

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

The Code for Employers of Social Service Workers sets out employers' responsibilities for making sure their workforce is trusted, skilled, confident and valued. As employers you must support 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

The Code for Social Service Workers sets out clear standards that everyone working in social services is expected to meet. It is your responsibility to meet the 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

The codes can be found at

[SSSC Codes of Practice for Social Service Workers and Employers 2024 - Scottish Social Services Council](#)

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

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