



SURREY
COUNTY COUNCIL

Surrey Children's Services Academy

Learning offer

JANUARY
2024



Surrey Children's Services
ACADEMY



Introduction to this document

This document highlights the learning offer available to all staff within the Children, Families and Lifelong Learning Directorate. This includes classroom training, self-directed learning and development opportunities.

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Foreword



I am delighted to welcome you to the Surrey Children's Services Academy Learning Offer. This brochure highlights the wide range of learning opportunities available to help you learn and grow your career. The internal learning offer is for all staff within the Children, Families and Lifelong Learning Directorate and is aligned to the directorate priorities, learning from audits and the achieving excellence programme.

We are proud of our Learning and Development Programme and confident that it will positively support and develop you, helping to consolidate your learning and provide you with experiences to progress in your career. I also hope it will inspire you to drive forward your own learning, which will ultimately support our collective purpose to ensure that every child is seen and heard, feels safe and can grow.

Support for career progression is so important to me. I see the value in it for individuals, for teams, and for our children and families. We all have our own path, and I'm hoping you will use the resources to develop the necessary skills and learning in order to grow, not only into your current role but also in preparation for future roles.

I hope this learning resource helps you achieve your personal career ambitions and, in turn, supports better experiences and outcomes for Surrey's children and families.

Rachael Wardell

Executive Director of
Children, Families and
Lifelong Learning



Overview of learning courses

There are a range of learning opportunities available to support you, we have organised courses into two categories:

- **Learning events** – this includes scheduled classroom training, whether face to face or virtual. You can find a full list of our learning events from page 3.
- **Self-directed learning** – online learning for you to work through on your own, either at your own time or as advised if mandatory. You can find a full list of our self-directed learning from page 6.

How do I book training?

You can find a description and booking availability for each learning opportunity on the council’s learning management system, Olive. Please refer to Appendix 1 for a list of training dates.

Please note, not all of these courses are run by the Academy. The key below highlights corporate courses and recommended training for particular groups as well as mandatory training. It is your responsibility to complete (and refresh) mandatory training. If you are not sure, please speak to your manager.

Surrey Children’s Service Academy is committed to ensuring that all learning events are accessible events for participants. Please let us know in advance if you have any specific learning needs and require adjustments to be made by the trainer.

Key:

■ ASYE training ■ New starter induction ■ Corporate courses ■ Mandatory training

- **Please note, classes are subject to availability and some may only be available to specific roles/services***
- Please refer to Olive for the target audience for each course.
- Learning events are subject to the [cancellation and no show policy](#) for Children, Families and Lifelong Learning staff only. Charges will be made directly to the team budget, not individuals.

Funded Learning Requests - this offer is not available for the financial year 2023 – 2024 and will be under review for 2024 -2025.

Points of contact for training queries:

Training area	Contact details	Additional information
Academy courses	surreychildrens.academy@surreycc.gov.uk	
EYES training	EYES.training@surreycc.gov.uk	For more information please refer to the LCS, EHM & EYES guidance, support and system training page
LCS training	system.development@surreycc.gov.uk	
Corporate courses	hrprogramme.support@surreycc.gov.uk	



Learning events A to E

Key: ■ ASYE training ■ New starter induction ■ Corporate courses ■ Mandatory training

* Classes are subject to availability, and some may only be available to specific roles/services

Letter	Name of learning event
A	<ul style="list-style-type: none"> • Additional Needs and Disability Perspective • Adoption • Aftercare Under S117 • Age Assessments for UASC • An Introduction to Care Knowledge for New Starters • Assessing Capacity and Best Interests in Children's Services • Assessors Workshop*
B	<ul style="list-style-type: none"> • Behaviour as Communication
C	<ul style="list-style-type: none"> • Care Act & DA • Community Care Inform workshop • Compassion Fatigue * • Contextual Safeguarding Master Class • Core Skills for Team Managers • Customer Service – difficult customers * ■
D	<ul style="list-style-type: none"> • DA: Dynamics with the LGBTQ+ population • DA: Impact on Children and parenting capacity • DA: Legal framework and the Domestic Abuse Act 2021 • DA: Safely engaging with perpetrators • DA: Understanding Coercive Control & the Multi-agency Framework • Dealing with Dual Allegations of domestic Abuse • Delegated Authority • Deprivation of Liberty in Children and Young People • Designated Safeguarding Lead Training (not for education settings) • Developing Effective Supervision: Core Skills for Supervisors • Developmental Trauma and Attachment Needs • Domestic Abuse, Stalking, Harassment and Honour Based Abuse (DASH)/ Domestic Abuse Risk Assessment (DARA)/ MARAC • Domestic Homicide reviews/ SARS/ Homicide/ Suicide timeline
E	<ul style="list-style-type: none"> • Economic Abuse • Education, how to make a difference • Effective Family Resilience incorporating Early Help Assessment • Effective Report Writing (Children's service) • Effective Report Writing (Corporate/Generic) ■ • EHCPs – All you need to know about how to contribute to the statutory process • Elective Home Education: Working together to ensure all children receive a suitable education • Empathy, Values and Transference within Practice and How this Affects our Engagement with Parents • Engagement of Fathers and Significant Males in Child Protection • EYES courses (list of courses)



