



Knowledge and skills statement for social workers in adult services (DfE, 2015):

**Mapping Research in Practice for Adults resources to
the statement**

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About the KSS resource map

Department of Health Knowledge and skills statement for social workers in adult services: mapping Research in Practice for Adults learning resources to the statement (published March 2015)

This learning resources map is designed to support professional development and enable social workers to meet and to evidence that they have met the requirements of the Knowledge and Skills Statement. The full final statement can be viewed on the [Department of Health website](#). We quote the statements below, adding our own emphasis in bold to highlight themes and topics.

How to use the learning resources map

ASYE: Use Research in Practice for Adults learning resources to enhance particular knowledge and skills and to build an ASYE portfolio

For those leading on ASYE programmes: Print the map and add to your ASYE folder to guide self-directed learning. Circulate electronic copies for easy access to the learning resources online

Practitioners: use the map to guide self-directed learning. Select learning resources to share in group supervision sessions and team meetings

Supervisors: Guide practitioners to specific learning resources that will support developmental identified in supervision

Principal Social Worker: Plan the use of Research in Practice for Adults materials into development programmes for social care practitioners, social workers and senior practitioners.

In addition to the existing resources outlined below, Research in Practice for Adults offers extensive consultancy and tailored delivery. Please contact ask@ripfa.org.uk with any enquiries about how we might help.

KSS-1: The role of social workers working with adults

The *Care Act 2014* puts the principle of **individual wellbeing** and **professional practice** of the individual social worker at the heart of adult social care and signals a move away from care management as the overriding approach to working with adults.

Social workers need to apply a wide range of knowledge and skills to understand and build relationships, and work directly with individuals, their families and carers to enable and empower them to achieve best outcomes. This should include **undertaking assessments, planning care and support** and **making the best use of available resources** to enable people to have better lives. Social workers should enable people to experience **personalised, integrated care** and support them to **maintain their independence and wellbeing, cope with change, attain the outcomes they want and need, understand and manage risk**, and participate in the life of their communities.

Social work should focus on the links between the individual, their health and well-being and their need for relationships and connection with their families, community and wider society. Social workers in adult social care must understand and be able to explain the role of social work as part of the system of health and welfare support to individuals and families.

They must understand the impact of poverty, inequality and diversity on social and economic opportunities and how these relate to people's health and wellbeing as well as the functioning of their families, particularly in connection with child protection, adult safeguarding and also empowering individuals who may lack mental capacity.

RiPfa resources for the role of social workers working with adults:

[PUBLICATIONS] Supporting good assessment: Practice Tool (2014)

Practice tools and guides

Published: December 2014

These practical tools support organisations to deliver good assessment, develop good assessors, ensure the right support for assessment and think through the implications of delegating assessments to other parties. The tools reflect good practice that is consolidated by the *Care Act*...



[PUBLICATIONS] Good assessment: Practitioners' Handbook (2014)

Practice tools and guides

Published: December 2014

Good practice in assessment is an essential part of effective social care. This handbook sets out the law, policy, evidence and theory that underpins good assessment. It helps assessors and organisations to improve their assessments in line with best practice and with the *Care Act*...



[PUBLICATIONS] Good decision making: Practitioners' Handbook (2013)

Practice tools and guides

Published: January 2013

This handbook sets out the evidence relating to decision-making in adult social care and provides a range of tools to support individuals and groups to explore their own decision-making. Aimed at: All social care practitioners. Number of pages: 70



[PUBLICATIONS] Balancing need: The relationship between carers' assessment and needs assessment: Key Issue (2014)

Key Issues

Published: January 2014

This Key Issue, which we are extremely pleased to publish in partnership with Carers UK, explores previous research on carers' assessments before setting out the changes to legislation and policy proposed in the Care Bill, soon to be passed into law as the *Care Act 2014*. It a...



[PUBLICATIONS] Promoting well-being in adult services: Key Issue (2013)

Key Issues

Published: January 2013

Well-being is a crucial element of defining and delivering adult care. The well-being agenda has influenced recent changes in the structure and focus of adult services and the Care Bill ([HL]2013-2014) formalises this approach by proposing a duty for local authorities to promote...



[PUBLICATIONS] Making an outcomes approach work in practice: Key Issue (2014)

Key Issues

Published: January 2014

How can we support people using social care services to define the outcomes they want for themselves? Which approaches will work for everyone – people using services, staff and commissioners? This Key Issue draws on the 'Making Safeguarding Personal' project and other prac...



[PUBLICATIONS] Working with outcomes: Practice Tool (2014)

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Published: January 2014

This resource looks at good practice in terms of working with outcomes, identifying potential barriers and enablers to working in an outcomes-focused way. It contains tools and templates to support good conversations as well as identifying, enabling and reviewing outcomes with pe...



[PUBLICATIONS] What are outcomes? Customer Guide (2014)

Customer Guides

Published: January 2014

If a person needs care or support, their outcomes are what they want their care and support to help them achieve. Any care and support they receive should be aimed at helping them achieve their outcomes. This Customer Guide provides a jargon-free introduction to outcomes, explai...



[PUBLICATIONS] Supporting successful integration - improving outcomes in social care and health: Frontline Briefing (2015)

Frontline resources

Published: March 2015

The *Care Act*'s focus on achieving positive outcomes increases the emphasis on integrated health and social care services. This briefing examines how to increase the effectiveness of multi-agency teamwork by developing a shared understanding of the complementary responsibilities...



[PUBLICATIONS] Achieving outcomes through integrated working: Strategic Briefing (2015)

Strategic briefings

Published: March 2015

The *Care Act* places additional emphasis on the already established imperative to integrate health and social care services, in order to focus on the outcomes that people who access care and support want to achieve. This briefing explores how ideas, approaches and concepts such as...



[PUBLICATIONS] Supporting successful integration - improving outcomes in social care and health (CHART): Frontline Briefing (2015)

Frontline resources

Published: March 2015

This chart accompanies the full Research in Practice for Adults Frontline Briefing Supporting successful integration: Improving outcomes in social care and health. The briefing looks at how social care practitioners can maintain their professional identity while effectively contr...



[PUBLICATIONS] Young carers and their families: Confident assessment practice (Practice Tool, 2015)

Practice tools and guides

Published: May 2016

The *Care Act 2014* and *Children and Families Act 2014* (section 96) place new requirements on children's and adult social care to identify young carers and assess



their needs. Set within the context of these two Acts, and with a focus on whole family approaches to working with y...

