6Cs in social care

Introduction

The 6Cs, which underpin the **Compassion in Practice** strategy, were developed as a way of articulating the values which need to underpin the culture and practise of organisations delivering care and support. These are immediately identifiable as values which underpin quality social care provision too. As integration between health and social care continues and increases it is helpful to focus on common values expressed in ways which increase consistency within all aspects of our work, workforce, leadership and organisations.

This document explains how the 6Cs link to the values, recruitment, qualifications, and leadership frameworks in social care. It includes a grid mapping the 6Cs to:

- current social care qualifications from the Care Certificate through to the level 5 diploma

- the Code of Conduct for Healthcare Support Workers and Adult Social Care Workers in England

- the Social Care Commitment.

The 6Cs are the values which underpin **Compassion in Practice**, the national strategy for nurses, midwives and care staff, which was launched in December 2012. Since then a significant programme of work through six action areas has created a momentum across the country which has recognised the very crucial role that organisational culture plays in determining the experience of patients and users of services.

In Compassion in Practice the 6Cs are defined as:

Care

Care is our core business and that of our organisations and the care we deliver helps the individual person and improves the health of the whole community. Caring defines us and our work. People receiving care expect it to be right for them, consistently, throughout every stage of their life.

Compassion

Compassion is how care is given through relationships based on empathy, respect and dignity - it can also be described as intelligent kindness, and is central to how people perceive their care.

Competence

Competence means all those in caring roles must have the ability to understand an individual's health and social needs and the expertise, clinical and technical knowledge to deliver effective care and treatments based on research and evidence.

Communication

Communication is central to successful caring relationships and to effective team working. Listening is as important as what we say and do and essential for 'no decision about me without me'. Communication is the key to a good workplace with benefits for those in our care and staff alike.

Courage

Courage enables us to do the right thing for the people we care for, to speak up when we have concerns and to have the personal strength and vision to innovate and to embrace new ways of working.

Commitment

A commitment to our patients and populations is a cornerstone of what we do. We need to build on our commitment to improve the care and experience of our patients, to take action to make this vision and strategy a reality for all and meet the health, care and support challenges ahead.

Compassion in Practice – 2 years on reports that the '6Cs are for everyone' initiative is growing across health and social care. Other professions, both clinical and non-clinical, are signing up to the values of the 6Cs.

In this initiative there are examples of commissioners basing the services they commission on the values of the 6Cs, and examples of how the 6Cs have been implemented in many different care settings. It reports that there is now a great deal of qualitative evidence about how the 6Cs improves care.

It finds that "the 6Cs continue to find new supporters and advocates as part of a social movement, and the adoption of the values outside of nursing, midwifery and health care assistants feels like a natural evolution, which is no surprise. People relate to the 6Cs because they are real and universal."

The 6Cs are described simply in a **short video clip**.

This could be used to introduce the 6Cs as part of a team briefing or learning session.

6Cs in social care

In our values

Putting the person in control of their care and support and treating people with dignity and respect have been fundamental to the legislation and policy governing social care practice - for example Think Local Act Personal (TLAP), the Care Act, Care Quality Commission (CQC) outcomes and Making Safeguarding Personal.

The 6Cs are a simple expression of values which can be used within an organisation to reflect on these aspects through team meetings, away days, and supervision

The values articulated through the 6Cs run through the Social Care Commitment and the Code of Conduct for Healthcare Support Workers and Adult Social Care Workers in England.

We've mapped the 6Cs to the Social Care Commitment and Code of Conduct. If you look at how you put the 6Cs into practice it's one way of starting to explore how you make aspects of the commitment and codes a day to day part of your practice.

In recruitment

Skills for Care's values based recruitment toolkit supports employers to recruit staff with the values that are important to high quality social care. These values include the 6Cs.

The description of the 6Cs is a useful tool if you're recruiting into roles at all levels within social care - from senior management to frontline workers. They can be used to assess the values people are bringing to the role.

This could be done by including them in person specifications and through interview questions.

