

## Overview

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

## Performance criteria

### *You must be able to:*

1. identify and agree how your role and responsibilities align with the vision, values and outcomes of the workplace
2. identify current standards of professional practice relevant to your work role and responsibilities
3. evaluate your leadership style, knowledge, skills and practice against current standards of professional practice
4. seek feedback from others on your leadership and professional practice
5. develop your skills of reflective practice
6. reflect on your practice experiences and identify learning from reflection and how to improve the way that you work.
7. analyse and evaluate how your values, culture and assumptions impact others
8. prioritise areas for development, set learning outcomes and plan how learning and development will be achieved
9. identify and overcome challenges to your learning and development
10. work in collaboration with others to share knowledge and learn through networking
11. undertake learning and development activities and apply new learning to your practice
12. use supervision and appraisal for reflective practice and developing new learning and development
13. use supervision and appraisal to monitor and evaluate new learning and development
14. lead, monitor and provide feedback to others on current standards of professional practice
15. lead reflective practice and develop the reflective skills of others
16. use supervision and appraisal to support others to reflect on and develop their learning and development
17. support others to enhance their emotional regulation, resilience and wellbeing in the workplace
18. empower others to plan and access individual and collective learning and development resources
19. support others to monitor, apply and evaluate new learning and development
20. work in partnership with others to identify and overcome challenges to learning

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and development

21. lead the sharing of new knowledge and practice

22. model, promote and lead a culture of reflection and continuing professional development

23. complete records and reports required for leading and 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 leading professional standards of practice
3. the importance of using evidence, standards and feedback from others to inform reflective practice
4. how to evaluate your leadership style knowledge, skills and practice against current standards of professional practice
5. how to seek feedback from individuals and others and use this to develop professional practice
6. how to use reflective models to develop your reflective skills and improve the way you work
7. principles of reflective practice and why it is important in enhancing learning and development
8. how to lead on the application of trauma informed principles in reflective practice and learning and development
9. how to reflect in action and use daily experiences as learning opportunities
10. how to reflect on previous practice experiences and use these experiences as learning opportunities
11. the influence of culture, background and spirituality on reflective practice
12. how reflective practice can enhance emotional regulation, resilience and wellbeing in the workplace
13. how to use both achievements and challenges as learning and development opportunities
14. strategies to overcome challenges to learning and development
15. the influence of neurodivergence and additional needs on leading and developing reflective practice and learning and development
16. the importance of networking in learning and development
17. different methods of learning and how they can be sourced and resourced, with consideration to sustainability and evidence-based practice
18. how to use digital tools and devices for reflective practice and continuing professional development
19. the role of supervision and appraisal in reflective practice and continuing professional development
20. how to support others to monitor, apply and evaluate new learning and

development

21. how to use coaching and mentoring techniques to support others when leading and developing reflective practice
22. leadership responsibilities for reflective practice and continuing professional development
23. how to model, lead and promote a culture of continuing professional development and reflection
24. how to lead on dignity, kindness and compassion in developing reflective practice
25. the workplace requirements on performance management
26. the records and reports required for leading and developing reflective practice
27. theories relevant to leading and developing reflective practice
28. the relevant legal requirements, standards of practice, frameworks and guidance for leading and developing reflective practice
29. the workplace requirements on equality, diversity, inclusion, and rights when leading and developing reflective practice
30. how your personal experiences and unconscious bias may impact when leading and 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.

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