

## Programme Information

The new Professional Capability Framework provides descriptors of required practice at different levels and in relation to the nine domains. Leeds City Council is providing a continuous professional development initiative as a pilot scheme for staff at the social work level. At this level, they progress to practice effectively, exercising higher quality judgments, in situations of increasing complexity, risk, uncertainty and challenge. Through growing understanding they expect and anticipate, but do not pre-judge, the issues that may develop. They have greater confidence and independence (whilst accessing support when needed), and use their initiative to broaden their repertoire of responses; they have expertise in one or more areas of practice, be familiar with local resource networks and be recognized by peers as a source of reliable knowledge and advice". (Skills for Care).

It is expected that staff will be assessed holistically against the framework on an ongoing basis but the development opportunities that have been provided, map particularly well to some areas, as outlined below. Participants on the scheme should, however, familiarize themselves with the framework as the choice of work to focus on may well demonstrate further elements.

Modules	Professional Capabilities
<p><b>Interpersonal Skills:</b>            The module begins with a self-evaluative skills audit, participants then do role-play and receive peer feedback, they will then.</p> <ul style="list-style-type: none"> <li>▪ Be filmed, in a safe environment, engaging with service users, carers and professionals</li> <li>▪ Use the film in an enhanced reflective supervision session with their manager to identify strengths and development needs.</li> <li>▪ Demonstrate and evaluate interpersonal skills in effective engagement with service users, carers and professionals</li> <li>▪ Consolidate interpersonal skills through critical reflection of their practice</li> </ul>	<p><b>Intervention and skills.</b>            They evaluate their own practice and the outcomes for those they work with.</p> <p>Communicate with compassion and authority in challenging situations and with resistant individuals.</p> <p>Routinely explain professional reasoning, judgements and decisions            Engage effectively with people in complex situations, both short-term and building relationships over time.</p> <p>Develop a range of interventions; use them effectively and evaluate them in practice.</p> <p><b>Critical Analysis and Reflection</b>            Routinely and efficiently apply critical</p>

<ul style="list-style-type: none"> <li>▪ Have had a direct observation of real work practice and feedback during enhanced reflective supervision with a suitably qualified professional outside the line management structure.</li> </ul> <p><b>Community Development:</b> This module involves a taught element, a visit to another agency and a presentation to the team, with the objectives being to:</p> <ul style="list-style-type: none"> <li>▪ Demonstrate an increased knowledge of community development and enterprises for people in Leeds.</li> <li>▪ To understand CPCE (Combining Personalisation with Community Empowerment) and how this relates to the social worker role.</li> <li>▪ To have made contact with and visited an organisation in their specific area</li> <li>▪ To demonstrate how the organisation supports the LCC vision and values including our Better Lives themes</li> <li>▪ To share the information gained, prepare and present a 10-minute overview of the organisation.</li> </ul> <p><b>Assessment of Risk and Safeguarding</b> There is a formal input for this module to:</p> <ul style="list-style-type: none"> <li>▪ Develop advanced knowledge of the Serious Case Review process and their role in this</li> <li>▪ To have watched a serious case review documentary, reflected on the key messages and demonstrate how it fits into practice.</li> </ul>	<p>reflection and analysis to increasingly complex cases.</p> <p>Draw on a wide range of evidence sources to inform decision making Ensure hypotheses and options are reviewed to inform judgement and decision making.</p> <p>Start to provide professional opinion.</p> <p><b>Knowledge</b> Demonstrate a comprehensive understanding and use of knowledge related to your area of practice, including critical awareness of current issues and new evidence based practice research.</p> <p>Demonstrate and apply to practice a working knowledge of human growth and development throughout the life course.</p> <p>Recognise the short and long term impact of psychological, socio-economic, environmental and physiological factors on people's lives, taking into account age and development, and how this informs practice.</p> <p><b>Diversity</b> Critically reflect on and manage the power of your role in your relationship with others</p> <p><b>Professionalism</b> Take responsibility for obtaining regular, effective supervision from a SW for effective practice, reflection and career development.</p> <p>Promote the profession in a growing range of contexts</p> <p><b>Intervention and skills</b> Actively support and initiate</p>
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<ul style="list-style-type: none"> <li>▪ To understand the national implications of serious case reviews and the future legal status of these</li> <li>▪ To have identified the key themes in the most recent Leeds Serious Case Reviews</li> <li>▪ To have received coaching from a Senior Practitioner on an open case, whilst reflecting on their practice</li> </ul> <p>Throughout this development, social workers will be expected to demonstrate the <b>Values and Ethics</b> of Social work and promote,</p> <p><b>Rights ,justice and Economic Well Being</b></p> <p>Social workers recognise the fundamental principles of human rights and equality, and that these are protected in national and international law, conventions and policies. They ensure these principles underpin their practice. Social workers understand the importance of using and contributing to case law and applying these rights in their own practice. They understand the effects of oppression, discrimination and poverty.</p> <p>Full details are available on the College of Social Work website at <a href="http://www.collegeofsocialwork.org">www.collegeofsocialwork.org</a></p>	<p>community groups and networks, including professional ones. Demonstrate and promote appropriate information sharing.</p> <p><b>Professional leadership.</b> Contribute to and promote the development of practice, taking the initiative to test new approaches Contribute to the learning of others</p> <p><b>Contexts and Organisations</b> Keep abreast of changing roles in the organisation; recognise value and engage with other specialist perspectives.</p> <p>Be confident about your role in the team, working positively with others; draw on and contribute to team working and collaborative support wherever possible.</p> <p>Take an active role in inter-professional and inter-agency work, building own network and collaborative working.</p> <p><b>Contexts and Organisations.</b> Work to and explain the relevant legal structures in the organisation, including basic case law; know when and how to access support and appropriate legal advice and consultation.</p> <p>Explore, and identify how organisational practice can support good social work practice</p> <p><b>Intervention and skills.</b> Use assessment procedures discerningly so as to inform judgement.</p> <p>Recognise and appropriately manage the authority inherent in your position Demonstrate confident and effective judgement about risk and accountability in your decisions</p>
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	<p>Regularly undertake assessment and planning for safeguarding.</p> <p><b>Knowledge.</b> 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.</p> <p>Recognise the contribution, and begin to make use, of research to inform practice.</p> <p>Demonstrate a critical understanding of research methods.</p> <p><b>Values and Ethics</b> Social workers have an obligation to conduct themselves ethically and to engage in ethical decision-making, including through partnership with people who use their services. Social workers are knowledgeable about the value base of their profession, its ethical standards and relevant law. Demonstrate confident application of ethical reasoning to professional practice, rights and entitlements, questioning and challenging others using a legal and human rights framework.</p> <p>Critically reflect on and manage the influence and impact of own and others values on professional practice.</p> <p>Recognise and manage conflicting values and ethical dilemmas, in practice, using supervision and team discussion, questioning and challenging others, including those from other professions.</p> <p>Negotiate and establish boundaries to underpin partnership work with service users, carers and their networks, using transparency and</p>
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	<p>honesty.</p> <p>Ensure practice is underpinned by policy, procedures and code of conduct to promote individuals rights to determine their own solutions, promoting problem-solving skills, whilst recognising how and when self-determination may be constrained (by the law).</p> <p>Work to protect privacy and promote trust, whilst being able to justify, explain and take appropriate action when the right to privacy is overridden by professional or legal requirements</p>
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