



East London
NHS Foundation Trust

Social Work Career Development Pathways



Introduction

ELFT is committed to supporting its social workers to develop, and to offer clearly defined career pathways, which reflect the importance of social work within the organisation.

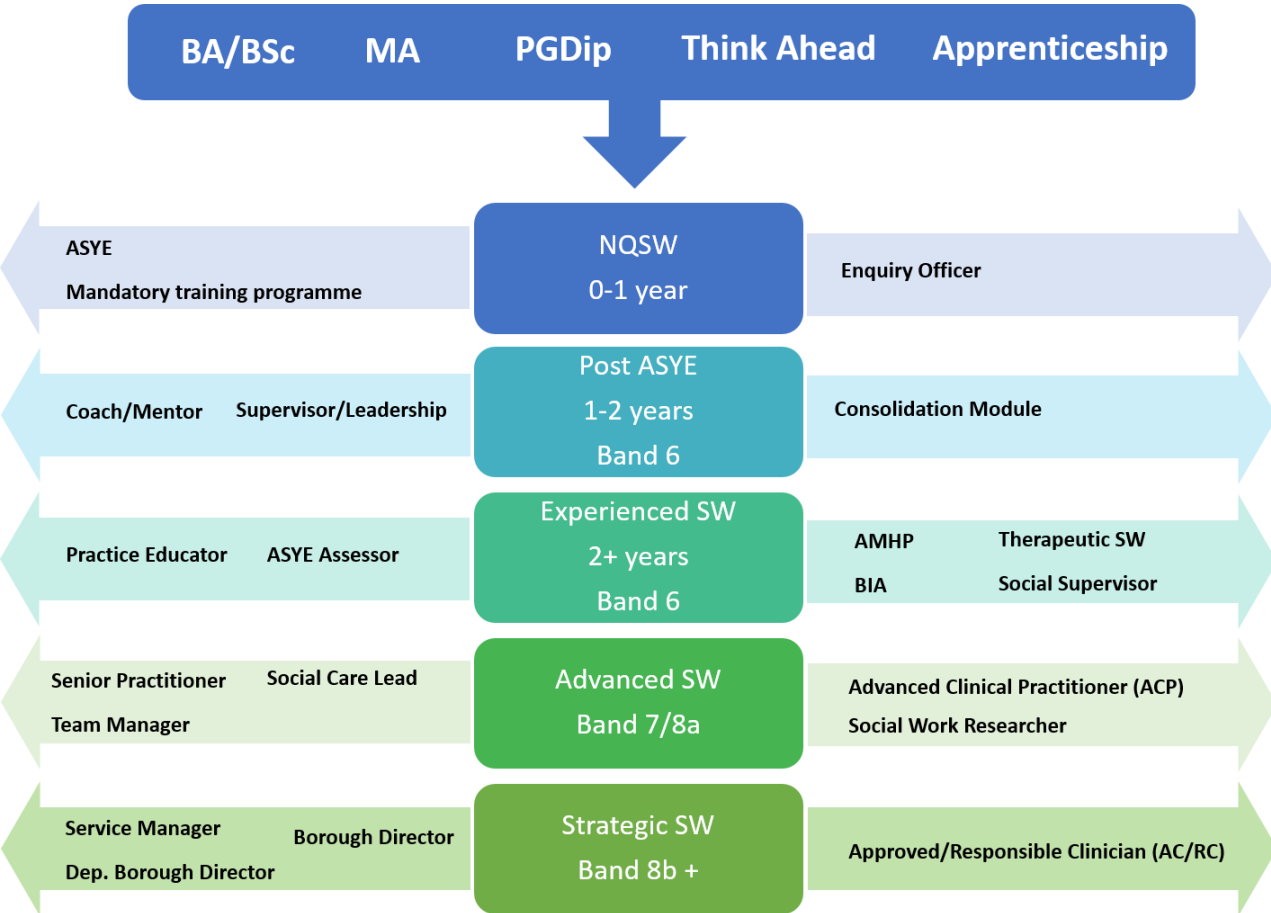
There are many opportunities for social workers within ELFT, and we've put together this guide on social work career pathways to give you an idea of the training and progression opportunities available to you, as social work professionals.

The guide aligns to the Professional Capability Framework (PCF) for social work. Use the career development flowchart to identify which level you are and identify the training and progression opportunities which are available to you.

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Career Development Flowchart



► NQSW 0-1 Years

Assessed and Supported Year in Employment (ASYE)



The ASYE is a twelve month, employer-led programme of support and assessment against the Knowledge and Skills Statement for social workers in adult services. Participation in the ASYE supports NQSW's to consolidate their degree and strengthen their professional confidence in an employment environment.

