Overview

This standard identifies the requirements for developing your practice within settings where individuals are cared for or supported. This includes reflecting on your current skills and knowledge in the workplace, taking opportunities to improve your practice and applying learning in the workplace.
SCDHSC0023
Develop your own knowledge and practice

Performance criteria

Reflect on your current practice

You must be able to:

P1 clarify with others the skills, knowledge and values required to carry out your job role
P2 clarify with others the areas of your work where literacy, numeracy and information technology skills are necessary
P3 actively seek feedback from individuals, key people and others on your use of skills, knowledge and values in your practice
P4 agree with others the areas of strength in your practice
P5 reflect with others on the way your values, personal beliefs and experiences may affect your work with individuals

Plan to develop your knowledge and practice

You must be able to:

P6 seek support from others to identify areas for development within your practice that would help you to carry out your work activities more effectively
P7 seek advice on development opportunities to achieve development
P8 agree a personal development plan with others
P9 secure opportunities for development

Apply acquired knowledge and skills in your work

You must be able to:

P10 use opportunities with others to reflect on your learning from development opportunities in order to continuously improve your practice
P11 review how the newly acquired skills and knowledge can be applied in your practice
P12 confirm with others that it is safe and within your job role before applying new skills and knowledge
P13 apply new skills and knowledge that have been agreed as appropriate to your job role
P14 evaluate with others how far your new skills and knowledge have enhanced your work
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<th>Knowledge and understanding</th>
<th>Rights</th>
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<td>You need to know and understand:</td>
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<table>
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<tr>
<th>How you carry out your work</th>
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<td>You need to know and understand:</td>
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<th>Personal and professional development</th>
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<td>You need to know and understand:</td>
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<th>Specific to this NOS</th>
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<td>You need to know and understand:</td>
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Additional Information

**Scope/range related to performance criteria**

The details in this field are explanatory statements of scope and/or examples of possible contexts in which the NOS may apply; they are not to be regarded as range statements required for achievement of the NOS.

Note: 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.

**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 your 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.

**Personal beliefs** may include beliefs about values, cultural norms, religious beliefs and opinions which you hold firmly.

A **personal learning 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.

**Support** may include formal and informal supervision, mentoring, peer support, tutor support, assessor support.
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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Skills for Care & Development

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**Relevant occupations**  
Health, Public Services and Care; Health and Social Care; Associate Professionals and Technical Occupations; Health and Social Services Officers; Health Associate Professionals; Personal Service Occupations; Healthcare and Related Personal Services;

**Suite**  
Health and Social Care

**Key words**  
develop, evaluate, knowledge, skills