

SOCIAL WORKER (SW2)

EVIDENCE FOR PROGRESSION TO LEVEL SW2A	EVIDENCE FOR PROGRESSION TO LEVEL SW2B	EVIDENCE FOR PROGRESSION TO LEVEL SW2C
<p><u>Qualifications:</u></p> <ul style="list-style-type: none"> • Provide certificates evidencing attainment of degree in Social Work • Copies of certificates/registration documents with Social Work England • Evidence of sign off of ASYE 	<p><u>Qualifications:</u></p> <ul style="list-style-type: none"> • Evidence of training courses attended or briefing sessions to showcase continuous development in accordance with Social Work England (SWE) professional standards. 	<p><u>Qualifications:</u></p> <ul style="list-style-type: none"> • Certificate of training attendance
<p><u>Knowledge:</u></p> <ul style="list-style-type: none"> • Demonstrates awareness of knowledge requirements through interview or in application. 	<p><u>Knowledge:</u></p> <ul style="list-style-type: none"> • Provide a sample of evidence from case studies, shadowing/development opportunities and/or supervision notes demonstrating the application of all knowledge criteria. 	<p><u>Knowledge:</u></p> <ul style="list-style-type: none"> • Provide a written statement (max 500 words) to demonstrate your understanding of theories of the knowledge criteria outlined in level C and their application in practice
<p><u>Experience:</u></p> <ul style="list-style-type: none"> • Discussion/ competency-based scenario interview questions 	<p><u>Experience:</u></p> <ul style="list-style-type: none"> • Experience of successfully working in this role or a similar role for a minimum of 12 months with satisfactory performance evidenced by employer reference and/or application. • Provide a sample of evidence to include examples such as case studies, piece of reflection, written feedback, manager observation, supervision notes, anonymised case notes, risk assessments, panel papers detailing experience gained. 	<p><u>Experience:</u></p> <ul style="list-style-type: none"> • Experience of successfully working in this role or a similar role for a minimum of 2 years with satisfactory performance evidenced by employer reference and/or application. • Provide a sample of evidence to include examples, such as supervision notes, complex case work records, written piece of reflection, feedback from a variety of sources, risk assessments and development plans, that detail experience in level C of the CPF criteria.
<p><u>Skills:</u></p> <ul style="list-style-type: none"> • Demonstrate through application process and at interview stage via questions and scenarios. 	<p><u>Skills:</u></p> <ul style="list-style-type: none"> • Provide a sample of evidence to include examples, such as safeguarding case studies, mental capacity assessments, feedback received, line manager observation, supervision records, meeting minutes, and written records of where required skills have been applied or demonstrated successfully. 	<p><u>Skills:</u></p> <ul style="list-style-type: none"> • Provide a sample of evidence to include examples, such as safeguarding case studies, mental capacity assessments, risk assessments, feedback received from individuals or colleagues, line manager observation, supervision records, meeting minutes, and written records of where required skills have been applied or demonstrated successfully.

SENIOR SOCIAL WORKERS (SW3)

EVIDENCE FOR PROGRESSION TO LEVEL SW3A	EVIDENCE FOR PROGRESSION TO LEVEL SW3B	EVIDENCE FOR PROGRESSION TO LEVEL SW3C
<p><u>Qualifications:</u></p> <ul style="list-style-type: none"> • Provide certificates evidencing attainment of degree in Social Work • Copies of certificates/registration documents with Social Work England 	<p><u>Qualifications:</u></p> <ul style="list-style-type: none"> • Evidence of training courses attended or briefing sessions to showcase continuous development in accordance with Social Work England (SWE) professional standards. • Evidence of working towards the Practice Educator or Best Interest Assessor or AMPH Qualification 	<p><u>Qualifications:</u></p> <ul style="list-style-type: none"> • Provide certificate of attaining the Practice Educator or Best Interest Assessor or AMPH Qualification.
<p><u>Knowledge:</u></p> <ul style="list-style-type: none"> • Demonstrates awareness of knowledge requirements through interview or in application. 	<p><u>Knowledge:</u></p> <ul style="list-style-type: none"> • Provide a sample of evidence from case studies, risk assessments, shadowing/development opportunities and/or supervision notes demonstrating the application of all knowledge criteria. 	<p><u>Knowledge:</u></p> <ul style="list-style-type: none"> • Evidence comprehensive knowledge of funding streams by providing an example of when used. • Provide a written statement (max 500 words) to demonstrate your understanding of safeguarding adult's statutory frameworks and current agenda and its application in practice • Evidence use of up-to-date knowledge and changes to legislation and best practice through case examples, supervision, risk assessments.
<p><u>Experience:</u></p> <ul style="list-style-type: none"> • Discussion/ competency-based scenario interview questions 	<p><u>Experience:</u></p> <ul style="list-style-type: none"> • Experience of successfully working in this role or a similar role for a minimum of 12 months with satisfactory performance evidenced by employer reference and/or application. • Provide a sample of evidence to include examples such as case studies, written feedback from SWs/SCO's, manager observation, supervision notes, anonymised case notes, risk assessments, action plans, panel papers demonstrating the application of all experience criteria. 	<p><u>Experience:</u></p> <ul style="list-style-type: none"> • Experience of successfully working in this role or a similar role for a minimum of 2 years with satisfactory performance evidenced by employer reference and/or application. • Evidence taking the lead in developing/ upskilling the team. Provide evidence such as special projects, team champions, leading hub meetings, community care inform, leading CPD session (team development) • Provide a sample of evidence to include examples, such as supervision notes, safeguarding cases, complex case work records, feedback from a variety of sources, risk assessments and development

