

Social Work Degree (BA Honours) Apprenticeship

Guidance Notes (2022)

Health and Adults Service

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# Foreword

North Yorkshire County Council [NYCC] are committed to providing employees with suitable learning and development opportunities that will enable them to grow and develop their skills and knowledge.

The social work degree can now be studied as part of an apprenticeship programme, giving an opportunity for successful applicants to combine academic study with practical work experience. Health and Adults Services are offering a new social work programme where applicants will apply for a new Trainee Social Worker role and complete a three year social work degree (BA Honours). These roles will be advertised only in areas where social work vacancies are already place and recruitment is difficult. Upon completion, the apprentice will move into a qualified Social Worker role within that team.

Anyone with experience within a health or adults social care related sector may apply for the new Trainee Social Worker roles. However, the Social Work Degree Apprenticeship is an intensive programme, with the apprentice studying for two qualifications (the apprenticeship and the degree). Therefore we are looking for people who are able to demonstrate their commitment to a fast paced and challenging programme. They will also be able to identify how their own learning (formal, informal and experiential) contributes to understanding and developing a social work role, understand the importance of emotional resilience, relationship based practice and adhere to continuing professional development while having the ability to develop relevant knowledge, skills and values through professional training.

Please read these Guidance Notes and if you are eligible/meet the requirements and would like to be considered, you will need to formally apply for the role via the NYCC Recruitment system.

# Questions and Answers

**The Social Work Apprenticeship Programme**

Health and Adults Services are offering the opportunity to apply for a Trainee Social Worker role, in order to study for a BA Social Work (Hons) as part of an apprenticeship programme. Successful completion of this programme provides eligibility to apply to join the social work register and move into a qualified Social Worker post. This is in partnership with the Open University and is a practice-based learning programme that combines on and off-the-job learning and development.

**Why an apprenticeship? Is this a different level of qualification from other social workers?**

While this is a different route into social work it is not a different qualification. Successful completion of the programme will lead to you being awarded a BA (Hons) Social Work, with the same qualification and the same range of knowledge and skills as newly qualified social workers graduating from full time courses.

A key element of the programme, designed to enable you to succeed, is that the learning will be integrated between the University and your Trainee Social Worker role within NYCC.

**Who can apply to be a social work apprentice?**

* You **must** have at least 12 months’ current experience of working within a Health and Adults Services related setting;
* You **must** have GCSE English and Maths (9 to 4 - A\* to C) or equivalent (Functional Skills Level 2) and **be able to present your certificates at the time of applying;**
* Successful applicants will need to apply for an Enhanced check with the Disclosure and Barring Service (DBS) for both **Children and Adults.**
* You must have basic IT skills including word processing, internet browsing and use of email
* If English is not your first language you must also have International English Language Testing Systems (IELTS) communicating and comprehension skills at Level 7.
* The application form will provide you with an opportunity to evidence how you meet the entry level of the [Professional Capabilities Framework](https://www.basw.co.uk/system/files/resources/pcf-student-asye.pdf) (PCF), which will include the ability to demonstrate an initial understanding of the importance of personal self-care, resilience and adaptability in social work demonstrate the ability to take responsibility for your own learning and development.

**Where will the roles be advertised?**

Roles will only be advertised in teams where the need is greatest, i.e. areas struggling with Social Worker recruitment.

**How long will the programme be and when will it commence?**

There are two start dates each year (February and October). The programme will last for 36 months (February start) and 40 months (October start).

**Will it cost me anything?**

The fees for the Social Work Degree Apprenticeship will be fully funded through the apprenticeship levy. Travel during the apprenticeship will be funded through individual team budgets as per the usual NYCC travel policy and claimed by staff in the usual way.

**Who is the provider?**

We are delivering this in partnership with the Open University.

**What are the terms of the role?**

The Trainee Social Worker Role is a Grade I and will be advertised as a full time, 37 hour per week role. It may be possible, with line manager agreement, to reduce this to 30 hours. However, 30 is the minimum number of hours required to undertake the apprenticeship with the Open University. You will have an Apprenticeship Agreement in place for the duration of the programme. Upon completion of the programme you will automatically be transferred into a qualified Social Worker role within the team you have been training.

**What will happen with my salary and other terms and conditions if I am applying internally?**

By applying for a new Trainee Social Work role, you are leaving your current position which will be re-advertised. You will move to the salary for the Trainee Social Worker Role which is Grade I and remain under the standard NYCC terms and conditions. Upon completion of the programme you will automatically be transferred into a qualified Social Worker role within the team you have been training.