In learning

We've mapped the 6Cs at learning outcome level to the Care Certificate and the diploma in health and social care mandatory units at levels two, three and five.

The mapping shows that the 6Cs values are relevant at all levels. It is important that learning providers see their work as an opportunity to embed the 6Cs into social care practice, through the values and behaviours they encourage and through the activities and materials they use.

Where the mapping indicates a C is relevant to a particular learning outcome it means that it is likely that a learner in demonstrating they meet that learning outcome could demonstrate that value.

It looks surprising that some learning outcomes are not mapped to a particular C when the unit heading would suggest it should be. However this is because the demonstration of those learning outcomes does not require demonstration of that C.

This mapping is not intended to suggest learning providers should exclude reference to or demonstration of a particular C where an opportunity arises.

In leadership

The culture of an organisation is reflective of the values of those leading it. Every organisation and individual in a leadership role should ask whether the 6Cs underpin the leadership and management styles of the organisation. If they do not then it is unlikely they will be part of the organisational culture or experience of those receiving its services.

Skills for Care, home of the National Skills Academy for Social Care, has published the Leadership Qualities Framework (LQF). It illustrates the attitudes and behaviours needed for high quality leadership at every level of the sector. Those using the framework may find it helpful to use the 6Cs by reflecting on how they demonstrate the 6C values within the domains of the framework.

The LQF mirrors the NHS Leadership framework and can be used in integrated services, as can the 6Cs, making them a common platform for integrated teams to reflect on their values and practice.

6Cs in social care - mapped to the Care Certificate

Standard	Description	Care	Compassion	Communication	Competence	Courage	Commitment
Standard 1	Understand your role	✔	✔	✔	✔	✔	✔
Standard 2	Your personal development				✔		✔
Standard 3	Duty of care	✔	✔	✔	✔	✔	✔
Standard 4	Equality and diversity	✔	✔	✔	✔	✔	✔
Standard 5	Work in a person centred way	✔	✔	✔	✔	✔	✔
Standard 6	Communication	✔	✔	✔	✔	✔	✔
Standard 7	Privacy and dignity	✔	✔	✔	✔	✔	✔
Standard 8	Fluids and nutrition	✔	✔	✔	✔		✔
Standard 9	Awareness of mental health conditions, dementia and learning disability	✔	✔	✔	✔		✔
Standard 10	Safeguarding adults	✔	✔	✔	✔	✔	✔
Standard 11	Safeguarding children	✔	✔	✔	✔	✔	✔
Standard 12	Basic life support	✔	✔	✔	✔		✔
Standard 13	Health and safety	✔	✔	✔	✔	✔	✔
Standard 14	Handling information	✔	✔	✔	✔	✔	✔
Standard 15	Infection prevention and control	✔	✔	✔	✔	✔	✔

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6Cs in social care - mapped to the
level 2 diploma

Unit number	Learning outcome	Description	Care	Compassion	Communication	Competence	Courage	Commitment
4222-201		Introduction to communication in health, social care or children's and young people's settings						
	1	Understand why communication is important in the work setting		✔	✔			
	2	Be able to meet the communication and language needs, wishes and preferences of individuals	✔	✔	✔			
	3	Be able to reduce barriers to communication				✔		
	4	Be able to apply principles and practices relating to confidentiality at work				✔	✔	
4222-202		Introduction to personal development in health, social care or children's and young people's settings						
	1	Understand what is required for competence in own work role	✔	✔		✔		
	2	Be able to reflect on own work activities				✔		✔
	3	Be able to agree a personal development plan				✔		
	4	Be able to develop own knowledge, skills and understanding				✔		

