

An employer's guide to Level 4 Managers in Residential Child Care NVQ

City & 
Guilds

www.city-and-guilds.co.uk

June 2004



An employer's guide to Level 4 Managers in Residential Child Care NVQ

Recent years have seen numerous reports and enquiries into the role and quality of children's services across the UK. This is an area of intense public and media interest and the governments' modernisation plan is aimed at increasing confidence in residential child care and safeguarding children and young people in public care.

The task of managing and delivering a high quality children's services is increasingly complex and demanding. Now, more than ever, the need for strong leadership and management skills is essential.

The new level 4 Managers in Residential Child Care NVQ is designed for managers now regulated through the Commission for Social Care Inspection (CSCI) in England and the Care Standards Inspectorate (CSIW) in Wales. It is a competence based qualification and enables managers to demonstrate through their day to day practice that they have the necessary skills and knowledge to deliver agreed best practice in management. As well as meeting the training and qualification requirements of the national minimum standards it is also one of the keys to registration with the Care Councils in each country.

What does this qualification provide?

The award is a management qualification at level 4 which includes a broad range of management skills but is rooted in the context of residential child care.

Based on the most current occupational standards set by the National Training Organisation the award is specifically designed for managers now regulated through the CSCI in England and the CSIW in Wales.

It will help managers prepare for and meet the regulatory requirements in residential services for children and young people. The award reflects the varied size, nature and organisational setting of child care services and the diverse roles of the manager.

Managers complete eleven units from a possible 20, including the following six core units:

- Demonstrate a style of leadership that ensures an organisational culture of open and participatory management and practice
- Manage the development and direction of the provision
- Manage a provision which actively promotes children's and young people's life chances
- Develop and maintain an environment which safeguards and protects children and young people
- Take responsibility for the continuing professional development of self and others
- Promote and manage a quality provision

Managers will then choose three units from following options:

- Selection, recruitment and retention of staff
- Develop teams and individuals to enhance performance
- Develop and maintain healthy and safe working practices and environment
- Develop your plans for the business

- Determine the effective use of resources

And a further two units from the following options:

- Manage and contribute to child care practice and group living
- Manage and engage with children and young people to achieve outcomes
- Work with parents, families, carers and others to achieve outcomes
- Undertake work with networks, communities and agencies to achieve outcomes
- Develop services, policies and practice which optimise life chances

Or from the assessment and verification suite of units A1/A2/V1/L20.

How is the qualification delivered?

This NVQ is a work based award which means candidates are assessed in the workplace performing real work activities. If the manager requires any additional training prior to assessment this can be based on or off-site or through a combination of the two. Ideally the manager will have access to a mentor as well as somebody to directly assess their skills.

Although assessment for the award requires the candidate to complete the units as part of their normal work, it is possible for deputies or senior workers who may be future managers, to access the award through opportunities to perform the same tasks.

The essential requirement is that the candidate is linked to a City & Guilds centre approved to offer the award. As an employer you will be able to discuss fully with the centre the most suitable way of delivering the award for you and your managers. We can provide you with a list of approved assessment centres offering this award in your local area.

Alternatively, you can become a City & Guilds approved centre in your own right and deliver the programme for your own organisation or in partnership.

Does the qualification form part of a recognised framework?

The award is at level 4 on the national qualifications framework for England, Northern Ireland and Wales. It has some direct links with the NVQs in Management at Level 4 and also with the Child Care PQ standards.

Are there any learning materials available?

An award guidance and record of assessment book is available for this award.

The Institute of Leadership and Management recommends the use of the Universal Manager series of management training dossiers. Further details are available on www.universal-manager.co.uk or www.i-l-m.com

Key points

- A management qualification specifically designed for managers in residential child care
- Enables managers to meet their responsibilities for qualification and personal professional development and helps meet regulatory requirements in England and Wales.
- Supports and helps ensure effective delivery of the new national care standards.
- Provides a career development route for deputies and team leaders.
- Can be accessed on a unit by unit basis to support existing qualifications or as part of continuous professional development.

What other support is available?

City & Guilds is the UK's foremost provider of vocational awards in the health and social care sector. We have dedicated development, quality assurance and quality improvement teams, specifically for this sector. Furthermore, they are supported by a network of specialist advisers in each of our regional and national offices of the UK. Advisers work directly with employers and assessment centres to ensure that our awards are appropriate to your needs and delivered within a quality assured framework.

Holders of the NVQ Managers in Residential Child Care may be entitled to apply for membership of the Institute of Leadership and Management (ILM - a subsidiary of the City & Guilds group) and further details can be obtained through www.i-l-m.com or on 020 7294 2470.

Successful candidates can also apply for a City & Guilds Senior Award and gain City & Guilds Graduateship (CGGI) which recognises personal achievement and the application of professional knowledge in the workplace.

Are there any other qualifications that may be of interest to me?

We offer a complete range of qualifications for the health and social care sector including:

Level 3 NVQ in Caring for Children and Young People

Levels 2 and 3 NVQs in Youth Work

Levels 2, 3 and 4 NVQs in Early Years Care and Education

Levels 3 and 4 NVQs in Youth Justice Services

In order to help your workforce progress to and between N/SVQ levels we also provide a range of vocationally related qualifications (VRQs) including:

Level 2 Certificate in Contributing to the Care Setting

Levels 2 and 3 Certificates in Supporting Care Practice (Technical Certificates)

Level 2 and 3 Technical Certificates in Early Years Care and Education

What's the next step?

If you are an existing approved centre, please contact your nearest City & Guilds office for scheme approval details.

If you are not, you can either run this scheme in co-operation with an approved centre, or become one in your own right. In either case, your next step is to contact our Customer Relations team or visit our website.

City & Guilds

1 Giltspur Street

London

EC1A 9DD

T +44 (0)20 7294 2800

F +44 (0)20 7294 2405

enquiry@city-and-guilds.co.uk

www.city-and-guilds.co.uk

Every effort has been made to ensure that the information contained in this publication is true and correct at the time of going to press. However, City & Guilds' products and services are subject to continuous development and improvement and the right is reserved to change products and services from time to time. City & Guilds cannot accept liability for loss or damage arising from the use of information in this publication.

©2004 The City and Guilds of London Institute. All rights reserved.

City & Guilds is a trademark of the City and Guilds of London Institute. City & Guilds is a registered charity (number 312832) established to promote education and training.

1 Giltspur Street, London EC1A 9DD Telephone 020 7294 2468
Facsimile 020 7294 2400 E-mail enquiry@city-and-guilds.co.uk
Website <http://www.city-and-guilds.co.uk>

June 2004