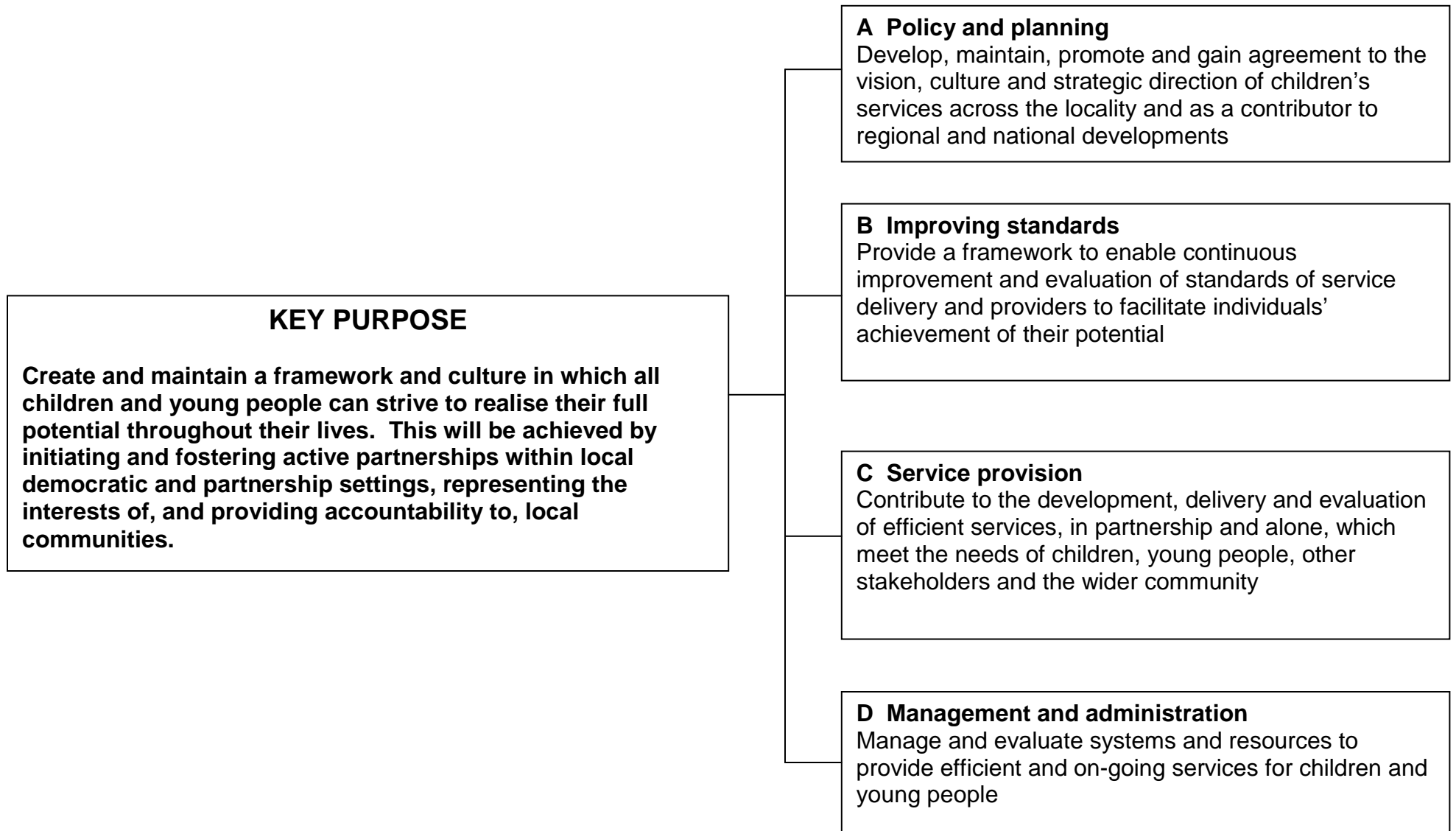
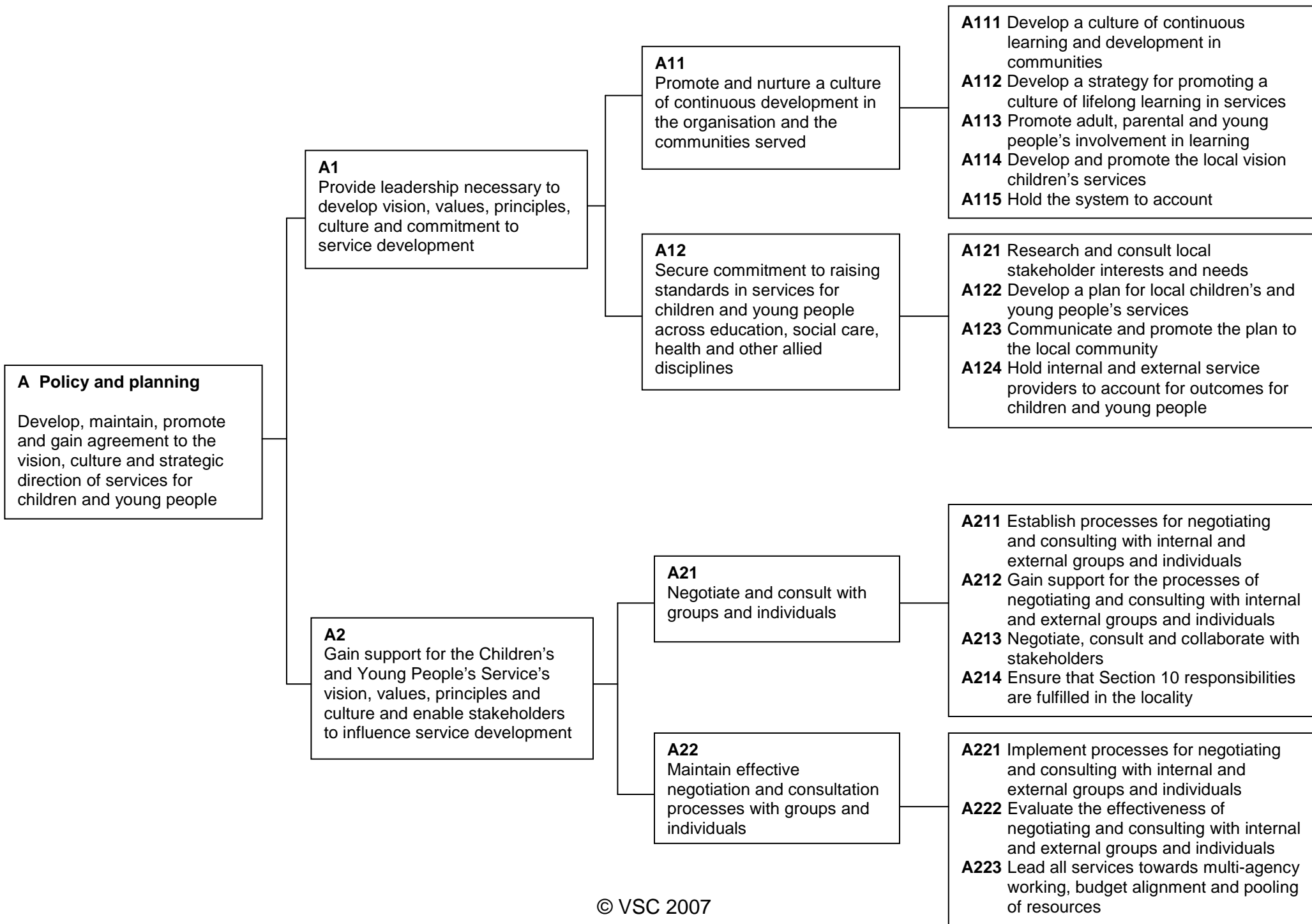
