

**Unit Title:** Understand professional management and leadership in health and social care or children and young people’s settings

Sector unit number: LM 507

Level: 5

Credit value: 6

Guided learning hours: 50

Unit reference number: F/504/2218

### Unit purpose and aim

The purpose of this unit is to develop the learner’s knowledge and understanding in management and leadership in health and social care or children and young people’s settings.

Learning Outcomes	Assessment Criteria	Teaching Content
<p><b>The Learner will:</b></p> <p>1 Understand theories of management and leadership and their application to health and social care or children and young people settings</p>	<p><b>The Learner can:</b></p> <p>1.1 Research theories of management and leadership</p> <p>1.2 Analyse how theoretical models of management and leadership can be applied to a range of situations in a work setting</p> <p>1.3 Analyse how the values and cultural context of an organisation influence the application of management and leadership models</p>	
<p>2 Understand the relationship between professional management and leadership</p>	<p>2.1 Evaluate the interdependencies between leadership and management</p> <p>2.2 Analyse the conflicts between the application of management and leadership models</p> <p>2.3 Describe how conflicts between management and leadership models can be addressed</p>	
<p>3 Understand the skills of professional management and leadership in health and social care or children and young people’s</p>	<p>3.1 Analyse the skills required to be an</p> <ul style="list-style-type: none"> <li>• Effective manager</li> <li>• Effective leader</li> </ul>	

Learning Outcomes	Assessment Criteria	Teaching Content
settings	3.2 Explain why managers in health and social care or children and young peoples settings need both management and leadership skills  3.3 Analyse how leadership skills can influence the values of an organisation  3.4 Explain why leadership styles may need to be adapted to manage different situations	
4 Understand the impact of policy drivers on professional management and leadership in health and social care or children and young people's services	4.1 Identify factors that influence policy drivers  4.2 Analyse emerging themes and trends that impact on management and leadership of health and social care and children or young people's services	

## Assessment

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Units need to be assessed in accordance with Skills for Care's QCF Assessment Principles.

Assessment decisions for competence based learning outcomes (e.g. those beginning with 'Be able to') must be made in a real work environment by an occupationally competent assessor. Any knowledge evidence integral to these learning outcomes may be generated outside of the work environment but the final assessment decision must be within the real work environment.

This unit is competence based. This means that it is linked to the candidate's ability to competently perform a range of tasks connected with their work. This unit may be assessed using any method, or combination of methods, which clearly demonstrates that the learning outcomes and assessment criteria have been met. This unit requires workplace assessment of occupational competence.

Competence based assessment must include direct observation as the main source of evidence.

## Guidance on assessment and evidence requirements

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OCR does not stipulate the mode of delivery for the teaching of the content of this unit. Centres are free to deliver this unit using any mode of delivery that meets the needs of their candidates. Centres should consider the candidates' complete learning experience when designing learning programmes.

## Details of relationship between the unit and national occupational standards

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This unit has been developed by Skills for Care in Partnership with Awarding Organisations. It provides a key progression route between education and employment (or further study/training leading to employment). It is directly relevant to the needs of employers and relates to national occupational standards developed by Skills for Care.

## Additional information

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For further information regarding administration for this qualification, please refer to the OCR document '*Administrative Guide for Vocational Qualifications*' (A850).

This unit is a shared unit. It is located within the subject/sector classification system 01.3 Health and Social Care.