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#SASW2021



Session 4

Navigating your NQSW journey

2 September 4:00 - 5:00

MS Teams

Welcome

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#SASW2021



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Scottish
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Council

Continuing Professional Learning (CPL), support and resources for NQSWs in Scotland



Gillian Ferguson, SSSC



SASW
The professional association for
social work and social workers



Navigating your NQSW journey

Self-care and wellbeing

Who we are...



The Scottish Association of Social Workers

Part of BASW UK– the British Association of Social Workers

We are the largest professional association for social workers in Scotland. As the only independent voice of social work, we champion the profession and help our members achieve the highest professional standards.



SASW
The professional association for
social work and social workers

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BASW
Northern Ireland

BASW

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It is important to talk about self-care and wellbeing because:

The average social worker only lasts 7,5yrs in the profession (a GP has an average of 25yrs)

Social workers are at high risk of burnouts and compassion fatigue

Negative impact on the quality and quantity of care we provide to others

We want to be able to keep enjoying the work we chose

There are things we can do (and some we have less control of)

Types of self-care

- **Physical:** sleep, exercise, nutrition
- **Emotional:** talking about emotions, stress management, compassion
- **Social:** boundaries, support systems, social media, relationships
- **Spiritual:** Time alone, nature, prayer, meditation
- **Personal:** hobbies, creativity
- **Space:** safety, stability, clean space
- **Financial:** saving, paying bills, boundaries
- **Work:** boundaries, breaks, time management

Compassion satisfaction



- The joy, satisfaction, or sense of achievement/accomplishment you derive from your work.
- May be derived from helping people, enjoying the camaraderie of a team, feeling you are doing something for the greater good, or fulfilling a personal or spiritual calling.
- It is the counter-balance to the potentially negative impact of compassion fatigue.

Why we chose social work




1. To make a difference for someone
2. To be an advocate for people whose voices are often not heard
3. To have a diverse job
4. To fight injustice, tackle social issues and campaign for a more equal society
5. To work with people and within relationships
6. Own personal experience with social work- good and bad!
7. To pursue a career that has a strong academic base, with the opportunity to learn and continuously develop skills
8. A career that fits own values and ethics



Active and avoidant coping strategies include:

- **Active coping:** taking active steps or initiating direct action.
- **Planning:** thinking about how to deal with a problem; developing strategies.
- **Seeking social support for instrumental reasons:** seeking advice, assistance or information.
- **Seeking emotional social support:** getting moral support, sympathy or understanding.
- **Suppression of competing activities:** avoiding being distracted by other tasks or issues.
- **Turning to religion:** seeking spiritual help and finding comfort in one's faith.
- **Positive reinterpretation and growth:** making the best of a situation by seeing it in more positive terms.
- **Restraint:** waiting for the right moment to act; avoiding rushing into action.
- **Resignation/acceptance:** accepting the reality of a challenging situation.
- **Focusing on and venting emotion:** focusing on the distress and expressing feelings.
- **Denial:** refusing to believe the problem exists or trying to deny it is happening.
- **Mental disengagement:** using activities to distract from thinking about a problem.
- **Behavioural disengagement:** reducing efforts to deal with a problem.
- **Alcohol/drug use:** using drugs as a way of avoiding the problem, or to feel better.
- **Humour:** laughing and joking about the situation.

Taking control

KNOWLEDGE
is POWER 

- **Active coping:** taking active steps or initiating direct action eg initiate peer supervision, do some research on a particular issue.
- **Planning:** thinking about how to deal with a problem; developing strategies eg preparing for your supervision.
- **Seeking social support for instrumental reasons:** seeking advice, assistance or information eg join communities of practice.
- **Seeking emotional social support:** getting moral support, sympathy or understanding. Be open with your line manager and tell them what would help you.

