

NAAS Phase 2

Employee Handbook

**Information and guidance for candidates regarding the
National Assessment and Accreditation System**

October 2019



Table of contents:

Dudley Vision	Page 3.
What is NAAS and what does it mean?	Page 4.
What are the KSS?	Page 5.
What does the NAAS process involve to get accredited?	Page 6.
What is involved in the assessment?	Page 7.
What support will I receive?	Page 9.
Additional information	Page 10.
Myths about NAAS	Page 11.

*We want our Social Workers to practice with
pride and confidence.*

Dudley Corporate Vision

Dudley is passionate about practice excellence, learning and development. We are keen to support practitioners to continue to develop their practice and showcase this through becoming Accredited Child and Family Practitioners or Practice Supervisors. Having accredited social workers will help us progress toward achieving our vision of having:



What is NAAS and what does it mean?

NAAS is the National Assessment and Accreditation System for Child and Family Social Workers. It is run by the Department for Education and forms a key part of the government's reforms to children's social work to ensure every child receives expert support and protection. Currently NAAS is in Phase 2 of its pilot programme with the intention of a national roll out in March 2020.

Overall, NAAS is about improving the quality of practice and the outcomes for vulnerable children and families. It is a voluntary accreditation for Child and Family Social Workers and Practice Supervisors and it:

- allows Social Workers to demonstrate their expertise against the Knowledge and Skills Statements (KSS);
- delivers a national benchmark of good practice;
- provides families access to expert, high quality support and protection.
- is a tool to enhance professional development, expertise and knowledge

This is your chance to not only gain accreditation, but also shape the future of the accreditation process prior to the national roll out

What are the KSS?

The KSS refers to Knowledge and Skills Statements and there are different KSS for each of the two pathways, Practitioner and Supervisor. Note that these are also referred to as 'Post Qualifying Practice Standards'

Practitioner

1. Relationships and Effective Direct work
2. Communication
3. Child Development
4. Adult Mental ill health, substance misuse, domestic abuse, physical ill health and disability
5. Abuse and Neglect of Children
6. Child and Family Assessment
7. Analysis, decision making, planning and review
8. The law and the family and youth justice systems
9. The Role of Supervision
10. Organisational Context

Supervisor

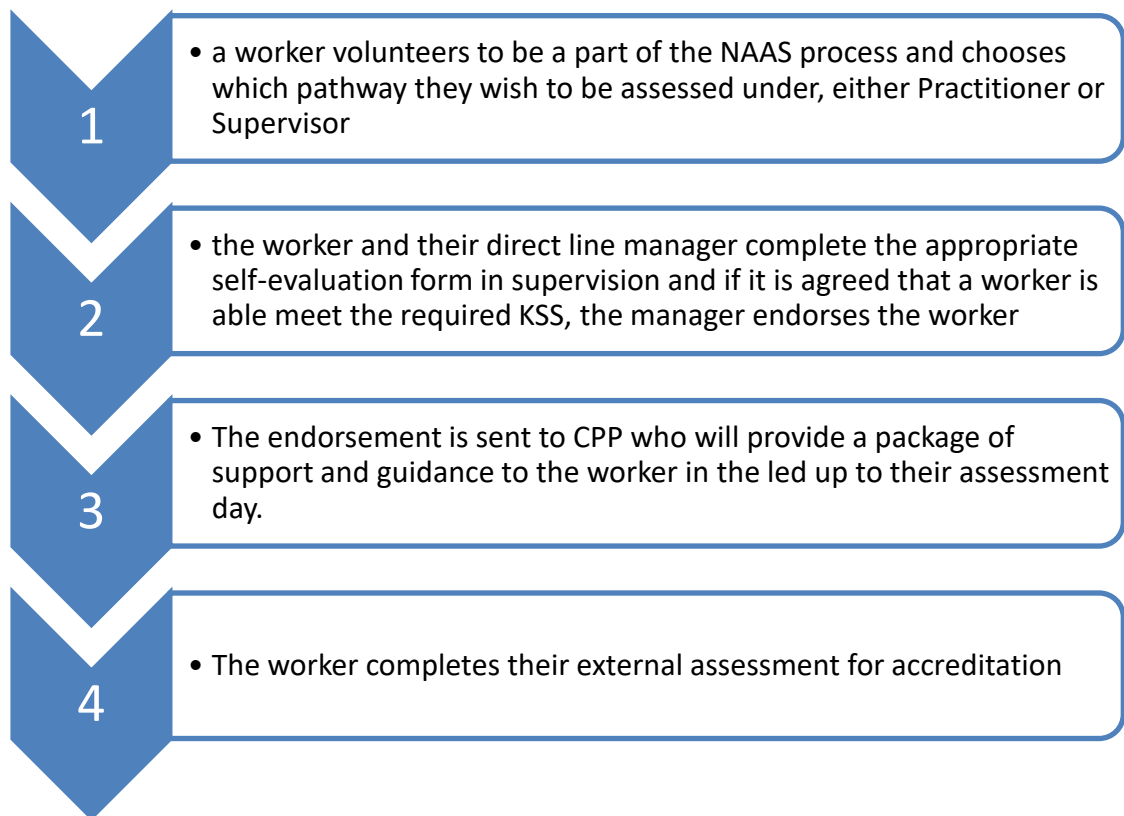
1. Promote and govern excellent practice
2. Developing excellent practitioners
3. Shaping and influencing the practice system
4. Effective use of power and authority
5. Confident analysis and decision-making
6. Purposeful and effective social work
7. Emotionally intelligent practice supervision
8. Performance management and Improvement

Further detail about the KSS and what is expected in each individual area is available via the CPP, and will soon be available on the Dudley CPP website:

www.dudleycpp.org.uk

What does the NAAS process involve to get accredited?

