

## Mapping of the HPC’s standards of proficiency for social workers in England against the Professional Capabilities Framework – June 2012

This document maps the HPC’s standards of proficiency for social workers in England, against the Professional Capabilities Framework at the level of end of last placement/qualifying level.

The College of Social Work has undertaken a similar mapping, to map the end of last placement stage of the Professional Capabilities Framework to the standards of proficiency. You can find their mapping on The College of Social Work website: <http://www.collegeofsocialwork.org/>

No.	Standards of proficiency	Professional Capabilities Framework
1	<b>be able to practise safely and effectively within their scope of practice</b>	Recognise your personal limitations and how to seek advice – Professionalism 1.8
		Understand and apply the profession’s ethical principles and legislation, taking account of these in reaching decisions – Values and Ethics 2.1
1.1	know the limits of their practice and when to seek advice or refer to another professional	Recognise your personal limitations and how to seek advice – Professionalism 1.8
		Value and take account of the expertise of service users, carers and professionals – Knowledge 5.12
1.2	recognise the need to manage their own workload and resources and be able to practise accordingly	Take responsibility for managing your time and workload effectively, and begin to prioritise your activity including supervision time – Professionalism 1.5
1.3	be able to undertake assessments of risk, need and capacity and respond appropriately	Demonstrate an holistic approach to the identification of needs, circumstances, rights, strengths and risks – Intervention and Skills 7.4

1.4	be able to recognise and respond appropriately to unexpected situations and manage uncertainty	<p>Recognise complexity, multiple factors, changing circumstances and uncertainty in people's lives, to be able to prioritise your intervention – Intervention and Skills 7.10</p> <p>Know how to formulate, test, evaluate and review hypotheses in response to information available at the time and apply in practice – Critical Reflection and Analysis 6.5</p>
1.5	be able to recognise signs of harm, abuse and neglect and know how to respond appropriately	<p>Understand forms of harm and their impact on people, and the implications for practice, drawing on concepts of strength, resilience, vulnerability, risk and resistance, and apply to practice – Knowledge 5.7</p> <p>With support, identify appropriate responses to safeguard vulnerable people and promote their wellbeing Intervention and Skills: 7.13</p>
2	<b>be able to practise within the legal and ethical boundaries of their profession</b>	<p>Understand and apply the profession's ethical principles and legislation, taking account of these in reaching decisions – Values and Ethics 2.1</p> <p>Identify concerns about practice and procedures and, with support, begin to find appropriate means of challenge – Professionalism 1.11</p>
2.1	understand current legislation applicable to the work of their profession	<p>Understand and apply the profession's ethical principles and legislation, taking account of these in reaching decisions – Values and Ethics 2.1</p> <p>Understand how legislation and guidance can advance or constrain people's rights and recognise how the law may be used to protect or advance their rights and entitlements – Rights, Justice and Economic Wellbeing 4.2</p> <p>Work within the principles of human and civil rights and equalities legislation, differentiating and beginning to work with absolute, qualified and competing rights and different needs and perspectives – Rights, Justice and Economic Wellbeing 4.3</p>
2.2	understand the need to promote the best interests of	Understand how legislation and guidance can advance or

	service users and carers at all times	<p>constrain people's rights and recognise how the law may be used to protect or advance their rights and entitlements – Rights, Justice and Economic Wellbeing 4.2</p> <p>Work within the principles of human and civil rights and equalities legislation, differentiating and beginning to work with absolute, qualified and competing rights and different needs and perspectives – Rights, Justice and Economic Wellbeing 4.3</p>
2.3	understand the need to protect, safeguard and promote the wellbeing of children, young people and vulnerable adults	<p>Identify concerns about practice and procedures and, with support, begin to find appropriate means of challenge – Professionalism 1.11</p> <p>With support, identify appropriate responses to safeguard vulnerable people and promote their wellbeing – Intervention and Skills 7.13</p>
2.4	understand the need to address practices which present a risk to or from service users and carers, or others	<p>Identify concerns about practice and procedures and with support begin to find appropriate means of challenge – Professionalism 1.11</p> <p>Manage potentially conflicting or competing values, and with guidance, recognise, reflect on, and work with ethical dilemmas – Values and Ethics 2.3</p> <p>With support, identify appropriate responses to safeguard vulnerable people and promote their wellbeing – Intervention and Skills 7.13</p>
2.5	be able to manage competing or conflicting interests	<p>Manage potentially conflicting or competing values, and with guidance, recognise, reflect on, and work with ethical dilemmas – Values and Ethics 2.3</p> <p>Recognise and, with support, manage the impact of own values on professional practice – Values and Ethics 2.2</p>
2.6	be able to exercise authority as a social worker within the appropriate legal and ethical frameworks	Understand the authority of the social work role and begin to use this appropriately and confidently as an accountable professional – Intervention and Skills 7.11

