

## SCDHSC0211

# Support individuals to take part in development activities



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### Overview

This standard identifies the requirements when supporting individuals to take part in development activities of various kinds, including those that will help them retain or regain skills, interact with others or engage in chosen physical or intellectual pursuits. The standard includes preparing for development activities, supporting participation and contributing to evaluation of the activity.

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### Performance criteria

*You must be able to:*

#### Prepare for participation in development activities

- P1 acquire information about how best to encourage and support the **individual** to prepare for and participate in **development activities**
- P2 check that you have correctly understood any instructions for the support of the individual and preparation of the environment
- P3 work with the individual, **key people** and **others** to identify the individual's goals and preferences regarding development activities and what options are available
- P4 discuss benefits and any risks of different options to enable a choice to be made
- P5 seek additional expertise where you, the individual, key people and others have concerns about a development activity or the individual's participation in it
- P6 prepare the environment for the chosen development activity
- P7 ensure the environment complies with health and safety requirements
- P8 offer reassurance and encouragement to the individual about their planned participation in the development activity and the benefits of participation
- P9 agree with the individual ways to minimise any risks associated with the activity
- P10 agree your role in supporting the individual to participate in the development activity and minimise risks
- P11 prepare yourself for supporting participation in the development activity

#### Support the individual to participate in development activities

*You must be able to:*

- P12 work with the individual to overcome any fears or other barriers to them taking part in the development activity
- P13 carry out your agreed role in supporting the individual to participate in the development activity and minimise risks
- P14 carry out your agreed role in ways that promote **active participation** and minimise risks
- P15 offer the individual positive feedback on success throughout the activity
- P16 offer the individual encouragement if they experience difficulty
- P17 stop the activity immediately if the individual is distressed, in pain or feels unable to continue
- P18 report problems as soon as possible to appropriate people
- P19 feedback to appropriate people on successes, problems, risks or gaps that occurred whilst supporting the individual

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- P20 contribute to recording progress in the required format
- P21 identify with the individual and key people any changes that need to take place to make the development activity more effective and enjoyable
- P22 record and report on development activities according to confidentiality agreements and legal and work setting requirements

#### **Contribute to the evaluation of development activities**

*You must be able to:*

- P23 agree with the individual and key people how the development activity will be evaluated and how they will be involved
- P24 support the individual and key people to provide evaluation information in a useful form
- P25 discuss with the individual and key people the benefits and limitations of the development activity
- P26 identify with the individual any parts of the development activity which they found difficult or which they declined to participate in
- P27 report to appropriate people about aspects of the development activity which have been declined by the individual or identified as difficult by them
- P28 record information and observations about the effectiveness of the activity and the individual's participation in and enjoyment of it
- P29 work with the individual, key people and others to agree any changes needed to the activity or the support for participation in it
- P30 complete records and reports on the evaluation of development activities according to confidentiality agreements and legal and work setting requirements

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### Knowledge and understanding

#### Rights

*You need to know and understand:*

- K1 work setting requirements on equality, diversity, discrimination and human rights
- K2 your role in supporting rights, choices, wellbeing and active participation
- K3 your duty to report anything you notice people do, or anything they fail to do, that could obstruct individuals' rights
- K4 the actions to take if you have concerns about discrimination
- K5 the rights that individuals have to make complaints and be supported to do so

#### How you carry out your work

*You need to know and understand:*

- K6 codes of practice, standards, frameworks and guidance relevant to your work and the content of this standard
- K7 the main items of legislation that relate to the content of this standard within your work role
- K8 your own background, experiences and beliefs that may affect the way you work
- K9 your own roles and responsibilities with their limits and boundaries
- K10 who you must report to at work
- K11 the roles and responsibilities of other people with whom you work
- K12 how to find out about procedures and agreed ways of working in your work setting
- K13 how to make sure you follow procedures and agreed ways of working
- K14 the meaning of person centred working and the importance of knowing and respecting each person as an individual
- K15 the prime importance of the interests and well-being of the individual
- K16 the individual's cultural and language context
- K17 how to work in ways that build trust with people
- K18 how to work in ways that support the active participation of individuals in their own care and support
- K19 how to work in ways that respect individuals' dignity, personal beliefs and preferences
- K20 how to work in partnership with people
- K21 what you should do when there are conflicts and dilemmas in your work
- K22 how and when you should seek support in situations beyond your experience and expertise

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### Theory for practice

*You need to know and understand:*

- K23 the **factors that may affect the health, wellbeing and development of individuals** you care for or support
- K24 how these affect individuals and how they may affect different individuals differently
- K25 the main stages of human development

### Communication

*You need to know and understand:*

- K26 factors that can have a positive or negative effect on the way people communicate
- K27 different methods of communicating

### Personal and professional development

*You need to know and understand:*

- K28 why it is important to reflect on how you do your work
- K29 how to use your reflections to improve the way you work

### Health and Safety

*You need to know and understand:*

- K30 your work setting policies and practices for health, safety and security
- K31 practices that help to prevent and control infection in the context of this standard

### Safe-guarding

*You need to know and understand:*

- K32 the duty that everyone has to raise concerns about possible harm or abuse, poor or discriminatory practices
- K33 signs and symptoms of harm or abuse
- K34 how and when to report any concerns about abuse, poor or discriminatory practice, resources or operational difficulties
- K35 what to do if you have reported concerns but no action is taken to address them

### Handling information

*You need to know and understand:*

- K36 legal requirements, policies and procedures for the security and confidentiality of information
- K37 work setting requirements for recording information and producing reports including the use of electronic communication

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- K38 what confidentiality means
- K39 how to maintain confidentiality in your work
- K40 when and how to pass on information

### **Specific to this NOS**

*You need to know and understand:*

- K41 how to recognise adverse changes in the conditions of individuals when supporting them to participate in development activities and the actions to take in these circumstances
- K42 the risks, dangers and difficulties associated with different equipment and materials and in relation to specific individuals

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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 the 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 recognise each individual's right to participate in the activities and relationships of everyday life as independency as possible

**Development activities** may include intellectual activities and pursuits, activities that enable the individual to retain or regain their skills; activities that enable the individual to keep fit and mobile; activities that enable the individual to participate and interact with others

The **individual** is the 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

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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 the 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

Adherence to codes of practice or conduct that may be applicable to your role, and the principles and values that underpin your work setting including the rights of children and adults. These include the rights that individuals have:

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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