



Section 1: Competency framework for independent advocates with adults transferring into the role from qualified:

- Independent Mental Health advocate
- Independent Mental Capacity advocate
- Independent advocate with children

Learning outcome				
1. Use legislation related to independent advocacy to inform practice				
You understand:				
Criteria	Suggested actions	Suggested sources of evidence	Notes	Dated and initialed
1.1 The specific role and responsibilities of an Independent Professional Advocate under the Social Services and Well-being (Wales) Act 2014	Guided reading Support from mentor	Discussion in supervision or with mentor		
1.2 The qualifying criteria for statutory advocacy support	Guided reading Support from mentor	Discussion in supervision or with mentor		

<p>1.3 The requirements on local authorities to ensure that individuals and carers are able to access independent advocacy</p>	<p>Guided reading Support from mentor</p>	<p>Discussion in supervision or with mentor</p>		
<p>1.4 The care and support assessment and review processes and how these relate to the role of independent advocates</p>	<p>Guided reading Support from mentor</p>	<p>Discussion in supervision or with mentor</p>		
<p>1.5 Financial and charging regulations and how decisions associated to charging for care and support relate to the role of independent advocates</p>	<p>Guided reading Support from mentor</p>	<p>Discussion in supervision or with mentor</p>		

1.6 Safeguarding processes and the role of independent advocates within these	Guided reading Support from mentor	Discussion in supervision or with mentor		
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You are able to work in ways that:

Criteria	Suggested actions	Suggested sources of evidence	Notes	Dated and initialed
1.7 Use the Part 10 of the Code of Practice (advocacy) to guide practice	Job shadowing Support from mentor	Documents ¹ Feedback from individuals, colleagues and other professionals Reflection on practice Discussion in supervision or with mentor		
1.8 Establish when individuals and/or carers have a right to statutory advocacy	Job shadowing Support from mentor	Documents Reflection on practice Discussion in supervision or with mentor		

1. Documents could include reports, email correspondence, meeting minutes, and so on. Care must be taken to ensure that anything shared is done so in line with GDPR and confidentiality agreements, policies and procedures. This applies to the whole framework.

Learning outcome				
2. Support individuals and/or carers who are referred for independent advocacy				
You understand:				
Criteria	Suggested actions	Suggested sources of evidence	Notes	Dated and initialed
2.1 How to identify and provide the most appropriate type of independent advocacy support for individuals and/or carers	Job shadowing Support from mentor	Discussion in supervision or with mentor		
You are able to work in ways that:				
2.2 Support individuals and/or carers to understand their rights and the processes that should be followed for decisions and/or care and support options	Job shadowing Support from mentor	Reflection on practice Discussion in supervision or with mentor		

<p>2.3 Support individuals and/or carers to explore their wishes and preferences</p>	<p>Job shadowing</p> <p>Support from mentor</p>	<p>Documents</p> <p>Reflection on practice</p> <p>Discussion in supervision or with mentor</p>		
<p>2.4 Support individuals and/or carers to explore the potential impact (positive and negative) of decisions and/or care and support options</p>	<p>Job shadowing</p> <p>Support from mentor</p>	<p>Documents</p> <p>Reflection on practice</p> <p>Discussion in supervision or with mentor</p>		
<p>2.5 Use strategies to support individuals and/or carers to engage with others who are involved in decisions about their lives</p>	<p>Job shadowing</p> <p>Support from mentor</p>	<p>Documents</p> <p>Reflection on practice</p> <p>Discussion in supervision or with mentor</p>		

<p>2.6 Promote the wishes and preferences of the individual and/or carer during the decision making process</p>	<p>Job shadowing Support from mentor</p>	<p>Documents Reflection on practice Discussion in supervision or with mentor</p>		
<p>2.7 Support the individual and/or carer to raise concerns where they do not feel that their views, wishes and preferences have been taken account of in the decision-making process</p>	<p>Job shadowing Support from mentor</p>	<p>Documents Reflection on practice Discussion in supervision or with mentor</p>		

Range

Others: professionals, family members

Learning outcome

3. Support individuals and/or carers to present their views, wishes and preferences at decision making meetings

You are able to work in ways that:

Criteria	Suggested actions	Suggested sources of evidence	Notes	Dated and initialed
3.1 Support individuals and/or carers to: <ul style="list-style-type: none">• understand the process and the roles and responsibilities of those involved• in meetings• identify the outcomes they want from the meeting• identify information that will help them to present their views, wishes and preferences• identify any specialist expertise or equipment needed to present their• wishes and preferences	Job shadowing Support from mentor	Documents Reflection on practice Discussion in supervision or with mentor		
3.2 Agree with individuals and/or carers own role and responsibilities in supporting them to plan, prepare for and present their views, wishes and preferences	Job shadowing Support from mentor	Documents Reflection on practice Discussion in supervision or with mentor		

