

SASW

The professional association for
social work and social workers

A Guide for Newly Qualified Social Workers



Introduction

First of all: heartfelt congratulations on getting your social work degree! We know how much effort is needed to graduate. Well done! We hope you will find your social work career very rewarding.

The Scottish Association of Social Work (SASW, part of BASW UK) is committed to supporting you at this early stage and throughout your career to ensure you thrive.

We've developed this guide to help you have a successful start in your first job in social work.

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Job applications & interviews

You might have an idea of what area of social work you want to work in but don't worry if you don't. Your degree was generic for a reason – people live in families and communities, they may have children, they may have physical or learning disabilities or mental ill-health, they may have a connection to the justice system. As you gain experience in your first role, you may find it leads you to other areas of social work. This is why the generic social work qualification is so useful.

Once you decide for which job you would like to apply for:

Study the job description: Job descriptions (JD) and person specification (PS) will describe the qualities, skills and knowledge required to do the job you are applying for.

If you are unsure about legislation, models of intervention or statutory guidance used in the role you are applying for, do your research and ensure you are familiar with them, this may come up in the interview. Always be honest about where you have experience and where you have understanding and knowledge but less or no direct experience. You're just qualified, you can't know or have done everything, and your future employers know this.

Popular myths about CV writing

Myth: A C.V shouldn't be longer than 1 page

Busted – Not necessarily, but don't overdo it. Tailor to only valuable information- 2 pages max. However, most public sector employers require applications on their own format.

Myth: Include everything you have ever done

Busted – Only include relevant experience! But summarise unconnected or older employment history.

Myth: Only paid and formal employment on your CV

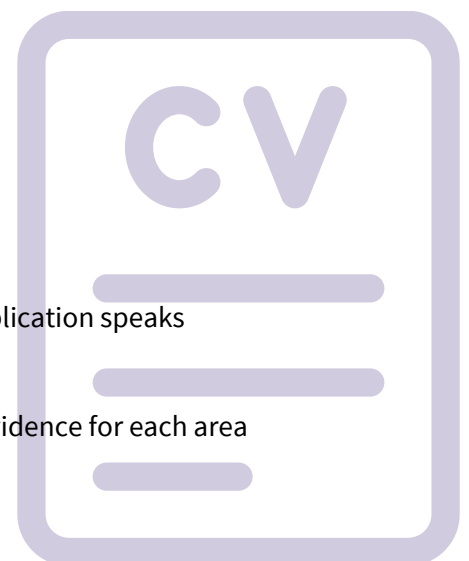
Busted – You can include projects, summer jobs, volunteer work, any valuable work that shows your relevant skills.

Myth: Fancy styling and fonts make you stand out

Busted - Keep it simple, easy to read and professional.

In summary

- ↳ Using material from previous applications is fine but ensure this application speaks specifically to this current role.
- ↳ Ensure you go through the person specification and provide clear evidence for each area
- ↳ Keep it relevant and succinct – use examples
- ↳ Be creative in evidencing how you meet criteria, reference transferrable skills and maximise your placement experience
- ↳ Make sure you do a spell check and grammar check



Roadmap to a successful job interview

Three steps to success



You might want to consider a mock interview with a friend or family member because saying your answers out loud will make it more obvious where you might have gaps and need to do more research.

Being well prepared is the best tonic for keeping your nerves!



Know yourself and the organisation well

- ↳ Research the organisation
- ↳ Think about what practice examples from your placements are relevant for this job
- ↳ Know about particular issues/policies/legislation that are central to this job role for example child/adult protection, mental health, addiction, fostering and adoption, disability etc.

Behavioural or competency-based interview

This is a very common model of interview. Evaluation of past behaviour is used to predict future performance. You will be asked for examples of your past experience of specific situations. Common areas of questioning include: prioritising under pressure, working in a team, something you felt didn't go as well as planned, dealing with challenging behaviour but have a think about the attributes and experiences the job might entail.

Plan half a dozen examples that you might use to evidence such areas. Examples do not necessarily need to come from the workplace, but you could use examples from volunteer experience, extra-curricular activities or even family life.

Use a framework to tell the short story of what happened, for example using the STAR approach:

- ↳ Situation: the circumstances, what was the problem or issue.
- ↳ Task: what your responsibility or role was
- ↳ Action: what you did, with whom and why.
- ↳ Result: what worked well and what didn't, your reflection of the event.

