OCR
Oxford Cambridge and RSA

Unit Title:	**Lead and manage a team within a residential childcare setting**
OCR unit number:	3
Sector unit number:	RCC 5.3
Level:	5
Credit value:	5
Guided learning hours:	36
Unit reference number:	L/506/7607

Unit aim and purpose

This unit provides the knowledge and skills required to lead and manage a team within a residential childcare setting.

Learning Outcomes	Assessment Criteria	Additional guidance
The Learner will:	**The Learner can:**	
1 Understand the concepts of management and leadership	1.1 Compare and contrast leadership and management	
	1.2 Analyse theoretical models of leadership styles	
	1.3 Analyse theoretical models of management styles	
	1.4 Explain how both leadership and management involve a two way dynamic between the people involved	
2 Understand the features of effective team performance within residential childcare	2.1 Compare models of team working	
	2.2 Analyse the features of an effective team	
	2.3 Analyse barriers to effective team performance	
	2.4 Analyse how management and leadership styles influence team performance	
	2.5 Analyse methods for conflict resolution within a team	

Learning Outcomes	Assessment Criteria	Additional guidance
3 Be able to lead the development of a positive organisational culture	3.1 Analyse components of a positive organisational culture	
	3.2 Develop strategies to support a positive organisational culture in own team	
	3.3 Implement strategies to support a positive organisational culture in own team	
	3.4 Evaluate strategies used to develop a positive organisational structure	
4 Be able to develop a plan with team members to meet agreed objectives	4.1 Support team members to understand and commit to the vision and strategic direction of the organisation	
	4.2 Work with team members to agree team objectives that implement the vision, ambition and strategic direction	
	4.3 Deploy the skills, interests, knowledge, creativity and expertise within the team to meet agreed objectives	
	4.4 Agree roles and responsibilities with team members	
	4.5 Support sharing of skills and knowledge between team members	
5 Be able to support individual team members to work towards agreed objectives	5.1 Carry out professional supervision with team members in accordance with organisational requirements	
	5.2 Set individual work objectives with team members based on agreed team objectives	
	5.3 Use a solution focussed approach to support team members in addressing challenges	

Learning Outcomes	Assessment Criteria	Additional guidance
	5.4 Support team members to manage their emotional responses to distressing situations that arise in their job role	
	5.5 Work with team members to identify opportunities for continuing professional development	
6 Be able to manage performance	6.1 Involve children or young people in the monitoring and management of team performance	
	6.2 Monitor progress towards agreed objectives	
	6.3 Provide feedback on performance to: • the individual • the team	
	6.4 Explain processes for managing individuals when their performance does not meet agreed personal objectives	
	6.5 Explain processes for managing teams when their performance does not meet agreed objectives	
	6.6 Recognise individual and team achievements	
7 Understand how to lead a team through change	7.1 Analyse factors that drive change in residential childcare settings	
	7.2 Compare theories of change management	
	7.3 Evaluate tools and techniques that support team members to implement change	

Assessment

This unit must be assessed in accordance with Skills for Care and Development's QCF Assessment Principles.

Learning outcomes 3, 4, 5 and 6 must be assessed in a real work environment.

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.

National Occupational Standards (NOS) mapping/signposting

This unit has been developed by Skills for Care and Development in Partnership with Awarding Organisations. It is a requirement for new staff working in residential childcare to be working towards these qualifications from 01/01/15. It is directly relevant to the needs of employers and relates to national occupational standards developed by Skills for Care and Development. As such, the unit may provide evidence for SCDLMCA1, SCDLMCA2, SCDLMCA5, SCDLMCE2 and SCDLMCE10.

Functional skills signposting

This section indicates where candidates may have an opportunity to develop their functional skills.

Functional Skills Standards					
English		**Mathematics**		**ICT**	
Speaking and Listening	X	Representing		Use ICT systems	
Reading	X	Analysing		Find and select information	
Writing	X	Interpreting		Develop, present and communicate information	

Additional information

We do 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.

The Centre Handbook contains important information for anyone delivering this unit which is part of the residential childcare qualifications.

For further information regarding administration for this qualification, please refer to the OCR document '*Admin Guide: Vocational Qualifications*' on our website www.ocr.org.uk .