

## SCDSW2

# Develop social work practice through supervision and reflection



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### Overview

This standard is for social workers working with individuals, families, carers, groups and communities. The twin strands of professional supervision and personal reflection are essential to the development of practice and social workers must make effective use of both. These in turn need to be informed by feedback from others, and supplemented with less formal support when this is helpful or necessary. The standard addresses these areas and ensures that new learning is integrated within practice, so as to improve individual practice and contribute to developing the profession as a whole.

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#### Performance criteria

*You must be able to:*

- P1 seek **professional supervision** to develop accountable social work practice
- P2 prepare for formal **professional supervision** in ways that will maximise its effectiveness
- P3 access additional sources of support compatible with professional social work principles
- P4 use feedback from supervision and **other sources** to inform reflection on and evaluation of your social work practice
- P5 reflect on the cultural context in which you practice and how this impacts upon your work
- P6 reflect on your own values, beliefs and assumptions and how they impact on your social work practice
- P7 integrate learning within practice
- P8 contribute your own knowledge of best practice to the continuing development of the profession

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#### Knowledge and understanding

*You need to know and understand:*

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

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- K20 common features of perpetrator behaviour
- K21 indicators of hostility, resistance or disguised non-compliance
- K22 legal and statutory powers and responsibilities that may be exercised in order to safeguard individuals, families, carers, groups and communities
- K23 the brokerage role in securing services
- K24 principles of reflective practice, critical thinking and learning
- K25 processes and requirements for formal supervision within your own organisation
- K26 how and when to access informal support in the course of practice
- K27 sources of feedback that may inform reflection on practice and critical thinking

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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

**Professional supervision** will be in accordance with organisational and professional requirements, designed to supplement and guide critical reflection on work carried out; guide and inform current and future practice and performance; identify continuing professional development needs; manage workload and priorities; manage stress

**Other sources** may include colleagues from your own and other organisations and disciplines; individuals, families, groups and communities; research

##### 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 Manage demands on your own time to prioritise what is important as well as what is urgent
- 2 Communicate in an open, accurate and understandable way
- 3 Apply critical thinking to information from a range of sources
- 4 Analyse and synthesise complex information
- 5 Apply creative thinking to resolve complex problems
- 6 Access and use information and communications technology systems for the collection, storage and dissemination of information
- 7 Access and use professional supervision and support in situations beyond your own knowledge or experience
- 8 Apply critical thinking to reflect on your own practice
- 9 Synthesise knowledge and practice

### Links to other NOS

This NOS underpins all other Social Work NOS.

### External Links

This NOS links with regulatory codes of practice applying to social workers.

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