mapped to the level 2 diploma *continued...*

Unit number	Learning outcome	Description	Care	Compassion	Communication	Competence	Courage	Commitment
4222-203		Introduction to equality and inclusion in health, social care or children's and young people's settings						
	1	Understand the importance of equality and inclusion	✔	✔			✔	
	2	Be able to work in an inclusive way	✔	✔		✔	✔	
	3	Know how to access information, advice and support about diversity, equality and inclusion	✔			✔		
4222-204		Introduction to duty of care in health, social care or children's and young people's settings						
	1	Understand the implications of duty of care	✔			✔	✔	
	2	Understand support available for addressing dilemmas that may arise about duty of care				✔	✔	
	3	Know how to respond to complaints				✔	✔	
4222-205		Principles of safeguarding and protection in health and social care						
	1	Know how to recognise signs of abuse				✔	✔	
	2	Know how to respond to suspected or alleged abuse				✔	✔	
	3	Understand the national and local context of safeguarding and protection from abuse	✔			✔	✔	
	4	Understand ways to reduce the likelihood of abuse	✔	✔		✔	✔	✔
	5	Know how to recognise and report unsafe practices				✔	✔	

6Cs in social care
mapped to the level 2 diploma *continued...*

Unit number	Learning outcome	Description	Care	Compassion	Communication	Competence	Courage	Commitment
4222-206		The role of the health and social care worker						
	1	Understanding working relationships in health and social care	✔		✔	✔		
	2	Be able to work in ways that are agreed with the employer	✔			✔		
4222-207		Implement person centred approaches in health and social care						
	1	Understand person centred approaches for care and support	✔	✔				
	2	Be able to work in a person centred way	✔	✔				
	3	Be able to establish consent when providing care or support	✔		✔	✔		
	4	Be able to encourage active participation	✔	✔	✔			✔
	5	Be able to support the individuals right to make choices	✔	✔	✔			
	6	Be able to promote individuals well-being	✔	✔				

mapped to the level 2 diploma *continued...*

Unit number	Learning outcome	Description	Care	Compassion	Communication	Competence	Courage	Commitment
4222-208		Contribute to health and safety in health and social care						
	1	Understand own responsibilities and the responsibilities of others relating to health and safety in the work setting	✔			✔		
	2	Understand the use or risk assessments in relation to health and safety	✔			✔	✔	
	3	Understand procedures for responding to accidents and sudden illness				✔		
	4	Be able to reduce the spread of infection				✔		
	5	Be able to move and handle equipment and other objects safely				✔		
	6	Know how to handle hazardous substances and materials				✔		
	7	Understand how to promote fire safety in the work setting				✔		
	8	Be able to implement security measures in the work setting				✔		
	9	Know how to manage own stress					✔	
4222-209		Handle information in health and social care settings						
	1	Understand the need for secure handling of information in health and social care settings				✔		
	2	Know how to access support for handling information				✔	✔	
	3	Be able to handle information in accordance with agreed ways of working				✔		

6Cs in social care - mapped to the
level 3 diploma

Unit number	Learning outcome	Description	Care	Compassion	Communication	Competence	Courage	Commitment
4222-205		Principles of safeguarding and protection in health and social care						
	1	Know how to recognise signs of abuse	✔	✔				
	2	Know how to respond to suspected or alleged abuse	✔			✔	✔	
	3	Understand the national policies and local systems that relate to safeguarding and protection from abuse	✔			✔		
	4	Understand ways to reduce the likelihood of abuse	✔	✔		✔	✔	✔
	5	Know how to recognise and report unsafe practices	✔			✔	✔	✔
4222-206		The role of the health and social care worker						
	1	Understand working relationships in health and social care	✔		✔			
	2	Be able to work in ways that are agreed with the employer	✔			✔		
	3	Be able to work in partnership with others	✔			✔		✔

Unit number	Learning outcome	Description	Care	Compassion	Communication	Competence	Courage	Commitment
4222-301		Promote communication in health, social care or children's and young people's settings						
	1	Understand why effective communication is important in the work setting	✔		✔			✔
	2	Be able to meet the communication and language needs, wishes and preferences of individuals	✔	✔	✔			
	3	Be able to overcome barriers to communication	✔	✔	✔	✔		
	4	Be able to apply principals and practices relating to confidentiality	✔	✔	✔	✔	✔	
4222-302		Engage in personal development in health, social care or children's and young people's settings						
	1	Understand what is required for competence in own work role	✔			✔		
	2	Be able to reflect on practice					✔	
	3	Be able to evaluate own performance				✔	✔	
	4	Be able to agree a personal development plan						✔
	5	Be able to use learning opportunities and reflective practice to contribute to personal development						✔
4222-303		Promote equality and inclusion in health, social care or children's and young people's settings						
	1	Understand the importance of equality and inclusion	✔	✔			✔	
	2	Be able to work in an inclusive way	✔	✔		✔		
	3	Be able to promote diversity, equality and inclusion	✔				✔	✔

