

Recognising and supporting our social workers - how the NQSW supported year and planned social work post-qualifying framework can improve recognition and resilience



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Aims

- To provide an overview of how research has informed the supported and assessed year pilots.
- To describe the individual approaches taken by the sites to the pilot.
- To capture feedback on the NQSW pilots and associated post qualifying learning framework.



**QUALIFYING
EDUCATION**

ADMISSION AND SELECTION

A PARTNERSHIP APPROACH

**REVISED FRAMEWORK AND
STANDARDS**

Review of
Social Work
Education

**NEWLY
QUALIFIED**

**A SUPPORTED, ASSESSED YEAR
FOR NQSW**

**CONTINUOUS PROFESSIONAL
LEARNING**

National Health
and Social Care
Workforce Plan
(Part 2)

**CONTINUOUS
DEVELOPMENT**

IMPROVED CAREER PATHWAYS

**A FRAMEWORK IN PRACTICE FOR
SOCIAL WORKERS**

NQSW supported and assessed first year in practice

The task

- Develop a sustainable programme to meet the developmental and learning needs of NQSWs.
- To be delivered and maintained by employers.
- Support the professional identity and confidence of social workers.
- Bring greater parity with other professional disciplines.

SSSC approach

- Design will be developed in partnership and based on evidence from pilot evaluation and research findings.

Informed by NQSW 2021

- Five year longitudinal study, SSSC, University of Dundee, Glasgow Caledonian University.
- Findings include:
 - supervision to be a safe and structured space where NQSWs feel listened to and can share the emotional impact of practice
 - a more protected and balanced approach - critically reflective dialogue in addition to caseload narrative
 - need for mentoring
 - value of informal support.

