SCDSW3
Manage your role as a professional social worker

Overview

This standard is for social workers working with individuals, families, carers, groups and communities. Social work makes demands not only on social workers' professional knowledge and skill, but also on their personal capacities. The work can affect their personal well-being, both physical and emotional. The standards addresses the need for conscious planning of how best to use time, energy and expertise, how best to stay safe in situations where there is risk, and how to manage the social work role within its various contexts and constraints

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Performance criteria

You must be able to:

P1   work within the **context** of your own organisation

P2   establish the parameters of your own work role and how the responsibilities of others link with these

P3   ensure your understanding of **processes** in which you may be involved

P4   plan, with support, how to prioritise work in order to use your time effectively

P5   take steps to ensure your safety in situations where there is risk of harm to you

P6   recognise the effect that work situations may have on your well-being and your practice

P7   implement strategies to develop your personal and professional resilience

P8   challenge your own assumptions that could lead to discrimination in your practice

P9   reflect on the way you manage your role, to ensure continual development and continued professional registration

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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 human development and factors that affect it

K7   theories underpinning our understanding of social issues from psychological, sociological and criminological perspectives

K8   theories of discrimination in contemporary society

K9   theoretical and research based critiques of the relationships between legislation, policies and social work practice

K10   social work as a profession, including historical accounts and contemporary issues

K11   the nature, role and mandate of the social work relationship, including professional and ethical boundaries

K12   principles, theories, methods and models of social work intervention and practice

K13   **factors** commonly associated with social work involvement

K14   demographic and social trends

K15   your own background, experiences and practices that may have an impact on your social work practice

K16   principles of risk assessment and risk management

K17   working in your organisation: principles, procedures and professional practices

K18   techniques for problem solving and innovative thinking

K19	principles of conflict management
K20	working in your organisation: principles, procedures and professional practices
K21	the purpose of working with other professionals and agencies
K22	the remit, functions, ethos and responsibilities of disciplines and organisations involved in multi-disciplinary work
K23	principles of partnership working with individuals, families, carers, groups and communities
K24	local multi-disciplinary and organisational procedures for investigating harm or abuse
K25	common features of perpetrator behaviour
K26	indicators of hostility, resistance or disguised non-compliance
K27	legal and statutory powers and responsibilities that may be exercised in order to safeguard individuals, families, carers, groups and communities
K28	principles of reflective practice, critical thinking and learning
K29	processes and requirements for formal supervision within your own organisation
K30	how and when to access informal support in the course of practice
K31	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

The **context** will include the legal and policy framework of the organisation; its systems, structures and governance arrangements; its culture and ways of working

Processes will include those relating to formal, statutory and legal settings

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   Manage demands on your own time to prioritise what is important as well as what is urgent

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 professional supervision and support in situations beyond your own knowledge or experience

7   Apply critical thinking to reflect on your own practice

8   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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