

Social Work Academy

By [Hull City Council](#)

The **Hull Social Work Academy** is an initiative by Hull City Council aimed at supporting and developing social workers throughout every stage of their career. By offering tailored learning opportunities, structured professional development pathways, and a nurturing learning environment, the Academy equips social workers with the skills and knowledge they need to make a meaningful difference in the lives of children, young people, and their families.

Hull aspires to be the best place to practice social work, and the Academy plays a central role in achieving this goal. Recognising that the workforce is its most valuable resource, the Council established the Academy to foster ambitious practice standards and inspire social workers to achieve excellence.

The Hull Social Work Academy provides a multi-faceted support structure that integrates all aspects of learning and development for social workers, from initial training to leadership roles.

The Academy works closely with local universities to enhance student recruitment, placement opportunities, and teaching content. It oversees **Step Up to Social Work** and **social work apprenticeships**, ensuring a strong foundation for aspiring social workers.

The Academy has developed a robust framework for Newly Qualified Social Workers (NQSWs) during their Assessed and Supported Year in Employment (ASYE). This includes:

- A structured induction programme.
- A dedicated learning pathway.
- A clear caseload promise within a protected environment.

This commitment to early career support was nationally recognised in 2021 when one of Hull's social workers won the NQSW of the Year Award.

The Academy offers vocational awards at levels 3, 4, and 5, facilitated by two Professional Development Assessors. Additionally, the Council's in-house learning and development team, recently rated "Good" by Ofsted, provides a wide range of training, including safeguarding courses and bespoke learning opportunities.

Leadership is a cornerstone of Hull's approach to improving social work practice.

Managers benefit from:

- Modules on Developing Effective Leadership, Reflective Supervision, and Building Emotionally Resilient Teams through partnerships with Research in Practice and the Department for Education.
- Participation in the ADCS (Association of Directors of Children's Services) Aspirant Leaders Programme and the Practice Supervisors Development Programme.
- A new Hull-designed Aspiring Leadership Course to nurture talent and 'grow our own' future leaders.

See more: [About the Social Work Academy](#)

OnSide Talent Academy

By [OnSide Youth Zones](#), a registered charity

The OnSide Talent Academy is part of OnSide Youth Zones, focusing on personal and professional development for their team members. Onside is a national youth charity that believes all young people should have the opportunity to discover their passion and their purpose.

The Talent Academy was created **to provide training and development opportunities for colleagues from OnSide and across their wider network**, as well as to recognise and develop outstanding performers.

Core offers include:

- Short **masterclasses to support team members with specific development areas**, such as project management, mental health and street-based youth work.
- **Aspiring Leaders**: A 12-month programme that develops

outstanding performers from across the network who have the leadership potential to progress to an executive-level role. The course consists of leadership modules, coaching, and a placement in another Youth Zone.

- **Effective People Manager Programme**: A four-month programme designed to encourage great people management skills, aimed at those new to line management. This programme covers topics including the transition from friends to manager, leadership principles and communications. Participants are matched with mentors to support their individual needs.
- Level two to three **certificates/ diplomas in Youth Work**.
- **Board Development**: A series of modules to support Youth Zone Boards with effective fulfilment of their duties to drive Youth Zone forward. Board members on this course will gain greater insight into their role as a trustee and how they

can best support their Youth Zone.

Key achievements to date:

- Supported 55 frontline staff to achieve a Level 3 Diploma in Youth Work Practice in partnership with the National Youth Agency.
- Established an Aspiring Leaders programme that recognises and develops outstanding performers, enhances organisational capability and grows tomorrow's senior leaders. 87% have been promoted since completing the training.
- Developed a Fundraising Academy which has equipped fundraisers with knowledge and skills to enhance stakeholder management and secure new funding partners.
- Enhanced specialist skills through a series of bespoke masterclasses; including safeguarding training for 120 staff and volunteers, and governance training for 9 Youth Zone Boards.

See more: [Talent Academy](#)