		Understand the roles and responsibilities of social workers in a range of organisations, lines of accountability and the boundaries of professional autonomy and discretion – Contexts and Organisations 8.2
2.7	understand the need to respect and uphold, the rights, dignity, values and autonomy of every service user and carer	<p>Demonstrate respectful partnership work with service users and carers, eliciting and respecting their needs and views, and promoting their participation in decision-making wherever possible – Values and Ethics 2.4</p> <p>Manage potentially conflicting or competing values, and, with guidance, recognise, reflect on and work with ethical dilemmas – Values and Ethics 2.3</p> <p>Recognise and promote individuals' rights to autonomy and self-determination – Values and Ethics 2.5</p> <p>Value and take account of the expertise of service users, carers and professionals – Knowledge 5.12</p> <p>Work within the principles of human and civil rights and equalities legislation, differentiating and beginning to work with absolute, qualified and competing rights and different needs and perspectives – Rights, Justice and Economic Wellbeing 4.3</p>
2.8	recognise that relationships with service users and carers should be based on respect and honesty	<p>Demonstrate respectful partnership work with service users and carers, eliciting and respecting their needs and views and promoting their participation in decision-making wherever possible – Values and Ethics 2.4</p> <p>Recognise and manage the impact on people of the power invested in your role – Diversity 3.3</p> <p>Demonstrate the ability to engage with people and build, manage, sustain and conclude compassionate and effective relationships – Intervention and Skills 7.3</p>
2.9	recognise the power dynamics in relationships with service users and carers and be able to manage those dynamics appropriately	<p>Recognise and manage the impact on people of the power invested in your role – Diversity 3.3</p> <p>Recognise the impact of self in interaction with others, making appropriate use of personal experience – Professionalism 1.6</p>

2.10	understand what is required of them by the Health and Care Professions Council	Be able to meet the requirements of the professional regulator – Professionalism 1.1
<b>3</b>		
	<b>be able to maintain fitness to practise</b>	With support, take steps to manage and promote own safety, health, wellbeing and emotional resilience – Professionalism 1.10
		Be able to explain the role of the social worker in a range of contexts, and uphold the reputation of the profession – Professionalism 1.2
3.1	understand the need to maintain high standards of personal and professional conduct	Be able to explain the role of the social worker in a range of contexts, and uphold the reputation of the profession – Professionalism 1.2
		Demonstrate professionalism in terms of presentation, demeanour, reliability, honesty and respectfulness – Professionalism 1.4
3.2	understand the importance of maintaining their own health and wellbeing	With support, take steps to manage and promote own safety, health, wellbeing and emotional resilience – Professionalism 1.10
3.3	understand both the need to keep skills and knowledge up-to-date and the importance of career-long learning	Demonstrate a commitment to your continuous learning and development – Professionalism 1.9
3.4	be able to establish and maintain personal and professional boundaries	Be able to explain the role of the social worker in a range of contexts, and uphold the reputation of the profession – Professionalism 1.2
		Be able to recognise and maintain personal and professional boundaries – Professionalism 1.7
3.5	be able to manage the physical and emotional impact of their practice	With support, take steps to manage and promote own safety, health, wellbeing and emotional resilience – Professionalism 1.10

