



**Standards Council  
Scotland**

# **Professional Induction Programme**

## **Workshop 2**

### **Welcome**

**1 November 2024**

# **Welcome and Introductions**

**John Galt, Graham Hewitson,  
Priya Logan, Mike Naulty  
CLD Standards Council**

# **What to expect today**

**What's happened so far**

**Professional Learning Plan development**

**Journal Entry**

**Next Steps**

# **Recap of Programme, Purpose, Overview and Expectations**

**Mike Naulty and  
Graham Hewitson**

# **Professional Learning Plan Development – Framing your PLP**

**Mike Naulty**

# PL Plan development

- Knowledge & Understanding
- Values & Principles
- Attitudes and Behaviour
- Skills & Processes
- Reflection and Action



1. Primary Client
2. Social Context
3. Equity
4. Empowerment
5. Duty of Care
6. Transparency
7. Confidentiality
8. Co-operation
9. Professional Learning
10. Self-awareness
11. Boundaries
12. Self-Care

[Ethical Practice - Competent Practitioners 2020](https://cldstandardscouncil.org.uk)  
([cldstandardscouncil.org.uk](https://cldstandardscouncil.org.uk))

## Professional Learning and Development Cycle



# **What does a good Professional Learning Plan look like?**

**Graham Hewitson**



## 3.1 Produce a Professional Learning Plan:

**The participant needs to draw from their experience and learning from the course and use it as a basis for putting together a Professional Learning and Development Plan drawing from the Professional Learning and Development Review Process in Unit 2, Activity 2.2. There is not a prescribed format for this plan and participants are asked to draw from existing work plan formats that are used within their organisation or use the templates that are provided as part of the course materials. The key consideration is that they put together a learning plan that identifies learning goals in relationship to their practice context and how they will address these over the next 3 year CLDSC registration cycle in collaboration with their manager/supervisor or workplace mentor. The course mentor is there to act as a critical friend in the construction of the professional learning plan and help enable the participant to take this forward for agreement, actioning and monitoring in their practice setting.**

# Journal Entry

**John Galt**

# CLD Standards Council Scotland

## 3.2 REFLECTIVE JOURNAL ENTRY

You're nearly there!

An opportunity to critically reflect on what you've taken from the course and what you want to do next for your own professional learning and development.



# CLD Standards Council Scotland

## 3.2 REFLECTIVE JOURNAL ENTRY

Identify what you've learned, for example:

- Something you've discovered
- Something you've tried for the first time or done differently
- New knowledge
- A new way of thinking about something

Use the prompt questions to help you



# CLD Standards Council Scotland

## BE BRAVE!

‘It is important to reflect on action, but in a way that challenges and is not too safe. There is a place for safe conversations, but these are not necessarily reflection.’

‘The Impact of Community Work: How to gather Evidence’ K. McArdle, S. Briggs, K. Forrester, E. Garrett, C. McKay. Policy Press, 2020





# CLD Standards Council Scotland

Reflective thinking

Reflective writing

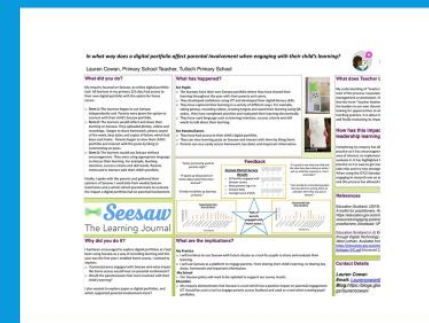
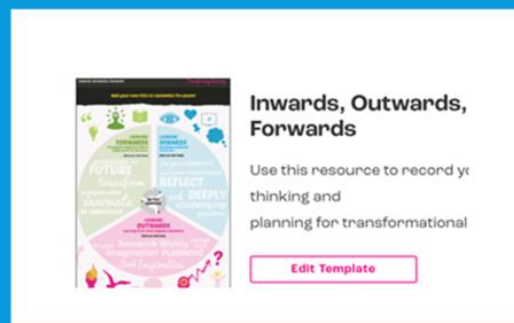
Reflecting with other people

Reflective walking

## THINKING CREATIVELY ABOUT REFLECTION

Using photos: 'In discussing the content of images, people are able to step back from their lives and engage more readily with the abstract.'

**Thinking Critically About Photovoice: Achieving Empowerment and Social Change**, Linda Liebenberg 2018



# CLD Standards Council Scotland

---

## Next Steps

**Submissions**

**Reflective Practice module**

**Further support requirements**

**Keep in touch**

**Final questions/comments?**

# CLD Standards Council Scotland

The Optima  
58 Robertson Street  
Glasgow G2 8DU

**Email: [contact@cldstandardscouncil.org.uk](mailto:contact@cldstandardscouncil.org.uk)**

**Tel: 0131 244 3444**

**Web: <http://www.cldstandardscouncil.org.uk/>**