Z of Social Work Skills. London: Sage

THE SWOTT TOOLKIT

EACH TOOLKIT HAS THREE COMPONENTS:

1. Learning object 1 (LO1): an online module that should be completed on an individual basis (offering **learning** and **preliminary** thinking);
2. Learning object 2: a complex case study (**a tool for understanding**) to be completed in group supervision (**a space for reflection**).

Completion of LO1 will take approximately 1 ½ hours. This means that the time demand is not too great and it can be fitted into your working day. Completion of LO2 will take a minimum of 1 hour of reflective discussion in a group supervision.

Each SWOTT toolkit will integrate two opportunities for CPD reflections; one for each learning object. Time should be built in at the end of the group supervision to enable you to update your CPD portfolio.



REFLECTION PROMPTS

- What theories underpin or connect with your learning from the online module? How can you use this practice?
- Which aspects of legislation are relevant to the case study and why?
- Has the learning changed your attitude/understanding of the issue?
- Will your learning develop your practice and if so how?
- Has the learning prompted you to reflect on 'best practice' in relation to the topic and what does this look like?
- Are there barriers to you implementing the learning from this toolkit. If yes, what are these and how will you overcome them?



FEEDBACK



**Please provide feedback via our brief survey accessed [here](#).
This will take no more than 10 minutes of your time.
Thank you for completing and facilitating the SWOTT toolkit.**

**If you have any questions or comments regarding the SWOTT toolkit please contact
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