

# Developing your leadership as a social work student

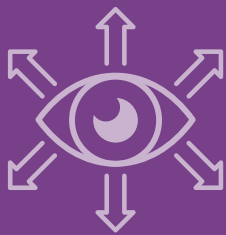


# Developing your leadership as a social work student

This document illustrates some connections that you can make between your practice as a social work student and the six leadership capabilities promoted and developed in social services in Scotland.

## Introducing the leadership capabilities

The Scottish Social Services Council (SSSC) works with the social service workforce to develop leadership at all levels, including citizen leadership from people who use social services or their carers. There are six leadership capabilities<sup>1</sup> which are needed to support good leadership in social services. These are:



vision



self-leadership



creativity and innovation



collaborating and influencing



motivating and inspiring



empowering

<sup>1</sup> [www.stepintoleadership.info/frontline.html](http://www.stepintoleadership.info/frontline.html)



# The Standards in Social Work Education (SiSWE)

These are the national standards all students qualifying in social work in Scotland are required to meet. We revised the SiSWE in 2019 and from 2020 onwards all universities providing social work programmes are delivering courses based on the revised standards.

In the SiSWE there are direct references to the word leadership in standards 2, 3, 4, 5 and 6 and there are many tasks you will undertake as a social work student which also require a leadership role. You can use the SiSWE alongside the leadership capabilities to guide and to evidence your own professional development.

In the following tables you will see the six leadership capabilities and some examples of how they link to the SiSWE. The standard number is identified along with the relevant learning outcome from either the knowledge (K), transferable skills (S) or competence demonstrated (C) columns of that standard, for example:

2.3 - Theoretical ideas and evidence from international research on designing and putting into practice effective social work services for a wide range of people (K).

You can find details of the knowledge, skills and competence outcomes for each standard in the Standards in social work education document.

Each leadership capability is linked to a relevant ethical principle.





## Vision

Vision is about seeing how best to make a difference. An awareness of the national picture of social work, thinking and planning strategically and promoting a public service ethos will help you to demonstrate vision. Below are some examples of links between vision and the SiSWE.

2.3 - Theoretical ideas and evidence from international research on designing and putting into practice effective social work services for a wide range of people. (K)

2.6 - Help groups to achieve planned outcomes for their members, and to evaluate the value and appropriateness of their work. (C)

5.5 - Present evidence to decision making forums and help people to understand the procedures involved and the possible and actual outcomes. (C)

### Ethical principles

**Social justice and equality:** Embracing values such as the equal worth of all citizens and their right to meet their basic needs and have equal access to wealth, health, wellbeing, justice and opportunity. This involves commitment to the principles of social justice and taking responsibility for promoting it and challenging injustice.







# Self-leadership

Self-leadership is about taking initiative and improving your own self leadership. It's about enabling intelligent risk taking, demonstrating resilience and challenging discrimination and oppression. Below are some examples of links between self-leadership and the SiSWE.

- 1.1 - Engage and relate effectively with people receiving services, their carers and others, with appropriate use of self. (C)
- 2.3 - The importance of emotional intelligence, use of self, managing relationships and professional boundaries effectively within social work practice. (K)
- 2.5 - Demonstrate leadership in challenging others when necessary, in ways that are most likely to produce positive outcomes. (S)
- 3.2 - Take steps to ensure own personal safety and that of colleagues in situations where there is risk from harm. (S)
- 4.2 - Act in a professional manner, with appropriate use of self, in management of relationships. (C)
- 5.1 - Use professional supervision and support to improve practice and to develop personal and professional resilience. (S)
- 5.1 - Demonstrate professionalism, professional integrity, self-leadership and emotional intelligence in the management of self and relationships. (C)
- 5.2 - Reflect on and change own professional behaviour in the light of growing experience and professional confidence. (S)

## Ethical principles

**Honesty and integrity:** Appropriate use of self, maintaining personal and professional boundaries, honesty, responsible confidentiality management and not abusing the trust of people receiving services. This also means taking responsibility for making ethical and evidence-informed decisions and being accountable for actions.





## Motivating and inspiring

Motivating and inspiring is about inspiring people through personal example, for example by recognising and valuing the contribution of others. Below are some examples of links between motivating and inspiring and the SiSWE.