[TAILORED SUPPORT] Recording practice and decision-making

Duration: Half day. Aimed at: Managers and practice leads. Overview: This workshop aims to support managers and practice leads to promote good recording practice in their teams as part of good decision making. Participants will be able to: Explain the purpose of reco...



[TAILORED SUPPORT] Getting an outcomes approach into practice

Duration: One day. Aimed at: Practitioners and managers. Overview: This workshop looks at 'what works' in getting an outcomes approach into practice. It shares learning from research and practice nationally, and provides an opportunity for participants to share learning fro...



[WEBINAR] Resource allocation Expert Webinar

Learning Event : Webinar

Online

23 Jun 2015

The latest in our series of informative Care Act webinars, this session will explore the challenges of the new eligibility criteria, examine the pros and cons of different approaches to resource allocation and look at the question of transparency. You will have the opportunity



[EVENT] Getting an outcomes approach into practice Research Messages Workshop

Learning Event : Research messages workshop

King's House Conference Centre, Manchester

19 Mar 2015

The idea of an 'outcomes' approach - focusing on achieving outcomes in peoples' lives, rather than providing a menu of services to meet eligible need - has been around for a number of years. However, questions still remain about how to make it work in practice - and the need to a



[EVENT] Ensuring effective assessment on the frontline expert webinar

Learning Event

Online

18 Jun 2014



When the Care Bill becomes law, local authorities will need to undertake more assessments for a wider range of people. It is expected that some of these assessments will be outsourced. Our most recent Change Project has examined evidence on what makes a trustworthy assessment, th...

KSS-2: Person-centred practice

Social workers should enable people to access **the advice, support and services** to which they are entitled. They should coordinate and facilitate a wide range of practical and emotional support, and discharge **legal duties** to complement people's own resources and networks, so that all individuals (no matter their background, health status or mental capacity), carers and families can exercise choice and control, (supporting individuals to make their own decisions, especially where they may lack capacity) and meet their needs and aspirations in personalised, creative and often novel ways.

They should work **co-productively** and innovatively with people, local communities, other professionals, agencies and services to promote **self-determination, community capacity, personal and family reliance, cohesion, earlier intervention** and **active citizenship**. Social workers should also engage with and enable **access to advocacy** for people who may require help to secure the support and care they need due to physical or mental ill-health, sensory or communication impairment, learning disability, mental incapacity, frailty or a combination of these conditions and their physical, psychological and social consequences.

RiPFA resources for Person-centred practice:

[PUBLICATIONS] Providing good information and advice: Practice Tool (2013)

Practice tools and guides

Published: January 2013

People want information and advice about what social care is, how it works and how to know if it is good enough. They need this to make decisions about their lives, and to have choice and control over what happens (DH, 2012). This tool helps you to consider what good information...



[PUBLICATIONS] Building Community Capacity: Strategic Briefing (2012)

Strategic briefings

Published: January 2012

This briefing outlines issues relating to community capacity in four key areas: personal and social support networks, membership of groups, a welcoming and inclusive local community, and opportunities to participate and make a contribution. It explains what each objective means...



[PUBLICATIONS] What are information, advice and advocacy? Customer Guide (2014)

Customer Guides

Published: January 2014

What is the difference between information, advice and advocacy? This helpful guide explains exactly that. Local authorities are required to give people information and advice about social care, regardless of their eligibility for support, and this guide explains what people can...



[PUBLICATIONS] Building community capacity: Key issue (2012)

Key Issues

Published: January 2012

This Key Issue explores the meaning of social capital and its potential to utilise untapped resources – particularly relevant in times of budget cuts. The Key Issue places



community capacity in the policy context of the Putting People First agenda and the Building Community Capacity...

[\[PUBLICATIONS\] Effective co-production: Key Issue \(2014\)](#)

Key Issues

Published: January 2014

Co-production is potentially a radical idea: that services are designed and delivered equally by professionals and those who use them. This publication brings together the knowledge on the topic, defining the issues and explaining key concepts. It also looks at the implications...



[\[PUBLICATIONS\] Enablement in dementia: Key Issue \(2015\)](#)

Key Issues

Published: January 2015

The idea that it's possible to 'live well' with dementia is really quite radical. There is a popular assumption that the condition will lead to a total shutdown of the self, with increased dependency on services and inevitable institutionalisation – that being safe and co...



[\[PUBLICATIONS\] What is community capacity? Customer Guide \(2015\)](#)

Customer Guides

Published: March 2015

This accessible Guide provides a jargon-free explanation of 'community capacity' for a general audience. It explains the move from a world where many aspects of your community were the council's responsibility to a world where many things are up to you, your family, friends...



[\[PUBLICATIONS\] Enablement in dementia: Practice Tool \(2016\)](#)

Practice tools and guides

Published: February 2016

Building on the RipfA Key Issue: Enablement in dementia (January 2015), this Practice Tool translates its key messages into practical methods that can be used to support



commissioners, services managers and frontline practitioners to deliver dementia services with enablement in m...

[\[PUBLICATIONS\] Risk enablement: Frontline Briefing \(2016\)](#)

Frontline resources

Published: February 2016

With the cultural shift currently taking place in social care, enabling people is a core skill for frontline workers - influencing how people are consulted, how risk is worked with and how outcomes are achieved. This Frontline Briefing explains how risk enablement relates to the...



[\[PUBLICATIONS\] Legal literacy in adult social care: Strategic Briefing \(2016\)](#)

Strategic briefings

Published: February 2016

Legal literacy is a key issue in social work and social care. Recent high profile court cases, especially focusing on the Deprivation of Liberty Safeguards, highlight the importance of a sound knowledge of, and ability to critically reflect on, social care and the law. This bri...



[\[PUBLICATIONS\] Risk enablement \(CHART\): Frontline Briefing \(2016\)](#)

Frontline resources

Published: February 2016

This chart accompanies the full Research in Practice for Adults Frontline Briefing: Risk enablement. The briefing looks at how social care practitioners can manage the potentially conflicting demands of risk and enablement in order to promote wellbeing. This concise reference c...



[\[WEBINAR\] Legal literacy in social care practice](#)

Learning Event : Webinar

Online

18 Apr 2016

Legal literacy requires the skilled application of the legal rules: identifying how real



KSS-2: Person-centred practice

world circumstances fit with the grounds for legal intervention, while ensuring key principles such as human rights and equalities are observed. Legally literate practitioners and managers wi...

