

Social Work and Social Care Research Evidence
Supporting Continuous Improvement in Service Outcomes

STRATEGY 2020-2025



RESEARCH
EVIDENCE
KNOWLEDGE
INFORMATION
PRACTICE
DATA

CO-WORKING
TRUSTWORTHINESS
IMPLEMENTATION PLAN
PARTNERSHIPS
EVIDENCE-BASED
SOCIAL COHESION
INTERVIEWS
FRAMEWORK
COSTS
UNDERSTANDING
INTERCONNECTION
STATUTORY AND VOLUNTARY AGENCIES
RANDOMISED CONTROL TRIAL

EQUALITY
ENHANCE WELLBEING
HUMAN RIGHTS
ACCOUNTABILITY
DATA GATHERING
CRITICAL APPRAISAL
EVIDENCE-INFORMED
GOVERNANCE
RESPONSIBILITY
CRITICAL APPRAISAL
AIMS AND OBJECTIVES
EVALUATION

Accessibility statement

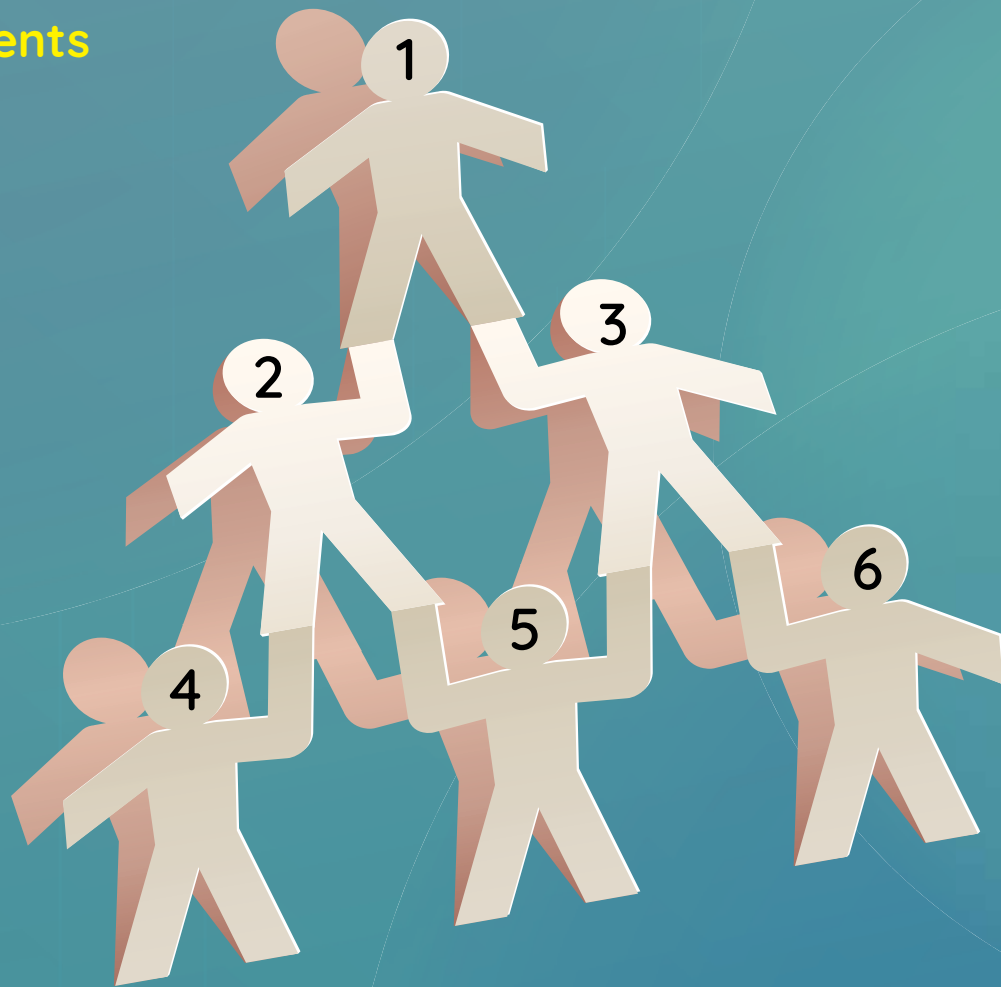
Any request for the document in another format or language will be considered.

Equality, Human Rights and Personal and Public Involvement

In the development of the Social Work Research and Continuous Improvement Strategy, equality and human rights were integral to the process. The Strategy was screened in accordance with the HSCB's statutory equality duties. The screening outcomes are available as part of our requirement to publish quarterly equality screening reports <http://www.hscbusiness.hscni.net/services/2664.htm> in the implementation of the Strategy and in the conduct of any future research activity, account will be taken of the specific needs of groups marginalised in society where inclusive research activity can provide positive equality outcomes.



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Glossary

Audit: Provides a method for systematically reflecting on and reviewing practice. It aims to establish how close practice is to the desired level of service. This is achieved by setting standards and targets and comparing practice against these. Research methods also have an application to audit.

Critical appraisal: Is a systematic framework to assist in interpreting the quality and relevance of the research process carefully judging its trustworthiness, and its value and relevance in a particular context? It asks are the results presented valid. Just because it is scientific or because it is published is not always a guarantee.

Evaluation: Provides a diverse, flexible and systematic assessment of a set of procedures exploring service aims, objectives, activities, outcomes and costs. Unlike audit there is not a defined standard. Audit can however be one activity that takes place during a service evaluation, alongside other activities such as routine data gathering, incident reporting and interviews with staff, service users and carers. Research methods also apply to evaluations.

Evidence: The available body of facts and information about a particular topic or subject.

***Evidence based:** An intervention or practice which has been robustly evaluated (usually involving one or more Randomised Control Trial) (RCT). Other research designs also exist to generate robust evidence for example prevalence and incidence of social problems and experiences of problems and care processes including service user and carer perspectives. Evidence -based* and evidence -informed* are often used interchangeably and are a matter of preference of terminology rather than an absolute distinction. See also the definition of evidence -informed.

