



Children, Young People
and Families Manager
(In Community)
Level 5 Apprenticeship

Over 800 Childcare
Qualifications/Year

87% Overall
Success Rate

Specialist
Pathway Options



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Excellence
Valid until 08/2020
skillsforcare

Children, Young People and Families Manager (within the community) Apprenticeship Standard

As a Children, Young People and Family Manager in Children's within the Community you will ensure direction, alignment and commitment within your own practice, your team(s), your organisation and across partnerships to help children, young people and families aspire to do their best and achieve sustainable change. You will build teams, manage resources and lead new approaches to working practices that deliver

improved outcomes and put the child, young person or family at the centre of practice. You could be solely responsible for the management of a team or service, or be part of a management team. To deliver effectively on a wide range of outcomes you will work on a multi agency basis with professionals from a wide range of backgrounds, as well as team leaders and managers from your own organisation.

Entry Requirements

Apprentices should be at least 19 years old and have undertaken a DBS check. It is recommended that apprentices hold a Level 4 qualification in a related area.

Maths and English

Apprentices achieve their Level 2 English and Maths qualification as part of their apprenticeship.

End Point Assessment

Knowledge, skills and behaviours will be tested by an independent End Point Assessor which will be appointed by your employer.

Prior to your End Point Assessment you will attend a Gateway meeting with your employer, GP Strategies trainer/skills coach and your mentor/supervisor/manager who will review your progress and confirm that all of the requirements of your apprenticeship have been met. You will then be referred for End Point Assessment.

The End Point Assessment will take the form of a knowledge test and competence interview, and will be organised at a time and date convenient to both yourself and your employer.

The Level 5 Diploma and Level 2 Maths and English must be complete prior to the End Point Assessment taking place.

The outcome of your End Point Assessment test will be graded either Pass/Distinction/Fail.



The Standard

Core Knowledge

What the Children, Young People and Family Manager on completion must know and understand:

- Current research and development in the health and social care sector
- Theories underpinning the learning, development and motivation of individuals and teams
- The role of the team and the internal and external environment in which it operates
- Values and ethics and the principles and practices of diversity, equality, rights and inclusion
- Approaches to dignity and respect
- The principles and practice of supervision with their staff
- The theories and up-to-date research and best practice that underpin practice decision making
- The working practices surrounding legislation, national and local solutions for safeguarding and risk management of children, young people and families
- A healthy, safe and stimulating environment that fulfils health & safety legislation and requirements
- The safeguarding requirements contained within mandatory local safeguarding training or nationally accredited equivalent
- The principles and practice of statutory frameworks, standards, guidance and Codes of Practice
- The quality assurance of health and social care in line with OFSTED, CQC and other regulatory bodies
- Approaches to developing and implementing improvement, including use of data
- The theories of intervention that meet the needs of children, young people and adults within the family
- The practice and principles of resource management
- How to create engagement and innovation in the development of practice
- The commissioning cycle and its application
- Inter-agency and multi-agency work and its role in ensuring positive outcomes
- Techniques to influence, persuade and negotiate with others
- Principles of reflective practice; how people learn; effective continuing professional development
- Academic research, evidence-based data, policy developments, practice developments

Children, Young People and Families Manager within the Community Specialist Knowledge

What the Children, Young People and Family Manager on completion must know and understand:

- The national systems of social welfare
- Local agencies and community groups
- Theoretical approaches to the practice and principles of effective multi agency working
- Theoretical approaches to contemporary social issues that affect family life and the care of children and young people
- The priority practice areas in the specific context and their responsibilities within it
- Ethical and professional approaches to practice in a partnership context

Core Skills

What the Children, Young People and Family Manager on completion must be able to do:

- Maintains and develops a leadership style that sets the ethos, aims and approach to the work
- Manages the application of professional judgement, standards and codes of practice
- Creates a strong sense of team purpose
- Models an ethos that actively promotes equality, resilience, dignity and respects diversity and inclusion
- Actively seeks the views of others
- Develops and delivers good quality supervision practice and decision making
- Demonstrates evidence based practice and models the effective use of up to date research and theories
- Identifies and manages risk
- Monitors, evaluates and improves the working environment to ensure it is safe
- Sets clear, measurable objectives
- Uses data to evaluate the effectiveness of outcomes
- Develops, facilitates and leads changes in working practices that deliver improved outcomes
- Actively encourages the participation of children, young people and families in service improvement
- Manages the quality assurance of the service provided and proposes improvements
- Manages and deploys total resource (e.g. people, finance, IT property) to maximise outcomes
- Mobilises collective action across service boundaries and within the community to manage resources
- Commissions and contract manages external providers
- Collaborates with partner agencies and resolves complex issues to achieve best outcomes
- Builds an ethos of learning and continuous improvement across partner organisations
- Evaluates practice of team members
- Assesses learning styles of self and team members and identifies development opportunities
- Listens to, challenges and supports practitioners
- Engages in reflective practice and develops a learning culture across the team

Children, Young People and Families Manager within the Community Specialist Skills

