Buckinghamshire New University

PROGRAMME SPECIFICATION

1. Key Information

Programme Title:	Social Work Degree Apprenticeship
Awarding Institution:	Buckinghamshire New University
Teaching Institution(s):	Buckinghamshire New University
Subject Cluster:	Social Work
Award Title (including separate Pathway Award Titles where offered):	BSc (Hons) Social Work IFATE Certificate in Social Work Degree Apprenticeship
Pathways (if applicable)	N/A
FHEQ level of final award:	Level 6
Other award titles available (exit qualifications):	Certificate of Higher Education in Social Studies Diploma of Higher Education in Social Studies BSc Social Studies (Ordinary Degree)
Accreditation details:	Social Work England (SWE)
Length of programme:	3 years
Mode(s) of Study:	Part Time
Mode of Delivery:	Work-based learning
Language of study:	English
QAA Subject Benchmark(s):	Social Work (2019)
Other external reference points (e.g., Apprenticeship Standard):	ST0510 Social Worker (Integrated Degree) Apprenticeship Standard version 1.1 (2022) Social Work England Professional Standards (2019)
Course Code(s):	BSSOCWAP
UCAS Code(s):	N/A
Approval date:	September 2023
Date of last update:	February 2024

2. Programme Summary

The Social Work Degree Apprenticeship is a work-based programme integrating academic learning with work-based learning thereby providing a rich learning experience to the apprentices. The programme aims to develop learners' knowledge, skills and behaviours such as emotional intelligence, being culturally competent, ability to analyse social work issues and developing intervention plans in collaboration with People with lived experience where possible.

Social work in the current context is a challenging yet rewarding profession which operates in an environment where professionals from a range of professions work together with some

of the most vulnerable groups in society whether children and families or adults. Social workers aim to empower vulnerable people to not only meet their basic needs but to be able to participate fully in the community and society that they belong to. Consequently, this programme is aimed at developing future social workers who have the knowledge, skills and behaviours required to practice in a challenging environment. Learners will be helped to appreciate the complexity and uncertainty of the social work profession through classroom teaching and work based learning. The programme is therefore designed to provide you with a good theoretical basis and the skills and behaviours required to practice social work. The programme aims to equip the learner with the knowledge and understanding, insight, perspectives, and skills with which to perform the role of a Social Worker and to gain an understanding of Social Work in its wider context which will include Equality, Diversity and inclusion (EDI) as well as Prevent. Safeguarding and law and procedures is paramount within the role.

This Social Work Degree Apprenticeship programme develops the higher-level skills and behaviours required to create confident and capable social work professionals. Modules are designed to build strong foundations in knowledge of theory and legislation related to social work that meets Social Work England professional standards and Social Work Degree Apprenticeship standards. An important hallmark of the programme is the skills and knowledge are assessed in realistic situations to mirror real world scenarios fostering authentic and inclusive opportunities. Throughout the programme work-based learning (WBL) is integrated into learning, teaching and assessment. This programme will enable learners to be confident, reflective practitioners to be able to provide high quality service to people with lived experience in Social Work. The curriculum intent is designed to develop the core occupational duties and the learning outcomes which are mapped to the apprenticeship standards including embedding of English, Mathematics, Safeguarding, British values, Prevent agenda and career information and guidance.

Apprentices will receive guidance and support throughout their learning journey from the Apprenticeship Hub through regular tripartite progress reviews and contact – which will take place 4 times a year. Those who complete the Social Work Apprenticeship programme will begin their career in social work and it is expected that they will continue to work with the agency where they have completed the apprenticeship programme. Graduates, may however, seek employment in other social work settings with other agencies.

3. Programme Aims and Learning Outcomes

Programme Aims

This programme aims to:

1. Develop within learners a sound knowledge of contemporary social work practice in contrasting settings and the changing trends in current social work practice particularly within legislation and policy

2. Enable learners to be critically self-aware reflexive practitioners, self-motivated learners interested in continual professional development by encouraging learners to be critically reflective and analytical thinkers who possess skill in collecting, analysing and integrating appropriate data, theory and research evidence into their practice

3. Foster within learners a strengthened commitment to work anti-oppressively and with the inherent strengths of diverse individuals, families, groups and communities

4. Develop learners who are confident when working in interdisciplinary, inter-professional and multi-agency contexts

5. Develop confident and competent social work professionals who are committed to the values and principles of social work, and uphold the Social Work England (SWE) professional standards of conduct, performance and ethics

Programme Learning Outcomes

Knowledge and Understanding (K)

On successful completion of the programme, you will be able to:

ID	Learning Outcome
K1	Demonstrate sound knowledge of the nature of social work practice across a range of settings with an ability to critically apply knowledge of the social sciences, law, research evidence and social work theory to practice.
K2	Evaluate social work services and their impact on People with Lived Experience. This includes the social processes that lead to marginalisation, isolation and exclusion.
K3	Outline service delivery within social work with an understanding of changing demography and including the historical, comparative and global perspectives.
K4	Evidence the significance of the concept of continuous professional development and an acceptance of the responsibility for their continuing development.
K5	Identify skills in research in terms of collecting, analysing, synthesising and interpreting relevant information.

Analysis and Criticality (C)

On successful completion of the programme you will be able to:

ID	Learning Outcome
C1	Analyse the ethical and legal issues that have implications for social work practice.
C2	Critically evaluate social work theory and its application in practice.
C3	Reflect on and review practice with a view to quality assuring it by using skills of reflection in action and reflection on action and to develop their learning from reflection on their knowledge, values and skills.
C4	Evaluate to inform and provide a rationale for ethical decision making.
C5	Critically analyse social work ethical principles and values in practice.

Application and Practice (P)

On successful completion of the programme you will be able to:

ID	Learning Outcome
P1	Develop problem solving skills which includes managing problem solving activities, gathering information, assessment, analysing and synthesis, intervention and evaluation, planning, decision making, meeting deadlines, monitoring and reviewing.