Values-based interview

This type of interview explores how you do what you do, your underpinning values and your capacity for reflection. You will be asked to give a specific example of a piece of work which links to your professional value base or the organisations values (eg a time when you advocated for someone's rights to be upheld).

The interviewers will then explore this with you and might ask questions such as how you made the decisions you did, what you considered to be a good outcome and whether that outcome was achieved, what you might do differently if you could go back in time. The purpose of the interview is to get a sense of you as a worker – so be open and transparent about your reflections on your practice.

Getting started in your first job

You landed your first job. Now you might feel slightly anxious about your first day.

What to wear? This depends on your work setting but a general rule is if you are unsure, it is better to slightly 'smart up' than to 'casual it down'. The clothes worn by your job interviewers will give you a clue about the dress code for this particular work setting.

Formal suits/office wear can at times be necessary, for example, if you have to attend court. Sometimes this can be required unplanned so therefore it can be wise to have a formal outfit in your locker or car. Having said that, you might also want an outfit that would survive and feels comfortable during a play with Lego on the floor or is suitable for visiting an older person. It really depends on your workplace.

It goes without saying that it shouldn't be too short, cut out, transparent or with prints that others may find offensive. It needs to work for the variety of settings and to ensure the people you may encounter feel comfortable.



Employers have new formal responsibilities from October 2024 to support NQSWs.



Induction

Induction is an important part of a successful start into your newly qualified social worker supported year. Often workplaces have an induction package for you which includes organisational policies and guidance, map of the organisational structure (organigram), contact details of relevant stakeholders etc. A formal induction programme is part of the NQSW Supported Year.

This induction programme will provide you with an understanding of the expectations of your employer and your own responsibilities. Induction will also include familiarisation with the immediate contexts of professional social work practice; people who use services, communities, wider inter-professional services, and multi-agency partnerships with a focus on the professional role once registered.

You should spend the first couple of weeks familiarising yourself with the organisation you work for, get yourself set up with computer/laptop, ID badge and other work equipment, meet your colleagues, and get your first case allocations. Use this time to get to know everybody and your organisation including policies, procedures and legislation relevant to the job. There should be no need to 'hit the ground running'. Your employer will know that you are newly qualified therefore you can expect a protected caseload and protected learning time. Spend time with your colleagues, shadow and observe how they work. Reflect on their different work styles and adopt their best practices. Ask whether you could shadow professionals from other related organisations if relevant and possible.

Make sure your employer has your bank details so you will get paid. Read about or go to any meetings about employee benefits including pension options, employee assistance programme, subsidised gym membership etc.



Ensure you know how to apply for travel and expenses. Check out how your TOIL (time off in leave) format works so you do not work times you are not being paid for. It is important to know your boundaries and not to stay longer at your desk than required.

How to thrive and not just survive

Start your work in a way in which you want to continue. You need to factor in, from the beginning, aspects of self-care which will help you to thrive in this profession.

Supervision

Regular supervision is an essential part of good and sustainable practice. Social workers need caseload supervision to look at the needs of the people they are working with, the desired outcomes, the options for support and exploration of intervention requirements. Reflective supervision is an opportunity for you to reflect on the impact of your work on you, explore power dynamics and how your relationship helps and hinders the work you are doing. Reflective supervision also allows you to delve deeper into a case to understand what is truly going on guided by questions from your supervisor. Caseload and reflective supervision may happen at the same time. However, where you are managed by someone who is not a social worker, they may want to leave the reflective part to one who is experienced in providing such supervision.

 [BASW UK](#) and [SASW](#) offer events and forums that specifically cater to the needs of NQSWs. 



“Supervision is a forum for reflection and learning... and interactive dialogue between at least two people... This dialogue shapes a process of review, reflection, critique and replenishment for professional practitioners... It is accountable to professional standards and defined competencies and to organisational policy and procedures”. (Beddoe and Davys 2020)

Formal professional supervision has to be provided no less than four-weekly, and in the initial stages this may be more frequent depending on your developmental needs.

Be proactive regarding your supervision. Think about the points you want to raise and also cases you want to discuss in more detail. Make sure there is space for critical reflection within your supervision session. You want to leave the session with more insight into your cases than you had before. It is not simply a time to update your line manager. It's a time to explore different perspectives. It is also about you - are you doing alright? Do you have any particular professional development needs? How are you getting on in the team? Are you keeping your Continued Professional Learning records up-to-date?

