

Overview of the role

Lead Adult Care Workers provide person centred care in homes or care settings, working with autonomy, supervising staff, and promoting best practice.

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Standard in development L3: Lead adult care worker Version 2.0

Title of occupation

Lead adult care worker

UOS reference number

ST0006

Core and options

No

Level of occupation

Level 3

Occupational maps data

Route: Care services

Pathway: Care Services

Cluster: Adult care worker

Typical duration of apprenticeship

18 months

Resubmission

No

Would your proposed apprenticeship standard replace an existing framework?

No

Does professional recognition exist for the occupation?

No

Regulated occupation

Is this a statutory regulated occupation?

No

Occupational summary

This occupation is found in settings where adults require support and care to live as independently as possible, often involving complex needs, rehabilitation, or long-term care. These include residential or nursing homes, domiciliary care, supported living services, rehabilitation and reablement services, hospices or palliative care settings, NHS and community health services, adult day and respite services.

The broad purpose of the occupation is hands-on and supervisory, combining direct care with leadership role modelling and directing junior staff to foster a caring, safe, nurturing, and empowering environment for individuals and team members alike, and promoting best practices amongst colleagues. The lead adult care worker may support and supervise junior staff, ensuring adherence to care plans and health and safety standards.

Lead adult care workers may work on their own or as part of a team. The twenty-four-hour nature of the adult care sector often demands overnight, flexible or shift working patterns. They may work weekends or public holidays and may be on call to respond to emergencies or staffing shortages. They may be a supervisor or shift team leader and will usually report to a team leader or care manager.

In their daily work, an employee in this occupation interacts with the wider team in the organisation to ensure comprehensive and high-quality care for the individuals they support. They may also work with external professionals, care assistants, support workers, healthcare professionals, social workers, safeguarding officers, multi-disciplinary agencies and families or advocates.

An employee in this occupation is responsible for providing person-centred care in a way that ensures the physical and emotional needs of individuals are met. They can work with

minimal supervision, exercising responsibility, autonomy and judgement within guidance and policy. In doing this, they follow health, safety and environmental regulations and guidelines, and accurately record and report on care activities in compliance with such regulations.

Typical job titles

Care supervisor Care team leader Day care officer Domiciliary care supervisor Home care senior Key worker Lead adult care worker Lead adult carers Lead carer Lead personal assistant Lead personal support worker Reablement officer Residential senior support worker Senior care assistant Senior care worker Senior community care worker Senior personal care assistant Senior support worker Senior supported living worker Team leader

Are there any statutory / regulatory or other typical entry requirements?

No

Occupation duties

DUTY	KSBS
Duty 1 Work as part of a team of care workers to deliver high-quality care, person centred care, providing supervision and feedback where appropriate, while promoting effective teamwork.	K1 K2 K4 K5 K8 K11 K19 K24 K25 K26 K27 K31 S1 S2 S4 S5 S8 S11 S19 S24 S25 S26 S27 S31 B4
Duty 2 Anticipate challenges and address them constructively and collaboratively within the care team, contributing to a supportive and positive working environment	K1 K2 K5 S1 S2 S5 B2 B3 B4
Duty 3 Contribute to the development and review of individualised care or support plans, ensuring they reflect person-centred care principles.	K6 K9 K11 K23 K26 K28 S6 S9 S11 S23 S26 S28 B4 B5
Duty 4 Support individuals to maintain independence and control over their lives, ensuring their dignity, rights, choices and mental capacity are respected.	K3 K6 K8 K9 K10 K20 K26 K27 K28 K29 K31 S3 S6 S8 S9 S10 S20 S26 S27 S28 S29 S31 B1 B2 B3 B4
Duty 5 Foster and support others to maintain professional relationships with external stakeholders, individuals, and those important to them, ensuring effective	K3 K9 K10 K11 K23 K24 S3 S9 S10 S11 S23 S24 B2

communication and collaboration with families and healthcare professionals.

Duty 6 Monitor and support individuals physical, emotional, and mental wellbeing, taking appropriate action based on their conditions, and advocate on their behalf to ensure their needs are met.

K6 K7 K18 K20 K21 K22 K29 K30
S6 S7 S18 S20 S21 S22 S29 S30
B1 B2 B3 B4

Duty 7 Coordinate and support individuals access to health services, such as therapy or medical appointments.

K3 K6 K10 K18 K21 K22 K23 K28 K29 K30
S3 S6 S10 S18 S21 S22 S23 S28 S29 S30

Duty 8 Implement safeguarding practices to ensure the safety and protection of individuals in care, including reporting concerns and following organisational procedures.

K1 K3 K7 K8 K12 K14 K15 K23 K24 K28 K31
S1 S3 S7 S8 S12 S14 S15 S23 S24 S28 S31

Duty 9 Apply and follow organisational procedures related to health and safety, infection control, and risk assessments to ensure compliance and maintain a safe care environment.

