


**Innovative solutions,  
alleviating gaps in  
service provision!**

Kathryn Louise Johnstone BSc




---

---

---

---


---

---

---

---

**We have our own devolved government  
legislation and policy in addition to the  
UK.**




---

---

---

---

---

---

---

---

**I was asked by Women's Aid to devise a  
program.**

- The following programs/services were ended with little or notice and were all heavily utilized by Women's Aid and Social Services
- Improving Self Esteem. Food and mood
- Budgeting for the home. Cooking on a budget
- Managing Money Addressing Mental Health through creative writing
- Emotional Resilience Christmas family conflict, peer pressure and debt
- Personal Values and happiness Affordable lending
- Identifying Strengths Walking for Well being
- Attachment and parenting Employability Skills and CV writing
- The list of programs and intervention goes on and on, which led to the inception of Feel Good Friday

---

---

---

---

---

---

---

---

Many services and programs have ended due to austerity or an inability to sustain funding.



---

---

---

---

---

---

---

---

The six week pilot feedback was so positive from both participants and professionals we ran another 12 week program.



---

---

---

---

---

---

---

---

### References and articles of interest

- <https://www.bbc.co.uk/news/av/uk-wales-42088952/budget-2017-no-end-to-austerity-in-wales>
- <https://www.bbc.co.uk/news/uk-wales-politics-40709994>
- ANONYMOUS. (2007). NEW POWERS TO HELP ASSEMBLY TACKLE CHILD POVERTY IN WALES. *PAEDIATRIC NURSING*, 19(7), 4.
- ANONYMOUS. (2012). CHILD POVERTY STRATEGY FOR WALES. *COMMUNITY PRACTITIONER*, 85(12), 6.
- WILLIAMS, C., & BRITISH ASSOCIATION OF SOCIAL WORKERS. (2011). *SOCIAL POLICY FOR SOCIAL WELFARE PRACTICE IN A DEVOLVED WALES / EDITED BY CHARLOTTE WILLIAMS*. (2ND ED.). BIRMINGHAM: VENTURE PRESS.

---

---

---

---

---

---

---

---

## Supervision

- What is your experience of supervision ?
- Is it part of your role to supervise qualified or unqualified staff ?
- Would you like to become a supervisor?

---

---

---

---

---

---

---

---

## Before you think speak !

- Sometimes it doesn't matter how nicely you say something, it can be seen as confrontational and emotional tsunami is the result.

---

---

---

---

---

---

---

---

## Tools for practice

- I've seen many managers use tools such as this, to improve supervision.
- They failed !
- Fundamentally speaking good supervision should be based on reciprocity between manager and supervisee.

---

---

---

---

---

---

---

---

## Supervision is comparable to a journey!

- Stage one first date
- Stage two who am I and what am I accountable for
- Stage three don't count the sessions
- Stage four what else do I need to know
- Stage five happy endings

---

---

---

---

---

---

---

---

## Self Supervision

- Good Supervision
- = self sustaining "no need to lead with carrot or beat with a stick"
- =Practitioners (why do I use this term? Professional recognition!) who are more creative and confident in their practice
- = know when they need help and where to find it !

---

---

---

---

---

---

---

---

## References

- Davys, A & Beddoe, I. 2010, Best practice in professional supervision: a guide for helping professions, Jessica Kingsley Publishers London.
- Edwards, JK 2013, Strengths-based supervision in clinical practice, Sage, London.
- CLEAK, H., ROULSTON, A., & VREUGDENHIL, A. (2016). THE INSIDE STORY: A SURVEY OF SOCIAL WORK STUDENTS' SUPERVISION AND LEARNING OPPORTUNITIES ON PLACEMENT. *BRITISH JOURNAL OF SOCIAL WORK, 46*(7), 2033-2050.
- CHOI, S. (2017). DOES SOCIAL WORK SUPERVISION AFFECT SOCIAL WORKERS' PROFESSIONAL EFFICACY? FOCUSING ON THE EFFECTS OF THREE FUNCTIONS OF SUPERVISION. *INTERNATIONAL INFORMATION INSTITUTE (TOKYO), INFORMATION, 20*(9B), 6867-6874.
- MANTHORPE, J., MORIARTY, J., HUSSEIN, S., STEVENS, M., & SHARPE, E. (2015). CONTENT AND PURPOSE OF SUPERVISION IN SOCIAL WORK PRACTICE IN ENGLAND: VIEWS OF NEWLY QUALIFIED SOCIAL WORKERS, MANAGERS AND DIRECTORS. *BRITISH JOURNAL OF SOCIAL WORK, 45*(1), 52-68.

---

---

---

---

---

---

---

---

### The pitfalls of outcome focused interventions!

- Unrealistic expectations
- The end goal has been established yet progress is slow or non existent
- Then the blame culture begins
- Subsequently followed by the new start, hard to achieve or overwhelming
- Then the culture of blame sets in again

---

---

---

---

---

---

---

---

### On the post it note in front of you write down what this image means to you



---

---

---

---

---

---

---

---

### What is the solution

- I often get told this case is so complicated!
- It begins with simple steps
- David's story!
- Everyone has the ability to change and evolve into a new improved me!
- Everyone has strengths
- I am the expert!
- Wrong the individual is the expert when it comes to their situation

---

---

---

---

---

---

---

---

### This strategy has been used in the following areas of practice

- Elderly Care
- Leaving Care
- Mental Health
- Disability and Learning Difficulties
- Stroke Recovery planning
- Domestic Violence
- Substance and Alcohol Recovery
- In CPD and training volunteers

---

---

---

---

---

---

---

---

### References

- WALKER, S. (2012). *EFFECTIVE SOCIAL WORK WITH CHILDREN, YOUNG PEOPLE AND FAMILIES: PUTTING SYSTEMS THEORY INTO PRACTICE* / STEVEN WALKER LONDON; THOUSAND OAKS, CALIF.: SAGE.
- HOLOSKO, M., DULMUS, C., & SOWERS, K. (2013). *SOCIAL WORK PRACTICE WITH INDIVIDUALS AND FAMILIES EVIDENCE-INFORMED ASSESSMENTS AND INTERVENTIONS* / EDITED BY MICHAEL J. HOLOSKO, CATHERINE N. DULMUS, KAREN M. SOWERS HOBOKEN, N.J.: JOHN WILEY & SONS.
- ALLAIN, L. (2016). *THE INVOLVEMENT OF YOUNG PEOPLE LEAVING CARE IN SOCIAL WORK EDUCATION AND PRACTICE*, PDGT - UK & IRELAND.
- EMILSSON, U. (2005). RECOGNIZING BUT NOT ACKNOWLEDGING: ON USING RESEARCH INFORMATION IN SOCIAL WORK WITH ELDERLY PEOPLE SUFFERING FROM DEMENTIA. *THE BRITISH JOURNAL OF SOCIAL WORK*, 35(8), 1393-1409.
- HOWES, F. (2014). THE USE OF THE PERSONAL NARRATIVE IN SOCIAL WORK WITH THE ELDERLY. *SOCIAL WORK/MAATSCHAPLIJKE WERK*, 42(3), 299-306.

---

---

---

---

---

---

---

---