[WEBSITE] Social Work Practice with Carers

There are 6.5 million carers in the UK looking after someone who is older, disabled or unwell, and both the Care Act 2014 and Children and Families Act 2014 (section 96) have placed new expectations on the provision of support for this unpaid workforce. This microsite presents f



KSS-3: Safeguarding

Social workers must be able to recognise the risk indicators of different forms of abuse and neglect and their impact on individuals, their families or their support networks and should **prioritise the protection of children and adults in vulnerable situations** whenever necessary. This includes working with those who **self-neglect**.

Social workers who work with adults must take an **outcomes-focused, person-centred approach to safeguarding practice**, recognising that people are experts in their own lives and working alongside them to identify person centred solutions to risk and harm. In situations where there is abuse or neglect or clear risk of those, social workers must work in a way that **enhances involvement, choice and control** as part of improving quality of life, wellbeing and safety. Social workers should take the lead in managing positive interventions that prevent deterioration in health and wellbeing; safeguard people (who may or may not be socially excluded) at risk of abuse or neglect, or who are subject to discrimination, and to take necessary action where someone poses a risk to themselves, their children or other people. Social workers who work with adults must be able to recognise and take appropriate action where they come across situations where a child or young person may be at risk.

Social workers should understand and apply in **practice personalised approaches to safeguarding adults** that maximise the adult's opportunity to determine and realise their desired outcomes and to safeguard themselves effectively, with support where necessary.

RiPFA resources for Person-centred practice:

[\[PUBLICATIONS\] What is safeguarding adults?: Customer Guide \(2015\)](#)

Customer Guides

Published: October 2015

Updated from original version published October 2012 Safeguarding adults is about detecting and preventing the abuse of adults who might be unable to protect themselves. It is something that everyone needs to know about. Aimed at: All service users. *Our Customer Guides are inte...



[\[PUBLICATIONS\] Working with people who self-neglect: Practice Tool \(updated 2016\)](#)

Practice tools and guides

Published: January 2015

This Practice Tool, written by Professor Suzy Braye, Dr David Orr and Professor Michael Preston-Shoot, draws on their latest research, which was commissioned by the Department of Health and involved interviewing staff and people who self-neglect in order to find out 'what works...



[\[PUBLICATIONS\] RPU April 2015: Safeguarding and Domestic Abuse](#)

Policy Scopes

Published: January 2015

The Research and Policy Update is RiPFA's monthly digest of documents useful for implementing the Care Act. Each month features research articles that are themed on a particular issue related to Care Act implementation, as well as the last month's policy highlights. The theme...



[\[PUBLICATIONS\] Making an outcomes approach work in practice: Key Issue \(2014\)](#)

Key Issues

Published: January 2014

How can we support people using social care services to define the outcomes they want for themselves? Which approaches will work for everyone – people using services,



KSS-3: Safeguarding

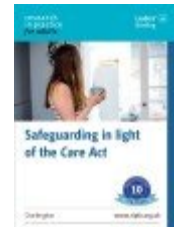
staff and commissioners? This Key Issue draws on the 'Making Safeguarding Personal' project and other practice...

[PUBLICATIONS] Safeguarding in light of the Care Act: Leaders' Briefing (2015)

Leaders' briefings

Published: September 2015

The Care Act has altered the way we need to structure and provide safeguarding for adults. Professor Michael Preston-Shoot looks at the key changes and implications for strategy and practice, and shares the experiences of local authorities who are leading the way in forging effective...



[PUBLICATIONS] Appreciative Inquiry in Safeguarding Adults: Practice Tool (2015)

Practice tools and guides

Published: September 2015

Appreciative Inquiry is a method to help you analyse situations, make decisions and formulate action plans for change. This tool is a great starting point for practitioners, managers, supervisors and Safeguarding Adult Boards who want to understand more about Appreciative Inquiry...



[PUBLICATIONS] Reimagining Adult Social Care: Evidence Review (2015)

Evidence reviews

Published: November 2015

This Evidence Review asks the broad question: If we were able to start designing adult social care from a blank slate, and build a system based on the evidence of what people want and what is effective, what would that system look like? The Review also provides an analysis of key...



[PUBLICATIONS] Risk enablement: Frontline Briefing (2016)

Frontline resources

Published: February 2016



KSS-3: Safeguarding

With the cultural shift currently taking place in social care, enabling people is a core skill for frontline workers - influencing how people are consulted, how risk is worked with and how outcomes are achieved. This Frontline Briefing explains how risk enablement relates to the...

[\[PUBLICATIONS\] Risk enablement \(CHART\): Frontline Briefing \(2016\)](#)

Frontline resources

Published: February 2016

This chart accompanies the full Research in Practice for Adults Frontline Briefing: Risk enablement. The briefing looks at how social care practitioners can manage the potentially conflicting demands of risk and enablement in order to promote wellbeing. This concise reference...



[\[PUBLICATIONS\] Involving people in safeguarding adults: Leaders' Briefing \(2016\)](#)

Leaders' briefings

Published: June 2016

The Care Act 2014 makes it clear that involving people in adult safeguarding is expected at a number of levels. This Leaders' Briefing outlines policy expectations and evidence to support progress across the four following areas: Involving people in their own safeguarding. Obtain...



[\[WEBINAR\] Safeguarding in light of the Care Act Knowledge Exchange Webinar](#)

Learning Event : Webinar

Online

04 Nov 2015

Starts: Wed 4 Nov 2015 12:00 Finishes: Wed 4 Nov 2015 13:00 Led by Dr Adi Cooper, this interactive webinar draws on local authorities' experience of leading effective safeguarding with the new requirements of the Care Act. We will invite questions from attendees in advance of...



[\[WEBINAR\] Expert webinar: Making Safeguarding Personal](#)

Learning Event : Webinar



KSS-3: Safeguarding

Online

21 Nov 2013

Making Safeguarding Personal 2013/14 aims to facilitate a shift in emphasis from processes to a commitment to improve outcomes for people at risk of harm. Over 50 local authorities have already expressed an interest in the project. Log-in to our webinar to learn more.

