Professional practice framework model

Being able to articulate your professional practice framework is critical from your first placement, right through to when you are an experienced practitioner. It is essential and key to us as a profession and professional social workers to be accountable in our work, and we do this by being able to articulate our lens for looking at the world, for how we understand, how we analyse information, and how we make the decisions we make.

Your practice framework is a work in progress, we should never think that it is 'complete' or 'fixed in stone'. You add to this and change it as you grow and develop as a practitioner, just as you yourself grow and develop as a practitioner.

The Following is a template adapted from Harris (2012) and includes the core components of our frameworks. The starting point is to identify and really unpack your core values and beliefs and the principles that guide who you are as a person, because these underpin everything else that you do, either consciously or unconsciously.

Another way to conceptualise your framework is to use the Heart, Head, Hand and Feet model:

Heart: core values and beliefs and principles

Head: theories, knowledge, cultural understanding, research

Hand: skills we use

Feet: the context in which you are grounded which impacts on what we do and how and why we

have to do what we do.



Please use these guides as a discussion point throughout your placement experiences.

Personal beliefs, values and principles

Beliefs, values and principles underpinning my practice include:

Discuss the core or most important beliefs, principles and values that underpin your framework, why are these central to your framework as a profesisonal social worker? How do they align with a quality social work practitioner?

Cultural knowledge and beliefs

My personal and professional understanding and beliefs about culture is based on...

Discuss what culture means to you, unpack how you have developed your cultural sensitivity and competence, what you plan to do in the future, why this is important...

Professional practice skills

My professional practice skills deeloped thus far include....

Disccuss why are these important to ethical and quality social work? what skills do you want to develop further?

Profesional knowledge

My professional knowledge at this stage of my career consists of.... e.g. legislation in particular areas, knowledge of particular areas, policies , academic studies, etc

Discuss how you have developed your professional knowledge, what role this plays in your overall frameowrk, how you will continue to develop this

Theory and research

What are the key theories and research that underpins your frameowork

What role does research play in your framework, what type of evidence do you draw on and why?

Discuss how this informs your framework and your practice, do does this speak to what kind of emerging practitioner you are , why have you selected the theories you have selected, what does evidence based practice mean to you, how do you plan to use this? Focus on three key theories

Organisational context

What is the framework of the organisation you have undertaken your placement in? what are the values, mission and theories of that underpin their work and purpose.

Discuss how this aligns with your framework, where are there synergies, where are there tensions, what strategies did you develop to deal with this? What have you learnt about how you deal with these in the fututre?

(Adapted from Harris, T. 2010)

