SCDHSC3104
Support the development of networks to achieve planned outcomes

Overview

This standard identifies the requirements when you support the development of networks that will help achieve planned outcomes for individuals, families, carers, groups and communities. This includes examining together the support networks which can be accessed and developed, working together to initiate and sustain networks and contributing to their development and review.

SCDHSC3104
Support the development of networks to achieve planned outcomes

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Performance criteria

Work in partnership with people to examine support networks which can usefully be accessed and developed

You must be able to:

P1	identify current gaps in provision that can help **people** achieve planned **outcomes**, the consequences that might arise from these gaps and the potential for using **networks** to address them
P2	collate information on networks that could be accessed locally, regionally and nationally to achieve planned outcomes and information that could enable new networks to be developed where necessary
P3	provide to people the collated information on existing and potential new networks
P4	discuss the information to agree whether and how existing networks could be accessed or new ones formed to fill identified gaps and achieve outcomes

Work in partnership with people to develop support networks

You must be able to:

P5	work with people and organisations to identify best practice in running support networks
P6	identify the types of support that people need in order to organise and develop new and existing support networks
P7	work with people and **others** to secure the **resources** needed to support new and existing networks
P8	agree the ways in which you, your organisation and others can contribute to initiating and sustaining support networks
P9	agree the ways in which you, your organisation and others can support leadership within a network and promote the involvement of its members
P10	agree the ways in which you, your organisation and others can support the network to establish how it will maintain and renew its membership and accommodate change
P11	ensure that all agreements on developing the support network are implemented or re-negotiated
P12	support the network to recognise current and anticipated stages of its own development
P13	support the network to make changes in the light of its own development
P14	provide support that will enable individuals within the network to increase or reduce their contributions or to disengage when they wish
P15	provide agreed support to the network to enhance its leadership

Contribute to the review of support networks

You must be able to:

P16 continuously monitor the support network for signs of strength and vulnerability

P17 agree criteria and processes for evaluating the effectiveness of the support network in achieving planned outcomes

P18 carry out your role in supporting the evaluation of the support network, promoting the **active participation** of all involved

P19 review the value of your own and your organisation's contribution to the network

P20 agree criteria and processes for deciding at which point your involvement with the network should end

P21 use appropriate theories, methods and approaches to plan how you will disengage from the network at the end of your involvement

SCDHSC3104
Support the development of networks to achieve planned outcomes

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

Your practice

You need to know and understand:

K6 legislation, statutory codes, standards, frameworks and guidance relevant to your work, your work setting and the content of this standard

K7 your own background, experiences and beliefs that may have an impact on your practice

K8 your own roles, responsibilities and accountabilities with their limits and boundaries

K9 the roles, responsibilities and accountabilities of others with whom you work

K10 how to access and work to procedures and agreed ways of working

K11 the meaning of person-centred/child centred working and the importance of knowing and respecting each person as an individual

K12 the prime importance of the interests and well-being of the individual

K13 the individual's cultural and language context

K14 how to build trust and rapport in a relationship

K15 how your power and influence as a worker can impact on relationships

K16 how to work in ways that promote active participation and maintain individuals' dignity, respect, personal beliefs and preferences

K17 how to work in partnership with individuals, key people and others

K18 how to manage ethical conflicts and dilemmas in your work

K19 how to challenge poor practice

K20 how and when to seek support in situations beyond your experience and expertise

SCDHSC3104
Support the development of networks to achieve planned outcomes

You need to know and understand:

Theory

K21   the nature and impact of **factors that may affect the health, wellbeing and development of individuals** you care for or support

K22   theories underpinning our understanding of human development and factors that affect it

You need to know and understand:

Personal and professional development

K23   principles of reflective practice and why it is important

You need to know and understand:

Communication

K24   factors that can affect communication and language skills and their development in children, young people adults

K25   methods to promote effective communication and enable individuals to communicate their needs, views and preferences

Health and Safety

You need to know and understand:

K26   your work setting policies and practices for monitoring and maintaining health, safety and security in the work environment

K27   practices for the prevention and control of infection in the context of this standard

Safe-guarding

You need to know and understand:

K28   the responsibility that everyone has to raise concerns about possible harm or abuse, poor or discriminatory practices

K29   indicators of potential harm or abuse

K30   how and when to report any concerns about abuse, poor or discriminatory practice, resources or operational difficulties

K31   what to do if you have reported concerns but no action is taken to address them

Handling information

You need to know and understand:

K32   legal requirements, policies and procedures for the security and confidentiality of information

K33   legal and work setting requirements for recording information and producing reports

K34   principles of confidentiality and when to pass on otherwise confidential information

Specific to this NOS

K35   how to enable group members to take responsibility (as far as they are able and within any restrictions placed upon them) and make and communicate their own decisions about how the group should be developed and run

K36   methods that are effective in supporting networks to be inclusive, respect the diversity of group members and deal with and challenge discrimination appropriately

K37   how stereotypical assumptions can affect the development and running of support networks and the ways in which you can minimise your own stereotypical assumptions and challenge the assumptions of others

K38   policies, practices and procedures of other organisations and workers which affect the opportunities and boundaries for setting up and maintaining support networks

K39   how and where to access information and support that can inform your practice when contributing to the setting up and running of support networks

K40   how you can access, review and evaluate information about support networks and their benefits and risks to individuals

K41   the range of existing support networks and the interest groups they serve and how to access this information

K42   how to access and use information and communications technology and other electronic systems that may help in the development and support of networks

K43   the support, maintenance and developmental needs of networks at different stages of their development

K44   the variety of specialist skills and resources available within communities generally, and specifically in the area where you work

K45   strategies that are likely to promote a stable network and how they can be sustained

K46   the different types of information which individuals may require before committing themselves to be involved

K47   the reasons for disseminating information on support networks to colleagues

K48   how to support individuals and group members to monitor and evaluate the effectiveness of the support networks

K49   the role of support networks in promoting the well-being of the individuals with whom you work

K50   what is meant by co-operation, collaboration, co-ordination and conflict, why these are important in network and partnership working and the positive and negative effects they can have on support networks

K51 principles for developing and running support networks

K52 principles for community work and development to meet the needs of individuals and key people

K53 principles for team working in multi-agency and multi disciplinary context

K54 principles for communicating with interest groups

K55 principles for managing change for individuals and key people

K56 where and how to access funding and resources to develop and run support networks and the implications of the structure and type of support networks on access to funding and resources

K57 the benefits of support networks for individuals, key people and the service they receive

K58 methods of engaging with and disengaging from networks

SCDHSC3104
Support the development of networks to achieve planned outcomes

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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.

Active participation is a way of working that regards individuals as active partners in their own care or support rather than passive recipients. Active participation recognises each individual's right to participate in the activities and relationships of everyday life as independently as possible
The **individual** is the adult, child or young person you support or care for in your work
Networks may be formal, which are often linked to national, regional and local organisations and agencies; or informal, that is, where more loosely knit networks are established within families, neighbourhoods or communities of shared interest to provide for particular support needs
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
Outcomes are planned outcomes designed to meet people's assessed needs
People may include individuals, families, carers, groups and communities
Resources may include organisational resources: direct payments; organisations controlled by individuals using the services

Scope/range relating 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
Values	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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