<p>3.3 Carry out agreed role in supporting individuals and/or carers to plan, prepare for and present their views, wishes and preferences</p>	<p>Job shadowing Support from mentor</p>	<p>Documents Reflection on practice Discussion in supervision or with mentor</p>		
<p>3.4 Support individuals and/or carers to review decisions and outcomes from the decision-making process</p>	<p>Job shadowing Support from mentor</p>	<p>Documents Reflection on practice Discussion in supervision or with mentor</p>		
<p>3.5 Agree actions where the outcomes do not meet the views, wishes and preferences of individuals</p>	<p>Job shadowing Support from mentor</p>	<p>Documents Reflection on practice Discussion in supervision or with mentor</p>		

<p>3.6 Work with individuals and/or carers to review their experience of representing themselves at meetings</p>	<p>Job shadowing</p> <p>Support from mentor</p>	<p>Documents</p> <p>Reflection on practice</p> <p>Discussion in supervision or with mentor</p>		
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Learning outcome

4. Present individual's and/or carer's views, wishes and preferences at meetings where they are not able to do so themselves

You are able to work in ways that:

Criteria	Suggested actions	Suggested sources of evidence	Notes	Dated and initialed
4.1 Support individuals and/or carers to: <ul style="list-style-type: none">• understand the process and the roles and responsibilities of those involved• in meetings• identify the outcomes they want from the meeting• identify the views, wishes and preferences they want you to present and how they would like you to represent these	Job shadowing Support from mentor	Documents Reflection on practice Discussion in supervision or with mentor		
4.2 Access information about the meeting at which you will be presenting the views, wishes and preferences of individuals and/or carers	Job shadowing Support from mentor	Reflection on practice Discussion in supervision or with mentor		

<p>4.3 Prepare a case that represents the views, wishes and preferences of individuals and/or carers</p>	<p>Job shadowing Support from mentor</p>	<p>Documents Reflection on practice Discussion in supervision or with mentor</p>		
<p>4.4 Support individuals and/or carers to understand the case that has been prepared to ensure that their views, wishes and preferences have been clearly represented</p>	<p>Job shadowing Support from mentor</p>	<p>Reflection on practice Discussion in supervision or with mentor</p>		
<p>4.5 Carry out agreed role in representing the views, wishes and preferences of individuals and/or carers</p>	<p>Job shadowing Support from mentor</p>	<p>Reflection on practice Discussion in supervision or with mentor</p>		

<p>4.6 Provide information about, and support individuals and/or carers to understand the outcomes from the meeting</p>	<p>Job shadowing</p> <p>Support from mentor</p>	<p>Documents</p> <p>Reflection on practice</p> <p>Discussion in supervision or with mentor</p>		
<p>4.7 Support individuals and/or carers to review decisions and outcomes from the decision-making process</p>	<p>Job shadowing</p> <p>Support from mentor</p>	<p>Documents</p> <p>Reflection on practice</p> <p>Discussion in supervision or with mentor</p>		
<p>4.8 Agree actions where the outcomes do not meet the views, wishes and preferences of individuals</p>	<p>Job shadowing</p> <p>Support from mentor</p>	<p>Documents</p> <p>Reflection on practice</p> <p>Discussion in supervision or with mentor</p>		

Range

Provide information: in preferred language and format

Learning outcome
 5. Support individuals and/or carers to use informal and/or formal processes to challenge decisions

You understand:

Criteria	Suggested actions	Suggested sources of evidence	Notes	Dated and initialed
5.1 Informal and formal processes that can be used to challenge decisions	Guided reading Job shadowing Support from mentor	Discussion in supervision or with mentor		

You are able to work in ways that:

Criteria	Suggested actions	Suggested sources of evidence	Notes	Dated and initialed
5.2 Support individuals and/or carers to explore the advantages and disadvantages of using informal and formal processes to challenge decisions	Job shadowing Support from mentor	Reflection on practice Discussion in supervision or with mentor		

<p>5.3 Support individuals and/or carers to use informal and/or formal processes to challenge decisions</p>	<p>Job shadowing Support from mentor</p>	<p>Documents Reflection on practice Discussion in supervision or with mentor</p>		
<p>5.4 Review outcome of course of action taken and if issue remains unresolved explore and agree any possible further action that can be taken</p>	<p>Job shadowing Support from mentor</p>	<p>Documents Reflection on practice Discussion in supervision or with mentor</p>		

I confirm that.....has demonstrated achievement of the knowledge and practice learning outcomes set out in this competency framework

Signed: (manager).....

Signed: (independent advocate).....