

Capabilities Statement for Social Work with Older People
Summary capabilities mapped against the
Professional Capabilities Framework (PCF)



research
in practice
for adults

PROFESSIONAL LEADERSHIP: Promote the profession and good social work practice.
Take responsibility for professional learning and development of others.

ASYE	Social worker to experienced Social worker	Advanced social worker	Strategic social worker
<p>Actively advocates for social work with older people.</p>	<p>Champions social work with older people, acting as a role model for positive change.</p> <p>Works in co-production with older people and their advocates.</p> <p>Helps develop new social care models of care.</p> <p>Advocates for resources.</p>	<p>Promotes and supports the development of social work with older people.</p> <p>Supports and promotes learning, research and innovation in relation to older people.</p>	<p>Collaborates with others and exchanges knowledge with others to pursue a vision, strategy and plan that will raise the quality, impact and visibility of social work with older people.</p>

CONTEXT AND ORGANISATIONS: Engage with, inform and adapt to changing organisations contexts and the social and policy environments that shape practice. Operate effectively within and contribute to the development of organisations and services including multiagency and interprofessional settings

ASYE	Social worker to experienced Social worker	Advanced social worker	Strategic social worker
<p>Aware of changes in social, cultural, political and economic contexts for older people and how these impact on social work with older people.</p>	<p>Able to advise on the changing needs, wishes and expectations of older people.</p> <p>Challenges disempowering or ageist services or systems.</p> <p>Understands the perspectives and values of social work in working effectively with other disciplines.</p> <p>Able to secure a coordinated response to complex needs</p>	<p>Uses knowledge of local demographics to develop appropriate support for older people.</p> <p>Builds collaborations to improve support for older people.</p>	<p>Works at local and national levels across boundaries to champion social justice.</p> <p>Builds collaborations across disciplines, services and systems to ensure continuity and reduce gaps in services for older people.</p>

VALUES AND ETHICS: Social workers have an obligation to conduct themselves ethically and engage in strengths and rights based approaches to social work with older people. Later life is not a static experience and there are different social and cultural perspectives on later life. The UN Principles for Older People is applied.

ASYE	Social worker to experienced Social worker	Advanced social worker	Strategic social worker
<p>Recognises and responds to the uniqueness of experiences of aging for older people and their relationships.</p>	<p>Manages ethical dilemmas of conflicting views in relation to older people.</p> <p>Engages with older people who are at risk who do not want social work intervention to achieve best possible outcomes.</p> <p>Challenges limited assumptions about older people.</p>	<p>Creates and sustains an environment for ethical, quality social work that enables older peoples outcomes.</p>	<p>Ensures conditions exist for ethical, quality social work practice that enables the achievement of older people’s outcomes.</p>

Diversity and Equality: Recognises diversity and applies anti-discriminatory and anti-oppressive principles in practice.

ASYE	Social worker to experienced Social worker	Advanced social worker	Strategic social worker
<p>Recognises and challenges age discrimination and it's interaction with other forms of discrimination.</p>	<p>Works explicitly against the abuse of power and age discrimination, promoting empowerment, equality and social inclusion.</p> <p>Prevents and minimizes transitions for older people a risk of unnecessary or inappropriate care.</p>	<p>Creates and sustains an environment where people feel supported to challenge age discrimination.</p> <p>Seeks to use resources to meet the diverse needs relating to ageing.</p>	<p>Actively monitors equality issues and leads strategic approaches to diversity in old age.</p> <p>Addresses negative impacts of social work policies and practices with historically disadvantaged populations.</p> <p>Challenges barriers that prevent older people living well.</p>

RIGHTS, JUSTICE AND ECONOMIC WELL-BEING. Advance human rights and promote social justice and economic well-being

