



**GRADUATE CERTIFICATE in Consolidation
of Social Work Practice
LEVEL 6 - 60 Credits
BMPF6044**

**LEARNER PORTFOLIO
(PORTH AGORED and UNIVERSITY OF WALES
TRINITY SAINT DAVID)**

Learner's name: Phil Pybus

Email address: phil.pybus@wrexham.gov.uk

**Learner's University Registration Number:
2425519**

Cohort: 21 onwards

Reference List

Information about referencing in written assignments and how to avoid plagiarism can be found on Moodle. It is important that you are aware of the importance of ensuring that the work submitted is your original work.

Reference List

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Detail of Workshops Attended

Please record in the table below the dates of each consolidation programme workshop you attended.

Consolidation workshop	Date Attended
1	18/03/2025
2	06/05/2025
3	24/07/2025
4	14/10/2025

Notes

Mentor's report

With reference to the 3 learning outcomes please comment fully on the learner's development over the duration of the whole programme. Reflect on information provided by the learner at the outset of the programme in Task 1 (Part a) and the later perspective given in Task 1 (Part b). Where you have seen or discussed feedback from individuals in need of care and support and/or their carers with whom the learner has worked, you are encouraged to comment on this with regard to the learner's development and their future development.

Over the duration of the programme, Phil has demonstrated clear, sustained and meaningful development across the three learning outcomes. His initial reflections in Task 1 (Part a) provided an honest account of his early experiences as a new practitioner, showing developing confidence and recognition of the complexities within assessment, contextual analysis and collaborative practice. At the outset he identified areas of uncertainty, particularly around applying assessment frameworks at depth, strengthening contextual analysis, and integrating reflective learning into practice in a structured way. His early reflections showed a practitioner who was self-aware, motivated to improve and already demonstrating more advanced thinking than is typically expected at the point of entering the consolidation programme.

As the programme progressed, Phil's development against Learning Outcome 1—*critical reflection and application of theory to practice*—became increasingly evident. His Part b submission shows clear movement from reflective description toward genuinely analytical, theoretically grounded reflection. He not only engaged with models such as Kolb, trauma-informed frameworks and contextual assessment, but demonstrated how he incorporates these into day-to-day practice. His ability to revisit and critically analyse his earlier experiences demonstrates professional maturity and the development of a strong reflective identity. His reflections in Part b show increased confidence in integrating structured programmes (such as the ITF model and ACEs Recovery Toolkit) and illustrate how

experiential learning and supervision have enabled him to deepen his understanding of behaviour, trauma and change processes. This shift evidences a transition from early professional reflection to a more advanced, conceptually informed style of reflective practice.

Development against Learning Outcome 2—*effective communication and relationship-based practice*—is demonstrated most clearly in Task 2. Across the programme, Phil strengthened his ability to adapt communication to meet the diverse needs of the individuals he supports. The observation shows a high level of relational skill, particularly in his work with a parent with ASD traits, literacy barriers and emotional dysregulation. His ability to translate formal assessment tasks into natural, accessible conversation reflects practice skill well above typical NQSW level. The father's verbal feedback following the observation provides strong real-world evidence of Phil's development: he described Phil's communication as consistently clear and open, noted that Phil always felt knowledgeable without being judgemental, and emphasised that he felt listened to, respected and able to engage meaningfully because the work felt important to him personally. This feedback illustrates Phil's growth in empathic, person-centred communication and confirms the quality of his relationship-based practice.

Regarding Learning Outcome 3—*professional judgement, safeguarding knowledge and multi-agency working*—Phil's Task 3 safeguarding case study provides the strongest demonstration of his development. His analysis shows a high level of sophistication in identifying risk, understanding the interplay of trauma, mental health, relational patterns and environmental stressors, and articulating thresholds for statutory intervention. Phil's ability to integrate ecological theory, trauma-informed understanding and the Wales Safeguarding Procedures demonstrates practice maturity and provides clear evidence that he has progressed significantly from the early uncertainty described in Task 1a. His safeguarding narrative shows a practitioner who can remain grounded in high-risk situations, utilise supervision appropriately, share risk collaboratively and justify decisions with clarity and confidence.

