

Social Work Progression Pathway – Children’s Social Care

SOCIAL WORK LEVELS/ROLES	FUNCTIONAL ACTIVITIES (LINKED TO JOB DESCRIPTION)	TRAINING MODULES / SUPPORT	ACADEMIC MODULES	PROGRESSION REQUIREMENTS
LEADERSHIP LEVEL 2 HEAD OF SERVICE	<ul style="list-style-type: none"> Strategic oversight and influence Supervision and performance management over a wide service group Overseeing and having responsibility for team budgets (FBM/EBM) Leadership, planning and preparation for inspections Auditing Developing new services and improving systems Leading on projects and change management 	<ul style="list-style-type: none"> Financial/Procurement Management Induction Leading investigations / SCR processes Research activities Performance Management Mentoring / coaching by senior managers 	<ul style="list-style-type: none"> Leadership development (as identified) 	External/internal recruitment process
LEADERSHIP LEVEL 1 GROUP MANAGER	<ul style="list-style-type: none"> Strategic influence Supervision and performance management Auditing Overseeing and having responsibility for team budgets (FBM/EBM) Leading 	<ul style="list-style-type: none"> Action Learning Sets Induction Introduction to Financial/Procurement Management Performance Management Practice Development Programme (manager’s modules) Leadership of action learning sets Mentoring / coaching by senior manager to understand requirements of next step in career progression Research activities 	<ul style="list-style-type: none"> Leadership and management in the public and voluntary sectors: a systemic perspective (Tavistock 7 days) £995pp Leadership and management development 	External/internal recruitment process
Application & guaranteed 1st stage interview of a 3 stage interview process				
MANAGEMENT LEVEL TEAM MANAGER	<ul style="list-style-type: none"> Undertake audits and responsibility for improving practice Overseeing team budgets (FBM/EBM) Change management Supervision and appraisal Analysing performance digest Risk management Child Care Law Taking practice issues from the most complex cases and able to evidence most excellent practice, to include families where there is multiple abuse and neglect Ensuring reflective practice supervision takes place 	<ul style="list-style-type: none"> Action Learning Sets Financial/Procurement Awareness Performance Management Practice Development Programme -manager’s modules (MANDATORY) Induction Critical reflection within supervision / Critical incident group activities Action learning sets Seminar and group supervision activities Practice-research workshops Undertaking peer reviews and leading practice based QA activities Delivery of teaching / learning and development Supervising / mentoring others 	<ul style="list-style-type: none"> Masters Modules (Management tbc) £595pp (OPTIONAL) Specialist Module (tbc) £775pp Leadership and management development - ILM Level 5 (MANDATORY) 	<p style="color: red; margin: 0;">FOR GROUP MANAGER PROGRESSION –</p> Completed supervision/appraisal notes Panel interview/running alongside external recruitment <ul style="list-style-type: none"> Critical career development review of 1500 words detailing experience , knowledge and skills to date Reference from current manager Service user feedback 360 degree feedback form supervisees
ADVANCED LEVEL SENIOR PRACTITIONER	<ul style="list-style-type: none"> Embedding learning from audits Observed Practice (by independent QA/different team manager - monthly Resource Management Data analysis & planning – team performance and vision Collecting and applying feedback from service users, carers and social workers to inform team planning processes Acting as ‘critical friend’ to others / other teams Providing practice supervision to others Undertaking higher level complex case work, more complex and challenging care proceedings and child protection work. This includes complex neglect and child sexual abuse cases Supervision of first year student and taking greater responsibility for supporting the development of another and directing their work and overseeing those tasks are completed to outcome Given increasing responsibility to support and coach others in the team and present case work and research in team and multi-agency discussions 	<ul style="list-style-type: none"> Introduction to Performance Management Practice Development Programme (MANDATORY) Induction Critical reflection within supervision Action learning sets Practice-research workshops Mentoring Introduction to Finance/Procurement 	<ul style="list-style-type: none"> Masters Modules (tbc) £595pp e.g. Management and Leadership (OPTIONAL) Supervision module (tbc) e.g. Children with disabilities (MANDATORY) Masters Modules-PEPS 2 (4 days) £150-£595pp (MANDATORY) 	<p style="color: red; margin: 0;">FOR TEAM MANAGER PROGRESSION - PORTFOLIO FOR PANEL REVIEW:</p> Completed supervision/appraisal notes Panel interview <ul style="list-style-type: none"> Case summary x 2 – Evidence of the co-ordination of multi-agency networks which produce tangible outcomes for children Assessments x 2 – Complex cases demonstrating in-depth grasp of issues which is research led and competency (in specific practice area) aligned to the practice standard set out in Bromley’s approach to children and family social work Written statement evidencing progression in supervision and mentoring (max 500 words) Minimum of 3 feedback statements from service users, carers or external (e.g. Police, schools) and internal partners (e.g. Legal, IROs) at least one of which should be external