***Evidence-informed:** Knowledge gained from integrating the best available research and literature with the professional judgement of practitioners and service user experience. Evidence is the information that supports or substantiates research findings. It identifies what makes for effective intervention.

Knowledge: A synthesis of research and theoretical ideas that results in the interpretation of evidence into a coherent understanding.

Research: Is a scientific approach to answering questions about the social world designed to reduce potential sources of bias in everyday reasoning? It uses a set of logical, systematic and documented methods for investigation. It allows others to inspect and evaluate the methods used and the evidence produced by the investigation.

Social work and social care: “Social work is a practice-based profession and an academic discipline that promotes social change and development, social cohesion, and the empowerment and liberation of people. Principles of social justice, human rights, collective responsibility and respect for diversities are central to social work. Underpinned by theories of social work, social sciences, humanities and indigenous knowledge, social work engages people and structures to address life challenges and enhance wellbeing. The above definition may be amplified at national and/or regional levels.” (IFSW, 2014)

This strategy is primarily focussed on research within social work but with an acknowledgement that social work operates within the wider social care context and that there will inevitably be a level of interconnection between both.

Qualitative research: Includes participant observations, focus groups and interviews designed to capture views. Qualitative data are words, pictures or drawings. They do not have a direct numeric interpretation. Its focus is on understanding the lived experiences of people and the meanings that people give to those experiences.

Quantitative research: Includes surveys and experiments that record changes and variations. Data that is quantitative is either numbers or attributes that can be ordered in terms of size or magnitude.



Foreword

This Social Work and Social Care Research and Continuous Improvement Strategy reflects a collaborative approach setting out our vision for the next five years- 2020-2025.

It is primarily focused on social work as a practice-based profession and an academic discipline that promotes social change and development, social cohesion, and the empowerment and liberation of people. Throughout there is an acknowledgement that social work operates within the wider social care context and that there will inevitably be a level of interconnection between both.

Responses to the consultation exercise indicated a high level of support for our vision of our aims and objectives. The areas on which we intend to focus action were also supported by those who responded.

We would like to take this opportunity to thank all of those people who took the time to respond and provide comments. Views and opinions expressed have been carefully scrutinised and used to inform the final strategy.

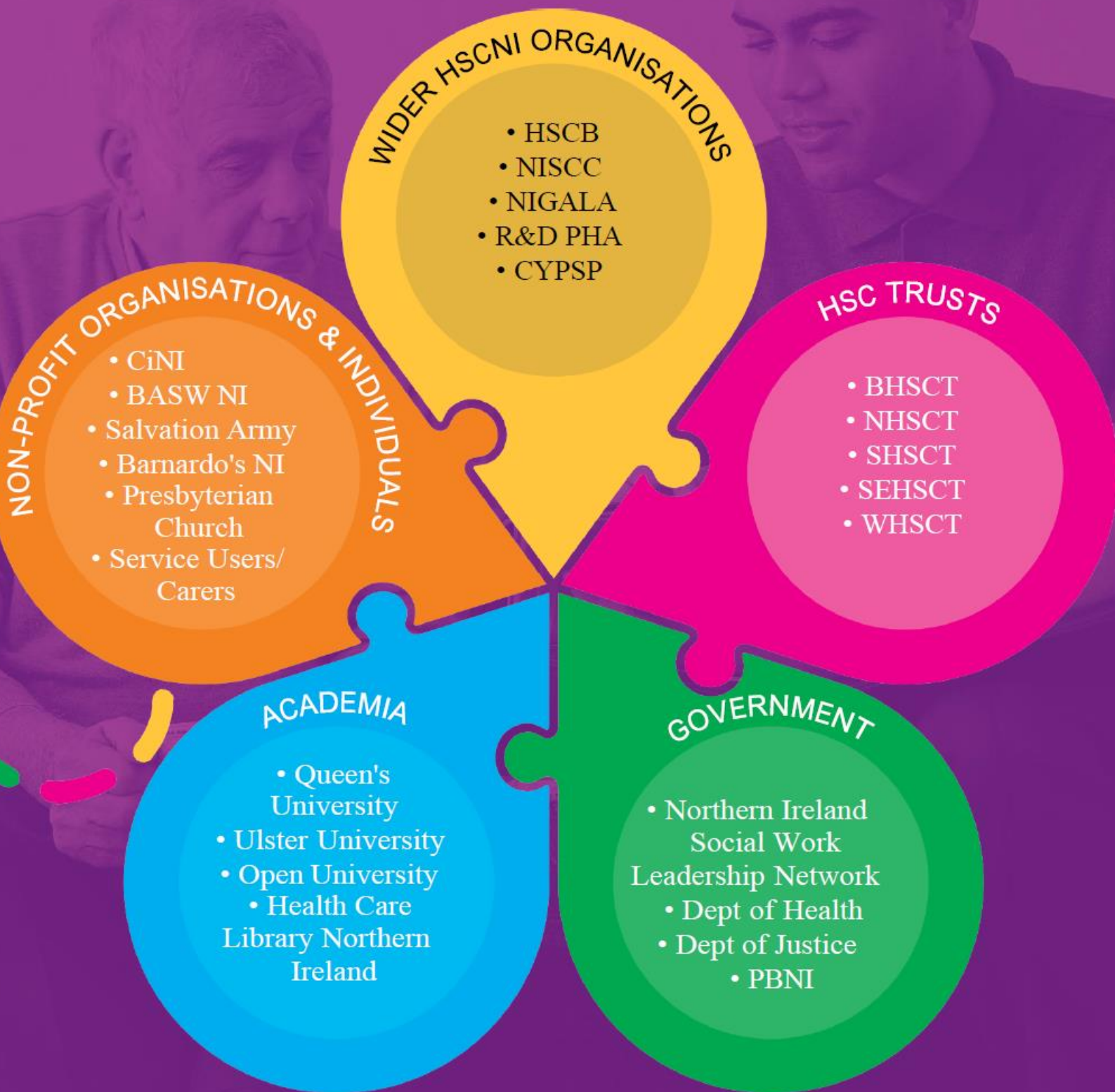
Our work to date has been undertaken in the context of co-working, collaboration and participation. We intend to continue this approach as we implement, review and communicate on the progress made concerning this strategy and on building our research community in Northern Ireland.