Things we have control over:

- **Relationship-based Practice**
- **Critical reflection (individually, supervision, peer discussions)**
- **Person-centred, strength-based approach**
- **Don't be the gatekeeper of resources but the inventor of creative and individual solutions in partnership with the person in need of support**
- **A mindset of unconditional positive regard**
- **Continuous Professional Learning**

Ways of staying connected

- Reflective group supervision
- Start or join a Community of Practice
- Insist on reflective supervision
- Attend conferences, lectures, events
- Become involved in local networks, projects, movements, professional association/union, specialist interest groups



What SASW can do:

We can bring people together,
provide opportunities to get together or
give you a hand in starting your own group



Student and NQSW peer support and mentoring forum

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- **Next forum online:
9th September 2021 at 5-6pm**
- **You can come along to a first session even if you are not a member. Check it out!**
- **Sign up via our website:**
- **<https://www.basw.co.uk/events/sasw-student-nqsw-support-mentoring-group>**



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BASW Newly Qualified Social Worker Programme

29/09/21 or 20/10/21

Managing Unseen Risk

03/11/21 or 08/12/21

Professional Resilience

12/01/22 or 10/02/22

**Analysis into Assessment and
Evidence-Informed Decision
Making**

09/03/22 or 06/04/22

**Ethical dilemmas, legal
literacy and professional
discretion**

19/05/22 or 01/06/22

**Cultural competency,
diversity and inclusion**

13/07/22 or 20/07/22

**The right side of regulation:
recording with care and
critical reflection on learning**



Full day events. Each session is priced at £49 + VAT for BASW student & NQSW members,
£99 + VAT student & NQSW non-members

Block rates available for 5+ places – contact ProfDE@basw.co.uk

All sessions available to book separately at www.basw.co.uk/events

Professional Support Service

Designed by and for social workers, BASW's UK wide Professional Support Service offers peer to peer support, allowing you to talk through issues and develop your career by getting advice and support from your very own coach.

- ✓ Access to peer support
- ✓ Opportunity for professional development
- ✓ Space to look after you whilst you look after others
- ✓ Positive solutions to workplace issues

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Find out more....



<https://www.basw.co.uk/social-work-professional-support-service>



supportservices@basw.co.uk

Connect with us...



@SASW01



@ScotsSW

scotland@basw.co.uk

www.basw.co.uk

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Discussion & question time



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Summary & thanks



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Welcome to the session

The session aims to:

Help you understand and meet your Continued Professional Learning (CPL) requirements

Signpost a range of helpful resources that will support your journey

Provide tips on wellbeing & self care

Facilitate sharing of experiences and peer to peer support

Reflect for a moment...

Why did you decide to become a social worker?

What is the most important thing you have learned as an NQSW?

You can share some ideas in the chat and we will come back to these...

What is CPL and why is it important?



Continuing professional learning is about ongoing learning and development

you take responsibility for your own learning and development

and maintain and develop effective knowledge, skills and values which will help you to deliver good practice when working with people who use services, their families and carers

NQSW CPL Registration Requirements

complete **24 days (144 hours)**
of learning and development
activity

minimum of **5 days (30 hours)**
of this shall focus on **working
effectively with colleagues and
other professionals to identify,
assess and manage risk to
vulnerable groups** (*i.e.*
*protecting children and adults
from harm*)

**must include training and
learning relating to protecting both
adults **and** children from harm,
regardless of the setting*

NQSW CPL Requirements

For NQSWs working 35 (+) hours per work, CPL must be completed within 14 months of the date of registering with the SSSC, reflecting on learning and development undertaken during the first 12 months after registering as an NQSW

For NQSWs working less than 35 hours per week, CPL must be completed within 20 months of the date of registering with the SSSC, reflecting on learning and development undertaken during the first 18 months after registering as an NQSW

The registration period for all NQSWs is three years. During the remainder of your period of registration, you must complete a further 10 days of CPL



Newly Qualified Social Worker Supported Year in Scotland

Find out about what has been happening in Scotland then explore our resources



<https://www.nqsw.sssc.uk.com/>

Employers

Organisations that employ NQSW have a central role in the supported year. If you are an employer of NQSW start here for information and resources for your role.

Employers – the NQSW supported year

NQSW

All NQSW should have a consistent experience of their professional learning in their supported year. If you are an NQSW start here for information and resources.

