



Moving forward together: Creating national consistency for ASYE assessment in adult services

March 2015

THE COLLEGE OF
SOCIALWORK

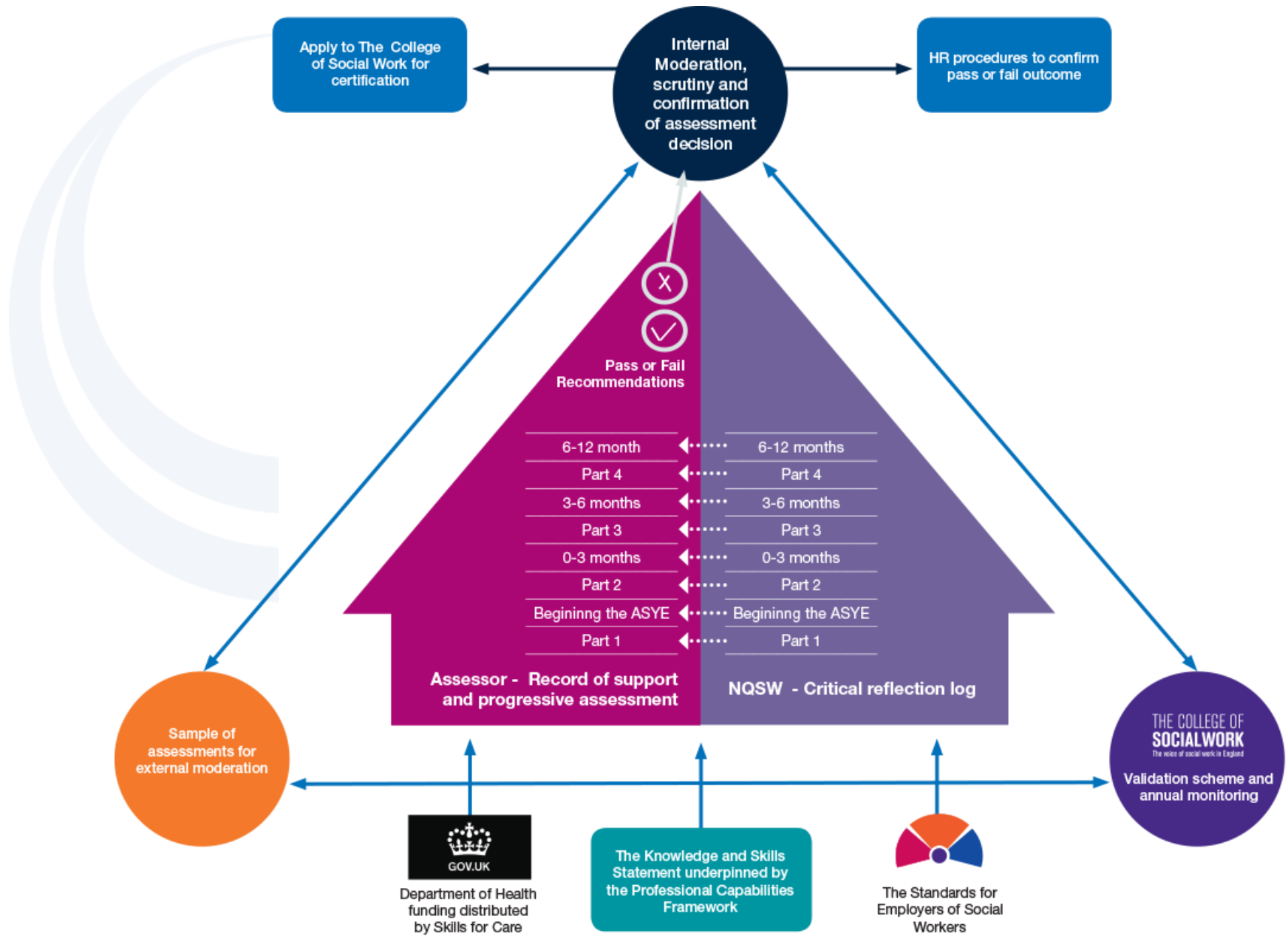


Revised ASYE framework



Overview

- The Knowledge and Skills statement
- Assessment criteria and guidance
- Moderation arrangements
- Validation of programmes



