

SEVERN BUSINESS COLLEGE

SBC Level 7 Postgraduate Diploma in Leadership and Management for Adult Care

Course Handbook

Qualification
SBC Level 7 Postgraduate Diploma in Leadership and Management for Adult Care

Level
7

Total Qualification Time
1200

Credit Value
120

Aim of the Course
The Level 7 Postgraduate Diploma in Leadership and Management for Adult Care is a prestigious and comprehensive qualification designed for experienced professionals aspiring to lead, influence, and shape the future of adult care services. Aligned with national leadership frameworks and sector-specific standards, this programme equips learners with the advanced knowledge, strategic thinking, and practical skills required to deliver outstanding, person-centred care within complex and evolving adult care environments.

Course Structure

SBC Level 7 Postgraduate Diploma in Leadership and Management for Adult Care		
Units	**Unit level**	**Unit credit**
Strategic Leadership and Organisational Development in Adult Care	7	20
Leading and Managing Quality in Adult Care Services	7	20
Financial and Resource Management for Adult Care Leaders	7	20
Workforce Development and Performance Management in Adult Care	7	20
Leading Safeguarding, Ethical Practice, and Governance in Adult Care	7	20
Research, Evidence-Based Practice, and Innovation in Adult Care	7	20

Assessment Grades

Grade	Marking Criteria
Pass	All learning outcomes are achieved. All assessment criteria are met.
Fail	All learning outcomes are not achieved. All assessment criteria are not met.
No Marks	Plagiarism

UNIT SPECIFICATIONS

Unit Title
Strategic Leadership and Organisational Development in Adult Care

Level
7

Learning Time Hours
200

Credit Value
20

Learning outcomes and assessment criteria
In order to pass this unit, the evidence that the learner presents for assessment needs to demonstrate that they can meet all the learning outcomes for the unit. The assessment criteria determine the standard required to achieve the unit.

Learning Outcome	Assessment Criteria
1. Critically evaluate leadership theories and models within adult care contexts.	1.1 Analyse key leadership theories relevant to adult care. 1.2 Evaluate the application of different leadership styles in managing adult care services. 1.3 Compare the effectiveness of leadership models in promoting organisational goals. 1.4 Justify the selection of leadership approaches for specific organisational

	challenges.
2. Lead strategic planning to drive organisational growth and service improvement.	2.1 Develop a strategic plan aligned with organisational vision and values. 2.2 Critically assess internal and external factors influencing strategic planning. 2.3 Propose innovative approaches to achieving strategic objectives. 2.4 Evaluate the impact of strategic leadership on service users and stakeholders.
3. Manage organisational change to enhance care quality and outcomes.	3.1 Apply change management theories to real-world scenarios in adult care. 3.2 Develop a structured change management plan for service improvement. 3.3 Analyse potential barriers to organisational change and propose mitigation strategies. 3.4 Evaluate the effectiveness of change initiatives in achieving desired outcomes.
4. Critically analyse organisational culture and implement development strategies.	4.1 Examine the influence of organisational culture on service delivery. 4.2 Design strategies to embed values-based leadership and practice. 4.3 Evaluate methods for measuring cultural change within the organisation. 4.4 Reflect on own leadership role in shaping positive organisational culture.

UNIT SPECIFICATIONS

Unit Title
Leading and Managing Quality in Adult Care Services

Level
7

Learning Time Hours
200

Credit Value
20

Learning outcomes and assessment criteria
In order to pass this unit, the evidence that the learner presents for assessment needs to demonstrate that they can meet all the learning outcomes for the unit. The assessment criteria determine the standard required to achieve the unit.

Learning Outcome	Assessment Criteria
1. Critically assess regulatory frameworks and quality standards in adult care.	1.1 Analyse statutory and regulatory requirements for adult care services. 1.2 Evaluate national and local quality standards applicable to adult care. 1.3 Compare approaches to meeting and exceeding regulatory requirements. 1.4 Review the role of inspection and accreditation in driving quality.
2. Design and implement effective quality management systems.	2.1 Develop a quality management system aligned to best practice. 2.2 Critically evaluate tools and methodologies for monitoring service quality. 2.3 Apply quality assurance processes to improve care outcomes. 2.4 Review mechanisms for involving stakeholders in quality management.
3. Evaluate approaches to risk management and safeguarding.	3.1 Analyse legal and ethical requirements for safeguarding adults. 3.2 Assess risk management processes in adult care settings. 3.3 Develop strategies to respond to safeguarding concerns effectively. 3.4 Evaluate the impact of safeguarding practices on service quality.
4. Promote a culture of continuous quality improvement.	4.1 Develop initiatives to embed quality improvement across the organisation. 4.2 Evaluate methods for gathering and using service user feedback. 4.3 Assess the role of leadership in driving a quality-focused culture. 4.4 Reflect on barriers and enablers to continuous improvement in adult care.

UNIT SPECIFICATIONS

Unit Title
Financial and Resource Management for Adult Care Leaders

Level
7

Learning Time Hours

200

Credit Value
20

Learning outcomes and assessment criteria
In order to pass this unit, the evidence that the learner presents for assessment needs to demonstrate that they can meet all the learning outcomes for the unit. The assessment criteria determine the standard required to achieve the unit.

