



University of
Salford
MANCHESTER

Practice Learning: Final Placement Handbook

MA Social Work

2023/24

Professional Capabilities 2 – CRN 55438

School of Health and Society

Contents

Section 1	Introduction	Page 4
Section 2	Preparation for Placement	Page 6
Section 3	Placement Finding	Page 8
Section 4	Placement Structure	Page 15
Section 5	Expectations on Placement	Page 17
Section 6	Supervision	Page 23
Section 7	Reflective Log	Page 25
Section 8	Assessment	Page 28
Section 9	Issues or Concerns on Placement	Page 37
Section 10	Quality Assurance Processes	Page 40

Appendices

Appendix 1 Social Work England Professional Standards (SWEPS)

Appendix 2 The Professional Capability Framework (PCF)

Appendix 3 Mapping of the PCF against the SWEPS

Appendix 4 Whistleblowing (Public Interest Disclosure)

Appendix 5 Placement Review Meeting (PRM) Terms of Reference

A message from Social Work England to social work students

Social work courses aim to ensure that students develop the skills and knowledge necessary to meet the professional standards by the time they complete the course. Although we do not regulate students, we do expect them to understand and work towards our professional standards in preparation for when they apply for registration. Students should make sure that during their course, including while they are on placement, they do not do anything that contravenes the professional standards or the policies and procedures of their course or placement provider.

The qualifying education and training standards are the standards against which we will assess and approve social work education and training courses. You can view and download our education and training standards on our website

(Social Work England, 2021, see Appendix 1)

[Education and Training Standards | Social Work England](#)

Section 1 Introduction

This handbook is designed to act as a guide for students, Practice Educators, On-Site Supervisors and Tutors to the practice learning experience incorporated in the MA in Social Work. This handbook is accessible on Blackboard via the module site Professional Capabilities in Practice 2 and through the online portfolio system PARE.

All students who are training to become registered social workers must complete assessed practice placements. Students are required to complete a total of 170 days in a practice setting, divided into 2 placements: a first placement of 70 days and a final placement of 100 days.

MA students will go out to placement in semester 2 of years 1 and 2. In addition, students will complete 30 days of skills development throughout the programme, delivered in partnership between academics, practitioners and people with lived experience to support them in moving into the practice environment.

All placements within the Salford Programme are co-ordinated by the Practice Learning Team (PLT). The PLT works closely with the co-ordinators in our placement provider agencies and with Practice Educators across the region to ensure provision of excellent practice placements for all students. All placements are quality assured to ensure that they provide appropriate learning opportunities and allow students to demonstrate capability within the practice arena. Placements are managed within partnership arrangements across Greater Manchester and the North West Region.

Placement components of the programme have been structured in line with requirements and guidance from Social Work England Professional Standards (SWEPS), Professional Capabilities Framework (PCF), now hosted by BASW, and the Quality Assurance Agency.

This handbook should be read in conjunction with the relevant programme handbook.

The Practice Learning Team

The Administration Team and Practice Learning Team can be contacted via email at

placements-chssc@salford.ac.uk in the first instance.

Administration Team		
Abigail Ogun	Placement Administrator	A.J.Ogun@salford.ac.uk
Christine Reay	Placements Assistant	Placements-chssc@salford.ac.uk
Module Leaders:		
Su McCaughan	Lecturer in Social Work (Practice Learning) First Placement Module Leader	S.Mccaughan@salford.ac.uk
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Section 2 Preparation for Placement

Suitability

The University of Salford has a robust admissions process for entry to its social work programmes. All students must have a satisfactory enhanced Disclosure and Barring Service (DBS) check, checked against the Adults and Children's barred lists and an accepted occupational health assessment, with details approved by the Admissions Panel. Placements cannot start unless this process has been satisfactorily completed, the timing of this will be dependent on your programme.

Agencies will request to see your copy of the DBS Enhanced Certificate and reserve the right to refuse a placement to any student who they deem to be unsuitable. **Students should ensure they keep their own copy of the DBS Enhanced Certificate safe**, as the DBS send copies of Enhanced Certificates to the applicants only. Should you lose your DBS Enhanced Certificate you will be required to pay for a further check to take place and this may cause delay to the start of the placement. We would encourage all students to participate in the DBS Update Service accessed via this link <https://www.gov.uk/dbs-update-service> Please note a DBS online subscription registration number cannot be used for an enhanced check. To check your DBS status via the Update Service, we must have sight of your DBS Enhanced Certificate with a scanned image or photo of both sides of the certificate. If your programme of study extends beyond the planned completion dates, you may need to undertake a further check to ensure currency for the placement provider.

All students who interrupt study must complete a new Health Questionnaire and a Good Health and Criminal Conviction form. Students are also required to self-declare annually upon re-registration any offences or behaviour likely to bring the profession into disrepute. Any concerns raised will be considered under Fitness to Practise / Admissions procedures. The Onboarding Team will contact you directly regarding next steps after interruption and upon re-registration as you move through the programme.

Student Involvement with Social Services

You are also required to advise the programme leader of **any** engagement with children's or adult safeguarding processes. All of these issues are fundamentally ones of trust and integrity and may affect your ability to register with Social Work England. **If you are a parent and**

your children are subject to a “Child in Need Plan” or “Child Protection Plan” you will not be able to go out on placement until the plans are no longer in place.

Disclosure and Barring Service:

Whilst on the programme, it is your responsibility to advise programme staff of any changes in your health and/or your DBS. In terms of criminal records this should be undertaken as soon as possible following your first engagement with the police. This to include where there are complaints or ongoing internal investigations relating to your current employment. Your tutor and programme leader need to be made aware of these as soon as possible as this may impact your ability to go out onto practice placement.

Fitness to Practise

The University of Salford Fitness to Practise policy and procedure states the following:

Section 26 Notification to Placement Providers

26.0 Schools work closely with employers to find placements. A School may share, as appropriate, information about the student’s professional and academic progress with those placement providers. If a student has received a sanction under this Procedure, this will be made known to potential placement providers who, at their own discretion, may refuse to accept particular students. Whilst the Schools will endeavour as far as possible to secure placements for all students who require them, a student who by their own professional misconduct and/or professional unsuitability incurs a sanction under this Procedure may jeopardize the ability of the School to help students find placements and therefore may also jeopardize their own ability to complete their programme.

Please refer to the University policy for more information:

[Fitness to Practise | University of Salford](#)

Section 3 Placement Finding and Allocation

The placement finding process is complex and can be lengthy. Whilst many students may be linked quickly with an agency, availability of placements at the University of Salford reflects the national shortage of social work placements across all Social Work Programmes. This has been further complicated due to the impact of Covid-19 restrictions and the numbers of placements being offered by organisations being reduced. Choice is therefore limited. **The programme is under no obligation to provide an alternative placement should a placement offer be refused**, unless a student has mitigating circumstances, for example that the placement is unable to make reasonable adjustments to meet the student's Reasonable Adjustment Plan.

All placements are assessed as meeting professional regulatory body requirements and provide appropriate learning opportunities for the student to meet the SWE Professional Standards (SWEPS) and the Professional Capabilities Framework (BASW).

Placement start dates within the programme timetable are approximate; however, the University is normally able to allocate placements in a timely manner. As placements are provided by external agencies, we are dependent on their availability, which occasionally leads to later placements. There will be regular communication with you throughout the placement process and you will be given notice of when your placement is likely to commence.

Occasionally, placements may be delayed due to circumstances beyond the control of the University. The University cannot be held responsible for potential loss of earnings, and students are required to keep the university and placement agency informed of any change of circumstances.

This is a Salford based programme and placements will generally happen within a 50-mile radius of Salford. Students will not usually travel more than one and a half hours, one way, to and from placement. However, where students choose to live significant distances from Salford, this travel limit cannot be guaranteed, and students need to be aware that the travel distance to and from placement will be determined by calculations from the University of Salford and not from the student's address.

To reiterate, students cannot refuse to take a placement offered to them. All placements are quality assured as suitable to meet the learning requirements.

The placement finding process

All placements are coordinated by the Practice Learning Team comprising of Module Leaders supported by the Placement Administrators. Students are placed in a wide range of practice settings including community, residential, health and education settings and may be in the independent or statutory sector. It is essential, in order to ensure practice opportunities for all students, that all placement arrangements are co-ordinated by the team. Many students bring great experience to the Programme, including valuable ideas about placement opportunities. The team are happy to assess these as potential placements and they may then provide a valuable contribution to the placement pool. If you are aware of a potential placement opportunity, please email details of the address, phone number and contact name to placements-chssc@salford.ac.uk and the appropriate Module Leader will assess the opportunities available with that agency. **Students must not approach agencies directly themselves and cannot arrange their own placement.**

The process of placement finding involves:

- 1) Students complete an electronic placement application form and additional information form. The two forms must be completed and emailed to placements-chssc@salford.ac.uk within the agreed timescales indicated by the module leader. The purpose of the additional information sheet is to identify particular areas of interest and inform the module leader of any sensitive issues that may need to be taken into consideration when placements are being allocated, for example if a family member is known to a particular service. The additional information sheet is not sent to the agency.
 - a. A lecture with the practice learning team will be timetabled for all students where advice will be given about completion of the forms.
 - b. Placement module leaders will use the forms to identify how students' learning needs and previous experience can be used to help identify a placement.

- c. An initial linking of students with placements will be undertaken through a process of negotiation with Practice Educators in the placement agencies. Sometimes several approaches are necessary in order to find an appropriate placement, therefore timescales cannot be guaranteed.
- d. Once a potential placement is allocated, the form will be sent for consideration to the agency concerned and the student informed by email. If a placement has not been confirmed within 4 weeks, the administration team will liaise with the agency and student for an update on progress.

2) When a provisional placement has been arranged:

- a. The placement agency invites the student to attend an introductory conversation to meet the Practice Educator or On-Site Supervisor within the agency. Please prepare for this by researching the agency and link your interests to the role the agency offers. In some instances, a more formal conversation may take place. Staying in communication with the practice learning team at this point is crucial. Students must inform the practice learning team of the outcome of the conversation as soon as is possible on the day of the conversation. If students have not heard within a week, they must be proactive and inform the practice learning team.
- b. Where a student has a Reasonable Adjustments Plan (RAP) the module leader will have had initial discussions with the agency to establish that the student's needs can be accommodated. However, it is the student's responsibility to have more detailed discussions with the agency during the introductory conversation to ensure that any support requirements can be met within the placement. Under the GDPR regulations the university is no longer allowed to share a student's RAP with the placement agency, so it is important that the student does this in order to ensure the agency is able to make appropriate adjustments for them.
- c. Students who have offences recorded on their DBS should discuss this with the agency during the introductory conversation.
- d. If the Practice Educator/On-Site Supervisor feels the placement can go ahead then the placement is confirmed. It is the student's responsibility to then email the Placement Team at placements-chssc@salford.ac.uk with the name, and

full postal address of the placement setting, the name and contact number of the Practice Educator or an off-site Practice Educator request.

- 3) If required, an off-site Practice Educator will be allocated within 5 working days of receipt of the email by the Placement Team. The student will then be sent an email to confirm the placement and include all relevant contact details.
- 4) It is the student's responsibility to co-ordinate a placement learning agreement meeting within 2 weeks of confirming a placement. This meeting must include the student, Practice Educator, On-Site Supervisor (if applicable) and Tutor and may take place virtually via Teams platform. **If you delay the start of your placement at this stage, the placement can be withdrawn and offered to another student who could start more promptly. Placements cannot start until this meeting has taken place with all parties present and a placement learning agreement has been completed. If the placement starts before this the days are unlikely to be counted as official placement days.**
- 5) Students and Practice Educators should ensure they have read the Practice Learning Handbook and accessed the correct documentation from Blackboard before attending the learning agreement meeting.

Roles and Responsibilities

People with lived experience (PLE)

People with lived experience are a vital part of the practice learning process. Students and Practice Educators must be sensitive to potential disruption caused by students entering and exiting the lives of people with lived experience. Their views must be sought by students and Practice Educators throughout the placement to aid the student's learning and to inform the final assessment.