		plans, that detail experience in level C of the CPF criteria.
<u>Skills:</u> <ul style="list-style-type: none"> • Demonstrate through application process and at interview stage via questions and scenarios. 	<u>Skills:</u> <ul style="list-style-type: none"> • Provide a sample of evidence to include examples, such as supervision notes, case studies, mental capacity assessments, feedback received, line manager observation, meeting minutes, panel requests and performance development plans and written records of where required skills have been applied or demonstrated successfully for each skill criteria. 	<u>Skills:</u> <ul style="list-style-type: none"> • Provide a written statement which evidence supporting professional development of staff as well as the promotion of emotional & physical wellbeing (max 400 words) • Evidence ability to analyse data to monitor performance by actioning identified actions from the performance clinics (e.g. emails to team) • Provide a written statement as evidence of positive changes to the team as a result of implementing ideas and innovation (max 200 words) • Evidence consideration of budget implications while meeting essential assessed needs through examples of case discussions/ panel requests/ outcomes. • Evidence of chairing meetings on behalf of team manager e.g. meeting minutes.

TEAM MANAGER (SW4)

EVIDENCE FOR PROGRESSION TO LEVEL SW4A	EVIDENCE FOR PROGRESSION TO LEVEL SW4B	EVIDENCE FOR PROGRESSION TO LEVEL SW4C
<u>Qualifications:</u> <ul style="list-style-type: none"> • Provide original certificates and membership number or evidence of registration; recognised professional qualification (Social Work, Occupational Therapy, Nurse). • Provide original certificates at interview stage; Practice educator, Best Interest Assessor or Approved Mental Health Professional qualification or equivalent. 	<u>Qualifications:</u> <ul style="list-style-type: none"> • Evidence of training courses attended or briefing sessions to showcase continuous development in accordance with Social Work England (SWE), Health Care Professions Council (HCPC) or Royal College of Nursing (RCN) Professional Standards) professional standards. 	<u>Qualifications:</u> <ul style="list-style-type: none"> • Evidence of enrolment for Level 5 Management Qualification.
<u>Knowledge:</u>	<u>Knowledge:</u> <ul style="list-style-type: none"> • Evidence through examples such as budget information/savings, 	<u>Knowledge:</u> <ul style="list-style-type: none"> • Evidence through examples such as through case examples,

<ul style="list-style-type: none"> • Demonstrates awareness of knowledge requirements through interview or in application. 	<p>supervision notes, meeting minutes and case work demonstrating the application of all knowledge criteria.</p>	<p>supervision, meeting minutes, and risk assessments demonstrating the application of all knowledge criteria.</p>
<p><u>Experience:</u></p> <ul style="list-style-type: none"> • Discussion/ competency-based scenario interview questions • A minimum of 4 years post qualifying experience. 	<p><u>Experience:</u></p> <ul style="list-style-type: none"> • Experience of successfully working in this role or a similar role for a minimum of 12 months with satisfactory performance evidenced by employer reference and/or application. • Provide a sample of evidence to include examples such as case studies, written feedback from SWs, manager observation, record of shadowing, performance spreadsheets, appraisal records, team meetings minutes, written communication to the team, supervision notes, anonymised case notes, risk assessments, action plans and high-risk panel papers which demonstrates the application of all experience criteria. 	<p><u>Experience:</u></p> <ul style="list-style-type: none"> • Experience of successfully working in this role or a similar role for a minimum of 2 years with satisfactory performance evidenced by employer reference and/or application. • Provide a sample of evidence to include examples such as performance spreadsheets, appraisal records, team meeting minutes, written communication to the team, supervision notes, group supervision and reflective practice records, case studies, anonymised case notes, and a written statement as to how you have engaged with internal and external partners to achieve outcomes for residents which demonstrates the application of all experience criteria.
<p><u>Skills:</u></p> <ul style="list-style-type: none"> • Demonstrate through application process and at interview stage via questions and scenarios. 	<p><u>Skills:</u></p> <ul style="list-style-type: none"> • Provide a sample of evidence to include examples, such as team meeting minutes, a complaint response, written reports, line manager feedback/ observation, emails to individuals and to the team, supervision notes, to show that skills criteria have been applied or demonstrated successfully. 	<p><u>Skills:</u></p> <ul style="list-style-type: none"> • Through testimonials or examples show evidence of staff appraisal, complex action plan, example of communication with team • Evidence communication with Stakeholders through a range of means such as meeting minutes and feedback and provide written evidence of successfully managing complex casework or an area of particular conflict with others. • Provide two samples of evidence to show feedback to and from colleagues • Provide an example of group supervision and reflective practice which evidence improvement in practice

