

**Before starting, please consider how this example impacts upon NQSWs, assessors or ASYE programmes.**

**Title of your good practice/case study (one short line what it is about)**

ASYE celebration event: Recognising values-led social work excellence at BCP Council

**More detail of your good practice/case study**

This good practice case study relates to the ASYE celebration event coordinated to recognise Newly Qualified Social Workers (NQSWs) completing their Assessed and Supported Year (ASYE) in Employment at BCP Council – Adult Social Care. The event centred on public service values, social justice, human rights and inclusion, aligning with professional curiosity, legislative application and a strengths-based approach.

Who was involved: the ASYE lead; NQSW graduates; assessors; managers, supervisors and buddies; the Principal Social Worker; dignitaries and guests and coordinating business support.

What it involved: a values-centred welcome; personal recognition of each NQSW; reflective, relationship-centred content; acknowledgement of emotional labour; and celebration of practice that champions equity, anti-discriminatory and anti-racist practice. The event showcased the programme's alignment to the PCF and KSS, supported by supervision, mentoring, peer reflection and diverse learning opportunities. In addition, inviting local press to cover the celebration and sharing a dedicated post on the council's social media channels significantly broadened public recognition of the graduates' achievements. The coverage amplified awareness of the ASYE programme, highlighted the lived experiences and professionalism of the NQSWs, and strengthened civic appreciation for values-led social work. Early collaboration between the service, elected members and the communications team ensured accurate storytelling, accessible messaging and positive public engagement, further reinforcing the programme's visibility and community impact.

Difficulties overcome: (1) operational pressures and scheduling – addressed by strong coordination and clear communications; (2) seeking to provide an inclusive, anti-oppressive celebration – addressed through accessibility, representation and psychologically safe facilitation; (3) balancing celebration with critical reflection and civic duty – addressed by rooting the tone in ethics, rights and community impact.

**What has been the positive impact of this for the ASYE programme, NQSWs, assessors, wider workforce, your organisation, or people who draw on care and support?**

For NQSWs: increased confidence, strengthened professional identity and a sense of belonging and acknowledgement of challenges; recognition that translates into motivation for rights-based, person-centred practice.

For assessors/supervisors: renewed motivation and shared understanding of equitable, reflective practice; affirmation of the importance of high-quality supervision, mentoring and psychologically safe learning.

For the ASYE programme/organisation: stronger practice, improved retention, a more inclusive culture, and a developing leadership pipeline; the event demonstrates a values-led programme embedded across Adult Social Care with clear quality assurance and continuous improvement.

For people and families in our community: benefits of a motivated, values-driven workforce whose practice champions dignity, human rights and social justice.

**Supporting quote(s) (Please add quotes from members of your team/people who you support about this person/activity/process)**

A good news story for Adult Social Care — a workforce rich in compassion, skill and reflective capacity; a culture that values learning, inclusivity and professional growth.

It was a day that recognised not just achievement but served as a reminder of the vital role social workers play in improving lives across Bournemouth, Christchurch and Poole.

The event was far more than an opportunity to hand out some well-earned certificates to colleagues who represent the future of social care. It offered a moment to reflect on a year of learning, growth and commitment - not just from the graduates, but from the many colleagues who supported their development journey and played a part in guiding them through their first year of professional practice.

**Organisation name**

BCP Council - Adult Social Care

**Contact name(s) and email address(es)**

Danielle Hetherington-Parker danielle.hp@bcpcouncil.gov.uk

**Do you give permission for Skills for Care to share your name and email address on their website?**

Yes