Learning events F to M

Key: ■ ASYE training ■ New starter induction ■ Corporate courses ■ Mandatory training

* Classes are subject to availability and some may only be available to specific roles/services

F

- Facilitation skills *
- Family Safeguarding courses* ([list of courses](#))
- Foetal Alcohol Spectrum Disorder – Partnership Workshop
- Fire Safety for Residential Settings
- First Aid for Children’s Workforce and Foster Carers *
- Forensic Testing – Alcohol testing in Depth
- Forensic Testing – Consumption Vs Contamination
- Forensic Testing - Drugs
- Foundation Module 1: Multi Agency Safeguarding Children - Family Resilience and Family Safeguarding ■■
- Foundation Module 2 Child Protection Process and Children in Care ■
- Foundation Module 3: Information Sharing and Consent ■

G

- Graded Care Profile 2 (NSPCC GCP2) workshops ■
- Graded Care Profile 2 (GCP2) Neglect Tool Refresher Session (only for those who have completed the full GCP2 course)

H

- Handling and Administering Medication*
- Harmful Sexual Behaviour: A brief understanding of how ASD, ADHD and SPD impacts on sexualised behaviour
- 16-17 Homeless Policy and Practice
- Healthy Outcomes for Children who are Looked After
- Human Rights Act assessment

I

- Immigration Training
- Information Governance *
- Introduction to Autism
- Introduction to Children and Young Peoples Continuing Care
- Introduction to Contextual Safeguarding
- Introduction to Domestic Abuse
- Introduction to Family Safeguarding and Parenting Intervention Programme ■
- Introduction to Harmful Sexual Behaviour, Young Children and Adolescence Adoption
- Introduction to Participation
- Introduction to Welfare Benefits

J

- Journey with an Unaccompanied Child *

M

- Makaton Level 1 and Level 2
- Male Survivors
- Managing Allegations Against Staff and Volunteers
- Medicines Audit and Incident Management*
- Motivational Interviewing 2 Day (MI) ■■
- Motivational Interviewing in Supervision for Team Managers



Learning events L TO P

Key: ■ ASYE training ■ New starter induction ■ Corporate courses ■ Mandatory training

* Classes are subject to availability and some may only be available to specific roles/services

L	<ul style="list-style-type: none"> • Later Life Letters • Legal courses: <ul style="list-style-type: none"> • Best Practice Guidance • Interim Separation • Public Law Outline • Private Law Training • LGBTQ+ Perspective • Life Story Work • Leadership courses: <ul style="list-style-type: none"> • Leading People Programme • New Manager Programme • LCS & EHM Virtual Workshop – Open Session • LCS & EHM Virtual Workshop – Wisdom ■ • LCS Virtual Training – Workbook • LCS Virtual Workshops: <ul style="list-style-type: none"> • Adoption for Social Workers • Basics Demographics • Chronologies ■ • CIN Review Meeting Cycle • CLA Recording • Closing Cases • CP Recording • For Managers • Pathway Plans for Leaving Care Teams • Progressing a case to CLA • Progressing a child from CIN to CP • Siblings and Genograms • Workbook Overview for Auditing Managers
N	<ul style="list-style-type: none"> • Neglect - Partnership Workshop • Non-Fatal Strangulation/Suffocation • No Recourse to Public Funds • Note Taking courses: <ul style="list-style-type: none"> • Foundation * • High Level – HR and Safeguarding *
O	<ul style="list-style-type: none"> • Our Perspective ■ • Our Learning, Our Practice: 'QA Everyday' Manager's Training
P	<ul style="list-style-type: none"> • PACE (Playful, Acceptance, Curiosity, Empathy) • Pathological Demand Avoidance (PDA) • Pathway Planning • Personal Safety for Lone Workers • Permanency Planning for Children • PLO RE-Launch by Judiciary • Pre-Birth Training • Professional Confidence in responding to Self Harm



Learning events R TO Y

Key: ■ ASYE training ■ New starter induction ■ Corporate courses ■ Mandatory training

