

# Somerset Social Work Competency Framework

## Advanced Practitioner

The Somerset Competency Framework sets out 'levels of practice' rather than specific job roles. It illustrates the knowledge, skills and behaviours required for good performance at each level of practice as well as evidencing readiness for progression to the next level. Individuals are expected to have learning and development needs on entry to each level of practice. Completion of learning and development activities and the provision of evidence for each competency is expected to take at least one to two years at each level.

### **Development goals.**

Individuals and line managers/supervisors should agree development goals, learning activities and review evidence of competency within the supervision process. Manageable development goals should be recorded in the PDP (within the Supervision, Development and Achievement Plan). There is also a Learning Plan and CPD Record at the end of this document to record your training.

### **Carrying out the assessment of competency.**

It is suggested that line managers/supervisors assess competency using a range of methods including direct observation of practice, discussion and critical reflection in supervision and audits. Evidence should be recorded in the final column and signed off by the line manager/supervisor when competency has been completed.

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## Career Development Steps - Social Work

### Adult Social Care Practitioner

Social Work Integrated Degree Apprenticeship

### Social Worker

Newly Qualified Programme - Assessed and Supported  
Year in Employment

### Social Worker

Best Interest Assessment (Graduate / Post Graduate)  
Developing Professional Specialist Practice (Graduate / Post  
Graduate) / Approved Mental Health Practitioner (Post Graduate)  
Practice Educator Professional Standard Stage 1 & 2 (In-house)

### Advanced Practitioner / Practice Development Lead

Initial Leadership Programme (ILM) Level 3  
Post Qualifying Standards for Practice Supervisors  
Post Graduate / Masters module

### Service Manager

Leadership Programme (ILM) Level 3 /4 /5 /6  
Post Graduate Diploma / Masters / PhD

### Strategic Manager

Leadership Programme (ILM) Level 3 /4 /5 /6  
Post Graduate Diploma / Masters / PhD

# Job Specific Training and Support

## Advanced Practitioner / Practice Development Lead - Social Work

Support	Training	CPD
<ul style="list-style-type: none"> <li>• Supervision</li> <li>• Learning and Development input from Practice Development Leads</li> <li>• Peer Support Group (ASYE/ PEPs/AMHP)</li> </ul>	<ul style="list-style-type: none"> <li>• Achieving Good Outcomes in Self Neglect</li> <li>• Culture and Identity</li> <li>• Dementia: the Facts</li> <li>• Induction</li> <li>• Introduction to Homelessness Law</li> <li>• Mental Capacity Act</li> <li>• Oliver McGowen Mandatory Training</li> <li>• Safeguarding</li> <li>• Sexual Activity and Mental Capacity Act</li> <li>• Understanding Hoarding Behaviours</li> <li>• Writing Witness Statements for Court</li> </ul> <p style="font-size: small; text-align: center;">Please see Learning Plan for more detail</p>	<ul style="list-style-type: none"> <li>• Monthly CPD workshops (Operations, MCA/DoLs, AMHP pathway and Commissioning)</li> <li>• Safeguarding Workshop for Advanced Practitioners</li> <li>• Access to a suite of e-Learning modules</li> <li>• Making Research Count</li> </ul>

## Advanced Practitioner Competency Framework

Competence	Development goals to meet and evidence competence	What do I need to do and when	Evidence and supervisor sign off
<b>Professional standards</b>			
I practice within Social Work England Professional Standards, the BASW PCF – Experienced Social Worker Capabilities Framework and the BASW Code of Ethics.			
<b>Practice</b>			
Co-production, strengths-based, relationship-based, and systemic practice are central to my practice and approach to leadership and are evidenced in 'every conversation'.			
I work to, and support others to work to relevant legal and policy frameworks and have knowledge of case law. I can explain their application to social work practice.			
I know when and how to access support and appropriate legal advice and consultation.			
I critically integrate knowledge of theories, models of intervention and research into practice.			
I use advanced decision-making knowledge and skills, and support others, in complex and			

