

## **Professional Capabilities Framework for Social Work in England**

### **The 2018 Refreshed PCF**

#### **Level Descriptors for all Domains**

##### **1. Introduction**

The Professional Capabilities Framework (PCF) is the profession-owned, overarching framework of social work education and professional development in England.

First devised in 2012, the PCF has been reviewed and refreshed through a process of extensive consultation during 2017 and 2018. This has been led by BASW in conjunction with Research in Practice. The review has preserved the best of the PCF and elements that consultation respondents considered to be most important and useful, while modernising, clarifying and developing key aspects. [A detailed overview of the refresh process is given here.](#)

This process was overseen by a multiagency steering group including Skills for Care, Shaping Our Lives, Local Government Association, Principal Social Worker Networks – adults and children, Association of Directors of Adults Social Services, Association of Directors of Children's Services, Department for Education and Chief Social Worker for Children and Families, Department for Health and Social Care and Chief Social Worker for Adults, Social Workers Union, Joint Universities Council for Social Work Education Committee, Association of Professors of Social Work, BASW Policy, Practice and Education Groups.

We welcome feedback on this document. Please [contact us](#) with any comments or suggestions.

##### **2. How to use this document**

In this document you will find the refreshed PCF 2018 domain level descriptors from entry to strategic level. This document should be read in conjunction with the [Guidance on using the 2018 refreshed PCF](#) which provides further information about the revisions to the PCF Domains, the addition of three 'super-domains' – Purpose, Practice, Impact – and the new [fan graphic](#). Together, these documents provide guidance on the introduction of the 2018 PCF refresh.

The refresh of the domain level descriptors has maintained the overall integrity of the structure and much of the valued content from the original version. The numbering of the domains has been maintained, even though their visual ordering of one domain –

professionalism - has been changed in the new fan graphic to create three super-domain clusters. (see the [Guidance on using the 2018 refreshed PCF](#) for further explanation).

The refreshed PCF domain level descriptors should be used from June 2018 by Universities and other providers of qualifying and post qualifying training. They should also be used by employers and workforce development leads, Teaching Partnerships and providers of ASYE programmes.

### **3. Relationship to the Knowledge and Skills Statements (KSS)**

The PCF is the profession-owned and profession-driven approach to social work education and advancement that has become well embedded since introduction in 2012. The introduction of Knowledge and Skills Statements for practice (particularly statutory practice) in children and adults services by the Department for Education and Department for Health and Social Care has created a need to support learners, educators and employers in understanding the relationship between the PCF and KSS.

In March 2018, the two Chief Social Workers (from) and the British Association of Social Workers (BASW) issued a joint statement on the relationship between the KSS and the PCF. This is available [here](#). This showed a commitment by all parties to recognise both the overarching framework of the PCF and the specific policy and practice guidance of the KSS and how they can work together.

It states:

*'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'*

*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.*

*'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 integrity of the PCF as a framework for developing capabilities across all domains has been maintained in this refresh while referencing the KSS in the specific practice domains of Knowledge, Critical Reflection and Analysis, and Skills and Interventions.

#### 4. Key changes

In keeping with the rest of the refresh, the domain level capabilities have been turned into first person 'I' statements. This is to encourage wide ownership of the PCF across the profession rather than it being seen as something for/of educators, managers or workforce leads.

Where possible, wording has been left in the original and net additions have been kept to a minimum. While the list of change themes below may look long, they have been introduced as economically and simply as possible, in many cases as a new emphasis in an existing capability descriptor.

The changes from the original have been **greyed out** in this version to aid the transition of learning and development materials etc. A clean, non-greyed out PDF version of this document will also be available on the [BASW website](#).

To reflect the main themes of the refresh, gained from wide consultation, the following are the main areas of change or addition:

- More reference to listening to and working in partnership with people who use services and carers/families, and integrating their expertise from lived experience into practice, knowledge and service development.
- Integration of the BASW Code of Ethics as the professional guidance document where ethics are referenced
- More reference throughout to importance of evidence and evidence-informed practice and the inclusion of more reference to 'evaluation' alongside 'research as key source of evidence and engagement of practitioners in evidence/knowledge generation.
- More reference to an understanding of acting to promote human rights
- More reference to 'self-care' as an active capability, alongside existing reference to 'resilience'
- Introduction of reference to the KSS as important, current national policy and practice guidance. This does not change the wider PCF expectation that social workers are grounded in a range of professional, critical and evidence-informed interventions and skills relevant to work context.
- More recognition of the need for early development of specific/specialised knowledge and skill areas related to placement/work-based learning context and field of practice.
- More clarity of what is required to set foundation and show development of 'professional leadership', even at pre-qualifying levels. This includes addition of 'collaborative and collective leadership' to the professional leadership capabilities, alongside individual development, and earlier recognition (from end of last placement/completion) of own responsibility to seek, plan and access continuing professional development.
- More attention to developing strengths based and solution focused approaches.
- More attention to developing knowledge and capabilities in respect of working with communities.

- More reference to developing collaborative relationship-building capabilities with colleagues across organisations, not only within teams, from pre-qualifying levels onwards.
- Introduction of understanding and engagement with social work as an international profession and that this is important for practice in diverse communities in England as well opening opportunities for global learning and identity.
- Introduction of capability in respect of professional and ethical use of online communications, virtual environments and social media.
- A general development of the 'professional leadership' domain at all levels.

## 5. Advanced and Strategic levels – a note on the limits of the refresh

The process of refreshing the PCF up to Experienced Social Worker level has been relatively straightforward – applying the new emphases and priorities listed in section 4 above and adjusting the capability descriptors to match the refreshed domains and level descriptors. Modest change has been needed and the original text was in many places fit for purpose.

However, the Advanced and Strategic levels are more problematic to refresh. Working at an 'advanced' or 'strategic' level may mean a very wide variety of contexts, roles and job titles. In the original these levels have been divided into 3 different role categories which have been preserved in the refresh. The original domain capabilities at these levels attempted to identify (a few) specific capabilities for each of the 3 role categories. This was quite unsatisfactory in that it neither preserved the genericism of the PCF capabilities at all levels, nor did it adequately describe the specific capabilities of the 3 sub-categories.

Given the complexity and diversity of senior roles in the profession and given the development of new senior and leadership roles in the social work landscape – such as Principal Social Worker, Practice Supervisor and Practice Leader roles – there is a need to further consult and develop the Advanced and Strategic levels, and to link this into work that is also needed on clearer CPD pathways. This is work that BASW is actively developing.

For the 2018 refresh, a simplifying approach has been taken, proposing common capabilities for all roles that may fit within the Advanced and Strategic levels, rather than trying to match them differentially to different role categories. This is more coherent with the rest of the PCF and avoids partial reference to 'specialised' capabilities.

## 6. Using the new 'super-domains'

The document **Guidance on using the 2018 refreshed PCF** describes and gives the rationale for the three new 'super-domains' which are shown on the fan graphic – Purpose, Practice and Impact.

The use of these super-domains to promote and strengthen the PCF will evolve and BASW will be in dialogue with the sector about this over coming months. At adoption of the 2018

refreshed PCF, it is recommended that educators and workforce leads and other leaders at all levels in the profession use the super-domains to:

- Structure discussion and critique about the relationship between different domains and how they reinforce each other
- Promote shared understanding of social work's Purpose
- Ensure the improvement of Practice and outcomes/experience for people using services is at the heart of professional development
- Consider how social work and social workers can have more positive Impact – in the lives of those we work with directly, on our service and practice systems, on wider policy and the political contexts that affect society and people's lives

## **7. Social Work England**

The development of the new regulator, Social Work England and new re-registration processes and standards will be important factors in the shaping of initial education and post-qualifying professional development requirements in coming years. It is proposed that further work on the PCF is undertaken in dialogue with Social Work England and that BASW will lead this with our partners from education, employers' organisations, sector skills and improvement organisations and other stakeholders.

## **8. The Level descriptors**

On the new fan graphic, the level descriptors have been simplified to:

- **The four pre-qualifying levels**
- **Newly qualified social worker (ASYE)**
- **Social worker**
- **Experienced social worker**
- **Advanced social worker**
- **Strategic social worker**

The PCF is not prescriptive about how job roles and titles match on to these levels. It is likely that roles and titles will become more diverse at more senior and/or advanced levels of practice. Some common job titles and suggested levels are given below.

This simplified graphic is accompanied by overarching descriptions of the types of role and a summary of the level of capability at each level. The following principles have been applied.

- Keep it simple!
- For qualified levels, include in the level descriptors role examples that are contemporary and keep them updated. Include the roles emerging from KSS.
- Ensure that non-statutory social workers can map their roles on to the levels e.g. from charity, private and independent/freelance contexts

### **Point of entry to training:**

By the point of entry to social work qualifying programmes, prospective students/candidates should demonstrate awareness of the social context for social work practice, awareness of self, ability to develop rapport and potential to develop relevant knowledge, skills and values through professional training.

### **Readiness for practice:**

By the point of assessment of readiness for direct practice (prior to first placement), students should demonstrate basic communication skills, ability to engage with service users, capacity to work as a member of an organisation, willingness to learn from feedback and supervision, and demonstrate basic social work values, knowledge, theories and skills to be able to make effective use of first practice placement.

### **End of first placement:**

By the end of the first placement students should demonstrate effective use of knowledge and skills and commitment to core values in social work in a given setting, predominantly dealing with situations of lower complexity, with supervision and support. They will have started to demonstrate capacity to work with situations of greater complexity and where solutions and outcomes are uncertain or less clear-cut. They will have started to use specific social work models, skills and interventions and to have evaluated their impact.

### **End of second placement/completion:**

By the end of qualifying programmes newly qualified social workers will have demonstrated capabilities in applying social work approaches with a range of service user groups, the ability to undertake a range of tasks and social work interventions at a foundation level and evidenced the capacity to work effectively with more complex situations. They may have deepened specific skills in one or more social work field. They should be able to work with appropriate autonomy, whilst recognising that final decisions will often rest with their supervisor or other senior authority. They will seek appropriate support, supervision and be ready to pursue continuing professional development. These capabilities will have been demonstrated through the last (or latter parts of their) placement together with the final assessment of other work in the qualifying programme

### **Newly qualified social worker/ (NQSW) ASYE**

- This level relates to social workers in first two years of qualified practice. The ASYE is not a mandatory programme, but all NQSWs should seek to complete this within two years of starting work as a social worker. ASYE is most often provided by employers and their continuing professional development partners.

By the end of the Assessed and Supported Year in Employment (ASYE) social workers should have consistently demonstrated effective practice in a widening range of tasks and roles. They should have become more effective in their interventions and use of skills and evidence, thus building their own confidence and earning the confidence of others. They will have more experience and demonstrated skills in relation to their setting/s and field/s of practice and will have shown the ability to work effectively in increasingly complex situations. They will seek support in supervision appropriately. They will develop skills in evaluating the quality and impact (outcomes) of their own practice and that of their team/service. They apply the Code of Ethics as well as all relevant regulatory and policy standards for practice (e.g. Knowledge and Skills Statements) and continue to develop in all domains of the PCF. They start to use their initiative to broaden their repertoire of responses.

They develop deeper expertise in one or more fields of practice, develop knowledge and skills relevant to their context (e.g. meeting the expectations of the Knowledge and Skills Statements) and are familiar with local (and wider) resource networks. They are recognised by peers and colleagues from other professions as a source of reliable knowledge and advice.

### **Social Worker**

At the social worker level (post-NQSW), social workers practice effectively, exercising high quality judgements in situations of increasing complexity, risk, uncertainty and challenge, acting with confidence and considerable autonomy whilst accessing and using support and advice. They have developed their ability to assess situations effectively in their field/s, determine which interventions, knowledge and skills should be deployed, and can anticipate the possible progress of issues and options without pre-judging. They aim to integrate professional knowledge, the views of people using services and research/evaluation evidence in their practice.

They use their knowledge and skills to take more initiative and continue to broaden and deepen their repertoire of responses. They have expertise in one or more areas of practice, are familiar with and linked in to local and national resource networks. They are recognised by peers and those in other professions as a source of reliable knowledge and advice. They routinely evaluate the quality and impact (outcomes) of their own practice and that of their team/service. They apply and promote the Code of Ethics, regulatory and policy standards for practice, and continue to pursue continuing professional development and to deepen capability in all domains of the PCF.

### **Experienced social worker:**

Social workers at experienced level are skilled, effective practitioners acting with considerable autonomy. They are likely to have in depth knowledge and skill in one or more fields of practice which may have been developed through a formal post-qualifying training and development activity. They may undertake Practice Educator training and take student social workers. They may have a postgraduate qualification and role in specialised practice e.g. AMHP, BIA. They may have a largely

autonomous role as sole or lead practitioners in a team or service. They have developed capability to integrate professional knowledge, the views of people using services and research/evaluation evidence routinely in their practice

They demonstrate expert and effective practice in complex situations, assessing and managing higher levels of risk while promoting enablement and self-determination. They network and liaise with a wider range of professionals and other colleagues, including at more senior or strategic levels. They manage complex caseloads and offer expert opinion within the organisation and to others.

They undertake capacity-building with individuals, families, communities, user groups and voluntary organisations, and contribute their views on service provision to commissioners. They apply, promote and uphold the Code of Ethics and demonstrate to others their ongoing development in all domains of the PCF. They develop their capability to integrate professional knowledge, the perspectives of people using services and research/evaluation evidence in their practice.

They may undertake complex tasks such as chairing significant meetings, offering expert support and advice to case conferences, producing high quality and more specialised assessments and reports for a range of functions, undertaking local peer audits of quality. They model good practice, setting expectations for others. They start to take responsibility and accountability for the practice of others e.g. mentoring newly qualified social workers and supervising the work of more junior staff.

### **Advanced social worker:**

Advanced social workers are highly skilled in their field of social work, are routinely involved in supervision or oversight of others and/or highly specialised practice and/or learning and development. They ensure the integration of professional knowledge, the perspectives of people using services and research/evaluation evidence routinely in their practice and promote this with others. There are three developmental pathways. Social workers may work in one pathway or across pathways.

***Advanced Social Work practitioner:*** practice with a specified user group and are recognised for their expertise and excellence, providing leadership, supervision, evidence and professional wisdom to colleagues and other professionals. They often work in situations of very high complexity. They provide constructive challenge to others at all levels in the organisation to enhance practice, procedures and policies, promote innovation and evidence-informed practice, and introduce improved ways of working into their work settings (e.g. knowledge transfer from other sites of excellence). They contribute to knowledge in their field of practice, and make use of sophisticated, critical reasoning. They both model and facilitate reflective practice and the learning of others. **(Example - Systemic Family Social Worker; Consultant Social Worker in mental health)**

***Advanced Social Work Educators*** at Advanced level facilitate the learning of others (students on qualifying programmes, those in ASYE and those undertaking CPD),



enabling them to develop their knowledge, skills, values and practice. They support and develop other practice educators in their work and identify and resolve difficult situations in respect of learning and practice development. They positively manage the interface with providers of education and training, and may contribute to arrangements for selection, curriculum delivery, assessment and evaluation. They will be able to draw on highly skilled practice, contemporary research practice and best educational practice. They may contribute to workforce development strategies in the agency. **(Example - Lecturer, Trainer or Learning and Development Consultant)**

**Social Work Managers/Team or Practice Leaders)** lead, motivate and manage a team (social workers and others) towards excellence, ensuring the service provided is effective, high performing and providing high quality social work services. They ensure responsiveness to and inclusion of service user and carer views and feedback and ensure dialogue with local communities. They use quality assurance, resources and budgets appropriately, in collaboration with others in their agency and externally. They are knowledgeable about management and leadership within the public sector and in social work and develop leadership skills relevant for delivering quality in complex service and social systems. They work to create suitable working conditions for social work and promote the Employers' Standards for Social Work. They contribute to the development of practice, procedures and policy and specifically the professional development of the team they lead. They are accountable for the practice of others and provide effective supervision, mentoring and coaching to enhance the quality of practice. They use their social work capabilities and values in their approach to leadership.