* Classes are subject to availability and some may only be available to specific roles/services

R	<ul style="list-style-type: none"> • Raising Awareness of SARC (Sexual Assault Referral Centre) • Renting in the Private Sector and Tenancy or Licence • Three Day Restorative Practice Course • Reunification Assessment Training * • Ritual Abuse Workshop
S	<ul style="list-style-type: none"> • Safeguarding Children and Young People Online • Safeguarding Disabled Children (Partnership Workshop) • Safeguarding of Disabled Children with a Focus on Autism • Safer Recruitment • Safety Intervention Foundation Training* (for Residential Childrens Homes and HOPE services only) • Sexual Harm • Stalking • Strategies for Supporting Autistic Children and Young People • Substance Misuse and its impact on Parenting • Substance Use (in young people) • Supporting Effective IRO Practice *
T	<ul style="list-style-type: none"> • Time for Kids ■ • Total Respect ■ • Train the Trainer for Social Workers • Train the Trainer – Working Together to Safeguard Children • Trainers Update – Working Together to Safeguard Children • Trauma Informed Practice with Children and Families
U	<ul style="list-style-type: none"> • Understanding & Supporting Young People who experience Sexual Violence
W	<ul style="list-style-type: none"> • Wellbeing at work ■ ■ • Working in Complexity (parents showing resistance, evasion or hidden compliance) • Writing Child Permanence Reports • Welfare Benefits for Foster Carers • Welfare Benefits Refresher
Y	<ul style="list-style-type: none"> • Young People and the Mental Capacity Act • Young people (peer)



Self directed learning A to C

The list below includes online learning to complete as part of your continuous development. You can access eLearning modules via the council's learning management system, Olive. Please note some courses will be mandatory.

Key: ■ ASYE training ■ New starter induction ■ Corporate courses ■ Mandatory training

A

- Analysis and Assessment – CC Inform Resource Page
- An Introduction to Neglect and the GCP2 Tool – video ■
- An Introduction to Risk Assessment ■
- Asbestos Awareness ■
- Assessing parental alienation and the impact on children – CC Inform Resource Page
- Asylum in the UK and the Nationality and Borders Bill 2021
- Autism Awareness ■ ■ ■
- Autism and Suicide mental health resources – CareKnowledge Inform Resource Page

B

- Basic Life Support ■
- Basic Social Work Practice including a refresher option – CC Inform Resource Page
- Bullying and Cyberbullying

C

- Care Act – Direct Payments
- Care Act – Information and Advice
- Care Act – Transitions to Adulthood
- Carer Aware
- Care Planning – CC Inform Resource Page
- Channel Awareness
- Child Attachment - CC Inform Resource Page
- Child Development Ages and Stages – CC Inform Resource Page
- Child Exploitation and Resilience Level 1
- Child Neglect - CC Inform Resource Page
- Child Safeguarding - CC Inform Resource Page
- Child Sexual Exploitation - Level 1 ■
- Child Sexual Exploitation - Level 2 ■
- Child Trauma - CC Inform Resource Page
- Children's Information Governance ■ ■
- Community Care Inform Learn as a Group Activities – CC Inform Resource Page
- Complaints Handling and Customer Relations Training for Children's, Families and Learning (CFL) ■ ■
- Completion of carers assessments – CC Inform Resource Page
- Contact getting it right in Care Proceedings – CC Inform Resource Page
- Control of Substances Hazardous to Health (COSHH) Regulations
- Core Skills for Social Workers – CC Inform Resource Page
- Court Skills – CC Inform Resource Page
- CV/Resume Tips – Part 1 ■
- CV/Resume Tips – Part 2 ■



Self directed learning D TO M

Key: ■ ASYE training ■ New starter induction ■ Corporate courses ■ Mandatory training