Knowledge and Skills Statement for Social Workers in Adult Services - 2015



- National system of quality assurance
- All social workers
- Strengthens and enhances the PCF
- KSS defines the expectation for all NQSW's
- Demonstrate knowledge in all aspects but development of those relevant to employment setting

Knowledge and Skills Statement for Social Workers in Adult Services - 2015



2 Person centred practice

3 *Safeguarding*

4 *Mental Capacity*

5 Effective Assessments and outcome based support

6 Direct work with individuals and families

7 Supervision, Critical reflection and analysis

8 Organisational context

9 Professional Ethics and Leadership

KSS - relationship to the PCF



- **KSS** - overall context for social workers in adult services
- **PCF** remains the overarching standard for all social workers
- **PCF** requires - holistic assessment
provides - the level through the detail in the capabilities

Holistic assessment outcomes



- Mapped against the KSS and the PCF Levels of capability at the end of the ASYE
- Outcomes focussed
- Covers assessment of practice and critical reflection
- Integrated within the Record of Support and Progressive Assessment and the Critical Reflection Log
- Emphasises progressive development and that they are minimum requirements

Revised documentation



Two Key documents that link together at review points to fulfil the evidence requirements of the ASYE

1. The Record of Support and Progressive Assessment – to be completed by the assessor. Incorporates:
 - Support and Assessment Agreement (previously Learning Agreement)
 - 3 and 6 month assessment reviews
 - Final Assessment
2. The Critical Reflection Log – to be completed by the NQSW. Incorporates:
 - PDP
 - Written piece of work demonstrating the ability of the employee to reflect on and learn from practice
 - Professional Documentation evidence
 - Feedback from people who need care and support and other professionals
 - Direct observations

Internal moderation



Internal moderation combines two distinct activities:

Confirming the assessment decision	Moderation
Confirm the final employer assessment judgement through scrutiny and challenge - confirmation integrated with HR processes	Take an overview of the quality and consistency of assessment decisions - ensure they in line with the KSS and PCF ASYE capabilities
Assessment decision to be scrutinised by a full reading of the evidence by a RSW member of the moderation process	Provide samples and contribute to external moderation processes
Take action if the assessment decision is not accurate, valid, robust and consistent i.e. request further information or reassessment	Receive and act on feedback from external moderation processes

- At least two people to participate in the internal moderation process
- A PSW or senior manager to have overall responsibility for ASYE
- Process to monitor progress of NQSWs/oversee the allocation & capability of assessors

National moderation



A panel to ensure national consistency and employer confidence in ASYE assessment

- One national panel meeting twice per year with selected representatives serving for a minimum of eighteen months
- Coordinated and managed by Skills for Care
- Random sample of at least 5% (to be confirmed), drawn directly from employers
- Standardised partnership moderation sampling (10 - 15% of NQSW reports), reports to national panel
- Feedback to employers and partnerships
- National report of collated themes and messages

A framework for internal and external moderation



National Moderation Panel (2 x per annum)

- Representative panel – serving 18 months
- Feedback loop to partnerships and employers
- National reporting
- Small sample drawn directly from employers



Partnership panels



Final ASYE employer assessment judgement

Internal Moderation Process

- Confirming assessment decisions through scrutiny and challenge
- Moderation to ensure consistency

TCSW Validation Scheme.

- ❑ Built on existing CPD endorsement scheme.
- ❑ Tailored for ASYE in accordance with KSS.
- ❑ Designed to be both streamlined and robust.
- ❑ Links in with SfC materials and processes.