**(Example - Social Work (or interdisciplinary) Manager and/or Supervisor (e.g. Practice Supervisor/leader; Team leader)**

### **Strategic Social Worker**

Social workers at strategic level undertake highly advanced practice that has strategic impact on the service system, and/or strategic leadership/management of social work. There are three developmental pathways. Social workers may work in one pathway or across pathways. This level of social work and these roles may be done in employed or self-employed/independent context.

They ensure the views of people who use services, families and carers are central to practice and service developments, integrating this with professional and research/evaluative knowledge. They understand the political and policy context within which social work is delivered locally, regionally and nationally and ensure ethical practice is pursued. They take responsibility for the implementation of the Standards for Employers of Social Workers. They manage and are accountable for using available resources effectively. Using a human rights and ethical framework, they support complex decision-making at a strategic level, balancing the needs of different interests. They ensure that professional social work counsel and experience are available and inform decision-making at a strategic level, supporting the organisation to do things right and to do the 'right thing'. They aim to ensure that the services provided promote positive outcomes and experiences for people, families,

carers, and communities. Strategic leaders work across organisations with partners, at local, regional and national levels seeking out best evidence-informed or emerging practice. They support the development of social work knowledge and skills, influencing the development of the profession. They lead and initiate change within and across organisations to improve quality and outcomes.

As with the advanced level, there are three developmental pathways: Strategic Social Worker, Strategic Social Work Educator, and Strategic Social Work Manager. The three pathways, or areas of expertise, whilst distinctive, will not necessarily be mutually exclusive, and many social workers will wish to develop capabilities across the pathways, reflecting their expected career progression.

**Strategic Social Work Practitioner:** take a professional lead across an organisation and have a responsibility for supporting and advising on the quality of practice. They provide professional leadership for social work practice and continue to directly engage and work with people who use services, families and carers. They draw on this professional experience to influence strategic decision-making across the organisation. They use their knowledge and skills to inform the wider functions of the organisation, beyond social work and 'social care' boundaries. They take the responsibility for identifying and responding to new initiatives and changes in legislation and government policy. They will liaise and develop professional networks locally, regionally and nationally to identify and influence practice improvements. Principal Social Workers ensure that organisational change takes account of professional social work issues. They develop and sustain partnership arrangements with stakeholders within and across organisations. They promote and take part in developing the body of social work knowledge and research within and outside of the organisation, working in partnership to ensure that developments reflect the needs of front line practice. **(Example: Practice Leader/ Principal Social Worker);**

**Strategic Social Work Educators:** respond strategically to meet professional development needs, liaising locally, regionally and nationally to promote best practice. They respond to learning needs that emerge from policy, legislation, research evidence, audit, serious case reviews, inspections, using local and national intelligence. They are involved in and initiate research. They will use this information to plan change across organisations and systems ensuring developments dovetail with other organisational developments and priorities of stakeholders (e.g. employers). They ensure that a workforce and/or academic development strategy is in place and ensure that staff and students are equipped to deliver quality outcomes for people who use services, families and carers. This will include collating, analysing and reporting on information to measure the impact and outcomes for the workforce, organisation and the service provided. They will lead on ensuring that partnership arrangements are in place to deliver workforce or academic development requirements. They will take a pro-active stance on developing the body of social work knowledge within and outside of the organisation; they will champion research and evidence-informed practice. **(Example Senior University educator/senior researcher/Professor/Strategic Learning and Development Consultant)**

**Strategic Social Work Managers and Leaders:** work with stakeholders, including service users, carers, families and communities to deliver change and quality improvements across systems. Professional leaders at this level are responsible for ensuring social work practice and values deliver positive outcomes. They promote and often contribute to local and national research and evaluation to influence and develop social work evidence-informed practice. They lead, motivate and inspire social workers and others across organisations ensuring the services provided are effective and responsive. They are knowledgeable about the communities and the political context in which they work. They promote equalities, inclusion and diversity within strategic decision-making. They advise on the impact of policy and practice for people in more excluded groups or communities. They use their influence within and across organisations working pro-actively to initiate, manage and support change within and across organisations to meet the needs of their whole community  
**(Example: Social Services Director, or Principal Social Worker or Practice Leader, Strategic Consultant**

## Entry level: *starting on your social work journey*

### Entry: **1. PROFESSIONALISM - Identify and behave as a professional social worker, committed to professional development**

**Social workers are members of an internationally recognised profession. Our title is protected in UK law. We demonstrate professional commitment by taking responsibility for our conduct, practice, self-care and development. We seek and use supervision and other professional support. We promote excellent practice, and challenge circumstances that compromise this. As representatives of the profession, we safeguard its reputation. We are accountable to people using services, the public, employers and the regulator. We take ethical decisions in the context of multiple accountabilities.**

I...

- demonstrate an initial understanding of the role of the social worker
- demonstrate motivation and commitment to become a social worker
- identify my own potential strengths and challenges in relation to the role of social worker
- demonstrate an initial understanding of the importance of personal self-care, resilience and adaptability in social work
- demonstrate the ability to take responsibility for my own learning and development.

### Entry: **2. VALUES AND ETHICS - Apply social work ethical principles and values to guide professional practices**

**Social workers have an obligation to conduct themselves and make decisions in accordance with our [Code of Ethics](#). This includes working in partnership with people who use our services. We promote human rights and social justice. We develop and maintain our understanding of the value base of our profession throughout our career, its ethical standards and relevant law.**

I....

- Recognise the impact my own values and attitudes can have on relationships with others
- Understand the importance of seeking the perspectives and views of service users and carers
- Recognise that social workers will need to deal with dilemmas, conflict and use the authority invested in their role.

**Entry: 3. DIVERSITY AND EQUALITY - Recognise diversity and apply anti-discriminatory and anti-oppressive principles in practice**

**Social workers understand that diversity characterises and shapes human experience and is critical to the formation of identity. Diversity is multi-dimensional and includes race, disability, class, economic status, age, sexuality, gender (including transgender), faith and belief, and the intersection of these and other characteristics. We understand that because of difference, and perception of difference, a person's life experience may include oppression, marginalisation and alienation as well as privilege, power and acclaim. We identify this and promote equality.**

**I...**

- demonstrate an initial understanding of difference and diversity within society, the importance of equal opportunities and the implications of this for social work practice
- am receptive to the views of others.

**Entry: 4. RIGHTS, JUSTICE AND ECONOMIC WELLBEING - Advance human rights and promote social justice and economic wellbeing**

**Social workers recognise and promote the fundamental principles of human rights, social justice and economic wellbeing enshrined in national and international laws, conventions and policies. These principles underpin our practice and we use statutory and case law effectively in our work. We understand and address the effects of oppression, discrimination and poverty. Wherever possible, we work in partnership with people using services, their carers and families, to challenge inequality and injustice, and promote strengths, agency, hope and self-determination.**

**I...**

- recognise the contribution of social work to promoting human rights, social justice, inclusion and equality
- am receptive to the idea that there may be ethical dilemmas and conflicts in the social work role between promoting rights and enforcing responsibilities.

**Entry: 5. KNOWLEDGE – Develop and apply relevant knowledge from social work practice and research, social sciences, law, other professional and relevant fields, and from the experience of people who use services**

**We develop our professional knowledge throughout our careers and sustain our curiosity. As a unified profession, we develop core knowledge that relates to our purpose, values and ethics. We also develop specific**

knowledge needed for fields of practice and roles. Our knowledge comes from social work practice, theory, law, research, expertise by experience, and from other relevant fields and disciplines. All social workers contribute to creating as well as using professional knowledge. We understand our distinctive knowledge complements that of other disciplines to provide effective services.

I...

- Identify how own learning (formal, informal and experiential) contributes to understanding and developing the social work role.

**Entry: 6. CRITICAL REFLECTION AND ANALYSIS - Apply critical reflection and analysis to inform and provide a rationale for professional decision-making**

Social workers critically reflect on their practice, use analysis, apply professional judgement and reasoned discernment. We identify, evaluate and integrate multiple sources of knowledge and evidence. We continuously evaluate our impact and benefit to service users. We use supervision and other support to reflect on our work and sustain our practice and wellbeing. We apply our critical reflective skills to the context and conditions under which we practise. Our reflection enables us to challenge ourselves and others, and maintain our professional curiosity, creativity and self-awareness.

I...

- demonstrate an ability to reflect on and analyse my own experiences (educational, personal, formal and informal)
- demonstrates curiosity and critical thinking about social issues

**Entry: 7. INTERVENTION AND SKILLS - Use judgement, knowledge and authority to intervene with individuals, families and communities to promote independence, provide support, prevent harm and enable progress**

Social workers engage with individuals, families, and communities, working alongside people to determine their needs and wishes, and what action may be helpful. We build productive working relationships and communicate effectively. Using our professional judgement, we employ appropriate interventions, promoting self-determination, support, protection and positive change. We develop and maintain skills relevant to our roles. We understand and take account of power differentials and use our authority appropriately. We evaluate our own practice and its impact, and how we improve outcomes for those we work with.

I...

- can communicate clearly, accurately and appropriately to the level of training applied for, in verbal and written forms
- demonstrate an ability to engage with people with empathy
- am motivated to develop skills to help people find solutions to social needs

**Entry: 8. CONTEXTS AND ORGANISATIONS - Engage with, inform, and adapt to changing organisational contexts, and the social and policy environments that shape practice. Operate effectively within and contribute to the development of organisations and services, including multi-agency and inter-professional settings.**

Social workers are informed about and pro-actively respond to the challenges and opportunities that come from changing social, policy and work contexts. We fulfil this responsibility in accordance with our professional values and ethics, as individual and collective professionals and as members of the organisations in which we work. We collaborate, inform and are informed by our work with other social workers, other professions, individuals and communities.

I...

- demonstrate understanding of the importance of working as a member of a team and collaborating with other colleagues in an organisation.

**Entry: 9. PROFESSIONAL LEADERSHIP – Promote the profession and good social work practice. Take responsibility for the professional learning and development of others. Develop personal influence and be part of the collective leadership and impact of the profession.**

We develop and show our leadership, individually and collectively, through promoting social work's purpose, practices and impact. We achieve this through diverse activities which may include: advancing practice; supervising; educating others; research; evaluation; using innovation and creativity; writing; using social media positively; being active in professional networks and bodies; contributing to policy; taking formal leadership/ management roles. We promote organisational contexts conducive to good practice and learning. We work in partnership with people who use services and stakeholders in developing our leadership and aims for the profession.

I...

- recognise how my own learning, behaviour and ideas can influence and benefit others

## Readiness for direct practice

**Readiness for direct practice: 1. PROFESSIONALISM - Identify and behave as a professional social worker, committed to professional development**

**Social workers are members of an internationally recognised profession. Our title is protected in UK law. We demonstrate professional commitment by taking responsibility for our conduct, practice, self-care and development. We seek and use supervision and other professional support. We promote excellent practice, and challenge circumstances that compromise this. As representatives of the profession, we safeguard its reputation. We are accountable to people using services, the public, employers and the regulator. We take ethical decisions in the context of multiple accountabilities.**

I...

- can describe the role of the social worker
- can describe the mutual roles and responsibilities of supervision
- can describe the importance of professional behaviour in all contexts and across all media
- can describe the importance of personal and professional boundaries
- demonstrate motivation and ability to learn, using a range of approaches
- can describe the importance of self-care and emotional resilience in social work

**Readiness for direct practice: 2. VALUES AND ETHICS - Apply social work ethical principles and values to guide professional practices**

**Social workers have an obligation to conduct themselves and make decisions in accordance with our Code of Ethics. This includes working in partnership with people who use our services. We promote human rights and social justice. We develop and maintain our understanding of the value base of our profession throughout our career, its ethical standards and relevant law.**

I...

- understand the profession's ethical principles as described in our [Code of Ethics](#) and their relevance to practice
- demonstrate awareness of my own personal values and how these can impact on practice.



**Readiness for direct practice: 3. DIVERSITY AND EQUALITY -  
Recognise diversity and apply anti-discriminatory and anti-oppressive  
principles in practice**

**Social workers understand that diversity characterises and shapes human experience and is critical to the formation of identity. Diversity is multi-dimensional and includes race, disability, class, economic status, age, sexuality, gender (including transgender), faith and belief, and the intersection of these and other characteristics. We understand that because of difference, and perception of difference, a person's life experience may include oppression, marginalisation and alienation as well as privilege, power and acclaim. We identify this and promote equality.**

**I...**

- recognise the importance of diversity in human identity and experience, and the application of anti-discriminatory and anti-oppressive principles in social work practice.

**Readiness for direct practice: 4. RIGHTS, JUSTICE AND ECONOMIC WELLBEING - Advance human rights and promote social justice and economic wellbeing**

**Social workers recognise and promote the fundamental principles of human rights, social justice and economic wellbeing enshrined in national and international laws, conventions and policies. These principles underpin our practice and we use statutory and case law effectively in our work. We understand and address the effects of oppression, discrimination and poverty. Wherever possible, we work in partnership with people using services, their carers and families, to challenge inequality and injustice, and promote strengths, agency, hope and self-determination.**

**I...**

- understand the principles of rights, justice and economic well-being, and their significance for social work practice.
- understand the principle of working in partnership with service users and carers wherever possible, to promote their rights and self-determination

**Readiness for direct practice: 5. KNOWLEDGE – Develop and apply relevant knowledge from social work practice and research, social sciences, law, other professional and relevant fields, and from the experience of people who use services**

**We develop our professional knowledge throughout our careers and sustain our curiosity. As a unified profession, we develop core knowledge that relates to our purpose, values and ethics. We also develop specific knowledge needed for fields of practice and roles. Our knowledge comes from social work practice, theory, law, research, expertise by experience, and from other relevant fields and disciplines. All social workers contribute to creating as well as using professional knowledge. We understand our distinctive knowledge complements that of other disciplines to provide effective services.**

**I...**

- demonstrate an initial understanding of the application of research, theory, evidence and knowledge from social work and other relevant fields (e.g. sociology, social policy, psychology, health, human growth and development and from the experience of people who use services)
- demonstrate an initial understanding of the legal and policy frameworks and guidance that inform and mandate social work practice
- demonstrate an initial understanding of a range of theories and models for social work intervention, including the knowledge needed for the particular field of practice on placement/in work-based learning

**Readiness for direct practice: 6. CRITICAL REFLECTION AND ANALYSIS - Apply critical reflection and analysis to inform and provide a rationale for professional decision-making**

**Social workers critically reflect on their practice, use analysis, apply professional judgement and reasoned discernment. We identify, evaluate and integrate multiple sources of knowledge and evidence. We continuously evaluate our impact and benefit to service users. We use supervision and other support to reflect on our work and sustain our practice and wellbeing. We apply our critical reflective skills to the context and conditions under which we practise. Our reflection enables us to challenge ourselves and others, and maintain our professional curiosity, creativity and self-awareness.**

**I...**

- understand the role of reflective practice and demonstrate basic skills of reflection
- understand the need to construct and apply hypotheses in social work practice
- recognise and can describe why evidence is important and how it can be used in social work practice.