P2	Intervene with individuals, families and communities to promote independence, provide support, and safeguard their health and wellbeing.
P3	Practice within the legal and ethical boundaries of their profession through the use of skills such as effective advocacy, negotiation and mediation.
P4	Critically apply skills in personal and professional development including reflection on behaviour, personal and professional boundaries, managing change, stress, conflict and challenge, and responsibility for continuous learning.

Transferable skills and other attributes (T)

On successful completion of the programme you will be able to:

ID	Learning Outcome
T1	Use Communication and Information Technology (C&IT) and numerical skills effectively, including the use of C&IT for communication, information retrieval, searching and analysing data.
T2	Articulate the impact of culture, equality and diversity on practice and be able to practise in an anti-discriminatory and anti-oppressive manner.
T3	Promote social justice, economic wellbeing and the Human Rights of People with Lived Experience and carers.
T4	Develop communication skills which include effective contact with individuals and organisations, negotiating boundaries, presenting accurate written and verbal communication across potential barriers to create effective partnerships with individuals, groups and organisations.
T5	Practice as an autonomous professional, exercising their own professional judgement by developing skills in supporting the development of others, time-management and prioritisation and demonstrate professional behaviour in regards to effective communication, time management and self-management skills.

Graduate Attributes

The BNU Graduate Attributes of: Knowledge and its application; Creativity; Social and ethical awareness and responsibility; and Leadership and self-development focus on the development of innovative leaders in professional and creative capacities, who are equipped to operate in the 21st Century labour market and make a positive impact as global citizens.

On this programme, attributes are developed through equipping learners to develop a good understanding of theoretical perspectives and legislation and policy relevant to social work (K 1 to 5) and demonstrate and ability to apply these effectively during the course of 200 days of Work based learning within a practice setting. The work based learning also provides opportunities to develop and enhance problem solving and decision making skills (P 1-5) and engage in critical reflection and analysis using theory systematically and creatively (C 1-5). The academic and work based learning on the course provides opportunity for learners to develop skills that enhance confidence and make them ready for employment. (T 1-5)

4. Entry Requirements

The University's general entry requirements will apply to admission to this programme with the following additions / exceptions:

- Achievement of English and Maths Level 2 is the only formal academic requirement at the start of the degree apprenticeship. All learners take an online initial assessment - Basic Key Skills Builder (BKSB) to assess and develop skills in English and maths to support functional skills requirements. Something all apprentices much achieve before taking their End Point Assessment (EPA).
- Apprentices must work at least 30 hours per week (full time) and complete a minimum of 6 hrs per week off the job training, however some may work less than 30 hours per week (part time) and would still be eligible for an apprenticeship, but a part time programme's duration would be extended in line with UK Government apprenticeship funding rules.
- Apprentices must have the right to live and work in the UK (applies only in England) and cannot be self-employed. The employer must enter into an Apprenticeship Agreement with the learner.
- All candidates must be employed in a role related to the subject matter of the Degree Apprenticeship and be sponsored by their employer. Applications can only be made through the sponsoring employer. The University will consider all such applications and will have the final decision whether to accept the candidate for entry to the programme.
- In addition, candidates will need to have cleared the employers selection process which will usually be undertaken jointly with the university and will include appropriate criminal conviction and occupational health checks. Rehabilitation of Offenders Act 1974 (Exemption Orders 1975) As these training posts involve or may involve direct contact with people receiving social care they are exempt from the provision of the above Act and applicants are required to give details of all previous convictions, all cautions, warnings, binding-overs, or detentions by police, including any spent convictions. Failure to disclose is a serious breach of entry requirements. Progression prior to any year of study will be subject to a self declaration form being completed by the apprentice relating to the above statement

If you do not meet the entry requirements you may, if you have relevant professional experience, still be invited for interview, where you will be required to demonstrate the necessary knowledge and understanding for entry onto the course.

Previous study, professional and / or vocational experiences may be recognised as the equivalent learning experience and permit exemption from studying certain modules in accordance with our accreditation of prior learning (APL) process.

5. Programme Structure

Level	Modules (Code, Title and Credits)	Exit Awards
Level 4	**Core modules:** HSC4012 Introduction to Social Work (20 credits) HSC4021 Introduction to Skills (20 credits) HSC4022 Introduction to Psychology and Sociology (20 credits) HSC4023 Social Work Law and Social Policy (20 credits) HSC4024 Social Work Theories and Interventions (20 credits) HSC4025 Work based learning 1 (20 credits)	**Certificate of Higher Education**, awarded on achievement of 120 credits at Level 4 CertHE in Social Studies (not eligible to apply for professional registration)
Level 5	**Core modules:** HSC5012 Person Centred Social Work (20 credits) HSC5020 Social Work with Mental Health (20 credits) HSC5021 Working with Adults (20 credits) HSC5022 Working with Children and Families (20 credits) HSC5013 Developing and Applying Knowledge and Skills (20 credits) HSC5023 Research Methods (20 credits)	**Diploma of Higher Education**, awarded on achievement of 240 credits, including a minimum of 120 credits at Level 5 DipHE in Social Studies (not eligible to apply for professional registration)
Level 6	**Core modules:** HSC6013 Organisational Change and Leadership (20 credits) HSC6014 Collaborative Working in Social Work (20 credits) HSC6015 Advanced Skills Development (20 credits) HSC6012 Consolidating Learning in the Workplace (60 credits)	**Ordinary Degree**, awarded on achievement of 300 credits, including 60 credits at Level 6 and 120 credits at each of Levels 4 and 5 BSc in Social Studies (not eligible to apply for professional registration)

6. Learning, Teaching and Assessment

Learning and teaching

During off the job training periods, learners will be engaged in learning through lectures, seminars and guided independent study activities including reading specific journal articles/chapters from books to be able to engage better with learning in classroom sessions and in the workplace. Some lectures will be delivered online, but workshops/seminars will be in person.