What the Children, Young People and Family Manager on completion must be able to do:
<ul style="list-style-type: none">Proactively develops and sustains strategies for joint working , to improve outcomesDemonstrates good awareness of stakeholdersContributes to and initiates appropriate joint budget arrangements
<ul style="list-style-type: none">Leads, implement s and evaluates effective approaches to practice in specific contextsAudits and measures performance effectively within a multi- agency contextEffectively uses and shares information and dataLeads and develops new approaches to early intervention in partnership practice

The Standard

Behaviours	These are the personal attributes and behaviours expected of Children, Young People and Family Manager carrying out their roles:
Care	Respecting and valuing practitioners, encouraging and enabling them to deliver excellent practice.
Compassion	Consideration and concern, combined with robust challenge and support.
Courage	Having honest conversations and encouraging practitioners to offer their own solutions to improving practice.
Communication	Building relationships with practitioners, peers and partner organisations.
Competence	Knowing the business, knowing what good practice looks like in others and having a relentless focus on delivering improved outcomes.
Commitment	Demonstrating a strong moral purpose, modelling the ethos and building the skills of others and retaining and maintaining and own practice skills through effective CPD.



Level 5 Diploma in Leadership for Health and Social Care and Children and Young People’s Services – Children and Young People’s Management Pathway

Main Qualification Structure

The learner must achieve a total of 90 credits from the Diploma: 68 credits from the mandatory units (6 shared core units, 6 Children and Young People’s Management pathway units), and a minimum of 22 credits from the optional units.

Mandatory Units

Unit Ref	Unit No.	Unit Title	Unit Type	Level	Credit
F/602/2335	SHC 51	Use and develop systems that promote communication	Skills	5	3
L/602/2578	SHC 52	Promote professional development	Knowledge/Skills	4	4
Y/602/3183	SHC 53	Champion equality, diversity and inclusion	Knowledge/Skills	5	4
K/602/3172	M1	Develop health and safety and risk management policies, procedures and practices in health and social care or children and young	Knowledge/Skills	5	5
A/602/3189	M2c	Work in partnership in health and social care or children and young people’s settings	Knowledge/Skills	4	4
J/602/3499	OP 5.25	Undertake a research project within services for health and social care or children and young	Knowledge/Skills	5	10

Mandatory Units (continued)

Unit Ref	Unit No.	Unit Title	Unit Type	Level	Credit
F/601/9449	MU 5.2	Understand children and young person's development	Knowledge	5	6
J/601/9369	MU 5.3	Lead practice that supports positive outcomes for child and young person development	Knowledge/Skills	5	6
A/601/9370	MU 5.4	Develop and implement policies and procedures to support the safeguarding of children and young people	Knowledge/Skills	5	6
H/602/3171	LM1c	Lead and manage a team within a health and social care or children and young people's setting	Knowledge/Skills	6	7
M/602/3187	LM2c	Develop professional supervision practice in health and social care or children and young people's work settings	Knowledge/Skills	5	5
J/602/2577	O36	Lead practice in promoting the well-being and resilience of children and young people	Knowledge/Skills	5	8

Optional Units

Group H – Management (Learners must take a minimum of 12 credits from this group)

Unit Ref	Unit No.	Unit Title	Unit Type	Level	Credit
J/602/2336	O1	Develop procedures and practice to respond to concerns and complaints	Knowledge/Skills	5	6
R/602/2338	O16	Recruitment and selection within health and social care or children and young people's settings	Knowledge/Skills	4	3
Y/602/2339	O20c	Facilitate the development of effective group practice in health and social care or children and young people's settings	Knowledge/Skills	5	6
L/602/2547	O30c	Facilitate coaching and mentoring of practitioners in health and social care or children and young people's settings	Knowledge/Skills	5	6
T/602/2574	O35	Manage induction in health and social care or children and young people's settings	Knowledge/Skills	4	3
F/602/2612	O40	Facilitate change in health and social care or children and young people's setting	Knowledge/Skills	5	6
L/602/2743	O41	Manage an inter-professional team in a health and social care or children and young people's setting	Knowledge/Skills	6	7
T/602/2753	O42	Manage finance within own area of responsibility in health and social care or children and young people's setting	Knowledge/Skills	4	4
R/602/2758	O43	Manage quality in health and social care or children and young people's setting	Knowledge/Skills	5	5
Y/600/9588	B1	Develop and evaluate operational plans for own area of responsibility	Skills	5	6
K/600/9711	E8	Manage physical resources	Knowledge/Skills	4	3



