



Ethics, values and rights-based practice – develop an understanding of and apply ethical principles and values to all aspects of professional practice. Recognise sources and impact of social inequality and systemic oppression. Take action to protect and advocate for human rights and social justice, including development of an anti-racist, intersectional approach.

Focus **1.1** Intersectionality and anti-discriminatory practice.

Mandatory learning activity

Explore relevant research and evidence about intersectionality and relate this to the work of your team. Present information to your team about the importance of understanding intersectionality for social work services.

Evidence an understanding of cultural competence and what it means in relation to your practice.

Consider what you know about unconscious bias and racism in social work. Write a personal reflection on your commitment to anti-racism in social work practice and discuss this in supervision.

Consider the barriers to inclusive practice experienced by both workers and people who use a service which exist in your workplace. Explore how these can be addressed and removed. Identify actions that you will take to promote inclusivity.

Please note, this mandatory learning activity relates most closely to core learning element 1: ethics, values and rights-based practice but all core learning elements are interconnected and should be considered holistically.

Please read [Core learning elements for social workers: NQSW descriptors and mandatory learning activity 2024](#) for full detail on how to meet the NQSW CPL requirements.