[EVENT] Supporting people who self-neglect Research Messages Workshop

Learning Event : Research messages workshop

Engineers' House, Bristol

29 Apr 2015



Practitioners have identified the challenges associated with supporting people who self-neglect. This interactive workshop, facilitated by Professor Suzy Braye, will introduce a range of practical approaches you can use to engage with people who self-neglect and help them achieve...

KSS-4: Mental capacity

Social workers must have a **thorough knowledge and understanding of the Mental Capacity Act (MCA)** and Code of Practice and be able to apply these in practice. They should always begin from the presumption that individuals have capacity to make the decision in question.

Social workers should understand **how to make a capacity assessment**, the decision and time specific nature of capacity and hence the need to reassess capacity appropriately. They should know when and how to refer to a Best Interest Assessor.

Social workers must understand their responsibilities for people who are assessed as **lacking capacity at a particular time** and must ensure that they are supported to be involved in decisions about themselves and their care as far as is possible. Where they are unable to be involved in the decision-making process decisions should be taken in their best interests following consultation with all appropriate parties, including families and carers. Social workers must seek to ensure that an individual's care plan is the least restrictive possible to achieve the intended outcomes.

Social workers have a key leadership role in modelling to other professionals the proper application of the MCA. Key to this is the understanding that the MCA exists to empower those who lack capacity as much as it exists to protect them. Social workers must model and lead a change of approach, away from that where the default setting is "safety first", towards a person-centred culture where individual choice is encouraged and where the right of all individuals to express their own lifestyle choices is recognised and valued.

In working with those where there is no concern over capacity, social workers should take all practicable steps to empower people to make their own decisions, recognising that people are experts in their own lives and working alongside them to identify person-centred solutions to risk and harm, recognising the individual's right to make "unwise" decisions.

RiPFA resources for the mental capacity:

[PUBLICATIONS] Making Decisions on Capacity and Best Interests: Strategic Briefing (2013)

Practice tools and guides

Published: January 2013

It's estimated that as many as two million adults in England and Wales lack the mental capacity to make decisions on a daily basis. Consequently, the Mental Capacity Act 2005 (MCA) lies at the core of many decisions in adult social care. However, despite its surface simplicity...



[PUBLICATIONS] What is the Mental Capacity Act 2005? Customer Guide (2013)

Customer Guides

Published: January 2012

This guide provides a jargon-free introduction to the Mental Capacity Act 2005. Sometimes people who have, for example, dementia, a learning disability, mental illness or a brain injury are unable to make decisions. Aimed at: All social care practitioners and service users. Short...



[PUBLICATIONS] What are the Deprivation of Liberty Safeguards (DoLS)? Customer Guide (2014)

Customer Guides

Published: January 2014

Councils have to ensure that people who are unable to make their own decisions about where they live are safeguarded from having their liberty restricted. It is essential that the public, families and carers understand what these safeguards are. This Customer Guide provides a j...



[PUBLICATIONS] Risk enablement: Frontline Briefing (2016)

Frontline resources

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KSS-4: Mental capacity

skill for frontline workers - influencing how people are consulted, how risk is worked with and how outcomes are achieved. This Frontline Briefing explains how risk enablement relates to the...

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[\[PUBLICATIONS\] Risk enablement \(CHART\): Frontline Briefing \(2016\)](#)

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[\[PUBLICATIONS\] What is a Relevant Person's representative? Customer Guide \(2016\)](#)

Customer Guides

Published: June 2016

The role of the Relevant Person's Representative (RPR) can be problematic and prone to misunderstanding. The latest in RiPFA's series of Customer Guides focuses on clarifying the legal standing and purpose of the RPR. It also provides an accessible means of explaining the role...



[\[WEBINAR\] Legal literacy in social care practice](#)

Learning Event : Webinar

Online

18 Apr 2016



KSS-4: Mental capacity

Legal literacy requires the skilled application of the legal rules: identifying how real world circumstances fit with the grounds for legal intervention, while ensuring key principles such as human rights and equalities are observed. Legally literate practitioners and managers wi...

KSS-5: Effective assessment and outcome based support planning

In undertaking assessments, social workers must be able to recognise the expertise of the diverse people with whom they work and their carers and apply this to **develop personalised assessment and care plans** that enable the individual to **determine and achieve the outcomes** they want for themselves. The social worker must ensure the individual's views, wishes and feelings (including those who may lack mental capacity) are included as part of their full participation in decision making, **balancing this with the wellbeing of their carers**.

Social workers should demonstrate a good understanding of personalisation, the social model of disability and of human development throughout life and demonstrate a holistic approach to the identification of **needs, circumstances, rights, strengths and risks**. In particular, social workers need to understand the impact of trauma, loss and abuse, physical disability, physical ill health, learning disability, mental ill health, mental capacity, substance misuse, domestic abuse, aging and end of life issues on physical, cognitive, emotional and social development both for the individual and for the functioning of the family.

They should **recognise the roles and needs of informal or family carers** and use holistic, systemic approaches to supporting individuals and carers. They should develop and maintain knowledge and good partnerships with local community resources in order to work effectively with individuals in connecting them with appropriate resources and support.

Ripfa resources for effective assessment:

[\[PUBLICATIONS\] Supporting good assessment: Practice Tool \(2014\)](#)

Practice tools and guides

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[PUBLICATIONS] What is a Carer? Customer Guide (2013)

Customer Guides

Published: January 2012

This Guide provides an introduction based on learning from experience and from research. It tells you what a carer is, and provides advice and insight from other carers. Anyone may become a carer but the evidence shows that many people know little about what being a carer involv...



[PUBLICATIONS] Working together with carers: Practice Tool (2013) and Working together with adult social care: Carer's Guide (2013)

Practice tools and guides

Published: January 2013

Supports practitioners working with carers to use evidence for good practice, and to plan, reflect on and discuss their experiences. The tool can be used in case work or in training and has been designed to be used at any or all of the stages of assessment and support. This pack...



[PUBLICATIONS] Balancing need: The relationship between carers' assessment and needs assessment: Key Issue (2014)

Key Issues

Published: January 2014

This Key Issue, which we are extremely pleased to publish in partnership with Carers UK, explores previous research on carers' assessments before setting out the changes to legislation and policy proposed in the Care Bill, soon to be passed into law as the Care Act 2014. It a...



[PUBLICATIONS] Supporting people with multiple needs and exclusions: Strategic Briefing (2015)

Strategic briefings
Published: January 2015

By working with key partners and contributing to a ‘whole area approach’, strategic leaders in adult social care can help to coordinate the kind of personalised, assertive and persistent support that has been shown to work for people facing multiple needs and exclusions. Thi...



