Programme Specification

Programme award and title: MSc in Social Services Management/Advanced Studies in the Management of Social Welfare Organisations

SCQF Level: 11  SCQF Credit Value: 180

Educational aims of the programme:
Concise (e.g. a few sentences), general statement of aims and broad purposes of the programme
- The programme aims to support students to:
  - Acquire a critical understanding of leadership and management theory as it relates to contemporary social services.
  - Develop their knowledge of how organisations function and how, as a manager, they might bring influence to bear on organisational processes.
  - Re-examine the value basis of social services’ work and how this is applied in a management role.
  - Broaden their understanding of the personal social services through comparative study.

Intended programme learning outcomes:
Outline (e.g. one or two paragraphs) of what the student will know, understand and be able to do as a result of their learning, expressed in the categories below. Please consider the contribution made to the student's personal development planning (PDP) and future employability.

Knowledge and understanding
Students will have an understanding of management and leadership theory including the use of power, influence and authority within a management structure. They will understand their role in managing and developing staff in the context of employment legislation and anti oppressive practice. They will have analysed decision making processes including the management of risk. They will have an understanding of organisational culture and its impact on collaborative working. Students will have explored theories of change management and analysed effective leadership strategies for managing change and transition in their organisational context.

Subject-specific skills and other attributes
- Students will have applied relevant theory to the manager's role and accountability in Scottish social services and will understand the legal, political and fiscal context including principles of best value and value for money. They will have evaluated performance management frameworks and systems of quality assurance in their service area. Students will have applied employment legislation and policy and reviewed organisational systems for staff recruitment, induction, supervision, appraisal, training and effective team working. They will have explored the specific challenges of partnership working and analysed the skills required to work across organisational boundaries.

Generic skills (e.g. information skills, communication skills, critical, analytical and problem solving abilities) and other attributes
- Students will have developed their ability to apply relevant theory to their management practice and critically analyse the effectiveness of different approaches. They will have practised skills in action learning as an effective problem solving tool for managers. They will have reflected on the need for flexible leadership styles and communication strategies in response to different situations and will have increased awareness of the impact of their behaviour on others.

Learning, teaching and assessment strategies:
Outline (e.g. one or two paragraphs) on overall approach taken to develop and assess learning outcomes, including any distinctive features

The programme is based on a model of adult learning which builds upon the existing knowledge and experience of course participants and seeks to provide learning opportunities which have direct relevance to the challenges faced by managers in the contemporary social services context. Modes of
assessment therefore need to align with teaching methods and the principles of andragogy. The programme will include self-assessment and peer feedback as an integral part of formative assessment throughout the teaching experience.

The programme is committed to critical reflection and supporting managers to develop skills in managing complexity. There is significant emphasis on practice assignments as the medium for summative assessment with the explicit requirement for students to evidence clear links between theory and practice and to evaluate their own learning and professional development.

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<th>Professional/statutory body accreditation or recognition:</th>
<th>Scottish Social Services Council recognise the award as an appropriate qualification for registered managers in social services.</th>
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**Further details:**

Entry requirements: [http://www.external.stir.ac.uk/postgrad/index.php](http://www.external.stir.ac.uk/postgrad/index.php)

Programme structure: [http://www.calendar.stir.ac.uk/](http://www.calendar.stir.ac.uk/)

Relevant Subject Benchmark statement (if applicable): [http://www.qaa.ac.uk/academicinfrastructure/benchmark/default.asp](http://www.qaa.ac.uk/academicinfrastructure/benchmark/default.asp)


Introduction/revision date: Autumn 2008