

To: All ASYEs

Gail Hancock
Interim Director for Children's Safeguarding and Care
Shire Hall
Westgate Street
Gloucester,
GL1 2TG
email: gail.hancock@gloucestershire.gov.uk

Please ask for: Gail Hancock

Phone: 01452 425303

Our Ref: GH/dh

Your Ref:

Date: 3 November 2020

Dear ASYE Colleagues

Re: ASYE Support during Lock Down 2

Following my letter to all children's social care staff yesterday regarding the Government's recent announcement about a second national lockdown, I am writing to you, as a newly qualified social worker and member of our staff group, to outline our commitment and continuing support for this vital year in your professional development.

Firstly, I want to commend you for the resilience and adaptability you have demonstrated in your entry to the profession in these unprecedented times. These qualities are just as valuable to the profession of social work (perhaps more so) than many of the learning points you may have enjoyed in a more conventional transition from student to newly qualified social worker. This being so, I would encourage you to use your professional one to one supervision, your support from the Academy and everyday practice to consciously reflect on your resilience and adaptability alongside things that you are experiencing at this stage of your orientation and induction as we move into the second lock down. This is an opportunity to consolidate your learning in these first principles of the role.

Secondly, I want to reaffirm our continuing commitment to you and your professional development. I have asked all of your Team Managers to make contact with you to talk about your experiences during this time and what support you may need to make the most of the present circumstances. I have also asked the Academy to review their offer of support. As a result of your line management support and the Social Work Academy offer I expect there to be a simple 3 point support plan in place for you that confirms:

1. The support and regularity of contact that will be in place between you and your team manager
2. The support and regularity of contact that will be in place between you and the Advanced Practitioner/Senior Social Work colleague in your team
3. That the Social Work Academy will revise the intended assessment priority this month, and increase the frequency of supportive and developmental group sessions with you

The Social Work Academy will naturally remain available to support you and your line managers during this period as is usually the case. Furthermore, the Social Work Academy will oversee your support plans and report to me on a weekly basis about how these are progressing. If we identify any additional or unmet needs we will be able to act swiftly to ensure that this is addressed without any drift or delay. This is a collaborative approach and will depend on you being able to communicate about your experiences and learning needs and take up the opportunities that are afforded to you.

I am confident that we can draw on our collective strengths to make the most of these difficult times and provide good quality services to children, young people and their families. Also, that in coming together we can provide you with the best possible entry into the social work profession and that many of the challenges we are presented with are turned to opportunities for growth.

Thank you for your on-going commitment.

Kind regards

A handwritten signature in black ink that reads "G Hancock". The signature is written in a cursive style with a small flourish at the end.

Gail Hancock

Interim Director for Children's Safeguarding & Care