Peer or Group/Team Supervision can be an excellent addition to your individual supervision. It allows for a wider perspective and an opportunity to learn from each other. Make sure it is not focussed on solutions but on getting a better insight into your case. As part of the NQSW Supported Year, employers and supervisors must have arrangements in place to ensure you have access to and are encouraged to access regular peer support.

Have you considered starting a peer group with other NQSWs? Peer support has been rated as one of the most important factors by NQSWs. Share your learning and manage/enjoy the journey together.

 [SASW runs a Student and NQSW Forum once a month for peer discussion and support.](#) 

This monthly event can be included in your Continuous Professional Learning so you can attend this as part of your working day – your own diary allowing.

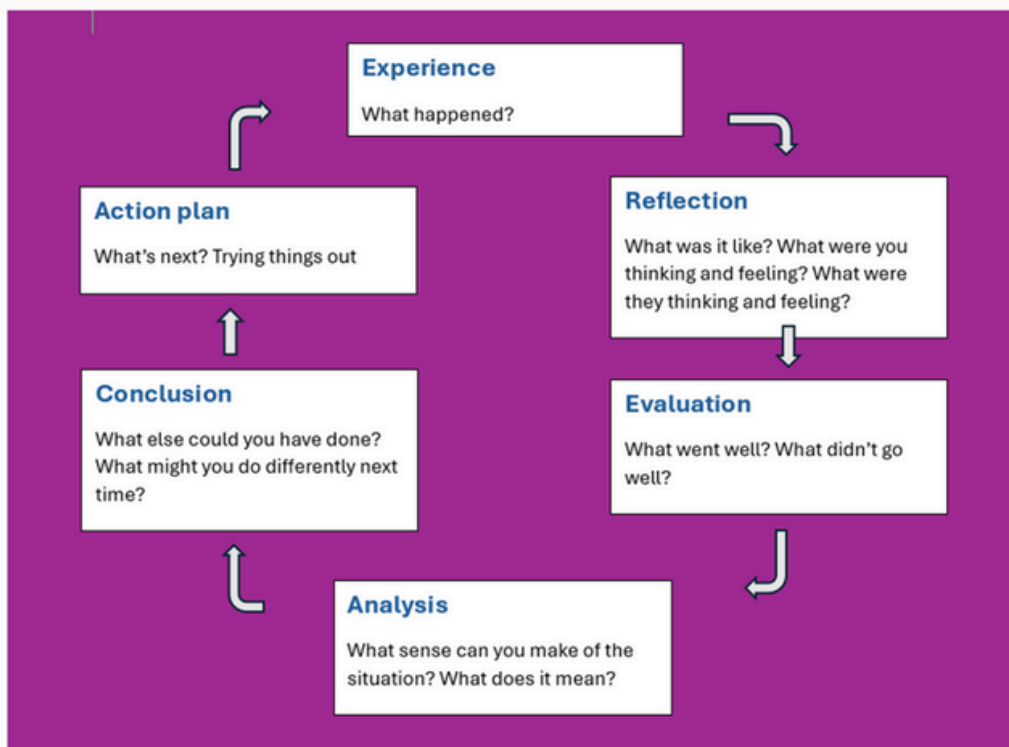
Feeling uncomfortable is normal

Social workers are working across practical, emotional, legislative and relational circumstances and tasks. This work is not straightforward and often involves conflicting evidence and views. You will be involved quite intimately in people's private lives, have difficult conversations and take life changing decisions as part of your work. All of this will lead, at times, to feelings of discomfort. This can be lack of confidence, feeling that you've missed something, worrying that you've misread the situation and your concern for the people you are supporting. Compassion is a necessary part of your work too! So is self-compassion for yourself. Do not be too hard on yourself as you are learning!

You will get better at handling this over time. Recognise the discomfort you are feeling. Where are you feeling it in your body? What does it feel like? Do you know why you feel it or can you let it rest a wee while and come back to it? You may experience vicarious trauma, you may be picking up dissonance underlying situations, you may be triggered about your own experiences of trauma. Sometimes we know what it is and whether we need to do something about it. Sometimes, we don't, but by paying gentle attention to it and getting on with other things, we find some understanding so we can decide what we should do. All of us need to reflect emotionally and cognitively on our work and how we did in tricky circumstances. Below is Kolb's Learning Cycle which is another way to reflect on situations.

