

SCDSW14

Plan in partnership to address short and longer term issues



Overview

This standard is for social workers working with individuals, families, carers, groups and communities. Planning within social work is about seeking creative ways to achieve outcomes, not about matching people to traditional or existing services. Solutions may be found within people themselves or their personal networks; through combining services in new or more established ways; or by specifying what tailor made support might look like. The standard addresses the cycle of working together to identify outcomes and objectives, explore possible solutions and check their feasibility, and agree a plan that builds in ways to test how well the solution is working.

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Performance criteria

You must be able to:

- P1 support **people** to understand the planning process and their rights and responsibilities within it
- P2 work with **people** to agree the overall outcome that the plan should achieve
- P3 establish agreement on short, medium and long term objectives
- P4 support people to recognise resources within themselves, their personal networks and the community
- P5 explore with the people involved a range of possible **solutions** and their **feasibility**
- P6 formulate a plan based on collated information
- P7 establish agreement to the plan with those involved in it or affected by it
- P8 agree how the plan will be monitored and reviewed
- P9 record the plan and any issues or needs that the plan does not seek to address

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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 theoretical and research based critiques of the relationships between legislation, policies and social work practice
- K5 social work as a profession, including historical accounts and contemporary issues
- K6 the nature, role and mandate of the social work relationship, including professional and ethical boundaries
- K7 principles, theories, methods and models of social work intervention and practice
- K8 factors** commonly associated with social work involvement
- K9 principles of risk assessment and risk management
- K10 principles of positive risk-taking
- K11 techniques for problem solving and innovative thinking
- K12 principles of conflict management
- K13 the nature of conflict and post-conflict impact on society
- K14 working in your organisation: principles, procedures and professional practices
- K15 assessment and planning tools and frameworks
- K16 formal requirements for legal and other external processes
- K17 the purpose of working with other professionals and agencies
- K18 the remit, functions, ethos and responsibilities of disciplines and organisations involved in multi-disciplinary work
- K19 the cultural and language context of the individual, family, group or community
- K20 principles of partnership working with individuals, families, carers, groups and communities
- K21 the systems, processes and procedures of your own and other

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- organisations in which individuals, families, groups or communities may participate
- K22 the range of support that may be needed to promote participation
 - K23 legal and statutory powers and responsibilities that may be exercised in order to safeguard individuals, families, carers, groups and communities
 - K24 the potential of individuals to use their personal strengths and resources to achieve change
 - K25 the value and role of family networks, communities and groups in achieving positive outcomes, and ways to develop them
 - K26 the nature of personalisation and personalised services, including self directed support; and the role of the social worker in relation to these in the context of national policy
 - K27 the range of resources available within informal networks, within the wider community, through formal service provision and through innovation
 - K28 the eligibility criteria for services or funding streams
 - K29 the opportunities afforded by different funding mechanisms including individual budgets and direct payments
 - K30 the commissioning cycle for provision including opportunities for the commissioning of services by those using them
 - K31 the brokerage role in securing services
 - K32 how to express written information with accuracy, clarity, relevance and an appropriate level of detail
 - K33 legal and organisational requirements for recording information and producing reports
 - K34 principles of reflective practice, critical thinking and learning

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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.

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Scope/range related to performance criteria

People may include individuals, families, carers, groups or communities

Solutions may include the use of new or existing resources within the individual, the family, personal networks, the wider community or groups; they may be self-directed or externally organised, formal or informal, voluntary, private or statutory; they may relate to health, leisure, education, employment or housing; they may be personal, technological or legal.

Feasibility will include consideration of suitability, availability, eligibility, legal validity, cost and sustainability

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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 apply critical thinking to information from a range of sources
- 9 analyse and synthesise complex information
- 10 apply creative thinking to resolve complex problems
- 11 make professional judgements about complex situations
- 12 use your own interpersonal and other skills and knowledge as a resource
- 13 apply person centred approaches
- 14 balance person centred outcomes and the well-being of others
- 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 closely with:
SCD SW 17 Apply methods and models of social work intervention to promote change
SCD SW 18 Access resources to support person centred outcomes

External Links

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

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