

**Social workers need to be aspirational for the people they work ‘with’ and understand how good social work can support people to live the life want.**

## **PROMOTING A HUMAN- RIGHTS BASED AND PERSON-CENTRED APPROACH**

Social workers play a key role in ensuring there is an holistic view and approach when working with the person and their family. Seek feedback from the person you are working with about their experience and use this information to reflect on and inform your practice.

## **PUT THE INDIVIDUAL AT THE CENTRE OF YOUR WORK**

Ensure the people that you work with are listened to and have a voice. Find out about their support systems and significant others in their lives.

## **RECOGNISE YOUR PROFESSIONAL POWER**

Use this in accordance with the BASW Code of ethics to challenge inequalities, promote social justice, uphold and safeguard human rights.

## **VALUE AND ETHICS**

Social workers need to value the contribution of the individual, family, carers and all professions. Consider the different perspectives and strengths of different professions and what they bring to the person and their situation. This will enhance the opportunities for positive partnerships, multi-agency and multi-professional working. You need to promote and evidence social work ethics and constructively challenge advocate and empower.

## **PROMOTION OF AND SUPPORT FOR THE SOCIAL MODEL OF DISABILITY**

Social Workers bring a strong set of social work values into practice which challenge assumptions and judgements and promote a human-rights based approach from which to explore and understand the person in their situation beyond their diagnosis.

## **FIND OUT ABOUT LOCAL SERVICES, PEER SUPPORT AND SUPPORT GROUPS FOR THE PERSON YOU ARE SUPPORTING**

Develop an evidence-informed approach to your professional judgement so you can explain how you have made decisions.

## **USE EVIDENCE FROM INDIVIDUALS, FAMILIES, CARERS AND NATIONAL GUIDANCE**

Social workers use evidence from individuals, families, carers and national guidance such as NICE and BASW to discuss options with the people you support, to strengthen the rationale for your decision-making and to resolve professional disputes.

Promoting and supporting relationship-based commissioning – Leading on the creation of trusting, respectful relationships with family carers, providers and other key partners.

## **DEVELOP A CLEAR UNDERSTANDING AND WORKING KNOWLEDGE OF THE LEGISLATION, POLICY AND GUIDANCE**

Social workers need to understand the law policy and guidance that relate to this area of social work practice and the key role of the social worker within this part of the system ([See Quick Guide: Legal Literacy](#))

## **EXPLORING RISK AND MANAGING UNCERTAINTY**

Social workers can help manage professionals' anxieties that lead to risk adverse decisions. Social workers know how to intervene proportionately ensuring that people's human rights are effectively protected.

## **ENCOURAGING AND SUPPORTING A SHARED APPROACH AND OWNERSHIP TO RISK**

"No finger pointing" applies equally to other professionals as it does to the person, family and providers. A willingness to acknowledge and learning from mistakes and to explore and understand different perspectives including perceptions about 'unwise decisions'.

## **SAFEGUARDING**

Social workers must be able to recognise the indicators of different forms of abuse and neglect and their impact on individuals, people, and families and to take the necessary action to respond to and escalate concerns.

Intervening and using person centred approaches to protect human rights and safeguard people who are at risk of abuse or neglect in care and health settings, or who are subject to discrimination, taking necessary action where someone poses a risk to themselves.<sup>1</sup>

## **DON'T BE INTIMIDATED WHEN WORKING IN NEW SYSTEMS**

Adopt a commitment to new learning cultures and environments e.g. with Mental Health Providers/ Provider Collaboratives – ensure you remain a strong voice with and for the individuals you work with.

## **PROMOTING THE POSITIVE CONTRIBUTION OF SOCIAL WORK**

The social work contribution must be clearly communicated. Reflect on your own experience, stories of difference and learning from others to inform your way of talking about and demonstrating what a difference social work makes.

## **TAKE RESPONSIBILITY FOR IDENTIFYING GAPS IN YOUR KNOWLEDGE, SKILLS AND CAPABILITY**

Raise any limitations, including dealing with difficult conversations or raising challenge and develop a plan to progressively address areas of learning and development.

<sup>1</sup>[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/411957/KSS.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/411957/KSS.pdf)