



# Kingston University

## School of Social Work

### Post-Qualifying Programmes in Social Work – Overview

- A wide range of GSCC approved PQ programmes
- Programmes to develop and advance your career
- Programmes tailored to meet the needs of employers
- Excellent mentoring support across all pathways
- Active involvement of local stakeholders and representatives of people who access services in all aspects of programme delivery



## Introduction

### **The Joint Faculty of Health and Social Care Sciences, Kingston University and St George's, University of London**

The Faculty of Health and Social Care Sciences is one of the leading providers of health and social work education in the UK – delivered through a unique partnership between St George's, University of London, and Kingston University. We are a lively student centred interdisciplinary organisation that has expertise in education, research and practice innovation in health and social care.

As well as our extensive portfolio of courses for social work, nursing, midwifery, radiography, physiotherapy and paramedics we have a rapidly expanding research programme that enriches our teaching and the student experience. Our aim is to build on the collaborative learning and research in health and social care to find new ways to influence and improve practice through the enthusiasm of our students and the excellence of our research.

The Faculty of Health and Social Care Sciences is leading the development of the Institute of Interprofessional Practice and Learning for SWan (South West London Academic Network). This is in collaboration with Kingston University, St George's, University of London and Royal Holloway, University of London and is spearheading new pathways of learning and research collaborations.

### **The School of Social Work**

The School of Social Work (located at Kingston Hill, Kingston upon Thames) has an established successful track record as a major provider of post-qualifying post-graduate programmes in social work. The School has offered a wide range of accredited post-qualifying programmes since 1995. The School of Social Work works in partnership with professional social workers, employers and representatives of people who access social work and social care services and their carers in all aspects of programme development and delivery.

In a continuously changing professional environment the demands on people working within human services are increasingly challenging, requiring new awareness and new responses. The main aims of our post-graduate and post-qualifying programmes are to enable professionals to enhance their knowledge and skills so as to be able to contribute to an improved quality of professional service and to enhance their personal understanding and ability to meet the challenge to designing, implementing and managing change in Social Work and related professions.

#### **Reasons for choosing to study at the School of Social Work**

- We offer the full range of PQ programmes for practitioners, managers and educators
- We offer recognition and APL for previous social work PQ qualifications (PQ1, PQSW etc)
- We will tailor a programme to meet your professional needs and the needs of employers
- There are flexible pathways and a great choice of modules (both during the working week or at weekends)
- There are opportunities to study with other professionals in education, health and business
- Representatives of Service Users and Carers make an important contribution

- to each programme
- We offer excellent mentoring support across all pathways
- Professionals who have taken our programmes have advanced their careers (often in new directions) and have made a real difference!