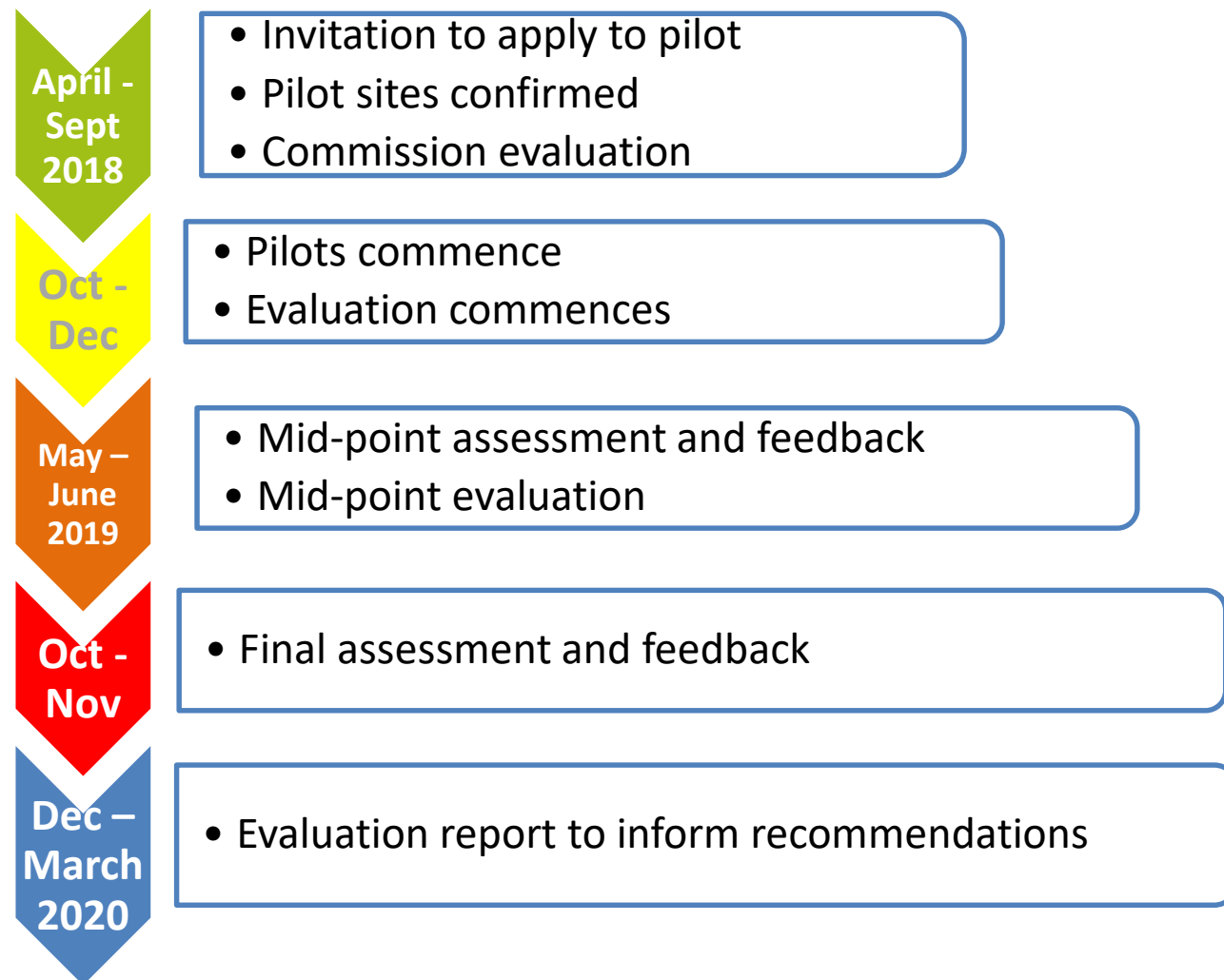
NQSW 2021 – more findings

- More formal learning and protected time for self-directed learning.
- Support for a richer learning culture.
- Need greater consistency in content, depth and structure.
- Balance of structured learning with specifically focused learning related to individual need.
- Need for easier access to knowledge sources and research.

The Pilots



Approach and timeline



Pilot sites commitment to NQSWs

- Allocated line manager
- Regular supervision
- Protected caseload
- Protected time

Assessment against Benchmark Standards for NQSWs

Situated within a framework of ethical principles

Six Standards that reflect:

- the processes of social work practice
- the wellbeing, support and protection of vulnerable children and adults
- managing complexity and professional decision making
- research mindedness, continuous learning and enquiry
- wellbeing of self and others.

Each Standard is supported by a set of 'indicators'.

Assessment strategy

- Formative assessment and interim review.
- Summative assessment to evidence development and meeting of the NQSW Standards.
- Assessment within settings and verification by SSSC.
- Different approaches and tasks within pilot sites.

Pilot sites	Local authorities	Numbers
Aberdeenshire		19
Angus		13
Learning Network West	Dumfries & Galloway East Ayrshire Glasgow North Lanarkshire	39
		71

Key components of the Aberdeenshire Pilot

- Well established Support Programme for Newly Qualified Social Workers; 12 full days across the year.
- Funding for dedicated pilot post promoting NQSW and line manager engagement.
- Peer Supervision Groups; focusing on practitioner research and leadership.
- Priority focus on professional development and reflective practice in NQSW supervision.
- Written formative and summative assessment tasks: panel approach to feedback.

Example of activities in the Aberdeenshire Pilot

Peer supervision:

- research presentation
- professional identity
- developing resilience through the workplace through peer supervision.

Facilitated sessions:

- multi-agency working in community care
- working with substance misuse
- a child's journey through placement.

Support to managers

- supervision workshops
- assessment and standardisation.

Core strengths of the Aberdeenshire Pilot

- Endorsement from Senior Management.
- Active engagement, support and enthusiasm of the NQSWs line managers.
- Flexibility and support of our programme facilitators and presenters.
- Significant commitment from NQSWs to Pilot aims and objectives.
- Active and positive participation of NQSWs in groups forums, the new supervision model, written tasks and formative assessments.



