

**Newly Qualified Social Workers Standards – early implementation**

	<b>Ethics, values and rights-based practice</b> – develop an understanding of and apply ethical principles and values to all aspects of professional practice. Recognise sources of social inequality and take action to protect and advocate for human rights and social justice.
	<b>Communication, engagement and relationship-based professional practice</b> – demonstrate knowledge and skills to support effective communication, collaboration and relationship-based practice in a range of settings. Actively involve and support the involvement of people receiving services, their families and carers to plan, implement and evaluate interventions.
	<b>Critical thinking, professional judgement and decision making</b> - develop competence and confidence in applying critical thinking, analysis, research, and best practice to inform professional judgement and decision making in all areas of practice including assessment and review.
	<b>Promoting wellbeing, support and protection</b> – demonstrate and apply understanding of responsibility to actively promote the wellbeing, support and protection of children and adults at risk of harm, regardless of setting or context.
	<b>Working with complexity in unpredictable and ambiguous contexts</b> - develop competence and confidence in managing complexity, risk, and uncertainty in professional decision making.
	<b>Use of knowledge, research and evidence in practice</b> - demonstrate commitment to continuous professional learning and inquiry which supports evidence informed practice and a wider culture of learning.
	<b>Self-awareness and reflexivity</b> – recognise the impact of the demands of professional social work practice on self and others and develop the use of reflexivity to contribute to personal wellbeing and effective and sustainable practice.
	<b>Professional leadership</b> - develop personal and professional authority as a social worker including when working collaboratively across agency and professional boundaries.