

## Overview

This standard identifies the requirements when developing your reflective practice. It involves aligning your practice with the vision, values and professional standards of the workplace, and embedding a culture of reflective practice and continuing professional development.

## Performance criteria

### *You must be able to:*

1. identify and agree how your roles and responsibilities align with the vision, values and outcomes of the workplace
2. identify with others current standards of professional practice relevant to your work role and responsibilities
3. seek feedback from others on your knowledge, skills and standards of professional practice
4. access support to develop your skills of reflective practice
5. reflect on your practice while you are working
6. reflect with others on your previous practice experience
7. reflect with others how your values, culture and assumptions impact others
8. identify with others the learning from your reflections and how to improve the way that you work
9. agree areas for learning and development and how it will be achieved
10. seek support from others to identify and overcome challenges to your learning and development
11. undertake learning and development activities
12. apply new learning to your practice
13. use supervision and appraisal for reflective practice and developing new learning and development
14. use supervision and appraisal to monitor and evaluate new learning and development
15. share with others how you have improved the way that you work
16. contribute to embedding a culture of reflection and continuing professional development
17. contribute to records and reports required for developing reflective practice

## Knowledge and understanding

### *You need to know and understand:*

1. how reflective practice can support the workplace vision, values and outcomes
2. the role of reflective practice in maintaining professional standards of practice
3. how to use reflective models to develop your reflective skills and improve the way you work
4. how to reflect on your practice to enhance your learning and development
5. the influence of culture, background and spirituality on reflective practice
6. how reflective practice can enhance emotional regulation, resilience and wellbeing in the workplace
7. the importance of dignity, kindness and compassion in developing reflective practice
8. why is it important to identify challenges to learning and seek support to overcome them
9. the influence of neurodivergence and additional needs on developing reflective practice and learning and development
10. how to apply trauma informed principles in reflective practice and learning and development
11. the range of learning methods and resources, including digital resources
12. how to apply new learning in practice
13. how to reflect on the difference new learning has made to your practice
14. the role of supervision and appraisal for reflective practice and developing new learning and development
15. the role of supervision and appraisal to monitor and evaluate new learning and development
16. the benefits of sharing your learning with others
17. your own responsibility for continuing professional development
18. how to contribute to embedding a culture of reflection and continuing professional development in the workplace
19. the records and reports required for developing reflective practice
20. the relevant legal requirements, standards of practice, frameworks and guidance for developing reflective practice and learning and development
21. the workplace requirements on equality, diversity, inclusion, and rights when developing reflective practice
22. how your personal experiences and unconscious bias may impact when

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developing reflective practice, and how to address this

## Glossary

The glossary for this National Occupational Standard is available on the Skills for Care and Development website.

HSCCLD23

Develop reflective practice



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