

Defnyddio Safonau Galwedigaethol Cenedlaethol (NOS) a Chodau Ymarfer Proffesiynol mewn lleoliadau myfyrwyr Gwaith Cymdeithasol

CEFNDIR CYFFREDINOL

Awdurdod lleol yng nghanolbarth Cymru wledig yw Cyngor Sir Ceredigion. Mae'n darparu gwasanaethau cyhoeddus i ddinasyddion Ceredigion ac fel un o'r cyflogwyr mwyaf yn y sir, mae'n cyflogi tua 3,500 o staff, yn cynnwys y rheiny sy'n gweithio yn ysgolion y sir. Nodau Llesiant Corfforaethol y Cyngor yw:

- Cynyddu'r Economi, Cefnogi Busnesau a Galluogi Cyflogaeth
- Creu Cymunedau Gofalgar ac Iach
- Darparu'r Dechrau Gorau mewn Bywyd a Galluogi Dysgu ym mhob Oed
- Creu Cymunedau Cynaliadwy, Gwyrdd ac wedi'u Cysylltu'n Dda.

Mae timau gwaith cymdeithasol statudol wedi'u lleoli o fewn y Gwasanaeth Llesiant Pob Oed dan Gyfarwyddwr Statudol y Gwasanaethau Cymdeithasol. Mae'r timau hyn yn darparu / yn cynnal cyfnodau lleoliad ymarfer a asesir ar gyfer Gweithwyr Cymdeithasol dan hyfforddiant a gyflogir gan y Cyngor a myfyrwyr BSc ac MSc Gwaith Cymdeithasol o Brifysgol Abertawe.

Mae Gwaith Cymdeithasol yn broffesiwn statudol a rheoledig. Gofal Cymdeithasol Cymru yw'r corff rheoleiddio i Gymru. Mae'n gweithio i gymeradwyo ac achredu darparwyr cymwysterau addysg uwch mewn gwaith cymdeithasol ac yn sicrhau ansawdd cyflwyniad eu cyrsiau gwaith cymdeithasol gan gynnwys darparu cyfleoedd dysgu ar gyfer ymarfer gwaith cymdeithasol.

Y DEFNYDD O NOS

Mae NOS lechyd a Gofal Cymdeithasol wedi'u rhannu i chwe set gyda meysydd

Use of National Occupational Standards (NOS) and Codes of Professional Practice in Social Work student placements

GENERAL BACKGROUND

Ceredigion County Council is a local authority in rural mid Wales. It delivers public services for the citizens of Ceredigion and as one of the largest employers in the county, it employs approximately 3500 staff including those within the county's schools. The Council's Corporate Wellbeing Objectives are:

- Boosting the Economy, Supporting Businesses and Enabling Employment
- Creating Caring and Healthy Communities
- Providing the Best Start in Life and Enabling Learning at All Ages
- Creating Sustainable, Green and Well-connected Communities.

Statutory social work teams sit within the Through Age Wellbeing Service under the Statutory Director of Social Services. These teams provide/host assessed practice placement periods for Trainee Social Workers employed by the Council and social work BSc and MSc students from Swansea University.

Social work is a statutory and regulated profession. Social Care Wales is the regulatory body for Wales. It works to approve and accredit social work higher education institution qualification providers and quality assure the delivery of social work courses including the provision of social work practice learning opportunities.

USE OF NOS

Health and social care NOS are broken down into six suites with work areas and standards

gwaith a safonau sy'n rhoi enghreifftiau o sut gellir defnyddio'r safonau ar gyfer rolau penodol. Defnyddir NOS o fewn lleoliadau dysgu ymarfer gwaith cymdeithasol ar gyfer asesu lefel cymhwysedd Gweithiwr Cymdeithasol dan hyfforddiant /myfyriwr ac i benderfynu eu gallu i gyflawni hyfforddiant gwaith cymdeithasol a chymhwyso fel Gweithiwr Cymdeithasol yn y pen draw.

Defnyddir NOS hefyd i gefnogi recriwtio ac yn sail i ddisgrifiadau swydd, manylebau person a gwerthusiadau/rheoli perfformiad gweithwyr cymdeithasol cymhwysedig. Ar gyfer pob lleoliad ymarfer gwaith cymdeithasol a aserir, bydd yn rhaid i'r Hyfforddai/myfyriwr allu cyflawni a dangos tystiolaeth o NOS a Chod Ymarfer Proffesiynol (COPP) penodol. Bydd Gweithiwr Cymdeithasol/Addysgwr Ymarfer cymwys a chofrestredig yn gweithio i arsylwi ac asesu gwaith Hyfforddeion/myfyrwyr yn erbyn y NOS a'r COPP a nodwyd. Mae'r NOS yn cwmpasu'r meysydd craidd a ganlyn:

- 1) Cynnal atebolrwydd proffesiynol
- 2) Ymarfer gwaith cymdeithasol proffesiynol
- 3) Hyrwyddo ymgynghoriad a chyfranogiad
- 4) Asesu anghenion, risgiau ac amgylchiadau
- 5) Cynllunio ar gyfer canlyniadau unigolyn-ganolog
- 6) Cymryd camau sy'n cyflawni newid

Gellir mynd at y NOS ar gyfer Gwaith Cymdeithasol trwy:

<https://socialcare.wales/resources-guidance/early-years-and-childcare/national-occupational-standards-nos/social-work>

Mae'r NOS ar gael hefyd ar y Gronfa Ddata NOS:

<https://www.ukstandards.org.uk/en/nos-finder>

Cefnogir y NOS ar gyfer gwaith cymdeithasol gan y Cod Ymarfer Proffesiynol (COPP). Gellir mynd at y COPP trwy:

that give examples of how the standards can be used for specific roles. NOS are used within social work practice learning placements to assess a Trainee Social Worker/student's level of competence and to determine their ability to progress through social work training and ultimately qualify as a Social Worker.

NOS are also utilised to support recruitment and to inform job descriptions, person specifications and in appraisal/performance management of qualified social workers. For each assessed social work practice placement, specific NOS and Code of Professional Practice (COPP) must be demonstrated and evidenced by the Trainee/student. A registered and qualified Social Worker/Practice Educator works to observe and assess the work of Trainees/students against the identified NOS and COPP. The NOS cover the following core areas:

- 1) Maintain professional accountability
- 2) Practice professional social work
- 3) Promote engagement and participation
- 4) Assess needs risks and circumstances
- 5) Plan for person centred outcomes
- 6) Take actions to achieve change

The NOS for Social Care can be accessed via:

<https://socialcare.wales/resources-guidance/early-years-and-childcare/national-occupational-standards-nos/social-work>

The NOS are also available on the NOS database via

<https://www.ukstandards.org.uk/en/nos-finder>

The NOS for social work are supported by the Code of Professional Practice. The COPP can be accessed via:

<https://socialcare.wales/cms-assets/documents/Practice-guidance-social-workers.pdf>
<https://socialcare.wales/dealing-with-concerns/codes-of-practice-and-guidance>

BUDDION

Mae'r COPP yn darparu'r disgwyliadau o ran safonau ac ymddygiadau ar gyfer Gweithwyr cymdeithasol dan hyfforddiant/myfyrwyr ac yn manylu ar yr hyn y gall unrhyw ddinasyddion eu disgwyl gan eu gweithiwr cymdeithasol. Bydd felly o fudd i'r rhai sydd yn ymwneud â darparu ymyriadau gwaith cymdeithasol a'r rhai sydd angen gwasanaethau.

Mae rôl y gweithiwr cymdeithasol yn ymwneud â:

- 1) Gallu (gallu i wneud penderfyniadau sy'n effeithio ar fywydau pobl)
- 2) Braint (braint i allu mynd i mewn i fywydau/cartrefi pobl a gofyn y cwestiynau mwyaf personol /gwneud asesiadau a allai benderfynu ar fynediad at gymorth/adnoddau)
- 3) Proffesiynoldeb (yr angen i ddefnyddio'r 'gallu' sy'n rhan annatod o'r rôl mewn ffordd deg / anwahaniaethol ac yn cynnal safonau proffesiynol.

EFFAITH

Gyda'i gilydd, mae NOS a COPP yn darparu safon gymeradwy ar gyfer Gweithwyr cymdeithasol dan hyfforddiant/myfyrwyr i weithio iddi a fframwaith gadarn ar gyfer safonau asesu. Maen nhw'n cynnal cysondeb ac ymarfer gwaith cymdeithasol o safon. Os bydd unrhyw bryderon yn codi ynghylch ymarfer/perfformiad gwaith cymdeithasol neu ymddygiad, mae'r NOS a'r COPP yn darparu sylfaen ar gyfer gweithdrefn 'Addasrwydd i ymarfer' a reolir gan Gofal Cymdeithasol Cymru ac sydd ar waith i gynnal safonau ac uniondeb gwaith cymdeithasol.

<https://socialcare.wales/cms-assets/documents/Practice-guidance-social-workers.pdf>
<https://socialcare.wales/dealing-with-concerns/codes-of-practice-and-guidance>

BENEFITS

The COPP provides the expectations of standards and behaviour for Trainee social workers/students and details what any citizens may expect from their social worker. It therefore benefits those involved in the delivery of social work interventions and those in need of services.