We believe that our work, which quite rightly is ambitious, supports the further development of a vibrant research culture within social work and social care. People who use our services and the public will benefit from the adoption of evidence-based approaches as an integral part of policy, workforce learning and development and service delivery and practice.





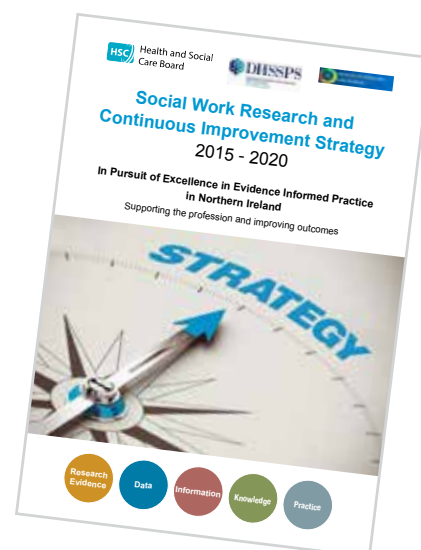
PARTNERSHIPS



See Appendix 1

Introduction

In 2015 we launched the Social Work Research and Continuous Improvement Strategy 2015-2020 (HSCB 2015)¹.



Our aim was the development of a culture that recognises and values the contribution of research evidence within social work and social care to support better outcomes for service users and carers.

A review of the strategy was undertaken in (2019)² which has identified and acknowledged many achievements over a relatively short timeframe and made suggestions for moving forward. The consultation process undertaken as part of this review pointed to a broad consensus that the Research and Continuous Improvement Strategy symbolises an overarching commitment to the development of research and evidence, research capacity and collaborative working.

There was also agreement that strategically there needs to be greater clarity regarding purpose, planned and timely actions, outcomes and an implementation plan identifying roles and responsibilities of those involved.

“We shouldn’t underestimate the symbolic nature of the Social Work Research and Continuous Improvement Strategy for providing an impressive commitment to social work research and an important message about its value”.

Messages from the review to inform the future strategy

Specifically, within the review, there were suggestions for the way forward. Of particular importance was the emphasis placed on the need for organisational ownership of the agenda and for establishing collaborative networking across a range of statutory and voluntary agencies, service users and carers and academia. The need for adequate funding to support the implementation of the strategy was reiterated throughout responses. There was a request that research priorities be revisited and a time - limited implementation plan devised paying attention to measurement of impact, governance and accountability processes.

The new strategy builds on its strengths and successes of the 2015 – 2020 Strategy (HSCB 2015). It places greater emphasis on establishing research partnerships, strengthening links between researchers, academia, policy - makers, managers, practitioners and service users and carers and securing wider ownership. It supports the ethos of Improving and Safeguarding Social Wellbeing Social Work Strategy 2012-2020 which set out the vision for improving the social wellbeing of individuals and families in Northern Ireland (2012)³.

Research related activities make an immense impact, directly and indirectly on social work and social care and on the wider social and economic society. Acknowledging the importance of research the 2020-2025 strategy takes a broad approach to how this will be supported.

A research minded culture that supports the transfer of research evidence into practice.



The Importance of Research

Research serves many purposes. Its importance is summarised in the following paragraph. This is not intended as a comprehensive list.

Overall research helps to ensure that practice, policy and other decisions are based clearly on the best up to date available evidence. It contributes to an evaluation of the effectiveness of social work services in meeting people's needs. It helps to assess and respond to the needs of people in society who need support and services. It encourages greater

collaboration between academic, other research evidence providers and policy and practice settings in order to identify and respond to gaps. It supports methods for the translation of effective research into practice through engaging and encouraging collaboration with the end - user to increase the exchange, dissemination and use of research evidence. It gives a voice to service users and carers as advocated by the UK Public Involvement Standards⁴ and connects to the value base of social work practice.



Finally, it enhances professional and service user and carer learning and development opportunities to build competence and capacity in light of the changing contexts of practice.

This strategy sets out our plan in Northern Ireland to move forward beyond 2020. It documents how we are going to promote and implement the desired culture of evidence - informed practice to instill confidence, integrity and credibility and ensure quality improved service user and carer outcomes. This will

be achieved through the delivery of research, evaluation and audit activity across services. Alongside this strategy there will be a full implementation plan which will look at how the strategy will be put into practice and ensure the necessary ownership with identified roles and responsibilities. The implementation plan will highlight a small number of agreed outcome measures, which over the years will be populated with demonstrable evidence of impact.





1. Vision, aims & objectives

Our vision is that people in Northern Ireland who use our services will have confidence that social work and social care policy, practice and service outcomes are underpinned by a strong research evidence base committed to continual improvement. People will have the confidence that the social work and social care workforce will be sufficiently resourced, motivated, skilled and freed up to engage in research activity.



**Confident
Motivated
Skilled
Engaged**



- To inspire and empower the development of individual and collective research leadership regardless of where individuals are in their careers. Research leaders are those who advance their field, develop creative and innovative methods of enquiry, support and mentor their colleagues and are engaged with the research activity.



- Nurture, develop and celebrate all those engaged with research; practitioners, researchers, academics and service users and carers.
- Cultivate research leadership at different levels.
- Build capacity amongst research leaders and potential research leaders through learning and other developmental opportunities.



- To increase engagement and involvement between policy-makers, practitioners, researchers, academics and service users and carers increasing mutual knowledge and engagement in co-design and co-production approaches to research social issues.