Elements of the TCSW validation scheme..

- ❑ Application, review and endorsement
- ❑ Annual monitoring.
- ❑ Quality Improvement

» Perspectives of moderation and endorsement



Development Principles



- Keep it simple and flexible –avoid bureaucracy, and process
- Build on current models
- Support the nature of it being employer owned and don't raise the burden on employers
- Models need to work and be relevant for all organisations including small voluntary and independent organisations
- Develop principles/core elements that can be multi-functional according to needs of organisation and or partnership e.g. support peer learning, provide advice and track progress

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- At least two people to participate in the internal moderation process
- A Principal Social Worker or senior manager to have overall responsibility for ASYE
- Process to monitor progress of NQSWs/oversee the allocation & capability of assessors

External Moderation Models



Model	Overview
1. Area panel with partnership moderation (example number of reports seen: 284)	Highly complex, high admin costs, builds strongly on existing arrangements
2. Area panel without partnership moderation (example number of reports seen: 180)	Leaner process, very high admin costs, does not build on existing partnership moderation processes
3. Combined area with partnership moderation (example number of reports seen: 264)	Medium level of complexity, medium admin costs, builds very strongly on existing arrangements
4. National model with partnership moderation (example number of reports seen: 204)	Relies heavily on partnership moderation, straight forward process, low admin costs

Parameters considered:

- Promotes national consistency in quality of employer assessment judgements
- Sufficient level of scrutiny
- Minimal bureaucracy/ efficient to administer and resource
- Incorporates all employers
- Complements and supports the validation process

National moderation



A panel to ensure national consistency and employer confidence in ASYE assessment

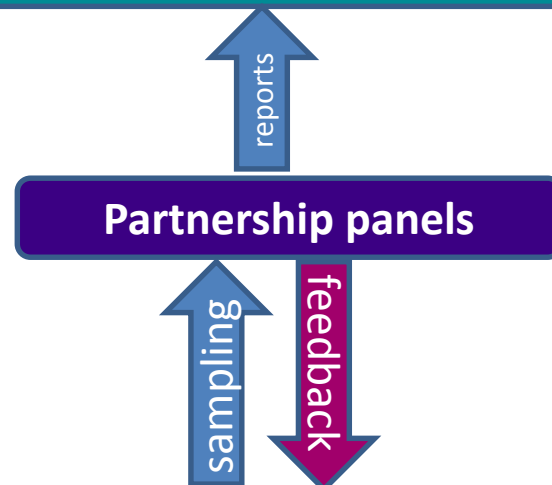
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Final ASYE employer
assessment
judgement



Internal Moderation Process

- Confirming assessment decisions through scrutiny and challenge
- Moderation to ensure consistency

Internal and external moderation - discussion areas?



- Internal moderation – small and independent organisations
- Reviewing the assessment decision – options if there are concerns.....
- The ASYE co-ordinator's role
- Sampling process and percentage (random, including fails, marginal, excellent?)
- Assessor capabilities
- Partnerships
 - Standardisation/core requirements?
 - Alignment with teaching partnerships?
 - Reporting to national panel
- National panel, implementation, timing, selection criteria, term of references

Assessment Criteria and Guidance



Development Principles



- Keep it simple and flexible –avoid bureaucracy
- Build on current model
- Support the nature of it being employer owned and don't raise the burden on employers



The two key documents simplify the recording process by:



- Avoiding repetition and duplication of information – record once, use several times
- Streamlining the assessment and evidence requirements into two documents
- Guiding the assessor and the NQSW through the process by clarifying who is responsible for what and providing comprehensive guidance about content and sufficiency

The Record of Support and Progressive Assessment



- Embeds the Standards for Employers in England
- Integrates the ASYE within HR processes
- Accommodates different assessment arrangements
- Simplifies assessor report and supports holistic assessment
- Aligns with the employer's Internal Moderation process
- Simplifies the process of external moderation

Critical Reflection Log



- Practice Based
- Holistic Assessment :
 - Progressive
 - Triangulated
 - Voice of People in need of care and support at the heart
- Focus on critical reflection
- Holistic integration of all the evidence

Knowledge and Skills Statement for Social Workers in Adult Services - 2015



- 3 direct Observations
- 3 pieces of feedback from people who need care and support
- 3 pieces of feedback from other professionals
- Assessment of a written piece of work – critical reflection
- Assessment of 3 examples of written reports
- Assessor report

Critical Reflection Log



N.B.