D	<ul style="list-style-type: none"> • Direct Work – CC Inform Resource Page • Disability Matters Resources • Display Screen Equipment ■■ • Drink & Drug Awareness
E	<ul style="list-style-type: none"> • Emergency Response Training • Epilepsy Awareness • Equality Diversity and Inclusion – CC Inform Resource Page
F	<ul style="list-style-type: none"> • Family and Friends – CC Inform Resource Page • Family Network Meetings • Female Genital Mutilation (FGM) • Fire Safety Awareness ■■ • First Aid at Work ■
G	<ul style="list-style-type: none"> • Gangs and Youth Violence • Gypsy & Traveller Awareness
H	<ul style="list-style-type: none"> • Health & Safety Induction for Health & Social Care • Honour based violence and forced marriage • Human Rights Act Training • Human Trafficking and Modern Day Slavery
I	<ul style="list-style-type: none"> • Infection Prevention and Control (Global) ■ • Information Governance & Information Security ■■■ • Information Sharing and Consent • Interviewing Skills for Managers – Conducting an Interview ■ • Introduction to Capita ONE (EMS) • Introduction to Equality Impact Assessments ■
K	<ul style="list-style-type: none"> • Keeping Good Records • Kinship Care, Family & Friends - CC Inform Resource Page
L	<ul style="list-style-type: none"> • Learning from Our Practice • Legionella Awareness ■ • Life Story Work • Looked After Child Process – CC Inform Resource Page
M	<ul style="list-style-type: none"> • Management Knowledge and Practice Hub - CC Inform Resource Page • Managing Change ■ • Manual Handling of Loads ■■ • Mental Capacity Act • Mental Capacity - CC Inform Resource Page • Mental Capacity Act and Deprivation of Liberty Safeguards • Modern Day Slavery - Home Office • Multiagency Working



Self directed learning N TO Y

Key: ■ ASYE training ■ New starter induction ■ Corporate courses ■ Mandatory training

N	<ul style="list-style-type: none"> • An introduction to Neglect & the GCP2 model ■ ■ • Neglect ■ • NHS Continuing Healthcare • Note / minute taking ■
O	<ul style="list-style-type: none"> • Online Safety - Risks to Children ■
P	<ul style="list-style-type: none"> • Personalisation • Physical Abuse • Presentation Skills ■ • Prevent (Home Office) ■ • Private Fostering • Project Management Module ■
R	<ul style="list-style-type: none"> • Reflective Supervision – CC Inform Resource Page • Resilience module • Resources for Carers and Line Managers with staff with Caring Responsibilities ■
S	<ul style="list-style-type: none"> • Safeguarding children with disabilities • SAP time administration (for managers and seniors only) ■ • Self Harm ■ • SEND – An Introduction to Special Educational Needs and Disabilities (SEND) in Surrey ■ • Sexual Abuse and Recognising Grooming ■ • Slips, trips and falls ■ ■ • Special Guardianship - CC Inform Resource Page • Substance Misuse ■ • Supervision - CC Inform Resource Page
T	<ul style="list-style-type: none"> • Trauma and Attachment – CC Inform Resource Page • Trauma informed practice and domestic abuse - CareKnowledge resource page
U	<ul style="list-style-type: none"> • Unconscious Bias ■ ■ • Understanding behaviour of children and young people ■ • Understanding Child Development ■ • Understanding the impact of childhood trauma & helping children heal • Understanding SCC political environment ■ ■
W	<ul style="list-style-type: none"> • Working at Height ■ • Working Together to Safeguard Children ■ ■ • Working with Disabled Children - CC Inform Resource Page
Y	<ul style="list-style-type: none"> • Young Carer Aware





Learning platforms

You have access to a number of platforms and resources to support your continuous development.

CareKnowledge

Practitioners have access to learning resources, online networking and peer learning as well as the four communities of practice on neglect, domestic abuse, child exploitation and children with SEND.

Add [CareKnowledge](#) to your Twitter feed:
<https://www.careknowledge.com/twitter-sign-up>

Registration & contact details

Please [register for a free members' account](#)

Contact:
lorna.wren@pavpub.com

Research in Practice

[Research in Practice](#) supports the children's sector to build capacity for evidence-informed practice, bringing evidence-informed practice to the heart of government consultations, policy initiatives and academic research.

Contact details

geoff.owen@researchinpractice.org.uk

Community Care Inform

Community Care Inform Children and Community Care Inform Adults provide online resources for social workers and social care professionals. There are a number of [children's knowledge and practice hubs](#), covering a wider range of specialist areas.

Registration & contact

ccinformhelpdesk@markallengroup.com
(will send an activation email to the user)

peter.clarke@markallengroup.com



Additional Resources



Learning sets

This is bespoke training material developed by SCC colleagues, for services to use for practice learning within their teams and services, to aid them in their ongoing development and education. Each service will create and communicate learning sets. [View our catalogue of learning sets](#)

Making a Difference

This is our good practice publication highlighting the great work being done with children, young people and families so that we can learn from each other and deliver quality practice. [Find out more](#) about the range of topics covered.

Policy Brief

This useful document is produced and circulated on a monthly basis and captures:

- Key announcements, updates and publications from Government and Government bodies relevant to Children and Families services.
- Funding opportunities, initiatives, research and best practice, pilots and consultations from Government and other well-known organisations in our sector.
- Other items of interest that may include announcements, other best practice, views of sector experts etc.

Current and archived editions are available on the [CFLH Hub SharePoint](#) page.

