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SCWRU is part of the School of Social Science & Public Policy at King’s College London.

‘The Unit's contributions on social care perspectives help us at European level to break down the rigid walls of the silos between health and social care workforce debates.’
Elizabeth Kidd, European Commission

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‘Easy access to digestible research around the social care workforce is scarce for those operating out in the field. King’s SCWRU website more than makes up for that shortfall.’

Vic Citarella, Associate Consultant to the Local Government Association
Director’s Report

2009 was a busy year for the Unit, and one where the social care workforce was increasingly under the political and public spotlight. This high profile prompted greater demand for the Unit to contribute evidence and ideas to these debates. The level of interest in the social care workforce was unprecedented; and there is little sign that this is abating.

Three policy developments stand out in 2009; the first adult social care workforce strategy was launched in April 2009. The strategy recognises the size of the social care workforce, which is similar in size to the number of people working in the health and retail sectors, but also its importance for the lives of the many individuals using the social care services. The Unit welcomed the strategy and continues to work on aspects of it to provide policymakers with evidence about the workforce – and a baseline from which change can be assessed. The launch of the Unit’s detailed analysis of the National Minimum Data Set for Social Care, in the form of our Social Care Workforce Periodical series, provides analysts and stakeholder groups with a unique opportunity to consider the state of the workforce and make comparisons, respond to trends and be vigilant about emerging difficulties and risks. This resource is freely available to download on the Unit website at www.kcl.ac.uk/scwru/pubs/periodical/

A second, and much more public debate across 2009, spiralled around the work of social workers. The Unit’s expertise on social work education was used by the government-established Social Work Task Force in its deliberations. We worked with the Children’s Workforce Development Council across the summer of 2009 on the largest data set ever collected in the UK (in this form of diaries, interviews and shadowing) about social workers’ use of time. This data has informed recommendations from the Task Force and we are hopeful that the survey may be repeated.

A third debate in 2009 took place, again in the glare of publicity, about the proportionality of risk in the new vetting and barring scheme as part of the Safeguarding Vulnerable Groups Act 2006. The Unit has established expertise in this area and used this to contribute to debates at several levels about the assurances potentially derived from such schemes for adults in vulnerable situations.

The projects detailed in this annual report demonstrate other work conducted as part of our core programme, commissioned and agreed by the Department of Health. This work includes the Longitudinal Care Workers’ Study (LOCS), which started in earnest in 2009; our offices filling with questionnaires and transcripts. Emerging findings from this study will be produced in 2010.
As with much of our work, we are indebted to members of the Unit’s User and Carer Advisory Group, who work with us to ensure that our research is meaningful, productive and makes a difference. We are grateful, too, to people who advise and guide us for shorter time periods. We are also appreciative of our team of data collectors, who work across projects in England enabling much of our work to be nationally representative and therefore relevant to large numbers of stakeholders.

This year has also seen huge efforts on interpreting our research findings for multiple audiences and readerships. At practice level, we make the most of our links with Making Research Count and this facilitates communication with commissioners, managers and practitioners. We participate in a wide range of conferences held by special interest groups and involving practitioners, users and carers. While many of these promote the accessibility of our findings and offer us opportunities to interpret them for discrete audiences, we are keen to publish in different outlets in order to reach people who do not attend meetings and conferences. We list in this annual report all our publications in such outlets, and are grateful to editors for their support in including our reports and commentaries.

It is easy to forget that adult social care is of huge interest internationally, and this report points to our dissemination outside the UK. We have been pleased to work with colleagues in the European Commission on long-term care workforces. Much of this work has traditionally concentrated on health workforces (especially nursing). Our role has been to raise the profile of social care – and to explain the sector to health-based colleagues if needed.

A further highlight of 2009 was the Unit’s successful application to join the NIHR School for Social Care. It has been a great pleasure to participate in this exciting development that marks a real commitment to social care research in these straitened times. Our first studies and methods reviews will start in 2010.

The work contained in this report is aptly described as the work of the Unit, emphasising the collegiality of the team. It is a privilege to be Director of the Unit, and to work with talented, committed and good humoured colleagues. We thank Keith Britto and Professor Ken Young of King’s College London for their robust assistance to the Unit and our Department of Health lead, Dr Carol Lupton, for her unfailing support. Finally, we thank all those who participated in our research, from users and carers who invested their time, to practitioners who allowed us to explore their work and to managers who set aside time to discuss their own pressures. We also thank our colleagues in the wider research communities with whom we work. Social care research benefits hugely from collaborative endeavours and we would be pleased to hear from readers of this report if they have any ideas, comments or queries on the work presented here.

Jill Manthorpe, Director
‘SCWRU has put itself at the forefront of research on work, care and workforce through its high-quality, pertinent empirical studies.’

Martin Knapp
Professor of Social Policy, London School of Economics and Political Science
Professor of Health Economics, Institute of Psychiatry, King’s College London
Director, NIHR School for Social Care Research


‘The Social Care Workforce Research Unit has been invaluable in offering expert advice and support to the Mental Health Foundation, especially around its work on dementia, personalisation and mental capacity.’

Toby Williamson, Head of Strategies for Living, Mental Health Foundation

'I've found the work of the Unit to be informative to myself as a person who claims to represent people with dementia, and engagement with the Unit enables me to contribute to debates about the social care workforce.'

Peter Ashley, Alzheimer's Ambassador and person with dementia
Engagement with user and carer communities

‘It’s always reassuring to come to SCWRU meetings knowing that professionals are willing to share their ongoing research with us and take our contributions seriously.’

Pauline Weinstein, Member of SCWRU’s User and Carer Advisory Group

The work of the Unit is focused on establishing ways in which the social care workforce can be supported to provide high quality social care to service users and carers, and the Unit’s strategy for involvement of service users and carers consists of three main aims:

- to inform and influence the Unit’s research at planning stages, in the process of studies, and in analysis and conclusions/recommendations/dissemination with service users and carers who are directly affected by the studies’ remits;
- to work collaboratively with user and carer researchers from a wide range of backgrounds; and
- to build capacity among service users and carers in order to work collaboratively and to develop methodological insights into the process of user and carer involvement in research and service development.

‘As a carer, I can offer perspectives to SCWRU research proposals which assist in injecting realism into projects.’

Shamime Lakdawalla, Member of SCWRU’s EVIDEM Project Advisory Group

Consultation with users and carers

This element of the strategy is now an integral part of Unit activity. We have built up a strong network of individuals and user groups who play a major role in Research Advisory Groups, often co-chairing them and being involved in commentary and advice outside formal meetings. Communication and servicing of the groups are key activities for the Unit’s administrative staff and this work is coordinated by Dr Michelle Cornes. Service users and carers volunteer from a wide range of backgrounds; some have been involved in advisory work previously, such as those who were members of the Social Work Degree Evaluation (SWDE) Service User and Carer Advisory Group, while some have taught or assisted professional educational programmes in social work, and others have not previously been involved in any such activity.
The outcomes of this involvement are that those with deep understanding of the social care world inform the Unit’s work, and that of our partners. The Unit was asked to establish and support a Service User and Carer Advisory Group for the SWDE project for the National Elder Abuse Study and the IBSEN evaluation, which were studies conducted in collaboration with other researchers. Most of these groups were chaired on a rotating basis by one of the service user and carer representatives. In 2009 over 40 service user and carer members have been members of Unit advisory groups, including representatives from case study sites. Membership of the groups is varied and includes people who have had experience of social care, mental health problems, physical disabilities, dementia, older people and carers supporting a diverse group of individuals.

‘The Older People’s Advocacy Alliance finds the research outputs produced by SCWRU to be timely, relevant, useful and informative, and this is particularly true of research into independent advocacy. Such research helps to shape our thinking and informs practical work on developing our national projects, which are geared towards increasing knowledge of the evidence base to illustrate the value of independent advocacy services for users, their carers and families. Research also informs our fundraising, partnership development and member service activities.’

Kath Parson, Chief Executive, Older People’s Advocacy Alliance [OPAAL]

As well as dissemination to policy and professional communities our research is made available to service users and carers. Examples of this include attending meetings held by branches of the Alzheimer’s Society to tell them about the Unit’s work on care workers in dementia services and presenting the POVA study findings to conferences of service users and carers. Other examples include presentations to groups of people with brain injury about our research on individual budgets, to disabled students at the National Skill conference, to members of Alzheimer’s Ealing, to older people in rural Devon about personalisation, and presentations to parents whose children have taken their own lives about professional communication with young people.

Many of the Unit’s communications are with individual service users and carers. Other important links are with self-help and voluntary and community groups, representing service users and carers. These include contributions to publications for the Royal National Institute for the Blind, dementia groups, and Age Concern England. Voluntary and community groups have played a key role in helping the Unit to fine-tune the relevance of proposed research, with Action for Elder Abuse, for example, supporting our second POVA study. External work in 2009 included liaison with groups such as Age Concern Leeds via the PALM network, Turning Point via the Unit work on personalisation, and Rethink, our new partners in a Big Lottery award.
The Unit User and Carer Advisory Group currently comprises eleven members drawn from across England including representation from older people, people with mental health issues, disabled people and carers.

The aims of the Advisory Group are to:

- support the Unit to undertake good quality, relevant research that produces useful and accessible evidence;
- champion the continuous and active (“hands on”) involvement of service users and carers in all aspects of the Unit’s work;
- advise on research priorities from user and carer perspectives and to work towards developing the resources for a “user controlled” work-stream;
- offer advice and share ideas relating to the conduct and progress of individual projects and the Unit’s work as a whole - acting as a “critical friend”; and
- be a conduit for sharing and disseminating good ideas and practice.

The Advisory Group meets quarterly and most meetings take the form of a seminar where a particular social care workforce research topic is discussed. The group also undertakes more practical tasks such as helping us design and test interview schedules. Members are also often linked-in to other advisory groups which have been set-up for each individual research project. Researchers from other universities have taken the opportunity to work with our advisory group because of their specially developed interest in social care workforce issues. The group, for example, played an active role in the Department of Health’s Social Care Workforce Research Initiative.

The Advisory Group has also been at the forefront of encouraging more active user involvement in research. Some members have been trained (or have brought with them) research interviewing skills and have participated in research projects as ‘co-researchers’. The Advisory Group acted as a ‘mentor’ to a user controlled project entitled ‘Not Just Grapes and Flowers’ which set out to explore the role of hospital visiting from a health and social care perspective on behalf of Lancashire Primary Care Trust in 2009.

‘As an older person, I have found the need to build equal partnership relationships with ‘Experts by Experience’ in any field of study in order to challenge assumptions and validate findings.’

Dorothy Runnicles, Member of SCWRU’s User and Carer Advisory Group
‘I enjoy my role as an advisor on the Unit’s work, in particular the research details shared by the researchers, and that the responses and advice by Advisory Group members is respected and acted upon.’

Wesley Dowridge, Member of SCWRU’s User and Carer Advisory Group

‘As a 3rd year student the research that SCWRU has undertaken on dementia, notably on early diagnosis in dementia, psychosocial interventions, the importance of support for carers and the experiences of service users and carers in respect of the Mental Capacity Act, has been invaluable in not only informing my learning but also my practice. Your research has, in essence, been invaluable to my studies. The way in which your papers are written stands them apart from other papers as they are readable, logical and jargon free. User and student friendly comes to mind.’