## The GSCC post-qualifying framework for social work education

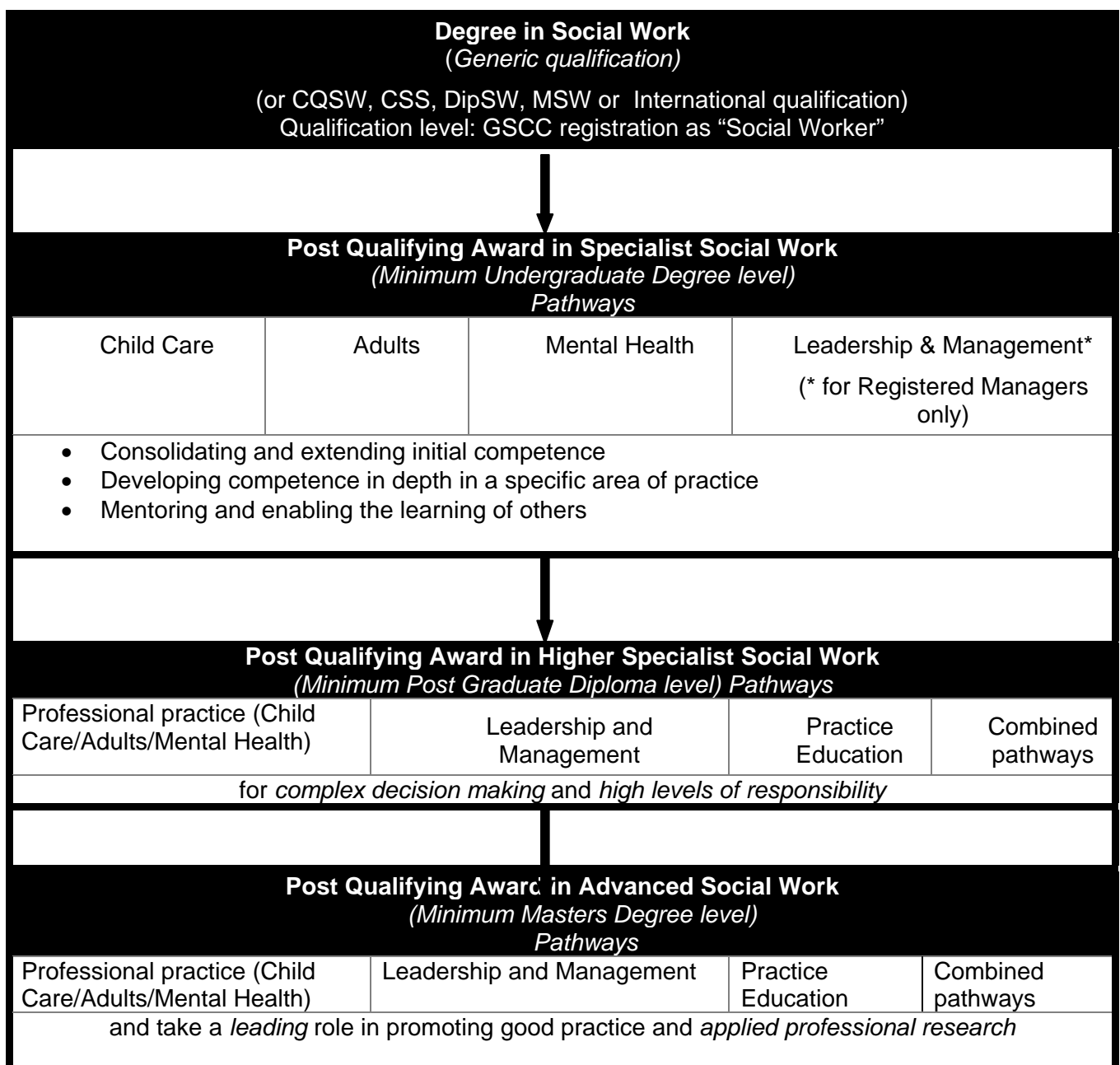
Following the introduction of the Degree in Social Work in 2003 as the initial professional required qualification for professional social work, the General Social Care Council (GSCC) developed a new post-qualification (PQ) framework for professional social workers in 2005. The PQ framework builds on the qualifying degree and aims to integrate professional development with the development of the work force, support workforce planning and support the development of career pathways in social work. The framework enables all social workers progressively to enhance and develop their practice at **specialist, higher specialist and advanced levels**. Achievement of each of these levels is assessed by the successful completion of an accredited programme at an approved University. Kingston University School of Social Work provides programmes at each of these levels.