**Readiness for direct practice: 7. INTERVENTION AND SKILLS - Use judgement, knowledge and authority to intervene with individuals,**

**families and communities to promote independence, provide support, prevent harm and enable progress**

**Social workers engage with individuals, families, and communities, working alongside people to determine their needs and wishes, and what action may be helpful. We build productive working relationships and communicate effectively. Using our professional judgement, we employ appropriate interventions, promoting self-determination, support, protection and positive change. We develop and maintain skills relevant to our roles. We understand and take account of power differentials and use our authority appropriately. We evaluate our own practice and its impact, and how we improve outcomes for those we work with.**

**I...**

- demonstrate core communication skills and the capacity to develop them further
- demonstrate the ability to engage with people and the potential to build compassionate, effective relationships
- demonstrate awareness of a range of frameworks to assess and plan intervention
- demonstrate the ability to produce written documents relevant for practice
- demonstrate initial awareness of risk and safeguarding.

**Readiness for direct practice: 8. CONTEXTS AND ORGANISATIONS - Engage with, inform, and adapt to changing organisational contexts, and the social and policy environments that shape practice. Operate effectively within and contribute to the development of organisations and services, including multi-agency and inter-professional settings.**

**Social workers are informed about and pro-actively respond to the challenges and opportunities that come from changing social, policy and work contexts. We fulfil this responsibility in accordance with our professional values and ethics, as individual and collective professionals and as members of the organisations in which we work. We collaborate, inform and are informed by our work with other social workers, other professions, individuals and communities.**

**I...**

- demonstrate awareness of the impact of organisational context on social work practice.
- understand social workers have a role in shaping and challenging organisational effectiveness

**Readiness for direct practice: 9. PROFESSIONAL LEADERSHIP – Promote the profession and good social work practice. Take responsibility for the professional learning and development of others. Develop personal influence and be part of the collective leadership and impact of the profession.**

**We develop and show our leadership, individually and collectively, through promoting social work's purpose, practices and impact. We achieve this through diverse activities which may include: advancing practice; supervising; educating others; research; evaluation; using innovation and creativity; writing; using social media positively; being active in professional networks and bodies; contributing to policy; taking formal leadership/ management roles. We promote organisational contexts conducive to good practice and learning. We work in partnership with people who use services and stakeholders in developing our leadership and aims for the profession.**

**I...**

- demonstrate awareness of the importance of professional leadership in social work.

**End of First Placement -**

**End of first placement: 1. PROFESSIONALISM - Identify and behave as a professional social worker, committed to professional development**

**Social workers are members of an internationally recognised profession. Our title is protected in UK law. We demonstrate professional commitment by taking responsibility for our conduct, practice, self-care and development. We seek and use supervision and other professional support. We promote excellent practice, and challenge circumstances that compromise this. As representatives of the profession, we safeguard its reputation. We are accountable to people using services, the public, employers and the regulator. We take ethical decisions in the context of multiple accountabilities.**

**I...**

- recognise the role of the professional social worker in a range of contexts
- recognise the important role of supervision, and make an active contribution
- demonstrate professionalism in terms of presentation, demeanour, reliability, honesty and respectfulness
- with guidance take responsibility for managing my time and workload effectively

- am able to show awareness of personal and professional boundaries in all contexts and media
- with guidance, recognise my limitations, and how to seek advice
- recognise and seek to meet my own learning needs in response to practice experience
- show awareness of my own safety, health, well-being, self-care priorities and emotional resilience, and seek advice as necessary
- identify concerns about practice, procedures or ethos in the workplace and how they might be questioned and/or improved

**End of first placement: 2. VALUES AND ETHICS - Apply social work ethical principles and values to guide professional practices**

**Social workers have an obligation to conduct themselves and make decisions in accordance with our Code of Ethics. This includes working in partnership with people who use our services. We promote human rights and social justice. We develop and maintain our understanding of the value base of our profession throughout our career, its ethical standards and relevant law.**

I...

- understand and, with support, apply the profession's ethical principles from our Code of Ethics (LINK)
- recognise and with support, explore and manage the impact of my own values on professional practice
- identify and, with guidance, manage potentially conflicting values and ethical dilemmas
- elicit and respect the needs and views of service users, carers and families, and with support, promote their participation in decision-making wherever possible.
- recognise and, with support, promote individuals' legal and ethical rights to autonomy and self-determination
- promote and protect the privacy and confidentiality of individuals within and outside their families and networks, recognising the requirements of professional accountability and appropriate information sharing.

**End of first placement: 3. DIVERSITY AND EQUALITY - Recognise diversity and apply anti-discriminatory and anti-oppressive principles in practice**

**Social workers understand that diversity characterises and shapes human experience and is critical to the formation of identity. Diversity is multi-dimensional and includes race, disability, class, economic status, age, sexuality, gender (including transgender), faith and belief,**

**and the intersection of these and other characteristics. We understand that because of difference, and perception of difference, a person's life experience may include oppression, marginalisation and alienation as well as privilege, power and acclaim. We identify this and promote equality**

I...

- understand how an individual's identity is informed by factors such as culture, economic status, family composition, community, life experiences and characteristics – and the intersection of such factors - and take account of these to understand their experiences
- with reference to current legislative requirements, I recognise personal and organisational discrimination and oppression, and identify ways in which they might be challenged by me and by service users and families.
- recognise and, with support, manage the impact on people of the power invested in my role.

**End of first placement 4. RIGHTS, JUSTICE AND ECONOMIC WELLBEING - Advance human rights and promote social justice and economic wellbeing**

**Social workers recognise and promote the fundamental principles of human rights, social justice and economic wellbeing enshrined in national and international laws, conventions and policies. These principles underpin our practice and we use statutory and case law effectively in our work. We understand and address the effects of oppression, discrimination and poverty. Wherever possible, we work in partnership with people using services, their carers and families, to challenge inequality and injustice, and promote strengths, agency, hope and self-determination.**

- Understand and, with support, apply in practice the principles of human rights, social justice, inclusion and equality
- Understand how legislation and policy can advance or constrain people's rights
- Work within the principles of human and civil rights and equalities legislation
- Recognise the impact of poverty and social exclusion and promote enhanced economic status, income and equal opportunities through access to education, work, housing, health services and welfare benefits
- Recognise the value of independent advocacy

**End of first placement: 5. KNOWLEDGE – Develop and apply relevant knowledge from social work practice and research, social sciences, law, other professional and relevant fields, and from the experience of people who use services**

**We develop our professional knowledge throughout our careers and sustain our curiosity. As a unified profession, we develop core knowledge that relates to our purpose, values and ethics. We also develop specific knowledge needed for fields of practice and roles. Our knowledge comes from social work practice, theory, law, research, expertise by experience, and from other relevant fields and disciplines. All social workers contribute to creating as well as using professional knowledge. We understand our distinctive knowledge complements that of other disciplines to provide effective services.**

I...

- with guidance, apply research, theory, evidence and knowledge from social work and other relevant fields (e.g. sociology, social policy, psychology, health, human growth and development and from the experience of people who use services) to social work practice
- understand the legal and policy frameworks and guidance that inform and mandate social work practice, relevant to my placement setting
- understand forms of harm, their impact on people, and the implications for practice
- apply knowledge from a range of theories and models for social work intervention with individuals, families, groups and communities, and the methods derived from them
- value and take account of the expertise of service users and carers and other professionals in my practice and judgement

**End of first placement 6. CRITICAL REFLECTION AND ANALYSIS - Apply critical reflection and analysis to inform and provide a rationale for professional decision-making**

**Social workers critically reflect on their practice, use analysis, apply professional judgement and reasoned discernment. We identify, evaluate and integrate multiple sources of knowledge and evidence. We continuously evaluate our impact and benefit to service users. We use supervision and other support to reflect on our work and sustain our practice and wellbeing. We apply our critical reflective skills to the context and conditions under which we practise. Our reflection enables us to challenge ourselves and others, and maintain our professional curiosity, creativity and self-awareness.**

I...

- recognise the importance of applying imagination, creativity and curiosity to my practice

- inform my decision-making through the identification and gathering of information from more than one source and, with support, **evaluate** its reliability and validity
- With guidance use reflection and analysis in practice
- With guidance understand how to evaluate and review hypotheses in response to information available at the time and apply in practice
- With guidance, use evidence to inform decisions.

**End of first placement 7. INTERVENTION AND SKILLS - Use judgement, knowledge and authority to intervene with individuals, families and communities to promote independence, provide support, prevent harm and enable progress**

**Social workers engage with individuals, families, and communities, working alongside people to determine their needs and wishes, and what action may be helpful. We build productive working relationships and communicate effectively. Using our professional judgement, we employ appropriate interventions, promoting self-determination, support, protection and positive change. We develop and maintain skills relevant to our roles. We understand and take account of power differentials and use our authority appropriately. We evaluate our own practice and its impact, and how we improve outcomes for those we work with**

I....

- with guidance, use a range of verbal, non-verbal and written methods of communication relevant to the placement
- with guidance communicate information, advice, instruction and opinion to advocate, influence and persuade others
- demonstrate the ability to build and conclude compassionate and effective relationships appropriate to the placement setting
- with guidance, demonstrate a holistic approach to the identification of needs, circumstances, rights, strengths and risks
- identify and use appropriate frameworks to assess, give meaning to, plan, implement and review effective interventions and evaluate **progress** and outcomes
- with guidance, demonstrate the application of a planned and structured approach, informed by at least two **relevant** social work methods and models
- recognise the importance of community resources, groups and networks for individuals
- demonstrate skills in recording and report writing appropriate to the setting
- with guidance demonstrate skills in sharing information appropriately and respectfully
- demonstrate awareness of the impact of multiple factors, changing circumstances and uncertainty in people's lives
- with guidance understand the authority of the social work role



- with guidance identify the factors that may create or exacerbate risk to individuals, their families or carers, to the public or to professionals, including yourself
- with guidance identify appropriate responses to safeguard vulnerable people.

**End of first placement: 8. CONTEXTS AND ORGANISATIONS – Engage with, inform, and adapt to changing organisational contexts, and the social and policy environments that shape practice. Operate effectively within and contribute to the development of organisations and services, including multi-agency and inter-professional settings.**

**Social workers are informed about and pro-actively respond to the challenges and opportunities that come from changing social, policy and work contexts. We fulfil this responsibility in accordance with our professional values and ethics, as individual and collective professionals and as members of the organisations in which we work. We collaborate, inform and are informed by our work with other social workers, other professions, individuals and communities.**

I...

- with guidance, recognise that social work operates within, and responds to, changing economic, social, political and organisational contexts
- with guidance, understand legal obligations, structures and behaviours within organisations and how these impact on policy, procedure and practice, and service user and carer experience
- with guidance work within the organisational context of your placement setting and understand the lines of accountability
- understand and respect the role of others within the organisation and work effectively with them
- take responsibility for my role and impact within teams and with guidance contribute positively to team working
- understand the inter-agency, multi-disciplinary and inter-professional dimensions to practice and, with guidance, demonstrate partnership working.

**End of first placement 9. PROFESSIONAL LEADERSHIP – Promote the profession and good social work practice. Take responsibility for the professional learning and development of others. Develop personal influence and be part of the collective leadership and impact of the profession.**

**We develop and show our leadership, individually and collectively, through promoting social work's purpose, practices and impact. We achieve this through diverse activities which may include: advancing practice; supervising; educating others; research; evaluation; using innovation and creativity; writing; using social media positively; being active in professional networks and bodies; contributing to policy;**

**taking formal leadership/ management roles. We promote organisational contexts conducive to good practice and learning. We work in partnership with people who use services and stakeholders in developing our leadership and aims for the profession.**

I...

- identify how professional leadership in social work can enhance practice
- recognise the value of sharing and supporting the learning and development of others.
- understand my responsibility to develop individual and collective/collaborative professional leadership capabilities

## End of Last Placement /Completion

**End of last placement/completion 1. PROFESSIONALISM – Identify and behave as a professional social worker, committed to professional development**

**Social workers are members of an internationally recognised profession. Our title is protected in UK law. We demonstrate professional commitment by taking responsibility for our conduct, practice, self-care and development. We seek and use supervision and other professional support. We promote excellent practice, and challenge circumstances that compromise this. As representatives of the profession, we safeguard its reputation. We are accountable to people using services, the public, employers and the regulator. We take ethical decisions in the context of multiple accountabilities**

I...

- am able to meet the requirements of the professional regulator
- am able to explain the role of the social worker in a range of contexts, and uphold the reputation of the profession
- understand that social work is an international profession with a global definition
- demonstrate an effective and active use of supervision for accountability, professional reflection and development
- demonstrate professionalism in terms of presentation, demeanour, reliability, honesty and respectfulness
- take responsibility for managing my time and workload effectively, and begin to prioritise my activities including ensuring supervision time
- recognise the impact of self in interaction with others, making appropriate use of personal experience and awareness, and begin to develop effective use of 'self' in practice.
- recognise and maintain personal and professional boundaries in all contexts and media

- recognise my professional strengths and limitations and how to seek advice
- demonstrate a commitment to my continuing learning and development
- with support, take steps to manage and promote own safety, health, well-being, self-care and emotional resilience
- Identify concerns about practice, procedures and ethos in the workplace, and seek support to find appropriate means of challenge and/or offer suggestions for improvement.

**End of last placement/completion 2. VALUES AND ETHICS – Apply social work ethical principles and values to guide professional practices**

**Social workers have an obligation to conduct themselves and make decisions in accordance with our [Code of Ethics](#). This includes working in partnership with people who use our services. We promote human rights and social justice. We develop and maintain our understanding of the value base of our profession throughout our career, its ethical standards and relevant law.**

I...

- understand and apply the profession's ethical principles (as defined in the [Code of Ethics](#) and legislation, taking account of these in reaching decisions
- recognise and, with support, explore and manage the impact of own values on professional practice
- manage situations of potentially conflicting or competing values, and, with guidance, recognise, reflect on, and work with integrity with ethical dilemmas
- demonstrate respectful partnership work with service users and carers, eliciting and respecting their needs and views, and promoting their participation in decision-making wherever possible
- recognise and promote individual's rights to autonomy and self-determination
- promote and protect the privacy and confidentiality of individuals within and outside their families and networks, recognising the requirements of professional accountability and information sharing.