6Cs in social care
mapped to the level 3 diploma *continued...*

Unit number	Learning outcome	Description	Care	Compassion	Communication	Competence	Courage	Commitment
4222-304		Principles for implementing duty of care in health, social care or children's and young people's settings						
	1	Understand how duty of care contributes to safe practices	✔			✔	✔	
	2	Know how to address conflicts or dilemmas that may arise between an individuals rights and duty of care	✔	✔		✔	✔	
	3	Know how to respond to complaints				✔		
4222-305		Promote person centred approaches in health and social care						
	1	Understand the application of person centred approaches in health and social care	✔	✔				
	2	Be able to work in a person centred way	✔	✔				
	3	Be able to establish consent when providing care or support	✔	✔	✔	✔	✔	
	4	Be able to implement and promote active participation	✔	✔	✔			
	5	Be able to support the individuals right to make choices	✔	✔	✔	✔	✔	
	6	Be able to promote individuals well-being	✔	✔				
	7	Understand the role of risk assessment in enabling a person centred approach	✔			✔	✔	

6Cs in social care
mapped to the level 3 diploma *continued...*

Unit number	Learning outcome	Description	Care	Compassion	Communication	Competence	Courage	Commitment
4222-306		Promote and implement health and safety in health and social care						
	1	Understand own responsibilities and the responsibilities of others relating to health and safety in the work setting	✔			✔		
	2	Be able to carry out own responsibilities for health and safety	✔			✔	✔	
	3	Understand procedures for responding to accidents and sudden illness	✔			✔		
	4	Be able to reduce the spread of infection	✔			✔		
	5	Be able to move and handle equipment and other objects safely	✔			✔		
	6	Be able to handle hazardous substances and materials	✔			✔		
	7	Be able to promote fire safety in the work setting	✔			✔		
	8	Be able to implement security measures in the work setting	✔			✔		
	9	Know how to manage stress					✔	
4222-307		Promote good practice in handling information in health and social care settings						
	1	Understand requirements for handling information in health and social care settings				✔		
	2	Be able to implement good practice in handling information				✔		
	3	Be able to support others to handle information			✔	✔		

6Cs in social care - mapped to the
level 4 diploma

Unit number	Learning outcome	Description	Care	Compassion	Communication	Competence	Courage	Commitment
HSC 047		Health and safety in health and social care settings						
	1	Understand own responsibilities and the responsibilities of others relating to health and safety in the work setting	✔			✔		
	2	Understand how to carry out own responsibilities for health and safety	✔			✔		
	3	Be able to work safely in health and social care settings	✔			✔		
	4	Be able to manage risk	✔			✔		
	5	Be able to support others to work safely in relation to health and safety						✔
LM 401		Professional practice in health and social care for adults or children or young people						
	1	Understand theories, values, principles and statutory frameworks that underpin practice within health and social care	✔					
	2	Understand how duty of care contributes to safe practices	✔	✔			✔	
	3	Understand how to address conflicts that may arise between an individuals rights to choice and control and duty of care	✔	✔			✔	
	4	Be able to apply values, principles and statutory frameworks that underpin service provision in own area of work	✔	✔		✔		

