



BMHP5015

Assignment Title; Changemaker: Building your Personal Sustainable Employment . **Component -1 Online Portfolio of set Exercises**

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Task 1 – Personal Brand

*Write about your own person brand and how you could develop this to enable you to reach your employment goals (250 words- **Minimum** of 2 referenced sources)*

A personal brand is how people see you in terms of your skills, qualities, values and behaviour. A good personal brand helps people understand who you are and what you are good at (Waller, 2020). A personal brand is important in my career because I want to work with children with special educational needs in school.

I see my personal brand as someone who is kind, patient and caring with a strong passion for supporting children with special education needs (SEND). I am passionate about supporting children, so they feel safe, valued and encouraged to reach their potential (Ofsted, 2021)

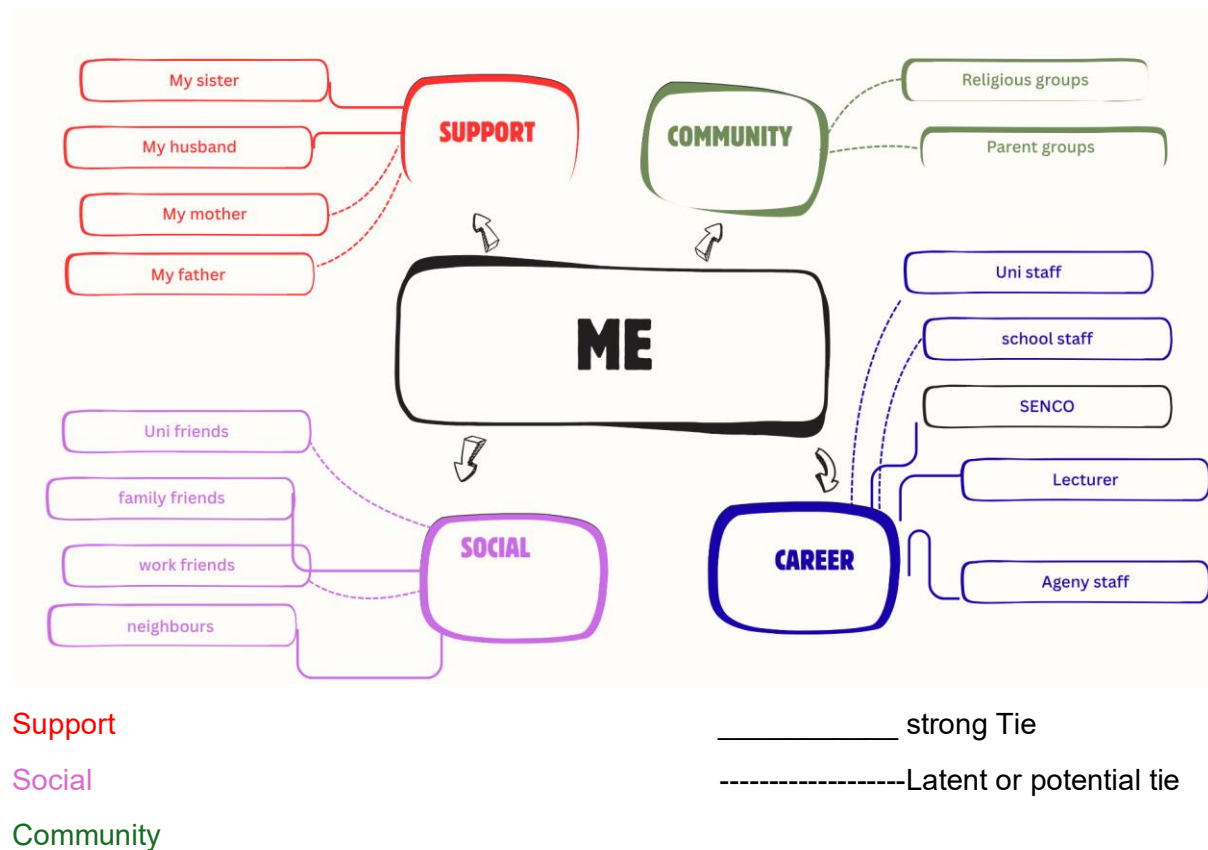
Some of my key strengths include patience, empathy, kindness and effective listening. These qualities help me understand children's individual needs and support them in a calm and understanding way, especially during challenging situations. At the same time, I recognise that there are areas where I can improve. I want to build my confidence and develop stronger communication skills to work more effectively with children, parents and colleagues.