Throughout the programme, Phil has also demonstrated strong progression in professional identity, reflective confidence and the ability to apply structured learning to increasingly complex situations. His shift from reflective self-doubt to analytical confidence is notable, as is his growth in balancing relational practice with statutory safeguarding responsibilities. He consistently demonstrates curiosity, emotional intelligence and an ability to use feedback—from individuals and from colleagues—to improve his practice further. The father's feedback in Task 2 not only validates Phil's relational strengths but also evidences his growing ability to empower individuals and maintain trust even within challenging circumstances.

Overall, Phil has met and exceeded the expectations of the consolidation programme. His development across all three learning outcomes is clear, and he has shown the capacity to integrate learning into practice with depth, insight and strong professional values. He demonstrates readiness to continue consolidating his skills and is developing into a confident, thoughtful and reliable practitioner whose strengths in reflective practice, communication and safeguarding decision-making will continue to support high-quality social work in the future.

Note for Mentor – Please ensure that you provide a signature of verification of this report in the section titled 'Signatures and Line Manager Verification'

Learner Details

Learner details, Signatures and Line manager verification.

It is the learner's responsibility to ensure that their university learner number is correctly inserted wherever requested within the portfolio.

Learner Details

(NB it is essential that you inform your Workforce Development/Training Unit and the University of Wales Trinity Saint David if your name or your address for correspondence changes).

1. Name of Learner: Phil Pybus

2. Learner's University Number: 2425519

Address for Correspondence:

**118 High St
Cefn Mawr
Wrexham
LL14 3BY**

Telephone Number: 07766421087

E-mail address: phil.pybus@wrexham.gov.uk

Date of Professional Qualification: 14/10/2022

Date of registration with Social Care Wales: 20/10/2022

3. Name of Learner's Agency – Wrexham County Borough Council – Family Centres

Agency Contact details:

Name: Julie Williams

**Address:
Tŷ Ni Family Centre,
82 Rhosddu Road,
Wrexham**

LL11 2NP

Telephone Number: 01978 295670

E-Mail address: Julie.williams@wrexham.gov.uk

4. The evidence I have provided within this portfolio is in:

Welsh only ☐

Welsh and English ☐

English only X

Mentor's details

5. Mentor's details

Name: Nikki Bailey

Address: 82 Rhosddu Road, Wrexham

Telephone Number: 01978 295670

E-Mail address: Nikki.Bailey@wrexham.gov.uk

6. Observer details

Name: Nikki Bailey

Work Address: 82 Rhosddu Road, Wrexham

Professional Qualification and date of qualification: BA Social Work 2010, PQ 2014, Practice Educator Award 2016

Telephone number: 01978 295670

Email address: Nikki.bailey@wrexham.gov.uk

Signatures and Line Manager Verification

CONFIDENTIALITY and PLAGIARISM – to be completed by the learner.

All information provided in this portfolio complies with guidance on confidentiality. I confirm that all work apart from comments by others (e.g. mentor, individuals in need of care and support and/or their carers) is all my original work and has not been copied. I understand that plagiarism is taken very seriously by the University and the programme.

Signed: _____ (Learner)

Date: 24/02/2026

Feedback and comments from an individual using services, their family and/or carers (Task 2) - to be completed by the Observer.

I confirm that I am a registered social worker with knowledge of the learner's area of practice and that the observation summary and the comments above from the individual in need of care and support and/or their carers are about the same piece of practice that I observed on the date given.

Signed N Bailey (Observer)

Date: 24/02/2026_

Mentors Report (to be completed by the mentor)

I can confirm that I am a registered social worker and that in my role as mentor I have provided a written report of the learner's progress over the duration of the programme.

Signed_N Bailey_ (Mentor)

Date 24/02/26

Line manager verification.