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<p>(Year 2) <u>PRACTITIONER LEVEL</u> SOCIAL WORKER</p>	<ul style="list-style-type: none"> • Learning from audits • Observed Practice (by independent QA/different team manager – monthly • Collecting and applying feedback from service users, carers and social workers to inform team planning processes • Allocation and successful management of complex case work and successfully taking cases through care proceedings. complex care proceedings • Holding a consistent caseload of child protection work and demonstrating and evidencing effective partnership working with other professionals and those families • Undertaking direct work with children who have suffered abuse or who may be being maltreated and evidencing good communication skills with those children and young people; able to effectively hear their views, wishes and feelings and the child’s journey through the child protection process • Coordinating network meetings and liaison with key professionals in a way that evidences effective partnership working • Evidencing collaborative working with families to reduce risk and address welfare needs • Receiving (in addition to own supervision) or providing coaching and supporting junior staff and presenting key case work and research to the team, to support own and others development and learning 	<ul style="list-style-type: none"> • Practice Development Programme (MANDATORY) • Induction • Critical reflection within supervision • Access to action learning sets • Mentoring • Learning through reflective practice & critical thinking & participation in key multi agency meetings <p style="text-align: center;">Secondment opportunities in other service areas</p>	<ul style="list-style-type: none"> • Consolidation of Practice (3 days) £400pp (MANDATORY) • Masters Modules-PEPS 1 (3 days) £150-£595pp (MANDATORY) • Masters Modules-PEPS 2 (4 days) £150-£595pp • Managing risk and complexity in social care practice: A relational approach (Tavistock 8 days) £700pp 	<p>FOR SENIOR PRACTITIONER PROGRESSION - PORTFOLIO FOR PANEL REVIEW:</p> <p>Possible Panel interview</p> <ul style="list-style-type: none"> • Case summary x 2 – Evidence of holding complex risk and managing uncertainty/evidence of reflective practice • Assessments x 2 – Complex cases demonstrating competency (in specific practice area) aligned to the practice standard set out in Bromley’s approach to children and family social work • Written statement evidencing ability to provide leadership/mentoring to less qualified colleagues (max 500 words) • Minimum of 3 feedback statements from service users, carers or external (e.g. Police, schools) and internal partners (e.g. Legal, IROs) at least one of which should be external
Automatic progression upon completion of ASYE programme and sign off of portfolio				
<p>(Year 1) <u>NQSW LEVEL – NQSW ACADEMY</u> ASYE</p>	<ul style="list-style-type: none"> • Learning from audits • CP Case Joint Work with support from manager • Children in Need cases • Report Writing • Court Work skills/evidence statements • Undertaking S.7 Assessments for Court • Learning and implementing direct work with children skills • Observing and demonstrating reflective practice and understanding the child’s work and how to evidence how the help provided has supported the child and family to make positive changes • Emotional resilience 	<ul style="list-style-type: none"> • Induction – regular management check ins from Director, Heads of Service for management visibility and reiteration of support • ASYE Support Programme with protected caseload - May & September intakes (MANDATORY) • Practice Development Programme (MANDATORY) • Mentoring • Dedicated ‘Buddy’ • Critical reflection within supervision / coaching from managers <p style="text-align: center;">Possible opportunity to float between 5 service areas to gain broader knowledge of CSC as a division by co-working cases</p>	N/A	
Recruited through assessment centre on a 1 year fixed term contract				

Linked to the KSS & PCF