OPERATIONS MANAGER (SW5)

EVIDENCE FOR PROGRESSION TO LEVEL SW5A	EVIDENCE FOR PROGRESSION TO LEVEL SW5B	EVIDENCE FOR PROGRESSION TO LEVEL SW5C
<p><u>Qualifications:</u></p> <ul style="list-style-type: none"> • Provide original certificates and membership number or evidence of registration; recognised professional qualification (Social Work, Occupational Therapy, Nurse). • Provide original certificates at interview stage; Practice educator, Best Interest Assessor or Approved Mental Health Professional qualification or equivalent. • Evidence of enrolment in Level 5 Management qualification 	<p><u>Qualifications:</u></p> <ul style="list-style-type: none"> • Evidence of training courses attended or briefing sessions to showcase continuous development in accordance with Social Work England (SWE), Health Care Professions Council (HCPC) or Royal College of Nursing (RCN) Professional Standards) professional standards. 	<p><u>Qualifications:</u></p> <ul style="list-style-type: none"> • Provide certificate of completion of Level 5 Management qualification
<p><u>Knowledge:</u></p> <ul style="list-style-type: none"> • Demonstrates awareness of knowledge requirements through interview or in application. 	<p><u>Knowledge:</u></p> <ul style="list-style-type: none"> • Professional discussion with line manager to demonstrate knowledge of the One Medway Council plan and how it aligns with ASC strategy • Evidence knowledge of a variety of funding streams and actively promotes the use of these, provide minimum 3 examples • Evidence supervision notes to show capability discussions and action plans where available 	<p><u>Knowledge:</u></p> <ul style="list-style-type: none"> • Evidence comprehensive understanding of all relevant health and social care legislation and policies and procedures and applying it in practice using a minimum of two examples
<p><u>Experience:</u></p> <ul style="list-style-type: none"> • Discussion/ competency-based scenario interview questions 	<p><u>Experience:</u></p> <ul style="list-style-type: none"> • Experience of successfully working in this role or a similar role for a minimum of 12 months with satisfactory performance evidenced by employer reference and/or application. • Provide a sample of evidence to include examples such as, manager observation or written statement, record of shadowing, performance spreadsheets, appraisal records, team minute meetings, safeguarding case examples and meeting minutes which demonstrates the application of all experience criteria. 	<p><u>Experience:</u></p> <ul style="list-style-type: none"> • Experience of successfully working in this role or a similar role for a minimum of 24 months with satisfactory performance evidenced by employer reference and/or application. • Provide an example of risk assessment and action plan that you have developed to make improvements to service delivery • Provide a written statement of how you have implemented a change within your service area (max 500 words) * • Give an example of a piece of work or project which has delivered coproduction successfully.
<p><u>Skills:</u></p> <ul style="list-style-type: none"> • Demonstrate through application process and at 	<p><u>Skills:</u></p> <ul style="list-style-type: none"> • Provide a sample of evidence to include examples, such as team 	<p><u>Skills:</u></p> <ul style="list-style-type: none"> • Provide a sample of evidence to include examples, such as learning

<p>interview stage via questions and scenarios.</p>	<p>meeting minutes, email to the team, PDR notes and CPD records, compliments, feedback to/ from colleagues, a complaint response, written reports, line manager feedback/ observation, training plans, presentations, feedback reports, training devising and delivering, budget plans, samples of communication with stakeholders and reports for senior manager forums, for example Quality assurance performance and information board (QAPIB) showcasing each of the skills criteria required to be met.</p>	<p>from complaints, positive partnership working, written feedback, performance monitoring records, service briefings, meeting minutes, copies of a business case and record of achieved savings, coaching/development records and a written statement showcase change initiatives that demonstrate each of the skills criteria to be met.</p>
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