To improve my personal brand, I plan to gain further qualifications and training in inclusive teaching and SEND support. I would also like to gain hands-on experience by working in a school that needs extra support. I will focus on developing my confidence and communication skills through regular practice and experience.

To conclude, developing my personal brand is important for my future career success. Improving my strengths and gaining more qualifications will help me achieve success in my further career.

Task 2 - Network Map and Rationale

Create a map of your own network considering career, support, social and community dimensions. Additionally you should provide a supporting rationale explaining and critically assessing this (250 words-**Minimum** of 2 referenced sources).



My network map demonstrates a hybrid network structure because it contains both strong relationships and less active connections in career, social, family support and community. This type of network provides emotional support and helps me access information, advice and opportunities through a wider network. Within my career network, I have connections with university lecturers, agency staff, SENCO, school staff and university staff. Although I do not interact with all of them regularly, they can provide valuable guidance and opportunities for career development. These relationships strengthen my linking social capital because they connect me with people who have professional knowledge and experience.

My social network includes university friends, work friends, family friends and neighbours. I have stronger relationships with my family friends and neighbours because I see them regularly. While my university friends and work friends are less active over time. These relationships help me to meet different people and gain new information and opportunities, which is known as bridging social capital (Claridge, 2018). The main sources of bonding social capital are my husband and sister, who provide strong emotional and practical support

(Smith, 2017). Although my mother and father remain part of the support network, they are currently in a latent tie due to less frequent interaction. Bonding relationships are important because they provide trust, emotional well-being, and a sense of belonging. Within my community network, I have connections with religious groups and parent groups. Although these relationships are currently latent ties. But these connections have the potential to grow into stronger relationships through more regular participation and interaction. The weakness in my network is that some of my professional and community connections are not very strong. Becoming more involved with these groups could help me expand my network and support my personal and professional growth.

Task 3- Blog

Write a blog exploring a current topic or issue of your choice within the health and social care sector in the UK. The purpose of this is to inform a specific target audience of your choosing (400 words) Referencing of your sources of information is not a compulsory requirement but could be beneficial.

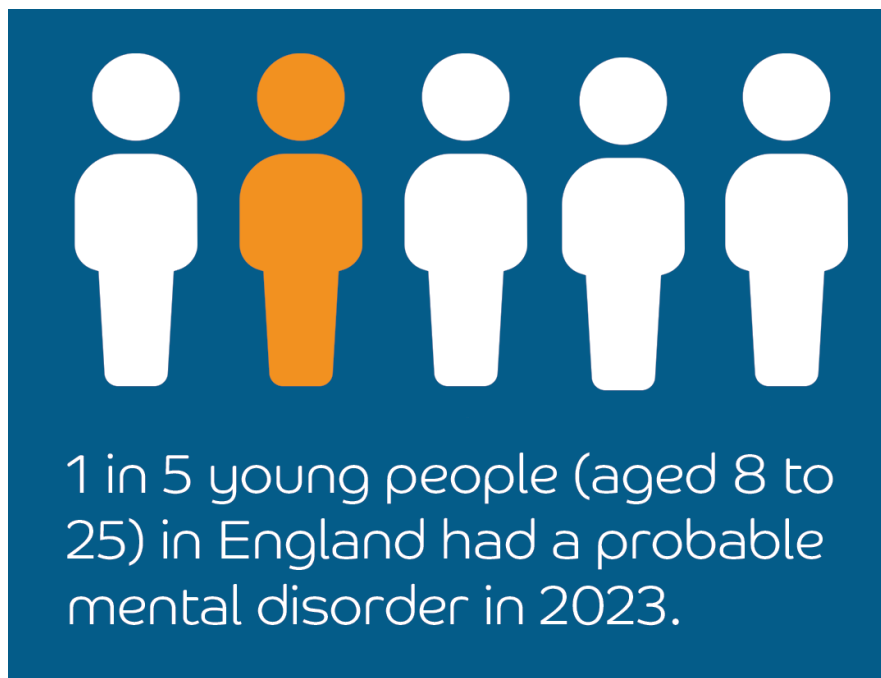
Mental Health Crisis Among Young People in the UK