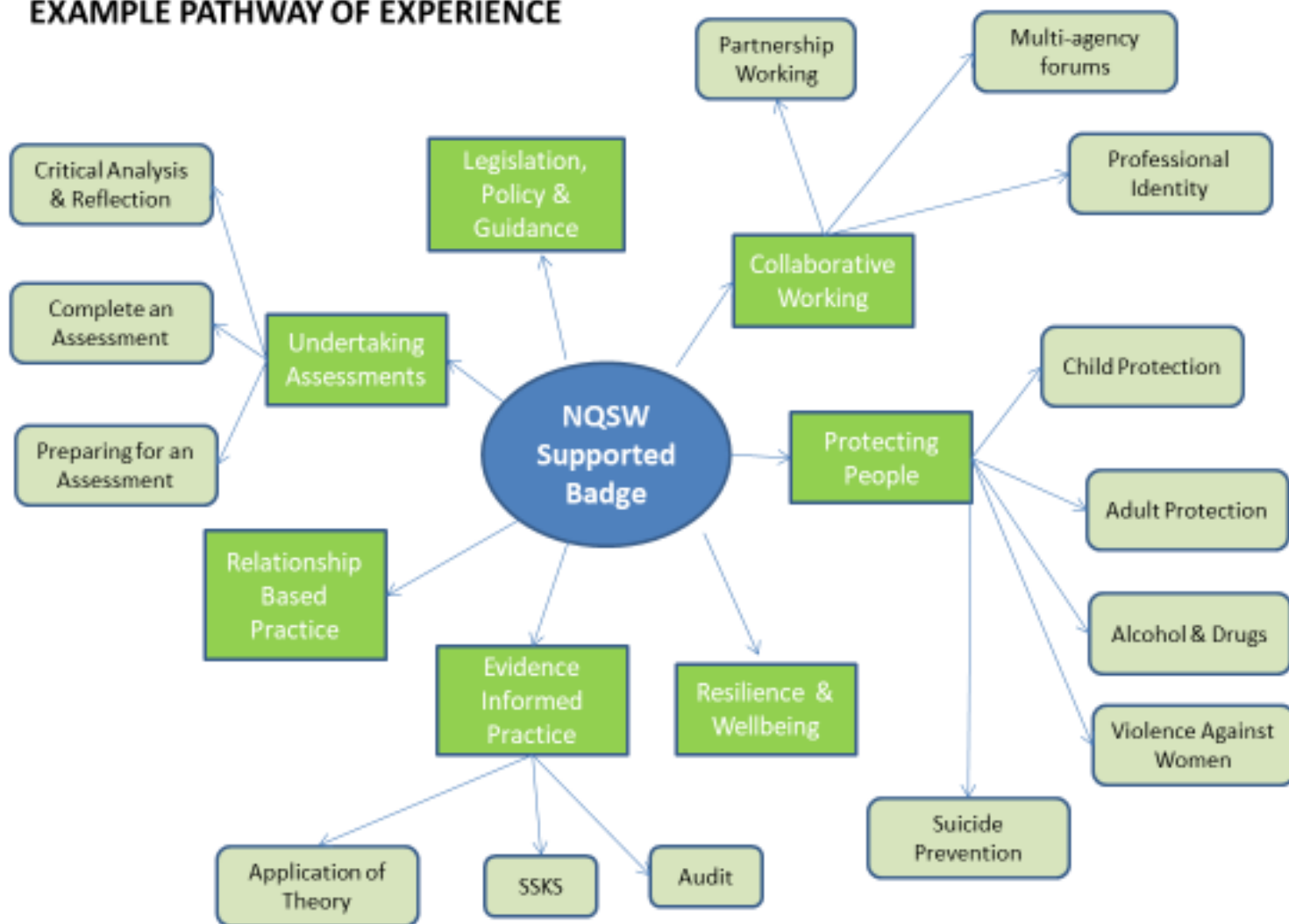
The Angus Model

Practice based approach

- Monthly supervision
- Monthly mentoring sessions
- Monthly group protected time
- Using Open Badges
 - capturing naturally occurring evidence
 - providing a pathway of experience



EXAMPLE PATHWAY OF EXPERIENCE



The Angus Model

Mid-Point Assessment

- Multi-source feedback
- Open Badge evidence
- Discussion with Assessor/Team Manager
- Development Plan

Summative Assessment

- Case-based discussion
- Open Badge evidence
- Discussion with Assessor/Team Manager



