

Leadership Capability Grid (LCG) Standard for Childhood Practice 2

Summary definition of leadership in this context

The leadership capabilities and bullets in this Leadership Capability Grid (LCG) are based on the manager leadership capabilities and their themes of indicator from the [Step into Leadership website](#). The assumption within this LCG and level is that you can demonstrate leadership when you:

- work directly with children and young people/adults, families and communities
- contribute to team/collaborative work with colleagues and other professionals
- work with and supervise the work of colleagues
- carry out your roles and responsibilities, illustrating your knowledge of organisational practice and procedures, SSSC Codes of Practice and other legal and organisational requirements within your roles and responsibilities
- display leadership potential for your own managers and other professionals with whom you work.

This mapping to the Standard for Childhood Practice shows clear ways that you can demonstrate your leadership skills.

Please note that 'The Standard for Childhood Practice' (2015) document makes reference to a number of specific law and policy publications; rather than repeat these references here, we have used the generic phrase 'as defined in current law and policy documents' where relevant within these mapping documents.

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| <p>Leadership capabilities</p> | <p>When valuing yourself and others by taking responsibility for your own professional learning and development and that of the workers for whom you are responsible, you can demonstrate leadership capabilities by:</p> |
| <p>Vision</p> | <p>Providing a vision for those with whom you work and your organisation when you: See how best to make a difference when:</p> <ul style="list-style-type: none"> • demonstrating the standards of conduct and practice as defined in current law and policy documents (2.1) • contributing to, influencing, and responding to changes in the service and in other children's services (2.6) <p>Promote a public service ethos when:</p> <ul style="list-style-type: none"> • demonstrating the standards of conduct and practice as defined in current law and policy documents (2.1) <p>Think and plan strategically when:</p> <ul style="list-style-type: none"> • contributing to, influencing, and responding to changes in the service and in other children's services (2.6) |
| <p>Self-leadership</p> | <p>Displaying self leadership when you: Demonstrate and adapt leadership when:</p> <ul style="list-style-type: none"> • showing a commitment to the learning and development of workers for whom you are responsible, including volunteers and students on work placements (2.3) • collaborating on continuing professional development with others in the service and in other children's services (2.5) • contributing to, influencing, and responding to changes in the service and in other children's services (2.6) <p>Improve own leadership when:</p> <ul style="list-style-type: none"> • showing a commitment to reflection, critical self-evaluation and continuing professional development and research, as a means of improving practice and broadening expertise (2.4) <p>Enable intelligent risk-taking when:</p> <ul style="list-style-type: none"> • showing a commitment to reflection, critical self-evaluation and continuing professional development and research, as a means of improving practice and broadening expertise (2.4) <p>Demonstrate and promote resilience when:</p> <ul style="list-style-type: none"> • showing a commitment to reflection, critical self-evaluation and continuing professional development and research, as a means of improving practice and broadening expertise (2.4) <p>Challenge discrimination and oppression when:</p> <ul style="list-style-type: none"> • demonstrating the standards of conduct and practice as defined in current law and policy documents (2.1) |

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| <p>Motivating and inspiring others</p> | <p>Motivating and inspiring others when you:</p> <p>Inspire people by personal example when:</p> <ul style="list-style-type: none"> • demonstrating the standards of conduct and practice as defined in current law and policy documents (2.1) • showing a commitment to the learning and development of workers for whom you are responsible, including volunteers and students on work placements (2.3) • collaborating on continuing professional development with others in the service and in other children's services (2.5) • contributing to, influencing, and responding to changes in the service and in other children's services (2.6) <p>Recognise and value the contribution of others when:</p> <ul style="list-style-type: none"> • collaborating on continuing professional development with others in the service and in other children's services (2.5) • contributing to, influencing, and responding to changes in the service and in other children's services (2.6) <p>Support the creation of a learning and performance culture when:</p> <ul style="list-style-type: none"> • valuing and developing an environment for learning that enables and supports learning for themselves and for others and where reflective practice is valued and developed (2.2) • showing a commitment to the learning and development of workers for whom you are responsible, including volunteers and students on work placements (2.3) • showing a commitment to reflection, critical self-evaluation and continuing professional development and research, as a means of improving practice and broadening expertise (2.4) • collaborating on continuing professional development with others in the service and in other children's services (2.5) |
| <p>Empowering people</p> | <p>Empowering people when you:</p> <p>Enable leadership at all levels when:</p> <ul style="list-style-type: none"> • collaborating on continuing professional development with others in the service and in other children's services (2.5) • contributing to, influencing, and responding to changes in the service and in other children's services (2.6) <p>Drive a knowledge management culture when:</p> <ul style="list-style-type: none"> • valuing and developing an environment for learning that enables and supports learning for themselves and for others and where practice is valued and developed (2.2) • showing a commitment to the learning and development of workers for whom you are responsible, including volunteers and students on work placements (2.3) • showing a commitment to reflection, critical self-evaluation and continuing professional development and research, as a means of improving practice and broadening expertise (2.4) • collaborating on continuing professional development with others in |

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| | <p>the service and in other children's services (2.5)</p> <p>Promote professional autonomy when:</p> <ul style="list-style-type: none"> • collaborating on continuing professional development with others in the service and in other children's services (2.5) <p>Involve people in development and improvement when:</p> <ul style="list-style-type: none"> • collaborating on continuing professional development with others in the service and in other children's services (2.5) • contributing to, influencing, and respond to changes in the service and in other children's services (2.6) |
| <p>Collaborating and influencing</p> | <p>Collaborating and influencing when you:</p> <p>Lead partnership working when:</p> <ul style="list-style-type: none"> • collaborating on continuing professional development with others in the service and in other children's services (2.5) • contributing to, influencing, and responding to changes in the service and in other children's services (2.6) <p>Influence people when:</p> <ul style="list-style-type: none"> • valuing and developing an environment for learning that enables and supports learning for themselves and for others and where practice is valued and developed (2.2) • showing a commitment to the learning and development of workers for whom you are responsible, including volunteers and students on work placements (2.3) • showing a commitment to reflection, critical self-evaluation and continuing professional development and research, as a means of improving practice and broadening expertise (2.4) • collaborating on continuing professional development with others in the service and in other children's services (2.5) • contributing to, influencing, and responding to changes in the service and in other children's services (2.6) |
| <p>Creativity and innovation</p> | <p>Using creativity and innovation in your work when you:</p> <p>See opportunities to do things differently when:</p> <ul style="list-style-type: none"> • showing a commitment to the learning and development of workers for whom you are responsible, including volunteers and students on work placements (2.3) • showing a commitment to reflection, critical self-evaluation and continuing professional development and research, as a means of improving practice and broadening expertise (2.4) • collaborating on continuing professional development with others in the service and in other children's services (2.5) • contributing to, influencing, and responding to changes in the service and in other children's services (2.6) <p>Promote creativity and innovation when:</p> <ul style="list-style-type: none"> • showing a commitment to reflection, critical self-evaluation and continuing professional development and research, as a means of improving practice and broadening expertise (2.4) • collaborating on continuing professional development with others in |

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| | <p>the service and in other children's services (2.5)</p> <ul style="list-style-type: none"> • contributing to, influencing, and responding to changes in the service and in other children's services (2.6) <p>Lead and managing change when:</p> <ul style="list-style-type: none"> • contributing to, influencing, and responding to changes in the service and in other children's services (2.6) |
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