Proforma B: Practice Educator Summary

Please provide an overview of the student’s practice within this placement. This section should be completed thoughtfully as it will be used for future placements and may also be used for reference purposes. It should also be completed where a placement has been failed, terminated or disrupted. (Please allow in the region of 2,000 words for this section).

Overview of Student Capability integrating the 9 PCF domains:

- Professionalism (PCF1)
- Values and Ethics (PCF2)
- Diversity (PCF3)
- Rights, Justice and Economic Wellbeing (PCF4)
- Knowledge (PCF5)
- Critical reflection and analysis (PCF6)
- Intervention and skills (PCF7)
- Contexts and organisations (PCF8)
- Professional leadership (PCF9)

1. Xxxxx has always presented herself as a professional worker. I have no evidence to suggest she was other than respectful, reliable, honest and presented herself well, in both terms of address and demeanour. Xxxxx has the ability to manage her own diary and timekeeping. She has used supervision well to explore issues that were new to her - where her own values came from, the impact her own family has, and still has, on her values and judgements, her belief in social work as a tool to enable positive changes to be made, as well as beginning to explore the role of governmental policy on the day to day work she has undertaken. Xxxxx does not have the confidence yet to challenge decisions/policy, partly as she feels as a student she is still learning and equally does not want to be seen as ‘rocking the boat’ whilst on placement. Xxxxx has worked with
other professionals but in a limited range of services. She is aware of professional and personal boundaries and I would hope has further opportunity to continue this exploration. Feedback I have received from her Work Based Supervisor revealed she has sought help and advice when needed. Supporting evidence – Supervision, Discussions with On-Site Supervisor, Direct Observations 3 & 4, Reflective Journals 20/31 October 2014, 6/7th October 2014

2. Xxxxx has used this placement well to explore value/ethics. She has a growing awareness of her own values and how these could impact on her professional day. She used supervision well to explore these issues including her own life experience and the values of her family. Xxxxx was initially uncomfortable when exploring this, particularly when in relation to her family and upbringing but she stayed with this during supervision. She used this experience to consider how service users would feel, particularly when at the beginning of her work she may have to discuss their own family history. She is now more mindful of keeping service users feeling safe when discussing difficult situations as well as what, how and why things are recorded. Values were discussed at each supervision session with Xxxxx asked to consider how a service user would feel in a similar situation. She is also more aware of the need to consider the issues that may not be the presenting concerns, but the need to ask analytical questions and explore the hidden agenda with service users. An area for Xxxxx to further explore these issues for herself. Evidence – Supervision, DO 3, Journal 3/14th November 2014

Xxxxx has been mindful of the importance of allowing service users to have their own voice. Her communication skills are very good and she will listen before making judgement/assessments. This placement has made her realise other agencies/professionals are not always aware of how their own values are projected onto others and become part of the decision making process. Supporting evidence Direct Observations, Supervision, Journals, 17/28th November 2014, 1/13th December 2014, Reflective Evaluation
3. Xxxxx is becoming aware of how identity is formed by culture, cultural values, family composition, life experiences as well as emotional attachment. Supervision has been the arena in which she has explored these issues. She has been able to reflect on her own life experiences, recognise when diversity and anti-discriminatory practice has been seen as the norm and the negative affect this has had on individuals/families. Xxxxx is still exploring whether she feels there is real power within the role of social work. She is aware there may be times when she may have to adopt a more forceful position but this placement has not given the opportunity to explore this. She is aware the use of power does not enable or encourage service users to make any positive changes however is also aware this placement has not given the opportunity to work with those service users who do not necessarily want her support/guidance, therefore is unsure how she may react. My view is that Xxxxx, once she gains in confidence, has the skills, both listening and patience, and a manner that is approachable and calm, which will stand her in good stead in difficult situations. Of course this still needs to be tested out.

4. Xxxxx has had the opportunity to begin to understand and explore how legislation impacts on daily work. She has seen first-hand the affect poverty and economical restraints impact on the lives of people. Supervision has been the main arena in which she has started to explore her views and values on how political policy affects those she has worked with. Discussions have taken place on how her role as social worker can impact on changes for families and individuals. She is still exploring certain areas i.e., education, home life, how attachment in childhood can/not affect adulthood and the consequences of this. Xxxxx has not had the opportunity to engage the services of an independent advocate but she is very aware that she advocates for service users each time she engages in work on their behalf i.e., Discussions with other professionals, Direct Observations. Support Evidence – DO 3, Supervision, Attendance at TAC Meetings, Agency Setting

5. As this placement has progressed Xxxxx has been able to understand the link between theory and practice. Initially finding this hard but used supervision both onsite and long arm, as a means to explore this further.
As for many students Xxxxx found it hard to make the practical link, which in turn made it difficult for her to understand the theory. Her work with various service users has now given her the 'hands on' experience she felt was missing to make that link. She is also aware of the need to continually read around practice in order for her to develop her own style of working and belief in that system. Xxxxx has struggled at times about whether or not she is working in a truly holistically manner, feeling the placement does not allow her to do this. She has discussed how, for her, she feels to be truly working holistically she would have to be able to work in a more 'relaxed' manner and not to have to meet certain paper criteria in order to achieve a target. Xxxxx has a good understanding of the legal framework her placement works within. She has been part of the TAC process and has some experience of seeking out the judgements/expertise of other professionals i.e., social workers, teachers. Supporting Evidence, Supervision, Dos, Journals 6/17th October & 20/31st October 2014, Mid-point Review

