



Preceptorship programme





Our preceptorship programme

Bradford District Care NHS Foundation Trust is committed to encouraging and supporting qualified nurses and allied health professionals who are new in post, to develop their professional skills to the required level for competent practice.

We are a provider of award-winning, high quality mental health, community and learning disability services with a range of exciting first-destination posts for newly qualified individuals, alongside opportunities to develop a professional career pathway in our more specialist services across nursing and the allied health professions.

What is a preceptorship?

Preceptorship enables a supported transition period from starting a role with the Trust, through to becoming an accountable professional, and it encourages continuing professional development and lifelong learning.

Who is a preceptorship for?

We are committed to using a preceptorship period with all our new starters including:

- newly qualified individuals;
- registered practitioners who are returning to work after a substantial break;
- those moving/transitioning to a new area of practice to enable them to adapt to their new environment.



Supporting the practitioner through preceptorship ensures protection of:

- the patient/carer;
- the public;
- the individual during their preceptorship period;
- the employing organisation.

Our offer to you

The key to our high quality preceptorship support is that it provides a framework which is flexible enough to meet the needs of you as an individual, whilst in turn working towards the National Preceptorship Standards published by Health Education England, as a minimum requirement.

This includes:

- organisational induction;
- local induction;
- leadership;
- resilience;
- emotional intelligence;
- allocation of an approved and prepared preceptor.

As an organisation we work towards this national standard but we also offer bespoke service-led pathways to enable a robust local induction and orientation to your area of work, and ensure that you have the opportunities to develop in your role to be a safe and evidenced-based practitioner.

What should you expect from your preceptor?

A preceptor is a registered practitioner who has been given a formal responsibility to support a newly registered practitioner, a staff member returning to practice or starting a significantly different role.

All of our preceptors receive key quality assurance support including:

- Line management discussion to ensure adequate preparation for the role.
- At least 12 months experience in the field of practice in which the preceptee is working.
- Clinical supervision to ensure their own support needs are met.
- The necessary skills and knowledge to support and supervise.
- The necessary skills to teach, assess and appraise competence and confidence.
- The necessary skills to facilitate reflection and who acts at all times as an exemplary role model.
- The necessary skills to empower, support and give guidance to the preceptee throughout the transition period, and facilitate the personal and professional development process to meet individuals' needs.

The preceptor is responsible for ensuring that the preceptee:

- Is orientated to the place of work.

- Is signposted to and develops an appropriate professional network.
- Works with the preceptee on a regular basis, as directed in the service specific local pathway.
- Is supported in identifying learning needs, including mandatory training and producing action plans to meet those needs.
- Is supported in identifying opportunities for training and development.
- Is provided with feedback on performance, as per the local service pathway.

The preceptor must ensure that service specific pathways for preceptorship and local induction are followed.

Our promise to you

Our Care Trust is fully committed to invest in you as a new starter in our organisation and through our preceptorship programme, will support your smooth transition into your new role, to develop your career.

Want to find out more?

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