unpredictable contexts where pathways, protocols and guidance may not exist. I formulate clear conclusions and recommendations.			
I ensure the welfare, experience and outcomes of people using services are at the heart of my practice decisions.			
I role model professional curiosity and encourage it in others.			
I am a role model for clear, accurate and defensible recording which meets the requirements of ASC and my regulator.			
I have a clear understanding of local and national policy, procedures and legislation and how these relate to adult safeguarding in a multi-agency context.			
I actively promote Making Safeguarding Personal, support a positive multi-agency approach to adult safeguarding, and chair adult safeguarding meetings and discussions.			
I support staff to fully understand and implement their role in adult safeguarding.			
I have evidenced competency at Level 3 of the Somerset Mental Capacity Act Competency Framework.			

<p><a href="#">Somerset Mental Capacity Act Competency.pdf</a></p> <p><a href="#">Mental Capacity Act 2005 Self-assessment Tool.docx</a></p>			
I am a role model for social work.			
I set clear expectations for others.			
I model good professional/personal boundaries and effective workload management and self-care skills.			
I am aware of my professional limitations and knowledge gaps and continuously develop across all PCF domains.			
I model skilled use of self in practice and my approach to leadership, and support others to develop skilled use of self.			
I am able to have difficult conversations underpinned by social work values.			
I communicate skilfully and confidently in complex and high-risk situations and help others develop excellent communication skills.			
I take responsibility for obtaining regular, effective supervision from my supervisor to ensure effective practice, reflection and continuing professional development.			

I support others to recognise complexity of identity and experience, challenge discrimination, and role model anti-oppressive practice and positive use of power and authority.			
I obtain and reflect on feedback from a range of sources and use it to influence change.			
<b>Leadership</b>			
I acknowledge the emotional component of social work and promote wellbeing and psychological safety amongst colleagues and in my area of responsibility.			
I signpost staff to organisational sources of emotional and wellbeing support.			
I provide supervision that includes the 4 functions of supervision: <ul style="list-style-type: none"> <li>• Management</li> <li>• Development</li> <li>• Support</li> <li>• Mediation</li> </ul>			
Within the 4 functions of supervision, my approach is relationship-based, strengths-based, and integrates critical reflection, legal literacy, theory and research.			

I assess and manage the work of students and NQSWs.			
I promote up to date standards of excellent practice, identify and help resolve poor practice and know how to seek professional and HR advice and guidance.			
I promote a learning culture and psychological safety.			
I play a lead role in practice development and help build and sustain an open learning culture.			
I participate in and lead audits and assurance activities, and support others to do so, to ensure high quality, safe and legal practice.			
I share exemplar examples of good practice within the service.			
I contribute to professional and organisational developments using the principles of co-production with people who use services and stakeholders and evaluate the value of new and existing models and interventions.			
I work in partnership with colleagues from other organisations and influence relationships, culture and procedures for the benefit of people who use services, carers and families.			

I initiate and co-produce neighbourhood groups and networks for the benefit of people using services, carers and families.			
<b>Organisational</b>			
I am confident about my role in the service and organisation.			
I support the service manager by providing innovative and visionary team leadership founded on compassionate, and values-based leadership, influencing cultural and practice shifts where needed.			
I lead a consistent, effective and efficient team.			
I have oversight of and assure effective planning and provision of inductions. I identify training needs within the team.			
I have good knowledge of HR processes and can effectively carry out recruitment, sickness, performance management processes involved HR as needed.			
I have line of sight on practice in my area of responsibility.			
I assume professional accountability and responsibility for allocation and prioritisation of cases and escalate risks and			

concerns appropriately using the line management structure.			
I respond constructively and promptly to queries and complaints, and support others to do so.			
I have the knowledge and skills to lead local learning reviews, share and embed learning.			
I understand and use performance data to compare my team to local and national performance and use it to improve team performance and achieve objectives and organisational targets.			
I lead my team on the achievement of specific objectives aligned to local, regional, and national strategic directions.			
I contribute to managing change in a complex environment.			
I support the service manager to control a devolved budget within agreed financial parameters.			

