



Social work - Integrative Practice Study

My work placement was a statutory project situated within North Lanarkshire Council. North Lanarkshire council is one of the largest new unitary authorities in Scotland with a population of over 326,000, which 1.3% of the population are from a minority ethnic group, compared with 2% for Scotland as a whole. The area has a range of different communities ranging from small villages to towns, the council challenge to provide services, which are responsive to the needs of these different communities. (www.Northlan.gov)

North Lanarkshire was traditionally part of the Scottish industrial heartland with a strong identity relating to their industrial history, but the decline of industries has resulted in a widespread of unemployment and the increase of problems associated with social exclusion, poverty and disadvantage, which I later found to be a common theme experienced by service users with whom I would work with.

The social work department is one of the largest departments in the council employing just under 3,000 people in various areas. "There aim is to promote social inclusion and social welfare by tackling poverty and disadvantage. Through indicating a commitment to poverty and disadvantage, working in partnership with other agencies to improve supports and resources and involving individuals in identifying their needs, the council aim to provide a high quality of care to all individuals living in the area." (www.Northlan.gov)

An anti-discrimination policy is in place within North Lanarkshire, however the majority of the service users are white females. This could be considered to be unusual when today we live in a multi-cultural society and raises questions about policies in place, which meet the needs of other cultures. A survey completed by Bilingual pupils in March 2002 indicated that there were 33 languages other than English spoken in the homes in North Lanarkshire. (Support learning services North Lanarkshire Council.) Implementing additional policy to accommodate other cultures, beliefs and norms could help to encounter feelings of separation and mistrust. Thompson (2001) notes that using the PCS (Personal, Structural and Cultural) framework for anti discriminatory practice, shows that discrimination doesn't stop at the personal level. Individuals learn and internalise beliefs from our culture and the structure of society. Frequently held stereotypes in society may raise discriminatory actions towards others. He discusses the regularly expressed view "that Asian families 'look after their own'" (p67) and it could be argued that this belief may prevent Asian clients being offered the service they require. These factors should possibly be considered when looking at the process of referrals and assessment.

The Council's actions to identify and meet the needs of minority ethnic groups include, a Race Equality Scheme and Action Plan, published in November 2002; a Social Work Racial Equality working group, set up

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Table of Contents Sample Social Work Integrative Paper

1. Understanding the eBook Sample Social Work Integrative Paper
 - The Rise of Digital Reading Sample Social Work Integrative Paper
 - Advantages of eBooks Over Traditional Books
2. Identifying Sample Social Work Integrative Paper
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Sample Social Work Integrative Paper
 - User-Friendly Interface
4. Exploring eBook Recommendations from Sample Social Work Integrative Paper
 - Personalized Recommendations

- Sample Social Work Integrative Paper User Reviews and Ratings
- Sample Social Work Integrative Paper and Bestseller Lists
- 5. Accessing Sample Social Work Integrative Paper Free and Paid eBooks
 - Sample Social Work Integrative Paper Public Domain eBooks
 - Sample Social Work Integrative Paper eBook Subscription Services
 - Sample Social Work Integrative Paper Budget-Friendly Options
- 6. Navigating Sample Social Work Integrative Paper eBook Formats
 - ePub, PDF, MOBI, and More
 - Sample Social Work Integrative Paper Compatibility with Devices
 - Sample Social Work Integrative Paper Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Sample Social Work Integrative Paper
 - Highlighting and Note-Taking Sample Social Work Integrative Paper
 - Interactive Elements Sample Social Work Integrative Paper
- 8. Staying Engaged with Sample Social Work Integrative Paper
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Sample Social Work Integrative Paper
- 9. Balancing eBooks and Physical Books Sample Social Work Integrative Paper
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Sample Social Work Integrative Paper
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Sample Social Work Integrative Paper
 - Setting Reading Goals Sample Social Work Integrative Paper
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Sample Social Work Integrative Paper
 - Fact-Checking eBook Content of Sample Social Work Integrative Paper

- Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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