

Introducing the leadership capabilities

The Scottish Social Services Council (SSSC) has been working with the social service workforce to develop leadership at all levels, including citizen leadership from people who use social services or their carers. There are six leadership capabilities which are needed to support good leadership in social services. These are:

- vision
- self-leadership
- creativity and innovation
- collaborating and influencing
- motivating and inspiring
- empowering

Equal Partners in Care (EPIc): core principles for working with carers and young carers

'We recognise carers as equal partners in the delivery of care in Scotland and fully acknowledge the expertise, knowledge and the quality of care they give'

Caring Together, the Carers Strategy for Scotland 2010-15.

The Equal Partners in Care (EPIc) framework is a joint project between the Scottish Social Services Council (SSSC) and NHS Education for Scotland (NES) implementing the workforce education and learning elements of [Caring Together: The Carers Strategy for Scotland 2010 - 2015](#). The EPIc Framework is based on **six outcomes** for carers and young carers, these are:

- carers are identified
- they are supported and empowered to manage their caring role
- they are enabled to have a life outside caring
- they are fully engaged in the planning and shaping of services
- they are free from disadvantage or discrimination related to their caring role
- they are recognised and valued as equal partners in care.

Three levels of training and awareness

Each of these six outcomes is linked to the knowledge and skills that leaders and workers need to work effectively with all carers in order to achieve those outcomes. There are three levels of learning for workers who work with carers and they are designed to be developed cumulatively. [Level 1](#) of the framework is designed for anyone who may come in contact with carers in any setting. [Level 2](#) is for those with more regular contact with carers and [Level 3](#) is for those with a strategic leadership role. These are resources to support learning, they are not mandatory.



The health and social services workforce is very diverse and it is recognised that learning takes place in many different settings. The core principles, highlighted above, are intended to underpin workforce education and learning to make sure that workers in health, social services and other services (such as housing, emergency services, carer support) who work with carers have a shared understanding of how to work effectively with carers and young carers.

The principles can be used to inform the design and delivery of workforce education and learning in relation to carers, such as:

- reflecting on practice
- induction and continuing professional development (CPD) modules for staff
- managers and employers can use the principles to support staff to improve their practice with carers.

You can use the framework of EPiC alongside the leadership capabilities to guide and to evidence your own professional development. Below we describe some examples of knowledge and skills from the EPiC framework and show how these relate to the six leadership capabilities. We then show you where to find free learning resources which can be used to support your development.

Vision

Vision is about seeing how best to make a difference.

Carer Aware

Recognise that anybody can be a carer and be able to identify the main carer(s) in the life of the cared for person.

Caring Together

Support carers and young carers to recognise themselves as a carer and enable them to access the information and support they need.

Planning with Carers as Equal Partners

Promote carer awareness training (Level 1) to all workers who may come into contact with carers.

Self-leadership

Self-leadership is about taking initiative and making a positive difference, as well as taking responsibility for your own learning.

Carer Aware

Respect and value the knowledge and expertise carers have in relation to the person they care for.

Caring Together

Help carers to understand the benefits of having a Carers Assessment and ensure the assessment takes into account the carers' choices, abilities and diverse backgrounds.

Planning with Carers as Equal Partners

Demonstrate the core principles in your own practice.
Contribute to evaluating the effectiveness and impact of carer involvement and to identifying and addressing any barriers.

Creativity and innovation

This is about using creativity and innovation to make changes in a person-centred way.

Carer Aware

Provide relevant information or signpost carers to services that can support them to pursue a life outside of their caring role.

Caring Together

Recognise the valuable contribution of carers and engage them as equal partners.

Involve carers in the development and review of care plans for the person they care for.

Planning with Carers as Equal Partners

Contribute to developing carer identification protocols and referral pathways and communicate these to all workers.

Collaborating and influencing

Collaborating and influencing is about understanding the value of working with carers and young carers as equal partners, so that you can provide the best support possible.