Guidance: This section must be completed and signed by the learner's line manager and/or senior practitioner. Where the line manager is not a registered social worker, verification must also be provided by a social work practitioner in a senior position (this could be the mentor) who is familiar with the learner's work and can verify that the learner has been involved with the safeguarding case evidenced in Task 3 of the portfolio and that the learner has met all the required criteria listed below.

In this section, please confirm that you have seen sufficient evidence of the learner's work during the period they have been undertaking the Consolidation programme. If necessary, please consult with other managers who the learner has worked with. In signing this section, you are confirming that you are content with the:

- level of supervision and mentoring support received by the learner;
- learning and development undertaken;
- reading and personal research undertaken;
- level of knowledge and skills demonstrated;
- understanding shown of the Code of Professional Practice and National Occupational Standards;
- core values of the learner;
- work and commentary referred to within the portfolio, that it is the learner's own work and based on current practice;
- completion of accurate, cogent, coherent and analytical recording skills;
- Line manager to verify the learner has been involved with safeguarding.
- Mentor's report, and that it provides evidence of observations of Professional Practice that has been undertaken over the duration of the Graduate Certificate in the Consolidation of Social Work practice pathway (work-based practice which is equivalent to 7,000 words).

I confirm that this learner has achieved an appropriate level of professional practice.

LINE MANAGER VERIFICATION:

NAME OF LINE MANAGER: _____

SIGNATURE OF LINE MANAGER: _____

DATE: _____

REGISTERED SOCIAL WORKER'S VERIFICATION (WHERE THE LINE MANAGER IS NOT A REGISTERED SOCIAL WORKER, THIS CAN BE THE MENTOR).

NAME OF SOCIAL WORKER: _____

NIKKI BAILEY

SIGNATURE OF SOCIAL WORKER: _____



POSITION: _____

Social Worker

DATE: _____

24/02/26

Learning Agreement

PORTH AGORED AND UNIVERSITY OF WALES TRINITY SAINT DAVID
GRADUATE CERTIFICATE IN CONSOLIDATION OF SOCIAL WORK PRACTICE
LEARNER AND EMPLOYER'S LEARNING AGREEMENT

Name of Learner	Phil Pybus
Name of Team/Agency	Specialized parenting team – Substance misuse
Name of Mentor	Nikki Bailey
Name of Line Manager	Julie Williams

Study Duty

The learner will undertake all elements of the Graduate Certificate programme diligently, including mandatory attendance at induction, four Consolidation Workshops, and participation in an evaluation survey or focus group on completion of the programme.

The learner's full and effective participation on the Graduate Certificate is mandatory given that Social Care Wales has made completion of the programme a requirement within the first (three-year) period of registration as a Social Worker. This applies to social workers who qualified after April 2016.

Study Leave

The employer undertakes to support the learner by providing time within their normal contract of employment to attend all agreed mandatory elements of the programme which include; induction day and four Consolidation Workshops. Additional time may be provided for programme evaluation meetings and any training agreed as a requirement of the programme.

Three further study days will be provided by the employer as a contribution towards the time involved in personal research and developing the portfolio for submission. The study days can be taken on any week-day (or combination of days) as long this is (i) appropriate to the stage of portfolio preparation at the time, and (ii) agreed with the Team Manager who will take into account team and service needs. Where the learner works less than 37 hours a week, mandatory days and study leave will be approved in accordance with the employer's local policies.

Resources

Learners are able to access learning and library materials from their employer's existing resources or as described in the Programme Handbook, from the University. The employer understands that the Graduate Certificate is to be completed by newly qualified Social Workers in their first period of registration and will support this timescale. There is also an expectation that as it is a professional development programme, learners will take responsibility for their own learning and will also use their own time for personal study and portfolio preparation.

