Social care and social work practitioner-researchers (PR)

LSE | CPEC | NIHR | School for Social Care Research

What needs to change at the organisational and practitioner level to achieve impact?

Organisational pathway

- Organisation has coherent research strategy &/or goals
- Organisation gains greater understanding of how to analyse and use evidence
- Staff at multiple levels of the organisation have buy in and ownership
- Organisation actively seeks opportunities to engage and influence research infrastructure/ HEIs
- Organisation knows how to embed co-production in research
- Organisation can improve practice and policy as new evidence emerges
- Organisation is confident to communicate how and why evidence informed changes have occurred
- Organisation culture built of constant ongoing engagement with evidence
- Practitioners are encouraged to undertake fellowships and awards
- Organisation empowers practitioners from groups under-represented in research to become involved
- Organisation develops incentives that encourage PR roles
- Organisation enables PRs to align work with organisational priorities
- Organisation knows how to draw on PRs expertise for decisions at all levels & takes steps to manage power imbalances
- Organisation has embedded research within recruitment and promotion

Practitioner-researcher (PR) pathway

- PRs from groups under-represented in research feel this is an option for them
- PRs are curious about research and evidence use
- PRs have knowledge and skills to apply and achieve fellowships and awards
- PRs have skills and knowledge in research design, methods and synthesis
- PRs build relationships and are supported by academic mentors
- PRs build relationships with seldom heard communities
- Academics and seldom heard communities become involved in PRs research activities
- PRs can share research knowledge and contribute to upskilling within practice team
- PRs feel confident in synthesising existing and critically appraising different types of evidence in response to emerging practice issues
- PRs are aware of research roles and networks
- PRs have a positive sense of identity as a PR
- PRs have improved understanding about how to use evidence to inform practice
- PRs know how to contribute and widen networks to leverage impact
- PRs are able to mentor colleagues to become PRs
- PRs feel confident to feed into organisational decision making at all levels
- PRs are able to identify a PR career pathway

Impact

People who draw on services, families and carers

To enhance individual care-related quality of life (outcomes) and experience for people who use social care services, their families and (unpaid) carers.

Service level

To foster evidence-informed care practices, service organisation, funding and delivery that is understood and accepted by people in receipt of services.

Workforce

To enhance work-related quality of life that supports recruitment, development and retention.