



West Yorkshire 12-Month Preceptorship Programme – fully-funded

Internationally Educated Nurses in Adult Social Care

A 12-month preceptorship programme for Internationally Educated Nurses (IENs) working in adult social care in West Yorkshire, which explicitly addresses cultural transition, UK professional expectations, language confidence, legal frameworks, and workforce integration, while remaining aligned with the NMC Principles of Preceptorship.

This programme is fully-funded and in collaboration with the West Yorkshire Integrated Care Board (WYICB) Global Partnerships programme.

Delivery: Monthly | 2 hours per session | Online interactive via MS Teams

Duration: 12 months

Audience: Internationally Educated Nurses, registered with the NMC and working in adult social care (care homes, community social care, LD/mental health social care settings). The Registered Nurse must have been employed on or after 1st January 2025 and be working in West Yorkshire.

Programme Aims:

By the end of the programme, preceptees will:

- Transition confidently into autonomous professional practice within UK adult social care settings.
- Understand and meet UK professional, legal, and regulatory requirements, including the application of the NMC Code in social care contexts.
- Navigate UK health and social care systems safely and independently, using appropriate escalation, referral, and governance processes.
- Develop confidence in communication, delegation, and leadership, appropriate to the responsibilities of an NMC-registered nurse.
- Build a strong professional identity, demonstrating resilience, reflective practice, and emerging leadership capability.
- Feel culturally, professionally, and socially integrated into UK nursing and social care practice.
- Feel embedded, supported, and valued within their organisation, supporting retention within social care nursing.
- Be fully prepared for NMC revalidation, with confidence in reflection, CPD, and professional evidence.



Design Principles

- Acknowledges prior experience and expertise gained overseas
- Safe space for questions without fear of judgement
- Emphasis on psychological safety, wellbeing, and belonging
- Signposting to preceptors and wider organisational support

Monthly Programme Content

1. Welcome to UK Social Care Nursing.
2. The NMC Code: What It Looks Like in Social Care Practice.
3. Communication, Language, and Confidence.
4. Assessment, Decision-Making, and Clinical Judgement in the UK Context.
5. Medicines Management and Accountability in Social Care.
6. Mental Capacity, Consent, Safeguarding Adults and UK Law.
7. Infection Prevention, Pressure Area Care, and Long-Term Conditions.
8. Leadership, Supervision, Delegation, and Working with the Wider Team.
9. Documentation, Digital Confidence, and Information Governance.
10. Resilience, Wellbeing, and Professional Self-Care.
11. Career Development and Social Care Nursing in the UK.
12. Reflection, Revalidation, and Programme Completion.

Dates:

Month	Day	Time	Date
1.	Wednesday	2-4pm	16 September 2026
2.	Wednesday	2-4pm	21 October 2026
3.	Wednesday	2-4pm	18 November 2026
4.	Wednesday	2-4pm	16 December 2026
5.	Wednesday	2-4pm	20 January 2027
6.	Wednesday	2-4pm	17 February 2027



7.	Wednesday	2-4pm	17 March 2027
8.	Wednesday	2-4pm	21 April 2027
9.	Wednesday	2-4pm	19 May 2027
10.	Wednesday	2-4pm	16 June 2027
11.	Wednesday	2-4pm	21 July 2027
12.	Wednesday	2-4pm	18 August 2027

N.B. Preceptees must have an identified individual within their workplace who will act as their Preceptor with the support of and oversight from the university. The Preceptee will meet with their identified Preceptor on at least 3 occasions during the 12-month programme; start, midpoint and end. Together the Preceptee and the Preceptor will complete a portfolio which includes an individual learning plan, meeting templates and reflective accounts (documents provided by the University).

Please note that the Preceptor / Preceptee meetings will be additional to the organisation's usual arrangements for workplace supervision.

Identified Preceptors will be provided with:

- a clear orientation to the preceptor role and expectations
- guidance resources, templates and escalation routes
- optional access to academic advice and quarterly online support sessions

How to apply:

Please complete the WY Preceptorship programme Application and Data Sharing form using the link below:

<https://docs.google.com/document/d/1jNplE5CPirMOEWPytZSVp4scdnfH7FbF/edit?usp=sharing&oid=101419711739791035108&rtpof=true&sd=true>

and then return the form to leadership.academy@leeds.gov.uk by the closing date of **Friday June 19th 2026**.