

Questions for reflection relating to the Capability Statement for Social Work with Older People

Context

Currently there are four sets of capability statements for social work in existence; social work practice with older people, social work practice with people who have drug and alcohol problems, social work with adults who have a learning disability and social work practice with autistic adults. This reflective tool is for consideration of the embedding of those capability statements within your organisation, which is why it refers only to working with older people, people who have a learning disability, autistic adults or people who have drug or alcohol problems.

These questions are to help you think about social work practice in your organisation and how it is currently supported and promoted. This is reflective tool not an audit. It can be used individually or with groups/teams to generate thinking and reflection.

For each question consider the following:

- (i.) **I am confident I know the answer to that question**
 - (ii.) **I think I know the answer to that question but will need to confirm my thinking**
 - (iii.) **I need to go and find out more**
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1. Do you have a clear strengths based model of social work practice for social work?

- Do you think a social worker could articulate the model to you?
- Can you remember when you last engaged a social worker in a discussion about the model of social work they were using?
- Is your model linked to the strengths-based practice framework?

<https://www.gov.uk/government/publications/strengths-based-social-work-practice-framework-and-handbook>

2. How are you measuring the impact of your social work model/interventions?

- Is this shared with social workers?
- Is this shared with decision makers?
- Is this shared with users of services/ their carers/their families?

3. How is 'expert' knowledge developed and maintained in your organisation?

4. How do people shape social work interventions and service development/ improvements in your organisation?

- can you give a specific example?

5. Are there resource gaps in your social work services?

- Recognising that austerity is impacting across all services do you all service areas are getting their fair share of scarce resources?
- What specific evidence are you using to reach your conclusion?

6. What do you do in your organisation to celebrate social work?
7. How does your ASYE program cover aspects of social work with:
 - a. Older people?
 - b. People who have a learning disability?
 - c. Autistic adults?
 - d. People who have problems with alcohol or other drugs?
8. How many of your NQSW's on their AYSE are focusing on:
 - a. Social work with older people?
 - b. Social work with people who have a learning disability
 - c. Social work with autistic adults
 - d. Social work with people who have problems with alcohol or other drugs?
 - Do you know how many this year?
 - Do you know how many last year?
 - Do you know how many are proposed for next year?
9. Is there a career pathway for social workers specialising in specific areas in your organisation? If so which areas:
 - Are they sufficiently differentiated from the generic social work career pathway?
 - Does it make use of aspects of PCF/ Capabilities statement/ KSS?
10. Does your training/CPD offer have specific training on aspects of working with:
 - a. Older people?
 - b. People who have a learning disability?
 - c. Autistic adults?
 - d. People who have problems with alcohol or other drugs?

11. Has there been any training on reflective supervision in relation to social work with

- a. Older people?
- b. People who have a learning disability?
- c. People who are autistic?
- d. People who have problems with alcohol or other drugs?
 - Do you know when the last session took place?
 - Do you know when the next session is planned?

12. Who are the champions for:

- a. Social work with older people?
- b. Social work with people who have a learning disability
- c. Social work with autistic adults
- d. Social work with people who have problems with alcohol or other drugs?

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