**The Assessed and Supported Year in Employment (ASYE)**

**Direct observation: number three**

**To be completed by the NQSW and the observer**

These are the requirements for ASYE direct observations:

* a minimum of three direct observations are needed and these must all be completed by a registered social worker
* a minimum of two observations (ideally the first and last) must be completed by the ASYE assessor – unless there are extenuating circumstances
* a minimum of one observation must be face-to-face, the others can be face-to-face or virtual
* a minimum of one observation must be involve the NQSW undertaking direct work with people who draw on care and support.

To enable the NQSW to evidence progressive development in their knowledge, skills, and professional practice, the three observations should be completed at (approximately) three monthly intervals over the course of the ASYE.

The observation should be planned in advance and key learning points from this for the NQSW can be linked to their professional development plan (PDP).

**Please refer to Skills for Care** [**guidance on undertaking direct observations**](https://www.skillsforcare.org.uk/resources/documents/Regulated-professions/Social-work/Observations-of-practice-of-newly-qualified-social-workers.pdf)**.**

**Observer to complete these introductory details.**

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| **Name of NQSW** |  |
| **Name and job title of observer** |  |
| **Date, setting, virtual or face-to-face** |  |
| **Date of the observation** |  |

**NQSW completes parts one and two before the observation**

**Part 1: Background to the observation – completed by the NQSW**

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| 1. **Brief background to observed practice**

What does the observer need to know to understand the situation, including history, context, and key issues?**Word guide: 250** |
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**Part 2: Planning the intervention – completed by the NQSW**

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| **2. Planning for the intervention (do not assume the observer has knowledge of this)*** What is the purpose of the chosen intervention?
* What do you want to achieve?
* What key aspects of your practice do you want to be specifically observed? Please link to PQS (KSS) and PCF
* Why have you chosen these aspects for the observation?
* How did you prepare for this intervention? If this observation is focussed on your work with people who draw on care and support, detail how you secured their consent for the observation and the observer attending, taking into account the age and mental capacity of the person/people who draw on care and support).
* If relevant to the situation being observed, what formal authority and laws are you acting under? (refer to the legislative framework and/or policies and procedures)
* How did you plan for the intervention?
* What outcomes do you want to achieve?
* What approaches are you going to use to achieve these outcomes (these should be based upon social work theory, methods, and research e.g. strengths-based, person-centred practice)

**Word guide: 400** |
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**Part 3: Critical reflection on practice during the observation – completed by the NQSW after the observation**

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| **3. Critically reflect on your practice during the observation**Your reflections should include:* What key knowledge did you use in your intervention, for example, social work methods, social work theory, legislation, policy, research, the law, organisational processes?
* What key skills did you use – communication skills, presentation skills, writing skills?
* Identify how you achieved the outcomes mentioned in your planning (part 2) and what remedial actions you may have been required to take. Did you use any additional legislation, policies, procedures, knowledge, or skills you didn’t initially identify in section 2?
* During the observation, what were your feelings and how did they impact on your thinking and actions?
* How did you promote inclusion, person-centred or strengths-based practice and counteract unconscious bias during the observation?
* Identify your use of self (e.g. intuition, personality, life experience, cultural heritage, ethics, and values) in this piece of practice and how you used it to influence the intervention
* How did social work values guide your practice?
* If relevant to the situation, how did the power invested in your role impact on your relationship with the person/people who draw on care and support and your intervention?

**Word guide: 500** |
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**Part 4: Holistic assessment of the observation of practice – completed by the observer**

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| **4. Holistic assessment of the NQSW’s capability demonstrated in the direct observation of practice (link to PQS (KSS) and PCF when appropriate)**When considering your holistic assessment of the NQSW’s observed piece of practice, think about:* How have they demonstrated the integration of social work knowledge, skills, and values in relation to the PQS (KSS) and PCF?
* Did the NQSW demonstrate practice capability? What evidence are you using to draw that conclusion? In considering the quality of their work:
* Is their practice indicating adaptability, creativity, and responsiveness to the needs of the person/people who draw on care and support or any other ‘audience’? If not, why not?
* Is there anything affecting the quality of their practice?
* Do you get a sense that the NQSW was confident in their practice and was working within a defensible framework (a framework for understanding and responding to risk) – what is the evidence for this?
* Were there particular areas of practice capability where the NQSW demonstrated particular strengths and areas for development?
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**Part 5: NQSW feedback on observer’s report**

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| **5. Please comment on your observer’s report** |
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**Part 6: NQSW identification of learning needs (in conjunction with the observer) – completed by the NQSW after reading the observer’s holistic assessment in part 4.**

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| **6. Identify your specific learning needs from this piece of work** * Write in a SMART (Specific, Measurable, Achievable, Realistic, Time-bound) way.
* Link your learning needs from this piece of practice to your PDP or a specific critical reflection (referring to the PQS (KSS) and PCF when appropriate).

**Transfer your identified learning needs to the draft PDP for your next review** |
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**Part 7: Optional feedback from person/people who draw on care and support (or their carers).**

Ideally, this feedback should be obtained by the observer immediately after the observation of practice, although this may not always be possible.

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| **7. Feedback from the person/people who draw on care and support – please insert in box below** |
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**Part 8: Signatures**

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| **NQSW signature** |  |
| **Date** |  |

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| **Observer signature** |  |
| **Date** |  |