4	<b>be able to practise as an autonomous professional, exercising their own professional judgement</b>	<p>Understand the roles and responsibilities of social workers in a range of organisations, lines of accountability and the boundaries of professional autonomy and discretion – Contexts and Organisations 8.2</p> <p>Apply imagination, creativity and curiosity to practice – Critical Reflection and Analysis 6.1</p> <p>Recognise the importance of, and begin to demonstrate, professional leadership as a social workers – Professional Leadership 9.1</p>
4.1	be able to assess a situation, determine its nature and severity and call upon the required knowledge and experience to deal with it	<p>Recognise complexity, multiple factors, changing circumstances and uncertainty in people’s lives, to be able to prioritise your intervention – Intervention and Skills 7.10</p> <p>Demonstrate an holistic approach to the identification of needs, circumstances, rights, strengths and risks – Intervention and Skills 7.4</p> <p>Select and use appropriate frameworks to assess, give meaning to, plan, implement and review effective interventions and evaluate the outcomes, in partnership with service users – Intervention and Skills 7.5</p> <p>Use a planned and structured approach, informed by social work methods, models and tools, to promote positive change and independence and to prevent harm – Intervention and Skills 7.6</p> <p>Begin to formulate and make explicit, evidence-informed judgements – Critical Reflection and Analysis 6.6</p>
4.2	be able to initiate resolution of issues and be able to exercise personal initiative	<p>Use a planned and structured approach, informed by social work methods, models and tools, to promote positive change and independence and to prevent harm – Intervention and Skills 7.6</p> <p>Apply imagination, creativity and curiosity to practice – Critical Reflection and Analysis 6.1</p> <p>Recognise complexity, multiple factors, changing circumstances and uncertainty in people’s lives, to be able to prioritise your</p>

		intervention – Intervention and Skills 7.10
		Inform decision-making through the identification and gathering of information from multiple sources, actively seeking new sources – Critical Reflection and Analysis 6.2
4.3	recognise that they are personally responsible for, and must be able to justify, their decisions and recommendations	Begin to formulate and make explicit, evidence-informed judgements – Critical Reflection and Analysis 6.6
4.4	be able to make informed judgements on complex issues using the information available	Inform decision-making through the identification and gathering of information from multiple sources, actively seeking new sources – Critical Reflection and Analysis 6.2
4.5	be able to make and receive referrals appropriately	Demonstrate an holistic approach to the identification of needs, circumstances, rights, strengths and risks – Intervention and Skills 7.4
		Be able to communicate information, advice, instruction and professional opinion so as to advocate, influence and persuade – Intervention and Skills 7.2
5	<b>be aware of the impact of culture, equality and diversity on practice</b>	Understand how an individual’s identity is informed by factors such as culture, economic status, family composition, life experiences and characteristics, and take account of these to understand their experiences, questioning assumptions where necessary – Diversity 3.1
		Understand, identify and apply in practice the principles of social justice, inclusion and equality – Rights, Justice and Economic Wellbeing 4.1
		Recognise the impact of poverty and social exclusion and promote enhanced economic status through access to education, work, housing, health services and welfare benefits – Rights, Justice and Economic Wellbeing 4.4

5.1	be able to reflect on and take account of the impact of inequality, disadvantage and discrimination on those who use social work services and their communities	Understand how an individual's identity is informed by factors such as culture, economic status, family composition, life experiences and characteristics, and take account of these to understand their experiences, questioning assumptions where necessary – Diversity 3.1
		Recognise the impact of poverty and social exclusion and promote enhance economic status through access to education, work, housing, health services and welfare benefits – Rights, Justice and Economic Wellbeing 4.4
5.2	understand the need to adapt practice to respond appropriately to different groups and individuals	Understand how an individual's identity is informed by factors such as culture, economic status, family composition, life experiences and characteristics, and take account of these to understand their experiences, questioning assumptions where necessary – Diversity 3.1
5.3	be aware of the impact of their own values on practice with different groups of service users and carers	Manage potentially conflicting or competing values, and with guidance, recognise, reflect on, and work with ethical dilemmas – Values and Ethics 2.3
		Recognise and, with support, manage the impact of own values on professional practice – Values and Ethics 2.2
5.4	understand the impact of different cultures and communities and how this affects the role of the social worker in supporting service users and carers	Understand how an individual's identity is informed by factors such as culture, economic status, family composition, life experiences and characteristics, and take account of these to understand their experiences, questioning assumptions where necessary – Diversity 3.1
		Recognise how systemic approaches can be used to understand the person-in-the-environment and inform your practice – Knowledge 5.5
		With reference to current legislative requirements, recognise personal and organisational discrimination and oppression and with guidance make use of a range of approaches to challenge them – Diversity 3.2