6Cs in social care
mapped to the level 4 diploma *continued...*

Unit number	Learning outcome	Description	Care	Compassion	Communication	Competence	Courage	Commitment
LM 502		Develop, maintain and use records and reports						
	1	Understand the legal and organisational requirements for recording information and providing reports				✔		
	2	Be able to prepare professional records and reports that meet legal requirements and agreed ways of working				✔		
	3	Be able to use records and reports to inform judgements and decisions				✔		
A/602/3189		Work in partnership in health and social care or children and young people's settings						
	1	Understand partnership working			✔			✔
	2	Be able to establish and maintain working relationships with colleagues			✔		✔	✔
	3	Be able to establish and maintain working relationships with other professionals			✔		✔	✔
	4	Be able to work in partnership with others			✔		✔	✔
P5.2		Safeguard children and young people who are present in the adult social care sector						
	1	Understand the responsibility to safeguard children and young people who are present in an adult social care work setting	✔			✔	✔	
	2	Be able to develop the understanding of others of safeguarding children and young people				✔		✔
	3	Understand how to address conflicts and dilemmas associated with safeguarding children and young people	✔			✔	✔	

6Cs in social care
mapped to the level 4 diploma *continued...*

Unit number	Learning outcome	Description	Care	Compassion	Communication	Competence	Courage	Commitment
SHC 41		Advanced communication skills						
	1	Understand communication needs and factors affecting them	✔	✔	✔			
	2	Understand how to support the use of assistive technology to enhance communication			✔			
	3	Be able to interact with individuals	✔	✔	✔			
	4	Be able to convey information to individuals and others	✔	✔	✔			
	5	Understand the importance of confidentiality in interactions with individuals			✔		✔	
SHC 42		Personal development in health, social care or children's and young people's settings						
	1	Understand what is required for competence in own work role	✔	✔		✔		
	2	Be able to reflect on practice						✔
	3	Be able to evaluate own performance						✔
	4	Be able to use reflective practice to contribute to personal development	✔					✔
	5	Be able to agree a personal development plan						✔
	6	Be able to use evidence based practise	✔					✔

6Cs in social care
mapped to the level 4 diploma *continued...*

Unit number	Learning outcome	Description	Care	Compassion	Communication	Competence	Courage	Commitment
SHC 43		Equality and diversity in health, social care or children's and young people's settings						
	1	Understanding equality and diversity	✔	✔		✔	✔	
	2	Understand how inclusive practice supports equality and diversity	✔	✔				
	3	Understand how to promote equality and diversity					✔	✔
	4	Be able to work in a way that supports equality and diversity	✔	✔			✔	✔
SHC 44		Understanding safeguarding and protection in health and social care						
	1	Understand the impact of current legislation for the safeguarding of adults at risk of abuse and neglect	✔			✔	✔	
	2	Understand how to respond to suspected or alleged abuse				✔	✔	
	3	Understand how to participate in inter-agency, joint or integrated working in order to protect vulnerable adults						✔
	4	Understand how to protect others in safeguarding					✔	✔
SHC 45		Facilitating person centred assessment to support the wellbeing of individuals						
	1	Understand theories and principles of assessment	✔			✔		
	2	Be able to work in partnership with an individual and others to facilitate person centred assessment	✔	✔	✔	✔		
	3	Be able to carry out person centred assessment that promotes social, emotional, cultural, spiritual and intellectual well-being	✔	✔		✔		

6Cs in social care
mapped to the level 4 diploma *continued...*

Unit number	Learning outcome	Description	Care	Compassion	Communication	Competence	Courage	Commitment
SHC 46		Facilitate support planning to promote positive outcomes for individuals and to support well being						
	1	Understand theories and principles that underpin outcome based practice	✔			✔		
	2	Be able to develop a support plan to meet the identified needs of an individual	✔	✔		✔		
	3	Understand the value of assistive living technology in developing a support plan	✔	✔				
	4	Be able to facilitate the implementation of support plans in partnership with the individual and others	✔	✔	✔	✔		
	5	Be able to facilitate a person centred review of support plans in partnership with the individual and others	✔	✔	✔	✔		

