Take responsibility for the continuing professional development of yourself and others



Overview

This standard identifies the requirements when taking responsibility for your own continuing professional development and contributing to the development of others within settings where individuals are cared for or supported.

You must be able to: P1 establish the knowledge, understanding and skills required to carry out your job role P2 evaluate how well your own knowledge, understanding and skills match with those identified P3 seek feedback from those with whom you work about your knowledge and practice and how your life experiences and personal beliefs may affect your work P5 evaluate how your knowledge and practice contribute to leadership, team working and outcomes for individuals P6 assess your contribution to inter-agency working P7 identify with individuals, key people and others your strengths and your learning and development needs P8 draw up a personal and professional development plan to address your learning and development opportunities that will meet identified priorities P10 implement your personal development plan through accessing development opportunities P11 reflect on how well development activities have met your personal learning needs P12 evaluate with individuals and others how your practice has been affected by development, in line with legal and work setting requirements Vou must be able to: P14 act as a role model to promote continuing professional development to others with whom you work P15 disseminate information about knowledge and evidence-based practice thas will welling P14 act as a role model to promote continuing professional development to other	Performance criteria	Take res	ponsibility for your continuing professional development
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		P19	provide feedback to enable others to identify how their practice
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	professional development needs
P21	identify development opportunities that will meet agreed development needs
P22	support others to make use of opportunities for mentoring,
	assessment, and accredited learning
P23	promote the ability to learn from every day experiences
P24	maintain records and reports about the development of others within confidentiality agreements and according to legal and work setting requirements

Knowledge and understanding	Rights	
You need to know and understand:	K1	Legal and work setting requirements on equality, diversity, discrimination and rights
	K2	Your role in promoting individuals' rights, choices, wellbeing and active participation
	K3	Conflicts and dilemmas that may arise in relation to rights and how to address them
	Your pra	ctice
You need to know and understand:	K4	Legislation, statutory codes, standards, frameworks and guidance relevant to your work, your work setting and the content of this standard
	K5	Your own background, experiences and beliefs that may have an impact on your practice
	K6	Your own roles, responsibilities and accountabilities with their limits and boundaries
	K7	How to work in partnership with individuals, key people and others
	Persona	l and professional development
You need to know and	K8	Principles of reflective practice and why it is important
understand:	K9	Your role and the role of others in evaluating and developing your skills and knowledge through supervision and appraisal or other arrangements
	K10	The range of learning opportunities and how to access them
	K11	How to use learning opportunities effectively to improve your knowledge and practice, including learning from day to day experiences
	K12	How to apply learning and transfer skills into new situations
	K13	Your role in developing the professional knowledge and practice of others
	K14	How to promote evidence based practice
	K15	The purpose of undertaking personal and professional development and your responsibility for doing so
	K16	Regulation requirements for the workforce

Take responsibility for the continuing professional development of yourself and others

Additional Information

Scope/range The details in this field are explanatory statements of scope and/or examples related to of possible contexts in which the NOS may apply; they are not to be regarded performance as range statements required for achievement of the NOS. criteria Where an individual finds it difficult or impossible to express their own preferences and make decisions about their life, achievement of this standard may require the involvement of advocates or others who are able to represent the views and best interests of the individual. Where there are language differences within the work setting, achievement of this standard may require the involvement of interpreters or translation services. Accredited learning may include Vocational Qualifications, vocationally related qualifications, other accredited courses **Development opportunities** may include educational programmes, training activities, coaching, structured feedback, shadowing, secondment, other types of personal or professional support The **individual** is the adult, child or young person you support or care for in vour work Key people are those who are important to an individual and who can make a difference to his or her well-being. Key people may include family, friends, carers and others with whom the individual has a supportive relationship. Others are your colleagues and other professionals whose work contributes to the individual's well-being and who enable you to carry out your role A personal development plan is a formal record of your areas of strength, areas for development, proposed learning opportunities and timeframes for achievement, developed in collaboration with a supervisor/mentor Personal beliefs may include beliefs about values, cultural norms, religious beliefs and opinions which you hold firmly Practice includes knowledge, skills, attitudes and behaviour; it also involves experiences and personal beliefs that may affect your practice. Support may include formal and informal supervision, mentoring, peer support, tutor support, assessor support

Scope/range relating to knowledge and understanding	All knowledge statements must be applied in the context of this standard.
Values	Adherence to codes of practice or conduct where applicable to your role and the principles and values that underpin your work setting, including the rights of children, young people and adults. These include the rights: To be treated as an individual To be treated equally and not be discriminated against To be respected To have privacy To be treated in a dignified way To be protected from danger and harm To be supported and cared for in a way that meets their needs, takes account of their choices and also protects them To communicate using their preferred methods of communication and language To access information about themselves

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