Taught sessions will be used to maximise learners' prior experience and learning. A main theme of the teaching and learning is the integration of theory to practice. The teaching and learning strategies used to promote integrated learning are through a combination of lectures, presentations, discussions, experiential workshops and seminars which are all closely linked with the practice experience: A range of practice work-based learnings enable learners to demonstrate competence and capability to Social Work England standards and British Association of Social Workers Professional Capabilities Framework.

The acquisition and development of the required knowledge and skills laid down by Social Work England will be combined with the ability to transfer these elements to new practice situations. The transferability of skills forms the underlying rationale in this generic programme. The overall assessment strategy has been designed to complement learning in practice with learning within the University. Thus, academic modules are fully integrated with practice learning to consolidate learning on work-based learning.

Furthermore, the degree apprenticeship in Social Work programme is designed to be consistent with the values of the profession for which the learners are being prepared. This is achieved by independent learning and taking increasing responsibility for own learning which mirrors the progressive nature of the curriculum. Learners are encouraged to reflect and draw on their own experiences and to view tutors as facilitators to their learning which encourages learners to become active in their own learning.

The learner's professional development is reflected through formal and informal assessments and discussions within teaching sessions, with practical work-based activities.

The teaching sessions are enhanced with the input from social work practitioners within the partnership and People with Lived Experience. People with Lived Experience contribute to and deliver sessions across all Social work programmes. They play key role in recruitment, admission and assessment.

Level 4 is an **introductory** year that focuses on introducing apprentices to social work, social work theory and legislations. Apprentices are also introduced to the social sciences relevant to social work – sociology, psychology and social policy.

Level 5 focuses on **developing** apprentices into the social work role by providing input to help work with People with Lived Experiences – children and families, adults and mental health. Apprentices will also spend time reflecting on person centred social work. During this year apprentices will be required to engage in reflective practice within their workplace.

Level 6 will allow apprentices to **consolidate** learning achieved in the first two years by being challenged to put into practice their learning in a contrasting work-based setting. The focus will be engaging in meaningful inter professional collaborative practice.

Work based learning:

Apprentices are required to undertake a minimum of 200 days in social work practice.

In Level 4, apprentices will be provided with shadowing opportunities within their workplace which will be facilitated by the employers and supported by sessions to develop basic social work skills.

In Level 5, apprentices will spend 70 days in an assessed work-based learning setting where they will develop and apply social work, knowledge, skills, behaviours and values within this setting and supported by sessions to develop social work skills

In Level 6, apprentices will consolidate learning by spending 100 days in an assessed work-based learning setting that is substantially different to the setting in Level 5 and supported by sessions to develop social work skills.

Assessment

- Across all modules written feedback and feedforward comments are intended to direct learners towards achieving results at summative stages which have been successfully evolved and resolved.
- Feedforward comments focus on what is required to develop learners' work further or to achieve higher grades.
- **Formative feedback** is delivered on essay plans or via practice scenarios prior to assessment deadlines to help learners gauge their progress and make improvements before their summative assessment.
- A range of assessments are used on the programme, including different written assignments, practical activities, exams, presentations, and projects. The level of difficulty will increase as the apprentice moves from Level 4 to Level 5 to Level 6, reflecting the parallel progression in their learning, development and competency. Furthermore, the apprentice and the workplace mentor can provide organisational contexts for the completion of assignments, so the apprentice can apply knowledge and practice skills from the curriculum to work-related problems.
- Authentic assessments enable learners from different backgrounds access to more varied assessments (not just written work) to take away barriers to learning. Informal and formal assessments are provided, for example presentations, exam, portfolios, case-study based essays and tasks mirroring real-world of work. There is assessment that is based on real life experiences within their duties while learners are on assessed work-based learning periods.
- Learners will evidence employment-based practice tasks during the shadowing days in the first year and assessed practice in the second year and final year in the work-based learning.
- Learners will have the opportunity to do individual and group presentations in the university as well as in the work-based setting.

Readiness for Practice

The Work Based learning module in Level 4 is the Readiness for Practice module which needs to be passed before learners can undertake their first assessed work-based learning (placement) opportunity in Level 5.

End Point Assessment (EPA)

The End Point Assessment starts with the examination board and finishes when the Approved Education Provider:

- makes a decision on pass/fail
- emails a secure pass list to Social Work England which includes required personal details of apprentices who have received a grade that meets regulatory requirements

The apprentice separately applies for registration once they have achieved a grade that meets regulatory requirements. Social Work England uses the pass list to verify successful completion of the apprenticeship programme. Successful completion of the apprenticeship is not a guarantee of registration, as the apprentice will be subject to meeting Social Work England's wider registration requirements.

The EPA is the Examination Board

The examination board will be constituted in-line with the Social Work England Approved Education Provider's academic assessment regulations and must have an external examiner present when considering achievement of the Social Worker statutory integrated apprenticeship.

Independence of the EPA will be assured through the examination board process, which will include the external examiner, being responsible for the final decision on the award of the qualification that confirms the apprentice has met the education outcomes required for registration with Social Work England.

Contact Hours

Learners can expect to receive approximately 348 (Level 4 – 143, Level 5 -125, Level 6 – 80) hours of scheduled learning activities over the duration of the programme. A full breakdown of contact hours can be found in individual module descriptors.

In addition, learners will have 1400 hours of assessed work-based learning.

Learners will also have two assessed work-based learning opportunities – 70 days in Level 5 and 100 days in Level 6.

30 skills days will be delivered as follows:

- 15 days – Work based learning – Level 4
- 5 days – Introduction to Skills – Level 4
- 5 days – Developing and Applying Knowledge and Skills – Level 5
- 5 days – Advanced Skills development – Level 6

7. Programme Regulations

This programme will be subject to the *Regulations for Taught Degree Programmes (2023)*:

- Appendix for Social Work applies for this programme.

Fitness to Practice

As a professional PSRB regulated programme, the University Fitness to Practice Procedure applies to this programme which will ensure protection from unsafe practice of vulnerable People with Lived Experience and the public in general.

