

**SSSC**  
**Category: Early Years**

Risk Management and Legal Implications

Failure to manage risk may impact on the delivery of Service objectives and the outcomes achieved by Service users. Education and Children’s Services aim to mitigate the implications by ongoing management and review of risk in all elements of work activity.

The production of this document is one way in which we aim to reduce our exposure to risk. By providing staff with information on good practice, making reference to other guidance that is available across the Council and providing clarity on how we should do things, we can ensure that the management of risk is intrinsic to what we do.

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## **Scottish Social Services Council (SSSC)**

It is the responsibility of individual members of staff who are required to subscribe to the SSSC to ensure they do so. Failure to do so may result in dismissal.

### **Introduction**

The Scottish Social Services Council (SSSC) Codes of Practice (the Codes) set out:

- the standards of practice and behaviour expected of everyone who works in social services in Scotland
- the standards expected of employers of social service workers in Scotland

In setting out these standards, the Codes are a tool for employers and for workers to use to think about how they can continually improve their practice. The Codes let people who use social services and carers know what they can expect from the workers who support them.

### **The Codes are in two parts**

The two Codes are presented together because they are complementary and mirror the joint responsibilities of both employers and workers in meeting the standards.

#### **1. Code for Employers of Social Service Workers**

If you are an employer, the Code for Employers of Social Service Workers sets out your responsibilities for making sure your workforce is trusted, skilled and confident. You have a responsibility to support your workers to achieve the standards set out in the Code for Social Service Workers and should use both parts of the Codes as a tool for continuous improvement.

#### **2. Code for Social Service Workers**

If you work in social services, the Code for Social Service Workers sets out clear standards that you are expected to meet. It is your responsibility to meet these standards and you should use the Code to reflect on your practice and identify how you can continually improve.

### **Why are the Codes important?**

#### **Public protection and regulating the workforce**

The Codes, along with the National Care Standards, are an important part of regulating and improving the quality of care experienced by people using social services.

All employers and workers must make a commitment to work in line with the Codes of Practice.

The SSSC regulates the workforce and aims to make sure that the people of Scotland can count on social services being provided by a trusted, skilled and confident workforce.



The Care Inspectorate regulates organisations which employ workers and provide registered care services. The Care Inspectorate also provides advice and promotes good practice to improve standards across the social service sector.

When a registered worker or employer does not meet the expectations set out in the Codes, action may be taken by the SSSC (for workers), or by the Care Inspectorate (for employers). The SSSC can act against workers through their fitness to practise process. The Care Inspectorate gives advice to care service providers on following the Codes and, if necessary, can act against employers.

### **Supporting good practice every day**

The Codes are a tool for continuous improvement and improving practice. For example, you can use them:

- to support regular Codes discussions at team meetings
- during induction and for staff learning and development
- to reflect on current practice.

Resources and ideas to support improvement are online at [www.sssc.uk.com](http://www.sssc.uk.com)

### **Code of Practice for Employers of Social Service Workers**

1. As a social service employer, you must make sure people are suitable to be social service workers and that they understand their roles and responsibilities.
2. As a social service employer, you must have the culture and systems in place to support social service workers to meet their Code of Practice.
3. As a social service employer, you must provide learning and development opportunities to enable social service workers to strengthen and develop their skills and knowledge.
4. As a social service employer, you must have written guidance and procedures in place to protect people who use services and carers, and to support social service workers.
5. As a social service employer, you must publicise and promote the Code of Practice for Social Service Workers to people who use services and carers and cooperate with us in our proceedings.

### **Code of Practice for Social Service Workers**

1. As a social service worker, I must protect and promote the rights and interests of people who use services and carers.
2. As a social service worker, I must create and maintain the trust and confidence of people who use services and carers.
3. As a social service worker, I must promote the independence of people who use services while protecting them, as far as possible, from danger and harm.
4. As a social service worker, I must respect the rights of people who use services, while striving to make sure that their behaviour does not harm themselves or other people.
5. As a social service worker, I must uphold public trust and confidence in social services.
6. As a social service worker, I am accountable for the quality of my work and will take responsibility for maintaining and improving my knowledge and skills.



These Codes apply from 1 November 2016 and replace all previous versions. Issued under section 53 of the Regulation of Care (Scotland) Act 2001.

The Codes give examples of practice, conduct and behaviour and are available on the SSSC website.

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