

## **The experience of change in adult social care: a ripfa change project**

Social workers are currently experiencing unprecedented levels of change. In both children and adult services, practitioners are expected to adapt and respond to change whilst delivering high quality social care.

research in practice *for adults* undertook a change project to look at the experience of change to self-directed support in adult social care in order to understand:

- what the impact of change is for people in the front-line
- why they experience change in these ways
- what helps them to work their way through change.

The findings from this project highlight the ways in which change is experienced - both positive and negative, and how practitioners can make sense of it and act to support themselves and their colleagues. Although the project focuses on the current change in adult social care, the learning is applicable to other areas of change.

As well as casting light on a key area of practice, this project uses a tested methodology to combine research with practice experience. It demonstrates how learning from research and practice can complement and enhance each other.

The project also demonstrates how learning can be presented in a way that is accessible, useful and relevant to busy social care practitioners in order to empower them. Practitioners were involved in deciding the form and design of the final resource.

This project therefore supports social work educators in a number of ways:

- by increasing their understanding of how they can support practitioners through change
- as a resource for them to share with practitioners to make sense of change and to identify the support that they need
- as a model for how evidence can be used to support current practice
- as an example of an innovative and engaging way of presenting learning.

For further information, visit [www.changeCards.org](http://www.changeCards.org)