

ST0006 Lead Adult Care Worker

Apprenticeship Assessment

Model A

Assessment methods

- Professional Discussion
- Portfolio with question and answer (Q&A)

Model B

Assessment methods

- Professional Discussion
- Presentation with question and answer (Q&A)

Professional Discussion

Assessment organisations must design apprenticeship assessments to include at least one professional discussion.

The professional discussion will last up to 60 minutes.

This can be conducted and assessed by the Training Provider.

Rationale

- Mandatory assessment stated in the assessment plan.
- This method has been chosen as it allows assessors to tailor questioning to individual performance and supports deeper exploration of complex topics and clarifies areas where evidence may be incomplete or ambiguous.
- Professional discussions can be designed to explore synoptic understanding by asking apprentices to justify decisions and link together multiple strands of knowledge and skills from across the standard.
- Enables apprentices to demonstrate how different strands of knowledge and skills interconnect in response to structured questioning.

The following will be assessed in the professional discussion:

AO1: Professional development and leadership

Knowledge/Skill Statement	Performance Category	Pass/Distinction Grading Descriptor
K2: Techniques and strategies to support team performance and resolve conflicts or issues.	Applied Knowledge	Pass: Demonstrates sound application of knowledge, facts, procedures, and ideas across routine and non-routine tasks and interventions.
S1: Use leadership techniques to support individuals and the organisation.	Applied Skills	Pass: Identifies and applies appropriate adult care skills, techniques, and procedures to complete tasks and address challenges with a reasonable degree of autonomy and effectiveness.
S2: Apply techniques to support team performance and resolve conflicts or issues.	Applied Skills	Pass: Identifies and applies appropriate adult care skills, techniques, and procedures to complete tasks and address challenges with a reasonable degree of autonomy and effectiveness.
S5: Apply strategies to maintain own wellbeing and resilience and support team using available resources.	Responsibility and Autonomy	Pass: Takes responsibility for initiating and completing adult care tasks within set parameters.
<i>K1: Theories of leadership styles and the impact these can have on individuals and the organisation.</i>	<i>Applied Knowledge</i>	<i>Distinction: Applies a thorough understanding of knowledge, facts, procedures, and ideas to manage and resolve routine and non-routine complex tasks with refined judgement and skill.</i>
<i>K5: How maintaining personal and team wellbeing and resilience impacts performance and workplace relationships.</i>	<i>Applied Knowledge</i>	<i>Distinction: Applies a thorough understanding of knowledge, facts, procedures, and ideas to manage and resolve routine and non-routine complex tasks with refined judgement and skill.</i>

<i>K17: Principles of reflective practice and peer support, and how they contribute to improving the wellbeing of individuals and fostering co-production, within the scope of own role.</i>	<i>Applied Knowledge</i>	<i>Distinction: Applies a thorough understanding of knowledge, facts, procedures, and ideas to manage and resolve routine and non-routine complex tasks with refined judgement and skill.</i>
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AO2: Person-centred care

Knowledge/Skill Statement	Performance Category	Pass/Distinction Grading Descriptor
K31: Principles of trauma informed practice to health and care interventions.	Applied Knowledge	Pass: Demonstrates sound application of knowledge, facts, procedures, and ideas across routine and non-routine tasks and interventions.

AO3: Duty of care and safeguarding

Knowledge/Skill Statement	Performance Category	Pass/Distinction Grading Descriptor
K8: Principles of positive behaviour support and restrictive practices in line with organisational policy, legal requirements and mental capacity principles.	Regulatory and Procedural Awareness	Pass: Applies legislation, regulation, and guidance relevant to adult care practice, with some depth of insight and adaptability.
K19: How to maintain professional boundaries and take individual responsibility and accountability, within scope of own role.	Responsibility and Autonomy	Pass: Takes responsibility for initiating and completing adult care tasks within set parameters.
S19: Maintain professional boundaries within own scope of practice.	Responsibility and Autonomy	Pass: Takes responsibility for initiating and completing adult care tasks within set parameters.
<i>S20: Identify and respond to duty of care and duty of candour concerns within scope of own role.</i>	<i>Regulatory and Procedural Awareness</i>	<i>Distinction: Demonstrates refined judgement in interpreting legislation, regulation, and guidance relevant to adult care practice, confidently navigating nuanced issues in practice.</i>

NOTE: Knowledge and skills statements in **bold** are mandatory and must be assessed in every version of the assessment that is made available. Knowledge and skills statements in *italics* will be graded against the relevant distinction grading descriptor.