[Mandatory ASYE Programme](#)

Enquiry Officer

Section 42 Enquiry training for staff undertaking Adult Safeguarding Enquiries

To book your place on the training, please register [via the ELFT Learning Academy](#), or discuss with the Safeguarding Adults Team elft.safeguardingadults@nhs.net

► Post ASYE 1-2 Years

Coaching and Mentoring

This platform will provide guidance to become a Coach and/or Mentor, or to find a colleague who can Coach and/or Mentor you. It will develop your full potential as well as equipping you with tools like coaching and mentoring so that you can enhance your self-awareness, personal and professional skills, development, effectiveness, performance, and growth.



Free - Provided by ELFT
Please [click here](#) to register your interest

Leadership, Bitesize Learning

Short guides developed by experts to help individuals develop new skills and discover new ways to improve their experience of work.

Free
Please [click here](#) to access



Post ASYE Consolidation Module

This module is currently being developed and there will be further information available soon



► Experienced Social Worker, 2 Years Post Qualified (Band 6)

Practice Educator (PEPS)

The Practice Education programme builds your social and professional role as a social worker; guiding you to support, teach, supervise and assess social work students on placement. Completing this course will enhance your professional social work skills and develop your capacities in critical reflection, supervision and professional leadership.



Please contact elft.socialwork@nhs.net for further information regarding course dates and content.

Practice Assessor

A Practice Assessor supervises a social worker undertaking their PEPS 1 and 2 and produces a report at the end of this. You must have supervised at least 5 social work students/ NQSWs to undertake this role. This work takes around 10 hours to complete.

If you would be interested in undertaking this role then please contact elft.socialwork@nhs.net



ASYE Assessor

An ASYE assessor supports and assesses a Newly Qualified Social Worker for the 12 months of their ASYE. The ASYE assessor provides weekly supervision for the first 6 weeks; fortnightly supervision for the first 6 months; and monthly supervision thereafter. The ASYE assessor provides a report at the end of the ASYE and decides if the NQSW should pass or fail. Training to be an ASYE Assessor is 1.5 hours, with 6 weekly support sessions provided throughout the NQSW's ASYE. ASYE assessors are provided with an additional payment for undertaking this role.



If you would like to register to become an ASYE Assessor then please contact elft.socialwork@nhs.net

Professional Supervision

This session will provide social workers with the skills to provide professional and reflective supervision to other social workers within the organisation. The training comprises of two sessions, the first a general training session on reflective supervision; the second a follow up session to discuss how reflective supervision sessions are progressing.



To register your interest please email elft.socialwork@nhs.net

Approved Mental Health Professional (AMHP)

AMHPs are mental health professionals who have been approved by a local social services authority to carry out certain duties under the Mental Health Act, 1983. AMHPs are allowed to make an application under a section of the MHA to detain a person in hospital for a period of assessment or assessment followed by treatment.



If you are interested in undertaking this training then please contact your AMHP lead for further information:

LBTH - Shaun Last shaun.last@nhs.net

LBH - Elizabeth Addison elizabeth.addison5@nhs.net

Luton and Bedfordshire - Beatrice Tinkler
Beatrice.tinkler@nhs.net

Newham - Mike O'Donnell Mike.O'Donnell@newham.gov.uk
/ 07792 417734

Best Interest Assessor (soon to be Mental Capacity Act Professional)

The Best Interest Assessor course is an inter-professional University accredited module which aims to equip experienced practitioners in health and social care with the skills and knowledge to enable them to undertake a Best Interest Assessment (BIA). A BIA is a specific task related to implementing the Deprivation of Liberty Safeguards and on completion of the module and successful assessment participants will be eligible to apply to their Supervisory Board as a BI Assessor. This is a one week intensive course.



You will need to be an AMHP in order to undertake this training.

Local agreements regarding access to training vary, so please e-mail elft.socialwork@nhs.net for further information.

Social Supervisor

Social Supervision is the supervision of conditionally discharged service users who are subject to s.37/41 of the MHA, 1983. Social Supervision is a specific statutory role, whereby the Social Supervisor has to provide statutory reporting to the Ministry of Justice on the service users' care in the community and conditions, on a regular basis.

This training is for professionals who are either currently undertaking the Social Supervision role or supervising staff undertaking the Social Supervision role.



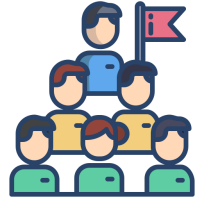
**Ministry
of Justice**

To book onto the training please register [via the ELFT Learning Academy](#).

ELFT Lead, Bands 5-7

If your role involves leading your team or group to accomplish the task, developing your team, and responding to individuals' needs, then this is the programme for you.