6	<b>be able to practise in a non-discriminatory manner</b>	With reference to current legislative requirements, recognise personal and organisational discrimination and oppression and with guidance make use of a range of approaches to challenge them – Diversity 3.2
6.1	be able to work with others to promote social justice, equality and inclusion	Understand, identify and apply in practice the principles of social justice, social inclusion and equality – Rights, Justice and Economic Wellbeing 4.1
6.2	be able to use practice to challenge and address the impact of discrimination, disadvantage and oppression	With reference to current legislative requirements, recognise personal and organisational discrimination and oppression and with guidance make use of a range of approaches to challenge them – Diversity 3.2
7	<b>be able to maintain confidentiality</b>	Promote and protect the privacy of individuals within and outside their families and networks, recognising the requirements of professional accountability and information sharing – Values and Ethics 2.6
		Recognise and promote individuals' rights to autonomy and self-determination – Values and Ethics 2.5
		Demonstrate skills in sharing information appropriately and respectfully – Intervention and Skills 7.9
7.1	be able to understand and explain the limits of confidentiality	Understand and apply the profession's ethical principles and legislation, taking account of these in reaching decisions – Values and Ethics 2.1
		Promote and protect the privacy of individuals within and outside their families and networks, recognising the requirements of professional accountability and information sharing – Values and Ethics 2.6
7.2	be able to recognise and respond appropriately to situations where it is necessary to share information to safeguard service users and carers or others	Understand and apply the profession's ethical principles and legislation, taking account of these in reaching decisions – Values and Ethics 2.1

		Promote and protect the privacy of individuals within and outside their families and networks, recognising the requirements of professional accountability and information sharing – Values and Ethics 2.6
8	<b>be able to communicate effectively</b>	Identify and apply a range of verbal, non-verbal and written methods of communication and adapt them in line with peoples' ages, comprehension and culture – Intervention and Skills 7.1 Be able to communicate information, advice, instruction and professional opinion so as to advocate, influence and persuade – Intervention and Skills 7.2
8.1	be able to use interpersonal skills and appropriate forms of verbal and non-verbal communication with service users, carers and others	Identify and apply a range of verbal, non-verbal and written methods of communication and adapt them in line with peoples' ages, comprehension and culture – Intervention and Skills 7.1
8.2	be able to demonstrate effective and appropriate skills in communicating advice, instruction, information and professional opinion to colleagues, service users and carers	Be able to communicate information, advice, instruction and professional opinion so as to advocate, influence and persuade – Intervention and Skills 7.2
8.3	understand the need to provide service users and carers with the information necessary to enable them to make informed decisions or to understand the decisions made	Demonstrate respectful partnership work with service users and carers, eliciting and respecting their needs and views, and promoting their participation in decision-making wherever possible – Values and Ethics 2.4 Recognise and promote individuals' rights to autonomy and self-determination – Values and Ethics 2.5
8.4	understand how communication skills affect the assessment of and engagement with service users and carers	Identify and apply a range of verbal, non-verbal and written methods of communication and adapt them in line with peoples' ages, comprehension and culture – Intervention and Skills 7.1 Demonstrate the ability to engage with people, and build, manage, sustain and conclude compassionate and effective relationships – Intervention and Skills 7.3

8.5	understand how the means of communication should be modified to address and take account of a range of factors, including age, capacity, learning ability and physical ability	Identify and apply a range of verbal, non-verbal and written methods of communication and adapt them in line with peoples' ages, comprehension and culture – Intervention and Skills 7.1
		Be able to communicate information, advice, instruction and professional opinion so as to advocate, influence and persuade – Intervention Skills 7.2
		Demonstrate the ability to engage with people, and build, manage, sustain and conclude compassionate and effective relationships – Intervention and Skills 7.3
8.6	be aware of the characteristics and consequences of verbal and non-verbal communication and how this can be affected by a range of factors including age, culture, disability, ethnicity, gender, religious beliefs and socio-economic status	Identify and apply a range of verbal, non-verbal and written methods of communication and adapt them in line with peoples' ages, comprehension and culture – Intervention and Skills 7.1
		Demonstrate the ability to engage with people, and build, manage, sustain and conclude compassionate and effective relationships – Intervention and Skills 7.3
8.7	understand the need to draw upon available resources and services to support service users' and carers' communication, wherever possible	Recognise the value of, and aid access to independent advocacy – Rights, Justice and Economic Wellbeing 4.5
8.8	be able to communicate in English to the standard equivalent to level 7 of the International English Language Testing System, with no element below 6.5 <sup>1</sup>	Be able to meet the requirements of the professional regulator – Professionalism 1.1
8.9	be able to engage in inter-professional and inter-agency communication	Understand the inter-agency, multi-disciplinary and inter-professional dimensions to practice and demonstrate effective partnership working – Contexts and Organisations 8.7
		Be able to work within an organisation's remit and contribute to its evaluation and development – Contexts and Organisations 8.4