K12 K13 K15 K21 K23 K24 K25 K26 K27
S12 S13 S15 S21 S24 S25 S26 S27

Duty 10 Document and maintain accurate care plans, progress reports, and incident records, ensuring that all care provided and any incidents or concerns are recorded appropriately.

K10 K12 K14 K15 K20 K29
S10 S12 S14 S15 S20 S29

Duty 11 Follow current regulatory standards, ethical guidelines, and legal requirements, ensuring care practices protect individuals rights, safety, and wellbeing.

K1 K12 K13 K14 K15 K23 K26 K29
S1 S12 S13 S14 S15 S23 S26 S29

Duty 12 Maintain personal continuous professional development (CPD) and reflect on own practices, ensuring up to date knowledge of social care legislation and policies.

K1 K4 K5 K16 K17 K19 K22 K25
S1 S4 S5 S16 S17 S19 S22 S25

Duty 13 Adopt an inclusive working environment in the team. Assist in providing team members with appropriate training, mentoring and development opportunities.

K1 K4 K5 K13 K14 K17 K18
S1 S4 S5 S13 S14 S17 S18

Duty 14 Apply person centred and strength based approaches to ensure individuals care plan needs and aspirations are delivered to a high standard, monitoring and reviewing with the individual and appropriate others.

K3 K7 K9 K13 K14 K29
S7 S9 S13 S14 S29 S30
B2

KSBs

Knowledge

- K1:** Theories of leadership styles and the impact these can have on individuals and the organisation.
- K2:** Techniques and strategies to support team performance and resolve conflicts or issues.
- K3:** The importance of developing and sustaining collaborative relationships with internal and external stakeholders to support effective service delivery.
- K4:** The importance of an inclusive working environment that supports team learning and development to deliver a quality service.
- K5:** How maintaining personal and team wellbeing and resilience impacts performance and workplace relationships.
- K6:** Principles of person- centred care or support plans and how to develop and review care.
- K7:** Person- centred approaches to ensure individuals can make informed choices and maintain independence
- K8:** Principles of positive behaviour support and restrictive practices in line with organisational policy, legal requirements and mental capacity principles.
- K9:** Different complex needs, levels of acuity and how to co-ordinate and monitor support for individuals.
- K10:** How to identify and respond to changes to the mental or physical conditions or overall wellbeing of individuals, and the impact that these changes have.
- K11:** Agencies and support services available and how to co- ordinate access to improve health and wellbeing for individuals.
- K12:** Principles of safeguarding ,local safeguarding board policies, procedures and how to escalate including disclosures involving children and young people within own scope of practice and organisational protocols.
- K13:** Health and safety policy ,national legislation, guidance and risk assessment procedures relevant to own role.
- K14:** How to use, record and store data and information securely, in line with General Data Protection Regulation (GDPR), and local and national policies, including the safe use of digital technology.
- K15:** Legislation, regulations, ethical guidelines, and codes of conduct within scope of own role.
- K16:** The importance of identifying and evaluating own learning and development needs.
- K17:** Principles of reflective practice and peer support, and how they contribute to improving the wellbeing of individuals and fostering co-production, within the scope of own role.
- K18:** Communication methods, technology and interventions to maximise understanding for individuals.
- K19:** How to maintain professional boundaries and take individual responsibility and accountability, within scope of own role.
- K20:** Principles of duty of care and duty of candour within own scope of practice and how to identify and respond to concerns.
- K21:** How to ensure that dignity is at the centre of all work with individuals and recognise and uphold their rights and choices.
- K22:** Digital health solutions, care tools, and assistive technologies that are used to support the comprehensive care of individuals, both directly and indirectly.
- K23:** How inclusive practice supports organisational policies, legislation, human rights, equality, equity and diversity.

- K24:** Techniques to support preventative, proactive and sustainable care approaches and practices that promote health and wellbeing.
- K25:** Current and developing sustainability principles.
- K26:** Principles of safe and effective medication administration.
- K27:** Principles of infection prevention and control, the chain of infection, modes of transmission, and standard precautions.
- K28:** How to deliver dignified, personal care that respects preferences and promotes active participation and independence.
- K29:** Safe moving and handling techniques and how to encourage independence in mobility.
- K30:** How to support nutrition and hydration to ensure individual preferences and wellbeing are met.
- K31:** Principles of trauma informed practice to health and care interventions.