6. Much of my assessment for this Domain is covered in PCF2 as well as throughout this report. Xxxxx has demonstrated she is willing to and wants to explore how she can work in a more analytical manner. She is also aware of the need to gather information but feels that to make an assessment on this alone is not good practice. She has explored the need not to be afraid to ask difficult questions and to check out its validity, but needs to gain in confidence in order to put this into practice. This was something Xxxxx had not considered as part of her role as social worker prior to this placement and supervision. We have discussed the need, on occasions, to have a hypothesis as a base line but the importance of how she would check this out and explore her belief before reaching any decision. Support evidence – Other domains in this report, supervision.

7. Xxxxx has worked within the guidelines and operating procedures of this placement. She has demonstrated well her ability to record in a clear and non-judgemental manner with the on-line system this placement operates. This placement did not allow her to share her recordings with service users. Xxxxx has been willing to consider a variety of interventions within this
placement and has also demonstrated she has the skills and ability to question/challenge other agencies.

Xxxxx has a manner that is approachable with good listening skills. She has been able to build positive working relationships with both children and adults, this in turn has enabled her to either complete work or allow work to be handed over to others.

Her work with Family ‘A’ Journal 1.13 December 2014 demonstrates her ability, with guidance from others, to make informed decisions and give service user informed choices.

This placement did not afford Xxxxx the opportunity to set up and run a group from start to end within this placement.

As previously stated Xxxxx has questioned whether she has been allowed to practice in a truly holistic manner but she has worked with an open mind as well as beginning to work in an analytical manner. Supporting evidence – Journal 1/13th December 2014, DO 4., Supervision

8. Xxxxx has over this placement grown in her awareness of both economic and political climate in which social work operates. She has become more aware of the direct day to day impact both local and national government play in her ability to be able to deliver, or not, a service. She has also become more aware of the structure within a large organisation and again the impact this can have on workers on a daily basis. She has been made aware of the procedures and policy that impacts on her work and that which the family centre operate under. She has worked within the context of this placement and has a good understanding of accountability for herself and other workers within the team. Discussions with her On-Site Supervisor revealed Xxxxx was seen very much as part of the team. My one area of concern is that Xxxxx was encouraged to introduce herself as a family support worker and not a student social worker on placement. Supporting Evidence – Supervision, Journal 6/17th October 2014, Discussion with On-Site Supervisor

9. Throughout this report I have written about Xxxxx’s ability to use supervision well and to seek information she may either need or be interested in. Xxxxx is very aware she is a student and therefore still learning and developing, she is also aware she brings her own life
experiences in this task. She is continually developing and growing in both confidence and knowledge.

Xxxxx has started on the road of her chosen profession and has shown she has a willingness to learn and try out new things, explore new ways of working as well as recognition that to challenge is part of the social work task as well. Supporting Evidence – Supervision, DO's, Feedback from On-Site Supervisor

**Strengths:**

Strengths - Xxxxx has worked well during this placement. Her workload, whilst small, provided her with an understanding of how the family centre operated, how decisions made further up the management chain had an impact on the day to day life of the centre. She was able to explore the role of social work within this team, as well as how this was perceived with other team members and other agencies. She has also had the opportunity to explore her role within this placement, her own values and ethics, where these have come from and how they affect her chosen profession. She was also able to begin to explore and consider the role society plays in framing our thinking and beliefs.

Xxxxx has been willing to learn, explore issues that are new and maybe uncomfortable for her, as well as a willingness to explore her own feelings and views about social work, and what kind of worker she would like to become in the future. This placement has given her a spring board from which to further consider these areas and I hope she is able to do so and not to get pulled in any one direction.

Xxxxx has been able to make sense of some theory i.e., child development and some family therapy, as well as the legal aspect once she has seen this in practice. She knows she learns best if she is able to ‘marry up’ the practical and the theory.

Xxxxx has not had the opportunity to experience and therefore learn how to respond to conflict/aggressive behaviour. She has demonstrated she has the communication skills necessary to work with service users but has not been able to assess whether or not these skills are enough in a situation in which she is not welcome.
Future Learning/Development Needs:

It would be helpful for Xxxxx, to experience a busier, demanding placement, in which she has to work within very tight deadlines. I would hope she also has the opportunity to further develop her analytical skills/reflective practice. She has started to develop these skills but needs the opportunity to continue on this path. Xxxxx has shown an ability and interest to develop this aspect of her professional development and I would hope this opportunity is available for her, or for Xxxxx, to recognise the importance of this and seek this support/direction in her own right.