



**“As a newly qualified, I’m trusted to take charge of my work, but at the same time am fully supported”**

Callum – Social Worker

[www.socialworksouthglos.co.uk](http://www.socialworksouthglos.co.uk)

South Gloucestershire Council are creating a Social Work Academy (known as the ASYE Academy) to enable the council to develop more Newly Qualified Social Workers (NQSWs) through their Assessed and Supported Year in Employment (ASYE).

The academy will build upon our existing well-respected ASYE programme which is highly valued by NQSWs and managers, with positive feedback from Ofsted, regional and national ASYE panels.

Our desire is to be the employer of choice amongst graduates. If successful at interview, but still awaiting formal qualification, applicants may be given a conditional offer based on qualification and registration, with potential to employ initially as Social Work Assistants until HCPC registration is provided.

## Overview of the ASYE Academy

The ASYE Academy will provide a protected and supported environment for the induction and training of NQSWs which will help us to:

- Recruit and retain NQSWs
- Drive up the standards of social work practice and in turn outcomes for children and young people
- Enable NQSWs to understand the child / young person’s journey through our organisation.

The ASYE Academy will be a 6 month virtual academy for 6 NQSWs at a time working with dedicated line managers in their social work teams. Expected to commence in October 2018 and April 2019.

All core training should be completed during the 6 month academy period, alongside a protected caseload.

Expert practitioners will support with complex tasks such as the writing of parenting assessments.

NQSWs will then join their permanent team in a vacant post for the remaining 6 months of the ASYE with continued support through the programme.

## ASYE programme

NQSWs will continue to be registered with the Department for Education (DfE) ASYE programme which gives newly qualified social workers extra support during their first year of employment and aims to help them develop their skills, knowledge and professional confidence.

Our ASYE offer, which will continue in the academy, is as follows:

Timescale	One year, or pro rata for part time employees, maximum two years.
Good quality and regular critically reflective <b>supervision</b> by people with the necessary skills and qualifications in social work	First 6 weeks – weekly 6 weeks to 6 months – fortnightly 6 months – completion - monthly
Workload	10% protected
Professional Development Time	10% of contracted time
Assessment Frameworks	Knowledge and Skills for child and family Practitioners (DfE) Professional Capabilities Framework (PCF) at ASYE level (BASW)
Assessment timescales	3, 6 and 12 months
Evidence for assessment (included in critical log)	3 critical reflections on practice 1 critical reflection on development 3 direct observations 3 pieces of feedback from other professionals 3 pieces of feedback from children, young people or parents 3 professional documents (referenced only) 4 professional development plans
Assessor	Line manager
Moderation	Internal panel verifies assessment. Regional ASYE Partnership moderates 10% of submissions + all borderline passes and fails.

## Training- the young person's journey

During the 6 month academy period the NQSWs will complete a thorough induction and all essential and mandatory professional and systems training. They will also have worked through a range of more complex cases and tasks, with intensive supervision and support.

The training will follow the young person's journey through our organisation with a strong focus on best practice and the voice of the child or young person. Managing a small caseload alongside training will enable NQSWs to effectively integrate learning

into practice. This will involve duty and referral work from ART, moving in to longer term children and family work, including child protection and permanency planning, using our signs of safety approach (this could include child protection, parenting assessments, or special guardianship orders).

The majority of the initial training requirement (e.g. induction, Mosaic and some e-learning) will be given in the initial 4-6 week period before casework is allocated.

Training will be supported by mentoring and discussion groups with expert practitioners from within our and partner organisations.

## Caseload – the young person’s journey

NQSWs should hold a maximum of twelve children at any one time. Children will usually be allocated at entry point (Access and Response Team - ART), with the NQSW following them through until their case is either closed or transferred to the appropriate team when the NQSW leaves the academy.

There will be opportunities for NQSWs to experience access, response, locality and looked after children practice, process and legislation; and to understand children and families’ experience of our services.

There will be no restriction on complexity of cases, such as child protection, court or parenting, as there will be a high level of supervision, mentoring and co-working as appropriate. The line manager will ensure that appropriate types and numbers of cases are allocated to each NQSW on a case by case basis. It is expected they will increase in number and complexity and the ASYE progresses.

## After the academy

The ASYE programme will continue to support with regular reflective supervision, a protected caseload and 2 days per month for continuing professional development.

At this stage the supervision requirement is monthly, and will be linked to the KSS, which is same as for all social work staff.

Academy participants will access ongoing development throughout their career through the council’s Continuous Professional Development (CPD) offer for all qualified social work practitioners.

The council offers excellent career progression opportunities, including the ability to apply to move to Advanced Social Worker once qualifying criteria is met.

Further information regarding service areas, teams, development opportunities and opinions from our staff members can be found at [www.socialworksouthglos.co.uk](http://www.socialworksouthglos.co.uk)

For a conversation about the academy, please contact Annie Hunter or Sian Smith:

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