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Management



Pre-requisites before this stage

The management stage 2 is for all aspirant managers. This stage will provide you with the opportunity to develop your current skills in order to support Social Work students and Newly Qualified Social Workers within your team.

You will have completed your ASYE programme, carried out an additional year of practice working and are an Experienced or Advanced Practitioner (or working towards becoming an Advanced Practitioner).

Overview of where your career is currently at

At this stage of your career you will have completed the ASYE programme and will be an Experienced Social Worker or Advanced Practitioner (or working towards becoming an Advanced Practitioner). The management stage provides you with options to expand your knowledge and skills in addition to your daily roles.

The first step onto the management stage includes expanding your knowledge of supervising students either as an onsite supervisor or a Practice Educator. To be considered for supervisor or Practice Educator training you must be post two years qualified, have the support from your principal and line manager. You will be able to demonstrate good practice in all areas and have a passion for developing others. Your line managers will be confident in your practice and support your next stage of development as an aspirant manager.

Onsite supervisor

The onsite supervisor is key to supporting Practice Educators in developing Social Work students during their placement.

The onsite supervisor will be responsible for:

- Contributing to the assessment of the student's capability alongside the Practice Educator by providing learning and development opportunities
- Providing appropriate feedback to the student
- Attending the initial meeting, midpoint and final meeting, and any other relevant meeting, if appropriate
- The day to day management of the student and their work including supervision, case management guidance and direct observation of students (if the practice educator is offsite. If onsite, the onsite supervisor will support all of the above alongside the Practice Educator)
- Work in partnership with the Practice Educator
- Monitor allocation of work to the student and updating the Practice Educator accordingly

This training and role could be attractive to someone who is interested in undertaking a Practice Educator role in the future.



Practice Educator

The Cheshire and Merseyside Social Work Teaching Partnership (CMSWTP) Practice Education (PE) award is an integrated Stage 1 and 2 course, with the submission of one self-managed portfolio at the end of the PE course, ensuring the Trainee Practice Educator is supporting, supervising, and assessing two separate students throughout.

This course is eligible for any qualified social worker (post two years)

Practice Educators:

- Agree to the placement and the relevant support and training that will be required for the student
- Prepare for and structuring the placement and planning an induction programme
- Attend all required meetings with both the student and tutor
- Facilitate the student's learning and supporting students to link theory and methods to practice, including anti-oppressive practice
- Take responsibility for ensuring that a student is able to access a range of learning opportunities whilst on placement
- Support students to reflect on practice
- Provide regular formal supervision – this should be equivalent to a minimum of one hour per week and take place at a minimum of fortnightly, with students able to access informal supervision as and when required
- Attend Practice Learning Agreement Meeting and both the mid-point and final meeting, where appropriate, and complete all required reports
- Ensure the student is working in accordance with organisation's policy and procedures
- Make an assessment of the student's capability and providing a report that clearly indicates whether the student has passed or failed the placement
- Undertake all required direct observations of the student's practice and provide timely feedback both verbally and in writing
- Provide guidance and assistance to the student to enable them to complete work required for their placement portfolio
- Provide feedback on work undertaken by the student whilst on placement including their placement portfolio
- Recognise the individuality of each and every student and tailor their learning opportunities appropriately, including shadowing opportunities
- Respond appropriately to learning needs which may be or have been impacted by systemic discrimination
- Ensure all students adhere to the organisation's risk assessments

An additional course is available through Pathways 1 course for anyone who has supervisory responsibility.

Pathway 1

Pathway 1 is for social workers who supervise the practice and decision-making of child and family practitioners and to develop the skills of individuals and teams.

Pathway 1 will give you evidence-informed tips, tools and approaches to:

- Lead supervision sessions effectively
 - Create a safe and inclusive team culture
 - Support the mental health and wellbeing of practitioners
 - Effectively manage risk and lead multi-agency relationships
 - Reduce bureaucracy so practitioners can spend more time with children and families
 - Draw on research to develop the quality of practice
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How to evidence you have completed this stage

On completing the programme you will receive a certificate of completion and CPD record. The CPD record provides details of your learning and supports you to log your CPD for professional registration.

You can enjoy continued access to the practice supervisor network to support you in your ongoing development.

Completion of this pathway prepares you for accessing Pathway 2.

The onsite supervisor training is completed over a one day session. Once completed you will be allocated a student and Practice Educator to support. The support you provide will be fed back to the Social Work Academy and your manager in consideration for the next round of Practice Educator training.

The Practice Educator training is carried out over a two year period. You will be required to support two students and complete a portfolio evidencing your learning. The portfolio is assessed by the training provider who will issue you a certificate on completion.

Pathway 1 is a three month programme with a time commitment of approximately four days, including one residential (two days/two nights). You will be provided with all the material required to complete the course and options to continue your learning through Pathways 2.

How to evidence in practice

Your training will be evident within the support you provide to students and Newly Qualified Social Workers within your team. This will be observed through completion of portfolios and reviews with the Social Work Academy.

Your line manager will include your learning within your supervisions whilst discussing your personal development.

PCF

Professional development is a key aspect of Social Work, and the Professional Capabilities Framework (PCF) provides a framework for social workers to review their capabilities throughout their career.

Progression requirements

If you are looking to progress to an Experienced Social Worker or an Advanced Practitioner the training discussed can be used to inform your application to progression panel. You will need to have agreement from your line manager and Principal manager to apply to progress to your next level of development. Please see the progression policy to review the documents required to attend panel.

Links to resources - Click or scan the QR codes to explore more



BASW -
Experienced Social Worker



BASW -
Advanced Social Worker



Frontline -
Pathway 1



Training Internally -
Halton Adult Learning Course List



Research in Practice



Tri-X - Procedures



CPD Spreadsheet
for partners