Occupation: Integrated Degree Apprenticeship for Social Worker

Social Workers work alongside people, to empower them to make positive change in their lives in order to improve their wellbeing and independence. Social workers help adults and children during a crisis to be safe so they can cope with difficulties they are experiencing and take control of their lives again. They work in a way that takes account of all parts of a person's life whilst striving to keep them at the centre of decision making. This includes close working with other agencies, such as health, voluntary agencies, private organisations, criminal and legal systems. Social Workers seek to understand the views and wishes of the person in order to ensure their voice is heard in decision making. Social Workers use their knowledge of the law to support their decision making where an individual is unable to make their own decisions and ensure the protection of the person's human rights.

Social workers are employed in a range of care and support services/settings for example Adult Social Services, Children's and Families Services, Mental Health settings, Health Trusts and the voluntary and independent sector. They work within a framework of relevant legislation and procedures.

Qualifications
Integrated Degree in Social Work. Prior to taking the end-point assessment all apprentices must:
- achieve an integrated degree in social work on the Health & Care Professions Council (HCPC) Register of approved education and training programmes
- be able to communicate at Level 7 of the International English Language Testing System (with no element below 6.5) (HCPC Standards of Proficiency 8.8)
- Apprentices without level 2 English and mathematics will need to achieve this level prior to taking the end-point assessment

Level: 6

Duration Typically 36 months.

Review date: after 3 years, unless there is a change in regulatory body requirements

Link to professional registration: This standard meets the requirements of the Health & Care Professions Council (HCPC) Standards of Proficiency for Social Workers in England (2017).

Behaviours
You will be empathetic; honest; conscientious and adhere to the HCPC Standards of Standards of Conduct, Performance and Ethics.

Requirements, Knowledge and Skills:

Area of work	Skills - Must be able to:	Knowledge - Must know and understand:
Professional values and ethics	• take responsibility for your decisions and recommendations • be aware of the impact of your own values on practice • exercise authority as a social worker within the appropriate legal and ethical frameworks	• the importance of maintaining, and the limits of, confidentiality • that relationships with individuals and their carers should be based on respect and honesty

Area of work	Skills - Must be able to:	Knowledge - Must know and understand:
	• ensure the highest standard of person centred approach, so that people are treated with dignity and their rights, values and autonomy are respected • practise in a non-discriminatory manner	• how to develop relationships appropriately • the impact of different cultures and communities and how this affects social work • current legal and ethical frameworks
Views of the users of services and their families	• hear the views of individuals, their families and carers, recognise their expertise, and allow their views and expertise to have influence • promote the best interests of users of services and carers • work with people to enable them to assess and make informed decisions and exercise their rights • work to promote individual growth, development and independence	• the concepts of participation, advocacy, co-production, involvement and empowerment • the contribution that peoples' own resources and strengths can bring to social work
Evidence-based decision making and analysis	• undertake assessments of need/capacity, initiate resolution of issues and use initiative • gather, analyse, critically evaluate and use information and knowledge in your practice • make and receive referrals appropriately • use social work methods, theories and models to identify actions to achieve change and improve life opportunities • manage and weigh up competing/conflicting values or interests to make reasoned professional judgement	• the content and purpose of the Knowledge and Skills Statements for approved Child and Family Practitioners Nov 2014 and for adults (publication date to be confirmed); the Professional Capabilities Framework (2015) • the impact of different societies' views on human behaviour • the value of research and analysis and be able to evaluate evidence to inform practice • that experiences and feelings affect behaviour in interactions
Personal and professional development	• work within scope of practice as an autonomous professional • maintain high standards of personal and professional conduct • manage the physical and emotional impact of your practice • identify and apply strategies to build professional resilience • maintain your own health and well-being • manage workload and resources effectively • keep your skills and knowledge up to date • show an awareness of current and relevant legislation • use a range of research methodologies to inform your practice • use supervision to support and enhance the quality of your practice • work in partnership with others	• models of supervision, critical reflection and self-reflection to enhance/change practice • the concept of leadership and its application to practice • the requirements of the relevant professional body • social work theory, models and interventions; human growth and development across the lifespan and the impact of key developmental stages and transitions • the impact of injustice, demography, social inequality, policies and other issues which affect the demand for social work services • how to update knowledge to ensure evidence informed practice • the scope and limits of practice and when/how to seek advice from a range of sources

Area of work	Skills - Must be able to:	Knowledge - Must know and understand:
Safe professional practice and safeguarding	• balance autonomy with a complex system of accountability • respond appropriately to unexpected situations and address practices which present a risk to, or from, people you are working with, their carers or others • respond appropriately to signs of harm, abuse and neglect • maintain the safety of people you work with, their families/carers and your colleagues • establish and maintain personal and professional boundaries • follow health and safety policies and procedures in the workplace	• applicable health and safety legislation and any relevant safety policies and procedures in force at the workplace • how to maintain your own personal safety and that of others in complex situations • signs of harm, abuse and neglect and the importance of professional curiosity when these are observed
Communication	• communicate sensitively and clearly with individuals and their families/carers, using appropriate language and methods • en gage, respect and motivate when dealing with conflict or resistance to change • listen actively • communicate in English to the level required by the HCPC • communicate with people with specific communication needs in a way which is engaging, respectful, motivating and effective, even when dealing with conflict or resistance to change	• how communication skills affect the assessment of and engagement with individuals and their families/carers • the range of factors that affect effective communication e.g. age, capacity, learning ability and physical ability • the range of communication methods available to meet specific needs (both verbal and non-verbal) • the importance of verbal and non-verbal communication and how it impacts on different groups
Working with others	• demonstrate effective interpersonal skills • engage with individuals and their families/carers and sustain effective relationships in order to effect change • support networks, groups and communities to meet needs and outcomes • engage in inter-professional and inter-agency communication	• the full range of interpersonal skills and the skills and roles of others eg health, social care, justice • the different social and organisational contexts within which social work operates
Case recording	• maintain accurate, comprehensive and comprehendible records in accordance with applicable legislation • prepare formal reports in line with protocols and guidelines • critically reflect on/review practice and record the outcomes of reflection appropriately • present reports in formal settings	• the applicable legislation, protocols and guidelines
Use of technology	• use modern technology to manage your work eg office applications and client databases • advise people on how to use assistive technology	• the types, and benefits, of assistive technology • how to use standard software applications for word processing, spreadsheets, e-mail, diary, storing data