Learning Network West NQSW Pilot Approach and Roles

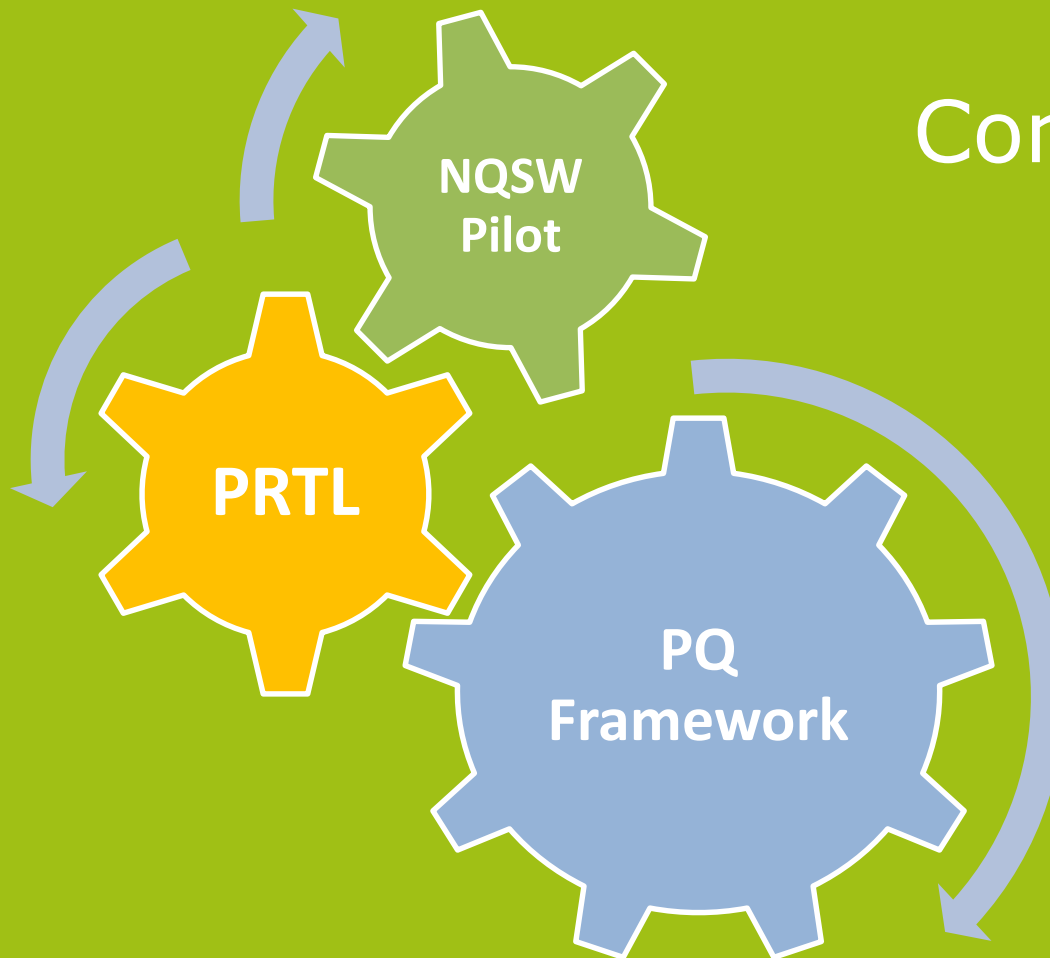
- Partnership and collaboration
- Opportunities to share experiences and learning
- Individual Learning Plans
- Fortnightly supervision
- Reflective accounts
- Peer support
- Continuous reflection and assessment

Involvement of HEIs

- Consulted with and represented on the pilot working group.
- Interim findings from GCU and Dundee longitudinal study informed the pilots development.
- Developed and facilitated a range of workshops with participants:
 - I. Open University - Reflective Practice and Research Mindedness
 - II. University of the West of Scotland - Ethical Decision Making
 - III. University of Strathclyde – Formative and Summative Assessment
 - IV. Glasgow Caledonian University - Professional Identity and Self Care.

Assessment strategy

- Formative assessment:
 - ✓ assessed by supervisor
 - ✓ fortnightly reflective accounts
 - ✓ 2000 word interim reflective commentary.
- Summative assessment (critical practice analysis) to evidence development and meeting of the NQSW Standards.



Connections

Review of PRTL

- Consultation on a new model of capturing continuous professional learning from 27 May to 21 July 2019.
- Requirements for social workers and NQSW will remain the same.
- Proposed changes relates to how to record learning, and discussion with supervisor.
- Proposed that all registrants submit a signed verification form rather than PRTL sampling at end of registration period.

Post Qualifying Framework for Social Work Practice

- Developing a framework to capture formal and informal learning from newly qualified to advanced practice.
- Underpinned by existing frameworks.
- Recognise skills and professionalism.
- Articulate contribution of social work in different settings.



Post Qualifying Framework for Social Work Practice

- Reference group collaborating on the framework.
- Representation from SWS, HEIs, SASW, Local Authority, Third Sector, SSSC and OCSWA.
- Using information gathered through targeted engagement and feedback.
- Consultation on model early next year.



Thoughts, Comments, Questions

Useful reading

2017 Newly qualified social workers in Scotland - A five-year longitudinal study

<https://www.sssc.uk.com/knowledgebase/article/KA-02259/en-us>

2018 Newly qualified social workers in Scotland: A five-year longitudinal study

<https://www.sssc.uk.com/knowledgebase/article/KA-02658/en-us>

2019 Post Qualifying Learning in Social Work in Scotland - A Research Study

<https://www.sssc.uk.com/knowledgebase/article/KA-02685/en-us>

THANK YOU