<p><b>Specialist level</b> (Minimum at the level of a final year of a BA/ BSc degree)</p>	<p>The focus at this level is on consolidating, extending and deepening initial professional competence in a specialist context. Pathways at this level are in</p> <ul style="list-style-type: none"> <li>• Working with Children, Young People, their Families and Carers</li> <li>• Working with Adults</li> <li>• Working in Mental Health Services</li> </ul>
<p><b>Higher Specialist level</b> (PG Diploma level)</p>	<p>The specific focus at this level is on the knowledge and skills needed to make complex judgements and discharge high levels of responsibility for the co-ordination of social support and the management of risk. Pathways at this level are in</p> <ul style="list-style-type: none"> <li>• Working with Children, Young People, their Families and Carers</li> <li>• Working with Adults</li> <li>• Working in Mental Health Services</li> <li>• Practice Education</li> <li>• Leadership and Management</li> </ul>
<p><b>Advanced level</b> (Masters degree level)</p>	<p>The specific focus at this level is on the knowledge and skills required for professional leadership and improvement of services. This incorporates managerial forms of leadership but also includes other types of leadership including those linked to the promotion and dissemination of advanced practice skills. Pathways at this level are in</p> <ul style="list-style-type: none"> <li>• Working with Children, Young People, their Families and Carers</li> <li>• Working with Adults</li> <li>• Working in Mental Health Services</li> <li>• Practice Education –<i>Professional Education and Training in Human Services (PETHS) at Kingston University</i></li> <li>• Leadership and Management</li> </ul>
<p>Drawn from GSCC (2005) <i>Post Qualifying Framework for Social Work Education &amp; Training</i> <a href="http://www.gsccl.org.uk">www.gsccl.org.uk</a></p>	

**Meeting post-registration requirements for training and learning (PRTL) & the GSCC Code of Practice (2001) requirements**

Registered social workers may fulfil their PRTL requirements by taking PQ courses. All forms of PQ count towards PRTL. The Codes of Practice for Social Care Workers and Employers (GSCC) require that as a social care worker, “you must be accountable for the quality of your work and take responsibility for maintaining and improving your knowledge and skills”. This includes “Undertaking relevant training to maintain and improve your knowledge and skills and contributing to the learning and development of others” (Code 6.8). Social Care employers who support professionals to undertake PQ programmes will be meeting the GSCC Code requirement of “supporting staff in posts subject to registration to meet the GSCC’s eligibility criteria for registration and its requirements for continuing professional development (Code 3.3).

**GSCC PQ Framework (2005)**



## At which level should I enter the framework?

Are you a newly qualified Social Worker?	➔ You should enter the framework at Specialist level and during your career progress through the framework.
Are you an experienced Social Worker undertaking direct work with service users and carers?	You should normally enter the framework at Specialist level. You may be able to “fast-track” the first part of this level.
Have you completed some courses, but not all the PQSW (for example the GSCC Practice Teaching Award, or the PQ1)? Are you doing direct work with service users and carers?	You should normally be able to get credit for courses you have already passed at Specialist level. This is called APL (Accreditation of Prior Learning). You should aim to complete Specialist level as soon as possible.
Have you a Masters or a BA/BSc Degree as an initial qualification in social work? Are you doing direct work with service users and carers?	You should enter the framework at Specialist level and during your career progress through the framework. It may seem strange that you are taking an academic award at the same level as you have already gained. The point to remember is that these awards are assessing your competence at post-qualifying level, not qualifying level. You are at an advantage in that you have already honed your academic skills.
Do you have the former GSCC Post-Qualifying Award (PQSW) (all elements-PQ1,2,3,4,5,6) in the service area in which you are currently working?	You have the equivalent of the Specialist award. You should consider a Higher Specialist Award course.
Are you a manager? Are you an educator (for example a training officer or a specialist practice teacher)?	You should normally consider a Higher Specialist Award course. You should meet with the course leader and your employer to tailor a programme at this level which will meet your employment needs and your career aspirations.
Have you taken other courses in management or education & training?	You should normally be able to get credit for courses you have already passed at Higher Specialist level. This is called APL (Accreditation of Prior Learning). Discuss this with the course leader when you come for interview.
Can I enter the framework at Advanced level?	To gain the Advanced level you must complete a Masters degree and have your practice assessed at this level of leadership. You may choose not to have your practice assessed at Higher Specialist level (PG Diploma stage of a Masters Degree which is two-thirds of a Masters degree). You should discuss this with the course leader. Most people will complete both Higher Specialist and Advanced levels.

