Unit 4222-302 Engage in personal development in health, social care or children's and young people's settings (SHC 32)

Level: **3**
Credit value: **3**
UAN: **A/601/1429**

Unit aim

This unit is aimed at those who work in health or social care settings or with children or young people in a wide range of settings. The unit introduces the concepts of personal development and reflective practice which are fundamental to such roles, and ways to implement these.

Learning outcomes

There are **five** learning outcomes to this unit. The learner will:

1. Understand what is required for competence in own work role
2. Be able to reflect on practice
3. Be able to evaluate own performance
4. Be able to agree a personal development plan
5. Be able to use learning opportunities and reflective practice to contribute to personal development

Guided learning hours

It is recommended that **10** hours should be allocated for this unit, although patterns of delivery are likely to vary.

Details of the relationship between the unit and relevant national standards

This unit is linked to CCLD 304, GCU 6, GEN 12, GEN 13 and HSC 33. Themes recur as knowledge requirements, performance criteria and core values throughout HSC NOS.

Support of the unit by a sector or other appropriate body

This unit is endorsed by Skills for Care and Development.

Assessment

Assessment of this unit must adhere to the requirements of Skills for Care and Development/ Skills for Health assessment strategy

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Assessment Criteria

Outcome 1 Understand what is required for competence in own work role

The learner can:

1. describe the duties and responsibilities of own work role
2. explain expectations about own work role as expressed in relevant **standards**.

Outcome 2 Be able to reflect on practice

The learner can:

1. explain the importance of reflective practice in continuously improving the quality of service provided
2. demonstrate the ability to reflect on practice
3. describe how own values, belief systems and experiences may affect working practice.

Outcome 3 Be able to evaluate own performance

The learner can:

1. evaluate own knowledge, performance and understanding against relevant standards
2. demonstrate use of feedback to evaluate own performance and inform development.

Outcome 4 Be able to agree a personal development plan

The learner can:

1. identify **sources of support** for planning and reviewing own development
2. demonstrate how to work with **others** to review and prioritise own learning needs, professional interests and development opportunities
3. demonstrate how to work with others to agree own personal development plan.

Outcome 5 Be able to use learning opportunities and reflective practice to contribute to personal development

The learner can:

1. evaluate how learning activities have affected practice
2. demonstrate how reflective practice has led to improved ways of working
3. show how to record progress in relation to personal development.

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Additional guidance

- **Standards** may include:
  - Codes of practice
  - Regulations
  - Minimum standards
  - National occupational standards
- **Sources of support** may include:
  - Formal support
  - Informal support
  - Supervision
  - Appraisal
  - Within the organisation
  - Beyond the organisation
- A **personal development plan** may have a different name but will record information such as agreed objectives for development, proposed activities to meet objectives, timescales for review, etc.
- **Others** may include:
  - The individual
  - Carers
  - Advocates
  - Supervisor, line manager or employer
  - Other professionals