NQSW – the supported year in Scotland

Managers and Supervisors

Managers and supervisors have an essential role in the support and professional development of NQSW. Start here for information and resources about these roles.

Managers and supervisors – the NQSW supported year

What counts as learning?



Consolidation of learning

what you have learned

how you have put this learning into practice

how your learning has contributed to and advanced your professional development as a social worker

Formal and informal learning

Induction

Supervision

Training courses, seminars, conferences

Online learning

Shadowing other teams

Peer observations

Professional dialogue with colleagues, other professionals people who use services

Focused professional reading and research

Leading or engaging in practitioner enquiry/action research

Critical analysis of reading, learning and impact on professional practice

Writing up, recording and submitting your CPL record



Common reasons for resubmission?


Think about how you want
to record your CPL as you
go

- for purposes of CPL, 1
day = 6 hours
- include references where
appropriate in your
record

**How to record and
submit the record?**


National NQSW Project

‘to ensure that all newly qualified workers have access to, engage with and reflect on a range of professional learning and development opportunities to evidence consolidation, development and advancement of their social work skills, knowledge, and values against a set of national Standards for NQSWs’



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[Employers – the NQSW supported year](#)

NQSW

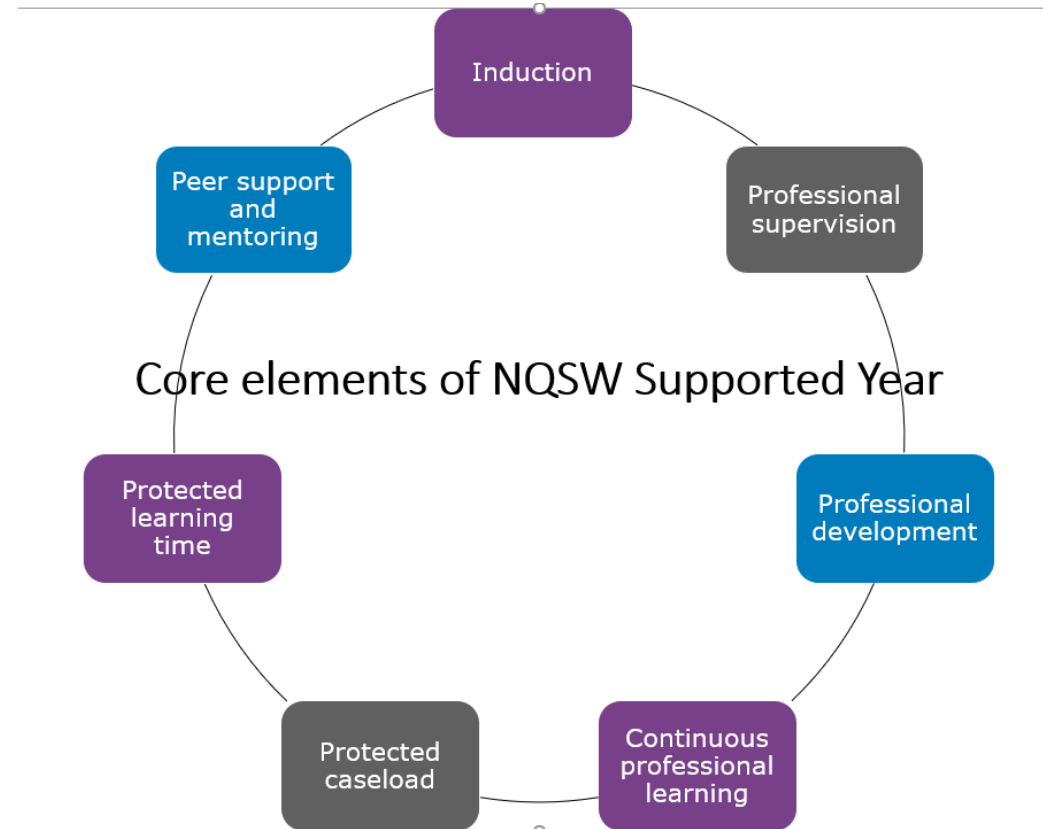
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Managers and supervisors – the NQSW supported year

Welcome to this dedicated website for the Newly Qualified Social Worker (NQSW) supported year in Scotland. This is designed for NQSW and their employers to support consistency for the NQSW first year of practice.