The employer's training department agrees to:

- Collect, process, store, analyse or disclose personal data in accordance with it's obligations under the UK GDPR and Data Protection Act 2018.
- arrange for eligible staff to join the programme;
- pay course fees directly to the University;
- pay Porth Agored partnership fees for each learner;
- provide additional guidance and support by:
 - a) facilitating access to existing learning materials or library resources;
 - b) providing appropriate training opportunities from existing internal training programmes as agreed with the learner and mentor;
 - c) providing programme induction and Consolidation Workshops;
 - d) providing learners with guidance and support about programme requirements and portfolio completion;
 - e) helping to resolve any programme difficulties encountered by the learner, mentor or service managers.

The learner agrees to:

- work actively towards completing the qualification within the agreed timescale of 12 months from the date of registration on the programme;
- identify with manager/mentor appropriate internal training and arrange to attend these courses;
- seek support from UWTSD Student Services when appropriate in relation to matters of learning support.
- attend induction and four Consolidation Workshops. These are mandatory components of the programme;
- produce work and evidence appropriate to the portfolio and learning outcomes within agreed timescales;
- make and keep agreed appointments with mentor/line manager;
- ensure they are prepared adequately and obtain all necessary consent for observed practice;
- inform mentor/line manager and training department immediately of any problems or changes in circumstances while undertaking the programme, especially where this may

affect completion of the programme by the agreed deadline or ability to attend a mandatory workshop;

- liaise with their line manager/mentor to confirm study days and use their own time in addition for self-directed study, research and portfolio preparation;
- take personal responsibility for preparing and completing all work necessary to submit their portfolio;
- act at all times in accordance with the Code of Professional Practice and the employer's and University's policies, procedures and processes;
- ensure that they understand the need to complete the programme within the first (three year) period of registration with Social Care Wales. (Qualifying after April 2016).
- allow their employer and Porth Agored (or any of their commissioned providers), the University of Wales, Trinity St David and Social Care Wales (or any of their commissioned providers) to share with each other, any and all information that comprises the application form or any other data provided as and when appropriate, including, but not limited to, information about progress on the programme, results or comments about the portfolio. Such data may be processed, stored, shared, analysed and reported for administration, monitoring, review and quality assurance of the Graduate Certificate programme or ongoing professional registration purposes.

NB. Data Protection: We need to process your personal data because gaining this qualification is a mandatory part of maintaining your registration with Social Care Wales. Employers have linked this to your contract of employment. Using and sharing your data between your employer, Porth Agored and the University of Wales Trinity Saint David is therefore necessary for performance of the contract between you and your employer. We will not disclose your data to any other organisation other than those mentioned above without your permission, unless we are required by law, or Social Care Wales regulations to do so. We will tell you if this happens, unless we are legally prevented from doing so. We will ensure that our collection, processing and storage of data is as transparent as possible and in accordance with Data Protection principles. We produce a comprehensive Privacy Statement which will be made available to all learners on Moodle.

Line Manager/Mentor agrees to:

Line-manager/mentor can be one in the same person or the role can be undertaken by two separate people. The mentor must be a registered SW with a minimum of 3 years post qualifying experience.

- attend an induction meeting to become familiar with the requirements of the programme;
- provide or arrange to provide sufficient assessment opportunities in order for the learner to evidence competency and undertake required observations. Where opportunities may not be immediately available within the team arrange to provide these elsewhere within the Service;

- guide and support the learner for the duration of the programme;
- release the learner for the programme induction and the four Consolidation Workshops, and any internal training courses agreed as being appropriate to meet agreed learning needs;
- agree with the learner, use of up to 3 additional study days over the whole duration of the programme, as an employer contribution towards time needed for personal study, research or portfolio development;
- ensure that regular formal supervision is provided to the learner by their line manager in line with organisational policy (line-manager);
- ensure that mentoring sessions are provided in line with Social Care Wales First 3 Three Years in Practice guidelines. Mentoring sessions, where possible, should be arranged as a separate event from supervision. A full record of when mentoring sessions are undertaken must be kept.