<sup>1</sup> The International English Language Testing System (IELTS) tests competence in the English language. Applicants who have qualified outside of the UK, whose first language is not English and who are not nationals of a country with the European Economic Area (EEA), must provide evidence that they have reached the necessary standard. Please visit our website for more information.

8.10	be able to listen actively to service users and carers and others	Demonstrate the ability to engage with people and build, manage, sustain and conclude compassionate and effective relationships – Intervention and Skills 7.3 Value and take account of the expertise of service users, carers and professionals – Knowledge 5.12
8.11	be able to prepare and present formal reports in line with applicable protocols and guidelines	Maintain accurate, comprehensible, succinct and timely records and reports in accordance with applicable legislation, protocols and guidelines, to support professional judgment and organisational responsibilities – Intervention and Skills 7.8
9	<b>be able to work appropriately with others</b>	Demonstrate the ability to engage with people and build, manage, sustain and conclude compassionate and effective relationships – Intervention and Skills 7.3 Understand and respect the role of others within the organisation and work effectively with them – Contexts and Organisations 8.5 Understand the inter-agency, multi-disciplinary and inter-professional dimensions to practice and demonstrate effective partnership working – Contexts and Organisations 8.7
9.1	understand the need to build and sustain professional relationships with service users, carers and colleagues as both an autonomous practitioner and collaboratively with others	Demonstrate the ability to engage with people, and build, manage, sustain and conclude compassionate and effective relationships – Intervention and Skills 7.3 Recognise the impact of self in interaction with others, making appropriate use of personal experience – Professionalism 1.6 Understand and respect the role of others within the organisation and work effectively with them – Contexts and Organisations 8.5 Understand the inter-agency, multi-disciplinary and inter-professional dimensions to practice and demonstrate effective partnership working – Contexts and Organisations 8.7
9.2	be able to work with service users and carers to enable them to assess and make informed decisions about	Demonstrate respectful partnership work with service users and carers, eliciting and respecting their needs and views and

	their needs, circumstances, risks, preferred options and resources	promoting their participation in decision-making wherever possible – Values and Ethics 2.4
9.3	be able to work with service users and carers to promote individual growth, development and independence and to assist them to understand and exercise their rights	Recognise and promote individuals' rights to autonomy and self-determination – Values and Ethics 2.5
		Select and use appropriate frameworks to assess, give meaning to, plan, implement and review effective interventions and evaluate the outcomes, in partnership with service users – Intervention and Skills 7.5
9.4	be able to support service users' and carers' rights to control their lives and make informed choices about the services they receive	Recognise and promote individuals' rights to autonomy and self-determination – Values and Ethics 2.5
		Recognise the value of, and aid access to, independent advocacy – Rights, Justice and Economic Wellbeing 4.5
		Value and take account of the expertise of service users, carers and professionals – Knowledge 5.12
9.5	be able to support the development of networks, groups and communities to meet needs and outcomes	Recognise how the development of community resources, groups and networks enhance outcomes for individuals – Intervention and Skills 7.7
9.6	be able to work in partnership with others, including those working in other agencies and roles	Demonstrate respectful partnership work with service users and carers, eliciting and respecting their needs and views and promoting their participation in decision-making wherever possible – Values and Ethics 2.4
		Understand the inter-agency, multi-disciplinary and inter-professional dimensions to practice and demonstrate effective partnership working – Contexts and Organisations 8.7
		Be able to work within an organisation's remit and contribute to its evaluation and development – Contexts and Organisations 8.4
		Understand and respect the role of others within the organisation and work effectively with them – Contexts and Organisations 8.5
		Recognise the value of, and contribute to, supporting the learning and development of others – Professional Leadership

