

Organisational Audit for *Evidence-Informed Practice*

This audit helps organisations to benchmark how far evidence-informed practice is embedded in their organisation, create an effective action plan and monitor change.

Research shows that using evidence in practice supports individuals to be more confident and competent in what they do, and supports organisations to learn and improve. Both of these factors contribute to more effective services and an improved experience for service users.

Based on research and practice experience, this audit reflects four main factors that support organisations to embed evidence-informed practice. For each factor we suggest a number of points that organisations should consider to help them make progress in embedding evidence-informed practice.

Using the audit

Please work through the four sections considering each point in turn. Use the scale to record how far each point is embedded in your organisation.

When you have completed the audit, discuss your scores with your colleagues and use the action plan to list any actions you will take to move further towards embedding evidence-informed practice within your organisation:

- Where you have scored 1 or 2 – you may need to take action to change things
- Where you have scored 3 or 4 – you may need to take action to share information about what is already in place.

The audit should be redone after approximately 3-4 months to allow you to review progress against the action plan.

We suggest the initial audit is led by senior managers with input from first-line managers and front-line staff.

It may make more sense for senior managers to complete the audit starting at the front, and for front-line teams to complete the audit starting with section 4 and working back. Where a group is not sure about what is in place, then that part can be left blank.

The review should involve people who are in a position to see what has changed as a result of the action plan.

Completed by:

Date:

Person responsible for review:

Audit and action
plan review date:

Organisational Audit for Evidence-Informed Practice

1 Leadership

INDICATE BY MARKING A NUMBER

We know who is accountable for embedding evidence-informed practice	1	2	3	4
We have a clear vision and strategy for embedding evidence-informed practice	1	2	3	4
We have an action plan to operationalise evidence-informed practice	1	2	3	4
Our Advanced and Principal social work roles promote learning from research	1	2	3	4
We know how much we currently use evidence in our practice	1	2	3	4
Our business, service and team plans and procedures state how they are informed by evidence	1	2	3	4

Comments:

2 Organisational culture

We welcome constructive challenge from all staff and their input into evidence-informed decisions	1	2	3	4
We value and encourage reflection to learn from both positive and negative experiences	1	2	3	4
We have 'champions' who act as catalysts in promoting evidence-informed practice	1	2	3	4
We expect practitioners to use evidence-informed tools and scales to support assessment of risk and to monitor outcomes	1	2	3	4
We report how we have used evidence in service planning and commissioning	1	2	3	4
We reward good practice in the use of evidence	1	2	3	4

Comments:

KEY:

1 No, nothing like this 2 No, but something similar 3 Yes, but not widely known 4 Yes, and widely known



3 Building capacity

INDICATE BY MARKING A NUMBER

Job descriptions, competencies and progression criteria state the evidence-informed practice skills and knowledge that staff are expected to demonstrate

1 2 3 4

Supervision, performance reviews and appraisals include discussion about and identification of goals around gathering and using evidence to inform practice

1 2 3 4

We provide learning opportunities for staff to develop their skills and knowledge around gathering and implementing evidence in practice

1 2 3 4

We provide access to research for all staff

1 2 3 4

We provide dedicated ongoing support to staff to appraise and apply evidence to their work

1 2 3 4

Comments:

4 Sharing learning

Individuals, teams and multi-agency groups share and use learning from research and practice

1 2 3 4

We support staff to carry out their own research

1 2 3 4

We systematically gather and use service user views about experience and impact

1 2 3 4

We carry out impact evaluations about how well we did and the difference we made

1 2 3 4

We use information gathered from research and evaluations to improve our services

1 2 3 4

Comments:

Action plan



ACTION	RESPONSIBILITY	DATE	OVERSEEN BY	DONE