Kolb, D. A. (1984). *Experiential learning: Experience as the source of learning and development* (Vol. 1). Englewood Cliffs, NJ: Prentice-Hall.


Kolb's Learning Cycle (adapted)



Self-care

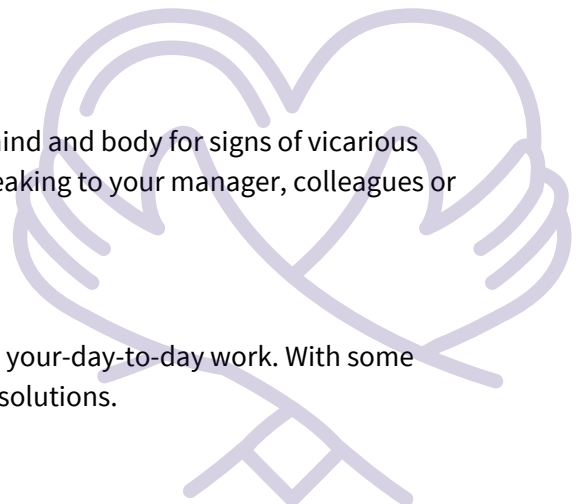
- ↳ Make sure self-care is not just an afterthought. You have worked hard at university to get here and attending to your own needs will support you to stay healthy in this rewarding profession.
- ↳ Don't regard working overtime as a badge of honour or a reasonable expectation. Sometimes it will be necessary to work slightly out-of-hours but, should this be the case, you need to take that time back. Most employers use a flexi-system or TOIL. Make sure you are not working unpaid. It is only rarely the case that social workers are asked to work overtime, most of the time social workers do this 'voluntarily'. They justify this by telling themselves that they are really doing it for themselves to make next day's/week's workload more manageable. If you are unable to manage your workload within your paid hours you need to discuss this with your line manager. There might be ways to do your work more efficiently that you are unaware of, or your manager might help you to setting priorities instead of trying to do it all or you might simply have too much work which is something for your manager to deal with.
- ↳ Take your lunch break. It doesn't matter if your colleagues eat at their desks without a break. Maybe they will follow your good example and you'll be credited with setting off a healthy self-care-trend in your office!
- ↳ Connect with your peers.
- ↳ Be trauma aware and not just for others but listen to your mind and body for signs of vicarious trauma that you may have experienced. Find support by speaking to your manager, colleagues or find professional support.

Sometimes it can help to speak to a person who is not involved in your-day-to-day work. With some support and thinking space you will be able to come to your own solutions.

 [Our Social Work Professional Support Service is a coaching service for social workers and students.](#)

In Scotland, the service is currently free to use for all (valid 2024-25), whether or not you are a BASW member, due to funding we achieved from the Scottish Government. Don't wait until you hit rock bottom to book your free (up to 6) coaching sessions. All our coaches are social workers and understand what you experience.

Be mindful to keep a healthy work/life balance. Make sure you have plenty of things in your life that replenish your reserves whether this is through connecting with family and friends, a hobby, time just for yourself, experiencing nature or spending time with your pets. Whatever floats your boat!



CLARE IN THE COMMUNITY



Cartoon reproduced with permission from Harry Venning

How to stay organised

Use a diary. Put in all your appointments but also highlight deadlines for certain paperwork. Ideally you allow yourself some extra days for this work before the actual deadline because we all know: life happens and disrupts our schedules!

Use a to-do-list. Write down even little things to get the satisfaction of 'job done' more often.

Reserve some time each day for writing case notes. Best to stay-up-to-date with those at all times. Notes are best written as soon as possible for accuracy. You never know when you might be off sick and a colleague needs to know what has happened or when your notes will become part of a legal process, case review or inspection.

Do your CPL as you go along - you'll thank yourself for that later. Don't leave it until the last minute.

Book space for TOIL/flexi in your diary as you accrue it. It's too easy to think you'll take time back, and then your diary gets busy. If you provisionally book it in, you can always move it if need be. This way you avoid getting caught up in a vicious cycle of losing time.

