**Social Work Scope of Practice development**

**What social workers have said is important to include so far**

**1 Purpose:**

* Support for people, whānau and communities to be healthy, safe, and flourishing
* Support for people, whānau and communities at times of adversity and to be resilient against future trauma and shocks
* Helping people make sense of their situation, regain a sense of purpose and reach their potential, empowerment, tino rangatiratanga)
* Strengthen emotional and social wellbeing
* Encourage and support people to live their best lives by working with and challenging individual and societal structures and barriers
* Address social issues (access to resources, human rights, stigma, poverty) addressing discrimination, inequity and inequality
* Reduction of harm and offending
* Changing discourse from needs to rights
* Addressing impact of colonisation and oppression, as well as identifying and challenging institutional racism
* Engage with multiple intersecting systems for change and address lack of co-ordination and integration of services
* Upholding the principles of Te Tiriti (bi-cultural practice, decolonising practise)
* Facilitate whānau and community connections and sustainable change for people, whānau and communities
* Promoting social justice, challenge injustice
* Relationship building and maintenance / help clients with building relationships (whanaungatanga- establishing, engaging in and building relationships)
* To create a space to empower service users to take control of their own waka. Social workers are warriors who share values, beliefs and vision to guide the waka
* Support people and communities with issues of intergenerational trauma to change and grow, while advocating for systemic change, access to resources and skills
* Support personal and community empowerment

**2 Activities:**

* Support work with service users, write and implement social policy, advocate for marginalised groups. Educate self and others
* Support and facilitate care for the environment, impacts of climate change, disaster management and resilience support
* Wellbeing advisor (life coach, family violence support, encourager, glue, family/relationship therapy, bridge builder, mentor, SWiS, consultant, whānau coordinator, liaison and support, connector etc)
* Manager, researcher, supervisor, counsellor, kaimahi, cultural advisor, community development worker, facilitator, youth worker, probation officer

**3 Methods:**

* Relational approach – with clients, other agencies, colleagues
* Able to hold complexity and a holistic frame
* Be comfortable with uncertainty and ambiguity
* Be a conduit and bridge between systems – brokerage, build connections to promote relationship-building
* Change agent – social change
* Advocacy (across micro, meso and macro levels in society)
* Showing respect for, and work competently with diversity in language, culture, gender, sexuality and worldviews
* Collaboration and community partnerships and participation
* Whanaungatanga, relationship building and maintenance / help whānau to building relationships
* Social work process – engagement, assessment, intervention, closure (engage, assess, analyze, plan, set goals, intervene, review, close, evaluate)
* Show respectful engagement and relationship building - support tino rangatiratanga and whakapapa connections, demonstrate kaitiakitanga and manaakitanga, acknowledge mana whenua,)
* Minimise power imbalances (understanding social need an impact and issues of power and control)
* Critically reflective practise
* Kanohi ki te kanohi
* Assess risk, minimise harm, work with risk
* Indigenous knowledge, use of Te Reo, and indigenous models of social work practice, social science theories and models, and awareness of legislation, policy and practice models – cultural knowledge
* Understanding of child development
* Decolonising approaches and practices
* Identify service gaps and support development of community responses, and policy
* Use a range of assessments, models and tools to assist with positive change
* Person/whānau-centred, person and whānau led, and holistic whānau in community and society approaches
* Challenge systems
* Case management, team approach
* Provide information, interpersonal skills, reframe, role model behaviour, identify and support to build on strengths, educate (micro, meso and macro levels), support with transitions
* Trauma-informed practice
* Engagement, assessment, intervention, transition, evaluation
* Collaborative, inter-agency work
* Courageous conversations
* Ecological framework – seek to understand a person in their environment
* Active listening
* Appreciating clients’ own expertise
* Academic knowledge (theories, approaches, skills)
* Bi-cultural and multi-cultural practice
* Abide by Code of Ethics and Code of Conduct
* Task-centred and strengths-based
* Anti-oppressive practice

**Anything else:**

* Professional creep – boundaries
* Up to date in law-/legislation
* Social justice, human rights, equity
* Understand social work occurs in a wider ecological system – structural issues impact on people – social work works is holistic and focused on social change
* Social change agents – inspire and facilitate change
* Importance of self-care and self-awareness
* Social workers as role models
* Will scope be translated into Māori?
* Evidence-based practice and practice-based evidence
* Social workers should be fully involved in policy making at organisational and national level.
* Social workers should not be in the position of trying to make people change their minds to accept the situation/s they are in