- 1.2 - Support people who receive services to express their expectations, strengths and limitations, and to understand and fully realise their rights, entitlements and responsibilities. (C)
- 1.3 - Work in partnership with people to identify how their lives could be improved, and identify actions to achieve positive outcomes. (S)
- 5.2 - Demonstrate leadership in making a positive contribution to the continuing education of colleagues. (S)
- 5.3 - The contribution of different approaches to improving management, leadership and quality enhancement social services within public, independent and third sectors. (K)
- 6.1 - Work in partnership with people receiving services to manage their affairs including managing finances and directing their own support. (C)

### Ethical principles

**Human rights and dignity:** Respecting the inherent worth and dignity of all people and their rights, including as defined within the legislation. This also involves conveying empathy and compassion for people.







# Creativity and innovation

This is about being creative and innovative, seeing opportunities to do things differently and leading and managing change. Below are some examples of links between creativity and innovation and the SiSWE.

2.1 - Engage with people and community resources to identify creative options. (S)

2.4 - Creatively and innovatively develop and deliver person-centred services to achieve outcomes. (S)

2.5 - Negotiate goals and plans with others, analysing and dealing creatively with human, organisational and structural barriers to change. (S)

2.6 - Identify opportunities to support existing groups and to help new groups to develop. (C)

## Ethical principles

**Partnership, participation and co-production:** Promoting the full involvement and participation of people receiving services, as far as they are able, in ways that address what matters to them and enables them to be empowered, unless it compromises the safety and wellbeing of self or others. This also involves identifying, developing and valuing the strengths and resources of people and communities.





## Collaborating and influencing

Collaborating and influencing is about leading partnership working, influencing people and understanding and valuing the perspectives of others. Below are some examples of links between collaborating and influencing and the SiSWE.

2.4 - The nature and characteristics of effective practice skills, in working in partnership with a range of people receiving services, and in a variety of settings including group care. (K)

2.4 - Collaborate, negotiate and appropriately influence the services and resources that will be included in plans. (C)

2.5 - Develop effective helping relationships and partnerships with key people that strengthen communities, to bring about change and achieve planned outcomes. (S)

5.6 - Factors and processes facilitating effective service integration, inter-agency collaboration and partnership. (K)

5.6 - Work effectively with others to demonstrate the contribution of social work in delivering integrated and multi-disciplinary services. (C)

### Ethical principles

**Partnership, participation and co-production:** Promoting the full involvement and participation of people receiving services, as far as they are able, in ways that address what matters to them and enables them to be empowered, unless it compromises the safety and wellbeing of self or others. This also involves identifying, developing and valuing the strengths and resources of people and communities.





# Empowering

This leadership capability is about supporting people to feel empowered and enabled. This could be by promoting leadership at all levels and understanding that people you support have the potential to become citizen leaders. It's about promoting professional autonomy and involving people in developments. Below are some examples of links between empowering and the SiSWE.

- 1.2 - Support people who receive services to express their expectations, strengths and limitations, and to understand and fully realise their rights, entitlements and responsibilities. (C)
- 1.3 - Engage effectively with people who receive services, and their carers, to facilitate and enable them to access choice, make decisions, and take control over their support arrangements through a process of co-production. (C)
- 2.4 - Consult actively with, and where appropriate use the knowledge and skills of, other people who have relevant experience, information or expertise, including people receiving services and their carers. (S)
- 2.6 - Involve people who receive services, and where appropriate their carers, in ways that increase their resources, capacity and power to influence factors affecting their lives and promote social inclusion. (S)
- 3.3 - Enable children and adults to express their emotions including fears, anxieties and concerns. (S)
- 4.3 - Knowledge of equalities and anti-discriminatory policy and legislation and the impact of disadvantage and discrimination. (K)
- 6.1 - Assess level of support required to enable people receiving services, carers and communities to navigate systems and achieve self-defined outcomes. (C)

