

A rapid review of what organisational level factors support or inhibit the scale and spread of innovations in children's social care

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Background

- The delivery of social care in Wales is complex and multi-faceted, requiring careful collaboration between a range of organisations.
- These collaborations can impact decisions about how social care is delivered.
- This rapid review, undertaken for the benefit of Social Care Wales, provided insight into how innovative changes can be adopted across social care services.



Aim



To identify factors (**barriers and enablers**) that affect the implementation and scale up of innovations in children's social care organisations.



What does 'innovation' mean?

In this study, innovation is defined as the **'implementation of a new idea, practice or invention within an organisation or system.'** 'Innovations' often include a **change of process**, where the outcomes can be uncertain or even disruptive.

Key Findings and Policy Implications

This rapid review highlights the complexity of the social care models and provides some clear pointers for policy and practice.

What supports innovation?

- senior management buy-in and support
- short and longer term funding
- inter-disciplinary communication and joint working
- good professional and professional-foster/other carer relationships with support and mutual respect
- specific training and support for professional staff
- compatible data systems to support joint working/collaboration.



What hinders innovation?

- short term or lack of funding
- organisational factors (such as structural and priority changes) that may impede implementation



Summary of the Evidence Base

10 studies were identified across 13 publications

5 further innovations implemented in Wales were identified:

2

informal local
evaluations

3

not evaluated
locally

The review included evidence available up until 17th November 2022

Confidence in the evidence is uncertain. Most studies did not use formal methods

The full report can be accessed here:

<https://researchwalesevidencecentre.co.uk/what-organisational-level-factors-support-or-inhibit-scale-and-spread-innovations-childrens-social>