

Qualification Unit

This unit forms part of a regulated qualification.

Unit Title: Continuous Development in Adult Care

Unit Reference Number: T/652/0804

Level: Three (3)

Credit Value: Six (6)

Minimum Guided Learning Hours: 48

Learning Outcome (The Learner will):	Assessment Criterion (The Learner can):
1. Know what is required to be competent in own role	1.1 Describe the duties and responsibilities of own work role
	1.2 Describe expectations of own work role as expressed in relevant standards
	1.3 Explain the relationship between continuing professional development and the provision of quality care
	1.4 Identify sources of support and guidance for planning and reviewing own development
2. Be able to demonstrate commitment to own development	2.1 Assess own knowledge, performance and understanding against relevant standards
	2.2 Work with others to identify and prioritise own learning needs, professional interests and development aspirations
	2.3 Work with others to agree own personal and professional development plan
	2.4 Work with others to achieve and review personal and professional development plan
	2.5 Record progress in relation to personal and professional development
3. Understand the value of reflective practice	3.1 Explain the benefits and scope of reflective practice

	3.2 Explain the importance of reflective practice in supporting continuous improvements to own practice and provision of quality care
4. Be able to use reflective practice to improve ways of working	4.1 Reflect on how learning activities have affected practice
	4.2 Reflect on how own values, beliefs and experiences may affect working practices
	4.3 Reflect on own ability to use initiative, make decisions and take responsibility for own actions
	4.4 Use reflections and feedback from others to evaluate own performance and inform development
5. Be able to develop leadership behaviours	5.1 Model high standards of practice to encourage others to make a positive difference
	5.2 Share ideas to improve services with others
	5.3 Promote partnership approaches to supporting individuals

Assessment Requirements

This unit must be assessed in accordance with Skills for Care & Development assessment principles guidance.

This is a knowledge and skill-based unit.

Knowledge evidence may be generated outside of the work environment, but the final assessment and decision must show application of knowledge within the real work environment.

Learning Outcomes 2, 4 and 5 are skill based, and primary evidence should include observation of direct practice in the workplace. For Learning Outcomes 2 and 4, it is acknowledged observation could be carried out remotely e.g. a learner discussing their development and reflecting on practices with a line manager. Safe and reliable approaches to use of remote technologies in the assessment process must be agreed with Open Awards prior to use. This should include how the privacy, dignity and confidentiality of any individual will be protected and robust evidence recording and storage protocols. For Learning Outcome 5 and likely holistic scenarios where this evidence is likely to be gained e.g. in direct and holistic practices in the working environment, this observation should be in actual person and not carried out remotely.

Guidance notes

LO1

AC1.1

Duties and responsibilities: learners should discuss their duties and

	<p>responsibilities in the context of providing person-centred care and support.</p> <p>AC1.2 Standards: may include Codes of Practice, regulations, minimum standards, national occupational standards.</p> <p>AC1.3 Continuing professional development: refers to the ongoing process of learning, monitoring, recording and reflecting on the skills, knowledge, and experience throughout a care worker's career – both formally and informally. As part of continuing professional development (CPD) the Care Workforce Pathway can support the learner to progress, reflect on up-to-date practices and can support the learner to develop.</p> <p>AC1.4 Sources of support and guidance: may include:</p> <ul style="list-style-type: none"> • formal and informal support • supervision and appraisal • mentoring and peer support. • within and outside the organisation • the Care Workforce Pathway.
LO2	<p>AC2.2 Others: in this context, this will refer to line-manager, assessor, and/or supervisor. It could also include:</p> <ul style="list-style-type: none"> • individuals accessing care and support services • carers, loved ones, family, friends of those accessing care and support services • colleagues and peers • professionals from other services. <p>AC2.4 Personal and professional development plan: may be known by different names but will record information such as agreed objectives for personal and professional development, proposed activities to meet objectives, timescales for review.</p>
LO3	<p>AC3.1 Scope: learners should recognise that it is also important to reflect on the practice or behaviours of others as well as reflecting on events, activities, and situations to gain insight and understanding.</p> <p>AC3.2 Reflective practice: supports continuous improvement in own skills and contributes to better outcomes for the individuals that are being supported. It is also an essential part of the Care Workforce Pathway, which encourages ongoing learning and development to help progress in own role and maintaining professional standards.</p>
LO4	<p>AC4.1 Learning activities: evaluation must cover a range of learning activities and must include reference to online learning e.g. e-learning, virtual classrooms, online tutorials, webinars, internet research as well as face to face methods (where learner has access).</p>