**End of last placement/completion 3. DIVERSITY AND EQUALITY – Recognise diversity and apply anti-discriminatory and anti-oppressive principles in practice**

**Social workers understand that diversity characterises and shapes human experience and is critical to the formation of identity. Diversity is multi-dimensional and includes race, disability, class, economic status, age, sexuality, gender (including transgender), faith and belief, and the intersection of these and other characteristics. We understand that because of difference, and perception of difference, a person's life**

**experience may include oppression, marginalisation and alienation as well as privilege, power and acclaim. We identify this and promote equality**

I...

- understand how an individual's identity is informed by factors such as culture, economic status, family composition, life experiences and characteristics – and the intersection of such factors – and take account of these to understand their experiences, questioning assumptions where necessary
- with reference to current legislative requirements, I recognise personal and organisational discrimination and oppression and, with guidance, I make use of a range of approaches to challenge them, working in partnership with people using services, carers, families and/or communities where possible
- recognise and manage the impact on people of the power invested in my role in accordance with our Code of Ethics

**End of last placement/completion 4. RIGHTS, JUSTICE AND ECONOMIC WELLBEING – Advance human rights and promote social justice and economic wellbeing**

**Social workers recognise and promote the fundamental principles of human rights, social justice and economic wellbeing enshrined in national and international laws, conventions and policies. These principles underpin our practice and we use statutory and case law effectively in our work. We understand and address the effects of oppression, discrimination and poverty. Wherever possible, we work in partnership with people using services, their carers and families, to challenge inequality and injustice, and promote strengths, agency, hope and self-determination.**

I...

- understand, identify and apply in practice the principles of human rights, social justice, inclusion and equality
- understand how legislation and policy can advance or constrain people's rights and recognise how the law may be used to protect or advance their rights and entitlements
- work within the principles of human and civil rights and equalities legislation, differentiating and beginning to work with absolute, qualified and competing rights and differing needs and perspectives
- recognise the impact of poverty and social exclusion and promote enhanced economic status, income and equal opportunities through access to education, work, housing, health services and welfare benefits
- recognise the value of – and aid access to – independent advocacy.

- demonstrate skills and approaches to practice that promote strengths, agency, hope and self-determination in people using services, carers, families and communities

**End of last placement/completion: 5. KNOWLEDGE – Develop and apply relevant knowledge from social work practice and research, social sciences, law, other professional and relevant fields, and from the experience of people who use services**

**We develop our professional knowledge throughout our careers and sustain our curiosity. As a unified profession, we develop core knowledge that relates to our purpose, values and ethics. We also develop specific knowledge needed for fields of practice and roles. Our knowledge comes from social work practice, theory, law, research, expertise by experience, and from other relevant fields and disciplines. All social workers contribute to creating as well as using professional knowledge. We understand our distinctive knowledge complements that of other disciplines to provide effective services.**

I...

- demonstrate a critical understanding of the application to social work of research, theory, evidence and knowledge from social work and other relevant fields (e.g. sociology, social policy, psychology and health and human development and from the experience of people who use services)
- demonstrate a critical understanding of the legal and policy frameworks and guidance that inform and mandate social work practice, recognising the scope for professional judgement and its importance to ethical practice. This may include Knowledge and Skills statements in adults and children's social work.
- demonstrate and apply to practice a working knowledge of human growth and development throughout the life course
- recognise the short and long-term impact of psychological, socio-economic, environmental and physiological factors on people's lives, taking into account age and development, and how this informs practice
- understand the value of systemic approaches and how they can be used to understand and work with the person in their environment, social context and relationships, and inform social work practice
- Acknowledge the centrality of relationships for people and the key concepts of attachment, separation, loss, change and resilience
- Understand forms of harm and their impact on people, and the implications for practice, drawing on concepts of strength, resilience, vulnerability, risk and resistance, and apply to practice
- Demonstrate a critical knowledge of the range of theories and models for social work intervention with individuals, families, groups and communities, and the methods derived from them

- Demonstrate a critical understanding of social welfare policy, its evolution, implementation and impact on people, social work, other professions, and inter-agency working
- Recognise the contribution, and begin to make use, of research and evidence to inform practice
- Demonstrate a critical understanding of research methods
- Value and take account of the knowledge and expertise of service users and carers and other professionals.
- Develop knowledge and understanding of the opportunities and risks of online communications, virtual environments and social media in social work

**End of last placement/completion 6. CRITICAL REFLECTION AND ANALYSIS – Apply critical reflection and analysis to inform and provide a rationale for professional decision-making**

**Social workers critically reflect on their practice, use analysis, apply professional judgement and reasoned discernment. We identify, evaluate and integrate multiple sources of knowledge and evidence. We continuously evaluate our impact and benefit to service users. We use supervision and other support to reflect on our work and sustain our practice and wellbeing. We apply our critical reflective skills to the context and conditions under which we practise. Our reflection enables us to challenge ourselves and others, and maintain our professional curiosity, creativity and self-awareness.**

I...

- Apply imagination, creativity and curiosity to practice
- Inform decision-making through the identification and gathering of information from multiple sources, actively seeking new sources
- With support, rigorously question and evaluate the reliability and validity of information from different sources
- Demonstrate a capacity for logical, systematic, critical and reflective reasoning and apply the theories and techniques of reflective practice
- Know how to formulate, test, evaluate, and review hypotheses in response to information available at the time and apply in practice
- Begin to formulate and make explicit, evidence-informed judgements and justifiable decisions.

**End of last placement/completion 7. INTERVENTION AND SKILLS - Use judgement, knowledge and authority to intervene with individuals, families and communities to promote independence, provide support, prevent harm and enable progress**

**Social workers engage with individuals, families, and communities, working alongside people to determine their needs and wishes, and what action may be helpful. We build productive working relationships and communicate effectively. Using our professional judgement, we employ appropriate interventions, promoting self-determination, support, protection and positive change. We develop and maintain skills relevant to our roles. We understand and take account of power differentials and use our authority appropriately. We evaluate our own practice and its impact, and how we improve outcomes for those we work with.**

I...

- identify and apply a range of verbal, non-verbal and written methods of communication and adapt them in line with people's age, comprehension and culture
- am able to communicate information, advice, instruction and professional opinion to advocate, influence and persuade
- demonstrate the ability to engage with people, and build, manage, sustain and conclude compassionate and effective relationships
- demonstrate a holistic approach to the identification of needs, circumstances, rights, strengths and risks
- select and use appropriate frameworks to assess, give meaning to, plan, implement and review effective interventions and evaluate the outcomes, in partnership with service users
- use a planned and structured approach, informed by social work methods, models and tools, to promote positive change and independence and to prevent harm
- understand and can apply knowledge, skills and interventions in accordance with organisational and national policy while maintaining professional, evidence informed critical perspectives
- recognise how the development of community resources, groups and networks enhance outcomes for individuals and understand social work's role in promoting this
- maintain accurate, comprehensible, succinct and timely records and reports in accordance with applicable legislation, protocols and guidelines, to support professional judgement and organisational responsibilities
- demonstrate skills in sharing information appropriately and respectfully
- recognise complexity, multiple factors, changing circumstances and uncertainty in people's lives, to be able to prioritise your intervention
- understand the authority of the social work role and begin to use this appropriately as an accountable professional
- recognise the factors that create or exacerbate risk to individuals, their families or carers, to the public or to professionals, including yourself, and contribute to the assessment and management of risk

- with support, identify appropriate responses to safeguard vulnerable people and promote their well being.

**End of last placement/completion 8. CONTEXTS AND ORGANISATIONS**  
**- Engage with, inform, and adapt to changing organisational contexts, and the social and policy environments that shape practice. Operate effectively within and contribute to the development of organisations and services, including multi-agency and inter-professional settings.**

**Social workers are informed about and pro-actively respond to the challenges and opportunities that come from changing social, policy and work contexts. We fulfil this responsibility in accordance with our professional values and ethics, as individual and collective professionals and as members of the organisations in which we work. We collaborate, inform and are informed by our work with other social workers, other professions, individuals and communities.**

I...

- recognise that social work operates within, and responds to, changing economic, social, political and organisational contexts
- understand the roles and responsibilities of social workers in a range of organisations, lines of accountability and the boundaries of professional autonomy and discretion
- understand legal obligations, structures and behaviours within organisations and how these impact on policy, procedure and practice
- am able to work within an organisation's remit and contribute to its evaluation and development
- understand and respect the role of others within the organisation and work effectively with them
- take responsibility for your role and impact within teams and be able to contribute positively to effective team working
- understand the inter-agency, multi-disciplinary and inter-professional dimensions to practice and demonstrate effective partnership working.

**End of last placement/completion 9. PROFESSIONAL LEADERSHIP –**  
**Promote the profession and good social work practice. Take responsibility for the professional learning and development of others. Develop personal influence and be part of the collective leadership and impact of the profession.**

**We develop and show our leadership, individually and collectively, through promoting social work's purpose, practices and impact. We achieve this through diverse activities which may include: advancing practice; supervising; educating others; research; evaluation; using innovation and creativity; writing; using social media positively; being**



**active in professional networks and bodies; contributing to policy; taking formal leadership/ management roles. We promote organisational contexts conducive to good practice and learning. We work in partnership with people who use services and stakeholders in developing our leadership and aims for the profession.**

I...

- recognise the importance of, and begin to demonstrate, professional leadership as a social worker, promoting our professional purpose, practice and impact
- recognise the value of - and contribute to supporting - the learning and development of others.
- begin to contribute to collective/collaborative professional leadership
- recognise own ongoing responsibility to seek, plan and undertake continuing professional development throughout my career.
- recognise the significant opportunities and risks of online communications, virtual environments and social media use in social work

## ASYE

**ASYE: 1. PROFESSIONALISM – Identify and behave as a professional social worker, committed to professional development**

**Social workers are members of an internationally recognised profession. Our title is protected in UK law. We demonstrate professional commitment by taking responsibility for our conduct, practice, self-care and development. We seek and use supervision and other professional support. We promote excellent practice, and challenge circumstances that compromise this. As representatives of the profession, we safeguard its reputation. We are accountable to people using services, the public, employers and the regulator. We take ethical decisions in the context of multiple accountabilities**

I...

- am able to meet the requirements of the professional regulator
- am able to explain the role of the social worker in a range of contexts, and uphold the reputation of the profession
- understand that social work is an international profession with a global definition that supports professional identity and practice with diverse communities in England
- make pro active use of supervision to reflect critically on practice, explore different approaches to my work, support my development across the nine capabilities and understand the boundaries of professional accountability
- demonstrate professionalism in terms of presentation, demeanour, reliability, honesty and respectfulness
- demonstrate workload management skills and develop the ability to prioritise

- recognise and balance my own personal/professional boundaries in response to changing and more complex contexts
- demonstrate effective use of 'self' in practice.
- recognise my own professional strengths and limitations, and how to seek advice
- identify your learning needs; assume responsibility for improving your practice through appropriate professional development
- develop ways to promote well-being at work, identifying strategies to protect and promote your own well being and self-care, and the well being of others
- Identify and implement strategies for responding appropriately to concerns about practice or procedures, seeking guidance if required.

**ASYE: 2. VALUES AND ETHICS – Apply social work ethical principles and values to guide professional practices**

**Social workers have an obligation to conduct themselves and make decisions in accordance with our [Code of Ethics](#). This includes working in partnership with people who use our services. We promote human rights and social justice. We develop and maintain our understanding of the value base of our profession throughout our career, its ethical standards and relevant law**

- Understand and apply the profession's ethical principles ([Code of Ethics](#)) and legislation, taking account of these in reaching decisions
- Recognise, and manage the impact of your own values on professional practice
- Recognise and manage conflicting values and ethical dilemmas to arrive at principled decisions
- Demonstrate respectful partnership work with service users and carers, eliciting and respecting their needs and views, and promoting their participation in decision-making wherever possible
- Recognise and promote individuals' rights to autonomy and self-determination
- Promote and protect the confidentiality and privacy of individuals within and outside their families and networks, recognising the requirements of professional accountability and information sharing. Be able to communicate confidentiality and privacy decisions effectively and compassionately.

**ASYE: 3. DIVERSITY AND EQUALITY – Recognise diversity and apply anti-discriminatory and anti-oppressive principles in practice**

**Social workers understand that diversity characterises and shapes human experience and is critical to the formation of identity. Diversity is multi-dimensional and includes race, disability, class, economic status, age, sexuality, gender (including transgender), faith and belief, and the intersection of these and other characteristics. We understand that because of difference, and perception of difference, a person's life**

**experience may include oppression, marginalisation and alienation as well as privilege, power and acclaim. We identify this and promote equality**

I...

- identify and take account of the significance of diversity, discrimination and inequality on the lives of people, and show application of this understanding in my practice
- recognise oppression and discrimination by individuals or organisations and implement appropriate strategies to challenge, in partnership and with the involvement of people affected where possible
- identify and understand the impact of the power invested in my role on relationships and interventions, and am able to adapt my practice accordingly, striving to reduce the risk of power misuse.

**ASYE: 4. RIGHTS, JUSTICE AND ECONOMIC WELLBEING – Advance human rights and promote social justice and economic wellbeing**

**Social workers recognise and promote the fundamental principles of human rights, social justice and economic wellbeing enshrined in national and international laws, conventions and policies. These principles underpin our practice and we use statutory and case law effectively in our work. We understand and address the effects of oppression, discrimination and poverty. Wherever possible, we work in partnership with people using services, their carers and families, to challenge inequality and injustice, and promote strengths, agency, hope and self-determination.**

I...