**What is the time commitment?**

As part of an Apprenticeship, 20% of your contracted hours will be dedicated to learning and development time towards the achievement of the apprenticeship. This is called off the job training. As well as meeting the learning outcomes associated with their degree, an apprentice must also evidence knowledge, skills and behaviours which are within the ‘Apprenticeship [Standard](https://www.instituteforapprenticeships.org/apprenticeship-standards/social-worker-degree/)’. Each Standard has an associated Assessment Plan. To complete the degree apprenticeship, both the Social Work degree and the apprenticeship End Point Assessment (EPA) must be successfully completed. This will be discussed in more detail at the Information Session that will be provided.

**Will I need to study in my own time?**

The qualification is an honours degree (BA Honours in Social Work). It is an intensive, fast paced programme. As an Apprentice you will in essence be studying for two qualifications (the apprenticeship and the degree). An apprenticeship requires at least 20% of an employee’s time to be allocated for off-the-job study, however there will be an expectation that self-directed learning also takes place. This will be discussed in more detail at the Information Session.

**What support will I get as an Apprentice from the OU?**

The Open University uses an evidence based approach to delivering online learning and provides apprentices with:

• Tutor support from both an academic module tutor and a practice tutor

• A Practice Tutor will support each apprentice throughout the whole journey of their apprenticeship

• A blended learning approach, including face to face tutorials, online forums and discussion groups

• Online, multimedia learning resources and study calendar

• Extensive online library, accessible 24/7

• Support in practice for the development of practice skills

• Study skills support and IT support

**Will my Line Manager have to provide a reference?**

Yes, we would ask for a 500 word statement of support/endorsement from your current line manager. The line manager will be required to give his/her opinion as to your suitability of the candidate to undertake the social work apprenticeship and your potential to become a professionally qualified social worker.

Please bear in mind that managers supporting applicants for the apprenticeship will be required to comment/relate to the Professional Capabilities Framework and will relate to for example, your understanding of the importance of emotional resilience and adaptability in social work and your understanding of the importance of individuals who use our services/carer perspectives and continuing professional development.

If you are applying externally and do not have a current line manager, or your manager is not from within a Health and Adults services setting, you may instead include someone who has seen you carry out health or care related work that was not necessarily a formal job role within a service, e.g. informal caring, foster care, etc.

**When I qualify will I be guaranteed a Social Work post?**

Yes, you will be guaranteed a social worker role in the team you have been training.

**Is there a NYCC tie in period after the apprenticeship is completed and when I am a qualified social worker?**

There will be a very significant investment from NYCC during your time as an apprentice, therefore you will commit to working in a NYCC frontline social work post for two years once you have qualified. You will also complete your Assessed and Supported Year in Employment ([ASYE](https://www.skillsforcare.org.uk/Learning-development/social-work/asye-child-family/The-ASYE-for-child-and-family-services.aspx)).

**What happens if I don’t finish the course or if I am not successful will I have an opportunity to return to my current post?**

If you are unable to finish the course or are unsuccessful, you will not be able to progress to a Social Worker role, or be able to remain employed within Trainee Social Worker the role. Circumstances will be reviewed on a case by case basis with HR.

**If I applied internally and don’t finish the course or am not successful, can I to return to my previous post?**

No, as you will have left your old role to take up the position as a Trainee Social Worker.

**How are NYCC going to recruit?**

We are looking for candidates who are committed to the values and behaviours of social work and who have the resilience and commitment to succeed on what will be a demanding programme. You will achieve a degree and apprenticeship in the same timescale that a full time student would expect to complete their BA in Social Work. The Trainee Social Worker will be advertised in the usual way via the NYCC recruitment system. As part of this you will also need to include your references prior to shortlisting and complete a personal statement. Applicants will then be shortlisted. The successful shortlisted group will be invited to a selection day for a written exercise and interview. The panel for this will include both NYCC, the provider (The Open University) and where possible, people with lived experience.

**Will I undertake social work placements?**

For context, it is important to note that the minimum requirement for mainstream, full time, social work courses is 170 days total in two contrasting placements (Placement One = 70 days and Placement Two = 100 days). All social work apprentices will have an individual learning plan and that individual focus may result in different learning opportunities being required for different social work apprentices. You will normally be in your placements for five days per week with ½ day per week classed as ‘study time’ for example, for research and reflection.