The role of a social worker involves 3 'P's:

- 1) Power (power to make decisions that impact upon people's lives)
- 2) Privilege (privilege to enter people's lives/homes and ask the most personal questions/make assessments that can determine access to support/resources)
- 3) Professionalism (the need to utilise the 'power' inherent in the role in a fair/non-discriminatory way and maintain professional standards)

IMPACT

Together the NOS and COPP provide an approved standard for Trainee social workers /students to work to and a consistent rigorous framework for assessment standards. They support consistency and quality social work practice. Should any concerns arise around social work practice/performance or behaviour the NOS and COPP provide the basis of a 'Fitness to practice' procedure that is governed by Social Care Wales and which in turn works to maintain the standards and integrity of social work.

At mid-point reviews and at end of assessed placement periods, the Practice Educator is

Adeg adolygiadau canol-cyfnod ac ar ddiwedd cyfnod lleoliadau a asesir, bydd yn ofynnol i'r Addysgwr Ymarfer gyflwyno adroddiad sy'n cynnwys eu hargymhelliad "llwyddo/methu". Bydd y penderfyniadau hyn yn cael eu cyfiawnhau yn erbyn y NOS a'r COPP.

TYSTIOLAETH

Sylwadau Addysgwr Ymarfer Cymwysedig:

Mae fframweithiau NOS a COPP yn fy ngalluogi i asesu myfyrwyr yn deg. Rwy'n gallu asesu cymhwysedd ym meysydd craidd ymarfer gwaith cymdeithasol yn erbyn gofynion y NOS a'r COPP.

Yn ogystal â hyn, rwy'n defnyddio gofynion y NOS a'r COPP pan fydda i'n goruchwyllo ac fel sail i gynnig adborth penodol i gynorthwyo myfyrwyr i barhau i ddatblygu. Mae hyn yn helpu i nodi eu cryfderau a'u gwendidau ac unrhyw fannau sydd angen eu datblygu ac mae'n cefnogi eu dysgu a'u datblygiad mewn ardaloedd cymhwysedd penodol. Rwy'n gallu gwneud penderfyniadau y gellir eu hamddiffyn ynghylch cymhwysedd a chyfiawnhau penderfyniadau ar sail gofynion NOS a COPP.

SYLWADAU DEFNYDDWYR

Sylwadau Gweithiwr Cymdeithasol dan hyfforddiant:

Roedd cael rhestrau o NOS a COPP i weithio tuag atyn nhw yn ystod y lleoliad ymarfer yn fy helpu i gynllunio fy ngwaith. Roedd hyn yn gwneud yn glir y math o waith roedd yn rhaid i mi ei wneud a'r dystiolaeth roedd angen i mi ei darparu i'r Addysgwr Ymarfer. Roedd fy Rheolwr Tîm hefyd yn gallu adnabod a rhoi achosion i mi a fyddai'n fy ngalluogi i gynhyrchu tystiolaeth ar gyfer arddangos fy nghymhwysedd. Roedd y NOS a'r COPP hefyd yn darparu strwythur ar gyfer y sesiynau gyda fy ngoruchwyliwr ac yn fy annog i fyfyrio ar yr ymarfer gwaith

required to complete a report which includes their 'pass/fail' recommendation. These decisions are justified against the NOS and COPP.

TESTIMONY

Qualified Practice Educator comments:

The NOS and COPP frameworks enable me to fairly assess students, I am able to assess specific competency in core areas of social work practice against the requirements of the NOS and COPP.

In addition to this, I utilise the requirements of the NOS and COPP during supervision and as a basis to offer specific feedback to support students in furthering their development. This helps identify their strengths and weaknesses and any areas for development and supports their learning and development in specific competency areas. I am able to make defensible decisions on competency and justify decisions on the basis of the requirements of NOS and COPP.

USER COMMENTS/OBSERVATIONS

Trainee Social Worker comments:

Having the lists of NOS and COPP to work towards during my practice placement allowed me plan my work. It made it clear the type of work I needed to undertake and the evidence that I needed to provide to my Practice Educator. My Team Manager was also able to identify and allocate cases to me that would enable me to generate the evidence needed to demonstrate my competence. The NOS and COPP also provided a structure for my supervision sessions and encouraged me to reflect on my social work practice which helped me to develop over the course of my placements.

cymdeithasol a'm helpu i ddatblygu yn ystod fy lleoliadau.

Y DYFODOL

Byddwn yn parhau i ddefnyddio NOS a COPP mewn ymarfer gwaith cymdeithasol ar gyfer gweithwyr cymdeithasol cymwysedig a myfyrwyr.

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THE FUTURE

The NOS and COPP will continue to be used in social work practice both for qualified social workers and students.

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