**Senior Practitioner Progression: Line Manager Report**

|  |  |  |  |
| --- | --- | --- | --- |
| **Name** |  | **Line Manager Name** |  |
| **Team Manager Name** |  | **Date of SWE registration** |  |
| **Date ASYE Completed** |  | **Date employed at Wokingham Children’s Services** |  |
| *\*consideration for Senior Practitioner post will only be at a minimum of 2 years post completion of ASYE programme.* |

Line Manager should complete this form in consultation with the social worker’s Team Manager where appropriate.

The social worker’s progress and readiness for progression should be evidenced and tracked through social worker’s personal supervision.

|  |
| --- |
| **Please provide brief summary of supervision / appraisal discussions in relation to progression below:** |
|  |

In reference to ‘Professional Behaviour’s Statement how does the social worker evidence the following:

|  |
| --- |
| **Case management:** Breadth of practice experience acquired through holding a full and varied caseload which has built in complexity.Such as (examples needed) |
|  |
| **Written work:** The social worker’s case notes, assessments and reports are well- written, clear, evidence- based and analytical. Deadlines are met and worker demonstrates autonomy, good time management and organisational skills**.** |
|  |
| **Complexity:** **Demonstrate expert and effective practice in complex situations**, assessing and managing higher levels of risk, whilst displaying autonomous decision making. Appropriate use of authority and challenge. Demonstrates an ability to hypothesise and recognise patterns but also demonstrate that they are open and flexible in their thinking. In relation to the judgements they make, they are able to explain and justify their reasoning. Show and ability to be creative in their practice and evidence a high level of problem-solving. *Please provide a minimum of one practice example.* |
|  |
| **Values:** Embody the social work values (BASW Code of Ethics) through practice - evidenced through case recording, assessments, observation of practice, supervision, team meetings.*Please provide a minimum of one example.* |
|  |
| **Leadership Skills: in relation to PCF 9 of the PCF** (*demonstrated or there is evidence that social worker has the potential to demonstrate)** Provides additional capacity to provide support to managers at busy/ critical times.
* Has a role in induction of new staff/ work -based supervisor for students/ has Practice Educator qualification or identified as next step.
* Actively contributes to an organisational learning culture, e.g., takes an active role in or participating at staff learning events/team events (e.g., training / service- user events)
* Contributes to their team’s learning, through disseminating e.g. research or policy and practice.

*Please provide a minimum of one practice example.* |
|  |

|  |
| --- |
| Line Manager’s Overall assessment consider workload management, team player, quality of work, relationships |
|  |
| What are the ongoing developmental needs of the Social Worker? |
|  |

|  |  |
| --- | --- |
| For **TEAM MANAGER** to complete: Overall recommendation on consideration for progression | Yes/No |
|  |

|  |
| --- |
| For **SOCIAL WORKER** to complete:What are your reflections on what you have read above? What do you see as your ongoing learning and development needs? What support might you need to work on these?  |
|  |