[PUBLICATIONS] Supporting Adults with Multiple Needs and Exclusions: Literature Review (2014)

Evidence reviews
Published: January 2014

This Review aims to answer important research questions in order to inform the debate on how to effectively support people who experience multiple needs and exclusions (MNE). It's a useful resource to provide evidence for service design, as well as to support you in making the...



[PUBLICATIONS] Making an outcomes approach work in practice: Key Issue (2014)

Key Issues
Published: January 2014

How can we support people using social care services to define the outcomes they want for themselves? Which approaches will work for everyone – people using services, staff and commissioners? This Key Issue draws on the ‘Making Safeguarding Personal’ project and other practical...



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Practice tools and guides
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KSS-5: Effective assessment and outcome based support planning

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Duration: One day. Aimed at: Practitioners and managers. Overview: This workshop looks at 'what works' in getting an outcomes approach into practice. It shares learning from research and practice nationally, and provides an opportunity for participants to share learning fro...



[TAILORED SUPPORT] Using analysis and critical thinking in assessment

Duration: One day. Aimed at: Frontline practitioners. Overview: This practical session introduces tools and techniques to build analysis and critical thinking into assessments. Participants will be able to: Explore the ways that evidence-informed practice can contribute to...



[WEBSITE] Social Work Practice with Carers

There are 6.5 million carers in the UK looking after someone who is older, disabled or unwell, and both the Care Act 2014 and Children and Families Act 2014 (section 96) have placed new expectations on the provision of support for this unpaid workforce. This microsite presents f...



[WEBINAR] Supporting adults with multiple needs and exclusions Expert webinar

Learning Event : Webinar

Online

25 Sep 2014



This webinar will take place between 12 - 1pm Evidence and policy suggests that people with multiple needs and exclusions often struggle to engage with services because of the way those services are set up. People may be well known to agencies and professionals but may not have...

[WEBINAR] Supporting adults with multiple needs and exclusions Expert webinar

Learning Event : Webinar

Online

25 Sep 2014



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Learning Event : Research messages workshop

King's House Conference Centre, Manchester

19 Mar 2015



The idea of an 'outcomes' approach - focusing on achieving outcomes in peoples' lives, rather than providing a menu of services to meet eligible need - has been around for a number of years. However, questions still remain about how to make it work in practice - and the need to a...

[EVENT] Ensuring effective assessment on the frontline expert webinar

Learning Event

Online

18 Jun 2014



When the Care Bill becomes law, local authorities will need to undertake more assessments for a wider range of people. It is expected that some of these assessments will be outsourced. Our most recent Change Project has examined evidence on what makes a trustworthy assessment, th...

KSS-6: Direct work with individuals and families

Social workers need to be able to **work directly with individuals and their families** through the professional use of self, using interpersonal skills and emotional intelligence to create relationships based on openness, transparency and empathy. They should know how to **build purposeful, effective relationships** underpinned by reciprocity. They should be able to **communicate clearly**, sensitively and effectively, applying a range of best evidence-based methods of written, oral and non-verbal communication and adapt these methods to match the person's age, comprehension and culture.

Social workers should be capable of communicating effectively with people with specific communication needs, including those with learning disabilities, **dementia**, people who lack mental capacity and people with sensory impairment. They should do this in ways that are engaging, respectful, motivating and effective, even when dealing with conflict - whether perceived or actual - anger and resistance to change.

Social workers should have a high level of skill in applying evidence-based, effective social work approaches to help service users and families handle change, especially where individuals and families are in **transition**, including young people moving to adulthood, supporting them to move to different living arrangements and understanding the **impact of loss and change**.

RipfA resources on direct work with individuals and families:

[\[PUBLICATIONS\] Maximising independence for people with dementia: Strategic Briefing \(2014\)](#)

Strategic briefings

Published: January 2014

Dementia is a key topic in health and social care and this briefing provides an overview of key policy drivers, practice examples and underpinning research to support you in developing services for people living with dementia. It's of particular use for Directors, Lead Members...



[\[PUBLICATIONS\] Enablement in dementia: Key Issue \(2015\)](#)

Key Issues

Published: January 2015



The idea that it's possible to 'live well' with dementia is really quite radical. There is a popular assumption that the condition will lead to a total shutdown of the self, with increased dependency on services and inevitable institutionalisation – that being safe and co...

[PUBLICATIONS] Involving and engaging people with dementia: Practice Tool (2015)

Practice tools and guides

Published: January 2015

Following on from our successful workshop, this Practice Tool, written by Innovations in Dementia, provides practical methods and background information to help you think about the involvement of people with dementia, particularly in your service or workplace. We hope it inspire...



[PUBLICATIONS] Care Act: Influences on transitions alongside Children and Families Act 2014 (summary)

Practice tools and guides

Published: July 2014

Research in Practice for Adults has produced a summary of how the new Acts (Care Act, and Children and Families Act) will influence the work of local authorities in terms of planning and delivering transitions from children to adult services (for children who have social care and...



[PUBLICATIONS] Adult attachment - Implications for adult social care practice: Frontline Briefing (2015)

Frontline resources

Published: September 2015

Attachment theory helps us to understand how attachment patterns evolve through past relationships and the impact these have on current and future behaviours and relationships, including parenting and caregiving. This briefing contains practical guidance on how to apply the latest...



[PUBLICATIONS] Reimagining Adult Social Care: Evidence Review (2015)

Evidence reviews

Published: November 2015

This Evidence Review asks the broad question: If we were able to start designing adult social care from a blank slate, and build a system based on the evidence of what people want and what is effective, what would that system look like? The Review also provides an analysis of k...



[PUBLICATIONS] Enablement in dementia: Practice Tool (2016)

Practice tools and guides

Published: February 2016

Building on the RiPFA Key Issue: Enablement in dementia (January 2015), this Practice Tool translates its key messages into practical methods that can be used to support commissioners, services managers and frontline practitioners to deliver dementia services with enablement in m...



[PUBLICATIONS] Dementia: Research and Policy Update 114 May 2016 (open access)

Policy Scopes

Published: May 2016

Dementia Awareness Week is 15-21 May and as part of RiPFA's work in this area we have themed our May RPU on working with people who are living with dementia. The research articles cover topics including mindfulness, person-centred care for people living with dementia and engag...