Tutor

The Tutor is the link between the University and the placement and will act as the first point of contact should any queries or difficulties arise during the placement

and will provide advice and support to all parties as necessary. The Tutor has responsibility for chairing the Placement Meetings. It is the Tutor's role to be kept informed of the placement progress and they should review the first direct observation and be sent a sample of the record of supervision and reflective diary prior to the interim review. **The tutor should ensure that all portfolio work is completed and assessed by the final day of the placement.**

Practice Educator

All students will be supported and assessed in practice by an appropriately qualified **Practice Educator** (Practice Educator Professional Standards for Social Work). The Practice Educator will provide support for the student's learning, identify appropriate work to facilitate student development, teach and assess the student throughout the placement. **They will make the final assessment as to the student's capability at the end of placement and provide a report evidencing their judgement.**

Where an agency can provide good learning opportunities but lacks the time or appropriately qualified staff to provide a Practice Educator in house, an **Off-Site Practice Educator (OSPE)** will be appointed by the University. The OSPE will be a qualified and Registered Social Worker who is a 'Stage 2' qualified Practice Educator. They will work in tandem with an experienced member of staff from the agency who will act as the **On-Site Supervisor (OSS)**. The functions of the Practice Educator will be split between these two people, with the On-Site being responsible for issues of accountability for the agency and directing the student's day to day work and the OSPE providing the additional supervision with regards to development of professional practice and underpinning knowledge. Both will contribute to the final report but the responsibility for the final assessment will remain with the OSPE. Where OSPE arrangements are in place, it is important that arrangements are clearly detailed within the learning agreement so that all parties are clear with regards to expectations and responsibilities.

Practice Educators and Off-site Practice Educators will be working in conjunction with a range of other staff working within the placement setting. Often these team members will contribute greatly to student learning and student assessment.

Placements for Students with Disabilities and Learning Challenges

The University is committed to ensuring that all students are given access to placement settings that meet their needs and provide them with appropriate learning opportunities. However, the safety of people with lived experience is paramount and must take priority over students' learning needs.

It can take time for placements to put appropriate adjustments in place and the earlier the placement module leader is alerted to a student's requirements, the better. Students are therefore encouraged to discuss required adjustments arising from any disability or learning challenge as early as possible in their course. This can be done by making an appointment with Disability Inclusion Service (AskUS), where an advisor will be able to help you with any concerns you may have regarding disclosure.

Where a student discloses that they have a disability or learning challenge, the placement module leader will:

- Consult with the student (and where appropriate with the Disability Advisor) about the nature of the support/adjustments required in a placement setting
- Agree with the student how information concerning their disability or learning challenge should be shared with the placement staff.
- Where necessary, provide additional monitoring of the placement setting to ensure the adequacy of the adjustments/support provided.

Students are encouraged to provide a summary of the adjustments required on their placement application form. Where students have a Reasonable Adjustment Plan, they should share this with the placement at the earliest opportunity, (e.g. at the introductory conversation). It is the student's responsibility to ensure that your PE, OSS and Tutor are aware of and understand your support needs. Support requirements and adjustments can then be incorporated into the learning agreement at the initial placement meeting. This will be monitored by the Tutor throughout the placement.

If circumstances change during the placement the student should inform their Tutor and Practice Educator.

Placement Process

Preparation



Student attends scheduled information sessions

Placement Application Form (PAF)



Student submits PAF. Once a potential placement is identified the form is sent to the organisation for consideration.

Introductory Conversation



Introductory conversation between Student, Practice Educator/ On-site supervisor after which placement is confirmed.

Learning Agreement Meeting



At which Learning Agreement is drawn up and date for commencement of placement agreed. This must be attended by the student, tutor, and practice educator (OSPE and OSS where in place)

Placement commences



Induction Period
Work allocated to Student
Regular supervision (formal and informal)
Direct Observation of Practice

Interim Assessment Meeting



Mid-way into placement. This must be attended by student, tutor, and practice educator (OSPE and OSS where in place)

Placement continues



Work allocated to student which supports any learning needs /gaps in learning opportunities identified in Interim review
Regular supervision
Direct Observation of Practice

Portfolio to PE/Tutor



10 days before the end of placement the student must ensure that the online portfolio is completed so that it can be viewed by PE/Practice Tutor.

Practice Educator Report/Final Assessment Report



Practice Educator Final Assessment Report is completed and shared with student, OSS and tutor via the online portfolio, by the end of the placement.

Portfolio Submission



The online portfolio will be completed by the end of the placement.
The tutor will review the whole portfolio and complete the signing off sheet.

Quality Assurance/ Examination Board

Module Leaders undertake the quality assurance of portfolios and marks are presented to the examination board

Section 4 Placement Structure

Placements are usually structured around two placement meetings. Additional meetings may take place in the event of extraordinary issues arising during the placement. Final meetings are not normally required but may be held in exceptional circumstances.

The Learning Agreement Meeting

The student is responsible for organising the Learning Agreement Meeting. This must take place once the placement has been confirmed and **before** the placements starts.

The purpose of this meeting is to consider all aspects of the placement and to formalise these in an agreement, e.g. learning opportunities available, arrangements for supervision, any adjustments which need to be made etc. This meeting is led by the Tutor and includes the student, Practice Educator (or Off-Site Practice Educator and On-Site Supervisor) - see proforma in the online portfolio and on BB.

The learning agreement allows all parties to clarify their expectations and roles. It is essential that attention is paid to the completion of this form, which ensures that everyone has contact details and agreed arrangements for the remainder of the placement. Once completed, this establishes the agreed contract for the placement which all parties are expected to meet. This form can be completed by the Tutor in the online portfolio, or in hard copy and then entered in the online portfolio, by the student. All parties must then sign off the agreement in the online portfolio within 1 week of the date of the meeting.

The Interim Review

The interim review provides an opportunity to check that the placement is proceeding satisfactorily and is in accord with the placement agreement. It reviews positive progress but also allows any party to express concerns about the arrangements for the placement, availability of learning opportunities, levels of demonstrated student competence and to agree changes that will address any issues that arise.

The Practice Educator provides an assessment of the student's progress on placement to date.

The Tutor formally checks a sample supervision record, reflective diary entry, and 1 direct observation record.

The interim review form can be completed by the Tutor in the online portfolio or in hard copy, and then entered in the online portfolio by the student. All parties must then sign off the agreement in the online portfolio within 1 week of the date of the meeting.

Where concerns are expressed about a student's progress on placement, their performance, the learning opportunities available or any other issue, **an action plan** should be developed at the interim placement meeting. A date will be set for an additional placement meeting 3 weeks later to review progress against the action plan. The Tutor should notify the Programme Leader and the placement Module Leader of the issues raised and the outcome. Notes of the Concerns meeting, Action Plan and Review meeting should be uploaded into the online portfolio by the tutor.

End of Placement

The student must contribute to the online portfolio on a regular basis as the placement progresses and update the timesheet for sign off by the Practice Educator. All student entries must be completed in the online portfolio by the submission dates agreed at the Learning Agreement Meeting, (usually 2 weeks prior to the end of placement).

The Practice Educator or Off-site Practice Educator and On-Site Supervisor will validate the work that the student has undertaken.

The Practice Educator will assess the student's practice, mark the People with Lived Experience assignment as a pass / fail and write their report making a pass or fail recommendation using the designated proforma within the online portfolio. The proforma is also available on Blackboard. This should be completed two days prior to the end of placement so that it can be read by all parties and any queries raised for consideration.

The Tutor must then sign off the placement portfolio as a Pass or Fail at the end of the placement.

Section 5 Expectations on Placement

Placements take place in a variety of settings and with different services and groups of people with lived experiences. However, there are some essential principles that all students should adhere to whilst on placement.

In line with SWE Professional Standards and the Professional Capabilities Framework (BASW) you must adhere to the following essential principles whilst on placement:

Attendance

Students must complete the total 100 days on their placement. **The placement day will be 7 hours in length, excluding breaks.** Students will need to be flexible and respectful of usual working patterns within the agency and may be required to work shifts, including evenings and weekends. Hybrid working may also be part of the pattern. Please note that, although placements may operate a 'time off in lieu' system, students cannot make up extra days by accruing hours over time. Placements are for 100 days and *not* 700 hours. If on occasion you accrue more than 7 hours this should be taken as flexible time within that week. In general, students should not be regularly completing working days which are significantly longer than 7 hours and should not be completing nightshifts without the agreement of their tutor.

The detailed pattern of placement attendance will be determined at the learning agreement meeting and will incorporate the student's Reasonable Adjustment Plan and timetabled university attendance as appropriate. A record of attendance must be maintained within the online portfolio by the student and signed off regularly by the Practice Educator.

Up to 5 days' study leave may be taken during the placement to support student learning in placement and focus on portfolio requirements including direct observations of practice and the People with Lived Experience piece. This must be agreed in advance with the Practice Educator and must not interfere with required completion dates. Recall days will be timetabled and students will be expected to attend to inform their portfolio requirements.

Study days and recall days do not count as placement days.

Students may take leave at Christmas and Easter in accordance with the Programme Timetable. Students starting placement after Easter can negotiate to take up to 2 weeks

leave over the summer period. The Practice Learning Team usually hold an annual Greater Manchester Social Work Academy Careers event in Spring, which involves employers attending with possible job and training opportunities, students are encouraged to attend this and can count it as a placement day - only with agreement of their Practice Educator and Tutor. **Other leave may only be taken in exceptional circumstances and with agreement of the Practice Educator, Tutor and Programme Leader.**

Any placement days missed (e.g. through illness) must be made up. You should notify your Practice Educator and your tutor. An absence of more than 7 calendar days will have an impact on your end date and will require presentation of a Fit to Work Note to the Practice Educator and a copy to the Placement Administration team, via email at placements-chssc@salford.ac.uk

Any interruptions to placement of 4 weeks or more must be referred to the Programme Leader via the Placement Administrator. It is unlikely that a placement can be resumed following interruption of greater length. Interruptions due to medical, unplanned, or unforeseen circumstances will be considered at an additional placement meeting with the module leader and may be referred to the Programme Leader/Director and considered at the Placement Review Meeting (PRM).

Placements are designated as 100 days and cannot be extended. Capability must be demonstrated within the given timeframe. Should your placement be impacted by Covid-19, this will be considered on a case by case basis.

Behaviour

Students should expect respect and consideration from agencies of their student status and in return be respectful, considerate, punctual, reliable and accountable to the agency in accordance with the SWE Professional Standards.

As a student on placement you will spend time with people using the service. It is important that you consider the way you enter and exit from their lives and to the consequences of this for them and for you. **Your priority must be to put the needs of people with lived experience first** before your learning needs and assessment requirements.

As a team member you should familiarise yourself with the expectations of workers within the service and the agency policies and procedures. Should there be any areas of

confusion or concern raise these with your Practice Educator/On-Site Supervisor. Should any issues arise that you are unable to resolve in this way you should discuss them with your Tutor.

Guidance on the use of Social Media

Make sure you are aware of the agency's policies on the use of social media.

SWE also publish guidance which you should familiarise yourself with. See the 'technology' section in the SWE guidance.

[Professional Standards Guidance | Social Work England](#)

Social Work England Professional Standard No 5 asks the profession to adhere to the following standard;

As a Social Worker I will not;

5.6 Use technology, social media or other forms of electronic communication unlawfully, unethically, or in a way that brings the profession into disrepute.

Some of tips to consider are:

- Think before you post. Assume that what you post could be shared and read by anyone, including your colleagues on placement, your next employer or the people with lived experience whom you support whilst on placement.
- Think about who can see what you share and manage your privacy settings accordingly. Remember that privacy settings cannot guarantee that something you post will not be publicly visible.
- Maintain appropriate professional boundaries if you communicate with colleagues, people with lived experience or carers.
- Do not post information which could identify a person with lived experience unless you have their and your placement agency's permission.

- When in doubt, get advice. Appropriate sources might include your Practice Educator or experienced colleagues. If you think something could be inappropriate or offensive, do not post it.

N.B. Privacy settings can be reset by the social networking site to a default which may not be as stringent as personal settings, so it is important to check these regularly (Social Work England, 2021).

Confidentiality

As students on placement in social work/community/healthcare agencies you will have access to a considerable amount of personal information relating to the people who use the service. It is expected that you will treat this information in a discreet and confidential manner.

Confidentiality is not the same as secrecy.

Secrecy means that information that you are given will **not** be divulged to anyone else in any circumstances. Confidentiality means that the circumstances in which information may be shared is understood and all parties are aware of the people with whom it may be shared.

You will need to share information about the people with lived experience with whom you are working with your Practice Educator and possibly other colleagues in the agency. This is because they are accountable to the agency for the work that you are doing with the people with lived experience. You should be honest and open about this with people with lived experience. Information may also need to be shared elsewhere in the agency if there is clear evidence of danger to the people with lived experience, worker or any other persons in the community.

Do not let people with lived experience think they can expect you to keep secrets.

Most agencies have an open access to records policy that means that people with lived experience are entitled to see the records that are kept about them. You must record information accurately, which may mean checking the facts with the people with lived experience or anyone else who provides information.

You must also ascertain whether information given to you about an individual with lived experience by a third party can be shared with the individual or not. This will affect where you record the information and what you do with it. This is also important as it demonstrates the requirement to understand legislation and agency policy and procedures in this area.