**Will one of the Learning Placements be in my current workplace?**

The workplace you are currently in must be able to guarantee one 100-day or 70-day placement, unless it is clear that the required practice learning opportunities are not available in that workplace, in which case an alternative placement will need to be identified within the Directorate.

**Will the Learning Placement be ‘contrasting’?**

The Social Work requirements are based on the principle that a social worker trains and qualifies with a broad experience and understanding of the profession, in a variety of settings and service user groups. For example the [Social Work England Placement Practice Guidance (August 2020)](https://www.socialworkengland.org.uk/standards/guidance-documents/practice-placements-guidance/) states that each student will have placements in at least two practice settings providing contrasting experiences. A minimum of one placement taking place within a statutory setting, providing experience of sufficient numbers of statutory social work tasks involving high-risk decision making and legal interventions.

**How will I be assessed on my Placements?**

You will be assessed holistically in accordance with the University of OU’s requirements (i.e. using the OU practice learning handbook and Practice Educator report templates) and the Professional Capabilities Framework.

**What hours am I expected to work on my Placement Days?**

As a student you are expected to work the same hours as other workers within the agency/team, however the minimum requirement would be (at least 7 hours – excluding breaks) per day. This may vary between different Teams bearing in mind the usual range of hours worked per week is from 35 to 40.

**What happens if I am sick or absent during my work based learning days/placement(s)?**

In order to meet the regulations of the OU programme, students are required to make up any placement days lost through illness. Additional guidance will be provided in the OU University Programme Handbook.

**What will I be called if I am successful?**

Your job role for the duration of the programme will be a Trainee Social Worker.

**What will my caseload look like?**

The details for each apprentice will be individual but what is clear is that at least 20% of your time will be spent on ‘off the job’ learning from the beginning of the programme onwards. The extent to which your caseload could meet the needs outlined in your learning plan will be discussed with you, your ‘mentor’ and your ‘academic advisor’ early in the progress. Such plans will be reviewed every 90 days.

**Do I need to be able to drive?**

Due to the geographical layout of NYCC it is preferable that you can drive (own a car). Unless there are specific reasons why you might be unable to drive, which will be taken into consideration. The range of learning opportunities available and the range of post qualifying posts are very much limited if you are not able to drive.

**Will I have to travel while I am on the programme?**

All social work placements will be within NYCC. We try and match people to placements as close to their home as possible but it is important to acknowledge that a placement could potentially be anywhere within NYCC. Placements always depend on the availability of practice educators/teams together with matches around individual interests and learning needs.

**If I apply and am not successful will I get the chance to apply again in future years?**

Any applications will be accepted regardless of whether someone has previously applied.

**Will I need a DBS check?**

All social work apprentices need to have an Enhanced check with the Disclosure and Barring Service **(Children and Adults)** as you will be working with a range of vulnerable groups.

**What is a practice educator?**

A practice educator is an experienced social worker, who has undertaken further training in order to support and assess a student on placement. This will be someone employed by NYCC, other than your line manager, who will support and assess your practice during your placement/s.

**How do I evidence my IT competence when applying?**

You will be asked how confident you feel with particular IT skills in your Application Form (e.g. Word processing) bearing in mind that the nature of social work involves IT Skills.

**I have lost an original Certificate please help?**

You will need to contact the exam board to get a replacement exam certificate or certified statement of results. [Replacement Certificates](https://www.gov.uk/replacement-exam-certificate) If you are unable to produce your certificates prior to the selection day your application will be withdrawn.

**I am currently studying a qualification (for example GCSE maths) – can I include this?**

No, NYCC and the Open University will not accept your Application Form if a qualification is still in progress or the result is pending.

**I don’t have my GCSE English and Maths (9 to 4 - A\* to C) or equivalent (Functional Skills Level 2) - what can I do?**

You could gain your Maths and/or English and apply the next time the Social Work Apprentice role is advertised. If you are internal to NYCC and would like further information of how to gain your Maths please contact Julie Firth [Julie.Firth@northyorks.gov.uk](mailto:Julie.Firth@northyorks.gov.uk) or for English Caroline Burnell [Caroline.Burnell@northyorks.gov.uk](mailto:Caroline.Burnell@northyorks.gov.uk) , who will be able to advise you (please put ‘Social Work Apprenticeship Route’ in the subject box).

**I have Maths and English qualification but would like to check they are equivalent?**

We are able to check with the Apprenticeship Service to confirm equivalence. Please contact Julie Firth [Julie.Firth@northyorks.gov.uk](mailto:Julie.Firth@northyorks.gov.uk) for Maths or for English Caroline Burnell [Caroline.Burnell@northyorks.gov.uk](mailto:Caroline.Burnell@northyorks.gov.uk) for English (please put ‘Social Work Apprenticeship Route’ in the subject box) and attach the certificates you wish to be checked.