Learning Outcome	Assessment Criteria
1. Critically analyse financial management principles in adult care.	1.1 Examine key principles of financial planning in adult care services. 1.2 Evaluate the impact of financial decisions on service delivery. 1.3 Analyse techniques for cost control and budget management. 1.4 Assess the relationship between financial management and service sustainability.
2. Manage budgets, contracts, and resources effectively.	2.1 Prepare and justify budget proposals for adult care services. 2.2 Evaluate resource allocation strategies to ensure efficiency. 2.3 Critically assess approaches to procurement and contract management. 2.4 Analyse the effectiveness of resource management in meeting service needs.
3. Apply ethical and regulatory considerations to resource management.	3.1 Evaluate legal and ethical requirements in financial decision-making. 3.2 Analyse approaches to ensuring transparency and accountability in resource use. 3.3 Assess the risks associated with poor financial governance. 3.4 Propose strategies to promote ethical financial management in adult care.
4. Evaluate the impact of resource management on care quality and workforce.	4.1 Analyse how resource constraints affect service delivery. 4.2 Evaluate the link between effective resource management and workforce performance. 4.3 Assess approaches to balancing cost-efficiency with high-quality care. 4.4 Reflect on leadership responsibilities in managing resources to improve outcomes.

UNIT SPECIFICATIONS

Unit Title
Workforce Development and Performance Management in Adult Care

Level
7

Learning Time Hours
200

Credit Value
20

Learning outcomes and assessment criteria
In order to pass this unit, the evidence that the learner presents for assessment needs to demonstrate that they can meet all the learning outcomes for the unit. The assessment criteria determine the standard required to achieve the unit.

Learning Outcome	Assessment Criteria
1. Design workforce development strategies for adult care services.	1.1 Analyse workforce development needs within adult care. 1.2 Develop strategies to build workforce capacity and capability. 1.3 Evaluate approaches to professional development and lifelong learning. 1.4 Assess the impact of workforce development on service quality.
2. Lead recruitment, retention, and succession planning initiatives.	2.1 Critically analyse recruitment and selection strategies in adult care. 2.2 Develop approaches to improving staff retention and satisfaction. 2.3 Evaluate succession planning processes for key roles. 2.4 Assess the impact of workforce stability on service user outcomes.
3. Apply performance management processes to improve workforce effectiveness..	3.1 Design performance appraisal and feedback systems. 3.2 Evaluate approaches to managing underperformance. 3.3 Analyse the role of coaching and mentoring in workforce development. 3.4 Review the effectiveness of performance management in achieving

	organisational goals.
4. Promote staff wellbeing and engagement.	4.1 Develop strategies to support employee wellbeing. 4.2 Evaluate the link between staff wellbeing and service quality. 4.3 Assess approaches to fostering a positive and inclusive work environment. 4.4 Reflect on own leadership style in promoting workforce engagement.

UNIT SPECIFICATIONS

Unit Title
Leading Safeguarding, Ethical Practice, and Governance in Adult Care

Level
7

Learning Time Hours
200

Credit Value
20

Learning outcomes and assessment criteria
In order to pass this unit, the evidence that the learner presents for assessment needs to demonstrate that they can meet all the learning outcomes for the unit. The assessment criteria determine the standard required to achieve the unit.

Learning Outcome	Assessment Criteria
1. Lead safeguarding practices aligned with legislation and best practice.	1.1 Analyse current legislation and policy on safeguarding adults. 1.2 Evaluate organisational safeguarding procedures and protocols. 1.3 Develop strategies to embed a proactive safeguarding culture. 1.4 Review the effectiveness of safeguarding interventions.
2. Critically evaluate governance frameworks in adult care.	2.1 Analyse governance structures that support effective service delivery. 2.2 Evaluate the role of policies and procedures in governance. 2.3 Assess the relationship between governance and regulatory compliance. 2.4 Propose improvements to governance arrangements.
3. Promote ethical leadership and professional accountability.	3.1 Evaluate ethical dilemmas in adult care leadership. 3.2 Develop strategies for promoting ethical practice across the organisation. 3.3 Analyse mechanisms for ensuring accountability at all organisational levels. 3.4 Reflect on personal leadership responsibilities in upholding ethical standards.
4. Embed dignity, respect, and human rights in adult care practice.	4.1 Critically analyse the principles of dignity and respect in care provision. 4.2 Evaluate strategies to promote human rights in adult care settings. 4.3 Assess organisational approaches to challenging discriminatory practices. 4.4 Review the impact of leadership on embedding rights-based care.

UNIT SPECIFICATIONS

Unit Title
Research, Evidence-Based Practice, and Innovation in Adult Care

Level
7

Learning Time Hours
200

Credit Value
20

Learning outcomes and assessment criteria
In order to pass this unit, the evidence that the learner presents for assessment needs to demonstrate that they can meet all the learning outcomes for the unit. The assessment criteria determine the standard required to achieve the unit.

Learning Outcome	Assessment Criteria
1. Critically evaluate research methodologies relevant to adult care.	1.1 Analyse qualitative and quantitative research approaches. 1.2 Evaluate the strengths and limitations of research methods in adult care. 1.3 Assess the ethical considerations of conducting research. 1.4 Review sources of credible research evidence.
2. Lead the integration of evidence-based practice to improve care outcomes.	2.1 Evaluate the role of evidence-based practice in adult care. 2.2 Develop strategies to integrate research findings into care provision. 2.3 Assess barriers to implementing evidence-based practice. 2.4 Evaluate the impact of evidence-informed practice on service users.
3. Design and implement innovative solutions to address service challenges.	3.1 Analyse the need for innovation in adult care services. 3.2 Develop a proposal for service improvement based on innovative approaches. 3.3 Evaluate the risks and benefits of implementing innovative solutions. 3.4 Review the outcomes of innovation projects within adult care.
4. Promote a culture of research, learning, and continuous improvement.	4.1 Evaluate the role of leadership in creating a learning organisation. 4.2 Develop strategies to encourage practitioner-led research. 4.3 Assess approaches to embedding reflective practice across teams. 4.4 Reflect on own role in fostering innovation and continuous learning.

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