

Purpose Statement

SEG Awards Level 5 Diploma in Leadership and Management in Health and Social Care Services (Northern Ireland) – 610/7397/0

Overview

The SEG Awards Level 5 Diploma in Leadership and Management in Health and Social Care Services (NI) is a unitised qualification on a scale of Pass or Fail. Learners are expected to demonstrate a comprehensive understanding of the subject matter, ensuring a level of proficiency. This qualification will enable learners to acquire knowledge and practical skills in the leadership and management of Health and Social Care services. It is fully endorsed by the Northern Ireland Social Care Council (NISCC).

Who is this qualification for?

This qualification is suitable for a Social Care Manager, Deputy, or an Enhanced Social Care Practitioner who has the opportunity to develop knowledge and skills in the leadership and management of a social care service.

The entry requirements for this qualification are that learners **must** be at least **19 years of age** and have opportunities to evidence appropriate leadership and management responsibilities in a Health and Social Care service in Northern Ireland.

Skills and Education Group Awards expects approved centres to recruit with integrity on the basis of a learner's ability to contribute to and successfully complete all the requirements of a unit(s) or the full qualification.

What does the qualification cover?

The qualification covers the following **Mandatory** units:

Understand Leadership and Management in Health and Social Care
Leading and Managing Continuous Professional Development in a Health and Social Care Service
Leading Operational Management in Health and Social Care
Managing Effective Communication Systems and Practices in Health and Social Care
Championing Equality, Diversity and Inclusion in Health and Social Care
Leading and Managing a Team in Health and Social Care
Leading and Managing Health and Safety and Risk Management in Health and Social Care
Leading and Managing Practice that Promotes Safeguarding in Health and Social Care
Understand Mental Capacity, Deprivation of Liberty and Restrictive Practice Safeguards in Health and Social Care
Leading and Managing Assessment of Individuals in Health and Social Care
Leading and Managing Person-Centred and Outcomes-Based Practice with Individuals and Others in Health and Social Care
Leading and Managing Quality Processes in Health and Social Care
Leading and Managing Supervision Practice in Health and Social Care
Leading and Managing the Appraisal of Staff Performance

and the following **Optional** units:

Understand Independent Advocacy in Health and Social Care Services
Understand Coaching and Mentoring in Health and Social Care
Understand Models of Disability
Contribute to Recruitment and Selection Processes in Health and Social Care
Leading and Managing Induction Processes in Health and Social Care
Managing Finances in Health and Social Care
Leading and Managing Infection Prevention and Control within Health and Social Care
Emergency Planning in Health and Social Care Settings
Leading a Change Management Process in Health and Social Care
Leading the Management of Transitions
Leading and Managing Behavioural Support Strategies for Individuals in Health and Social Care
Undertaking a Research Project within Health and Social Care Services
Leading and Managing the Promotion of Active Support in Health and Social Care
Supporting the Use of Assistive Technology in Health and Social Care
Leading and Managing Practice in Supporting Individuals to Take Positive Risks
Managing Disciplinary Processes in Health and Social Care

Leading and Managing a Service that provides Support for Individuals with Complex Disabilities

Assessment

This qualification is assessed through internal assessment, internal and external moderation. Each unit is accompanied by specific assessment criteria that define the requirements for achievement. Specific requirements and restrictions may apply to individual units within qualifications. Please check unit and qualification details for specific information.

"Skills-based assessment **must** include direct observation as the principal and most reliable assessment source of evidence, carried out by the assessor in person with the learner in their workplace. Observation **must** be carried out over an appropriate period of time and **not** be end-loaded. Evidence should be naturally occurring and minimise the impact on individuals who use care or support, their families and carers. Where a centre has valid and genuine reasons for being unable to meet the direct observation requirements, short-term flexible approaches may be permitted."

The portfolio for this qualification is designed to provide a comprehensive view of a learner's skills and knowledge. It is an holistic collection of evidence that may include a single piece of evidence that satisfies multiple assessment criteria. There is no requirement for learners to maintain separate evidence for each assessment criterion.

When learners are creating their portfolio, they should refer to the assessment criteria to understand the evidence required.

It is essential that the evidence in the portfolio reflects the application of skills in real-world situations. Learners should ensure that they provide multiple examples or references whenever the assessment criteria require it.

When evidencing underpinning knowledge, learners can draw from their own organisation or another organisation they are familiar with to provide context.

Centres **must** take all reasonable steps to avoid any part of the assessment of a learner (including any internal quality assurance and invigilation) being undertaken by any person who has a personal interest in the result of the assessment.

This qualification **must** be assessed in line with Skills for Care and Development Assessment Principles November 2025, V1.1 (see below).

Access the full Shared Assessment Principles [here](#).

What could this qualification lead to?

The SEG Awards Level 5 Diploma in Leadership and Management in Health and Social Care Services (Northern Ireland) will support learners to engage in continuing professional development and will provide learners with career advancement opportunities in management or leadership roles within Health and Social Care services.

Centres should be aware that Reasonable Adjustments, which may be permitted for assessment, may in some instances limit a learner's progression into the sector. Centres must, therefore, inform learners of any limits their learning difficulty may impose on future progression.

Who supports this qualification?

This qualification is recognised by the Northern Ireland Social Care Council ([NISCC](#))

Further Information

Further information on the qualification can be found on the [Skills and Education Group Awards website](#).