

RICHMOND AND WANDSWORTH
ADULT SOCIAL CARE
AND PUBLIC HEALTH
PRINCIPAL SOCIAL WORKER
ANNUAL REPORT
2024 - 2025



ADULT SOCIAL CARE ACADEMY
Growing, nurturing, supporting and inspiring

The Principal Social Worker (PSW) Annual Report highlights significant achievements in workforce development, professional standards, quality assurance and practice improvement across Adult Social Care in Richmond and Wandsworth during 2024/25.

Recruitment and Retention

A key focus has been strengthening and retaining the social work workforce. Since the revised ASYE programme was introduced, registered social workers have successfully completed the programme and further participants are expected to join in the coming intake. Many former ASYE participants have progressed into senior and specialist roles across the organisation. The service has also expanded alternative routes into practice through social work and occupational therapy apprenticeships, increased student placement capacity, supported international recruitment, and enabled staff to move from locum to permanent roles during the year.

Learning and Development

The Adult Social Care Academy delivered an extensive programme of professional development, providing over 100 days of training across 52 courses, attended by around staff with a high satisfaction rating. The Academy expanded opportunities for students, apprentices, practice educators and newly qualified social workers, while also introducing webinars, coaching, mentoring, action learning sets and leadership development initiatives. World Social Work Day and strengths-based practice events further promoted learning, collaboration and professional identity.

Equality, Diversity and Inclusion

A strong emphasis was placed on anti-racist practice and inclusive professional development. An Anti-Racist Practice Conference was held jointly with Children's Services, and work continued to embed the Social Care Workforce Race Equality Standard (SC-WRES). The creation of the Friends and Allies Network (FAN) provided additional support for practitioners in developing confidence and capability around equality, diversity and inclusion issues.

Quality Assurance and Professional Standards

Quality assurance activity demonstrated continued progress in embedding strengths-based, person-centred practice across Adult Social Care. Reviews highlighted strong performance in risk identification and safeguarding practice, while also identifying areas for improvement, particularly around application of the Mental Capacity Act (MCA) and recording of equality, diversity and inclusion considerations. New Practice Standards and Learning Frameworks, management forums and best-practice resources were introduced to support consistency and continuous improvement.

Practice Impact

Peer review findings showed positive outcomes across several areas:

Strengths-based practice was evident across assessments and reviews. Carer outcomes were appropriately recorded in reviewed cases, showing improvement over time. Social workers consistently recorded residents' wishes and views within MCA assessments. Safeguarding processes demonstrated strong recording of concerns, risks and management oversight.

Looking Ahead to 2025/26

Priorities for the coming year include further preparation for CQC assurance, enhanced MCA training, wellbeing support for practitioners and managers, expansion of the ASYE programme, wider use of digital technology, and continued partnership working with health colleagues and universities. Richmond and Wandsworth also achieved highly positive results in the 2024/25 Local Government Association Employer Standards Health Check, performing above both London and national averages.

Overall, the report presents a positive picture of a well-supported workforce, strong professional standards, and a continuing commitment to learning, innovation and high-quality adult social care practice across Richmond and Wandsworth.



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