Any information regarding people with lived experience must not be disclosed in any way to unauthorised persons. You will need to check with your Practice Educator/On-Site Supervisor who is considered to be an authorised person in each case. You must check the authenticity of anyone, but particularly telephone enquiries, before disclosing any information. Ask for guidance on the agency policy for checking authenticity.

It is important that people with lived experience cannot be identified from anything that you write or say about them unless you have their express permission that has not been given under duress. This includes all assessment work and your reflective diary. **In all written course work ensure that you specifically refer to the fact that you have changed the names of the agency and individuals and that you have consent from the people concerned to refer to the work that you have undertaken with them.**

Dress

Students are expected to dress appropriately whilst on placement. Different settings may require different forms of dress, for example residential work, street youth work or court work. Some placements may require you to dress in a culturally appropriate way. Check policies and expectations with your Practice Educator/On-Site Supervisor. Your Tutor will be able to discuss this with you should any confusion/ disagreement arise.

Travel expenses

Your course will include time spent at an agency that provides placements. The Placement Travel Allowance (PTA) is a fixed contribution towards these. For your guidance, for 2023-24, this is payable at the rate of £862.50 per academic year. If you are allocated a capped place by your university and your application has been approved, the PTA will be included with your basic bursary and paid as a lump sum with your first termly instalment. If you are not allocated a capped place but meet the residency and course eligibility criteria, the PTA

of £862.50 will be paid to you in a lump sum at the beginning of your academic year once Social Work Bursaries receive enrolment information from the university.

If the organisation providing your placement will be contributing to your travel costs, this will not affect your entitlement to the PTA or bursary. You will need to clarify this at the introductory conversation and at the Learning Agreement Meeting.

Further information can be found below

[NHS Bursary Scheme rules 2023 to 2024 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/nhs-bursary-scheme-rules-2023-to-2024)

Reflective Log

Throughout the placement, students should complete a reflective log **on a daily basis**, and this should be shared with the Practice Educator in supervision (see section 7 on Reflective Log for more details). The reflective log is a key learning tool for the student and may be requested by the University as additional evidence in respect of assessment of the placement.

Placement Evaluation

It is an expectation of developing professional practice that students contribute to the placement evaluation process. All students are required to complete the electronic evaluation form at the end of their placement. This will not be shared with the placement agency until the assessment process has been completed. Comments made will be shared with all parties to the placement once the placement has ended. Students should upload a receipt for their completed evaluation form into the online portfolio. A link to the evaluation form is included in the online portfolio in PARE.

The information completed will help the University and stakeholders continue to develop the quality of practice environments for social work students.

Section 6 Supervision

Students must be supervised appropriately during their placement to ensure the safety of people with lived experience of social work and their own safety. Appropriate social work supervision is also key to ensuring that students get a good learning experience and can access appropriate learning opportunities;

[Practice Placements Guidance | Social Work England](#)

A core component of any practice placement is the supervision provided to promote a student's learning about professional practice. Students are supervised by a Practice Educator, either from within the placement, or from outside when an Off-Site Practice Educator will work with an On-Site Supervisor working within the placement agency.

Practice Educators are expected to provide at least one hour of supervision for every 5 placement days. Supervision sessions provide the forum to discuss a student's on-going work; and to promote the integration of theory into practice, and the preparation of assessment tasks for inclusion in the portfolio. During supervision, students should receive formal feedback about their progress. Any issues or concerns should initially be raised within the supervision forum but if unresolved a Concerns Meeting can be called by any party.

Where there is an off-site Practice Educator and On-Site Supervisor, responsibilities and assessment will be shared and there will be some joint, three-way supervision sessions to ensure clarity of roles, teaching and assessment. The Off-Site Practice Educator will provide fortnightly supervision (i.e. once every 10 placement days) on issues related to social work theory and practice and assist the student with the development of their portfolio. The On-Site Supervisor will give additional supervision on issues related to working within the agency, which includes managerial responsibility for the student within the agency. The specific arrangements will be discussed and agreed at the Learning Agreement Meeting.

A written record of all supervision must be made, and copies held by the student and Practice Educator (or Off-Site Practice Educator and On-Site Supervisor). Supervision notes may be requested by the University to assist in the resolution of disputes about the quality of the placement or the student's work.

Throughout the placement, a key element of discussion in supervision will be professional values and attitudes. They will seek to see evidence of a well-integrated value base throughout all aspects of the student's work and this will inform the overall assessment. Students should be aware of and always adhere to the guidance within the SWE Professional Standards and the domains of the PCF

The student is expected to be proactive within supervision. This includes being prepared to discuss current workload, providing evidence towards the PCF and SWE Professional Standards and actively engaging in the process of reflection. Supervision is a crucial part of Social Work practice and students have a responsibility to ask for supervision if it is not occurring on a regular basis. If supervision does not take place the student should also raise this as an issue with their Tutor.

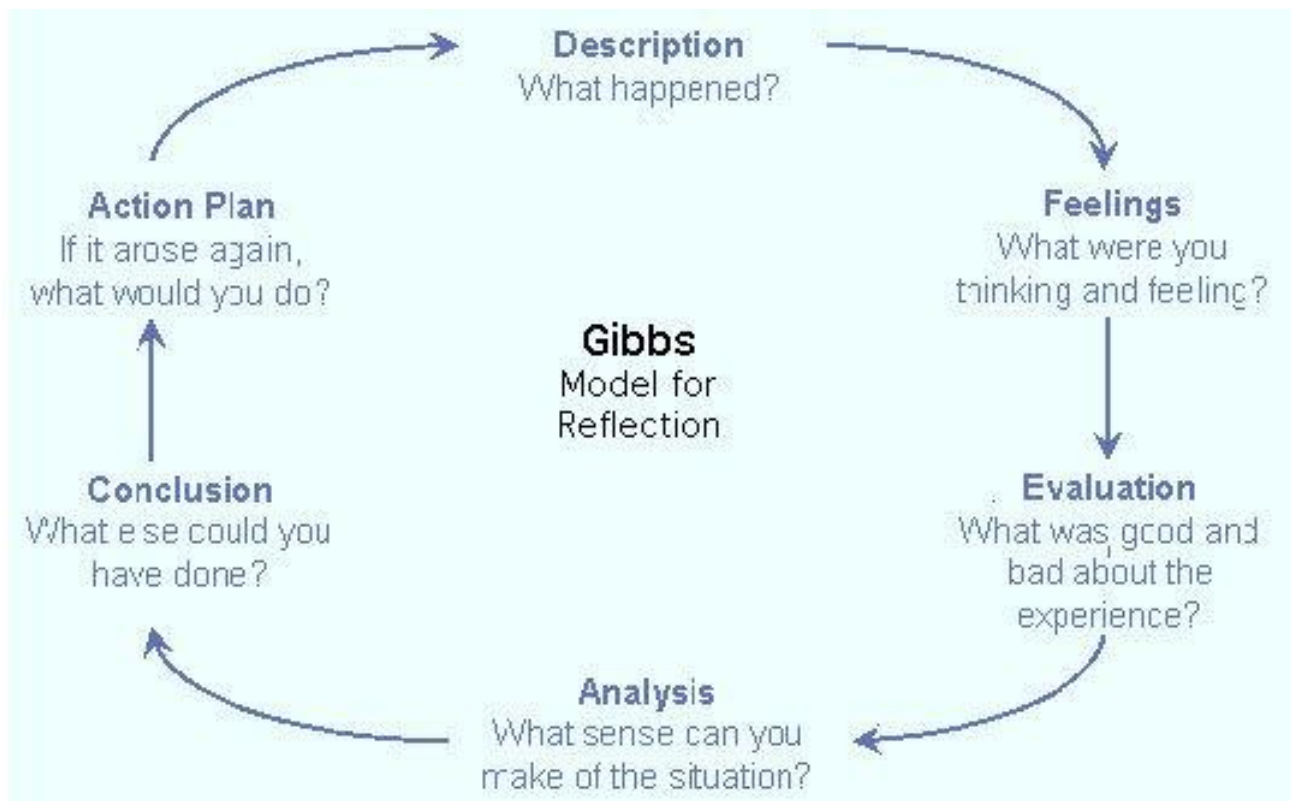
Section 7 Reflective Log

Throughout the placement, students are required to keep a reflective log, on a daily basis, to analyse thoughts and feelings during placement. Students are reminded of confidentiality and ensuring the safe keeping and sharing of the document. The log should be discussed with the Practice Educator in supervision as it will enable the student and Practice Educator to identify the development of the student's professional skills and abilities combined with the application and integration of professional values and ethics. **Students should focus on significant learning experiences.** It is important to monitor such experiences and development because impressions often fade, and the immediacy of learning can be lost. The log will reflect the process of change and professional development and will assist students to complete the written tasks for the portfolio. The log is designed to enable students to measure their professional development along a range of dimensions and to explore the application of theory and research in practice, and skill development.

The placement day includes 30 minutes reflective time, so a daily writeup is expected. Students will be required to provide their Practice Educator with an agreed number of formal reflections prior to each supervision. The number will be identified in the LAM and reviewed at the interim review.

The reflective log is a key learning tool for the student and may be requested by the University as additional evidence of the student's capability.

There are a variety of reflective models available including Gibbs model outlined below and the Share Model by Maclean, S. Finch. J & Tedam, P (2018) 'Share: A New Model for Social Work'. Kirwin Maclean Associates. Staffs. Please discuss with your tutor and Practice Educator to ensure your reflective learning is enhanced. Do try to use several different models across the placement.



Description

Feelings

Evaluation

Analysis

Conclusion

Action Plan

A sample format for the Reflective Log:

Date / Number of days completed on placement:		
Description of events	Analysis	Action Plan/Learning Outcomes
What did you DO? SEE? HEAR? How were you INVOLVED? What did you FEEL? What did other people do including people with lived experience, staff, other significant people?	What did you THINK about the things you have recorded? What theories or social policy impacts on these events and helps you to understand them? What IMPACT did you have on the events? What went well today?	What do you want to learn more about as a result of these events and your analysis? What would you do differently another time? What are you going to DO?
Identify links to the PCF domains and SWE Professional Standards:		

Section 8 Assessment

The Practice Educator will recommend that the student passes or fails the practice element of the placement based upon their assessment of the student's progress throughout the placement. The Practice Educator will make a holistic assessment of practice based upon Professional Capabilities Framework, and the SWE Professional Standards, using their professional judgement. Evidence must be drawn from a range of sources.

The ongoing assessment should be discussed with the student throughout supervision and prior to the final placement meeting. The Practice Educator will assess and validate the work in the portfolio and write their report. The Practice Educator's report must clearly identify evidence of the student's progression in relation to the PCF.

The Practice Educator's assessment should be based on the student's:

- direct work with and feedback from people with lived experience
- feedback from colleagues and other professionals;
- professional conduct;
- adherence to agency policy and procedure;
- written work and record keeping within the agency;
- written work in the portfolio including the Analysis of Feedback from People with Lived Experience.

Where the student has failed the practice placement, reports (including a reflective statement from the student) will be considered at Placement Review Meeting (PRM) (see section 8 and 9 for further information).

Portfolio of Evidence

Students are required to complete the online portfolio (PARE). There is a 'PARE Guidance Manual' and online tutorial available on the relevant placement module on Blackboard. Students should access additional teaching and resource materials to support them with their assessment requirements.

Guidance for Students to help complete the Portfolio

- Start work on your portfolio early and make regular entries
- Ensure that you and your Practice Educator/Off-site Practice Educator have discussed the assessment tasks early in the placement.
- Maintain an on-going discussion about these tasks with your Practice Educator/Off-site Practice Educator and seek advice from your Tutor.
- Choose pieces of work that will provide the best evidence of your competence in each of the selected areas.
- Provide a range of evidence across the portfolio to illustrate your practice.
- Make sure that you understand and are aware of the domains within the PCF and the SWE Professional Standards and gather evidence of these as you progress through placement.
- Be concise. Social workers must often write short reports that contain all the relevant information.
- The portfolio must contain reference to published materials about social work theory and research.
- Ensure all work contains evidence of your ability to evaluate outcomes and reflect on your work, especially your ability to learn from your mistakes.

Confidentiality

The portfolio and each piece of work must include a statement that clarifies that the names and other identifying features of all people with lived experience, staff, establishments, services and agencies have been changed. Any reference to the name of the agency or service should only be in the proforma placement meeting forms and Practice Educator's report. You should ensure you make consistent use of the same abbreviations when referring to people with lived experience, within your portfolio.

Setting the Scene

Your portfolio should contain a brief description of the placement setting, type of agency, work carried out, geographical location (urban, rural etc), type of local community etc **(250 words)**.

Analysis of Feedback from People with Lived Experience – 2000 words

This piece of work will be assessed by the Practice Educator (as Pass/Fail) and provide evidence of your overall capability.

