

**BASW England Professional Capabilities & Development group position statement
on the impact of COVID-19**

The British Association of Social Workers (BASW) is the professional association for social work in the UK with offices in England, Northern Ireland, Scotland and Wales. With over 20,000 members we exist to promote the best possible social work services for all people who may need them, while also securing the well-being of social workers working in all health and social care settings.

The Professional Capabilities and Development group advocates that effective support by Social Work England, BASW and employers needs to be offered to formerly registered social workers who are returning to the workforce. Employers need to be mindful of their responsibilities and the needs of the social work as referred to in the employer standards to induct the social worker into the organisation, share local and national professional guidance for social workers on working safely in the current situation, identify a SW to provide regular professional, reflective supervision, and to provide an environment that upholds their health and wellbeing using local and national professional [resources](#) to meet the needs of the social workers.

Employers should carry out their statutory responsibilities under the [Employer Standards](#) for social workers to directly protect and provide training and learning opportunities and ensure that social workers have received these as we are mindful it is not easy for managers to support staff as they would desire to when under extreme pressure.

It is important that learning needs are identified through a self-audit of developmental needs (Professional Capabilities Framework and Knowledge & Skills Statements) and can be met through:

- E-learning
- An allocated social worker is provided to buddy, coach/mentor to offer familiarisation with local practice and procedure
- Planned opportunities and technology are provided to link with the team they are working with
- The opportunity to learn, co-work, have time to reflect and debrief with colleagues and supervisors.

BASW offers opportunities through their Professional Development programme for social workers to join webinars, join branch meetings, keep updated on social workers' professional guidance on COVID-19 and is providing regular up to date information on how SWs are experiencing the current crisis and responding to a different approach to meet their responsibilities.

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