Target Audience: Parents, careers, and young people

Introduction:

Have you noticed a young person becoming quieter, more stressed or less interested in things they usually enjoy?

Mental health problem among young people is increasing across the UK and have become one of the biggest challenges facing families, schools and healthcare services. Poor mental health can affect many areas of life, education, relationships and overall wellbeing. As a parent or carer recognising the signs early can make a real difference. This blog explores the causes of the growing mental health crisis and its's impact on young people in the UK.



(X (formerly Twitter), 2025)

The Growing Mental Health Crisis:

Mental health problems among young people in the UK have increased significantly over the past decade. According to recent data in 2023 about 1 in 5 children aged 8-25 had probable mental health condition (NHS Digital, 2023).



(<http://www.supersonicplayground.com>, 2023)

Several factors have contributed to this rise, including the lasting effect of the COVID-19 pandemic, academic pressure, family financial difficulties and increased use of social media. Out of these factors financial uncertainty is a significant concern for young people in the UK with 90% reporting worries about earning enough money to support themselves. Social media can help young people connect with friends and family; however, overuse may contribute to anxiety, loneliness, and low self-esteem.

The Impact on Young People's Lives:

Poor mental health can affect many parts of a young person's life. Anxiety and depression may affect academic performance, school attendance, and social relationships. Early support is important to prevent long-term negative effects. Mental health disorders now account for approximately 45% of the overall disease burden among people aged 10–24, and suicide remains the second leading cause of death in this age group (Fonagy, 2025).

The growing demand for CAMHS has resulted in delays in accessing mental health support. Although organisations such as Young Minds provide valuable guidance, increased funding and earlier intervention are needed to improve outcomes for young people. Parents, carers, schools, and healthcare services all have an important role in helping young people develop resilience and access the support they need.

Conclusion:

Mental health problems among young people in the UK increasing at a concerning rate. Families, schools, and healthcare services must work together to identify issues early and provide support. With timely and appropriate intervention, young people can improve their wellbeing, recover effectively, and achieve better long-term outcomes.

Task 4- NHS Equality, Diversity and Inclusion Quiz (250 words equivalent)

1. **What is the primary goal of the NHS Equality, Diversity, and Inclusion Improvement Plan?**

(Answer in one or two sentences.)

This plan targeted interventions to address both direct and indirect forms of prejudice and discrimination within the NHS workforce. It provides targeted actions to promote equality, diversity and inclusion for all staff members. ([Learninghub.nhs.uk](https://learninghub.nhs.uk), 2023)

2. **How does the NHS EDI Improvement Plan propose to tackle the gender pay gap?**

(Answer in one to two sentences.)

NHS organisations should check pay data to identify inequalities linked to protected characteristics. Alongside this should deliver the Mend the Gap review recommendations across the workforce and ensure flexible working opportunities are embedded throughout all recruitment processes. (NHS England, 2023)

3. **What is meant by the term 'intersectionality' as used in the NHS EDI Improvement Plan?**

(Answer in one to two sentences.)

Within NHS EDI improvement plan intersectionality refers to the recognition of multiple overlapping social identity within individuals. It explains how factors like race, gender, sexuality, disability, and social class can overlap and affect a person's life.

4. **Why is it important for the NHS to create a psychologically safe work environment?**

(Answer in one to two sentences.)

