

Lead Practitioner in Adult Care



Level 4



18 months

Occupation profile

As a Lead Practitioner in Adult Care you will guide and inspire team members to make positive differences to someone's life when they are faced with physical, practical, social, emotional, psychological or intellectual challenges.

As a Lead Practitioner you will have a greater depth of knowledge and expertise of particular conditions experienced by service users along with specialist skills and knowledge in your area of responsibilities which will allow you to lead in areas such as care needs assessment, occupational therapy, physiotherapy, rehabilitation and enablement, telecare and assistive technology.

You be a coach and mentor to others and will have a role in assessing performance and quality of care delivery. As a Lead Practitioner you may work in residential or nursing homes, domiciliary care, day centres, a person's own home or some clinical healthcare settings.

This standard also covers Lead Personal Assistants who can work at this senior level but may only work directly for one individual who needs support and/or care services, usually within their own home.

Entry requirements

This role is subject to the Disclosure and Barring Service process.

Programme qualifications & requirements

- Level 4 Diploma in Adult Care
- Level 2 English and maths if not already held
- 20% off the job training
- End Point Assessment



Details of programme

Your apprenticeship programme will be delivered as blended learning. Blended learning is a combination of both online and face to face delivery. You will need to have good internet access and a suitable device such as a smartphone, laptop, or tablet to work on. Microsoft Teams is used for coaching sessions and ZOOM is currently used for taught sessions. You will need to check with your employer that access to ZOOM and Microsoft Teams is available and permitted. If using a work device to complete your training.

It typically takes 18 months to complete this apprenticeship during which you will participate in:

- Induction which is specific to your workplace
- Study days and training courses
- Mentoring/buddy support
- Completion of a portfolio through which you gather evidence of your progress
- Completing 20% off the job training
- Structured one to one reviews of your progress

On completion of your apprenticeship you must have gained a knowledge and understanding in:

Tasks and responsibilities

- Statutory frameworks, standards, guidance and Codes of Practice which underpin practice in relation to the safe delivery of services
- Theories underpinning own practice and competence relevant to the job role
- Principles of assessment and outcome based practice
- Principles of risk management

Dignity and Human Rights

- How to contribute to, promote and maintain a culture which ensures dignity is at the centre of practice

Communication

- Effective communication and solutions to overcoming barriers
- Legal and ethical frameworks in relation to confidentiality and sharing information
- Range of technologies to enhance communication

Safeguarding

- Legislation, national and local solutions for the safeguarding of adults and children including reporting requirements

Health and Wellbeing

- Models of monitoring, reporting and responding to changes in health and wellbeing
- Range of holistic solutions to promote and maintain health and wellbeing using person centred approaches
- Importance of effective partnerships, inter-agency, joint and integrated working

Professional Development

- Goals and aspirations that support own professional development and how to access available opportunities

On completion of this apprenticeship you must have gained skills in the following areas:

Tasks and Responsibilities

- Applying professional judgement, standards and codes of practice relevant to the role
- Developing and sustaining professional relationships with others
- Identifying and accessing specialist help required to carry out the role
- Lead the specialist assessment of social, physical, emotional and spiritual needs of individuals with cognitive, sensory and physical impairments
- Mentoring colleagues to encourage them to actively participate in the way their care and support is delivered
- Contribute to the implementation of processes to implement and review support plans
- Providing leadership and mentoring to others for whom you are responsible
- Applying risk management policies
- Contributing to the quality assurance of the service provided

Dignity and Human Rights

- Implementing a culture that actively promotes dignity and respects diversity and inclusion
- Model high levels of empathy, understanding and compassion

Communication

- Model effective communication skills
- Identifying and addressing barriers to communication using appropriate resources
- Applying organisational processes to record, maintain, store and share information
- Providing meaningful information to support people to make informed choices

Safeguarding

- Applying and supporting others to adhere to safeguarding procedures
- Working in partnership with external agencies to respond to safeguarding concerns

Health and Wellbeing

- Applying person centred approaches to promote health and wellbeing
- Collaborating with external partners to achieve best outcomes in health and wellbeing

Professional Development

- Evaluating own practice and accessing identified development opportunities
- Evaluating the effectiveness of own leadership, mentoring and supervision skills and taking steps to enhance performance
- Valuing individuals to develop effective teams in order to achieve best outcomes
- Contributing to the development of an effective learning culture
- Leading robust, values-based recruitment and selection processes
- Contributing to the induction process by developing the knowledge of individuals within their role
- Leading and supporting others in professional development through personal development plans, supervision, reflective practice, research, evidence based practice and access to learning and development opportunities

Assessment gateway

Your employer will make the decision that you are ready to go forward to End Point Assessment when:

- You are consistently working at or above the level required of a Leader Practitioner in Adult Care
- You have successfully completed the Level 4 Diploma in Adult Care
- You have achieved Level 2 English and maths if not held
- You have achieved 20% off the job training
- You have submitted a portfolio to underpin the professional discussion



End point assessment

The End Point Assessment (EPA) is undertaken by an Independent Assessment Organisation within three months of achieving Gateway and is chosen by your employer. The Independent Assessment Organisation is responsible for the final decision and grading of either Fail / Pass / Distinction.

The End Point assessment methods are:

Assessment Method	Format
Observation of Leadership	Observation 60 minutes (+ 10%) plus 15 minutes for post observation question session Grading: Fail/Pass
Professional Discussion	90 minutes (+ 10%) Grading: Fail/Pass/Distinction

The independent assessor will combine the grades of both assessment methods to determine the overall EPA grade.