



**Cyngor Gofal Cymru**  
Care Council for Wales

*Hyder mewn Gofal - Confidence in Care*

CONTINUING PROFESSIONAL  
EDUCATION AND LEARNING:  
A FRAMEWORK FOR SOCIAL  
WORKERS IN WALES

## REQUIREMENTS FOR THE CONSOLIDATION PROGRAMME



Noddir gan  
**Lywodraeth Cymru**  
Sponsored by  
**Welsh Government**

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## Introduction

In February 2011, the Welsh Government published *Sustainable Social Services for Wales: A Framework for Action*. This policy document makes it clear that citizen focused, sustainable social services will not be possible without placing the professional contribution of social workers even more at the heart of services. To meet changing demands, the focus of the social work profession needs to change. With this in mind, *Sustainable Social Services* includes a commitment to clearer career pathways and on-going qualification requirements for registered social workers, thereby enhancing professionalism and promoting high quality services.

Between June and September 2011, the Care Council for Wales (Care Council) consulted on proposals for these on-going qualification requirements for social workers known as Continuing Professional Education and Learning: A Framework for Social Workers in Wales (the CPEL Framework). The consultation confirmed broad support for the draft CPEL Framework. Therefore, the Care Council is continuing to work with partners to develop and implement the CPEL proposals.

## The CPEL Framework

When finalised, the full CPEL Framework will describe the minimum arrangements for the continuing professional education and learning of social workers after initial qualification. The overall objectives are to ensure that CPEL improves the standard of social work practice and assists with the recruitment, retention and development of experienced social work practitioners.

As summarised in the diagram below, the structure of the CPEL Framework will be directly linked to the proposed national career pathway for social workers in Wales.

The development and implementation of the CPEL Framework has commenced with the Consolidation Programme which is for newly qualified social workers. This document sets out the requirements for the Consolidation Programme which should be in place across Wales from 2013 onwards. The requirements for other parts of the CPEL Framework will follow for implementation from 2014.