		9.2
9.7	be able to contribute effectively to work undertaken as part of a multi-disciplinary team	Take responsibility for your role and impact within teams and be able to contribute positively to effective team working – Contexts and Organisations 8.6
9.8	recognise the contribution that service users' and carers' own resources and strengths can bring to social work	Value and take account of the expertise of service users, carers and professionals – Knowledge 5.12 Understand forms of harm and their impact on people, and the implications for practice, drawing on concepts of strength, resilience, vulnerability, risk and resistance, and apply to practice – Knowledge 5.7
9.9	be able to work with resistance and conflict	Demonstrate the ability to engage with people, and build, manage, sustain and conclude compassionate and effective relationships – Intervention and Skills 7.3 Recognise the factors that create or exacerbate risk to individuals, their families or carers, to the public or to professionals, including yourself and contribute to the assessment and management of risk – Intervention and Skills 7.12 Understand forms of harm and their impact on people, and the implications for practice, drawing on concepts of strength, resilience, vulnerability, risk and resistance, and apply to practice – Knowledge 5.7
9.10	be able to understand the emotional dynamics of interactions with service users and carers	Recognise the impact of self in interaction with others, making appropriate use of personal experience – Professionalism 1.6 Acknowledge the centrality of relationships for people and the key concepts of attachment, separation, loss, change and resilience – Knowledge 5.6
10	<b>be able to maintain records appropriately</b>	Maintain accurate, comprehensible, succinct and timely records and reports in accordance with applicable legislation, protocols and guidelines, to support professional judgement and organisational responsibilities – Intervention and Skills 7.8

10.1	be able to keep accurate, comprehensive and comprehensible records in accordance with applicable legislation, protocols and guidelines	Maintain accurate, comprehensible, succinct and timely records and reports in accordance with applicable legislation, protocols and guidelines, to support professional judgement and organisational responsibilities – Intervention and Skills 7.8
10.2	recognise the need to manage records and all other information in accordance with applicable legislation, protocols and guidelines	Maintain accurate, comprehensible, succinct and timely records and reports in accordance with applicable legislation, protocols and guidelines, to support professional judgement and organisational responsibilities – Intervention and Skills 7.8
11	<b>be able to reflect on and review practice</b>	Demonstrate a capacity for logical, systematic, critical and reflective reasoning and apply the theories and techniques of reflective practice – Critical Reflection and Analysis 6.4
		Apply imagination, creativity and curiosity to practice – Critical Reflection and Analysis 6.1
11.1	understand the value of critical reflection on practice and the need to record the outcome of such reflection appropriately	Demonstrate a capacity for logical, systematic, critical and reflective reasoning and apply the theories and techniques of reflective practice – Critical Reflection and Analysis 6.4
11.2	recognise the value of supervision, case reviews and other methods of reflection and review	Demonstrate an effective and active use of supervision for accountability, professional reflection and development – Professionalism 1.3
		Know how to formulate, test, evaluate, and review hypotheses in response to information available at the time and apply in practice – Critical Reflection and Analysis 6.5
12	<b>be able to assure the quality of their practice</b>	Demonstrate a critical understanding of the application to social work of research, theory and knowledge from sociology, social policy, psychology and health – Knowledge 5.1
		Demonstrate a critical understanding of the legal and policy frameworks and guidance that inform and mandate social work practice, recognising the scope for professional judgement – Knowledge 5.2
		Recognise the contribution, and begin to make use, of research to inform practice – Knowledge 5.10

