

# Top Tip Guide

for Students  
& Newly  
Qualified  
Social Workers



**BASW**  
England

The professional association for  
social work and social workers

# About this guide

**This guide has been produced by BASW England Student/NQSW group. They have put together information they wish they had access to when they started their social work journey. We would like to thank the members of the BASW England NQSW & Student group who contributed to and developed this document.**

This short guide includes top tips, resources and information on how you can compliment the learning you will receive on placement and at university.

Before we start, we would like to give a warm welcome to new and returning students embarking on their social work journey. May we take a moment to congratulate you on making it this far - we know from first-hand experience that for many of you, the sacrifices you have made to arrive at this point cannot be understated.

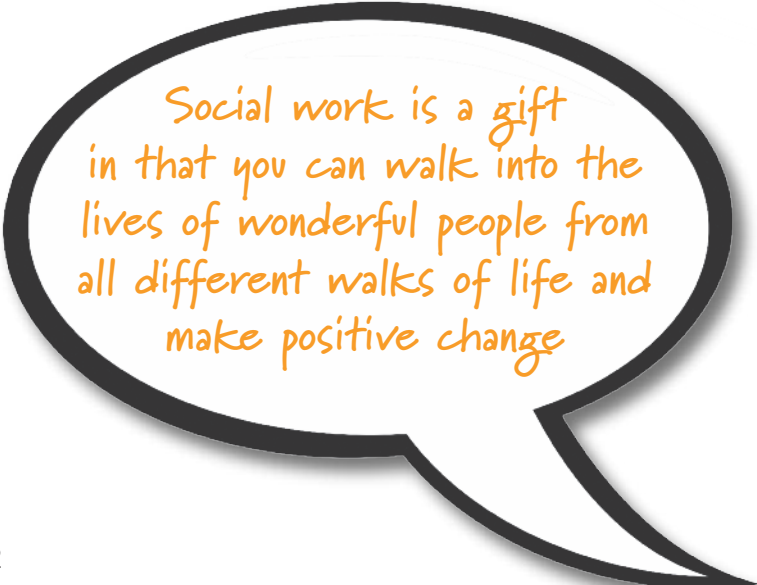
Beginning a new career is a daunting prospect for anybody, let alone in the midst of a global pandemic, at a time of such uncertainty. It is normal to have questions, doubts and anxieties – which is why we have put together this short guide.

As the future of the profession, you are in a unique position to transform lives, advocate for human rights, and promote the voices of the most vulnerable. As your professional organisation, we will be here for you every step of the way, supporting you as you go on to support others.

**Here, we celebrate diversity in all its forms, and we look forward to welcoming diverse students from all routes into the profession.**

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*Social work is a gift in that you can walk into the lives of wonderful people from all different walks of life and make positive change*

# What is the BASW England Student & NQSW Group?

The Student & NQSW Group gives a voice to students and newly qualified social workers in England. This involves peer advice/support through regular Microsoft Teams meetings, continuous professional development opportunities, and ways to shape BASW's priorities. Students and NQSWs are the future of social work, so this group shares knowledge and ideas with other groups and wider social work groups to assist in forging a positive future for social workers and those we work with.

The group has delivered several successful webinars on getting your first social work role and training opportunities to complement learning through your placement and university. We welcome all to our group and can have up to 10 core members; the only criteria to join the core group is BASW membership. However, you can still attend events/webinars without. If you are interested in becoming a Core Member then you can contact us via [baswengstudentnqsw@gmail.com](mailto:baswengstudentnqsw@gmail.com)

Register for events here: [www.basw.co.uk/events](http://www.basw.co.uk/events)

Another way to keep up to date with events across BASW England is to follow the student twitter account [@BASWStudentNQSW](https://twitter.com/BASWStudentNQSW) or the UK-run account [@BASWUK](https://twitter.com/BASWUK)



## Future events:

**18th October 2022** – 7 - 8:30 pm - All about BASW- Navigating BASW website, Benefits of BASW, preparing for the year with BASW

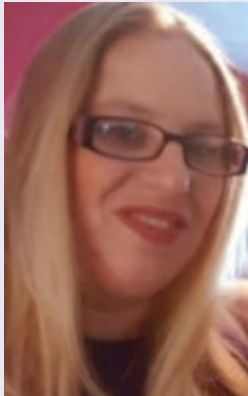
**6th December 2022** - 7 - 8:30 pm - Celebrating Practice Educators - practice educators and student perspectives on what works well.

**17th January 2023** – 7 - 8.30 pm - What is adult social work and the transition from child to adult.

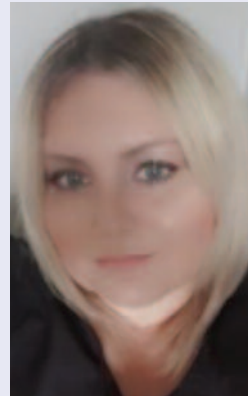
**28th February 2023** – 7 - 8.30 pm - Looked after children

**18th April 2023** – 7 - 8.30 pm - Child exploitation

# Welcome



**Sarah Harrison-**  
Qualified social worker - completing dissertation for MA Social Work at University of Birmingham  
*"I am passionate about working with Children with Disabilities"*



**Karen Skinner-**  
3rd Year BA student at the University of Hull.  
*"I am interested in child-parent violence and abuse and children's mental health"*

We are the chairs of the student and Newly Qualified Social Work Thematic group. We are passionate about providing students and newly qualified social workers with a voice enabling us to advocate on their behalf and provide resources and events that will strive to make a difference to the people we work with. The group consists of a core group of up to ten BASW student members who meet regularly to provide frequent events/webinars that are open to all students and Newly qualified social workers.



## Rosie Collinson

First Year BA Social Work Student and BASW student core member. Also, a team member of Social Work Bohemians, a mum, and online social justice advocate.

### Top Tips.

- Be a forever learner, ready and open to challenge and change.
- Be prepared to be wrong, it's how we respond to errors which is important.
- Get organised, in order to have time and boundaries differing your work and play, organisation is key.
- Talk to your lecturers, and to your peers, these people will perhaps be your work colleagues one day, they will also be a wealth of knowledge, a critical eye, and a supportive presence.
- Get involved, reading, podcasts, twitter, magazines, newspapers, get into and passionate about current issues surrounding social work, and the world around you and others – which can be two very different worlds.
- Reflect, start a journal for your studies, perhaps put all your feedback in this journal, this can help you see progress, but it can also help create goals.





# BASW

The professional association for social work and social workers

## Calling all Social Work students!

Why be a member of the British Association of Social Workers (BASW) and the Social Workers Union (SWU)?

JOIN YOUR PROFESSIONAL ASSOCIATION AND ACCESS MEMBER BENEFITS TAILORED TO YOU AS A SOCIAL WORK STUDENT – WE OFFER DEVELOPMENT + SUPPORT + PROTECTION + SAVINGS + INFLUENCE

JOIN BASW WITH OUR STUDENT MEMBERSHIP FROM JUST £4.80 PER MONTH.

THEN CONTINUE YOUR STUDENT MEMBERSHIP AND RECEIVE 50% OFF MEMBERSHIP FEES FOR YOUR FIRST YEAR OF WORK AFTER YOU QUALIFY. BASW IS HERE FOR ALL YOU NEED TO SUPPORT EVERY STAGE OF YOUR SOCIAL WORK CAREER.

