

What support is available to year one participants?

Before they start the Frontline programme, applicants undergo a number of checks to confirm their suitability to practice as a social worker, i.e. they can meet the standards of Social Work England (SWE) upon completion of their qualifying year.

The suitability process will also look at implementing adjustments to ensure that applicants can take part in the programme safely and effectively.

Some applicants and (on programme) participants may be referred for an Occupational Health (OH) assessment.

An OH assessment will put together recommendations on what may be needed for a participant to succeed in their academic and practice learning environment (placement).

What support is available to Year 1 participants?

Year 1 participants are able to register with Lancaster University's Disability Service if they have medical evidence of a disability, long-term health condition or specific learning difficulty (SpLD). This means they can have on-going advice and support from Lancaster's Disability Service and an Inclusive Learning Support Plan (ILSP) to enable them to access reasonable adjustments on programme.

If year one participants have evidence, they can also apply for Disabled Students Allowance (DSA) through student finance. This is non-means tested and can fund various things such as equipment, assistive technology and mentoring support (e.g. study skills tutor, mental health mentor)

More information on support for year one can be found in the [Year One handbook](#).

The most live up to date version sits on Moodle so participants should be directed there.

When can participants disclose a disability?

ANY TIME - There is no set time that a participant should or should not disclose a disability or health condition. It is encouraged through the applicant journey at various stages to disclose disabilities or health conditions so that support can be considered

The sooner participants disclose, the quicker adjustments can be put in place. If one of your participants knows or suspects of a health condition/ disability, they should contact disability@lancaster.ac.uk

If participants in year one or year two believe they have a specific learning difficulty, the suitability team can support them with being assessed. Contact us at admissions.support@thefrontline.org.uk

Year 2 Participants



- Year 2 participants step away from being ‘students’ and move into their Assessed and Supported Year of Employment (ASYE). This means that they will now be employed by their Local Authority.
- Support available to Year 2 participants will differ in some respect to what is available for Year 1 participants, due to this employee status. There will be a change of ownership to the Local Authority as the employer, to implement support such as Occupational Health assessments and Access to Work provision for reasonable adjustments.

What support is available to year two participants?

Year 2 participants can also register with Lancaster University's Disability service for on-going support and an Inclusive Learning Support Plan (ILSP) for the academic elements of the programme i.e. if they are completing the dissertation module. They can contact them at disability@lancaster.ac.uk

Year 2 participants are currently unable to apply for Disabled Students Allowance (DSA) through Student Finance. This is because in Year 2 of the programme they are classed as ASYE and are employed by their local authority so are not full-time students



What support is available to my year two participant?

Year 2 participants who need support in placement, for example Assistive Technology or practical support, need to enquire about 'Access to Work' with their local authority.

As this is an employment-related scheme, the Suitability team cannot provide guidance to participants around access to work. Participants should speak with their CSW or other LA staff for help. More information can be found on Access to Work, here.

Participants not completing the masters will not have access to Lancaster or Moodle. They can continue to receive adjustments through their Local Authority and will have access to coaching.

More information on support for year one can be found in the Year Two handbook on Moodle where participants should be directed.

What support can be given for mental health?

Outside of adjustments covered by Occupational Health assessments or the Inclusive Learning Support plan, participants can access other support including:

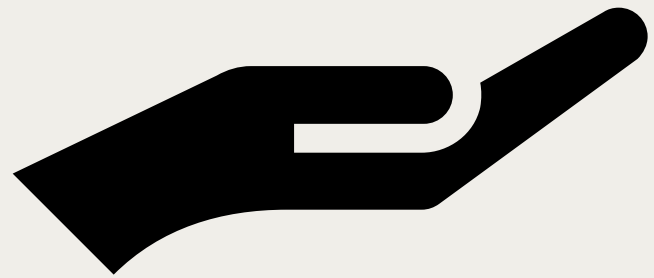
Employee Assistance Programme (EAP)

EAP may direct participants to up to six counselling sessions, and can also provide information on debt management and legal advice. Participants can also access one 50-minute career coaching session over the phone. This service is an independent external service so participants can discuss issues confidentially. Access is provided via Lancaster so is only available to participants completing the academic side of the programme. The link to access this is on Moodle.

SilverCloud

SilverCloud is a cognitive behavioural therapy app available to all participants. This can be used on their own time and will provide information on the following areas: stress, anxiety, depression, body image.

Access to Work: Disability and long-term health conditions



Access to work is a Government Scheme that employees with medically evidenced disabilities/long-term health conditions can apply for in order to support them to sustain employment and carry out their workplace duties effectively.

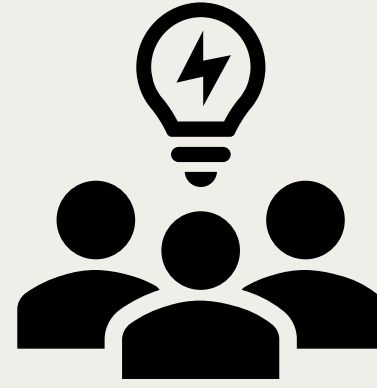
Support will depend on the employee's individual and specific needs

Through Access to Work, an employee may be eligible for:

- A grant to help pay for practical support with work (e.g assistive technology packages)
- Support with managing mental health at work (e.g a one-to-one mental health mentor)
- Taxi fares to work or a support worker if an employee cannot use public transport

The Year 2 should be signposted to discuss with their CSW/HR department, before applying for Access to Work.

Wellbeing and Community Support



Mental Health

EAP (Employee Assistance Programme)

- up to 6 sessions with a 1:1 counsellor
- External to Frontline and Lancaster University

Wellbeing

Silvercloud (CBT App)

Four different programmes available, each based on cognitive behavioural techniques

- space from stress
- space from anxiety
- space from depression
- space from body image.

Affinity Groups and Community Spaces

- LGBTQ+
- Racialised Minority
- Neurodiversity
- Disability
- Lived Experience of Social Work

Full Details (meeting dates and contact emails) available to participants on Moodle

Any questions, please contact admissions.support@thefrontline.org.uk

Inclusion Passport



- Participant owned document
- Working document, able to reflect changes in circumstances or needs
- Tool to support conversations about how the participant works best and would feel best supported
- Support for Y2 participants particularly if they change placement team, to support conversations around needs with a new manager

- Not a formal list of adjustments
- Guarantee of specific support for work
- An assessment of need



Examples of who may benefit from an Inclusion Passport

- English as a second/third language
- Relocator to the area
- Health condition/Disability
- Neurodiversity
- Care Experience/Previous Social Care experience
- Career Changer