

ASYE Standards

| Requirement | Action | Additional information |
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| <p>Reflective Supervision is to be completed by the NQSW's ASYE assessor (Practice manager of the Social Work Academy) additional to monthly supervision provided by their line manager.</p> | <p>Supervision to include critical reflection of cases, welfare, application of models, theory, research and use of systemic models such as social graces.</p> <p>The NQSW's line manager is responsible for thorough case management discussions and providing management instructions.</p> | <p>Reflective supervision to be provided by their ASYE coordinator –</p> <ul style="list-style-type: none"> - Once a week for the first six weeks - Once a fortnight up to the first 6 months - Monthly thereafter <p>Line manager to provide monthly case management and welfare supervision in addition to the above.</p> |
| <p>Reduced work load & complexity.</p> | <p>Cases are to be allocated by the NQSW's line manager in line with their level of skills and knowledge and discussed with the ASYE assessor if complexity increased/co work a case that exceeds the expectations of complexity at that stage of the ASYE.</p> <p>60% reduction of usual case load 0-3 months after induction (example if average safe case load is deemed at 20 then they should be holding a maximum of 8)</p> <p>50% reduction of usual caseload 3-6 months (example if average safe case load is deemed at 20 then they should be holding a maximum of 10)</p> | <p>Visiting standards –</p> <p>NQSW's are to be accompanied by an experienced social worker to all visits until completion of the 3 month review.</p> <p>NQSW's are to be accompanied by an experienced social worker to all initial visits until the completion of the 6 month review. Sufficient evidence of capabilities will be agreed within the 6 month review prior to independent visiting.</p> <p>NQSW's are not to attend any S.47 visits alone throughout the duration of their ASYE year.</p> <p>NQSW's are not able to complete visits with other NQSW's or students at any time of the ASYE.</p> <p>Complexity –</p> |

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| | <p>40% reduction of usual caseload 6-9 months (example if average safe case load is deemed at 20 then they should be holding maximum of 12)</p> <p>20% reduction of usual caseload 9-12 months (example if average safe case load is deemed at 20 then they should be holding maximum of 16)</p> <p>ASYE should not have more than 18 children allocated to them during the ASYE period (this includes co working).</p> | <p>Any high risk, S.47's, child protection, pre proceedings or private proceedings should not be allocated to a NQSW until after their 6 months review (NQSW's should have the opportunity prior to this to shadow through attending visits/meetings/witness case discussions - not completing the work). If the NQSW's case escalates the NQSW can shadow an experienced social worker throughout the process but must be moved to 2nd social worker and is not responsible for the management/completion of the work required.</p> <p>ASYE's should not chair any multi agency meetings unsupervised until post 6 months – feedback should be given to support their development and confidence prior to being unsupervised after 6 months ASYE review.</p> <p>The NQSW should not be allocated any public proceedings, until completion of their 9 months review – increased support and oversight to be provided by line manager once allocated post 9 months ASYE.</p> <p>* Any proceedings are to be attended with the NQSW's line manager present for support.</p> |

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| Protected time for personal development | <p>This will be implemented during ASYE agreement plan at the start of the ASYE and review quarterly at review meetings with their assessor.</p> <p>Line managers are required to support the NQSW to have protected time away from daily duties.</p> | <p>Line managers to support NQSW's to attend:</p> <ul style="list-style-type: none"> - Monthly study days (booked in advance) - To identify and attend training opportunities to support their development. - It is mandatory that all NQSW's attend all monthly bitesized training sessions (in house) – - It is mandatory that all NQSW's attend all ASYE monthly workshops with the Social Work academy practice manager's. |
| ASYE Workshops (1hour-1.5hours) - mandatory | <p>NQSW's to attend all monthly ASYE workshops which will include reviewing how we use models, theory and research to inform our practice as well as using critical reflection tools as a group.</p> | <p>Each session will include a reflective discussion lead by the NQSW's as well as a planned session delivered by the practice manager. NQSW's are invited to design their own agenda prior to each session dependant on the groups needs which will be accommodated by the practice manager where possible – for example; how to fill in areas of the ASYE critical reflection log; how to complete an chronology; group reflection session.</p> |
| 1-1 Support Sessions with their ASYE coordinator (Practice manager within the Social Work Academy) | <p>2 weeks prior to every review meeting NQSW's will be invited to meet with their allocated ASYE assessor for a 1-1 support session. These sessions provide an opportunity to discuss the ASYE's ongoing progress and critical reflection log prior to their review to prevent delay.</p> | <p>Time will be allocated by the assessor to meet with the NQSW to provide 1-1 support. These sessions are booked in advance during the initial stages of the ASYE to prevent delay or identify support needs.</p> |
| Induction, training and developmental opportunities are identified and delivered via | <p>All NQSW's are to be provided a 4 week induction period where they are to shadow experienced social workers and managers.</p> | <p>Training opportunities additional to the mandatory sessions are to be identified by the</p> |

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| <p>quarterly developmental reviews with your assessor/manager</p> | <p>NQSW's will not be allocated any cases and will complete all mandatory training, visits other teams within the service, visit local services.</p> | <p>ASYE assessor, line manager and the NQSW's to support their individual development needs. Reviews of professional development will be completed as part of their quarterly ASYE reviews (at 3 months, 6 months, 9 months and 12 months prior to attending their final panel).</p> |