8. Support for learners

The following systems are in place to support you to be successful with your studies:

- The appointment of a personal tutor to support you through your programme
- Allocation of an Apprenticeship Partner Manager (APM) or the Apprenticeship Reviewer (AR) who will carry out tripartite progress reviews with you and your employer to support your journey and progression. The APM/AR will work as a mentor/coach to develop your knowledge, skills and behaviours that will be evidenced in your online reflective journal (Aptem)
- Information, Advice and Guidance (IAG) will be provided through; a Programme handbook, Induction, access to Library resources, includes access to books, journals, and databases - many of which are available in electronic format – and support from trained library staff to support your apprenticeship throughout your course.
- IAG will also be provided for career progression purposes.
- Access to Blackboard, our Virtual Learning Environment (VLE), which is accessible via PC, laptop, tablet or mobile device
- Access to the MyBNU portal where you can access all University systems, information and news, record your attendance at sessions, and access your personalised timetable
- Academic Registry staff providing general guidance on University regulations, exams, and other aspects of learners and course administration
- Central student services, including teams supporting academic skills development, career success, student finance, accommodation, chaplaincy, disability and counselling
- Support from the Bucks Learners' Union, including the Learners' Union Advice Centre which offers free and confidential advice on University processes.

9. Programme monitoring and review

BNU has several ways for monitoring and reviewing the quality of learning and teaching on your programme. You will be able to comment on the content of their programme via the following feedback mechanisms:

- Formal feedback questionnaires and anonymous module 'check-ins'
- Participation in external surveys
- Programme Committees, via appointed student representatives
- Informal feedback to your programme leader

Quality and standards on each programme are assured via the following mechanisms:

- An initial event to approve the programme for delivery
- An annual report submitted by the External Examiner following a process of external moderation of work submitted for assessment
- The Annual Monitoring process, which is overseen by the University's Education Committee
- Review by the relevant PSRB(s)
- Periodic Subject Review events held every five years
- Other sector compliance and review mechanisms

10. Internal and external reference points

Design and development of this programme has been informed by the following internal and external reference points:

- The Framework for Higher Education Qualifications (FHEQ)
- The QAA Subject Benchmark Statement – see detailed mapping below
- The QAA Higher Education in Apprenticeships Characteristics Statement
- The Apprenticeship Standard – see detailed mapping below
- The PSRB Standards of Proficiency (SOP) for Social Workers
- The BNU Qualifications and Credit Framework
- The BNU Grading Descriptors
- The University Strategy Thrive 28

Mapping of Subject Benchmark Statement and any relevant Apprenticeship Standard to Programme Learning Outcomes

QAA Subject Benchmark Statement for Social Work (2019)

Subject Benchmark Statement: QAA Subject Benchmark Statement: Social Work (2019)	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
Benchmark / Standard requirement	**K1**	**K2**	**K3**	**K4**	**K5**	**C1**	**C2**	**C3**	**C4**	**C5**	**P1**	**P2**	**P3**	**P4**	**P5**	**T1**	**T2**	**T3**	**T4**	**T5**
7.3i A sound understanding of the five core areas of knowledge and understanding relevant to social work, as detailed in Section 5, including their application to practice and service delivery	X	X	X	X	X	X														
7.3ii An ability to use this knowledge and understanding in an integrated way, in specific practice contexts											X	X	X	X		X	X	X	X	X
7.3iii An ability to use this knowledge and understanding to engage in effective relationships with People with Lived						X	X	X	X	X	X	X	X	X					X	

Subject Benchmark Statement: QAA Subject Benchmark Statement: Social Work (2019)	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
Benchmark / Standard requirement	K1	K2	K3	K4	K5	C1	C2	C3	C4	C5	P1	P2	P3	P4	P5	T1	T2	T3	T4	T5
Experience and carers and relationships with other professionals and through supervision																				
7.3iv Appraisal of previous learning and experience and ability to incorporate this into their future learning and practice, including engagement with supervision						X	X	X	X	X	X									X
7.3v Acknowledgement and understanding of the potential and limitations of social work as a practice-based discipline to effect individual and social change											X		X	X						X
7.3vi An ability to use research and enquiry techniques with reflective awareness, to collect,					X	X	X	X	X	X										

Subject Benchmark Statement: QAA Subject Benchmark Statement: Social Work (2019)	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
Benchmark / Standard requirement	K1	K2	K3	K4	K5	C1	C2	C3	C4	C5	P1	P2	P3	P4	P5	T1	T2	T3	T4	T5
analyse and interpret relevant information																				
7.3vii A developed capacity for the critical evaluation of knowledge and evidence from a range of sources.						X	X	X	X	X										
7.4i Apply creatively a repertoire of core skills as detailed in Section 5											X	X		X					X	X
7.4ii Communicate effectively with People with Lived Experiences and carers, and with other professionals											X	X				X			X	
7.4iii Integrate clear understanding of ethical issues and relevant codes or standards of ethics, conduct and practice with their interventions in specific situations						X	X	X	X	X	X	X	X	X						

Subject Benchmark Statement: QAA Subject Benchmark Statement: Social Work (2019)	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
Benchmark / Standard requirement	**K1**	**K2**	**K3**	**K4**	**K5**	**C1**	**C2**	**C3**	**C4**	**C5**	**P1**	**P2**	**P3**	**P4**	**P5**	**T1**	**T2**	**T3**	**T4**	**T5**
7.4iv Consistently exercise an appropriate level of autonomy and initiative in individual decision-making within the context of supervisory, collaborative, ethical and organisational requirements									X		X			X						X
7.4v Embed skills of critical reflection on their performance and take responsibility for modifying action and learning in light of this, drawing on appropriate support mechanisms where necessary						X	X	X	X	X				X						X

Social Worker (Integrated Degree) Apprenticeship Standard (v1.1, July 2022)

