

Unit Title:	Understanding professional supervision practice
Sector unit number	LM2a
Level:	4
Credit value:	3
Guided learning hours:	22
Unit Reference Number:	H/602/3185

Unit purpose and aim

Insert section: Unit purpose...

Learning Outcomes	Assessment Criteria	Exemplification
<p>The Learner will:</p> <p>1 Understand the purpose of supervision</p>	<p>The Learner can:</p> <p>1.1 Evaluate theoretical approaches to professional supervision</p> <p>1.2 Analyse how the requirements of legislation, codes of practice, policies and procedures impact on professional supervision</p>	
<p>2 Understand how the principles of supervision can be used to inform performance management</p>	<p>2.1 Explain key principles of effective professional supervision</p> <p>2.2 Analyse the importance of managing performance in relation to</p> <ul style="list-style-type: none"> • governance • safeguarding • key learning from critical reviews and inquiries <p>2.3 key learning from critical reviews and inquiries</p>	
<p>3 Understand how to support individuals through professional supervision</p>	<p>3.1 Analyse the concept of anti oppressive practice in professional supervision</p> <p>3.2 Explain methods to assist individuals to deal with</p>	

	<p>challenging situations</p> <p>3.3 Explain how conflict may arise within professional supervision</p> <p>3.4 Describe how conflict can be managed within professional supervision</p>	
<p>4 Understand how professional supervision supports performance</p>	<p>4.1 Explain the responsibility of the supervisor in setting clear targets and performance indicators</p> <p>4.2 Explain the performance management cycle</p> <p>4.3 Compare methods that can be used to measure performance</p> <p>4.4 Describe the indicators of poor performance</p> <p>4.5 Explain how constructive feedback can be used to improve performance</p> <p>4.6 Evaluate the use of performance management towards the achievement of objectives</p>	

Assessment

This unit needs to be assessed in line with the Skills for Care and Development QCF Assessment principles.

Assessment decisions for competence based learning outcomes (eg those beginning with 'Be able to') must be made in a real work environment by an occupationally competent assessor. Any knowledge evidence integral to these learning outcomes may be generated outside of the work environment but the final assessment decision must be within the real work environment.

This unit is competence based. This means that it is linked to the candidate's ability to competently perform a range of tasks connected with their work. This unit may be assessed using any method, or combination of methods, which clearly demonstrates that the learning outcomes and assessment criteria have been met. This unit requires workplace assessment of occupational competence.

Competence based assessment must include direct observation as the main source of evidence.

Guidance on assessment and evidence requirements

OCR does not stipulate the mode of delivery for the teaching of the content of this unit. Centres are free to deliver this unit using any mode of delivery that meets the needs of their candidates.

Centres should consider the candidates' complete learning experience when designing learning programmes.

Details of relationship between the unit and national occupational standards

This unit has been developed by Skills for Care and Development in Partnership with Awarding Organisations. It provides a key progression route between education and employment (or further study/training leading to employment). It is directly relevant to the needs of employers and relates to national occupational standards developed by Skills for Care and Development.

As such, the unit may provide evidence for the following national occupational standards in the children and young people's workforce developed by Skills for Care and Development.

Additional information

For further information regarding administration for this qualification, please refer to the OCR document '*Administrative Guide for Vocational Qualifications*' (A850).

The *OCR Children and Young People's Workforce Centre Handbook* contains important information for anyone delivering, working towards or involved with the Children and Young People's Workforce qualifications, of which this unit forms a part. This can be downloaded from OCR's website www.ocr.org.uk.

This unit is a shared unit. It is located within the subject/sector classification system 01 Health, Public Services and Care and 01.5 Child Development and Well Being.