

## National Moderation Panel – November 2019

### 1. National moderation panel composition update

The ASYE adult moderation panel held its tenth meeting on 28 November 2019.

The NMP has been running for 3 years and it is now embedded in employer processes. Given this, the National Moderation Panel is looking to see the Programme further improve standards of practice of NQSWs as evidenced in submitted portfolios.

There were three new members in attendance at this meeting.

### 2. Requesting evidence

The panel would like to express thanks to all employers and Chairs of External Moderation Panels for the continued return rate of candidate evidence presented to the March panel which currently stands at 93%, 7% higher than the previous panel in March. The panel will continue to moderate 5% of the evidence from the total number of NQSWs who, from their registration details, are due to complete ASYE within the six months' period before the panel.

Evidence requested and reviewed was as follows:

	<b>Evidence sets requested</b>	<b>Repeat evidence sets requested</b>	<b>Non-compliant (no response despite numerous reminders)</b>	<b>External moderation summary reports requested</b>	<b>External moderation summary reports received</b>
<b>March 2019</b>	<b>30</b>	<b>0</b>	<b>2</b>	<b>10</b>	<b>10</b>

### **3. Themes/recommendations emerging from NQSW evidence reviews**

The themes emerging from the meeting were:

- The Employer Standards are sometimes not adhered to. Where Assessors are not actively addressing the issue of high caseloads for NQSWs it has an adverse effect on the provision to NQSWs of protected development time; this has implications for their learning and the quality of their evidence of progression. Problems can also arise where there are changes of Assessor/ Line Manager supporting the NQSW. It would be beneficial if organisations established clear processes for such eventualities to minimise any disruption of support for the NQSW.
- We would like organisations to be clear that the failure of a NQSW to complete the ASYE Programme does not necessarily mean a regulatory issue
- Experienced Practitioners should be able to derive developmental benefits from engaging with the full Programme
- The consistency of Assessors' recommendations is supported by specific training to guide Assessors in the writing of their review reports. There is a need for ASYE Programmes to provide ongoing training and support for Assessors.
- When working with a HEI, remember that the organisation, e.g. a Local Authority, has overall responsibility for the ASYE scheme.
- There is a direct correlation between employer support and the NQSW's progressive development and the quality of evidence of practice in their portfolio
- It is a positive development that more mental health settings and private, voluntary and independent sector organisations are providing the ASYE Programme. Evidence shows that their engagement of support from Skills for Care or a Local Authority provides a better experience of the Programme for NQSWs
- Organisational/support issues seem to be more prevalent in the current economic climate.
- ASYE should be on the national Principal Social Worker network agenda

### **4. Comparison between good, average and poor portfolios**

The table below outlines the difference between a good, average and poor portfolio. The aim of the National Moderation Panel is to improve practice and we recommend that employers discuss the below at internal and external panel meetings to support consistency across your moderation processes. In future National Moderation Panels, we will be looking to see how external moderation panels are engaging with supporting consistency of decision-making and the improvement of portfolios in line with these recommendations.

	<b>A good portfolio</b>	<b>An average portfolio</b>	<b>A poor portfolio</b>
<b>All elements of the portfolio are fully completed</b>	<ul style="list-style-type: none"> <li>• All sections required in the portfolio are fully completed (including signatures and dates) and organised clearly. Please refer to our <a href="#">portfolio guidance</a> on the website</li> <li>• Documentary standards relating to use of grammar and spelling; abbreviations and acronyms; and <a href="#">anonymisation</a> guidelines are adhered to</li> <li>• All of the requirements identified in the KSS are included within the portfolio (link to KSS doc) (NB Where employers use the Skills for Care templates they can be confident that all requirements are covered. Where they do not use this format there is a clear statement outlining how / where the portfolio addresses all the required elements)</li> </ul>	<ul style="list-style-type: none"> <li>• Documentary standards and all of the required sections are – in the main - fully completed and adhered to.</li> <li>• The portfolio is organised clearly and in a way that lends it to internal / external and national moderation.</li> </ul>	<ul style="list-style-type: none"> <li>• The portfolio is incomplete and / or organised in a manner that makes transparency through moderation difficult.</li> <li>• The report is poorly written</li> <li>• Anonymisation is not completed to the required standard</li> <li>• Not all of the KSS requirements re direct observations and feedback are included.</li> </ul>

