

A quick guide to the DoH Knowledge and skills for social work with adults

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| <p>1. The role of the SW with adults</p> <ul style="list-style-type: none"> • build relationships • personalised, integrated care • relationships and connection families, community and wider society • role of social work as part of system • impact of poverty, inequality and diversity | <p>2. Person-centred practice</p> <ul style="list-style-type: none"> • access to advice, support and services • choice and control • work co-productively • enable access to advocacy | <p>3. Safeguarding</p> <ul style="list-style-type: none"> • recognise the risk indicators of abuse and neglect • outcomes-focused, person-centred approach • involvement, choice and control • positive interventions that prevent deterioration in health and wellbeing • children or young person at risk. • personalised approaches to safeguarding | <p>4. Mental Capacity</p> <ul style="list-style-type: none"> • MCA and Code of Practice • presumption of capacity • Deprivation of Liberty process • people lacking capacity are involved in decisions • least restrictive outcomes. • use MCA to empower those who lack capacity • lead a change of approach, away from “safety first”, • take all practicable steps to empower people to make their own decisions | <p>5. Effective assessments and outcome based support planning</p> <ul style="list-style-type: none"> • SU’s expertise and outcomes • individual’s views, wishes and feelings (including those who may lack capacity) • personalisation, social model and human development • identification of needs, circumstances, rights, strengths and risks. • impact of trauma, loss and abuse, different conditions • informal and family carers • local community resources |
| <p>6. Direct work with individuals and families</p> <ul style="list-style-type: none"> • interpersonal skills and emotional intelligence to create relationships • range of written, oral and non-verbal communication • communicate with people with learning disabilities, dementia, people who lack mental capacity and people with sensory impairment. • engaging, respectful, motivating and effective, even when dealing with conflict • evidence-based, effective social work approaches | <p>7. Supervision, critical reflection and analysis</p> <ul style="list-style-type: none"> • regular, good quality supervision • know how and when to seek • discuss, reflect upon and test multiple hypotheses, particularly in relation to mental capacity, mental health and safeguarding situations. • critical understanding of theory, research, evidence and expertise and the role of professional judgement • creativity and curiosity to working in partnership | <p>8. Organisational context</p> <ul style="list-style-type: none"> • statutory responsibilities, organisation’s remit and development. • financial and legal frameworks • effective time and caseload management • information data and technology appropriate to their role. • supervision to support their professional resilience and emotional and physical wellbeing. • inter-agency, multi-disciplinary and inter-professional partnership working | <p>9. Professional ethics and leadership</p> <ul style="list-style-type: none"> • explain role to health and community partners, and challenge constructively • contribute to awareness of personalisation • professional judgement, decision making and actions • work collaboratively with competing interests • acknowledge tensions of care and control • identify deprivations of liberty • contribute to improvement of services, policies and procedures • recognise and address poor practice. | <p>10. Level of capability: SW working in an adult setting at the end of ASYE</p> <ul style="list-style-type: none"> • complex assessments, risk assessment & positive risk taking • multidisciplinary work • relevant skills and knowledge for service user group • legal and policy frameworks • mental capacity assessments • safeguarding issues • use supervision appropriately • professional development • resilience and leadership skills • know how to argue for appropriate resources |