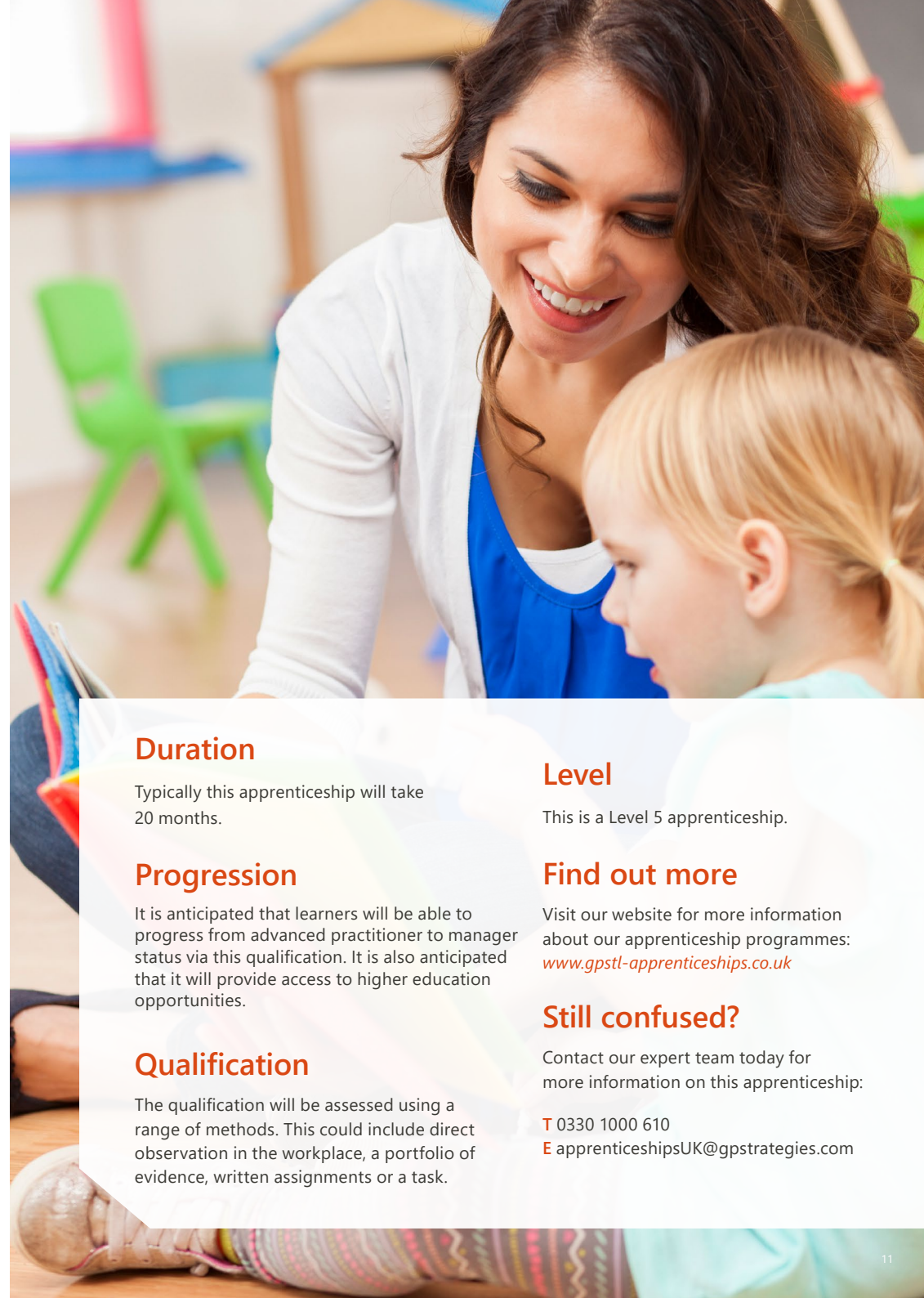
Optional Units (continued)

Group I – Knowledge (Learners must take a minimum of 1 credit, maximum 6 credits from this group)

Unit Ref	Unit No.	Unit Title	Unit Type	Level	Credit
T/602/3188	M2a	Understand partnership working	Knowledge	4	1
D/602/3170	LM1a	Understand how to manage a team	Knowledge	4	3
H/602/3185	LM2a	Understanding professional supervision practice	Knowledge	4	3
J/601/3538	DEM 301	Understand the process and experience of dementia	Knowledge	3	3
J/601/6150	PD OP 3.1	Understand physical disability	Knowledge	3	3
Y/601/6167	PD OP 3.3	Understand the impact of acquired brain injury on individuals	Knowledge	3	3
M/601/3467	SS MU 3.1	Understand sensory loss	Knowledge	3	3
A/601/6274	LD Op 307	Principles of supporting individuals with a learning disability regarding sexuality and sexual health	Knowledge	3	3
J/503/8137	EOL 307* Barred combination with EOL 306	Understand how to support individuals during last days of life	Knowledge	3	3
A/503/8135	EOL 303	Understand Advance Care planning	Knowledge	3	3
F/503/8704	EOL 308	End of life and dementia care	Knowledge	3	2

Group J – Options - (Learners can take a maximum 9 credits from this group)

Group J units will be discussed with learners on an individual basis from a selection of 53 possible units.



Duration

Typically this apprenticeship will take 20 months.

Progression

It is anticipated that learners will be able to progress from advanced practitioner to manager status via this qualification. It is also anticipated that it will provide access to higher education opportunities.

Qualification

The qualification will be assessed using a range of methods. This could include direct observation in the workplace, a portfolio of evidence, written assignments or a task.

Level

This is a Level 5 apprenticeship.

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