- begin to integrate principles of and entitlements to social justice, social inclusion and equality in my analysis and practice, by identifying factors that contribute to inequality and exclusion, and supporting people to pursue options to enhance their well being and challenge injustice
- address oppression and discrimination applying the law to protect and advance people's rights, recognising how legislation can constrain or advance these rights
- apply in practice principles of human, civil rights and equalities legislation, and manage competing rights, differing needs and perspectives
- recognise the impact of poverty and social exclusion and promote enhanced economic status through access to education, work, housing, health services and welfare benefit
- empower service users through recognising their rights and enable access where appropriate to independent advocacy.
- demonstrate skills and approaches to practice that promote strengths, agency, hope and self-determination in people using services, carers, families and communities

**AYSE: 5. KNOWLEDGE – Develop and apply relevant knowledge from social work practice and research, social sciences, law, other professional and relevant fields, and from the experience of people who use services**

**We develop our professional knowledge throughout our careers and sustain our curiosity. As a unified profession, we develop core knowledge that relates to our purpose, values and ethics. We also develop specific knowledge needed for fields of practice and roles. Our knowledge comes from social work practice, theory, law, research, expertise by experience, and from other relevant fields and disciplines. All social workers contribute to creating as well as using professional knowledge. We understand our distinctive knowledge complements that of other disciplines to provide effective services.**

- Consolidate, develop and demonstrate comprehensive understanding and application of the knowledge gained in your initial training, and knowledge related to your specialist area of practice, including critical awareness of current issues and new evidence-informed practice research
- demonstrate knowledge and application of appropriate legal and policy frameworks and guidance that inform and mandate social work practice. This may include Knowledge and Skills statements in adults or children's social work.
- apply legal reasoning, using professional legal expertise and advice appropriately.
- recognise where scope for professional judgement exists and the importance of this to ensure ethical practice.
- demonstrate and apply to practice a working knowledge of human growth and development throughout the life course
- recognise the short and long-term impact of psychological, socio-economic, environmental and physiological factors on peoples lives, taking into account age and development, and how this informs practice
- understand the value of systemic approaches and how they can be used to understand and work with the person or family in their environment, social context and relationships, and inform social work practice
- acknowledge the centrality of relationships for people and the key concepts of attachment, separation, loss, change and resilience
- understand forms of harm and their impact on people, and the implications for practice, drawing on concepts of strength, resilience, vulnerability, risk and resistance, and apply to practice
- demonstrate a critical knowledge of the range of theories and models for social work intervention with individuals, families, groups and communities, and the methods derived from them
- demonstrate a critical understanding of social welfare policy, its evolution, implementation and impact on people, social work, other professions, and inter-agency working
- recognise the contribution, and begin to make use, of research to inform practice
- demonstrate a critical understanding of research methods

- value and take account of the expertise of service users, carers and professionals.
- apply knowledge and understanding of the opportunities and risks of online communications, virtual environments and social media in social work

**ASYE: 6. CRITICAL REFLECTION AND ANALYSIS – Apply critical reflection and analysis to inform and provide a rationale for professional decision-making**

**Social workers critically reflect on their practice, use analysis, apply professional judgement and reasoned discernment. We identify, evaluate and integrate multiple sources of knowledge and evidence. We continuously evaluate our impact and benefit to service users. We use supervision and other support to reflect on our work and sustain our practice and wellbeing. We apply our critical reflective skills to the context and conditions under which we practise. Our reflection enables us to challenge ourselves and others, and maintain our professional curiosity, creativity and self-awareness.**

- Apply imagination, creativity and curiosity to practice, considering a range of options to solve dilemmas and problems
- Use reflective practice techniques to evaluate and critically analyse information, gained from a variety of sources, to construct and test hypotheses and make explicit evidence-informed decisions.

**ASYE 7. INTERVENTION AND SKILLS - Use judgement, knowledge and authority to intervene with individuals, families and communities to promote independence, provide support, prevent harm and enable progress**

**Social workers engage with individuals, families, and communities, working alongside people to determine their needs and wishes, and what action may be helpful. We build productive working relationships and communicate effectively. Using our professional judgement, we employ appropriate interventions, promoting self-determination, support, protection and positive change. We develop and maintain skills relevant to our roles. We understand and take account of power differentials and use our authority appropriately. We evaluate our own practice and its impact, and how we improve outcomes for those we work with.**

I...

- use a range of methods to engage and communicate effectively with service users, eliciting the needs, wishes and feelings of all those involved, taking account of situations where these are not explicitly expressed

- demonstrate clear communication of evidence-informed professional reasoning, judgements and decisions, to professional and non-professional audiences/stakeholders
- build and use effective relationships with a wide range of people, networks, communities and professionals to improve outcomes, showing an ability to understand and work effectively with negative or rejecting responses
- use appropriate assessment frameworks, applying information gathering skills to make and contribute to assessments, whilst continuing to build relationships and offer support
- select, use and review appropriate and timely social work interventions, informed by evidence of their effectiveness, that are best suited to the service user(s), family, carer, setting and self
- use a planned and structured approach, informed by social work methods, models and tools, to promote positive change and independence and to prevent harm
- recognise how the development of community resources, groups and networks enhance outcomes for individuals, and the role of social work in promoting this
- record information in a timely, respectful and accurate manner. Write records and reports, for a variety of purposes with language suited to purpose and audience, using plain English and optimising use of information management systems. Distinguish fact from opinion, and record conflicting views and perspectives.
- share information consistently in ways that meet legal, ethical and agency requirements
- recognise complexity, multiple factors, changing circumstances and uncertainty in peoples lives and I am able to prioritise your intervention
- use authority appropriately in my role
- demonstrate understanding of and appropriate response to risk factors in your practice. Contribute to the assessment and management of risk, including strategies for reducing risk, distinguishing levels of risk for different situations, and the value of positive risk taking when this supports self-determination and autonomy
- Demonstrate application of principles and practice for safeguarding adults and children including consideration of potential abuse. Apply strategies that aim to reduce and prevent harm and abuse.

**ASYE: 8. CONTEXTS AND ORGANISATIONS - Engage with, inform, and adapt to changing organisational contexts, and the social and policy environments that shape practice. Operate effectively within and contribute to the development of organisations and services, including multi-agency and inter-professional settings.**

**Social workers are informed about and pro-actively respond to the challenges and opportunities that come from changing social, policy and work contexts. We fulfil this responsibility in accordance with our professional values and ethics, as individual and collective professionals and as members of the organisations in which we work. We collaborate, inform and are informed by our work with other social workers, other professions, individuals and communities.**

I...

- take account of legal, operational and policy contexts, proactively engage with my own organisation and contribute to its evaluation and development
- proactively engage with colleagues, and a range of organisations to identify, assess, plan and support the needs of service users and communities
- understand legal obligations, structures and behaviours within organisations and how these impact on policy, procedure and practice
- am able to work within an organisational remit and contribute to its evaluation and development
- understand and respect the role of others within the organisation and in the wider professional and service system of which it is a part, and work effectively with them
- work effectively as a member of a team, demonstrating the ability to develop and maintain appropriate professional and inter-professional relationships, managing challenge and conflict with support.

**ASYE: 9. PROFESSIONAL LEADERSHIP – Promote the profession and good social work practice. Take responsibility for the professional learning and development of others. Develop personal influence and be part of the collective leadership and impact of the profession.**

**We develop and show our leadership, individually and collectively, through promoting social work's purpose, practices and impact. We achieve this through diverse activities which may include: advancing practice; supervising; educating others; research; evaluation; using innovation and creativity; writing; using social media positively; being active in professional networks and bodies; contributing to policy; taking formal leadership/ management roles. We promote organisational contexts conducive to good practice and learning. We work in partnership with people who use services and stakeholders in developing our leadership and aims for the profession.**

I...

- show capacity for leading practice through the way I conduct my professional role, my contribution to supervision and to team and other professional meetings, promoting our purpose, practice and impact
- take steps to enable the learning and development of others.
- contribute to collective/collaborative professional leadership through participating in (e.g.) peer support, social work forums and meetings within and/or outside my organisation
- understand my responsibility to seek, plan and undertake ongoing professional development

## Social Worker

### **Social Worker: 1. PROFESSIONALISM – Identify and behave as a professional social worker, committed to professional development**

**Social workers are members of an internationally recognised profession. Our title is protected in UK law. We demonstrate professional commitment by taking responsibility for our conduct, practice, self-care and development. We seek and use supervision and other professional support. We promote excellent practice, and challenge circumstances that compromise this. As representatives of the profession, we safeguard its reputation. We are accountable to people using services, the public, employers and the regulator. We take ethical decisions in the context of multiple accountabilities**

I...

- am able to meet the requirements of the professional regulator
- actively promote the profession and its reputation in a growing range of contexts
- understand that social work is an international profession with a global definition that supports my professional identity, ethics and practice with diverse communities in England
- take responsibility for obtaining regular, effective supervision from a professional supervisor/manager to ensure effective practice, reflection, continuing professional development and career opportunities
- maintain professionalism in more challenging circumstances
- manage workload more independently, seeking support and suggesting solutions for workload and demand management difficulties
- maintain appropriate personal/professional boundaries in more challenging circumstances
- make skilled use of 'self' as part of my interventions
- maintain awareness of own professional limitations and knowledge gaps and seek to address these.
- establish a network of internal and external colleagues from whom to seek advice and expertise
- routinely promote well-being at work and self-care for myself and others
- promote excellence in practice and raise and address issues of poor practice or inadequate working conditions for professional practice, internally through the organisation, and then independently if required.

### **Social Worker: 2. VALUES AND ETHICS – Apply social work ethical principles and values to guide professional practices**

**Social workers have an obligation to conduct themselves and make decisions in accordance with our [Code of Ethics](#). This includes working in partnership with people who use our services. We promote human rights and social justice. We develop and maintain our understanding**



**of the value base of our profession throughout our career, its ethical standards and relevant law**

I...

- ensure my practice is underpinned by commitment to working in partnership with, and listening closely to people who use services, carers, families, communities and networks, wherever possible. I negotiate and establish boundaries to underpin such partnership, using transparency and honesty.
- demonstrate confident application of ethical reasoning to professional practice, rights and entitlements, questioning and challenging others using a legal and human rights framework
- critically reflect on and manage the influence and impact of my own and others values on professional practice
- recognise and manage conflicting values and ethical dilemmas in practice, using supervision, team discussion and other professionally justifiable sources of support, questioning and challenging others, including those from other professions
- Ensure practice is underpinned by policy, procedures and code of conduct to promote individuals rights to determine their own solutions, promoting problem-solving skills, whilst recognising how and when self-determination may be constrained (by the law)
- Work to protect privacy and promote trust, whilst being able to justify, explain and take appropriate action when the right to privacy is over-ridden by professional or legal requirements.

**Social Worker: 3. DIVERSITY AND EQUALITY – Recognise diversity and apply anti-discriminatory and anti-oppressive principles in practice**

**Social workers understand that diversity characterises and shapes human experience and is critical to the formation of identity. Diversity is multi-dimensional and includes race, disability, class, economic status, age, sexuality, gender (including transgender), faith and belief, and the intersection of these and other characteristics. We understand that because of difference, and perception of difference, a person's life experience may include oppression, marginalisation and alienation as well as privilege, power and acclaim. We identify this and promote equality**

I...

- recognise the complexity of identity and diversity of experience, and apply this to practice
- recognise discriminatory practices and inequality and develop a range of approaches to appropriately challenge service users, colleagues and senior staff
- critically reflect on and manage the power of my role in my relationship with people using services and others, adapting my practice accordingly and striving to reduce the risk of power misuse

**Social Worker 4. RIGHTS, JUSTICE AND ECONOMIC WELLBEING – Advance human rights and promote social justice and economic wellbeing**

**Social workers recognise and promote the fundamental principles of human rights, social justice and economic wellbeing enshrined in national and international laws, conventions and policies. These principles underpin our practice and we use statutory and case law effectively in our work. We understand and address the effects of oppression, discrimination and poverty. Wherever possible, we work in partnership with people using services, their carers and families, to challenge inequality and injustice, and promote strengths, agency, hope and self-determination**

I...

- routinely integrate the principles of and entitlements to social justice, social inclusion and equality in my practice, and with support as needed, consider how and when challenge may be required
- routinely apply the law to protect and advance people's rights and entitlements, identifying and highlighting situations where interpretations of the law are neither proportionate nor fair to promote autonomy and self-determination
- apply the principles and entitlements of human and civil rights to analyse, evaluate and challenge interventions that are unlawful and/or disproportionate
- analyse differing needs, perspectives and competing rights and apply to practice
- enable and support people to consider and pursue a range of options that may enhance economic status (through access to education, work, housing, health services and welfare benefits)
- where appropriate, set up and/or enable access to effective independent advocacy.
- promote strengths, agency, hope and self-determination in people using services, carers, families and communities and support them in raising their own challenges and finding solutions to inequality, social injustice and rights violations.

**Social Worker: 5. KNOWLEDGE – Develop and apply relevant knowledge from social work practice and research, social sciences, law, other professional and relevant fields, and from the experience of people who use services**

**We develop our professional knowledge throughout our careers and sustain our curiosity. As a unified profession, we develop core knowledge that relates to our purpose, values and ethics. We also develop specific knowledge needed for fields of practice and roles. Our knowledge comes from social work practice, theory, law, research, expertise by experience, and from other relevant fields and disciplines. All social workers contribute to creating as well as using professional knowledge. We understand our distinctive knowledge complements that of other disciplines to provide effective services.**

I...

- demonstrate a comprehensive understanding and use of knowledge related to my area of practice, including critical awareness of current issues and new evidence-informed practice research
- demonstrate knowledge and application of appropriate legal and policy frameworks and guidance that inform and mandate social work practice. This may include Knowledge and Skills statements in adults or children's social work
- apply legal reasoning, using professional legal expertise and advice appropriately, recognising where scope for professional judgement exists
- demonstrate and apply to practice a working knowledge of human growth and development throughout the life course
- recognise the short and long-term impact of psychological, socio-economic, environmental and physiological factors on peoples lives, taking into account age and development, and how this informs practice
- understand the value of systemic approaches and how they can be used to understand and work with the person or family in their environment, social context and relationships, and inform my practice
- acknowledge the centrality of relationships for people and the key concepts of attachment, separation, loss, change and resilience
- understand forms of harm and their impact on people, and the implications for practice, drawing on concepts of strength, resilience, vulnerability, risk and resistance, and apply to practice
- demonstrate a critical knowledge of the range of theories and models for social work intervention with individuals, families, groups and communities, and the methods derived from them
- demonstrate a critical understanding of social welfare policy, its evolution, implementation and impact on people, social work, other professions, and inter-agency working
- recognise the contribution and use research and other evidence (e.g. practice evidence and evidence from experts by experience) to inform and develop my practice
- demonstrate a critical understanding of research methods
- value and take account of the expertise of service users, carers and other professionals and seek their feedback on my practice/role.

**Social Worker 6. CRITICAL REFLECTION AND ANALYSIS – Apply critical reflection and analysis to inform and provide a rationale for professional decision-making**

**Social workers critically reflect on their practice, use analysis, apply professional judgement and reasoned discernment. We identify, evaluate and integrate multiple sources of knowledge and evidence. We continuously evaluate our impact and benefit to service users. We use supervision and other support to reflect on our work and sustain our practice and wellbeing. We apply our critical reflective skills to the context and conditions under which we practise. Our reflection enables us to challenge ourselves and others, and maintain our professional curiosity, creativity and self-awareness.**

I...

- routinely and effectively apply critical reflection and analysis to increasingly complex cases and situations
- draw on a wide range of evidence sources to inform decision making
- ensure hypotheses and options are reviewed to inform judgement and decision making
- start to provide professional opinion to others – including in interdisciplinary contexts.
- sustain and develop my use of imagination, creativity and curiosity in practice, exploring options to solve dilemmas and problems. Involve people who use services in reflections and creativity wherever possible

**Social Worker 7. INTERVENTION AND SKILLS - Use judgement, knowledge and authority to intervene with individuals, families and communities to promote independence, provide support, prevent harm and enable progress**

**Social workers engage with individuals, families, and communities, working alongside people to determine their needs and wishes, and what action may be helpful. We build productive working relationships and communicate effectively. Using our professional judgement, we employ appropriate interventions, promoting self-determination, support, protection and positive change. We develop and maintain skills relevant to our roles. We understand and take account of power differentials and use our authority appropriately. We evaluate our own practice and its impact, and how we improve outcomes for those we work with.**

I...