**What is the interview process?**

You will attend a Selection Day undertaken by NYCC, the Open University and people with lived experience where possible. This will consist of a written test, group work (if covid restrictions allow) and interview. You will be informed as soon as possible as to when the Interview date is.

**What study materials will I receive?**

Distance learning study materials provide the foundation for your learning experience. Advice about computer and software requirements can be accessed from the OU website. In addition to the module materials, you will have access to a wide range of programme resources, including the Aids to Practice and the OU Library resources.

**Will I be registered with Social Work England?**

You will not be registered with Social Work England until you are a qualified Social Worker.

**When will I start my role**

You will start your role once the OU has confirmed your place on the course. A start date will be agreed in discussion with your line manager, however this will likely be in conjunction with the beginning of the OU the programme (February or October cohort start dates).

**When will I begin my studies (be enrolled with the OU)?**

You will start your studies at the beginning of the programme (February or October cohort start dates). You will receive your first mailing of study materials, details of tutorials, etc. in the January or September.

**What will my status be?**

You will be a Trainee Social Worker, undertaking a Social Work Apprentice.

**Will I be paid Mileage?**

You will claim mileage through the NYCC My View system with your line manager’s approval.

**What is the End Point Assessment (EPA) element of the Apprenticeship?**

An apprenticeship [End Point Assessment Plan](https://haso.skillsforhealth.org.uk/wp-content/uploads/2018/12/2018.12.05-Social-Worker-Assessment-Plan.pdf) must be completed. The EPA consists of four distinct assessment methods grouped within two strands (this will take place in year three):

* Strand 1: Case Study. Assessment will consist of:
* Written Critical Case Study
* An Executive Presentation
* Strand 2: Scenario Exercise
* initial analysis, a response to two further written data/questions, a case record assessment discussion

**What happens if I fail the end-point assessment?**

The assessment plan says if an apprentice fails the end-point assessment he/she is permitted to re-take it after one month and within six months, but not after six months from the assessment decision date (unless the apprentice is deferred due to sickness, or maternity leave, which is to be determined by the assessment organisation). An apprentice is permitted to re-take the fail component(s) of the end-point assessment once within the permitted timeframe. The maximum grade they can be awarded is ‘pass’.

# Selection Process

All who apply for the Apprenticeship must participate in a formal selection process (the Selection Day). The selection criteria are based on statements at entry level of the Professional Capabilities Framework (PCF). The PCF sets out the profession’s expectations of what a social worker should be able to do at each stage of their career and professional development from entry to training to principal social worker. For details of the PCF at entry level please [Click Here](https://www.basw.co.uk/pcf/PCF10EntryLevelCapabilities.pdf).

Bear in mind that the aim of the selection process is to select candidates who are most likely to become confident, resilient, effective and safe practitioners and who will be able to uphold a positive image of the social work profession.

* Each applicant will undertake a written test and a group exercise\* which is invigilated/observed and marked by panel members.
* You will then undertake a formal interview in the afternoon with a panel.
* The Chair will decide the outcome based on the scores and feedback across all three activities.

**Do bear in mind that on the day you must provide us with your certificated evidence of your qualifications along with photographic identification (and if possible, a fully enhanced DBS dated within the last 12 months). Failure to provide evidence of qualifications and ID will mean you will not be able to carry out your interview.**

\* Please note that due to Covid-19 the group exercise is currently not included.

# October 2022 Cohort Timeline

# What Modules will the Social Work Degree cover?

* Social Work Apprentices will study alongside the ‘standard route’ OU students for Stages 1 and 2 (Year One and Two). At Stage 3 (Year Three) you will also complete an End Point Assessment (EPA) module at the end.

**Stage One**

* **An Introduction to Health and Social Care (K101) -** an introductory module providing an authoritative overview of health and social care, with real-life case studies. Tutor support is offered via email and online sessions, one-to-one phone calls and a face-to-face day school.
* Assessment of the module is via five tutor- marked assignments and an end of module project.
* **Foundations for Social Work Practice (K113) -** this module includes a minimum 10-day period of verified practice learning in a social care setting under the supervision of a Practice Educator and attendance at seven workshops (three face-to-face and four online).
* Assessment is via eight tutor-marked assignments; three computer marked assignments and satisfactory completion of the 10-day practice learning.