## Overview of the programmes offered by the School of Social Work for continuing professional development

### Specialist Social Work

Programmes are offered in the following specialist areas

- **Specialist Professional Child & Family Studies** (*Social Work with Children, Young People, their Families and Carers*);
- **Specialist Professional Studies in Community Care** (*Social Work with Adults*)
- **Specialist Professional Mental Health Studies** (*Social Work in Mental Health Services*)

**For social workers working in *Mental Health Services*, two routes** are offered;

1. A pathway for those intending to proceed to become Approved Social Workers under the Mental Health Act 1983 (replacing the former GSCC Mental Health Social Work Award programme)
2. A pathway for other social workers in mental health services.

**For qualified social workers who are managers of registered services** working in children's or adults services, a pathway option "**with management**" is available

Kingston University offers pathways at "Top-up" degree level **or** Graduate Certificate level **or** PG Certificate level.

#### Which level should I study at?

1. **"Top-up degree"?** If you qualified in social work at Diploma in Higher Education level and do not have a BA degree, this is the best pathway. This pathway enables you to gain a BA (Honours) degree level qualification and be on a par academically with new entrants to the profession.
2. **Graduate Certificate?** If you have a BA/ BSc degree or considerable post qualifying social work experience, a busy professional life, and are not particularly interested in progressing further after Specialist level in the PQ framework, this route may suit you. A Graduate Certificate is at the same level as the final year of a BA/BSc degree. Completing this award successfully shows that you have maintained the level of achievement you achieved at degree level and have developed your practice competence.
3. **A Post Graduate Certificate?** If you have a degree (at BA/BSC level or Masters level), and are hoping to develop through the PQ framework to Higher Specialist and Advanced levels, it is advisable to select to study at this level. Relevant credit gained at this level can be carried forward towards Higher Specialist studies and/or towards a Masters degree. Studying at this level gives you more options in the future. Kingston University has offered PQ awards at Masters Level since 1995. We expect the majority of students to be able to gain the Specialist Award in their specialism at PG Certificate level. Experienced social workers who are non-graduates may also apply to take their Specialist award at post graduate level.

**Not sure?** Everyone on Specialist programmes takes the Consolidation module at

the same level. Your results for this module can help you decide which academic level to aim for. We will give you more advice about this when you start the course.

## **GSCC Specialist Awards Available**

### **Top up degrees (Level 6)**

- BA (Hons) Specialist Professional Child & Family Studies (Specialist Social Work)
- BA (Hons) Specialist Professional Mental Health Studies (Specialist Social Work)
- BA (Hons) Specialist Professional Studies in Community Care (Specialist Social Work)
- BA (Hons) Specialist Professional Child & Family Studies with Management (Specialist Social Work)
- BA (Hons) Specialist Professional Studies in Community Care with Management (Specialist Social Work)

### **Graduate Certificates (Level 6)**

- Graduate Certificate in Specialist Professional Child & Family Studies (Specialist Social Work)
- Graduate Certificate in Specialist Professional Child & Family Studies with Management (Specialist Social Work)
- Graduate Certificate in Specialist Professional Mental Health Studies (Specialist Social Work)
- Graduate Certificate in Specialist Professional Studies in Community Care (Specialist Social Work)
- Graduate Certificate in Specialist Professional Studies in Community Care with Management (Specialist Social Work)

### **PG Certificates (Level 7)**

- PG Certificate in Specialist Professional Child & Family Studies (Specialist Social Work)
- PG Certificate in Specialist Professional Child & Family Studies with Management (Specialist Social Work)
- PG Certificate in Specialist Professional Mental Health Studies (Specialist Social Work)
- PG Certificate in Specialist Professional Studies in Community Care (Specialist Social Work)
- PG Certificate in Specialist Professional Studies in Community Care with Management (Specialist Social Work)

### What is required to achieve Specialist level?

✓	<b>Consolidation</b> module in specialist area
✓	<b>4 modules supporting the development of <i>Complex professional work</i></b> in the area of specialism and assessed in practice
✓	<b>Enabling learning module or Practice Teaching modules</b>
+	<i>For those completing a BA degree only:</i> Integrated project

## Higher Specialist Social Work

This professional level has a focus on the knowledge and skills required to make complex judgements and discharge high levels of responsibility for the co-ordination of social support and the management of risk. Those who gain this level are expected to progress from “*competence in depth*” at the Specialist level to a “*substantially enhanced level of competence*”.