<p><b>The completed portfolio provides a clear and comprehensive account of the NQSW's learning journey over the course of the ASYE.</b></p>	<ul style="list-style-type: none"> <li>• It is evident that those completing the portfolio have utilised SfC guidance and that both the NQSW and the assessor appreciate the purpose of the ASYE. <a href="https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/411957/KSS.pdf">https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/411957/KSS.pdf</a></li> <li>• Relevant sections in the learning and support agreement are pre-populated by the organisation to ensure consistency, and those focussed on the individual NQSW, especially in terms of arrangements for support and assessment are updated as appropriate at each review.</li> <li>• Any changes to the original support and assessment arrangements (such as change of supervisors) are recorded and include an</li> </ul>	<p>There is some correlation between the evidence supplied by the NQSW and the assessor's judgement. There is however scope for the CRL and the RSPA to mirror each other more fully</p>	<ul style="list-style-type: none"> <li>• The support and assessment process is treated as a “tick box” type activity rather than a developmental opportunity</li> <li>• There are inconsistencies in the evidence submitted.</li> <li>• There is an over reliance on either the NQSW or the assessor to provide the portfolio</li> <li>• Evidence is “cut and pasted”</li> </ul>
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	<p>explanation as to how they were mitigated</p> <ul style="list-style-type: none"> <li>• There is a clear correlation between evidence of progression in the critical reflection log (CRL) and the assessor's progressive assessment in the Record of Support and Progressive Assessment (ROSPA). They are two parts of a whole story and this is evident to an outside party.</li> <li>• The word length of the CRL and the ROSPA reflects quality rather than quantity</li> <li>• There is evidence to demonstrate that PDPs are used to drive forward the learning journey. They are reviewed and updated on an ongoing basis and the portfolio includes a PDP for the next CPD year</li> </ul>		
<p><b>There is clear evidence of</b></p>	<ul style="list-style-type: none"> <li>• Evidence of progression is holistic and triangulated:</li> </ul>	<p>Evidence of progression is present although there is scope for more clarity in the triangulation of evidence</p>	<ul style="list-style-type: none"> <li>• The completed portfolio does not present a detailed sense of the NQSW's progression through the ASYE.</li> </ul>

<p><b>Progression within the portfolio</b></p>	<p>a. Over time throughout the ASYE (at the interim review points)</p> <p>b. Through feedback from others (referencing feedback from other professional and people who need care and support)</p> <p>c. In different practice situations and settings (referencing the Direct Observation reports)</p> <ul style="list-style-type: none"> <li>• The assessor's final report shows that the NQSW has demonstrated holistic practice capability i.e. procedural competence combining with meta-competence to produce sound decision-making and practice.</li> <li>• There is evidence that feedback from service users and other professionals and has been integrated into the NQSW's practice</li> <li>• There is explicit reference to the level at which the</li> </ul>	<p>and reference to the level at which the NQSW is practising.</p> <p>The evidence of progression mostly falls within the respective review periods rather than being bunched at the end of the year.</p>	<ul style="list-style-type: none"> <li>• Completion of the PDP is inconsistent and does not evidence progressive development.</li> </ul>
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	NQSW is practicing at each review point.		
<b>The portfolio provides evidence of the NQSW working within legal, theoretical and value-based frameworks.</b>	The NQSW has referenced legal theoretical and value-based frameworks within their reflective accounts and has demonstrated how they have incorporated these into their practice		
<b>The portfolio references the KSS and the PCF</b>	<p>KSS and Professional Capability Framework (PCF) language is used - using the language of KSS and PCF to link to the evidence</p> <ul style="list-style-type: none"> <li>• Reports should clearly evidence what KSS/PCF is evidenced – citing a list of them attached to one paragraph, for example, is not sufficient to demonstrate</li> </ul>	The assessor's report is largely holistic in nature.	<p>The KSS and PCF is listed rather than linked</p> <p>Limited reference to KSS/PCF – the holistic outcomes statements can provide a framework for reports. They are not the assessment framework</p>

	<p>capability. NQSWs need to 'show not tell'</p>		
<p><b>The portfolio is compliant with the KSS in relation to assessment and moderation requirements.</b></p>	<ul style="list-style-type: none"> <li>• There is evidence within the Moderation reports to indicate that any issues have been picked up and have been addressed.</li> <li>• The Internal Moderation Summary report and Reviewer report is included within the portfolio prior to it being sampled by either the External or National Moderation panels)</li> </ul>		



**This National Moderation process has again highlighted the examples of good practice and the benefit of the ASYE scheme to NQSW's. We would again like to thank all employers for submitting their evidence, and enabling a review of the current processes, therefore, impacting on our ability to strive forward to improve the standards of practice for NQSW's.**