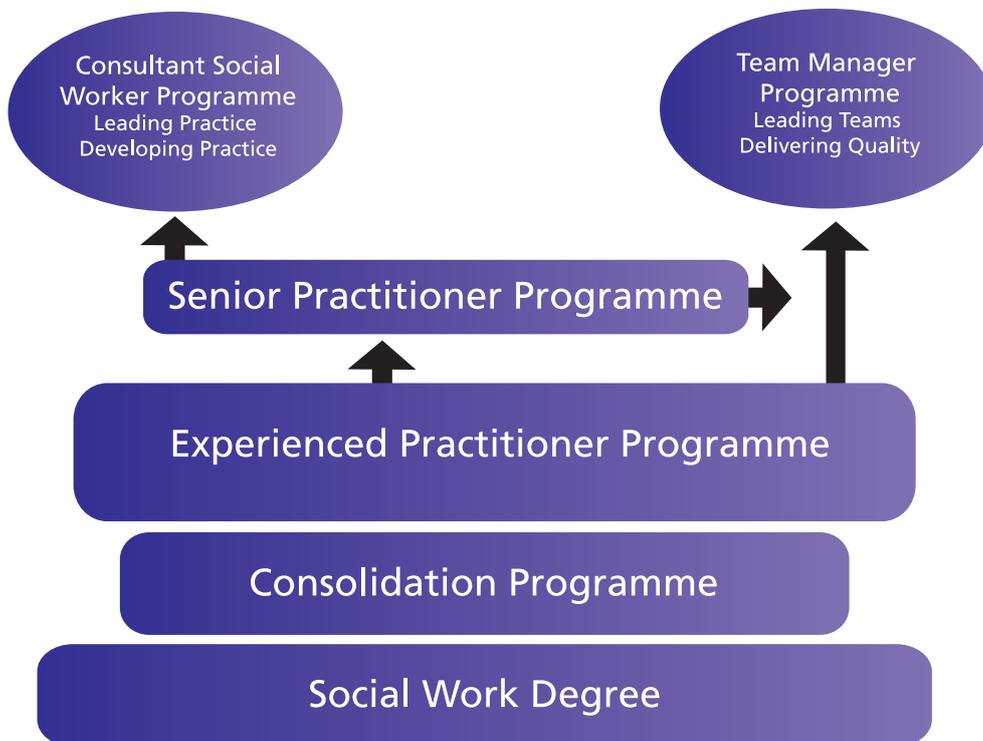


Diagram: CPEL Framework

## About the Consolidation Programme

The Consolidation Programme is intended for social workers in their first period of registration as a social worker after qualifying. These social workers are likely to be in their first social work role after qualifying, embedding their core professional knowledge and skills in practice and taking on increasing levels of complex work in a specialist area.

The focus of the Consolidation Programme is therefore on supporting this transition and building on learning undertaken in the social work degree. It should provide the opportunities to practise key skills, including those where there will have been limited opportunity or appropriateness in a practice learning setting.

The Consolidation Programme, or parts of it, may also be relevant to meet the learning needs of other social workers.

## Link to 'Making the Most of the First Year in Practice'

In their first year in employment, social workers require a well managed period of induction. *Making the Most of the First Year in Practice: A Guide for Newly Qualified Social Workers*, and the accompanying guide for employers, provides a framework for this. The Consolidation Programme, which will normally be undertaken in the second year of practice, builds on and complements this guidance. In particular, it provides a structure to develop the key area 'Consolidation and extension of your professional education and practice' into the second year of practice.

## Programme requirements and learning outcomes

### Context

The learning outcomes set out in Appendix 1 of this document aim to capture the three main areas identified that newly qualified social workers need to consolidate their practice in the Welsh context, which are:

- Applying analysis in assessment to inform interventions;
- Working collaboratively with service users, carers and other professionals;
- Intervention and application of professional judgement in increasingly complex situations.

The learning outcomes have been set out to reflect the key roles identified for the National Occupational Standards for Social Work (2011). This will help to align the CPEL Framework to qualifying social work education and the proposed national career pathway for social workers. They also complement the key learning areas outlined in *Making the Most of the First Year in Practice*.

The learning outcomes can be used by Higher Education Institutions (HEI) to develop modules and to have these validated in accordance with the HE pillar of the Credit and Qualification Framework Wales (CQFW).

The Care Council has worked with awarding organisations to develop units based on the learning outcomes and to have these approved and recognised using the Quality Assured Lifelong Learning (QALL) pillar of the CQFW.

The QALL units will be on the Care Council website [www.ccwales.org.uk](http://www.ccwales.org.uk).

## Programme Requirements

- 1 Programmes will be subject to the quality assurance requirements of the Care Council.
- 2 Programmes must be approved by the Care Council.
- 3 Learning will attract a minimum of 30 credits at level 6 (graduate level).
- 4 Learners must be social workers currently registered with the Care Council or one of the other social work regulatory bodies in the UK.
- 5 Programme providers must demonstrate the involvement of service users and carers in the management, development and delivery of the programme.
- 6 Programme providers must demonstrate that the programme reflects:
  - a current research and evidence;
  - b the service user and carer perspectives;
  - c current legislation and policy;
  - d inter-professional context;
  - e the *Code of Practice for Social Care Workers*;
  - f the language, legislation, culture, geography and institutions in Wales;
  - g the National Occupational Standards for social work appropriate to the programme.
- 7 There must be flexible methods of delivery and opportunities for learning e.g. through the use of on line learning.
- 8 Practice assessment of learners on the Programme can only be undertaken by a registered social worker with a minimum of three years post qualifying experience in social work and either:
  - whose role includes supporting the learning and development of other professional staff; or
  - holding an appropriate qualification in assessment.

The assessment of learners will meet specified assessment requirements and will draw on a range of evidence including the direct observation of practice competence with service users, by a professionally qualified person(s).

