

HSC3112 Support individuals to identify and promote their own health and social well-being

Elements of Competence

- HSC3112a** Support individuals to identify aspects of their lives and environment that can affect their health and social well-being
- HSC3112b** Support individuals to select positive options to promote their own health and social well-being
- HSC3112c** Support individuals to review their selected options

About this unit¹

For this unit you need to support individuals to identify and promote their own health and social well-being.

Scope

The scope is here to give you guidance on possible areas to be covered in this unit. The terms in this section give you a list of options linked with items in the performance criteria. You need to provide evidence for any option related to your work area.

Communicate using: the individual's preferred spoken language; the use of signs; symbols; pictures; writing; objects of reference; communication passports; other non verbal forms of communication; human and technological aids to communication.

Key people: family; friends; carers; others with whom individuals have a supportive relationship.

Risks could include the possibility of: danger, damage and destruction to the environment and goods; injury and harm to people; self harm; bullying; abuse; reckless behaviour.

Your **knowledge and understanding** for this unit will relate to legal requirements and codes of practice applicable to the scope of your work and others with whom you work; the nature of the work you are undertaking; your role and level of responsibility within your organisation, eg whether you have responsibility to support the work of others; the individuals, key people and others with whom you are required to work and the degree of autonomy you have for the management of your own work activities.

Values underpinning the whole of the unit

The values underpinning this unit have been derived from the key purpose statement², the statement of expectations from carers and people accessing services, relevant service standards and codes of practice for health, social or care in the four UK countries. If you are working with children and young people they can be found in the principles of care unit HSC34. If you are working with adults they can be found in HSC35. To achieve this unit you must demonstrate that you have applied the principles of care outlined in either unit HSC34 or HSC35 in your practice and through your knowledge.

¹ The term 'unit' is used in this report to refer to each separate standard within the NOS suite

² The key purpose identified for those working in health, social or care settings is "to provide an integrated, ethical and inclusive service, which meets agreed needs and outcomes of people requiring health and/or social care"

Key Words and Concepts

This section provides explanations and definitions of the key words and concepts used in this unit. In occupational standards it is quite common to find words or phrases used which you will be familiar with, but which, in the detail of the standards, may be used in a very particular way. **Therefore, we would encourage you to read this section carefully before you begin working with the standards and to refer back to this section as required.**

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| Active support | Working in a way that recognises people have a right to take part in the activities and relationships of everyday life as independently as they can, and so supports them by helping only with what they really cannot do for themselves |
| Individuals | People requiring health, social or other care services. Where individuals use advocates and interpreters to enable them to express their views, wishes or feelings and to speak on their behalf, the term individual within this standard covers individuals and their advocates or interpreters |
| Key people | Those people who are key to an individual's health and social well-being. These are people in individuals lives who can make a difference to their health and well-being |
| Others | Other people within and outside your organisation that are necessary for you to fulfil your job role the process through which individuals influence and share control over the development initiatives, decisions and resources that affect them |
| Participation Rights | The rights that individuals have to: <ul style="list-style-type: none">• be respected• be treated equally and not be discriminated against• be treated as an individual• be treated in a dignified way• privacy• be protected from danger and harm• be supported and cared for in a way they choose• access information about themselves• communicate using their preferred methods of communication and language |
| Risks | The likelihood of danger, harm or abuse arising from anything or anyone |

HSC3112a Support individuals to identify aspects of their lives and environment that can affect their health and social well-being

Performance Criteria

You need to,

1. encourage and support **individuals** to examine aspects of their lives and environment that affect their health and social well-being
2. provide **active support** to enable individuals to identify and communicate:
 - the ways in which they could positively change their lives and environment to promote their health and social well-being
 - aspects of their lives and environment that they do not want to change that could promote their health and social well-being
 - aspects of their lives and environment that they cannot change and ways to deal with these to minimise any detrimental effects on their health and social well-being
 - **risks** associated with aspects of their lives and environment that affect their health and social well-being
3. identify information, advice and support about their health and social well-being that is relevant to the needs of the individuals
4. where you do not have the expertise to help the individuals yourself :
 - seek additional advice and information to support individuals
 - you agree and arrange further specialist support for individuals

HSC3112b Support individuals to select positive options to promote their own health and social well-being

Performance Criteria

You need to,

1. actively support individuals to identify and communicate options and priorities, and any associated risks, for changing their lives and environment
2. actively support and encourage individuals to prioritise and make decisions about how they will deal with issues affecting their health and social well-being that they cannot change
3. support individuals to select and agree the most beneficial options for their health and well-being
4. examine with the individual, the implications of their preferences and the impact they may have on their daily lives, and on the lives of **key people** and **others**
5. follow organisational procedures and seek additional support and expertise where the individuals' choices and options:
 - are likely to be detrimental to their health and well-being
 - are such that you and your organisation would not be able to support individuals to put the selected options into practice
 - would contravene legal and organisational requirements

6. you support individuals, key people and others to:
 - access the support, information, help and resources necessary to put the selected options into practice
 - put the selected options into practice

HSC3112c Support individuals to review their selected options

Performance Criteria

You need to,

1. you encourage individuals and key people to take an active part in reviewing how well the selected options are working in practice
2. review with individuals, key people and others how well the selected options are working in practice
3. support individuals, key people and others to identify and agree:
 - any changes that need to be made to the selected options
 - the impact that the changes may have on themselves, key people and others
 - the support they would require to put the changes into place
4. take appropriate action to put into place and, where appropriate, seek and acquire resources to implement changes
5. record and report on the processes and outcomes of the review within confidentiality agreements and according to legal and organisational requirements

Knowledge Specification for the whole of this unit

Competent practice is a combination of the application of skills and knowledge informed by values and ethics. This specification details the knowledge and understanding required to carry out competent practice in the performance described in this unit. When using this specification **it is important to read the knowledge requirements in relation to expectations and requirements of your job role.**

You need to show that you know, understand and can apply in practice:

Values

1. legal and organisational requirements on equality, diversity, discrimination, **rights**, confidentiality and sharing of information when supporting individuals to identify and promote their own health and social well-being
2. how to provide active support and place the preferences and best interest of individuals at the centre of everything you do, whilst enabling them to take responsibility (as far as they are able and within any restrictions placed upon them) and make and communicate their own decisions about their own health and social well-being
3. conflicts and dilemmas that can arise when working with individuals to identify and promote their own health and social well-being
4. how to challenge discrimination when supporting individuals to identify and promote their own health and social well-being

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Legislation and organisational policy and procedures

5. codes of practice and conduct, and standards and guidance relevant to your own and the roles, responsibilities, accountability and duties of others when supporting individuals to identify and promote their own health and social well-being
6. current local, UK legislation and organisational requirements, procedures and practices for:
 - data protection, including recording, reporting, storage, security and sharing of information
 - health and safety
 - risk assessment and management
 - protecting individuals from danger, harm and abuse
 - supporting individuals to identify and promote their own health and social well-being
 - working with others to provide integrated services
7. practice and service standards relevant to your work setting and for supporting individuals to identify and promote their own health and social well-being
8. how to access records and information on the needs, views and preferences of individuals and key people about their health and social well-being

Theory and practice

9. how and where to access information and support that can inform your practice when supporting individuals to identify and promote their own health and social well-being
10. how you can access, review and evaluate information about supporting individuals to identify and promote their own health and social well-being
11. government reports, inquiries and research relevant to individuals promoting their own health and social well-being
12. theories relevant to the individuals with whom you work, about:
 - human growth and development
 - identity and self-esteem
 - loss and change
 - conditions that might enhance and inhibit the individuals motivation to change and promote their own health and social well-being
 - management of change in relation to individuals' conditions, needs and circumstances
 - the inter-relationship between socio-economic factors and personal factors and health and social well-being
13. The meaning and application of **participation** and why this is important.
14. social and psychological factors that can affect people's ability to promote their own health and social well-being
15. how power and influence can be used and abused when supporting individuals' to identify and promote their own health and social well-being

16. actions and conditions that might enhance and inhibit the individual's ability to promote their own health and social well-being
17. role of relationships and social networks in supporting individuals to promote their own health and social well-being
18. methods of:
 - working with individuals to understand and promote their own health and social well-being
 - promoting the individuals' strengths and those in their networks as key resources for promoting their own health and social well-being
 - planning and implementing incremental and radical change in the individual's lives and its impact on key people and others
 - working with families and networks to maintain support and cope with any changes brought about by individuals promoting their own health and social well-being
 - planning, monitoring, review and evaluation that are participative
19. how to work in partnership with individuals, key people and those within and outside your organisation to enable individuals to promote their own health and social well-being
20. the extra support you may need and how to access it for individuals and key people who are having difficulties adjusting to the change(s)
21. the range of support groups and services that are available when individuals are having difficulty addressing issues relating to their health and social well-being and how to access these
22. types of health issues and conditions and the effects these may have on the individuals health and social well-being
23. how to support individuals to change their life styles and practices to enable them to promote their own health and social well-being