This task requires you to collect two separate pieces of feedback from different people with lived experience and then to provide **one combined** written analysis of this feedback which links to the PCF/SWEPS by identifying how this underpins your work

Task:

1. Analyse why and how the feedback from people with lived experience was obtained.
2. Record your reflections on the feedback given by the people with lived experience
3. Discuss how you will use this feedback to inform and develop future practice

Guidelines:

1. *Analyse why and how the people with lived experience feedback was obtained.*
 - Consider issues of power in relation to obtaining feedback from people with lived experience. How have you tried to take into account and manage these issues?
 - Explain why you have approached these particular people with lived experience and asked for feedback.
 - Explain the method you have used to gather the feedback, including how you sought and gained consent. You may use an example given or devise your own method of obtaining feedback.
 - Consider how the anonymity of people with lived experience has been protected.
2. *Record your reflections on the feedback given by the people with lived experience*
 - Consider any areas of strength and what you need to improve on.
 - Consider what skills you need to develop.

3. *Discuss how you will use this feedback to inform and develop future practice*

- Consider action planning for the future i.e. your ongoing learning and development needs and how you intend to meet these.
- Identify the domains of the PCF demonstrated by the people with lived experience feedback exercise.

You should draw on relevant theory to support your analysis.

You should conform to the programme's expectations about the standard of written English and use the University Guide for referencing academic work.

Three Direct Observations

The Practice Educator should formally observe the student's practice of direct work with people with lived experience on a minimum of **three** occasions for the final placement (100 days).

The aim of these direct observations is to provide a formal, planned and recorded assessment of the student's practice. In addition, these observations provide an excellent teaching tool and source of feedback about the development of professional competence for the student. It is essential that any people with lived experience involved in the observed practice give their consent to being part of an observed piece of practice. They must be invited to provide their comments about the student's practice following the direct observation.

Formal observations must be of the student working directly with people with lived experience. Presentations to team meetings and other events may provide useful informal observations that contribute to learning and assessment and can be referred to in the Practice Educator report but cannot stand as one of the required direct observations. Co-working and joint working (in which the Practice Educator/ On-Site Supervisor/colleague are fully involved) also provide useful learning and assessment opportunities but do not count as direct observations in which the student carries sole, uninterrupted responsibility for the intervention.

Where there is an Off-Site Practice Educator they should undertake at least two of the formal observations. One of the observations may be undertaken by another appropriate member of staff for example the On-Site supervisor or a co-worker, with the agreement of the practice educator

One formal observation should take place before the interim review and the completed entry in the online portfolio should be available prior to the meeting. Student and practice educator must sign off the document within the portfolio. This will contribute to the interim assessment of progress.

Planning and Preparation

Planning is an essential element of a useful direct observation. However well prepared, students may feel apprehensive or nervous about the direct observation and it is therefore advisable to wait until they have gained some confidence in the placement setting before the first direct observation takes place

It may help students to overcome anxieties if they identify the work that will be observed and the skills and knowledge on which they would particularly like feedback.

Students should complete their sections of the direct observation pro forma within the online portfolio in advance of the observation so that Practice Educators can consider this prior to the observation. Planning around this is usually discussed in supervision. If the direct observation is to be carried out in a virtual space special consideration needs to be given to planning and preparation, for example the safe use of online platforms.

Preparing People with Lived Experience for an Observation

It is essential to obtain consent from people with lived experience before carrying out a direct observation of work with them. The student should be proactive in this process and provide evidence of their actions within the report.

With good planning this can be an opportunity to empower people with lived experience, stress the importance of their involvement in educating new professionals and seek their full involvement in the session and feedback of their experience where possible.

The student should actively identify issues of values, ethics and confidentiality and how these are to be addressed. It is essential to adhere to the relevant domains of the PCF and the SWE Professional Standards.

Feedback to Students

The Practice Educator/Off-site Practice Educator/On-Site Supervisor should discuss the intervention and seek the student's own assessment of their performance. Students frequently learn most from identifying themselves where they can improve.

Feedback from the Practice Educator should be clear, giving examples of positive skills and values and identifying learning and developmental issues. Allow time for immediate, informal feedback as soon as the observation is completed. Then the observer should complete the formal feedback within the online portfolio as soon as possible. This should be discussed in supervision to develop learning and provide an opportunity for the student to record their own comments whilst the situation is still fresh in their mind.

Ensure that people with lived experience have the opportunity to provide feedback and that this is done in a meaningful and the most appropriate way. It may be helpful to offer the opportunity for people with lived experience to provide their views in writing after the event if they prefer.

Guidance for using the Direct Observation Report

Preparation for the direct observation of practice:

- The student and observer should plan the direct observation and agree objectives and assessment criteria for the observation (what do they want to achieve in the intervention and if there are any specific capabilities, identified as areas for development or concern, they would like the observer to focus on and provide feedback). The student should complete boxes 1 and 2 of the form in the online portfolio in advance of the observed session and the observer must ensure that they have accessed this prior to the observation. The observation should not proceed if this has not been undertaken.
- Wherever possible the people with lived experience involved should be asked if they are willing to be part of the process. If they agree, it is the responsibility of the observer and the student to ensure that the person/people with lived experience are given the

opportunity to comment on the student's capabilities, and/or for people with lived experience to be given feedback about the student and assessor's own assessment. Not all people with lived experience will be able to or want to be involved in the process; others will be willing to contribute and be part of the assessment process. The observer and student will need to plan how this is managed using their knowledge of, and relationship with, the people with lived experience wherever possible to ensure that this is comfortable for all concerned. Best practice is that feedback from people with lived experience should be obtained unless there are exceptional reasons why this cannot be the case. (Adapted from 'Assessing practice at qualifying level for social work using the PCF')

- Student and observer should agree and clarify the role of the observer during the intervention: how will they be introduced, under what circumstances, if any, will they intervene.
- The observation should be planned to allow time for immediate feedback to be given to the student.
- The student has the opportunity to reflect and comment on the observer's report in the pro forma in the online portfolio

1 Planning for Intervention

Questions you might want to think about:

- How did you prepare for this intervention?
- What is your purpose, role and responsibility?
- What are your personal learning objectives?
- What are the agency objectives?

2 Brief description of the intervention

Questions you might want to think about:

- What happened, what was achieved?
- Describe your role and the action of others.

3 Reflections on the observed practice

Questions you might want to think about:

- How did the theories and knowledge you identified work in practice?
- What went well?
- How did you know it had gone well?
- Were the outcomes achieved?
- What action do you need to take next in this intervention?
- How did you feel generally and about being observed?
- What key points have you learnt from this experience?
- Were there any surprises for you in this observation?
- Did the intervention go as you expected?
- What aspects of the interview are you pleased with?
- Were there any aspects you found difficult?

You must comment on how you have used theory/research to inform your practice

4 Critical reflection and professional development

Questions you might want to think about:

- Bearing in mind the capabilities and level descriptors, have you identified or confirmed any specific areas for further development? (cross reference to capability statements if required)
- How do you intend to address these areas of development?
- What support do you require?

Submission of the Portfolio

The student should make regular entries throughout the placement to keep the online portfolio up to date. All parties to the placement will have access to the portfolio as it develops and the Practice Educator must sign off the attendance/ timesheet each week. The whole portfolio must be completed on the dates agreed at the Interim Meeting. This is usually 2 weeks prior to the end of placement and may be altered with the tutor's agreement if the placement end date changes. **Please note that this submission date stands as a formal submission date as per any other module assessment. Usual**

penalties will apply to late/ non submissions. Students should apply for a PMC if they feel that there are mitigating circumstances which have delayed submission.

The Practice Educator (or Off-site Practice Educator and On-Site Supervisor) will validate the work that the student has undertaken and the information about the agency's relevant policies and procedures.

The Practice Educator will make an assessment of the student's practice and write their report making a pass or fail recommendation, in the proforma within the online portfolio. The student and Tutor should access this report prior to the end of placement and enter their own comments.

Once all is completed, the tutor must sign off the final portfolio by completing the form within the online portfolio, incorporating the final recommendation re Pass/Fail.

All portfolios will be reviewed under the moderation process and further information may be requested as required prior to ratification by the examination board.

The Placement Review Meeting (PRM)

The Placement Review Meeting provides advice to the University on matters related to practice learning. The panel meets monthly during the academic year to consider the placement allocation process regarding specific students and review progress of placements that have been paused or terminated. It ensures consistency of decision making across all programmes; offers opportunity for open discussion forum; considers Fitness to Practise referrals and Fitness to study referrals. Membership includes Head of SW, Programme leads plus PLT module leaders and PLT administrator to manage meetings and track decision making (see appendix 5 for terms of reference).

The Examination Board

The examination board has responsibility for all formal assessments of students, including taking pass or fail decisions in relation to all students and taking decisions on the further progress of failed, referred or deferred students etc. It is constituted according to University requirements.

Section 9 Issues or Concerns on Placement

Placement is usually a challenging and enjoyable learning experience for both student and Practice Educator. However, in a very small number of cases concerns may arise during the course of a placement. If any party should have a concern, they should raise this immediately. Delay in the hope that the problem will resolve itself often leads to an escalation of issues and does not give any party an opportunity to make changes. In the first instance, students and Practice Educators should discuss concerns together. Tutors and the Practice Learning Team are available for additional support.

In the case of any concern, parties should:

- **notify tutor in the first instance**
- identify and share the concern/s
- agree and record an action plan to outline targets, responsibilities and required support
- set a review date
- formally review and record the outcomes

Where a concern is considered by the Practice Educator as relatively minor or manageable, the above process can be followed within the placement. It's not necessary to involve the tutor in a meeting but **the Tutor should be kept informed and sent a copy of the action plan and the review with outcomes.**

Where concerns are significant or ongoing, **a concerns meeting must** be held, to include the student, Practice Educator, Tutor and, where appropriate, a member of the PLT.

Whilst taking into account the safety of people with lived experience and agency accountability, a concerns meeting must offer the chance of an action plan which is **recorded and reviewed** formally, in order to give the student every chance of improving their practice. During the remaining time left on placement regular reference to the detail of the action plan must occur so that all parties are aware of the progress or response required towards the agreed outcomes. In accordance with fair assessment principles, a

student should receive clear indications of whether they are on track to pass the placement or not.

Wherever possible, placements should continue until the 100 days have been completed, as agreed in the Learning Agreement Meeting. Exceptionally, at a concerns meeting a decision may be taken that the placement cannot continue. A placement can only be withdrawn where the Practice Educator / Agency feel that a fail recommendation or a referral under Fitness to Practise procedures is required. Even where a fail recommendation seems likely before the end of the placement the preference is for the placement to continue for the full 100 days where possible. **A placement must not be withdrawn without a concerns meeting being held.**

In all cases reasons for withdrawal of placement should be fully discussed and a written record circulated to all parties. Subsequently, the Practice Educator must provide a Practice Educator Report in the usual format with their assessment and recommending a fail or referral under Fitness to Practice. The student should provide a reflective statement to offer their perspective on the experience and assessment.

The process should be supported and monitored by the Tutor with the support and advice of the PLT. Members of the PLT are available to provide informal advice to students, Practice Educators and Tutors through telephone or email contact. It is important to inform the PLT of any concerns meetings. Students can access further support from their Tutor and the Student Union. You can access further support for your wellbeing through Ask Us Wellbeing & Counselling service.

[Wellbeing & Counselling | Ask Us | University of Salford](#)

The evidence relating to all failed/ incomplete placements will be considered at the Placement Review Meeting (PRM). Reports are required from the Practice Educator, Tutor and student to facilitate this process and advise the Exam Board.

Social work involves promoting and protecting the welfare of individuals and the wider community. In their training for the social work profession, students are required to attain the highest standards in their practice, underpinned by relevant theory and to demonstrate

commitment to the social work value base. The assessment of practice learning is therefore key. If students do not attain the required standards within their practice, they cannot pass the practice component of the programme and cannot therefore be awarded the professional qualification.

Should the Practice Educator have evidence that the student, despite being provided with appropriate opportunities to demonstrate capability, is not yet demonstrating satisfactory progress, then the Practice Educator must consider recommending a fail. This should be clearly discussed with the student and tutor prior to completion of the placement to ensure that all parties are aware of the decision making. The Practice Educator should use the usual range of evidence (see 'End of Placement') including the portfolio documentation, to provide narrative to evidence the decision made.

Where PRM/Exam Board recommends that a student is offered another placement opportunity it is usual practice to repeat the full number of placement days and reports from the first attempt at placement, together with a reflective statement from the student, will be sent to the next prospective setting. This is to ensure clarity around learning needs and that the student can be properly supported in their second attempt at placement. Where appropriate, the PRM may recommend the student undertake some preparation for practice work in order that they are best prepared for the second opportunity. This may also help in the production of the student statement and updating of the application form to help secure an appropriate placement. Whilst every effort will be made to secure a second attempt, the timescales involved cannot be guaranteed.