### Develop

#### Support your coursework

Learn about the social work profession and the latest social work practice developed by and for social workers. Log your CPD from a range of free or discounted study resources and events.

#### Student Ambassadors

Become a student ambassador to work with us to produce and create projects and events that focus on the student experience – creating a unique opportunity for you to learn and develop.

#### Student Hub

Access a members only hub of information, guidance, events and resources for students in England, Wales, Scotland and Northern Ireland, developed in partnership with social work students.

#### Careers advice

Advice and guidance just for students. Find out more about working in social work and explore your speciality, build interview skills and access CV writing training.

#### Professional Social Work magazine

Professional Social Work (PSW) magazine – the UK's only printed social work magazine – delivered free to your door. Member-only free access to selected resources online.

#### Member email updates

Receive the latest social work news, member updates, development opportunities and member benefits to your inbox.

#### Code of Ethics

BASW's Code of Ethics along with a full range of guidance and policies, upholds the highest professional standards and practice.

### Support

#### Social Work Professional Support Service (SWPSS)

You can get support from a peer coach who is a social worker and talk through issues in a confidential space.

#### Explore jobs

View jobs from social work employers, connect with experienced social workers and hear about practice and working in different fields.

#### A community of Social Work Students

Join our community of social worker students online – through Twitter, Facebook and LinkedIn, listening to podcasts.

#### Connect

Meet and connect with fellow social work students, to share ideas, discuss your learning and policies through groups, branches, communities of interest and special interest groups.

### Protection

#### Insurance cover

Student membership includes £5 million professional indemnity insurance cover for social work placements.

#### Placement difficulties

BASW is the only organisation to offer protection to student social workers. Get advice from BASW/SWU Advice and Representation, a team of qualified social workers, for professional help on a range of Social Work Student placement difficulties.

### Savings

#### Savings

Discounted member rate for students and a 50% discount for your first year after you qualify.

#### Discounted and free CPD and events

Hear from sector leaders, educators, policy makers and people with lived experience.

#### Discounted Journals and books

Save up to 75% on social work journals *British Journal of Social Work (BJSW)* and *Practice: Social Work in Action* plus receive a 30% discount on books available from BASW's online bookshop.

### Influence

● The powerful voice of 22,000 members, building the strength and influence of social work and calling for urgent action on issues that really matter to social work.

● Be active in campaigns. Join our member committees, groups and networks to help shape UK and country policies.

# BASW Code of Ethics for Social Work

## VALUES

**key principles**

**Human rights:**

- 1 Upholding and promoting human dignity and well-being
- 2 Respecting the right to self-determination
- 3 Promoting the right to participation
- 4 Treating each person as a whole
- 5 Identifying and developing strengths

**Social justice:**

- 1 Challenging discrimination
- 2 Recognising diversity
- 3 Distributing resources
- 4 Challenging unjust policies and practices
- 5 Working in solidarity

**Professional integrity:**

- 1 Upholding the values and reputation of the profession
- 2 Being trustworthy
- 3 Maintaining professional boundaries
- 4 Making considered professional judgements
- 5 Being professionally accountable

**Ethical practice:**

- 1 Developing professional relationships
- 2 Assessing and managing risk
- 3 Acting with the informed consent of service users, unless required by law to protect that person or another from risk of serious harm
- 4 Providing information
- 5 Sharing information appropriately
- 6 Using authority in accordance with human rights principles
- 7 Empowering people
- 8 Challenging the abuse of human rights
- 9 Being prepared to whistleblow
- 10 Maintaining confidentiality
- 11 Maintaining clear and accurate records
- 12 Striving for objectivity and self-awareness in professional practice
- 13 Using professional supervision and peer support to reflect on and improve practice
- 14 Taking responsibility for their own practice and continuing professional development
- 15 Contributing to the continuous improvement of professional practice
- 16 Taking responsibility for the professional development of others
- 17 Facilitating and contributing to evaluation and research

Download the full BASW Code of Ethics at: [www.basw.co.uk/codeofethics](http://www.basw.co.uk/codeofethics)

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**Professional Support Service**

**“I found the session to be very useful and I am really pleased that BASW has set up this very useful resource”.**

BASW's successfully launched Professional Support Service, exclusive to members, aims to support the development of their professional career as well their all important wellbeing during COVID-19

The Professional Support Service is designed by and for social workers. It is a safe space to work through and think about positive solutions to any challenges you are facing and make decisions about the next stage in your career.

You can access up to three one-to-one video or telephone sessions with a trained volunteer coach who understands the challenges faced by our social work community. The sessions last up to one hour and coaches are available between 9am-5pm on weekdays. You can search for and select your own coach by location and specialism.

**Book your sessions now!**

It's really simple and easy to register

**We're here to listen.**

simply head over to [www.basw.co.uk/professional-support-service](http://www.basw.co.uk/professional-support-service)

**Professional Support Service**  
Supporting you so you support others

Working in partnership with **PROFESSIONAL PRACTICE**

**Professional Support Service –**  
This service is also available to students

## PCF – Professional Capabilities Framework

The PCF is a framework for the nine levels of social work in England. It is a useful tool to help identify which level you are, define your professional capabilities and develop your career. We recommend printing this out and sticking it on your wall/saving as your phone background!

