

SCDHSC0429

Work with groups to promote individual growth, development and independence



Overview

This standard identifies the requirements when you work with groups to promote individual growth, development and independence. This includes planning how you will support and develop groups, using group processes and dynamics to achieve positive outcomes for individual group members and disengaging from groups appropriately.

SCDHSC0429

Work with groups to promote individual growth, development and independence

Performance criteria

Plan to develop groups to promote individual growth, development and independence

You must be able to:

- P1 clarify your understanding of where and how groups can be an effective way to promote individual growth and development
- P2 research legal requirements in relation to forming and supporting groups
- P3 research best practice in relation to forming and supporting groups
- P4 clarify your understanding of work setting policy for forming and supporting groups
- P5 determine the facilitation, leadership and co-working skills required to form and support groups
- P6 identify where you or **others** could usefully support existing groups
- P7 identify where you or others could help to form new groups
- P8 identify how and where to secure help in accessing **resources**
- P9 agree with others the type of leadership required for a specific group
- P10 agree any other support required for the group

Use group processes and dynamics to promote individual growth, development and independence

You must be able to:

- P11 contribute to the development of a positive culture in the group
- P12 work with the group to enable them to adopt inclusive and anti-oppressive practices and approaches
- P13 assist the group to identify the implications of any legal requirements and duties they must fulfil
- P14 use appropriate theories, models and methods to help participants understand group **processes**
- P15 assist the group to identify ways that **individuals** may usefully participate on the basis of their strengths and needs
- P16 ensure the safety of group members

Help groups to achieve planned outcomes for their members

You must be able to:

- P17 assess the opportunities for individual outcomes to be achieved in the group
- P18 plan how to meet the growth and development needs of individuals within the group
- P19 assist the group to identify the personal, interpersonal and social outcomes it will aim to achieve

SCDHSC0429

Work with groups to promote individual growth, development and independence

- P20 work with the group to balance individual needs and group processes
- P21 evaluate how far the processes of the group promote individual growth and development
- P22 evaluate the effects and outcomes for individuals
- P23 take action to address any adverse effects on individuals that arise from group participation, including instances of discrimination or exclusion
- P24 review the progress of individuals and the group as a whole

Disengage from groups appropriately

You must be able to:

- P25 work with group members and others to review your own role in the group
- P26 identify the stages required for you to disengage appropriately from the group, taking account of how the disengagement will be perceived
- P27 identify the processes needed to hand over your responsibilities
- P28 agree a disengagement plan with group members and others
- P29 use appropriate group work approaches to disengage effectively from the group

SCDHSC0429

Work with groups to promote individual growth, development and independence

Knowledge and understanding

You need to know and understand:

Rights

- 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 your duty to report any acts or omissions that could infringe the rights of individuals
- K4 how to deal with and challenge discrimination
- K5 the rights that individuals have to make complaints and be supported to do so
- K6 conflicts and dilemmas that may arise in relation to rights and how to address them

Your practice

You need to know and understand:

- K7 legislation, statutory codes, standards, frameworks and guidance relevant to your work, your work setting and the content of this standard
- K8 your own background, experiences and beliefs that may have an impact on your practice
- K9 your own roles, responsibilities and accountabilities with their limits and boundaries
- K10 the roles, responsibilities and accountabilities of others with whom you work
- K11 how to access and work to procedures and agreed ways of working
- K12 the meaning of person-centred/child centred working and the importance of knowing and respecting each person as an individual
- K13 the prime importance of the interests and well-being of the individual
- K14 the individual's cultural and language context
- K15 how to build trust and rapport in a relationship
- K16 how your power and influence as a worker can impact on relationships
- K17 how to work in ways that promote active participation and maintain individuals' dignity, respect, personal beliefs and preferences
- K18 how to work in partnership with individuals, key people and others
- K19 how to manage ethical conflicts and dilemmas in your work
- K20 how to challenge poor practice
- K21 how and when to seek support in situations beyond your experience and expertise

