

## 5.1.18 Regulatory Social Care Council's UK

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### 1. Introduction

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Under the Care Standards Act 2000 all qualified social workers, and those working towards a social work qualification, who wish to practise in the UK are required to be registered with the relevant workforce regulator for the country in which they work.

In Wales's social carers' are required to ensure that they too have taken the necessary steps as outlined Social Care Wales to register their practice and adhere to the relevant codes of practice.

A **Memorandum of Understanding** has been agreed between the Health and Care Professions Council (HCPC), the Social Care Wales and this policy sets out a framework for the working relationship between them in relation to the regulation of social workers and the approval of social work education across the UK.

The Health and Care Professions Council (HCPC) have produced some **FAQs** that should help to answer general queries for social workers wishing to work within our English and Welsh services.

### 2. England - The Health and Care Professions Council (HCPC)

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The **Health and Care Professions Council (HCPC)** formerly the Health Professions Council, assumed responsibility for the regulation of social workers in England on 1st August 2012, from the General Social Care Council (GSCC) which was abolished on 31 July 2012.

The HCPC is responsible for setting standards, approving and monitoring education and training programmes for social workers in England and as well as investigating concerns raised about them.

Social workers have to meet the **HCPC Standards of Proficiency** which are competency standards relevant to their area of practice. They also have to meet the **Standards of Conduct, Performance and Ethics**. These are overarching standards that apply to all of the 16 health and care professions that the HCPC regulates. Both sets of HCPC standards play a key role in ensuring public protection by making sure that social workers in England will have the competency, knowledge, values and behaviour expected of them by members of the public and employers alike.

BMC is committed in ensuring safe environments for all of the young people within our care and the staff that we employ. If an individual fails to maintain a mandatory professional HCPC registration then they are unlikely to be able to continue practicing and as such a suitability assessment will be conducted in conjunction with the HR team.

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### 3. Wales - Social Care Wales

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Social Care Wales, formally Care Council for Wales, holds a Register of Social Care Workers and Social Workers employed and practicing in Wales; it is the manager's duty to ensure that staff comply with regulations.

All care workers must be registered within 6 months of employment. Failure to be registered within the first six months of employment will deem the worker 'un-fit' to continue working within a Welsh based home and their suitability to continue working in a social care setting will be explored in conjunction with the HR team. The Register of Social Care Workers was established under the Care Standards Act 2000. The aim of the Register is to make sure that all social workers and social care workers are suitable for work in social care.

Everybody who applies to the Register held by the Care Council for Wales must agree to abide by the **Code of Practice for Workers**.

In order to register as a Social Care Worker with Social Care Wales you will be required to meet their 'fitness to practice' standards and successfully complete a series of qualifications to evidence your competency within the role. BMC will support all staff in obtaining the knowledge and skills required to complete the required qualification levels; however should a care worker fail to complete these within the required timeframes consideration as to their suitability to continue working in a BMC social care setting will be explored in conjunction with the HR team.

BMC is committed in ensuring safe environments for all of the young people within our care and the staff that we employ. If an individual fails to maintain a mandatory professional HCPC registration then they are unlikely to be able to continue practicing and as such a suitability assessment will be conducted in conjunction with the HR team.

#### Revision History

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Date last updated: May 2020

Date of next review: May 2021

Date of release: December 2018

**End**

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