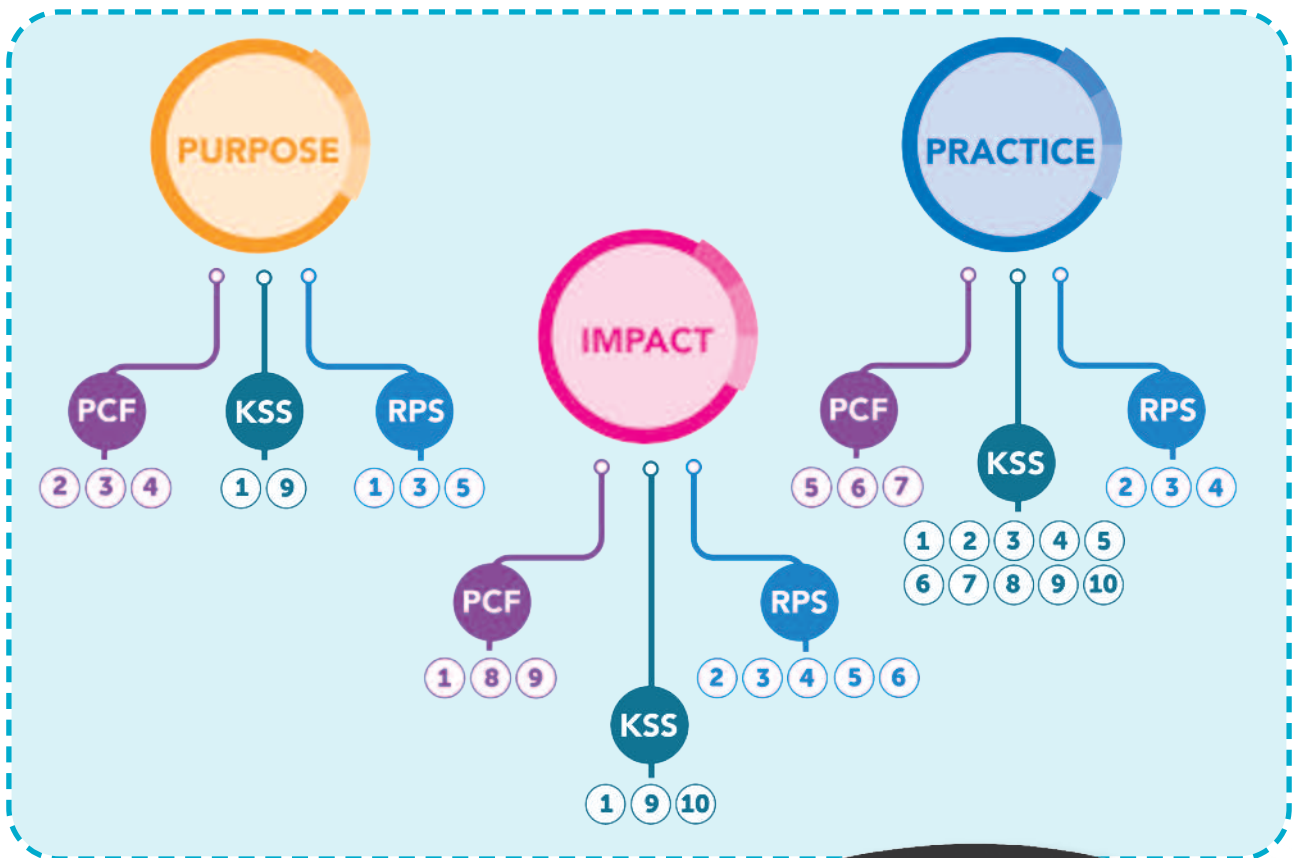


# Professional Standards Mapping

Professional standards support the learning and professional development of students and social workers across their career. Our **mapping document** helps explain how the 3 standards - the **Professional Capabilities Framework** (PCF – see page 4), **Knowledge and Skills Statements** (KSS) and the **Regulatory Professional Standards** (RPS) relate.

Visual learners may find the below useful:

## PCF, KSS and Regulatory Professional Standards in England - Mapping diagram (Children and Families)



**PCF** = Professional Capability Framework

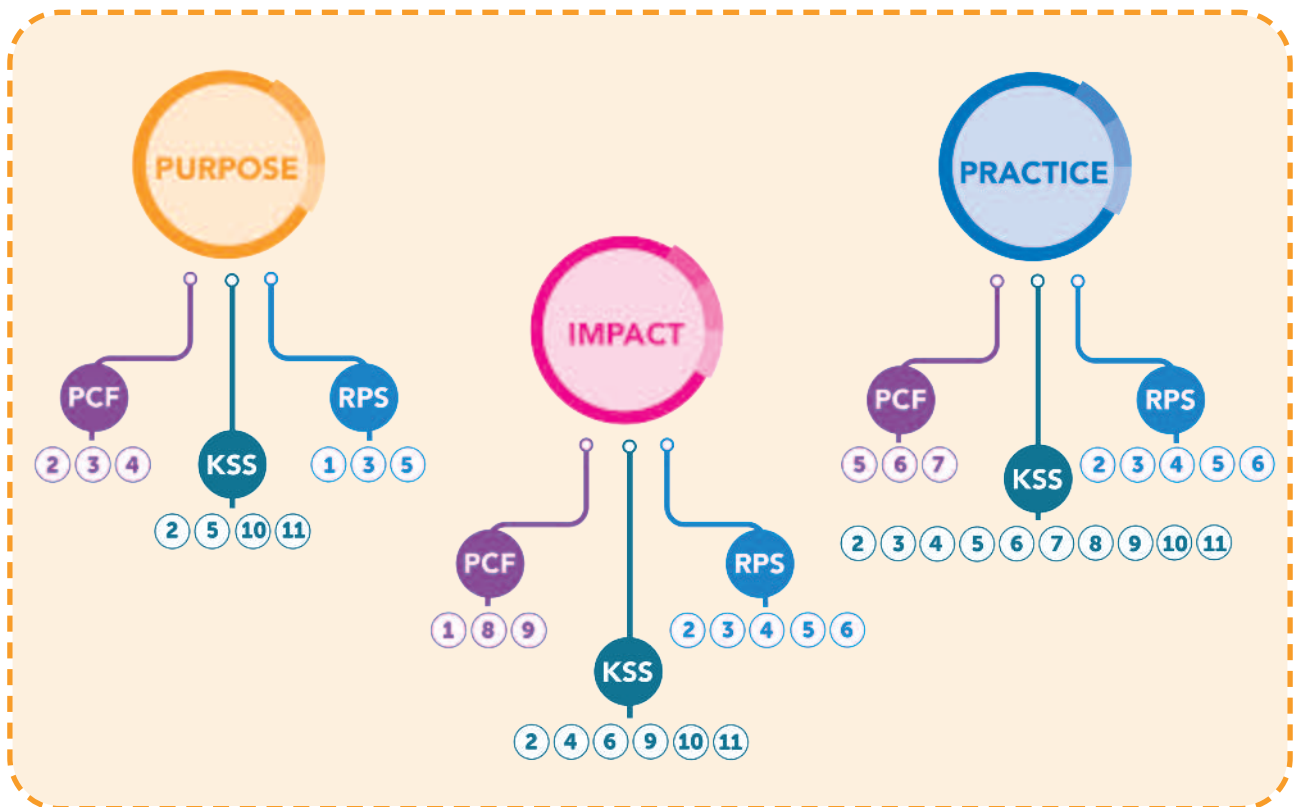
**KSS** = Key Skills Statement

**RPS** = Regulatory Professional Standards



*I became a social worker to advocate for children with disabilities and help families to look after their child in their homes*

## PCF, KSS and Regulatory Professional Standards in England - Mapping diagram (Adults)



**PCF** = Professional Capability Framework **KSS** = Key Skills Statement **RPS** = Regulatory Professional Standards

### Other standards

Quality Assurance Agency (QAA) for Higher Education Subject Benchmark Statement for Social Work provides guidance for course providers on articulating learning outcomes for qualifying programmes/modules. They represent a tool for education providers to deliver the requirements of the Regulatory Professional Standards, the PCF and the KSS for Adults and the KSS for Children as part of an academic degree. The statement can be found here: **Subject Benchmark Statement: Social Work** ([qaa.ac.uk](http://qaa.ac.uk))

Similarly, the Apprenticeship Standards support key skills and knowledge requirements for those pursuing an apprenticeship route within social work. Information can be found here: **Social worker (integrated degree) / Institute for Apprenticeships and Technical Education**





# BASW branches

**Local branches and networks give you the opportunity to get involved with BASW at a local level.**

Check where your nearest branch and network is to attend events and courses local to you, and pursue your career interests. Join a branch or network today, or if there isn't one near you, note your location preferences so we can gauge interest in developing new branches or networks.



# Top Tips from children, families and adults who use social care

At BASW, we believe the best way for social workers to develop their practice is to listen to those they support. It is crucial we learn from the incredible knowledge of people with lived/living experience.

We asked survivors of domestic abuse what advice they had for social workers, and they created the graphic below to describe what their 'social worker of the year' would look like.



