

Appendix F - Standards and Codes of Practice This table maps the Practice Standards Manual against the national standards and codes of practice relevant to children's social care. This identifies common themes and linkages between the differing standards and is currently being used to establish a co-ordinated approach for workforce development.

Practice Standards Manual for CYPSC	CWDC Induction Standards (First 6 months)	Common Core of Skills and knowledge	Newly Qualified SW – CWDC Outcome Statements	Early Practitioner Development (Yr 2 & 3) - CWDC Outcome Statements	General Social Care Council Code of Practice for Social Care Workers	British Association of Social Workers – Code of Ethics	Fostering Services 39 National Minimum Standards across following themes	Children's Homes 36 National Standards across the following themes
1. Management Practice Scrutiny Supervision Service culture & support	1. Understanding the principles and values for working with children & YP Equality and fairness Child centred approaches Confidentiality and sharing information	1. Effective engagement of children, YP and families	1. Referral Collect, accurately record and analyse information at point of referral	1. Information gathering Communication Applying theoretical models	1. Protect the rights and interests of service users and carers Treating people as individuals Supporting service users rights Diversity and equality	1. Human Dignity and worth Respect human rights Individual and cultural diversity Partnership and empowerment with service users	1. Statement of Purpose Facilities and services provided	1. Planning for Care Statement of the home's purpose Placement plans, Reviews Contact Moving in and leaving home Preparation for leaving care
2. Practitioner contact with children Statutory visits Meaningful contact Taking care of yourself	2. Understand your role in the children and young people's workforce Your work role Legislation policies and procedures Relationship with carers, parents and others Team working Being organised Complaints & compliments	2. Child and young person development	2. Assessments Comply with statutory requirement and respond to needs of children and YP	2. Analysing information and making recommendations Challenging assumptions Professional insight Evidence based analysis	2. Establish and maintain the trust and confidence of service users and carers Honesty Communication Confidentiality	2. Social Justice Promote fair access to resources Fairness Reduce disadvantage Challenge abuse of power	2. Fitness to provide or manage a fostering service Skills to carry on or manage Suitability to carry on or manage	2. Quality of Care Consultation Privacy and confidentiality Meals Personal Appearance Good Health and Well-being Medicines within the home Education Leisure and activities
3. Assessment and Needs Analysis Initial assessments Section 47 Core Assessments Lessons from serious case reviews Over optimism, disguised compliance Assessments by practitioner in specialist settings	3. Understand health and safety requirements Laws, policies and procedures Moving, lifting and handling people and objects Premises Medication and healthcare procedures Personal safety and security Risk assessment	3. Safeguarding and promoting the welfare of the child or YP	3. Planning Based on critical analysis, plan and co-ordinate support and types of intervention	3. Planning, implementation and review Planning skills Early intervention Culturally sensitive Use of universal services Time management Interpersonal skills	3. Promote the independence of service users whilst protecting them as far as possible from danger or harm Use of policies and procedures Complaints H&S policies	3. Service Helping with personal and social needs Enabling people to develop their potential Contributing to creating a fairer society	3. Management of the fostering service Monitoring and controlling Managing effectively and efficiently	3. Complaints and Protection Complaints and representation Child protection procedures Countering bullying Absence of child without authority Notification of significant events
4. Planning for children Child in Need Plans Child Protection Plans Looked after Child Plans	4. Know how to communicate effectively Encourage communication Knowing about communication Communication with parents and carers Principles of keeping good records	4. Supporting Transitions	4. Review Review information against planned outcomes	4. Working directly with child, YP and their families or carers Good communication skills Solving problems with child or family	4. Respect rights of service users while seeking to ensure that their behaviour does not harm themselves or other people Risks assessments	4. Integrity Honesty, reliability and confidentiality	4. Securing and promoting welfare Suitable foster carers Valuing diversity Matching Protecting abuse and neglect Promoting contact Promoting development and health Consultation Educational achievement Preparing for adulthood	4. Care and Control Relationships with Children Behaviour Management
5. Recording and report writing Recording Report writing	5. Understand the development of children and YP Attachment and stages of development Supporting play, activities and learning Observation and	5. Multi agency and integrated working	5. Formal Meetings Statutory and other reviews and decision making forums	5. Safeguarding, child protection and promoting welfare of children and young people Core assessments Plan to manage risk Good critical analysis	5. Uphold the public trust and confidence in social care services Must not – abuse, exploit service users Discriminate Put yourself or others at risk	5. Competence Maintaining and expanding competence to provide a quality service	5. Recruiting, checking, managing, supporting and training staff and foster carers Suitability to work with children Organisation and management of staff	5. Environment Location, Design and size of home Accommodation Bathroom and Washing facilities Health, Safety and Security

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	judgement Understanding contexts Transitions Supporting disabled children			skills Accountability and ownership Problem solving Professional identity			Sufficient skills and carers Training Accountability and support Management and support of carers Supervision and training of carers	
	6. Safeguarding Laws, policies and procedures Providing safe environments Recognising and responding to abuse Working with other agencies Reporting failures of duty	6. Information Sharing	6. Recording Accurate, up to date, evidence based		6. Accountable for quality of your work and take responsibility for maintaining and improving your knowledge and skills Meet relevant standards Clear and accurate records Recognise and respect work of other agencies Maintain CPD		6. Records Case records for children Admin records	6. Staffing Vetting of staff and visitors Staff support Adequacy of Staffing
	7. Develop yourself Your role and registration Using support and supervision to develop your role CPD Career progression		7. Communication Identify and use appropriate methods				7. Fitness of premises for use as fostering service Premises	7. Management and Administration Monitoring by person carrying on the home Monitoring of Operation Business Management Children's Individual Case Files
			8. Relationships Creating and maintaining effective relationships with children, YP, families or carers				8. Financial requirements	8. Specific Settings Secure accommodation and refuges
			9. Multi agency working Applying professional judgement				9. Fostering Panels	
			10. Disadvantaged Groups Supporting children and YP from diverse and disadvantaged communities				10. Short term breaks	
			11. Professional Development and Accountability				11. Family and friends as carers	