Jon Begley, Social Work Student, Bournemouth University
Engagement with research & academic communities

Book reviews


Journal and publishing peer review activity


The Unit has also reviewed proposals for the Department of Health, Children’s Workforce Development Council, ESRC Research Grants, National Institute for Health Research Service Delivery and Organisation (SDO) Programme, Research for Patient Benefit, Canada Health Services Research, Northern Ireland Health and Social Services Board, the Big Lottery, and Cancer UK.

‘I regularly use the SCWRU web site to keep up to date with latest research on the social care workforce. The resources are very accessible and practice relevant.’
Sue O’Halloran, Principal Lecturer, Social Work and Applied Behavioural Studies, University of Cumbria
Research Project Summaries

‘The work of the Social Care Workforce Unit is invaluable to the development of both high quality research and practice in the field of social care. Their range of research and publications is impressive, the impact of their work is far reaching and they are at the forefront of innovative and new developments in social care and social work’.

Alisoun Milne, Senior Lecturer in Social Gerontology, University of Kent

The Social Care Workforce Research Unit conducts original research into issues relating to the social care workforce. The Unit aims to generate knowledge and to act as a provider of information, advice and recommendations for policymakers, service providers, employers, practitioners, and service user and carer groups.

The Unit’s main focus is on the description and investigation of contextual, interpersonal, policy and service-related factors which affect the capacity of the social care workforce to promote best practice in employment and training, and to achieve the highest quality care and best outcomes for people using services and carers.

The research projects underway in 2009 are summarised here (pages 14 – 47), organised in three categories or themes: New Roles; Developing Capacity and New Knowledge.

The Unit has been highly productive from all streams of its work as the lists of publications (page 60) and conference dissemination events (page 69) indicate. We have sought a balance of outputs for academic and policy making communities and readers who may wish for more accessible material.

‘The Unit has been enormously supportive of several projects that Rethink has been undertaking. Notably our carers and confidentiality and study, which has benefited from their expertise, and our new personalization research project where SCWRU are a key partner. We welcome your enthusiasm and knowledge as partners and thoroughly enjoy working with you.’

Dr Vanessa Pinfold, Deputy Director of Knowledge and Learning, Rethink
Theme 1: New Roles

Health Checks for People with Learning Disabilities: Implications for Social Care Practice

Purpose
To provide the DH with a scoping review of the implications for social care practice of the implementation of health checks for people with learning disabilities. Such health checks are being undertaken in light of evidence that the health needs of people with learning disabilities have not always been recognised or met and that this has had a negative effect on their health and wellbeing.

Research team
Jill Manthorpe and Stephen Martineau (SCWRU)

Funding
Department of Health

Background
The implementation of the policy of an offer of health checks to people with learning disabilities potentially affects practitioners in social care, who may be providing support for such individuals. They may need to communicate the reason for such checks, may be asked to accompany them to appointments, and may be expected to support health promotion and advice. This scoping study sought to identify if health-related literature had addressed the implications for social care: and if social care literature had yet engaged with the potential practice challenges and opportunities. The scoping review found little evidence in either respect.

Methods
A scoping review was conducted, supplemented by an internet search for practice examples.

Timescale
2009 (two weeks)

Output
A report was sent to the DH and an article produced for a peer-reviewed journal (publication April 2010).
Workforce Transition: from Social Work Student to Practitioner

Purpose
To explore the literature of the move from student to practitioner competence in social work, and to compare this with similar literature from studies of the nursing and teaching professions.

Research team
Jo Moriarty and Jill Manthorpe (SCWRU)

Funding
Department of Health

Background
In order to provide further intelligence for the background to the Into the Workforce study (see later), the DH commissioned a short scoping review of the ‘transition to professional’ literature from the disciplines of social work, nursing and teaching. A short report was produced from which articles have been submitted for publication.

Methods
A scoping review of the published literature in social work, nursing and teaching identified the types and range of published research on the transition to competence. The scoping review established that research on this topic was generally confined to a small number of studies but terminology and methods were varied, making comparisons difficult.

Timescale
2009

Outputs
This study was used in the literature and contextual chapters of the Into the Workforce Interim Report to the DH and the review has been submitted for publication in peer-reviewed journals covering 1) interprofessional education and 2) social work.
Into the workforce: a study of social work graduates in England

Purpose
To explore the views of newly qualified social workers on entry to the profession and the fit of the new degree qualification in preparing them for this work. To combine these findings with data from managers and employers to consider if their expectations of the new degree are being met.

Research team
Jo Moriarty, Jill Manthorpe, Martin Stevens and Shereen Hussein (SCWRU)
Endellion Sharpe (Sharpe Research) - principal investigator

Funding
Department of Health, Social Care Workforce Research Initiative

Background
This study is establishing how well the social work degree prepares social work graduates in England to enter the professional workforce. SCWRU is working with Sharpe Research to explore: whether graduate social workers believe themselves to be prepared; the nature of their progress in the workplace over time and how newly-qualified social workers’ own beliefs about their abilities and preparedness compare with the needs and expectations of employers.

Methods
Information is being gathered from new social work graduates at two (or possibly three) points in time: shortly after graduation, and then a year later once they have settled into their careers as social workers. The Unit is undertaking 40 interviews with line managers of newly qualified social workers to consider their perspectives, and will provide advice and assistance with the analysis of the responses to the online survey. Data will be analysed to address the central question of how well social workers have been prepared for practice by their completion of the new social work degree.

Timescale
2008 - 2011

Outputs
An interim report from the study was produced for the DH.
Evaluation of the Care Services Improvement Partnership

Purpose
For service users and the public it is important to scrutinise the outcomes of investment in service improvement agencies such as CSIP. Therefore, in 2005 an independent evaluation of CSIP was commissioned by the Department of Health.

Research team
Michelle Cornes, Jill Manthorpe and Martin Stevens (SCWRU)
Peter Huxley and Sherrill Evans (Centre for Social Work and Social Care Research, University of Swansea)
Paul Waddington (Emeritus Professor, City of Birmingham University)

Funding
Department of Health

Background
CSIP began in 2004, becoming operational in England in 2005 as a work-stream within the DH, employing staff outside the civil service structure but separate from local service delivery. CSIP’s core purpose was to be service improvement and its primary objectives were to promote better performance and higher quality care.

Design
There were three phases. 1: Interviews with 21 CSIP senior managers exploring how programme activity was developing at the national, regional and local level. Uncertainty around the future of CSIP (abolished in 2009) led to a revision of the proposal at this stage. 2: Review of the evidence base underpinning CSIP’s care commissioning tools and guidance; interviews with 25 commissioners exploring how CSIP supported them. 3: Evaluation of the support provided to 20 targeted Primary Care Trusts as part of the ‘Alcohol Improvement Programme’ developed by CSIP involving 13 in-depth interviews and 3 discussion groups in each PCT.

Timescale
2005-2009

Outputs
Diversity and progression among social work students in England: an explanatory study

Purpose
To understand what factors may contribute to the different progression rates among social work students from black and minority ethnic groups, with any forms of disability, and gay and lesbian students.

Research team
Claudia Bernard (principal investigator), Anna Fairtlough, Joan Fletcher (Goldsmiths, University of London)
Shereen Hussein and Jo Moriarty (SCWRU)

Funding
Department of Health (Policy Research Programme, Social Care Workforce Research Initiative)

Background
Britain’s diverse population demands qualified social workers from all social and economic backgrounds; but Unit research has highlighted that some groups of students have disproportionate problems with progression and low completion rates. Our comprehensive secondary analysis of data on progression rates of students enrolled on DipSW courses in England during the period 1995-1998 showed wide variations in completion rates, with disabled and black and ethnic minority students at greater risk of non-completion, and taking longer to achieve their social work qualification. Such students were more likely to fail their social work courses, have to re-submit work and defer for other reasons.

Methods
The study aimed to identify successful approaches to meeting the needs of minority students on social work programmes in England; to describe the experiences of minority students, with a particular focus on helpful strategies developed by the students or their programmes; to provide detailed case studies of ten programmes with innovative or interesting approaches to the needs of minority students; and to obtain the views of a range of key individuals involved with these programmes. The Unit provided the research team with detailed analysis of GSCC data to inform the study.

Timescale
2007–2009

Output
The Unit has contributed to the project’s final report to the DH.
Evaluation of Social Work Practices

Purpose
Evaluating the new social work practices piloted in six local authorities in England.

Research team
Jill Manthorpe and Shereen Hussein (SCWRU)
Nicky Stanley (principal investigator), Andy Bilson and Julie Ridley (University of Central Lancashire)
Helen Austerberry, Vicki Strange, David Gough and Anne Ingold (SSRU, Institute of Education)

Funding
Department for Children, Schools and Families (DCSF)

Background
Improving outcomes for children in care is a consistent theme in the Government's policies and strategies, and a priority of the Children's Plan and Care Matters. As part of this agenda, the DCSF is piloting possible improvements. The DCSF announced six Social Work Practice pilots in December 2008 as part of the Children’s Workforce Strategy.

Methods
The evaluation has four aims. 1: Analyse advantages/disadvantages of the overall Social Work Practice concept and specific benefits (or otherwise) of the different models employed (professional partnership, commercial or third sector led). 2: Identify the impact of SWP pilots on children, their carers and their families. 3: Discover the impact of the SWP model on the children's social care workforce. 4: Identify the impact of SWP pilots on statutory child care social work in the host local authorities (LAs) and on the work of other agencies. Six LAs are comparison sites. The matched design provides a framework for examining the processes of planning and implementing SWPs and delivering services to looked after children, and the impact of SWPs on children, carers and families. The research utilises a matched control design, with adjustment for baseline differences between sites in outcome analysis. The research uses a mixed multi-method approach so that different data sets can be used to contextualise and add strength to findings.

Timescale
2008-2011

Outputs
Rethinking Multiple Exclusion Homelessness: Implications for Workforce Development and Interprofessional Practice

Purpose
Because of the potential for improved practice and more 'joined-up' working between different agencies and professionals, the main beneficiaries of this research will be homeless people themselves. There will be scope for the findings to inform interprofessional and continuing professional development. For managers and commissioners there will be benefits at the level of more informed workforce planning in areas such as recruitment and retention.

Research team
Michelle Cornes and Jill Manthorpe (SCWRU)
Louise Joly (independent consultant)
Sue O’Halloran (University of Cumbria)

Funding
Economic and Social Research Council (ESRC)

Background
The Unit is investigating those who work with homeless people, asking who these workers are, where they work, what they do, what skills and training they have or need, and what can be done to support them. Little is known about this workforce.

Methods
The study focuses on three areas, with local partners in each area: Cumbria Action for Social Support; Calderdale Smartmove (Halifax); Look Ahead Housing and Care (Westminster). In each site we will map local strategic arrangements and workforce composition, interviewing ten service managers and commissioners and using case vignettes to explore how different professional groups make sense of an identical scenario. Focus groups will involve social workers, housing support workers, mental health staff, drug and alcohol workers, and criminal justice staff, as well as a group with service users looking at the same vignette. We will interview ten service users on two occasions, six months apart, with monthly telephone contact in between. We will explore how services work with agencies in regard to referral, assessment, support planning, access to specialised help, continuity and co-ordination.

Timescale
2009 – 2011

Output
A range of materials will be produced from this study.
Self-Directed Support in Scotland: Evaluation of the Pilot Project

Purpose
The Scottish Government is running Self Directed Support pilot projects in three local authority areas. Funding has been given to these authorities to promote choice and control, to blend funding streams and to improve the equality of support. The Scottish Government has commissioned an evaluation to explore how its support has enabled the authorities to reduce bureaucracy and to promote leadership of such change.

