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| Overview | This standard identifies the requirements when providing leadership and management of integrated childcare provision. Integrated provision is where a range of services and environments for children and families is provided. This does not have to be a physical setting, but could include a range of services or resources concerned with children and families. You must be able to provide leadership and management to a multi-disciplinary team as well as leading integrated approaches to service delivery that focuses on the needs of children. |

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| **Performance criteria**  You must be able to:  You must be able to: | Provide leadership and management to a multi-disciplinary team   1. value equally all team members 2. respect equally all team members 3. build on the strengths and individual specialist skills of the team 4. motivate team members to be innovative 5. encourage others to take on leadership and management responsibilities 6. facilitate effective communication between members of the multi-disciplinary team 7. ensure team members respect the contributions of others in different disciplines 8. ensure team members value the contributions of others in different disciplines 9. encourage team members to manage respectful team relationships 10. encourage team members to build networks 11. facilitate the resolution of conflicts in the multi-disciplinary team 12. set up systems to share information with the team and between team members in line with organisational and legal procedures 13. demonstrate positive multi-disciplinary practice   Lead integrated approaches to service delivery   1. ensure that approaches to service delivery are integrated and focused on the needs of children 2. clarify requirements, roles and responsibilities with colleagues 3. adapt approaches to service delivery, according to the needs of children 4. listen to the views of children and families 5. respond to the views of children and families 6. allocate human and material resources according to the needs of children and families |

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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:  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 6. conflicts and dilemmas that may arise in relation to rights and responsibilities and how to address them   **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 child and young person as an individual 7. the prime importance of the interests and well-being of children and young people 8. the child and young person’s cultural and language context 9. how to build trust and rapport in relationships with others, key people and children and young people 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 and 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 its impact on children and young people   **Communication**   1. factors that can affect communication and language skills and their development in children and young people 2. methods to promote effective communication and enable children and young people to communicate their needs, views and preferences   **Personal and professional development**   1. principles of reflective practice and why it is important 2. your role in developing the professional knowledge and practice of others 3. how to use and promote evidence based practice   **Health and Safety**   1. legal and statutory requirements for health and safety 2. your work setting policies and practices for monitoring and maintaining health, safety and security in the work environment 3. practices for the prevention and control of infection   **Safeguarding**   1. legislation and national policy relating to the safe-guarding and protection of children and young people 2. the responsibility that everyone has to raise concerns about possible harm or abuse, poor or discriminatory practices 3. indicators of potential harm or abuse 4. how and when to report any concerns about abuse, poor or discriminatory practice, resources or operational difficulties 5. what to do if you have reported concerns but no action is taken to address them 6. local systems and multi-disciplinary procedures that relate to safeguarding and protection from harm or abuse   **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 4. how to record written information with accuracy, clarity, relevance and an appropriate level of detail 5. how and where ICT can and should be used for communicating, recording and reporting   Multi-disciplinary working   1. the purpose of working with other professionals and agencies 2. the remit and responsibilities of other professionals and agencies involved in multi-disciplinary work   **Leading practice**   1. theories about leadership 2. standards of practice, service standards and guidance relating to the work setting 3. national and local initiatives to promote the well-being of children and young people 4. lessons learned from government reports, research and inquiries into serious failures of health or social care practice and from successful interventions 5. methods of supporting others to work with and support children and young people, key people and others 6. how to contribute to the development of systems, practices, policies and procedures 7. techniques for problem solving and innovative thinking   **Risk management**   1. principles of risk assessment and risk management 2. principles of positive risk-taking   **Specific to this NOS**   1. how to communicate with members of a team within an integrated setting 2. how to recognise the strengths in the team and colleagues' individual expertise 3. how to set SMART objectives (Specific, Measurable, Agreed, Realistic and Time-limited) 4. how to select and successfully apply different methods for motivating, supporting and encouraging people and recognising their achievements 5. different leadership styles 6. the benefits of creativity and innovation for the team and how to foster these |

**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 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.  A **multi-disciplinary team** is colleagues from different disciplines and occupational backgrounds who may work in peripatetic roles or alongside in daily work |

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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** may include adverse circumstances or trauma before or during birth; autistic spectrum conditions; discrimination; domestic violence; family circumstances; foetal alcohol syndrome; 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 | 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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