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| **Overview**The initial review should happen within four weeks of commencing employment as a registered social worker.**NQSWs**  * Please familiarise yourself with the NQSW Standards, evidencing the NQSW Supported Year and overview professional development planning and review process.
* Consider each of the Standards and critically reflect on your current areas of strength, relevant learning and experience (if any) and areas for development. Be honest in your reflections, we are all on a continuous professional learning journey. Minimum overall word count 500 words.
* Share with supervisor **five working days** in advance of professional development review along with Individual Learning Plan from university (where available).

**Supervisors** * Please familiarise yourself with the NQSW Standards, evidencing the NQSW Supported Year and overview professional development planning and review process.
* Consider the NQSW self-assessment and university Individual Learning Plan (if available).
* Be aware of organisational induction requirements and associated timescales. Think about relevant learning opportunities for NQSWs and gaps in relevant learning opportunities within their settings, noting any areas requiring specific arrangements to be made, such as shadowing/completing duties in another team or setting.
* Record a short summary of the discussion and developmental feedback (this should focus upon supporting and enhancing the NQSW to continue to learn, consolidate and apply their learning in practice).
* Complete individual development plan.

**Together** * Review, agree and sign both recording and plan within two weeks of the review.
* Retain copies and revisit as part of supervision and professional development review process.
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| **Standard** | **NQSW self-assessment**  | **Supervisor brief summary of discussion and developmental feedback.** |
| 1. Ethics, values and rights-based practice – develop an understanding of and apply ethical principles and values to all aspects of professional practice. Recognise sources of social inequality and take action to protect and advocate for human rights and social justice.
 | **Self-assessment** | **Developmental feedback** |
| 1. Communication, engagement and relationship-based professional practice – demonstrate knowledge and skills to support effective communication, collaboration and relationship-based practice in a range of settings. Actively involve and support the involvement of people receiving services, their families and carers to plan, implement and evaluate interventions.
 | **Self-assessment** | **Developmental feedback** |
| 1. Critical thinking, professional judgement and decision making - develop competence and confidence in applying critical thinking, analysis, research, and best practice to inform professional judgement and decision making in all areas of practice including assessment and review.
 | **Self-assessment** | **Developmental feedback** |
| 1. Promoting wellbeing, support and protection – demonstrate and apply understanding of responsibility to actively promote the wellbeing, support and protection of children and adults at risk of harm, regardless of setting or context.
 | **Self-assessment** | **Developmental feedback** |
| 1. Working with complexity in unpredictable and ambiguous contexts - develop competence and confidence in managing complexity, risk, and uncertainty in professional decision making.
 | **Self-assessment** | **Developmental feedback** |
| 1. Use of knowledge, research and evidence in practice - demonstrate commitment to continuous professional learning and inquiry which supports evidence informed practice and a wider culture of learning.
 | **Self-assessment** | **Developmental feedback** |
| 1. Self-awareness and reflexivity – recognise the impact of the demands of professional social work practice on self and others and develop the use of reflexivity to contribute to personal wellbeing and effective and sustainable practice.
 | **Self-assessment** | **Developmental feedback** |
| 1. Professional leadership - develop personal and professional authority as a social worker including when working collaboratively across agency and professional boundaries.
 | **Self-assessment** | **Developmental feedback** |

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| NQSW’s name: |  | Supervisor’s name: |  |
| Signature: |  | Signature: |  |
| Date: |  | Date: |  |

**Individual Development Plan (add lines as required)**

**Please refer to evidencing the NQSW supported year document for ideas**

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| **Standard(s)** | **Development need** | **How this will be achieved** | **Resources/support required** | **Time-frame** | **Review date** |
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| NQSW’s name: |  | Supervisor’s name: |  |
| Signature: |  | Signature: |  |
| Date: |  | Date: |  |