


Barnet Family Service Career Progression Pathway

Barnet Family Service is committed to developing a diverse, resilient and highly skilled workforce and aims to provide exciting and bespoke learning and development opportunities at every level.



Levels of Progression	Newly Qualified Practitioners	Practitioners	Experienced Practitioners	Practice Leaders	Operational Leaders	Strategic Leaders
Skills and Abilities: Underpinned by KSS and PCF	<ul style="list-style-type: none"> Complete ASYE programme Submit portfolio to demonstrate KSS & PCF to moderation panel 	Consolidate practice, gain experience and build confidence in: <ul style="list-style-type: none"> Assessing and working with risk Partnership working with families, statutory and specialist agencies Child-centred planning Intervention skills Respectful challenge Understanding the journey of the child 	Strengthen skills and confidence in: <ul style="list-style-type: none"> Difficult dynamics Complex risk Court work skills Intervention skills Safe uncertainty Embedding practice models Supervising opportunities Parenting Assessments Developing specialist skills and interests 	<ul style="list-style-type: none"> Embedding reflective supervision and best practice Chairing complex meetings Modelling systemic Budgeting responsibilities Leading projects and programmes Practice leadership and development Appreciative Inquiry approaches to strengthening practice Quality assurance activities Strong Decision making 	<ul style="list-style-type: none"> Leading and influencing practice Whole service development Shaping service delivery Quality Assurance processes Complaint management Budget management Performance management Project Management Policy and procedure management Procurement Commissioning 	<ul style="list-style-type: none"> Strategic leadership and oversight Political Awareness and influence across local and national workstreams Financial leadership Professional contribution to national and local innovations
Roles: Opportunities available at each level: <ul style="list-style-type: none"> secondment acting up maternity cover 	Newly Qualified Social Worker 	<ul style="list-style-type: none"> Social Worker YOT officer 0-19 Practitioner Residential Support Worker Contact Supervisor Placement Officer Primary Mental Health Worker Psychological Wellbeing Practitioner Personal Advisor 	<ul style="list-style-type: none"> Advanced Practitioner Practice Educator Clinical Practitioner Specialist roles Deputy Team Managers 	<ul style="list-style-type: none"> Team Manger Quality Assurance officer Independent Reviewing Officer Conference and Review Officer Registered Manager Practice & Learning Lead Officer Clinical Manager 	<ul style="list-style-type: none"> Principal IRO QA Manager Practice & Learning Manager Service Manager Strategic Leads Assistant Head of Service 	<ul style="list-style-type: none"> Clinical Lead Head of Service Director Executive Director Deputy Chief Executive Chief executive
Practice Development Opportunities	Learning In Context and Social learning approaches: shadowing, observation of panels, group and peer supervision, reflective supervision, specialist programmes and projects, secondments, mentoring, delivering training, auditing, internal transfer, acting up, self-directed learning, panel membership.					
Learning & Development Offer	Comprehensive Training Offer including Systemic Training, Practice Educators Course, Student and ASYE programme, External short courses and specialist training as agreed Corporate Learning & Development offer on POD https://barnet.learningpool.com/login/index.php North London Social Work Teaching Partnership https://www.northlondonsocialwork.co.uk/ and Research in Practice https://www.researchinpractice.org.uk/					



Learning and Development Offer





Our Learning and Development offer is designed to create learning in context, closest to the point of need and supports you to embed learning in action. Some courses offer coaching and action learning follow-up so you can access support to practice what you learn. Training delivery methods vary and the below outlines the established offer which is alongside the bespoke practice development workshops delivered to individual teams and specific services.