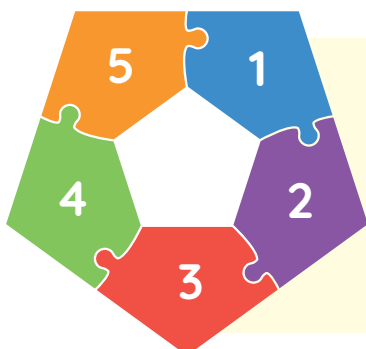
- Build and support partnerships on a local, national and international basis.
- Support the sharing of information, skills and opportunities in securing access to and responding to funding sources and bids.
- Encourage greater transparency in research activity and processes to enable research activity to thrive beyond traditional boundaries.



- To seek out and further develop research evidence to generate knowledge that impacts positive change and improved social wellbeing outcomes for service users and carers and wider communities.
- Generate agreement across partners on what research impact entails.
- Collaborate for the delivery of research evidence for policy, commissioning and practice impact.
- Support collaborations locally, nationally and internationally.
- Support a culture of openness and transparency in research activity inclusive of research, evaluations and reviews.
- Create synergy with other approaches used to support quality and improvement.



- Strengthen the credibility, professionalism and resilience of the workforce to support effective research evidence - informed services for service users and carers.
- Support and facilitate an organisational culture encouraging research mindedness
- Encourage social work staff to engage in education and learning that supports evidence informed practice and critical appraisal
- Support through organisational commitment and resourcing practitioner based research evidence activity, including research, evaluations and reviews, in the workplace involving service users and carers as part of a regular mainstream activity.



To support the implementation of these aims and objectives, five focus areas have been identified with several associated actions. These are outlined later in this strategy. The implementation plan which accompanies this strategy will outline how these actions will be taken forward, by whom and within what timescale.



2. Principles and Values

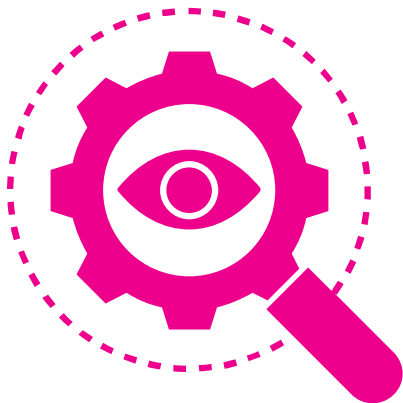
The strategy is based on the principles of equality, inclusion, equal participation, openness and transparency as well as research quality, rigor and honesty. Work emerging from the strategy will be produced based on collaboration, integrity, empowerment and research for all, service user and carer involvement, excellence, effectiveness and the efficient development and use of best available robust evidence. The Northern Ireland Social Care Council describe the values, attitudes and behaviour required of registrants in undertaking their daily work and outline the necessary skills for competent practice⁵.



Equality
Excellence
Honesty
Robust

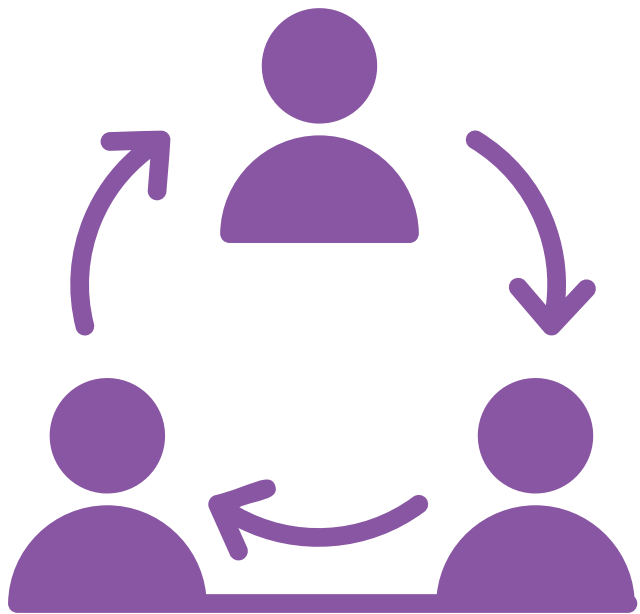
Our current position

Northern Ireland has a long and continuous commitment to the conduct of high quality research stretching back to the 1990s and earlier including research organised by the British Association of Social Workers Northern Ireland and conducted by an international team of academics. *Voices of Social Work Through The Troubles*⁶ explored how social workers were affected by the political conflict during the period 1969-1998 whilst working to protect people at risk of abuse and neglect.



The HSC R&D in Northern Ireland 'Research for Better Health and Social Care' (DoH 2016)⁷ is the third strategy since 2002. The 2016 strategy and implementation plan restate the agency's commitment to focussing on research evidence. It addresses priorities for evidence identified by local policy-makers, HSC staff and organisations and the population whilst recognising evidence generated in other parts of the globe. It emphasises that participating in research adds real value to academic and clinical careers. Encouraging and

supporting staff early in their careers through mentorship and opportunity offers realistic expectations that they can become research leaders. This message applies equally to our social work professionals.



A particular strength in Northern Ireland is the close partnership and collaborative working relationship between a range of key stakeholders in the statutory, not for profit sector and other employers of social workers who share a growing commitment to the engagement of service users and carers. A further strength is the fact that Northern Ireland is a small geographical area with close proximity to the Republic of Ireland, the United Kingdom and the rest of Europe which provides opportunities for multi-site research.

“Research is fundamental to everyday practice of policy makers, commissioners and frontline staff”



Post qualifying training in Northern Ireland provides continuous professional and academic development opportunities for social work managers and practitioners and service users and carers. This has the potential for greater acquisition of the necessary research skills and knowledge for application across the spectrum of research, evaluation, review and audit activities.

All staff in social work and social care posts must be on the social work and social care professional register held by Northern Ireland Social Care Council (hereafter referred to as the Social Care Council). The Social Care Council's Professional in Practice Framework (PiP), the Continuous Professional Development Framework for Social Work (2015),⁸ incorporates existing provision within the Post Qualifying (PQ) Framework for research minded practice or a research - minded workforce.

