



# Kay Carmichael Travel Award 10

**ADSW**  
ASSOCIATION OF DIRECTORS OF SOCIAL WORK





Welcome to the 2010 Kay Carmichael Travel Award. The award has been renamed this year in honour of Kay Carmichael, the eminent social campaigner and member of the Kilbrandon Committee who sadly died in December 2009.

This award is about helping people improve understanding in their field of social work by allowing them to examine it from a different perspective.

We all develop our own ways of doing things, and exploring how other people and other cultures approach similar issues can help us to improve, reassess or strengthen our practice.

Last year's winner of the award, Max Smart from East Lothian travelled to the United States to be trained in a Sioux Indian technique for including and 'reclaiming' young people who are in difficulties with their school, family and community. Max has taken this knowledge back to Lothian Villa, the residential care setting where he works and is using it to great effect. A report of Max's work will be on the ADSW website soon.

This is a great opportunity to expand and challenge your thinking and, through ADSW and Scottish Government opportunities, to share your experience with colleagues across the country.

Good luck!

Michelle Miller  
Vice-President, ADSW



## ADSW and the Scottish Government are committed to progressing the recommendations from the 2006 'Changing Lives' report of the 21st century Social Work Review.

'Changing Lives' sets the direction for the cultural and organisational changes needed for continuous performance improvement, for better-involved service users and communities, and to secure better outcomes. The two priority themes are the personalisation of services to enable people to have more choice and control over the support they receive; and the development of a strong, confident, prepared, supported and accountable workforce led by effective leaders and managers.

At national level, five Change Programmes have almost completed their work on 'Changing Lives', covering the following areas:

-  Workforce Development
-  Performance Improvement
-  Leadership and Management
-  Practice Governance
-  Service Development

The latest 'Changing Lives' news can be found at [www.socialworkscotland.org.uk](http://www.socialworkscotland.org.uk)  
In addition, Local Practitioner Forums move from strength to strength, ensuring that the views of frontline staff inform policy and practice changes. ADSW has supported the development of personalisation through a series of seminars, discussions and papers, and many examples of excellent personalised practice have been showcased across Scotland as a result.

The ADSW conference in May 2010 will serve as a platform for sharing ideas about best practice as we progress from identifying issues to bringing about transformational change. ADSW and the Scottish Government are supporting this travel award as an important vehicle for both showcasing best practice and enabling others to learn from success.

# Details of the Award

£2000 will be awarded to one successful applicant or team who can evidence:

- ★ Excellent practice in bringing about change and progress in 'personalised services' (for example, increased participation of people who use services; work to strengthen community capacity and engagement; shared resources across services and sectors to ensure a more flexible, cost effective approach) or 'workforce development' (for example, training initiatives that have led to improved practice; more effective participation in service development from the frontline; leadership initiatives; multi-agency partnerships, etc.).
- ★ How travel, using the award, will allow the initiative to be developed further to benefit practice in Scotland.

The successful application will provide a clear proposal on how learning will be shared with other areas.

Judging will be undertaken by a panel composed of representatives from ADSW and the Scottish Government, together with an independent panel member.

The award will be presented during the ADSW Annual Conference between 12th and 14th May 2010. The successful applicant(s) will write an article about the initiative and their learning from the visit, which will be posted on the ADSW website. The winner(s) will also be asked to share their learning in a manner consistent with their proposal.

## Eligibility

The 'Kay Carmichael' award is open to any individual or team, at any grade, providing social work/social care in Scotland within a local authority setting.

A 'team' application can include a mix of professionals.

Applications are accepted from the individuals working within the service concerned.

Applications must have the support of the organisation's Director or Chief Social Work Officer and their agreement that travel will be allowed.

## Closing Date

Applications must be submitted by Friday 23rd April 2010.



# Award Categories

The Award categories are **Workforce Development** and **Personalisation**:

Entries should be submitted in the award category that best describes their main area of achievement. Each application will be judged against standard core criteria that apply to all applications; and category-specific criteria.

## 1 Standard core criteria

All applicants must demonstrate:

- an inclusive, person-centred, participative approach that respects diversity and works to address exclusion and disadvantage, directly or indirectly
- performance improvement (evidence of evaluation/research)
- clarity of objectives
- leadership/partnership working
- best value
- potential for sustainability/spread of benefits
- how the travel award would enable the work to be developed further to the benefit of practice in Scotland

## 2 Category-specific criteria

In addition to the core criteria, each applicant must demonstrate **achievement specific to the category for which they are applying**.

### 2.1 Workforce development

- improving the knowledge, skills, understanding, qualifications, standards and/or personal capabilities of the social services workforce through innovative and creative methods
- enabling the social services workforce to better meet the personalised needs of the 21st century public
- improved methods of self evaluation/self assessment
- best practice performance improvement model
- effective leadership approaches resulting in a positive and sustained impact on staff, people who use services and carers
- clarity of values, aims and approach, and the effective communication of these
- team development skills that have contributed to the sustainability of service improvements
- evidence of community leadership/shared vision

### 2.2 Personalisation

- re-design or development of a service, leading to a positive outcome for service users, carers, staff and the public
- consideration of changing needs – planning to meet future needs (including use of assistive technologies)
- achievement of a more personalised service that improves choice, respects dignity and increases partnership working
- improved partnership arrangements within the organisation and with local agencies, leading to best personalised practice
- demonstration of clarity of values, aims and approach, and the effective communication of these
- evidence of community leadership/shared vision