

## Social workers in England Standards of Proficiency review

### Overview

The Standards of Proficiency (SOPs) for social workers in England recently underwent a review and consequently public consultation. As a result of this there have been a number of changes or additions to the SOPs.

We have produced a brief overview document which we hope will assist education providers in the implementation of the new SOPs in their programmes.

### Implementation

The new SOPs were published on 9 January 2017. Any new programmes seeking approval will need to demonstrate that they meet the new standards from this date, where possible. Any current programmes will need to demonstrate they meet the new SOPs as part of the annual monitoring process from September 2017.

### Outline of changes

The table below outlines those SOPs which were changed as part of the review or following on from the consultation process. Text in **bold** indicates an addition to the SOP and text with a ~~strikethrough~~ indicates a deletion.

Any SOPs that are not mentioned in the below table have not have any changes applied.

SOP	Amendments	New SOP
1.5	be able to recognise signs of harm, abuse and neglect and know how to respond appropriately, <b>including recognising situations which require immediate action</b>	be able to recognise signs of harm, abuse and neglect and know how to respond appropriately, including recognising situations which require immediate action
2.1	understand current legislation applicable to <del>the work of their profession</del> <b>social work with adults, children, young people and families</b>	understand current legislation applicable to social work with adults, children, young people and families
2.3	understand the need to protect, safeguard, <del>and</del> promote <b>and prioritise</b> the wellbeing of children, young people and vulnerable adults	understand the need to protect, safeguard, promote and prioritise the wellbeing of children, young people and vulnerable adults
2.4	<del>be able to understand the need to</del> <b>understand, and be able to</b> address, practices which present a	understand, and be able to address, practices which present a risk to or

	risk to or from service users and carers or others	from service users and carers or others
2.5	be able to manage <b>and weigh up</b> competing or conflicting <b>values or interests to make reasoned professional judgements</b>	be able to manage and weigh up competing or conflicting values or interests to make reasoned professional judgements
2.6	be able to exercise authority as a social worker within the appropriate legal and ethical frameworks <b>and boundaries</b>	be able to exercise authority as a social worker within the appropriate legal and ethical frameworks and boundaries
3.6	New SOP	be able to identify and apply strategies to build professional resilience
4.5	New SOP	be able to work effectively whilst holding alternative competing explanations in mind
4.7	New SOP	understand the importance of participation in training and mentoring
5.2	understand the need to adapt practice to <del>response</del> <b>respond</b> appropriately to different groups and individuals	understand the need to adapt practice to respond appropriately to different groups and individuals
7.3	New SOP	understand the principles of information governance and be aware of the safe and effective use of health and social care information
8.6	be aware of the characteristics and consequences of verbal and non-verbal communication and how this can be affected by a range of factors including <del>disability, culture, age, ethnicity, gender, religious beliefs and socio-economic status</del> <b>age, disability, culture, ethnicity, gender, socio-economic status and spiritual or religious beliefs</b>	be aware of the characteristics and consequences of verbal and non-verbal communication and how this can be affected by a range of factors including age, culture, disability ethnicity, gender, socio-economic status and spiritual or religious beliefs
8.10	be able to listen actively to <b>colleagues</b> , service users, and carers and others	be able to listen actively to colleagues, service users, carers and others

8.11	be able to prepare <del>and present</del> formal reports in line with applicable protocols and guidelines	be able to prepare formal reports in line with applicable protocols and guidelines
8.12	New SOP	be able to present reports in formal settings
9.6	be able to work in partnership with others, including <b>service users and carers and</b> those working in other agencies and roles	be able to work in partnership with others, including service users and carers and those working in other agencies and roles
9.9	be able to <b>identify and</b> work with resistance <b>to change</b> and conflict	be able to identify and work with resistance to change and conflict
13.1	<del>recognise</del> <b>understand</b> the roles of other professions, practitioners and organisations <b>in health, social care, justice and in other settings where social work is practised</b>	understand the roles of other professions, practitioners and organisations in health, social care, justice and in other settings where social work is practised
13.4	understand in relation to social work practice...concepts of participation, advocacy, <b>co-production, involvement</b> and empowerment; and...	understand in relation to social work practice...concepts of participation, advocacy, co-production, involvement and empowerment; and...
13.5	New SOP	understand the concept of leadership and its application to practice
14.4	be able to use social work methods, theories and models to <b>identify actions to</b> achieve change and development and improve life opportunities	be able to use social work methods, theories and models to identify actions to achieve change and development and improve life opportunities
14.7	New SOP	be able to use research, reasoning and problem solving skills to determine appropriate actions