- 9 Programme providers must provide learners with information about the programme, including arrangements for making complaints.
- 10 Recognised bodies offering the accredited learning must provide learners with a transcript of their progress on the programme.
- 11 Recognised bodies will have arrangements in place to recognise credit gained towards the Consolidation Programme through other approved Consolidation Programmes in line with the Credit and Qualification Framework Common Accord.

## The process of establishing programmes across Wales

Our *Code of Practice for Employers* says that employers must contribute to providing social work education and training and provide properly resourced and managed workplace assessments and learning. To build on current arrangements for newly qualified social workers and to maximise flexibility (which was emphasised in the CPEL consultation), the expectation is that social worker employers will lead the process, working together in collaborative groups with other employers and education provider/s, to develop their Consolidation Programme.

To increase flexibility and choice, employers may work with Recognised bodies.

Either

- A Higher Education Institution utilising the Higher Education pillar of the Credit and Qualifications Framework for Wales (CQFW)

Or

- An Awarding Organisation (Agored or City and Guilds), utilising the Quality Assured Lifelong Learning (QALL) pillar of the CQFW.

As a minimum, all programmes must meet the published programme requirements and learning outcomes. The Care Council will provide information and guidance for employers and their chosen partners developing their programmes.

## People involved in establishing the Consolidation Programme

| People involved  | Responsibilities  |
|--|---|
| <b>Employers</b>   |   |
| Directors of Social Services   | The Director of Social Services is responsible for making decisions about collaboration with other employers to develop the Consolidation Programme and whether they intend to develop a programme in partnership with a HEI or an Awarding Organisation. The Director is responsible for arranging for submission of the proposed Consolidation Programme for approval by the Care Council. This may be a joint submission with other employers and education providers. |
| Chief Executive Officers of Voluntary Organisations employing newly qualified social workers | The Chief Executive Officer (CEO) is responsible for making decisions about collaboration with other employers to develop the Consolidation Programme and whether they intend to develop a programme in partnership with a HEI or an Awarding Organisation. The CEO is responsible for arranging for submission of the proposed Consolidation Programme for approval by the Care Council. This may be a joint submission with other employers and education providers.    |
| <b>Education Providers</b>   |   |
| Higher Education Institution Registrar   | Where the Consolidation Programme is delivered by a HEI, the HEI Registrar, through the validations process, is the person responsible for ensuring that the Consolidation Programme meets the required academic and professional standards.  |
| Person in Awarding Organisation with responsibility for this area of accreditation on CQFW   | Where the Consolidation Programme is delivered using the QALL pillar of the CQFW, the Awarding Organisation with responsibility for this area of accreditation is responsible for quality assuring the delivery of the accredited units. This will be in line with the regulatory framework set by CQFW and the assessment requirements set by the Care Council.  |
| <b>Social Workers</b>  |   |
| Newly qualified social workers   | The newly qualified social worker is responsible for undertaking the Consolidation Programme and submitting their work for assessment, as required. The social worker will notify the Care Council of successful completion of the Consolidation Programme and can include it as evidence of post registration training and learning (PRTL) when applying for renewal of registration as a social worker.   |
| <b>Care Council for Wales</b>  |   |
| Council Members  | Council members are responsible for deciding the general policy for regulating post qualifying education and training for social workers in Wales. They also have responsibility for regulating the workforce.  |
| Chief Executive  | The Chief Executive is responsible for the work of the Care Council.  |
| Director of Professional Standards and Regulation  | The Director of Professional Standards and Regulation has responsibility for the overall management of approving and quality assuring social work training in Wales.  |
| Manager Higher Education and Social Work Education   | The Manager for Higher Education and Social Work Education is responsible for managing the approval and on-going quality assurance processes.   |
| Workforce Development Manager  | The Workforce Development Manager will provide information and guidance for employers and education providers developing their programmes.  |
| Registrar  | The Registrar maintains the list of approved Consolidation Programmes. The Registrar will also maintain a record of social workers completing the Consolidation Programme and reporting this to the Care Council.   |

## Quality assurance

Under Section 63 of the *Care Standards Act 2000*, the Care Council can make Rules and approve courses for social workers. The Rules governing the Consolidation Programme are made under this provision. The Rules (which will be on the Care Council website at [www.ccwales.org.uk](http://www.ccwales.org.uk)) set out the arrangements for their regulation and quality assurance. In carrying out quality assurance activity, the Care Council role is to ensure compliance with the programme requirements and learning outcomes, and to promote consistent and high standards across programmes.

