

What Registration Renewal means for Employers

As an employer of CLD practitioners you may have heard the CLD Standards Council Registration system was changed to a renewal model from August 2019.

This means that any of your employees or volunteers that are CLD Standards Council members will be asked to renew their registration with us every 3 years. This applies to both Registered Members and Registered Associate Members.

Why the change? The registration renewal process is a mechanism that has been developed to ensure members continue to meet the registration requirements.

The principles of renewal are that members are asked to:

- Reconfirm their commitment to the values and ethics
- Confirm they have undertaken an appropriate amount¹ of relevant professional learning
- Confirm there has been reflective discussion with the line manager / mentor about their professional learning and it has been verified by line manager or mentor
- Confirm that if selected as part a random sample they would be able to submit the verified evidence of their professional learning
- If they have changed role or employer since registering / last renewal, they would provide a new reference

What does this mean for employers?

The importance of employing professionally registered CLD staff.

Community Learning and Development providers across the public and third sectors seek to work in partnership with the communities they serve, to Empower individuals and communities to make positive social change through more inclusive education and co-production of responsive services in communities.

Community Learning and Development (CLD) practitioners are central to this work, they practice within a distinctive set of competences and work to clearly defined values and principles. They are guided in their work by a robust ethical framework.

All registered members (full or associate) of the CLD Standards Council commit to specified standards of behaviour and to undertake appropriate professional learning. The CLD Standards Council is currently (September 2018) introducing a requirement for members to re-register every three years, and a professional learning and review

¹ Appropriate amount of Professional learning is defined as 35 hours a year for full time practitioners, and pro rata for part time practitioners.

process. There will be sample checking of how and whether re-registrants have met the expectations for professional learning. A process for decisions on de-registration of individual members, where serious issues relating to conduct and/or practice arise, is in place.

Employing CLD practitioners who register themselves with the CLD Standards Council for Scotland will ensure you have staff who:

- Commit themselves to recognised Values and a robust Code of Ethics
- Are guided by a framework of Competences
- Commit themselves to continuing professional learning

Registration renewal is the responsibility of the member not the employer.

However as professional learning is normally undertaken as part of employment there is overlap with the professional learning requirements of registration renewal.

Specifically -

If your organisation uses a system of recording professional learning we hope you will allow your employee to share the records of their professional learning activity with the CLD Standards Council. Sharing this information will mean that the employee does not have to keep a double record.

Employees who leave your organisation may ask to take a record of their professional learning held on your system.

If there is no suitable system provided then the CLD Standards Council is providing forms to members for keeping records. The employee can of course share these with you if they choose. An online recording system is also being developed.

To support their professional learning your employee may ask their line manager to act as a professional learning mentor and/or verifier. This activity is very likely already covered in the line management role. It entails critically reflective review of the professional learning that has been undertaken and planning for future professional learning. Verification is a simple review that the professional learning and critical reflection has been undertaken. If your CLD practitioner is not line managed by an experienced CLD professional, then they may need to find a mentor. This could be another colleague or someone out with the organisation. The line manager could still act as verifier.

Further information on the professional learning approach is available on the CLD Standards Council website². This includes the types of activity that can be counted as professional learning and advice on mentoring.

² http://cldstandardscouncil.org.uk/cpd/pld_review_process/