

NQSW Supported Year Initial Professional Development Review

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.
<p>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.</p>	<p>Self-assessment</p> <p>I am relatively new to working in an adult setting and am trying to understand the landscape in which I’m working, it’s all very new. For me there is a big learning curve relating to working within an integrated setting which is dominated by health professionals. From my experiences to date there are significant pressures on resources, and this is driving decision making. This does not sit comfortably with me as this is taking priority over meeting the needs of the individual. I have a lot of learning to do about how I can effectively advocate for the rights of the individuals.</p>	<p>Developmental feedback</p> <p>ANON is at the start of their career as a social worker in an adult setting. They are demonstrating a good understanding of some of the ethical dilemmas that we face daily and is completing the required reading to support their induction.</p> <p>ANON has made good use of the supports available to date and must continue to bring discussions to team meetings and supervision to avoid feeling overwhelmed.</p>
<p>2. 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.</p>	<p>Self-assessment</p> <p>My previous experiences have predominately been engaging with children and their families. During my practice placements I was able to use a range of techniques to engage with children virtually. I am not sure how transferable some of these techniques will be when working with adults. I prefer in person communication and engagement and am feeling a little daunted by how to establish a meaningful relationship with an older adult prefer face to face contact with people but have learned some skills to support them to engage as fully as possible in</p>	<p>Developmental feedback</p> <p>Due to covid restrictions ANON’s induction currently involves limited face to face/shadowing visits. However, ANON is adapting and has learned of the resources available to support early intervention particularly in the current climate. Over time ANON will developed a further understanding of resources and pathways in place to support individuals to stay at home, such as enhanced community support, community alarm/telecare.</p>

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<p>Actively involve and support the involvement of people receiving services, their families and carers to plan, implement and evaluate interventions.</p>	<p>assessment, plans and decisions. As part of my induction, I have spent some time talking to colleagues about what they have learned about meaningful engagement and have begun to try some of these things out such as sending reminders in advance, establishing relationships with staff or carers as well as finding out how the person likes to communicate.</p>	<p>ANON has recognised that they need to broaden their understanding and skills to support communication. ANON will access Talking Mats training this month.</p> <p>ANON is a little tentative in their interactions with other professionals at present. With time and experience of role ANON will develop more confident. Anon to continue to develop communication and engagement skills as they begin to carry out assessment work.</p> <p>ANON will continue to get an understanding of other professional roles which will support their wider understanding of the supports and contributions that are/ should be available.</p>
<p>3. 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</p>	<p>Self-assessment</p> <p>I am in the process of familiarising myself with the relevant policy and legislation which underpin the processes and paperwork I need to complete as part of my role. I have had the opportunity to look through some previous case files and have discussions with colleagues about how to carry out the tasks required. I have been able to draw on some of my practice learning experiences to plan for forthcoming assessments. I am not so confident that I understand the thresholds that are applied.</p>	<p>Developmental feedback</p> <p>ANON has made a positive start in reading relevant policy, procedures, and legislation and are able to describe some of the processes they need to follow and identify key individuals. ANON was able to describe key components of a good assessment and the plan how they would conduct their first full assessment. ANON is developing a good understanding of the cases they are involved with and contributing appropriately to team case discussions.</p> <p>ANON will be given opportunities to develop their assessment skills, gathering information from a</p>

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<p>assessment and review.</p>		<p>variety of sources and critically analysing the information to complete assessments.</p> <p>ANON will be able to access support from their identified mentor while completing the process and discuss in supervision.</p> <p>Overtime ANON will become more independent in the completion of assessments and there will be clear evidence of the use of legislation, theory and research to underpin decision making.</p> <p>ANON will continue to research and develop an understanding of issues and conditions experienced by people.</p>
<p>4. 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.</p>	<p>Self-assessment</p> <p>I am in the process of familiarising myself with the relevant policy and legislation which underpin the processes and paperwork I need to complete as part of my role. I have had the opportunity to look through some previous case files and have discussions with colleagues about how to carry out the tasks required. I have been able to draw on some of my practice learning experiences to plan for forthcoming assessments. I am not so confident that I understand the thresholds that are applied.</p>	<p>Developmental feedback</p> <p>ANON has made a positive start in reading relevant policy, procedures, and legislation and are able to describe some of the processes they need to follow and identify key individuals. ANON was able to describe key components of a good assessment and the plan how they would conduct their first full assessment. ANON is developing a good understanding of the cases they are involved with and contributing appropriately to team case discussions.</p> <p>ANON will be given opportunities to develop their assessment skills, gathering information from a variety of sources and critically analysing the information to complete assessments.</p>

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5. 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
6. Use of knowledge, research and evidence in practice - demonstrate commitment to continuous professional	Self-assessment	Developmental feedback

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<p>learning and inquiry which supports evidence informed practice and a wider culture of learning.</p>		
<p>7. 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.</p>	<p>Self-assessment</p>	<p>Developmental feedback</p>
<p>8. Professional leadership - develop personal and professional authority as a social worker including when working collaboratively across agency and professional boundaries.</p>	<p>Self-assessment</p>	<p>Developmental feedback</p>

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NQSW's name:

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Supervisor's name:

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Signature:

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Signature:

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Date:

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Date:

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Individual Development Plan (add lines as required)

Please refer to evidencing the NQSW supported year document for ideas

Standard (s)	Development need	How this will be achieved	Resources/support required	Time-frame	Review date

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NQSW's name:

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Supervisor's name:

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Signature:

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Signature:

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Date:

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Date:

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