Surrey children's services procedures manual (Tri.X)

The Manual consists of two sections:

1. [The Main Contents](#) – this hosts the core suite of policies, procedures and guidance applicable to Surrey Children's Services work.
2. [The Documents Library](#) – this hosts a suite of local resources which supplement and support the core policies, procedures and guidance.

Finance Academy

[The Finance Academy](#) hosts a range of financial management resources to support staff. This includes information on; [budget monitoring](#), [partnership agreement](#) and [budget holders](#)

The Social Worker's Bulletin

[The Social Worker Bulletin](#) is written and produced fortnightly by the Principal Social Worker (PSW), Kasey Senior. This is an opportunity to highlight a range of information which is useful to social workers covering all sorts of topics such as; learning, good practice and events.

The contextual safeguarding network

[This website](#) contains publications and practice resources.

Working together to safeguard children

[This is Statutory guidance](#) on inter-agency working to safeguard and promote the welfare of children.



New starter training



Please refer to your Line Manager for specific training recommended for your role. Training for Business Support roles is detailed on the next slide.

E-learning to be completed in the first three weeks	
Directorate Learning	<ul style="list-style-type: none"> <input type="checkbox"/> Children's Information Governance <input type="checkbox"/> Working Together to Safeguard Children <input type="checkbox"/> An Introduction to Neglect and the GCP2 Tool – video <input type="checkbox"/> Introduction to Special Educational Needs and Disabilities (SEND) in Surrey <input type="checkbox"/> Prevent Training (Home Office) – link to referral form <input type="checkbox"/> Autism Awareness <input type="checkbox"/> Motivational Interviewing App <input type="checkbox"/> Complaints Handling and Customer Relations Training for Children's, Families and Learning
Corporate Learning	<ul style="list-style-type: none"> <input type="checkbox"/> Display Screen Equipment <input type="checkbox"/> Introduction to Health and Safety <input type="checkbox"/> Slips, Trips and Falls <input type="checkbox"/> Fire Safety Awareness <input type="checkbox"/> Manual Handling of Loads <input type="checkbox"/> Information Governance and Information Security <input type="checkbox"/> Understanding SCC Political Environment

Courses to be completed in the first three months
<p>Directorate Learning</p> <ul style="list-style-type: none"> <input type="checkbox"/> Foundation Module 1: Safeguarding (not for social workers)
<p>Corporate Learning</p> <ul style="list-style-type: none"> <input type="checkbox"/> New Joiners' Welcome Session <input type="checkbox"/> Wellbeing at Work <input type="checkbox"/> Climate Change

Courses to be completed by end of probation period
<p>Directorate Learning</p> <ul style="list-style-type: none"> <input type="checkbox"/> Our Perspective <input type="checkbox"/> Effective Report Writing
<p>Corporate Learning</p> <ul style="list-style-type: none"> <input type="checkbox"/> Unconscious Bias <input type="checkbox"/> Health and Safety training (for Managers only)



New starter training for business support roles

Please refer to your Line Manager for specific training recommended for your role.

E-learning to be completed in the first three weeks	
Directorate Learning	<ul style="list-style-type: none"> <input type="checkbox"/> Children's Information Governance <input type="checkbox"/> Prevent Training (Home Office) – link to referral form <input type="checkbox"/> Autism Awareness <input type="checkbox"/> Complaints Handling and Customer Relations Training for Children's, Families and Learning (CFL) <input type="checkbox"/> Note/Minute taking <input type="checkbox"/> LCS e-learning <input type="checkbox"/> Introduction to Special Educational Needs and Disabilities (SEND) in Surrey
Corporate Learning	<ul style="list-style-type: none"> <input type="checkbox"/> Display Screen Equipment <input type="checkbox"/> Introduction to Health and Safety <input type="checkbox"/> Slips, Trips and Falls <input type="checkbox"/> Fire Safety Awareness <input type="checkbox"/> Manual Handling of Loads <input type="checkbox"/> Information Governance and Information Security

Courses to be completed in the first three months
Corporate Learning
<ul style="list-style-type: none"> <input type="checkbox"/> New Joiners' Welcome Session <input type="checkbox"/> Wellbeing at Work <input type="checkbox"/> SAP time administration (for managers and seniors only)

Courses to be completed by end of probation period
Corporate Learning
<ul style="list-style-type: none"> <input type="checkbox"/> Unconscious Bias <input type="checkbox"/> Health and Safety training (for Managers only)



