**Senior Practitioner Progression: Social Worker Application**

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| **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.* | | | |

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

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| **Please provide brief summary of supervision / appraisal discussions in relation to progression below:** |
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| **Case management:**  *Good level of practice experience acquired through holding a full and varied caseload which has built in complexity.*  **Please write a brief description of the setting / team(s) you have worked in over the last 3 years and provide an outline of how your case load has developed in complexity. How has this informed your knowledge and skills?** |
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| **Practice Standards / Feedback on your work:**  Senior Practitioner progression policy states: ‘*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****.***  **Has your work met practice standards in relation to:**  **Visits on time / Reports being shared with service users / Meeting deadlines.**  **Up to date case recording / chronologies / case summaries** |
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| **Please provide details of any written feedback you have received in relation to the quality of your work:**  **e.g., from service users / other agencies / Joint Legal Team / managers / CP Chairs / IRO’s / from audits.**  *Please provide a minimum of three examples.* |
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| **Complexity: Demonstrate expert and effective practice informed by reflection and critical thinking.**  *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 choose 2 examples of cases from the last 12-18 months and write a brief account in which you used critical thinking / reflection to inform your practice** |
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| **Values:**  *Embody the social work values (please refer to the BASW Code of Ethics) through practice - evidenced through case recording, assessments, observation of practice, supervision, team meetings.* |
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| **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 / Practice Educator qualification / 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. |
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| **How would you describe your approach to ‘professional behaviours’ linked to workload management, team player, flexibility, quality of work, relationships with other professionals inside/outside WBC?**  **Please include evidence of feedback.** |
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| **What do you consider are your ongoing professional development needs?**  **What can you do within your own practice and what do you need from WBC?** |
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