The Professional in Practice Framework (PiP) Awards and Requirements are worded specifically to encourage research-minded practice focusing on the understanding, demonstration and acquisition of skills in:

- Critical judgement, critical reflection and critical analysis;
- Analysis in applied research, professional research, audit , review and evaluation; and,
- Conducting applied research, professional research, audit, review and evaluation.

To make this framework more of a reality in practice and to allow a culture of research to become better embedded in social work and social care in Northern Ireland, a root and branch development is necessary.



Universities in Northern Ireland have a dual role in relation to social work research. They provide teaching and education to students, practitioners and managers at qualifying and post - qualifying levels. This helps to develop a culture of informed research mindedness and critical enquiry. Academic researchers undertake research across a range of topics and issues, often in partnership with social work and social care organisations in Northern Ireland. An additional strength is that all of the academic staff are social work practitioners which continues to inform much of the research undertaken.

To meet the Social Care Council requirements, all academic staff in Social Work Departments are required to hold a recognised social work qualification, comply with registration requirements and have at least three years professional in practice experience (two years post qualifying experience following successful completion of Assessed Year in Practice (AYE) or equivalent. All academic staff that supervise or provide personal tutoring must



be on the Social Care Council's social work register. Assessment of assignments on qualifying programmes must include at least one person who is a registered social worker.

These strengths help to ensure that academic social work (both teaching and research) are firmly rooted in practice issues which they critically appraise using relevant research methodologies underpinned by sound and necessary theoretical knowledge.

Both Ulster University and Queen's University have a long tradition of supporting research and research - related activity often in response to the interests and expertise of social work staff and other colleagues but also in responses to the needs of the service in a broad range of areas, relevant to social work and social care: mental health; workforce resilience; disability; child care and safeguarding; adult care and safeguarding and criminal justice. Several research clusters are already in place aimed at getting research evidence into practice.



3. The target audience

Multi-dimensional
Partnerships
Stakeholders
Collaboration

Social work and social care professionals and service users and carers in Northern Ireland are the key audience of this strategy. In light of the multi - professional and multi - dimensional aspects of social work and social care, the strategy is intended to reach the wide range of social work and social care professionals in statutory, private and not for profit sector while embracing a partnership ethos with academics, academia, independent researchers and service users and carers.

The partners or stakeholders are identified in the next section.



Partnerships

A review of the original strategy (2015-2020) undertaken in (2019) gave us the impetus for the establishment of a network of interested stakeholders. The ambition is to build a community that fosters mutually beneficial relationships and partnerships in research evidence.

Through collaborative working we hope to build upon our evidence base relevant to social work and social care in Northern Ireland. Over time this will help us identify the types of research evidence which best informs practice, explore gaps in our evidence and support the identification of research evidence priorities. This community based on the principle of collaboration, equality and participation will be instrumental in agreeing on the content of the new strategy to ensure ownership of the agenda. This supports the vision and intentions of the original strategy but with a new enthused energy, ownership and commitment as we move forward.

Membership of the research community is drawn from a range of backgrounds and includes service users and carers (with knowledge and competence in research evidence), statutory, community and not for profit sectors.

The Research Community - members' views

“It is an opportunity to work across organisations, agencies and wider networks”.

“An inter-agency forum, one in which service users and carers are actively involved”.

“An inter-agency forum, one in which service users and carers are actively involved”.

“It represents the development of collective ownership to drive forward the research evidence agenda at different levels”.

The key partners⁹ within the research community are organisers that employ social work and social care staff and service users and carers. (See Appendix 1)

Expectations - Research Community:

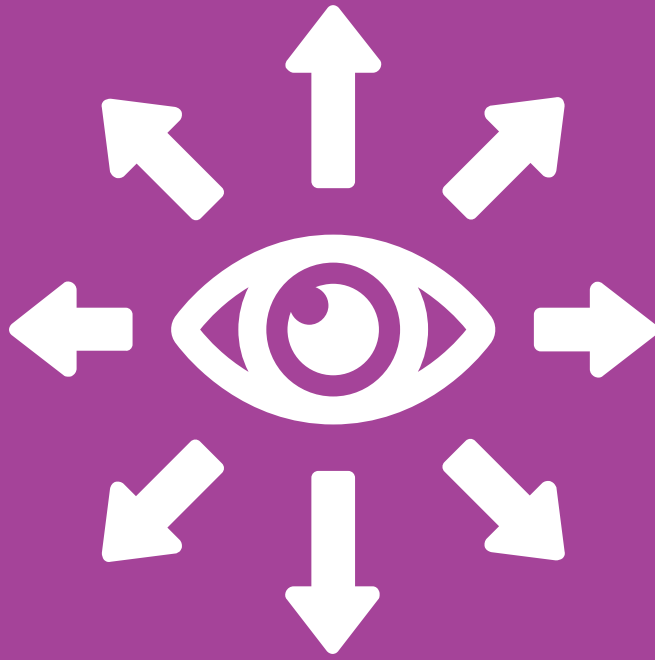
“We are living in a small country. It is important that we capitalise on the partnership that we already have especially between academia, practice and service users and carers”.

“The group needs to be sustainable”.

“A small, energetic and motivated group to move the agenda forward with the membership prepared to take actions and deliver them”.

“The key is to make the existence of the Research Community known in the wider community”.

Other methods of engagement will be used for ensuring that stakeholders, who are outside of the core group but who are interested in research are kept informed about the implementation of strategy and the work of the research community.

