

4

Teaching and specialisms



Pre-requisites before this stage

This stage will provide you with the opportunity to develop your current skills in order to support your team and service in improving practice.

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

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.

Overview of where your career is currently at

At this stage of your career you will have completed the ASYE programme and are looking to progress to an experienced social worker. The Teaching and specialisms stage will look to enhance your knowledge and skills in specific areas of practice which you will use training and resources to inform your team and wider service area's practice.

You will have developed an interest within a specialist area of practice and undertaken some additional learning. This could be training provided by Cheshire Merseyside Social Work Teaching Partnership (CMSWTP), Research in Practice or other external facilitators.

You will be keen to develop others in their learning about the subject and improve practice throughout children's social care.

Being a Practice Champion can be developed via a passion or interest; or from a need of the service with additional training resourced.

Examples of areas of champion development:

- Child sexual abuse
- Domestic abuse
- Children with disabilities

You will be provided support by your line manager and the Social Work Academy to develop one minute guides and ways to distribute information around the subject. Additionally, you will be supported to develop in-house training or support in delivery of existing programmes.



How to evidence you have completed this stage

You will be a designated Practice Champion within your team. You will support others with their learning and inform the wider workforces knowledge through supporting the Social Work Academy.

When requesting to be a Practice Champion you will be able to evidence an advanced knowledge of the subject and confidently create content to support delivery to the wider service.

How to evidence in practice

You will take part in the creation of material used to inform good practice such as one minute guides, posters and training sessions with your team and the wider service.

You will actively seek out opportunities to improve standards around your subject of expertise in line with Halton's policies and procedures.

PCF

Professional development is a key aspect of social work, and the Professional Capabilities Framework (PCF) provide 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



Training Internally -
Halton Adult Learning Course List



Research in Practice



Tri-X - Procedures



CPD Spreadsheet
for partners