

# Think about Observation of Leadership Level 5 ST0008 Leader in Adult Care V1.1



On the day of this assessment you will carry out:



A 60-minute observation followed by a 30-minute question session



Remote or face-to-face



In your workplace



With an end-point assessor



## Key point

You will have already prepared for the observation and submitted any preparatory documents or presentation materials in advance.



## Do

- ☐ Review the criteria associated with the observation of leadership - this can be found in the EPA Kit and in the table at the end of this document
- ☐ Review relevant legislations, regulations and your organisation's policies and procedures
- ☐ Ensure a quiet room is available and that there are no interruptions
- ☐ Be prepared to answer at least 4 questions and any follow-up questions that your assessor may ask



## Don't

- ☐ Forget to bring your ID
- ☐ Forget to plan
- ☐ Forget to ensure your colleagues and others are aware you are being observed
- ☐ Forget to encourage staff interaction during the observation



### Next steps

- Results can take up to 7 working days to be confirmed
- Your manager or training provider will inform you of the results



### Resits

- If you do not achieve a pass result on the observation of leadership, you can resit the assessment



Use the table below to plan and prepare for the observation of leadership.

**(P)** indicates pass criteria

Assessment criteria	Key points to remember
<b>Behaviours - Care</b>	
<b>(P)</b> Evaluate enrichment of quality of life for the users of your services (B1)	
<b>Behaviours - Compassion</b>	
<b>(P)</b> Promote and improve the delivery of compassionate care within the setting (B2)	

Assessment criteria	Key points to remember
<b>Behaviours - Courage</b>	
(P) Evaluate the effectiveness of staff practice and your application of knowledge and policy compliance (B3)	
<b>Tasks and responsibilities</b>	
(P) Formulate fit for purpose systems and processes, efficiently ensuring that compliance with regulations and organisational policies and procedures are met (S1)	
(P) Correctly apply strategies to support others management of risks whilst balancing individual rights and professional duty of care (S2)	
(P) Formulate fit for purpose systems and processes efficiently ensuring that a personalised, strength-based approach is utilised across the service (S3)	

Assessment criteria	Key points to remember
<p><b>(P)</b> Correctly apply strategies to lead and support others e work in a person-centred way, whilst encouraging active participation which enhances the well-being and quality of life of individuals (S4)</p>	
<p><b>(P)</b> Demonstrate that leadership models have been referenced in your approach to co-production when encouraging and enabling the team and people who access services (S5)</p>	
<p><b>(P)</b> Demonstrate all resources are delivered and managed in an efficient and effective manner (S6)</p>	

Assessment criteria	Key points to remember
<b>Dignity and human rights</b>	
(P) Lead practices, clearly aligned to diversity, equality and inclusion legislation and policy (S7)	
(P) Promote a culture of dignity and respect, and where others are able to work in ways that may challenge their own beliefs. (S8)	
<b>Communication</b>	
(P) Develop communications that break down policy and guidance to communicate key messages with a range of audiences for example: people who access care and support, carer and families and other colleagues (S10)	

Assessment criteria	Key points to remember
<b>Health and wellbeing</b>	
(P) Identify and apply relevant models of monitoring, reporting and responding to changes in health and wellbeing (K12)	
<b>Professional development</b>	
(P) Apply the evidence-based practice around current drivers in the Adult Care landscape to your own setting (S16)	
<b>Leadership</b>	
(P) Exhibit values-based behaviours and identify how they impact upon others within the work settings (S19)	

Assessment criteria	Key points to remember
(P) Establish a culture that values initiatives and innovation through identification and recognition of the variety of skills within the service (S20)	
(P) Support and lead a team through valuing the contributions and skills of workers (S21)	