The survivors also created video footage which they shot and produced themselves, **which can be found on this link.**

- **Listen to survivors** – we are the experts in our own lives.
- **Work with us – not against or for us** – take a collaborative and empowering approach.
- **Focus on well-being** not just risk and physical safety. For example, help us build our self-esteem, and support us to connect to others in our community.
- **Approach us on a human level** and as a whole person.
- **Respect our different cultures, identities, and life experiences** – do not make judgements based on prejudices, stereotypes, or assumptions.
- **Be transparent and clear.**
- **Don't jeopardise our safety.** For example, ensure you know the safe methods to communicate for the survivors you are working with.
- **Don't unnecessarily make us re-tell our story** – read the notes but do not prejudge.
- **Don't assume** that a child survivor is less knowledgeable than an adult survivor.

# Tips, thoughts and reflections on how to succeed as a student



**Rumbi Mashavave**

*MA SOCIAL WORK STUDENT at Bradford University. Finalising my final placement and preparing for my ASYE.*

**Tips as a student:** It begins with you: one of the questions you will be asked and should ask yourself is why do I want to be a social worker? Before you even think about the practice skills, knowledge and values, know u first and how your beliefs, prejudices will affect your professional judgement. "Deal with the log in your eye before you attempt to take the spec in another's eye".

**Knowledge is power-** If you don't know **ASK**. Email your tutor, lecturer, practice educator on placement. Don't be a lone ranger- One of greatest support is peer support. Not only to ask your peers but to give to your peers. We all have something to offer, give. Every little thing counts.

**Newsflash-** you don't live in a bubble- outside of your university is BASW, join to become part of a larger network and access information and up to date issues that affect us as social workers and the people we support. Participate in trainings, events. Listen to podcasts, videos run by social workers. (BASW PODCAST; SOCIAL WORK CATS ROCKET SCIENCE- podcast)

After all is said and done it comes back to YOU. Remember you are human too. You also have emotions. Don't let anyone tell you it's not professional to have emotions. Don't keep it in. Let it out. Social work begins with you - not your 1st lecture or your first case on placement. My quote: I am on my social work journey to help others help themselves.

Be organised,  
find what works for  
you. For me its  
highlighters, mind  
maps and calendars.

I have always wanted  
to pursue a career in which  
I give back to the world  
rather than take  
from it



## Clare Patrick


*Clare Patrick Second Year BA Social Work Student at The University of Hull BASW Student Ambassador BASW Student and NQSW Core Group Member.*

### The BASW Student Ambassadors

We each have our own reasonings as to why we want to become social workers, and I encourage you in the early stages of your journey to reflect on your own. For me, I wanted to make and see positive change in the world and so the direction I chose was social work, a path that allows me to use my role in society as a catalyst for positive transformations. My role as a BASW Student Ambassador facilitates this aim for me too. In being part of this worthwhile scheme, I am able to promote unity and interconnectivity, illuminating the connections we share as students, social workers and people who use their kindness to care for and help others.

The ambassadors are a collective of individuals who work within our universities to capture and illuminate the student voice and in doing so we aim to offer a channel of information fed both to and from BASW and social work students. BASW has so many important and supportive functions to help social work students along their journey and our role is to promote these functions so that you have a more holistic and informed understanding of how BASW can assist and support you. Each student and ambassador alike brings their own unique qualities and we hope to bring our individual strengths to the forefront of our role. One way I am utilising my role as an ambassador to help to students at The University of Hull is by offering supportive and reflective one to one peer support sessions to really engage with both new and existing students. Other ambassadors have set up coffee mornings, student conferences and book clubs.

As an ambassador I want to hear your reflections, your ideas and your concerns. The overarching student worries fed back to me so far have included overshadowing worries over finances, struggles to balance studies, family life and work commitments, anxieties and stress over making friends and friendships and self-doubt over being able to keep up with other peers academically. In sharing these concerns, we as ambassadors can tailor our efforts in supporting you based on the feedback we receive. In doing so, we hope to create a safe environment where student concerns can be raised and received and in turn advocated for. In raising the overall consciousness surrounding student concerns perhaps then, certain matters can ultimately be prevented. We hope that our network can not only validate the experiences and emotions of the social work student but also through the embodiment of BASW's values and ethics, we in turn hope that collectively, we can bring about a sense of connection throughout the social work student community and create a network which can be sought out by all student social workers to build on BASW's desire to offer support and promote inclusion.



Engage with your lecturers, the guest speakers, the professionals, your peers. Everyone is so supportive and wants to help you.



## Danielle

*I have just completed a BA (Hons) social work degree at Keele University and secured my first role as an ASYE social worker, working with children who are cared for by the local authority. It has been a whirlwind few years and it still does not feel real that student life is over, though as I am quickly realising, every day is a learning day in the world of social work practice... so the journey continues.*

**It might seem like a long time away, but I wanted to share with you all my top tips for success in your ASYE job interviews, it will be here quicker than you think right now.**

1. Do your research- find out about the local area you are hoping to work and the team you are applying to. What are some of the issues those you hope to work with face and what are some of the initiatives being used to tackle them? It's always good to show prospective employers that you have chosen to apply to be part of their team for a reason.
2. Don't get too overwhelmed by trying to remember theories and legislations. Be comfortable with the basics that are relevant for the team you are applying to then use the rest of your headspace to remember examples.
3. Always give practice examples (look back over those placement portfolios- there will be loads). Even if they aren't perfect examples, they show that you are a reflective person who has some understanding of the impact of your future role.
4. Don't be afraid to say you don't know they answer, or that you have never been part of a certain process. You are newly qualified- you don't know everything. Like I mentioned earlier, everyday in social work is a learning day, even for those with years of experience. It's ok to say something like "I wouldn't be sure of what the correct thing to do in that situation would be, so I would seek the guidance of my manager and team". If you have a vague idea, tell them what you think would be the right thing, but be explicit in saying you would have to check it out to be sure before acting.
5. Breath- always remember to breath. After every question, take time to go over the question in your head again, say it slowly in your head, breath, then respond.
6. Be prepared to ask the interviewers some questions. My go to was, "can you tell me about the ASYE programme and what support I will have during my first year in practice and beyond?".
7. Come prepared to talk about something that has inspired you- a book, a podcast, a story, research... you decide. Just remember to say why it has inspired you.
8. Be yourself. At the end of the day, your personality matters just as much (arguably more) than what you know or how good you are at remembering things.
9. Be tech savvy. A lot of organisations are choosing to interview via video conferencing. If you have an online interview, make sure you take the time in advance to ensure your device is charged, your camera and speakers are working and that you have access to the correct platforms. The last thing you want is to be messing about at the beginning of your interview, that would be the virtual equivalent of turning up late.
10. If at first you don't succeed, dust yourself off and try again! Don't be too shy to ask for some feedback, it's always important to know what you have done well and what you can work on for next time.