Levels of Progression	Student Social workers	Newly Qualified Practitioners	Practitioners	Experienced practitioners	Practice Leaders and Operational Leaders	Strategic Leaders			
Example fo typical training available at each level	<ul style="list-style-type: none"> • 2 week induction programme • WRAP • Exposure to Systemic Practice • Signs of Safety 	<ul style="list-style-type: none"> • 5 day kickstart programme • 10 days ASYE training during the year • Bespoke Court work training • Signs of Safety • Bespoke ASYE parenting assessment training 	<ul style="list-style-type: none"> • Mentalization based techniques • Solution focussed therapy • Parent Assess • Assessment and Analysis • Specialist neglect training • Targeted Youth Offending training • Early Help whole family Intervention training • Reducing Parental Conflict 	<ul style="list-style-type: none"> • Systemic foundation year • Practice Educator Course • Parent Assess • Specialist sexual abuse training 	<ul style="list-style-type: none"> • Systemic foundation year • Leadership programmes • Neurodiversity for practice leaders • Corporate Offer (Complaints, capability, performance & project management) 	<ul style="list-style-type: none"> • Aspirant DCS programme • Leadership programmes 			
Example of Social Care Training Offer	<p>Foundation training:</p> <ul style="list-style-type: none"> • New starter Induction programme • Confident conversations on Race • Social Graces Workshop • Mandatory E-learning programme • WRAP/PREVENT • LSC (Systems) 	<p>Example of generic social care training programme:</p> <ul style="list-style-type: none"> • Adultification • AMBIT (Mentalization based techniques) • Age Assessment & Human Rights Assessments • Child Abuse Linked to faith • Confident Practice with Cultural Diversity • Court Skills, Writing and Giving Live Evidence • Autism 				<ul style="list-style-type: none"> • Engaging Fathers and Male Role Models in Social Care • Domestic Abuse, Level 1 and 2 • Peri-Natal Mental Health • Trauma-Informed Practice (Virtual Reality Enabled) • Trigger Trio • Understanding coercive control and economic abuse • Working with Complex Neglect 	<ul style="list-style-type: none"> • Working with Race, Culture and Belief Systems • Communication with Children with disabilities • Dyslexia and neurodiversity • Intra-Familial Child Sexual Abuse • Practice Development Workshops: Social Graces, Critical Thinking, Reflective Supervision, Life Story Work 		
Practice development opportunities	Social learning approaches: shadowing, observation of panels, group and peer supervision, reflective supervision, specialist programmes and projects, secondments, mentoring, delivering training, auditing, internal transfer, acting up, self-directed learning, panel membership.								
Additional Learning & Development Opportunities	<p>Family Services Offer:</p> <ul style="list-style-type: none"> • Social Work Leadership Pathways Programme • External short courses and specialist training as agreed • Moving on Up Leadership Programme available to all staff • Honorarium Programme for staff from global majority backgrounds and those with protected characteristics 			<ul style="list-style-type: none"> • Family Services E-learning catalogue • Multi-Agency Training Offer • North London Social Work Teaching Partnership • Research in Practice 			<p>Corporate Offer</p> <ul style="list-style-type: none"> • Corporate Induction Programme • Corporate Induction for Managers • Corporate Leadership Programme • Apprenticeships • Corporate Learning Offer on POD • E-learning such as GDPR, fire safety 		



Barnet Family Service Business and Performance Progression Pathway

Barnet Family Service is committed to developing a diverse, resilient and highly skilled workforce and aims to provide exciting and bespoke learning and development opportunities at every level.

Levels of Progression	Entry level Staff	Experienced or qualified staff	Team Leaders	Operational Leaders	Strategic Leaders
Skills and Abilities:	<p>Entry level skills Understanding the journey of the child and how families move through the system.</p> 	<p>Develop specialist skills Technical skills and knowledge Subject matter/process expert eg SENDIASS, recruitment, project management, commissioning</p>	<p>Line managing staff Budget monitoring responsibility Procurement Commissioning Performance management Programme Management Safer Recruitment Quality Assurance Process improvement Coaching Financial management Managing difficult conversations</p>	<p>Leading and influencing practice Whole service development Shaping service delivery Developing Quality Assurance processes Complaint management Budget management Policy and procedure management</p> <p>Negotiating Strategic management Process analysis</p>	<p>Strategic leadership and oversight Political Awareness and influence across local and national workstreams Financial leadership Professional contribution to national and local innovations</p> 
Roles:	<p>New occupational e Graduate trainees Apprenticeships Entry level Administrators Business support officer Commissioning officer Practitioner Support Assistant Conference & Review Administrator Information & Resource Officer</p>	<p>Experienced or specialist administrators Specialist roles SEND Finance Administrators Performance analyst Project manager Strategy & Insight Officer Resourcing coordinator Placement Officers Communications Officers</p>	<p>Team Manager Senior commissioners Projects lead Systems Manager Performance Manager</p>	<p>Strategic Leads Business Managers Assistant Heads of Service</p>	<p>Head of Service Assistant Director Executive director Deputy Chief Executive Chief Executive</p>
Opportunities available at each level:	<p>•secondment •acting up •maternity cover</p>				
Practice Development Opportunities	<p>Social learning approaches: shadowing, panel membership, specialist programmes and projects, mentoring, delivering training, auditing, internal transfer, self-directed learning, staff forums</p>				
Learning & Development Offer	<p>Family Services Offer:</p> <ul style="list-style-type: none"> On-Boarding & Induction programme Business & Performance Learning and Development Offer Leadership Programme available to all staff Family Services E-learning catalogue Honorarium Programme for staff from global majority backgrounds and those with protected characteristics 		<ul style="list-style-type: none"> EDI Training, WRAP training, Journey of the child External short courses and specialist training as agreed for example: Project Management, Communication, Finance, commissioning training Multi-Agency Training Offer North London Social Work Teaching Partnership Research in Practice 		<p>Corporate Offer</p> <ul style="list-style-type: none"> Corporate Induction Programme Corporate Induction for Managers Corporate Leadership Programme Apprenticeships Corporate Learning Offer on POD E-learning such as GDPR, fire safety 