**Career Progression Framework and Pay Scales**

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| **Role** | **Pay** | **Expectations and Eligibility** |
| **Newly Qualified Social Worker**  **12-month fixed term contract**  **Completion of the Assessed and Supported Year of Employment** | **Grade 8 (SCP 24-27)**  **(1st increment after 6-month satisfactory service and a 2nd increment the following 1 April)** | All newly qualified social workers (NQSWs) will be registered with Social Work England and will commence at Grade 8.  NQSWs will be supported to develop their practice throughout the year through a combination of assessment, practice observation and reviews evidencing progress at set points throughout the programme.  The NQSW will produce a portfolio of evidence which will be moderated at a panel at the end of each year. NQSWs will be assessed against the Post-qualifying Knowledge and Skills Statement for Child and Family Practitioners 2018 (KSS) ASYE level Professional Capability Framework  During the ASYE, NQSWs will be entitled to a protected workload, additional reflective supervision support and a professional development plan to support early career practice development.  Eligibility to move to permanent social worker role is dependent on successful completion of the ASYE.  Any NQSW who does not complete the programme successfully will not be eligible for a permanent social work role, unless there are specific circumstances preventing successful completion, in line with national ASYE requirements. |
| **Social Worker**  **Permanent Contract** | **Grade 9 (SCP 28-31)** | The criteria to apply for progression to Grade 9:   * Is Permanently employed * Has been Qualified for 18 months or more * Is Independently carrying a full case load as locally agreed (18+ children) * Continues to meet the 10 competency requirements of the “Knowledge and Skills Statement for Child and Family Practitioners” (DFE 2018 KSS) * Has undertaken increasingly complex statutory practice including Child Protection/ Looked After Children OR Has demonstrated a sufficient level of competence within Family Support Settings * Is not subject to capability, disciplinary or sickness absence procedures.   A Social Worker will continue to demonstrate and evidence CPD activities by:   * Completing the National Assessment and Accreditation System qualification (Practitioner Level) and becomes an Accredited Child and Family Practitioner OR * Undertake the Practice Educator Level 1 Course OR * Become a Restorative Practice champion OR * Become a SEND Champion OR * Become a Domestic Abuse Lead OR * Any other specialism determined by the Head of Service   All Social Workers are expected to:   * continue to develop their practice as required by Social Work England and demonstrate commitment to completing regular training and learning opportunities * Provide a high quality and effective social work service to respond to the needs of children, young people and their families/carers in a timely manner and within statutory guidelines, Directorate policies, standards and procedures * use the safeguarding procedures to investigate and manage risk where individuals have suffered or are likely to suffer significant harm * manages a workload of complex, specialist and generic cases and organise work activities considering the need to prioritise tasks and responsibilities * undertake interviews, assessments, observations and gathers information from service users, children, young people, carers and families and formulate plans to meet assessed needs;   In addition, all Social Workers are expected to produce high quality reports and assessments, always prioritising the voice and needs of children and young people |
| **Senior Social Worker** | **Grade 10 (SCP 32-35)** | The criteria to apply for progression to Grade 10:   * Is Permanently employed * Has been Qualified for 30 months or more * Is Independently carrying a full case load as locally agreed * Continues to evidence the 10 competency requirements of the “Knowledge and Skills statement for child and family practitioners” (DFE 2018) and the experienced social worker level Professional Capabilities Framework * Has demonstrable experience of undertaking statutory work including Child Protection/ Looked After Children OR Has demonstrated a considerable level of competence within Family Support Settings * Is not subject to capability, disciplinary or sickness absence procedures. * Can evidence completion of one or more of the CPD activities stated above   A Senior Social Worker will therefore be expected to continue to develop knowledge in a specialist area of practice and contribute this knowledge to develop others.  A Senior Social Worker will continue to demonstrate and evidence CPD activities by completing one or more of the following:   * Completing the National Assessment and Accreditation qualification (Practice Supervisor level) and becomes an accredited Child and Family Practice Supervisor OR * Undertake the Practice Educator Level 2 Course OR * Continue to act as a Restorative Practice champion OR * Continue to act as a SEND Champion OR * Continue to act as a Domestic Abuse Lead OR * Any other specialism determined by the Head of Service   A Senior Social Worker will therefore be expected to:   * Continue to develop their practice as required by Social Work England and demonstrate commitment to completing regular training and learning opportunities * Continue to develop knowledge in one or more specialist areas of practice and contribute this knowledge to develop others * Manages a complex caseload and their time effectively in order to work within timescales and meet all statutory duties * Evidence continued learning from training and development opportunities which is embedded into their practice * Play a leading role in practice development in the team and helps sustain a learning culture * Work flexibly and respond to the changing needs of the service * Act as a social work role model, setting expectations for others and contributes to the public face of the Service * Contribute to organisational developments * Provide supervision/support to colleagues as requested. Support others to manage and prioritise work – deputising as needed and directed in the managers absence * Assess and support the work of social work students and newly qualified social workers * Provide support to less experienced staff, co-working, helping with inductions etc * Helps others with effective workload management skills, promoting well-being for the team and colleagues * Promote up to date expectations about practice norms, identifying and working alongside managers to help resolve poor practice issues * Demonstrate and model the effective and positive use of power and authority, whilst recognising and providing guidance to others as to how it may be used oppressively * Demonstrate the ability to interpret and use current legislation, guidance and thresholds in order to make timely decisions and support others in their analysis and decision making   In addition, all Social Workers are expected to produce high quality reports and assessments, always prioritising the voice and needs of children and young people |