IMPORTANT: Students are only permitted to fail one practice placement. For example, if a student fails their first-year placement, is permitted to re-take the placement in a different setting and completes it successfully, they **MUST** pass their final placement on the first attempt. If they also failed the final placement, they would not be permitted to re-do it and professional status would not be conferred.

IMPORTANT: Students must complete full placements (ie 70 days or 100 days). Any student who fails a practice placement or does not complete it for any reason, must repeat the whole placement. Placement days cannot be carried over from one placement setting to the next.

Section 10 Quality Assurance

Identifying and Monitoring Appropriate Placements

All placements are quality assured to ensure they provide appropriate learning opportunities for students to develop their professional practice in relation to the PCF and SWE Standards and provide a positive, supportive learning environment for students. All placements meet the criteria as defined by SWE. A register of appropriate placements is maintained in the Placements Unit.

All placements are visited before use by a practice learning module leader to assess suitability, learning opportunities and any development needs for the agency. This will also ensure the Practice Placement setting is a safe and supportive environment for the student.

The University uses the QAPL tools to record and manage the data collected via audit and evaluation.

QAPL – Quality Assurance for Practice Learning

Quality assurance is undertaken via 3 monitoring tools—one audit form and two evaluation questionnaires. The audit form is completed by the University or an agency to assess / review the suitability of a practice learning setting.

Once in use, two online questionnaires, one for Practice Educators and one for students (completed at the end of placement via Jisc Online Surveys), assist the University and agencies in monitoring and evaluating the quality of the practice placement. Additional information is also provided by Tutors, Students, Practice Educators and Module Leaders on an informal basis following visits to the placement setting.

Placement Audit

Before a practice placement is used an audit assessment is undertaken by the module leader in order to check, be satisfied with and record the following on the QAPL audit form:

1. The range and type of placements which are likely to be available in the immediate setting and any other placements linked to the workplace.

2. The specific learning and range of work opportunities available.
3. Confirmation that the agency is committed to the values expressed in the PCF and SWE Standards.
4. The complexity and type of work available and the level of student attainment necessary to participate in it.
5. The experience, training, qualifications and registration status of designated Practice Educators involved in the student's learning and information about anyone else who will normally contribute to a student's learning, assessment and support.
6. The capacity of other workplace team members to contribute to student learning.
7. Information about access and facilities to meet a range of student needs, including scope for reasonable adjustment.
8. Health and safety policy and procedures.
9. Any arrangements for financial resourcing of the provision, including students' travel costs while on agency business (student travel costs to and from placement are included within the bursary).
10. Any other key policies and procedures and any other information impacting on potential students and their suitability.
11. Any updating that is necessary to ensure currency of information and confidence in the continuing suitability of the setting.

Placement Evaluation

The evaluation process of the practice placement provides the opportunity for:

1. Each student to offer honest and safe feedback once the final assessment decision has been made.
2. The Practice Educator and/or any other key participant to offer feedback on their experience of managing the practice placement.

3. A process whereby the University may confirm the continuing suitability of the practice placement for future students or identify any necessary development work.
4. A process for collecting and collating feedback data from each practice placement in order to provide for an overall evaluation of practice learning provision.

The link to the placement evaluation survey can be found in the online portfolio. Once completed, you should then upload the receipt into your portfolio, which evidences you have completed the survey.

Evaluation reports are produced in line with the University's regulations.

Placement information is reviewed on a regular basis and considered alongside evaluation information as to suitability for continued use. Where concerns are raised, placement settings are re-visited by the module leader to discuss these issues raised and plan how these might be addressed. Any training needs will also be identified. If serious concerns are raised, the placement will not be used again unless measures are taken to address these and the agency is happy to work with the university to improve the quality of the experience for students.

Appendices

Appendix 1 Social Work England Professional Standards (SWEPS)

Appendix 2 The Professional Capability Framework (PCF)

Appendix 3 Mapping of the PCF against the SWEPS

Appendix 4 Whistleblowing

Appendix 5 Placement Review Meeting (PRM) Terms of Reference

Appendix 1 Social Work England Professional Standards

Responsibility for the regulation of social work was assumed by Social Work England (SWE) from the Health Care Professions Council in November 2019. They have developed a set of professional and education and training standards which set out the requirements that they expect social workers and social work courses to meet.

The SWE Professional Standards are the threshold standards necessary for safe and effective social work practice. They are specific to the social work profession and apply to all registered social workers in all roles and settings. The professional standards set out what a social worker in England must know, understand and be able to do after completing their social work education or training.

“Social work courses aim to ensure that students develop the skills and knowledge necessary to meet the professional standards by the time they complete the course. Although we do not regulate students, we do expect them to understand and work towards our professional standards in preparation for when they apply for registration. Students should make sure that during their course, including while they are on placement, they do not do anything that contravenes the professional standards or the policies and procedures of their course or placement provider”.

SWE Professional Standards (last updated April 2020)

The SWE Professional Standards can be found at:

[Professional Standards | Social Work England](#)

The SWE Professional Standards Guidance which accompanies the Professional Standards can be found at:

[Professional Standards Guidance | Social Work England](#)

SWE Professional Standards

Standard 1: Promote the rights, strengths and wellbeing of people, families and communities.

As a social worker, I will:

- 1.1 Value each person as an individual, recognising their strengths and abilities.
- 1.2 Respect and promote the human rights, views, wishes and feelings of the people I work with, balancing rights and risks and enabling access to advice, advocacy, support and services.
- 1.3 Work in partnership with people to promote their wellbeing and achieve best outcomes, recognising them as experts in their own lives.
- 1.4 Value the importance of family and community systems and work in partnership with people to identify and harness the assets of those systems.
- 1.5 Recognise differences across diverse communities and challenge the impact of disadvantage and discrimination on people and their families and communities.
- 1.6 Promote social justice, helping to confront and resolve issues of inequality and inclusion.
- 1.7 Recognise and use responsibly, the power and authority I have when working with people, ensuring that my interventions are always necessary, the least intrusive, proportionate, and in people's best interests.

Standard 2: Establish and maintain the trust and confidence of people

As a social worker, I will:

- 2.1 Be open, honest, reliable and fair.
- 2.2 Respect and maintain people's dignity and privacy.
- 2.3 Maintain professional relationships with people and ensure that they understand the role of a social worker in their lives.

2.4 Practise in ways that demonstrate empathy, perseverance, authority, professional confidence and capability, working with people to enable full participation in discussions and decision making. 2.5 Actively listen to understand people, using a range of appropriate communication methods to build relationships.

2.6 Treat information about people with sensitivity and handle confidential information in line with the law.

2.7 Consider where conflicts of interest may arise, declare conflicts as early as possible and agree a course of action.

Standard 3: Be accountable for the quality of my practice and the decisions I make

As a social worker, I will:

3.1 Work within legal and ethical frameworks, using my professional authority and judgement appropriately.

3.2 Use information from a range of appropriate sources, including supervision, to inform assessments, to analyse risk, and to make a professional decision.

3.3 Apply my knowledge and skills to address the social care needs of individuals and their families commonly arising from physical and mental ill health, disability, substance misuse, abuse or neglect, to enhance quality of life and wellbeing.

3.4 Recognise the risk indicators of different forms of abuse and neglect and their impact on people, their families and their support networks.

3.5 Hold different explanations in mind and use evidence to inform my decisions.

3.6 Draw on the knowledge and skills of workers from my own and other professions and work in collaboration, particularly in integrated teams, holding onto and promoting my social work identity. 3.7 Recognise where there may be bias in decision making and address issues that arise from ethical dilemmas, conflicting information, or differing professional decisions.

3.8 Clarify where the accountability lies for delegated work and fulfil that responsibility when it lies with me.

3.9 Make sure that relevant colleagues and agencies are informed about identified risks and the outcomes and implications of assessments and decisions I make.

3.10 Establish and maintain skills in information and communication technology and adapt my practice to new ways of working, as appropriate.

3.11 Maintain clear, accurate, legible and up to date records, documenting how I arrive at my decisions.

3.12 Use my assessment skills to respond quickly to dangerous situations and take any necessary protective action.

3.13 Provide, or support people to access advice and services tailored to meet their needs, based on evidence, negotiating and challenging other professionals and organisations, as required.

3.14 Assess the influence of cultural and social factors over people and the effect of loss, change and uncertainty in the development of resilience.

3.15 Recognise and respond to behaviour that may indicate resistance to change, ambivalent or selective cooperation with services, and recognise when there is a need for immediate action.

Standard 4: Maintain my continuing professional development.

As a social worker, I will:

4.1 Incorporate feedback from a range of sources, including from people with lived experience of my social work practice.

4.2 Use supervision and feedback to critically reflect on, and identify my learning needs, including how I use research and evidence to inform my practice.

4.3 Keep my practice up to date and record how I use research, theories and frameworks to inform my practice and my professional judgement.

4.4 Demonstrate good subject knowledge on key aspects of social work practice and develop knowledge of current issues in society and social policies impacting on social work.

4.5 Contribute to an open and creative learning culture in the workplace to discuss, reflect on and share best practice.

4.6 Reflect on my learning activities and evidence what impact continuing professional development has on the quality of my practice.

4.7 Record my learning and reflection on a regular basis and in accordance with Social Work England's guidance on continuing professional development.

4.8 Reflect on my own values and challenge the impact they have on my practice

Standard 5: Act safely, respectfully and with professional integrity.

As a social worker, I will not:

5.1 Abuse, neglect, discriminate, exploit or harm anyone, or condone this by others.

5.2 Behave in a way that would bring into question my suitability to work as a social worker while at work, or outside of work.

5.3 Falsify records or condone this by others.

5.4 Ask for, or accept any money, gifts or hospitality which may affect or appear to affect my professional judgement.

5.5 Treat someone differently because they've raised a complaint.

5.6 Use technology, social media or other forms of electronic communication unlawfully, unethically, or in a way that brings the profession into disrepute.

Standard 6: Promote ethical practice and report concerns.

As a social worker, I will:

6.1 Report allegations of harm and challenge and report exploitation and any dangerous, abusive or discriminatory behaviour or practice.

6.2 Reflect on my working environment and where necessary challenge practices, systems and processes to uphold Social Work England's professional standards.

6.3 Inform people of the right to complain and provide them with the support to do it, and record and act on concerns raised to me.

6.4 Take appropriate action when a professional's practice may be impaired.

6.5 Raise concerns about organisational wrongdoing and cultures of inappropriate and unsafe practice.

6.6 Declare to the appropriate authority and Social Work England anything that might affect my ability to do my job competently or may affect my fitness to practise, or if I am subject to criminal proceedings or a regulatory finding is made against me, anywhere in the world.

6.7 Cooperate with any investigations by my employer, Social Work England, or another agency, into my fitness to practise or the fitness to practise of others.

Appendix 2 Professional Capabilities Framework

The Professional Capabilities Framework (PCF) is an overarching professional standards framework, originally developed by the Social Work Reform Board, and now managed and delivered by the British Association of Social Workers (BASW). The PCF has been reviewed and refreshed in 2018.

The PCF:

- Sets out consistent expectations of social workers at every stage in their career
- Provides a backdrop to both initial social work education and continuing professional development after qualification
- Informs the design and implementation of the national career structure
- Gives social workers a framework around which to plan their careers and professional development.

Further guidance on using the refreshed PCF can be found here:

[Professional Capabilities Framework | BASW](#)

Domains within the PCF

The Professional Capabilities Framework has nine domains (or areas) within it. For each one, there is a main statement and an elaboration. Then at each level within the PCF, detailed capabilities have been developed explaining how social workers should expect to evidence that area in practice.

The nine capabilities should be seen as interdependent, not separate. As they interact in professional practice, so there are overlaps between the capabilities within the domains, and many issues will be relevant to more than one domain. Understanding of what a social worker does will only be complete by taking into account all nine capabilities.

Professionals and their practice will be assessed 'holistically', by which we mean that throughout their careers, social work students and practitioners need to demonstrate

integration of all aspects of learning and provide a sufficiency of evidence across all nine domains.

End of Last Placement /Competition

1. PROFESSIONALISM – Identify and behave as a professional social worker, committed to professional development

Social workers are members of an internationally recognised profession. Our title is protected in UK law. We demonstrate professional commitment by taking responsibility for our conduct, practice, self-care and development. We seek and use supervision and other professional support. We promote excellent practice, and challenge circumstances that compromise this. As representatives of the profession, we safeguard its reputation. We are accountable to people using services, the public, employers and the regulator. We take ethical decisions in the context of multiple accountabilities

I...

