

Professional Capability Framework - Assessed and Supported Year in Employment (ASYE) Level Capabilities:

By the end of the ASYE social workers should have consistently demonstrated practice in a wider range of tasks and roles, and have become more effective in their interventions, thus building their own confidence, and earning the confidence of others. They will have more experience and skills in relation to a particular setting and user group, and have demonstrated ability to work effectively on more complex situations. They will seek support in supervision appropriately, whilst starting to exercise initiative and evaluate their own practice.

*Where capability statements are in **italics** this indicates that they should have been met at a previous level and do not need to be met again. However, the expectation should be that social workers will maintain capability in that area of practice.*

1. Professionalism: Identify and behave as a professional social worker, committed to professional development

Social workers are members of an internationally recognised profession, a title protected in UK law. Social workers demonstrate professional commitment by taking responsibility for their conduct, practice and learning, with support through supervision. As representatives of the social work profession they safeguard its reputation and are accountable to the professional regulator.

- Be able to meet the requirements of the professional regulator
- *Be able to explain the role of the social worker in a range of contexts, and uphold the reputation of the profession*
- Make pro active use of supervision to reflect critically on practice, explore different approaches to your work, support your 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 your own personal/professional boundaries in response to changing and more complex contexts
- *Recognise your own professional limitations, and how to seek advice*
- Identify your learning needs; assume responsibility for improving your practice through appropriate professional development
- Develop ways to promote wellbeing at work, identifying strategies to protect and promote your own well being and the well being of others

- Identify and implement strategies for responding appropriately to concerns about practice or procedures, seeking guidance if required

2. Values and Ethics: Apply social work ethical principles and values to guide professional practice

Social workers have an obligation to conduct themselves ethically and to engage in ethical decision-making, including through partnership with people who use their services. Social workers are knowledgeable about the value base of their profession, its ethical standards and relevant law.

- *Understand and apply the profession's ethical principles 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 privacy of individuals within and outside their families and networks, recognising the requirements of professional accountability and information sharing*

3. Diversity: 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 and transgender, faith and belief. Social workers appreciate that, as a consequence of difference, a person's life experience may include oppression, marginalisation and alienation as well as privilege, power and acclaim, and are able to challenge appropriately.

- Identify and take account of the significance of diversity and discrimination on the lives of people, and show application of this understanding in your practice

- Recognise oppression and discrimination by individuals or organisations and implement appropriate strategies to challenge
- Identify the impact of the power invested in your role on relationships and your intervention, and be able to adapt your practice accordingly

4. Rights, Justice and Economic Wellbeing: Advance human rights and promote social justice and economic well-being

Social workers recognise the fundamental principles of human rights and equality, and that these are protected in national and international law, conventions and policies. They ensure these principles underpin their practice. Social workers understand the importance of using and contributing to case law and applying these rights in their own practice. They understand the effects of oppression, discrimination and poverty.

- Begin to integrate principles of and entitlements to social justice, social inclusion and equality in your analysis and practice, by identifying factors that contribute to inequality and exclusion, and supporting people to pursue options to enhance their well being
- 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 and carers through recognising their rights and enable access where appropriate to independent advocacy

5. Knowledge: Apply knowledge of social sciences, law and social work practice theory

Social workers understand psychological, social, cultural, spiritual and physical influences on people; human development throughout the life span and the legal framework for practice. They apply this knowledge in their work with individuals, families and communities. They know and use theories and methods of social work practice.

- 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-based practice research
- 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 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*
- *Recognise how systemic approaches can be used to understand the person-in-the-environment and inform your practice*
- *Acknowledge the centrality of relationships for people and the key concepts of attachment, separation, loss, change and resilience*

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- 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*

6. Critical reflection and Analysis - Apply critical reflection and analysis to inform and provide a rationale for professional decision-making

Social workers are knowledgeable about and apply the principles of critical thinking and reasoned discernment. They identify, distinguish, evaluate and integrate multiple sources of knowledge and evidence. These include practice evidence, their own practice experience, service user and carer experience together with research-based, organisational, policy and legal knowledge. They use critical thinking augmented by creativity and curiosity.

- Show creativity in tackling and solving problems, by considering a range of options to solve dilemmas.

- 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

7. Intervention and Skills: Use judgement and authority to intervene with individuals, families and communities to promote independence, provide support and prevent harm, neglect and abuse

Social workers engage with individuals, families, groups and communities, working alongside people to assess and intervene. They enable effective relationships and are effective communicators, using appropriate skills. Using their professional judgement, they employ a range of interventions: promoting independence, providing support and protection, taking preventative action and ensuring safety whilst balancing rights and risks. They understand and take account of differentials in power, and are able to use authority appropriately. They evaluate their own practice and the outcomes for those they work with.

- 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-based professional reasoning, judgements and decisions, to professional and non-professional audiences
- Build and use effective relationships with a wide range of people, networks, communities and professionals to improve outcomes, showing an ability to manage resistance
- 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*
- Record information in a timely, respectful and accurate manner. Write records and reports, for a variety of purposes with language suited to function, using 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, be able to prioritise your intervention*
- Use authority appropriately in your role

- Demonstrate understanding of and respond 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
- 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

8. Contexts and organisations: Engage with, inform, and adapt to changing contexts that shape practice. Operate effectively within own organisational frameworks and contribute to the development of services and organisations. Operate effectively within multi-agency and inter-professional partnerships and settings

Social workers are informed about and pro-actively responsive to the challenges and opportunities that come with changing social contexts and constructs. They fulfil this responsibility in accordance with their professional values and ethics, both as individual professionals and as members of the organisation in which they work. They collaborate, inform and are informed by their work with others, inter-professionally and with communities.

- Taking account of legal, operational and policy contexts, proactively engage with your own organisation and contribute to its evaluation and development
- Proactively engage with colleagues, and a range of organisations to identify, assess, plan and support to the needs of service users and communities
- *Understand legal obligations, structures and behaviours within organisations and how these impact on policy, procedure and practice*
- *Be 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*
- 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

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9. Professional Leadership: Take responsibility for the professional learning and development of others through supervision, mentoring, assessing, research, teaching, leadership and management

The social work profession evolves through the contribution of its members in activities such as practice research, supervision, assessment of practice, teaching and management. An individual's contribution will gain influence when undertaken as part of a learning, practice-focused organisation. Learning may be facilitated with a wide range of people including social work colleagues, service users and carers, volunteers, foster carers and other professionals.

- Show the capacity for leading practice through the manner in which you conduct your professional role, your contribution to supervision and to team meetings

