

Blackburn with Darwen Borough Council – Adults Services

Professional Development and Support

We are proud to say that in Blackburn with Darwen Borough Council you can expect positive support with your own professional development and access to excellent learning opportunities

Our vision is to develop and retain high performing, motivated practitioners and to ensure that our offer of continuous professional development makes Blackburn with Darwen an attractive place for you to work by offering you ‘the right support at the right time’

Adult Services development offer:

Opportunities for all practitioners to grow, develop and deliver excellent services to our vulnerable Adults, Carers and their families

Development and sharing of good practice using strength based ways of working to achieve the best outcomes

Learning and development programmes that meet Social Work England CPD requirements, Professional Capabilities Framework and Post Qualification Standards: Key Skills

Continuous professional development and career progression opportunities

Supervision and appraisal to help identify individual strengths and areas for development

Individual and group mentoring sessions to support the sharing of learning and networking across teams and services

Flexibility to adapt ways of working and use new ideas including digital learning developments and online innovation

We encourage and value research, new ideas and innovation

Our Framework of Development and Support

<u>Level</u>	<u>Support</u>	<u>Development Options</u>
Support Worker roles	Experienced Support Workers from across Adults Social Care with commitment to Blackburn with Darwen, will be supported to develop further skills, learn more about the wider service and those with potential for Social Work, to prepare for application for the Social Work Apprenticeship	<ul style="list-style-type: none"> • Mandatory Social Care Programmes • Wider training / Practice workshops • Opportunity to talk to / shadow Social Workers <p><u>Formal programmes</u></p> <ul style="list-style-type: none"> • English, Maths Level 2 • Lead Adult Care Worker (Level 3) • Lead Practitioner in Adult Care (Level 4)
Social Work Apprentice Trainee Social Worker	<p>Social Work Apprentices and trainee Social Workers from various programmes will receive a robust induction and access to learning opportunities</p> <p>Towards the end of the degree, they will receive support to apply for Social Work roles in Blackburn with Darwen and may be fast tracked to recruitment</p> <p>Those successful at interview may be offered Support roles while waiting for University confirmation and Social Work England registration</p>	<ul style="list-style-type: none"> • Mandatory Social Care Programmes • Wider training / Practice workshops • Observed Practice • Mentoring <p><u>Formal programmes</u></p> <ul style="list-style-type: none"> • Induction • Social Work Degree
Newly Qualified Social Worker	<p>Newly Qualified Social Workers will be allocated a Mentor to support them in their development and throughout the first year of practice to complete their ASYE programme and proceed to the next level</p> <p>On the job support and guidance will be provided by the Team Manager and wider team</p> <p>A range of in house / external development workshops and observed practice opportunities will be on offer to ensure individuals continue to learn and develop their knowledge, skills and expertise</p>	<ul style="list-style-type: none"> • Mandatory Social Care Programmes • Wider training / Practice workshops • Observed Practice • Mentoring <p><u>Formal programmes</u></p> <ul style="list-style-type: none"> • Induction • ASYE programme
Post Qualification Social Worker	<p>Continuing support will be provided to Social Workers after ASYE and during their first few years in practice.</p> <p>They will have opportunities to embed their learning and further develop Social Work skills</p>	<ul style="list-style-type: none"> • Mandatory Social Care Programmes • Wider training / Practice workshops • Observed Practice

<p>1 year + Support</p> <p>2 years + Support</p>	<p>Social Workers with sufficient experience will have the opportunity to develop supervisory skills through a Practice Educator programme and Best Interest Assessor award (dependant on Social Worker / Team Manager agreement as to readiness)</p> <p>Team Manager will review personal development planning progress to support the individual to work towards accessing programmes at the right point in their development</p>	<ul style="list-style-type: none"> • Mentoring • Virtual learning and research to meet individual / team / service need <p><u>Formal programmes</u></p> <ul style="list-style-type: none"> • Practice Educator programme Stage 1 and 2 • Best Interest Assessor • AMHP
<p>Experienced Social Worker</p> <p>3 years +</p>	<p>Experienced Social Workers will be supported to further develop and embed their Social work skills through learning and research</p> <p>Not all experienced Social Workers will aspire to move directly into Team Manager positions, but some may wish to progress and consider other progression pathways</p>	<ul style="list-style-type: none"> • Mandatory Social Care Programmes • Wider training / Practice workshops • Observed Practice • Mentoring • Virtual learning and research to meet individual / team / service need <p><u>Formal programmes</u></p> <ul style="list-style-type: none"> • Practice Educator programme Stage 1 and 2 • Best Interest Assessor • AMHP
<p>Team Manager</p>	<p>Managers new to role will be encouraged to undertake Management Induction and further development to include generic skills as well as Blackburn with Darwen practice</p> <p>Supervision and Appraisal will help to identify a bespoke personal development plan for Managers to compliment strengths and to work on areas for improvement</p> <p>Managers will be encouraged to participate in and lead departmental programmes of change or project developments and present innovative ideas to Senior Leadership Team and wider</p>	<ul style="list-style-type: none"> • Mandatory Management Development Workshops • Wider training / Practice workshops • Bespoke Management workshops • Shadowing opportunities • Virtual learning and research to meet individual / team / service need • Coaching <p><u>Formal programmes</u></p>

		<ul style="list-style-type: none"> • Practice Supervisor Development Programme • Leadership programmes
<p>Advanced Practitioner</p>	<p>Advanced Practitioners will be encouraged to undertake further development</p> <p>Supervision and Appraisal will help to identify a bespoke personal development plan for Advanced Practitioner to compliment strengths and work on areas for improvement</p> <p>Advanced Practitioners will be encouraged to participate in and lead departmental programmes of change or project developments and present innovative ideas to Senior Leadership Team and wider</p>	<ul style="list-style-type: none"> • Mandatory Management Development Workshops • Wider training / Practice workshops • Bespoke Advanced Practice workshops and shadowing opportunities • Bespoke further research and development opportunities • Virtual learning and research to meet individual / team / service need • Coaching
<p>Service Lead Head of Service</p>	<p>Service Lead / Head of Service new to role will be encouraged to undertake further development to include generic skills as well as Blackburn with Darwen practice</p> <p>Supervision and Appraisal will help to identify a bespoke personal development plan for Service Lead / Head of Service to compliment strengths and work on areas for improvement</p> <p>Service Lead / Head of Service to lead departmental programmes of change and present innovative ideas to Senior Leadership Team, Executive and wider</p>	<ul style="list-style-type: none"> • Bespoke workshops and shadowing opportunities • Bespoke further research and development opportunities • Virtual learning and research to meet individual / team / service need • Coaching <p><u>Formal programmes</u></p> <ul style="list-style-type: none"> • Leadership programmes