

Mapping of knowledge, skills, and behaviours (KSBs)

Assessment method 1: Observation of practice LPAC

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| Knowledge |
| Behaviours |
| B1: Care – is caring consistently and enough about individuals to make a positive difference to their lives |
| B2: Compassion – is delivering care and support with kindness, consideration, dignity, empathy and respect |
| B4: Communication – good communication is central to successful caring relationships and effective team working |
| B5: Competence – is applying knowledge and skills to provide high quality care and support |
| Tasks and Responsibilities |
| Skills |
| S1: Apply professional judgement, standards and codes of practice relevant to the role |
| S2: Develop and sustain professional relationships with others |
| S5: Mentor colleagues to encourage individuals to actively participate in the way their care and support is delivered |
| S6: Contribute to the implementation of processes to implement and review support plans |
| S7: Provide leadership and mentoring to others for whom they are responsible |
| Dignity and Human Rights |
| Skills |
| S10: Implement a culture that actively promotes dignity and respects diversity and inclusion |
| S11: Model high levels of empathy, understanding and compassion |
| Communication |
| Skills |
| S12: Model effective communication skills |
| S14: Apply organisational processes to record, maintain, store and share information |
| Health and Wellbeing |
| Skills |
| S18: Apply person-centred approaches to promote health and wellbeing |
| Professional Development |
| Skills |
| S22: Value individuals to develop effective teams in order to achieve best outcomes |

Assessment method 2: Professional Discussion underpinned by a portfolio - LPAC

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| Knowledge |
| Behaviours |
| B3: Courage – is doing the right thing for people and speaking up if their care and support is at risk |
| B6: Commitment – to improving the experience of people who need care and support ensuring it is person centred |
| Tasks and Responsibilities |

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| Skills |
| S3: Identify and access specialist help required to carry out role |
| S4: Lead the specialist assessment of social, physical, emotional and spiritual needs of individuals with cognitive, sensory and physical impairments |
| S8: Apply risk management policies |
| S9: Contribute to the quality assurance of the service provided |
| Knowledge |
| K1: Statutory frameworks, standards, guidance and Codes of Practice which underpin practice in relation to the safe delivery of services |
| K2: Theories underpinning own practice and competence relevant to the job role |
| K3: Principles of assessment and outcome-based practice |
| K4: Principles of risk management |
| Dignity and Human Rights |
| Knowledge |
| K5: How to contribute to, promote and maintain a culture which ensures dignity is at the centre of practice |
| Communication |
| Skills |
| S13: Identify and address barriers to communication using appropriate resources |
| S15: Provide meaningful information to support people to make informed choices |
| Knowledge |
| K6: Effective communication and solutions to overcoming barriers |
| K7: Legal and ethical frameworks in relation to confidentiality and sharing information |
| K8: Range of technologies to enhance communication |
| Safeguarding |
| Skills |
| S16: Apply and support others to adhere to safeguarding procedures |
| S17: Work in partnership with external agencies to respond to safeguarding concerns |
| Knowledge |
| K9: Legislation, national and local solutions for the safeguarding of adults and children including reporting requirements |
| Health and Wellbeing |
| Skills |
| S19: Collaborate with external partners to achieve best outcomes in health and wellbeing |
| Knowledge |
| K10: Models of monitoring, reporting and responding to changes in health and wellbeing |
| K11: Range of holistic solutions to promote and maintain health and wellbeing using person centred approaches |

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| K12: Importance of effective partnerships, inter-agency, joint and integrated working |
| Professional Development |
| Skills |
| S20: Evaluate own practice and access identified development opportunities |
| S21: Evaluate the effectiveness of own leadership, mentoring and supervision skills and take steps to enhance performance |
| S23: Contribute to the development of an effective learning culture |
| S24: Lead robust, values-based recruitment and selection processes |
| S25: Contribute to the induction process by developing the knowledge of individuals within their role |
| S26: Lead and support others in professional development through personal development plans, supervision, reflective practice, research, evidence-based practice and access to learning and development opportunities |
| Knowledge |
| K13: Goals and aspirations that support own professional development and how to access available opportunities |