Top tips from NQSWs to NQSWs

- Don't be afraid to say no but don't be afraid to say yes either!
- Sometimes you have to 'pester' people. Persist and advocate for yourself!
- It's ok to say you can't do it or you don't know how to do something.
- Let's be kind to ourselves. Self-care is important.
- Find a support group- whether that's peers from uni, SASW's student and NQSW support and mentoring forum or form a group with the other NQSWs at work. It helps to get you through the tough times and you'll have them to celebrate successes with as well.

Be part of something bigger

- ↳ SASW/BASW is the ethical home of social work. We invite you to be part of this Scotland and UK wide community of social workers.
- ↳ Being part of your professional association brings opportunities to connect with others that will support and inspire you for the longer term.
- ↳ Find events to enhance your skills and knowledge at every stage of your career.
- ↳ Join our campaigns for better working conditions and a fairer society or even run campaigns yourself, like a few students from Glasgow Caledonian University have done with their campaign for student bursaries.
- ↳ As a member of SASW/BASW we will keep you up-to-date with all social work developments
- ↳ Look after yourself by making use of our support and mentoring forums.
- ↳ Consider joining a Union. BASW has links with SWU (Social Workers Union) to join at reduced rates.

If you join as a student for not more than £5.16/month (as of June/July 24) and you continue your membership as a NQSW you'll get a 50% discount for that year. That means you only pay £8.78 per month.

However, even without the discount a BASW membership is well worth it due to the membership discount for all our CPL offers and some events are completely free for members. [More info on membership here.](#)

As a BASW member you can join a BASW Special Interest Group. We have a number of member-led special interest groups (SIGs) focusing on specific issues of social work. SIGs provide opportunities to network UK-wide with like-minded colleagues, discuss policy and practice, and share knowledge and ideas.



Equality, Diversity and Inclusion

SASW/BASW celebrates the richness and diversity of social workers and the societies we serve across the UK. We recognise that diversity of thought and widening the membership of the social work profession - and SASW/BASW - enrich our profession and enable social work to provide support for all of us who need it. SASW/BASW is committed to challenge oppression, exclusion and discrimination within the association, within social work and within social work education. It also commits us to raising social work's voice, perspectives and influence on issues of EDI and oppression across wider society.

It's against the law for employers to discriminate against you because of protected characteristics (Equality Act 2010).

Anti-racism

SASW's report 'Racism in Scottish Social Work: a 2021 snapshot' evidenced that:

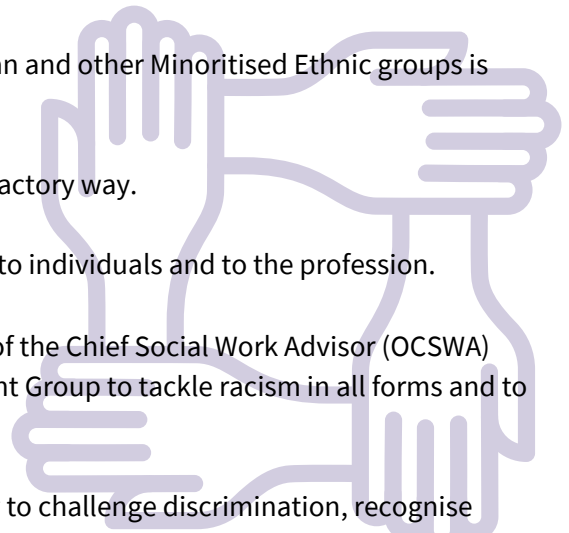
- ↳ Racism exists within social work in Scotland.
- ↳ Racism is experienced in both employment and educational settings, from colleagues, managers and people who use services.
- ↳ The impact of racism on social workers from Black, Asian and other Minoritised Ethnic groups is significant.
- ↳ When racism is reported it is rarely dealt with in a satisfactory way.
- ↳ Racism experienced within social work is harmful both to individuals and to the profession.

SASW together with other stakeholders including the Office of the Chief Social Work Advisor (OCSWA) are working together in the Social Work Anti-Racism Oversight Group to tackle racism in all forms and to raise social workers' cultural competence.

At the core of the profession of social work lie respect, a duty to challenge discrimination, recognise diversity, and to treat people with compassion, empathy, and care (BASW Code of Ethics, 2021). We all agree that racism has no place amongst these values of human rights and social justice.

So, what can you do?

