

Social Work Progression Framework 2015

Doncaster Children's Services Trust as a responsible employer offers its support and encouragement in the development of high quality Social Work ensuring that its workforce has the ability to meet professional standards, has access to developmental opportunities and current skills to meet the diverse needs of families in our local communities.

This Framework sets out the criteria and the process for evidenced based progression. The onus for timely applications rests with the social worker and Team Manager following discussion within Performance Development Reviews (PDRs) and supervision processes. The Progression Framework assists the worker and their manager to assess the worker's capabilities and to follow the protocol to apply for progression within the appropriate organisational structures and pay scales.

The evidence to support the progression of Social Workers will be drawn from completion of Parts 1 – 3 of the framework as well as taking account of information gained from:

- Evidence of maintaining Professional Registration (HCPC)
- Compliance with CPD Standards
- Evidence of Standards of Proficiency
- Completed copy of latest Professional Development Review
- Evidence of meeting Supervision Standards in the last 12 months
- Attendance at Level 3 working together safeguarding training

As part of the application please enclose a copy of the most recent documents of the above. We also require a copy of your HCPC Registration. Failure to provide these documents will prevent your application being put forward to panel.

The progression for a social worker from Grade 8 to Grade 9 will be solely dependent on them being able to evidence their competence via the process set out below. Any social worker who wishes to progress to Grade 10 will have to apply for a vacant Advanced Practitioner role as advertised on the Trust Recruitment website.

Social Work Career Progression

Social Worker Grade 8

(SCP 30-34)

Qualification

Degree\Masters in Social Work or DIPSW Essential
Assessment of SCP according to previous experience.
Social Worker Registration.

(SCP 30)

Attendance of identified mandatory training.

Newly qualified with no experience (voluntary work not included as experience)

- (SCP 31) Qualified with some experience but less than 1 years relevant experience with no additional qualifications e.g. NVQ
- (SCP 32) Qualified with some but less than 1 years' experience with additional relevant qualification
- (SCP 33-34) On successful Completion of ASYE (2 year+)

Normal incremental progression as determined following a discussion and agreement between the appointing Team Manager and Workforce Development up to SCP34. Progress beyond bar at SCP 34 must be through Progression Panel.

Social Worker (Beyond bar) Grade 9 (SCP 35 - 41)

Qualification	<ul style="list-style-type: none"> • Degree\Masters in Social Work or DIPSW • Essential. • Attendance at identified mandatory training and evidenced commitment to other training opportunities.
Post-Qualifying Period	<ul style="list-style-type: none"> • 2 year + successful progression interview. • Evidence of continued professional development in line with current registration requirements. • Evidence to support supervision of ASYE within the workplace as a Work Based Supervisor. • Identified as potential for Practice Educator role by virtue of being identified to complete Practice Educator Stage 1 Award.

Progression Process

Applicant

Completion of Section 1a/b

Copy of evidence to support progression as identified at page 1.

Line Manager

Completion of Section 2

Signature requirement for supervision record and supportive documents

Progression Panel

Completion of Section 3

Section 1 – 2 to be completed and submitted to Progression Panel via email to Workforce@doncaster.gcsx.gov.uk . Section 4 will be completed by the Progression Panel and returned to the Social Worker and Team Manager as appropriate to the decision made.

Progression Panel will meet on a monthly basis and it is expected that a decision will be returned within 10 working days of this meeting. The documents must arrive within 2 weeks of a panel date to enable case record audits to be undertaken prior to the panel meeting. Failure to do this will result in the progression being deferred to the next available meeting.

Panel members will be on a rota for the full 12 month cycle and it will be their responsibility to nominate a deputy of an equivalent grade in their absence.

Progression Panel Members;

- Head of Service (Chair)
- Service Manager
- Social Worker Development Officer (Standing Member)

All documents and requirements must be evidenced within the application as set out below.

Section 1a – Social Worker Section

Employee Name:

Service Area:

Work Base:

Contact Telephone Number:

Team Manager:

Contact Telephone Number:

Present Status including Current SCP:

Date Employment Commenced:

Length of Post-Qualification Experience:

Post Qualifying Training Undertaken:

Date of Appointment to current SCP:

HCPC Registration Number:

Expiry Date of HCPC Registration:

Section 1b – Social Worker Section

- Two weeks prior to the Panel date the social worker will submit a report outlining their interventions in respect of one complex case they have managed in a written case summary report. Any late submission will immediately prevent the social worker from being considered for progression to the next *available* Panel. This report should consist of:
 - Background circumstances to case
 - Presenting problems
 - Interventions
 - Outcomes achieved
 - A Reflective Analysis of the intervention

- In respect of the specific work relating to a social worker practising within the Referral and Response Team and the MASH a portfolio of work must be submitted which shows how a worker is working as an "experienced social worker". The portfolio will review their interventions in a minimum of three cases:-
 - 2 cases evidencing competence relating to thresholds not including S47 cases to identify cases and to where they should be referred for future interventions.
 - One out of hours case which can be a S47 so as to evidence ability to work on own initiative.

- Prior to the Panel date each of the panel members will have undertaken a case file audit of the case(s) submitted and will have prepared a number of questions arising from this audit.

- The social worker will give a verbal presentation re their interventions in this case.

- The Panel will then ask the SW about the case management addressing:-
 - Feedback and questions arising from the case file audit
 - Assessment of risk
 - Protective factors
 - Multi agency working
 - Voice of the child
 - Reflective practice

- The Panel will then ask the SW further questions :-
 - Why do you think you are ready to progress to being a Grade 9 SW?
 - What difference will this make to your practice?
 - What are your strengths and weaknesses as a SW?
 - How do you see your career developing from here?