

6

Teaching and specialisms



Halton's Social Work Academy

Pre-requisites before this stage

Teaching and specialisms stage 6 is for all current managers. This pathway will provide you with the opportunity to develop your current skills as a manager and enhance your knowledge to develop your career to the next stage.

You will be an experienced senior manager who is looking to develop practice and learning throughout children's social care.

You will be able to demonstrate good practice in all areas and have a passion for developing others. Your line managers will be confident in your practice and support your next stage of your career.

This pathway could be used in conjunction with:



Pre-requisites before this stage

The management stage 3 is for all current managers. This stage will provide you with the opportunity to develop your current skills as a manager and enhance your knowledge to develop your career to the next stage. You will have experience of leading students, Newly Qualified and Qualified Social Workers throughout all stages of their career. You will be able to demonstrate good practice in all areas and have a passion for developing others. Your line managers will be confident in your practice and support your next stage of your career.

Overview of where your career is currently at

At this stage of your career you will be an experienced manager who is looking to expand your knowledge and skills to improve practice within our teams and develop your leadership skills. You will be looking to attend these courses to strengthen your current practice or to enhance opportunities in your career progression to a higher level of management. The training opportunities listed below are available through application as listed and each have set requirements to attend which will be reviewed by the facilitators on application.

Overview of where your career is currently at

Frontline Pathways 3 Programme

This pathway is for:

- In-role heads of service and service managers: responsible for the strategic leadership and effective delivery of services through management of multiple social work teams and interagency partnerships. For example, service managers, principal social workers, heads of service, operational leads or managers, strategic leads
- Aspirant heads of service and service managers: experienced middle managers (e.g. team managers) who are motivated to develop their leadership skills and develop into a service manager or head of service

Frontline Pathways 3 Programme will give you evidence-informed tips, tools and approaches to:

- Set and communicate an ambitious and inspiring vision for your service
- Put anti-racism and inclusion at the heart of your strategy
- Use adaptive leadership to manage uncertainty
- Problem solve specific contextual issues and challenges
- Navigate and influence the political and corporate context
- Lead change and manage improvement at a service-wide level
- Lead strategic relationships with multi-agency partners

On completing the programme you will receive a certificate of completion and CPD record. The CPD record provides details of your learning and supports you to log your CPD for professional registration.

You can enjoy exclusive access leadership networks, including joining the Frontline Fellowship, a growing community of social workers trained by Frontline. In the Fellowship you can continue to develop your skills, share excellent practice and turn your insight into innovations, with continued support from Frontline.

Completion of the aspirant pathway prepares you for heads of service and service manager roles and completion of the in-role pathway prepares you for accessing Pathway 4.

Frontline Pathways 4 Programme

This pathway is for:

- **In-role practice leaders:** you will have day-to-day operational responsibility across the whole local system for child and family Social Work practice, ensuring it operates correctly and overseeing frontline practitioners and leaders. For example, assistant directors, directors of services
- **Aspirant practice leaders:** experienced heads of service (or equivalent) who are motivated to develop their leadership skills and progress into a practice leader role

Frontline Pathways 4 Programme will give you evidence-informed tips, tools and approaches to:

- Lead innovation and advocate for change
- Navigate and influence political and corporate systems
- Strategically embed a culture of anti-racist and anti-oppressive practice
- Use data, research and best practice to measure success, improve service delivery and manage risk
- Minimise bureaucracy and maximise direct work that makes the most difference to children and families
- Maintain organisational morale and resilience in challenging times
- Gain a greater understanding of Ofsted

Depending on whether you are in-role or aspirant, you will have an opportunity to hear from inspectors via a workshop or shadow an Ofsted inspection.

On completing the programme you will receive a certificate of completion and CPD record. The CPD record provides details of your learning and supports you to log your CPD for professional registration.

You can enjoy exclusive access leadership networks, including joining the Frontline Fellowship, a growing community of social workers trained by Frontline. In the Fellowship you can continue to develop your skills, share excellent practice and turn your insight into innovations, with continued support from Frontline.

Completion of the aspirant pathway prepares you for promotion to practice leader roles and completion of the in-role pathway will prepare you for accessing the Upon programme for directors of children's services.

How to evidence you have completed this stage

Frontline Pathways 3 Programme is for head of service leading a whole children's service area with multiple teams of social workers, having both operational and strategic responsibility. It is a 12-month programme with a time commitment of approximately 13 days, including two residentials (two days/two nights).

Frontline Pathways 4 Programme is for practice leaders who have responsibility across the whole local system for child and family social work practice and overseeing practitioners and leaders. It is a 12-month programme with a time commitment of approximately 11 days, including two residentials (two days/two nights).

Both pathway programmes are fully funded by the Department of Education, so there is no charge to you or your employer. However, it's vital that you attend all sessions and are given sufficient time to complete the self-study modules to ensure you can gain the full benefit of the programme.

How to evidence in practice

Your training will be evident within the support you provide to your team and wider service. This will be observed through completion of the documents required to pass each of the courses which are governed by the providers.

Your line manager will include your learning within your supervisions whilst discussing your personal development.

PCF

Professional development is a key aspect of social work, and the Professional Capabilities Framework (PCF) provide a framework for social workers to review their capabilities throughout their career. As a manager you will meet standards set in the below.

Progression requirements

If you are looking to progress to the next stage in your career please speak with your manager to consider additional opportunities to enhance your experiences and learning in order to apply any new roles.

Links to resources - Click or scan the QR codes to explore more



BASW -
Strategic Social Worker



Frontline -
Pathway 3



Frontline -
Pathway 4



Frontline -
Fellowship



Research in Practice



CPD Spreadsheet
for partners



Training Internally -
Halton Adult Learning Course List



Tri-X - Procedures