

Return to Social Work Pathway Handbook

Welcome to Cambridgeshire County Council

We are delighted to welcome you to Cambridgeshire County Council's Return to Social Work pathway. This pathway has been specially designed to support social workers to update their knowledge and practice in order to restore their registration and transition smoothly into a social work post in Cambridgeshire.

Cambridgeshire is a fantastic place to re-start your social work career. We are passionate about recognising the strengths in our individuals and developing these to enable our Social Workers to thrive. Our Return to Social Work Pathway will be the first step on your development journey with Cambridgeshire.

Eligibility for our pathways

The Return to Social Work Pathway is intended to enable social workers to restore their registration with Social Work England whilst being employed by Cambridgeshire County Council's Adult Services and once registered, move into a Social Work post. The pathway will provide social workers with the placement, supervision and support to enable a smooth transition back into practice.

Depending on how long you have spent out of practice, there are several variations of the pathway to ensure you meet the requirements of social work England. See below.

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If you've been out of practice for **less than 2 years** you simply need to restore your registration, providing evidence of one piece of CPD, with social work England. There are no requirements to update practice in order to restore your registration, but you will be supported by our learning and development team through a personal development plan.

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If you've been out of practice for **more than 2 year** you will be supported to complete a 30-day placement within the team you will eventually take up a social work post in. Once the 30 days is complete you will restore your registration and once registered, transition into a social worker post in the same team you have been working in on your placement.

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If you've been out of practice for **more than 5 years**, you will be supported to complete a 60-day placement within the team you will eventually take up a social work post in. Once the 60 days is complete, you will restore your registration and once registered, transition into a social worker post in the same team you have been working in on your placement.

Social Work England Requirements

Requirements in order to restore your social work registration:

The Return to Social Work Pathway is for qualified social workers who want to return to social work practice in Cambridgeshire. You're eligible to apply for the Return to Social Work Pathway and to Social Work England for restoration if you:

- have previously been registered as a social worker with the HCPC or Social Work England,
- have not been automatically removed from the register as a result of a listed offence (see 'listed offences' section below),
- have not been subject to a removal order within the last 5 years or, if more than 5 years have passed since your removal order, you have not made an unsuccessful application to restore your registration within the last 12 months,
- and have not been convicted of a listed offence (see Social Work England Restoration guidance for further details).

More guidance and information can be found at:

<https://www.socialworkengland.org.uk/registration/restoration-guidance/>

If you left the register between 2 and 5 years ago, you'll need to show that you have spent at least 30 days updating your skills, knowledge and experience. If you left the register more than 5 years ago, you'll need to show that you have spent at least 60 days updating your skills, knowledge and experience. Social Work England consider a day to be a minimum of 7 hours.

The 30 or 60 days must all fall within the 12 months leading up to you submitting your application to restore. You can use 1 or more of the following 3 options to update your skills, knowledge and experience:

1. Supervised practice
2. Formal study
3. Private study

Through Cambridgeshire's Return to Social Work Pathway you will be supported to complete a placement which will include the required supervised practice and private study to evidence that you have updated your knowledge and skills.

Submitting your evidence to Social Work England

During your Return to Social Work Pathway you'll complete your 'updating skills and knowledge form' by recording the activities and learning you have undertaken each week of your placement. By completing it throughout your placement you will be able to demonstrate how you have met the 30 days (210 hours) or 60 days (420 hours) of private study and supervised practice to meet Social Work England's requirements.

Your evidence will be co-signed by a practice educator who will support you throughout the programme.

Return to Social Work Pathway Structure



After you've submitted your application you will be contacted by our recruitment team to discuss the roles that best fit your previous experience and you'll be matched to a role for interview. You'll then be interviewed by the team manager and a member of our practice education team.



Following a successful interview your pre-employment checks will be completed and you'll get ready to start in an Adult Social Care Co-Ordinator role in your new team. Before your start date you'll meet with your practice educator to map out your placement and professional development plan according to your learning needs.



During your placement you'll receive weekly supervision and will attend training and courses according to your professional development plan. Before the end of your placement you'll complete a critical reflective log, a direct observation, gather feedback from service users and professionals and have access to coaching sessions.



Following your 30-60 day placement you will submit your evidence to Social Work England and they will process your application within 20 days. Once you've received your registration you'll transition into a Social Worker role within your team. You'll continue to be supported through your updated professional development plan.

Employment and Remuneration whilst on the Pathway:

Following successful recruitment you will be employed in as an Adult Social Care Co-ordinator of which the pay band is: £32,076-£33,945.

Once you have completed your placement and received your registration you will move into a social work post, of which the pay band is: £38,258-£40,958.

Caseloads whilst on the Pathway:

Whilst on your 30 - 60 day placement you will not carry your own caseload. You will work with your practice educator and new team to access the opportunities to update your knowledge and skills and demonstrate your learning.

Once you have received your social work registration and transitioned into a social work role you will carry your own caseload and will continue to be supported by your line manager.

Return to Social Work Pathway Structure

Support tools on the Pathway:

Professional Development Plan	The Professional Development Plan is a tool to support you to outline a structured approach to develop and enhance your skills, knowledge and practice. Your professional development plan will be co-produced between yourself and your practice educator and will inform your placement.
Self Assessment	The Self Assessment is a reflective tool to enable you to identify your areas of strength and development. It is closely aligned to the Knowledge and Skills Statement for Social Workers in Adult Services.
Access to Our Development	Our Development (powered by virtual college) is an online hub of training and resources for Cambridgeshire staff. During your placement you'll be signposted to courses and e-learning in line with your Professional Development Plan.
Coaching	Coaching will provide you will a reflective space to support you in your transition back into social work practice. You will be able to access 3 coaching sessions over 3 months which can be used during your 30-60 day placement of after you have received your registration.
Weekly 1:1 Supervision	Applicants will meet with their practice educator weekly and will discuss the PCFs and KSS.
Critical Reflective Log	To support learning and reflection, you be supported to complete reflective logs throughout your placement alongside your self assessment. T
Shadowing	Managers and practice educators will support you to access shadowing opportunities across a wide range activities and services to support networking and your practice development.
Direct Observations	During your placement you will be observed practising. These observations will be planned and observed by practice educator. You'll receive feedback on your practice as part of your continued professional development.
Service User and Professional Feedback	During your placement you will be supported to collect feedback from a service user and fellow professional you have worked with. This will offer additional insights into your strengths and areas of development.
End of Placement Presentation	At the end of your placement you'll conduct a brief 10-minute presentation for your practice educator and manager to showcase how you have updated your learning and your plans for continuing your professional development.