

Organisation: East London NHS Foundation Trust

ASYE co-ordinator: Katie Lander

Adults ASYE programme: Yes

Child and family ASYE programme: No

Adults and child and family ASYE programme: No

Number of NQSWs in your current cohort: 33

The practice identified

- Mandatory monthly reflective practice groups for NQSWs
- Development of a post ASYE year and clear career development framework for NHS Social Workers
- Mandatory Mental Health specific training programme
- Support for ASYE assessors including ASYE assessor training, 6 weekly support sessions, training and development offer for ASYE Assessors
- Completion of EDI assessment, which supported the development of a new NQSW registration form
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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 e.g. NEC A2
- the relevant points you would like the NQAP to consider in their endorsement process
- the reasons and evidence for your programme's practice meeting or contributing in a meaningful way to meeting an element of the NEC/NEC+

The Pan London NHS ASYE programme has been specifically designed to support NQSW's working in mental health teams within the NHS. The programme places an emphasis on promoting social work identity when working within health based, multi-professional teams. In order to support NQSW's to maintain and promote their social work identity and better understand their role within the MDT our programme provides the following:

Monthly reflective practice groups, which are facilitated by an experienced social worker. The NQSWs take it in turns to present a case which they find challenging and the group think about the case in terms of social work models, theories and interventions. We have been evaluating the programme for the past 2 years and the reflective practice are consistently voted by NQSWs as the most useful part of the ASYE programme.

Mental Health specific training programme, which supports NQSWs to understand the legal frameworks underpinning their practice, their statutory responsibilities and delegated duties. We found that NQSWs had not had sufficient training during their undergraduate courses on specific mental health law, diagnoses, and social work practice within a mental health team. This training programme provides the NQSWs with the

specialist knowledge they need in order to practice effectively within a mental health setting, whilst promoting the social model and maintaining their social work identity.

Post ASYE Framework has been developed to support the development and retention of NQSWs. Many post qualifying courses such as AMHP, BIA and PEPS require social workers to be 2 years post qualified, we needed a training and support offer once social workers were 1 year post qualified, to improve social work retention.

Our offer includes a University accredited consolidation module (30 credits) which provides social workers with the option of then undertaking further University accredited courses to gain a post graduate diploma or MA in Social Work. We also offer three drop in sessions across the year to promote AMHP, BIA and PEPS as well as providing the social work learning and development team with feedback as to what support and training may be required in year two- enabling us to continue to develop the post ASYE offer.

ASYE Assessor development programme provides a selection of training programmers to support ASYE assessors in their role, but also to support with their continued professional development. Training offer includes: ASYE Assessor training, professional social work supervision training, anti-racist and relational supervision training.

	NEC Element
Monthly reflective practice group	<p>B4- NQSWs receive regular reflective supervision (i.e. weeks 1-6 weekly; week 7 to 6 months, fortnightly and monthly thereafter) with a focus on critical reflection, lasting a minimum of 1.5 hours.</p> <p>B10- All aspects of the ASYE programme place emphasis on the importance of critically reflective practice</p>
Mental Health specific training programme	<p>B8- NQSWs have access to learning opportunities relevant to their individual and collective development needs.</p>
Post ASYE year framework	<p>A10- A structure of post-ASYE learning and development support is in place and is being developed based on feedback. There is evidence that it has supported the retention of NQSWs in their subsequent years in social work practice.</p> <p>D3- The ASYE is embedded within the workforce strategy and forms part of clearly defined career and CPD pathways for qualified social workers.</p>
ASYE Assessor development programme	<p>B7- The support needs of supervisors/ assessors are addressed in ways appropriate to them. Employers should make it possible for them to access peer support through such things as action learning sets and ASYE assessor forums.</p> <p>B9- Supervisors/assessors have access to learning opportunities relevant to their individual and collective development needs. In order to support the ASYE assessors supervising and assessing the NQSWs we have created a development programme for ASYE assessors.</p>

We are currently looking at how we can further support wellbeing in the programme. We recently completed an EDI assessment which highlighted that we were not reporting on all the protected characteristics of NQSWs and ASYE Assessors. We have now taken steps to rectify this by amending our evaluation form and developed a new NQSW registration form. The registration form now enables us to better report on protected characteristics and has also provided a more robust system for highlighting when NQSWs have additional support needs which may require adaptations/ additional support.

NQSW registration form	<p>A11- An equality impact assessment has led to the implementation of an action plan that is improving the tailored support experience of NQSWs with protected characteristics and/or specific support needs</p> <p>A6- ASYE programmes have an equality and diversity framework in place to ensure NQSWs and those supporting them are not treated unfairly or discriminated against because of their background or characteristics</p> <p>A7- The organisation has mechanisms in place to gather and monitor data that is reflective of the diversity of the organisation's workforce. They take action where necessary so that employees from a diverse background are not disadvantaged.</p>
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