

ST0480/V2

Draft apprenticeship assessment plan for the Senior leader apprenticeship

Apprenticeship reference number	Level of this apprenticeship	Integration
ST0480	7	None

Assessment Plan**Assessment details**Introduction

This Apprenticeship Assessment Plan (AAP) sets out the requirements for the assessment of the level 7 senior leader apprenticeship. It should be read in conjunction with the General Requirements for Apprenticeship Assessment. Where there is conflict between this AAP and the General Requirements, this AAP takes precedence. Assessment organisations must also comply with the relevant regulatory framework for apprenticeship assessment.

It is important that the assessment of apprentices is proportionate, valid, and provides reliable evidence of an apprentice's attainment of the relevant knowledge and skills. As such, assessment organisations must design assessments to ensure:

- employers have confidence that the apprentice has reached the expected performance standard
- apprentices are sufficiently secure in their knowledge and skills, so that they could demonstrate their competence in different contexts, for example, a different workplace

Assessment Outcomes

The assessment outcomes group and summarise the knowledge and skills that must be demonstrated in assessments. All assessment outcomes must be assessed.

Knowledge and skills statements in **bold** are mandatory and must be assessed in every version of the assessment that is made available.

Assessment Outcome	Mapping
AO1: Strategic Analysis, Direction and Positioning Synthesises internal and external data, research, and environmental insights to define organisational positioning and strategic direction. Sets a clear and coherent vision aligned to market dynamics, organisational capability, and	K1, K2 , K3 S1, S2 , S3

long-term sustainability, and secures alignment and commitment from stakeholders.	
AO2: Leading Strategic Change and Organisational Transformation Leads the design and delivery of strategic change initiatives, applying systems thinking and innovation to respond to disruption and improve organisational performance. Ensures change programmes are effectively implemented, embedded, and deliver measurable and sustained outcomes.	K4, K5, K7 S4, S6, S9
AO3: Governance, Risk and Ethical Leadership Applies governance frameworks, ethical principles, and regulatory requirements to organisational decision-making. Anticipates and manages risk, leads effective responses to crisis situations, and ensures responsible, compliant and sustainable organisational practices.	K6, K17, K19 S5, S7, S8
AO4: Financial Strategy, Commercial Governance and Resource Management Develops and oversees financial and commercial strategies to ensure effective organisational performance and value for money. Applies financial analysis, governance, and procurement principles to allocate resources, manage budgets, and support informed strategic decision-making.	K8, K9 S10, S11, S12
AO5: People Leadership, Culture and Workforce Development Creates inclusive, high-performing and resilient organisational cultures by fostering trust, openness, and effective feedback. Leads strategic workforce planning and talent development, and enables collaboration, engagement, wellbeing, and continuous learning across teams.	K10, K11, K18 S14, S15, S16, S17, S18

AO6: Stakeholder Engagement, Influence, Communications and Organisational Positioning Builds and manages effective relationships with internal and external stakeholders, understanding their needs, expectations, and influence on organisational direction. Uses communication, negotiation, and influencing strategies to shape organisational positioning, reputation, and alignment with stakeholder requirements.	K12, K13, K14 , K15, K16, K20 S13, S19, S20, S21
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Assessment requirements

Assessment organisations must set apprenticeship assessments. Assessment organisations should consider how technology and digital tools can support innovation and efficiency.

Assessment organisations must design apprenticeship assessments to include a **project**.

Any additional assessment, or assessments, must be selected from the following list of methods, to ensure the assessment outcomes are met in full. Assessments available in the list may be used more than once:

- **presentation**
- **question and answer**
- **professional discussion**
- **portfolio**

Apprentices may be assessed at any appropriate point during their apprenticeship programme.

Assessments may be designed to allow a centre or training provider to mark assessments. The assessment organisation is responsible for ensuring all assessments are sufficiently reliable and valid, and for the accuracy of any centre or training provider marking.

Performance descriptors

Performance descriptors describe the level of performance required to achieve a pass or distinction grade. Assessment organisations must design assessments that align with these descriptions.

Performance Category	Pass	Distinction
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Applied Knowledge	Reformulates and applies advanced specialist, theoretical and or technological senior leadership knowledge across a wide and often unpredictable variety of contexts.	Applies and synthesises advanced specialist, theoretical and or technological senior leadership knowledge across a wide and often unpredictable variety of contexts.
Applied Skills	Applies specialised practical senior leadership skills and methods across a wide and often unpredictable variety of contexts appropriately. Conceptualises and solves problematic senior leadership situations with broader interacting factors with strategically informed judgements.	Implements and critically evaluates specialised practical senior leadership skills and methods across a wide and often unpredictable variety of contexts to influence systems or organisations. Conceptualises and solves problematic senior leadership situations with broader interacting factors with exceptional judgements.
Regulatory and Procedural Awareness	Synthesises and critically evaluates governance frameworks, legislation, regulation and organisational procedures relevant to the role, recognising broader and strategic implications.	Applies critical synthesis of governance frameworks, legislation, regulation and organisational procedures relevant to the role, anticipating broader and strategic implications.
Communication and Collaboration	Provides strategic and authoritative communication and	Applies exceptional strategic and authoritative leadership through communication and

	collaboration, leading a wide and diverse range of stakeholders, adapting collaboration strategies, and supporting strategic decision making.	collaboration, leading and guiding a wide and diverse range of stakeholders, adapting collaboration strategies with credibility, and supporting strategic decision making.
Information Use and Decision Making	Synthesises and critically evaluates ambiguous or interdependent organisational information relevant to the role, recognising broader and strategic implications.	Applies critical synthesis of ambiguous or interdependent organisational information relevant to the role, anticipating broader and strategic implications.
Responsibility and Autonomy	Takes responsibility for planning and developing senior leadership courses of action that initiate or underpin substantial changes or developments. Initiates and leads complex tasks and processes, taking responsibility, where relevant for the work and roles of others and the allocation of substantial resources. Exercises broad autonomy and judgement across a significant area of work	Takes authoritative responsibility for planning and developing senior leadership courses of action that initiate or underpin substantial changes or developments. Confidently initiates and leads complex tasks and processes. Exercises exceptional and broad autonomy and judgement across a significant area of work.

Professional recognition

This apprenticeship aligns with the requirements for professional body recognition as detailed in the occupational standard.

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