6Cs in social care - mapped to the
level 5 diploma

skillsforcare

Unit number	Learning outcome	Description	Care	Compassion	Communication	Competence	Courage	Commitment
501		Use and develop systems that promote communication						
	1	Be able to address a range of communication requirements in own role	✔	✔	✔	✔		
	2	Be able to improve communication systems and practices that support positive outcomes for individuals	✔	✔	✔	✔		
	3	Be able to improve communication systems to support partnership working	✔		✔	✔		✔
	4	Be able to use systems for effective information management	✔		✔	✔	✔	
502		Promote professional development						
	1	Understand principles of professional development	✔			✔		✔
	2	Be able to prioritise goals and targets for own professional development	✔			✔		✔
	3	Be able to prepare a professional development plan				✔		✔
	4	Be able to improve performance through reflective practice	✔			✔	✔	✔

6Cs in social care
mapped to the level 5 diploma *continued...*

Unit number	Learning outcome	Description	Care	Compassion	Communication	Competence	Courage	Commitment
503		Champion equality, diversity and inclusion						
	1	Understand diversity, equality and inclusion in own area or responsibility	✔	✔		✔	✔	
	2	Be able to champion diversity, equality and inclusion	✔	✔		✔	✔	✔
	3	Understand how to develop systems and processes that promote diversity, equality and inclusion	✔	✔		✔	✔	✔
	4	Be able to manage the risks presented when balancing individual rights and professional duty of care	✔	✔		✔	✔	✔
504		Develop health and safety and risk management policies and procedures and practices in health and social care or children and young people's settings						
	1	Understand the current legislative framework and organisational health, safety and risk management policies, procedures and practises that are relevant to health and social care or children and young people's settings	✔			✔		
	2	Be able to implement and monitor compliance with health safety and risk management requirements in health and social care or children and young people's settings	✔			✔		
	3	Be able to lead the implementation of policies, procedures and practices to manage risk to indivduals and others in health and social care or children and young people's settings	✔	✔		✔		✔
	4	Be able to promote a culture where needs and risks are balanced with health and safety practice in health and social care or children and young people's settings	✔	✔		✔	✔	✔
	5	Be able to improve health, safety and risk management policies, procedures and practises in health and social care or children and young people's settings	✔			✔		✔

6Cs in social care
mapped to the level 5 diploma *continued...*

Unit number	Learning outcome	Description	Care	Compassion	Communication	Competence	Courage	Commitment
505		Working in partnership in health and social care or children and young people's settings						
	1	Understand partnership working	✔		✔	✔		✔
	2	Be able to establish and maintain working relationships with colleagues	✔		✔	✔	✔	✔
	3	Be able to establish and maintain working relationships with other professionals	✔		✔	✔	✔	✔
	4	Be able to work in partnership with others	✔		✔	✔	✔	✔
506		Understand child and young persons development						
	1	Understand the pattern of development that would normally be expected for children and young people from birth to 19 years				✔		
	2	Understand the factors that impact on children and young people's development				✔		
	3	Understand the benefits of early intervention to support the development of children and young people				✔		✔
	4	Understand the potential effects of transition on children and young people's development		✔		✔		
	5	Understand how assessing, monitoring and recording the development of children and young people informs the use of interventions	✔			✔	✔	

Unit number	Learning outcome	Description	Care	Compassion	Communication	Competence	Courage	Commitment
507		Lead practice that supports positive outcomes for children and young person development						
	1	Understand theoretical approaches to child and young person development				✔		✔
	2	Be able to lead and support developmental assessment of children and young people	✔	✔		✔		✔
	3	Be able to develop and implement programmes with children or young people requiring developmental support	✔	✔		✔		✔
	4	Be able to evaluate programmes for children or young people requiring developmental support				✔		✔
	5	Be able to lead and promote support for children experiencing transitions	✔			✔		✔
	6	Be able to lead positive behaviour support	✔			✔		✔
508		Develop and implement policies and procedures to support the safeguarding of children and young people						
	1	Understand the impact of current legislation that underpins the safeguarding of children and young people				✔		
	2	Be able to support the review of policies and procedures for safeguarding children and young people				✔	✔	✔
	3	Be able to implement policies and procedures for safeguarding children and young people				✔		✔
	4	Be able to lead practice in supporting children and young people's wellbeing and resilience	✔			✔		✔