Apprenticeship Standard: Social Worker (Integrated Degree)	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
Standard requirement	K1	K2	K3	K4	K5	C1	C2	C3	C4	C5	P1	P2	P3	P4	P5	T1	T2	T3	T4	T5
Knowledge																				
K1: The importance of rights, responsibilities, freedom, authority and use of power.		X				X				X			X				X	X	X	
K2: The importance of maintaining, and the limits of, confidentiality.	X	X				X				X			X							X
K3: That relationships with individuals and their carers should be based on respect, honesty and integrity.		X												X			X	X		X
K4: How to develop relationships appropriately.		X	X	X						X				X						X
K5: The impact of different cultures and communities and how this affects social work.	X				X		X					X		X			X	X		
K6: Current legal and ethical frameworks.	X					X				X	X	X	X	X			X	X		
K7: The concepts of participation, advocacy,		X	X				X		X		X	X		X			X	X		

Apprenticeship Standard: Social Worker (Integrated Degree)	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
Standard requirement	K1	K2	K3	K4	K5	C1	C2	C3	C4	C5	P1	P2	P3	P4	P5	T1	T2	T3	T4	T5
co-production, involvement and empowerment.																				
K8: The contribution that peoples' own resources and strengths can bring to social work.		X					X	X			X	X						X		
K9: The impact of different societies' views on human behaviour.	X	X					X		X			X				X	X			
K10: The value of research and analysis and be able to evaluate evidence to inform practice.					X			X			X			X						X
K11: That experiences and feelings affect behaviour in interactions.		X												X						X
K12: Social work theory, models and interventions; human growth and development across the lifespan and the impact of key developmental stages and transitions.	X						X				X	X	X							

Apprenticeship Standard: Social Worker (Integrated Degree)	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
Standard requirement	K1	K2	K3	K4	K5	C1	C2	C3	C4	C5	P1	P2	P3	P4	P5	T1	T2	T3	T4	T5
K13: The impact of injustice, demography, social inequality, policies and other issues which affect the demand for social work services.		X	X				X			X	X	X					X	X		
K14: How to update knowledge to ensure evidence informed practice.				X										X						X
K15: The scope and limits of practice and when/how to seek advice from a range of sources.				X				X	X					X						X
K16: Models of supervision, critical reflection and self-reflection to enhance/change practice.				X				X	X					X						X
K17: Your employer's organisational context and systems and the impact on your practice.	X			X										X						X
K18: The concept of leadership and its application to practice.	X								X		X			X						X

Apprenticeship Standard: Social Worker (Integrated Degree)	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
Standard requirement	**K1**	**K2**	**K3**	**K4**	**K5**	**C1**	**C2**	**C3**	**C4**	**C5**	**P1**	**P2**	**P3**	**P4**	**P5**	**T1**	**T2**	**T3**	**T4**	**T5**
K19: The requirements of the relevant professional body.	X			X					X					X			X	X		X
K20: Applicable safeguarding/health and safety legislation, policies and procedures.				X		X		X		X				X		X				X
K21: How to maintain your own personal safety and that of others in complex situations.	X			X		X								X						X
K22: Signs of harm, abuse and neglect and the importance of professional curiosity when these are observed and the appropriate risk. assessment tools and processes to use.	X	X				X	X	X	X	X	X	X	X	X			X	X		
K23: The role of the Social Worker and roles of others within safeguarding, appropriate to levels of skills and experience.	X	X	X	X	X		X			X	X	X	X	X			X	X		
K24: The range of communication methods				X				X				X				X			X	

Apprenticeship Standard: Social Worker (Integrated Degree)	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
Standard requirement	K1	K2	K3	K4	K5	C1	C2	C3	C4	C5	P1	P2	P3	P4	P5	T1	T2	T3	T4	T5
available to meet specific needs (both verbal and non-verbal).																				
K25: The importance of the impact of verbal and non-verbal communication.				X				X				X				X			X	
K26: How communication skills affect the assessment of, and engagement with, individuals and their families/carers.	X	X						X				X				X			X	
K27: The range of factors that affect effective communication e.g., age, capacity, learning ability and physical ability.	X	X	X					X				X					X	X	X	
K28: The full range of interpersonal skills required to work with other professionals and agencies.	X			X											X					X
K29: The different social and organisational contexts within which social work operates	X	X	X	X	X												X	X		

Apprenticeship Standard: Social Worker (Integrated Degree)	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
Standard requirement	K1	K2	K3	K4	K5	C1	C2	C3	C4	C5	P1	P2	P3	P4	P5	T1	T2	T3	T4	T5
K30: The applicable legislation, policies, and procedures.	X				X	X	X					X	X				X	X		
K31: The principles of good recording and record keeping.				X												X				X
K32: The types, and benefits, of assistive technology	X	X						X				X					X	X		
K33: How to use relevant software applications.				X												X				
K34: IT data sharing protocols				X												X				
K35: The potential misuses of technology e.g., social media.	X													X		X				X
Skills																				
S1: Ensure professional ethical standards are developed, maintained and promoted.						X			X		X		X				X	X		
S2: Take responsibility for your decisions and recommendations.	X						X	X	X					X						X

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Apprenticeship Standard: Social Worker (Integrated Degree)	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
Standard requirement	K1	K2	K3	K4	K5	C1	C2	C3	C4	C5	P1	P2	P3	P4	P5	T1	T2	T3	T4	T5
S3: Be aware of the impact of your own values on practice.		X								X										
S4: Exercise authority as a Social Worker within the appropriate legal and ethical frameworks.	X					X								X						X
S5: Ensure the highest standard of person centred approach, so that people are treated with dignity and their rights, values and autonomy are respected.		X				X		X					X				X	X		
S6: Practise in a non-discriminatory manner.	X		X			X		X					X				X	X		
S7: Hear the views of people who use services, carers, their families and communities, recognise their expertise, and enable their views to have validity and influence.			X			X		X	X	X		X					X	X		
S8: Promote the best interests of people who use services, carers, their families and communities.					X			X			X	X	X	X			X	X		

