

**Organisation: CMSWTP****ASYE co-ordinator:** Nicola Whiteside (Partnership Manager for the CMSWTP)[cmswtp@gmail.com](mailto:cmswtp@gmail.com)

Adults and child and family ASYE programmes across Liverpool City Council, St. Helens Council, Halton Borough Council, Wirral Council, Warrington Borough Council, Cheshire West and Chester Council, Knowsley Metropolitan Borough Council, Sefton Metropolitan Borough Council, Cheshire and Wirral Partnership Trust and Mersey Care NHS Trust.

**Number of NQSWs in your current cohort**

St. Helens Council A - 11  
St. Helens Council Ch - 23  
Halton Borough Council A- 11  
Halton Borough Council Ch - 8  
Liverpool Council A- 17  
Liverpool Council Ch- 49  
Wirral Council A- 10  
Wirral Council Ch- 35  
Warrington Borough Council A- 15  
Warrington Borough Council Ch- 31  
Cheshire West and Chester Council A- 26  
Cheshire West and Chester Council Ch- 23  
Knowsley Metropolitan Borough Council A- 13  
Knowsley Metropolitan Borough Council Ch- 25  
Sefton Metropolitan Borough Council A- 6  
Sefton Metropolitan Borough Council Ch - 25  
Cheshire and Wirral Partnership Trust A- 8  
Mersey Care NHS Trust A- 6

**Total = 342 (30/1/24)****The practice identified:****CMSWTP ASYE Co-ordinators Events.**

These are bi-annual events that the CMSWTP host. All ASYE coordinators are invited from partner LA and Trusts across the Cheshire and Merseyside region.

These events arose as we realised when we audited our training and development offer that there was no specific training or development for ASYE coordinators, who are responsible for driving the quality, implementing and monitoring the training and development of all our NQSWs across the region.

These events are an opportunity for coordinators to come together, share practice, identify issues/concerns that they can overcome together, support each other, and receive any training and development identified to flourish in this demanding role.

**Element(s) of the NEC/NEC+ to which the example relates.**

**Please record:**

- **the element of the national evaluation criteria (NEC) or NEC+ to which this submission relates** NEC A4, B7, B8, B9, B10, B15, C3, D2, D3,
- **the relevant points you would like the NQAP to consider in their endorsement process.**
  - The impact that these events have upon all stakeholders including the ASYE coordinators is they are not feeling isolated in their own LA/Trust. These events are reducing that feeling of isolation due to the collaborative and supportive nature of them and what we have managed to achieve together.
  - The impact of what we have been able to achieve and our offer for our NQSWs and Assessors across the region, bringing consistency so if any NQSW moves to another LA/Trust they can take their progress with them.
  - Undertaking a cross regional approach allows us to consider economies of scale and offer a wider, more comprehensive offer of training, development, and resources to our LA/Trusts for NQSW, Assessors and Managers that they would not be able to offer in isolation. E.g. our regional ASYE Forum.
  - In addition, as a cross regional approach it is raising the standard and quality of our ASYE programmes and supporting retention. As a Teaching Partnership we are gradually reducing leavers of 2 years or more but less than 5 years from 33% in 2021 to 29% in 2023 (Children's) and in adults our average age of experience is 9.7 years across the region compared to the National average of 5.5 years.
  - This activity is across both children's and adults in all our LA/Trusts bringing together the strengths of each and identifying ways forward for both adults and children's to work together effectively.
  - We are focusing on consistency across the region for all our NQSWs. We have identified a CMSWTP statement of principles that we all have agreed to and an ASYE Policy. (see appendix 2 and 3).
  - NQSWs and Assessors have been involved in the development of the materials. Assessors contributing to the development of the

actual materials, workshops, and events and NQSWs by providing feedback and evaluation of materials, workshops and events that we utilise to adapt and refine what we do.

- **the reasons and evidence for your programme's practice meeting or contributing in a meaningful way to meeting an element of the NEC/NEC+**

*C3. All those involved in the ASYE (NQSWs, supervisors/assessors and managers) receive the support they need to understand their role in relation to the development of social work practice underpinned by the PQS and PCF.*

These CMSWTP ASYE Coordinators Events address the support and developmental needs of the ASYE coordinators supporting them across the partnership region, which includes both Local Authorities and Trusts. On top of this we identify as a group the support and developmental needs for NQSWs, assessors and managers. Individual LA/Trusts can identify specific requirements and we look where there is commonality and address these as a regional group, co-designing, co-producing, and co-delivering across the region for all to access whichever LA /Trust they are employed within. For example, through NQSW forum. See appendix 4

See appendices for agenda for several of the Coordinator events and evaluation/feedback from them.

