



**Kick start your career
in **children's social
work** by joining our
ASYE programme**



Children's
Social Care
Careers



Gloucestershire
COUNTY COUNCIL

Foreword

Hello and welcome!

It's great that you are interested in joining our ASYE programme. This is a big step in your career as a social worker, and we want you to know—you're not doing it alone. Moving from student to practitioner can feel exciting, sometimes overwhelming, and that's completely normal. This prospectus is here to guide you and make sure you feel supported every step of the way.

As Principal Social Worker and Academy Lead, my role is to help you succeed. The ASYE year is all about building confidence, strengthening your skills, and finding your feet in practice. You'll have opportunities to learn, reflect, and grow—and we'll be here to cheer you on.

Please remember: asking questions, seeking support, and taking time to reflect are signs of strength. Every challenge you face is part of your journey toward becoming the social worker you aspire to be.

Eve McCarthy
Principal Social Worker & Academy Lead for Children's Services



About Gloucestershire Children's Social Care

It is our mission to work together to support families and communities to give every child the best chance of a happy and rewarding life, especially those who need more help.

Right child, right support, right time, every time.

We will show kindness, respect and fairness in everything we do. We will make sure children are seen and heard when decisions are being made about their lives. For those children who cannot live safely at home, we will do everything we can to give them a second chance of a better life.

The help we offer will be based on what works. Our staff will be expert and collaborative, working with others to understand what life is like for this child and finding the best way of helping them to achieve a brighter future.

We will be courageous and ambitious for children. We will not let fear of criticism stop us from doing what we think is best, but we will always respond to well-founded criticism with a willingness to learn and to change.

Our children are the future. It is our duty to do everything in our power to help them to shape that future, for themselves, their families, and their communities.



Gloucestershire's ASYE Programme

As a Newly Qualified Social Worker (NQSW) on our Assessed and Supported Year in Employment (ASYE) programme you have access to comprehensive training with one day a month dedicated to accessing development opportunities.

This includes:

- Reflective supervision with an experienced advanced educator guiding you through cultural genograms and systemic hypothesising.

| 0-6 weeks | 6 weeks - 6 months | 6 months onwards |
|-----------|--------------------|------------------|
| Weekly | Fortnightly | Monthly |

This includes:

- Regular reviews to ensure the team around you are supportive and responding to needs.

This includes:

- Capped caseloads that are monitored and increased via a frequency agreed in supervision with your team manager.

| 0-3 months | 3-6 months | 6-9* months | End of NQSW |
|------------------|-------------------|-------------------|-------------------|
| Up to 6 children | Up to 12 children | Up to 15 children | Up to 18 children |

There are four mandatory topics/days to attend:

September - **Induction**

October - **Systemic hypothesising, cultural genograms and getting ready for reflective groups**

December - **Amity training**

March - **Wellbeing, resilience and professional safety**

As a member of staff at Gloucestershire you get access to systemic training to be at the forefront of current social work practice. This is an enhanced training package accessed online and in person at our amazing Social Work Academy. As NQSWs you get access to these resources, research, and journals to continue your learning.

Every social worker in Gloucestershire children's services also has unlimited access to research in practice. This is a database of research, webinars, toolkits, recorded e-learning, presentations and more that can support you to work with varying areas of social work.

On top of this there is an online and physical library at the Social Work Academy free to access for all staff members.

Meet our academy leads



Alice Hunter
ASYE Co-Ordinator and
Advanced Educator

I qualified as a Social Worker in 2016 with GCC and started my career in what was the 'Assessment Team' in Children and Families Safeguarding. After 2 years I spent the following years in the Children in Care service where I became a Senior Social Worker and later an Advanced Practitioner, until moving to the Social Work Academy in April 2025.

My own practice interests are supporting unaccompanied asylum-seeking children; emphasising the importance of relationships with young people and families; and also working with newly qualified social workers - to empower them to become great Social Workers.

When I am not at work you will find me organising something or crafting.



Lorna Martin
Advanced Educator

I qualified as a Social Work in 2010, gaining my Practice Educator qualification in 2019. Throughout my career, I've been fortunate to work across several practice areas: children with disabilities, children who are looked after, family front door, and fostering and adoption. I'm committed to improving outcomes for vulnerable children and I'm passionate about social work education.

Social Work is a challenging career, and it's a real privilege to work within the academy, driving forward best practice across the organisation. I'm particularly interested in enhancing practitioner wellbeing, critical reflection, and anti-oppressive practice. I enjoy supporting Newly Qualified Social Workers at the start of their career. I always learn something new, and value the knowledge, experience, and enthusiasm, NQSWs bring. The ASYE is a critical year in so many ways, and I recognise the importance of robust support and development opportunities.

