Overview

This standard is for social workers working with individuals, families, carers, groups and communities. Where risk of harm or abuse has been investigated and confirmed, plans to address the risk must be agreed as a matter of urgency within a multi-agency framework. While the initial focus must be on securing short-term safety, therapeutic objectives must also be addressed. These will include identifying the least damaging plan of action for the short term and planning for restorative approaches, where possible, in the longer term. The standard covers these areas in the context of collaborative multi-disciplinary working.
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Performance criteria

You must be able to:

P1 analyse from the outcome of an investigation the degree of risk to a person, to their immediate or extended network, or to the community

P2 collaborate with the person, those close to them, colleagues and professionals from other disciplines to develop a plan that will protect the person, those in their networks and the community

P3 support the person to be as fully involved as possible in the planning process

P4 negotiate agreement on the least restrictive and least damaging plan of action that will offer short term safety in respect of the risks evidenced

P5 develop a long-term therapeutic plan to restore or continue to provide protection

P6 review plans with others at agreed times

P7 make changes to the plan in response to the trajectory of the intervention in consultation with others

P8 produce professional records and reports to document plans, progress, changes to plans and outcomes
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Knowledge and understanding

You need to know and understand:

K1 international legislation, its relationship to UK policies and social work practices
K2 UK legislation, its relationship to national policies and social work practices
K3 national legislation, its relationship to policies and social work practices
K4 statutory and professional codes, standards, frameworks and guidance; their relationship to social work policy and practice
K5 the characteristics of the home nation, its language, culture, geography and institutions
K6 theories underpinning our understanding of social issues from psychological, sociological and criminological perspectives
K7 theoretical and research based critiques of the relationships between legislation, policies and social work practice
K8 social work as a profession, including historical accounts and contemporary issues
K9 the nature, role and mandate of the social work relationship, including professional and ethical boundaries
K10 principles, theories, methods and models of social work intervention and practice
K11 factors commonly associated with social work involvement
K12 your own background, experiences and practices that may have an impact on your social work practice
K13 principles of risk assessment and risk management
K14 techniques for problem solving and innovative thinking
K15 principles of conflict management
K16 the nature of conflict and post-conflict impact on society
K17 working in your organisation: principles, procedures and professional practices
K18 formal requirements for legal and other external processes
K19 the purpose of working with other professionals and agencies
K20 the remit, functions, ethos and responsibilities of disciplines and...
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Additional Information

**Scope/range**
Social work practice with individuals, families, carers, groups and communities in a wide range of contexts including statutory and non-statutory social services, community development, criminal justice and educational welfare

**Scope/range related to performance criteria**
The **investigation** may have been any formal investigation such as a child protection investigation, a vulnerable adults investigation, a mental health assessment, a probation assessment, a criminal investigation

**Scope/range related to knowledge and understanding**
**Policies** may include those relating to social care, safe-guarding, re-settlement/community re-integration, criminal justice, migration and asylum, education, health, housing, welfare benefits, diversity, discrimination and promoting the independence and autonomy of adults, children, families, groups and communities

**Factors** may include substance misuse; mental health; frailty; physical ill health; physical disability; learning disability; sensory needs; migration and asylum; poverty; adults or children at risk of harm or abuse; children in need; difficulties around schooling; ethnic or other minority group status; offending behaviour; public protection
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Values
Adherence to the regulatory codes of practice applying to social workers and the values embedded in them

Skills
1. plan courses of action to achieve identified outcomes
2. communicate in an open, accurate and understandable way
3. adapt communication for a range of audiences
4. facilitate each person’s use of language and chosen form of communication
5. maintain the trust and confidence of individuals, families, carers, groups and communities
6. work effectively with those whose views or values conflict with your own
7. negotiate with others to achieve agreement in complex situations
8. challenge others when necessary, in ways likely to achieve change
9. apply critical thinking to information from a range of sources
10. analyse and synthesise complex information
11. apply creative thinking to resolve complex problems
12. make professional judgements about complex situations
13. use your own interpersonal and other skills and knowledge as a resource
14. apply person centred approaches
15. balance person centred outcomes and the well-being of others
16. exercise assertiveness, power and authority in ways compatible with social work values
17. produce records and reports that meet professional standards
18. access and use information and communications technology systems for the collection, storage and dissemination of information
19. access and use professional supervision and support in situations beyond your own knowledge or experience

Links to other NOS
This NOS links closely with:
SCD SW 13 Investigate harm or abuse
SCD SW 14 Plan in partnership to address short and longer term issues
SCD SW 15 Agree risk management plans to promote independence and responsibility
SCDSW16
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External Links
This NOS links with regulatory codes of practice applying to social workers.
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**Relevant occupations**
Social Worker

**Suite**
SOCIAL WORK

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