



**Standards Council
Scotland**

Professional Induction Programme

Workshop 2

Welcome

8 October 2025

Welcome and Introductions

Graham Hewitson, 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)

Professional Learning and Development Cycle



What does a good Professional Learning Plan look like?

Graham Hewitson

Produce a Professional Learning Plan

Activity:

Draw from your experience and learning from the course and use it as a basis for putting together a Professional Learning and Development Plan.

Key considerations:

- **Professional Learning and Development Review Process in Unit 2, Activity 2.2**
- **Put together a learning plan that identifies learning goals in relation to your practice context and how you will address these over the next 3-year CLD Standards Council registration cycle.**

Support:

- **Assessment Guide**
- **Example of previous Professional Learning Plan**

Breakout rooms – Mentor Groups



CLD Standards Council Scotland



Journal Entry

Mike/Graham

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

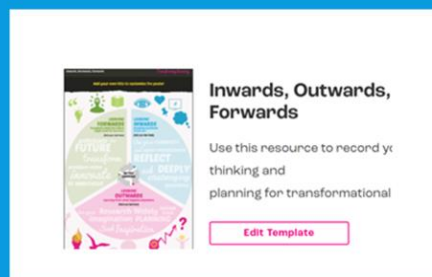
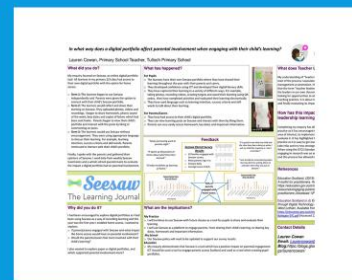
Reflecting with other people

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



Participants can choose how to present their reflective journal but should provide a short statement on why that's their preferred style.

CLD Standards Council Scotland

Next Steps

- **Further support requirements –**
 - **Workshop 3? Wed 5 November 11am - 12pm**
- **Submissions**
- **Keep in touch**
- **Final questions/comments?**

CLD Standards Council Scotland

The Optima
58 Robertson Street
Glasgow G2 8DU

Email: contact@cldstandardscouncil.org.uk

Tel: 0131 244 3444

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