- communicate with compassion and authority in challenging situations, and am able to understand and work effectively with negative or rejecting responses
- routinely explain and accountable for my professional reasoning, judgements and decisions
- engage effectively with people in complex situations, both short-term and when building productive relationships over time
- gather information to inform judgement for interventions in more complex situations and in response to challenge or negative responses to my offer
- use assessment procedures discerningly to inform judgement
- develop a range of interventions, use them effectively and evaluate them in practice
- continue to expand my range of intervention methods and demonstrate particular expertise in one or more specific methods relevant to my work setting
- make timely decisions when positive change is not happening
- actively support, initiate and co-produce community groups and networks for the benefit of people using services, carers and families
- support the development of professional groups and networks
- clearly report and record analysis and judgements
- demonstrate and promote appropriate information sharing
- use contingency planning to anticipate complexity and changing circumstances
- recognise and appropriately manage the authority inherent in my position

- demonstrate confident and effective judgement about risk and accountability in my decisions
- regularly undertake assessment and planning for safeguarding.

**Social Worker: 8. CONTEXTS AND ORGANISATIONS - Engage with, inform, and adapt to changing organisational contexts, and the social and policy environments that shape practice. Operate effectively within and contribute to the development of organisations and services, including multi-agency and inter-professional settings.**

Social workers are informed about and pro-actively respond to the challenges and opportunities that come from changing social, policy and work contexts. We fulfil this responsibility in accordance with our professional values and ethics, as individual and collective professionals and as members of the organisations in which we work. We collaborate, inform and are informed by our work with other social workers, other professions, individuals and communities.

I...

- keep abreast of changing policy, political and professional context at local and national level, and take account of this in my practice and workplace
- demonstrate the ability to work effectively within my own organisation, and identify and begin to influence relationships between my organisation's culture and procedures, the demands of practice and wider changes in my context (e.g. changes in local communities and wider society)
- work within and am able to explain the relevant legal structures in my organisation or workplace, including basic case law. I know when and how to access support and appropriate legal advice and consultation
- explore, identify and communicate to supervisors and managers how organisational practice can improve to support better social work practice and citizen outcomes
- keep up to date with changing roles and service developments in the organisation, recognising, valuing and engaging with other disciplines and specialist perspectives
- am confident about my role in my team or setting, working positively with others. I draw on and contribute to team working and collaborative support.
- take an active role in inter-professional and inter-agency work, building own network and collaborative working.

**Social Worker: 9. PROFESSIONAL LEADERSHIP – Promote the profession and good social work practice. Take responsibility for the professional learning and development of others. Develop personal influence and be part of the collective leadership and impact of the profession.**

We develop and show our leadership, individually and collectively, through promoting social work's purpose, practices and impact. We achieve this through diverse activities which may include: advancing practice; supervising; educating others; research; evaluation; using

**innovation and creativity; writing; using social media positively; being active in professional networks and bodies; contributing to policy; taking formal leadership/ management roles. We promote organisational contexts conducive to good practice and learning. We work in partnership with people who use services and stakeholders in developing our leadership and aims for the profession.**

I...

- contribute to and promote the development of practice, taking the initiative to test and evaluate new and existing approaches
- promote social work's purpose, practice and impact within my organisation, with colleagues including those of other disciplines, and more widely where appropriate
- contribute to the learning of others, including social work students and ASYE. I may undertake Practice Educator training.
- contribute to collective/collaborative professional leadership through participating in or initiating purposeful (e.g.) peer support, social work forums and meetings within and/or outside my organisation
- take responsibility for seeking, planning and undertaking ongoing professional development and use diverse platforms and opportunities within and outside my organisation/work setting.

## EXPERIENCED SOCIAL WORKER

**Experienced Social Worker: 1. PROFESSIONALISM - Identify and behave as a professional social worker, committed to professional development**

**Social workers are members of an internationally recognised profession. Our title is protected in UK law. We demonstrate professional commitment by taking responsibility for our conduct, practice, self-care and development. We seek and use supervision and other professional support. We promote excellent practice, and challenge circumstances that compromise this. As representatives of the profession, we safeguard its reputation. We are accountable to people using services, the public, employers and the regulator. We take ethical decisions in the context of multiple accountabilities.**

I...

- am able to meet the requirements of the professional regulator
- aim to be a role model for social work, set expectations for others and contribute to the public face of the organisation and/or profession
- apply in practice and promote my understanding of social work as an international profession with a global definition supporting my professional identity, ethics and practice with diverse communities in England
- expect and seek supervision that covers practice, organisational, leadership and management aspects of role, applying critical reflection throughout
- model and help others to demonstrate professionalism and excellent practice

- model and help others with effective workload management skills
- model and help others to maintain professional/personal boundaries and skilled use of self
- aware of my own professional limitations and knowledge gaps and seek to continuously develop across all domains of the PCF.
- establish a network of internal and external colleagues from whom to seek advice and expertise
- contribute to creating and sustaining a learning environment for self, team and colleagues within and beyond social work. I may undertake Practice Educator training. (see also capability 9)
- recognise and seek ways to promote well-being and self-care for team and colleagues
- promote up to date standards of excellent practice, identifying and helping resolve poor practice and promoting continuous improvement.
- understand my accountabilities and the dilemmas that can arise in complex contexts. I ensure the welfare, experience and outcomes of people using services are at the heart of my practice and decisions

**Experienced Social Worker: 2. VALUES AND ETHICS – Apply social work ethical principles and values to guide professional practices**

**Social workers have an obligation to conduct themselves and make decisions in accordance with our [Code of Ethics](#). This includes working in partnership with people who use our services. We promote human rights and social justice. We develop and maintain our understanding of the value base of our profession throughout our career, its ethical standards and relevant law**

I...

- demonstrate confident and critical application of professional ethical principles (using the [Code of Ethics](#)) to decision-making and practice, supporting others to do so using a legal and human rights framework
- model and support others to reflect on and manage the influence and impact of own values on professional practice and the skilled use of self
- provide guidance and support to analyse, reflect on and work with ethical dilemmas
- ensure my practice is underpinned by commitment to working in partnership with people who use services, carers, families, communities and networks, wherever possible. I negotiate and establish boundaries to underpin such partnership, using transparency and honesty.
- promote service user and carer participation in developing service delivery.
- promote and advance wherever possible individual's rights to autonomy and self-determination, providing support, guidance and challenge to others to promote human and citizenship rights and entitlements
- demonstrate skills in the sensitive exploration of issues of confidentiality, privacy and information-sharing in complex or risky situations, offering support and guidance to colleagues in managing such dilemmas.

**Experienced Social Worker: 3. DIVERSITY AND EQUALITY – Recognise diversity and apply anti-discriminatory and anti-oppressive principles in practice**

**Social workers understand that diversity characterises and shapes human experience and is critical to the formation of identity. Diversity is multi-dimensional and includes race, disability, class, economic status, age, sexuality, gender (including transgender), faith and belief, and the intersection of these and other characteristics. We understand that because of difference, and perception of difference, a person's life experience may include oppression, marginalisation and alienation as well as privilege, power and acclaim. We identify this and promote equality**

I...

- inform, guide and model good practice in the application of understanding of identity, diversity and equality to practice; identifying and taking up issues when principles and legal requirements are contravened in my organisation or work setting
- model critically reflective practice and support others to recognise and challenge discrimination, identifying and taking professional action (individually or collectively) to challenge breaches and limitations in the ability of my own or others' organisations to advance equality and diversity and comply with the law
- demonstrate and model the effective and positive use of power and authority, whilst recognising and providing guidance to others to avoid oppressive practice.

**Experienced Social Worker 4. RIGHTS, JUSTICE AND ECONOMIC WELLBEING – Advance human rights and promote social justice and economic wellbeing**

**Social workers recognise and promote the fundamental principles of human rights, social justice and economic wellbeing enshrined in national and international laws, conventions and policies. These principles underpin our practice and we use statutory and case law effectively in our work. We understand and address the effects of oppression, discrimination and poverty. Wherever possible, we work in partnership with people using services, their carers and families, to challenge inequality and injustice, and promote strengths, agency, hope and self-determination**

I...

- provide guidance and challenge to others about applying the principles of social justice, social inclusion and equality to decision-making
- demonstrate ability to interpret and use current legislation and guidance to protect and/or advance peoples rights and entitlements, balancing use of different legislation to achieve the best outcomes; support colleagues (both inside and outside the organisation) to do so
- am able to communicate legislative issues to other professionals and agencies
- model best practice in applying human and civil rights, providing support to others and challenge where required
- support others to enable individuals to access opportunities that may enhance their economic status (e.g. education, work, housing, health services and welfare benefits)



- promote access to independent advocacy, ensuring best practice and critical review, and contribute to the evaluation of independent advocacy.
- promote, and guide colleagues to support strengths, agency, hope and self-determination in people using services, carers, families and communities. Support them in raising their own challenges and finding solutions to inequality, social injustice and rights violations.

**Experienced Social Worker: 5. KNOWLEDGE – Develop and apply relevant knowledge from social work practice and research, social sciences, law, other professional and relevant fields, and from the experience of people who use services**

**We develop our professional knowledge throughout our careers and sustain our curiosity. As a unified profession, we develop core knowledge that relates to our purpose, values and ethics. We also develop specific knowledge needed for fields of practice and roles. Our knowledge comes from social work practice, theory, law, research, expertise by experience, and from other relevant fields and disciplines. All social workers contribute to creating as well as using professional knowledge. We understand our distinctive knowledge complements that of other disciplines to provide effective services.**

I...

- develop knowledge in one or more specialist areas of my practice. I continue to expand and consolidate my knowledge to inform connections between my specialisms and other settings or fields of practice
- demonstrate knowledge and application of appropriate legal and policy frameworks and guidance that inform and mandate social work practice. Apply legal reasoning, using professional legal expertise and advice appropriately, recognising where scope for professional judgement exists
- demonstrate, apply to practice and advise colleagues on a working knowledge of human growth and development throughout the life course
- recognise the short and long-term impact of psychological, socio-economic, environmental and physiological factors on people's lives, taking into account age and development, and how this informs practice
- understand the value of systemic approaches and how they can be used to work with a person or family in their environment, social context and relationships, and inform my practice and that of others
- have an advanced understanding of the centrality of relationships for people's wellbeing and how to apply key concepts of attachment, separation, loss, change and resilience
- apply my understanding of forms of harm and their impact on people, and the implications for practice, drawing on concepts of strength, resilience, vulnerability, risk and resistance, and apply to practice
- demonstrate a critical knowledge of the range of theories and models for social work intervention with individuals, families, groups and communities, and the methods derived from them, and have a more specialised understanding of models and approaches most critical to work setting or role

- demonstrate and apply a critical understanding of social welfare policy, its evolution, implementation and impact on people, social work, other professions, and inter-agency working
- recognise the contribution and develop application of research and other evidence (e.g. practice evidence and evidence from experts by experience) to inform and improve my practice
- demonstrate a critical understanding of research and evaluation methods
- value and take account of the expertise of service users, carers and professionals and seek their feedback on my practice/role.

**Experienced Social Worker 6. CRITICAL REFLECTION AND ANALYSIS – Apply critical reflection and analysis to inform and provide a rationale for professional decision-making**

**Social workers critically reflect on their practice, use analysis, apply professional judgement and reasoned discernment. We identify, evaluate and integrate multiple sources of knowledge and evidence. We continuously evaluate our impact and benefit to service users. We use supervision and other support to reflect on our work and sustain our practice and wellbeing. We apply our critical reflective skills to the context and conditions under which we practise. Our reflection enables us to challenge ourselves and others, and maintain our professional curiosity, creativity and self-awareness.**

I...

- routinely and effectively apply critical reflection and analysis to increasingly complex cases
- draw on a wide range of evidence sources to inform decision making
- ensure hypotheses and options are reviewed to inform judgement and decision making
- demonstrate confidence and skills to provide professional opinion to social workers and other professionals.
- apply and encourage in others use of imagination, creativity and curiosity in practice, exploring options to solve dilemmas and problems. Involve people who use services in reflections and creativity wherever possible

**Experienced Social Worker 7. INTERVENTION AND SKILLS - Use judgement, knowledge and authority to intervene with individuals, families and communities to promote independence, provide support, prevent harm and enable progress**

**Social workers engage with individuals, families, and communities, working alongside people to determine their needs and wishes, and what action may be helpful. We build productive working relationships and communicate effectively. Using our professional judgement, we employ appropriate interventions, promoting self-determination, support, protection and positive change. We develop and maintain**

**skills relevant to our roles. We understand and take account of power differentials and use our authority appropriately. We evaluate our own practice and its impact, and how we improve outcomes for those we work with.**

I...

- communicate skillfully and confidently in complex or high-risk situations. I model and help others to develop excellent communication skills in diverse contexts
- sustain and model engagement with people in fluctuating circumstances and capacities, including where there are negative responses, rejection of help, hostility and risk
- be able to gather information quickly and effectively so as to inform judgement for interventions including in crises, and in response to challenge, or in the absence of complete/sufficient information
- use assessment procedures discerningly to inform judgement
- maintain and expand a range of frameworks for assessment and intervention
- demonstrate skilled use of a range of frameworks for assessment and intervention
- actively support, initiate and co-produce community groups and networks for the benefit of people using services, carers and families.
- support the development of professional groups and networks
- contribute to the development of my organisation's information strategy and systems
- model and help others with appropriate information sharing
- model and help others to manage changing circumstances
- recognise and appropriately manage the authority inherent in your position
- anticipate, assess and manage risk, including in more complex cases, and support others to develop risk management skills
- undertake assessment and planning for safeguarding in more complex cases and help others with safeguarding skills.

**Experienced Social Worker: 8. CONTEXTS AND ORGANISATIONS - Engage with, inform, and adapt to changing organisational contexts, and the social and policy environments that shape practice. Operate effectively within and contribute to the development of organisations and services, including multi-agency and inter-professional settings.**

**Social workers are informed about and pro-actively respond to the challenges and opportunities that come from changing social, policy and work contexts. We fulfil this responsibility in accordance with our professional values and ethics, as individual and collective professionals and as members of the organisations in which we work. We collaborate, inform and are informed by our work with other social workers, other professions, individuals and communities.**

I...

- keep abreast of changing policy, political and professional contexts at local and national level, and take account of these in practice and my workplace

- work effectively within my own organisation, and identify and influence relationships between my organisation's culture and procedures, the demands of practice and wider changes in my context (e.g. changes in local communities and wider society)
- work to and explain the relevant legal structures in the organisation, including basic case law; know when and how to access support and appropriate legal advice and consultation
- explore, identify and communicate to supervisors, leaders and managers how organisational practice can improve to support better social work practice and citizen outcomes
- keep abreast of changing roles and services in the organisation, recognise, value and engage with other specialist perspectives
- am confident about your role in the team, working positively with others. I draw on and contribute to team working and collaborative support wherever possible and provide social work advice to support colleagues' practice.
- Take an active role in inter-professional and inter-agency work, building own network and collaborative working.

**Experienced Social Worker: 9. PROFESSIONAL LEADERSHIP – Promote the profession and good social work practice. Take responsibility for the professional learning and development of others. Develop personal influence and be part of the collective leadership and impact of the profession.**

**We develop and show our leadership, individually and collectively, through promoting social work's purpose, practices and impact. We achieve this through diverse activities which may include: advancing practice; supervising; educating others; research; evaluation; using innovation and creativity; writing; using social media positively; being active in professional networks and bodies; contributing to policy; taking formal leadership/ management roles. We promote organisational contexts conducive to good practice and learning. We work in partnership with people who use services and stakeholders in developing our leadership and aims for the profession.**

I...

