**Assessed and Supported Year in Employment (ASYE)**

**NQSW reflections on feedback person/people who draw on care and support who draw on care and**

**To be completed by the NQSW**

**Guidance**

* A **minimum** of three pieces of feedback should be obtained from people who draw on care and support, this includes individuals and/or their carers.
* Feedback should be gathered between the 0-3 months, 3-6 months & 6–12 month intervals, to enable the NQSW to reflect and evidence their progressive development of professional practice.
* There is no set way to gather feedback, a few key points to consider include:
  + Giving the individual choice to provide feedback.
  + Explain their decision to provide feedback will not have an impact on their involvement from Adult Social Care or Mental Health services.
  + Explain the purpose of gathering feedback is solely for assessing and improving the social worker’s practice.
  + Provide assurances about anonymity and confidentiality.
  + Consider ways to obtain honest feedback and avoid jargon.
  + Gather feedback from an array of individuals, to reflect the diversity of people that the NQSW works with.
* The NQSW can use the agencies template to gather feedback, however this can be altered and adapted to meet the needs of the individual.
* These pieces of feedback should be separate to the feedback obtained by the assessor (or other social worker) following a Direct Observation of practice.
* It is considered good practice for NQSWs to record their reflection on the feedback received and how it will have an impact on their future practice.
* The NQSW will need to share the contents of the feedback and their post reflections with their assessor.
* For further reading purposes, NQSWs may wish to read the following guidance on gathering and using feedback in social work [Making the difference together - Guidance on gathering and using feedback about the experience of social work from people who use services and their carers (publishing.service.gov.uk)](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/495517/Making_the_difference_together_-_social_work_adult_mental_health_A.pdf)

**NQSW to complete the two boxes below after receiving feedback from people who draw on care and support.**

| **NQSW’s critical reflection on feedback obtained from person/people who draw on care and support.**  The following points may support your thinking:   * Why you chose to obtain feedback from the individual? * What steps were taken to obtain honest feedback and reduce any bias or potential power imbalances? * Discuss how the feedback made you feel? * What knowledge, skills and values informed your practice with the individual? * Was the feedback as you had expected? Or were there any surprises? * If the feedback has been challenging to accept, how did you make sense of the experience and maintain resilience? * Was there anything you would have changed in hindsight? * Consider how the feedback relates to future learning? * Why do you feel it is important to provide individuals the opportunity to feedback on Social Work practice?   Or you can choose to use a reflective model which contains prompts designed to help make sense of a learning experience and develop a deeper understanding.  **Please make reference to the PQS (KSS) and PCF whenever relevant.**  **Word guide 300 - 400 words** |
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| **Identify any specific learning needs from person/people who draw on care and support**  Write in a SMART (Specific, Measurable, Achievable, Realistic, Time-bound) way  Transfer your identified learning needs to the draft PDP for your next review period |
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