Outside of work, I like to keep up to date with social work research and best practice initiatives. I also love being in the countryside and walking the hills with my dog Rupert.

Here's what our newly qualified social workers say



NQSW, Gloucester Children and Families team - Lindsey

“ I would highly recommend the ASYE programme. Honestly, I'm not sure how I would have managed without the extra reflection space, the space to learn new skills, and the support from the group and the teaching staff. I look forward to the skills days and have enjoyed hearing about other newly qualified social workers' experiences. Although we are all from different areas and localities, it brings a collaborative purpose to the work we do by sharing different perspectives and experiences. I will miss the ASYE but look forward to starting the Systemic Practice programme in September. ”



NQSW, Stroud Children and Families team - Talent

“ The ASYE was a good and supportive slow start to a fast-paced role. This made the increased role demands and adjustments gradual and hardly recognisable. Time flew and before I knew it, I was able to handle a full case load to my own surprise. I would say my team were fantastic. The support I got from my manager, advanced practitioner not forgetting my coordinator, I honestly could not have done my ASYE without them. Thank you, Gloucestershire! ”



NQSW, Gloucester Children and Families team - Suzy

“ The support from the academy and my team throughout the ASYE, plus the reduced case load that gradually increases, allowed me to grow and develop into who I wanted to be as a social work practitioner. My ASYE coordinator and advanced practitioner worked tirelessly to make adaptations to support my neurodivergence; they made time to understand the challenges I faced and celebrate achievements. I could not be more grateful for their hard work, dedication, and support to see me through my ASYE year. ”