Carer Aware

Signpost carers to appropriate sources of information, support, training and advice, including Carers Assessment.

Caring Together

Work with other agencies and young adult carers making the transition from children's to adult services to ensure they receive continued support.

Planning with Carers as Equal Partners

Enable workers to access the training and support they need to understand what 'working with carers as equal partners' means in practice.

Motivating and inspiring

Motivating and inspiring is about inspiring people through personal example, for example by recognising and valuing the rights and quality of life of everyone involved in the caring relationship.

Carer Aware

Be able to raise the issue with a person if you suspect they have a caring role, in a sensitive and empathic manner.

Caring Together

Use creative approaches to support carers to understand and access the potential opportunities through self-directed support.

Planning with Carers as Equal Partners

Support and supervise workers to work with carers as equal partners and foster a culture of partnership working with carers.

Empowering

This is about supporting carers and young carers to feel empowered and enabled. This could be by promoting leadership at all levels and understanding that carers and young carers have the potential to become citizen leaders.

Carer Aware

Take time to listen to carers and help them identify any support needs; access any community resources, training and peer support.

Caring Together

Work with carers to support and empower them to participate in the planning and shaping of services. Recognise the richness of feedback from carers which will help inform and develop your practice routinely.

Respect the rights of carers to choose the level of their caring role and ensure this is appropriate for them.

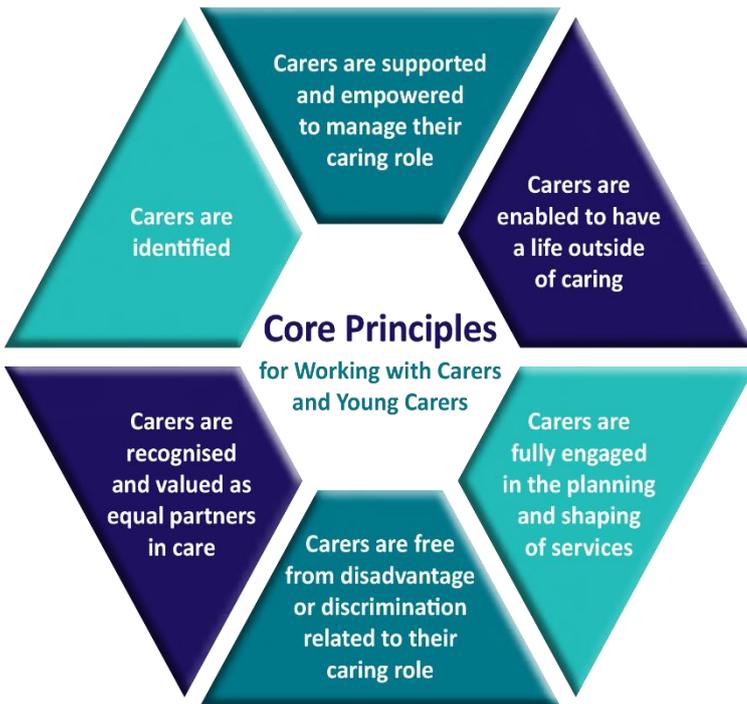
Planning with Carers as Equal Partners

Involve carers and young carers as partners at all stages of strategic planning and decision making.

Ensure carers continue to be involved in designing and delivering carer awareness training to help workers reflect on their practice.

Other resources to support your practice

The SSSC and NES have various resources to support leaders and workers working with carers and young carers:



[Learn more](#) about the Equal Partners in Care (EPiC) project, framework and resources

Level 1, 2 and information about Level 3 can be found here: [Carer Aware, Caring Together e-modules \(level 1 & 2\) & further information around Caring Counts in the Workplace course \(Level 3\).](#)

[Equal Partners in Care \(EPiC\) elearning module Level 1](#)





[Carer Positive](#) aims to encourage employers to create a supportive working environment for carers in the workplace. Support and strengthen your workplace, become Carer Positive today.

[Step into Leadership](#)