- contribute to professional and organisational developments in my context, including developing skills to evaluate the value new and existing models and interventions
- promote and develop social work's purpose, practice and impact within my organisation, with colleagues including those of other disciplines, and more widely where appropriate
- play a leading role in practice development in the team and help sustain a learning culture
- provide supervision to colleagues as required and appropriate, continuing to develop supervisory skills. Support others to manage and prioritise work
- assess and manage the work of social work students and ASYE
- may undertake Practice Educator training Standards Stage 2: Domain B and C
- contribute to collective/collaborative professional leadership through.

participating in or initiating purposeful (e.g.) peer support, social work forums, involvement in professional organisations and meetings within and/or outside my organisation

- seek, plan and undertake ongoing professional development and use diverse platforms and opportunities for learning within and outside my organisation/work setting.

## ADVANCED LEVEL

**Advanced Social Worker: 1. PROFESSIONALISM - Identify and behave as a professional social worker, committed to professional development**

**Social workers are members of an internationally recognised profession. Our title is protected in UK law. We demonstrate professional commitment by taking responsibility for our conduct, practice, self-care and development. We seek and use supervision and other professional support. We promote excellent practice, and challenge circumstances that compromise this. As representatives of the profession, we safeguard its reputation. We are accountable to people using services, the public, employers and the regulator. We take ethical decisions in the context of multiple accountabilities.**

I...

- meet the requirements of the professional regulator
- model the social work role, promote social work and decision-making within and outside the organisation
- promote awareness that social work is an international profession with a global definition that supports my professional identity, ethics, evidence base and practice with diverse communities in England
- model and use critical reflective skills in leadership, management, practice or organisational supervision settings to enhance my own and others' practice
- model and demonstrate professionalism, ensuring professional social work standards are maintained throughout my area of responsibility
- model and take responsibility for the positive use of workload tools; using workload data to inform the organisation's workload management and risk management approaches
- model and help others to maintain professional/personal boundaries and the skilled use of self in more complex situations
- maintain awareness of own professional limitations, knowledge gaps and conflicts of interest, actively seeking to address issues for self and others
- develop and maintain a network of internal and external colleagues, with whom to seek and share advice, expertise and new developments in social work
- foster and support an environment that promotes learning and practice development within the workplace, providing social work supervision as appropriate
- foster and maintain a work environment which promotes health, safety and wellbeing and self-care for self and others

- identify and collaborate to resolve concerns about practice, following procedures as appropriate
- Contribute to the development and implementation of procedures that are fit for purpose, enhance best practice and contribute to better outcomes.
- take responsibility for seeking, planning and undertaking ongoing professional development and use diverse platforms and opportunities within and outside my organisation/work setting

**Advanced Social Worker: 2. VALUES AND ETHICS – Apply social work ethical principles and values to guide professional practices**

**Social workers have an obligation to conduct themselves and make decisions in accordance with our [Code of Ethics](#). This includes working in partnership with people who use our services. We promote human rights and social justice. We develop and maintain our understanding of the value base of our profession throughout our career, its ethical standards and relevant law**

I...

- model and promote confident and critical application of professional ethics to decision-making, using a legal and human rights framework, and support others to do so
- model and promote a culture which encourages reflection on the influence and impact of own values on professional practice
- demonstrate confident leadership, management and arbitration of ethical dilemmas, providing guidance and opportunities for the professional development of others
- ensure my practice is underpinned by commitment to working in partnership with people who use services, carers, families, communities and networks, wherever possible. I negotiate and establish boundaries to underpin such partnership, using transparency and honesty, providing guidance, clarity and reasoning when this approach is not appropriate/possible
- promote people's rights to autonomy and self-determination, supporting, challenging and guiding others as appropriate
- provide support and leadership when dealing with the sensitive exploration of issues of confidentiality, privacy and information-sharing in complex or risky situation.

**Advanced Social Worker: 3. DIVERSITY AND EQUALITY – Recognise diversity and apply anti-discriminatory and anti-oppressive principles in practice**

**Social workers understand that diversity characterises and shapes human experience and is critical to the formation of identity. Diversity is multi-dimensional and includes race, disability, class, economic status, age, sexuality, gender (including transgender), faith and belief, and the intersection of these and other characteristics. We understand that because of difference, and perception of difference, a person's life experience may include oppression, marginalisation and alienation as well as privilege, power and acclaim. We identify this and promote equality**

I...

- promote positive approaches to diversity, identity and equality in my area of responsibility, providing guidance and challenge as required. I contribute to and implement policy development and decision-making
- create and sustain an environment where people feel supported to challenge on issues of discrimination and oppression
- provide or seek out expert professional advice to ensure legal compliance. Contribute to the development of relevant organisational and professional practices and procedures
- model and contribute to the development of best practice in use of power and authority within my sphere of influence. Ensure situations where power is used inappropriately, or ethics are transgressed are appropriately challenged.

**Advanced Social Worker 4. RIGHTS, JUSTICE AND ECONOMIC WELLBEING – Advance human rights and promote social justice and economic wellbeing**

**Social workers recognise and promote the fundamental principles of human rights, social justice and economic wellbeing enshrined in national and international laws, conventions and policies. These principles underpin our practice and we use statutory and case law effectively in our work. We understand and address the effects of oppression, discrimination and poverty. Wherever possible, we work in partnership with people using services, their carers and families, to challenge inequality and injustice, and promote strengths, agency, hope and self-determination**

I...

- monitor, review and evaluate practice to ensure application of the principles of social justice, social inclusion and equality to decision-making. I lead on and contribute to policies and development opportunities to support these principles
- ensure that practice is compliant with the law through the provision of or access to expert professional social work advice. I challenge situations where the interpretation or application of the law is unjust/unethical or disproportionate
- model best practice, provide or seek out expert professional social work/legal advice, applying human and civil rights understanding in complex situations where there are competing issues
- model and guide others on accessing appropriate opportunities that may enhance economic status and income. I advocate and use influencing skills to increase access to opportunities for people within my sphere influence
- offer professional social work consultation and liaison to independent advocacy. Support others to identify when independent advocacy is appropriate, and advocate for necessary resources. Provide review and challenge as necessary.
- develop organisational and practice strategies to promote strengths, agency, hope and self-determination in people using services, carers, families and communities. Support people in raising their own challenges and finding solutions to inequality, social injustice and rights violations

**Advanced Social Worker: 5. KNOWLEDGE – Develop and apply relevant knowledge from social work practice and research, social sciences, law, other professional and relevant fields, and from the experience of people who use services**

**We develop our professional knowledge throughout our careers and sustain our curiosity. As a unified profession, we develop core knowledge that relates to our purpose, values and ethics. We also develop specific knowledge needed for fields of practice and roles. Our knowledge comes from social work practice, theory, law, research, expertise by experience, and from other relevant fields and disciplines. All social workers contribute to creating as well as using professional knowledge. We understand our distinctive knowledge complements that of other disciplines to provide effective services.**

I...

- pursue and encourage in others a culture of professional curiosity and continuous learning
- refresh and maintain a relevant knowledge that informs my practice, leadership, supervisory, educational and/or management role
- maintain self awareness of my knowledge limits and my need for continuous learning
- continue to develop knowledge in one or more specialist areas of practice. I continue to expand and consolidate this knowledge and understand the connections between my specialisms and other fields of knowledge and practice
- access and make critical use of knowledge and evidence from a variety of sources
- use knowledge to hypothesise and make complex judgments in uncertain and ambiguous situations, supporting and challenging others to do the same
- enable and challenge others to develop their knowledge base and make evidence-informed judgements
- have a good understanding of team and organisational dynamics and resources, and I understand how to fulfil my role effectively in organisational context
- develop and maintain my expertise, informed by knowledge base and evidence, in both established and emergent areas relevant to my field of practice.
- support others to apply knowledge and evidence to practice and learning
- demonstrate a critical understanding of research and evaluation methods and develop skills in using these.
- routinely integrate the expertise and knowledge of service users, carers and professionals into my role and seek service user and carer feedback on my practice/roles.

**Advanced Social Worker 6. CRITICAL REFLECTION AND ANALYSIS – Apply critical reflection and analysis to inform and provide a rationale for professional decision-making**



**Social workers critically reflect on their practice, use analysis, apply professional judgement and reasoned discernment. We identify, evaluate and integrate multiple sources of knowledge and evidence. We continuously evaluate our impact and benefit to service users. We use supervision and other support to reflect on our work and sustain our practice and wellbeing. We apply our critical reflective skills to the context and conditions under which we practise. Our reflection enables us to challenge ourselves and others, and maintain our professional curiosity, creativity and self-awareness.**

I...

- maintain an environment where critical reflection and analysis is valued and supported
- provide critical reflection, challenge and evidence-informed decision-making in complex situations. I support others in developing these capabilities and finding their own solutions.
- model good practice and reflective supervision skills
- develop and maintain a system within which all social workers (including you) are able to access professional supervision from appropriately experienced social workers
- ensure protected time is available for professional social work supervision
- routinely provide professional social work opinion, based on clear rationale and advanced professional knowledge
- support and empower others to develop the confidence and skills to provide professional opinion.

**Advanced Social Worker 7. INTERVENTION AND SKILLS - Use judgement, knowledge and authority to intervene with individuals, families and communities to promote independence, provide support, prevent harm and enable progress**

**Social workers engage with individuals, families, and communities, working alongside people to determine their needs and wishes, and what action may be helpful. We build productive working relationships and communicate effectively. Using our professional judgement, we employ appropriate interventions, promoting self-determination, support, protection and positive change. We develop and maintain skills relevant to our roles. We understand and take account of power differentials and use our authority appropriately. We evaluate our own practice and its impact, and how we improve outcomes for those we work with.**

I...

- model and promote a culture of clear communication, supporting the development of effective communication skills in others
- communicate effectively in highly charged, complex or challenging circumstance to a wide range of audiences, for different purposes and at different levels, including public speaking and presenting

- model effective engagement with a wide range of people in challenging situations, and support others to develop and maintain effective engagement, including in situations of hostility and risk
- promote a culture which supports empathetic compassionate relationships with other professionals, people who use services, and those who care for them
- am able to gather, analyse and review complex and/or contradictory information quickly and effectively, using it to reach informed professional decisions
- support and encourage professional decision-making in others. Identify when more strategic/expert advice or decision-making is needed.
- maintain and provide expertise in specialist assessment and intervention, acting as a resource to others within the organisation, supporting social workers to develop.
- engage in and facilitate research and/or evaluation of practice and/or outcomes.
- develop and maintain a culture that supports social/professional networks, for individuals, communities and professionals
- evaluate and analyse recording and the use of information systems. Use evidence gained to inform good practice and maintain a focus on positive outcomes for service users, families, carers and communities.
- advise, model, and support others to share information appropriately and in timely ways, including in complex situations where there are competing, or contradictory rights involved
- lead organisational change and development, supporting others to do so in ways which maintain a focus on positive outcomes for people who use services, families, carers and communities.
- model the appropriate use of authority across a range of situations, supporting others to understand and work with the authority inherent in their positions
- promote use of evidence and theory to support practice and/or learning in complex and changing circumstance.
- support effective interventions in the lives of people experiencing complex and challenging change.
- model effective assessment and management of risk in complex situations, across a range of situations, including positive risk-taking approaches
- support and enable staff to have conversations with service users and others to manage risk decision-making themselves where possible
- be able to work with and contain the anxiety of others in relation to risk, ensuring that there is a positive balance between perceived risk and protection from harm when necessary.
- ensure risk assessment and management reflect current best practice and research developments, including supporting service users and others to manage their own risks where possible.

**Advanced Social Worker: 8. CONTEXTS AND ORGANISATIONS - Engage with, inform, and adapt to changing organisational contexts, and the social and policy environments that shape practice. Operate effectively within and contribute to the development of organisations and services, including multi-agency and inter-professional settings.**

**Social workers are informed about and pro-actively respond to the challenges and opportunities that come from changing social, policy and work contexts. We fulfil this responsibility in accordance with our**

**professional values and ethics, as individual and collective professionals and as members of the organisations in which we work. We collaborate, inform and are informed by our work with other social workers, other professions, individuals and communities.**

- maintain an awareness of changes in national and local contexts and their impact on practice, and communicate this effectively within and outside of the organisation. Positively influence developments that affect social work practice
- provide professional leadership and facilitate collaboration within a multi-agency context as appropriate
- maintain a sophisticated knowledge of the law relevant to my area of practice, advise others and facilitate access to and dissemination of more specialist advice where necessary
- contribute to and provide professional leadership of organisational change and development, including the identification of gaps in service
- influence organisational development, pro-actively using feedback from your areas of responsibility
- address and oversee performance and practice issues that arise, supporting people to positively resolve difficulties where possible, taking action within the organisation or with the regulator where necessary
- promote positive working relationships in and across teams, using strategies for collaboration and contribute to a supportive organisational culture
- develop and contribute to liaison across agencies at a local and regional level, maintain a collaborative working approach, resolving dilemmas actively where necessary.

**Advanced Social Worker: 9. PROFESSIONAL LEADERSHIP – Promote the profession and good social work practice. Take responsibility for the professional learning and development of others. Develop personal influence and be part of the collective leadership and impact of the profession.**

**We develop and show our leadership, individually and collectively, through promoting social work's purpose, practices and impact. We achieve this through diverse activities which may include: advancing practice; supervising; educating others; research; evaluation; using innovation and creativity; writing; using social media positively; being active in professional networks and bodies; contributing to policy; taking formal leadership/ management roles. We promote organisational contexts conducive to good practice and learning. We work in partnership with people who use services and stakeholders in developing our leadership and aims for the profession.**

I...

- promote and develop professional leadership within my area of responsibility
- promote a culture of professional curiosity embracing and promoting the involvement of social workers in research and evaluation

- contribute to the identification, planning and meeting of staff development needs within the workplace, informed by the PCF and other relevant policy and practice guidance (e.g. the KSS).
- take responsibility for ensuring individual and workplace practice is informed by and informs research and current professional knowledge
- promote, articulate and support a positive social work identity within my organisation and through external collaboration with social workers
- understand the requirements of the standards for Employers of Social Workers and promote these within the workplace
- ensure systems are in place to provide high quality professional supervision using critical reflection and a range of other supervisory techniques
- ensure high quality professional supervision is provided within your area of responsibility
- provide professional, reflective supervision, appraisal and support to others as appropriate
- identify and develop potential within other staff

## Strategic Level

**Strategic Social Worker: 1. PROFESSIONALISM - Identify and behave as a professional social worker, committed to professional development**

**Social workers are members of an internationally recognised profession. Our title is protected in UK law. We demonstrate professional commitment by taking responsibility for our conduct, practice, self-care and development. We seek and use supervision and other professional support. We promote excellent practice, and challenge circumstances that compromise this. As representatives of the profession, we safeguard its reputation. We are accountable to people using services, the public, employers and the regulator. We take ethical decisions in the context of multiple accountabilities.**

I...