mapped to the level 5 diploma *continued...*

Unit number	Learning outcome	Description	Care	Compassion	Communication	Competence	Courage	Commitment
510		Lead and manage a team within a health and social care or children and young people's setting						
	1	Understand the features of effective team performance within a health and social care or children and young people's setting				✔		✔
	2	Be able to support a positive culture within the team for a health and social care or children and young people's setting				✔		✔
	3	Be able to support a shared vision within the team for a health and social care or children and young people's setting			✔	✔		✔
	4	Be able to develop a plan with team members to meet agreed objectives for a health and social care or children and young people's setting				✔		✔
	5	Be able to support individual team members to work towards agreed objectives in a health and social care or children and young people's setting				✔	✔	✔
	6	Be able to manage team performance in a health and social care or children and young people's setting				✔	✔	✔

6Cs in social care
mapped to the level 5 diploma *continued...*

Unit number	Learning outcome	Description	Care	Compassion	Communication	Competence	Courage	Commitment
511		Develop professional supervision practise in health and social care or children and young people's setting				✔		✔
	1	Understand the purpose of professional supervision in health and social care or children and young people's work setting				✔		✔
	2	Understand how the principles of professional supervision can be used to inform performance management in health and social care or children and young people's work settings				✔		✔
	3	Be able to undertake the preparation for professional supervision with supervisees in health and social care or children and young people's work settings				✔		✔
	4	Be able to provide professional supervision in health and social care of children and young people's settings				✔		✔
	5	Be able to manage conflict situations during professional supervision in health and social care or children and young people's work settings				✔	✔	✔
	6	Be able to evaluate own practice when conducting professional supervision in health and social care or children and young people's work settings				✔		✔

mapped to the level 5 diploma *contiuned...*

Unit number	Learning outcome	Description	Care	Compassion	Communication	Competence	Courage	Commitment
512		Lead practice in promoting the well-being and resilience of children and young people						
	1	Understand how different approaches to promoting positive well-being and resilience in children and young people impact on practice				✔		
	2	Be able to lead practice in supporting children and young people's wellbeing and resilience	✔	✔		✔	✔	
	3	Be able to lead practice in work with carers who are supporting children and young people	✔	✔		✔		✔
	4	Be able to lead practice in responding to the health needs of children and young people	✔	✔		✔	✔	✔
	5	Be able to lead the development of practice with children or young people to promote their well-being and resilience	✔	✔		✔		✔
513		Manage health and social care practice to ensure positive outcomes for individuals						
	1	Understand the theory and principles that underpin outcome based practice				✔		
	2	Be able to lead practice that promotes social, emotional, cultural, spiritual and intellectual well-being	✔	✔		✔		✔
	3	Be able to lead practice that promotes individuals health	✔			✔		✔
	4	Be able to lead inclusive provision that gives individuals choice and control over the outcomes they want to achieve	✔	✔		✔		✔
	5	Be able to manage effective working partnerships with carers, families and significant others to achieve positive outcomes	✔			✔	✔	✔

6Cs in social care
mapped to the level 5 diploma *continued...*

Unit number	Learning outcome	Description	Care	Compassion	Communication	Competence	Courage	Commitment
514		Safeguarding and protection of vulnerable adults						
	1	Understand the legislative, regulations and policies that underpin the protection of vulnerable adults				✔	✔	✔
	2	Be able to lead service provision that protects vulnerable adults	✔			✔	✔	✔
	3	Be able to manage inter-agency, joint or integrated working in order to protect vulnerable adults				✔		✔
	4	Be able to monitor and evaluate the systems, processes and practice that safeguards vulnerable adults	✔			✔	✔	✔
515		Lead and manage group living for adults						
	1	Be able to develop the physical group living environment to promote positive outcomes for individuals				✔		✔
	2	Be able to lead the planning, implementation and review of daily living activities	✔	✔		✔		✔
	3	Be able to promote positive outcomes in a group living environment	✔	✔		✔	✔	
	4	Be able to manage positive group living environment	✔			✔		✔