Kingston University is approved by the GSCC to offer the following professional pathways at Higher Specialist levels

- *Practice Education* (**Professional Education and Training in Human Services (PETHS)**)
- *Social Work with Children, Young People, Families and Carers* (**Professional Child and Family Studies**)
- *Social Work with Adults* (**Professional Studies in Community Care**)
- *Social Work in Mental Health Services* (**Professional Mental Health Studies**)
- *Leadership and Management* (**combined pathways**)

The following awards are offered at Higher Specialist level.

### GSCC Higher Specialist Awards Available at PG Diploma level

All titles will include (Higher Specialist Social Work) if gained

- PG Diploma in Professional Education and Training in Human Services (PETHS)
- PG Diploma in Professional Child and Family Studies
- PG Diploma in Professional Mental Health Studies
- PG Diploma in Professional Studies in Community Care

**Combined pathways:** All titles will include (Higher Specialist Social Work) if gained

- PG Diploma in Professional Child and Family Studies with Management
- PG Diploma in Professional Mental Health Studies with Management
- PG Diploma with Professional Studies in Community Care with Management
- PG Diploma in Professional Education and Training in Human Services (PETHS) with Management

**Pathways in other Schools:** Title will include (*Higher Specialist Social Work (with Adults)*) if gained

- PG Diploma in Rehabilitation (School of Physiotherapy, St George's University of London)

### What is required to achieve Higher Specialist / PG Diploma level?

8 modules at Masters level supporting the achievement of a *substantially enhanced level of competence* in the Higher Specialist area and assessed in practice

These flexible programmes have a **high emphasis on student choice in selection of modules** to support professional development and career aspirations. Details are provided in subsequent sections. **Accreditation of prior learning and achievement (APL)** is encouraged.