SCDHSC0429

Work with groups to promote individual growth, development and independence

	Theory	
<i>You need to know and understand:</i>	K22	the nature and impact of factors that may affect the health, wellbeing and development of individuals you care for or support
	K23	theories underpinning our understanding of human development and factors that affect it
	Personal and professional development	
<i>You need to know and understand:</i>	K24	principles of reflective practice and why it is important
	K25	your role in developing the professional knowledge and practice of others
	K26	how to promote evidence based practice
	Communication	
<i>You need to know and understand:</i>	K27	factors that can affect communication and language skills and their development in children, young people adults
	K28	methods to promote effective communication and enable individuals to communicate their needs, views and preferences
	Health and Safety	
<i>You need to know and understand:</i>	K29	legal and statutory requirements for health and safety
	K30	your work setting policies and practices for monitoring and maintaining health, safety and security in the work environment
	K31	practices for the prevention and control of infection in the context of this standard
	Safe-guarding	
<i>You need to know and understand:</i>	K32	legislation and national policy relating to the safe-guarding and protection of children, young people and adults
	K33	the responsibility that everyone has to raise concerns about possible harm or abuse, poor or discriminatory practices
	K34	indicators of potential harm or abuse
	K35	how and when to report any concerns about abuse, poor or discriminatory practice, resources or operational difficulties
	K36	what to do if you have reported concerns but no action is taken to address them
	K37	local systems and multi-disciplinary procedures that relate to safeguarding and protection from harm or abuse

SCDHSC0429

Work with groups to promote individual growth, development and independence

You need to know and understand:

Multi-disciplinary working

- K38 the purpose of working with other professionals and agencies
- K39 the remit and responsibilities of other professionals and agencies involved in multi-disciplinary work

Handling information

You need to know and understand:

- K40 legal requirements, policies and procedures for the security and confidentiality of information
- K41 legal and work setting requirements for recording information and producing reports
- K42 principles of confidentiality and when to pass on otherwise confidential information
- K43 how to record written information with accuracy, clarity, relevance and an appropriate level of detail
- K44 how and where electronic communications can and should be used for communicating, recording and reporting

Leading practice

You need to know and understand:

- K45 theories about leadership
- K46 standards of practice, service standards and guidance relating to the work setting
- K47 national and local initiatives to promote the well-being of individuals
- K48 lessons learned from government reports, research and inquiries into serious failures of health or social care practice and from successful interventions
- K49 methods of supporting others to work with and support individuals, key people and others
- K50 how to contribute to the development of systems, practices, policies and procedures
- K51 techniques for problem solving and innovative thinking

Risk management

You need to know and understand:

- K52 principles of risk assessment and risk management
- K53 principles of positive risk-taking

Specific to this NOS

You need to know and understand:

- K54 the contribution of different types of group work and group care to the support and development of children and adults, including

SCDHSC0429

Work with groups to promote individual growth, development and independence

- groups run and controlled by the individuals themselves
- K55 the distinctive features and the contribution of group care to the support and development of children and adults in different contexts
- K56 the role of groups in promoting the well being of group members
- K57 theories, methods and models of the impact of discrimination, disadvantage and differences in power and authority on planning, running and on group processes and group care

SCDHSC0429

Work with groups to promote individual growth, development and independence

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.

The **individual** is the adult, child or young person you support or care for in your work

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

Processes may include programmes, processes and dynamics of groups or group care

Resources could be financial, physical (including materials and equipment) or human resources

SCDHSC0429

Work with groups to promote individual growth, development and independence

Scope/range related to knowledge and understanding

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.

All knowledge statements must be applied in the context of this standard.

Factors that may affect the health, wellbeing and development of individuals may include adverse circumstances or trauma before or during birth; autistic spectrum conditions; dementia; family circumstances; frailty; harm or abuse; injury; learning disability; medical conditions (chronic or acute); mental health; physical disability; physical ill health; poverty; profound or complex needs; sensory needs; social deprivation; substance misuse

SCDHSC0429

Work with groups to promote individual growth, development and independence

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 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

SCDHSC0429

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