The Consolidation Programme can be offered through different routes as described on page 6. Employers will be required to inform the Care Council of their plans for providing a Consolidation Programme and will submit, or arrange to be submitted, their Consolidation Programme for approval by the Care Council (see Appendix 2).

When approved, the Care Council will exercise its regulatory function through regular monitoring and periodic review of programmes to ensure they continue to meet the requirements for approval. Quality assurance activity will include the provision of statistical information on candidates and those completing the programme to assist in future planning at a national level as well as considering how programme requirements are being met.

Where programmes are being delivered through HEIs the Care Council will continue to regulate the provision using existing quality assurance processes. Where the programme is delivered through the QALL pillar, the awarding organisation will quality assure the delivery of the units and the Care Council will regulate the arrangements for delivery and internal quality assurance arrangements. In both circumstances the Care Council will adopt a robust approach that will involve the provision of information and visits to the programme.

## Resources

The Consolidation Programme can be funded by employers drawing on the Social Care Workforce Development Programme.

## Link to registration as a social worker

The Consolidation Programme should be in place across Wales from 2013 onwards i.e. it will be available for social workers qualifying from 2012. Social workers qualifying from 2012 will notify the Care Council of successful completion of the Consolidation Programme and can include it as evidence of post registration training and learning (PRTL) when applying for renewal of registration as a social worker. When the Care Council is satisfied that there is equal access to the Consolidation Programme across Wales, the intention is to strengthen the link with the renewal of registration.

In the case of these newly qualified social workers, successful completion of the Consolidation Programme will also make them eligible to undertake the Experienced Practitioner Programme.

## Social workers from other UK countries

It is important to have clear arrangements in place for social workers who move between UK countries. Since core competences are the same for all social workers, as a general principle, the Care Council recognises equivalent post qualifying achievements in England, Scotland and Northern Ireland, enabling mobility. However, given the divergence in policy and legislation across the UK, employers will also need to identify and respond to the individual learning needs of these social workers in accordance with their organisation's policies and procedures. Where a social worker holds an equivalent UK on-going social work qualification, access to the CPEL Framework may still be relevant to meet their learning and development needs.

# APPENDIX 1:

| Title  | Applying analysis in assessment to inform interventions  |
|--|--|
| Learning outcomes<br><i>The learner will:</i>  | Assessment criteria<br><i>The learner can:</i>   |
| <p>1. Understand how legislative frameworks, theoretical perspectives, standards and guidance are used to inform assessment practice</p> | <p>1.1 Outline the <b>legislative frameworks</b>, theoretical perspectives, <b>standards</b> and guidance that underpin assessment practice in social work</p> <p>1.2 Evaluate the relationship between assessment practice and:</p> <ul style="list-style-type: none"> <li>■ legislative frameworks;</li> <li>■ theoretical perspectives;</li> <li>■ standards;</li> <li>■ guidance and protocols.</li> </ul> <p>1.3 Analyse how person centred approaches influence assessment practice and processes</p> <p>1.4 Analyse how outcomes based assessment fits within current assessment practice and protocols</p>   |
| <p>2. Be able to use a person centred, outcome focused approach to carry out a range of assessments</p>                                  | <p>2.1 Work holistically with people to enable them to identify, clarify and express their strengths, needs and expectations</p> <p>2.2 Whilst undertaking assessment, demonstrate the integration of social work values and the <i>Code of Practice for Social Care Workers</i> to include cultural sensitivity and language preference</p> <p>2.3 Work in partnership with others to undertake a multi-disciplinary assessment using person centred and outcome focused approaches</p> <p>2.4 Use a person centred, outcome focused approach to undertake an assessment of:</p> <ul style="list-style-type: none"> <li>■ a service user's needs;</li> <li>■ a carer's needs;</li> <li>■ risk.</li> </ul> <p>2.5 Support people to participate in finding creative ways to:</p> <ul style="list-style-type: none"> <li>■ achieve change;</li> <li>■ reach solutions.</li> </ul> |

