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| Overview | This standard identifies the requirements when working with children or young people in order to identify major transitions that may be occurring or are about to occur in their lives. Major transitions arising from life events may be an experience in the life of a child or young person that can affect them emotionally, behaviourally or developmentally. These transitions are major and far reaching, such as bereavement, divorce, relocation, separation from family through removal to children’s home and fostering. Such transitions may be known and planned for or unexpected and unplanned, but critically they have a major impact on the child or young person. |

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| **Performance criteria**  You must be able to:  You must be able to:  You must be able to:  You must be able to: | Recognise life events and transitions     1. understand the circumstances of the transition that the child is going through by reflecting on the child’s situation and associated changes 2. recognise that this situation is unique to that child 3. reflect on what the child or young person is going through without any pre-judgements   Respond to life events and transitions     1. build trusting and honest relationships with children or young people using language appropriate to their age and stage of development 2. establish with others the limits of your role and capabilities in offering the support required 3. explain truthfully to children or young people what information you may have to share with others and why 4. confirm with the child or young person and agreed others the boundaries and protocols that govern your role in supporting children or young people through transitions   Support children and young people to manage transitions in their lives   1. work with others to plan how to support children or young people to manage transitions in a positive way 2. provide support in a timely way to support children or young people to get through the life event or transition to achieve a positive outcome 3. use observation to assess emotions and behaviours which indentify indicators of resilience or distress 4. listen to assess emotions and behaviours which indentify indicators of resilience or distress 5. provide opportunities for children or young people to explore and discuss significant events and experiences 6. provide structured opportunities for children or young people to explore the feelings associated with the life event 7. support the child or young person to explore the reasons for the changes they are experiencing 8. communicate with children to let them know that what they are experiencing is important and being taken seriously 9. encourage the child or young person to ask questions 10. confirm with the child or young person that you have understood what they have told you 11. listen actively to the child or young person 12. respond to any concerns that the child or young person may have 13. work with the child or young person to explore what strengths they have to get through the situation 14. discuss with the child or young person what other supports may be available 15. identify evidence of any risks to the child or young person’s well-being brought about by this life event or transition 16. enable the child or young person to recognise what other supports are available 17. share concerns with agreed others, with the child or young person’s knowledge 18. comply with legal, organisational and ethical requirements relating to the exchange of information 19. make effective links with others within your own organisations or elsewhere as necessary to engage support and with the agreement of the child or young person 20. facilitate the child or young person to avail of the support 21. continue to reinforce with the child that their experience remains important 22. record any decisions and actions taken using agreed procedures and ways of working   Evaluate your work in supporting the child or young person through the transition or life event   1. evaluate progress in going through the transition or life event 2. reflect on the strengths of your engagement in supporting the child or young person through the life event or transition 3. identify through feedback from the child, young person or others any areas of your practice which should be developed 4. avail of opportunities of improving practice regarding supporting change or transitions |

