

Post-qualifying standards for social work practice supervisors in adult social care skills assessment and development recommended pathway

Introduction

This guidance document has been created by Skills for Care and representatives of employers and higher education institutions (HEIs) nationally forming a design and development working group to support with the local delivery of a supervisor's skills assessment and development recommended pathway against the post-qualifying standards for social work supervisors linked to the Professional Capabilities Framework (PCF).

The working group has agreed that the proposed pathway for assessing supervisors against the supervisor's post-qualifying standards should take between six and twelve months.

The adult social work supervisors post-qualifying standards are a skills development and assessment pathway and is a period of time where supervisors in adult services will have the opportunity to refresh, revisit and develop their supervisory skills and evidence this in relation to the supervisors post-qualifying standards. This will provide a framework to ensure public confidence in the skills, knowledge and values expected in a social work practice supervisor. It will enhance the social work practice supervisor's professional status evidencing their practice in accordance to the supervisor's post-qualification standards and PCF frameworks.

The process will begin with an initial meeting between the supervisor who is going to be assessed against the supervisors post qualifying standards and a mentor. The initial meeting should follow a preliminary formative direct observation conversation which can inform the meeting. Alongside this in preparation for the first meeting the supervisor will have completed a self-assessment of confidence against the post-qualifying standards for social work practice supervisors in adult social care. This will enable the completion of the first Personal Development Plan.

The discussion will be an opportunity for the supervisor and mentor to identify where the supervisor sees themselves currently and any learning and development needs they have in relation to their role.

At the mid-point and end point review, this process will be the same, except that the direct observation will be summative, and there is an added requirement of a critical reflection piece.

The pathway can take a minimum of six and a maximum of 12 months to complete. During this discussion the mentor and assessor will set some dates for at least one interim review and a final review.

Who can be the mentor?

The mentor should be a registered social worker with a minimum of two years relevant post-qualifying experience in a supervisory role. The role of the mentor is distinct from the line manager and where it is possible within your organisation, the same person should not be both the mentor and line manager.

Portfolio

The supervisor will be required to evidence how they are demonstrating progress against the [post-qualifying standards](#) and below is a list of the evidence that will be required. This is represented in the [post-qualifying standards for social work practice supervisors in the adult social care infographic](#).

- initial formative direct observation
- self-assessment against the supervisors post qualifying standards
- personal development plan at each review point
- two direct observations of supervision with a social worker, in addition to the initial formative direct observation
- feedback from a minimum of two supervisees showing a sequence of feedback over a period of time
- two critical reflection pieces: one general, one specific intervention
- demonstration of supervisor's engagement with service user feedback.

Initial formative direct observation

This is a conversation between the supervisor and mentor to establish their learning needs and support the development of the Personal Development Plan.

Self-assessment tool

This will need to be completed by the supervisor in preparation for the first meeting with their mentor. We recommend that the supervisor spends time reflecting on their practice and assessing against each element of the statement. The completion of this self-assessment tool will need to be completed at the beginning of every review point to inform conversations with the mentor and show progression in confidence of the supervisor.

Personal development plan (PDP)

The personal development plan is a tailored document which will be produced by the supervisor following the initial self-assessment and discussion. The PDP will outline specific development needs for the supervisor, how they will evidence these and an estimated timeframe for completion and review. The PDP will build on the initial

discussion with the mentor and help form learning objectives, review meetings and estimated length of time (between six and 12 months).

Direct observations

Two direct observations of supervision with a registered social worker. These should be completed as part of the mid-point review and end-point review.

Feedback from a minimum of two supervisees

Feedback will need to be provided in writing from at least two supervisees. This feedback should be spaced out through the duration of the pathway. There is not a set way of collecting this feedback. As time progresses we are hoping to provide case study examples of best practice on the Skills for Care website.

Critical reflection pieces (2000-2500)

Two critical reflection pieces should be completed: one at the mid-point review, and the other at the end-point review.

Demonstration of supervisor's engagement with service user feedback

The supervisor will need to evidence how they engage with service user feedback to support the development of the supervisee. The supervisor will need to evidence how they are using the information available to enable, support and encourage the social worker to bring service user feedback into supervision and reflect on this.