- meet the requirements of the professional regulator
- model the social work role at a senior level, taking a strategic approach to representing and promoting the profession within and outside of the organisation
- model and use critical reflective skills in leadership, management, practice or organisational supervision settings to enhance my own, others and the organisation's strategic outcomes
- model and demonstrate professionalism, ensuring professional social work standards are promoted and enhanced throughout the organisation
- identify and quantify the social work and other resources required to support the work of the organisation
- use my strategic position to improve working conditions for good practice including improving workload management
- model the sophisticated use of self, and professional/personal boundaries in a range of complex situations, and ensure policies and procedures recognise or reflect this approach

- maintain awareness of own professional limitations, knowledge gaps and conflicts of interest and actively seek to address issues for self and others
- maintain a professional and strategic network of internal and external colleagues, with whom to seek and share advice, expertise and new developments in social work
- create and sustain an environment that promotes learning and practice development, facilitating research within the organisation and with strategic partners
- create and sustain a work environment that promotes health, safety and well-being and self-care for myself and others across the organisation
- create and maintain a culture where concerns about practice, quality and service user experience are effectively dealt with, including reporting to the regulator as appropriate
- take responsibility to ensure that organisational procedures are relevant, reflect effective practice and contribute to better outcomes.

**Strategic Social Worker: 2. VALUES AND ETHICS – Apply social work ethical principles and values to guide professional practices**

**Social workers have an obligation to conduct themselves and make decisions in accordance with our [Code of Ethics](#). This includes working in partnership with people who use our services. We promote human rights and social justice. We develop and maintain our understanding of the value base of our profession throughout our career, its ethical standards and relevant law**

I...

- ensure that that service users' and carers' experiences and outcomes are at the heart of the organisation's values and ethical concerns, and promote this across the system
- provide leadership in the critical application of professional ethics to strategic decision-making, using a legal and human rights framework, using the Code of Ethics (LINK)
- develop and promote an organisational culture which encourages reflection on the influence and impact of values on the organisation and on practice
- demonstrate confident leadership for social work within the organisation and in the wider system,
- promote application of social work values and ethical opinion in complex organisational and system situations
- lead effective partnership working within and outside of the organisation, creating a culture that promotes meaningful participation of individuals, communities, families and carers and co-production of services and solutions.
- promote a culture where individuals and communities can exercise their rights to autonomy and self determination balancing this effectively with safeguarding responsibilities
- lead on ensuring that policies and strategies concerning information sharing and privacy are informed by current legal and professional requirements concerning safeguarding, information sharing, confidentiality and data protection
- ensure the organisation is aware of and responds to changes in legislation and guidance that affect social work

**Strategic Social Worker: 3. DIVERSITY AND EQUALITY – Recognise diversity and apply anti-discriminatory and anti-oppressive principles in practice**

**Social workers understand that diversity characterises and shapes human experience and is critical to the formation of identity. Diversity is multi-dimensional and includes race, disability, class, economic status, age, sexuality, gender (including transgender), faith and belief, and the intersection of these and other characteristics. We understand that because of difference, and perception of difference, a person's life experience may include oppression, marginalisation and alienation as well as privilege, power and acclaim. We identify this and promote equality**

I...

- lead and be accountable for strategic approaches to promoting diversity, identity and equality creating and embedding equality and diversity within the organisation
- create and sustain an organisational environment where people feel supported to challenge on issues of discrimination and oppression
- lead on ensuring that policies, practice and strategies concerning discrimination and oppression reflect the law and current best practice
- lead and model at a strategic level appropriate and effective use of power and authority. Provide challenge and show leadership in situations where power is used inappropriately.

**Strategic Social Worker 4. RIGHTS, JUSTICE AND ECONOMIC WELLBEING – Advance human rights and promote social justice and economic wellbeing**

**Social workers recognise and promote the fundamental principles of human rights, social justice and economic wellbeing enshrined in national and international laws, conventions and policies. These principles underpin our practice and we use statutory and case law effectively in our work. We understand and address the effects of oppression, discrimination and poverty. Wherever possible, we work in partnership with people using services, their carers and families, to challenge inequality and injustice, and promote strengths, agency, hope and self-determination**

I...

- take strategic responsibility for developing and sustaining a culture where the principles of social justice, social inclusion and equality are applied to strategic decision-making
- take strategic responsibility for ensuring that the service is compliant with the law, and secure the provision of expert advice, making judicious use of such advice.
- create and sustain environments where people – staff and people using services, their carers advocates - are enabled to provide effective challenge and ensure human rights are upheld

- secure expert advice in complex human and civil rights situations to ensure an appropriate and proportionate response by the organisation. Promote and contribute to policy and practice developments to support service improvement
- develop strategies (including regarding resources and commissioning) to promote social inclusion and access to opportunities which may enhance people's economic status
- monitor and evaluate their effectiveness and impact, leading and informing new approaches. Take action to address and alleviate emerging issues, working pro-actively with partner organisations to achieve positive outcomes.
- Create an environment that promotes partnership working with independent advocates. Ensure resources are available to support access to independent advocacy, in line with statutory duties and local need.
- develop organisational and practice strategies to promote strengths, agency, hope and self-determination in people using services, carers, families and communities.
- Enable the organisation and wider system to support citizens raising their own challenges and finding solutions to inequality, social injustice and rights violations

**Strategic Social Worker: 5. KNOWLEDGE – Develop and apply relevant knowledge from social work practice and research, social sciences, law, other professional and relevant fields, and from the experience of people who use services**

**We develop our professional knowledge throughout our careers and sustain our curiosity. As a unified profession, we develop core knowledge that relates to our purpose, values and ethics. We also develop specific knowledge needed for fields of practice and roles. Our knowledge comes from social work practice, theory, law, research, expertise by experience, and from other relevant fields and disciplines. All social workers contribute to creating as well as using professional knowledge. We understand our distinctive knowledge complements that of other disciplines to provide effective services.**

I...

- create and maintain a culture of professional curiosity
- maintain the knowledge and understanding I need for my area of organisational practice and leadership and am aware of my knowledge limits and my need for continuous learning
- access and make critical use of relevant knowledge and evidence from a variety of sources, and apply this knowledge in strategic settings
- access and make critical use of knowledge and evidence from a variety of relevant sources to inform strategic thinking and decision-making am able to apply knowledge and evidence to hypothesise at organisational and system level and make complex decisions in strategic situations
- ensure the organisational structure accommodates, though a range of approaches, appropriate resourcing for the development of and critical engagement with the development of excellent social work knowledge in practice
- actively challenge structures and processes which inhibit knowledge development and debate

- ensure practitioners have access to knowledge resources and relevant practice debates
- promote effective adult learning in strategic workforce development. Use knowledge of relevant adult learning and organisational development theories to lead the development of a learning organisation.
- identify and address knowledge gaps across the organisation and/or system.
- ensure social work workforce strategies address prioritise the development of practice knowledge.
- have a good knowledge of organisational dynamics, resources, and the ability to maximise practitioner, team and organisational potential.
- maintain a high level of expertise, informed by knowledge in both established and emergent areas relevant to my field of practice or strategic responsibilities.
- provide consultation and guidance that is knowledge and evidence-informed to professional /strategic decision-making.
- maintain and model confident use of knowledge and evidence that informs my strategic leadership and practice.

**Strategic Social Worker 6. CRITICAL REFLECTION AND ANALYSIS – Apply critical reflection and analysis to inform and provide a rationale for professional decision-making**

**Social workers critically reflect on their practice, use analysis, apply professional judgement and reasoned discernment. We identify, evaluate and integrate multiple sources of knowledge and evidence. We continuously evaluate our impact and benefit to service users. We use supervision and other support to reflect on our work and sustain our practice and wellbeing. We apply our critical reflective skills to the context and conditions under which we practise. Our reflection enables us to challenge ourselves and others, and maintain our professional curiosity, creativity and self-awareness.**

I...

- create and maintain an organisational environment within which critical reflection and analysis take place and are valued and supported and promote this across the relevant wider system
- promote and provide critical reflection, challenge and evidence-informed decision-making in complex situations. Support others in developing these capabilities, and finding their own solutions.
- model good practice and reflective supervision skills
- take strategic responsibility for the development, maintenance and review of a system of critical analysis and reflective professional supervision at all levels within the organisation, ensuring this is appropriately resourced, in line with the Standards for Employers.
- routinely provide professional social work opinion within a strategic context
- using evidence and practice knowledge, be the voice of professional social work opinion within strategic decision-making.
- be responsible for ensuring that the value of social work professional knowledge and opinion influences good practice, service delivery and organisational strategy
- champion the development of empowered professional social work decision makers throughout the organisation and/or system



**Advanced Social Worker 7. INTERVENTION AND SKILLS - Use judgement, knowledge and authority to intervene with individuals, families and communities to promote independence, provide support, prevent harm and enable progress**

**Social workers engage with individuals, families, and communities, working alongside people to determine their needs and wishes, and what action may be helpful. We build productive working relationships and communicate effectively. Using our professional judgement, we employ appropriate interventions, promoting self-determination, support, protection and positive change. We develop and maintain skills relevant to our roles. We understand and take account of power differentials and use our authority appropriately. We evaluate our own practice and its impact, and how we improve outcomes for those we work with.**

I...

- lead on the development and maintenance on social work practice systems and approaches that best meet the needs of people using services, their carers, families and communities, developing staff and providing effective working conditions
- model and lead effective communication skills within a strategic context, creating the opportunity/environment where effective communication is promoted within the organisation
- communicate in an effective and competent manner in highly charged, complex or challenging circumstance in strategic settings, inside and across the system, outside the organisation
- ensure strategic communication is informed by current direct practice experience.
- provide effective strategic leadership, support and model engagement in the most challenging of circumstances, including with partner agencies, stakeholders and other professionals
- create an ethos in the organisation where social workers are supported to engage positively with people in challenging circumstances
- maintain empathetic compassionate relationships with strategic leads, other professionals, people who use services and those who care for them
- be able to gather complex and/or contradictory information, analyse it from different perspectives as a strategic leader and professional social worker, and use it to inform organisational and professional decision-making
- support and enable others to use their own experience and expertise to analyse information and make informed professional decisions
- maintain and use and/or promote in others expert assessment and intervention skills in complex practice situations, and support others to do so.
- engage in and/or facilitate research and evaluation of practice and the use of improvement methodologies.
- develop a culture that supports and encourages practitioner engagement in research and the generation of knowledge and evidence, as well as development and maintenance of expert intervention skills.

- create and maintain a culture of support for engagement with networks both within and outside of the organisation. Develop strategic engagement, influence and relationships with a range of stakeholder groups
- understand the strategic interface between information systems and practice, and ensure systems support delivery of positive outcomes for people who use services, families, carers and communities. Take action to ensure information systems continue to be fit for practice
- have responsibility for advising and contributing to the organisation's information governance system, and ensure implementation is congruent with social work practice and legal requirements
- lead change within and across organisations, ensuring that strategic decisions are informed by social work knowledge and practice, and the need to develop positive outcomes for service users, carers and communities
- model the appropriate use of authority across a range of complex and challenging situations, ensuring that systems are in place to support the appropriate use of professional authority by social workers within the organisation
- lead the development and use of evidence-informed risk assessment, which support both responsiveness and positive risk taking to improve outcomes for people who use services, families, carers and communities.
- be able to work with and contain the anxiety of other people in complex and highly charged situations, ensuring that there is a proportionate and legally sound response, taking account of self-determination, perceived risk and protection from harm.
- lead and develop an organisational culture which is responsive to developing best practice and research around risk assessment and management, at all levels of the organisation, involving people who use services in strategy and practice wherever possible.
- develop service user outcome focused evaluation of their experience of social work, including systems for gaining direct feedback about social work services and co-producing changes, and embed any learning into practice.

**Strategic Social Worker: 8. CONTEXTS AND ORGANISATIONS - Engage with, inform, and adapt to changing organisational contexts, and the social and policy environments that shape practice. Operate effectively within and contribute to the development of organisations and services, including multi-agency and inter-professional settings.**

**Social workers are informed about and pro-actively respond to the challenges and opportunities that come from changing social, policy and work contexts. We fulfil this responsibility in accordance with our professional values and ethics, as individual and collective professionals and as members of the organisations in which we work. We collaborate, inform and are informed by our work with other social workers, other professions, individuals and communities.**

I...

- anticipate and provide strategic leadership for social workers and others, engaging locally, regionally and nationally, to positively influence developments that affect social work

- initiate and facilitate effective multi-agency partnership working, to drive improvements in performance and outcomes for people who use services, families, carers and communities
- maintain a sophisticated knowledge of the law relevant to my area of responsibility, using it to support strategic decision-making. Advise others and seek out specialist advice where necessary. Ensure social workers have access to legal advice and information where needed
- initiate, facilitate and enable organisational development at a local, regional and national level, providing professional leadership as needed
- lead the positive use of mechanisms for feedback about social work to inform organisational development
- ensure that a social work perspective informs organisational decision-making.
- develop and maintain a strategic plan to oversee performance management themes that arise, supporting positive resolutions and taking action with HR/the regulator where necessary
- promote positive working relationships across the organisation, using strategies to support collaboration and a supportive organisational culture
- initiate, facilitate and lead liaison across agencies at a local, regional and national level, maintain a collaborative working approach, resolving intractable dilemmas where necessary.

**Strategic Social Worker: 9. PROFESSIONAL LEADERSHIP – Promote the profession and good social work practice. Take responsibility for the professional learning and development of others. Develop personal influence and be part of the collective leadership and impact of the profession.**

**We develop and show our leadership, individually and collectively, through promoting social work’s purpose, practices and impact. We achieve this through diverse activities which may include: advancing practice; supervising; educating others; research; evaluation; using innovation and creativity; writing; using social media positively; being active in professional networks and bodies; contributing to policy; taking formal leadership/ management roles. We promote organisational contexts conducive to good practice and learning. We work in partnership with people who use services and stakeholders in developing our leadership and aims for the profession.**

I...

- take responsibility for continuously developing my strategic leadership and my ability to have influence and impact on my local and wider systems
- model, promote and develop professional leadership within my area of responsibility, identify potential in the workforce and provide opportunities for social workers to develop their leadership capabilities.
- lead a culture of professional curiosity within the organisation, embracing research and evaluation, encouraging the exploration of different cultures, concepts and ideas
- ensure there is appropriate provision to identify, plan for, and meet staff development needs within the organisation so that workforce planning and appraisal are informed by the PCF

- create opportunities and systems for current practice to inform and be informed by research and current professional knowledge and evidence
- lead, articulate and promote a positive social work identity which actively seeks and respects the contributions and views of all and links with national and global social work communities.
- drive improvement in line with the Standards for Employers of Social Workers
- create and promote a culture of high quality supervision which covers practice, organisational and management issues (as appropriate to the role) promoting critical reflection throughout the organisation
- ensure systems are in place to monitor effectiveness
- ensure effective, sufficient and appropriate supervision is embedded across the organisation and that a strategy is in place to ensure that professional supervisors are trained and skilled in a range of approaches
- lead a culture of talent identification and development
- understand concepts of holistic assessment of professional capability, and be able to apply to appraisal processes/performance reviews of social workers within your area of responsibility.

25<sup>th</sup> June 2018