A psychological safety within the NHS is important because it help staff burnout and improve patient safety. It enables healthcare professionals raise concerns and suggests improvements without fear and supporting continuous learning.

5. **How does the NHS EDI Improvement Plan suggest improving the experience of internationally recruited staff?**

(Answer in one to two sentences)

The NHS EDI improvement plan support internationally recruited staff through high impact Action 5. it focuses on onboarding strong pastoral support and equitable career development pathways.

6. **What role does leadership play in advancing EDI objectives according to the NHS Improvement Plan?**

(Answer in one to two sentences.)

According to NHS EDI improvement plan leadership is the foundation for cultural change. Leadership plays a crucial role in advancing inclusion, reducing discrimination and creating a sense of belonging within organisations.

7. **Identify one way the NHS EDI Improvement Plan aims to reduce health inequalities within the workforce.**

(Answer in one to two sentences.)

The NHS EDI improvement plan aims to reduce inequalities within the workforce by promoting race equality through targeted interventions. These actions seek to ensure fair treatment, equal opportunities and improved workplace experiences for all staff.

8. **Why does the NHS EDI Improvement Plan emphasise the importance of collecting and analysing data on protected characteristics?**

(Answer in one to two sentences.)

NHS EDI improvement plan encourages collecting data on protected characteristics because it helps identify inequalities and discrimination within the workforce. This information helps guide the actions to reduce discrimination and create a more inclusive workplace

9. **Explain how flexible working policies can contribute to equality and inclusion in the NHS workforce.**

(Answer in one to two sentences.)

Flexible working policies help NHS staff balance their jobs with caring responsibilities, health conditions, disabilities, and personal commitments. This helps create a more inclusive workplace and reduces barriers for diverse groups of employees.

10. **What is one strategy mentioned in the NHS EDI Improvement Plan to combat bullying and harassment in the workplace?**

(Answer in one to two sentences.)

One of the six High Impact Actions in the NHS EDI Improvement Plan is to create a safe and inclusive working environment. This action aims to eliminate bullying, discrimination, harassment, and physical violence across NHS organisations.

Task 5- A Letter to Yourself

Think of a time in the past when you may have been experiencing issues or difficulties, and after considering what you have learned in this module about emotional intelligence and resilience write a letter to your younger self explaining how these attributes were important at that time and perhaps how developing these areas could have been useful (300 words)

Dear Younger Me,

I am writing this letter to you during a time when my wellbeing was poor because I was trying to manage many responsibilities at once. During this time, I was balancing my studies with family life. I looked after my daughter took her to school and picked her up, cook meals, clean the house and completed other household task. My husband worked full time, so most of the housework responsibilities. I also working part time in a school supporting children with special education needs.

Managing my studies and family life was challenging. I often worried about finishing assignments on time while taking care of my responsibilities at home. weekend was usually spent with family and friends, leaving little time to focus on my course work or rest. this made me feel tired, stressed and sometime overwhelmed because I rarely had time for myself.

Looking back, I realise how important emotional intelligence was during this period.

Emotional intelligence would have helped me understand my feelings of stress and recognise when i needed support or break. Instead of ignoring my emotions I could have manage them better and communicated my needs more openly. Resilience was also important. There was many time when I felt like giving up because I was struggling to balance everything. However, resilience helped me continue working towards my goals despite the challenges. It allowed me to stay positive and keep moving forward.

If I could give you some advice, I would say to be kinder to myself and not expect perfection. It is okay to ask for help and take time to rest. Developing emotional intelligence and resilience would help me cope with stress more effectively and maintain healthier balance between my studies, work and family life.

Yours sincerely
Your older self

Task 6- GANTT Chart (200 words equivalent)

Compile a Gantt chart which illustrates the tasks you have to complete to achieve your future employment goals

The Gantt chart illustrates the task and timescales I need to complete between 2026 and 2029 to achieve my future career goal of becoming a qualified teacher who support children with special education needs.

The first stage is completing the Level 5 Health and Social Care qualification between September 2025 and July 2026. Once I have completed the Level 5 qualification, I will begin studying Level 6 Health and Social Care between September 2026 and July 2027 to achieve my degree.

