

## **Professional Capabilities framework for Social Work England (2018)** **Level descriptors for the four pre-qualifying levels and ASYE**

### 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. SKILLS AND INTERVENTIONS - 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. SKILLS AND INTERVENTIONS - 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](#)

- 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, technological and digital spheres, 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. SKILLS AND INTERVENTIONS - 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 of qualifying course 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 of qualifying course 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 (LINK)) 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 of qualifying course 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 of qualifying course**

#### **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 of qualifying course: 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 (eg sociology, social policy, psychology, technological and digital spheres, 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 of qualifying course 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 of qualifying course 7. SKILLS AND INTERVENTIONS - 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 of qualifying course 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 of qualifying course 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

**ASYE: 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 new technologies, digital resources, 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. SKILLS AND INTERVENTIONS - 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 people's 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