

All Wales induction framework for

early years and childcare managers

Linking the AWIF with QCF Level 5 Diploma in Leadership for Children’s Care, Learning, and Development (Advanced Practice)

**Contents**

[**Introduction** 1](#_Toc181355955)

[**Part A: Knowledge mapping** 2](#_Toc181355956)

[**Part B: Competency skills mapping** 4](#_Toc181355957)

# **Introduction**

We’ve put together a small resource document for individuals with a **QCF Level 5 Diploma in Leadership for Children’s Care, Learning, and Development (Advanced Practice) Wales and Northern Ireland** qualification. We’ve already mapped the areas where prior knowledge and skills are recognised and aligned with the induction standards. The individual can write where their advanced practice qualification covered each induction standard in their progress logs noting some examples or reflection. However, since this qualification was offered since 2011, depending on how long ago the individuals completed their advanced practice qualification, they may need to provide additional pieces of evidence to demonstrate that their knowledge and understanding is current.

Version 1: November 2024

# **Part A: Knowledge mapping**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Section 1: Leading child-centred practice** | | **Section 2: Theoretical frameworks for leadership and management** | | | **Section 3: Understand how to lead and manage effective team performance** | |
| Induction standards | Covered / not covered | Induction standards | | Covered / not covered | Induction standards | Covered / not covered |
| Understand the development of rights based approaches and how these continuously evolve and influence child-centred practice | Covered | Understand theoretical approaches to leadership, management, innovation and change | | Not covered | Understand equality, diversity and inclusion in the context of workforce development | Not covered |
| Understand equality, diversity and inclusion in the context of workforce development | Covered | Understand how self-assessment of service and evaluation should be used to support continual improvement | | Covered | Understand the importance of Welsh language in the context of workforce development | Not covered |
| Understand the importance of Welsh language in the context of workforce development | Not covered | Understand managing innovation and change | | Not covered | Understand approaches, skills and qualities for the effective leadership and management of teams | Not covered |
| Understand prevention and early intervention | Covered |  |  | | Understand the purpose and requirements of values-based recruitment and induction of workers | Not covered |
| Understand the impact of safeguarding on your workplace/setting | Covered |  | | | Know how to support effective team performance | Not covered |
| Know how theories and models support the understanding of child development | Covered |  | |  | Know how to manage team conflict and poor performance | Not covered |
| Understand supervision and appraisal | Not covered |
| Know how to use coaching, mentoring and motivational interviewing | Not covered |

# **Part B: Competency skills mapping**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Section 1: Leading child-centred practice** | | **Section 2: Lead and manage effective team performance** | | **Section 3: Lead and manage the quality of workplace/setting** | |
| Induction standards | Covered / not covered | Induction standards | Covered / not covered | Induction standards | Covered / not covered |
| Lead the use of research and evidence informed practice for the holistic development and well-being of children | Covered | Lead the development of a positive culture which is motivating and inspiring | Partially covered | Understand theories, methods and models which can be used to support the service provision to meet the requirements for quality standards | Not covered |
| Lead and manage practice which promotes children’s rights and the voice of the child | Covered | Manage effective values based recruitment and selection processes | Not covered | Manage the implementation of systems, procedures and practice to monitor, measure and improve performance of the workplace/setting | Not covered |
| Lead and manage settings that apply an understanding of child development theories | Covered | Manage effective values based induction of workers | Not covered | Use analysis of incidents, compliments, concerns and complaints to improve the workplace/setting | Not covered |
| Lead and manage practice that promotes and supports holistic learning, growth, and development | Covered | Manage the continuing professional development of workers through supervision and performance reviews | Not covered |  | |
| Lead and manage the use of play to support the holistic learning, growth and development of children | Covered | Manage poor performance | Not covered |
| Lead and manage the planning process for children | Covered | Manage conflict within teams | Not covered |
| Lead and manage support for change and transitions | Covered | Manage the delegation of tasks | Not covered |
|  |  | Lead and manage innovation and change | Not covered |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Section 4: Professional practice** | | **Section 5: Lead and manage practice which promotes the safeguarding of children** | | **Section 6: Lead and manage health, safety and security in the workplace/setting** | |
| Induction standards | Covered / not covered | Induction standards | Covered / not covered | Induction standards | Covered / not covered |
| Understand the role, responsibilities and accountabilities of a manager | Covered | Lead and manage compliance with legislative, regulatory and organisational requirements for the safeguarding of children | Covered | Understand legislative and regulatory requirements for health, safety and security in the workplace/setting | Covered |
| Develop leadership skills and ethical practice that recognises and values equity, equality and diversity | Covered | Develop and maintain knowledge and understanding of safeguarding of children | Covered | Monitor and maintain compliance with health, safety and security requirements | Covered |
| Lead and manage effective partnership working | Covered | Lead and manage practice that safeguards children from harm and abuse | Covered | Lead and manage health and safety risk assessments for children | Covered |
| Lead and manage  information requirements for presenting, recording, reporting and storing information | Covered | Lead and manage practice that supports rights, choice, well-being and positive relationships to promote safeguarding | Covered | Manage the risks of work-related ill-health | Not covered |
| Ensure own continuing professional development meets legislative requirements, standards and the Codes of Conduct and Professional Practice | Covered | Lead and manage practice that supports children to be kept safe | Covered |  |  |