



Level 5 Community Children, Young People & Families Manager

Manage others working with children, young people and families to achieve positive outcomes and sustainable change in their everyday lives.



Children, young people and families manager (community) apprenticeship standard

This level 5 apprenticeship training programme develops the knowledge, skills and behaviours required to manage others in working with children, young people and families to achieve positive outcomes and sustainable change in their everyday lives.

It is suitable for deputy managers and managers in an adoption or fostering service.

At the end of this training programme, you will also be awarded a Level 5 TQUK Diploma in Leadership and Management.

Entry requirements

You must have been a UK, EEA, or EU resident for at least the past three years to undertake this training programme.

In addition, you must be able to commit to the full length of the programme, and be able to meet the programme modules through your job role.

If you are aged 16–18 and do not have a Level 2 qualification or equivalent (GCSE grade 4/C) in Maths and English, you will be required to work towards achieving these qualifications as part of your apprenticeship.

For those aged 19 and above, completing Maths and English (Functional Skills) is optional and not mandatory to complete your apprenticeship. However, this needs to be discussed and agreed upon with your Employer.

What is the duration and how will you learn?

Over the duration of 18 months, you will receive a combination of face-to-face and online training and support.

You will undertake an online assessment that will help us to understand your learning style and needs, then we will tailor your learning experience accordingly.

We ensure that you stay on track to complete your programme on time by managing your progress through our state-of-the-art e-portfolio system, Aptem.

Off the job training

As part of the apprenticeship, alongside your job role, a **minimum of 6 hours per week** of your time in work must be dedicated to improving new skills, knowledge and behaviours.

This can be any time devoted to learning and improving new skills, knowledge and behaviours without interruption, and can include:



Online teaching



Digital learning resources



One to one tuition



Workplace assessment

End-point assessment

Learnt knowledge, skills and behaviours will be assessed by an independent assessor in your end-point assessment (EPA). This typically involves elements such as:



Situational judgement test



Competency interview

Your apprenticeship journey



You will learn how to:

Manage children's services

- ✓ Lead theory-based practice to develop your team
- ✓ Embed critical legislation into your team's practice
- ✓ Promote and engage in effective partnerships
- ✓ Understand change management theory and facilitate change
- ✓ Develop staff to support young people's well-being and resilience
- ✓ Undertake a research project within services for health and social care for children and young people
- ✓ Develop and support health and safety practice and lead risk management
- ✓ Undertake quality assurance

Lead, manage and develop an effective team

- ✓ Promote and implement safer recruitment
- ✓ Create and deliver induction programmes
- ✓ Develop effective supervision practice
- ✓ Facilitate coaching and mentoring of practitioners
- ✓ Implement appraisals and understand the performance management cycle
- ✓ Utilise conflict management theory
- ✓ Manage disciplinary processes
- ✓ Promote and understand the importance of reflective practice
- ✓ Understand your own management style and leadership models of practice

Create an inclusive workplace culture

- ✓ Model your service's ethos
- ✓ Actively promote equality, diversity and inclusion
- ✓ Deliver and lead working practice changes which improve outcomes for service users and stakeholders
- ✓ Conduct Ofsted and stakeholder audits and inspections

Develop specific skills

- ✓ Work with families, carers and individuals during times of crisis
- ✓ Assess and plan the needs of carers and families
- ✓ Develop community partnerships
- ✓ Lead the management of transitions
- ✓ Develop procedures and practice to respond to concerns and complaints
- ✓ Facilitate the development of effective group practice in health and social care or children and young people's settings
- ✓ Develop and evaluate operational plans for own area of responsibility

The 5 pillars of wider learning

Sustainability



Sustainability is about protecting the future of our environment.

Why do we need to learn about sustainability within an apprenticeship?

Through learning about the world and how to best keep it sustainable, you can be encouraged to safeguard and enhance our natural resources.

Developing your attitudes and behaviours to be more environmentally conscious, you can protect the future of our environment.

CIAG



CIAG provides us with careers information, advice, and guidance.

Why is the support of CIAG important within an apprenticeship?

To be inspired, as a learner, to be proactive and to believe in your ability to achieve your aspirations.

