

HSC211 Support individuals to take part in development activities (Level 2)

Elements of Competence

HSC211a	Prepare individuals and the environment for development activities
HSC211b	Support individuals to take part in development activities
HSC211c	Contribute to the evaluation of agreed development activities

About this unit

For this unit you will need to support individuals to take part in development activities.

Scope

The scope is here to give you guidance on possible areas to be covered in this unit. The terms in this section give you a list of options linked with items in the performance criteria. You need to provide evidence for any option related to your work area.

Appropriate people could include: your line manager; professionals; specialists.

Development activities: intellectual activities and pursuits, activities that enable individuals to retain and regain their skills; activities that enable individuals to keep fit and mobile; activities that enable individuals to participate and interact with others.

Key people: family; friends; carers; others with whom the individual has a supportive relationship.

Your **knowledge and understanding** will be specifically related to legal requirements and codes of practice applicable to your job; your work activities; the job you are doing (e.g. domiciliary, residential care, hospital settings) and the individuals you are working with.

Values underpinning the whole of the unit

The values underpinning this unit have been derived from the key purpose statement¹, the statement of expectations from carers and people receiving services, relevant service standards and codes of practice for health and social care in the four UK countries. They can be found in the principles of care unit HSC24. To achieve this unit you must demonstrate that you have applied the principles of care outlined in unit HSC24 in your practice and through your knowledge.

¹ The key purpose identified for those working in health and social care settings is "to provide an integrated, ethical and inclusive service, which meets agreed needs and outcomes of people requiring health and/or social care"

Key Words and Concepts

This section provides explanations and definitions of the key words and concepts used in this unit. In occupational standards it is quite common to find words or phrases used which you will be familiar with, but which, in the detail of the standards, may be used in a very particular way. **Therefore, we would encourage you to read this section carefully before you begin working with the standards and to refer back to this section as required.**

Appropriate people	Those people to whom you need to report according to legal and organisational requirements
Active support	Support that encourages individuals to do as much for themselves as possible to maintain their independence and physical ability and encourages people with disabilities to maximise their own potential and independence
Development activities	Activities that enable individuals to develop, retain and regain their skills and abilities
Individuals	The actual people requiring health and care services. Where individuals use advocates and interpreters to enable them to express their views, wishes or feelings and to speak on their behalf, the term individual within this standard covers the individual and their advocate or interpreter
Key people	Are those people who are key to an individual's health and social well-being. These are people in the individual's life who can make a difference to their health and well-being
Others	Are other people within and outside your organisation that are necessary for you to fulfil your job role
Rights	The rights that individuals have to: <ul style="list-style-type: none">• be respected• be treated equally and not be discriminated against• be treated as an individual• be treated in a dignified way• privacy• be protected from danger and harm• be cared for in a way that meets their needs, takes account of their choices and also protects them• access information about themselves• communicate using their preferred methods of communication and language

HSC211a Prepare individuals and the environment for development activities

Performance Criteria

You need to show that,

1. you examine plans and seek advice about how to prepare **individuals** and the environment for **development activities**
2. you check that you have correctly understood any instructions for the preparation of individuals and the environment
3. you involve individuals, **key people** and colleagues in consultations and decisions about the preferred and available options for individuals participating in development activities
4. you seek additional expertise when you, individuals, key people and **others** have any concerns
5. you prepare individuals and the environment for the development activities ensuring the safety of all involved
6. where you identify any risks that have not been recorded, you take appropriate action to minimise the risks
7. when preparing individuals for development activities you reassure them that they will be able to complete the activities and the benefits they may acquire from the activity
8. you prepare yourself for the development activities

HSC211b Support individuals to take part in development activities

Performance Criteria

You need to show that,

1. you work with individuals to overcome any fears or barriers to them taking part in the development activities
2. you carry out your role and responsibilities in supporting individuals to participate in the development activities
3. you support individuals throughout the development activities, giving:
 - positive feedback on success
 - encouragement when they are having difficulties
4. you stop the activity and report problems to the **appropriate people** immediately, when individuals are distressed, in pain or feel they are unable to continue
5. you provide feedback on successes, problems, risks or gaps whilst supporting individuals, to the appropriate people
6. you contribute to recording progress in the appropriate format
7. you identify with individuals and key people any changes that need to take place to make the development activity more effective
8. you record and report on development activities according to confidentiality agreements and legal and organisational requirements

HSC211c Contribute to the evaluation of agreed development activities

Performance Criteria

You need to show that,

1. you discuss with individuals and key people the benefits and limitations of the development activities
2. you identify and report on development activities and parts of them that individuals found difficult or refused to participate in
3. you agree how individuals and key people can and want to be involved in the evaluation
4. you support and encourage individuals and key people to provide evaluation information about the development activities in the most appropriate form
5. you collect and record information and observations
6. you involve individuals, key people and **others** in agreeing and making changes to the development activities
7. you record and report on the evaluation of development activities according to confidentiality agreements and legal and organisational requirements

Knowledge Specification for the whole of this unit

Competent practice is a combination of the application of skills and knowledge informed by values and ethics. This specification details the knowledge and understanding required to carry out competent practice in the performance described in this unit.

When using this specification **it is important to read the knowledge requirements in relation to expectations and requirements of your job role.**

You need to show that you know, understand and can apply in practice:

Values

1. legal and organisational requirements on equality, diversity, discrimination and **rights** when supporting individuals to participate in development activities
2. how to provide **active support** and promote the individual's rights, choices and well-being when supporting them to participate in, and review the value of development activities

Legislation and organisational policy and procedures

3. codes of practice and conduct, standards and guidance relevant to your own and the roles, responsibilities, accountability and duties of others when supporting individuals to participate in development activities
4. current local, UK and European legislation, and organisational requirements, procedures and practices for:
 - accessing records
 - recording, reporting, confidentiality and sharing information, including data protection
 - health, safety, assessing and managing risks associated with supporting individuals to participate in development activities
 - supporting individuals to take part in development activities

Theory and practice

5. the types of development activities that are appropriate to the people with whom you work and the care environment in which you work
6. how developmental activities, generally and for particular individuals can promote the individual's well-being
7. methods of working with individuals:
 - to encourage them to use their strengths and potential to participate
 - to take responsibility for promoting their own health and care and the role developmental activities can take in achieving this
 - to identify how their developmental and any support needs can be met
 - to assess and manage how to undertake developmental activities
 - to monitor and review the developmental activities
8. any changes in the conditions of individuals when supporting them to participate in development activities and the actions to take in these circumstances
9. the risks, dangers and difficulties associated with different equipment and materials and in relation to specific individuals