



# Progression to Senior Social Worker

## Assessment of Readiness to Progress

Published March 2023

*Together we can do*

**GREAT THINGS**



# Team Manager Assessment and Recommendation

Please use the checklist below to determine whether in your judgement, the social worker has met all of the required elements to progress to the role of senior social worker.

## Section 1 – Social Worker’s Details

Name:	
Role:	
Team:	
Service:	
Manager:	

## Section 2 – Evidence of Competency

The questions below have been mapped against the [post-qualifying standard: knowledge and skills statement for child and family practitioners](#) and the [professional capability framework](#) at experienced social worker level.

1	Consistently demonstrates proficient practice across a wide range of tasks and roles	Met	Not Met
	<ul style="list-style-type: none"> <li>Confidently applies the law and statutory guidance relevant to role.</li> </ul>		
	<ul style="list-style-type: none"> <li>Demonstrates skilled child centred practice.</li> </ul>		
	<ul style="list-style-type: none"> <li>Communicates effectively with children and young people of different ages and abilities, their families, carers and professionals.</li> </ul>		
	<ul style="list-style-type: none"> <li>Ensures the active participation of children and young people, their families and carers wherever possible.</li> </ul>		
	<ul style="list-style-type: none"> <li>Is able to identify, assess and respond to harm and risk, balancing this with strengths and safety within the family and their wider network.</li> </ul>		
	<ul style="list-style-type: none"> <li>Works effectively with a range of multi-agency professionals.</li> </ul>		
	<ul style="list-style-type: none"> <li>Is able to confidently lead investigations of allegations of significant harm (where relevant to role/team).</li> </ul>		

2	Effective Interventions	Met	Not Met
	<ul style="list-style-type: none"> <li>Demonstrates confident application of practice skills and knowledge, including social work methods and theories.</li> </ul>		
	<ul style="list-style-type: none"> <li>Demonstrates the ability to build effective and empathic relationships with children and young people to ensure the best possible outcomes are achieved for them.</li> </ul>		
	<ul style="list-style-type: none"> <li>Has the ability to analyse and demonstrate reasoned, robust decision making.</li> </ul>		
	<ul style="list-style-type: none"> <li>Is professionally curious and able to work in a firm (authoritative) but kind way to optimise partnership working with families.</li> </ul>		

<b>3</b>	<b>Confidence in role and able to earn the confidence and respect of others</b>	<b>Met</b>	<b>Not Met</b>
	<ul style="list-style-type: none"> <li>Confidently demonstrates the social work role, including active participation in team and multi-disciplinary settings, with appropriate use of authority.</li> </ul>		
	<ul style="list-style-type: none"> <li>Maintains personal and professional credibility at all times and in all contexts.</li> </ul>		
	<ul style="list-style-type: none"> <li>Ability to role model good social work practice to less experienced members of the team, such as student social workers and newly qualified social workers.</li> </ul>		
	<ul style="list-style-type: none"> <li>Demonstrates the ability to recognise and manage conflict.</li> </ul>		
	<ul style="list-style-type: none"> <li>Authoritative professional practice which draws on knowledge and evidence-based practice.</li> </ul>		

<b>4</b>	<b>Experience and Skills in relation to a particular setting and user group</b>	<b>Met</b>	<b>Not Met</b>
	<ul style="list-style-type: none"> <li>Confident application of knowledge relevant to service area.</li> </ul>		
	<ul style="list-style-type: none"> <li>Ability to work autonomously and reliably within the organisation's remit.</li> </ul>		
	<ul style="list-style-type: none"> <li>Confident application of knowledge including child development and the impact of mental health, substance misuse, physical ill health, disability and domestic abuse on parenting capacity and on children and young people and families.</li> </ul>		
	<ul style="list-style-type: none"> <li>Fully able to recognise concerning adult behaviours that may indicate a risk, or increased risk to children and young people.</li> </ul>		