- ↳ Learn to be truly anti-racist and an ally to people from black and ethnic minority backgrounds whether they are colleagues or people we support.
- ↳ Encourage open conversations about how racism operates within your organisation and its social work practice.
- ↳ Ask your employer for mandatory training for staff on cultural awareness and anti-racism



Neurodiversity

SWU campaigns for a Neurodiversity pledge for employers. Some of the asks include:

- ↳ Effect reasonable adjustments in the workplace to ensure inclusivity of neurodivergent social workers.
- ↳ Recognise that people with neurodivergent neurotypes bring unique skills, perspectives and experiences to our team(s), especially within appraisals and promotion requests and acknowledge that a neurodiverse workforce leads to greater innovation, creativity and productivity.
- ↳ Have zero tolerance of behaviours that are prejudicial towards Neurodiversity.

If you are a NQSW with neurodivergent traits you might want to consider joining our [Special Interest Group for neurodivergent students and NQSW](#).

Social workers with dyslexia

Everybody is different therefore it is important for you to know what your difficulties are and what would help. Be proactive and make suggestions regarding reasonable adjustments that would allow you to show your best in an interview. Consider whether some of the following might be helpful:

- ↳ You can request reasonable adjustments for your interview (and also later for your workplace).
- ↳ Ask whether you could get the questions beforehand.
- ↳ Sometimes an interview questions has two parts to it. Suggest making this into 2 separate questions.
- ↳ Use your tablet/cards with bullet points in your interview.
- ↳ Ask for a longer interview slot to have additional time for processing questions.

Support if you have a disability or health condition

[Access to work](#) can help you get or stay in work if you have a physical or mental health condition or disability. The support you get will depend on your needs. Through Access to Work, you can apply for:

- ↳ a grant to help pay for practical support with your work
- ↳ support with managing your mental health at work
- ↳ money to pay for communication support at job interviews

The important bit is to apply in time. If you require support to apply for a job, you need to apply prior to your job interview and probably best to start the process when you think about looking for a job. If you need it to be able to do your work (but not for the interview), apply once you've got your provisional start date.

Do it as soon as possible as it could otherwise delay your start by several months!

Lived experience

Most of us have lived experience of some form, and it is important to remember that we will all need support for ourselves or a loved one at some point. Many social workers have experienced trauma, either in our personal lives, through our professional roles, or both. There is no “them” and “us”.

Working in these roles means we may face an increased risk of experiencing vicarious trauma, moral injury and compassion fatigue. This can affect us in many ways—physically, emotionally, cognitively, interpersonally and behaviourally which can leave us feeling disconnected from our values as practitioners and can impact our safety and wellbeing. We all need to feel safe, supported and well to be able to support others.

Being 'Trauma Informed' means being able to recognise when someone may be affected by trauma, collaboratively adjusting how we work to take this into account and responding in a way that supports recovery, does no harm and recognises and supports people's resilience ([Trauma](#)).

The Scottish Government (2021) model of trauma informed and responsive practice lists five essential principles:

The Scottish Government (2021) model of trauma informed and responsive practice lists five essential principles:

- ↳ Safety—People are feeling physically and psychologically safe.
- ↳ Trustworthiness and transparency—Organisational operations and decisions are transparent, and trust is built.
- ↳ Collaboration and mutuality—Power differentials between social worker and individual and amongst organisational staff are levelled to ensure a collaborative approach.
- ↳ Empowerment—Trauma-informed and responsive practice is strengths-based.
- ↳ Choice—having a meaningful choice and a voice in the decision-making process of the organisation.

The model also highlights the importance of relationships. In addition, we need to be mindful of cultural, historical and gender issues as a trauma informed approach moves past cultural stereotypes and biases and implements policies, guidance and processes that are responsive to the cultural needs of people.

If you apply the term 'lived experience' to yourself: Coming this far is an amazing achievement! And your experience can be a great asset.

Whatever your story, it doesn't define you. You also don't owe anyone your story- only share what you want to share.

For those of you who are care experienced, you may find this [booklet](#) helpful.

LGTBQIA+

A social workers' role is to support people experiencing marginalisation, which includes LGBTQIA+ people.

Many of us are uncertain about how to talk about sexuality and gender identity. Social work education and training contains little teaching or content about LGBTQIA+ people and their needs.

What can you do?

- ↳ Listen to people, including colleagues, describing their identity (pronouns, relationships) and use their language.
- ↳ Do not assume people are heterosexual or cisgender. Treat this as confidential information unless you have asked if it is OK to mention it. Use neutral language, like: Do you have a partner?
- ↳ Use visible signs like rainbow 'Pride' lanyards or pronouns with your signature.
Ask your employer for training for staff regarding LGBTQIA+ identities.