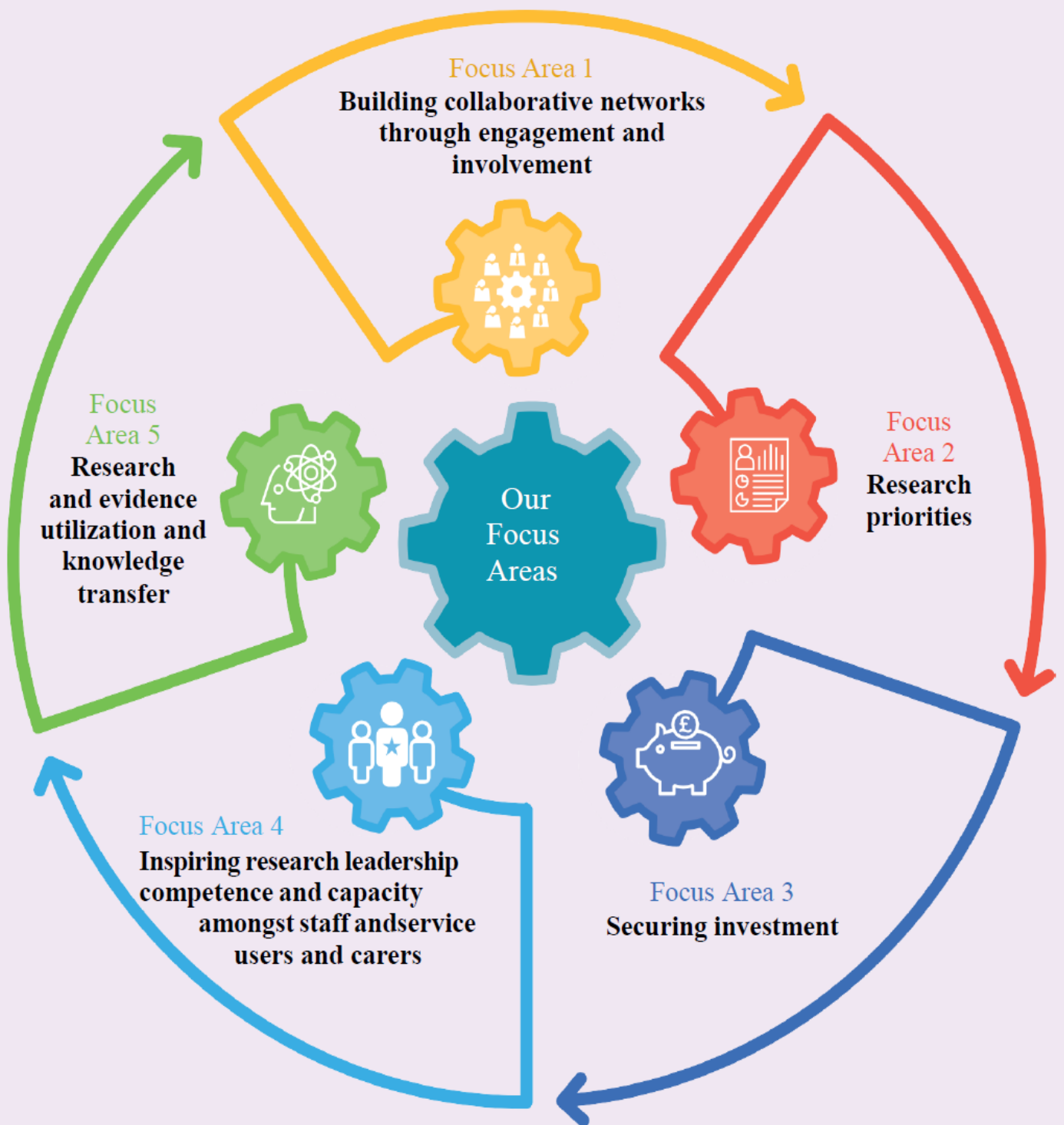


4.Strategy Overview

This strategy sets out details on the necessary steps to be taken to realise our vision. The approach through-out the strategy and in each of the focus areas is based on the involvement between practitioners, researchers, academia and service users and carers to increase mutual knowledge and engagement, and develop co-design and co-production.



Knowledge
Investment
Leadership
Engagement



Focus Area 1

Building collaborative networks through engagement and involvement



What we will do

- Establish an infrastructure inclusive of a Core Group reflective of representatives from key stakeholders and throughout different levels of organisations.
- Situate any tasks within this structure which will also allow greater openness, transparency and accountability.
- Develop and agree *Terms of Reference* inclusive of governance and accountability issues.
- Develop an agreed “*plan on a page*” and “*detailed action plan*” with clear measurable goals, targets and timelines and an associated immediate and longer - term work plan. Review this plan.
- Collate evidence on how well we are changing the mind - set and culture.
- Avoid duplication by creating synergy and linkages with other existing meeting and networks.
- Develop communications to keep the conversation alive regionally and locally and share nationally and internationally.
- Launch strategy and implementation plan



