Logo, company name

Description automatically generated**The Assessed and Supported Year in Employment (ASYE)**

**Feedback from other professionals**

**(for final/twelve month review)**

**To be completed by the other professional and the NQSW**

This template is to be used by colleagues who can provide feedback on a specific piece of practice that they have been involved in with the NQSW. The practice can cover a range of settings, for example, multi-professional team meetings, case conferences or joint visits. To support the robustness of the assessment evidence the observation should be undertaken by, in the first instance:

(1) a regulated/registered non-social work professional (e.g. nurse, doctor, allied health professional, teacher, police officer, registered manager, solicitor).

If it’s not possible to engage a regulated/registered non-social work professional, then the NQSW should, in the next instance, seek an observation from:

(2) a social worker from another role to that of their own or their team, such as an independent reviewing officer, a mental health social worker or senior manager of a specific panel.

In the unusual situation where it’s not possible to engage an observer from either (1) or (2) above, then the NQSW should consider with their assessor whether the only option is to seek evidence from a non-regulated professional such as a family worker or support worker. The reason for this should be recorded by the assessor in their next review report.

To reduce the possibility of bias, the NQSW should not seek evidence from another NQSW or student social worker.

The NQSW should have a brief discussion with the observer identifying the specific practice areas they want feedback on.

**Professional/colleague to complete following the observation of practice.**

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| **NQSW** |  |
| **Name and role of observer (e.g. participant or non-participant)** |  |
| **Date, setting, virtual or face-to-face observation** |  |

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| **Your observation of the NQSW’s practice**  Please give feedback on the observation and the NQSW’s knowledge, skills, and practice   * Do you think the practice of the NQSW demonstrated capability and what evidence makes you think this? * In what ways was the NQSW’s practice person-centred? * How did the NQSW manage the unexpected and/or manage any conflict? * How did the NQSW empower the people or person involved? * What was the impact of the NQSW’s practice on the person/people who draw on care and support? * What specific knowledge, skills and values did the NQSW demonstrate in this observation? * How could the NQSW further develop their knowledge, skills, and practice (i.e. areas of development) * Are there any other aspects of the NQSW’s practice you wish to comment on and/or commend? |
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| **Observer’s signature** |  |
| **Observer’s role** |  |
| **Date** |  |

**NQSW to complete the three boxes below after receiving feedback from other professionals.**

| **Reflection**   * Reflect critically on how, in this piece of practice, you have applied your social work knowledge, skills and values to the situation (this could also include your understanding of the significance of diversity and discrimination on the lives of the person/people who draw on care and support * Give any other reflections/comments on what the observer has noted |
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| **If the observer has made suggestions for changes to your practice, reflect on them in the space below. What would you do differently in the future?** |
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| **Identify your specific learning needs from this observation**  Write in a SMART (Specific, Measurable, Achievable, Realistic, Time-bound) way  Transfer your identified learning needs to the draft PDP for your next review period |
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| **NQSW signature** |  |
| **Date** |  |