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| Overview | This standard identifies the requirements when you support the development of community networks and partnerships. This includes identifying where these could inform and support practice, bringing people together to run them and contributing to running and evaluating the networks and partnerships. |

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| **Performance criteria**  You must be able to:  *You must be able to:*  *You must be able to:* | **Identify areas where community networks and partnerships could inform and support practice**   1. work in ways that promote active participation to enable individuals and key people to communicate gaps they have identified in provision 2. work collaboratively with those within and outside your organisation to identify areas of practice that could be supported by community networks and partnerships 3. research the local area to identify possible sources of support for the development of community networks and partnerships to meet provision and practice needs 4. investigate with others how gaps in the provision and areas of practice may be supported by the development of community networks and partnerships 5. review information on existing community networks and partnerships that could help to meet provision and practice needs 6. share your findings with relevant individuals, key people and others, within confidentiality agreements and according to legal and organisational requirements   **Bring together relevant people and organisations to be involved in community networks and partnerships**   1. work with others to identify the type of public involvement and collaboration needed to meet local provision and practice needs 2. work with others to identify who should be involved and how in order to enable individuals to participate in public collaborations 3. liaise with people and organisations that could contribute 4. promote the idea of public collaborations to people and organisations that could contribute 5. liaise with similar collaborations to enable them to share experiences and practice with potential members of the new collaborations 6. promote the value of collaborative working to all who may be involved 7. work with others to organise meetings to bring together public collaborations partnerships 8. encourage community members to evaluate the effectiveness of the public collaborations in meeting the provision and practice needs identified   **Contribute to running and evaluating community networks and partnerships**   1. encourage members to examine and agree the reasons, aims, purpose and outcomes of community networks and partnerships 2. work with networks to ensure that they are run in ways that value and respect individuals and the group 3. work with networks to ensure that they do not discriminate within their own working practices or against other groups and networks 4. work with networks to ensure that they promote inclusiveness and empowering ways of working within communities 5. encourage networks to examine the best ways of organising their time, resources and collective endeavours to best meet their aims, purpose and outcomes 6. support networks and partnerships to set up systems that can seek and acquire resources that will enable them to meet their aims, purpose and outcomes 7. support networks and partnerships to set up systems that allow them to collect and provide up to date information on their purpose and functioning 8. support networks and partnerships to set up systems that monitor and evaluate their activities 9. support networks and partnerships to set up systems that evaluate external support and any costs incurred 10. work with networks to examine the potential for collaboration with other groups, networks and collaborations 11. work with others to ensure that activities carried out by networks and partnerships are working within legal and regulatory requirements 12. support networks and partnerships to evaluate their activities, strengths, weaknesses, potential areas for development 13. support networks and partnerships to make changes to structures and practices to make them more effective |

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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 individuals’ rights, choices, wellbeing and active participation 3. your duty to report any acts or omissions that could infringe the rights of individuals 4. how to deal with and challenge discrimination 5. the rights that individuals have to make complaints and be supported to do so   **Your practice**   1. legislation, statutory codes, standards, frameworks and guidance relevant to your work, your work setting and the content of this standard 2. your own background, experiences and beliefs that 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 each person as an individual 7. the prime importance of the interests and well-being of the individual 8. the individual’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 individuals’ dignity, respect, personal beliefs and preferences 12. how to work in partnership with individuals, 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**   1. the nature and impact of **factors that may affect the health, wellbeing and development of individuals** you care for or support 2. theories underpinning our understanding of human development and factors that affect it   **Personal and professional development**   1. principles of reflective practice and why it is important   **Communication**   1. factors that can affect communication and language skills and their development in children, young people and adults 2. methods to promote effective communication and enable individuals to communicate their needs, views and preferences   **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 in the context of this standard   **Safe-guarding**   1. the responsibility that everyone has to raise concerns about possible harm or abuse, poor or discriminatory practices 2. indicators of potential 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 3. principles of confidentiality and when to pass on otherwise confidential information   Specific to this NOS   1. how to enable group members to take responsibility (as far as they are able and within any restrictions placed upon them) and make and communicate their own decisions about how the group should be developed and run 2. methods that are effective in supporting community networks and partnerships to be inclusive, respect the diversity of group members and deal with, and challenge discrimination appropriately 3. how stereotypical assumptions can affect the development and running of community networks and partnerships and the ways in which you can minimise your own stereotypical assumptions and challenge the assumptions of others 4. policies, practices and procedures of other organisations and workers which affect the opportunities and boundaries for setting up and maintaining community networks and partnerships 5. how and where to access information and support that can inform your practice when contributing to the setting up and running of community networks and partnerships 6. how you can access, review and evaluate information about the community networks and partnerships and their benefits and risks to individuals 7. the range of existing networks and partnerships and the interest groups they serve and how to access this information 8. the variety of specialist skills and resources available within communities generally, and specifically in the area where you work 9. strategies that are likely to promote a stable network and how they can be sustained 10. the different types of information which individuals may require before committing themselves to be involved 11. the reasons for disseminating information on networks and partnerships to colleagues 12. how to support individuals and group members to monitor and evaluate the effectiveness of the networks and partnerships 13. the role of networks and partnerships in promoting the well-being of the individuals with whom you work 14. what is meant by co-operation, collaboration, co-ordination and conflict, why these are important in network and partnership working and the positive and negative effects they can have on networks and partnerships 15. principles for developing and running community networks and partnerships 16. principles for community work and development to meet the needs of individuals and key people 17. principles for team working in multi-agency and multi disciplinary context 18. principles for communicating with interest groups 19. principles for managing change for individuals and key people 20. where and how to access funding and resources to develop and run community networks and partnerships and the implications of the structure and type of network/partnership on access to funding and resources 21. the benefits of community networks and partnerships for individuals, key people and the service they receive |

**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.  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 recognises each individual’s right to participate in the activities and relationships of everyday life as independently as possible  To **communicate** may include using the individual's preferred spoken language, the use of signs, the use of symbols or pictures, writing, objects of reference, communication passports, other non verbal forms of communication, human and technological aids to communication  The **individual** is the adult, child or young 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 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 |

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| Values | **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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| Original URN | HSC3101 |
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