

Overview

This standard identifies the requirements when developing your reflective practice and promoting reflection to others. It involves aligning your practice with the vision, values and professional standards of the workplace, and promoting 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. seek feedback from others on your knowledge, skills and professional practice
4. evaluate with others how your knowledge, skills and practice meet current standards of professional practice
5. develop your skills of reflective practice
6. reflect on your practice while you are working
7. reflect on your previous practice experience
8. analyse how your values, culture and assumptions impact others
9. identify your learning from reflections and how to improve the way that you work
10. prioritise areas for development and plan how it will be achieved
11. seek support from others to identify and overcome challenges to your learning and development
12. undertake learning and development activities
13. apply new learning to your practice
14. use supervision and appraisal for reflective practice and developing new learning and development
15. use supervision and appraisal to monitor and evaluate new learning and development
16. share new knowledge and practice with others to enhance their learning
17. model and promote a culture of reflection and continuing professional development
18. complete records and reports required for promoting 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 promoting professional standards of practice
3. the importance of using evidence, standards and feedback from others to inform reflective practice
4. how to use reflective models to develop your reflective skills and improve the way you work
5. principles of reflective practice and why it is important in enhancing learning and development
6. how to apply trauma informed principles in reflective practice and learning and development
7. how to reflect while you are working and use daily experiences as learning opportunities
8. how to reflect on previous practice experiences and use these experiences as learning opportunities
9. the influence of culture, background and spirituality on reflective practice
10. why it is important to analyse your own thoughts, feelings and actions and those of others
11. the importance of dignity, kindness and compassion in 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 opportunities
14. how to overcome challenges to learning
15. the influence of neurodivergence and additional needs on developing reflective practice and learning and development
16. the range of learning methods and resources, including digital resources and how to access them
17. how to apply new learning in practice and transfer skills into new situations
18. how to reflect on the difference new learning has made to your practice
19. the role of supervision and appraisal for reflective practice and developing new learning and development
20. the role of supervision and appraisal to monitor and evaluate new learning and development
21. methods of sharing your knowledge and enhancing the learning of others

Promote and develop reflective practice

22. your own responsibility for continuing professional development
23. how to model and embed a culture of reflection and continuing professional development
24. the records and reports required for promoting and developing reflective practice
25. theories relevant to promoting and developing reflective practice
26. the legal requirements, relevant standards of practice, frameworks and guidance for promoting and developing reflective practice
27. the workplace requirements on equality, diversity, inclusion, and rights when promoting and developing reflective practice
28. how your personal experiences and unconscious bias may impact when promoting 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.

HSCCLD33

Promote and develop reflective practice



Developed by	Skills for Care & Development
Version Number	1
Date Approved	31 Jan 2026
Indicative Review Date	31 Jan 2031
Validity	Current
Status	Original
Originating Organisation	Skills for Care & Development
Original URN	HSCCLD33
Relevant Occupations	Social Care and Childrens Care
Suite	Health and Social Care & Childcare Learning and Development
Keywords	Reflective practice, Health and Social Care & Children's Care Learning and Development