What to do if things go wrong

First of all, don't put your head in the sand. We all get things wrong at times. It is usually best not to ignore a problem until it becomes bigger and bigger but to address it head-on. If small things in your practice went wrong, discuss them with your line manager and agree on steps to mend them. Often an acknowledgement of your wrong-doing and an apology go a long way! Particularly if we made mistakes regarding individuals, it is the right thing to acknowledge it and to apologise. Discuss together how you can get it right. After all, we are all human beings who make mistakes.

For bigger issues, **it is advisable for all social workers to be a member of a union** to ensure you have someone knowledgeable about your rights in your corner. BASW's [Advice and Representation team](#) is a team of officers qualified in social work who understand what you might be going through. All BASW members can get advice and representation for employment issues. BASW also works with the Social Workers Union (SWU) on wider issues affecting working conditions for social workers.

For practice issues, you might find our [Social Work Professional Support Service](#) useful. This is a free coaching service that helps you find your next steps.

Continued Professional Learning

Continued Professional Learning encompasses all your post qualifying learning as a social worker. It values the whole spectrum of learning activities, including professional supervision, peer group learning, formal learning like training programmes and higher-level qualifications or informal learning through discussions with your colleagues, reading relevant research/articles or shadowing opportunities.

Your professional regulatory body, SSSC, has all the information you need to understand your [CPL requirements](#).

BASW has a whole range of [training programmes](#) specifically developed for the needs of NQSWs but we also have a range of [resources](#) like articles and practice guidance for you (reading relevant material counts towards your CPL!). Engagement with any of our events will also contribute to your CPL.

The [IRISS website](#) is also very useful when looking for a particular topic. Their Insight series covers a whole range of different topics relevant to all matters social work.

Another way of learning is through listening to podcasts. We recommend Let's Talk Social Work on [Apple Podcasts](#), [Spotify](#), and everywhere else you get your podcasts. Just search "**Let's Talk Social Work**".

Whilst there is a significantly higher amount of CPL required of you in your first year the expectation to continue learning will go on as long as you want to keep up your registration with your regulatory body, SSSC. Best way to go about it is to acknowledge continued learning as essential for good practice. Learning new things keeps the job interesting.

Jargon buster

Language matters! The way you speak and write needs to be understandable for everybody. We mustn't ever hide behind jargon. For example, a child isn't to be referred to as LAC or LAAC but by their name. 'Mums' and 'dads' also have names. Ask how people want to be referred to. Make sure your reports and case records don't contain acronyms either.

ASBO: Anti-Social Behaviour Order
ASP: Adult Support and Protection
AWI: Adults with incapacity
CAMHS: Children and Adolescent Mental Health Services
CEP: care experienced person
CHS: Children's Hearings Scotland
CP: Child protection
CPCC: Child Protection Case Conference
CPL: Continued Professional Learning
CPN: Community Psychiatric Nurse
CPO: Child Protection Order
CPO: Community Payback Order
DDTP: Drug Dependency Treatment Program



DTTO: Drug Treatment and Testing Order
FAS/FASD: Foetal Alcohol Syndrome/Foetal Alcohol Spectrum Disorder
GIRFEC/GIRFEE: Getting It Right For Every Child/Everyone
HSCP: Health and Social Care Partnership
IRD: Initial Referral Discussion (multi-agency discussion between social work, Police, NHS, education)
JIS: Joint Investigative Interviews
LAC or LAAC: Looked After (and Accommodated) Child
MAPPA: Multi Agency Public Protection Arrangements
MARAC: Multi Agency Risk Assessment Conference
MHO: Mental Health Officer
NCS: National Care Service (in planning)
NSWA: National Social Work Agency (in planning)
SCRA: Scottish Children's Reporter Administration
UASC: Unaccompanied Asylum-Seeking Child
UNCRC: United Nations Convention on the Rights of the Child

Useful websites/resources

Job hunt

<https://www.charityjob.co.uk/careeradvice/is-your-cv-in-job-winning-shape/>
[Five top tips for acing online interviews - BBC Bitesize](#)

