



WORK PLAN

2024/25

This year we will continue our core work of helping create the conditions for great social work and social care support to flourish.



What you told us

This year we asked you about your needs and priorities and how you thought we could help. You told us about four areas that get in the way of social work and social care supporting people to live their best lives:

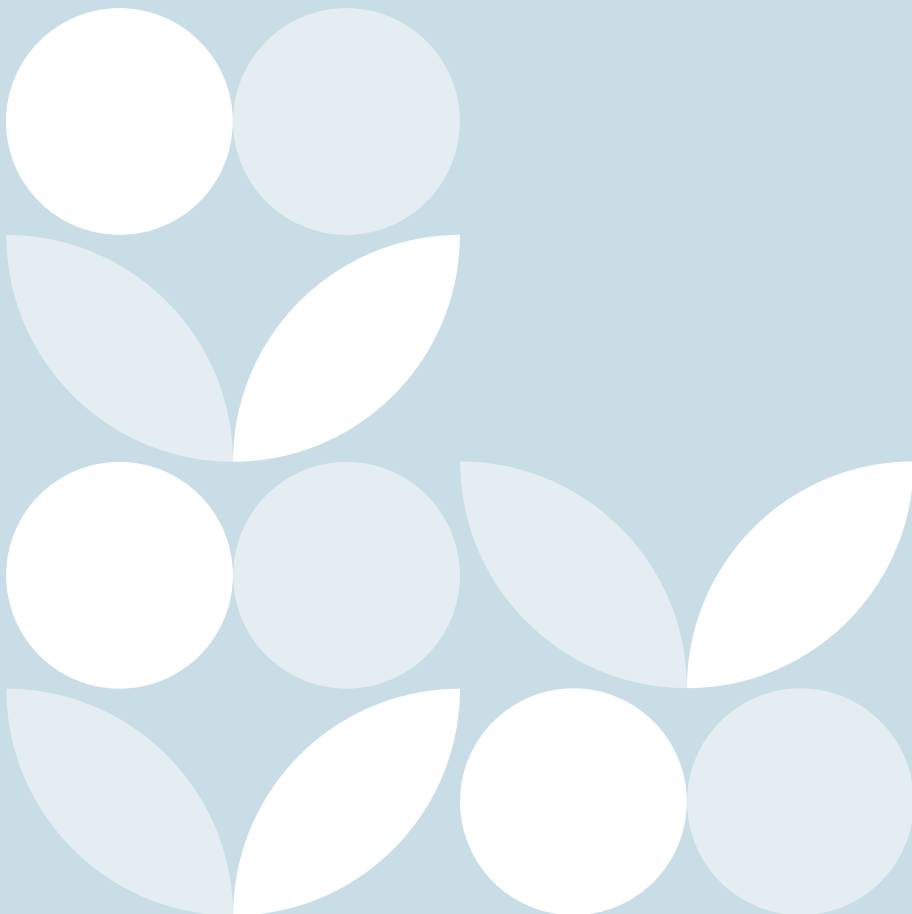
- **Lack of capacity:** This includes constraints on budgets; having to do more with less; and having less time to reflect, learn and improve.
- **Struggles with staffing:** It is difficult to attract enough people to work in social work and social care support, retain them and ensure their wellbeing.
- **Feeling valued:** People working in the sector don't feel valued, or that their work is recognised. This includes value through fair wages and also through other types of recognition.
- **Changing practice:** You told us you want to create more user-led and person-centred services; lead real change and collaborate effectively to get things right for everyone.

How Iriss can help

In 2024/25 we will provide:

- Support for innovation in social work and social care.
- Improvement support for Adult Support and Protection through our core and data work and hosting the NASPC.
- Targeted support for ethical commissioning.
- General support to improve social policy through evidence, research and implementation minded policy making.
- Support the sector through our networks and services offer including bespoke coaching and workshops and training.
- Spaces to develop real thinking about how social work and social care support could move on from the current crisis of scarcity, inertia and under-investment.

Our work in more detail



Supporting innovation

Our innovation support projects work across social work and social care at people, worker and systems level.

This year's innovation projects include:

- Understanding and responding better to hoarding and hoarding behaviour.
- Building better placement experiences for student social workers, universities and hosting organisations.
- Self-evaluation and taking action for improvement in social work.
- Creative and collaborative ethical commissioning for social care support.
- Year 2 of outcomes focussed commissioning for social care support.

Supporting better practice in adult support and protection (ASP)

- Improving the use of chronologies (a timeline of events used to identify and understand patterns) in protection practice.
- Developing and maintaining key resources, guidance, and courses in ASP.
- Embedding new approaches to ASP data (ASP minimum dataset).
- Providing analysis on a range of ASP data returns to understand current practice and identify areas of both positive practice and improvement.
- Hosting the National Adult Support and Protection Coordinator (NASPC) and supporting her work to improve practice and policy in ASP.

Developing better ethical practice in commissioning

- Implementation support for the Ethical Commissioning Principles to help embed these effectively in practice.
- Action Learning for commissioners, designed to help improve practice; define and value commissioning as a profession and identify training and resource needs.
- Updating the Iriss Ethical Commissioning Course.

Supporting better social policy

- Developing the Advanced Practice Framework to help social workers navigate their career.
- Contributing to the development of the National Social Work Agency (NSWA) using what we know about innovation and improvement to make this as effective as possible.
- Analysing CSWO reports to build a picture of the current challenges for the social work profession.
- Building the evidence base on racism in social work.
- Using our Iriss Insights to start conversations about evidence and research in social work and social care practice and identify areas for change.
- Exploring approaches to growing the number of Mental Health Officers (MHOs) in Scotland.

Supporting the wider sector

- Continuing our support of the Rural Social Work Network which brings together practitioners from remote and rural areas around issues of common interest and important.
- Delivering our services offer to the sector including:
 - Developing an open workshop programme.
 - Offering bespoke innovation coaching.
- Delivering our Annual Conference - A day working with Iriss.



Scottish Government
Riaghaltas na h-Alba
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