£370pp, provided by ELFT
Please contact Josephina Amuah j.amuah@nhs.net
OR Mairead Heslin
mairiad.heslin1@nhs.net



Stepping into Leadership

This is for all staff across the organisation who are interested in learning more about leadership and management, and particularly those who are interested in becoming a leader/manager in the near future. The aim of the session is to learn what leadership is and what skills and behaviours are required to become an effective leader.



£50pp (funded by individual team)
Please contact the Leadership Team for more information:
Josephina Amuah
j.amuah@nhs.net OR
Mairead Heslin
mairiad.heslin1@nhs.net

► *Therapeutic Social Work*

If you would like to work towards gaining a qualification in a formal therapy, then you need to evidence that you have experience of using therapeutic interventions. The training below has been chosen to enable you to start to use therapeutic interventions in your everyday social work practice

Introduction to Trauma Informed Care - Luton & Bedfordshire only

Trauma-informed mental health services aim to provide a compassionate response to people that acknowledges the possibility of psycho-social factors in the development of their conditions and appreciates some of their symptoms as survival mechanisms.

This training/workshop will cover an introduction to trauma, trauma responses and Trauma-Informed Care. It comprises videos of narrated slides, followed by breakout rooms and multidisciplinary discussions on the material shown, as well as reflections on how this approach could be applied in your own work and team/service.



You can access the training via the [ELFT Learning Academy](#).

Knowledge and Understanding Framework (KUF) - Trustwide

KUF is an innovative learning programme for professionals working across health, social care, criminal justice and the voluntary sector to support people with complex emotional needs, often associated with a diagnosis of 'personality disorder'. The KUF programme is co-facilitated and co-produced by trainers with lived experience and clinical expertise using a trauma-informed approach.

3 day Multiagency Awareness Training- all 3 days must be attended

- Explore different perspectives around complex emotional needs associated with the diagnosis of 'personality disorder'
- Outline different ways of understanding complex emotional needs through examining how someone's past experiences can affect their present
- Develop an understanding of how to work effectively with people with complex emotional needs
- Reflect on different approaches to working with people with complex emotional needs and the impact of reactions and responses
- Explore the impact of working with people with complex emotional needs on the wider team



Dates to be confirmed

To register your interest, please contact

elft.socialwork@nhs.net

Structured Clinical Management (SCM) Training - Trustwide

Structured Clinical Management (SCM) is an evidenced based approach that enables generalist mental health practitioners to work effectively with people with borderline personality disorder. It is based on a supportive approach with case management and advocacy support. There is an emphasis on problem-solving, effective crisis planning, medication review and assertive follow-up if appointments are missed. This course runs across three days and attendance is required on all days.

Anna Freud  Centre

Next cohort - 20th and 21st June 2023, third day TBC

To register your interest:

Bedfordshire & Luton - Patrick Grove

patrick.grove2@nhs.net

London - Rhona Howitt r.howitt@nhs.net

Structured Clinical Management (SCM) Practitioner - Luton & Beds only

In addition to the 3 day training, Luton & Bedfordshire staff can train to become an SCM Practitioner and will be provided with the following:

- Attendance at weekly hour-long supervision
- Completion of 4 assessments (6 x weekly/fortnightly sessions)
- Contribution to SCM Group and understanding of how the SCM group would work

You will need: A training caseload; an amended job plan with protected time to attend training, supervision and a caseload; supervision (may require a named in-house supervisor)

Anna Freud  Centre

To register your interest please contact Patrick Grove

patrick.grove2@nhs.net

- ▶ **Advanced Social Worker, 3 Years Post Qualified (Band 7 & 8a)**
- ▶ *Senior Practitioner / Team Manager / Social Care Lead*

Management and Leadership Skills E-modules

These courses enable you to develop knowledge across a range of management and leadership topics

To access the modules, please [click here](#)

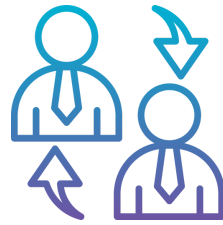


Coaching Skills for Managers

Coaching is the process whereby the coach facilitates a space for the coachee/learner to find solutions for themselves or move forward in their development.

With managers often being closest to the individual in the role, we see coaching (both formal and informal) as a core ELFT manager skill, and it therefore forms part of our management curriculum.

The Manager as Coach full day workshop is about guiding managers through the knowledge, skills, process, and practice that enables effective coaching to take place in the workplace.



To book, please discuss and agree with your line manager and book [via the Learning Academy link](#)

Project M

A place and space for team leaders and managers to connect, share and learn together.

To access Project M, please [click here](#)



Advanced Care Act

This half day training session provides an advanced overview and update of the Care Act 2014, in the context of mental health. It is aimed at managers and senior practitioners. It assumes a reasonable prior knowledge of the Care Act 2014.



