

## **What could go wrong? Supervising newly qualified social workers**

Lincolnshire County Council has worked with De Montfort University to develop a programme for Newly Qualified Social Workers (NQSWs) who work with adults. Resources and a programme of action learning sets linked in with supervision have been developed to provide a comprehensive package of support for NQSWs. In addition, we developed a resource for line managers to use to provide a more coherent experience for the NQSWs and to help the supervisors understand better the programme their NQSWs were undertaking and suggest ways they could link this in with supervision sessions.

The NQSW programme was designed to provide support structures and learning in the first year in practice to help the NQSW be better equipped to deal with pressures. The resource we developed for the supervisors was in recognition that they are under huge pressures and need support to be able to supervise NQSWs effectively and in a way which builds on the NQSW programme they are undertaking. The evaluation for this took place in May 2011 and examined whether what we put in place was effective in providing support for supervisors in particular and what lessons can be learnt in order to better support both supervisors and NQSWs in the future as well as capturing what has worked well.

We will look at what we have learnt generally about providing a programme to support NQSWs from the point of view of the social worker but more particularly from the perspective of those supervising them.