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**Notes from the ASYE Best Practice Forum – 14 October 2021**

This Best Practice Forum (BPF) was attended by 59 people.

Please note the webinar was recorded and the full recording can be uploaded from the Skills for Care website alongside these notes. The webinar slides can be accessed below

The meeting started with a welcome to everyone by Selena Docherty.

**Update from Skills for Care**

The national conference took place on the 30 September 2021 and feedback was good and it was appreciated that at her session, Hillary Medway said that the voice of the newly qualified Social Worker should be at the centre of ASYE. It is important that they are active participants and take charge of their learning and development. Good feedback on other speakers at the conference, many things to take away for discussion and reflection. Selena Docherty will ensure that the conference materials will be distributed.

Funding has now been agreed by DHSC and we are currently working through the applications with the new cohort and payments will start this month and we will continue on a monthly cycle. If you haven’t already, get your applications in as soon as possible. If anyone need help with the applications, you are welcome to contact Selena Docherty at [londonsocialwork@skillsforcare.org.uk](mailto:londonsocialwork@skillsforcare.org.uk).

We are still looking for ASYE success stories so if you have any, we would love to hear from you. It is always very good to hear how people are getting on.

We are continuing with the quality assurance visits and thank you to those who took part in the peer reviews and please remember that these visits are not inspections but purely supportive visits.

Please also note that there is a lot of supportive information and a whole section with application guidance on the [Skills for Care website.](https://www.skillsforcare.org.uk/adult-social-care-workforce-data/adult-social-care-workforce-data.aspx)

Next Social Work briefing is due on the 27 October 2021. If you haven’t already, you can sign up on [here](https://www.skillsforcare.org.uk/Learning-development/social-work/Sign-up-to-our-social-work-briefing.aspx).

Julie Campbell - Regional Engagement Lead London could not attend this event.

1. **Break out group discussion summary**.

* There are difficulties sometimes with the individuals however some can be organisational problems
* Some NQs are resigning rather than failing
* It’s important to focus on getting it right from the start with the assessors and the NQSWs
* Croydon has a very vigorous recruitment and selection process and then NQs are carefully matched to teams
* Difficulties can arise when the team don’t want an NQSW and there is a lack of assessors
* Having an NQ on ASYE is being sold as beneficial to teams, new enthusiasm, creativity, refreshing.
* Only allocate 1 NQ per assessor
* More struggling than failing NQSWs and Assessors than failing due to workload demand. One area has introduced regular internal moderation at 5 points throughout the year. Time consuming but worth it. Sometimes lots of apologies sent at final moderation panel. Check quality of supervision and portfolio. Give guidance to assessors and support them to reflect on their role in supporting NQSWs. Other areas attend review meetings in person or review paperwork. Supportive and encouraging but need to keep NQSWs and assessors on target for deadlines. Some areas offer drop-in portfolio sessions. For struggling ASYEs offer support plans and mentors - a mentor who has recently completed the ASYE and an experienced practitioner. Ensuring that any additional support/learning needs are also considered for ASYEs.
* Challenge of change in Managers structures and staff turnover.
* Having a strategic workforce group in place helps the whole system approach, so that all parties are bought in to the ASYE programme
* Some have two-week induction process including workshops from HODs, and ops managers
* 5-day induction supporting the NQ to understand whole system
* Helps if the Assessor is Peps trained and that the training is up to date.
* challenge around HR policies and the ASYE and when they do not work together. explored how the KSS and PCF is viewed and used in the organisations which can have an impact on the two things working together. could work with HR around the ASYE policy to look for anomalies of concerns which may not fit nicely with the evidence criteria for the ASYE to ensure assessors know when another policy should be used and not rely on a failed outcome for the ASYE

1. **Future meetings**

The next ASYE Best Practice Forum will take place in Spring 2022 and dates will be announced in due cause.