## Advanced Social Work

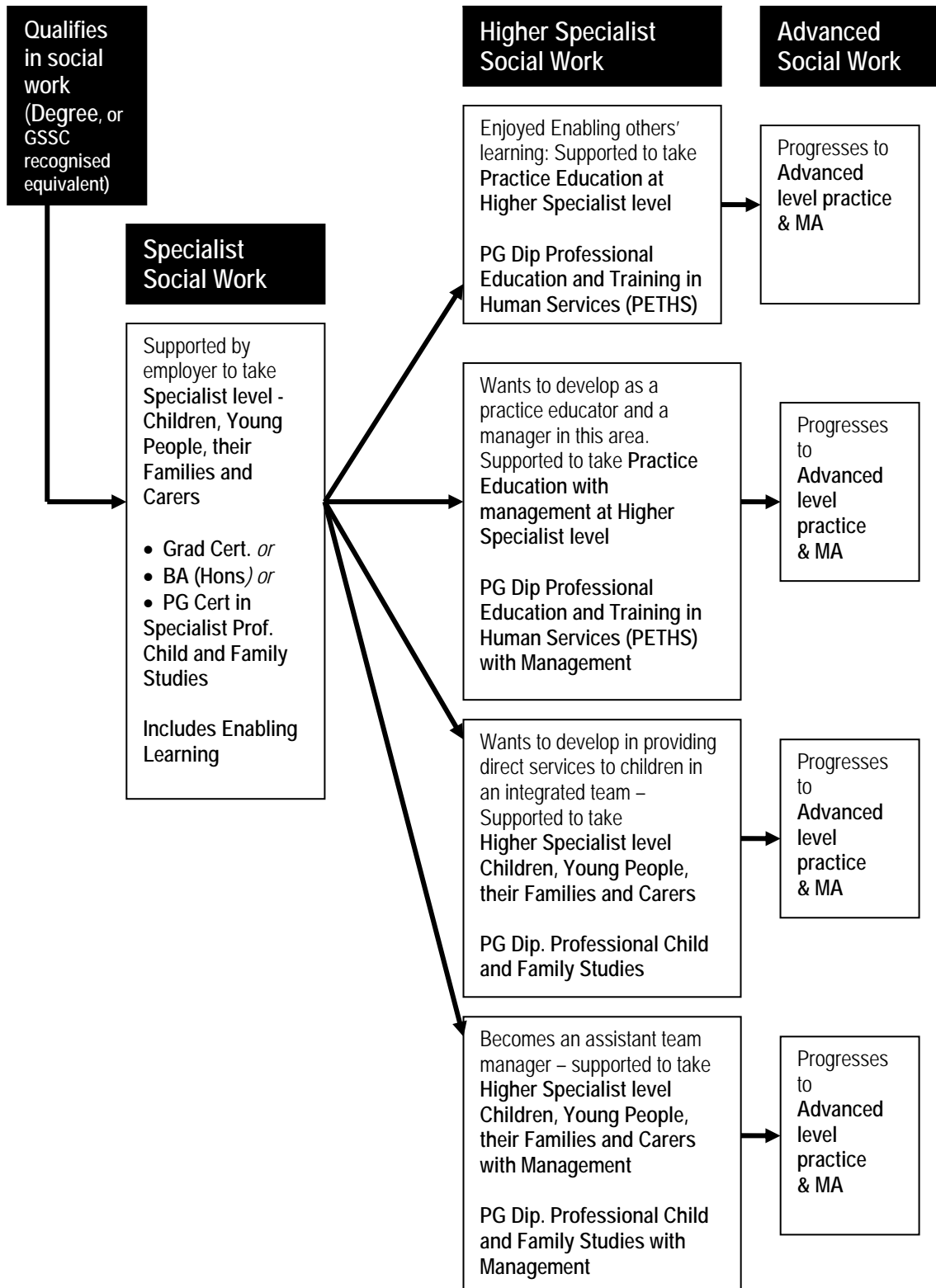
This level has a focus on the knowledge and skills required for professional leadership and improvement of services. This incorporates managerial forms of leadership but also includes other types of professional leadership including those linked to the promotion and dissemination of advanced practice skills. Workers are expected to progress from “*substantially enhanced level of competence*” at Higher Specialist level to demonstrate that they have taken “*a leading role*” at the advanced level.

The School of Social Work offers pathways developing from the Higher Specialist level. Students taking the inter-professional programme, MSc in Rehabilitation, St George’s, University of London are required to take an additional module in order to meet requirements fully for social workers at this level, including assessed practice.

