

LEVEL 5 DIPLOMA IN LEADERSHIP FOR THE CHILDREN AND YOUNG PEOPLE'S WORKFORCE (EARLY YEARS)

City & Guilds qualification number 4227-11 (management) 4227-12 (advanced practice)

Qualification accreditation number 600/8166/1 600/8165/X

Who is it for?

The independent Nutbrown review of childcare qualifications in 2012 identified a need to develop leaders and leadership within the early years sector and a lack of adequate progression opportunities. This view was supported by the Government in its reply, More Great Childcare.

To meet this need and respond to employer demand, City & Guilds has launched the Level 5 Diploma in Leadership – the only specialist Level 5 qualification designed especially for senior early years practitioners. It will allow forward thinking settings to invest in future leaders and develop best practice in leadership and childcare.

To achieve this qualification you must be working in a leadership role in an early years setting – not necessarily as a manager but with at least some ownership of, and responsibility for, a significant area of the business or practice. Experienced practitioners who do not yet have such a role can take one of a series of PBD Certificates of Advanced Early Years Practice. These are based on a selection of the same units, which can be 'banked' and topped up to the full diploma at a later date.

What is the structure?

There are two pathways: advanced practice (80 credits) and management (90 credits). You must achieve 52 and 64 credits respectively from the mandatory units and the balance from a selection of optional units. The mandatory units are:

- Support care, learning and development
- Understand child development
- Lead practice to support positive outcomes
- Develop and implement policies to support safeguarding
- Professional practice
- Develop health and safety and risk management
- Work in partnership
- Promote communication
- Promote professional development
- Champion equality, diversity and inclusion and, for the management pathway
- Lead and manage a team
- Develop professional supervision practice

Where will it take me?

Although at present a Level 3 qualification is all that is legally required to manager an early years setting, evidence of higher level study and practice is increasingly valued by employers. The Level 5 Diploma is a challenging qualification designed to help you to reflect upon and improve your practice and that of others. It is thus an excellent basis for gaining promotion to management and senior management roles.

For those who want it, the Level 5 Diploma is also a convenient and low cost step in the pathway to higher education and from there to an honours degree and Early Years Teacher status.

Although Level 5 is the level of a foundation degree, the Diploma is 80-90 credits compared with 240 for a foundation degree. PBD has arrangements with several leading universities under which anyone completing the Level 5 Diploma with PBD is guaranteed access direct to the second year of a degree programme. In some cases a small amount of additional work on study skills and academic writing may be required to ease the transition into higher education.

How is it delivered?

You will be assigned a personal assessor – an experienced practitioner who is there to help and guide you. You will build up evidence to of what you know, and what you can do: this will be stored in a web based e-portfolio, which you and your assessor can access at any time.



You will develop your knowledge through studying a mixture of printed and online resources and attending webinars: your assessor will test your knowledge by setting you a variety of tasks and will also visit you regularly in the workplace to observe your practice.

Reflection is a major element of this qualification and your assessor will ask you to maintain a reflective practice diary throughout, which will 'focus' on different areas of practice at different times.

How long does it take?

There is no fixed time – it depends on how committed you are and how easily we can carry out observations. 12 to 18 months is typical.

What funding is available?

Because this is a Level 5 qualification no government funding is available. PBD is lobbying for the creation of a higher apprenticeship framework which would allow eligible candidates over the age of 24 to access funding or loans.