Anti-racism

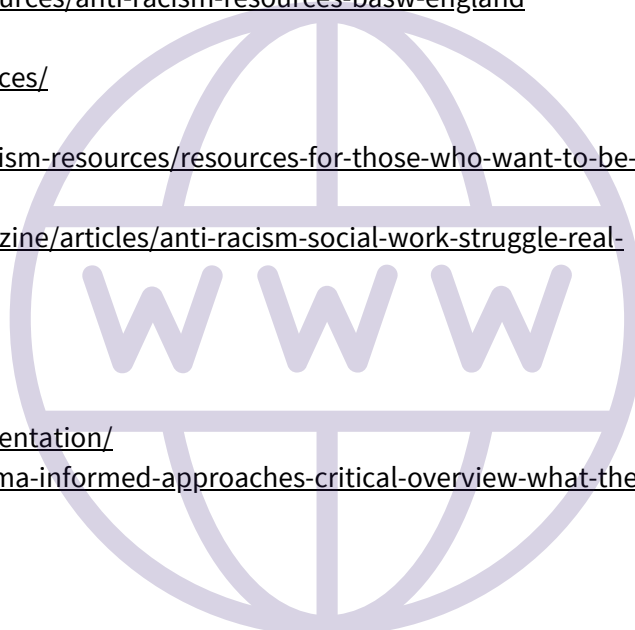
<https://basw.co.uk/policy-and-practice/resources/racism-scottish-social-work-2021-snapshot>
<https://new.basw.co.uk/policy-and-practice/resources/anti-racism-resources-basw-england>
<https://www.crer.org.uk/>
<https://journeytojustice.org.uk/anti-racist-resources/>
[What is Allyship?](#)
<https://www.med.scot.nhs.uk/wellbeing/anti-racism-resources/resources-for-those-who-want-to-be-an-anti-racism-ally>
<https://basw.co.uk/about-social-work/psw-magazine/articles/anti-racism-social-work-struggle-real-and-you-are-part-it>

Trauma

<https://www.traumatransformation.scot/implementation/>
<https://www.iriss.org.uk/resources/insights/trauma-informed-approaches-critical-overview-what-they-offer-social-work-and-social-care>

Care experience

<https://www.whocaresscotland.org/>
[From Us to Us \(drzoebaker.co.uk\)](#)
Disability & work:
<https://www.gov.uk/access-to-work>
<https://www.theguardian.com/careers/2015/may/06/how-to-use-your-disability-as-a-strength-when-applying-for-jobs>



LGTBQIA+

<https://www.lgbthealth.org.uk/services-support/mental-health/>

<https://www.stonewallscotland.org.uk/>

https://www.mwcscot.org.uk/sites/default/files/2022-11/LGBT-InclusiveServices-GoodPractice_2022.pdf

Continued Professional Learning

<https://www.nqsw.sssc.uk.com/>

<https://new.basw.co.uk/training-cpd/professional-development/newly-qualified-social-worker-programme-2024-2025>

<https://www.basw.co.uk/events>

<https://www.iriss.org.uk/resources>

<https://www.iriss.org.uk/resources/insights/importance-workplace-learning-social-workers>

Students & NQSW support

<https://new.basw.co.uk/support/student-hub>

<https://new.basw.co.uk/support/social-work-professional-support-service-swpss>

<https://www.samh.org.uk/>

<https://www.samaritans.org/scotland/about-samaritans/our-organisation/what-we-do/>

Supervision

<https://swu-union.org.uk/wp-content/uploads/SWU-BNU-Reflective-Supervision-Guide-300dpi.pdf>

<https://www.nqsw.sssc.uk.com/resource/supervision-resources-for-nqsws/>

https://www.researchinpractice.org.uk/media/2d2dxwrn/reflective_supervision_resource_pack_2017.pdf

Stay connected

If you are on social media, here are a list of accounts to follow to build and expand your network.

X (formerly Twitter)

@ScotsSW

@BASWStudentNQSW

@BASW_UK

LinkedIn

<https://www.linkedin.com/company/british-association-of-social-workers/>

<https://www.linkedin.com/company/scottish-association-of-social-work/>

Instagram

<https://www.instagram.com/baswstudentnqsw/>

Facebook

<https://www.facebook.com/BASW.UK/>

<https://www.facebook.com/SASW01>

Threads

<https://www.threads.net/@scotssocialwork>

Bluesky

<https://bsky.app/profile/scotssocialwork.bsky.social>



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