- am able to meet the requirements of the professional regulator
- am able to explain the role of the social worker in a range of contexts, and uphold the reputation of the profession
- understand that social work is an international profession with a global definition
- demonstrate an effective and active use of supervision for accountability, professional reflection and development
- demonstrate professionalism in terms of presentation, demeanour, reliability, honesty and respectfulness
- take responsibility for managing my time and workload effectively, and begin to prioritise my activities including ensuring supervision time
- recognise the impact of self in interaction with others, making appropriate use of personal experience and awareness, and begin to develop effective use of 'self' in practice.

- recognise and maintain personal and professional boundaries in all contexts and media
- recognise my professional strengths and limitations and how to seek advice
- demonstrate a commitment to my continuing learning and development
- with support, take steps to manage and promote own safety, health, well-being, self-care and emotional resilience
- Identify concerns about practice, procedures and ethos in the workplace, and seek support to find appropriate means of challenge and/or offer suggestions for improvement.

2. VALUES AND ETHICS – Apply social work ethical principles and values to guide professional practices

Social workers have an obligation to conduct themselves and make decisions in accordance with our [Code of Ethics](#). This includes working in partnership with people who use our services. We promote human rights and social justice. We develop and maintain our understanding of the value base of our profession throughout our career, its ethical standards and relevant law.

I...

- understand and apply the profession's ethical principles (as defined in the Code of Ethics (LINK)) and legislation, taking account of these in reaching decisions
- recognise and, with support, explore and manage the impact of own values on professional practice
- manage situations of potentially conflicting or competing values, and, with guidance, recognise, reflect on, and work with integrity with ethical dilemmas
- demonstrate respectful partnership work with people with lived experience and carers, eliciting and respecting their needs and views, and promoting their participation in decision-making wherever possible
- recognise and promote individual's rights to autonomy and self-determination

- promote and protect the privacy and confidentiality of individuals within and outside their families and networks, recognising the requirements of professional accountability and information sharing.

3. DIVERSITY AND EQUALITY – Recognise diversity and apply anti-discriminatory and anti-oppressive principles in practice

Social workers understand that diversity characterises and shapes human experience and is critical to the formation of identity. Diversity is multi-dimensional and includes race, disability, class, economic status, age, sexuality, gender (including transgender), faith and belief, and the intersection of these and other characteristics. We understand that because of difference, and perception of difference, a person's life experience may include oppression, marginalisation and alienation as well as privilege, power and acclaim. We identify this and promote equality

I...

- understand how an individual's identity is informed by factors such as culture, economic status, family composition, life experiences and characteristics – and the intersection of such factors – and take account of these to understand their experiences, questioning assumptions where necessary
- with reference to current legislative requirements, I recognise personal and organisational discrimination and oppression and, with guidance, I make use of a range of approaches to challenge them, working in partnership with people using services, carers, families and/or communities where possible
- recognise and manage the impact on people of the power invested in my role in accordance with our [Code of Ethics](#)

4. RIGHTS, JUSTICE AND ECONOMIC WELLBEING – Advance human rights and promote social justice and economic wellbeing

Social workers recognise and promote the fundamental principles of human rights, social justice and economic wellbeing enshrined in national and

international laws, conventions and policies. These principles underpin our practice and we use statutory and case law effectively in our work. We understand and address the effects of oppression, discrimination and poverty. Wherever possible, we work in partnership with people using services, their carers and families, to challenge inequality and injustice, and promote strengths, agency, hope and self-determination.

I...

- understand, identify and apply in practice the principles of human rights, social justice, inclusion and equality
- understand how legislation and policy can advance or constrain people's rights and recognise how the law may be used to protect or advance their rights and entitlements
- work within the principles of human and civil rights and equalities legislation, differentiating and beginning to work with absolute, qualified and competing rights and differing needs and perspectives
- recognise the impact of poverty and social exclusion and promote enhanced economic status, income and equal opportunities through access to education, work, housing, health services and welfare benefits
- recognise the value of – and aid access to – independent advocacy.
- demonstrate skills and approaches to practice that promote strengths, agency, hope and self-determination in people using services, carers, families and communities

5. KNOWLEDGE – Develop and apply relevant knowledge from social work practice and research, social sciences, law, other professional and relevant fields, and from the experience of people who use services

We develop our professional knowledge throughout our careers and sustain our curiosity. As a unified profession, we develop core knowledge that relates to our purpose, values and ethics. We also develop specific knowledge needed for fields of practice and roles. Our knowledge comes from social work practice, theory, law, research, expertise by experience, and from other relevant fields and disciplines. All social workers contribute to creating as well as using professional knowledge. We understand our distinctive knowledge complements that of other disciplines to provide effective services.

I...

- demonstrate a critical understanding of the application to social work of research, theory, evidence and knowledge from social work and other relevant fields (eg sociology, social policy, psychology, technological and digital spheres, and health and human development and from the experience of people who use services)
- demonstrate a critical understanding of the legal and policy frameworks and guidance that inform and mandate social work practice, recognising the scope for professional judgement and its importance to ethical practice. This may include Knowledge and Skills statements in adults and children's social work.
- demonstrate and apply to practice a working knowledge of human growth and development throughout the life course
- recognise the short and long-term impact of psychological, socio-economic, environmental and physiological factors on peoples lives, taking into account age and development, and how this informs practice

- understand the value of systemic approaches and how they can be used to understand and work with the person in their environment, social context and relationships, and inform social work practice
- Acknowledge the centrality of relationships for people and the key concepts of attachment, separation, loss, change and resilience
- Understand forms of harm and their impact on people, and the implications for practice, drawing on concepts of strength, resilience, vulnerability, risk and resistance, and apply to practice
- Demonstrate a critical knowledge of the range of theories and models for social work intervention with individuals, families, groups and communities, and the methods derived from them
- Demonstrate a critical understanding of social welfare policy, its evolution, implementation and impact on people, social work, other professions, and inter- agency working
- Recognise the contribution, and begin to make use, of research and evidence to inform practice
- Demonstrate a critical understanding of research methods
- Value and take account of the knowledge and expertise of people with lived experience and carers and other professionals.
- Develop knowledge and understanding of the opportunities and risks of online communications, virtual environments and social media in social work

6. CRITICAL REFLECTION AND ANALYSIS – Apply critical reflection and analysis to inform and provide a rationale for professional decision-making

Social workers critically reflect on their practice, use analysis, apply professional judgement and reasoned discernment. We identify, evaluate and integrate multiple sources of knowledge and evidence. We continuously evaluate our impact and benefit to people with lived experience. We use supervision and other support to reflect on our work and sustain our practice and wellbeing. We apply

our critical reflective skills to the context and conditions under which we practise. Our reflection enables us to challenge ourselves and others, and maintain our professional curiosity, creativity and self-awareness.

I...

- Apply imagination, creativity and curiosity to practice
- Inform decision-making through the identification and gathering of information from multiple sources, actively seeking new sources
- With support, rigorously question and evaluate the reliability and validity of information from different sources
- Demonstrate a capacity for logical, systematic, critical and reflective reasoning and apply the theories and techniques of reflective practice
- Know how to formulate, test, evaluate, and review hypotheses in response to information available at the time and apply in practice
- Begin to formulate and make explicit, evidence-informed judgements and justifiable decisions.

7. SKILLS AND INTERVENTIONS - Use judgement, knowledge and authority to intervene with individuals, families and communities to promote independence, provide support, prevent harm and enable progress

Social workers engage with individuals, families, and communities, working alongside people to determine their needs and wishes, and what action may be helpful. We build productive working relationships and communicate effectively. Using our professional judgement, we employ appropriate interventions, promoting self-determination, support, protection and positive change. We develop and maintain skills relevant to our roles. We understand and take account of power differentials and use our authority appropriately. We evaluate

our own practice and its impact, and how we improve outcomes for those we work with.

I...

- identify and apply a range of verbal, non-verbal and written methods of communication and adapt them in line with peoples age, comprehension and culture
- am able to communicate information, advice, instruction and professional opinion to advocate, influence and persuade
- demonstrate the ability to engage with people, and build, manage, sustain and conclude compassionate and effective relationships
- demonstrate a holistic approach to the identification of needs, circumstances, rights, strengths and risks
- select and use appropriate frameworks to assess, give meaning to, plan, implement and review effective interventions and evaluate the outcomes, in partnership with people with lived experience
- use a planned and structured approach, informed by social work methods, models and tools, to promote positive change and independence and to prevent harm
- understand and can apply knowledge, skills and interventions in accordance with organisational and national policy while maintaining professional, evidence informed critical perspectives
- recognise how the development of community resources, groups and networks enhance outcomes for individuals and understand social work's role in promoting this
- maintain accurate, comprehensible, succinct and timely records and reports in accordance with applicable legislation, protocols and guidelines, to support professional judgement and organisational responsibilities

- demonstrate skills in sharing information appropriately and respectfully
- recognise complexity, multiple factors, changing circumstances and uncertainty in people's lives, to be able to prioritise your intervention
- understand the authority of the social work role and begin to use this appropriately as an accountable professional
- recognise the factors that create or exacerbate risk to individuals, their families or carers, to the public or to professionals, including yourself, and contribute to the assessment and management of risk
- with support, identify appropriate responses to safeguard vulnerable people and promote their well being.

8. CONTEXTS AND ORGANISATIONS - Engage with, inform, and adapt to changing organisational contexts, and the social and policy environments that shape practice. Operate effectively within and contribute to the development of organisations and services, including multi-agency and inter-professional settings.

Social workers are informed about and pro-actively respond to the challenges and opportunities that come from changing social, policy and work contexts. We fulfil this responsibility in accordance with our professional values and ethics, as individual and collective professionals and as members of the organisations in which we work. We collaborate, inform and are informed by our work with other social workers, other professions, individuals and communities.

I...

- recognise that social work operates within, and responds to, changing economic, social, political and organisational contexts
- understand the roles and responsibilities of social workers in a range of organisations, lines of accountability and the boundaries of professional autonomy and discretion

- understand legal obligations, structures and behaviours within organisations and how these impact on policy, procedure and practice
- am able to work within an organisation's remit and contribute to its evaluation and development
- understand and respect the role of others within the organisation and work effectively with them
- take responsibility for your role and impact within teams and be able to contribute positively to effective team working
- understand the inter-agency, multi-disciplinary and inter-professional dimensions to practice and demonstrate effective partnership working.

9. PROFESSIONAL LEADERSHIP – Promote the profession and good social work practice.

Take responsibility for the professional learning and development of others. Develop personal influence and be part of the collective leadership and impact of the profession.

We develop and show our leadership, individually and collectively, through promoting social work's purpose, practices and impact. We achieve this through diverse activities which may include: advancing practice; supervising; educating others; research; evaluation; using innovation and creativity; writing; using social media positively; being active in professional networks and bodies; contributing to policy; taking formal leadership/ management roles. We promote organisational contexts conducive to good practice and learning. We work in partnership with people who use services and stakeholders in developing our leadership and aims for the profession.

I...

- recognise the importance of, and begin to demonstrate, professional leadership as a social worker, promoting our professional purpose, practice and impact
- recognise the value of - and contribute to supporting - the learning and development of others.

