Enhancing Leadership for Healthcare Security Managers

Level 5

Course Outline

INTRODUCTION

This level 5 course is aimed at security leaders and managers within the Healthcare environment. This course will help to develop your skills of leadership and mitigating threat and vulnerability, creating safe environments, managing potential crime scenes and conducting an initial investigation. This course has been accredited to Level 5 by Highfield Qualifications, one of the top 5 awarding bodies in the UK. Learning outcomes are mapped against Ofqual level descriptors. Learners who successfully pass this course will receive Highfield certification to demonstrate that they have achieved the learning at the appropriate level.

AIMS

The aim of this course is to provide health security leaders and managers with the knowledge and skills to develop and operationalise strategic and operational plans and goals in line with their organisation's mission and strategy.

L5 Course Objectives

By the end of this unit, learners will be able to:

- Demonstrate an operational understanding of the security function in health and social care including the criminal justice system, law and legislation, formal writing and initial investigation.
- Evaluate the national and local policy context in which health care security operates.
- Analyse leadership theories and critically apply them to their own personal effectiveness as a leader and manager.
- Create policy plans, to deliver effective change within their strategic and operational spheres of influence.
- Evaluate the statutory and organisational processes that impact on security processes in the workplace.
- Evaluate and assess threat and vulnerability as it relates to the health care environment and create operational plans for investigation, crime reduction, crime prevention and scene management.

LEARNING AND TEACHING ACTIVITIES

The course is designed through a blended learning offer, which combines digital learning with in-class workshops. There will be 5 face to face workshops, each supported by pre and post digital learning. Digital learning is designed for learners to work through key materials at their own pace in preparation for the workshops and assessments. In-class workshops will provide opportunities for critical evaluation, analysis and application of concepts, theories and processes.

PREPARATORY MASTERCLASS KNOWLEDGE TEST

To underpin basic knowledge of the security operating environment there will be a knowledge test during Workshop 1 - Preparatory Masterclass. This will be in the form of a pass/fail test based on the content of the Law and Legislation, Policies and Procedures for Healthcare Security Professionals pre-read document.

ASSESSMENT

Formative assessment points will be built into the digital and in-person learning and each unit will be formatively assessed. The synoptic summative assessment is a work-based project that will be negotiated with the course team and will address all course learning outcomes.

AUDIENCE

This Level 5 course is designed for healthcare security leaders who manage teams or security functions and are responsible for setting and achieving departmental goals and objectives as part of their organisation's strategy and mission.

DURATION

The course will take 6 months to complete. Learning content will be delivered over a 4-month period, with an additional 2 months to complete the summative assessment.

WORKSHOP 1

Preparatory Masterclass – Law and Legislation, Policies and Procedures for Healthcare Security Professionals

Learning Outcomes

By the end of this unit, learners will be able to:
Demonstrate an operational understanding of the security function in healthcare as it relates to:

- Law & Legislation
- The Criminal Justice System
- Mental Health and Mental Capacity
- Formal Writing Skills

WORKSHOP 2

Leadership and Personal Effectiveness

Learning Outcomes

By the end of this unit, learners will be able to:
Demonstrate an operational understanding of the security function in healthcare as it relates to:

- Understand the health and social care context of leadership.
- Analyse a range of leadership theories and evaluate their effectiveness in security leadership in healthcare.
- Analyse skills for effective leadership and decision making in the work context.
- Evaluate the concept of emotional intelligence for effective leadership and management.
- Critically reflect on personal effectiveness as a security leader in healthcare.

WORKSHOP 3
Change Management

Learning Outcomes

By the end of this unit, learners will be able to:

- Articulate and evaluate a range of change management models.
- Critically reflect on the human dimensions of change and models for successful change implementation.
- Explain processes for creating and operationalising sustainable policy changes.
- Analyse models for evaluating change management processes.

WORKSHOP 4
Leading in Context

Learning Outcomes

By the end of this unit, learners will be able to:

- Demonstrate an understanding of processes for developing strategies and leading strategically.
- Choose appropriate strategies to solve problems within the workplace.
- Determine, adapt and use appropriate decision-making models to assist in initial investigations.
- Understand key theories, concepts and skills for managing investigations in health and social care and create operational processes for such investigations.
- Evaluate relevant statutory duties and HR policies as they apply to security investigations within health and social care.

WORKSHOP 5

Legal and Policy Context of Strategic Leadership

Learning Outcomes

By the end of this unit, learners will be able to:

- Create strategies for effective crime prevention and reduction within healthcare environments.
- Analyse threat and vulnerability relating to the physical security environment within healthcare settings.
- Review/Create security operational procedures for healthcare threat and vulnerability.
- Demonstrate a critical understanding of processes for crime scene preservation, recording evidence and continuity of evidence.