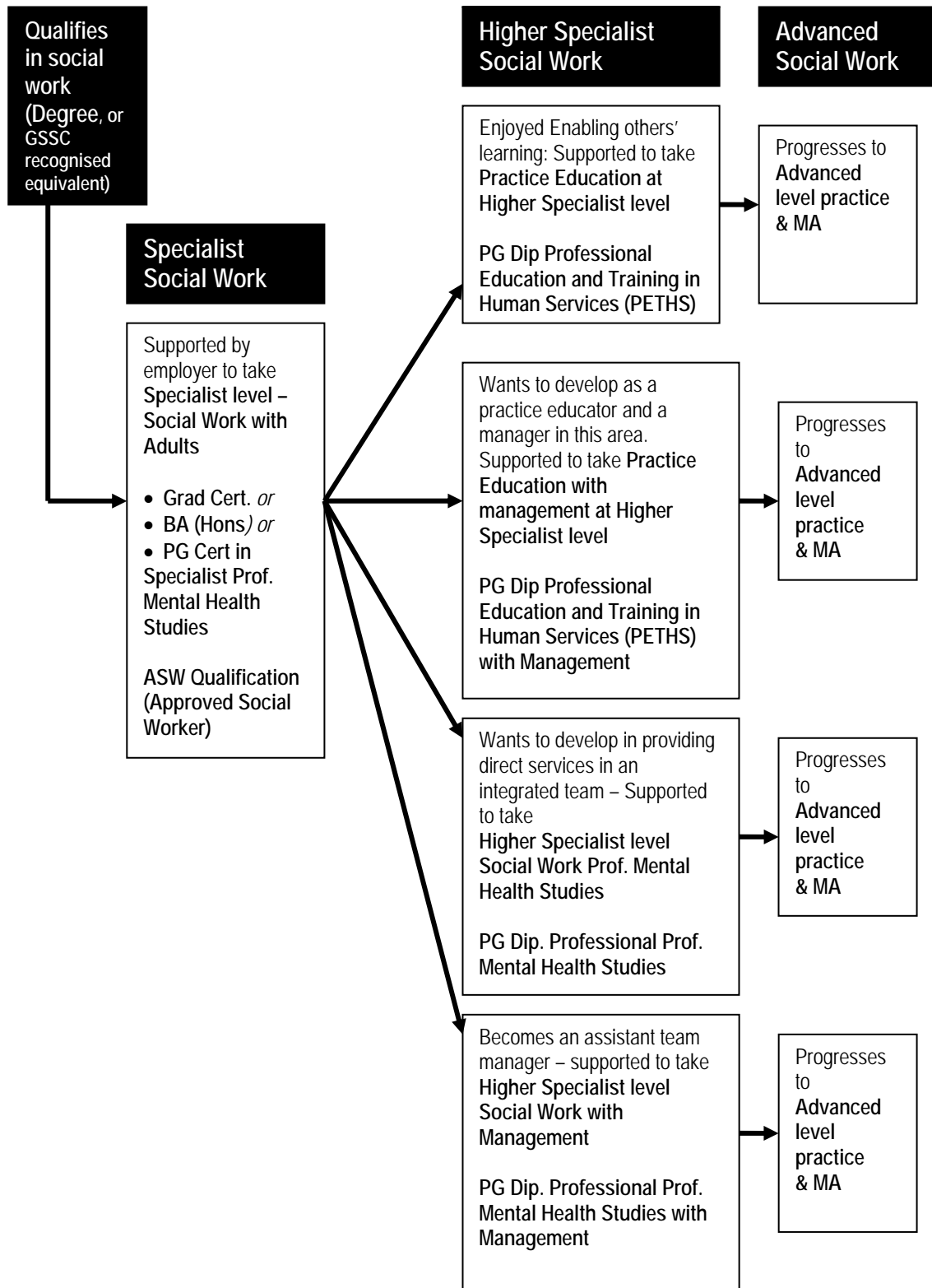
The range of Advanced level programmes available is shown in the following table.

<b>GSCC Advanced Awards Available at Masters level</b>
All degree titles will include ( <i>Advanced Social Work</i> ) if gained <ul style="list-style-type: none"><li>• <i>MA in Professional Child and Family Studies</i></li><li>• <i>MA in Professional Mental Health Studies</i></li><li>• <i>MA in Professional Studies in Community Care</i></li><li>• <i>MA in Professional Education and Training in Human Services</i></li></ul>
<b>Combined pathways:</b> All degree titles to include ( <i>Advanced Social Work</i> ) if gained <ul style="list-style-type: none"><li>• <i>MA in Professional Child and Family Studies with Management</i></li><li>• <i>MA in Professional Mental Health Studies with Management</i></li><li>• <i>MA with Professional Studies in Community Care with Management</i></li><li>• <i>MA in Professional Education and Training in Human Services with Management</i></li></ul>
<b>Pathways in other Schools</b> in the Faculty Degree title will include ( <i>Advanced Social Work (with Adults)</i> ) if gained <ul style="list-style-type: none"><li>• MSc in Rehabilitation (School of Physiotherapy, St George’s, University of London)</li></ul>

