

Module specification

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Module Code	NHS7E6
Module Title	Contemporary Leadership and Compassionate Practice
Level	7
Credit value	20
Faculty	FSLS
HECoS Code	100281
Cost Code	GANG

Programmes in which module to be offered

Programme title	Is the module core or option for this programme
Post Graduate Diploma in Community Specialist Practice (District Nursing)	Core
MSc Community Specialist Practice	Core

Pre-requisites

All students must be NMC registered nurses (level 1) with relevant professional registration, capable of safe and effective practice at the level of proficiency appropriate to the NMC approved Community Nursing Specialist Practice Qualification (SPQ) programme.

Breakdown of module hours

Learning and teaching hours	20 hrs
Placement tutor support	0 hrs
Supervised learning e.g. practical classes, workshops	10 hrs
Project supervision (level 6 projects and dissertation modules only)	0 hrs
Total active learning and teaching hours	30 hrs
Placement / work based learning	0hrs
Guided independent study	170 hrs
Module duration (total hours)	200 hrs

For office use only	
Initial approval date	07/11/2024
With effect from date	06/01/2025
Date and details of revision	
Version number	1



Module aims

This module aims to continue the theme of compassionate and collective inclusive leadership practices. Offering opportunities for students to develop their leadership skills, within a contemporary community nursing service, fostering a positive team culture through education, appraisal systems and peer support. Students will reflect on their personal and professional journey of self-development, exploring their resilience whilst being exposed to learning opportunities to help them develop skills to overcome challenges within clinical practice. Skill mix, delegation and resource management will be pivotal aspects of the module, enhanced by using digital systems to maximise the use of resources leading to the provision of quality care for all.

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

1	Demonstrate a critical understanding of compassionate leadership and how this can develop positive workplace cultures and practices across the range of home and community environments. (SPQ proficiencies 4.5, 5.2, 5.3, 5.4, 6.1)
2	Critically explore core concepts relevant to leading community nursing teams and how leaders can ensure equality, embrace diversity, and develop an inclusive team culture. (SPQ proficiencies 5.1, 5.14, 5.20, 7.4, 7.8)
3	Identify practices that will embed the behaviours of compassionate leadership in community nursing and how they will be sustained to create a supportive and positive learning culture within community nursing and wider interprofessional team. (SPQ proficiencies 5.2, 5.16, 5.17, 5.18, 5.19, 5.20)
4	Critically consider your own leadership style, considering the advanced communication skills, attributes and relevant policies and guidelines required when communicating and delegating responsibilities. (SPQ proficiencies 4.3, 5.5, 5.9, 5.10, 5.13)

Assessment

This section outlines the type of assessment task the student will be expected to complete as part of the module. More details will be made available in the relevant academic year module handbook.

Indicative Assessment Tasks:

Formative Assessment: Students will participate in Action Learning Sets. Each week a different student from each Action Learning Set (ALS) will present a draft relevant scenario to the members of their ALS for review. Feedback on the scenario is provided by members of the ALS during their discussions.

Summative Assessment: The student will produce a resource to introduce a member of staff to the culture of compassionate leadership that is core to practice in community nursing and provide a short rationale for the format used and how it will be utilised. The student is free to select the format for their resource; examples include a video, PowerPoint with voice over, a poster or a leaflet. Students will be expected to discuss effective team working coupled with wider interprofessional working, underpinned by compassionate leadership. The work must be referenced throughout. (3,000 word equivalent). A critical reflection on the experience and outcomes of participating in an ALS (1000 words).



Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1, 2, 3,4	Coursework	100%

Derogations

The student must pass all assessment elements in order to pass the module. No compensation is allowed.

Additional Requirements

All students must abide by “The Code” (NMC, 2018) including patient safety, client confidentiality and public trust. If any part of the code is breached, students will receive a referral in that assessment element.

Any work submitted which indicates unsafe practice by the student, or which breaches anonymity and/or confidentiality, will result in overall refer/defer of the module. In some circumstances, this may also result in the employer being informed which may trigger additional disciplinary processes.

Learning and Teaching Strategies

This module will be delivered via a ‘blended learning’ approach. Directed study tasks, which may include activities such as recorded lectures, discussion forums, case studies, simulations and group tasks, workbooks, key readings, reflective activities, or other appropriate learning activities, will be made available on the Virtual Learning Environment. One of the main features of this module will be the Action Learning Sets, whereby students will be placed in a group from the outset and will remain in the same grouping for the duration of the module. Students will bring scenarios from the workplace, linked to the syllabus content, and will work collectively to set realistic actions that will aim to solve or understand the main issue being discussed.

Indicative Syllabus Outline

- Compassionate leadership
- Positive team development and interprofessional working.
- Managing conflict
- Consideration of own leadership approach
- Exploration of self
- Resilience strategies
- Educating, supporting, and motivating others
- Decision Making
- Skill mix and workforce requirements
- Resource allocation and management
- Staff appraisal systems
- Delegation
- Safe working/lone worker

Indicative Bibliography:

Essential Reads

Academi Wales (2020), *Sowing Seeds: Self Awareness – A core skill for successful leaders*

Gwella HEIW Leadership Portal for Wales (2024)

<https://nhswalesleadershipportal.heiw.wales> – students will need to sign up for access to this resource on [Sign up - Gwella HEIW Leadership Portal for Wales](#)

West, M. A. (2021), *Compassionate Leadership: Sustaining Wisdom, Humanity and Presence in Health and Social Care*. London. Swirling Leaf Press.

Other indicative reading

Academi Wales (2023), – Learning Resources & Publications

<https://academiwales.gov.wales/>

Barr, J. and Downing, L. (2022), *Leadership in Healthcare Practice*. 5th ed. London: Sage Publications.