[PUBLICATIONS] Using a mentalising approach in adult social care: Frontline Briefing (2016)

Frontline resources

Published: October 2016

Mentalisation is the ability to think about one's own and other people's behaviour and underlying mental states. It can be employed to engage people in the process of change, support emotional resilience and enable relationship-based working with adults and families. It is al...



[WEBINAR] Working with people who hoard

Learning Event :

Online

24 Jan 2017



Social care practitioners have a role to play in supporting people who hoard, but where does that role begin and end, and what approaches and interventions are effective? Building on our Practice tool: working with people who self-neglect, this hour-long webinar will explore the...

[WEBINAR] NICE guideline "Transition from children's to adults' services", including links to SEND policy and practice

Learning Event : Webinar

Online

22 Mar 2016



This is an OPEN ACCESS webinar. You can view the webinar recording below. This hour long webinar with Helen Wheatley will provide an insight into the development of the NICE guideline "Transition from children's to adult's services". It will outline key recommendations from the g...

[WEBINAR] How can we enable people living with dementia to live independent and fulfilled lives? Knowledge Exchange Webinar

Learning Event : Webinar

Online

14 Oct 2015



Starts: Wed 14 Oct 2015 13:00 Finishes: Wed 14 Oct 2015 14:00 This session presents and discusses the key messages from the RiPFA Key Issue: Enablement in Dementia and the forthcoming Practice Tool of the same title (Jan 2016). We will share examples of good practice and g...

KSS-7: Supervision, critical analysis and reflection

Social workers must have access to **regular, good quality supervision** and understand its importance in providing advice and support. They should know how and when to seek advice from a range of sources including named supervisors, senior social workers and other professionals. They should be able to make effective use of opportunities **to discuss, reflect upon and test multiple hypotheses**, the role of intuition and logic in decision making, the difference between opinion and fact, **the role of evidence**, how to address common bias in situations of uncertainty and the reasoning of any conclusions reached and recommendations made, particularly in relation to mental capacity, mental health and safeguarding situations.

Social workers should have a critical understanding of the difference between **theory, research, evidence and expertise** and the role of **professional judgement**. They should use practice evidence and research to inform the complex judgements and decisions needed to support, empower and protect their service users. They should apply imagination, creativity and curiosity to working in partnership with individuals and their carers, acknowledging the centrality of people's own expertise about their experience and needs.

RiPFA resources for supervision:

[PUBLICATIONS] Good decision making: Practitioners' Handbook (2013)

Practice tools and guides

Published: January 2013

This handbook sets out the evidence relating to decision-making in adult social care and provides a range of tools to support individuals and groups to explore their own decision-making. Aimed at: All social care practitioners. Number of pages: 70



[PUBLICATIONS] How to run a Journal Club: Practice Tool (2013)

Practice tools and guides

Published: October 2013

This resource aims to support you to facilitate a Journal Club session with the following learning outcomes: to appraise a piece of research on a key practice topic and identify the main messages; to understand how reliable and robust the messages are, and how they can be used in...



[PUBLICATIONS] Organisational Audit for Evidence-Informed Practice (2012)

Practice tools and guides

Published: January 2012

This audit helps organisations to benchmark how far evidence-informed practice is embedded in their organisation, create an effective action plan and monitor change. Aimed at: Training co-ordinators and managers Number of pages: 4



[PUBLICATIONS] Getting the most out of supervision: Practice Tool (2013)

Practice tools and guides

Published: January 2013

This resource helps you identify aspects of good supervision and enables you to develop these aspects in practice. Aimed at: All social care practitioners. It includes an outline of what good supervision is and its purpose, exercises to complete to reflect on what 'good' supervision...



[PUBLICATIONS] What difference are we making? Action Research and Action Learning Tools: Practice Toolkit (2014)

Practice tools and guides

Published: January 2014

These tools enable practitioners to address issues within their own practice by building their individual and organisational capacity to learn and contribute to the evidence base of 'what works'. The tools give background to both action research and action learning – providing...



[TAILORED SUPPORT] Recording practice and decision-making

Duration: Half day. Aimed at: Managers and practice leads. Overview: This workshop aims to support managers and practice leads to promote good recording practice in their teams as part of good decision making. Participants will be able to: Explain the purpose of reco



[TAILORED SUPPORT] Finding, using and appraising evidence

Duration: Half day. Aimed at: Practitioners, managers, any staff who need to use evidence. Overview: In light of the Munro recommendations, skills in applying robust research to assessments, court reports and frontline practice are more important than ever for frontline staff,



[TAILORED SUPPORT] Evidence-informed decision-making

Duration: Half day. Aimed at: Frontline practitioners. Overview: Using evidence and evidence-informed approaches supports practitioners and managers to make decisions that are proportionate, defensible, understandable and as effective as possible. Participants will be able to:



[TAILORED SUPPORT] Supervision and reflective practice

Duration: Half day. Aimed at: Practitioners and managers. Overview: This workshop explores the roles and responsibilities in supervision and its importance in promoting good practice in a resilient workforce. Effective supervision promotes the use of critical reflection in prac



KSS-8: Organisational context

Social workers working with adults should be able confidently to fulfil their **statutory responsibilities**, work within their organisation's remit and contribute to its development. They must be understand and work effectively within **financial and legal frameworks**, obligations, structures and culture, in particular Human Rights and Equalities legislation, the Care Act, Mental Capacity Act, Mental Health Act and accompanying guidance and codes of practice.

They must be able to operate successfully in their organisational context, demonstrating effective time management, caseload management and be capable of **reconciling competing demands** and embrace information, data and technology appropriate to their role. They should have access to regular **quality supervision** to support their **professional resilience** and emotional and physical wellbeing.

Social workers should work effectively and confidently with fellow professionals in **inter-agency, multi-disciplinary** and **inter-professional** groups and demonstrate effective partnership working particularly in the context of health and social care integration and at the interface between health, children and adult social care and the third sector.

RiPFA resources for organisational context:

[PUBLICATIONS] Maintaining safe, effective and quality with reducing resources: Key Issue (2012)

Key Issues

Published: January 2012

Commissioners and purchasers of care and support today face the double bind of reducing resources and increasing demand. Maintaining safe, effective and high quality services in these circumstances is the major concern facing all the constituents in local adult social care market...



