



Our Programmes:

Practice Education & Assessment



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Learning Outline:

ASYE Supervision



This 3-day course equips managers, supervisors, practice educators and ASYE Assessors to understand the framework for supervision, in terms of the PCF and KSS, from student level to senior staff level and to be able to assess effectively against these and the individual's job description and the organisational standards as well as make the links to the SWE standards.

The course looks at key models of supervision and critical reflection, how to match the style of supervision to the level, role and learning style of the staff member and tools for supporting staff to develop professional curiosity and sound decision-making.

Supervisors will be guided to consider how to ensure they have sufficient management oversight of the caseload of their team and how to address any concerns that arise.

Learning Outcomes:

This course will provide participants with the following learning outcomes:

- An understanding of supporting and assessing students, NQSW's and staff against the PCF, KSS and SWE standards , as well as their own job description and the organisational polices, procedures and expectations.
- What constitutes effective supervision and its relationship to safe practice and positive outcomes for service users and the role of supervision throughout the stages of professional development from student to experienced practitioner.
- How past experience of supervision can impact on the supervisory relationship and the importance of developing and reviewing the supervisory relationship, the role of supervision agreements in promoting anti oppressive practice and the use of the supervision cycle as a model to facilitate effective supervision.
- Utilising the authoritative supervisory style in promoting good outcomes through supervision and be able to apply authority appropriately to avoid setting people up to fail by applying strategies for addressing poor performance.



Learning Outline:

Assessing the Quality of Evidence & Addressing Concerns

This 3-hour session is designed for Practice Assessors (PA's) for Newly Qualified Social Workers (NQSW's) undertaking their initial post-qualifying year in practice.

The session outlines the requirements of Practice Assessors in terms of assessing the evidence provided by the NQSW for their portfolio / assessment process.

This course explores what to look for in terms of quality of evidence and also explores how to identify if there are concerns with an NQSW's progress and how to take these forward to improve practice or address any serious concerns around ability or suitability.

Learning Outcomes:

This course will provide participants with the following learning outcomes:

- Understand what constitutes good quality evidence of progress from both the NQSW and the Assessor including matching evidence to the assessment criteria.
- Confidence in assessing the progress of the NQSW against the stage of their post-qualifying journey and analysing what is a proportionate response to any concerns.
- The ability to raise and address concerns with NQSW's regarding any concerns regarding practice and a plan to address these.



Learning Outline:

Direct Obs, Gathering Feedback & Reporting Progress

This 3-hour session is designed for Practice Assessors (PA's) for Newly Qualified Social Workers (NQSW's) undertaking their initial post-qualifying year in practice.

The session outlines the requirements of Practice Assessors in terms of assessing the progress of their NQSW via observations of practice, written work, service user and professional feedback.

This course explores how to ensure the NQSW is developing as a well-rounded practitioner, able to work with their own team, other professionals, their primary service user and the service user's wider network. Assessors need to be able to undertake a holistic assessment process and triangulate the evidence and use this to support the NQSW in their learning journey.

Learning Outcomes:

This course will provide participants with the following learning outcomes:

- Understand what to look for when undertaking observations, how to record this and how to support the NQSW to draw learning from the experience.
- Understand how to gain meaningful feedback from the team, other professionals, service users and their families.
- Understand how to report progress against the NQSW's requirements and support them to identify their learning.

Learning Outline:

PEPS 2020



During 2019, a significant refresh of the Practice Educator Professional Standards (PEPS) was undertaken by BASW and a group of interested stakeholders across the field.

This refresh sought to draw on the learning from the previous iteration and sought to align them with both the PCF and the Practice Supervisor Knowledge and Skills statements published by the two chief social worker offices.

This bite-sized session is designed for practice educators and practice development educators to introduce and examine the refreshed framework and consider its application to current and future practice.

Learning Outcomes:

This course will provide participants with the following learning outcomes:

- To understand, explore and apply the PEPs 2020 standards into current PE practice.
- To engage in a critically reflective peer learning activity and apply this learning to own PE practice.
- To consider own development needs, strengths and skills and reflect on the adaptations needed to deliver the PE role via different delivery methods.

Learning Outline:

Professional Development & Reflective Supervision, Managing Expectations & Workloads



This 3-hour session is designed for Practice Assessors (PA's) for Newly Qualified Social Workers (NQSW's) undertaking their initial post-qualifying year in practice. The session outlines the basic requirements of the post qualifying programme for both the PA and the NQSW and explores how this can be achieved via managing the expectations of both the NQSW & the assessor, appropriate workload management and effective reflective supervision.

This course explores how to ensure the NQSW gets sufficient learning opportunities throughout the year to be able to manage a full & varied caseload at the 12 month point without being overloaded. The course also looks at the support NQSW's need to link policies, procedures & theory to their cases, and will explore how supervision underpins the assessment process against the KSS and PCF.

Learning Outcomes:

This course will provide participants with the following learning outcomes:

- Understand what the requirements are for the NQSW and the Assessor – including roles and responsibilities and links to the KSS & PCF assessment
- Understand the supervision & caseload requirements for NQSW's including the 90% guidance and progressing the nature and amount of work allocated over the course of the year.
- Understand the supervision requirements for NQSW's including exploring well-being, professional development & case reflection to improve practice underpinned by law & best practice.



Learning Outline:

Providing Practice Education in Challenging Times

It can be daunting for practice educators when they are faced with more remote and home-working and perhaps feel less able to provide onsite supervision or team/peer support; yet are facing complex decisions around both managing the safety of students and service users.

Most Practice Educators or ASYE Assessors are having to adapt their assessment methods to involve less face-to-face interventions whilst still providing sufficient learning opportunities and robust assessment and evidencing for students on placement.

This half-day workshop gives practice educators the opportunity to explore how they can be confident in their student's practice when working in challenging times, such as the recent pandemic.

Learning Outcomes:

This course will provide participants with the following learning outcomes:

- Explore and reflect on the current/post pandemic impact on student learning and the practice educator role, including consideration of how placements and assessment can be sustained within the context of long-term social distancing, home or agile working.
- To explore safety issues in relation to responding to student anxieties and concerns in relation to engaging in learning opportunities with service users, children, families, and significant others.
- To consider own development needs, strengths and skills and reflect on the adaptations needed to deliver the PE role via different/digital delivery methods.
- To explore new and innovative ways of improving the student experience and maintaining robust assessment.



Learning Outline:

Wellbeing in the Workplace & Professional Leadership

This half-day session is designed for Practice Assessors (PA's) for Newly Qualified Social Workers (NQSW's) undertaking their initial post-qualifying year in practice. The session explores the importance of ensuring the well-being of NQSW's in the workplace recognising the unique pressures NQSW's may experience.

In addition this course explore the importance of modelling professional leadership and encouraging NQSW's to develop as independent and confident practitioners.

This training can be offered to assessors from across the UK, looking at transferrable principles rather than country specific requirements.

Learning Outcomes:

This course will provide participants with the following learning outcomes:

- Consider the pressures that NQSW's may experience and the relevance of the power dynamics for NQSW's in seeking support.
- Explore how to model professional leadership.
- Explore how to encourage NQSW's to develop independent practice.
- Explore how to monitor and promote well-being, emotional intelligence and resilience.
- Provide opportunities for feedback and support outside of the supervision framework.
- Consider how Supervision can be utilised to support the development of the NQSW.



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