Research Team
Jill Manthorpe, Michelle Cornes, Jessica Hindes (SCWRU)
Julie Ridley, Ann Rosengard (University of Central Lancashire)
Bill White (disability consultant)
Susan Hunter (University of Edinburgh)

Funding
Scottish Government

Background
The development of self-directed support (SDS) in Scotland has been promoted recently by funding for three pilot SDS projects. These are extending Direct Payment schemes by introducing easier processes and providing greater publicity for such options. The evaluation is adopting a range of methods to provide the Scottish Government with an indication of the use and impact of its investment.

Methods
This is a multi-method evaluation, working with the three pilot authorities using an action learning approach and collection of data from a variety of sources, including practitioners, managers and people using services. The study was informed by a systematic literature review.

Timescale
2009-2011

Output
The literature review will be published in 2010 and has already been circulated to the pilot sites to inform their deliberations.
The Impact of Personalisation on Extra Care Housing

Purpose
The transformation of adult social care is likely to affect specialist services such as housing with care schemes. This work explored the legal, practical and organisational implications.

Research Team
Jill Manthorpe (SCWRU)
Sarah Vallely (Housing 21)

Funding
Tenants Service Authorities, with DH funding

Background
Housing with care services, also known as extra care or very sheltered housing, have been the subject of major investment. Little is known about how people using personal budgets will be able to benefit from the extended choice and control of personalisation if they choose to move to housing with care services.

Methods
This study undertook a range of consultations and literature searching to produce an extensive discussion document. This incorporated findings from a survey of Housing 21 tenants and staff.

Timescale
2008-2009

Outputs
A report is available on the Unit and Housing 21 website, the findings have been presented to a range of audiences, and an article has been published.
General Social Care Council progression study: Phase II

Purpose
The General Social Care Council (GSCC) commissioned the Unit to analyse progression rates amongst students registering for a Diploma in Social Work (DipSW) between 1998-2004 and compare them to the progression of the new degree students 2003-2005.

Research team
Shereen Hussein, Jo Moriarty, Jill Manthorpe (SCWRU)

Background
The first phase of research showed that social work students with certain characteristics, such as those from black and minority ethnic backgrounds and who reported having any form of disability, were significantly less likely to complete their study on time. Building on this work, the GSCC collaborated with the Unit and other stakeholders to further investigate different progression patterns among social work students with different characteristics in England.

Methods
The GSCC provided SCWRU with over 50,000 social work students’ records from 1998 to 2007, offering longitudinal progression information on over 43,000 social work students. The data included demographic information both for students registered for the previous DipSW programmes along with their progress records and for students enrolled for the new social work degree since 2003. Their extent made it possible to investigate changes in findings and patterns from the analysis of previous cohorts (1995-1997). There were some technical challenges as the data contained censored information. After processing and validating the data were analysed using MLwiN. The objective was to identify the relative contribution in the variation of the probability of passing on time in relation to the students’ and HEIs’ characteristics. The results of the quantitative analysis were put in context and fed into further, qualitative research in collaboration with Goldsmiths and the GSCC through its Diversity and Progression Group.

Funding
The General Social Care Council (GSCC)

Timescale
2007–2009

Outputs
A range of outputs included reports to the GSCC, academic and professional articles and presentations.
Evaluation of Newly Qualified Social Work Programme for Children and Family’s Social Workers

Purpose
To evaluate the Newly Qualified Social Work Programme being piloted in England.

Research team
James Blewett and Jane Tunstill (SCWRU)  
Steven Shardlow, Hugh McLaughlin and Helen Scholar (University of Salford)  
John Carpenter (principal investigator) and Dendy Platt (University of Bristol)

Funding
Children’s Workforce Development Council

Background
Policy makers now recognise that the first year of qualification is a pivotal point in a social work practitioner’s career, and that there needs to be a robust system of practitioner support and development in place. This programme includes enhanced supervision, managed workloads and bespoke training opportunities. With this in mind the Children’s Workforce Development Council piloted the Newly Qualified Social Work Programme in 2009, to be rolled out across all agencies in future.

Methods
The evaluation comprises: 1) A series of quantitative longitudinal studies. Participating social workers and their supervisors are being surveyed using online questionnaires. Selected staff in each participating organisation will also be surveyed. Existing data, such as information recruitment and retention statistics will be obtained directly from participating organisations. 2) Several in-depth qualitative studies. These studies provide an analysis of the operation and impact of the NQSW Pilot Programme (PP). Sampling takes account of organisation type, geographical region and rural versus urban character. A core aim of this component of the study is to obtain a detailed understanding, of the operation of the NQSW PP across the regions and in different types of service providers. Data is being collected using interviews and focus groups. 3. Content analysis. Selected materials generated by NQSW’s participants (for example: Records of Achievement) are being sampled and analysed, with service user involvement.

Timescale
2009-2011

Outputs
NQSW Evaluation Team (2010) Evaluation of NQSW Programme, Interim report to the CWDC.
Evaluation of Early Professional Development (EPD) Pilot Programme for Children and Family’s Social Workers

Purpose
Evaluating the Early Professional Development Pilot programme social work programme that is currently being piloted in England

Research team
James Blewett and Jane Tunstill (SCWRU)
Steven Shardlow (University of Salford), John Carpenter (University of Bristol) (Principal Investigators), Hugh McLaughlin, Helen Scholar (University of Salford) and Dendy Platt (University of Bristol)

Funding
Children’s Workforce Development Council

Background
Following the development of the Newly Qualified Social Work Programme from September 2009 the Children’s Workforce Development Council introduced an enhanced learning and staff development programme (Early Professional Development (EPD) Pilot Programme for Children and Family’s Social Workers) to promote the professional development of early career (years two and three after qualification) social workers that work with children and families.

Methods
This evaluation will investigate the extent to which the EPD programme is meeting its objectives. These objectives are: to develop professional confidence and enhanced competence of children and families’ social workers; to promote the retention of children and families social workers; to enable professional staff to provide a higher quality of service for families and children than would have been possible prior to the introduction of the programme; and to establish a nationally recognised career development path for children and families’ social workers. The evaluation has 2 components: a longitudinal study of the cohorts that commence the EPD in September 2009 and January 2010 (Study One), and a qualitative study of a sample of participants on the EPD Pilot Programme, (taken from the cohorts described above) and the agencies in which they are employed (Study Two).

Timescale
2009-2012

Outputs
The research team will produce regular reports for the Children’s Workforce Development Council.
Theme 2: Developing Capacity

Social Workers’ Workload survey: messages from the frontline

Purpose
To inform the Social Work Task Force of the nature and content of social work activity in front line practice.

Project Team
Jo Moriarty, Jill Manthorpe, Martin Stevens and Tay Nagendran (SCWRU)
Mary Baginsky and Tom MacInnes (Children’s Workforce Development Council)

Funding
Children’s Workforce Development Council/Department of Health

Method
The Task Force commissioned this unprecedented survey of social workers’ activities and workloads. Social workers were asked to keep diaries for one week between March – June 2009. Of the 1153 who responded to the invitation to participate, 63% worked in Local Authority children’s services, 25% in adult services, 2% in merged services and 12% in the voluntary and independent sector. The project team constructed the survey following a review of the literature and analysed the returns. A sample of those responding were ‘shadowed’ to observe practice and telephone interviews were undertaken with Directors of children’s and adults services.

Timescale
2009

Outputs
Longitudinal Care Workforce Study (LoCS)

**Purpose**
This project aims to increase understanding of the factors that facilitate or constrain recruitment and retention in the social care workforce in England.

**Research team**
Shereen Hussein, Jo Moriarty, Martin Stevens, Jill Manthorpe (SCWRU)

**Funding**
Department of Health

**Background**
The social care workforce constitutes between 4-6% of the total UK workforce. The NMDS-SC has enhanced understanding of this workforce’s profile; however, the current knowledge base is insufficient to provide a full understanding of factors affecting recruitment and retention. Suitable staff are essential to government plans for the modernisation of social care services: problems with recruitment and retention are one of the major barriers to ensuring a continuing and effective workforce. This research provides an opportunity to investigate staff perspectives on career progression and what makes them join (or leave) the sector.

**Methods**
This study is longitudinal. Two waves of data collection will allow us to ask those who have changed post about their reasons for movement, new role, satisfaction with working conditions, and intentions regarding work in social care. Four areas in England have been selected, with stratified sampling within each area drawing a sample of social care providers ensuring proportional representation of the statutory, independent and voluntary sectors. Data is being collected from the workforce, employers or human resource managers, and service users/carers. A staff survey is being distributed by hand, by post and online. Employers, managers and users are being interviewed using a semi-structured interview guide. A sample of staff will take part in further interviews, addressing issues identified in initial survey analysis and interviews with other stakeholders. A second wave of data collection, for all participant groups, will take place 12 months after the first wave.

**Timescale**
2008 - 2012

**Outputs**
International Social Care Workers: Initial Outcomes, Workforce Experiences and Future Expectations

Purpose
This project aims to add to the empirical evidence base about the issues facing social care employers and recruits.

Research team
Shereen Hussein, Jill Manthorpe and Martin Stevens (SCWRU)

Funding
Department of Health (Policy Research Programme, Social Care Workforce Research Initiative)

Background
This study aims to take forward and to build on the various studies that have been undertaken on international recruitment in England in social care for adults and in health care (where social care is sometimes included but often not identified as such).

Methods
The study was in three phases. Phase 1 involved data collection from policy makers, professional registration bodies, and employment agencies engaged in international recruitment, to determine trends in the volume and characteristics of the international workforce. Phases 2 and 3 focused on six adult services departments, involving interviews of a sample of international workers and their colleagues and including a sub-study of refugees/asylum seekers working in social care. Phase 3 involved interviews with human resources personnel, service users and carers to inform understanding of the effect of international recruitment on workforce development and user outcomes. As an adjunct to this research the Unit conducted an online survey of international care workers. The survey aimed to test hypothesised relationships between migrant workers’ characteristics, circumstances, experiences and future plans. The survey ran from February to May 2009 and was advertised widely. A total of 101 responses were received (73% of those sent a survey link). A focus group was held with seven newly appointed migrant social workers to discuss issues arising from their experiences.

Timescale
2007-2010

Outputs
A large number of presentations and articles are being produced from this study, with the final report available on the SCWRU website.
Working for the Agency: the Role and Significance of Agency Working in the Social Care Workforce

Purpose
The overall aim of the research was to assist local councils and other adult social care service providers in England to reduce reliance on temporary agency staff by finding out how different organisations have developed more flexible ways of dealing with staff shortages.

Research team
Michelle Cornes, Jo Moriarty, Jill Manthorpe, Shereen Hussein (SCWRU)

Funding
Department of Health, Policy Research Programme (Social Care Workforce Research Initiative)

Background
About 3% of social workers, care assistants or home care workers in England are employed on a temporary rather than permanent basis. These workers are not employed directly by the local authority, but work through employment agencies. Government is seeking to reduce this number so that service users and carers can expect to see the same workers on a regular basis. This research aims to answer questions about: the numbers of agency workers in social care; their background and previous jobs; why people work for employment agencies; what plans the workers have for their future careers; what service users and carers think about temporary agency workers in social care.