- Staged – part 1 in advance of the support and assessment meeting
- PDP linked to critical reflection
- Practice evidence linked to critical reflection
- Legal literacy Demonstration of knowledge and application of Care Act and Mental Capacity Act

Holistic assessment outcomes

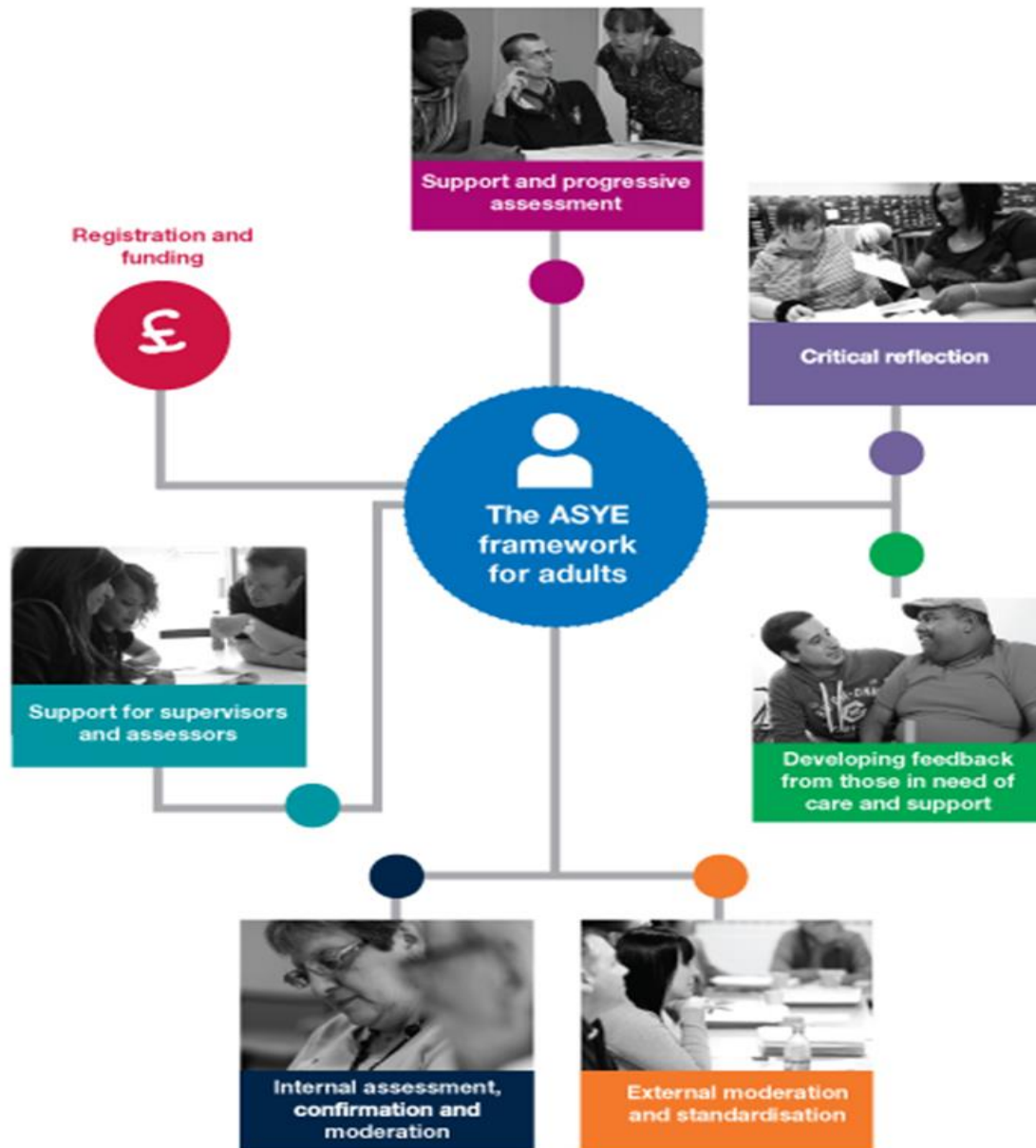


- Taken from the KSS level descriptor – statement 10
- Focusing on critical reflection
- Underpinned by the PCF

Raising standards of professional practice



- NQSWs are required to critically reflect and demonstrate progression whatever their starting point
- Assessors are challenged to manage the learning experience proactively and to scrutinise developing capability within the perimeters of the KSS and the PCF



“ Practical exercises exploring the different perspectives of moderation and endorsement ”

Workshop 1
Cheryl Wall, Skills for Care

Different perspectives of moderation and endorsement

Scenario 1



- Local authority currently with 10 NQSWs, ASYE coordinator new in post (HR background), line managers are assessors with assumption that managers have capability to assess and supervise NQSWs. One day training available for managers with ongoing support from the coordinator
- Internal moderation process comprises ASYE coordinator, Principal Social Worker and social work team manager with a lead for workforce development.
- New manager in post with limited supervision and no practice educator experience.
- Reviews of NQSW conducted by previous ASYE coordinator and previous team manager, some serious concerns expressed at 6 month review regarding incomplete and poor standard of assessments and difficulties with workload management
- Final report of new line manager is sparse . It states that the NQSW has met the required standard; there is no reference to addressing the development areas identified in 6 month review

Discuss options for action (immediate and longer term) in small groups

Different perspectives of moderation and endorsement

Scenario 2