To book your place, please register [via the ELFT Learning Academy](#)

Advanced MCA

This one day course aims to enable qualified social workers and other practitioners to review and enhance their skills in assessing capacity and best interests under the Mental Capacity Act 2005.

On completion of this course participants will be able to:

- Understand the key requirements of a robust assessment of mental capacity
- Explain the best interests checklist and how to record this
- Demonstrate how to complete an appropriate best interests assessment
- Illustrate different examples of restraint in care plans.



To book your place, please register [via the ELFT Learning Academy](#).

▶ *Advanced Clinical Practitioner / Social Work Researcher*

Advanced Clinical Practitioner (ACP)

ACP's come from a range of professional backgrounds and are healthcare professionals. The ACP is for experienced healthcare practitioners and is an MSc programme accredited by Health Education England. For more information please visit <https://www.hee.nhs.uk/our-work/advanced-clinical-practice/what-advanced-clinical-practice>



Advanced Practitioners



If you would like to register your interest in the MSc Advanced Clinical Practice programme then please e-mail elft.socialwork@nhs.net

Pre-doctoral Clinical Academic Fellowship (PCAF)

The PCAF is for registered health and social care professionals who are committed to a practitioner academic career; combining research with continued practice and professional development. It aims to offer salaried time for healthcare clinicians to:

- Undertake Masters-level academic training for research skills and experience
- Give your time, supervisors expertise and funding for preliminary research activities towards developing a future PhD fellowship application.

NIHR | National Institute for Health and Care Research

For more information, please [click here](#)

► Strategic Social Worker, Bands 8b, 8c, 8d and Director

[Executive Director Pathway](#)

[Nye Bevan Programme](#)

[Onboarding Support](#)

ELFT Senior Clinical Leaders

ELFT's Senior Clinical Leaders' Programme has been running since 2017 and is a valuable opportunity to learn more about yourself as a Leader in conjunction with peers across the Trust. It is a multi-professional and clinical programme that brings together all clinical professions working at the Trust



Free

Eligibility: Associate Clinical Director, Clinical Director

Please contact Mairead Heslin

mairead.heslin1@nhs.net

OR Josephina Amuah j.amuah@nhs.net

Approved Clinician (AC)

An AC is a mental health professional approved by the secretary of state to make decisions under the MHA, 1983. Some decisions under the MHA can only be taken by people who are approved clinicians. In order to gain approval the applicant has to complete a portfolio and there are statutory requirements outlining what evidence must be included. There is no set amount of time required for preparation and/or completion of the portfolio. Once approved the expectation is that the AC is functioning at consultant level.



Applicants for the role must be senior clinicians and professionals who are highly experienced and able to demonstrate clear leadership responsibilities in their current role. It is preferable that the applicant is either an AMHP or ACP, however this is not essential. For more information please contact elft.socialwork@nhs.net

► General - open to all bandings

Springboard for Women

Our Springboard development programme is a critically acclaimed work and personal development programme for women.

To book, please discuss and agree with your line manager and book via the Learning Academy link <https://learningacademy.elft.nhs.uk/course/view.php?id=238>

Inclusive Leadership in Healthcare

This course provides an in-depth look at the core concepts relating to equality, diversity and inclusivity (EDI) policies in medical services. With this foundation, you'll be able to examine and understand the impact that racism, privilege, intersectionality, and allyship have on levels of prejudice and acceptance at work.

To register interest of find out more please follow this link <https://london.leadershipacademy.nhs.uk/>

Leadership Toolkit

The Leadership Toolkit is a 'just-in time' people management resource for leaders. A repository of practical tools and resources designed for busy people

To access, <https://london.leadershipacademy.nhs.uk/leadership-programmes/organisational-development/leadership-toolkit/>

Edward Jenner Programme

Starter learning programme to explore what leadership means and leadership potential. This course is delivered in two levels. Inclusion and diversity, quality of care and population health are golden threads running throughout the programme.

To register your interest please follow this link <https://www.leadershipacademy.nhs.uk/programmes/the-edward-jenner-programme/>

Healthcare Leadership Model

This will give you an insight into how you can develop as a leader. Based upon nine dimensions/competencies, the model can help you become a better leader in your day-to-day role.

To register your interest please click here: <https://www.leadershipacademy.nhs.uk/resources/healthcare-leadership-model/>

Having That Conversation

As people leaders we are often required to have "uncomfortable" conversations. They might be uncomfortable for us, for the other person or for both. This course will give you the tools and the confidence to have the conversations you need to have, more effectively and positively.

<https://learningacademy.elft.nhs.uk/enrol/index.php?id=131>