



Gofal Cymdeithasol **Cymru**
Social Care **Wales**

Consolidation Programme for Newly Qualified Social Workers Learning Outcomes

(Revised January 2018)



Ariennir gan
Lywodraeth Cymru
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1. Applying analysis in assessment to inform interventions

Learning outcomes	Assessment criteria
The learner will:	The learner can:
1.1 Understand how legislative frameworks, theoretical perspectives, standards and guidance are used to inform assessment practice	1.1.1. Outline the legislative frameworks, theoretical perspectives, standards and guidance that underpin assessment practice in social work. 1.1.2. Evaluate the relationship between assessment practice and: <ul style="list-style-type: none">• legislative frameworks• theoretical perspectives• standards• guidance and protocols. 1.1.3. Analyse how citizen-centred approaches influence assessment practice and processes. 1.1.4. Analyse how their assessment practice supports outcomes-based social work.

<p>1.2 Be able to use a citizen-centred, outcome-focused approach to carry out a range of assessments to promote and support well-being</p>	<p>1.2.1. Work holistically with people to enable them to identify, clarify and express their strengths, needs and desired outcomes.</p> <p>1.2.2. Whilst undertaking assessment, demonstrate the integration of social work values, the <i>Code of Professional Practice for Social Care</i> and Practice Guidance for social workers.</p> <p>1.2.3. Include cultural and language sensitivity into their practice including the active offer in relation to the Welsh language.</p> <p>1.2.4. Work in partnership with others to undertake a multi-disciplinary assessment using citizen-centred and outcome-focused approaches.</p> <p>1.2.5. Use a citizen-centred, outcome-focused approach to undertake an assessment of:</p> <ul style="list-style-type: none"> • an individual's strengths • an individual's needs • a carer's needs • their circumstances • risk and its potential management. <p>1.2.6. Support people to participate in finding creative ways to:</p> <ul style="list-style-type: none"> • identify outcomes • build on strengths, abilities and achievements • reach solutions • achieve change • promote well-being.
<p>1.3 Be able to record assessment information to inform decision making</p>	<p>1.3.1. Explain how recorded information is used to support analysis and decision making.</p> <p>1.3.2. Maintain written and electronic records which comply with current legislation, policies and procedures.</p> <p>1.3.3. Demonstrate the completion of accurate, cogent, coherent and analytical assessment records.</p> <p>1.3.4. Analyse the potential consequences where recording is not accurate, cogent, coherent and analytical.</p>

<p>1.4 Be able to make professional judgements based on assessment information</p>	<p>1.4.1. Analyse a range of assessment information to inform professional judgements.</p> <p>1.4.2. Exercise professional judgements about an individual's views and preferences, their needs, strengths, risks and protective factors.</p> <p>1.4.3. Explain how ethical considerations shape own judgements.</p> <p>1.4.4. Explain the rationale for own professional judgements.</p> <p>1.4.5. Justify own professional judgements, that take account of:</p> <ul style="list-style-type: none"> • the views and preferences of an individual with care and support needs • a citizen-centred approach • an outcomes-focused approach. <p>1.4.6. Modify own professional judgement where new evidence is presented.</p> <p>1.4.7. Use research evidence in forming professional judgements.</p>
<p>1.5 Be able to use critical reflection to evaluate own analysis in social work assessments</p>	<p>1.5.1. Use critical reflection to evaluate personal practice of analysis in social work assessments to include:</p> <ul style="list-style-type: none"> • making the voice of the individual central to assessment • value-based practice • a focus on impact and outcomes for the individual • ethical practice including the management of ethical dilemmas • promoting equality and diversity • supporting language choice • supporting communication • the legislative framework, policies and procedures in social work • knowledge contextualised to service users in an area of work • the use of relevant research evidence in the assessment • use of supervision and mentoring to identify further development needs • risk assessment • other skills used in assessment. <p>1.5.2. Use evaluation of personal practice of analysis in social work assessments to identify own strengths and areas for learning and development.</p> <p>1.5.3. Produce own professional learning and development plan.</p>

NOS ref	NOS Social Work 2011 standards 2 – Develop social work practice through supervision and reflection 4 – Exercise professional judgement in social work 5 – Manage ethical issues, dilemmas and conflicts 7 – Prepare professional reports and records relating to people 12 – Assess needs, risks and circumstances in partnership with those involved 15 – Agree risk management plans to promote independence and responsibility
Definition of terms	Legislative frameworks include the legislation and guidance that together define the responsibilities and accountabilities of social workers in relation to an area of practice. Standards should include the Codes of Professional Practice for Social Care. Guidance includes <i>The Social Worker – Practice Guidance for social workers registered with Social Care Wales</i> . Personal Practice means the practice of the candidate.

