

## Module specification

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Module Code	VEN602
Module Title	<b>Contemporary Leadership and Mentoring in Veterinary Nursing</b>
Level	6
Credit value	20
Faculty	SLS
HECoS Code	100532
Cost Code	GAAN
Pre-requisite module	N/A

### Programmes in which module to be offered

Programme title	Core/Optional
BSc Hons Top Up Veterinary Nursing	Core

### Breakdown of module hours

Learning and teaching hours	24 hrs
Placement tutor support	0 hrs
Supervised learning e.g. practical classes, workshops	0 hrs
Project supervision (level 6 projects and dissertation modules only)	0 hrs
<b>Total active learning and teaching hours</b>	<b>24 hrs</b>
Placement / work based learning	0 hrs
Guided independent study	176 hrs
<b>Module duration (total hours)</b>	<b>200 hrs</b>

### Module aims

This module will equip students with the underpinning knowledge of Contemporary Leadership and Mentoring and enable them to develop the skills to apply this to a clinical practice setting.

## Module Learning Outcomes - at the end of this module, students will be able to:

1	Demonstrate a systematic understanding of mentoring principles within veterinary nursing, applying advanced clinical supervision techniques to support professional development.
2	Develop and present a structured mentoring plan, integrating theoretical and practical knowledge to demonstrate independent learning, decision-making, and professional development.
3	Critically reflect on and evaluate personal leadership and mentoring abilities, using self-assessment tools and feedback to identify areas for development and enhance professional competence.
4	Critically analyse a leadership scenario applying theoretical and practical knowledge to enhance team dynamics and professional relationships.

### Assessment

Students are required to produce a portfolio of evidence integrating theoretical and practical knowledge of leadership and mentoring. An outline of the portfolio can be found in the module handbook and assignment brief.

Assessment number	Learning Outcomes to be met	Type of assessment	Duration/Word Count	Weighting (%)	Alternative assessment, if applicable
1	1,2,3,4	Portfolio	4,000 or equivalent evidence-based submission	100%	N/A

### Derogations

NA

### Learning and Teaching Strategies

The students' learning will include a close link between theory and practice

Learning strategies are a combination of directed and self-directed reading. A blended format will be utilised to deliver this module. An active and inclusive learning environment will enable flexible, accessible, and individualised learning opportunities for students. Lectures, seminars, interdisciplinary discussions, and case studies will be utilised to create an engaging and immersive learning environment. This approach will include both synchronous and asynchronous learning aligned to the university's Active Learning Framework (ALF).

An active and inclusive approach is used to engage learners in the topics and will involve individual, group work and flipped learning experiences. The Moodle VLE and other on-line materials and resources will be available to support learning.

## Welsh Elements

Learning resources will be available in a bilingual format as required, and students may choose to complete their assessment in Welsh or English, or a combination of both languages. Tutorial support may also be provided in Welsh if requested.

Reference will be made to relevant opportunities for Veterinary Nurses in Wales such as membership of the Welsh branch of the British Veterinary Association <https://www.bva.co.uk/about-us/our-structure/welsh-branch/> This organisation brings together representatives of specialist divisions in Government, academic institutions, and research organisations in Wales to address veterinary issues and to represent the interests of BVA members in Wales.

## Indicative Syllabus Outline

- Mentoring and clinical supervision
  - Enhancing mentoring capabilities with emphasis on effective clinical supervision, supporting skill acquisition, and fostering professional confidence within the team.
- The developing leader
  - Exploration of leadership development pathways for veterinary nurses, with a focus on self-assessment, emotional intelligence, and cultivating transferable skills to support role progression.
- Communication and conflict resolution for leaders
  - Advanced communication strategies for veterinary leaders, including techniques for navigating difficult conversations, managing team conflict, and maintaining psychological safety in clinical environments.
- Empowerment and the evolving VN role
  - Understanding the impact of profession-wide empowerment, emerging roles, and expanded responsibilities on leadership opportunities for veterinary nurses.
- Quality improvement and clinical auditing
  - Application of clinical audit and quality improvement methods to drive excellence in patient care, enhance team performance, and support evidence-based practice.
- Mental Health and wellbeing in leadership
  - Recognition of the leader's role in promoting mental health at work, building resilience, and fostering a supportive, sustainable workplace culture.
- Reflection for leadership growth
  - Critical use of reflective practice to evaluate leadership effectiveness, inform personal development, and support continuous professional improvement.
- Leadership in theory and practice

- Critical evaluation of leadership models and their practical application within veterinary teams, including transformational, servant, and compassionate leadership approaches.  
Organisational culture
  - Exploring how organisational values and structures influence workplace culture, and strategies for embedding sustainable mentoring practices in clinical settings.
- Diversity and inclusion
  - Understanding the importance of inclusivity in clinical leadership, including promoting psychological safety, recognising unconscious bias, and supporting diverse teams in veterinary practice

### Indicative Bibliography:

Please note the essential reads and other indicative reading are subject to annual review and update.

### Essential Reads

Prendergast, H (2024), *Practice Management for the Veterinary Team, 4<sup>th</sup> Edition*.  
Amsterdam: Elsevier Health

### Other indicative reading

Ellis, P. (2025) *Leadership, Management and Team Working in Nursing*. Fifth edition.  
London: SAGE Publications Ltd.

### Administrative Information

For office use only	
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