Leadership and career development



Learning events and self-directed learning

HR Offer	CC Inform
<ul style="list-style-type: none"> • How to lead your team in an agile environment • Coaching conversations • Pathways – Team Development – Empowering the Team • Menopause Awareness for Line Managers • Health and Safety for Managers - mandatory • Financial Management Workshop - classroom • Delegation with Clear Expectations • Managing Performance <p>For more information please refer to the Leadership Hub and the Leadership and Management Development Offer</p>	<ul style="list-style-type: none"> • Supervision knowledge and practice hub • Management knowledge and practice hub • Leadership skills knowledge and practice hub <p>If you do not have a CC Inform account please contact for an activation email: ccinformhelpdesk@markallengroup.com</p>

Leadership courses (Frimley Academy)

- [Wavelength](#) 5-month leadership programme
- [2020 Leadership Programme \(frimleyhealthandcare.org.uk\)](http://frimleyhealthandcare.org.uk)

Apprenticeships for staff development

- Any member of staff is eligible to undertake an apprenticeship; however, the qualification chosen must be relevant to the role you are currently in to allow you to draw on your own experiences through work to meet the criteria of the qualification.
- [Find out more about eligibility and the application process](#)

Management Qualifications	Project Management	Coaching
<p>Level 3 Team Leader or Supervisor</p> <p>Level 5 Operations or Departmental Manager</p> <p>Children, young people and families Manager</p> <p>Level 6 Chartered Manager (Degree)</p>	<p>Level 4 Associate Project Manager</p> <p>Level 6 Project Manager (Integrated Degree)</p>	<p>Level 5 Coaching Professional</p>



Routes into social work



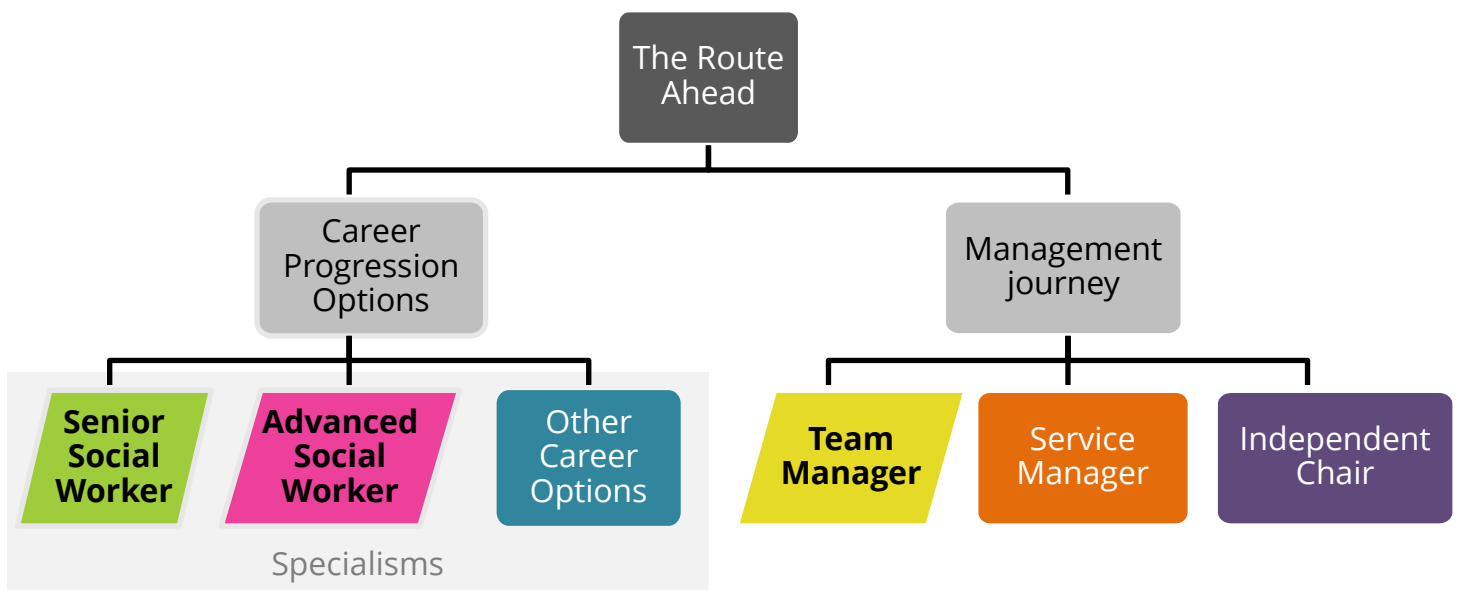
	Qualification requirements	Funding	Description
Degree in Social Work	No Degree required 4 or 5 GCSEs at grades 9 to 4 (A* to C) and A levels, or equivalent.	Self-funded	This takes three years to complete, with the first year being at University. This includes a 70 day placement in year 2 and a final 100 day placement in year 3.
Social Work Degree Apprenticeship	No Degree required 4 or 5 GCSEs at grades 9 to 4 (A* to C) and A levels, or equivalent.	Limited number of spaces funded by CFLL	You will learn on the job, attending Chichester University one day a week over three years. Visit the SharePoint page for more information.
Step Up to Social Work	At least 2:2 level degree (in any discipline) plus 6 months direct work experience	Government funded (DfE)	This programme takes fourteen months to complete. On successful completion of the course you will have gained a Diploma in Social Work. This programme runs once every two years. Find out more information.
Frontline	First or 2:1 level degree (in any discipline)	Government funded (DfE)	This programme takes a year to complete. On successful completion of the course you will have gained a Diploma in Social Work. When you become a Newly Qualified Social Worker undertaking your ASYE year, you will be able to complete a Masters with Frontline. Application are open on a rolling basis for each cohort, with places assigned on a first come first serve basis. Find out more information.
Post Graduate Diploma in Social Work	At least a 2:2 degree (in any discipline) plus a minimum of two years' experience in social care and approval from your Line Manager and the Academy.	Limited number of spaces funded by CFLL	Social work experience is required as you will undertake a self-funded recognition of prior experiential learning – RPEL module. The first placement is in your own team May-August. You will attend Kingston University for your final year and undertake your final 100 day student placement, in a different team to your own.
Assessed and Supported Year in Employment (ASYE)	Social Work Degree required	Programme funded through Skills for Care and run by CFLL	This is a 12 month employment-based programme of support designed to help newly qualified social workers make the transition from a qualifying educational course to the world of professional social work in their first year of employment.