Term Of
references

Accountability

Action Planning

Infrastructure
Communications

Communications



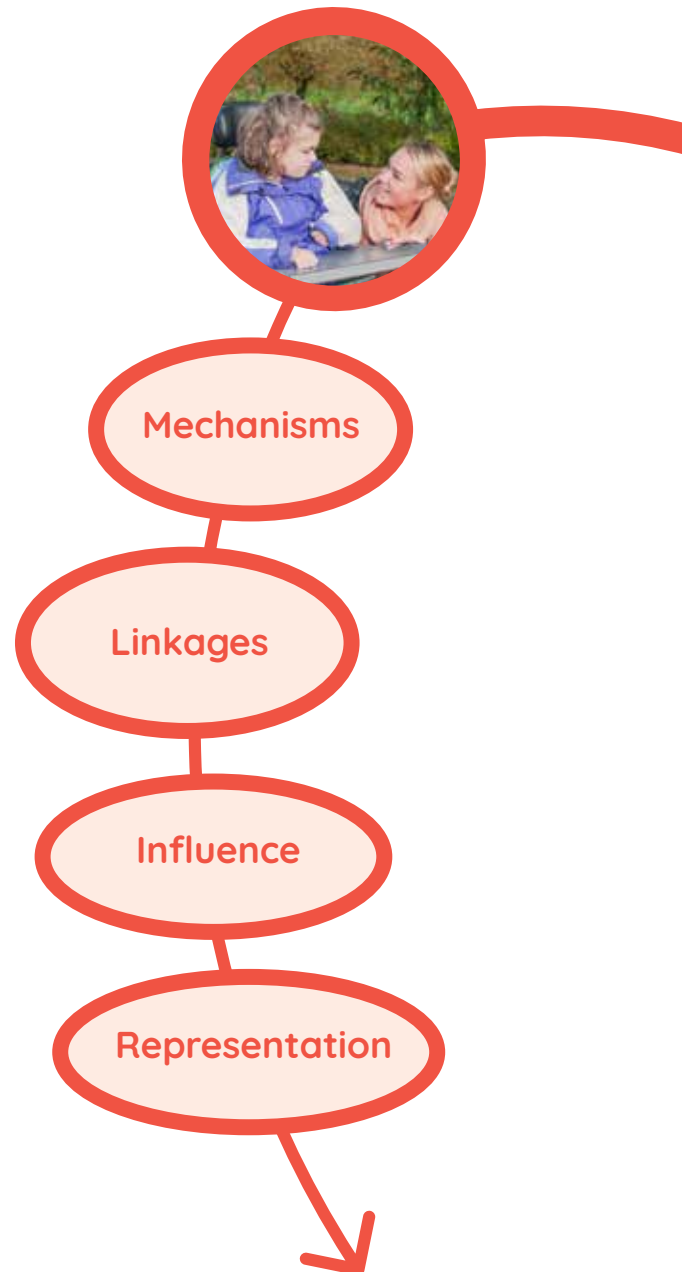
Focus Area 2

Research Priorities



What we will do

- Develop a mechanism in partnership with relevant others to determine, review and manage research evidence opportunities.
- Exert greater influence in decisions regarding funding calls reflecting research evidence priorities.
- Strengthen social work and social care and service user and carer representation on strategic research decision making bodies locally and nationally.
- Develop and maintain greater linkages and dialogue with Higher Education Institutes, The Northern Ireland Social Care Council Professional in Practice framework and other Centres of Excellence, locally, nationally and internationally in relation to research priorities to help address the issue of making the framework more of a reality in practice.



Focus Area 3

Securing investment



What we will do

- Identify and monitor the current level of investment in research evaluation and associated audit activity.
- Secure Departmental Commitment to support the implementation of this strategy.
- Support the sharing of information, skills and opportunities in securing access to and responding to funding sources and bids.
- Support and improve the quality of research applications through collaborative partnerships with academia and other researchers to secure funding for social work and social care research.
- Lobby funders to influence decisions about investment in high quality research evidence related to Northern Ireland.



Information
Skills

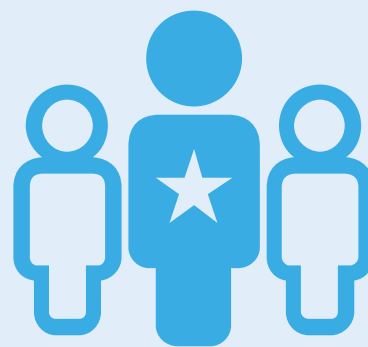
Lobbying

Collaborative
Working



Focus Area 4

Inspiring research leadership, competence and capacity amongst staff and service users and carers

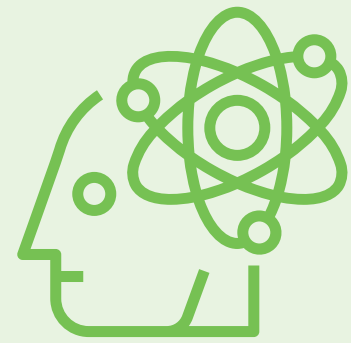


What we will do

- Support and drive leadership to embed an organisational culture of research mindedness.
- Enable participants in the Research Community to champion and drive the research evidence agenda across service areas by recognising this as a valid role.
- Facilitate a review of job descriptions of relevant staff to ensure that research evidence is included.
- Support research evidence as a key component of the practice teacher role.
- Nurture, develop and celebrate all those engaged with research; practitioners, researchers, academia and service users and carers.
- Provide practical opportunities for the promotion, dissemination and sharing of new and already existing research and evidence.
- Identify targets for investment in education and learning and the development of social workers and service users and carers in research, evidence and critical appraisal.
- Cultivate diverse forms of research leadership.
- Build capacity amongst research leaders and potential research leaders through learning and other developmental opportunities.
- Create opportunities within learning and development teams to recognise the value and maintain the skill base of staff and service users and carers who have achieved academic credit.



Focus Area 5
**Research evidence
utilisation and
knowledge transfer**



What we will do

- Increase dialogue between and within organisations to consider the best approach to implementation and knowledge transfer responsive to local needs.
- Build the capacity of staff and service users and carers for greater dissemination of research locally, nationally and internationally using a range of innovative technologies.
- Make research relevant to practice teams using *Research Highlights or Short Snapshots of Research Evidence*.
- Use innovation and creative technology to design accessible products to allow easy access to the research evidence base e.g. portals, hubs, and catalogue of evidence.
- Maximise opportunities to review, utilise and disseminate research undertaken via the Professional in Practice framework.
- Create and provide opportunities for learning and development such as a Hub or e-Learning Hub or Podcasts.
- Develop knowledge and skills in identifying relevant research, appraising research quality, synthesising findings and translating clear messages into practice and management of services.
- Create awareness of the various types of research evidence needs (qualitative, quantitative and experimental) to evidence the effectiveness of service interventions to make a difference to people's lives.
- Develop understandings across agencies to inform practice, management, policy, regulation and teaching.
- Ensure evidence is located in wider literature, international and across disciplinary boundaries for comprehensive understanding and relevance.