Unit number	Learning outcome	Description	Care	Compassion	Communication	Competence	Courage	Commitment
516		Understand safeguarding of children and young people (for those working in the adult sector)						
	1	Understand policies, procedures and practices for safe working with children and young people				✔		
	2	Understand how to respond to evidence or concerns that a child or young person has been abused or harmed	✔	✔		✔	✔	
517		Lead person-centred practice						
	1	Understand the theory and principles that underpin person-centred practice				✔		
	2	Be able to lead person-centred practice	✔	✔		✔		✔
	3	Be able to lead the implementation of active participation of individuals	✔	✔		✔		
518		Assess the individual in a health and social care setting						
	1	Understand assessment process				✔		✔
	2	Be able to contribute to assessments	✔	✔		✔		✔
	3	Be able to manage the outcomes of assessments	✔	✔		✔		✔
	4	Be able to promote others understanding of the role of assessment				✔		✔
	5	Be able to review and evaluate the effectiveness of assessment	✔			✔		✔

Code of Conduct for Healthcare Support Workers and Adult Social Care Workers in England

skillsforcare

Learning outcome	Description	Care	Compassion	Communication	Competence	Courage	Commitment
1	Be accountable by making sure you can answer for your actions or omissions	✔			✔	✔	✔
2	Promote and uphold the privacy, dignity, rights, health and wellbeing of people who use health and care services and their carers at all times	✔	✔	✔		✔	
3	Work in collaboration with your colleagues to ensure the delivery of high quality, safe and compassionate healthcare, care and support	✔	✔		✔		✔
4	Communicate in an open and effective way to promote the health, safety and wellbeing of people who use health and care services and their carers		✔	✔			
5	Respect a person's right to confidentiality			✔	✔		
6	Strive to improve the quality of healthcare, care and support through continuing professional development	✔			✔		✔
7	Uphold and promote equality, diversity and inclusion	✔				✔	✔

6Cs in social care - mapped to the
Social Care Commitment

skillsforcare

Learning outcome	Description	Care	Compassion	Communication	Competence	Courage	Commitment
Employer statements							
1	I will take account of potential employees values, attitudes and behaviours when recruiting new staff				✔		✔
2	I will provide thorough induction for all new staff and those changing job roles				✔		✔
3	I will provide timely, appropriate and accessible education, learning and development opportunities to enable my employees to develop and strengthen their skills and knowledge				✔		✔
4	I will encourage everyone I employ to sign up to the Social Care Commitment and to commit to any codes, standards or registration systems applicable to their job role						✔
5	I will take responsibility for the values, attitudes and behaviours that my employees display at work including upholding and promoting equality, diversity and inclusion	✔	✔		✔		✔
6	I will regularly monitor the skills and behaviour of everyone I employ ensuring feedback is encouraged from anyone they support or have direct contact with, including families and carers	✔			✔		✔
7	I will work to ensure a positive culture and working environment where all employees are supported to do what they've said they will as part of their Social Care Commitment	✔			✔		✔

6Cs in social care
mapped to the Social Care Commitment *continued...*

Learning outcome	Description	Care	Compassion	Communication	Competence	Courage	Commitment
Employee statements							
1	I will always take responsibility for the things I do or don't do				✔		✔
2	I will always promote and uphold the privacy, dignity, rights, health and wellbeing of people who need care and support	✔	✔		✔		✔
3	I will work co-operatively with others to ensure the delivery of safe, high-quality care and support	✔	✔				✔
4	I will communicate in an effective way to promote the wellbeing of people who need care and support	✔			✔		✔
5	I will respect peoples right to confidentiality, protecting and upholding their privacy and dignity	✔			✔		✔
6	I will improve the quality of the care and support I provide by constantly reflecting on and updating my own knowledge, skills and experience	✔			✔		✔
7	I will promote equality, diversity and inclusion by treating all people fairly and without bias	✔			✔		✔