12.1	be able to use supervision to support and enhance the quality of their social work practice	Demonstrate an effective and active use of supervision for accountability, professional reflection and development – Professionalism 1.3
12.2	be able to contribute to processes designed to evaluate service and individual outcomes	Select and use appropriate frameworks to assess, give meaning to, plan, implement and review effective interventions and evaluate the outcomes, in partnership with service users – Intervention and Skills 7.5
		Demonstrate a critical understanding of the application to social work of research, theory and knowledge from sociology, social policy, psychology and health – Knowledge 5.1
		Be able to work within an organisation's remit and contribute to its evaluation and development – Contexts and Organisations 8.4
12.3	be able to engage in evidence-informed practice, evaluate practice systematically and participate in audit procedures	Demonstrate a critical understanding of the application to social work of research, theory and knowledge from sociology, social policy, psychology and health – Knowledge 5.1
		Demonstrate a critical understanding of the legal and policy frameworks and guidance that inform and mandate social work practice, recognising the scope for professional judgement – Knowledge 5.2
		Be able to work within an organisation's remit and contribute to its evaluation and development – Contexts and Organisations 8.4
13	<b>understand the key concepts of the knowledge base relevant to their profession</b>	Demonstrate a critical understanding of the application to social work of research, theory and knowledge from sociology, social policy, psychology and health – Knowledge 5.1
		Demonstrate a critical knowledge of the range of theories and models for social work intervention with individuals, families, groups and communities, and the methods derived from them – Knowledge 5.8
		Demonstrate a critical understanding of the legal and policy frameworks and guidance that inform and mandate social work



		practice, recognising the scope for professional judgement – Knowledge 5.2
13.1	recognise the roles of other professions, practitioners and organisations	Understand the inter-agency, multi-disciplinary and inter-professional dimensions to practice and demonstrate effective partnership working – Contexts and Organisations 8.7
		Understand and respect the role of others within the organisation and work effectively with them – Contexts and Organisations 8.5
13.2	be aware of the different social and organisational contexts and settings within which social work operates	Understand legal obligations, structures and behaviours within organisations and how these impact on policy, procedure and practice – Contexts and Organisations 8.3
		Understand the inter-agency, multi-disciplinary and inter-professional dimensions to practice and demonstrate effective partnership working – Contexts and Organisations 8.7
		Be able to work within an organisation’s remit and contribute to its evaluation and development – Contexts and Organisations 8.4
		Understand the roles and responsibilities of social workers in a range of organisations, lines of accountability and the boundaries of professional autonomy and discretion – Contexts and Organisations 8.2
		Recognise that social work operates within, and responds to, changing economic, social, political and organisational contexts – Contexts and Organisations 8.1
13.3	be aware of changes in demography and culture and their impact on social work	Recognise that social work operates within, and responds to, changing economic, social, political and organisational contexts – Contexts and Organisations 8.1
13.4	understand in relation to social work practice: <ul style="list-style-type: none"> <li>• social work theory;</li> <li>• social work models and interventions;</li> </ul>	Demonstrate a critical understanding of the application to social work of research, theory and knowledge from sociology, social policy, psychology and health – Knowledge 5.1

<ul style="list-style-type: none"> <li>• the development and application of relevant law and social policy;</li> <li>• the development and application of social work and social work values;</li> <li>• human growth and development across the lifespan and the impact of key developmental stages and transitions;</li> <li>• the impact of injustice, social inequalities, policies and other issues which affect the demand for social work services;</li> <li>• the relevance of psychological, environmental, sociological and physiological perspectives to understanding personal and social development and functioning;</li> <li>• concepts of participation, advocacy and empowerment; and</li> <li>• the relevance of sociological perspectives to understanding societal and structural influences on human behaviour.</li> </ul>	<p>Demonstrate a critical knowledge of the range of theories and models for social work intervention with individuals, families, groups and communities, and the methods derived from them – Knowledge 5.8</p>
	<p>Demonstrate a critical understanding of the legal and policy frameworks and guidance that inform and mandate social work practice, recognising the scope for professional judgement – Knowledge 5.2</p>
	<p>Demonstrate a critical understanding of social welfare policy, its evolution, implementation and impact on people, social work, other professions, and inter-agency working – Knowledge 5.9</p>
	<p>Demonstrate and apply a working knowledge of human growth and development throughout the life course – Knowledge 5.3</p>
	<p>Recognise how systemic approaches can be used to understand the person-in-the-environment and inform your practice – Knowledge 5.5</p>
	<p>Understand and apply the profession’s ethical principles and legislation, taking account of these in reaching decisions – Values and Ethics 2.1</p>
	<p>Recognise the value of, and aid access to, independent advocacy – Rights, Justice and Economic Wellbeing 4.5</p>
	<p>Acknowledge the centrality of relationships for people and the key concepts of attachment, separation, loss, change and resilience – Knowledge 5.6</p>
	<p>Understand forms of harm and their impact on people, and the implications for practice, drawing on concepts of strength, resilience, vulnerability, risk and resistance, and apply to practice – Knowledge 5.7</p>
	<p>Understand, identify and apply in practice the principles of social justice, inclusion and equality – Rights, Justice and Economic Wellbeing 4.1</p>
<p>Recognise the short and long term impact of psychological,</p>	

