

**Information for those considering an ASYE position in Stockport Family**

At Stockport Family we are proud of our robust in-house ASYE programme and see it as our role to ensure that NQSWs feel nurtured, supported and enabled to learn. This is a well established programme with a high success rate.

We take the SUPPORT aspect of the ASYE year very seriously and in Stockport Family there is a strong network of professionals supporting you.

Each NQSW on the Stockport Family ASYE programme has a dedicated ASYE Co-ordinator from our Workforce Development team who will work alongside you throughout the year.

In addition to regular supervision from your Team Leader you will also be assigned an ASYE Reflective Mentor - an experienced colleague who will offer you regular reflective time and act as an additional source of support and advice.

Our Workforce Development Managers provide bi-monthly Learning Sets where you will refresh your understanding of key social work skills alongside other NQSWs across the service. The learning sets also provide the opportunity to learn more about Stockport Family values, our Restorative Approach and our commitment to developing systemic practice. In addition to this Stockport have an extensive offer of additional learning opportunities, through learning circles and a comprehensive training package.

We know that a manageable caseload is at the heart of enabling you to learn and develop and we take this commitment seriously. We understand that manageability is not just about numbers on a caseload – it is about feeling that you have the time and headspace to develop your social work knowledge and skills in a positive learning environment.

The ASSESSED element of the ASYE is in the form of a portfolio of written work and feedback from children, families and professionals, which you will be given protected study time to complete.

**The Stockport Family ASYE offer:**

* In-house programme
* Dedicated ASYE Co-ordinator from our Workforce Development Team working alongside you throughout the year
* Manageable caseload that gets regularly reviewed
* Bi-monthly learning sets looking at assessment writing skills, analysis, court processes ect.
* Peer support
* ASYE reflective mentor
* Protected study time
* Group Reflective Supervision through a systemic lens
* ASYE Well-Being sessions
* 3-day Restorative Approach training
* High quality externally commissioned training such as Bond Solon’s Essential Toolkit for NQSWs and Siobhan Maclean’s Application of Theory to Practice
* Access to research in Practice to support evidence based practice.
* Peer support group and development group for Black and Global majority students.

In response to feedback from our NQSWs not wanting to lose the strong network of support straight after their ASYE we have introduced a Second Supported Year in Employment (SSYE). We are also part of the early adopters group with the DFE to help build and shape the national early career framework and in particular the offer to our second year social workers. This is to ensure that second year social workers have strong development and learning opportunities, whilst also offering a framework for assessment and quality assurance.

**The Stockport Family SSYE offer:**

* Four Learning Sets facilitated by SSYE Lead including guest speakers, systemic group supervision, peer support and analysis of more complex casework, theory and research.
* Offer of Systemic practice modules 1-3 so that practitioners can consider systemic approaches in their practice.
* SSYE Lead will continue to monitor SSYE caseloads and flag up any concern with social worker, team leader and service leader as necessary. Check in e-mails will be sent at 25 or above.
* Two Practice Reviews carried out with each social worker during the course of the SSYE year. Including observation of practice. This is to ensure that practice development and support are being considered for second year social workers too.

**Feedback from previous NQSWs on Stockport Family’s ASYE Programme:**

*“The best thing about the ASYE programme was having your own ASYE Co-Ordinator to speak to and the peer support – knowing you’re not in this alone”*

*“Learning Sets were brilliant and one of the best aspects. Group supervision was also really good as it really helped build relationships and establish peer support networks.”*

*“I found the reflective supervisions really useful, and Bond Solon legal training was really good*”

*“The reflective supervisor was just a whirlwind of knowledge about theories, models, interventions and brings these so naturally into their discussions. This has really helped me consolidate my learning and linking theory to practice. I was also able to discuss my career and development”*

*“The peer reflective groups were with the interactive approach, was really good for cases where we felt stuck and it would provide a way to unpick and rethink it. I was even offered separate and additional sessions to help me with my thinking and practice.”*

*“I have attended regular ASYE check ins where I have sought support from other colleagues in a similar position. This has proved invaluable; it has been important to hear how others are finding the journey that we find ourselves upon. These sessions have provided real support.*

*I have been open and honest at times when I have felt overwhelmed, for example with my case load. I took appropriate action and raised with my ASYE co ordinator as a result my case load was reduced.”*