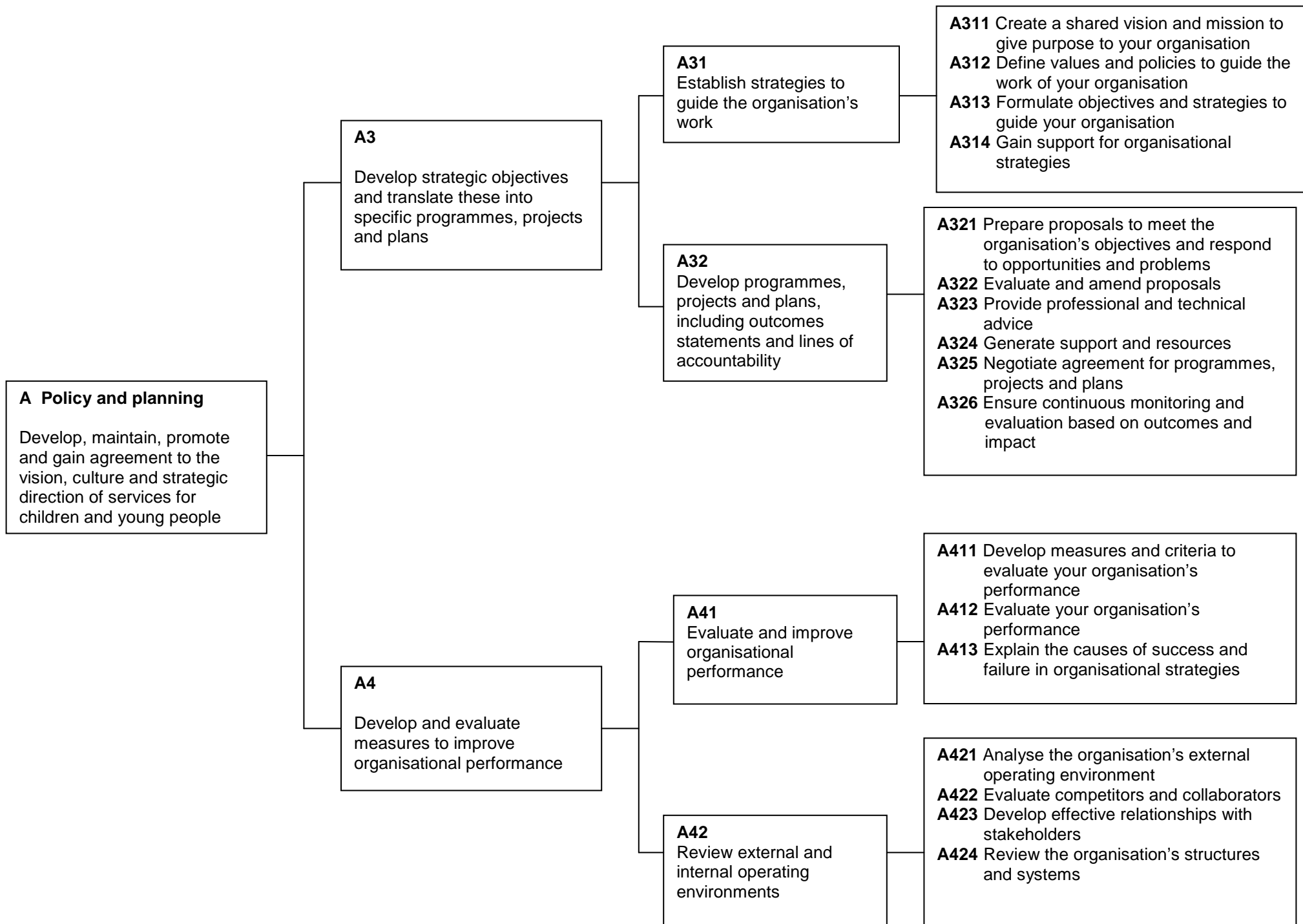