*A4. Equality, diversity, and inclusion are central to the ASYE programme, ensuring that all NQSWs are offered an ASYE experience which is tailored to their individual needs, including cultural and learning needs and identities.*

We have developed a CMSWTP ASYE Equality and Diversity Framework across the region that we all adhere to. In addition, we collate data regionally and analyse the data on completion of ASYE, to monitor trends. From this we identified two areas of potential concern regarding males and those from more diverse backgrounds (Global Majority) completing as successfully as their peers. As part of the ASYE coordinators events two of our HEI reps devised and delivered two sessions:

- Supporting Global Majority NQSW through their ASYE
- Supporting Males through their ASYE

These events allow us to plan focused interventions and support for coordinators to help address concerns as they arise and ultimately support our NQSW across this region.

### **Evidence to support the submission to the NQAP**

See appendices.

Other areas could easily adopt these events. However, it is reliant on goodwill and the generosity of LA/Trust offering free venues and access to tea and coffee. In addition,

identifying the right people across the region who can offer to deliver training and development on key aspects we identify. Utilising an existing Teaching Partnership where there is a Partnership Manager who can help with establishing these events and identifying facilitators/trainers from all the LA/Trusts and HEIs across the region has really supported this practice. There are 26 other Teaching Partnerships that could utilise this model.

### **Declaration of permission to share the organisation's name and documentation in support of their application**

By submitting this application to the national quality assurance panel, we hereby give permission for our organisation's name and all the materials and information in the application to be shared on the publicly available Skills for Care website.

We acknowledge that materials and information that are copyrighted cannot be published on the website without the copyright holder's express permission but that web links to the copyrighted materials and information can be published.

### **Appendices**

Examples of agenda attached below. (July 22, Feb 23, Oct 23)

[Example agenda July 2022](#)

[Example agenda February 2023](#)

[Example agenda October 2023](#)



## Overall Evaluation ...

Application into practice post event:	Most valuable aspect of the event:	Topics for future sessions:
<ul style="list-style-type: none"><li>• Reviewing ASYE programme &amp; raising profile in the organisation</li><li>• Utilising self-care knowledge &amp; resources with ASYE x4</li><li>• Preparing for the refreshed approach x3</li><li>• Opportunities for shared learning</li><li>• Linking up with other areas &amp; services x2</li></ul>	<ul style="list-style-type: none"><li>• Networking x7</li><li>• Hearing about other areas approaches x2</li><li>• Good to be together</li><li>• Action learning set</li><li>• self-care development session</li></ul>	<ul style="list-style-type: none"><li>• Similar format to date</li><li>• Collaboration of Leads across the partnership</li><li>• What other LA's programme looks like</li><li>• More about changes to ASYE</li><li>• Achieving an effective but not overly burdensome portfolio</li><li>• Final assessment stage of the ASYE</li><li>• Training ideas for ASYEs - group reflection ideas</li><li>• Working with struggling NQSW's</li><li>• Sharing good quality assessment practice</li></ul>

### Appendix 2 and 3

[CMSWTP Statement of Principles](#)

[CMSWTP ASYE policy](#)

## Appendix 4



# CMSWTP

## NQSW Forum

This Forum is to provide support and training for all NQSW who are undertaking their ASYE.

It is an opportunity to receive some additional training, network, raise concerns/issues and share ideas and practice across the region, whilst you undertake your ASYE.

**BOOTLE TOWN HALL**  
**20TH NOVEMBER 2023**  
**10:00 - 16:00**



[REGISTER  
HERE](#)

Arrive 09:30 for 10:00 start - refreshments available		
10:00-10:15	Welcome and Introduction	Rachel Kenny (Sefton)
10:15-12:15	Wellbeing and emotional resilience	Rachel Kenny (Sefton Council) Charlie Phipps (Knowsley Council)
11:15-12:30	Decision Making and how to record it...	Nigel Kelleher (EHU)
12:30-13:15	Lunch	
13:15-15:15	Supporting CRL writing	Tom Woods (Warrington Council)
15:15-15:40	WALK – Wirral Autism Learning Disabilities Team	Kerry MacFarlane (WALK)
15:40-15:45	International Social Work forum	Nicola Whiteside (CMSWTP)
15:45-16:00	Summary/Evaluation and close	Charlie Phipps (Knowsley Council)

\*Lunch & refreshments will be available

### November feedback included:

#### Overall

“It was great a conference.”

“An informative and great day. Really enjoyed”

“It was great to meet lots of NQSW on their ASYE.”

#### Comments on sessions included:

“Loved the emotional well-being talk really insightful.”

“Key take away - Remembering to use various sources informing decision making for practice.”

“Importance of critical reflection”.