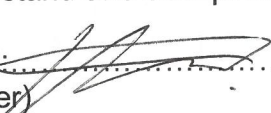
Completion and submission of portfolio

Learners are expected to complete the Graduate Certificate and will normally submit their portfolio within 12 months of attending induction to the programme. Any learner anticipating any difficulty in meeting this requirement should immediately discuss the matter with their Training Manager/Co-ordinator. It is the learner's responsibility to inform the university if they are not going to meet the submission deadlines.

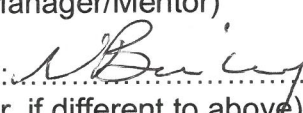
The portfolio submission process and dates for each programme cohort will be published on Moodle. Once registered on a programme, **learners CANNOT change the due submission date without gaining agreement from the employer and University.**

Pressure of work is not regarded as a reason for non-attendance at any Consolidation Workshop.

I understand and accept the terms and conditions of this learning agreement as stated above.

Signed:  Print Name: Phil Pybus Date: 24/02/2025
(Learner)

Signed: Print Name: Date:
(Line Manager/Mentor)

Signed:  Print Name: Nikki Bailey Date: 24/02/2025
(Mentor, if different to above)

PLEASE FORWARD A SIGNED COPY OF THIS LEARNING AGREEMENT TO YOUR TRAINING COORDINATOR WITHIN ONE MONTH OF YOUR INDUCTION.



Wrexham County Borough Council Learning Agreement Statement of Wrexham County Borough Council

The development opportunity that you are about to embark on marks a commitment to the investment in you by the Council and its commitment to support continual professional development. The Council recognises that on completion, your professional value and subsequent opportunities will increase and as such it needs to secure the investment.

Statement of the employee

I confirm I have read and understand the conditions under which the Council provides financial assistance for training as detailed in Sections 5.5.1-8 of the Training, Learning & Development Policy (the Policy).

I agree that if the circumstances set out in Clause 1 occur I will be liable to repay some or all of the fees, expenses and other costs (the **Costs**) associated with such training courses in accordance with Clause 1 below.

1. Except in the circumstances set out in Clause 2, I shall repay the Council as follows:
 - (a) if I cease employment before I attend the training course but the Council has already incurred liability for the **Costs**, 100% of the **Costs** or such proportion of the **Costs** that the Council cannot recover from the course provider shall be repaid;
 - (b) if I cease employment during the training course or within 2 years of completing the training course, 100% of the **Costs** shall be repaid;
 - (c) if I am deemed by my Manager to be making no real attempt to complete the training course or qualification(s) as set out in Section 5.5.7 of the Policy, I will be required to repay all the **Costs**.

Thereafter, no **repayment** shall be required.

2. I shall not be required to repay any of the **Costs** under Clause 1 if:
 - (a) my employment is terminated by voluntary or compulsory redundancy, early voluntary retirement, or retirement on grounds of ill-health; or
 - (b) I terminate my employment in response to a fundamental breach by the Council.
3. I agree to the Council deducting the sums under Clause 1 from my final salary or any outstanding payments due to you.
4. I agree that if the Council waives my obligation to repay the **Costs** under Clause 1, I will be solely responsible for any income or other tax payable as a result of the waiver and I shall indemnify the Council on a continuing basis in relation to any such tax.

Employee Name: Phil Rybus Payroll No. 315430
Job Title: Substance Misuse Social Worker

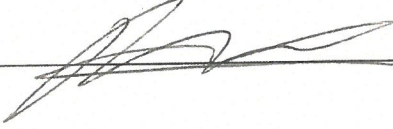
Home address: 118 High St - Cefn Mawr, Wrexham
LL14 3BY.

Qualification/Training Course: Consolidation of Social Work Practice

Course/Qualification fees: £ N/A

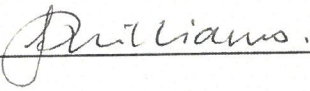
Start date: 25/02/2025 Target completion Date: 25/02/2026

Actual completion date: 25/02/2026

Employee's signature:  Date: 12/03/25

Manager's name: Julie Williams

Manager's job title: Interim Team Manager.

Manager's signature:  Date: 12.03.2025

