

# INTEGRATED HEALTH AND SOCIAL CARE LEADERSHIP PROGRAMME

(Duration 18 month plus end point assessment. Delivered through the Leader in Adult Care Level 5 Apprenticeship).



## PROGRAMME STRUCTURE

The programme is designed to support managers working across health and social care services to strengthen leadership capability, improve service outcomes and support effective team leadership.

The apprenticeship is delivered through:

- 12 remote leadership masterclasses (approximately monthly)

- Workplace leadership practice between sessions
- Portfolio-based assessment through e-portfolio
- Regular coaching and progress reviews
- Gateway and End-Point Assessment in the final months

Learning is applied directly within the workplace to support real service improvement and leadership development.

## ASSESSMENT METHODS

Assessment is portfolio-based and includes a range of workplace evidence demonstrating leadership practice.

Examples include:

- workplace leadership observations
- reflective leadership accounts
- professional discussions
- service improvement activities
- reports or work products
- supervision and coaching records
- witness testimonies from colleagues or managers
- personal development planning
- knowledge questions or written tasks

All evidence is uploaded and reviewed through an e-portfolio system.

## FULL DAY MASTERCLASS SESSIONS:

1. Leading in Health and Social Care  
Understanding leadership roles across health and care services.
2. Personal Leadership and Emotional Intelligence  
Developing self-awareness, reflective leadership and emotional intelligence.
3. Effective Communication and Influencing  
Developing communication strategies, influencing skills and managing difficult conversations.
4. Equality, Diversity and Inclusive Leadership  
Promoting inclusive workplaces and supporting person-centred practice.
5. Neurodivergent Leadership and Inclusive Teams  
Understanding neurodiversity and supporting diverse teams and workforces.
6. Safeguarding Leadership and Professional Responsibility  
Developing safeguarding leadership, professional curiosity and decision making.
7. Leading High Performing Teams  
Supporting team development, psychological safety and conflict management.
8. Coaching and Developing Others  
Using coaching approaches to support workforce development and reflective practice.
9. Governance, Regulation and Quality Assurance  
Understanding regulatory frameworks, governance responsibilities and quality monitoring.
10. Service Improvement and Innovation  
Applying improvement tools to strengthen services and outcomes.
11. Digital Leadership and Information Management  
Using digital systems effectively and supporting innovation within services.
12. Courageous Leadership and Organisational Culture  
Developing ethical leadership, speaking-up cultures and leading change.



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## END POINT ASSESSMENT

The apprenticeship concludes with an independent End-Point Assessment (EPA).

### The assessment typically includes:

#### Observation of Leadership Practice

An independent assessor observes the apprentice demonstrating leadership within their workplace.

#### Professional Discussion

A structured discussion exploring the apprentice's leadership practice and application of the knowledge, skills and behaviours required within the apprenticeship.

### Following successful completion, apprentices achieve:

Leader in Adult Care Level 5 Apprenticeship Certificate

### Grades available:

Pass or Distinction

## PROGRESSION OPPORTUNITIES

On successful completion of the programme, participants may progress to leadership roles including:

- Registered Manager
- Service Manager
- Operations Manager
- Integrated Care Leader
- Quality and Governance Lead

Completion of a Level 5 leadership qualification supports expectations from the Care Quality Commission (CQC) for leaders managing regulated services.

Participants may also progress to:

- Level 7 leadership and management programmes
- Chartered management routes
- Higher education qualifications

## Functional Skills

Functional Skills in English and maths are optional for apprentices aged 19 or over at the start of the programme.

Where required, learners will receive support to develop these skills alongside the leadership programme.

## OFF-THE-JOB LEARNING ACTIVITIES

As part of the apprenticeship, participants complete a minimum of 418 hours of Off-the-Job learning over the duration of the apprenticeship.

Off-the-Job learning takes place during paid working hours and supports the development of the knowledge, skills and behaviours required within the Leader in Adult Care apprenticeship.

Off-the-Job learning activities include:

### Leadership Masterclasses

Participants attend a series of leadership masterclasses covering key leadership topics.

### Workplace Leadership Application

- Leading team meetings or supervision
- Supporting staff development and coaching conversations
- Contributing to governance or service review meetings
- Implementing improvements within their service

### Service Improvement and Leadership Projects

- Reviewing service performance or quality indicators
- Identifying opportunities for service improvement
- Developing action plans to improve practice
- Evaluating outcomes and reflecting on leadership impact

### Research and Professional Learning

- Reviewing legislation, policies and sector guidance
- Exploring leadership models and best practice
- Researching improvement approaches relevant to their service

### Reflective Practice and Portfolio Development

Learners reflect on their leadership practice and develop portfolio evidence through activities such as:

- Reflective accounts
- Professional discussions
- Documenting workplace leadership activities
- Gathering feedback from colleagues or managers

### Coaching and Leadership Development

- Coaching others
- Review leadership challenges and achievements
- Plan professional development goals
- Reflect on leadership practice

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