

The ASYE framework

Underpinning principles

1. The voice of the NQSW is at the centre of the ASYE
2. The ASYE framework supports a “whole-profession” approach to NQSW development
3. Employers are responsible for their ASYE programme
4. The ASYE is fully inclusive and promotes anti-racist practice

Professional development and support

Regular supervision which includes time for critical reflection.

- 1-6 weeks (weekly)
- 6 weeks-6 months (fortnightly)
- 7-12 months (monthly)

Protected development time

- Half day per week (equivalent)

Professional development opportunities based on the identified needs of the NQSW.

Reduced workload allocation.

- Equivalent to 90% of an experienced social worker

Evidence requirements and assessment

Holistic assessment based on the PCF and the PQS (KSS).

Assessor must be a registered social worker.

Evidence of progressive development of professional capability demonstrated through:

- 3 direct observations
- 3 pieces of feedback from children and young people/adults who need care and support
- 3 pieces of feedback from other professionals
- Assessment of 3 examples of written reports
- Critical reflections at 6 and 12 months

Recorded in the RSPA and the NQSW's evidence of progression.

Quality assurance

Adult services

- Internal/external and national moderation
- 360 degree feedback tool

Child and family services

- The development of programmes based on a cycle of quality assurance and continuous improvement
- The use of sector approved evaluation criteria to benchmark quality