

# The Bexley Social Work Academy

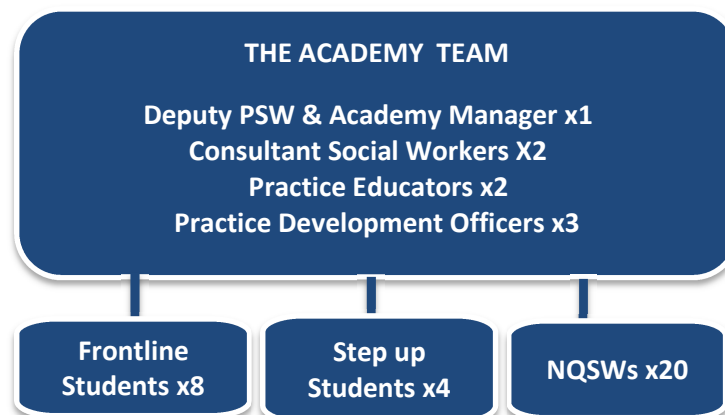
Our new Children's Social Work Academy has 3 sections:

## (1) The student section (2) The ASYE section (3) The SW & Manager section

The aims of the academy are to...

- ✓ Attract capable, motivated, pro-active, caring and reflective social workers to Bexley.
- ✓ Support social workers to gain a comprehensive understanding of their role and responsibilities and understand the policies and practice standards that guide our work.
- ✓ Promote evidence based practice, informed by research and grounded in theory.
- ✓ Provide a variety of CPD opportunities to develop the skills and knowledge needed, to deliver outstanding services to the children and families of Bexley.
- ✓ Develop strong leadership and a positive learning culture across the organisation.

Our Academy Team comprises of eight staff who are all qualified social workers with many years of experience between them from a variety of service areas. The role of the Academy Team is to provide students, NQSWs, social workers and frontline managers with the tools, support and training they need to deliver outstanding services to children and families.



## The Student Section

### Frontline & Step Up

Frontline is a graduate scheme set up in 2014 being piloted across London & Manchester. The 2 year programme offers fast-track entry into children's social work. Students are trained whilst working in the local authority, then progress to their ASYE whilst completing an MA in social work in year 2. **In September 2015, Bexley will have 2 frontline units**, each unit comprising of 1 Consultant Social Worker (CSW) and 4 students.

Step up to Social Work is a DfE-run programme which enables graduates to gain a social work qualification whilst gaining experience in the field. Each student spends 14 months at the council whilst working towards a Post-graduate diploma in Social Work. Last year Bexley hosted 4 step up students who are now NQSWs in our Academy **Bexley will be recruiting 4 more step up students in 2015**

## The Assessed & Supported Year in Employment (ASYE) Section

Bexley is a great place to do your ASYE and we are actively recruiting NQSWs. All of NQSWs last year successfully completed their ASYE and several more NQSW's have started in Bexley in the last 6 months. We have learned what a good ASYE looks like from listening to our NQSW's, so now our Academy is set up to provide a more robust, consistent and supportive programme to further develop more NQSWs.

We aim to recruit 20 NQSWs per year in 2 cohorts of 10 in the spring and 10 in the autumn. The NQSWs will benefit from a **comprehensive induction and professional development programme**, which is supported by two dedicated full time practice educators, who supervise 10 NQSW's each. After an initial 8 week induction, NQSWs are assigned to a host team, where they will have a graduated, protected caseload mixed in complexity and variety. Case supervision is provided by the host team manager, while professional development supervision and ASYE assessment is provided by the Academy Practice Educator.

### ASYE Programme outline:

Month 1 and 2	From month 3 - 6	Months 7 - 12
NQSWs will be based in the Academy for a comprehensive induction into Bexley. This will involve training sessions, shadowing teams, project work and visiting a variety of services provided to local families. During this time, NQSWs will not be case holding.	NQSWs are placed in a host team. For months 3-6, NQSWs will spend 4 days per week in their host team and 1 day per week in the Academy. Whilst in the Academy, they will be completing their ASYE portfolio, professional supervision, CPD and project work. During this time, it is expected that NQSWs will hold between 6-10 cases.	As caseloads grow in number and complexity, reaching a total of 16 cases by month 12, NQSWs will spend 9 days per fortnight with their host team and 1 day per fortnight in the Academy for their CPD. NQSWs will have assessment reviews at 3, 6, 9 & 11 months.

## The Social Worker and Manager Section

The Academy team provide CPD opportunities and training to experienced staff and all the tools you need. Every year a programme of training is provided comprising of core mandatory courses, specialist workshops, lunchtime drop ins, 1:2:1 sessions and webinars on a range of subjects.

- ✓ **Core 1 & 2 day courses** in risk analysis, SMART planning, child protection, defensible decision making, looked after children, child development, strengths based practice & signs of safety, chairing meetings, court work & report writing.
- ✓ **Specialist 1/2 day courses** e.g. domestic abuse, substance misuse, parental mental health, CSE, sexual abuse, neglect & secondary trauma.
- ✓ Bexley also provides an **aspiring managers and team managers training programmes**. In addition, permanent Team Managers are also participating in the new prototype for a **firstline leadership programme and associated research project** into leadership in social work.

The Academy is also developing a **research bank** and Bexley is subscribed to **Ccinform, Making Research Count & Research in Practice** to enable all practitioners to access practice guidance and up to date research.