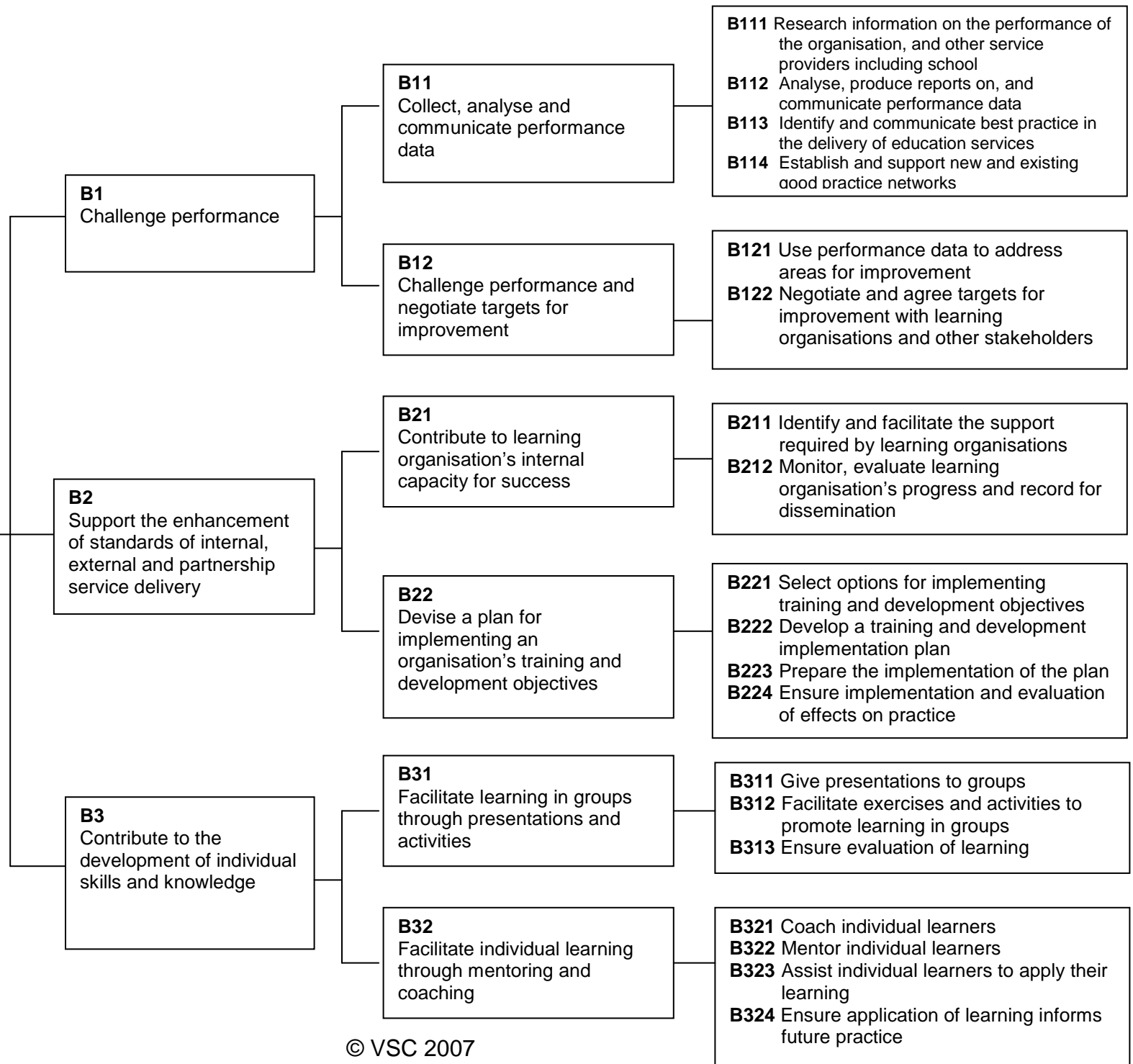
CHILDREN AND YOUNG PEOPLE'S SERVICES MANAGEMENT FUNCTIONAL MAP