Apprenticeship Standard: Social Worker (Integrated Degree)	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
Standard requirement	K1	K2	K3	K4	K5	C1	C2	C3	C4	C5	P1	P2	P3	P4	P5	T1	T2	T3	T4	T5
S9: Work with people to enable them to make informed decisions and exercise their rights.		X	X			X	X		X	X		X	X				X	X		
S10: Work to promote individual growth, development and independence.		X	X							X	X	X	X	X						X
S11: Undertake assessments of need and/or capacity.	X				X	X	X	X	X	X	X	X	X	X		X	X	X	X	X
S12: Initiate resolution of issues and use initiative	X				X	X	X	X	X	X	X	X	X	X		X	X	X	X	X
S13 Gather, analyse, critically evaluate and use research information and knowledge in your practice to develop an understanding of the individual's situation.	X				X		X	X	X		X		X	X		X				X
S14: Make and receive referrals appropriately.		X				X				X	X				X	X			X	
S15: Use social work methods, theories and models to enable individuals to identify	X	X			X	X				X	X	X	X	X						

Apprenticeship Standard: Social Worker (Integrated Degree)	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
Standard requirement	**K1**	**K2**	**K3**	**K4**	**K5**	**C1**	**C2**	**C3**	**C4**	**C5**	**P1**	**P2**	**P3**	**P4**	**P5**	**T1**	**T2**	**T3**	**T4**	**T5**
actions to achieve change and improve life opportunities.																				
S16: Manage and weigh up competing/conflicting values or interests to make reasoned professional judgement.	X	X			X	X	X	X	X		X	X	X	X						X
S17: Work within scope of practice as an autonomous professional.				X				X						X						X
S18: Maintain high standards of personal and professional conduct.				X				X	X	X			X	X					X	X
S19: Manage the physical and emotional impact of your practice.				X						X				X						X
S20: Identify and apply strategies to build professional and emotional resilience.				X				X		X				X						X
S21: Use supervision to support and enhance the quality of your practice.				X				X		X				X						X
S22: Maintain your own health and well-being.				X						X				X						X

Apprenticeship Standard: Social Worker (Integrated Degree)	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
Standard requirement	**K1**	**K2**	**K3**	**K4**	**K5**	**C1**	**C2**	**C3**	**C4**	**C5**	**P1**	**P2**	**P3**	**P4**	**P5**	**T1**	**T2**	**T3**	**T4**	**T5**
S23: Recognise the need to manage workloads and resources effectively.				X				X						X						X
S24: Keep your skills, knowledge and ongoing professional development up to date.				X				X	X		X	X	X	X						X
S25: Show an awareness of current and relevant legislation.	X		X			X							X							
S26: Use a range of research methodologies to inform your practice.					X		X				X					X				
S27: Work in partnership with others.	X								X				X			X			X	
S28: Balance appropriate levels of autonomy within a complex system of accountability.				X		X	X	X	X	X	X		X	X						X
S29: Respond appropriately to unexpected situations, identify and challenge practices which present a risk to, or from, people you are working with, their	X	X				X		X	X		X		X						X	X

Apprenticeship Standard: Social Worker (Integrated Degree)	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
Standard requirement	K1	K2	K3	K4	K5	C1	C2	C3	C4	C5	P1	P2	P3	P4	P5	T1	T2	T3	T4	T5
carers or others in order to uphold professional requirements.																				
S30: Respond appropriately to signs of harm, abuse and neglect.	X				X	X	X	X	X		X	X	X	X				X		X
S31: Establish and maintain personal and professional boundaries.				X				X						X						X
S32: Follow health and safety policies and procedures.						X							X							X
S33: Communicate in English at the level required by the Social Work England.							X		X					X		X			X	
S34: Communicate your role and purpose sensitively and clearly, using appropriate language and methods.		X					X		X					X		X			X	X
S35: Communicate in a way which is engaging, respectful, motivating and effective, even when		X								X				X		X			X	X

Apprenticeship Standard: Social Worker (Integrated Degree)	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
Standard requirement	K1	K2	K3	K4	K5	C1	C2	C3	C4	C5	P1	P2	P3	P4	P5	T1	T2	T3	T4	T5
dealing with conflict or resistance to change.																				
S36: Exercise professional curiosity.	X			X	X	X	X	X	X		X			X						X
S37: Have difficult conversations with empathy.						X						X		X					X	X
S38: Demonstrate effective interpersonal skills.				X				X				X				X			X	
S39: Engage with individuals and their families/carers and sustain effective relationships in order to effect change.		X									X	X		X			X	X	X	
S40: Engage effectively in inter-professional and inter-agency working to achieve positive outcomes.					X					X	X	X	X	X					X	X
S41: Support networks, groups and communities to meet needs and outcomes.					X			X			X	X	X	X			X	X	X	

Apprenticeship Standard: Social Worker (Integrated Degree)	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
Standard requirement	**K1**	**K2**	**K3**	**K4**	**K5**	**C1**	**C2**	**C3**	**C4**	**C5**	**P1**	**P2**	**P3**	**P4**	**P5**	**T1**	**T2**	**T3**	**T4**	**T5**
S42: Maintain accurate and complete records in accordance with applicable legislation, protocols and guidelines	X					X	X			X			X			X			X	X
S43: Prepare formal reports in line with legislation, policies and procedures.	X					X	X	X					X	X		X			X	
S44: Critically reflect on/review practice and record the outcomes of reflection appropriately.				X		X	X	X	X	X				X		X			X	
S45: Present reports in formal settings.					X											X			X	X
S46: Use technology to manage your work.					X											X				
S47: Use technology to communicate appropriately.					X											X			X	
S48: Maintain individuals' information security and protect data.		X			X	X				X						X				X
S49: Advise people on how to use assistive technology.	X	X									X	X				X				

