**SOCIAL SERVICES AND WELL-BEING (WALES) ACT 2014**

**ACTIVITY**

## Adult Protection and Support Orders (APSO)

## Follow-up, Learning Needs Analysis and Action Plan

Before the module, you undertook the learning needs analysis.

Now that you have completed the module, you will repeat this and consider:

* In the scoring – how capable your practice is in each area, based on your knowledge, skills and experience.
* In the comments – what has changed, and what your strengths and areas for development are.

Look at the learning areas overleaf and reflect on how capable your practice is in each area, based on your knowledge, skills and experience.

Give yourself a score from 1 (very low) to 5 (very high) – make notes in the comments section to summarise why you have given yourself that score.

| **Learning area, based on law and guidance** | **1****Very low** | **2** | **3** | **4** | **5****Very high** | **Comments on learning needs** |
| --- | --- | --- | --- | --- | --- | --- |
| *Knowledge: I understand the legal framework within which APSOs operate*  |  |  |  |  |  |  |
| *Knowledge: I understand the human rights implications of APSOs including those arising from the Human Rights Act 1998, Equality Act 2010 and the need to respect diversity* |  |  |  |  |  |  |
| *Knowledge: I have a high level of understanding of the context of abuse, abusive situations and neglect* |  |  |  |  |  |  |
| *Knowledge: I am familiar with research and evidence about coercion and control, and its impact* |  |  |  |  |  |  |
| *Knowledge: I have a detailed understanding of the provisions of the Mental Capacity Act 2005* |  |  |  |  |  |  |
| *Knowledge: I have knowledge of the range of resources available within informal networks, within the wider community and through formal service provision to support adults at risk* |  |  |  |  |  |  |
| *Skills and experience: I am able to communicate with and build relationships with people in diverse and challenging situations so that they are fully involved* |  |  |  |  |  |  |
| *Skills and experience: I work constructively with other agencies to achieve outcomes* |  |  |  |  |  |  |
| *Skills and experience: I work constructively with advocates to achieve outcomes* |  |  |  |  |  |  |
| *Skills and experience: I am able to assess risk, and act to reduce or manage this as appropriate* |  |  |  |  |  |  |
| *Skills and experience: I am able to gather information, analyse and critically reflect on it, make a judgement and demonstrate my workings out* |  |  |  |  |  |  |
| *Behaviour: I take a human rights approach in all my work* |  |  |  |  |  |  |
| *Behaviour: I continually learn and develop to improve my practice* |  |  |  |  |  |  |
| *Behaviour: I reflect on my work and seek support when I need this* |  |  |  |  |  |  |
| *Behaviour: I assert myself and use my expertise to promote well-being* |  |  |  |  |  |  |
| *Behaviour: I maintain my professional practice and ethics, and challenge individuals and agencies appropriately* |  |  |  |  |  |  |

## Action plan

Using the learning needs analysis, please complete the action plan to show:

* Actions you will take to implement learning in practice
* Support you will need to do this
* Outcomes you will expect to see
* A timeframe for achieving these outcomes.

| **Learning area** | **Learning need** | **Action to meet need** | **Support required** | **Expected outcome** | **Date** |
| --- | --- | --- | --- | --- | --- |
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| **Learning area** | **Learning need** | **Action to meet need** | **Support required** | **Expected outcome** | **Date** |
| --- | --- | --- | --- | --- | --- |
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Authorised officers need to confirm with their local authority that they have undertaken appropriate training, and share their learning needs analysis and action plan.

This learning needs analysis and action plan should be completed annually and reviewed at appraisal.