

Leadership Capability Grid (LCG)
Standard for Childhood Practice 23

Summary definition of leadership in this context

The leadership capabilities and bullets in this Leadership Capability Grid (LCG) are based on the managers 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.

Leadership Capability Grid (LCG)
Standard for Childhood Practice 23

| | |
|--------------------------------|--|
| Leadership capabilities | When taking responsibility for identifying and supporting the learning and professional development needs of workers for whom you are responsible and for supporting students learning in and through the workplace you can demonstrate leadership capabilities by: |
| Vision | <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"> • working with colleagues to identify their continuing professional learning needs and plan and coordinate the delivery of appropriate learning programmes (23.5) <p>Communicate and promote ownership of the vision when:</p> <ul style="list-style-type: none"> • working with colleagues to identify their continuing professional learning needs and plan and coordinate the delivery of appropriate learning programmes (23.5) <p>Promote a public service ethos when:</p> <ul style="list-style-type: none"> • managing the quality of what workers do with children and young people and identify gaps in their professional learning (23.4) <p>Think and plan strategically when:</p> <ul style="list-style-type: none"> • working with colleagues to identify their continuing professional learning needs and plan and coordinate the delivery of appropriate learning programmes (23.5) |
| Self-leadership | <p>Displaying self leadership when you: Demonstrate and adapt leadership when:</p> <ul style="list-style-type: none"> • establishing effective working relationships with learners (23.1) • creating an environment for learning that enables and supports professional learning and where practice is valued and developed (23.2) • working with colleagues to identify their continuing professional learning needs and plan and coordinate the delivery of appropriate learning programmes (23.5) <p>Challenge discrimination and oppression when;</p> <ul style="list-style-type: none"> • managing the quality of what workers do with children and young people and identify gaps in their professional learning (23.4) |

Leadership Capability Grid (LCG)
Standard for Childhood Practice 23

| | |
|---|--|
| <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"> • creating an environment for learning that enables and supports professional learning and where practice is valued and developed (23.2) • encouraging and facilitating others to reflect on existing and new principles and practice, to share knowledge and evaluate their learning (23.3) • working with colleagues to identify their continuing professional learning needs and plan and coordinate the delivery of appropriate learning programmes (23.5) <p>Recognise and value the contribution of others when:</p> <ul style="list-style-type: none"> • encouraging and facilitating others to reflect on existing and new principles and practice, to share knowledge and evaluate their learning (23.3) • leading arrangements for the support, mentoring and supervision of students on work placements (23.6) <p>Drive the creation of a learning and performance culture when:</p> <ul style="list-style-type: none"> • establishing effective working relationships with learners (23.1) • creating an environment for learning that enables and supports professional learning and where practice is valued and developed (23.2) • encouraging and facilitating others to reflect on existing and new principles and practice, to share knowledge and evaluate their learning (23.3) • working with colleagues to identify their continuing professional learning needs and plan and coordinate the delivery of appropriate learning programmes (23.5) • leading arrangements for the support, mentoring and supervision of students on work placements (23.6) |
| <p>Empowering people</p> | <p>Empowering people when you: Enable leadership at all levels when:</p> <ul style="list-style-type: none"> • encouraging and facilitating others to reflect on existing and new principles and practice, to share knowledge and evaluate their learning (23.3) • leading arrangements for the support, mentoring and supervision of students on work placements (23.6) <p>Drive a knowledge management culture when:</p> <ul style="list-style-type: none"> • creating an environment for learning that enables and supports professional learning and where practice is valued and developed |

Leadership Capability Grid (LCG)
Standard for Childhood Practice 23

| | |
|---|--|
| | <p>(23.2)</p> <ul style="list-style-type: none"> encouraging and facilitating others to reflect on existing and new principles and practice, to share knowledge and evaluate their learning (23.3) working with colleagues to identify their continuing professional learning needs and plan and coordinate the delivery of appropriate learning programmes (23.5) leading arrangements for the support, mentoring and supervision of students on work placements (23.6) <p>Promote professional autonomy when:</p> <ul style="list-style-type: none"> encouraging and facilitating others to reflect on existing and new principles and practice, to share knowledge and evaluate their learning (23.3) leading arrangements for the support, mentoring and supervision of students on work placements (23.6) |
| <p>Collaborating and influencing</p> | <p>Collaborating and influencing when you:</p> <p>Lead partnership working when:</p> <ul style="list-style-type: none"> leading arrangements for the support, mentoring and supervision of students on work placements (23.6) <p>Influence people when:</p> <ul style="list-style-type: none"> establishing effective working relationships with learning (23.1) creating an environment for learning that enables and supports professional learning and where practice is valued and developed (23.2) encouraging and facilitating others to reflect on existing and new principles and practice, to share knowledge and evaluate their learning (23.3) working with colleagues to identify their continuing professional learning needs and plan and coordinate the delivery of appropriate learning programmes (23.5) <p>Understand and value the perspectives of others when:</p> <ul style="list-style-type: none"> establishing effective working relationships with learning (23.1) working with colleagues to identify their continuing professional learning needs and plan and coordinate the delivery of appropriate learning programmes (23.5) |
| <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"> encouraging and facilitating others to reflect on existing and new |

Leadership Capability Grid (LCG)
Standard for Childhood Practice 23

| | |
|--|---|
| | <p>principles and practice, to share knowledge and evaluate their learning (23.3)</p> <p>Promote creativity and innovation when:</p> <ul style="list-style-type: none">• encouraging and facilitating others to reflect on existing and new principles and practice, to share knowledge and evaluate their learning (23.3) <p>Lead and manage change when:</p> <ul style="list-style-type: none">• encouraging and facilitating others to reflect on existing and new principles and practice, to share knowledge and evaluate their learning (23.3)• managing the quality of what workers do with children and young people and identify gaps in their professional learning (23.4) |
|--|---|