Alongside my studies, I will continue working part-time as an SEN Teaching Assistant to gain practical experience. During this period, I will complete continuous professional development (CPD) courses related to inclusive teaching practices and safeguarding. I will also focus on improving my communication and behaviour management skills throughout 2026 and 2027.

After completing my degree, I plan to undertake a Postgraduate Teaching Diploma during 2027–2028, which will lead to Qualified Teacher Status (QTS). During the final stage of my teaching diploma, I will prepare a professional CV and cover letter and apply for teaching positions. At the same time, I will also prepare for interviews to improve my confident.

My final goal is to work as a qualified teacher in September 2028, using the knowledge, skills, and qualifications I have gained during my education and work experience.

Gantt Chart: Career Plan Towards Becoming a Qualified Teacher

Task Dependencies	Start Date	End Date	Duration	Dependencies (if any)
Complete Level 5 Health and social care	Sept,2025	July 2026	30 weeks	None
Start level 6 Health and social care	Sept 2026	July 2027	30 weeks	Achieve BSc health and social care degree.
Attend SEND behaviour management and safeguarding trainings CPD	2026	ongoing	ongoing	none
Build communication and behaviour management skills.	2026	2027	12 months	Attend CPD training
Continuing working as an SEN teaching Assistant	2026	ongoing	Part time	None
Apply /complete postgraduate teaching Diploma	2027	2028	12 months	Achieve Qualified teacher status (QTS).
Develop Professional CV & Cover Letter	May 2028	June 2028	1 month	During the final months of the Teaching Diploma
Apply for Jobs	June 2028	Aug 2028	2 months	CV & Cover Letter completed
Prepare for Interviews	June 2028	Aug 2028	2 months	
Begin to work as a qualified teacher	Sept 2028	Ongoing		Achieve QTS and secure employment

Task 7- Making Changes- Report

*You are the manager of a care home and want to make changes your workplace. Identify one specific change that you want to implement and write a brief report on how this is going to be achieved considering the necessary skills needed and addressing possible barriers to success. Relevant change models can be highlighted (350 words **Minimum** of - 3 referenced sources).*

Introduction

As a care home manager, I will introduce 'improve staff training in dementia care' within residential care home. This change aim to ensure staff have up- to date knowledge and skills to support. The purpose of this change is to ensure staff are equipped with current knowledge and skills in supporting individuals with dementia. This will lead to improve communication, increased safety and higher stands of person – centred care.

Planning the change:

The purpose of this change is to introduce a structured dementia care training programme for all staff. The training will focus on improving understanding of dementia, developing effective communication strategies, recognising signs and symptoms of cognitive decline and managing behaviours that challenges in a respectful and person –centred manner. To implement this change, I will communicate its importance of all staff, arrange regular training sessions and monitor attendance and progress. This change will be managed using Lewin's change management model to ensure it is successfully introduced and maintained (Hussain et al., 2018).

Skills required:

Effective implementation requires strong leadership to guide the change process, clear communication to explain expectations and organisational skill to coordinate training schedules. In addition, coaching and problem-solving skills are essential to support staff development and address any changes that may arise during implementation (Beaumont, 2024).

Barries and solutions:

Several barriers may hinder the effectiveness of dementia education and training including lack of time, staff shortage, high staff turnover, low motivation, variation in staff knowledge and experience and limited access to training opportunities (Surr et al., 2020). These challenges can be addressed by providing protected learning time during working hours and carefully planning training schedules to accommodate staffing requirements. Cost of training may be challenge, particularly when external trainers are involved. However, this can be managed by using e-learning programmes. In addition, staffing pressures during training can be managed through advance rata planning and staggered attendance.

Conclusion:

In conclusion, improving dementia care training strengthen staff knowledge skills and confidence in supporting residents with dementia. This will promote high quality, person-centred care, improve communication and enhance the safety and wellbeing residents within the care home setting.

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