<b>5</b>	<b>Consistently uses supervision appropriately to seek support, exercise initiative and evaluate their own practice</b>	<b>Met</b>	<b>Not Met</b>
	<ul style="list-style-type: none"> <li>Proactively uses supervision.</li> </ul>		
	<ul style="list-style-type: none"> <li>Ability to reflect on, evaluate and alter their own practice.</li> </ul>		
	<ul style="list-style-type: none"> <li>Ability to use own initiative and evidence informed decision making, whilst recognising how and when to seek advice.</li> </ul>		
	<ul style="list-style-type: none"> <li>Ability to set and respond to learning needs and goals.</li> </ul>		

<b>6</b>	<b>Critical Reflection</b>	<b>Met</b>	<b>Not Met</b>
	<ul style="list-style-type: none"> <li>Is committed to continuous learning and development of practice.</li> </ul>		
	<ul style="list-style-type: none"> <li>Consistently demonstrates sound professional judgement, demonstrating evidence-based practice that draws on knowledge, including the legal and regulatory framework within which social work operates and practice experience to understand, assess and work with families.</li> </ul>		

<b>7</b>	<b>Integrating the perspective of service users</b>	<b>Met</b>	<b>Not Met</b>
	<ul style="list-style-type: none"> <li>Skilled demonstration of partnership working with children, young people and their families that ensures their voice is heard and their wishes and feelings are always considered.</li> <li>Ability to integrate feedback from children, young people and their families/carers in the development of their practice.</li> </ul>		

<b>8</b>	<b>Professional decision-making and accountability</b>	<b>Met</b>	<b>Not Met</b>
	<ul style="list-style-type: none"> <li>Ability to undertake skilled assessments, within relevant timescales, that draw critically on theory, legislation, national and local policies, procedures and guidance, research and evidence, as well as information from a range of sources in order to demonstrate effective practice in the management of risk and child safeguarding.</li> <li>Ability to triangulate evidence, from a range of sources, to ensure that robust conclusions are drawn and professional and defensible decision making occurs.</li> </ul>		

<b>9</b>	<b>Ability to work effectively in complex situations</b>	<b>Met</b>	<b>Not Met</b>
	<ul style="list-style-type: none"> <li>Demonstrates the ability to work effectively in complex situations.</li> </ul>		

**Example of a piece of work which provides evidence of the social worker's good practice.**

Please write a brief summary of why you have chosen this piece of work. What did the social worker do particularly well?

PID number linked to the work described above

**Feedback from the Social Work Academy**

Where a social worker has completed the Assessed and Supported Year in Employment (ASYE) after **1 January 2023** with the support of our Social Work Academy you should attach the final review or a short statement from one the Academy Practice Leads about the social worker's competence.

Has the social worker completed the ASYE with the support of our Social Work Academy after 1 January 2023	Yes / No
If the answer to the question above was yes, have you attached a copy of the final review or a short statement from one the Academy Practice Leads about the social worker's competence.	Yes / No

### Section 3 – Team Manager’s Recommendation

Do you recommend the social worker for progression to the role of senior social worker and associated salary (grade 11) at this time?	Yes/No
Signature:	
Date:	

If in your judgement some elements of the criteria for progression are not met at this time, you should agree a development plan with the social worker, which sets out clearly how you will support them to meet the gaps identified to enable them progress, with an agreed date for review.	
Date development plan agreed:	
Agreed date for review	

### Service Manager Assessment and Recommendation

Based on the assessment and recommendation of the team manager (above), and your knowledge of the social worker and their work please determine whether in your judgement, the social worker has met all of the required elements to progress to the role of senior social worker.

Do you support the recommendation of the team manager?	Yes/No
Signature:	
Date:	
Please share any supporting comments:	

## Strategic Manager Decision

Based on the assessment and recommendation of the team manager and strategic manager (above), and your knowledge of the social worker and their work please determine whether in your judgement, the social worker has met all of the required elements to progress to the role of senior social worker.

Do you support the recommendation of the team manager and service manager?	Yes/No
Signature:	
Date:	
Please share any supporting comments:	

Completed forms should be forwarded to [developmentandlearningchildren@durham.gov.uk](mailto:developmentandlearningchildren@durham.gov.uk)