| <b>Learning outcomes</b><br><i>The learner will:</i>  | <b>Assessment criteria</b><br><i>The learner can:</i>   |
|---|---|
| <p><b>3.</b> Be able to record assessment information to inform decision making.</p>                    | <p><b>3.1</b> Explain how recorded information is used to support analysis and decision making</p> <p><b>3.2</b> Maintain written and electronic records which comply with current legislation, policies and procedures</p> <p><b>3.3</b> Demonstrate the completion of accurate, cogent, coherent and analytical assessment records</p> <p><b>3.4</b> Analyse the potential consequences where recording is not accurate, cogent, coherent and analytical</p>  |
| <p><b>4.</b> Be able to make professional judgements based on assessment information</p>                | <p><b>4.1</b> Analyse a range of assessment information to inform professional judgements</p> <p><b>4.2</b> Exercise professional judgements about preferences, needs, risks and protective factors</p> <p><b>4.3</b> Explain how ethical considerations shape own judgements</p> <p><b>4.4</b> Explain the rationale for own professional judgements</p> <p><b>4.5</b> Justify own professional judgements, to include:</p> <ul style="list-style-type: none"> <li>■ service user and carers' opinions;</li> <li>■ a person centred approach;</li> <li>■ an outcomes focused approach.</li> </ul> <p><b>4.6</b> Modify own professional judgement where new evidence is presented</p>  |
| <p><b>5.</b> Be able to use critical reflection to evaluate own analysis in social work assessments</p> | <p><b>5.1</b> Use critical reflection to evaluate <b>personal practice</b> of analysis in social work assessments to include:</p> <ul style="list-style-type: none"> <li>■ making the voice of the service user central to assessment;</li> <li>■ value based practice;</li> <li>■ ethical practice;</li> <li>■ promoting equality and diversity;</li> <li>■ supporting language choice;</li> <li>■ supporting communication;</li> <li>■ the legislative framework, policies and procedures in social work;</li> <li>■ knowledge contextualised to service users in an area of work;</li> <li>■ use of supervision;</li> <li>■ risk assessment;</li> <li>■ other skills used in assessment.</li> </ul> <p><b>5.2</b> Use evaluation of personal practice of analysis in social work assessments to identify own strengths and areas for learning and development</p> <p><b>5.3</b> Produce own professional learning and development plan</p> |

|  |  |
|--|--|
| <p><b>National Occupational Standards (NOS) References</b></p> | <p>NOS Social Work 2011 standards:</p> <ul style="list-style-type: none"> <li>■ 2 - Develop social work practice through supervision and reflection;</li> <li>■ 4 - Exercise professional judgement in social work;</li> <li>■ 5 - Manage ethical issues, dilemmas and conflicts;</li> <li>■ 7 - Prepare professional reports and records relating to people;</li> <li>■ 12 - Assess needs, risks and circumstances in partnership with those involved;</li> <li>■ 15 - Agree risk management plans to promote independence and responsibility.</li> </ul> |
| <p><b>Definition of terms</b></p>                              | <p><b>Legislative frameworks</b> includes the legislation and guidance that together define the responsibilities and accountabilities of social workers in relation to an area of practice</p> <p><b>Standards</b> should include the <i>Code of Practice for Social Care Workers</i></p> <p><b>Personal Practice</b> means the practice of the candidate</p>  |