Other words used to describe our ASYE programme

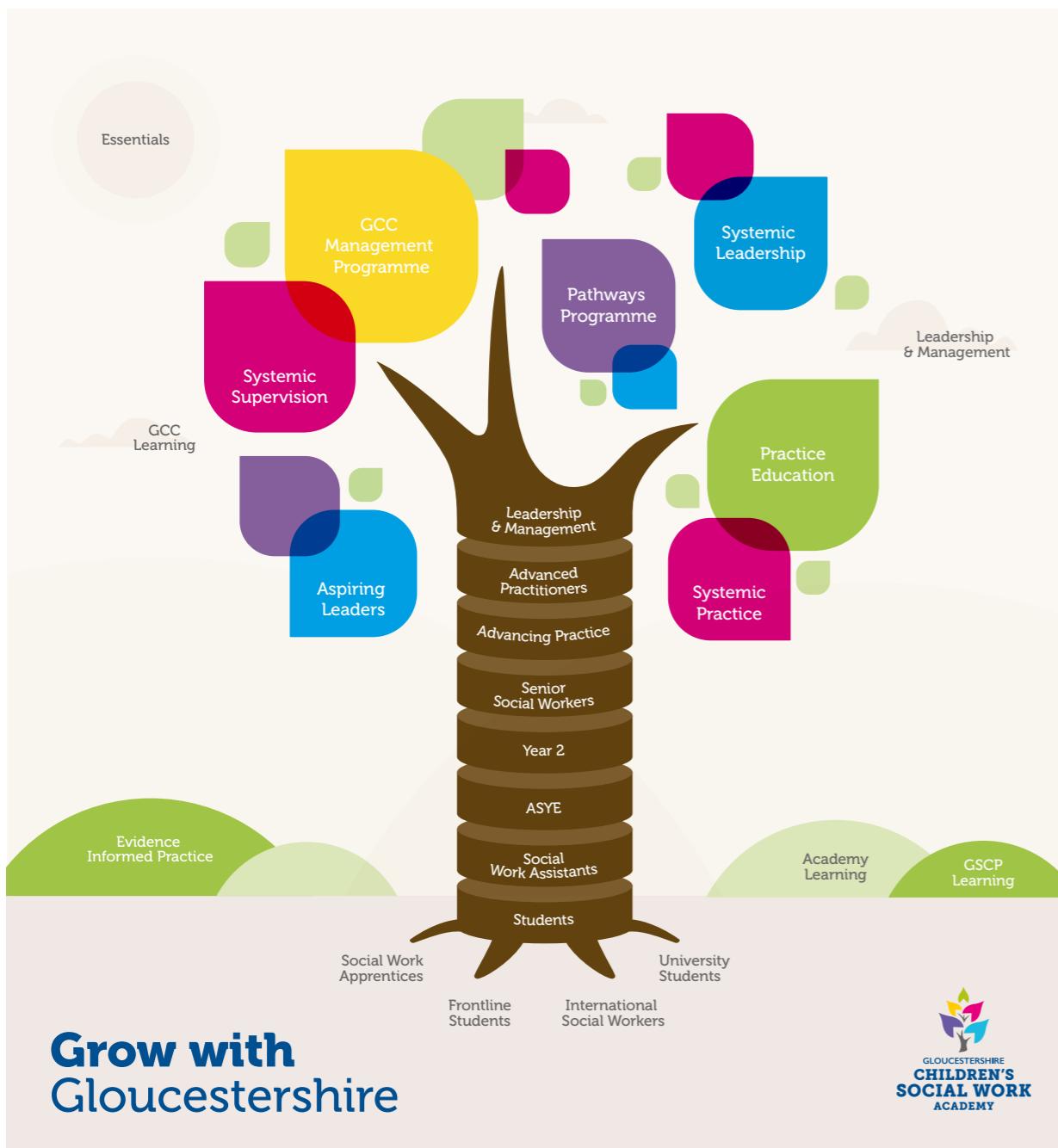


Children's social care career pathway

Joining us as a Newly Qualified Social Worker to complete your Assessed and Supported Year in Employment is just the start of your journey with us.

We offer a vast amount of training and development opportunities in line with your career progression. Once you have passed your ASYE we will help and support you with our year two offer.

All our training opportunities are systemically focused, and we will work with you to continue to develop your knowledge and skills throughout your career with us.



Grow with Gloucestershire



“Where my professional curiosity brings about positive change.”

Join Gloucestershire County Council.
Children's Services Team



“Where my caseload is protected.”

Join Gloucestershire County Council.
Children's Services Team

Our teams and localities

Gloucestershire Children's Services are made up of various teams, all with the same goal, which is to support families and communities.

Early Help and Targeted Support Team - Early Help offers support to partners to enable them to help children and families as soon as difficulties start to emerge. They train and champion the Graduated Pathway. They provide targeted interventions to help families for a short time.

Front Door Service - Our Front Door Service receives all new contacts when there is a concern that a child could be at risk. The team will work with partners to determine the level of risk to the child and how we should respond to that risk.

Children and Families - Our children and families' teams cover the whole of Gloucestershire. We have a North, East and West region. We aim for the same social worker to support children and their families from the front door until permanence is achieved either through positive change and the child remaining with their parent/s, or legal permanence being secured either within the family or outside of the family.

Our Children in Care service - Our Children in Care Permanency Team supports children aged 0-11 years to achieve a stable outcome. This could mean adoption, special guardianship, long term fostering or returning home. In doing so our social workers are focused on empowering children by making sure their voice is heard and their life history is considered.

Leaving Care Service - We support young people who are Care Leavers. We allocate a Personal Adviser to young people when they are aged 16 to work alongside a Social Worker to support the transition from care. The Personal Adviser becomes the allocated worker when the young person leaves care. The Personal Adviser will support young people to achieve their potential, ensure they have their needs met and fulfil our statutory obligations.

Fostering Service - GCC In-House Fostering Service is made up of 10 separate teams overseen by a Head of Service. In addition to these teams, there is an independent Fostering Panel which make recommendations regarding households suitable to foster.

Notes

Our Academy - The Academy is committed to creating a learning culture to support the development of outstanding practitioners and leaders who effect positive change for children, young people and their families in Gloucestershire. Whatever your role within Gloucestershire Children's Services, when you engage in our learning opportunities, our aspiration is to inspire, challenge and support you to reach your potential.

Reviewing Service - Our Independent Reviewing Officers and Child Protection Chairs drive robust planning for our children in care and children subject to a child protection plan. This part of the service aims to ensure that children receive a good quality service. Independent Reviewing Officers review care plans for children in care and ensure that their needs are being met. They talk to children, hear their views and make sure that these views are central to their plans. Child protection chairs hold meetings where there are concerns that a child may be at risk of significant harm.

Children's Homes - We have been working hard to develop local, high-quality accommodation for children in our care as we believe that every child deserves a safe, nurturing, and empowering environment where they can thrive. Our children's homes will be more than just a place to stay; they will be a stepping stone to a brighter future for children in our care.

Disabled Children's Team - The disabled children's teams support children who have a disability or complex health needs. We offer support, advice and guidance to families who may need our help. We also offer short breaks to children and their families to enable them to live within their families and access the same opportunities as their peers who may not have a disability.

The team also supports children where, alongside their disability, there are child protection concerns, or they are children who are cared for by the Local Authority.

Get in touch

If you are interested in joining us, then we would love to hear from you.

Please email the Children's Recruitment Team on
CSWrecruitment@gloucestershire.gov.uk

or visit

<https://www.gloucestershire.gov.uk/childrens-social-work-jobs/>