**Awareness and
understanding**

Dialogue

**Skills and
knowledge**

Innovation

Capacity

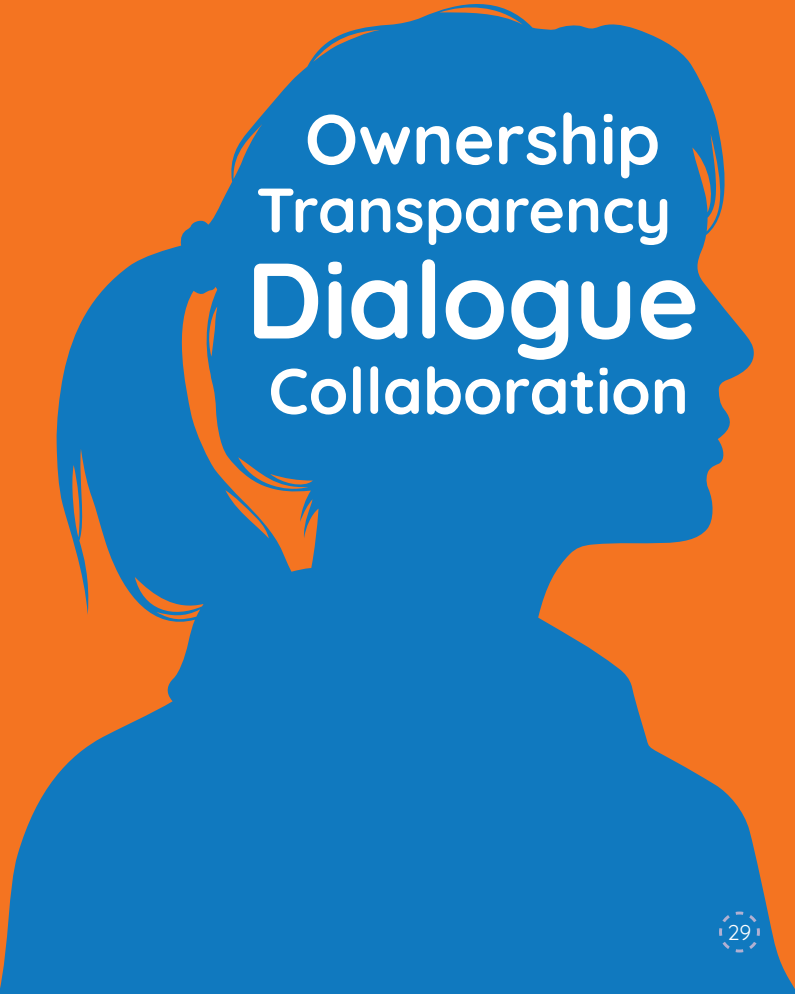
Opportunities

Dissemination





5. Implementation Plan



Ownership
Transparency
Dialogue
Collaboration

Alongside this strategy there is an implementation plan that identifies how we will put the strategy into practice. Particular actions have been identified under each of the focus areas. These need to be progressed but there are also overarching issues of governance.

To create ownership the implementation plan identifies the roles, responsibilities and tasks of individuals and organisations. It identifies time-lines, expected outcomes and how we will evidence progress.

Communications will be enhanced by establishing regular and effective dialogue channels between and within stakeholder groups.





6. Conclusion

**Networks
Commitment
Enthusiasm
Leadership**

This strategy has set out the vision and commitment of health and social care and partner organisations and individuals for research, evidence and knowledge exchange. The approach that has been taken is one that encourages the fostering of leadership and reciprocal relations and networks between policy, practice, academia, service users and carers and inclusive of managers and practitioners and researchers.



We will continue to support organisations in responding to the diverse and complex needs of the populations we serve. By increasing confidence, competence and enthusiasm in research mindedness and the utilisation of evidence and knowledge transfer we will also support both credibility and public confidence in our social work and social care profession.

A strong research evidence base underpinning practice and service provision remain an important hall - mark of any profession. It is intended that by implementing the strategy research evidence will be fully recognised as an integral part of service delivery and practice for the benefit of those who use our services.

Appendix 1

Stakeholders Building a Research Community

a) Service Users and Carers

- Those who have developed research evidence competence and capability
- Other service users and carers

b) Health and Social Care

- Department of Health
- Health and Social Care Board
- Health and Social Care Trusts
- Research and Development Division – Public Health Agency
- Northern Ireland Guardian ad Litem Agency
- Social Care Council
- Regulation and Quality Improvement Agency
- Patient and Client Council
- Northern Ireland Social Work Leadership Network

c) Academia

- Queen's University
- Ulster University
- Open University
- Education Authority

d) Justice Agencies

- Department of Justice / Northern Ireland Prison Service
- Probation Board Northern Ireland

e) Community and Voluntary Sector

- Voypic - Voice of Young People in Care
- Barnardo's NI
- Disability Research Network
- Children in Northern Ireland
- Older people representation by Presbyterian Ireland
- Children and Young People Strategic Partnership

f) Other research providers

- The membership of the research community will be kept under review as part of the implementation plan and invitations will be extended to other research providers if considered relevant.

g) Other organisations

- British Association of Social Workers NI
- The Healthcare Libraries of Northern Ireland

References

- 1 Social Work Research and Continuous Improvement Strategy 2015 -2020(HSCB 2015) <http://www.hscboard.hscni.net/our-work/social-care-and-children/swresearch>
- 2 Social Work Research and Continuous Improvement Strategy Review (HSCB 2019) Improving and Safeguarding
- 3 Social Wellbeing Social Work Strategy 2012-2020, (DOH 2012).
- 4 <https://sites.google.com/nih.ac.uk/pi-standards/standards>
- 5 <https://nisc.info/standards-and-guidance/>
- 6 <https://www.basw.co.uk/resources/voices-social-work-through-troubles>
- 7 HSC R&D in Northern Ireland 'Research for Better Health and Social Care' (DoH 2016)
- 8 Professional in Practice Framework (PiP) The Continuous Professional Development Framework for Social Work (NISCC 2015)
- 9 Additional partners may be added to the wider stakeholder group as the work progresses but may not necessarily be part of the Core Group – other methods of engaging wider stakeholders will be utilised.







Co-working Collaboration Participation

Social Work and Social Care Research Evidence Supporting Continuous Improvement in Service Outcomes

STRATEGY 2020-2025



**FOR FURTHER
INFORMATION**

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