2. Working collaboratively with people in need of care and support, their carers and other professionals

Learning outcomes The learner will:	Assessment criteria The learner can:
<p>2.1 Be able to communicate effectively with people in need of care and support and their carers</p>	<p>2.1.1 Prepare fully for social work involvement.</p> <p>2.1.2 Establish co-production and partnership as the basis for effective communication in a range of different circumstances.</p> <p>2.1.3 Demonstrate use of verbal and non-verbal methods of communication to engage service users and carers.</p> <p>2.1.4 Seek support where the preferred method of communication is outside the ability of the worker.</p> <p>2.1.5 Demonstrate communication skills that take account of language preference and culture.</p> <p>2.1.6 Demonstrate communication skills that shows due respect for age, ethnicity, culture, sexual orientation, gender identity, religion or belief, understanding and needs.</p> <p>2.1.7 Use communication skills to help manage situations of distress, hostility or resistance.</p> <p>2.1.8 Use communication skills to confirm that service user and carer wishes and preferences have been understood.</p> <p>2.1.9 Reflect the well-being outcomes, views, preferences and feelings of individuals and carers in records, correspondence and plans.</p> <p>2.1.10 Describe how their communication practices have changed and developed since qualifying.</p>

<p>2.2 Be able to work in partnership with individuals and other professionals</p>	<p>2.2.1 Explain the roles, responsibilities and professional accountabilities of other professionals.</p> <p>2.2.2 Communicate in a manner that supports and respects legal, ethical, organisational and professional boundaries in a multi-disciplinary context.</p> <p>2.2.3 Demonstrate the ability to work in partnership with people with care and support needs, their carers and communities.</p> <p>2.2.4 Demonstrate respect for the skills, expertise and contributions of colleagues within own organisation and with other professionals.</p> <p>2.2.5 Uphold the role and function of social work and exercise independent judgment.</p> <p>2.2.6 Apply the protocols that determine information sharing:</p> <ul style="list-style-type: none"> • within own organisation • between agencies in the context of multi-agency work.
<p>2.3 Critically reflect on own collaborative working</p>	<p>2.3.1 Critically reflect on own performance in collaborative working, identifying areas of good practice and those to be developed, during work with:</p> <ul style="list-style-type: none"> • people with care and support needs • carers • advocates • colleagues and other professionals.
<p>NOS ref</p>	<p>NOS Social Work 2011 standards:</p> <p>6 – Practise social work in multi-disciplinary contexts</p> <p>8 – Prepare for social work involvement</p> <p>9 – Engage people in social work practice</p> <p>10 – Support people to participate in decision-making processes</p> <p>11 – Advocate on behalf of people</p> <p>12 – Assess needs, risks and circumstances in partnership with those involved</p> <p>15 – Agree risk management plans to promote independence and responsibility</p>

Definition of terms

Methods of communication include:

- verbal
- non-verbal
- different languages
- use of symbols
- written communications.

Other professionals can include:

Medical, nursing and allied health professionals, police, teachers, lawyers, housing staff, advocates, other social care workers or social workers.

3. Intervention and application of professional judgement in increasingly complex situations

Learning outcomes	Assessment criteria
The learner will:	The learner can:
3.1. Understand the relationship between social policy, legislative frameworks and guidance with social services provision in Wales	<p>3.1.1 Evaluate how social policy, legislative frameworks and guidance underpin the provision of social services in Wales to include:</p> <ul style="list-style-type: none">• current legislation relevant to an area of social services• safeguarding children, young people and adults• data protection and information sharing• consent and disclosure. <p>3.1.2 Outline the interface between social services provision in Wales with social services provision in:</p> <ul style="list-style-type: none">• other countries of the United Kingdom• the European Union• outside the EU.

<p>3.2. Be able to manage your role as a social worker in increasingly complex situations</p>	<p>3.2.1. Identify the factors that may increase complexity in social work.</p> <p>3.2.2. Evaluate how legislative frameworks, theoretical perspectives, research evidence, models for intervention, standards and guidance are used to inform own practice when dealing with increasingly complex situations.</p> <p>3.2.3. Practise as a social worker within professional, legal and organisational boundaries in a complex situation.</p> <p>3.2.4. Demonstrate persistence and assertiveness in interventions in a complex situation.</p> <p>3.2.5. Negotiate with others to reach decisions in complex situations.</p> <p>3.2.6. Make recommendations and timely decisions in accordance with own level of responsibility in a complex situation.</p> <p>3.2.7. Make contingency plans to anticipate and respond to changing circumstances in complex situations.</p> <p>3.2.8. Use supervision and mentoring to consider and manage interventions and professional judgements in complex situations.</p> <p>3.2.9. Critically reflect on own performance within complex situations to:</p> <ul style="list-style-type: none"> • identify areas of good practice • identify practice areas that need to be developed • develop and strengthen personal resilience.
<p>3.3. Understand the professional social work role in relation to safeguarding adults at risk</p>	<p>3.3.1 Explain national, local and organisational policies and procedures in relation to safeguarding adults.</p> <p>3.3.2 Understands the legal framework relating to the safeguarding of adults.</p> <p>3.3.3 Analyse the factors that might identify an adult as at risk of harm, neglect or abuse.</p> <p>3.3.4 Describe indicators of harm, neglect or abuse to adults.</p> <p>3.3.5 Explain the importance of establishing the preferred outcomes of the safeguarding intervention for:</p> <ul style="list-style-type: none"> • people with care and support needs • carers.

