

WORKER SAFETY SCENARIO



Respect

STEP 1

TASK: Read through the below Case Study

Case Scenario:

A social worker, Petra, is involved in supervision with their manager, Melanie. The manager would like the social worker to talk to them about the case of Sammy (Sam), a 7-year-old boy. The social worker has already shared details of other cases and is feeling a bit tired but is trying to be polite. They also have a visit to do so they make up their mind to be brief in their explanation.

Sam's Case Background:

Sam is 7 years old. He has been known to social services since he was 3. His mother was using cocaine but engaged with drug recovery work. She has indicated high levels of emotional and physical abuse from Sam's father, and they separated when social services became involved. Sam's mother, Aisha does get support from his family i.e., some childcare and has suggested that Sam's father, Dilip is around and create arguments, but she feels they can manage as they are separated. Dilip is a pharmacist and Aisha has largely been a stay-at-home mother but is now looking to do some courses in childcare and work at a nursery.

Aisha recently began a new relationship with Stewart. This has been hard as Stewart is not Indian and it has created a little bit of isolation as some older family members make a stance against this relationship. Aisha says she doesn't care. Worryingly, Dilip has been coming over demanding to see Sam a bit more and Aisha doesn't know how to manage this. A social work referral came in 2 months ago when Dilip attended her house and began throwing rocks at the windows whilst under the influence of alcohol. Stewart and he argued, and the neighbours called social services as they saw Sam and Aisha crying. Stewart has moved in and works as a labourer. He lost his last agency job and as far as the social worker Petra knows, he has not found a new role. He usually goes out when she visits. She has noticed the home appears untidier and more cluttered and has wondered if there is a money issue as Aisha is speaking more about 'things being tight'.

Stewart is separately known to social services as he has another child who is 11 (Tina) who alleged domestic abuse perpetrated by Stewart to her mother, Jo. Jo and Tina moved to be near the maternal family and moved to Scotland last year. There were concerns around domestic abuse the relationship i.e., Stewart would not allow Tina to keep the benefit money and allegedly isolated her from her friends. There were police call outs when Tina's mother came to London and confronted him about his treatment of Tina. Stewart largely avoided being spoken with by social services. No further information is known as to whether he continues to see Jo.

This is the second supervision on the case (so most details have been shared already with manager).

Social Worker Case Plan:

The social worker has monthly supervision with her manager. Her case plan is to advise Aisha to go to court and get a non-molestation order against Dilip. She can't understand why Aisha hasn't bothered but she feels she should close the case. She sees Sam in his bedroom, and he says things fine. She has noticed that Aisha is getting stressed but has put this down to finances which is out of social work remit.

She has had a conversation with Dilip, and he says he will stay away. The social worker thinks because he is a pharmacist that he will end up staying away as he can't have a police record to do his role. Sam is ambivalent about contact so the social worker thinks this should be managed in private law arrangements between the parents and not by statutory services.

Really the social worker wants to close the case although she likes working with Sam and has recently queried alongside Aisha whether he has ASD. As he is 7, CAMHS will meet with him, and Aisha has worked to obtain supporting documentation from other professionals. This has been the focus on her work this last month.

Things to think about...

Having read the above scene, in relation to worker safety:

- What stands out for you?
- What are you concerned about?
- What type of follow up questions would you want to ask?
- What would your next steps be?

STEP 2

TASK: Watch the Addressing Worker Safety: 8 Practice Points for Supervisors & Managers Video

STEP 3

TASK: Review/ Explore: Worker Safety Resources