(*) Knowledge and skills statements which offer opportunities to develop functional English and maths are identified with an asterisk

Model A – Portfolio with Q&A

Highfield will assess the portfolio with Q&A.

The Q&A session will last up to 30 minutes.

Rationale

- Listed as an optional assessment method available for this standard. Others include observation, presentation, case study and an additional professional discussion.
- This method has been chosen as it provides opportunities for the learner to best showcase themselves through the evidence they collate.
- A portfolio with Q&A can be designed to explore synoptic understanding by asking apprentices to justify decisions and link together multiple strands of knowledge and skills from across the standard.
- Enables apprentices to demonstrate how different strands of knowledge and skills interconnect in response to structured questioning.

Model B - Presentation with Q&A

Highfield will assess the presentation with Q&A.

The presentation will last up to 60 minutes and Q&A session will last up to 30 minutes.

Rationale

- Listed as an optional assessment method available for this standard. Others include observation, portfolio, case study and an additional professional discussion.
- This method has been chosen as it provides opportunities to answer questions and evidence understanding beyond prepared content.
- Allows apprentices to integrate knowledge and skills to structure their presentation, apply learning to workplace contexts, and respond to probing questions that test the depth and breadth of understanding.

The following will be assessed in both models of the assessment (Portfolio with Q&A /Presentation with Q&A):

AO1: Professional development and leadership

Knowledge/Skill Statement	Performance Category	Pass/Distinction Grading Descriptor
K4: The importance of an inclusive working environment that supports team learning and development to deliver a quality service.	Responsibility and Autonomy	Pass: Takes responsibility for initiating and completing adult care tasks within set parameters.
K16: The importance of identifying and evaluating own learning and development needs.	Information Use and Decision Making	Pass: Accurately interprets and evaluates relevant information from a variety of sources to support problem-solving in mostly familiar but sometimes complex work situations.
<i>S4*: Identify and enable learning and development opportunities for team members to support inclusion and deliver a quality service.</i>	<i>Communication and Collaboration</i>	<i>Distinction: Takes initiative in building collaborative relationships with stakeholders that add value to adult care teams. Communicates with clarity and adapts confidently to different individuals to support service delivery.</i>

AO2: Person-centred care

Knowledge/Skill Statement	Performance Category	Pass/Distinction Grading Descriptor
K7: Person-centred approaches to ensure individuals can make informed choices and maintain independence.	Applied Knowledge	Pass: Demonstrates sound application of knowledge, facts, procedures, and ideas across routine and non-routine tasks and interventions.
K21: How to ensure that dignity is at the centre of all work with individuals and recognise and uphold their rights and choices.	Regulatory and Procedural Awareness	Pass: Applies legislation, regulation, and guidance relevant to adult care practice, with some depth of insight and adaptability.
K26*: Principles of safe and effective medication administration.	Regulatory and Procedural Awareness	Pass: Applies legislation, regulation, and guidance relevant to adult care practice, with some depth of insight and adaptability.
K28: How to deliver dignified, personal care that respects preferences and promotes active participation and independence.	Applied Knowledge	Pass: Demonstrates sound application of knowledge, facts, procedures, and ideas across routine and non-routine tasks and interventions.
K30*: How to support nutrition and hydration to ensure individual preferences and wellbeing are met.	Applied Knowledge	Pass: Demonstrates sound application of knowledge, facts, procedures, and ideas across routine and non-routine tasks and interventions.
S26*: Use safe medication administration in accordance with national and organisational policies relevant to own role.	Regulatory and Procedural Awareness	Pass: Applies legislation, regulation, and guidance relevant to adult care practice, with some depth of insight and adaptability.
S28: Provide personal care that upholds preferences and promotes active participation and independence.	Applied Skills	Pass: Identifies and applies appropriate adult care skills, techniques, and procedures to complete tasks and address challenges with a reasonable degree of autonomy and effectiveness.

S30*: Apply nutrition and hydration needs for individuals to ensure preferences are met.	Applied Skills	Pass: Identifies and applies appropriate adult care skills, techniques, and procedures to complete tasks and address challenges with a reasonable degree of autonomy and effectiveness.
<i>S31: Use trauma informed approaches, to support individuals within the scope of own role.</i>	<i>Applied Skills</i>	<i>Distinction: Selects and integrates appropriate adult care skills, techniques, and procedures proactively and resourcefully to complete tasks and address challenges effectively and with minimal oversight.</i>

AO3: Duty of care and safeguarding

Knowledge/Skill Statement	Performance Category	Pass/Distinction Grading Descriptor
K13*: Health and safety policy, national legislation, guidance and risk assessment procedures relevant to own role.	Regulatory and Procedural Awareness	Pass: Applies legislation, regulation, and guidance relevant to adult care practice, with some depth of insight and adaptability.
S11*: Refer and signpost individuals to relevant agencies and services and co-ordinate access to support the health and wellbeing of individuals.	Communication and Collaboration	Pass: Collaborates effectively with stakeholders in adult care team environments and demonstrates effective communication skills that support service delivery.
S12*: Identify, escalate or respond to safeguarding concerns within the scope of own role.	Regulatory and Procedural Awareness	Pass: Applies legislation, regulation, and guidance relevant to adult care practice, with some depth of insight and adaptability.
<i>K9: Different complex needs, levels of acuity and how to co-ordinate and monitor support for individuals.</i>	<i>Applied Knowledge</i>	<i>Distinction: Applies a thorough understanding of knowledge, facts, procedures, and ideas to manage and resolve routine and non-routine complex tasks with refined judgement and skill.</i>
<i>S8: Use positive behaviour support and restrictive practices in line with organisational policy, legal requirements and mental capacity principles, ensuring they are proportionate, the least restrictive option, and appropriate to own role.</i>	<i>Regulatory and Procedural Awareness</i>	<i>Distinction: Demonstrates refined judgement in interpreting legislation, regulation, and guidance relevant to adult care practice, confidently navigating nuanced issues in practice.</i>
<i>S9*: Co-ordinate and monitor support required for individuals with complex needs and different levels of acuity.</i>	<i>Information use and decision making</i>	<i>Distinction: Evaluates diverse and sometimes conflicting information sources with insight, drawing informed conclusions that improve outcomes.</i>

AO4: Digital health and sustainability

Knowledge/Skill Statement	Performance Category	Pass/Distinction Grading Descriptor
K22: Digital health solutions, care tools, and assistive technologies that are used to support the comprehensive care of individuals, both directly and indirectly.	Applied Knowledge	Pass: Demonstrates sound application of knowledge, facts, procedures, and ideas across routine and non-routine tasks and interventions.
K25: Current and developing sustainability principles.	Applied Knowledge	Pass: Demonstrates sound application of knowledge, facts, procedures, and ideas across routine and non-routine tasks and interventions.
S25: Apply sustainability principles to own work.	Applied Skills	Pass: Identifies and applies appropriate adult care skills, techniques, and procedures to complete tasks and address challenges with a reasonable degree of autonomy and effectiveness.
<i>S22: Champion the use of digital health solutions, digital care tools or assistive technology within scope of own role to support the care of individuals.</i>	Responsibility and Autonomy	<i>Distinction: Pre-empts the need for adult care tasks to be initiated, within set parameters demonstrating accountability, and responsiveness to emerging priorities or risks.</i>
<i>S24: Use preventative, proactive and sustainable care approaches to promote health and wellbeing.</i>	Applied Skills	<i>Distinction: Selects and integrates appropriate adult care skills, techniques, and procedures proactively and resourcefully to complete tasks and address challenges effectively and with minimal oversight.</i>

NOTE: Knowledge and skills statements in **bold** are mandatory and must be assessed in every version of the assessment that is made available. Knowledge and skills statements in *italics* will be graded against the relevant distinction grading descriptor.

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The following will be assessed by the mandatory qualification:

K3: The importance of developing and sustaining collaborative relationships with internal and external stakeholders to support effective service delivery.
K6: Principles of person-centred care or support plans and how to develop and review care.
K10: How to identify and respond to changes to the mental or physical conditions or overall wellbeing of individuals, and the impact that these changes have.
K11: Agencies and support services available and how to co-ordinate access to improve health and wellbeing for individuals.
K12: Principles of safeguarding, local safeguarding board policies, procedures and how to escalate, including disclosures involving children and young people within own scope of practice and organisational protocols.
K14: How to use, record and store data and information securely, in line with General Data Protection Regulation (GDPR), and local and national policies, including the safe use of digital technology.
K15: Legislation, regulations, ethical guidelines, and codes of conduct within scope of own role.
K18: Communication methods, technology and interventions to maximise understanding for individuals.
K20: Principles of duty of care and duty of candour within own scope of practice and how to identify and respond to concerns.
K23: How inclusive practice supports organisational policies, legislation, human rights, equality, equity and diversity.
K24: Techniques to support preventative, proactive and sustainable care approaches and practices that promote health and wellbeing.
K27: Principles of infection prevention and control, the chain of infection, modes of transmission, and standard precautions.
K29: Safe moving and handling techniques and how to encourage independence in mobility.
S3: Develop and sustain collaborative relationships with internal and external stakeholders to support service delivery.
S6: Participate in the development and review of person-centred care or support plans.
S7: Apply person-centred approaches to ensure that individuals can maintain independence and make informed choices.
S10: Identify and respond to any changes to the mental or physical condition, or overall wellbeing, of individuals.
S13: Comply with Health and Safety policy, national legislation, guidance and risk assessment procedures.

S14: Record and store data and information securely, in line with General Data Protection Regulation (GDPR) and local and national policies, including the safe use of digital technology.
S15: Work in line with legislation, regulations, ethical guidelines, and codes of conduct within scope of own role.
S16: Participate in training and development activities and evaluate the impact of learning on own practice.
S17: Use reflective practice to improve wellbeing and encourage co-production within scope of own role.
S18: Communicate with individuals, stakeholders and family members using their preferred methods of communication to facilitate clear understanding.
S21: Maintain the dignity of individuals they support, by recognising and upholding their rights, and choices in all interactions.
S23: Promote organisational policies, legislation, human rights, inclusion, equality, equity and diversity in practice.
S27: Apply infection prevention and control measures by following standard precautions, breaking the chain of infection, and reducing transmission risks in practice.
S29: Use agreed methods and equipment to support individuals to move safely.

Documents required

- Assessment specification
- Assessor guide
- Mock assessment materials
- Assessment feedback report
- Portfolio matrix



Resit and retake guidance

- There will be no cap on the grade that apprentices can achieve through a resit or retake
- Apprentices can resit or retake to achieve a higher grade
- There will be no cap on the number of resits or retakes that apprentices can undertake
- The failed assessment method will be resat or retaken in full

Please use the below table to provide feedback on how the **professional discussion** has been mapped:

Assessment Outcome	Knowledge/ Skills	Performance Category	Pass/ Distinction	Comments
AO1: Professional development and leadership	<i>K1</i>	<i>Applied Knowledge</i>	<i>Distinction</i>	
	K2	Applied Knowledge	Pass	
	<i>K5</i>	<i>Applied Knowledge</i>	<i>Distinction</i>	
	<i>K17</i>	<i>Applied Knowledge</i>	<i>Distinction</i>	
	S1	Applied Skills	Pass	
	S2	Applied Skills	Pass	
	S5	Responsibility and Autonomy	Pass	
AO2: Person-centred care	K31	Applied Knowledge	Pass	
AO3: Duty of care and safeguarding	K8	Regulatory and Procedural Awareness	Pass	
	K19	Responsibility and Autonomy	Pass	
	S19	Responsibility and Autonomy	Pass	

	S20	<i>Regulatory and Procedural Awareness</i>	<i>Distinction</i>	
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Please use the below table to provide feedback on how the **portfolio with Q&A** and **presentation with Q&A** has been mapped:

Assessment Outcome	Knowledge/ Skills	Performance Category	Pass/ Distinction	Comments
AO1: Professional development and leadership	K4	Responsibility and Autonomy	Pass	
	K16	Information Use and Decision Making	Pass	
	S4*	<i>Communication and Collaboration</i>	<i>Distinction</i>	
AO2: Person-centred care	K7	Applied Knowledge	Pass	
	K21	Regulatory and Procedural Awareness	Pass	
	K26*	Regulatory and Procedural Awareness	Pass	
	K28	Applied Knowledge	Pass	
	K30*	Applied Knowledge	Pass	
	S26*	Regulatory and Procedural Awareness	Pass	
	S28	Applied Skills	Pass	
	S30*	Applied Skills	Pass	

	S31	Applied Skills	Distinction	
AO3: Duty of care and safeguarding	K9	Applied Knowledge	Distinction	
	K13*	Regulatory and Procedural Awareness	Pass	
	S8	Regulatory and Procedural Awareness	Distinction	
	S9	Information use and decision making	Distinction	
	S11*	Communication and Collaboration	Pass	
	S12*	Regulatory and Procedural Awareness	Pass	
AO4: Digital health and sustainability	K22	Applied Knowledge	Pass	
	K25	Applied Knowledge	Pass	
	S22	Responsibility and Autonomy	Distinction	
	S24	Applied Skills	Distinction	
	S25	Applied Skills	Pass	