Methods
Methods included (1) a survey of local authorities in England to explore what progress is being made towards reducing reliance on temporary agency workers and (2) interviews with: agency workers; adult services managers; and employment agency managers in three contrasting areas across England. The study consulted specially convened groups of people using services and carers in each of the three areas.

Timescale
2007 – 2009

Output
The study’s final report is on the Unit website and a series of articles will be produced.
EPOCH: The Experiences and Expectations of Older People Resident in Care Homes, Their Carers and Professionals of End of Life Care and Symptom Relief Needs

Purpose
The aim of this study is to explore the experiences of older people resident in care homes who are approaching end of life, with a focus on care and symptom relief.

Research team
Prof Claire Goodman (Principal investigator), Jayne Wright, Elspeth Mathie, Di Thompson, Alex Mendoza, Daphne Westwood, Marion Cowe and Diane Munday (University of Hertfordshire), Katherine Froggatt (University of Lancaster), Stephen Barclay (University of Cambridge), Steve Iliffe (University College London), Heather Gage (University of Surrey), Jill Manthorpe (SCWRU)

Funding
National Institute for Health Research (NIHR) Research for Patient Benefit (East and North Hertfordshire PCT)

Background
Many older people aged over 85 live in a care home. End of life care is an integral aspect of care home quality but older people’s views on this are little known. Studies rely on proxy accounts and retrospective data, focusing on prognostication or symptom management. It is not known how individuals engage with the prospect of dying, or whether living in a care home affects their decisions. It is only partially understood how the culture of a home affects end of life care or what factors affect treatment and access to services.

Methods
Seven care homes in three PCTs in the East of England are being studied for one year. Data will be collected on all residents' characteristics, health and function at baseline and then at four-monthly intervals on areas specific to their health and use of NHS services. A sub-sample of older people are being interviewed to explore their experiences of living in a care home and how this shapes their decision-making about end of life care. Interviews with care home staff, primary care staff and palliative care staff will establish what helps and hinders good end of life care.

Timescale
2008-2009

Outputs
A series of reports, articles and summaries will be produced.
ENCAM: Nurse case management study

Purpose
This study exploring the role of nurses as case managers for people with long-term health conditions aimed to: identify factors affecting how models of management of long-term conditions are developed/sustained; describe the range of models, roles of nurses within them and how they involve service users and carers; and evaluate nurses’ impact on the cost, quality, effectiveness and organisation of care.

Research Team
Jill Manthorpe (SCWRU)
Sue Davies (University of Hertfordshire)
Steve Iliffe (University College London)
Sarah Andrews (Camden and Islington)
Heather Gage (University of Surrey)
Sally Brearley (Independent Service)
Claire Goodman (University of Hertfordshire) - principal investigator
Vari Drennan (St George’s and Kingston University) - principal investigator
Cherill Scott (Royal College of Nursing)

Funding
Department of Health National Coordinating Centre for Service Delivery and Organisation (SDO)

Background
Recent policy has suggested that nurses should play a greater role in helping people manage long-term health conditions. Although most people with long-term conditions can self-manage their care, a small number have complex health and social care needs. This group may benefit if one member of the health care team acts as a case manager with responsibility for co-ordinating their care. Currently, there is little information available on nurse case management and its impact.

Methods
The study had three phases: a literature review of nurse case managers for people with long term conditions; identification of models of care management used by nurses; follow up of nurses who are involved as case managers over nine months.

Timescale
2006 –2009

Output
The final report will be available on the Unit website when it is approved for publication. A series of further articles and summaries will follow.
Disabling Factors Review

Purpose
The Healthcare Commission started an inquiry into disabling factors in breast screening and breast treatment services and commissioned the Unit and RADAR to collect a sample of first hand accounts of care and treatment. The inquiry was to inform NHS and other providers’ provision of care and treatment, and fed into the new Care Quality Commission’s work on equalities and diversity.

Research Team
Jill Manthorpe and Shereen Hussein (SCWRU)
Nigel Charles (Independent Consultant, later University of Plymouth)
Liz Sayce (RADAR)

Funding
Healthcare Commission (now CQC)

Background
Breast screening is a well established public health programme but there are concerns about differential take up of screening and the ways in which difference and diversity are responded to in breast screening and breast treatment services. The inquiry took evidence from a number of sources and the Unit was commissioned to undertake a series of interviews with women whose views are not often heard.

Methods
The Unit undertook 53 interviews with women from a wide variety of social groups, including women who do not speak English, women living in rural areas, women with long-term health conditions and disabilities and others. Findings from these interviews were discussed with the Healthcare Commission. Together with other data sources, they underpinned the final report to the CQC.

Timescale
2008-2009

Output
A report will be produced by the Care Quality Commission and a series of articles will follow.
What Works in ‘Grow Your Own’ Initiatives for Social Work?

Purpose
This project identified and assessed local authorities’ and independent sector employers’ approaches to supporting their employees, or potential employees, to qualify as social workers (known as ‘Grow Your Own’ initiatives). The project had a particular focus on exploring the impact of ‘Grow Your Own’ on the diversity of the workforce. The project was intended to encourage the development of diverse routes to, and support through, training to enter the social work profession.

Research team
Jess Harris, Jill Manthorpe and Shereen Hussein (SCWRU)
Monica Dowling and Elizabeth Gibbs (The Open University)

Funding
Gateways Development Fund, Department for Innovation, Universities and Skills; Department of Health; Skills for Care; Children’s Workforce Development Council; The Open University; Unison; JUC SWEC.

Background
In 2005 the Government response to the Langlands report on access to the professions was the announcement of a ‘Gateways Development Fund’ of £6m over three years to support projects within England tackling the barriers faced by people seeking to enter the professions through higher education. This project was led by the General Social Care Council, being one of the 11 projects funded under Round One, which focused on entry to specific professions.

Methods
The project’s methodology included a literature review; semi-structured interviews with 20 employer organisations, 20 higher education institutions and 40 ‘Grow Your Own’ students or recent graduates; and a mapping of the broader context of developments that create or remove barriers to social work for groups under-represented in the workforce. National Stakeholder Events were being held at the outset and at the final stage of the project.

Timescale
2007 – 2009

Outputs
In 2009 the project published a free, accessible toolkit outlining good practice from ‘Grow Your Own’ initiatives to enable the development of schemes relevant to their contexts. A series of academic articles is following.
High Support Needs in Housing with Care Services: Literature Reviews

Purpose
To produce reviews of the literature and undertake consultation with experts on areas where research should be prioritised for the Joseph Rowntree Foundation.

Research Team
Jill Manthorpe, Jo Moriarty and Kritika Samsi (SCWRU)

Funding
Joseph Rowntree Foundation

Background
Housing with care services have tenants and leaseholders with many diverse characteristics. Services range from retirement villages to specialist housing with care schemes for people with dementia. These reviews explored workforce and communication issues.

Methods
A scoping review of the literature was undertaken and draft reports were circulated to a wide range of consultees, followed by telephone interviews where appropriate. The findings from the consultations informed the reviews.

Timescale
2009-2010

Outputs
The reviews will be published by the Joseph Rowntree Foundation.
**Theme 3: New Knowledge**

**Secondary data analysis of the National Minimum Data Set for Social Care (NMDS-SC)**

**Purpose**
Secondary analysis of the NMDS-SC to provide up-to-date information on a large sample of care workers and give early indications of workforce composition and training needs. Will complement data from the SCWRU longitudinal survey (LoCS).

**Researcher**
Shereen Hussein (SCWRU)

**Funding**
Department of Health

**Background**
The NMDS-SC is the first attempt to gather standardized workforce information for the social care sector. Run by Skills for Care, it aims to gather a ‘minimum’ set of information about services and staff across all service user groups and sectors within the social care sector in England. The NMDS-SC provides the sector with a unique data set, giving information on a number of workforce characteristics.

**Methods**
The Unit’s *Social Care Workforce Research Periodical* series provides timely, up-to-date information on the social care workforce in England using the latest NMDS-SD dataset, provided almost every quarter by Skills for Care. In each issue, one aspect of the workforce is investigated through analysis of recent quantitative workforce data in order to provide evidence-based information on the social care workforce in England. We share emerging findings with the social care sector to help improve workforce intelligence, highlighting issues for further analysis and informing workforce policy. Analysis employs sophisticated statistical techniques to provide accurate and detailed findings of each research question addressed by SCWP. In 2009 the first four issues of SCWP covered turnover, vacancy rates, workforce profile, younger workers and the adult day care workforce.

**Timescale**
2007 -

**Outputs**
All versions of the Social Care Workforce Periodical Series are publicly available on the Unit’s website.
An Audit of the Impact of Work Permit Restrictions

Purpose
Major changes have taken place to the UK government’s immigration strategy at a time when there is evidence of increased numbers of workers born outside the UK working in the adult social care sector. The study was commissioned to audit the impact of changes to work permits for senior care workers introduced prior to the introduction of the Tier 2 points based immigration system.

Funding
Department of Health

Research team
Jo Moriarty (principal investigator) and Jill Manthorpe (SCWRU)

Background
Employers in social care have expressed concerns about changes to the work permit system for senior carers in terms of their ability to meet the increased cost of wages that may result from changes to the work permit system. Employers have voiced concerns that they would not be able to recruit workers with the skills and experience to replace those whose permits were not renewed.

Methods
Forty-seven telephone and face to face interviews were undertaken with a range of employers asking about their experiences of recruiting senior care workers within the context of recruitment and retention within the sector more generally. This was complemented by secondary analysis of a subset of senior care workers from the National Minimum Data Set for Social Care.

Timescale
2009

Outputs
Moriarty, J. and Manthorpe, J. (2008) An audit of the impact of work permit restrictions on senior care workers, Social Care Workforce Research Unit, King’s College London. www.kcl.ac.uk/scwru
Serious Case Reviews in adult protection: guidance and development

Purpose
To explore the use of Serious Case Reviews in adult services and to make recommendations for policy makers.

Research team
Jill Manthorpe and Stephen Martineau (SCRU)

Funding
Department of Health

Background
Serious case reviews take place when there are major concerns about adult protection working or system failures. Little is currently known about the processes, decisions and messages from such reviews.

Methods
This scoping study produced the first overview of the numbers and range of serious case reviews in adult protection services in England. Analysis of reports (end total 22), interviews with a sample of those who have undertaken and commissioned them, and interviews with key stakeholders, informed the report. Recommendations for advice and guidance about good practice enabled lessons and messages to be shared with adult safeguarding officers, local authorities more broadly, regulators, other local bodies, and national policy makers. The final report in 2009 to the Department of Health included recommendations and publications for adult safeguarding communities were produced to disseminate learning from the Chairs of SCRs and the messages from the reviews.

Timescale
2007-2009

Output
The report from this study was produced and informed the ‘No Secrets’ review in 2009. Two refereed articles have been produced and a series of conference presentations have been delivered for adult safeguarding communities. The Unit has been consulted by local Adult Safeguarding Boards about this work and has provided detailed advice.
Investigating the ISA vetting and barring scheme

Purpose
To investigate the operation and impact of the Independent Safeguarding Authority (ISA) vetting and barring scheme.

Research team
Martin Stevens, Jill Manthorpe, Jess Harris, Tay Nagendran and Shereen Hussein (SCWRU)

Funding
Department of Health

Background
Vetting and barring of staff and volunteers working with vulnerable adults and children has emerged as an area of controversy and interest in policy, the media, public debate and practice. This research, building on POVA I and II, will provide evidence about the new Vetting and Barring scheme run by the Independent Safeguarding Authority, integrating the Protection of Vulnerable Adults [POVA] list; the Protection of Children Act List and List 99, for teachers. We will investigate and compare patterns of referrals and approaches to decision-making about placement on all three lists. The process of making referrals will also be explored, alongside stakeholders’ perceptions about the effectiveness of the three schemes.