# Learning Plan and CPD Record

## Advanced Practitioner – Social Work

### Core

Title	Date completed
Adult Social Care Induction - Core Days (x2)	
Applying the MCA (2005) in Everyday Practice	
Applying the MCA (2005) in Everyday Practice – Annual update	
Approved Mental Health Professional Practice Update*	
Assessed and Supported Year in Employment - Workshop for Assessors*	
Best Interest Assessor – Practice Update*	
CHC Checklist	
CHC professionals' course (to be confirmed)	
Culture and Identity	
Dementia: the Facts	
Education and SEND information session	
Introduction to Homelessness Law	
Legal Literacy for Managers (TBC)	
Motivational Interviewing (Under Review)	
Oliver McGowen – Mandatory Training – Level 2	
Safeguarding – Making Safeguarding Enquiries	
Safeguarding – Making Safeguarding Personal	
Safeguarding – Advanced Practitioner Workshop	
Safeguarding – Achieving Good Outcomes in Self-Neglect	
Sexual Activity and Mental Capacity Act	

Transitions to Adults information session	
Understanding Hoarding Behaviours	
Writing Witness Statements for Court	

## Specialist

Title	Date completed

## Qualifications<sup>1</sup>

### Core

Title	Date completed
BIA to Approved Mental Capacity Professional (AMCP) conversion	
British Sign Language (Stage 1 and/or 2)	
Practice Education Stage 1	
Practice Education Stage 2	
Post Qualifying Standards for Practice Supervisors	

### Specialist

Title	Date completed
Advanced Practice in Adults at Risk (Safeguarding Adults)	
Apprenticeships offered by Organisational Development	
Approved Mental Health Professional Training	
End of Life Care	
Evidencing Work Based Learning	

Fundamental Principles of Dementia/Principles of Dementia	
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### e-Learning available via The Learning Centre

<b>Title</b>	<b>Date completed</b>
An Introduction to Human Rights	
ASYE for Assessor	
Autism Awareness	
Autism – Intermediate Knowledge and Skills	
Black Lives Matter	
Continuing Health Care	
Corporate e-induction (including Health & Safety)	
Data Protection Awareness (2019)	
Dementia	
Dementia – Becoming a Dementia Friend	
Dementia – The Open Dementia Programme (Multiple Modules) SCIE	
Deprivation of Liberty Safeguards	
Dignity and Respect	
Dignity at Work	
Domestic Abuse Awareness (via Somerset Survivors website)	
Down’s Syndrome Awareness	
Drugs and Alcohol Awareness	
End of Life Care	
Fire Safety (2021)	
Fire Warden Training	
GDPR 2022	

Introduction to Health and Safety	
Leadership - What is Leadership?	
Leadership Styles and Theories	
Legislation and Partnership Working	
Making Every Contact Count	
Managing Health and Safety	
Meeting Skills	
Mental Health Awareness	
Modern Slavery and Human Trafficking	
No Recourse to Public Funds	
Oral Health (Adults)	
Personalisation	
Prevent	
Preventing Falls	
Reablement	
Recording Skills	
Safeguarding and Child Protection for Non-Children's Service Workers	
Safeguarding for Adult Service Workers	
Self-neglect	
Strokes	
Supervision for Supervisees	
Supervision for Supervisors	
Supporting a Student in ASC	
The Care Act 2014	
The Equality Act 2010	

The Mental Capacity Act 2005	
Trans Awareness	

### Electronic Resource

<b>Title</b>	<b>Date completed</b>
Community Care Inform Adults (TBC)	
Making Research Count	
Social Care Institute for Excellence Practice Based e-Learning Materials	

### Continuing Professional Development (CPD)

Some of the job specific courses will not be relevant to the employee so we suggest you record N/A (not applicable) next to t