

**Making Research Count, University of York**  
**Roma: employment and routes to inclusion**  
**Wednesday 15<sup>th</sup> October 2014**

This seminar helps you to meet a number of requirements in the **College of Social Work Professional Capabilities Framework**. You can find full information at <http://www.tcsw.org.uk/understanding-the-pcf/>

**In particular we draw your attention to:**

**1. Professionalism: identify and behave as a professional social worker, committed to professional development**

1.9 demonstrate a commitment to your continuous learning and development

**2. Values and ethics: apply social work ethical principles and values to guide professional practice**

2.4 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

2.5 recognise and promote individuals' rights to autonomy and self-determination

**3. Diversity: recognise and apply anti-discriminatory and anti-oppressive principles in practice**

3.1 understand how an individual's identity is formed 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

3.2 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

**4. Rights, justice and economic wellbeing: advance human rights, promote social justice and economic wellbeing**

4.1 understand, identify and apply in practice the principles of social justice, inclusion and equality

4.4 recognise the impact of poverty and social exclusion and promote enhanced economic status through access to education, work, housing, health services and welfare benefits

**5. Knowledge: apply knowledge of social sciences, law and social work practice theory**

5.1 demonstrate a critical understanding of the application to social work of research, theory and knowledge from sociology, social policy, psychology and health

5.9 demonstrate a critical understanding of social welfare policy, its evolution, implementation and impact on people, social work, other professions, and inter-agency working

5.10 recognise the contribution, and begin to make use, of research to inform practice

5.11 demonstrate a critical understanding of research methods

**6 Critical reflection and analysis: apply critical reflection and analysis to inform and provide a rationale for professional decision-making**

6.2 inform decision-making through the identification and gathering of information from multiple sources, actively seeking new sources

**7. Intervention and skills: use judgement and authority to intervene with individuals, families and communities to promote independence, provide support and prevent harm, neglect and abuse**

7.2 be able to communicate information, advice, instruction and professional opinion so as to advocate, influence and persuade

7.3 demonstrate the ability to engage with people, and build, manage, sustain and conclude compassionate and effective relationships

7.7 recognise how the development of community resources, groups and networks enhance outcomes for individuals.

7.10 recognise complexity, multiple factors, changing circumstances and uncertainty in people's lives, to be able to prioritise your intervention

### **8 Contexts and organisations: engage with, inform, and adapt to changing contexts that shape practice.**

8.1 recognise that social work operates within, and responds to, changing economic, social, political and organisational contexts

8.2 understand the roles and responsibilities of social workers in a range of organisations, lines of accountability and the boundaries of professional autonomy and discretion

**This seminar also helps you to meet a number of requirements in the Standards of Proficiency held by the Health and Care Professions Council. In particular we draw your attention to:**

### **2 Be able to practice within the legal and ethical boundaries of their profession**

2.1 understand current legislation applicable to the work of their profession

2.5 be able to manage competing or conflicting interests

### **5 Be aware of the impact of culture, equality and diversity on practice**

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

5.3 be aware of their own values on practice with different groups of service users and carers

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

### **6 Be able to practice in a non-discriminatory manner**

6.2 be able to use practice to challenge and address the impact of discrimination, disadvantage and oppression

### **8 Be able to communicate effectively**

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

### **9 Be able to work appropriately with others**

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

9.4 be able to support service users' and carers' rights to control their lives and make informed choices about the services they receive

9.8 recognise the contribution that service users' and carers' own resources and strengths can bring to social work

### **13. Understand the key concepts of the knowledge base which are relevant to their profession**

13.4 understand in relation to social work practice

- the development and application of relevant law and social policy;
- the impact of injustice, social inequalities, policies and other issues which affect the demand for social work services;
- the relevance of psychological, environmental, sociological and physiological perspectives to understanding personal and social development and functioning;
- concepts of participation, advocacy and empowerment

### **14 Be able to draw on appropriate knowledge and skills to inform practice**

14.4 be able to prepare, implement, review, evaluate, revise and conclude plans to meet needs and circumstances and in conjunction with service users and carers

14.5 be aware of a range of research methodologies

14.6 recognise the value of research and analysis and be able to evaluate such evidence to inform their own practice