For up to date information about each scheme including funding and when they are open for applications please refer to the [routes into social work SharePoint page](#)





Social work career progression



Social Work Progression Pathway

We have developed a progression pathway for Social Workers who are ready to take the next step and become Senior Social Workers. As part of the process you will need to speak to your Line Manager in order to complete a portfolio evidencing that you are ready to progress. Your Service Manager will then submit your application to the panel for decision. [Find out more information on the process, panel dates and submission deadlines.](#)

Children's Social Work Mentoring and coaching Scheme

This is a fantastic development opportunity to learn from experienced mentors through one-to-one sessions and shadowing opportunities. We have a number of experienced leaders within CFLL offering mentoring and coaching support through the scheme. Our mentors and coaches have a range of social care skills, knowledge and experience which can be drawn upon to support staff with children's social work specific learning/development needs or goals. For up-to-date information please visit the [Academy SharePoint page.](#)





Support for new and developing social workers

Support for Newly qualified social workers (NQSWs)

An overview of the ASYE programme as well as [essential training] can be found within the [Handbook for NQSWs and Team Managers](#) [Appendix C – p52]

[Learn about the responsibilities of those providing support to Newly qualified social workers](#) (NQSWs) undertaking their assessed and supported year in employment (ASYE)

The jump from completion of ASYE to being an allocated Social Worker can be considerable. For many the second year of qualification can feel like a huge change from the support provided during the ASYE programme. [The Consolidation year](#) offers NQSWs further support to extend their learning in their second year.

We have set up a [Hub](#) for our Newly qualified Social Workers who joined us in May 2023. This contains information on induction, resources and templates to support their development.

Support for International social workers (ISWs)

The Team Managers guide for New International Social Workers aims to help ISWs transfer their skills and knowledge into their new roles in Surrey. [International Social Workers- Team Manager Guidance July 2022.pdf](#)

