Overview

This standard identifies the requirements for reflecting on and developing your practice within settings where individuals are cared for or supported. This includes reflecting on your own practice in the workplace and taking action to enhance your practice by using opportunities for development.
SCDHSC0033
Develop your practice through reflection and learning

Performance criteria

Reflect on your own practice

You must be able to:

P1 communicate to others the importance of being a reflective practitioner.
P2 analyse with individuals, key people and others what is required for competent, effective and safe practice in your job role.
P3 use reflection to review your own knowledge, skills, attitudes and behaviours.
P4 reflect on how any life experiences and personal beliefs might affect your work.
P5 evaluate with individuals, key people and others how well you carry out your work to achieve outcomes and promote active participation.
P6 analyse the areas of your work where literacy, numeracy and information technology skills are necessary.
P7 demonstrate where you have used literacy, numeracy and information technology skills in your work.
P8 evaluate with others how your practice and skills could be improved.

Take action to enhance your practice

You must be able to:

P9 use support to identify strengths within your practice.
P10 use support to reflect on and identify ways that your practice can be enhanced.
P11 prioritise aspects of your practice that need to be strengthened.
P12 take action, with support, to identify development opportunities that will enhance your knowledge and practice.
P13 agree with others your personal development plan.
P14 access development opportunities.
P15 apply new learning to your practice.
P16 evaluate how effective the development opportunities have been in enhancing your practice.
P17 share with others how reflection has led to improved ways of working.
P18 revise your personal development plan to take account of personal growth, skills enhancement and new challenges.
P19 keep up-to-date records of your personal and professional development, according to legal and work setting requirements.
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### Knowledge and understanding

**You need to know and understand:**

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### Your practice

**You need to know and understand:**

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### Personal and professional development

**You need to know and understand:**

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Additional Information

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.

**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 development 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.
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Scope/range relating to knowledge and understanding

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
Developed by | Skills for Care & Development
---|---
Version number | 1
Date approved | March 2012
Indicative review date | August 2014
Validity | Current
Status | Original
Originating organisation | Skills for Care & Development
Original URN | HSC33
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 | reflect, develop, evaluate, enhance