Apprenticeship Standard: Social Worker (Integrated Degree)	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
Standard requirement	K1	K2	K3	K4	K5	C1	C2	C3	C4	C5	P1	P2	P3	P4	P5	T1	T2	T3	T4	T5
S50: Promote the use of technology to achieve better outcomes.		X	X	X										X		X				X
Behaviours																				
B1 Communicate openly, honestly and accurately. They listen to people and apply professional curiosity to evaluate and assess what information they need to gather, to provide quality advice, support or care																X			X	
B2 Treat people with compassion, dignity and respect and work together to empower positive change																X	X	X	X	X
B3 Adapt their approach according to the situation and context						X			X	X										
B4 Commit to continuous learning within social work, with curiosity and critical reflection												X	X	X						X

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Apprenticeship Standard: Social Worker (Integrated Degree)	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
Standard requirement	K1	K2	K3	K4	K5	C1	C2	C3	C4	C5	P1	P2	P3	P4	P5	T1	T2	T3	T4	T5
B5 Adhere to the Social Work England Standards of Conduct						X											X	X		

Social Work England Professional Standards (2019)

Standard: Social Work England Professional Standards 2019	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
Standard requirement	K1	K2	K3	K4	K5	C1	C2	C3	C4	C5	P1	P2	P3	P4	P5	T1	T2	T3	T4	T5
Professional Standard 1: Promote the rights, strengths and wellbeing of people, families and communities As a social worker, I will:																				
1.1 Value each person as an individual, recognising their strengths and abilities		X				X		X		X		X	X				X	X		
1.2 Respect and promote the human rights, views, wishes and feelings of the people I work with, balancing rights and risks and enabling access to advice, advocacy, support and services.	X	X				X		X				X					X	X		
1.3 Work in partnership with people to promote their wellbeing and achieve best outcomes, recognising the as experts in their own lives.		X				X	X	X		X		X	X				X	X		
1.4 Value the importance of family and community systems and work in partnership with people to identify and harness the assets of those systems	X	X	X				X				X	X	X				X	X	X	

Standard: Social Work England Professional Standards 2019	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
1.5 Recognise differences across diverse communities and challenge the impact of disadvantage and discrimination on people and their families and communities.	X	X	X			X	X	X					X	X		X	X			
1.6 Promote social justice, helping to confront ad resolve issues of inequality and inclusion.	X	X	X			X	X	X					X	X		X	X	X		
1.7 Recognise and use responsibly, the power and authority I have when working with people, ensuring that my interventions are always necessary, the least intrusive, proportionate, and in people's best interests.	X	X	X			X	X		X	X	X	X	X	X		X	X	X	X	
Professional Standard 2: Establish and maintain the trust and confidence of people As a social worker, I will:																				
2.1 Be open, honest, reliable and fair.	X	X	X			X		X		X	X	X	X	X			X	X	X	

Standard: Social Work England Professional Standards 2019	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
2.2 Respect and maintain people's dignity and privacy.	X	X	X			X	X			X	X	X	X	X			X	X	X	X
2.3 Maintain professional relationships with people and ensure that they understand the role of a social worker in their lives.	X	X	X				X	X	X	X		X	X	X			X	X	X	X
2.4 Practise in ways that demonstrate empathy, perseverance, authority, professional confidence and capability, working with people to enable full participation in discussions and decision making.				X					X		X	X	X	X					X	X
2.5 Actively listen to understand people, using a range of appropriate communication methods to build relationships.	X	X	X	X					X	X	X	X	X	X		X	X	X	X	X
2.6 Treat information about people with sensitivity and handle confidential information in line with the law.	X			X		X				X		X				X			X	

Standard: Social Work England Professional Standards 2019	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
2.7 Consider where conflicts of interest may arise, declare conflicts as early as possible and agree a course of action.	X	X		X		X	X	X		X				X						X
Professional Standard 3: Be accountable for the quality of my practice and the decisions I make As a social worker, I will:																				
3.1 Work within legal and ethical frameworks, using my professional authority and judgement appropriately.	X			X		X			X	X	X		X	X		X				X
3.2 Use information from a range of appropriate sources, including supervision, to inform assessments, to analyse risk, and to make a professional decision.	X	X	X	X	X	X	X	X	X		X	X	X	X			X	X		X
3.3 Apply my knowledge and skills to address the social care needs of individuals and their families commonly arising from physical and mental ill health, disability, substance misuse, abuse or neglect, to enhance	X	X	X								X	X	X	X			X	X		

Standard: Social Work England Professional Standards 2019	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
quality of life and wellbeing.																				
3.4 Recognise the risk indicators of different forms of abuse and neglect and their impact on people, their families and their support networks.	X	X					X	X			X	X	X	X					X	X
3.5 Hold different explanations in mind and use evidence to inform my decisions.					X			X			X									X
3.6 Draw on the knowledge and skills of workers from my own and other professions and work in collaboration, particularly integrated teams, holding onto and promoting my social work identity.	X			X							X		X						X	X
3.7 Recognise where there may be bias in decision making and address issues that arise from ethical dilemmas, conflicting information, or	X		X	X		X			X		X			X			X	X		X

Standard: Social Work England Professional Standards 2019	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
differing professional decisions.																				
3.8 Clarify where the accountability lies for delegated work and fulfil that responsibility when it lies with me.				X					X		X			X						X
3.9 Make sure that relevant colleagues and agencies are informed about identified risks and the outcomes and implications of assessments and decisions I make.	X		X	X				X			X		X	X						X
3.10 Establish and maintain skills in information and communication technology and adapt my practice to new ways of working as appropriate.	X			X												X				X
3.11 Maintain clear, accurate, legible and up to date records, documenting how I arrive at my decisions.					X						X					X				X