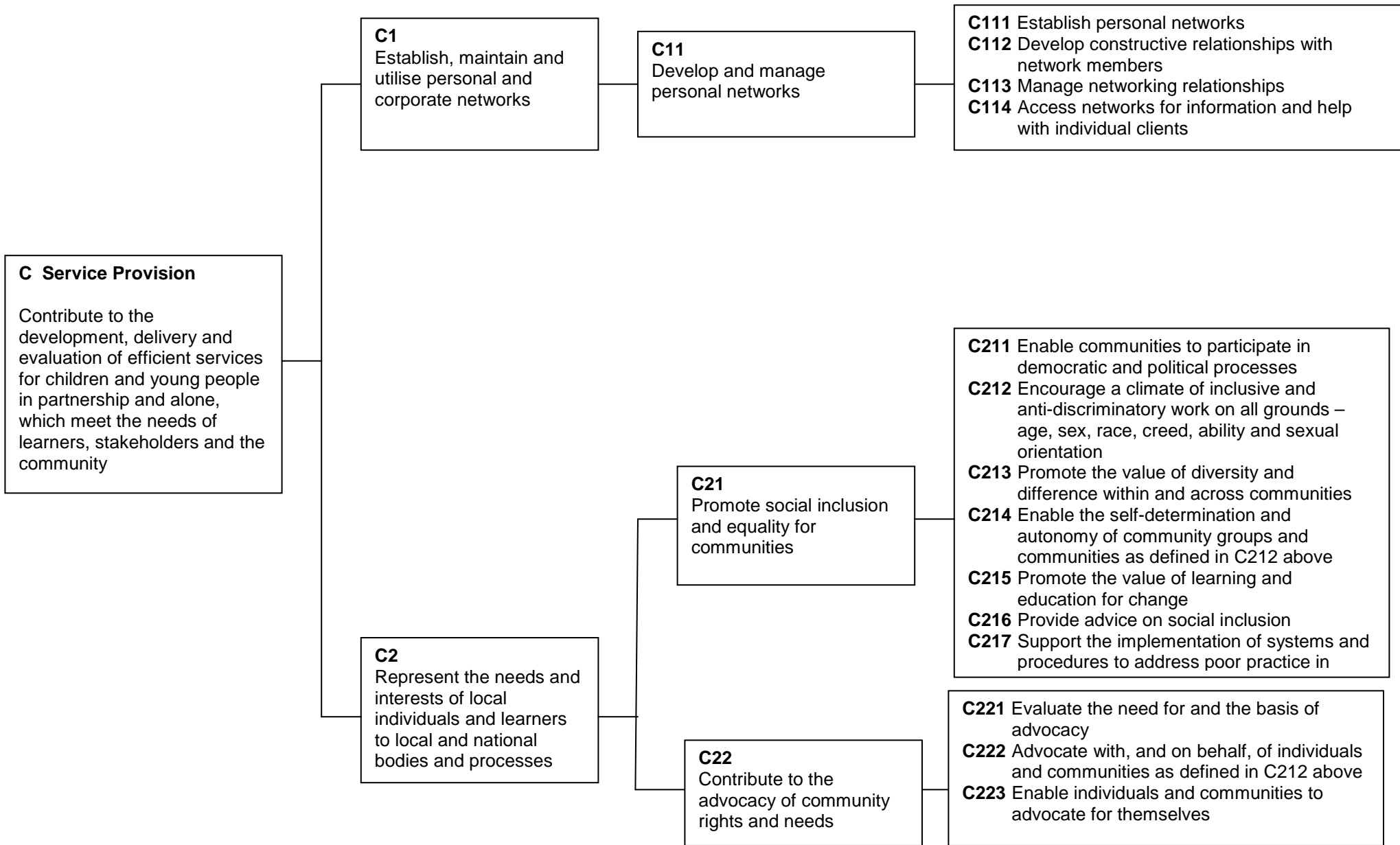


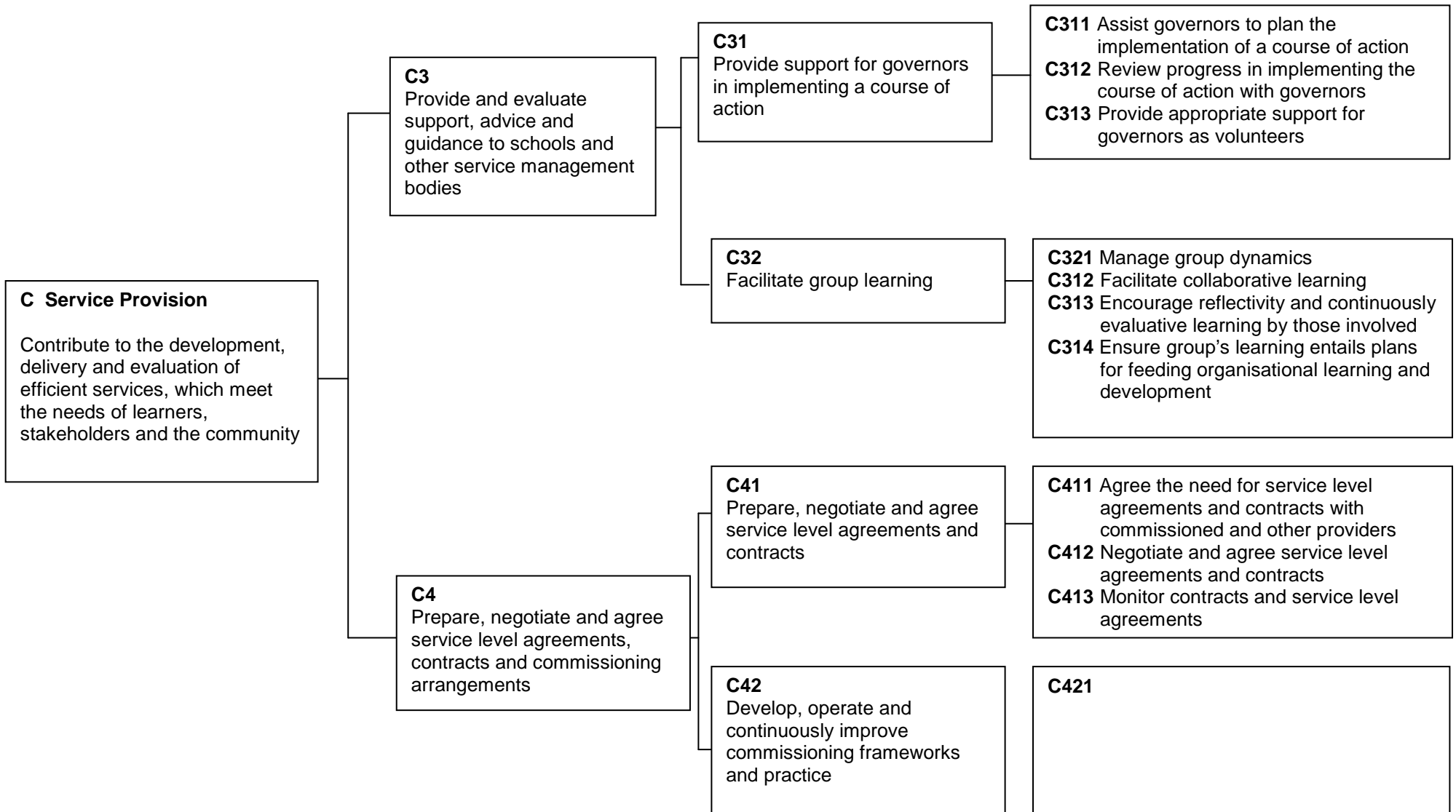


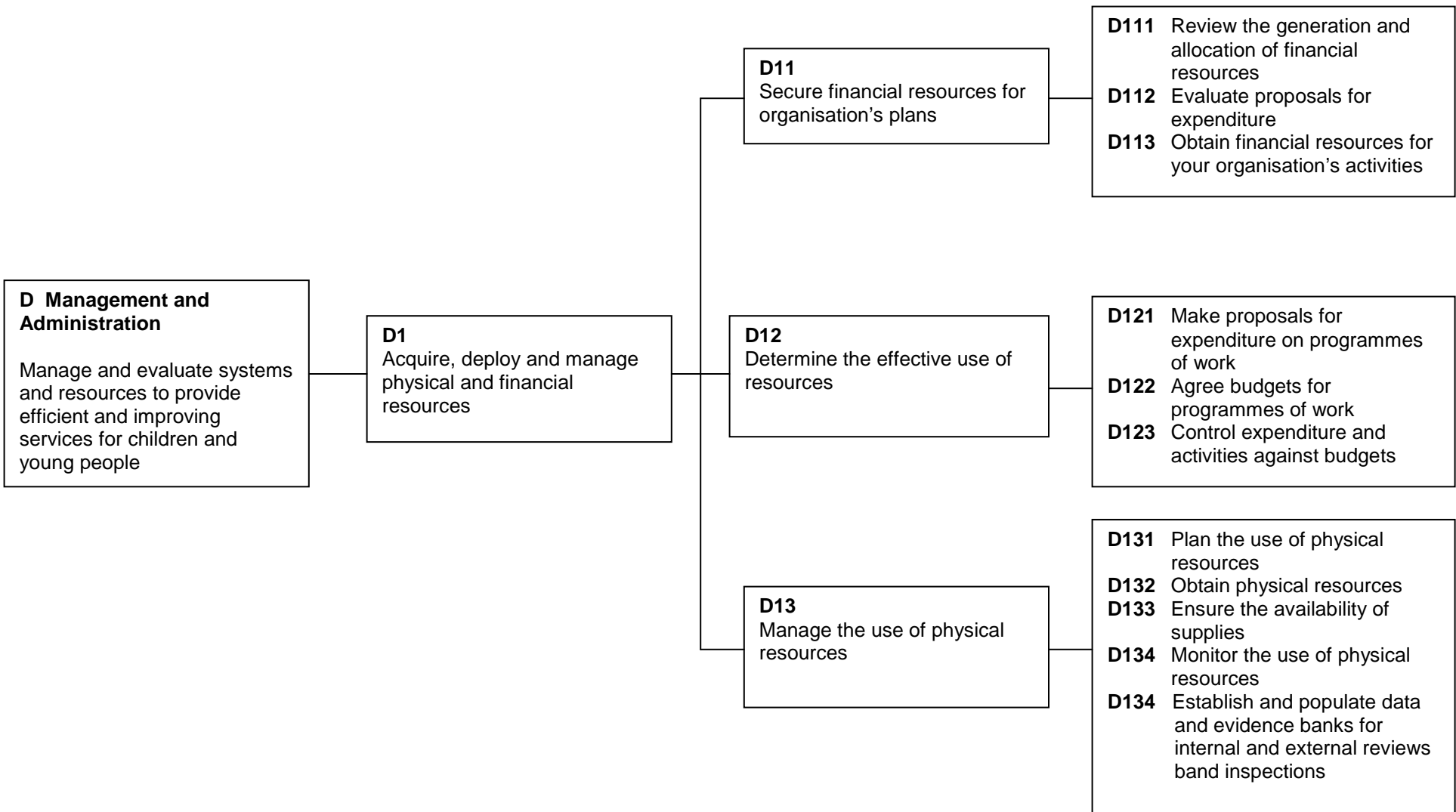


