

Child and family assessed and supported year in employment – evaluation criteria

The purpose of the evaluation criteria set out below is provide a benchmark in support of quality assurance and continuous improvement in the assessed and supported year in employment (ASYE) programmes.

The criteria is drawn from the ASYE framework, the employer standards and good practice identified by employers, and they will underpin all the activities, tools and resources associated with the Cycle of quality assurance and continuous improvement graphic that is at the end of this document.

1. The child and family ASYE programme is delivered in accordance with the ASYE framework and employer standards

Support – Arrangements are in place to ensure that:

- The support needs of individual newly qualified social workers (NQSWs) are clearly identified and recorded and plans are in place to meet them from the start of the ASYE programme.
- NQSWs receive regular reflective supervision (i.e. weekly for first six weeks, fortnightly for first six months, monthly thereafter) from a registered social worker who has demonstrable skills and experience in developing others.
- NQSWs receive workload relief appropriate to their stage in the programme with a minimum level of 10%.
- Protected time is made available for NQSWs to undertake personalised continuing professional development (CPD) activities, ASYE dedicated training events and other peer learning opportunities such as action learning.
- Opportunities are available for NQSWs to access peer support.
- The support needs of supervisors/assessors are addressed in ways appropriate to them.

Learning and development – Arrangements are in place to ensure that:

- The development needs of individual NQSWs are clearly identified, recorded, and reviewed via a personal development plan (PDP) at each stage of the ASYE process.
- NQSWs have access to learning opportunities relevant to their individual and collective development needs.
- Supervisors/assessors have access to learning opportunities relevant to their individual and collective development needs.
- All aspects of the ASYE programme place emphasis on the importance of critically reflective practice.

Assessment - Arrangements are in place to ensure that:

- There is an emphasis on progressive development and assessment evidence is provided by different people, in different situations and over the duration of the ASYE.
- Feedback gathered from service-users through direct observations is addressed within the assessment process.
- Both NQSWs and supervisors have a clear understanding of what is required of them with regard to the sufficiency and quality of evidence.
- Assessment outcomes are accurate, valid, robust and sufficient.

2. The ASYE programme ensures that the knowledge and skills statement (KSS) and the professional capabilities framework (PCF) underpin NQSW professional practice

Arrangements are in place to ensure that:

- Links are in place with partner universities so that students have understanding about the KSS in advance of their graduation.
- The NQSW is informed about the KSS and the ASYE plus the associated organisational expectations as part of the recruitment process.
- All those involved in the ASYE (NQSWs, supervisors, managers) receive the support they need to understand their role in relation to the development of social work practice underpinned by the KSS and the PCF.
- The KSS and the PCF are mapped against all the available learning and development opportunities provided by the organisation in relation to the ASYE.
- ASYE assessment is based on the KSS and the PCF.

3. The NQSWs' experience of undertaking the ASYE is central to the quality assurance and continuous improvement process.

Arrangements are in place to ensure that:

- NQSWs - plus other stakeholders (i.e. supervisors/assessors and service-users or their representatives) are able to make a meaningful contribution to ASYE quality assurance and continuous improvement.
- NQSWs are able to engage with the national quality assurance and continuous improvement framework via the National Community of Practice for NQSWs.