Methods
The research is in two stages. First, a set of 80 interviews with a wide range of stakeholders: employers, frontline staff, service users, carers, and advisors and regulators involved in advising employers on referrals to the ISA. Participants are asked to respond to a vignette developed in the previous study, exploring perceptions of thresholds for dismissal and barring; and are asked for their overall views of the POVA and ISA schemes in terms of the effects on levels of abuse and whether the right people are being barred. In addition to a second round of interviews undertaken with participants in phase one, about a year later, phase two of the research will involve interviews with ISA staff who process referrals and make decisions about who to bar. Statistics collected by ISA about referrals and barring decisions will also be re-analysed in phase two.

Timescale
2009 - 2012

Output
A wide variety of dissemination will be undertaken, commencing with a report from phase 1 of the study.
Abuse, Neglect and Loss of Dignity in the Institutional Care of Older People: Definitional Issues

**Purpose**
This study comprised part of a wider programme of research; *The Abuse, Neglect and Lack of Dignity in the Institutional Care of Older People Research Initiative (PANICOA)*. The specific aims of this study were, with a focus on residential and nursing care, to map existing definitions/descriptions of abuse, neglect and dignity in institutional care; to explore their potential use as the basis of robust survey definitions; to consider the implications of prospective definitions for survey design and implementation; to clarify the choices involved in moving from existing descriptions to operational survey definitions; to provide recommendations and guidance for developing survey definitions; and to consider the implications of findings from this study for future theoretical development in this area.

**Research team**
Josie Dixon and Lucy Lee (National Centre for Social Research [NatCen])
Simon Biggs and Anthea Tinker (Institute of Gerontology, King’s College London)
Martin Stevens (SCWRU)

**Funding**
Department of Health and Comic Relief

**Background**
Following the DH and Comic Relief national prevalence study of abuse and neglect of older people (66 years or over) living in the community, it was recognised that a further programme of research was required to provide evidence on the prevalence of abuse in institutional settings.

**Methods**
The team mapped definitions of abuse, neglect and loss of dignity with a focus on residential and nursing care, using a range of literature from various perspectives and fields. A workshop with an Older People and Carers’ Advisory Group discussed the mapping exercise. A stakeholder event for policy-makers, practitioners, providers, academics and experts by experience was held in 2009. Interviews with two researchers and six older people in care homes were also undertaken.

**Timescale**
2009

**Output**
A report was produced in late 2009.
Analysis of Secondary Data Sources study

**Purpose**
The main aim of the scoping study is to improve the collection and analyses of existing and planned data so that they can be better coordinated and used more intelligently.

**Research team**
Jill Manthorpe, Shereen Hussein, Martin Stevens (SCWRU)
Hazel Heath (Independent Nurse Consultant and Researcher)

**Funding**
Department of Health and Comic Relief

**Background**
There is a wealth of data potentially relevant to the abuse, neglect and loss of dignity of older people in institutional settings. Policy initiatives have created new sources, for example, the POVA List, in addition to individual records. This scoping study will offer information and recommendations for policy makers in order to inform their use of the data that are currently collected, their guidance on methods and extent of data analysis (by individual sets and through overviews and meta-analysis) and their commissioning of any further or improved data collection systems.

**Methods**
The research team, in collaboration with UK networks and experts, will explore perceptions of data collection burden, and the value of different sources of information in aiding decision making and practice responses to abuse mistreatment and neglect of older people. This is involving interviews and a modified Delphi study to establish the main issues and priorities for the further part of the study.

**Timescale**
2009-2010

**Output**
A report will be produced for the DH and Comic Relief.
No Secrets Consultation: Engagement Event to Hear the Views of Older People and Carers Living in Rural Areas

Purpose
As part of the consultation around the review of the Guidance document ‘No secrets’ in England, a project was commissioned by the DH to listen to the views and experiences of a group of older people living in a rural community.

Research team
Michelle Cornes and Jill Manthorpe (SCWRU)
Noreen Haselden (Lancaster Older People’s Forum/Member SCWRU Service User and Carer Advisory Group)

Background
As part of the national consultation in England to inform the review of the multi-agency guidance document No secrets, the Department of Health sought expressions of interest for projects that would facilitate hearing the opinions and experiences of people who might not be able to participate in other public consultation events or who might not be included in other strands of the national consultation processes. The aim of this project was to listen to the views of older people and carers who may face challenges as a result of their rural location in Lancashire and Cumbria and to communicate these to the review team.

Design
This consultation event was held in the lounge of a sheltered housing scheme in February 2009. Fifteen members of a County Forum for the Older Person attended. Older people living in the surrounding villages who had an interest in rural issues through their local networks were invited by the Forum to participate. Case vignettes in focus groups were used to help participants think through various safeguarding issues.

Timescale
2009

Output
A report was produced for the DH and an article has been produced for a peer reviewed journal.
Transitions in cognitive impairment and dementia study

Purpose
To understand the experiences, expectations and service needs of the person developing dementia, from the perspectives of the older person and their supporter, assessments and encounters with health and other professionals.

Research Team
Jill Manthorpe and Kritika Samsi (SCWRU)
John Keady and Sarah Campbell (University of Manchester)
John Bond and Clare Abley (Newcastle University)
James Warner (Imperial College, London)

Additional grant holders
Steve Iliffe (University College London)
Vari Drennan (St. George’s Medical School and University of Kingston)
Claire Goodman (University of Hertfordshire)

Funding
National Institute for Health Research Service Delivery Organisation (SDO)

Background
This study is concerned with understanding the experiences of people who have either been referred for an assessment for memory problems or have received a very recent diagnosis of their cause. This is an important topic for research: there are growing numbers of people trying to investigate their memory problems and many complain the help they receive is too little, too late. The National Dementia Strategy has urged the earlier recognition of dementia, so many more people will be facing this transition.

Design
This is a multi-centre study, using qualitative methodology to explore in-depth what people’s experiences have been. Interviews are being conducted prospectively, i.e. before and after diagnosis, as well as retrospective, i.e. only after diagnosis. Analysis is being conducted, using the constant comparative method and larger themes and findings are currently being generated and written up.

Timescale
2008 –2010

Outputs
Regular interim reports submitted to funding body. A comprehensive literature review has been undertaken.
TOPIC: A Study of the Effectiveness of Interprofessional Working in Primary and Community Care for Older People with Multiple Needs Requiring Health and Social Care Services

Purpose
The aim of this study is to explore different models of interprofessional practice and their impacts on older people receiving multiprofessional support.

Research team
Claire Goodman (principal investigator) Daksha Trivedi (University of Hertfordshire)
Vari Drennan (St George’s and Kingston University) – principal investigator
Heather Gage (University of Surrey)
Jill Manthorpe (SCWRU)
Steve Iliffe (University College London)

Purpose
This study is examining types of joint working and the effect of different ways of working together on the health and well being of older people and their carers.

Funding
National Institute for Health Research Service Delivery Organisation (SDO)

Background
There are many ways in which practitioners can work together to support older people living at home with complex illnesses and disabilities. Many of these practitioners work for different employers including NHS, councils and independent organisations. Little is known about how they work together, the methods they use and the best way of combining their efforts to meet older people's needs.

Methods
The study has four parts. 1: Review of research evidence. 2: National survey to find out how local health and social care services in England help different professional groups to work together. 3: Interviews and group discussions with older people and representatives of patient and older people’s organisations. 4: Prospective study over 9 months tracking experiences of 90 older people and their family carers.

Timescale
2008-2011

Outputs
A set of reports, articles and summaries will be produced.
EVIDEM: Changing Practice in Dementia Care in the Community: Developing and Testing Evidence-Based Interventions, from Timely Diagnosis to End of Life

Purpose
To assemble a community cohort of people with dementia and their families, within which intervention studies can be made. To develop and test interventions that improve patient, carer and service outcomes at three stages of dementia: recognition and first response; management of behavioural and psychological symptoms of dementia (BPSD), and of incontinence; and end of life care. Within the Unit, the programme is evaluating the impact of the Mental Capacity Act 2005.

Research team
Steve Iliffe (principal investigator) Greta Rait (University College London), James Warner (Imperial College London), Claire Goodman (University of Hertfordshire), Vari Drennan (St George’s, University of London and Kingston University), Martin Knapp (London School of Economics), Jill Manthorpe and Kritika Samsi (SCWRU)

Funding
National Institute for Health Services Research programme grant

Background
Dementia has an enormous impact on the lives of individuals and families, and on health and social services. The support needs of people with dementia and their carers are inadequately addressed throughout the illness trajectory. The advent of the Mental Capacity Act [MCA] 2005 has provided new impetus for the provision of information, advice and advocacy.

Methods
The Unit is evaluating the impact of the MCA and its interface with safeguarding. Phase 1 has involved baseline interviews with over 100 practitioners and 37 older people to establish knowledge and expectations of the Act, and to consider change processes when new policy and legislation are implemented. Phase 2 will follow-up decisions by a cohort of people with newly recognized dementia.

Timescale
2007-2012

Outputs
The project will produce practice and policy guidance on the use of the Mental Capacity Act 2005. More information is available at http://www.evidem.org.uk.
Black and Minority Ethnic Older People and Depression

Purpose
To provide practitioners with details of research in this area and to provide illustrations of practice and service commissioning.

Research team
Jill Manthorpe, Jo Moriarty, Shereen Hussein, Martin Stevens and Tay Nagendran (SCWRU)

Funding
Social Care Institute for Excellence (SCIE)

Background
The study is identifying what social care provision is available for BME older people with depression and whether this provision is acceptable, accessible and effective in promoting the well-being of older people from BME groups. The Unit contributed to the systematic map of the area conducted by SCIE.

Methods
Following the literature review, a practice review was conducted in 2009 on the area of depression and older people from BME groups in four local authority sites in England and Northern Ireland. This involved interviews with practitioners and older people.

Timescale
2007 - 2010

Outputs
Material will be published by SCIE to inform practitioners and commissioners from this study.
PALM – Promoting Action on Lifelong Mental Well-being

Purpose
The Network aims to bring together a range of interests and experts in mental health and well-being in later life; following which proposals can be developed for research grants and initiatives. Brief consultations with older people have been undertaken during this preliminary stage including focus groups and a small survey.

Research Team
Mima Catton (University of Northumbria)
Ann Bowling, Kate Waters and Steve Iliffe (University College London)
Mary Godfrey and Grey Marsden (University of Leeds)
Gill Windle (University of Bangor)
Suzanne Moffit (University of Newcastle)
Gianfranco Giuntoli (Leeds Metropolitan University)
Jill Manthorpe (SCWRU)

Funding
Medical Research Council

Background
This Network succeeded in obtaining funding from the Medical Research Council competition and involves a wide range of universities, older people’s services and representatives that are meeting to deliberate research priorities.

Methods
During 2009-2010 the Network has explored evidence and models of Mental Health Promotion and reviewed a wide range of literature from social care, public health and other areas.