| Title  | Working collaboratively with Service Users, Carers and Other Professionals   |
|--|--|
| Learning outcomes<br><i>The learner will:</i>                              | Assessment criteria<br><i>The learner can:</i>   |
| <p>1. Be able to communicate effectively with service users and carers</p> | <p>1.1 Demonstrate use of verbal and non verbal <b>methods of communication</b> to engage service users and carers</p> <p>1.2 Seek support where the preferred method of communication is outside the ability of the worker</p> <p>1.3 Demonstrate communication skills that take account of language preference and culture</p> <p>1.4 Use communication skills to confirm that service user and carer perspectives have been understood</p> <p>1.5 Reflect the wishes and feelings of service users and carers in records, correspondence and plans</p> <p>1.6 Use communication skills to help manage situations of distress, hostility or resistance</p> |
| <p>2. Be able to work in partnership with other professionals</p>          | <p>2.1 Explain the roles, responsibilities and professional accountabilities of <b>other professionals</b></p> <p>2.2 Communicate in a manner that respects legal, ethical, organisational and professional boundaries in a multi-disciplinary context</p> <p>2.3 Demonstrate how to work in partnership with colleagues within own organisation and with other professionals</p> <p>2.4 Apply the protocols that determine information sharing: <ul style="list-style-type: none"> <li>■ within own organisation;</li> <li>■ between agencies in the context of multi-agency work.</li> </ul> </p>  |
| <p>3. Critically reflect on own collaborative working</p>                  | <p>3.1 Critically reflect on own performance in collaborative working, identifying areas of good practice and those to be developed, during work with: <ul style="list-style-type: none"> <li>■ service users;</li> <li>■ carers;</li> <li>■ other professionals.</li> </ul> </p>  |

|  |   |
|--|---|
| <p><b>National Occupational Standards (NOS) References</b></p> | <p>NOS Social Work 2011 standards:</p> <ul style="list-style-type: none"> <li>■ 6 - Practise social work in multi-disciplinary contexts;</li> <li>■ 8 - Prepare for social work involvement;</li> <li>■ 9 - Engage people in social work practice;</li> <li>■ 10 - Support people to participate in decision-making processes;</li> <li>■ 11 - Advocate on behalf of people;</li> <li>■ 12 - Assess needs, risks and circumstances in partnership with those involved;</li> <li>■ 15 - Agree risk management plans to promote independence and responsibility.</li> </ul> |
| <p><b>Definition of terms</b></p>                              | <p><b>Methods of communication include:</b></p> <ul style="list-style-type: none"> <li>■ verbal;</li> <li>■ non verbal;</li> <li>■ different languages;</li> <li>■ use of symbols;</li> <li>■ written communication.</li> </ul> <p><b>Other professionals can include:</b><br/>Medical, nursing and allied health professionals, police, teachers, lawyers, housing staff, other social care workers or social workers</p>  |