- Established ASYE partnership of 5 local authorities, two HEIs (also linked to other partnerships), two independent organisations total of 45 NQSWs, operating successfully as a partnership for 3 years
- Currently have moderation events twice a year with employers offering sample reports for moderation (no random sampling)
- Potential for at least two local authorities and one HEI to become an early adopter teaching partnership.

Discussion points...

- How can this partnership develop to meet guidance within the new framework?
- What are the challenges?
- What support and guidance would help?
- Any other opportunities and challenges for partnerships (links with independent sector?)

“ Exploring the relationships
between the revised PCF, the
KSS and the impact of CPD ”

Workshop 2

Kate Johnson, The College of Social Work

Workshop: PCF, KSS and CPD.

Small Group Task:

1. Identify what is being required and what evidence you could use to support an application for validation, in relation to criteria B2a and g, and B3a and b.
2. What the review of the PCF needs to take account of in terms of mapping to the KSS, focusing on the same criteria.

“ Understanding and applying the assessment outcomes to ensure consistency ”

Workshop 3

Hilary Medway and Mary Keating, Skills for Care

Understanding and applying the assessment outcomes to ensure consistency- Reminders



- KSS – expectation of knowledge of all aspects and progression in some
- Holistic Assessment outcomes
- Critical reflection as focus
- Integration in the critical reflection of all aspects of the evidence
- Interrelationship of PDP and critical reflection
- Legislation and legal literacy

Katherine – small group discussion



1. Undertake a preliminary analysis of the report with reference to the reminders that have just been discussed
2. Consider what support assessors are likely to need in order to be able to undertake a similar analysis
3. In what ways can the employer plan for the requirement that the NQSW drafts Part 1 of the Critical Reflection log in advance of the Support and Assessment Agreement meeting?