[PUBLICATIONS] Quality assurance: Strategic Briefing (2014)

Strategic briefings

Published: January 2014

This briefing considers what social care providers, commissioners and regulators can do, individually and together, to assure the quality of their services and products. Importantly, it looks at the part that can be played by customers in checking quality for themselves and on b...



[PUBLICATIONS] Getting the most out of supervision: Practice Tool (2013)

Practice tools and guides

Published: January 2013

This resource helps you identify aspects of good supervision and enables you to develop these aspects in practice. Aimed at: All social care practitioners. It includes an outline of what good supervision is and its purpose, exercises to complete to reflect on what 'good' sup...



[PUBLICATIONS] Supporting emotional resilience within the social care workforce: Practice Tool (2015)

Practice tools and guides

Published: January 2015

Emotional resilience is the ability to adapt to and 'bounce back' from difficult situations and can help individuals and teams to cope with uncertainty and stressful situations.



These practical tools focus on the learnable skills and approaches that can be promoted and support...

[PUBLICATIONS] Supporting successful integration - improving outcomes in social care and health: Frontline Briefing (2015)

Frontline resources

Published: March 2015

The Care Act's focus on achieving positive outcomes increases the emphasis on integrated health and social care services. This briefing examines how to increase the effectiveness of multi-agency teamwork by developing a shared understanding of the complementary responsibilities...



[PUBLICATIONS] Supporting successful integration - improving outcomes in social care and health (CHART): Frontline Briefing (2015)

Frontline resources

Published: March 2015

This chart accompanies the full Research in Practice for Adults Frontline Briefing Supporting successful integration: Improving outcomes in social care and health. The briefing looks at how social care practitioners can maintain their professional identity while effectively contr...



[PUBLICATIONS] Legal literacy in adult social care: Strategic Briefing (2016)

Strategic briefings

Published: February 2016

Legal literacy is a key issue in social work and social care. Recent high profile court cases, especially focusing on the Deprivation of Liberty Safeguards, highlight the importance of a sound knowledge of, and ability to critically reflect on, social care and the law. This bri...



[TAILORED SUPPORT] Promoting emotional resilience in social work teams

Duration: One day. Aimed at: Practitioners and managers. Overview: "Social workers need to develop emotional resilience to manage the challenges they will face" (Laming, 2009). Emotional resilience enables individuals to adapt to different challenges in their



life. Continuing...

[TAILORED SUPPORT] Supervision and reflective practice

Duration: Half day. Aimed at: Practitioners and managers. Overview: This workshop explores the roles and responsibilities in supervision and its importance in promoting good practice in a resilient workforce. Effective supervision promotes the use of critical reflection in practice...



[EVENT] Promoting emotional resilience in social work teams Research Messages Workshop

Learning Event : Research messages workshop

The National Council for Voluntary Organisations (NCVO), London

20 Jan 2015

To explore the concept of emotional resilience and how individuals and managers can use effective supervision to promote emotional resilience in the workplace. Learning objectives/outcomes At the end of this workshop you will be able to: Describe the key components of emotional...



[WEBINAR] Legal literacy in social care practice

Learning Event : Webinar

Online

18 Apr 2016

Legal literacy requires the skilled application of the legal rules: identifying how real world circumstances fit with the grounds for legal intervention, while ensuring key principles such as human rights and equalities are observed. Legally literate practitioners and managers wi...



KSS-9: Professional ethics and leadership

Social workers should be able to **explain their role** to stakeholders, particularly health and community partners, and challenge partners constructively to effect multi-agency working. They should contribute to developing awareness **of personalisation and outcome-based approaches** to improving people's lives. Social workers should be able to demonstrate the principles of social work through **professional judgement, decision making** and actions within a framework of professional accountability.

They should be able to work collaboratively to manage effectively the sometimes competing interests of service users, their families and their carers ensuring that the needs of all parties are appropriately balanced, but that where children are involved, the children's interests are always paramount. They should be able to acknowledge the inherent tensions where there is a dual role of care and control; be able to meet eligible needs within limited resources and manage the emotions and expectations of service users and carers. They should be able to identify potential deprivations of liberty and understand the process for assessing and authorising these in individuals' best interests.

They should **feedback the views and experiences** of clients and their colleagues to contribute to the continued improvement of services, policies and procedures within the organisation. They must be able to recognise and address poor practice and systemic failings which put people at risk, whether in their own organisation or the organisations and institutions with which they are working, making appropriate use of whistle-blowing procedures.

RiPFA resources for professional ethics and leadership:

[PUBLICATIONS] Good decision making: Practitioners' Handbook (2013)

Practice tools and guides

Published: January 2013

This handbook sets out the evidence relating to decision-making in adult social care and provides a range of tools to support individuals and groups to explore their own decision-making. Aimed at: All social care practitioners. Number of pages: 70



[PUBLICATIONS] Feedback and Engagement: Policy Scope (2013)

Policy Scopes

Published: January 2013

Feedback and Engagement with users and carers is a key policy driver in the planning, commissioning, delivery and monitoring of services. It is an increasing priority for commissioners, practitioners, educators, statutory bodies and providers of health and social care services.



[PUBLICATIONS] Feedback & Engagement: Literature Review (2013)

Evidence reviews

Published: January 2013

This Review of current research on feedback and engagement has been written to inform and update people with a role in adult social care; for example commissioners, managers, practitioners, councillors and educators, as well as service users and carers. It is intended to offer a



[PUBLICATIONS] Working together with carers: Practice Tool (2013) and Working together with adult social care: Carer's Guide (2013)

Practice tools and guides

Published: January 2013

Supports practitioners working with carers to use evidence for good practice, and to plan, reflect on and discuss their experiences. The tool can be used in case work or in training and has been designed to be used at any or all of the stages of assessment and support. This pack



[\[PUBLICATIONS\] Balancing need: The relationship between carers' assessment and needs assessment: Key Issue \(2014\)](#)

Key Issues

Published: January 2014

This Key Issue, which we are extremely pleased to publish in partnership with Carers UK, explores previous research on carers' assessments before setting out the changes to legislation and policy proposed in the Care Bill, soon to be passed into law as the Care Act 2014. It a



[\[PUBLICATIONS\] Making an outcomes approach work in practice: Key Issue \(2014\)](#)

Key Issues

Published: January 2014

How can we support people using social care services to define the outcomes they want for themselves? Which approaches will work for everyone – people using services, staff and commissioners? This Key Issue draws on the 'Making Safeguarding Personal' project and other prac