- begin to contribute to collective/collaborative professional leadership
- recognise own ongoing responsibility to seek, plan and undertake continuing professional development throughout my career.
- recognise the significant opportunities and risks of online communications, virtual environments and social media use in social work

The PCF Domains for end of final/last placement/completion can be found at:

[PCF Domains | BASW](#)

The PCF fan graphic can be found here:

[PCF Fan Graphic](#)

Appendix 3

Mapping of the End of Last Placement / Completion PCF Domains 2019 against the SWE Professional Standards 2021

1. PROFESSIONALISM – Identify and behave as a professional social worker, committed to professional development

Social workers are members of an internationally recognised profession. Our title is protected in UK law. We demonstrate professional commitment by taking responsibility for our conduct, practice, self-care and development. We seek and use supervision and other professional support. We promote excellent practice, and challenge circumstances that compromise this. As representatives of the profession, we safeguard its reputation. We are accountable to people using services, the public, employers and the regulator. We take ethical decisions in the context of multiple accountabilities

I

End of last placement/completion	SWE Professional Standards
<ul style="list-style-type: none"> am able to meet the requirements of the professional regulator 	All Standards 1 - 6
<ul style="list-style-type: none"> am able to explain the role of the social worker in a range of contexts and uphold the reputation of the profession 	1.7 2.3, 2.6, 2.7 3.6, 3.8, 3.13 4.6 5.3, 5.4, 5.5, 5.6, 6.3, 6.4, 6.5
<ul style="list-style-type: none"> understand that social work is an international profession with a global definition 	6.6
<ul style="list-style-type: none"> demonstrate an effective and active use of supervision for accountability, professional reflection and development 	2.7 3.2, 3.8, 3.15 4.1, 4.2, 4.4, 4.5, 4.6, 4.8 6.1, 6.2, 6.4, 6.5

<ul style="list-style-type: none"> demonstrate professionalism in terms of presentation, demeanour, reliability, honesty and respectfulness 	1.7 All of Standard 2 3.1, 3.5, 3.12 5.3, 5.4, 5.5, 5.6 6.4, 6.5, 6.6, 6.7
<ul style="list-style-type: none"> take responsibility for managing my time and workload effectively, and begin to prioritise my activities including ensuring supervision time 	3.2, 3.8, 4.2
<ul style="list-style-type: none"> recognise the impact of self in interaction with others, making appropriate use of personal experience and awareness and begin to develop effective use of 'self' in practice 	1.3 2.3, 2.4 3.6 4.1, 4.2, 4.6, 4.8 5.2, 5.3, 5.4, 5.5
<ul style="list-style-type: none"> recognise and maintain personal and professional boundaries in all contexts and media 	2.3, 2.4, 2.7 3.10 4.8 5.2, 5.4, 5.5 6.4, 6.5, 6.6, 6.7
<ul style="list-style-type: none"> recognise my professional strengths and limitations and how to seek advice 	3.6 4.2, 4.6
<ul style="list-style-type: none"> demonstrate a commitment to my continuing learning and development 	3.10 4.1, 4.2, 4.5, 4.6, 4.8
<ul style="list-style-type: none"> with support, take steps to manage and promote own safety, health, wellbeing, self-care and emotional resilience 	2.7 4.2 6.6
<ul style="list-style-type: none"> identify concerns about practice, procedures and ethos in the workplace, and seek support to find appropriate means of challenge and/or offer suggestions for improvement. 	2.1, 2.7 3.6, 3.7, 4.5 5.3, 5.4, 5.5

	All of Standard 6
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2. Values and Ethics: Apply social work ethical principles and values to guide professional practice

Social workers have an obligation to conduct themselves and make decisions in accordance with our [Code of Ethics](#). This includes working in partnership with people who use our services. We promote human rights and social justice. We develop and maintain our understanding of the value base of our profession throughout our career, its ethical standards and relevant law.

I

End of last placement/completion	SWE Professional Standards
<ul style="list-style-type: none"> understand and apply the profession's ethical principles (as defined in the Code of Ethics) and legislation, taking account of these in reaching decisions 	1.1, 1.6, 1.7 2.1, 2.2, 2.3, 2.4 3.1 4.8 All of Standard 5 6.3, 6.4, 6.5
<ul style="list-style-type: none"> recognise and, with support, explore and manage the impact of my own values on professional practice 	1.7 2.1, 2.7 3.7 4.1, 4.2, 4.8 6.2
<ul style="list-style-type: none"> manage situations of potentially conflicting or competing values, and, with guidance, recognise, reflect on, and work with integrity with ethical dilemmas 	1.2, 1.5, 1.6, 1.7 2.1, 2.4, 2.6, 2.7 3.1, 3.5, 3.7, 3.8 4.5, 4.8 All of Standard 6
<ul style="list-style-type: none"> demonstrate respectful partnership work with people with lived experience and carers, eliciting and respecting their needs and views, and promoting their participation in decision-making wherever possible 	1.1, 1.2, 1.3, 1.7 2.2, 2.3, 2.4, 2.5 3.11, 3.15 4.1 6.3

<ul style="list-style-type: none"> recognise and promote individual's rights to autonomy and self-determination 	1.1, 1.2, 1.3, 1.6, 1.7 2.3, 2.4 3.1 4.8 6.3
<ul style="list-style-type: none"> promote and protect the privacy and confidentiality of individuals within and outside their families and networks, recognising the requirements of professional accountability and information sharing 	1.1, 1.2, 1.3, 1.4 2.2, 2.3, 2.4, 2.6, 2.7 3.1 4.8 6.1, 6.2, 6.4, 6.5

3. DIVERSITY AND EQUALITY – Recognise diversity and apply anti-discriminatory and anti-oppressive principles in practice

Social workers understand that diversity characterises and shapes human experience and is critical to the formation of identity. Diversity is multi-dimensional and includes race, disability, class, economic status, age, sexuality, gender (including transgender), faith and belief, and the intersection of these and other characteristics. We understand that because of difference, and perception of difference, a person's life experience may include oppression, marginalisation and alienation as well as privilege, power and acclaim. We identify this and promote equality

I

End of last placement/completion	SWE Professional Standards
<ul style="list-style-type: none"> understand how an individual's identity is informed by factors such as culture, economic status, family composition, life experiences and characteristics – and the intersection of such factors – and take account of these to understand their experiences, questioning assumptions where necessary 	1.1, 1.3, 1.4, 1.5, 1.6 2.5 3.3, 3.4, 3.5, 3.14, 3.15 4.3, 4.4, 4.4, 4.8
<ul style="list-style-type: none"> with reference to current legislative requirements, I recognise personal and organisational discrimination and oppression, and, with guidance, I make use of a range of approaches to challenge them, working in partnership with people using services, carers, families and/or communities where possible 	1.2, 1.6 2.4, 2.6, 2.7 3.1, 3.4 4.3, 4.4, 4.5, 4.8 6.1, 6.2, 6.3, 6.4, 6.5
<ul style="list-style-type: none"> recognise and manage the impact on people of the power invested in my role in accordance with our Code of Ethics. 	1.7 2.3, 2.4, 2.6, 2.7 3.1, 3.8 4.8 5.1, 5.2, 5.4, 5.5 6.1, 6.2, 6.3, 6.4, 6.5

4. RIGHTS, JUSTICE AND ECONOMIC WELLBEING – Advance human rights and promote social justice and economic wellbeing

Social workers recognise and promote the fundamental principles of human rights, social justice and economic wellbeing enshrined in national and international laws, conventions and policies. These principles underpin our practice and we use statutory and case law effectively in our work. We understand and address the effects of oppression, discrimination and poverty. Wherever possible, we work in partnership with people using services, their carers and families, to challenge inequality and injustice, and promote strengths, agency, hope and self-determination.

I

End of last placement/completion	SWE Professional Standards
<ul style="list-style-type: none"> understand, identify and apply in practice the principles of human rights, social justice, inclusion and equality 	1.1, 1.2, 1.5, 1.6, 1.7 2.1, 2.3, 2.6, 2.7 3.1 4.3, 4.4, 4.8 5.2 6.3
<ul style="list-style-type: none"> understand how legislation and policy can advance or constrain people's rights and recognise how the law may be used to protect or advance their rights and entitlements 	1.6, 1.7 2.6, 2.7 3.1, 3.7 4.3, 4.4, 4.8 5.5 6.1, 6.2, 6.3
<ul style="list-style-type: none"> work within the principles of human and civil rights and equalities legislation, differentiating and beginning to work with absolute, qualified and competing rights and differing needs and perspectives 	1.1, 1.2, 1.5, 1.6, 1.7 2.4, 2.7 3.1, 3.6 4.8 5.2 6.2, 6.3, 6.4, 6.5
<ul style="list-style-type: none"> recognise the impact of poverty and social exclusion and promote enhanced economic status, income and equal 	1.3, 1.5, 1.6 3.3, 3.4, 3.5, 3.13, 3.14, 3.15 4.3, 4.4, 4.8 5.1

opportunities through access to education, work, housing, health services and welfare benefits	
<ul style="list-style-type: none"> recognise the value of – and aid access to – independent advocacy 	1.2 3.3, 3.13, 3.15 4.4 6.3
<ul style="list-style-type: none"> demonstrate skills and approaches to practice that promote strengths, agency, hope and self-determination in people using services, carers, families and communities. 	1.2, 1.3 2.2, 2.3, 2.4, 2.5 3.2, 3.3, 3.5, 3.10, 3.11, 3.13, 3.13 4.8

5. KNOWLEDGE – Develop and apply relevant knowledge from social work practice and research, social sciences, law, other professional and relevant fields, and from the experience of people who use services

We develop our professional knowledge throughout our careers and sustain our curiosity. As a unified profession, we develop core knowledge that relates to our purpose, values and ethics. We also develop specific knowledge needed for fields of practice and roles. Our knowledge comes from social work practice, theory, law, research, expertise by experience, and from other relevant fields and disciplines. All social workers contribute to creating as well as using professional knowledge. We understand our distinctive knowledge complements that of other disciplines to provide effective services.

I

End of last placement/completion	SWE Professional Standards
<ul style="list-style-type: none"> demonstrate a critical understanding of the application to social work of research, theory, evidence and knowledge from social work and other relevant fields (eg sociology, social policy, psychology, health and human development, technological and digital spheres, and from the experience of people who use services) 	3.2, 3.3, 3.4, 3.5, 3.10, 3.14, 3.15 4.3, 4.4

<ul style="list-style-type: none"> demonstrate a critical understanding of the legal and policy frameworks and guidance that inform and mandate social work practice, recognising the scope for professional judgement and its importance to ethical practice. This may include Knowledge and Skills statements in adults and children's social work. 	2.6 3.1, 3.2, 3.3, 3.4, 3.11 4.3, 4.4 5.4 6.2 6.4, 6.5, 6.6, 6.7
<ul style="list-style-type: none"> demonstrate and apply to practice a working knowledge of human growth and development throughout the life course 	3.2, 3.3, 3.4, 3.5, 3.14 4.3, 4.4
<ul style="list-style-type: none"> recognise the short and long-term impact of psychological, socio-economic, environmental and physiological factors on people's lives, taking into account age and development, and how this informs practice 	1.5 3.2, 3.3, 3.4, 3.5, 3.14, 3.15 4.3, 4.4, 4.8
<ul style="list-style-type: none"> understand the value of systemic approaches and how they can be used to understand and work with the person in their environment, social context and relationships, and inform social work practice 	1.4, 1.5, 1.7 2.4 3.2, 3.3, 3.5, 3.6, 3.14, 3.15 4.3, 4.4, 4.8
<ul style="list-style-type: none"> acknowledge the centrality of relationships for people and the key concepts of attachment, separation, loss, change and resilience 	1.4, 1.5 3.3, 3.4, 3.5, 3.14 4.3, 4.4, 4.8
<ul style="list-style-type: none"> understand forms of harm and their impact on people, and the implications for practice, drawing on concepts of strength, resilience, vulnerability, risk and resistance 	1.7 3.3, 3.4, 3.5, 3.9, 3.12, 3.14 4.3, 4.4, 4.8 5.1, 5.5, 5.6 6.1, 6.2, 6.3, 6.4, 6.5

<ul style="list-style-type: none"> demonstrate a critical knowledge of the range of theories and models for social work intervention with individuals, families, groups and communities, and the methods derived from them 	2.5 3.2, 3.3, 3.5, 3.12, 3.15 4.3, 4.4
<ul style="list-style-type: none"> demonstrate a critical understanding of social welfare policy, its evolution, implementation and impact on people, social work, other professions, and inter- agency working 	3.3, 3.4, 3.13 4.3, 4.4
<ul style="list-style-type: none"> recognise the contribution, and begin to make use, of research and evidence to inform practice 	3.2, 3.3, 3.5, 3.15 4.3, 4.4
<ul style="list-style-type: none"> demonstrate a critical understanding of research methods 	3.10 4.3
<ul style="list-style-type: none"> value and take account of the knowledge and expertise of people with lived experience and carers and other professionals 	1.2, 1.3 3.2, 3.5, 3.6 4.5, 4.6, 4.8
<ul style="list-style-type: none"> develop knowledge and understanding of the opportunities and risks of online communications, virtual environments and social media in social work. 	3.3, 3.4, 3.8, 3.9, 3.10, 3.12 4.3, 4.4, 4.5, 4.6 5.6 6.5, 6.7

6. CRITICAL REFLECTION AND ANALYSIS – Apply critical reflection and analysis to inform and provide a rationale for professional decision-making

Social workers critically reflect on their practice, use analysis, apply professional judgement and reasoned discernment. We identify, evaluate and integrate multiple sources of knowledge and evidence. . We continuously evaluate our impact and benefit to people with lived experience. We use supervision and other support to reflect on our work and sustain our practice and wellbeing. We apply our critical reflective skills to the context and conditions under which we practise. Our reflection enables us to challenge ourselves and others, and maintain our professional curiosity, creativity and self-awareness.

