

# Social Work Online Team Training (SWOTT) toolkit:

# FACILITATOR NOTES

## AIM

This SWOTT toolkit has been designed for social workers to complete regular, relevant and evidence-informed continuous professional development (CPD). The toolkit thus offers a flexible and accessible opportunity to engage in CPD recognising that social workers have multiple everyday demands and time constraints alongside the formal requirement to engage in professional development and learning activity. This formal requirement is linked to registration with Social Work England.

Embedding the principles of a systemic approach, the toolkit is based upon a team-based model to encourage teams to apply their learning in their everyday practice setting. This means that learners 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 them<sup>1</sup>.

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**.

By taking a systemic approach, the SWOTT toolkit offers a novel way that CPD engagement across a team can be completed with equitable access to learning. In addition, each SWOTT toolkit can: meet training needs of the social work and social care workforce in any one authority; build capacity of social workers (as training recipients) and team managers (as facilitators); enable SWE compliance in relation to CPD for teams and sections of the workforce in any one local authority.



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

## THE SWOTT TOOLKIT

### EACH TOOLKIT HAS THREE COMPONENTS:

1. Facilitator guidance
2. Learning object 1 (LO1): an online module that should be completed on an individual basis (offering **learning** and **preliminary thinking**);
3. 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 the working day. It is advised that the Facilitator sets a time period (e.g., two weeks) with dates during which social workers are expected to complete working through LO1. 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. In actuality, the facilitator (e.g., team manager) has a further opportunity for evidencing CPD activity by reflecting on the process of facilitating the completion of the toolkit by their team. Facilitators could reflect upon the following:

- The barriers and facilitators to team engagement with CPD activity;
- Skills used and skills needed to facilitate group discussion.

Time should be built in at the end of the group supervision to enable participants to update their CPD portfolio.



## 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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