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Resources for education providers: Meeting the revised SETs

# Embedding expectations of professional behaviour

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## Embedding expectations of professional behaviour, and the HCPC standards of conduct, performance and ethics

Previous standards linking professional behaviour and the SETs:

**4.5 The curriculum must make sure that students understand the implications of the HCPC's standards of conduct, performance and ethics.**

**5.12 Learning, teaching and supervision must encourage safe and effective practice, independent learning and professional conduct.**

Previous standards refer to learners 'understanding the implication of', and 'encouraging' professional conduct.

## Embedding expectations of professional behaviour, and the HCPC standards of conduct, performance and ethics

New standards linking professional behaviour and the SETs:

**4.2 The learning outcomes must ensure that learners understand and are able to meet the expectations of professional behaviour, including the standards of conduct, performance and ethics.**

**6.2 Assessment throughout the programme must ensure that learners demonstrate they are able to meet the expectations of professional behaviour, including the standards of conduct, performance and ethics.**

Revisions are intended to strengthen how expectations of professional conduct, including our standards of conduct, performance and ethics are embedded into curriculum and assessment.

## Embedding expectations of professional behaviour, and the HCPC standards of conduct, performance and ethics

### Professional behaviour is embedded further by:

linking to learning outcomes

'learners *understand* and are *able to meet*' (4.2)

'learners *demonstrate* they are *able to meet...*' (6.2)

'expectations of professional behaviour, *including* the  
[SCPEs]'

## To meet the SCPEs, registrants must:

Promote and  
protect the  
interests of service  
users and carers

Communicate  
appropriately and  
effectively

Work within the  
limits of their  
knowledge and  
skills

Delegate  
appropriately

Respect  
confidentiality

Manage risk

Report concerns  
about safety

Be open when  
things go wrong

Be honest and  
trustworthy

Keep records of  
their work

Expect programmes to be able to demonstrate how all areas are taught and assessed

## Case study 1

**SET 4.2** The learning outcomes must ensure that learners understand and are able to meet the expectations of professional behaviour, including the standards of conduct, performance and ethics.

This standard is about making sure that learners understand and are able to meet the expectations associated with being a regulated professional.

**Background:** Westerfair University are currently going through the major change process for their Postgraduate Diploma in Social Work programme. They have highlighted that they are amending their module structure and learning outcomes due to a faculty wide curriculum redevelopment programme. The HCPC have asked the education provider to demonstrate how they meet this standard when providing evidence to support how the programme continues to meet the standards.

**Approach:** As part of their professionalism and ethics module, the education provider have cited the HCPC standards of conduct, performance and ethics, and the guidance on conduct, performance and ethics for students in their bibliography. Some of the learning outcomes of this module include that learners understand how to work within their scope of practice, and to respect confidentiality.

**Evidence:** The programme team have provided their module descriptors.

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## Case study 1

### Questions to consider:

1. Could this approach meet the standard?
2. How could this approach be improved?
3. What other standards could be impacted by this approach?
4. How else could this standard be met?

### Things to think about:

1. How is citing the document evidence that learner will understand and be able to meet expectations of professional behaviour?
2. How are the areas from the standards of conduct, performance and ethics other than scope of practice, and respecting confidentiality being covered?

## Case study 2

**SET 6.2 Assessment throughout the programme must ensure that learners demonstrate they are able to meet the expectations of professional behaviour, including the standards of conduct, performance and ethics.**

This standard is about how learners are able to demonstrate that they understand the expectations associated with being a regulated professional by the time they complete the programme.

**Background:** Linton University pride themselves in producing “High quality health and social care professionals”. Within the Higher Education sector, they are seen as a pioneer of innovative health and social care education. Their new operating department practitioner programme will join a range of allied health professional (AHP) programmes already offered by the education provider.

**Approach:** The learner responsibilities section of the programme handbook states “Due to the nature of this programme, there is an expectation of professional behaviour from learners.” The assessment strategy states that “learners will be formatively assessed on their professional conduct throughout the programme to ensure that they are appropriately prepared before applying for registration with the HCPC on successful completion of the programme”.

**Evidence:** The education provider has mapped to these sections of the programme handbook and assessment strategy in their evidence. No further detail is provided.



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## Case study 2

### Questions to consider:

1. Could this approach meet the standard?
2. How could this approach be improved?
3. What other standards could be impacted by this approach?
4. How else could this standard be met?

### Things to think about:

1. What does professional behaviour mean in this context?
2. How will your learners know what is meant by professional behaviour in relation to the programme and profession?
3. Are formative assessments appropriate in this context to ensure all learners are able to demonstrate that they meet the expectations of professional behaviour including, the standards of conduct, performance and ethics?
4. Would you expect to see anything summative?

## Guidance and information about the revised standards of conduct, performance and ethics



### Revised SCPEs introduced in January 2016

- Guidance and information available on the website
- [www.hcpc-uk.org/aboutregistration/standards/standardsofconductperformanceandethics](http://www.hcpc-uk.org/aboutregistration/standards/standardsofconductperformanceandethics)



### Guidance on conduct and ethics for students published in Summer 2016

- Includes teaching resources
- [www.hcpc-uk.org/education/learningresource/](http://www.hcpc-uk.org/education/learningresource/)