Standard: Social Work England Professional Standards 2019	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)				Transferable skills and other attributes (T)				
3.12 Use my assessment skills to respond quickly to dangerous situations and take any necessary protective action.	X	X	X		X	X	X	X	X	X	X			X		X	X	X	X
3.13 Provide, or support people to access advice and services tailored to meet their needs, based on evidence, negotiating, and challenging other professionals and organisations, as required.		X	X	X	X								X	X					X
3.14 Assess the influence of cultural and social factors over people and the effect of loss, change and uncertainty in the development of resilience.		X	X		X											X	X		
3.15 Recognise and respond to behaviour that may indicate resistance to change, ambivalent or selective cooperation with services, and recognise when there is a need for immediate action.	X					X	X	X	X	X	X	X	X	X					X

Standard: Social Work England Professional Standards 2019	Knowledge and understanding (K)					Analysis and Criticality (C)				Application and Practice (P)				Transferable skills and other attributes (T)			
Professional Standard 4: Maintain my continuing professional development As a social worker, I will:																	
4.1 Incorporate feedback from a range of sources, including from people with lived experience of my social work practice.		X	X					X		X	X	X	X		X	X		X
4.2 Use supervision and feedback to critically reflect on, and identify my learning needs, including how I use research and evidence to inform my practice.				X	X		X	X										X
4.3 Keep my practice up to date and record how I use research, theories, and frameworks to inform my practice and my professional judgement.		X	X	X	X			X		X					X			X
4.4 Demonstrate good subject knowledge on key aspects of social work practice and develop knowledge of current issues in society and social policies impacting on social work.	X	X	X	X	X										X	X		

Standard: Social Work England Professional Standards 2019	Knowledge and understanding (K)				Analysis and Criticality (C)				Application and Practice (P)					Transferable skills and other attributes (T)			
4.5 Contribute to an open and creative learning culture in the workplace to discuss, reflect on and share best practice.			X			X	X									X	
4.6 Reflect on my learning activities and evidence what impact continuing professional development has on the quality of my practice.			X			X	X										X
4.7 Record my learning and reflection on a regular basis and in accordance with Social Work England's guidance on continuing professional development.			X	X		X											X
4.8 Reflect on my own values and challenge the impact they have on my practice.	X		X		X	X		X			X						X
Professional Standard 5: Act safely, respectfully and with professional integrity: As a social worker, I will not:																	
5.1 Abuse, neglect, discriminate, exploit or harm anyone, or condone this by others.			X			X		X									X

Standard: Social Work England Professional Standards 2019	Knowledge and understanding (K)				Analysis and Criticality (C)				Application and Practice (P)					Transferable skills and other attributes (T)				
5.2 Behave in a way that would bring into question my suitability to work as a social worker while at work, or outside of work.				X			X		X									X
5.3 Falsify records or condone this by others.				X	X	X	X		X									X
5.4 Ask for, or accept any money, gifts or hospitality which may affect or appear to affect my professional judgement.				X		X			X									X
5.5 Treat someone differently because they've raised a complaint.				X		X			X						X	X		X
5.6 Use technology, social media or other forms of electronic communication unlawfully, unethically, or in a way that brings the profession into disrepute.				X		X			X					X				X
Professional Standard 6: Promote ethical practice and report concerns As a social worker, I will:																		
6.1 Report allegations of harm and challenge and report exploitation and		X	X	X		X			X						X	X		X

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Standard: Social Work England Professional Standards 2019	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
any dangerous, abusive or discriminatory behaviour or practice.																				
6.2 Reflect on my working environment and where necessary challenge practices, systems and processes to uphold Social Work England's professional standards.						X		X		X										
6.3 Inform people of the right to complain and provide them with the support to do it, and record and act on concerns raised to me.	X					X		X		X			X							X
6.4 Take appropriate action when a professional's practice may be impaired.				X																X
6.5 Raise concerns about organisational wrongdoing and cultures of inappropriate and unsafe practice.	X			X		X		X		X										X
6.6 Declare to the appropriate authority and Social Work England	X			X		X		X		X			X							X

Standard: Social Work England Professional Standards 2019	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
anything that might affect my ability to do my job competently or may affect my fitness to practices, or if I am subject to criminal proceedings or a regulatory finding is made against me, anywhere in the world.																				
6.7 Cooperate with any investigations by my employer, Social Work England, or another agency, into my fitness to practise or the fitness to practise of others.				X																X

Mapping of Programme Learning Outcomes to Modules

Programme Learning Outcome	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
Module Code (Core)	K1	K2	K3	K4	K5	C1	C2	C3	C4	C5	P1	P2	P3	P4	P5	T1	T2	T3	T4	T5
Level 4																				
Introduction to Social Work			X																	
Introduction to Skills																X	X	X	X	X
Introduction to Psychology and Sociology	X	X																		
Social Work Law and Social Policy	X	X																		
Social Work Theories and Interventions	X	X	X	X																
Work based Learning 1	X	X	X	X	X	X	X	X	X	X	X	X	X	X		X	X	X	X	X
Level 5																				
Person Centred Social Work	X			X								X					X	X		
Social with Mental Health	X	X	X			X	X	X	X	X	X	X	X	X						
Working with Adults	X	X	X			X	X	X	X	X	X	X	X	X						
Working with Children and Families	X	X	X			X	X	X	X	X	X	X	X	X						
Developing and Applying Knowledge and Skills	X	X	X	X	X	X	X	X	X	X	X	X	X	X		X	X	X	X	X

Programme Learning Outcome	Knowledge and understanding (K)					Analysis and Criticality (C)					Application and Practice (P)					Transferable skills and other attributes (T)				
Module Code (Core)	K1	K2	K3	K4	K5	C1	C2	C3	C4	C5	P1	P2	P3	P4	P5	T1	T2	T3	T4	T5
Research Methods					X															X
Level 6																				
Organisational Change and Leadership				X					X										X	
Collaborative Working in Social Work				X															X	X
Advanced skills module	X	X	X	X	X	X	X	X	X	X	X	X	X	X		X	X	X	X	X
Consolidating Learning in the Workplace	X	X	X	X	X	X	X	X	X	X	X	X	X	X		X	X	X	X	X