**Stage Two**

* **Social Work Law (K271) -** this module includes six online tutorials and deals with a range of legal issues related to social care and social work in two main areas: Adults and the law and Children and the law.
* Assessment is via five tutor-marked assignments and an end of module project.
* **Applied Social Work Practice (K216) -** the first of two practice-based modules; includes 70-days of assessed practice learning under the supervision of a Practice Educator, and seven workshops of which five are face-to-face.
* Assessment is via three tutor-marked assignments; three computer marked assignments, an end of module project, and satisfactory completion of the 70-day practice placement.

**Stage Three**

* **Critical Social Work Practice (K315) -** the second practice-based module; includes 100-days of assessed practice learning under the supervision of a Practice Educator, and seven workshops of which five are face-to-face.
* Assessment is via five tutor-marked assignments, an end of module project and satisfactory completion of the 100-day practice placement.

* **End Point Assessment module (KXY324) -** preparation for and delivery of the EPA; includes a range of activities underpinned by theoretical learning applicable to different areas of practice (adults/children/mental health) as well as the relevant further development of critical analysis.
* Assessment is via two main strands. Stand one consists of a written case study and presentation, and strand two consists of an exam and an assessment discussion with a panel.

# Professional Capabilities Framework (PCF): (Entry Level)

At the entry level of the PCF, they describe what those interviewing for social work education should be looking for in people to demonstrate that they have the capability of becoming effective social workers.

**Level Descriptor:**

*By the point of entry to Social Work qualifying programmes*, prospective students/candidates should demonstrate awareness of social context for social work practice, awareness of self, ability to develop rapport and potential to develop relevant knowledge, skills and values through professional training.

**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…

* demonstrate an initial understanding of the role of the social worker
* demonstrate motivation and commitment to become a social worker
* identify my own potential strengths and challenges in relation to the role of social worker
* demonstrate an initial understanding of the importance of personal self-care, resilience and adaptability in social work
* demonstrate the ability to take responsibility for my own learning and development.

**2. VALUES AND ETHICS - Apply social work ethical principles and value 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…

* recognise the impact my own values and attitudes can have on relationships with others
* understand the importance of seeking the perspectives and views of individuals who use our services and carers
* recognise that social workers will need to deal with dilemmas, conflict and use the authority invested in their role.

**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 multidimensional 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…

* demonstrate an initial understanding of difference and diversity within society, the importance of equal opportunities and the implications of this for social work practice
* am receptive to the views of others.

**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…

* recognise the contribution of social work to promoting human rights, social justice, inclusion and equality
* am receptive to the idea that there may be ethical dilemmas and conflicts in the social work role between promoting rights and enforcing responsibilities.

**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…

* Identify how own learning (formal, informal and experiential) contributes to understanding and developing the social work role.

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 individuals who use our services. 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…

* demonstrate an ability to reflect on and analyse my own experiences (educational, personal, formal and informal)
* demonstrates curiosity and critical thinking about social issues.

**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…

* can communicate clearly, accurately and appropriately to the level of training applied for, in verbal and written forms
* demonstrate an ability to engage with people with empathy
* am motivated to develop skills to help people find solutions to social needs.

**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…

* demonstrate understanding of the importance of working as a member of a team and collaborating with other colleagues in an organisation.

**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 how my own learning, behaviour and ideas can influence and benefit others.

# Guidance Documents/Useful Websites

* [Apprenticeship Standards](https://www.instituteforapprenticeships.org/apprenticeship-standards/social-worker-degree/)
* [British Association of Social Workers](https://www.basw.co.uk/) (BASW)
* [End Point Assessment Plan](https://haso.skillsforhealth.org.uk/wp-content/uploads/2018/12/2018.12.05-Social-Worker-Assessment-Plan.pdf)
* [Professional Capabilities Framework](https://www.basw.co.uk/pcf/) (PCF)
* [Replacement Certificates](https://www.gov.uk/replacement-exam-certificate)
* [Social Work Admissions Team](mailto:WELS-SW-Enquiries@open.ac.uk)
* [Standards of Proficiency (Social Work)](http://www.hcpc-uk.org.uk/assets/documents/10003B08Standardsofproficiency-SocialworkersinEngland.pdf) 2017
* [Student Support Team (Open University)](mailto:HSC-Support@open.ac.uk)
* [University’s Services for Disabled Students website](http://www.open.ac.uk/courses/do-it/disability)

(Correct at time of publication and may be subject to change: 7th April 2022)