

Leadership Capability Grid (LCG)
Standard for Childhood Practice 9

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 you have a critical understanding of the principle features of local, national and international systems, and of policies, practices, and legal requirements relevant to the service , 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"> • using your understanding of local community resources and interprofessional involvement to build the capacity of the service and contribute to wider strategic developments within children's services (9.4) <p>Communicate and promote ownership of the vision when:</p> <ul style="list-style-type: none"> • using your understanding of relevant legislation and policy to establish a culture that promotes children and young peoples' rights, difference, equality, inclusion and anti-discriminatory practice in all aspects of practice (9.2) <p>Promote a public service ethos when:</p> <ul style="list-style-type: none"> • demonstrating a sound knowledge and understanding of the implications for the service of current legal requirements, national policies and guidance on, for example, employment law, health and safety, and on safeguarding and promoting the wellbeing of children and young people (9.1) • using your understanding of relevant legislation and policy to establish a culture that promotes children and young peoples' rights, difference, equality, inclusion and anti-discriminatory practice in all aspects of practice (9.2) • having knowledge and understanding of the main features, differences and commonalities within and between early learning and childcare provision across the voluntary, private and public sectors (9.5) <p>Think and plan strategically when:</p> <ul style="list-style-type: none"> • using your understanding of local community resources and interprofessional involvement to build the capacity of the service and contribute to wider strategic developments within children's services (9.4) • having knowledge and understanding of the main features, differences and commonalities within and between early learning and childcare provision across the voluntary, private and public sectors (9.5) |

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| <p>Self-leadership</p> | <p>Displaying self leadership when you:</p> <p>Demonstrate and adapt leadership when:</p> <ul style="list-style-type: none"> • using your understanding of local community resources and interprofessional involvement to build the capacity of the service and contribute to wider strategic developments within children's services (9.4) <p>Improve own leadership when:</p> <ul style="list-style-type: none"> • having knowledge and understanding of the main features, differences and commonalities within and between early learning and childcare provision across the voluntary, private and public sectors (9.5) <p>Enable intelligent risk-taking when:</p> <ul style="list-style-type: none"> • using your understanding of local community resources and interprofessional involvement to build the capacity of the service and contribute to wider strategic developments within children's services (9.4) <p>Demonstrate and promote resilience when:</p> <ul style="list-style-type: none"> • using your understanding of local community resources and interprofessional involvement to build the capacity of the service and contribute to wider strategic developments within children's services (9.4) <p>Challenge discrimination and oppression when:</p> <ul style="list-style-type: none"> • using your understanding of relevant legislation and policy to establish a culture that promotes children and young peoples' rights, difference, equality, inclusion and anti-discriminatory practice in all aspects of practice (9.2) |
| <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"> • using your understanding of local community resources and interprofessional involvement to build the capacity of the service and contribute to wider strategic developments within children's services (9.4) <p>Recognise and value the contributions of others when:</p> <ul style="list-style-type: none"> • using your understanding of local community resources and interprofessional involvement to build the capacity of the service and contribute to wider strategic developments within children's services (9.4) <p>Drive the creation of a learning and performance culture when:</p> <ul style="list-style-type: none"> • critically considering links between theory, policy and practice through analysing and critically evaluating the relationship of the service to relevant quality standards and policy initiatives (9.3) • having knowledge and understanding of the main features, differences and commonalities within and between early learning and childcare provision across the voluntary, private and public sectors (9.5) |

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| <p>Empowering people</p> | <p>Empowering people when you:</p> <p>Enable leadership at all levels when:</p> <ul style="list-style-type: none"> • using your understanding of local community resources and interprofessional involvement to build the capacity of the service and contribute to wider strategic developments within children's services (9.4) <p>Drive a knowledge management culture when:</p> <ul style="list-style-type: none"> • having knowledge and understanding of the main features, differences and commonalities within and between early learning and childcare provision across the voluntary, private and public sectors (9.5) <p>Promote professional autonomy when:</p> <ul style="list-style-type: none"> • using your understanding of local community resources and interprofessional involvement to build the capacity of the service and contribute to wider strategic developments within children's services (9.4) <p>Involve people in development and improvement when:</p> <ul style="list-style-type: none"> • using your understanding of local community resources and interprofessional involvement to build the capacity of the service and contribute to wider strategic developments within children's services (9.4) |
| <p>Collaborating and influencing</p> | <p>Collaborating and influencing when you:</p> <p>Lead partnership working when:</p> <ul style="list-style-type: none"> • using your understanding of local community resources and interprofessional involvement to build the capacity of the service and contribute to wider strategic developments within children's services (9.4) <p>Influence people when:</p> <ul style="list-style-type: none"> • using your understanding of local community resources and interprofessional involvement to build the capacity of the service and contribute to wider strategic developments within children's services (9.4) |
| <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"> • using your understanding of local community resources and interprofessional involvement to build the capacity of the service and contribute to wider strategic developments within children's services (9.4) <p>Lead and manage change when:</p> <ul style="list-style-type: none"> • using your understanding of local community resources and interprofessional involvement to build the capacity of the service and contribute to wider strategic developments within children's services (9.4) |