Timescale
2009 – 2010

Output
In summer 2010 a report of the Network’s activities will be presented to the Medical Research Council.
Competing Demands for Women’s Labour: The Role of Women in Long Term Care Provision in the Russian Federation

Purpose
Eastern Europe and Central Asia [ECA] need to finance and deliver Long Term Care [LTC] whilst containing public expenditure and supporting informal caregivers. This World Bank study reviewed costs, benefits and opportunities, identifying options that would allow women to engage in the labour market whilst managing child and elder care responsibilities. This review supported the World Bank’s final report.

Research team
Shereen Hussein and Jill Manthorpe (SCWRU)
Anne Bakilana (World Bank, Washington)

Funding
World Bank, Human Development Sector Unit

Background
Ageing populations in the ECA countries will affect labour supply, productivity and demand. Specifically, these trends are likely to create competing demands for female labour, increasing the demand for women in the labour market at the same time as the aging population seeks long term care providers. Women are the major suppliers of informal LTC labour; and they are predominantly unpaid.

Methods
The review explored competing demands for women’s labour within the context of LTC in Russia, including demographic trends and potential labour supply for the next 30 years; Russian women’s historical labour force participation rates; a simulation of the effect of increased workforce participation on Russian labour supply; the role of women in LTC provision; a range of policies adopted within Europe to allow women to balance paid work with family responsibilities including long term elder care; policy options to provide financial support for carers.

Timescale
2009

Outputs
Knowledge transfer

The Unit is committed to dissemination and communication with all social care stakeholders. We have engaged with a number of London local authorities to build this into a more regular and reciprocal relationship. The relationship with Making Research Count (MRC) is not our only vehicle for knowledge transfer, and we continue to provide a range of opportunities for the dissemination of Unit research findings. Each project report, once approved, is widely disseminated in the usual ways, including the SCWRU website. Research findings relevant to policy, management and practice are disseminated through MRC and other research, practice and user networks of which Unit is part. We work with the social work and social care media to make the most of these outlets, with recent work including a video clip on the implications of personalisation for staff of Turning Point, responses to the ‘problem page’ of Community Care about social work education and contributions to newsletters circulating within the sector e.g. the Margaret Butterworth Care Home Forum and the Royal National Institute for the Blind.

‘The Social Care Workforce Research Unit makes an invaluable input, gives an independent viewpoint, and raises issues that others don’t mention - we are pleased to have them represented on the Camden Transforming Adult Social Care (TASC) Force.’
Clare Drake, Engagement Officer, London Borough of Camden

Making Research Count London

Making Research Count (MRC) London is a collaborative research dissemination initiative which has been based at the Unit since April 2005. MRC works in partnership with local authorities, the NHS, and other relevant bodies to contribute to the development of research-informed, evidence-based practice. This brings together the best of practitioner knowledge and expertise, knowledge from research and information and expertise from service users.

The Unit now runs an extensive programme of seminars and conferences which disseminate current research to practitioners and their managers. Over 2000 practitioners attended our regional programme in 2009, run in partnership with the University of Bedfordshire, with an additional 70 seminars being provided in-house to practitioners. The project has an evolving website and regular newsletters and other publications. To meet the continuing professional development needs of managers and practitioners, MRC runs a monthly reflective practice group at King’s College London.
James Blewett, the coordinator of MRC in London at SCWRU, is currently chair of the national Making Research Count network, comprising regional centres based in a consortium of universities with a proven track record in social work and social care research as well as providing social work education at qualifying and post-qualifying levels. Information about the national work of Making Research Count is available at: www.uea.ac.uk/swk/research/mrc/welcome.htm.

As outlined earlier, 2009 saw the launch of the NIHR School of Social Care Research. The Unit is a core member of this School and MRC is supporting the School’s engagement with the sector, particularly with regard to disseminating the outputs from the School.

The MRC team also provides support and consultancy for agency based research, supervising a number of projects including one which has looked at the effective use of interpreters and an evaluation of social work practice learning opportunities in schools.

**MRC team**
- Professorial Lead: Professor Jill Manthorpe
- Research Director and national chair of Making Research Count: James Blewett
- Visiting Professor and children’s services advisor: Professor Jane Tunstill
- Knowledge Manager: Janet Noble

**Our partners**
- London Borough of Bexley
- London Borough of Bromley
- London Borough of Camden
- London Borough of Ealing
- London Borough of Greenwich
- London Borough of Hammersmith and Fulham
- London Borough of Hounslow
- London Borough of Hillingdon
- London Borough of Lewisham
- London Borough of Lambeth
- London Borough of Merton
- London Borough of Southwark
- London Borough of Sutton
- Royal Borough of Kingston
- Surrey County Council
- Wandsworth Borough Council
- Westminster City Council
Centre for Excellence and Outcomes

Making Research Count is part of the Centre for Excellence and Outcomes in children’s services, acting as exclusive delivery partners for the consortium. In this role MRC is currently developing a series of dissemination events for one of the Centre’s four themes, vulnerable children. Members of MRC have written scoping and knowledge reviews for the Centre. James Blewett, as MRC chair, sits on the Theme Advisory Group.

‘Your Agency Workers study was fascinating and really useful to our own research.’
Rosemary Littlechild, Senior Lecturer, University of Birmingham

Children’s Workforce Development Council Practitioner led research

Over the last 4 years the Children’s Workforce Development Council (CWDC) has sponsored a national programme of practitioner-led research. In 2008 Making Research Count became a partner in this programme, offering individual mentoring support to each of 65 practitioner-led research projects. This project is hosted at the Unit where James Blewett and Janet Noble manage the CWDC’s programme on
behalf of the national network to ensure that each practitioner receives tailored support that maximises the potential and learning from their research. As partners MRC members, including the Unit, have also assisted in quality assuring the process at both the selection and review stages of each project, as well as taking part in the dissemination process.

‘My Home Life, a UK programme of quality of improvement for care homes, led by Age Concern, Help the Aged and City University, has contacted the Social Care Workforce Research Unit on a number of occasions to seek advice and information on issues relating to our work. It is great to have access to their expertise and information. We very much appreciate their support to us.’

Tom Owen, Deputy Director, My Home Life Programme

Social Work History Network

The Social Work History Network (SWHN) is a loose network of social workers (mainly retired) and historians, archivists, and academics based in the higher education and social work teaching fields. It inaugurated in 2000 under the auspices of a group of senior managers and policy makers in social work. Its primary aim is to ensure that social work history and its lessons are not lost. Since 2005 SWHN activities have been co-ordinated and supported by the Unit.

SWHN meets about three times a year for a half-day seminar on a topic identified by a core planning team, comprising founder members, the President of the International Federation of Social Workers (IFSW), a representative from the British Association of Social Workers (BASW) and a staff member of the Unit (allocated half a day a month to co-ordinate the project).

The topics in 2009 included recent child protection history in the aftermath of ‘Baby P’, and the past and present roles of the mental health social worker in forensic and mainstream services. A trip in June to Southwell Workhouse, now owned by the National Trust, provided a reminder of the harsh realities of welfare under the Poor Laws. As a new departure, SWHN has joined forces with Making Research Count (MRC) to host seminars on issues of past and contemporary concern such as the restructuring of services, care management and developments in child care. Further joint events are planned in 2010. All events are publicised largely by email and articles on the presentations are generally publicised in Professional Social Work (the BASW magazine) or another social work journal. The email list is growing and now stands at around 150 names.
‘Through Making Research Count, Jill Manthorpe facilitated our Safeguarding Adults Multi Agency Group Away Day in October 2009. Feedback was very positive and the group was able to focus on key topics, including Safeguarding and Personalisation. We wanted an outside facilitator to enable key partners to contribute in a meaningful and useful way. This event enabled us to start the process of developing our strategic plan.’

Janet Miller, Safeguarding Co-ordinator, London Borough of Greenwich

SCWRU staff member Martin Stevens, Chair of the Social Services Research Group (SSRG), with Jenny Wilding, then SSRG Vice Chair
Working relationships and capacity building

Working with the British Association of Social Workers

Work with the British Association of Social Workers (BASW) continued throughout 2009. Joint activities around the Social Work History Network, and involvement in Special Interest Groups in Mental Health and Forensic Social Work, have been undertaken. Joan Rapaport has represented BASW at events focusing on mental health and research and is an active member of the BASW Learning and Development sub-committee. The Unit is a regular contributor to the BASW magazine Professional Social Work, most recently outlining the call for consultation on the research priorities of the new SSCR.

Working with Research into Practice for Adults (RiPfA)

In 2009, the Unit further consolidated its relationship with RiPfA by providing Research into Practice seminars, including on the IBSEN Individual Budgets Evaluation, and linking up at activities and events. The Unit also acted as a critical reader for RiPfA’s publication on adult safeguarding.

Working with the Social Services Research Group (SSRG)

Martin Stevens is Chair of the Social Services Research Group (SSRG) and thus provides a good link with Unit interests in social care research more broadly. SSRG is ‘the network for research information planning and evaluation in social care and health services’: members are mainly drawn from local authority settings, although there are a small number of academic members and consultants or researchers working in the independent sector (see www.ssrg.org.uk for further details).

In particular, the connection with SSRG helps develop relationships with local authority research governance leads, which can smooth the process of gaining access to undertake research in local authority sites and facilitates research dissemination. Furthermore, being involved in running SSRG helps the Unit in developing good intelligence about important issues for local authorities. As Chair, Martin is involved in discussions about all aspects of the work of SSRG, chairs the Executive Committee meetings, in addition to writing a regular ‘Message from the chair’ in the SSRG newsletter.
Professional activity

Advisory Group Membership

James Blewett
Chair, National Making Research Count.
Member of Vulnerable Children Theme Advisory Group, Centre of Excellence and Outcomes in children’s services.
Member of Skills for Care Regional Planning Board for Post Qualifying Training

Michelle Cornes
Advisory Group Member, Lancashire PCT/OPRSI Hospital Visiting Service User Research Project.
Steering Group Member, Care Sector Alliance Cumbria.
Working Group Member, Department of Health Alcohol Improvement Programme.
Advisory Committee Member, The Home/Work Project: The roles of education, literacy and learning in the social networks and mobility of migrant carers in Cumbria, Lancaster University ESRC Research Project.
Reference Group Member, Department of Health Change Agent Team.

Shereen Hussein
Member of SCIE Quality Assurance Advisory Group.
Member of Skills for Care: National Minimum Data Set Technical Group.
Member of GSCC Progression Project Board.
Statistical advisor, member of and reviewer for the Department of Health Policy Research Programme.
Statistical reviewer for and member of the Economic and Social Research Council Researcher Development Initiative.
External lecturer in clinical trials, systematic reviews and meta-programme, and demographic changes on the MSc in Ageing and Mental Health, University College London.
Member of and Mentor at the London School of Economics Alumni Professional Mentoring Network (2002–).
Fellow of the Royal Statistical Society (2006–).