<p>3.4</p> <p>Understand the professional social work role in relation to safeguarding children at risk</p>	<p>3.4.1. Explain national, local and organisational policies and procedures in relation to safeguarding children at risk.</p> <p>3.4.2. Analyse the factors that might identify a child as at risk of harm, neglect or abuse.</p> <p>3.4.3. Describe indicators of harm, neglect or abuse to children.</p> <p>3.4.4. Explain the importance of establishing the preferred outcomes of the safeguarding intervention for children, families and carers with support needs.</p>
<p>3.5.</p> <p>Be able to exercise the professional social work role in safeguarding interventions</p>	<p>3.5.1. Undertake, with others, an assessment concerning the safeguarding of either an adult or a child. In doing so they:</p> <ul style="list-style-type: none"> • act within legal, organisational and professional requirements • maintain a focus on the person who is at risk • exercise professional assertiveness in making professional decisions. <p>3.5.2. Contribute to a plan of support and intervention of an adult or a child.</p> <p>3.5.3. Contribute to the evaluation of safeguarding interventions.</p>
<p>3.6.</p> <p>Be able to contribute to legal processes within the remit of professional social work</p>	<p>3.6.1. Explain the role and remit of legal processes in social work with children and vulnerable adults.</p> <p>3.6.2. Analyse the role of the social worker within legal processes in relation to:</p> <ul style="list-style-type: none"> • children • adults. <p>3.6.3. Contribute a professional opinion to an assessment in a case where there may be legal processes.</p> <p>3.6.4. Contribute a professional opinion to a report prepared for legal processes.</p>

<p>3.7. Be able to exercise professional accountability in increasingly complex situations</p>	<p>3.7.1 Summarise the requirements of professional accountability for social workers.</p> <p>3.7.2 Apply the <i>Code of Professional Practice for Social Care</i> and Practice Guidance in increasingly complex situations.</p> <p>3.7.3 Use supervision and guidance to critically reflect on:</p> <ul style="list-style-type: none">• professional accountability• professional development. <p>3.7.4 Complete accurate, cogent, coherent and analytical records and reports of social work interventions that comply with legal and organisational requirements.</p> <p>3.7.5 Follow organisational procedures to ensure personal safety in the professional role.</p>
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NOS ref	NOS Social Work 2011 standards:
	<ul style="list-style-type: none">2 – Develop social work practice through supervision and reflection3 – Manage your role as a professional social worker4 – Exercise professional judgement in social work5 – Manage ethical issues, dilemmas and conflicts6 – Practise social work in multi-disciplinary contexts7 – Prepare professional reports and records relating to people8 – Prepare for social work involvement9 – Engage people in social work practice10 – Support people to participate in decision-making processes11 – Advocate on behalf of people12 – Assess needs, risks and circumstances in partnership with those involved13 – Investigate harm or abuse14 – Plan in partnership to address short- and longer-term issues15 – Agree risk management plans to promote independence and responsibility16 – Agree plans where there is risk of harm or abuse17 – Apply methods and models of social work intervention to promote change18 – Access resources to support citizen-centred solutions19 – Evaluate outcomes of social work practice

Definition of terms	<p>Legislative frameworks must include:</p> <ul style="list-style-type: none"> • legislation regarding the provision of social services relating to mental capacity, adults, children and families • Human Rights Act • UN Convention on the Rights of the Child • equalities legislation • health and safety. <p>Provision of social services to include:</p> <ul style="list-style-type: none"> • a specific area of social work • safeguarding children, young people and adults • data protection and information sharing • consent and disclosure. <p>Standards should include the <i>Code of Professional Practice for Social Care</i> and Practice Guidance for social workers.</p> <p>National, local and organisational policies and procedures will include:</p> <ul style="list-style-type: none"> • national guidance • safeguarding policies and procedures • confidentiality • multi-agency working • recording • freedom of information and data protection. <p>With Others means other professionals that would include social workers or others involved in assessments concerning safeguarding.</p> <p>Legal Processes include:</p> <ul style="list-style-type: none"> • processes that may lead to court or other legal proceedings • investigations or interventions that are conducted within a defined legal process (e.g. safeguarding or mental health aftercare services). <p>Professional accountability is to:</p> <ul style="list-style-type: none"> • the employer • regulatory body • people with care and support needs and their carers • multi-disciplinary team • social work as a profession.
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