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| Knowledge and understanding  You need to know and understand:  You need to know and understand:  You need to know and understand:  You need to know and understand:  You need to know and understand:  You need to know and understand:  You need to know and understand:  You need to know and understand:  You need to know and understand: | **Rights**   1. legal and work setting requirements on equality, diversity, discrimination and rights 2. your role in promoting children and young people’s rights, choices, wellbeing and active participation 3. your duty to report any acts or omissions that could infringe the rights of children and young people 4. how to deal with and challenge discrimination 5. the rights that key people, children and young people have to make complaints and be supported to do so   **Your practice**   1. legislation, codes of practice, standards, frameworks and guidance relevant to your work, your work setting and the content of this standard 2. how your own background, experiences and beliefs may have an impact on your practice 3. your own roles, responsibilities and accountabilities with their limits and boundaries 4. the roles, responsibilities and accountabilities of others with whom you work 5. how to access and work to procedures and agreed ways of working 6. the meaning of person centred/child centred working and the importance of knowing and respecting all children and young people as an individual 7. the prime importance of the interests and well-being of children and young people 8. children and young people’s cultural and language context 9. how to build trust and rapport in a relationship 10. how your power and influence as a worker can impact on relationships 11. how to work in ways that promote active participation and maintain children and young people’s dignity, respect, personal beliefs and preferences 12. how to work in partnership with children, young people, key people and others 13. how to manage ethical conflicts and dilemmas in your work 14. how to challenge poor practice 15. how and when to seek support in situations beyond your experience and expertise   **Theory for practice**   1. the nature and impact of **factors that may affect the health, wellbeing and development** of children and young people you care for or support 2. factors that promote positive health and wellbeing of children and young people 3. theories underpinning our understanding of child development and learning, and factors that affect it 4. theories about attachment and impact on children and young people   **Communication**   1. the importance of effective communication in the work setting 2. factors that can have a positive or negative effect on communication and language skills and their development in children and young people 3. methods and techniques to promote communication skills which enable children and young people to express their needs, views and preferences   **Personal and professional development**   1. principles of reflective practice and why it is important   **Health and Safety**   1. your work setting policies and practices for monitoring and maintaining health, safety and security in the work environment 2. practices for the prevention and control of infection   **Safeguarding**   1. the responsibility that everyone has to raise concerns about possible harm or abuse, poor or discriminatory practices 2. indicators of potential or actual harm or abuse 3. how and when to report any concerns about abuse, poor or discriminatory practice, resources or operational difficulties 4. what to do if you have reported concerns but no action is taken to address them   **Handling information**   1. legal requirements, policies and procedures for the security and confidentiality of information 2. legal and work setting requirements for recording information and producing reports including the use of electronic communication 3. principles of confidentiality and when to pass on otherwise confidential information   Specific to this NOS   1. types of major transition that children and young people may experience 2. knowledge of how transitions and change can impact emotionally, physically, intellectually and psychologically 3. the effects that transitions can have on children and young people 4. the signs and indications that a child or young person is going through a particular transition 5. how the impact of culture, religion, personal beliefs, gender, stage of development and previous experiences may affect a child or young person’s approach to transitions 6. the importance of enabling children or young people to explore their concerns about transitions in a positive and non-threatening manner 7. theories of transition and loss 8. theories about and approaches to remembering, such as memory boxes 9. non verbal techniques to enable the expression of feelings, such as art or play |

**Additional Information**

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| 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.  The use of the terms ‘child’ or ‘children’ in this standard may refer to your work on an individual or group basis.  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.  **Agreed others** Those whom the child or young person have either agreed should be told or those whom they already know will be told  **Associated changes** are changes brought about by the circumstances that the child or young person find themselves, i.e. a bereavement of someone close, being taken into care and the associated losses and emotions which accompany this.  **Elsewhere** It should not be assumed that support will come from another agency or organisation as there may be, for example, kinship or community solutions  Knowledge Where possible the child/young person’s agreement should be sought but where the duty of care outweighs agreement they should be informed what will happen  **Others** are your colleagues and other professionals whose work contributes to the child or young person’s well-being and who enable you to carry out your role  **Strengths** may include inner resilience and coping mechanisms. It may also be a supportive family or extended family, supportive community, faith or church group  **Unique to that child** Many children or young people come into care, many go to a foster home, many experience bereavement, but each child or young person’s experience is different. No matter how often a learner works with a child or young person in similar circumstances, each child or young person’s experience is unique and should be treated as such |

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| Scope/range related to knowledge and understanding | **All knowledge statements must be applied in the context of this standard.**  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.  **Factors that may affect the health, wellbeing and development** may include: family circumstances; folic acid during pregnancy; a healthy diet; positive mental health; physical health; strong social networks; supportive family structure; adverse circumstances or trauma before or during birth; autistic spectrum conditions; discrimination; domestic violence; foetal alcohol syndrome; harm or abuse; injury; learning disability; medical conditions (chronic or acute); physical disability; poverty; profound or complex needs; sensory needs; social deprivation; and substance misuse |

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| 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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| Originating organisation | Skills for Care & Development |
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| Suite | Children’s Care Learning and Development |
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