

# **Bexley Adult Social Care - Social Worker Support and Development Framework for Progression**

Social Workers joining London Borough of Bexley Adult Social Care in their first position following qualification are considered Newly Qualified Social Workers for the first year of employment and the framework below demonstrates the potential progression journey within ASC.

Experienced Social Workers will be supported to continue their progression journey with Bexley in line with this framework.

Social Workers joining London Borough of Bexley Adult Social Care in their first position following qualification are considered Newly Qualified Social Workers for the first year of employment and the framework below demonstrates the potential progression journey within ASC.

## **Experienced Social Workers will be supported to continue their progression journey with Bexley in line with this framework. NQSW**

Year 1 of practice

Level 2 – Pt 24/25/26

Newly Qualified Social Workers will be supported and assessed throughout their first 12 months in post in line with Bexley's ASYE Process. NQSWs are required to Pass the ASYE Process requirements within this 12-month period.

Satisfactory progress against performance objectives and requirements of ASYE may lead to an increment.

## **Social Worker**

Year 2 or 3 - Consolidating Practice

Pt 25/26/27

In this second year since qualifying Social Workers will be expected to consolidate their practice and develop their professional leadership. Staff will engage with supporting Social Work Student development either through offering shadowing, observing and providing feedback around readiness to practice or by providing a full student placement (BA Yr 2/MA Yr 1) and registering for Practice Educator Professional Standards (PEPS) Stage 1

OR

Social Workers in Mental Health Teams or those planning Approved Mental Health Professional (AMHP) qualification will be expected to undertake the Best Interest Assessor (BIA) or Developing Professional Specialist Practice (DPSP) awards via Bournemouth University and to participate in the AMHP back-up rota.

## Social Worker

Year 3 or 4 - Developing specialist interests

Level 3 – Pt 30

At this stage Social Workers may consider applying to progress to Level 3 and, if successful this could be accompanied with significant incremental increases to salary (dependent on current pay point)

Requirements include having registered for/completed PEPS1 and/or having registered for/completed the Best Interest Assessor Award in order to carry out BIA Assessments.

For some Social Workers it will be possible to undertake both the BIA qualification and PEPS2 (15 credits) providing placement to a final year Social Work Student (BA Yr 3/MA Yr 2).

Social Workers in Mental Health Teams will be expected to apply for the AMHP Qualification via Bournemouth University – other interested staff may meet entry requirements dependent on the extent of the Mental Health context within which they have previously worked

## Social Worker

Year 4 and beyond - Advanced practice and expertise

In line with the Professional Capabilities Framework Social Workers at this stage will be considering and implementing their area of expertise – Practice Education, Expert Practitioner, Management/Leadership and will have achieved one or more of the following qualifications

BIA Achieved (40 credits M Level)

AMHP Achieved (120 credits M Level = Postgraduate Diploma Advanced Mental Health Practice)

PEPS 2 Achieved (15 credits)

## Senior Social Worker/Senior Practitioner

Year 4 and beyond

Senior Social Workers will be exploring how they meet the Post Qualifying Standards for Social Work Practice Supervisors

At this stage there are options for possible employer sponsorship/part-sponsorship (subject to agreement and terms and conditions). Examples of programmes recently completed:

- Greenwich University – MSc Advanced Leadership and Management Pathway
- Goldsmith's – MA in Advanced Social Work (Practice Education)
- Bournemouth – MA in Advanced Mental Health Practice

In respect of continuing professional development (CPD) opportunities available under the progression arrangements described above, as relevant, Social Workers need to:

- have discussed their wish to apply for the programme with their line manager and this must be demonstrated in their supervision notes, appraisal documentation and Personal Development Plan.
- demonstrate that they possess the level of competence, capacity and ability to provide a good quality placement opportunity to a SW Student
- demonstrate their ability and capacity to undertake and complete further qualifications (PEPS/DPSP/GRAD CERT PROF PRACTICE (MH), BIA, AMHP) at the required professional and academic level.

CPD Portfolios for the purpose of performance conversations, personal career planning and Registration Body requirements for CPD and re-registration should be developed and maintained based on learning and development undertaken both under formal academic requirements and locally in post.