| Title  | Intervention and application of professional judgement in increasingly complex situations  |
|--|--|
| Learning outcomes<br><i>The learner will:</i>  | Assessment criteria<br><i>The learner can:</i>   |
| <p>1. Understand the relationship between social policy, legislative frameworks and guidance with social services provision in Wales</p> | <p>1.1 Evaluate how social policy, <b>legislative frameworks</b> and guidance underpin the <b>provision of social services</b> in Wales to include:</p> <ul style="list-style-type: none"> <li>■ current legislation relevant to an area of social services;</li> <li>■ safeguarding children, young people and adults;</li> <li>■ data protection and information sharing;</li> <li>■ consent and disclosure.</li> </ul> <p>1.2 Outline the interface between social services provision in Wales with social services provision in:</p> <ul style="list-style-type: none"> <li>■ other countries of the United Kingdom;</li> <li>■ the European Union;</li> <li>■ outside the EU.</li> </ul>  |
| <p>2. Be able to manage your role as a social worker in increasingly complex situations</p>  | <p>2.1 Identify the factors that may increase complexity in social work</p> <p>2.2 Evaluate how legislative frameworks, theoretical perspectives, <b>standards</b> and guidance are used to inform own practice when dealing with increasingly complex situations</p> <p>2.3 Practise as a social worker within professional, legal and organisational boundaries in a complex situation</p> <p>2.4 Demonstrate persistence and assertiveness in interventions in a complex situation</p> <p>2.5 Negotiate with others to reach decisions in complex situations</p> <p>2.6 Make recommendations and decisions in accordance with own level of responsibility in a complex situation</p> <p>2.7 Use supervision to consider and manage interventions and professional judgements in complex situations</p> <p>2.8 Critically reflect on own performance within complex situations to:</p> <ul style="list-style-type: none"> <li>■ identify areas of good practice;</li> <li>■ identify areas that need to be developed.</li> </ul> |
| <p>3. Understand the professional social work role in relation to safeguarding adults</p>  | <p>3.1 Explain <b>national, local and organisational policies and procedures</b> in relation to safeguarding adults</p> <p>3.2 Analyse the factors that might identify an adult as at risk of harm, neglect or abuse</p> <p>3.3 Describe indicators of harm, neglect or abuse to adults</p> <p>3.4 Explain the importance of establishing the preferred outcomes of the safeguarding intervention for:</p> <ul style="list-style-type: none"> <li>■ service users;</li> <li>■ carers.</li> </ul>   |

| <b>Learning outcomes</b><br><i>The learner will:</i>   | <b>Assessment criteria</b><br><i>The learner can:</i>   |
|--|---|
| <p><b>4.</b> Understand the professional social work role in relation to safeguarding children</p>     | <p><b>4.1</b> Explain <b>national, local and organisational policies and procedures</b> in relation to safeguarding children</p> <p><b>4.2</b> Analyse the factors that might identify a child as at risk of harm, neglect or abuse</p> <p><b>4.3</b> Describe indicators of harm, neglect or abuse to children</p> <p><b>4.4</b> Explain the importance of establishing the preferred outcomes of the safeguarding intervention for:</p> <ul style="list-style-type: none"> <li>■ service users;</li> <li>■ carers.</li> </ul>   |
| <p><b>5.</b> Be able to exercise the professional social work role in safeguarding interventions</p>   | <p><b>5.1</b> Undertake, <b>with others</b>, an assessment concerning the safeguarding of either an adult or a child</p> <p><b>5.2</b> Contribute to a plan of support and intervention of an adult or a child</p> <p><b>5.3</b> Contribute to the evaluation of safeguarding interventions</p>   |
| <p><b>6.</b> Be able to contribute to legal processes within the remit of professional social work</p> | <p><b>6.1</b> Explain the role and remit of courts in social work with children and vulnerable adults</p> <p><b>6.2</b> Analyse the role of the social worker within court processes in relation to:</p> <ul style="list-style-type: none"> <li>■ Children;</li> <li>■ Adults.</li> </ul> <p><b>6.3</b> Contribute to an assessment in a case where there may be <b>legal processes</b></p> <p><b>6.4</b> Contribute to a report prepared for legal processes</p>   |
| <p><b>7.</b> Be able to exercise professional accountability in increasingly complex situations</p>    | <p><b>7.1</b> Summarise the requirements of <b>professional accountability</b> for social workers</p> <p><b>7.2</b> Explain reserved functions designated to social workers</p> <p><b>7.3</b> Apply the <i>Code of Practice for Social Care Workers</i> in increasingly complex situations</p> <p><b>7.4</b> Use supervision and guidance to critically reflect on:</p> <ul style="list-style-type: none"> <li>■ professional accountability;</li> <li>■ professional development.</li> </ul> <p><b>7.5</b> Complete accurate, cogent, coherent and analytical records and reports of social work interventions that comply with legal and <b>organisational requirements</b></p> <p><b>7.6</b> Follow organisational procedures to ensure personal safety in the professional role</p> |