**I also wanted share with you all, one of my favourite quotes, that reminds me of why I choose a career in social work, live by it, preach it - "Rush to judge and you'll miss what matters... don't judge a book by it's cover- you might miss out on a wonderful story" – Lisa Pantling**

For those who are already thinking about what books you can read to prepare for your studies, here is a list of the books that I found essential and still use now (remember don't worry about buying brand new books, lots of people sell them second hand or usually they can be accessed through your university):

- A good, up to date, social work law book is essential. Personally, I could not have got through my degree without **Social Work Law** by Alison Brammer
- **Social Work, Cats and Rocket Science** by Elaine James, Rob Mitchell and Hannah Morgan
- **Effective Child Protection** by Eileen Munro
- **Complexity in Social Work** by Rick Hood
- **Assessment in Social Work** by Judith Milner, Steve Myers and Patrick O'Byrne
- **Anti-Discriminatory Practice** by Neil Thompson
- **Ethics and Values in Social Work** by Sarah Banks
- **Theory and Practice a straightforward guide for social work students** by Siobhan Mclean and Rob Harrison

Other non-academic books that are definitely worth reading are:

- **Natives Race and Class in the Ruins of Empire** by Akala
- **Poverty Safari** by Darren McGarvey
- **Chavs** by Owen Jones
- **Lowborn** by Kerry Hudson
- **Shuggie Bain** by Douglas Stewart
- **The Young Team** by Graeme Armstrong (if you fancy a try at reading Glaswegian!)
- **My Name is Why** by Lemn Sissay
- **What White People Can Do Next** by Emma Dabiri
- **Behind Closed Doors** by Polly Curtis.

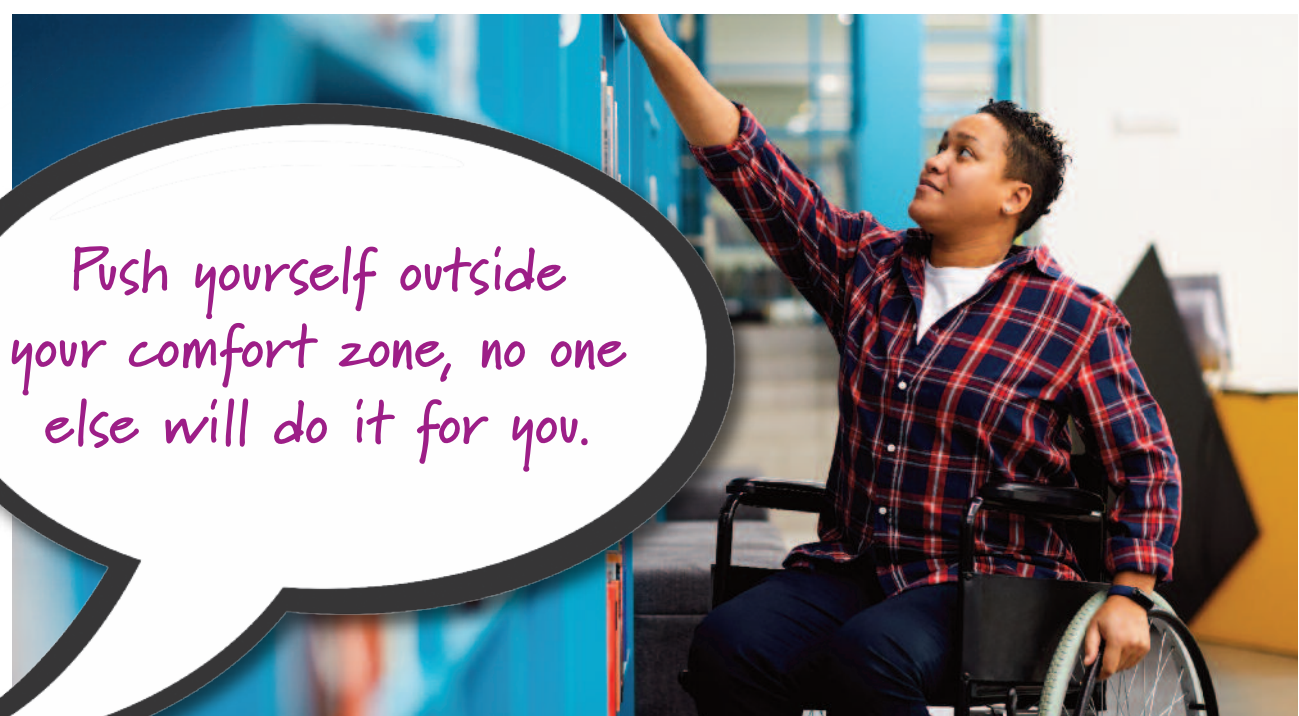
Finally, for me, becoming a member of BASW has been one of the best decisions I made early in my studies. There is a wealth of enriching learning via the online webinars and trainings, which are usually free or discounted for students. I have had access to up to date research in the British Journal of Social Work at my fingertips and had opportunities to network with local branches, who also hold interesting learning events. It is worth looking into.

**I wish you the best with your studies and enjoy your journey- it truly is one of unique personal growth.**

# Top tips for neuro-divergent and disabled students

**Being a student who is neurodivergent and/or disabled makes life a bit more difficult while studying so here are a few tips that we have found useful:**

- Be honest about your difficulties with your university and during placements
- Don't be afraid to ask questions
- Use full advantage of what your university offers
- Use the BASW Professional Support Service for advice
- Make sure you understand the question that you are being asked to write about
- Use technology if you need too such as a Dictaphone to record lectures
- Read aloud on Word can be a useful tool to hear what you have written and whether something makes sense
- Colour coding your notes so that you can organise notes with assignments
- If the software has been identified and provided, it is crucial to understand how to use it to your advantage
- If a lecture is being recorded, use it to your advantage and watch it again at a suitable time to process what has been said
- Take regular breaks- you know your body and when you need to stop
- It is good to understand your learning style
- Discuss with your peers



# Direct Work Tools

Below are some examples of direct work tools which can be used when supporting children, families and adults. For information on how best to conduct direct work sessions virtually, more information can be found in our [guidance on remote working](#).