ASYE	Social worker to experienced Social worker	Advanced social worker	Strategic social worker
<p>Recognises the combined impact of experiences across the life course.</p> <p>Upholds older people's rights to make decisions and choices.</p>	<p>Enables older people to enhance their social networks to reduce social isolation and loneliness.</p> <p>Supports older people to preserve goals and to adapt with practical support and cognitive coping mechanisms.</p> <p>Advocates alongside older people to navigate complex care systems.</p> <p>Advocate for and promote good quality care.</p> <p>Uses the law to uphold older people's rights.</p>	<p>Works with older people to co-produce services and to build community capacity.</p> <p>Seeks to identify and remove barriers that impact on older people.</p>	<p>Ensures older people co-produce service developments.</p> <p>Organises with others to ensure the 'voice' of older people is heard and can make a contribution.</p>

SKILLS AND INTERVENTIONS: Use of judgment, knowledge and authority to intervene with individuals, families and communities to promote independence, provide support, prevent harm and enable progress.

ASYE	Social worker to experienced Social worker	Advanced social worker	Strategic social worker
<p>Recognises the complexities arising from aging and the life course.</p> <p>Uses understanding to form relationships and shape interventions with older people.</p>	<p>Has expertise in work with older people, their families, carers and networks.</p> <p>Has developed skills and practice expertise in a range of areas including some of the following:</p> <ul style="list-style-type: none"> - Relationships: ability to engage with older people - Assessment - Care & support - Risk: specifically around safeguarding - Interventions - Carers <p>Actively maintains and develops expertise.</p>	<p>Facilitates the use of best evidence to co-produce positive interventions with older people.</p> <p>Helps evaluate the impact of interventions and applies learning.</p>	<p>Advices on and supports expertise in assessments and interventions in complex practice with older people.</p> <p>Evaluates the impact of interventions.</p>

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

ASYE	Social worker to experienced Social worker	Advanced social worker	Strategic social worker
<p>Starts to develop critically reflective understanding of how people discuss age.</p> <p>Starts to understand how own beliefs around aging impact on own practice.</p>	<p>Grasps the complexities of older peoples lives.</p> <p>Undertakes clear analysis, decision making and planning with older people.</p> <p>Recognises and tackles the tensions between polices and realties of older peoples lives.</p> <p>Engages with and reflects on the hopes and fears about own aging and how theses are shaped by direct work with older people.</p>	<p>Creates and sustains an environment for critically reflective thinking about older people which has a direct influence on the quality of service.</p>	<p>Facilitates critically reflective and innovative thinking about well-being of older people.</p>

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

ASYE	Social worker to experienced Social worker	Advanced social worker	Strategic social worker
<p>Understands and applies knowledge about impact of ageing, changing health including the most common physical and mental health issues.</p> <p>Understands law, policy and systems relating to social work with older people.</p> <p>Knows relevant gerontological theory and research.</p>	<p>Has extensive knowledge about specific practice, research, law and policy relating to ageing and older people. These may include:</p> <ul style="list-style-type: none"> - Models and approaches for intervention in older age - Grief, loss and bereavement - Loneliness and social isolation - Age related health conditions - Frailty as a distinctive health state relating to aging - Dementia, depression and other mental health issues with older age. <p>Actively maintains knowledge.</p>	<p>Contributes to a strong gerontological knowledge base.</p> <p>Shares, promotes and facilitates practice experience and co-production.</p>	<p>Applies expert knowledge about older people to strategic decision making.</p> <p>Ensures education and training is commissioned to support social workers.</p>

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

ASYE	Social worker to experienced Social worker	Advanced social worker	Strategic social worker
<p>Is able to explain the purpose and value of social work with older people.</p>	<p>Meets the capabilities relating to social work with older people.</p> <p>Able to carry out, explain and be accountable for the expert professional role that is undertaken with older people.</p>	<p>Upholds and oversees practice that demonstrates specific capabilities for rights and strength based social work with older people.</p>	<p>Develops, promotes, models and embeds practice that demonstrates specific capabilities for right and strength based social work with older people.</p>