



Learning & Development in Children's Social Care

Social Workers in Bracknell Forest Council's Children's Social Care department value the wide range of learning and development opportunities they are actively encouraged and supported to participate in.

NQSW's Learning & Development

All newly qualified social workers will be supported to undertake the assessed and supported year in employment (ASYE). This includes increased, regular reflective supervision with an experienced practice educator and a reduced caseload allowing time to attend a programme of training supported by a local university.



*“Very good training opportunities.
I received management training, completed a
degree and post qualifying training.”*

Continuing Professional Development

It is important to us that you feel confident and able to do a good job. We actively encourage employees to take up the wide variety of learning and development opportunities available.



Alongside regular supervision and team meetings there are many opportunities for colleagues to discuss cases, share ideas and link theory to practice including:

- Monthly reflective discussions to develop learning.
- Learning programme enabling practitioners to update their knowledge on emerging issues, delivered by experts in other fields and Bracknell Forest social workers.
- Case discussion surgeries.
- Supervision with a clinical psychologist.
- Range of workshops on relevant social care topics including Child Sexual Exploitation, Chronic Neglect, E-safety etc.
- Range of e-learning modules e.g. Safeguarding and Equality and Diversity.
- Research in Practice online resources, webinars and workshops on a wide variety of topics including IT, Health and Safety, Personal Development etc.

Career Progression

As social workers develop their careers within Bracknell Forest and work towards becoming senior practitioners or moving into managerial positions, there are a number of different paths which they may choose to take. Some examples of professional qualifications which Bracknell Forest social workers have previously taken include:

- Completing the Post Graduate Certificate in Professional Practice.
- Completing practice educator qualifications (PEPS 1 and 2).
- Participation in nationally recognised qualification programmes, e.g. Institute of Leadership.

We also offer:

- Clear progression path to senior practitioner level.
- Opportunities to develop skills as a coach or mentor.
- Opportunities to undertake secondments in other areas to gain greater understanding and enhance abilities.



Specialist Courses

A wide range of specialist training courses are available for social workers to attend. This includes but is not limited to training on court skills, resilience, child sexual exploitation, radicalisation, the impact of mental health, domestic abuse and substance misuse on parenting capacity and other current topics. All social workers are encouraged to contribute their ideas for future training to the quarterly Learning & Development forum.



"Training, support, supervision and the management's 'open door' policy is excellent"

Contacts:

For more information on the benefits of working for Bracknell Forest Children's Social Care visit our micro-site <https://www.bracknell-forest.gov.uk/jobs/childrens-social-care-jobs>

Email: Recruitment@bracknell-forest.gov.uk