## National Occupational Standards (NOS) References

NOS Social Work 2011 standards:

- 2 - Develop social work practice through supervision and reflection;
- 3 - Manage your role as a professional social worker;
- 4 - Exercise professional judgement in social work;
- 5 - Manage ethical issues, dilemmas and conflicts;
- 6 - Practise social work in multi-disciplinary contexts;
- 7 - Prepare professional reports and records relating to people;
- 8 - Prepare for social work involvement;
- 9 - Engage people in social work practice;
- 10 - Support people to participate in decision-making processes;
- 11 - Advocate on behalf of people;
- 12 - Assess needs, risks and circumstances in partnership with those involved;
- 13 - Investigate harm or abuse;
- 14 - Plan in partnership to address short and longer term issues;
- 15 - Agree risk management plans to promote independence and responsibility;
- 16 - Agree plans where there is risk of harm or abuse;
- 17 - Apply methods and models of social work intervention to promote change;
- 18 - Access resources to support person centred solutions;
- 19 - Evaluate outcomes of social work practice.

**Definition of terms**

**Legislative frameworks must include:**

- Legislation relating to the provision of social services;
- Human Rights Act;
- UN Convention on the Rights of the Child;
- Equalities Legislation;
- Health and Safety.

**Provision of social services to include:**

- a specific area of social work;
- safeguarding children, young people and adults;
- data protection and information sharing;
- consent and disclosure.

**Standards** should include the *Code of Practice for Social Care Workers*

**National, local and organisational policies and procedures will include:**

- national guidance;
- safeguarding policies and procedures;
- confidentiality;
- multi agency working;
- recording;
- freedom of information and data protection.

**With Others** means other professionals that would include social workers or others involved in assessments concerning safeguarding.

**Legal Processes include:**

- processes that may lead to court or other legal proceedings;
- investigations or interventions that are conducted within a defined legal process (e.g. safeguarding or mental health aftercare services).

**Professional accountability is to:**

- the employer;
- Regulatory Body;
- service users and carers;
- Multi –Disciplinary Team;
- Social work as a profession.

# APPENDIX 2

## CONSOLIDATION PROGRAMME APPROVAL OF PROGRAMMES MODEL

### Step 1

The Care Council publishes the Consolidation Programme requirements and communicates these to employers and education providers.

### Step 2

Social work employers decide on collaborative planning groups and notify the Care Council of their intentions, i.e., which groups of employers will work together and whether they intend to develop a programme in partnership with a HEI or an awarding organisation.

### Step 3

Social work employers develop proposals for the delivery of the Consolidation Programme to meet the needs of social workers in their organisation / collaborative groups. The Care Council offers information and guidance on the national requirements.

### Step 4

Social work employers arrange for submission of their Consolidation Programme proposals for approval by the Care Council to include:

- Name of the programme and partners;
- Assessment of need for the Consolidation Programme (projected numbers, etc);
- Management of the programme;
- Delivery of the programme;
- Resources for the programme;
- Evidence of the involvement of service users and carers in the management, development and delivery of the programme.

- Evidence that the programme reflects:
  - the specified learning outcomes;
  - current research and evidence;
  - the service users and carer perspectives;
  - current legislation and policy;
  - inter-professional context;
  - the *Code of Practice for Social Care Workers*;
  - the language, legislation, culture, geography and institutions in Wales;
  - the National Occupational Standards for social work appropriate to the programme;
  - the specified assessment requirements.
- Evidence that the programme is appropriately validated / approved by the partner HEI or awarding organisation.
- Submission signed by relevant Directors of Social Services and Chief Executive Officer of voluntary organisations.

### Step 5

The Care Council considers the submission to ensure that the proposed programme meets published national requirements and to promote consistent and high standards across programmes. The Care Council offers feedback if requirements not met. The Care Council considers any additional or revised material to meet the requirements.

### Step 6

The Care Council approves the employer's proposals for the delivery of the Consolidation Programme. Approval may be given with or without conditions.