		socio-economic, environmental and physiological factors on people's lives, taking into account age and development, and how this informs practice – Knowledge 5.4
		Understand how legislation and guidance can advance or constrain people's rights and recognise how the law may be used to protect or advance their rights and entitlements – Rights, Justice and Economic Wellbeing 4.2
		Value and take account of the expertise of service users, carers and professionals – Knowledge 5.12
14	<b>be able to draw on appropriate knowledge and skills to inform practice</b>	Inform decision-making through the identification and gathering of information from multiple sources, actively seeking new sources – Critical Reflection and Analysis 6.2
		Select and use appropriate frameworks to assess, give meaning to, plan, implement and review effective interventions and evaluate the outcomes, in partnership with service users – Intervention and Skills 7.5
		Use a planned and structured approach, informed by social work methods, models and tools, to promote positive change and independence to prevent harm – Intervention and Skills 7.6
14.1	be able to gather, analyse, critically evaluate and use information and knowledge to make recommendations or modify their practice	Inform decision-making through the identification and gathering of information from multiple sources, actively seeking new sources – Critical Reflection and Analysis 6.2
		With support, rigorously question and evaluate the reliability and validity of information from different sources – Critical Reflection and Analysis 6.3
14.2	be able to select and use appropriate assessment tools	Select and use appropriate frameworks to assess, give meaning to, plan, implement and review effective interventions and evaluate the outcomes, in partnership with service users – Intervention and Skills 7.5
14.3	be able to prepare, implement, review, evaluate, revise and conclude plans to meet needs and circumstances	Use a planned and structured approach, informed by social work methods, models and tools, to promote positive change

	and in conjunction with service users and carers	and independence to prevent harm – Intervention and Skills 7.6
14.4	be able to use social work methods, theories and models to achieve change and development and improve life opportunities	Use a planned and structured approach, informed by social work methods, models and tools, to promote positive change and independence to prevent harm – Intervention and Skills 7.6
14.5	be aware of a range of research methodologies	Demonstrate a critical understanding of research methods – Knowledge 5.11
14.6	recognise the value of research and analysis and be able to evaluate such evidence to inform their own practice	Recognise the contribution, and begin to make use, of research to inform practice – Knowledge 5.10 Demonstrate a critical understanding of the application to social work of research, theory and knowledge from sociology, social policy, psychology and health – Knowledge 5.1
14.7	be able to demonstrate a level of skill in the use of information technology appropriate to their practice	Be able to communicate information, advice, instruction and professional opinion so as to advocate, influence and persuade – Intervention and Skills 7.2
14.8	be able to change their practice as needed to take account of new developments or changing contexts	Recognise that social work operates within, and responds to, changing economic, social, political and organisational contexts – Contexts and Organisations 8.1
15	<b>be able to establish and maintain a safe practice environment</b>	Recognise the factors that create or exacerbate risk to individuals, their families or carers, to the public or to professionals, including yourself and contribute to the assessment and management of risk – Intervention and Skills 7.12
15.1	understand the need to maintain the safety of service users, carers and colleagues	Recognise the factors that create or exacerbate risk to individuals, their families or carers, to the public or to professionals, including yourself and contribute to the assessment and management of risk – Intervention and Skills 7.12
15.2	be aware of applicable health and safety legislation and any relevant safety policies and procedures in force at the workplace, such as incident reporting, and be able to act in accordance with these	Understand the roles and responsibilities of social workers in a range of organisations, lines of accountability and the boundaries of professional autonomy and discretion – Contexts and Organisations 8.2

		Understand legal obligations, structures and behaviours within organisations and how these impact on policy, procedure and practice – Contexts and Organisations 8.3
		Identify concerns about practice and procedures and with support begin to find appropriate means of challenge – Professionalism 1.11
15.3	be able to work safely in challenging environments including being able to take appropriate actions to manage environmental risk	Recognise the factors that create or exacerbate risk to individuals, their families or carers, to the public or to professionals, including yourself and contribute to the assessment and management of risk – Intervention and Skills 7.12