Jill Manthorpe
Professorial appointment: University of Stirling.
Advisor on Elder Abuse Health Services Executive, Republic of Ireland.
Member of the British Institute of Learning Disabilities (Section 64 Grant) Advisory Group.
Centre for Policy on Ageing – Member.
Member of the Dementias & Neurodegenerative Diseases Research Network (DeNDRoN) Primary Care Committee.
Member of the Housing 21 Research Advisory Group on Personalisation.
Member of the National Coordinating Committee, Making Research Count.
Member of the Skills for Care: Research and Intelligence Group.
Member of the ADASS Research Sub Committee.
Member of the Picker Institute advisory committee on Measuring Dignity in Care for Older People.
Member of the University of Birmingham Transition Study advisory committee.
Member of the Mental Health Foundation advisory committee on Dementia Choices.
Member of the Interlinks EU Study advisory committee, led by the University of Kent.
Member of the Interministerial Governing Board for the No Secrets Review.
Member of the Intercollegiate Stroke Guidelines Group.
Member of the Dunbar Trust Falls & Fire Study advisory committee.
Member of the EU Expert Group on the Nursing and Care Workforce.
Member of the Department of Health POVA/ISA Advisory Group.
Member of the Personalisation Task Force, London Borough of Camden.
Dementia Congress Organising Committee member.
Member of the Department of Health Commissioning Group Law and Safeguarding Project.
Department of Health Commissioning Panel on MCA Best Interests Research.
Advisor on RIPFA Safeguarding Project.
Chair of the Shield (NIHR Programme) Data management and Ethics Committee, University College London.
Member of the Skills for Health and Skills for Care International New Ways of Working Scientific Conference Committee.
Member of the Health England Social Care Sub-Committee.
Associate Director of the NIHR School for Social Care Research.

Jo Moriarty
Member of the GSCC Progression Project Board.
Member of the London Centre for Dementia Care Working Group.
Member of the Migrant Care Workers in Ageing Societies Advisory Group (COMPAS, University of Oxford).
Member of the Advisory Group, Dementia and Visual Impairment (Institute of Psychiatry).
Member of National Nursing Research Unit (NNRU) Advisory Group.
Member of the Social Work Task Force Implementation sub-group on education.
Member of the GSCC National Stakeholders in Social Work Education Group.
Joan Rapaport
Member of the British Association of Social Workers’ Learning and Development Sub-Committee.
Member and coordinator Social Work History Network.
Independent member; Mental Health Tribunal, England and Wales.

Martin Stevens
Chair, Social Services Research Group (SSRG) Executive Committee.
Member of the DH Advisory Group for developing the Social Care Ethics Committee.
Member of the Research Governance in Social Care DH External Advisory Group.
Member of the Joint University Council (JUC) Social Work Education Committee (SWEC) Research Strategy Group.
Member of the British Institute of Learning Disabilities.
Member of the Social Policy Association.

‘Many thanks to SCWRU for contributing to our Regional Training Day on Safeguarding Adults. It’s always good to hear what’s going on in the world of research and the panel discussions, in particular, demonstrated how relevant this is to everyday practice.’
Ginny Wright, Consultant Elderly Medicine, Imperial College Healthcare NHS Trust

Editorial Board Membership

James Blewett
Editor of Practice and Resources section, Evidence and Policy.
Member of Editorial Board, Journal of Integrated Care.

Michelle Cornes
Book Reviews Editor: Journal of Interprofessional Care.
Member of Editorial Board, Journal of Integrated Care

Jill Manthorpe
Chair, Editorial Board: Ageing and Society

Member of editorial boards of:
Health Risk and Society
International Journal of Integrated Care
Journal of Elder Abuse and Neglect
Journal of Integrated Care
Journal of Interprofessional Care
Journal of Dementia Care (research consultant)
Nurse Education Today
Research Policy and Planning
Policy Press Social Work series

Guest editor of theme on Older People and Mental Health for *Journal of Integrated Care* (2008-2009).

**Jo Moriarty**
Editor, Innovative Practice Section, Dementia: *The International Journal of Social Research*.
Member of Editorial Board, *Research Policy and Planning*.

**Martin Stevens**
Member of Editorial Board, Research Policy and Planning.

‘*The Age Concern Bristol/Brunel Care Research Forum relays the results of recent high quality research on ageing issues to an audience of local service users, practitioners, managers and policy makers from the public, voluntary and private sectors. The staff of SCWRU has always responded positively to our invitations and has been very well received by those attending the Forum meetings. They have given valuable support to this local initiative.’*

Randall Smith, Professor of Social Gerontology, University of Bristol

External examining

**James Blewett**
Social Work BSc programme, University of Lincolnshire.

**Michelle Cornes**
University of Lincolnshire Certificate in Social Care.

**Jill Manthorpe**
External Examiner, University of Stirling, MSc Dementia programme.

**PhD Examiner:**
University of Nottingham Trent
London School of Economics
University of Nottingham
University of Ulster
University of Warwick
University of the West of England
University of Northumbria

**Jo Moriarty**

BSc Dementia Studies, University of Bradford.
PhD Examiner – Manchester Metropolitan University.
PhD Examiner – University of the West of England.

**Joan Rapaport**

MSc Social Work: University of Ulster and Queen’s University Belfast.

‘Our regional ADASS Safeguarding managers hold an annual conference for 150 people from local authorities, health, police, and private and voluntary sectors. Jill Manthorpe was keynote speaker in 2008 and 2009 and received excellent feedback in evaluations. Her up to date knowledge of the issues and comprehensive grasp of research helps to explain to all these workforces how the agendas are joined up and the likely impact on our work.’

*Dennis Appleyard, Adult Protection Manager, Wakefield Council*

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**King’s College London – professional activity**

**James Blewett**

Contributor to King’s College London PhD Summer School.

**Michelle Cornes**

MSc Supervisor, Institute of Psychiatry, King’s College London.

**Shereen Hussein**

Equality and Diversity Champions’ Network.

**Jill Manthorpe**

Contributor to the Master’s programme in Gerontology
Member of King’s Institute for the Study of Public Policy Executive Group.
Member/Chair Appointments panels.
Jo Moriarty
Contributor to the Master’s programmes in Gerontology and to Research Methods teaching (Institute of Psychiatry).

Kritika Samsi
Guest lecturer, Institute of Psychiatry, King’s College London.

Martin Stevens
Member of the Geography, Institute of Gerontology, and Social Care Workforce Research Unit Research Ethics Panel.

‘The community workforce is ever more vital to the survival of 'universal' health and social care provision, and SCWRU is the bedrock on which future developments will be founded.’
Woody Caan, Professor of Public Health, Anglia Ruskin University

Other professional activity

Michelle Cornes
Honorary Research Fellow, University of Cumbria.
Fellow of the NIHR School for Social Care Research.

Shereen Hussein
Consultant to the World Bank, the Human Development Sector Unit.
Fellow of the NIHR School of Social Care Research.

Jo Moriarty
Fellow of the NIHR School for Social Care Research.

Joan Rapaport
Independent member; Mental Health Review Tribunal, England and Wales.

Martin Stevens
Advisor Department of Health: Implementing research governance in local government.
Publications

Articles (peer-reviewed)


Manthorpe, J., Iliffe, S., Moriarty, J., Cornes, M., Clough, R., Bright, L., Rapaport, J. & OPRSI (Older People Researching Social Issues), (2009), "We are not blaming anyone, but if we don't know about amenities, we cannot seek them out": black and minority older people's views on the quality of local health and personal social services in England', Ageing & Society, 29(1): 93-113.


Manthorpe, J. & Moriarty, J., (2009), 'Working with older people from black and minority ethnic groups who have depression. From margin to mainstream', *Quality in Ageing*, 10(1): 24-31.


**Reports**


Hussein, S., Manthorpe, J. & Stevens, M., (2009), 'The Experiences of International Social Care Workers in the UK: Findings from an Online Survey', London: Social Care Workforce Research Unit, King’s College London.


Manthorpe, J. & Martineau, S., (2009), 'Scoping Review of the Research and Evidence Base Relating to Advocacy Services and Older People's Entry into Care Homes in England', London: Social Care Workforce Research Unit, King's College London.

Manthorpe, J. & Martineau, S., (2009), 'Serious Case Reviews in Adult Safeguarding', London: Social Care Workforce Research Unit, King's College London.


**Articles (professional journals)**


Blewett, J., (2009), Evaluating the delivery of targeted family support', *Community Care*, 20 May.


Manthorpe, J., (2009), 'Carers and individual budgets', Community Care, 7 May: 30-32.


Manthorpe, J., (2009), 'Migrant care workers in an ageing society', Community Care, 3 September.


Books and chapters

Chiva, A. & Manthorpe, J. (eds), (2009), Introduction, Older Workers in Europe, Maidenhead: Open University Press.


Other press


‘The Research Unit provides support, especially in terms of publications, research development and article writing. They are excellent academic colleagues in joint working and in the development of conference symposia. We jointly edited an Open University publication, Older Workers in Europe, with major contributions from experts in the field.’

Anthony Chiva, Head of Education and Training, Life Academy

SCWRU staff members: Shereen Hussein, Jess Harris, Michelle Cornes, Jill Manthorpe at the NIHR School for Social Care Research's first annual conference.
Conference papers and invited presentations


Blewett, J., (2009), 'Is there a future for social work?', Bexley, 6 February.

Manthorpe, J., (2009), 'Risk and empowerment for older people', Walsall Council, 6 February.


Blewett, J., (2009), 'Exploring decision making and inter-professional relationships', Lewisham, 26 February.


Blewett, J., (2009), 'Impact of psycho-social histories on parenting', Barnet, 5 March.

Manthorpe, J., (2009), 'Depression and suicide among older people', London Borough of Bromley, 5 March.

Moriarty, J., (2009), 'Immigration and the social care sector in the UK', *Seminar Series Hilary Term*, ESRC Centre on Migration, Policy and Society (COMPAS), 5 March.


Moriarty, J., (2009), 'Evaluating the social work degree qualification in England: Main findings', University of Kent, 15 March.


Manthorpe, J., (2009), 'Personalisation and dementia care', *Bedfordshire MRC 3rd POPP Open Day on 'Ageing and Mental Wellbeing'*; University of Bedfordshire, 2 April.

Manthorpe, J. & Moniz-Cook, E., (2009), 'Early psycho-social intervention in dementia', *Bedfordshire MRC 3rd POPP Open Day on 'Ageing and Mental Wellbeing'*; University of Bedfordshire, 2 April.


Blewett, J., (2009), 'Current challenges and issues in parenting assessments', Greenwich, 6 April.


Manthorpe, J., (2009), 'New developments on safeguarding', *Bromley PCT/Oxleas NHS Trust*, Bromley, 8 April.


Stevens, M., (2009), 'Synthesising unsuitable people: exploring approaches to barring people from working in social care services', *Vulnerability and risk: “the subtle authorisation of harm”*, Stirling University, 13 May.


Manthorpe, J., (2009), 'How to identify elder abuse and neglect in the family', *European Conference on Care and Protection of Senior Citizens*, Prague, 25 May.


Manthorpe, J., (2009), 'Safeguarding in the era of personalisation', Making Research Count Norfolk, Norwich, 1 June.

Blewett, J., (2009), 'Putting values into practice', Lewisham, 2 June.


Blewett, J., (2009), 'Analysis and decision making for managers', Bexley, 4 June.


Manthorpe, J. & Samsi, K., (2009), 'Do professionals know best?', First Academic Conference of the School of Social Science and Public Policy of King's College London, London, 8 June.


Blewett, J., (2009), 'Evaluating the targeted family support', Barking and Dagenham, 19 June.


Samsi, K., (2009), 'Putting the Mental Capacity Act into practice in care homes. Early findings from interviews with care home staff', Second National Care Homes Congress, Birmingham, 24 June.

Blewett, J., (2009), 'Putting theory into practice', Lewisham, 29 June.

Stevens, M., Manthorpe, J., Hussein, S., Martineau, S., Rapaport, J. & Harris, J., (2009), 'Who should be barred from working in care services? Exploring approaches to barring people from working in social care services', Social Policy Association Conference, Edinburgh, 29 June.

