Overview

This standard is for social workers working with individuals, families, carers, groups and communities. Effective multi-disciplinary work is an essential component of social work: the information known to different agencies must be shared to identify those at risk, the skills of different professions must be co-ordinated to benefit those with complex requirements, the resources of different agencies must be pooled to maximise person centred outcomes. The standard addresses the components of multi-disciplinary working while maintaining the distinctive role and contribution of the social worker.
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Performance criteria

You must be able to:

P1 develop collaborative working relationships with professionals from other disciplines

P2 uphold the role and function of social work when working in a multi disciplinary context

P3 develop your understanding of the roles and responsibilities of others involved in multi-disciplinary work

P4 ensure that social work principles, codes of practice and values are applied when working with others

P5 contribute to identifying and agreeing the goals and objectives of the multi disciplinary work

P6 negotiate responsibilities that respect legal, ethical, organisational and professional boundaries in a multi-disciplinary context

P7 negotiate agreements on systems for the exchange of information which contribute to the safeguarding and well being of individuals and the wider community

P8 apply social work knowledge and skills to deal constructively with disagreements and conflict within multi disciplinary relationships

P9 contribute to evaluating the effectiveness of the multi disciplinary work
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 human development and factors that affect it
K5 Theories underpinning our understanding of social issues from psychological, sociological and criminological perspectives
K6 Theories of discrimination in contemporary society
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 Principles of risk assessment and risk management
K12 Working in your organisation: principles, procedures and professional practices
K13 Assessment and planning tools and frameworks
K14 Formal requirements for legal and other external processes
K15 The purpose of working with other professionals and agencies
K16 The remit, functions, ethos and responsibilities of disciplines and organisations involved in multi-disciplinary work
K17 Principles of partnership working with individuals, families, carers, groups and communities
K18 The systems, processes and procedures of your own and other organisations in which individuals, families, groups or communities
may participate
K19 Local multi-disciplinary and organisational procedures for investigating harm or abuse
K20 Indicators of hostility, resistance or disguised non-compliance
K21 Legal and statutory powers and responsibilities that may be exercised in order to safeguard individuals, families, carers, groups and communities
K22 How to express written information with accuracy, clarity, relevance and an appropriate level of detail
K23 Legal and organisational requirements for recording information and producing reports
K24 Legal requirements, policies and procedures for the security and confidentiality of information
K25 Principles of reflective practice, critical thinking and learning
K26 How and when to access informal support in the course of practice
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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 multi disciplinary context may include any work involving other disciplines whether formal or informal, long term or short term, within or between organisations

**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. Work effectively with those whose views or values conflict with your own
5. Negotiate with others to achieve agreement in complex situations
6. Challenge others when necessary, in ways likely to achieve change
7. Apply critical thinking to information from a range of sources
8. Analyse and synthesise complex information
9. Apply creative thinking to resolve complex problems
10. Make professional judgements about complex situations
11. Use your own interpersonal and other skills and knowledge as a resource
12. Apply person centred approaches
13. Balance person centred outcomes and the well-being of others
14. Exercise assertiveness, power and authority in ways compatible with social work values
15. Produce records and reports that meet professional standards
16. Access and use information and communications technology systems for the collection, storage and dissemination of information
17. Access and use professional supervision and support in situations beyond your own knowledge or experience

Links to other NOS
This NOS links with all other Social Work NOS

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