

Organisation Tameside Metropolitan Borough Council

ASYE co-ordinator XXXXX

Programme:

support, which is imperative to the programme and the NQSW's support network and learning opportunities throughout the programme.

Along with this, some of the ASYE grant money is used to purchase cakes for the team to thank them for the support of the NQSWs. This allows for all team members to join in the celebration of the end point. The vision is that this will identify and strengthen the importance of the ASYE programme at an organisation level, which in turn will encourage better support and learning opportunities in the form of shadowing more experienced workers and critical reflective discussions within teams **(A3)**.

In Tameside Metropolitan Borough Council there are NQSW's in all teams. The Skills for Care ASYE grant money has been used to purchase learning resources for the teams. These are sent out with a letter to the teams (evidence attached below) to again thank them for all their continued support with the learning opportunities and support of NQSW's on the programme. Again, this helps to highlight the importance of the ASYE year for the development of social workers at the start of their career and the positive impact the NQSW's have within the team in terms of learning together. These small but powerful gestures aim to strengthen the system and organisational understanding and approach to the ASYE programme. It also acknowledges the input of staff within the teams and lets them know that their support is important and has not gone un-noticed **(B8)**.

There are stakeholders in the Local Authority who are invested in this initiative. The ASYE completion is acknowledged in the Chief Executives brief and the Adult Social Care Newsletter to again strengthen the profile of the ASYE programme and the achievement of this **(NEC A2)**. There is a celebration event that highlights ASYE achievement, and it is hoped that over time the ASYE programme will be seen in a positive light, and as a significant achievement in the early career as a social worker.

Overall, NQSW's will benefit from the status of the ASYE programme being acknowledged and staff offering appropriate support and learning opportunities. This strengthened understanding will increase the support in place within teams so that when a NQSW joins the team, staff are aware of the programme and the support and learning opportunities that would enhance the NQSWs learning and development experience, also enhancing the NQSW's support structures, promoting emotional wellbeing **(NEC A3, B8)**.

This approach forms a positive change in direction in terms of starting to emphasise the importance of the ASYE programme not only to the NQSW's and Assessors but to the whole workforce, promoting a positive and strengths-based approach to the ASYE programme.

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| Evidence to support the submission to the NQAP | |
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e.g. documentation, materials, tools, guidance, feedback from NQSWs/assessors or other stakeholders or other evidence of impact

Evidence 1 - This is what was placed in the Chief Executives brief which goes Council wide via e-mail each week:

