

SCDCCLD0431

Provide leadership and management of integrated childcare provision



Overview

This standard identifies the requirements when providing leadership and management of integrated childcare provision. Integrated provision is where a range of services and environments for children and families is provided. This does not have to be a physical setting, but could include a range of services or resources concerned with children and families. You must be able to provide leadership and management to a multi-disciplinary team as well as leading integrated approaches to service delivery that focuses on the needs of children.

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Performance criteria

Provide leadership and management to a multi-disciplinary team

You must be able to:

- P1 value equally all team members
- P2 respect equally all team members
- P3 build on the strengths and individual specialist skills of the team
- P4 motivate team members to be innovative
- P5 encourage others to take on leadership and management responsibilities
- P6 facilitate effective communication between members of the **multi-disciplinary team**
- P7 ensure team members respect the contributions of others in different disciplines
- P8 ensure team members value the contributions of others in different disciplines
- P9 encourage team members to manage respectful team relationships
- P10 encourage team members to build networks
- P11 facilitate the resolution of conflicts in the multi-disciplinary team
- P12 set up systems to share information with the team and between team members in line with organisational and legal procedures
- P13 demonstrate positive multi-disciplinary practice

Lead integrated approaches to service delivery

You must be able to:

- P14 ensure that approaches to service delivery are integrated and focused on the needs of children
- P15 clarify requirements, roles and responsibilities with colleagues
- P16 adapt approaches to service delivery, according to the needs of children
- P17 listen to the views of children and families
- P18 respond to the views of children and families
- P19 allocate human and material resources according to the needs of children and families

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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 children and young people's rights, choices, wellbeing and active participation
- K3 your duty to report any acts or omissions that could infringe the rights of children and young people
- K4 how to deal with and challenge discrimination
- K5 the rights that key people, children and young people have to make complaints and be supported to do so
- K6 conflicts and dilemmas that may arise in relation to rights and responsibilities 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 child and young person as an individual
- K13 the prime importance of the interests and well-being of children and young people
- K14 the child and young person's cultural and language context
- K15 how to build trust and rapport in relationships with others, key people and children and young people
- 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 children and young people's dignity, respect, personal beliefs and preferences
- K18 how to work in partnership with children and young people, key

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- 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

Theory for practice

You need to know and understand:

- K22 the nature and impact of **factors that may affect the health, wellbeing and development** of children and young people you care for or support
- K23 factors that promote positive health and wellbeing of children and young people
- K24 theories underpinning our understanding of child development and learning, and factors that affect it
- K25 theories about attachment and its impact on children and young people

Communication

You need to know and understand:

- K26 factors that can affect communication and language skills and their development in children and young people
- K27 methods to promote effective communication and enable children and young people to communicate their needs, views and preferences

Personal and professional development

You need to know and understand:

- K28 principles of reflective practice and why it is important
- K29 your role in developing the professional knowledge and practice of others
- K30 how to use and promote evidence based practice

Health and Safety

You need to know and understand:

- K31 legal and statutory requirements for health and safety
- K32 your work setting policies and practices for monitoring and maintaining health, safety and security in the work environment
- K33 practices for the prevention and control of infection

Safeguarding

You need to know and

- K34 legislation and national policy relating to the safe-guarding and

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understand:

- protection of children and young people
- K35 the responsibility that everyone has to raise concerns about possible harm or abuse, poor or discriminatory practices
- K36 indicators of potential harm or abuse
- K37 how and when to report any concerns about abuse, poor or discriminatory practice, resources or operational difficulties
- K38 what to do if you have reported concerns but no action is taken to address them
- K39 local systems and multi-disciplinary procedures that relate to safeguarding and protection from harm or abuse

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 ICT can and should be used for communicating, recording and reporting

Multi-disciplinary working

You need to know and understand:

- K45 the purpose of working with other professionals and agencies
- K46 the remit and responsibilities of other professionals and agencies involved in multi-disciplinary work

Leading practice

You need to know and understand:

- K47 theories about leadership
- K48 standards of practice, service standards and guidance relating to the work setting
- K49 national and local initiatives to promote the well-being of children and young people
- K50 lessons learned from government reports, research and inquiries into serious failures of health or social care practice and from successful interventions
- K51 methods of supporting others to work with and support children and young people, key people and others
- K52 how to contribute to the development of systems, practices, policies

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and procedures

K53 techniques for problem solving and innovative thinking

Risk management

You need to know and understand:

K54 principles of risk assessment and risk management

K55 principles of positive risk-taking

Specific to this NOS

You need to know and understand:

K56 how to communicate with members of a team within an integrated setting

K57 how to recognise the strengths in the team and colleagues' individual expertise

K58 how to set SMART objectives (Specific, Measurable, Agreed, Realistic and Time-limited)

K59 how to select and successfully apply different methods for motivating, supporting and encouraging people and recognising their achievements

K60 different leadership styles

K61 the benefits of creativity and innovation for the team and how to foster these

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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 a child or young person 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 to represent the views and best interests of the child or young person.

Where there are language differences within the work setting, achievement of this standard may require the involvement of interpreters or translation services.

A **multi-disciplinary team** is colleagues from different disciplines and occupational backgrounds who may work in peripatetic roles or alongside in daily work

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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 may include adverse circumstances or trauma before or during birth; autistic spectrum conditions; discrimination; domestic violence; family circumstances; foetal alcohol syndrome; 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

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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