

# Leader in Adult Care

## ① What the role entails

The Leader in Adult Care will guide and inspire teams to make positive differences to someone's life when they are faced with physical, practical, social, emotional, psychological or intellectual challenges. They will be a leader of the care team and will develop and implement a values-based culture at a service or unit level. They may be responsible for business development, financial control, organisational resilience and continuity as well as for managing risk and leading on organisational change. They have a responsibility to ensure the service is safe, effective, caring, responsive to people's needs and well-led. They may be a registered manager, deputy manager or assistant manager of a service or unit. They will be responsible for ensuring regulatory compliance of the care given, and also the values and training of staff with established standards and regulations. Leaders in Adult Care may work in residential or nursing homes, domiciliary care, community day centres, a person's own home or some clinical healthcare settings. The role of Leader in Adult Care in this standard also covers Personal Assistants who operate in a management role, but they may only work directly for one individual who needs support and/or care services.

**!** **Entry:** undertake the Disclosure and Barring Service process and provide the result.



## ② On-programme assessment

The apprentice must achieve the following on-programme assessment requirements prior to Gateway:

- Level 2 English and maths
- Level 5 Diploma in Leadership and Management for Adult Care.



## ③ Gateway requirements

The decision to take an apprentice through Gateway is made only when the employer is satisfied that the apprentice is consistently working at or above the level set out in the standard. The apprentice must have completed all of the on-programme elements before they enter Gateway.



## ④ End-point assessment

The end-point assessment (EPA) for Leader in Adult Care contains 2 methods of assessment as outlined below:

### Observation of Leadership

Observation of Leadership must include the ability to demonstrate leadership to an organisational audience. It is expected that the apprentice will lead the activity and will have prepared for this in advance and have all necessary information and evidence prepared beforehand.

Following the Observation, the apprentice will be asked a minimum of 4 open questions to assess related underpinning knowledge.

The Observation should take 60 minutes with an additional 15 minutes for the post-Observation questioning.

**Grade weighting** - A Pass is gained by achieving Pass criteria for all knowledge, skills and behaviours. There are no Distinction criteria for the Observation.

### Professional Discussion

The Professional Discussion is an in-depth, two-way discussion between the apprentice and the Independent End-Point Assessor (IEPA). The IEPA will undertake the Professional Discussion and will ask the apprentice questions in relation to knowledge, skills and behaviours as set out in the assessment plan. The Professional Discussion should take 60 minutes.

**Grade weighting** - A Pass is gained by achieving Pass criteria for all knowledge, skills and behaviours. A Distinction is gained by successfully achieving all Pass criteria and through meeting at least 21 of the 26 Distinction criteria.

## ⑤ Grade aggregation table

Observation of Leadership	Professional Discussion	EPA grade
Fail	Fail	Fail
Pass	Fail	Fail
Fail	Pass	Fail
Fail	Distinction	Fail
Pass	Pass	Pass
Pass	Distinction	Distinction

## ⑥ Completion and certification

Once the IEPA verifies the apprentice has successfully completed all EPAs, CACHE will activate certification. Working with the apprenticeship certificate issuing authority, we'll ensure the apprentice receives their certificate.



## ⑦ What next?

Completion of the Leader in Adult Care EPA may lead to further opportunities such as foundation degree programmes or qualifications in social work, teaching, learning and assessment.

## Why choose EPA Plus?

We are an approved End-Point Assessment Organisation (EPAO) specialising in EPA delivery across Health, Education & Care and Business apprenticeship standards. EPA Plus offers flexible and reliable EPA solutions supported by sector expertise, guidance documents and proactive service and support.