[\[PUBLICATIONS\] Working with outcomes: Practice Tool \(2014\)](#)

Practice tools and guides

Published: January 2014

This resource looks at good practice in terms of working with outcomes, identifying potential barriers and enablers to working in an outcomes-focused way. It contains tools and templates to support good conversations as well as identifying, enabling and reviewing outcomes with pe



[\[PUBLICATIONS\] Reimagining Adult Social Care: Evidence Review \(2015\)](#)

Evidence reviews

Published: November 2015

This Evidence Review asks the broad question: If we were able to start designing adult social care from a blank slate, and build a system based on the evidence of what



people want and what is effective, what would that system look like? The Review also provides an analysis of k

[PUBLICATIONS] Involving people in safeguarding adults: Leaders' Briefing (2016)

Leaders' briefings

Published: June 2016

The Care Act 2014 makes it clear that involving people in adult safeguarding is expected at a number of levels. This Leaders' Briefing outlines policy expectations and evidence to support progress across the four following areas: Involving people in their own safeguarding. Obtain...



[TAILORED SUPPORT] Getting an outcomes approach into practice

Duration: One day. Aimed at: Practitioners and managers. Overview: This workshop looks at 'what works' in getting an outcomes approach into practice. It shares learning from research and practice nationally, and provides an opportunity for participants to share learning fro...



[WEBSITE] Social Work Practice with Carers

There are 6.5 million carers in the UK looking after someone who is older, disabled or unwell, and both the Care Act 2014 and Children and Families Act 2014 (section 96) have placed new expectations on the provision of support for this unpaid workforce. This microsite presents f...



[EVENT] Getting an outcomes approach into practice Research Messages Workshop

Learning Event : Research messages workshop

King's House Conference Centre, Manchester

19 Mar 2015



The idea of an 'outcomes' approach - focusing on achieving outcomes in peoples' lives, rather than providing a menu of services to meet eligible need - has been around for a number of years. However, questions still remain about how to make it work in practice - and the need to...

KSS-10: Level of capability: social worker working in an adult setting at the end of their first year in employment

By the end of the Assessed and Supported Year in Employment social workers working in an adult setting should have consistently demonstrated proficiency in a wide range of tasks and roles. For example, they will be able to **complete assessments of need independently**, which start from a perspective of the service users' desired **outcomes** and have become more effective in their interventions; deal with more complex situations; develop respectful and situation appropriate professional relationships, thus building their own confidence; and earn the confidence and respect of others.

They will have a good understanding of **risk assessment and positive risk taking** and be able to apply this to practice to ensure person centred planning approaches and individual rights are upheld. They will have developed confidence in working within multidisciplinary settings, understanding their roles and be able to maintain and express a clear social work perspective.

They will have experience and skills in relation to a particular setting and user group, be able to understand and work within **the legal frameworks** relevant to adult settings, in particular, the *Mental Capacity Act*, *Mental Health Act* and the *Care Act*, and fully operate within the organisational context, policies and procedures. They will be able to confidently undertake mental capacity assessments in routine situations; to identify and work proactively and in partnership around safeguarding issues and have demonstrated the ability to work effectively in more complex situations.

They will **seek support in supervision** appropriately, whilst starting to exercise initiative and evaluate their own practice. For example, they should take responsibility for cases allocated to them, be proactive in identifying issues and recommending actions, but be aware of when to seek further advice and support in more complex situations. They will be able to reflect on their practice and continue to identify learning and development to further consolidate their knowledge and skills. They will have developed some **resilience** and leadership skills and be able to demonstrate sound professional judgment and will know how to argue for appropriate resource allocation to meet assessed needs.

RiPFA resources for level of capability: social worker working in an adult setting at the end of their first year in employment.

[\[PUBLICATIONS\] Supporting good assessment: Practice Tool \(2014\)](#)

Practice tools and guides

Published: December 2014

These practical tools support organisations to deliver good assessment, develop good assessors, ensure the right support for assessment and think through the implications of delegating assessments to other parties. The tools reflect good practice that is consolidated by the Care



[\[PUBLICATIONS\] Good assessment: Practitioners' Handbook \(2014\)](#)

Practice tools and guides

Published: December 2014

Good practice in assessment is an essential part of effective social care. This handbook sets out the law, policy, evidence and theory that underpins good assessment. It helps assessors and organisations to improve their assessments in line with best practice and with the Care Ac



[\[PUBLICATIONS\] Making an outcomes approach work in practice: Key Issue \(2014\)](#)

Key Issues

Published: January 2014

How can we support people using social care services to define the outcomes they want for themselves? Which approaches will work for everyone – people using services, staff and commissioners? This Key Issue draws on the 'Making Safeguarding Personal' project and other prac



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KSS-10: Level of capability: social worker working in an adult setting at the end of their first year in employment

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[PUBLICATIONS] Supporting emotional resilience within the social care workforce: Practice Tool (2015)

Practice tools and guides

Published: January 2015

Emotional resilience is the ability to adapt to and 'bounce back' from difficult situations and can help individuals and teams to cope with uncertainty and stressful situations. These practical tools focus on the learnable skills and approaches that can be promoted and suppor...



[PUBLICATIONS] Risk enablement: Frontline Briefing (2016)

Frontline resources

Published: February 2016

With the cultural shift currently taking place in social care, enabling people is a core skill for frontline workers - influencing how people are consulted, how risk is worked with and how outcomes are achieved. This Frontline Briefing explains how risk enablement relates to the...



[PUBLICATIONS] Risk enablement (CHART): Frontline Briefing (2016)

Frontline resources

Published: February 2016

This chart accompanies the full Research in Practice for Adults Frontline Briefing: Risk



KSS-10: Level of capability: social worker working in an adult setting at the end of their first year in employment

enablement. The briefing looks at how social care practitioners can manage the potentially conflicting demands of risk and enablement in order to promote wellbeing. This concise reference...

[WEBINAR] Emotional resilience in practice

Learning Event : Webinar

Online

15 Mar 2016



Starts: Tue 15 Mar 2016 12:00 Finishes: Tue 15 Mar 2016 13:00 Staff in social care need to be resilient in order to manage the uncertainty and impact of their work. By working thoughtfully and sustainably, they are able to promote well-being in others. This webinar is for practitioners...

Research in Practice for Adults

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