

# WORKFORCE AND RESOURCES STANDING COMMITTEE

## Terms of Reference

### Vision

As part of Social Work Scotland, we share the vision of a social work profession across Scotland which is led effectively and creatively; is responsive to the needs of the people we support and protect; is accessible and accountable and promotes social justice.

We support the objectives of Social Work Scotland which are to (a) Pursue social justice, human rights and equality for all of Scotland's citizens; (b) Promote the unique role, value and contribution of social work; (c) Articulate the expertise and insight of social work managers; (d) Inform the development and implementation of policy, at national and local levels; (e) Support high-quality and effective leadership within social work and social care; (f) Champion research and evidence as the basis of policy and practice; (g) Facilitate collaboration and practice improvement among social work and social care providers; (h) Shape the direction and development of social work in Scotland.

### Purpose of Group

The Workforce and Resources Standing Committee supports the objectives of Social Work Scotland to ensure that social work as a profession is equipped and resourced to meet its statutory obligations, and to support the duties of the role of the Chief Social Work Officer in promoting the values and standards of professional practice, ensuring robust workforce planning and care governance and developing the profession.

The Committee will make recommendations to the Social Work Scotland Board, the CSWO Standing Committees and other standing committees where appropriate.

### Areas of Focus

- Supporting the global definition of social work as a profession that promotes social change and development, social cohesion, and the empowerment and liberation of people where the principles of social justice, human rights, collective responsibility and respect for diversities are central. <sup>1</sup>
- Understanding and communicating the complexity and demands of social work delivery within the Scottish context.
- Understanding and communicating the impact of demographic changes, financial constraints and pace of change on the delivery of social work services, on the impact on the workforce and on outcomes for people.
- Working with partners, ensuring that legislative and policy objectives are fully resourced.
- Supporting readiness for change across social work, promoting the use of implementation science.
- Promoting the development of research into practice
- Working in partnership, seeking traction with complex adaptive challenges.
- Promoting the digital agenda in social work and social care

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<sup>1</sup> Global definition of social work, International Federation of Social Workers, 2014.

- Promoting relationship and asset based approaches as a positive contribution to public sector reform.
- Promoting the identity and role of social workers.
- Supporting parity for social work within multi-agency contexts.
- Working in partnership, supporting professional learning and the professional social work pathway.
- Developing the health and wellbeing of the workforce.

### **Membership and chairing**

The Workforce and Resources Standing Committee will operate as a core group of Social Work Scotland members and critical national partners, engaging with a wider partnership of relevant national agencies including Scottish Social Services Council, Office of Chief Social Work Advisor, COSLA, Chief Officers, Chief Finance Officers, Care Inspectorate, Scottish Association of Social Work, IRISS, the universities, learning networks and centres of excellence and others.

As one of the five standing committees of Social Work Scotland, this Committee's remit is to support and underpin the work of the other committees (CSWO, Adult Social Care, Children and Families, Justice). To this end, membership will include representatives from all SWS committees. The work of the group will cross-reference to the CSWO Standing Committee to support the statutory duties of the CSWO role.

Social Work Scotland's Treasurer will represent the Board.

The chair or chairs of the Committee must be an executive member or senior employee of Social Work Scotland. Administration will be provided by Social Work Scotland.

### **Meetings**

The Committee will meet 6 times a year. Papers and minutes will be circulated to all those on the membership list. Members will be invited to suggest agenda items. The final agenda will be approved by the chairs.

The Committee will engage with partners across a range of meeting and event formats.

The Committee will develop an annual workplan to be approved by the Board.

The role, remit and meeting frequency of the group will be reviewed annually with the next review in August 2021.

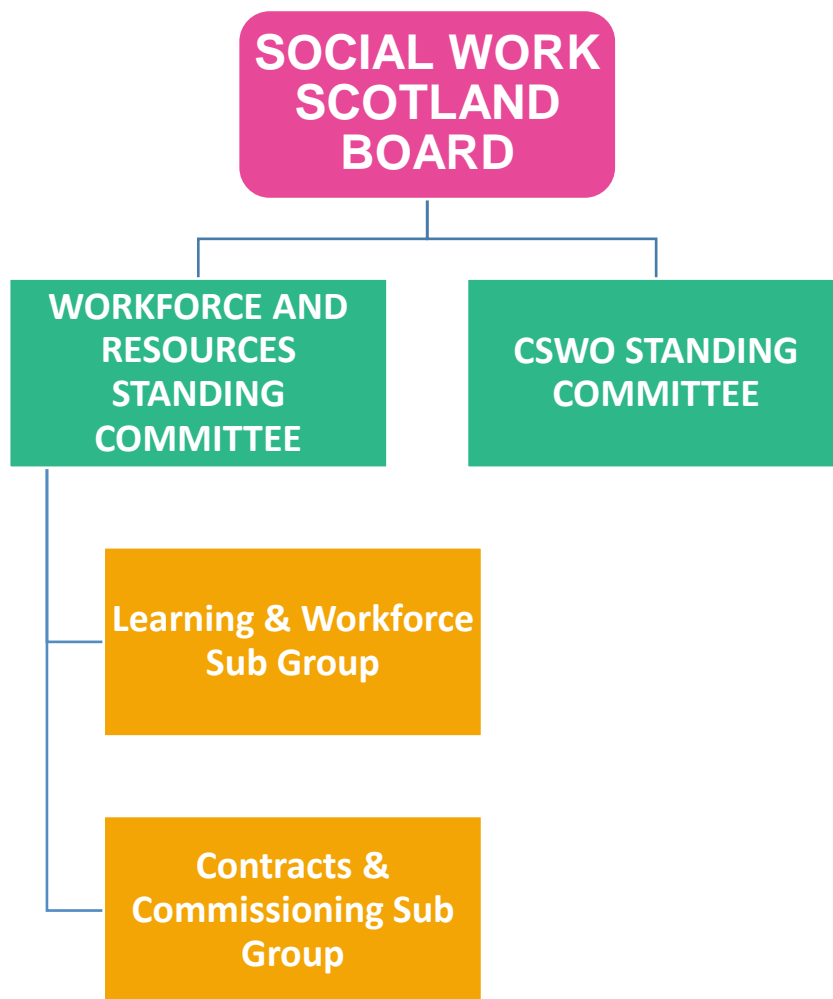
### **Governance**

The chair/s of the group will present a regular update to the Board and to the CSWO Standing Committee.

The Learning and Workforce Sub Group and the Contracts and Commissioning Sub Group will report in to the Workforce and Resources Standing Committee.

11 August 2020

Appendix 1 Governance



## Appendix 2 Membership

*[in development]*