



## Level 3 Team Leader in equine or animal care

This qualification has been created for individuals who would like to develop the leadership skills necessary for guiding teams dedicated to animal well-being. The course teaches important transferable skills including communication, organisation, and problem-solving, which are crucial for managing a team effectively. Participants will become confident in navigating the complexities of team leading within an animal care business, including riding schools, competition yards, veterinary clinics, and farm parks. Working closely with their selected employer and assigned Trainer Coach, learners will develop the confidence and competence needed to oversee daily operations, ensure compliance with regulations, and maintain high standards of animal welfare.

A Team Leader will develop a wide array of capabilities, including:

### Knowledge Development

- Understand different leadership styles and organisational cultures
- Build working relationships and know how to facilitate cross-team working
- Recognise performance management techniques including setting goals and objectives
- Develop time management techniques and learn how to utilise tools to support this
- Know how to deliver a project and understand project lifecycle and roles

### Skills Enrichment

- Use effective problem-solving techniques to make decisions
- Applying organisational governance and compliance to ensure effective budget controls
- Communicate effectively using active listening and constructive feedback
- Able to reflect on own performance, seek feedback, and understand why things happen
- Establish trust with and across the team, using effective negotiation and influencing skills

# Functional Skills

Maths and English qualifications are an integral element of the apprenticeship standards.

These are implemented by Haddon Training's dedicated Functional Skills team and will be delivered either as individual or group sessions, depending on the learner's requirements. Functional Skills in maths and English for those aged 16-18 years old are a mandatory part of apprenticeships in England unless learners already hold a qualification in these areas at the required level. For learners aged 19 and over, Functional Skills are optional.

| Functional Skills               |         |
|---------------------------------|---------|
| Learners will need to complete: |         |
| English                         | Level 2 |
| Maths                           | Level 2 |

## Qualification Overview

To achieve the Level 3 Team Leader qualification, the learner must complete:

- All mandatory modules.
- All core behaviours.
- The Apprenticeship Assessment, in which all components must be passed.

The apprenticeship is awarded through the successful completion of an Apprenticeship Assessment.

This consists of:

- A professional discussion in which the learner is questioned on the knowledge learnt throughout the apprenticeship.
- A work-based presentation submitted on the Apprenticeship Assessment day. The presentation topic is issued towards the end of the apprenticeship, with ten days to complete.

The qualification will take a minimum of 15 months (plus 3 months to complete assessment), dependent on a learner's prior knowledge and skills recorded on a skill scan and individual learning plan.

## Mandatory Modules Overview

| Knowledge and skills outline                                                                                            |
|-------------------------------------------------------------------------------------------------------------------------|
| Leading people and managing people, individually and in a team                                                          |
| Completing required documentation for people management such as appraisals                                              |
| Building relationships – motivating and engaging team members and identifying and maintaining stakeholder relationships |
| Communication                                                                                                           |
| Organisational and financial governance – including analysing financial data and reporting                              |
| Awareness and management of self                                                                                        |
| Decision making                                                                                                         |
| Project management                                                                                                      |

## Core Behaviours

| Personal and employability skills    |
|--------------------------------------|
| Takes responsibility                 |
| Has an inclusive approach            |
| Is agile to the organisation's needs |
| Demonstrates professionalism         |

For an in-depth view of the knowledge, skills, behaviours for the Team Leader apprenticeship, please visit: <https://tinyurl.com/TeamLeaderAnimalEquineL3>

\*Please note employers will be assessed before the qualification commences to ensure that they can meet the requirements of any chosen pathway listed above. Please discuss your options further with our team to find out more.

## Progression

Upon completion, learners within the equine or animal care industries could transition to the following qualifications if they are in a suitable role and don't already have prior learning or experience at this level:

- Level 2 Dog Groomer
- Level 2 Equine or Racing Groom
- Level 3 Senior Equine or Racing Groom
- Level 2 Animal Care and Welfare Assistant
- Level 3 Animal Care and Welfare Manager
- Level 3 Keeper and Aquarist

Alternatively, they could pursue further qualifications with us, within an appropriate business setting:

- Level 4 Learning and Skills Mentor
- Level 5 Operations Leader

Please contact us to discuss further.