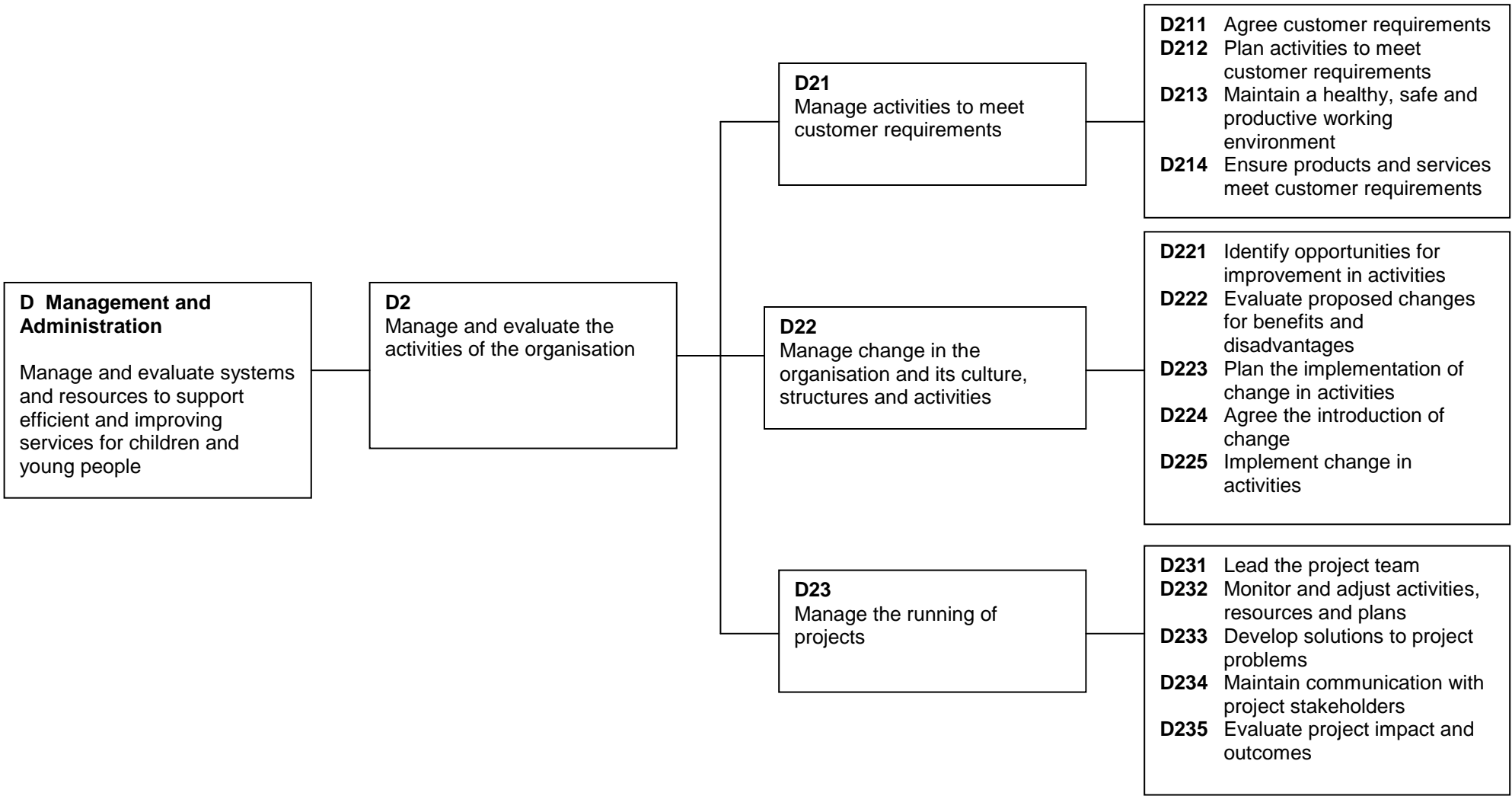
B Improving service standards
 Provide a framework to enable continuous improvement and evaluation of standards of service delivery and of service providers, to facilitate individuals' achievement of their potential