Skills

- S1:** Use leadership techniques to support individuals and the organisation.
- S2:** Apply techniques to support team performance and resolve conflicts or issues.
- S3:** Develop and sustain collaborative relationships with internal and external stakeholders to support service delivery.
- S4:** Identify and enable learning and development opportunities for team members to support inclusion and deliver a quality service.
- S5:** Apply strategies to maintain own wellbeing and resilience and support team using available resources.
- S6:** Participate in the development and review of person-centred care or support plans.
- S7:** Apply person-centred approaches to ensure that individuals can maintain independence and make informed choices.
- S8:** Use positive behaviour support and restrictive practices in line with organisational policy, legal requirements and mental capacity principles ensuring they are proportionate, the least restrictive option, and appropriate to own role.
- S9:** Co-ordinate and monitor support required for individuals with complex needs and different levels of acuity.
- S10:** Identify and respond to any changes to the mental or physical condition, or overall wellbeing, of individuals
- S11:** Refer and signpost individuals to relevant agencies and services and co-ordinate access to support the health and wellbeing of individuals.
- S12:** Identify, escalate or respond to safeguarding concerns within the scope of own role.
- S13:** Comply with Health and Safety policy, national legislation, guidance and risk assessment procedures.
- S14:** Record and store data and information securely, in line with General Data Protection Regulation (GDPR), local and national policies, including the safe use of digital technology.
- S15:** Work in line with the legislation, regulations, ethical guidelines, and codes of conduct within scope of own role.
- S16:** Participate in training and development activities and evaluate the impact of learning on own practice.
- S17:** Use reflective practice to improve wellbeing and encourage co-production within scope of own role.
- S18:** Communicate with individuals, stakeholders and family members using their preferred methods of communication to facilitate clear understanding.
- S19:** Maintain professional boundaries within own scope of practice.
- S20:** Identify and respond to duty of care and duty of *candour* concerns within scope of own role.

- S21:** Maintain the dignity of individuals they support, by recognising and upholding their rights, and choices in all interactions.
- S22:** Champion the use of digital health solutions, digital care tools or assistive technology within scope of own role to support the care of individuals.
- S23:** Promote organisational policies, legislation human rights, inclusion, equality, equity and diversity in practice.
- S24:** Use preventative, proactive and sustainable care approaches to promote health and wellbeing.
- S25:** Apply sustainability principles to own work.
- S26:** Use safe medication administration in accordance with national and organisational policies relevant to own role.
- S27:** Apply infection prevention and control measures by following standard precautions, breaking the chain of infection, and reducing transmission risks in practice.
- S28:** Provide personal care that upholds preferences and promotes active participation and independence.
- S29:** Use agreed methods and equipment to support individuals to move safely
- S30:** Apply Nutrition and hydration needs for individuals to ensure preferences are met.
- S31:** Use trauma informed approaches, to support individuals within the scope of own role.

Behaviours

- B1:** Treat others with dignity.
- B2:** Self reflective.
- B3:** Caring and compassionate.
- B4:** Adaptable, reliable, resilient and consistent.
- B5:** Act as an advocate.

Qualifications

English and maths

English and maths qualifications must be completed in line with the [apprenticeship funding rules](#).

Does the apprenticeship need to include any mandated qualifications in addition to the above-mentioned English and maths qualifications?

Yes

Other mandatory qualifications

Diploma in Adult Care Approved by Skills for Care

Level: 3

Consultation

The TB group consulted with the wider sector within their organisations and collaborated closely with Skills for Care and the Department for Health and Social Care (DHSC). They

identified the need to revise the apprenticeship standard to align with current practices and DHSC role categories. The development of these role categories began in 2022 and was published on April 9, 2025.

The role category for Level 3 has been completed through a process involving DHSC-led public surveys, consultations, and working groups, with participation from IfATE. This process aimed to determine the sector's needs, supporting the DHSC white paper and funding initiatives to improve training and qualifications in the adult care sector.

Progression routes

[ST0007 Lead practitioner in adult care v1.1 L4](#)

[ST0008 Leader in adult care v1.1 L5](#)

Supporting uploads

Mandatory qualification uploads

Mandated degree evidence uploads

Professional body confirmation uploads

Involved employers

Salutem Care, Anchor, Barchester Healthcare, CareTech, Central Bedfordshire Council, Creative Support, Hand in Hands, Hendra Healthcare (Ludlow) Limited, Hertfordshire County Council, Surrey County Council, London Borough of Tower Hamlets, West of England Centre for Inclusive Living and Education, Involve care, Cand Healthcare, Leeds City Council, Voyage Care, Hertfordshire County council, Cambridge County Council, Mencap, New Cross Health Care, Walnut care, Housing 21, HC-One Ltd

Other involved stakeholders

Q Care group, Training Qualifications UK, Open Awards, NQUAL, Eastern Education group, Keys group, Edge works, Knovia, Inspiro learning, Solent, Hit training, Open Awards, Pearson, Skills for Care, Aspiration Training ltd, Innovate Awarding, BCE LEARN, NCFE, Involve, NOCN, Aspiration learning, City and Guilds Limited, JS consultants, Lifetime Training, Connect2care, tend™, Advance EPA, Highfield

Subject sector area

1.3 Health and social care