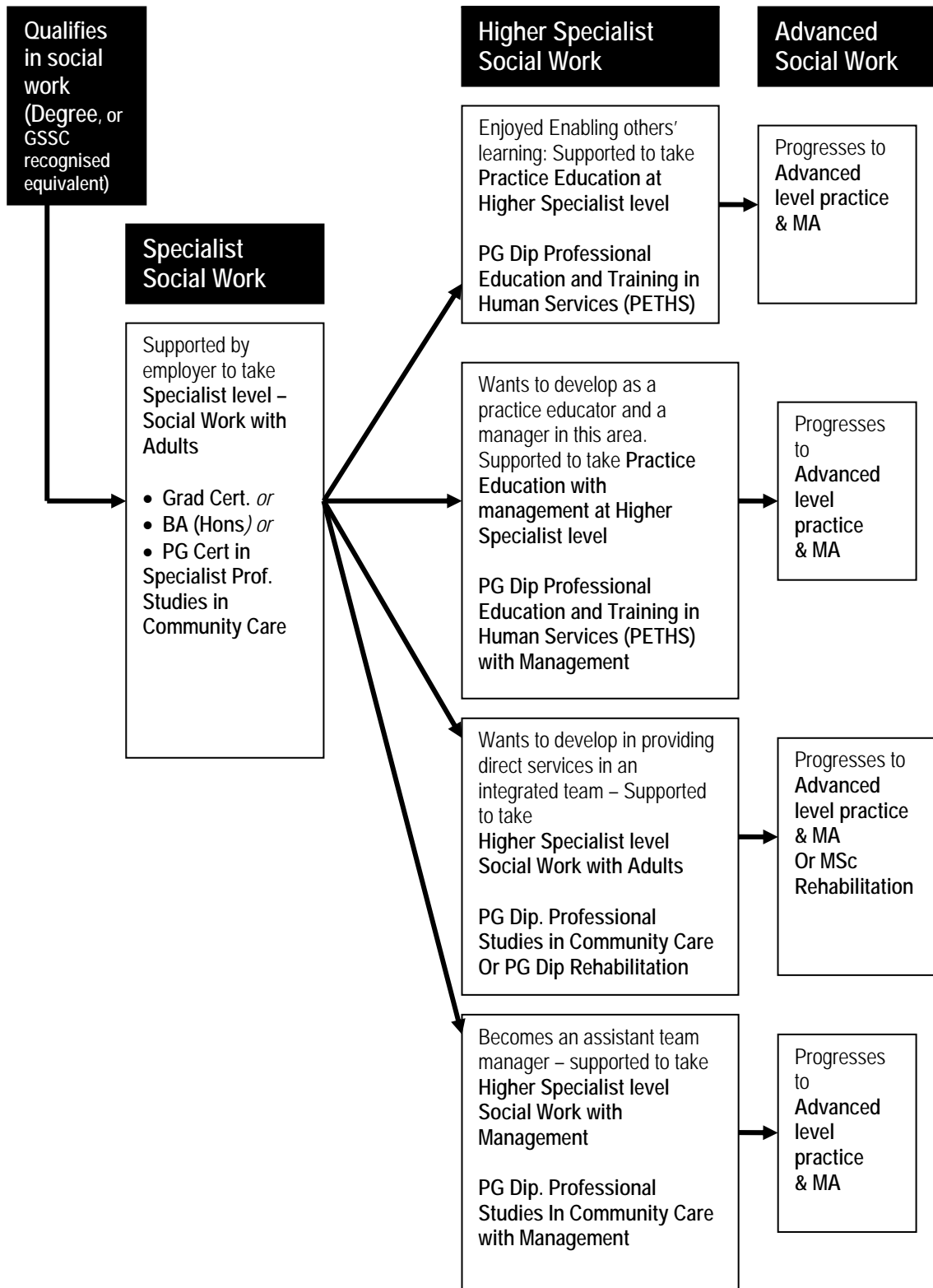
## Examples of Professional Learning Pathways for Social Workers working with Children, Young People, their Families and Carers



## Professional Learning Pathways for Social Workers working in Mental Health Services



## Professional Learning Pathways for Social Workers working with Adults





For more details

Tel: **020 8547 8732** or visit: **[www.healthcare.ac.uk](http://www.healthcare.ac.uk)** or **[www.kingston.ac.uk](http://www.kingston.ac.uk)**