

Organisation Tameside Metropolitan Borough Council

ASYE co-ordinator XXXXX

Programme: Adults ASYE programme

Number of NQSWs in your current cohort - 17

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| The practice identified | A whole system approach that is needed to support Newly Qualified Social Workers (NQSW's) and the ASYE Programme |
| Element(s) of the NEC/NEC+ to which the example relates | <p>A2. NQSWs, along with other stakeholders (i.e. ASYE supervisors/assessors and people who draw on care and support and their carers) are able to make a meaningful contribution to ASYE quality assurance and continuous improvement.</p> <p>A3. NQSWs' wellbeing is prioritised from the beginning of the ASYE and NQSWs are made aware of the support structures available to them within the organisation from the outset and how to access this support, such as buddying and peer support networks.</p> <p>B8. NQSWs have access to learning opportunities relevant to their individual and collective development needs.</p> |
| <p>Please record:</p> <ul style="list-style-type: none">▪ the relevant points you would like the NQAP to consider in their endorsement process▪ the reasons and evidence for the identified practice meeting or contributing in a meaningful way to meeting an element of the NEC/NEC+ | |
| <p>Discussions have taken place with the ASYE Co-ordinator on the 22.01.2024 in respect of their application for endorsement. I also contacted XXXX by email on 19.03.2024 asking for some further information to help link the practice identified to the NEC.</p> <p>Tameside Metropolitan Borough Council has recognised the importance of the whole system approach that is needed to support Newly Qualified Social Workers (NQSW's) and the ASYE Programme. When an NQSW completes the ASYE programme they have put into place recognition in the form of a personal framed certificate and congratulations card. There is also acknowledgement of the team's</p> | |

support, which is imperative to the programme and the NQSW's support network and learning opportunities throughout the programme.

Along with this, some of the ASYE grant money is used to purchase cakes for the team to thank them for the support of the NQSWs. This allows for all team members to join in the celebration of the end point. The vision is that this will identify and strengthen the importance of the ASYE programme at an organisation level, which in turn will encourage better support and learning opportunities in the form of shadowing more experienced workers and critical reflective discussions within teams **(A3)**.

In Tameside Metropolitan Borough Council there are NQSW's in all teams. The Skills for Care ASYE grant money has been used to purchase learning resources for the teams. These are sent out with a letter to the teams (evidence attached below) to again thank them for all their continued support with the learning opportunities and support of NQSW's on the programme. Again, this helps to highlight the importance of the ASYE year for the development of social workers at the start of their career and the positive impact the NQSW's have within the team in terms of learning together. These small but powerful gestures aim to strengthen the system and organisational understanding and approach to the ASYE programme. It also acknowledges the input of staff within the teams and lets them know that their support is important and has not gone un-noticed **(B8)**.

There are stakeholders in the Local Authority who are invested in this initiative. The ASYE completion is acknowledged in the Chief Executives brief and the Adult Social Care Newsletter to again strengthen the profile of the ASYE programme and the achievement of this **(NEC A2)**. There is a celebration event that highlights ASYE achievement, and it is hoped that over time the ASYE programme will be seen in a positive light, and as a significant achievement in the early career as a social worker.

Overall, NQSW's will benefit from the status of the ASYE programme being acknowledged and staff offering appropriate support and learning opportunities. This strengthened understanding will increase the support in place within teams so that when a NQSW joins the team, staff are aware of the programme and the support and learning opportunities that would enhance the NQSWs learning and development experience, also enhancing the NQSW's support structures, promoting emotional wellbeing **(NEC A3, B8)**.

This approach forms a positive change in direction in terms of starting to emphasise the importance of the ASYE programme not only to the NQSW's and Assessors but to the whole workforce, promoting a positive and strengths-based approach to the ASYE programme.

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| Evidence to support the submission to the NQAP | |
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e.g. documentation, materials, tools, guidance, feedback from NQSWs/assessors or other stakeholders or other evidence of impact

Evidence 1 - This is what was placed in the Chief Executives brief which goes Council wide via e-mail each week:

ASYE Celebrations

Last month we celebrated one of our Adult Social Workers completing his Assessed and Supported Year in Employment (ASYE).

Completing an ASYE is a valuable opportunity for our newly qualified Social Workers to receive increased support in the first year of their role. Those enrolled receive a greater amount of support with caseloads and opportunities to undertake training for continuing professional development.

Developing our Social Workers within their ASYE helps us to advance their practice, in turn improving the lives of those with in our community with care and support needs.

Well done to [NQSW], his drive and commitment to his role really shines through. A big thank you to the team who have supported him throughout this year.



Evidence 2 - We have recently purchased some learning resources to go out to the teams, and sent the following thank you along with them to strengthen the importance of the programme:



Team Resources

These resources have been purchased with grant money received for supporting Newly Qualified Social Workers through the Assessed and Supported Year in Employment (ASYE) programme, which supports in the development of confidence and competence in the early stages of a social workers career.

Thank you to all the teams for your support in providing the learning and development opportunities that you do.

The teams also benefit from the experience and learning brought to us by our Newly Qualified Social Workers of which we are very grateful.

WE HOPE THAT YOU WILL ALL BENEFIT FROM USING THESE RESOURCES



Evidence 3 – We have created our own certificates and cards which we give out at the end point as part of the celebration and acknowledgement of completion of the programme. Below are copies if the products we had designed and printed:



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| |  <p>CERTIFICATE OF COMPLETION</p>  <p>..... has successfully completed the Assessed and Supported Year in Employment (ASYE) A 12 month programme for assessing and supporting Newly Qualified Social Workers.</p> <p>..... Signed Date</p>   |
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