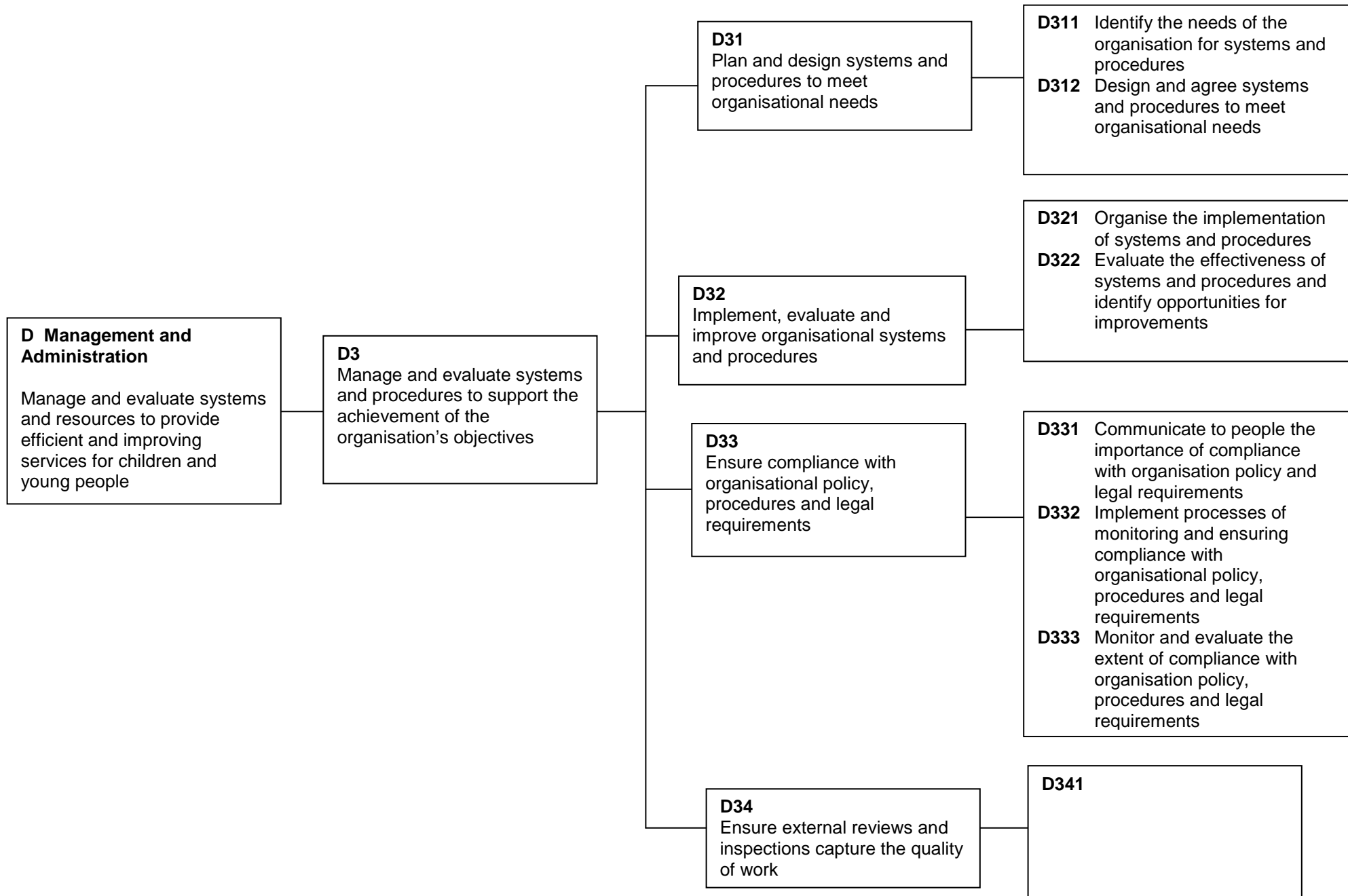


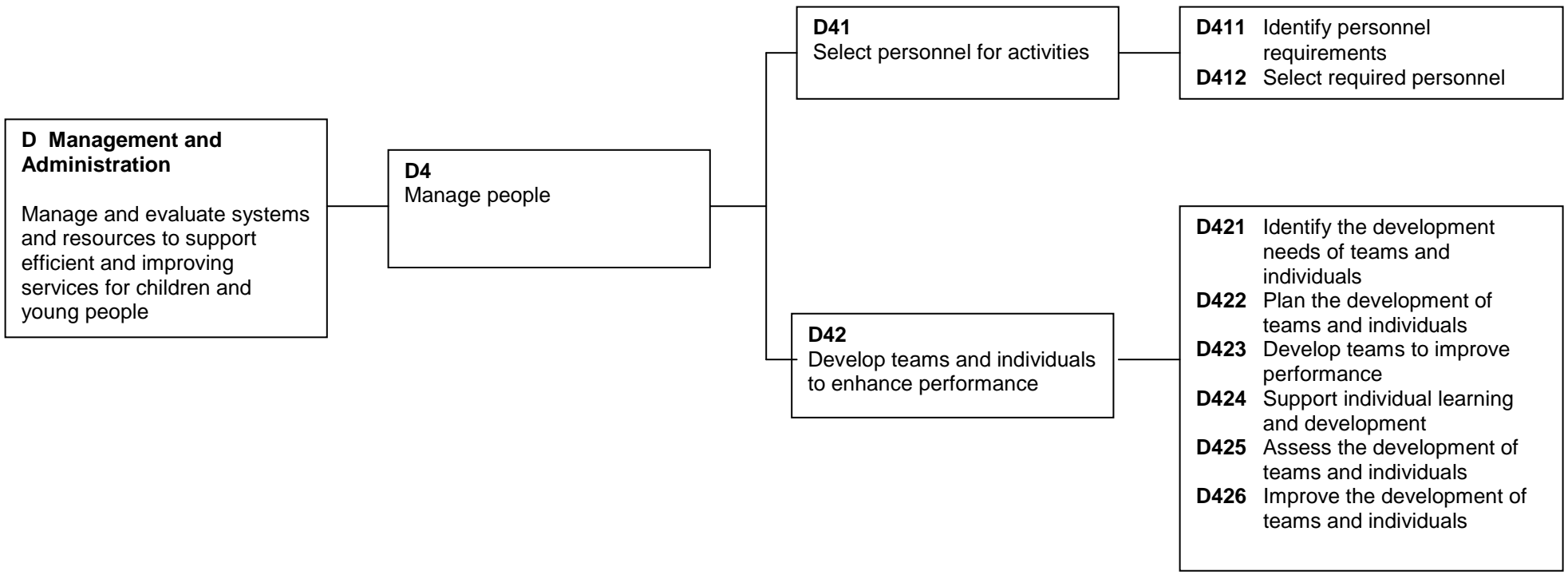












D Management and Administration
Manage and evaluate systems and resources to support efficient and improving services for children and young people

D4
Manage people

D43
Implement processes to promote equality of opportunity

D431 Ensure that equal opportunities policies and processes are implemented
D432 Evaluate equal opportunities practices

D44
Develop management teams

D441 Assess the effectiveness of management teams
D442 Improve the effectiveness of management teams

D45
Manage the performance of teams and individuals

D451 Allocate work to teams and individuals
D452 Agree objectives and work plans with teams and individuals
D453 Assess the performance of teams and individuals
D454 Provide feedback to teams and individuals on their performance

D46
Deal with poor performance

D461 Support team members who have problems affecting their performance
D462 Implement disciplinary and grievance procedures
D463 Dismiss team members whose performance is unsatisfactory

D47
Develop own knowledge, values and practice

D471 Reflect on and evaluate one's own values, priorities, interests and effectiveness
D472 Identify and respond to contradictions in values and practice
D473 Synthesise new knowledge into the development of one's own practice
D474 Identify and meet own learning and development needs

