















Barnet Family Service Career Progression Pathways

Levels of Progression	Newly Qualified Practitioners	Practitioners	Experienced Practitioners	Practice Leaders	Practice Leaders and Operational Leaders	Strategic Leaders
Skills and Abilities required at each level:	<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 & interests 	<ul style="list-style-type: none"> Embedding reflective supervision 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 	<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
Types of Roles available at each level: Opportunities include <ul style="list-style-type: none"> secondment acting up maternity cover 	Newly Qualified Social Worker	<ul style="list-style-type: none"> Social Worker Youth Justice 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 Business Manager 	<ul style="list-style-type: none"> Clinical Lead Head of Service Director Executive Director Deputy Chief Executive Chief Executive
	Access Job Descriptions for senior roles HERE					
Practice Development & Career Development Opportunities	<div> <div>  <p>Learning In Context & Social Learning approaches: Shadowing, observations, group, peer, and reflective supervision, specialist programmes, projects, secondments, acting up, maternity cover, mentoring, delivering training, auditing, internal transfer, self-directed learning, panel membership.</p> </div> <div>  <p>Career Conversations: Online drop-in sessions to find out, directly from hiring managers, about career progression opportunities, job vacancies, interview tips and advice for applications. Visit the Career Conversations page to find out more and access recordings or previous sessions.</p> </div> <div>  <p>Honorarium Fund: Funding has been created to support leadership development for staff members from Global Majority backgrounds and those with protected characteristics. This is available to all areas of the service. Visit the Honorarium fund page to find out more or contact us at Childrens.WorkForce@barnet.gov.uk</p> </div> <div>  <p>Specific Career Progression Pathways: Visit the Career Progression home page to find out about the steps you can take if you are interested in progressing to an Advanced Practitioner, Team Manager or Senior Manager role in Barnet.</p> </div> </div>					
Learning & Development Opportunities	<div> <div>  <p>Family Services Learning & Development Framework: Comprehensive Training Offer including Systemic Training, Practice Educators Course, Student and ASYE programme, External short courses and specialist training as agreed, visit Learning & Development Framework to find out more.</p> </div> <div>  <p>External Learning & Development Resources:</p> <ul style="list-style-type: none"> Visit Research in Practice to access the latest research, guides and resources Visit Making Research Count to find out about national collaborative research dissemination initiatives. </div> <div>  <p>Corporate Learning & Development Offer:</p> <ul style="list-style-type: none"> Visit the Corporate Learning & Development offer Access Learning at POD </div> </div>					










Learning & Development Framework

Our [Learning and Development Framework](#) 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 Practice	Practice Leaders and Operational Leaders	Strategic Leaders
Example of 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 Induction 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">• Safe & Together Overview• Mentalization based techniques• Parent Assess• Assessment and Analysis• Specialist Neglect training• Targeted Youth Offending training• Early Help whole family Intervention t• Reducing Parental Conflict	<ul style="list-style-type: none">• Systemic Practice• Practice Educator Course• Parent Assess• Specialist sexual abuse training• Safe & Together CORE	<ul style="list-style-type: none">• Systemic Practice• 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 Available to all staff	<div>Foundation training:</div> <ul style="list-style-type: none">• New starter Induction programme• Confident conversations on Race• Social Graces & Cultural Humility• Mandatory E-learning programme• WRAP/PREVENT• LSC (Systems) <div>Example of generic social care training programmeavailable to all staff:</div> <div><div><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</div><div><ul style="list-style-type: none">• Engaging Fathers and Male Role Models in Social Care• Domestic Abuse• Peri-Natal Mental Health• Trauma-Informed Practice• Trigger Trio• Understanding coercive control and economic abuse• Working with Complex Neglect</div><div><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, Direct Work, Reflective Supervision</div></div>					
Practice Development & Career Development Opportunities	<div><div><div>Learning In Context & Social Learning approaches: Shadowing, observations, group, peer, and reflective supervision, specialist programmes, projects, secondments, acting up, maternity cover, mentoring, delivering training, auditing, internal transfer, self-directed learning, panel membership.</div></div><div><div>Career Conversations: Online drop-in sessions to find out, directly from hiring managers, about career progression opportunities, job vacancies, interview tips and advice for applications. Visit the Career Conversations page to find out more and access recordings or previous sessions.</div></div><div><div>Honorarium Fund: Funding has been created to support leadership development for staff members from Global Majority backgrounds and those with protected characteristics. This is available to all areas of the service. Visit the Honorarium fund page to find out more or contact us at Childrens.WorkForce@barnet.gov.uk</div></div><div><div>Specific Career Progression Pathways: Visit the Career Progression home page to find out about the steps you can take if you are interested in progressing to an Advanced Practitioner, Team Manager or Senior Manager role in Barnet.</div></div></div>					
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Business & Performance Staff Progression Pathways

Levels of Progression	Entry Level Staff	Experienced or qualified staff	Team Leaders	Practice Leaders and Operational Leaders	Strategic Leaders
Skills and Abilities required at each level:	<ul style="list-style-type: none"> Entry level skills Understanding the journey of the child and how families move through the system. 	<ul style="list-style-type: none"> Develop specialist skills Technical skills and knowledge Subject matter/process expert eg SENDIASS, recruitment, project management, commissioning 	<ul style="list-style-type: none"> Line managing staff Budget monitoring responsibility Procurement, Commissioning Performance management Programme Management Safer Recruitment Quality Assurance Process improvement Coaching Financial management Managing difficult conversations 	<ul style="list-style-type: none"> Leading and influencing practice Whole service development Shaping service delivery Developing Quality Assurance processes Complaint management Budget management Policy and procedure management Negotiating Strategic management Process analysis 	<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
Types of Roles available at each level: Opportunities include <ul style="list-style-type: none"> •secondment •acting up •maternity cover 	<ul style="list-style-type: none"> New occupational entrants Graduate trainees Apprenticeships Entry level Administrators Business support officer Commissioning officer Practitioner Support Assistant Conference & Review Administrator Information & Resource Officer 	<ul style="list-style-type: none"> Experienced or specialist administrators Specialist roles SEND Finance Administrators Performance analyst Project manager Strategy & Insight Officer Resourcing coordinator Placement Officers Communications Officers 	<ul style="list-style-type: none"> Team Manager Senior commissioners Projects lead Systems Manager Performance Manager 	<ul style="list-style-type: none"> Strategic Leads Business Managers Assistant Heads of Service <p style="text-align: right;">Access Job Descriptions for senior roles HERE</p>	<ul style="list-style-type: none"> Head of Service Assistant Director Executive director Deputy Chief Executive Chief Executive
Practice Development & Career Development Opportunities	<div> <div>  <p>Learning In Context & Social Learning approaches: Shadowing, observations, group, peer, and reflective supervision, specialist programmes, projects, secondments, acting up, maternity cover, mentoring, delivering training, auditing, internal transfer, self-directed learning, panel membership.</p> </div> <div>  <p>Career Conversations: Online drop-in sessions to find out, directly from hiring managers, about career progression opportunities, job vacancies, interview tips and advice for applications. Visit the Career Conversations page to find out more and access recordings or previous sessions.</p> </div> <div>  <p>Honorarium Fund: Funding has been created to support leadership development for staff members from Global Majority backgrounds and those with protected characteristics. This is available to all areas of the service. Visit the Honorarium fund page to find out more or contact us at Childrens.WorkForce@barnet.gov.uk</p> </div> <div>  <p>Specific Career Progression Pathways: Visit the Career Progression home page to find out about the steps you can take if you are interested in progressing your career</p> </div> </div>				
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