Manthorpe, J., (2009), 'Recruitment and retention in social care', Care Sector Alliance Cumbria Conference, Carlisle, 30 June.

Manthorpe, J., (2009), 'Adult safeguarding: policy directions', Association of Directors of Adult Social Services Conference, Barnsley, 1 July.


Manthorpe, J., (2009), 'The mistreatment and abuse of older people in the community in the UK - are there lessons for policy and practice?', *IAGG World Congress of Gerontology and Geriatrics*, Paris, 8 July.

Manthorpe, J., (2009), 'From margin to mainstream: challenges in considering the views of all older people in the evaluation of the National Service Framework for Older People in England.', *IAGG World Congress of Gerontology and Geriatrics*, Paris, 8 July.

Stevens, M., (2009), 'Influences on social work identities: Has the social work degree influenced student motivations to become social workers?', *11th UK Joint Social Work Education Conference with the 3rd UK Social Work Research Conference*, University of Hertfordshire, 8 July.


Stevens, M., Manthorpe, J., Hussein, S., Martineau, S., Rapaport, J. & Harris, J., (2009), 'Safeguarding people using services: who should be barred from providing care?', *11th UK Joint Social Work Education Conference with the 3rd UK Social Work Research Conference*, University of Hertfordshire, 10 July.


Manthorpe, J., (2009), 'Personalisation – the same for everyone?', MRC Conference, York, 5 August.

Samsi, K., (2009), "I'm still the same person, I still like doing what I've always liked": Manifestations of continuity in experiences of change in dementia.', National Conference of Interpretative Phenomenological Analysis, Belfast, 4 September.

Stevens, M., (2009), 'The rights and wrongs of challenging behaviour: people with learning disabilities' experiences of people who challenge.', 7th European Congress of Mental Health in Intellectual Disability 2009. 'Promoting mental health for people with intellectual disability.', Amsterdam, 4 September.

Stevens, M., Manthorpe, J., Hussein, S., Martineau, S., Rapaport, J. & Harris, J., (2009), 'Reducing the risk? The operation of a barring and vetting scheme in care services in England and Wales', European Sociological Association Conference 2009. 'European Society or European Societies?', Lisbon, 5 September.


Blewett, J., (2009), 'Effective pre-birth assessments', Bexley, 10 September.


Manthorpe, J. & Samsi, K., (2009), 'Can you help me think about my future?': Exploring the role of information and advice organizations', Dementia Services Development Centre Annual Conference, York, 15 September.


Manthorpe, J., (2009), 'Personalisation and extra care', Annual Conference of Sanctuary Housing, Swindon, 2 October.

Blewett, J., (2009), 'Working with "dangerous" families', Lambeth, 6 October.


Blewett, J., (2009), 'What can we learn from serious case reviews?', SCB Conference, Hillingdon, 15 October.


Blewett, J., (2009), 'Roles and tasks of social work', Bromley, 21 October.

Moriarty, J., (2009), 'Room for improvement? Experiences of health and social care services among older people from minority ethnic groups', Age Concern Bristol and Brunelcare Research Forum, Bristol, 21 October.


Manthorpe, J., (2009), 'Personalisation and carers', Carers Conference, Greenwich, 29 October.

Manthorpe, J. & Samsi, K., (2009), ‘‘If it is used properly... it can only be of benefit to people’: early views of local Alzheimer's Society staff of the Mental Capacity Act 2005', UK Dementia Congress, Harrogate, 4 November.

Blewett, J., (2009), 'Evaluating the targeted family support', York, 5 November.


Blewett, J., (2009), 'Putting analysis into assessment', Bromley, 10 November.

Manthorpe, J. & Hussein, S., (2009), 'International workers in care homes: myths and realities', *Margaret Butterworth Care Home Forum*, University College London, 11 November.

Stevens, M., (2009), 'Interim findings from the International Recruitment study', *New Perspectives on Care, Gender and Migration in Europe*, Centre for Citizenship, Identities and Governance at The Open University, Milton Keynes, 11 November.


Blewett, J., (2009), 'Learning from past mistakes', Bromley, 18 November.


Blewett, J., (2009), 'After the Taskforce; What is the a future for social work?', Lambeth, 2 December.


Stevens, M., (2009), 'Moral positioning: service user experiences of challenging behaviour in learning disability services', Making Research Count seminar, Keele University 3 December.

Manthorpe, J., (2009), 'Improving safeguarding practice: learning from Serious Case Reviews', Safeguarding Vulnerable Adults: Implementing 'No Secrets', Manchester, 8 December.


Moriarty, J., (2009), 'Delivering effective health and social care to Black and Minority Ethnic carers', *Bristol Black Carers AGM*, Bristol, 11 December.


Hussein, S., (2009), 'The role of women in long-term care provision: perspectives on aging in the Arab and Islamic world', *10th Islamic Countries Conference on Statistical Sciences*, Cairo, 20-23 December.

Planning further *Making Research Count* [MRC] and *Social Work History Network* [SWHN] collaboration: James Blewett, MRC Research Director (SCWRU), with Joan Rapaport, SWHN Coordinator (SCWRU), and Keith Bilton, SWHN founder member.
Staff profiles and contact details

James Blewett, Research Director, Making Research Count London
Email: james.blewett@kcl.ac.uk
James is a registered social worker who worked in a variety of children and families settings for 17 years before becoming a social services training manager. Since 2001 he has been London Co-ordinator for the national research dissemination network, Making Research Count (MRC) at SCWRU and is also currently national chair of the network, which comprises 12 universities. He is the project lead for the CWDC’s practitioner-led research support programme and has recently worked with service user groups on incorporating parental perspectives into an e-learning resource for social workers produced by SCIE. Other research interests include how practitioners utilise research and other knowledge in practice, and how family support can alleviate the impact of poverty on parenting.

Michelle Cornes, Research Fellow
Email: michellecornes@aol.com
Michelle joined SCWRU in January 2006 as a Research Fellow. Her research interests include the social care workforce and the delivery of health and social care services for older people. Michelle co-ordinates the Unit’s Service User and Carer Advisory Group and has an interest in promoting user led research. Prior to joining King’s College, Michelle was Intermediate Care Programme Manager at Help the Aged. Michelle has a PhD in Social Anthropology from the University of Manchester.

Jess Harris, Research Associate
Email: jess.harris@kcl.ac.uk
Jess joined the Unit in 2006 to work on the Disability in the Professions study and the Grow Your Own project. Previously she researched member involvement in voluntary agencies as part of MSc on Voluntary Sector Organisation and co-ordinated projects developing older people’s engagement, including in a Local Authority and a Health Improvement Programme for Older People. She has 15 years experience in community sector organisational governance. Jess was on maternity leave for most of 2009 and on rejoining the Unit has been working on the ISA study.
Jessica Hindes, Research Administrator (temporary appointment)
Email: jessica.hindes@kcl.ac.uk
Jess joined the unit as maternity cover in June 2009, after completing a Master’s in nineteenth-century literature. She has previously worked for South London and Maudsley NHS Trust, and at the National Archives.

Shereen Hussein, Senior Research Fellow
Email: shereen.hussein@kcl.ac.uk
Shereen joined the Unit in 2003 and holds a PhD in statistical demography from the London School of Economics and MSc in medical demography from the London School of Hygiene and Tropical Medicine. She is a demographer and statistician with experience including family formation, child morbidity, migration and older people. She has worked with a number of international health and population organisations and has been commissioned by the World Bank to produce a review of long-term care. Her research interests include long-term care and its interaction with migration, workforce dynamics, social and geographical mobility as well as equality and diversity issues.

Jill Manthorpe, Professor of Social Work, Unit Director
Email: jill.manthorpe@kcl.ac.uk
Jill joined the Unit as Co-Director and Professor of Social Work in September 2003. Her research interests include risk, adult protection, older people’s services and inter-agency working. Jill was a non-executive Director of a Primary Care Trust up to 2006 and chair of a local Adult Protection Committee 2001-2006. She became Director of the Unit in 2006. She is a Senior Investigator of the NIHR and was appointed Associate Director of the NIHR School for Social Care Research in 2009.

Stephen Martineau, Knowledge Manager/Research Associate
Email: stephen.martineau@kcl.ac.uk
Stephen has worked on the Protection of Vulnerable Adults project, and on reports on support workers in social care, advocacy in care homes, and serious case reviews in adult protection. He is responsible for the Unit website and the upkeep of databases reflecting Unit activity in the form of publications, conference papers and training.
Jo Moriarty, Research Fellow, Unit Deputy Director

Email: jo.moriarty@kcl.ac.uk

Jo joined the Unit in 2002, following the transfer of the National Institute for Social Work Research Unit to King’s College London. Her research interests include social work education and dementia care training for social care professionals. Other research interests include support for carers and people with dementia, service user involvement, ethnicity and ageing. Jo was the lead for the Evaluation of the new social work degree at the Unit and for the Task Force time diary study, and continues her expertise in social work education research and policy implementation.

Tay Nagendran, Research Associate

Email: t_nagendran@hotmail.co.uk

Tay joined the Unit in 2008 after completing her MA in Public Policy at King’s College London. Tay is an OCR and City & Guilds Registered Care Manager, with experience in residential and mental health care home management. Her research areas included international care workers, protection of vulnerable adults and project management of the Social Work Task Force workload survey. Tay left the Unit in early 2010.

Joan Rapaport, Research Fellow

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Joan qualified as a child care officer in 1967; her primary experience lies in child care and mental health (she worked as an approved social worker 1992-1995). Her main areas of interests are mental health policy, carer issues and professional development. She serves as a Lay member of Mental Health Review Tribunal. Joan is an active member of the British Association of Social Workers and coordinates the Social Work History network. She has undertaken data collection for many Unit projects including interview with care providers, practitioners and service users and carers.

Janet Robinson, Research Administrator

Email: janet.j.robinson@kcl.ac.uk

Janet joined the Unit in August 2003. Her professional background includes the London School of Hygiene and Tropical Medicine and the British Medical Association. Janet was on maternity leave for part of 2009 and 2010.
Kritika Samsi, Research Associate
Email: k.samsi@kcl.ac.uk
Kritika has a background in psychology and gerontology and has worked across a number of projects in dementia, including minority ethnic issues, quality of life and end of life care. She is currently working on issues concerning the implementation of the Mental Capacity 2005 and its relevance to people with dementia and is the lead researcher for the Transitions to Dementia study.

Martin Stevens, Research Fellow
Email: martin.stevens@kcl.ac.uk
Martin worked in residential services with adults with learning disabilities, and then for 12 years as a research officer for Hampshire Social Services Department. Martin completed his PhD in Social and Historical Studies in 2003, based on research investigating the outcomes of Family Group Conferences in child protection. His research areas of interest include learning disabilities and child and adult safeguarding and he has a particular interest in the application of multiple methods and approaches. He is actively involved in developments around social care research ethics and governance.

Jane Tunstill, visiting Professor
Email: jane@tunstill.plus.com
Jane Tunstill is visiting Professor at SCWRU and emeritus professor at Royal Holloway, University of London. Jane is the Unit’s Children’s Advisor having written and researched extensively in the child welfare field. Jane is a senior associate of Making Research Count and is undertaking the evaluation of the NQSW Programme and involved in the Practitioner led research programme. She is a member of the Board of the Nursing and Midwifery Council and chair of the midwifery subcommittee. Jane is a trustee of the NSPCC and contributed to the Marmot Review into health inequalities as a member of the Early Child Development and Education task group.
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