This support will help you learn about career pathways available to you, and will:

- Increase your knowledge about the world of work
- Inspire you to succeed
- Improve your social mobility and life chances
- Help you make informed decisions

Cultural capital & personal development



Cultural capital and personal development is about boosting your employability and work and life skills.

Why do we need to understand cultural capital and personal development within an apprenticeship?

Learning about real-life situations and navigating through them will provide you with essential knowledge, that you may need to ensure future success.

This can include: resilience, confidence, time management, finance management, and much more- all important work, behaviour, attitude, and life skills.

British values, safeguarding & prevent duty



We have a responsibility to keep learners safe during their learning, but we are also responsible for what happens beyond that, too.

British values:

As our learner, you should understand: your right to make safe choices; the rule of law is there to protect you; you should be respected for who you are (regardless of age, race, gender and background); and you live in a democracy allowing you to be involved in decisions that protect you.

Safeguarding:

We can ensure that you are supported by the right people at the right time.

Prevent duty:

We can recognise when targets are preyed upon by extremists and we act, report and get help to stop their recruitment.

Equality, diversity & inclusion



Promoting equality, diversity and inclusion entails fair treatment and equal opportunities for all learners.

The impact of embedding these integral areas into your learning programme means that you will be more aware of your social responsibility to protect the vulnerable in our wider society. This will enable an inclusive mindset in your work and home life, as you develop and grow in your career.

Understanding how to protect those in our society from abuse and extreme idealisms, will further enable our future living and working lives becoming safer and fairer.

Making an impact, now and in the future

Your career is a path, not a programme. We want to understand your career goals for the future now, so that we're best placed to assist, guide and inform you on your options.

Where do I see myself in my career in 12 months?

What support do I need to get there?

What targets and milestones can I set now to aid me in achieving this?



The next level

If you want to up-skill further upon completing this programme, consider a degree level apprenticeship.



ROOTS

FOR ACHIEVERS

OUR MISSION:

For every learner who completes their apprenticeship, bootcamp, or training course, a tree will be planted. It's as simple as that.

OUR IMPACT:

The driving force behind this initiative is for us to impact our learner's futures, our client's workforces, the communities in which they serve, and most of all the environment that surrounds them.

SIMON ROUSE, CHIEF EXECUTIVE OFFICER

"Our teams at Impact Futures, The Childcare Company and FRFA are proud to be a corporate member of The Woodland Trust for our Roots for Achievers initiative. Our Mission is to Give Britain the Skills to Care. With this membership we bring together this Mission, celebration of the achievement of our clients and learners and delivering a sustainable future for our Planet."

THE UK'S FIRST GREEN TRAINING PROVIDER

Impact Futures, The Childcare Company and FRFA have always cared about sustainability. This year, we're taking our efforts a step further. Roots For Achievers is a way to celebrate learner success, while helping our planet at the same time. Our aim is to become the UK's first green training provider.

CORPORATE MEMBERS OF WOODLAND TRUST



Woodland Trust
Corporate Member

Our organisation is a proud corporate member of Woodland Trust. Together, we are working to create, restore and protect UK woodland.

Our Renewed Mission

Giving Britain the Skills to Care

At Impact Futures and The Childcare Company, your success is our priority. In one sentence, we've summed up our intentions so that our mission is clear. You care about delivering excellence. We care about equipping you to do that.

WHAT DOES THIS MEAN FOR LEARNERS?

Expert teaching, ongoing support and quality resources

17 years of training expertise with a 99% learner success rate

A provider that'll make you future-proof and career ready

WHAT DOES THIS MEAN FOR EMPLOYERS?

Expert teaching, ongoing support and quality resources

17 years of training expertise with a 99% learner success rate

A provider that'll make you future-proof and career ready

Breaking it Down

GIVING

Equipping learners and employers with the tools they need to succeed.

BRITAIN

We support UK-based people and businesses with their training needs.

SKILLS

Providing you with the knowledge and skills to accelerate your career.

CARE

Whether you're a learner or an employer, we care about your future.

Make an impact

The Childcare Company is a sister company of Impact Futures.

We're all about making an impact, be that individuals making an impact through their day-to-day work, or by organisations making their impact on our economy.

As a national training provider, we make this impact throughout the UK, with expertise in childcare, healthcare, clinical and business skills apprenticeships.

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