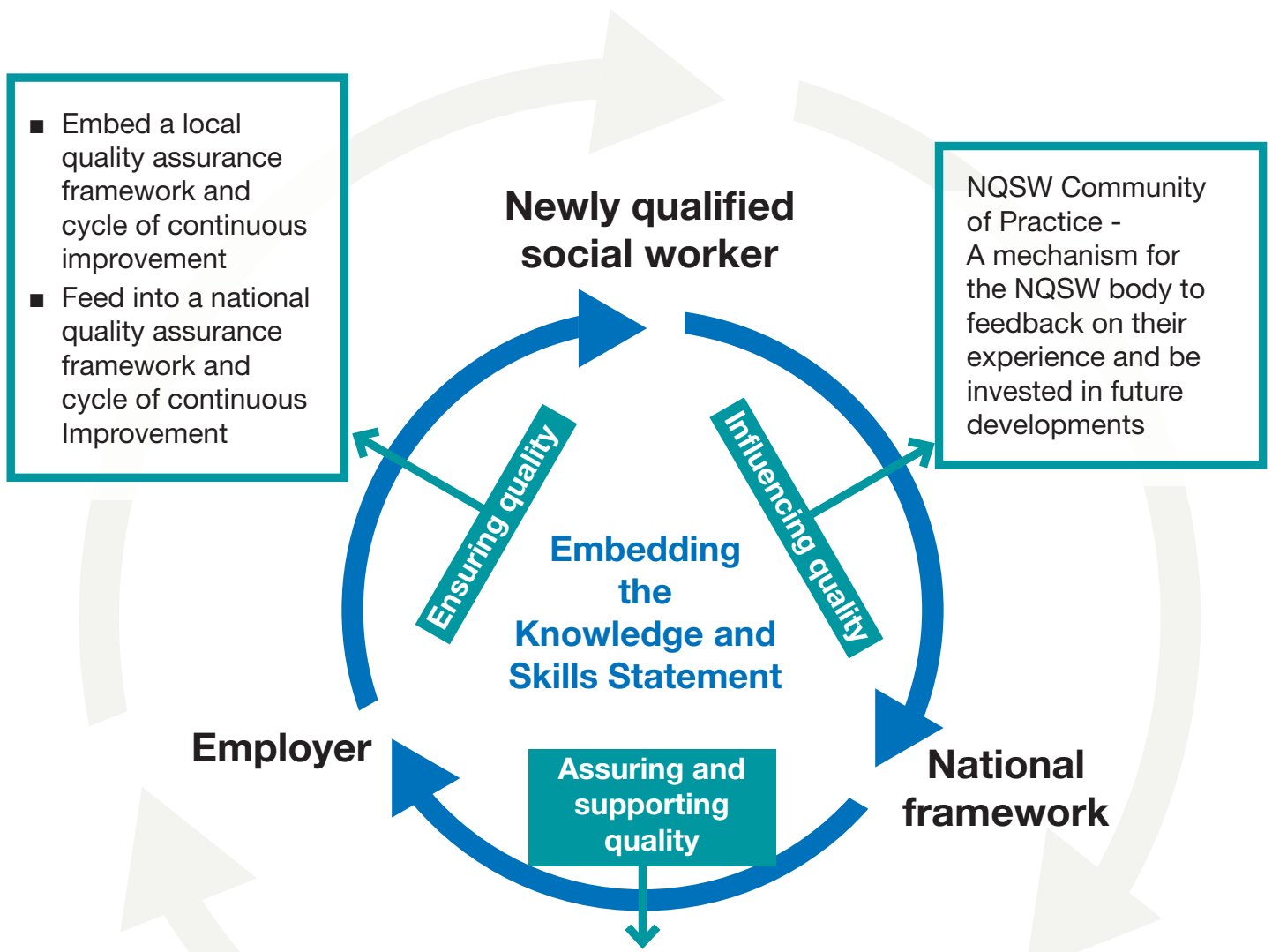
4. The ASYE programme is integrated within the wider organisational system

Arrangements are in place to ensure that:

- The organisation takes ownership of the supervisor/assessor's assessment recommendations as part of practice endorsement for child and family social workers.
- A clear and transparent quality assurance and continuous improvement process is in place within the organisation, and senior management is engaged with this.
- The ASYE is embedded within the workforce strategy and forms part of clearly defined career and CPD pathways for qualified social workers.
- The ASYE is integrated within human resources and performance management processes.

The child and family ASYE

Cycle of quality assurance and continuous improvement



Assuring the quality of local ASYE delivery through:

- the development of evaluation criteria and supporting materials
- an organisational 360 degree evaluation tool
- in-depth quality assurance review visits
- support where you have identified areas that need to be improved.

Support for employers to develop and implement best practice through:

- guidance
- support
- communication
- action learning facilitation training and support package.