

Leadership Capability Grid (LCG)
Standard for Childhood Practice 20

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 promoting and actively leading others in working with parents and carers, families and communities 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: Promote a public service ethos when:</p> <ul style="list-style-type: none"> • establishing fair, respectful, trusting and constructive relationships with parents/carers and families, communicating sensitively and effectively with them and in so doing ensuring that parents’ and carers’ contributions are listened to and addressed (20.2) • establishing effective partnerships with the local and wider community and providing opportunities to support children and young peoples’ developing understanding of their roles and responsibilities as citizens (20.7) <p>Think and plan strategically when:</p> <ul style="list-style-type: none"> • establishing effective partnerships with the local and wider community and providing opportunities to support children and young peoples’ developing understanding of their roles and responsibilities as citizens (20.7)
<p>Self-leadership</p>	<p>Displaying self leadership when you: Demonstrate and adapt leadership when:</p> <ul style="list-style-type: none"> • demonstrating that you can work in partnership with families and parents/carers at home and in the setting to improve outcomes for children and young people (20.4) • establishing effective partnerships with the local and wider community and providing opportunities to support children and young peoples’ developing understanding of their roles and responsibilities as citizens (20.7) <p>Challenge discrimination and oppression when:</p> <ul style="list-style-type: none"> • providing a service that can be accessed by and meets the needs of each child and family (20.3) • providing parents/carers and families with information about additional support services and support them to access specific services where appropriate (20.6)
<p>Motivating and inspiring others</p>	<p>Motivating and inspiring others when you: Inspire people by personal example when:</p> <ul style="list-style-type: none"> • establishing fair, respectful, trusting and constructive relationships with parents/carers and families, communicating sensitively and effectively with them and in so doing ensuring that parents’ and

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	<p>carers' contributions are listened to and addressed (20.2)</p> <ul style="list-style-type: none"> demonstrating that you can work in partnership with families and parents/carers at home and in the setting to improve outcomes for children and young people (20.4) establishing effective partnerships with the local and wider community and providing opportunities to support children and young peoples' developing understanding of their roles and responsibilities as citizens (20.7) <p>Recognise and value the contribution of others when:</p> <ul style="list-style-type: none"> confirming and empowering parents and carers in their role and promoting their involvement and engagement with the service in a range of contexts (20.1) establishing fair, respectful, trusting and constructive relationships with parents/carers and families, communicating sensitively and effectively with them and in so doing ensuring that parents' and carers' contributions are listened to and addressed (20.2) promoting the involvement and engagement of parents through the provision of formal and informal opportunities through which information about their children and young peoples' learning and development can be shared with parents/carers (20.5) establishing effective partnerships with the local and wider community and providing opportunities to support children and young peoples' developing understanding of their roles and responsibilities as citizens (20.7)
<p>Empowering people</p>	<p>Empowering people when you: Enable leadership at all levels when:</p> <ul style="list-style-type: none"> confirming and empowering parents and carers in their role and promoting their involvement and engagement with the service in a range of contexts (20.1) <p>Involve people in development and improvement when:</p> <ul style="list-style-type: none"> confirming and empowering parents and carers in their role and promoting their involvement and engagement with the service in a range of contexts (20.1) establishing fair, respectful, trusting and constructive relationships with parents/cares and families, communicating sensitively and effectively with them and in so doing ensuring that parents' and carers' contributions are listened to and addressed (20.2) promoting the involvement and engagement of parents through the provision of formal and informal opportunities through which information about their children and young peoples' learning and development can be shared with parents/carers (20.5)
<p>Collaborating and</p>	<p>Collaborating and influencing when you: Lead partnership working when:</p>

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<p>influencing</p>	<ul style="list-style-type: none"> • confirming and empowering parents and carers in their role and promoting their involvement and engagement with the service in a range of contexts (20.1) • establishing fair, respectful, trusting and constructive relationships with parents/carers and families, communicating sensitively and effectively with them and in so doing ensuring that parents' and carers' contributions are listened to and addressed (20.2) • demonstrating that you can work in partnership with families and parents/carers at home and in the setting to improve outcomes for children and young people (20.4) • promoting the involvement and engagement of parents through the provision of formal and informal opportunities through which information about their children and young peoples' learning and development can be shared with parents/carers (20.5) • establishing effective partnerships with the local and wider community and providing opportunities to support children and young peoples' developing understanding of their roles and responsibilities as citizens (20.7) <p>Influence people when:</p> <ul style="list-style-type: none"> • establishing effective partnerships with the local and wider community and providing opportunities to support children and young peoples' developing understanding of their roles and responsibilities as citizens (20.7) <p>Understand and value the perspective of others when:</p> <ul style="list-style-type: none"> • confirming and empowering parents and carers in their role and promoting their involvement and engagement with the service in a range of contexts (20.1) • establishing effective partnerships with the local and wider community and providing opportunities to support children and young peoples' developing understanding of their roles and responsibilities as citizens (20.7)
<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"> • establishing effective partnerships with the local and wider community and providing opportunities to support children and young peoples' developing understanding of their roles and responsibilities as citizens (20.7)