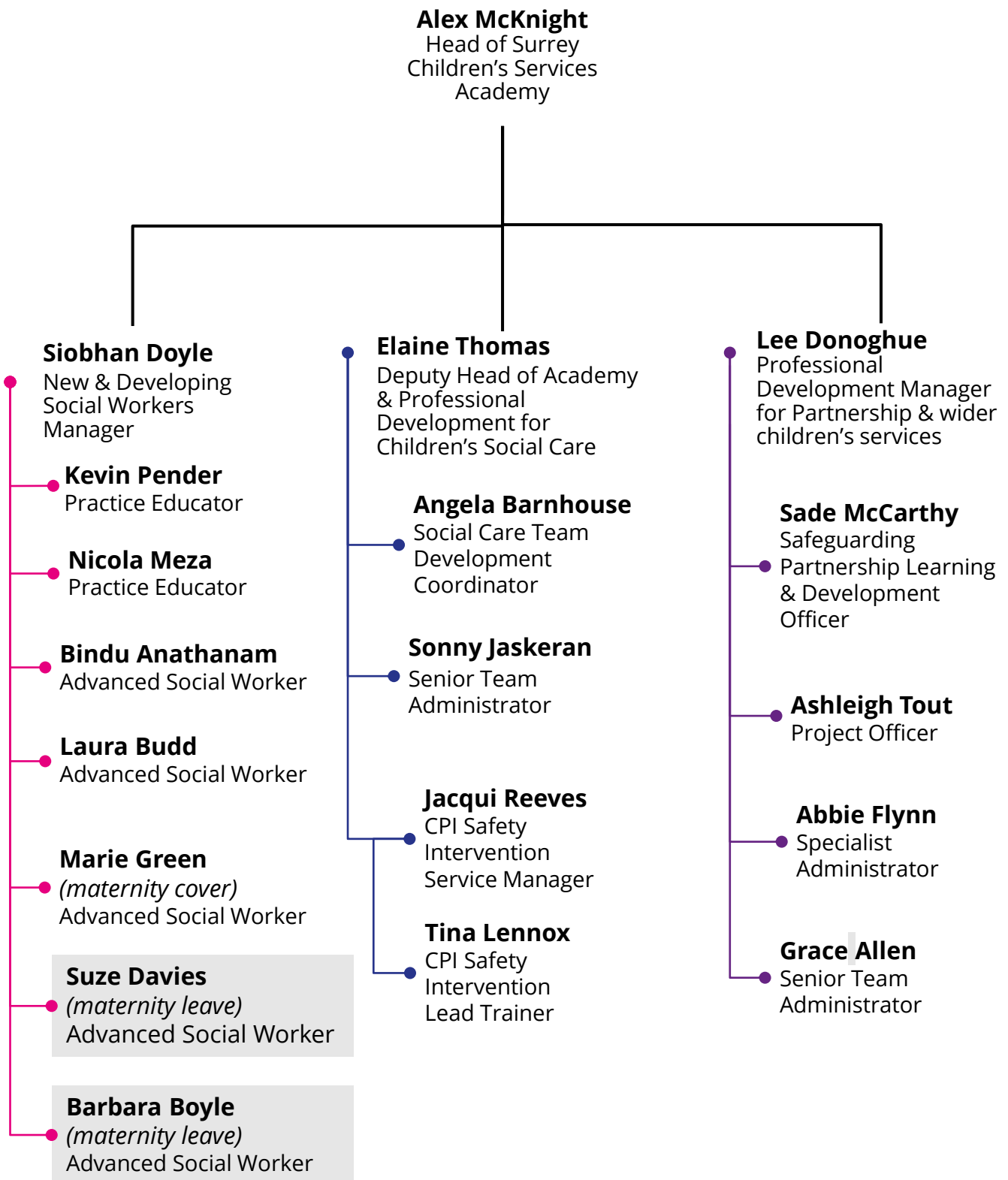


[Please visit our SharePoint page for more information: New and Developing Social Workers \(sharepoint.com\)](#)



Meet the children's services Academy Team

Meet the team



Our areas of work

Our areas of work

The team sits within Quality Relationships in the Quality Assurance and Performance division and supports staff within CFLL, foster carers and Partner Agencies to develop their skills, learning and careers in order to provide the best care and support to children and families. We focus on 4 key areas:

Deliver learning offer for staff

We provide an internal learning and development offer via various methods to support continuous professional development and career progression. The internal learning offer is aligned to the directorate priorities, Ofsted recommendations and learning from audits annually.

Coordinate and commission Partnership learning offer

We deliver a multi-agency Safeguarding (core and specialist) learning offer for agencies within the Surrey Safeguarding Children Partnership (SSCP). We work closely with the SSCP and Partners to improve relationships, collaboration and evaluation of the multi-agency training offer.

Support practitioners in training

We recruit and support student social workers and newly qualified social workers undertaking their Assessed and Supported Year in Employment (ASYE) ensuring they have the right support in place to be able to learn, grow and develop.

Support recruitment, retention and culture strategy

We work with teams and services including the SSCP to deliver initiatives which help us to recruit, develop and retain a highly skilled and stable workforce.

Points of contact for learning needs

Directorate	Service Areas	Contact
Corporate Parenting	All services	Elaine Thomas
Family Resilience & Safeguarding	All services	Elaine Thomas
Quality Assurance	Practice Standards, Child Protection & IRO and User Voice and Participation	Elaine Thomas
	All other services	Lee Donoghue
Commissioning	All services	Lee Donoghue
Education and Lifelong Learning	Inclusion and Vulnerable Learners	Elaine Thomas
	All other services	Lee Donoghue

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