1

End of last placement/completion	SWE Professional Standards
<ul style="list-style-type: none"> • apply imagination, creativity and curiosity to practice 	2.4, 2.5 3.6 4.1, 4.2, 4.3, 4.4, 4.8
<ul style="list-style-type: none"> • inform decision-making through the identification and gathering of information from multiple sources, actively seeking new sources 	2.4 3.2, 3.3, 3.5, 3.6, 3.7, 3.11 4.3, 4.4
<ul style="list-style-type: none"> • with support, rigorously question and evaluate the reliability and validity of information from different sources 	3.2, 3.5, 3.6, 3.7 4.2, 4.5
<ul style="list-style-type: none"> • demonstrate a capacity for logical, systematic, critical and reflective reasoning and apply the theories and techniques of reflective practice 	3.2, 3.3, 3.5, 3.7, 3.15 4.3, 4.3, 4.5, 4.6
<ul style="list-style-type: none"> • know how to formulate, test, evaluate, and review hypotheses in response to information available at the time and apply in practice 	3.2, 3.3, 3.5, 3.7 4.3
<ul style="list-style-type: none"> • begin to formulate and make explicit, evidence-informed judgements and justifiable decisions. 	2.1, 2.3, 2.4 3.2, 3.3, 3.4, 3.5, 3.7, 3.9, 3.11, 3.14, 3.15 4.2, 4.3

7. SKILLS AND INTERVENTIONS - Use judgement, knowledge and authority to intervene with individuals, families and communities to promote independence, provide support, prevent harm and enable progress

Social workers engage with individuals, families, and communities, working alongside people to determine their needs and wishes, and what action may be helpful. We build productive working relationships and communicate effectively. Using our professional judgement, we employ appropriate interventions, promoting self-determination, support, protection and positive change. We develop and maintain skills relevant to our roles. We understand and take account of power differentials and use our authority appropriately. We evaluate our own practice and its impact, and how we improve outcomes for those we work with.

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End of last placement/completion	SWE Professional Standards
<ul style="list-style-type: none"> identify and apply a range of verbal, non-verbal and written methods of communication and adapt them in line with people's age, comprehension and culture 	1.1 2.5 3.10, 3.14 4.3, 4.4
<ul style="list-style-type: none"> am able to communicate information, advice, instruction and professional opinion to advocate, influence and persuade 	2.1, 2.3, 2.5 3.7, 3.13, 3.15 5.2 6.3
<ul style="list-style-type: none"> demonstrate the ability to engage with people, and build, manage, sustain and conclude compassionate and effective relationships 	1.1, 1.2, 1.3 2.3, 2.4, 2.5 3.3, 3.13, 3.15
<ul style="list-style-type: none"> demonstrate a holistic approach to the identification of needs, circumstances, rights, strengths and risks 	1.1, 1.2, 1.3, 1.4 2.1, 2.2, 2.4, 2.5 3.2, 3.3, 3.4, 3.7, 3.9, 3.14 4.8
<ul style="list-style-type: none"> select and use appropriate frameworks to assess, give meaning to, plan, implement and review effective interventions and evaluate the outcomes, in partnership with people with lived experience 	1.1, 1.2, 1.3, 1.4 2.1, 2.2, 2.4, 2.5 3.1, 3.2, 3.3, 3.4, 3.7, 3.9, 3.12, 3.13, 3.14 4.3, 4.4, 4.8 5.1, 5.5 6.1

<ul style="list-style-type: none"> • use a planned and structured approach, informed by social work methods, models and tools, to promote positive change and independence and to prevent harm 	<p>1.6, 1.7 3.5, 3.7, 3.12, 3.14 4.3, 4.4, 4.6 5.1, 5.5 6.1, 6.4, 6.5, 6.6, 6.7</p>
<ul style="list-style-type: none"> • understand and can apply knowledge, skills and interventions in accordance with organisational and national policy while maintaining professional, evidence informed critical perspectives 	<p>2.4, 2.6 3.1, 3.5, 3.7, 3.15 4.3, 4.4, 4.5, 4.6 6.3</p>
<ul style="list-style-type: none"> • recognise how the development of community resources, groups and networks enhance outcomes for individuals and understand social work's role in promoting this 	<p>1.4, 3.3, 3.6, 3.13</p>
<ul style="list-style-type: none"> • maintain accurate, comprehensible, succinct and timely records and reports in accordance with applicable legislation, protocols and guidelines, to support professional judgement and organisational responsibilities 	<p>2.2, 2.6, 2.7 3.2, 3.10, 3.11 4.3, 4.4, 4.6 5.2, 5.3</p>
<ul style="list-style-type: none"> • demonstrate skills in sharing information appropriately and respectfully 	<p>2.6 3.7, 3.10, 3.11 4.3, 4.4, 4.5 5.2</p>
<ul style="list-style-type: none"> • recognise complexity, multiple factors, changing circumstances and uncertainty in people's lives, to be able to prioritise my intervention 	<p>1.7 3.3, 3.4, 3.5, 3.7, 3.11, 3.12, 3.14, 3.15</p>
<ul style="list-style-type: none"> • understand the authority of the social work role and begin to use this appropriately as an accountable professional 	<p>1.7 2.3, 2.7 3.1, 3.8, 3.9, 3.12, 3.13, 3.15 4.8 5.1, 5.2, 5.4, 5.6 6.2, 6.3, 6.4, 6.5</p>

<ul style="list-style-type: none"> recognise the factors that create or exacerbate risk to individuals, their families or carers, to the public or to professionals, including myself, and contribute to the assessment and management of risk 	2.3, 2.7 3.3, 3.4, 3.5, 3.7, 3.9, 3.12, 3.14 4.3, 4.4 5.1, 5.2, 5.5 6.1, 6.2, 6.4, 6.5, 6.6, 6.7
<ul style="list-style-type: none"> with support, identify appropriate responses to safeguard vulnerable people and promote their wellbeing. 	2.1, 2.5, 2.6, 2.7 3.3, 3.4, 3.5, 3.6, 3.7, 3.9, 3.12, 3.13, 3.14, 3.15 4.3, 4.4, 4.8 5.1, 5.2, 5.3, 5.4, 5.5 All of Standard 6

<p>8. CONTEXTS AND ORGANISATIONS - Engage with, inform, and adapt to changing organisational contexts, and the social and policy environments that shape practice. Operate effectively within and contribute to the development of organisations and services, including multi-agency and inter-professional settings.</p> <p>Social workers are informed about and pro-actively respond to the challenges and opportunities that come from changing social, policy and work contexts. We fulfil this responsibility in accordance with our professional values and ethics, as individual and collective professionals and as members of the organisations in which we work. We collaborate, inform and are informed by our work with other social workers, other professions, individuals and communities.</p>	
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End of last placement/completion	SWE Professional Standards
<ul style="list-style-type: none"> recognise that social work operates within, and responds to, changing economic, social, political and organisational contexts 	1.5, 1.6 2.7 3.1, 3.5, 3.6, 3.10, 3.13, 3.14 4.3, 4.4, 4.5, 4.6 5.1, 5.2 6.3, 6.7

<ul style="list-style-type: none"> understand the roles and responsibilities of social workers in a range of organisations, lines of accountability and the boundaries of professional autonomy and discretion 	1.7 2.3, 2.6 3.1, 3.6, 3.7, 3.8, 3.9, 3.11, 3.12, 3.13, 3.15 4.3, 4.4, 4.5 5.1 6.1, 6.4, 6.5, 6.7
<ul style="list-style-type: none"> am able to work within an organisation's remit and contribute to its evaluation and development 	2.6 3.6, 3.8 4.2, 4.5 6.2, 6.3, 6.5, 6.7
<ul style="list-style-type: none"> understand and respect the role of others within the organisation and work effectively with them 	3.2, 3.3, 3.6, 3.8, 3.9, 3.13 4.5, 4.8, 5.1, 5.5
<ul style="list-style-type: none"> take responsibility for your role and impact within teams and be able to contribute positively to effective team working 	3.8, 3.9 4.2, 4.5, 4.6, 4.8 5.1, 5.5
<ul style="list-style-type: none"> understand the inter-agency, multi-disciplinary and inter-professional dimensions to practice and demonstrate effective partnership working. 	2.6 3.2, 3.4, 3.5, 3.6, 3.7, 3.8, 3.13 3.5

9. PROFESSIONAL LEADERSHIP – Promote the profession and good social work practice.

Take responsibility for the professional learning and development of others. Develop personal influence and be part of the collective leadership and impact of the profession.

We develop and show our leadership, individually and collectively, through promoting social work's purpose, practices and impact. We achieve this through diverse activities which may include: advancing practice; supervising; educating others; research; evaluation; using innovation and creativity; writing; using social media positively; being active in professional networks and bodies; contributing to policy; taking formal leadership/ management roles. We promote organisational contexts conducive to good practice and learning. We work in partnership with people who use services and stakeholders in developing our leadership and aims for the profession.

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End of last placement/completion	SWE Professional Standards
<ul style="list-style-type: none"> recognise the importance of, and begin to demonstrate, professional leadership as a social worker, promoting our professional purpose, practice and impact 	2.1, 2.6 3.6, 3.9, 3.13 4.5, 4.6 6.3, 6.4, 6.5, 6.7
<ul style="list-style-type: none"> recognise the value of - and contribute to supporting - the learning and development of others 	2.3 3.6, 3.8, 3.9, 3.10 4.5 6.2, 6.4, 6.5, 6.7
<ul style="list-style-type: none"> begin to contribute to collective/collaborative professional leadership 	3.10 4.5
<ul style="list-style-type: none"> recognise own ongoing responsibility to seek, plan and undertake continuing professional development throughout my career 	3.10 4.1, 4.2, 4.3, 4.4, 4.5, 4.6, 4.8 5.2
<ul style="list-style-type: none"> recognise the significant opportunities and risks of online communications, virtual environments and social media use in social work. 	3.10 4.1, 4.2, 4.3, 4.4, 4.5, 4.6, 4.8 5.2, 5.6 6.2, 6.4, 6.5, 6.6, 6.7

Appendix 4

Whistleblowing (Public Interest Disclosure)

Policy for social work students on work placements

Introduction

The University recognises that students on placements have a duty to report dangerous, abusive, discriminatory or exploitative behaviour and practice that sits outside their immediate learning activity. It also recognises the relative powerlessness and vulnerability of students who may well be undergoing a process of assessment by work-based staff during their placement. The University takes seriously its duty of care for students and regards as important that students are able to voice their concerns and that their interests are safeguarded as far as possible.

The University also recognises that where a concern unrelated to the learning experience is raised about an external body the University's own powers to investigate may be limited both by practical consideration and legal constraint. Accordingly, where an incident results in whistleblowing outside the institutional and academic context of learning the following procedure shall apply:

Procedure

A student wishing to report a matter should in the first instance report their concerns to the Programme Leader. The Programme Leader will advise the student on the preparation of a statement setting out the issues ('Statement of Issue') and of the procedure that will be followed. This advice shall include advising the student on the possible limits placed on any investigations as a result of protecting anonymity. It is **not** the role of the Programme Leader to draft the Statement of Issue or to counsel for or against its submission. It is however appropriate for the Programme Leader to advise the student in circumstances where the alleged incident is in fact part of normal practice such that the evidence identifies no malpractice (e.g. misinterpretation of legal methods of constraint in appropriate circumstances:

- a) The Statement of Issue will be submitted by the Programme Leader to the Registrar and Secretary on behalf of the student. This action will not imply any endorsement or support for the allegation by the Programme Leader.

- b) The student's name will be disclosed to the Registrar and Secretary. The Registrar and Secretary will forward the Statement of Issue to a named person at the organisation concerned requesting that the matter be investigated. The identity of the student will only be disclosed by the Registrar and Secretary with the express written permission of the student.
- c) All organisations accepting students on placements must identify an appropriate contact person for the purposes set out above, who is competent to implement an appropriate internal investigation. Normally this will be via the organisation's own established whistle-blowing process. Where no such process currently exists, the placement organisation will be required to put in place an appropriate process, which will be specified in an annex to their agreement with the University. This will set out the circumstances in which such a procedure might be invoked, and confirm the rights on anonymity and freedom from discrimination for the student submitting a Statement of Issue.
- d) On conclusion of the investigation by the organisation concerned a report setting out the findings will be submitted by the organisation to the Registrar and Secretary, who will forward the finding to the Programme Leader and student.

Appendix 5



University of
Salford
MANCHESTER

Placement Review Meeting (PRM) Terms of Reference

PRM membership to include:

Head of Social Work

Programme Leaders

Practice Learning Module Leaders

Placement Administrator

1. The panel will meet at the University of Salford.
2. The Placement Review Meeting provides advice to the University on matters related to practice learning.
3. The panel meets monthly during the academic year to consider the placement allocation process regarding specific students and review progress of placements that have been paused or terminated.
4. The panel It ensures consistency of decision making across all programmes; offers opportunity for open discussion forum; considers FFPP referrals and Fitness to study referrals.
5. The Placement Administrator will track decision making.

References

Professional Capabilities Framework 2019 BASW

Social Work England Professional Standards 2021

Social Work England, (2019). Professional Standards Guidance,

Social Work England Practice Placements Guidance 2021

Social Work England Qualifying Education and Training Standards 2021