

Joint statement on the relationship between the Professional Capabilities Framework (PCF) for Social Work and the Knowledge and Skills Statements for Children and Families and Adults

This document describes how the Professional Capabilities Framework (PCF) and the Knowledge and Skills Statements (KSS) for (adults' and children and families') social work in England relate to each other. It is issued jointly by the Chief Executive of the British Association of Social Workers and the two Chief Social Workers for England.

Launched in 2012, the PCF is the overarching framework for social work in England, from pre-qualifying to strategic levels, across all practice areas. BASW now hosts the PCF, on behalf of the profession. The KSS have been developed by the Chief Social Workers to set out what is expected of qualified social workers in specific practice settings and roles. Both the PCF and the KSS have been developed by the profession through extensive engagement with social workers at all levels, representative bodies and the public.

Together, the PCF and KSS provide the foundation for social work education and practice in England at qualifying and post-qualifying levels and are used to inform recruitment, workforce development, performance appraisal and career progression.

The PCF guides the development of social workers' capabilities and confidence in managing risk, ambiguity and complexity at nine levels of practice across all specialisms. In the 2018 PCF refresh, while much of the framework is unchanged, the nine domains have been clustered into three key themes:

- The **purpose** of social work; its values, ethics and commitment to equalities, diversity, rights and social justice
- The **practice** of social work with individuals, families and communities: its distinctive knowledge base, its application of reflection and critical analysis and the development of specific interventions and skills; and
- The wider **impact** of social work through leadership, professionalism and influence at organisational and other contextual levels.

The KSS set out what a social worker should know, and be able to do, in specific practice settings, in specific roles and at different levels of seniority. The KSS map onto the Practice domains of the PCF (Knowledge, Critical Reflection and Analysis, Interventions and Skills) and should help guide everyday practice. The Children and Social Work Act 2017 gives the Secretary of State the ability to set post-qualification standards. There has already been a Government consultation on child and family frontline practitioners and practice supervisors so that these KSS can be used as post-qualification standards and for the rollout of national accreditation.