We are proud to say that in Blackburn with Darwen Borough Council you can expect positive support with your own professional development and access to excellent learning opportunities

Our vision is to develop and retain high performing, motivated practitioners and to ensure that our offer of continuous professional development makes Blackburn with Darwen an attractive place for you to work by offering you ‘the right support at the right time’

Children’s Services development offer:

| Opportunities for all practitioners to grow, develop and deliver excellent services to our children, young people and families |
| Development and sharing of good practice using systemic, strength based ways of working to achieve the best outcomes |
| Learning and development programmes that meet Social Work England CPD requirements, Professional Capabilities Framework and Post Qualification Standards: Key Skills |
| Continuous professional development and career progression opportunities |
| Supervision and appraisal to help identify individual strengths and areas for development |
| Individual and group mentoring sessions to support the sharing of learning and networking across teams and services |
| Flexibility to adapt ways of working and use new ideas including digital learning developments and online innovation |

We encourage and value research, new ideas and innovation
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<tr>
<th>Level</th>
<th>Support</th>
<th>Development Options</th>
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| Support Worker        | Experienced Support Workers from across Children’s Social Care with commitment to Blackburn with Darwen, will be supported to develop further skills, learn more about the wider service and those with potential for Social Work, to prepare for application for the Social Work Apprenticeship | Mandatory Social Care Development Workshops  
Opportunity to talk to / shadow Social Workers  
Formal programmes  
• English, Maths  
  Level 2  
• Level 4  
  Apprenticeship  
  Children, Young  
  People & Families  
  Practitioner |
| Social Work Apprentice | Social Work Apprentices and trainee Social Workers from various programmes will receive a robust induction and access to opportunities for learning while studying  
Towards the end of the degree, they will receive support to apply for Social Work roles in Blackburn with Darwen and may be fast tracked to recruitment  
Those successful at interview may be offered Support roles while waiting for University confirmation and Social Work England registration | Mandatory Development Workshops  
Observed Practice  
Mentoring  
Formal programmes  
• Induction  
• Social Work Degree |
| Trainee Social Worker  |                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                              |
| Newly Qualified Social Worker | Newly Qualified Social Workers will be allocated a Practice Development Worker to support them in their development and provide access to mentoring throughout the first year of practice  
On the job support and guidance will be provided by the Team Manager and Deputy Team Manager  
A range of in house / external development workshops and observed practice opportunities will be on offer to ensure individuals continue to learn and develop the appropriate knowledge, skills and expertise to build on existing practice and support continuous learning  
Support provided will help Newly Qualified Social Workers to complete their ASYE programme and proceed to the next level | Mandatory Development Workshops  
Observed Practice  
Mentoring  
Formal programmes  
• Induction  
• ASYE programme |
| Post Qualification Social Worker | Social Workers will have opportunities to embed their learning in practice and further develop Social Work skills.
Social Workers with sufficient experience will have the opportunity to develop supervisory skills through a Practice Educator programme (dependant on Social Worker / Team Manager agreement as to readiness)

If further development is required, Team Manager will review personal development planning progress to support the individual to work towards accessing programmes at the right point in their development.
Practice Educator programme must be completed in order to progress to the Aspiring Advanced Practitioner programme/Aspiring Team Managers programme.

Mandatory Development Workshops
Observed Practice
Mentoring
Virtual learning and research to meet individual / team / service need

Formal programmes:
- Practice Educator programme Stage 1 and 2
- Systemic Practice

| Experienced Social Worker | Experienced Social Workers will be supported to further develop and embed their Social work skills through learning and research.

Not all experienced Social Workers will aspire to move directly into Team Manager positions, but some may wish to progress.

Development and learning opportunities will be available to help prepare experienced Social Workers to grow into and apply successfully for Advanced Practitioner/Deputy Team Managers/Team Manager roles when vacancies arise.

Mandatory Development Workshops
Observed Practice
Mentoring
Virtual learning and research to meet individual / team / service need

Formal programmes:
- Systemic Practice
- Aspiring Advanced Practitioner Programme
- Aspiring Team Manager’s Programme

| Deputy Team Manager / Team Manager | Managers new to role will be encouraged to undertake Management Induction and further development to include generic skills as well as Blackburn with Darwen practice.

Supervision and Appraisal will help to identify a bespoke personal development plan for Managers to compliment strengths and to work on areas for improvement.

Managers will be encouraged to participate in and lead departmental programmes of change or project developments and present innovative ideas to Senior Leadership Team and wider.

Mandatory Management Development Workshops
Bespoke Management workshops and shadowing opportunities
Virtual learning and research to meet individual / team / service need
Coaching |
| **Formal programmes** | • Practice Supervisor Development Programme  
• Systemic Supervisor Programme |
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<td><strong>Advanced Practitioner / Practice Development Workers</strong></td>
<td>Advanced Practitioners / Practice Development Workers new to role will be encouraged to undertake further development to include generic skills as well as Blackburn with Darwen practice. Supervision and Appraisal will help to identify a bespoke personal development plan for Advanced Practitioner / Practice Development Workers to compliment strengths and work on areas for improvement. Advanced Practitioners / Practice Development Workers will be encouraged to participate in and lead departmental programmes of change or project developments and present innovative ideas to Senior Leadership Team and wider.</td>
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<tr>
<td><strong>Mandatory Management Development Workshops</strong></td>
<td>Bespoke advanced practice workshops and shadowing opportunities. Bespoke further research and development opportunities to improve and promote Social work practice. Virtual learning and research to meet individual / team / service need.</td>
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</tbody>
</table>
| **Coaching** | Formal programmes  
• Practice Supervisor Development Programme  
• Systemic Supervisor Programme |
| **Service Lead / Head of Service** | Service Lead / Head of Service new to role will be encouraged to undertake further development to include generic skills as well as Blackburn with Darwen practice. Supervision and Appraisal will help to identify a bespoke personal development plan for Service Lead / Head of Service to compliment strengths and work on areas for improvement. Service Lead / Head of Service to lead departmental programmes of change and present innovative ideas to Senior Leadership Team, Executive and wider. |
| **Bespoke workshops and shadowing opportunities** | Bespoke further research and development opportunities to improve and promote Social Work Virtual learning and research to meet individual / team / service need. |
| **Coaching** | Formal programmes  
• Systemic Leadership Programme |