## Power and control wheel

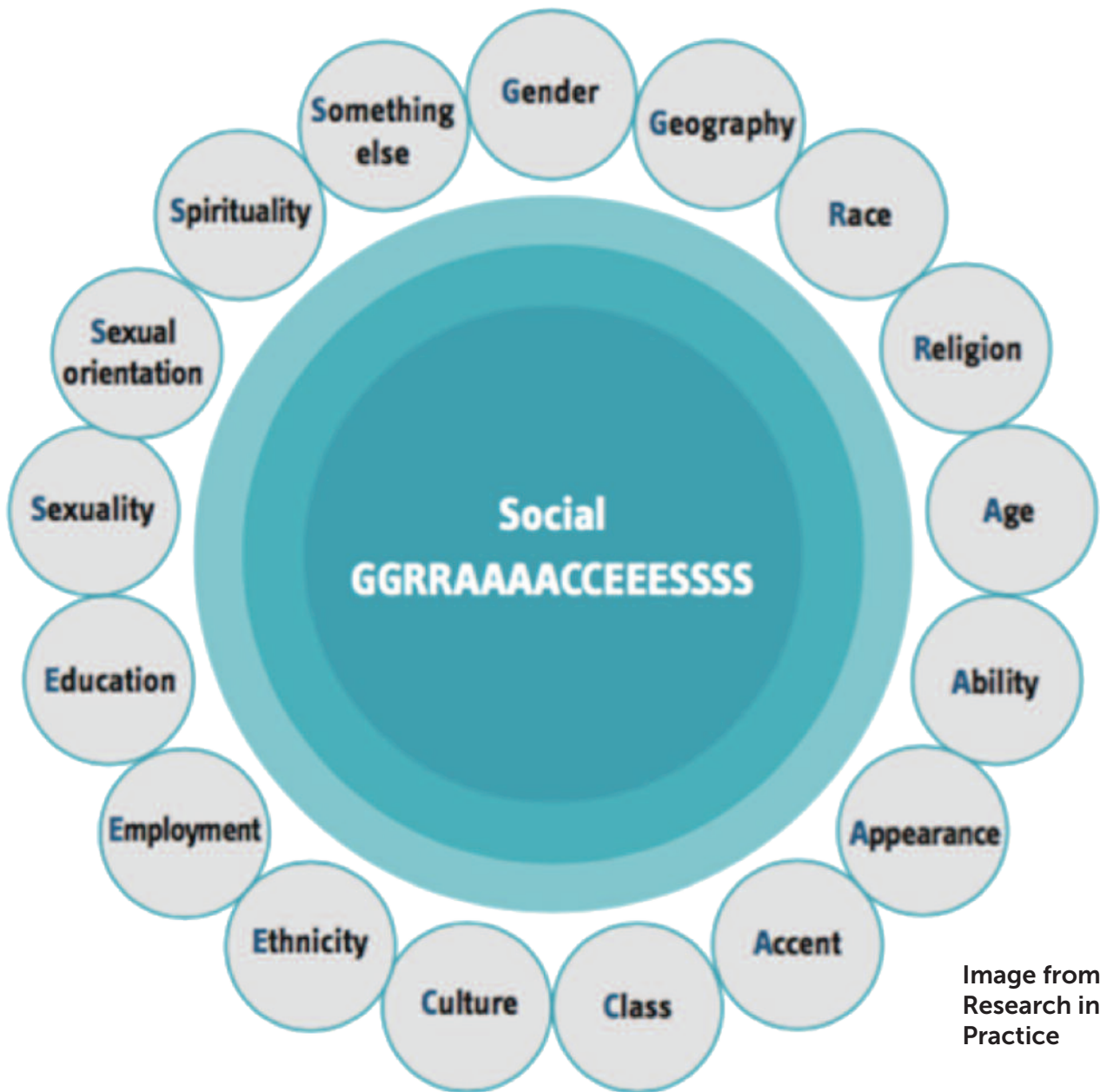
The image below is a powerful tool which can be used with survivors of domestic abuse, to help them to identify the areas in their life they may be experiencing abuse. Further information can be found in our guidance. The below can be adapted for survivors of any gender, sexuality, culture, ethnicity, and other intersectionalities.



Source: [www.coercivecontrolcollective.org](http://www.coercivecontrolcollective.org)



# Social Graces – A tool for addressing inequality



**The term 'Social Graces' is a mnemonic to help us remember some of the key features that influence personal and social identity (see image above), as developed by John Burhnam, Alison Roper-Hall and colleagues (1992).**

One of the key aims of the graces is to 'name' power differentials. In doing so, it is far easier to identify (and work on) our own prejudice, or indeed on our own privilege.

Naming power differences can invite service users, colleagues or even friends to share the social graces which they feel can hold them back, or even cloud their judgement of others.

The graces in the figure about are not an exhaustive list and can be adapted. They could differ according to place, time and culture. That's the beauty of the graces; they are fluid. There is room for reflection and correction.

### How to use the Graces as a time-pressed social worker:

- Choose one of the graces you are drawn toward. Or ask service users to do so. Reflect on why this is – this is something you can share vocally, through writing, or any other creative outlet.
- Attempt the above exercise with the grace you feel the least drawn toward.
- Consider which of the graces mostly influences your relationship with a service user. Or a supervisor/supervisee. This may feel uncomfortable at first but keep at it.
- Rate the graces on a linear scale of 1-10, 1 being that they impact you only a little, 10 being that they impact you significantly. This is also an exercise which can be done with service users, both adults and children, to learn more about the way in which they see the world.
- In a group setting, or in pairs, attempt to roleplay the social graces from different perspectives.

Further information can be found at [www.basw.co.uk/media/news/2020/jul/social-graces-practical-tool-address-inequality](http://www.basw.co.uk/media/news/2020/jul/social-graces-practical-tool-address-inequality)

## Equality, Diversity & Inclusion

**BASW celebrates the richness and diversity of social workers and the societies we serve across the UK. We recognise that diversity of thought and widening the membership of the social work profession - and BASW - enrich our profession and enable social work to support the needs,**

For this to be more than words, BASW must be open, relevant and welcoming to social workers of all backgrounds and identities - and a credible leader in the promotion of inclusive social work practice across the UK.

Fundamental to this is setting, promoting and embedding common principles of equality, diversity and inclusion (EDI) across all our work. This statement commits BASW to challenge oppression, exclusion and discrimination within the association, within social work and within social work education. It also commits us to raising social work's voice, perspectives and influence on issues of EDI and oppression across wider society.

For further information, please refer to our website on [www.basw.co.uk/basw-uk-summary-position-statement-equality-diversity-and-inclusion](http://www.basw.co.uk/basw-uk-summary-position-statement-equality-diversity-and-inclusion)

BASW encourages students to seek out additional resources, learn and share experiences with peers, colleagues and people with lived experience.

If you are interested in learning more, please contact our equality, diversity and inclusion group at [edi@basw.co.uk](mailto:edi@basw.co.uk)



# Coronavirus

**Studying social work is a challenge in and of itself, without the added pressure of a global pandemic.**

We understand just how difficult a time this can be, what with the uncertainties of virtual learning, changes to placement opportunities and the added stressors for those who have caring or other responsibilities. Do check the BASW website for regular updates as these may be subject to change.

## **BASW information and guidance around Covid-19**

BASW resources for social workers working during the pandemic which include **risk assessments and guidance for home visits** are available [here](#).



To know that you have made at least one life breathe a little easier for being here is to have truly succeeded. My calling to this profession was to use myself in the service of others and never forget what a privilege that is.

# Handy Resources

Embarking on a social work course is hugely exciting – but often, the amount of resources and recommended reading can be overwhelming. Below, you can find the critical stuff in one place to help you get a head start on your studies or placement experience.

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## Anti-Poverty Practice Guide

BASW and CWIP. (2019). Anti-poverty Practice Guide for Social Work. Birmingham. British Association of Social Workers. <https://www.basw.co.uk/what-we-do/policy-and-research/anti-poverty-practice-guide-social-work>

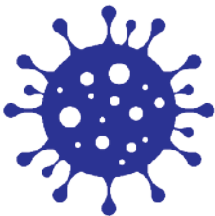
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## Anti-Racism Resources

BASW. (2021). Black, Asian and Minority Ethnic Community Resources. [Online]. Available at: Black, Asian and minority ethnic community resources <https://www.basw.co.uk/black-asian-and-minority-ethnic-community-resources>

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## COVID-19 Resources

BASW. (2021) Social Work Resources During COVID-19. [Online]. Available at: [www.basw.co.uk/coronavirus-covid-19-basw-updates](http://www.basw.co.uk/coronavirus-covid-19-basw-updates)

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## CPD Guidance on Social Work Undertaken During Disasters

BASW. (2019) CPD Guidance on Social Work Undertaken During Disasters. Birmingham: BASW. <https://www.basw.co.uk/social-work-disasters>

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## Digital Capabilities for Social Workers

BASW. (2021). Digital Capabilities Statement for Social Workers. [Online]. Available at: [www.basw.co.uk/digital-capabilities-statement-social-workers](http://www.basw.co.uk/digital-capabilities-statement-social-workers)

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## Domestic Abuse Practice Guidance

BASW England (March 2021) Domestic Abuse Practice Guidance: for Children and Family Social Workers. Birmingham: BASW.  
[https://www.basw.co.uk/system/files/resources/181181\\_basw\\_england\\_domestic\\_abuse\\_guidance\\_v5.pdf](https://www.basw.co.uk/system/files/resources/181181_basw_england_domestic_abuse_guidance_v5.pdf)

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## Homes not Hospitals

BASW. (2021) Homes not Hospitals. [Online]. Available at:  
<https://www.basw.co.uk/homes-not-hospitals>

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## Recording in Children's Social Work

BASW. (2020) Recording in Children's Social Work. Birmingham: BASW.