Dudley's approach to NAAS involves 4 steps:



Accreditation is then given if the worker meets the expectations of the assessment. The grades from the assessment are either 'met' or 'unmet' and results are known 4-6 weeks from the date the assessment is completed.

What is involved in the assessment?

The assessment is comprised of the following:



Welcome and briefing (15mins)



Practice with the digital platform (15mins)



Knowledge assessment (60mins)



Break(20-30mins)



Scenarios 1 and 2 (60mins)



Reflective conversation (20mins)



Break (10-20mins)



Written Exercise (30mins)

The assessment day is run under formal exam conditions, so this means that:

- You cannot take any electronic devices into the assessment, including: Mobile phones / Tablets / Laptops / Smart watches
- You are not to bring your own notebook
- A facilitator will ask you turn off your devices and hand them in for safekeeping.
- Your devices will be held securely and returned to you after the assessment.

As part of the process you will need to:

- Bring a form of photo ID
- Confirm your HCPC registration number
- Be at the assessment centre 15 minutes before your start time (lateness may mean you cannot undertake the assessment).

The assessment centres can accommodate between 9 – 18 social worker's per day so you can sign up with colleagues. The day runs with 3 groups of between 3 and 6 starting at different times during the day (9.30am, 11.30am and 1.30pm). You'll get regular breaks throughout the assessment with a longer break before you take your written assessment. Food and drink will be provided on site. Overall the assessment should take 4 ½ hours.

The local assessment centre for Dudley is:

- Birmingham; Located at West Bromwich Albion Football Club.

Additional information to be aware of regarding the assessment:

There are behaviour guidelines that need to be adhered to and candidates need to be aware that they may be asked to leave the assessment if there is suspected cheating, disruption of other candidates assessments or any other concerning behaviour, even if it is not disrupting other candidates.

The assessment will be facilitated by assessors who are registered child and family social workers. They'll have recent and relevant practice experience. Actors will also be present during the day for the simulated practice part of the assessment.

What support will I receive with the NAAS process?

The expectation from the DfE is that volunteers are supported to prepare for the assessment centre by their respective employers. In Dudley this support will be via the CPP.

Once you have expressed your interest in completing NAAS to the Dudley CPP, completed your self-evaluation form and been endorsed by your direct line manager, you will have support from the CPP for the next stage of the process.

The CPP will assist you with getting setup on the DfE online platform where you will have access to learning materials and resources, examples of questions used in the knowledge assessment and written exercises as well as examples of scenarios to expect from the role play. This platform will also allow you to choose your preferred date for when you wish to take the assessment.

Dudley CPP will also offer two half day sessions to support endorsed applicants with regard to the KSS and preparation for the assessment. The content of these sessions can be customised to the needs of the individual.

Once you have completed your assessment, you do not need to disclose what your results are, however as a minimum, it is encouraged to disclose your results to the Head of CPP. Data will be provided to higher management, but will not be specific to workers individually.

Additional information:

Additional information regarding NAAS can be found:

- on the Department for Education website

<https://www.gov.uk/government/collections/naas-toolkit>

- on the Dudley Centre for Professional Practice website

www.dudleycpp.org.uk

- by speaking to the NAAS link in the CPP:

Ryan Gale
Advanced Social Work Practitioner
Centre for Professional Practice

Direct line: 01384 813 029
Email: CPP@dudley.gov.uk
Web: www.dudleycpp.org.uk

NAAS MYTH BUSTING EXERCISE

- 1) If I fail the assessment I will be deregistered as a social worker
 - Myth
- 2) If I passed the practice simulation element at proof of concept I only need to take the knowledge assessment
 - Fact – this is in reference to any social workers that were accredited in phase 1
- 3) NAAS is designed to set a national standard of practice for children and families social workers
 - Fact
- 4) NAAS will help local authorities to focus on the development needs of the workforce
 - Fact
- 5) Assessment is mandatory for all social workers in statutory children's social work
 - Myth - voluntary
- 6) I won't have to take the assessment
 - Fact. At this time it is voluntary. However, this may change in the future.
- 7) The DfE will let me know which assessment type I should take
 - Myth – each individual decides if taking the '*Practitioner assessment*' (Frontline staff) or the '*Practice Supervisor*' Assessment (supervising child and family practitioners/ developing the skills of teams and individuals involved in child and family social work services)
- 8) The assessment has a met or not met outcome
 - Fact
- 9) The assessment is designed to support the improvement of social work practice
 - Fact

- 10)** I can retake the assessment if I don't meet the first time round
– Fact. You can have one more try at retaking the assessment.
- 11)** I will get a pay rise if I am accredited
– Myth. However, it will potentially help in career progression.
- 12)** I will have to retake the assessment every 3 years
– Myth. At this time no decisions have been made about this.
- 13)** I only need to do the assessment if I work in a front line team
– Myth, It is aimed at all qualified social workers
- 14)** The assessment is pitched at a basic level
– Myth. The assessment is designed to meaningfully test social workers knowledge
- 15)** My employer wants me to take the assessment to prove I am not good enough
– Myth. It is designed to benchmark good practice and showcase the good work of Dudley's social workers