## Ethical principles

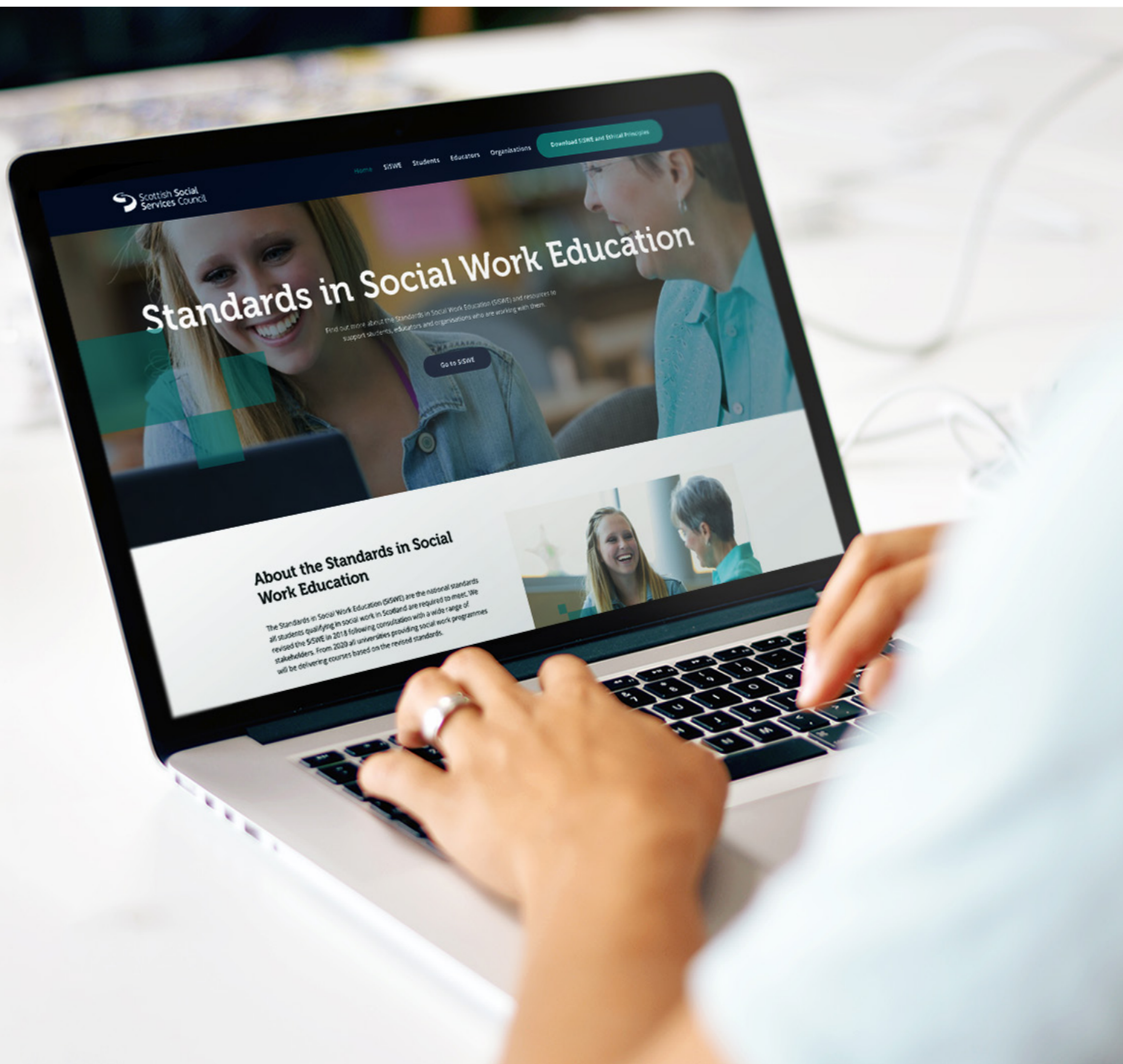
**Self-determination:** Facilitating peoples' right to self-determination and respecting peoples' rights to make their own choices and informed decisions, irrespective of their values and life choices, providing this does not threaten the rights and safety of others.



# Find the SiSWE and further learning resources and guidance online at [learn.sssc.uk.com/siswe](https://learn.sssc.uk.com/siswe)

## Free learning resources to support your leadership development and practice

- Stories of leadership in practice: [www.stepintoleadership.info/mediawall.html](https://www.stepintoleadership.info/mediawall.html)
- Step into Leadership: [www.stepintoleadership.info](https://www.stepintoleadership.info)
- Resilience resources for social work and social care workers: [www.iriss.org.uk/resources/reports/resilience-resources](https://www.iriss.org.uk/resources/reports/resilience-resources)
- Review of Social Work Education – Leadership in Social Work Qualifying Education: [www.sssc.uk.com/knowledgebase/article/KA-01882/en-us](https://www.sssc.uk.com/knowledgebase/article/KA-01882/en-us)





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