You can find out about the current requirements for NQSW and the work we are doing for the future. The website will continue to evolve as our national project develops. You can find full details of this project and the work we have done so far in the [NQSW national project](#) section.



Although some work is still in progress, we want to provide as much clear information as we can for NQSW, their employers, supervisors and managers. We also want to share some learning resources that may be helpful that we will continue to develop.

The information and learning resources have been informed by our work with employers, managers and social workers in different contexts. We've also used the research and evidence generated through the Review of Social Work Education in Scotland to inform this work.

We will be continuing to develop and enhance the information and resources on the website as we work with stakeholders across Scotland and welcome your feedback and ideas. We will provide a broad range of information and resources on the website and you can find icons which are weaved through to help prompt reflective thinking, show useful ideas and share ideas from NQSW in Scotland. We have included information, ideas and resources to support you whatever your role and we encourage you to explore the different sections.



Reflective questions

When we show this icon, we have included some questions to trigger reflection on your learning. These will help you consolidate your knowledge, skills and values within the learning activities and information on the website. We have included these questions in a journal that you can download from our [tools and templates page](#).



Useful ideas

When we show this icon, we have included ideas that might be important to think about or that have helped other NQSW and employers. You can also let us know things that you think should be highlighted as useful ideas.



Shared by NQSWs

When we show this icon, we are including suggestions, stories or links provided by other NQSWs in Scotland. We encourage NQSWs to let us know about their experiences that they would like to share with others.



Information and links

When we use this icon, we are including links to other learning activities and materials that may be helpful for NQSW, employers, managers and supervisors. You can let us know about other links you think should be added. You can also let us know if you think any links should be removed.

Information for NQSWs

NQSW registration requirements

Information about what NQSWs have to do as registered workers in Scotland

[Registration requirements](#)

Professional supervision for NQSWs

Information and resources for NQSWs about effective professional supervision

[NQSW supervision](#)

Transitions from student to NQSW

Information supporting effective transitions from student to NQSW in Scotland

[Transitions student to NQSW](#)

NQSW Ethics, values and rights-based practice

Continuing your learning and professional development – ethics, values and rights-based practice

Ethics, values and rights-based practice

NQSW Communication, engagement and relationship-based professional practice

Communicate effectively and confidently to a wide range of people, for different purposes and at different levels.

Communication, engagement and relationship-based professional practice

NQSW Critical thinking, professional judgement and decision making

Develop competence and confidence in using critical thinking and analysis to inform professional judgement and decision making within the process of assessment.

Critical thinking, professional judgement and decision making

NQSW Self-awareness and reflexivity

Recognise the value of work-life balance and personal well-being including their contribution to effective and sustainable practice.

Self-awareness and reflexivity

NQSW Promoting wellbeing, support and protection

Informed by the principles of social justice and human rights, actively promote the wellbeing, support and protection of children and adults at risk of harm.

Promoting wellbeing, support and protection

NQSW Working with complexity in unpredictable and ambiguous contexts

Develop competence and confidence in managing complexity, risk, and uncertainty in professional decision making.

Working with complexity in unpredictable and ambiguous contexts

NQSW Use of knowledge, research and evidence in practice

Demonstrate commitment to continuous professional learning and inquiry which supports evidence-informed practice and a wider culture of learning.

Use of knowledge, research and evidence in practice

NQSW Professional leadership

Develop personal and professional authority as a social worker including when working collaboratively across agency and professional boundaries.

Professional leadership

Your journey through the NQSW supported year

NQSWs work in many different settings and roles in Scotland. We are developing guides to different routes through the NQSW supported year.

We are keen to include NQSWs experiences of their learning in different settings. If you'd like to share your experience, please get in touch with us.



Thinking about your NQSW journey

What will your learning journey look like?

Where do you want to go with your journey of continuing professional learning?

Do you have a clear individual development plan?

What are your learning priorities?

How will you achieve your learning goals?