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## Relationship Based Practice 80:20 Campaign

BASW. (2019) 80-20 Campaign – Upholding Relationship Based Practice in Social Work. [Online]. Available at: [www.basw.co.uk/8020-campaign-relationship-based-social-work](http://www.basw.co.uk/8020-campaign-relationship-based-social-work)

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## Social Worker Wellbeing and Working Conditions

BASW. (2020). Social Worker Wellbeing and Working Conditions. [Online]. Available at:  
[www.basw.co.uk/system/files/resources/good\\_practice\\_toolkit\\_1.2.pdf](http://www.basw.co.uk/system/files/resources/good_practice_toolkit_1.2.pdf)

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## Top Tips for Virtual Direct Work

BASW. (2020). Top tips for virtual direct work with children & families during COVID-19. [Online]. Available at:  
[www.basw.co.uk/media/news/2020/jun/top-tips-virtual-direct-work-children-families-during-covid-19](http://www.basw.co.uk/media/news/2020/jun/top-tips-virtual-direct-work-children-families-during-covid-19)

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# Book Recommendations

**Jan Fook – Social Work a Critical Approach to Practice** [www.amazon.co.uk/Social-Work-Critical-Approach-Practice/dp/1446200523](http://www.amazon.co.uk/Social-Work-Critical-Approach-Practice/dp/1446200523)  
Elizabeth Tanguay, Peter Hanratty, Ben, Martin

**Elizabeth Tanguay, Peter Hanratty, Ben, Martin - Reflective Writing for Nursing, Health and Social Work** [www.amazon.co.uk/Reflective-Writing-Nursing-Health-Macmillan/dp/135200996X/ref=sr\\_1\\_1?crid=2YAMMBAGNUC4I&keywords=reflective+writing+for+nursing%2C+health+and+social+work&qid=1658511115&srefix=Reflective+writing+%2Caps%2C96&sr=8-1](http://www.amazon.co.uk/Reflective-Writing-Nursing-Health-Macmillan/dp/135200996X/ref=sr_1_1?crid=2YAMMBAGNUC4I&keywords=reflective+writing+for+nursing%2C+health+and+social+work&qid=1658511115&srefix=Reflective+writing+%2Caps%2C96&sr=8-1)

**Social Work Skills a Practise Handbook** [www.amazon.co.uk/Social-Work-Skills-Practice-Handbook/dp/0335214991/ref=sr\\_1\\_3?keywords=social+work+skills+a+practice+handbook&qid=1658511227&sr=8-3](http://www.amazon.co.uk/Social-Work-Skills-Practice-Handbook/dp/0335214991/ref=sr_1_3?keywords=social+work+skills+a+practice+handbook&qid=1658511227&sr=8-3)

**Siobhan Maclean and Rob Harrison - Theory and Practice** [www.amazon.co.uk/Theory-Practice-Straightforward-Social-Students/dp/1903575958/ref=sr\\_1\\_1?keywords=theory+and+practice+siobhan+maclean&qid=1658511359&srefix=Theory+and+%2Caps%2C95&sr=8-1](http://www.amazon.co.uk/Theory-Practice-Straightforward-Social-Students/dp/1903575958/ref=sr_1_1?keywords=theory+and+practice+siobhan+maclean&qid=1658511359&srefix=Theory+and+%2Caps%2C95&sr=8-1)

**Neil Thompson and Sue Thompson – The Social Work Companion** [www.amazon.co.uk/Social-Companion-Palgrave-StudentCompanions/dp/1403937958/ref=sr\\_1\\_2?keywords=the+social+work+companion&qid=1658511461&srefix=the+social+work+c%2Caps%2C77&sr=8-2](http://www.amazon.co.uk/Social-Companion-Palgrave-StudentCompanions/dp/1403937958/ref=sr_1_2?keywords=the+social+work+companion&qid=1658511461&srefix=the+social+work+c%2Caps%2C77&sr=8-2)

**Philip Heslop and Cathryn Meredith – Social Work From Assessment to Intervention** [www.amazon.co.uk/Social-Work-Intervention-Philip-Heslop/dp/1526424495/ref=sr\\_1\\_fkmr0\\_2?crid=3JTZM0YC3H6R9&keywords=Philip+Heslop+and+Cathryn+Meredith+-+Social+Work+From+Assessment+to+Interven&qid=1658511628&srefix=philip+heslop+and+cathryn+meredith+social+work+from+assessment+to+interven%2Caps%2C154&sr=8-2-fkmr0](http://www.amazon.co.uk/Social-Work-Intervention-Philip-Heslop/dp/1526424495/ref=sr_1_fkmr0_2?crid=3JTZM0YC3H6R9&keywords=Philip+Heslop+and+Cathryn+Meredith+-+Social+Work+From+Assessment+to+Interven&qid=1658511628&srefix=philip+heslop+and+cathryn+meredith+social+work+from+assessment+to+interven%2Caps%2C154&sr=8-2-fkmr0)

**Michael Mandelstam – Safeguarding Adult and Law An A-Z of Law and Practice** [www.amazon.co.uk/Safeguarding-Adults-Law-Third-Z/dp/1785922254/ref=asc\\_df\\_1785922254/?tag=googshopuk-21&linkCode=df0&hvadid=310762413837&hvpos=&hvnetw=g&hvrand=370571412597291182&hvpone=&hvptwo=&hvqmt=&hvdev=c&hvdvcmdl=&hvlocint=&hvlocphy=9045314&hvtargid=pla-636627603776&psc=1&th=1&psc=1](http://www.amazon.co.uk/Safeguarding-Adults-Law-Third-Z/dp/1785922254/ref=asc_df_1785922254/?tag=googshopuk-21&linkCode=df0&hvadid=310762413837&hvpos=&hvnetw=g&hvrand=370571412597291182&hvpone=&hvptwo=&hvqmt=&hvdev=c&hvdvcmdl=&hvlocint=&hvlocphy=9045314&hvtargid=pla-636627603776&psc=1&th=1&psc=1)

**Malcolm Payne – Modern Social Work Theory** [www.amazon.co.uk/Modern-Social-Theory-Malcolm-Payne/dp/1352011085/ref=sr\\_1\\_1?keywords=modern+social+work+theory&qid=1658511960&s=books&srefix=Modern+Social+%2Cstripbooks%2C94&sr=1-1](http://www.amazon.co.uk/Modern-Social-Theory-Malcolm-Payne/dp/1352011085/ref=sr_1_1?keywords=modern+social+work+theory&qid=1658511960&s=books&srefix=Modern+Social+%2Cstripbooks%2C94&sr=1-1)

