

Leadership Capability Grid (LCG)
**SCDHSC0324 (SFJEA2) Process information relating to children and young people's
offending behaviour**

Summary

The leadership capabilities and bullets in this LCG are based on the front line worker 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

The performance (P) and Knowledge (K) within the LCG from the National Occupational Standard are there as only as examples of where leadership can be demonstrated. They are not meant to include all possible performance and knowledge that may be used to demonstrate your leadership capability.

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| Leadership capabilities | When processing information relating to children and young people's offending behaviour of children and young people you can demonstrate leadership capabilities by: |
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| Vision (Seeing what is possible for children and young people, families and communities now and in the future) | Providing a vision for those with whom you work and your organisation when you: <ul style="list-style-type: none"> • See how best to make a difference when working with children and young people (P6, 9-15; K1-3, 10-11, 13) • Communicate and promote ownership of the vision when working with children and young people (P6, 9-15; K1-3, 6-7, 10-11, 13), working with others (P7, 19-23; K1-3, 6-7, 10-11, 13), seeking advice and support (P18, 25; K8) and when recording offending behaviour (P5, 8, 13-14, 23-24, 26-28; K14) • Promote social service values when working with children and young people (P6, 9-15; K1-3, 6-7, 10-11), working with others (P7, 19-23), seeking advice and support (P18, 25; K8) and when recording offending behaviour (P5, 8, 13-14, 23-24, 26-28; K14) • See the bigger picture when processing information (P27-28; K1-7, 19-10, 13) |
| Self-leadership (Recognising, exercising and improving own leadership) | Displaying self leadership when you: <ul style="list-style-type: none"> • Demonstrate and adapt leadership when processing information relating to children and young people's offending behaviour (All P; K1-8, 12, 14—24, 29) • Improve own leadership by seeking advice and self evaluation (P18, 25, K8) • Take intelligent risks when processing information relating to children and young people's offending behaviour (P1, 15, 17; K11-13) • Demonstrate and promote resilience (All P; K1-3, 6-7, 10-11, 13) • Challenge discrimination and oppression (P15; K1-3, 7, 10-13) |
| Motivating and inspiring others | Motivating and inspiring others when you: <ul style="list-style-type: none"> • Inspire people by personal example (P6-7, 9-15, 19-23, 25; K1-3, 6-7, 10-11) • Recognise and value the contribution of others (P6-7, 9-15, 19-23, 25; K1-3, 6-8, 10-11) • Support the creation of a learning and performance culture (P12, 18, 21-22, 25; K1-3, 6-8, 10-11) |
| Empowering people (Enabling others to develop and use their leadership capacity) | Empowering people when you: <ul style="list-style-type: none"> • Enable leadership at all levels (P12, 18, 21-22, 25; K1-3, 6-8, 10-11) • Support the creation of a knowledge and management culture (P12, 18, 21-22, 25; K1-3, 6-8, 10-11) • Promote professional autonomy (P6-7, 9-15, 19-23, 25; K1-3, 6-8, 10-11) • Involve people in development and improvement (P12, 18, 21-22, 25; K1-3, 6-8, 10-11) |
| Collaborating and influencing | Collaborating and influencing when you: <ul style="list-style-type: none"> • Promote partnership working (P12, 18, 21-22, 25; K1-3, 6-8, 10-11) • Influence people (P12, 18, 21-22, 25; K1-3, 6-8, 10-11) • Understand and value the perspectives of others (P12, 18, 21-22, 25; K1-3, 6-8, 10-11) |
| Creativity and innovation | Using creativity and innovations in your work when you: <ul style="list-style-type: none"> • See opportunities to do things differently (P12, 15, 22; K1-3, 7, 11, 13-14) • Support and manage change (P12, 15, 22; K1-3, 7, 11, 13-14) |