**Helen Carr David Goosey - Law For Social Work** [www.amazon.co.uk/Law-Social-Workers-Helen-Carr/dp/0198869924/ref=pd\\_bxgy\\_img\\_sccl\\_2/258-8135694-1244246?pd\\_rd\\_w=FBB9D&content-id=amzn1.sym.79b812bf-5c8b-4c0c-851c-784423adaff5&pf\\_rd\\_p=79b812bf-5c8b-4c0c-851c-784423adaff5&pf\\_rd\\_r=1QX5DJ0PGHWGTGX13YG9D&pd\\_rd\\_wg=CYR3r&pd\\_rd\\_r=fdbe3dff-4e58-4628-9a1b-07878149ca75&pd\\_rd\\_i=0198869924&psc=1](http://www.amazon.co.uk/Law-Social-Workers-Helen-Carr/dp/0198869924/ref=pd_bxgy_img_sccl_2/258-8135694-1244246?pd_rd_w=FBB9D&content-id=amzn1.sym.79b812bf-5c8b-4c0c-851c-784423adaff5&pf_rd_p=79b812bf-5c8b-4c0c-851c-784423adaff5&pf_rd_r=1QX5DJ0PGHWGTGX13YG9D&pd_rd_wg=CYR3r&pd_rd_r=fdbe3dff-4e58-4628-9a1b-07878149ca75&pd_rd_i=0198869924&psc=1)

## Podcast recommendations

**The Social Matters** <https://podcasts.apple.com/gb/podcast/the-social-matters-podcast/id1436421996>  
In this episode Nadia, Fran and Eugene are joined by Professor Claudia Bernard to have a conversation about her exciting new book titled 'Intersectionality in Social Work: A Practical Introduction to Theory and Practice'.

**Social Work Cats and Rocket Science** <https://podcasts.apple.com/gb/podcast/social-work-cats-and-rocket-science/id1534273412> A podcast by and for and co-created with social workers and social work educators talking culture, music, and the bohemian social work practice of the new radicals.



Social work has a rich lingo of its own. Often, without realising it, professionals use acronyms which can be overwhelming for students on placement. Here is a breakdown of some of the most used terms (this list is not exhaustive). Some of these terms are clumsy or derogatory, and, we encourage social workers to speak in plain, compassionate language. The below is provided just to make you aware of what is what.

## Organisations

**BASW** – British Association of Social Workers. An independent professional membership organisation for social work, working to support, protect and help to develop social workers across their career.

**DFE** – Department for Education. A government department responsible for children's services and education, including early years, schools, higher and further education policy.

**DHSC** – Department for Health and Social Care. A government department working on policy related to adult social care and health.

**JUCSWEC** – Joint University Council Social Work Education Committee. A coalition of higher education institutions which works to promote, develop and coordinate the work of higher education institutions in the pursuit of education, training and research in public administration, social policy and social work.

**SFC** – Skills for Care. The strategic body for workforce development in adult social care in England, who are also responsible for the delivery of the ASYE currently.

**Social Work England** – This is the regulatory body for social work.

**SWU** – Social Workers Union. Linked to BASW, SWU is a union which protects social workers on placement and in employment, providing advice, support and representation.

## On-the-job terms

**CIN** – Child in Need Plan. When a family is engaging with children's social care voluntarily (under section 17) they are given a CIN plan. This identifies the needs of the family alongside actionable steps to be taken by various professionals/agencies.

**CP** – Child Protection Plan. When a child is considered at risk of serious harm (following a section 47 investigation) they are given a CP plan. This is given on the same premise as a CIN plan, although there may be more actions required and more frequent contact with the child.

**LAC** – Looked After Child. A child who is in the care of local authority, or has been for more than 24 hours continuously (in England). Many prefer the term 'Children Looked After' because sadly, children have interpreted 'LAC' as 'lack'.

**Strategy meeting** – A safeguarding meeting convened with police officers when a child's safety is at risk.

**S.17** – Voluntary engagement with social care under a child in need plan.

**S.47** – An investigation which takes place if a child has experienced significant harm.

**S.20** – A parent is able to sign a s.20 to consent for their child to be placed in the care of the local authority (or child over the age of 16 can do this).

**Special Guardianship Order** – A court order which passes over the responsibility of a child to a named carer, which lasts until the age of 18. The child's parents still have legal responsibility, however the guardian makes the majority of big decisions.

**Placement** – This refers to the foster home/residential home a child lives in once they become looked after. We think 'home' is more appropriate though, as do looked after children!

## Policy

**IRCSC** – Independent Review of Children's Social Care. An ongoing review into the care system which BASW England is campaigning around and contributing to.

**HSCB** – Health and Social Care Bill. A white paper published in 2021, which set out proposed reforms to be included in a Health & Care Bill (the Bill) to restructure parts of the NHS in England and create a 'truly integrated' healthcare system.

## Social Work Roles

**NQSW** – Newly Qualified Social Worker.

**ASYE** – Assisted Year in Employment (this is both a post-qualifying course which students do as part of their first job, as well as a colloquial term for entry-level social workers undertaking it).

**AMHP** – Approved Mental Health Professional. A mental health professional who has been approved to carry out certain duties under the Mental Health Act. They are responsible for coordinating assessments and admissions to hospital if somebody is sectioned. They may be: social workers, nurses, occupational therapists or psychologists.

**LADO** – Local Authority Designated Officer: This individual is responsible for managing all child protection allegations made against staff and volunteers who work with children and young people in a local authority.

**EDT** – Emergency Duty Team SW. A social worker who belongs to the local authority out of hours team.

**EBE** – Experts by Experience. A child, young person or adult from any background who has experience of having had a social worker.

**IRO** – Independent Reviewing Officer. These are experienced social workers who works to make sure the local authority is taking care of looked after children in the way they should.

**PSW** – Principal Social Worker. Advanced social work practitioners who work to ensure social workers develop excellent practice, and undertake quality assurance.

**CSW** – Chief Social Worker. Provide independent expert advice to ministers on social work reform. Currently the chief social worker is **Isabelle Trowler**.

Small, achievable steps.  
Don't think about the end goal,  
instead think, what steps can  
I take today to get me closer  
to my goal.

Be kind to yourself,  
Rome wasn't built in a  
day. – Network.





## -Stay connected

If you are on social media, here are a list of accounts to follow to build and expand your network:



### Twitter:

@BASWStudentNQS  
@BASWStudents  
@BASW\_UK  
@BASWKent  
@BASWSouthWest

@BASW\_LDN  
@BASWbc  
@SWBohemians  
@SW\_student\_com



Let's talk social work



Let's Talk Social Work  
on Apple Podcasts



Let's Talk Social Work  
Podcast on Spotify



[www.linkedin.com/company/british-association-of-social-workers](http://www.linkedin.com/company/british-association-of-social-workers)



[www.instagram.com/baswstudentnqsw/](http://www.instagram.com/baswstudentnqsw/)



[www.facebook.com/BASW.UK/](http://www.facebook.com/BASW.UK/)

[www.basw.co.uk](http://www.basw.co.uk)

**BASW**  
**England**

The professional association for  
social work and social workers