

Programme Audit/Major Modification report

Programme provider:	Coventry University
In partnership with: (Associated practice placement providers involved in the delivery of the programme)	George Eliot Hospital NHS Trust (GEH) South Warwickshire NHS Foundation Trust (SWFT) University Hospitals Coventry and Warwickshire NHS Trust (UHCW)
Date of review:	16 Jul 2019
Type of Modification	Desktop
Provision reviewed:	Return to Practice Midwifery
Title of current programme:	Return to Midwifery Practice
Title of modified programme if changed:	
Academic level of current programme:	England, Wales, Northern Ireland <input type="checkbox"/> Level 5 <input checked="" type="checkbox"/> Level 6 <input type="checkbox"/> Level 7 SCQF <input type="checkbox"/> Level 8 <input type="checkbox"/> Level 9 <input type="checkbox"/> Level 10 <input type="checkbox"/> Level 11
Academic level of modified programme if changed:	England, Wales, Northern Ireland <input type="checkbox"/> Level 5 <input type="checkbox"/> Level 6 <input type="checkbox"/> Level 7 SCQF <input type="checkbox"/> Level 8 <input type="checkbox"/> Level 9 <input type="checkbox"/> Level 10 <input type="checkbox"/> Level 11
Reviewer:	Sheila Brown

Outcome of Approval Panel Meeting	
Outcome:	Recommended for approval with recommendations
Conditions and NMC standard(s)/requirement(s) they relate to:	<p>Resources None identified</p> <p>Admission and progression None identified</p> <p>Practice learning None identified</p> <p>Fitness for practice None identified</p> <p>Quality assurance None identified</p>
Date conditions to be met:	
Recommendations and NMC standard(s)/requirement(s) they relate to: Note: recommendations will be assessed through the AEI annual self-assessment report	<p>Recommendation one: The programme development team are advised to consider involving users of maternity services and students to enhance their engagement and collaboration at every stage of programme development and modification. (NMC circular 03/2011)</p>
Date conditions met:	
Programme start date:	30 Sep 2019

Summary

Summary of modification request

Coventry University (CU) school of nursing, midwifery and health provides a return to midwifery practice (RtP) programme which was approved in November 2014.

The university presented documentation for a modification to the RtP midwifery programme to change from the Standards to support learning and assessment in practice (SLAiP) (NMC, 2008) to the Standards for student supervision and assessment (SSSA) (NMC, 2018). The modification is solely limited to the process for RtP students' learning and assessment in midwifery practice. There are no changes made to the learning outcomes for the current approved RtP programme. Changes are made to the RtP midwifery practice assessment document (PAD) to reflect the SSSA. A decision was made by CU to transfer the RtP midwifery programme in line with the transfer of students on pre-registration midwifery programmes to the SSSA from September 2019. There are no existing RtP midwifery students to transfer.

Documentary evidence and discussion with the programme team through a teleconference confirms their commitment to ensuring that students are provided with a supportive learning environment within theory and practice settings.

There is evidence of consultation about the proposed changes to the RtP midwifery programme with key stakeholders including students, service users and practice learning partners (PLPs).

The major modification to the RtP midwifery programme is recommended to the NMC for approval. One recommendation is made.

Feedback from key stakeholders

Presenting Team

Not applicable - Desktop review

Mentors, sign-off mentors, practice teachers and employers

Not applicable - Desktop review

Students

Not applicable - Desktop review

Service users and carers

Not applicable - Desktop review

Examples of notable and innovative practice and standards they relate to

None identified

Potential risks to compliance of education standards and standards they relate to

There is evidence that the importance of service user involvement is recognised in future plans for the development of a new RtP midwifery programme. There is service user representation on the NMC standards task and finish group for the development of the new midwifery pre-registration programme. The programme development team are advised to consider involving users of maternity services and students to enhance their engagement and collaboration at every stage of programme development and modification. (Recommendation one)

Recommendation one: The programme development team are advised to engage users of the maternity services and students at every stage of future programme development and modifications. (NMC circular 03/2011)

Potential risks to the student learning environment and standards they relate to

None identified

Any other risks to public protection

None identified

Areas for future monitoring

- Monitor student experiences following the implementation of the SSSA.
- Monitor the experience of practice supervisors, practice assessors and academic assessors following the implementation of the SSSA.

Outcome recommendation

The major modification is recommended to the NMC for approval. One recommendation is made.

NMC Standards

Please refer to [Standards relating to return to practice courses](#) (NMC,2016) and [Revalidation](#) (NMC 2016), which must be read in conjunction with The Code: Professional standards of practice and behaviour for nurses and midwives, NMC, 2015 and Section one of the Mott MacDonald [QA Handbook](#).

Returning to practice

Programme specific standard: Admission

What we found:

Unchanged since programme approval in November 2014.

Outcome:

Standard met

Date standards met:

Revised outcome:

Return to practice / revalidation and The Code: Professional standards of practice and behaviour for nurses and midwives, NMC, 2015

Return to practice outcomes must include:

1. an understanding of the influence of health and social care policy relevant to the practice of nursing and midwifery.
2. an understanding of the requirements of legislation, guidelines, codes of practice and policies relevant to the practice of nursing and midwifery.
3. an understanding of the current structure and organisation of care, nationally and locally.

4. an understanding of current issues in nursing and midwifery education and practice.
5. the use of relevant research and literature to inform the practice of nursing and midwifery.
6. the ability to be able to identify and assess need, design and implement interventions and evaluate outcomes in all relevant areas of practice, including the effective delivery of appropriate emergency care.
7. the ability to use appropriate communications, teaching and learning skills.
8. the ability to function effectively in a team and participate in a multi-professional approach to people's care.
9. the ability to identify strengths and weaknesses, acknowledge limitations of competence, and recognise the importance of maintaining and developing professional competence.

What we found:

There are no changes to the learning outcomes of the approved RtP midwifery programme since the approval in November 2014. The change made is to the RtP midwifery PAD to meet the SSSA requirements.

The RtP midwifery PAD has been updated to outline the new roles and responsibilities of the practice supervisors, practice assessors and academic assessors and their individual and shared contributions to the assessment and progression of students in accordance with the SSSA.

Assurance has been provided by the midwifery education team, with documentary evidence of agreement with PLPs, that there's a clear strategy for transfer arrangements and preparation of midwives in relation to the implementation of the SSSA from September 2019.

Documentary evidence and confirmation during the teleconference meetings confirms that there has been engagement with academic staff, a service user representative and PLPs regarding implementation of the SSSA.

There are locally agreed plans between CU and PLPs for the preparation and ongoing support for the new roles of practice supervisor, practice assessor and academic assessor. Documentary evidence outlines the transfer arrangements for implementation of the SSSA with clear guidelines for the preparation, support and monitoring of new roles. There are agreed plans for the preparation of current mentors to practice supervisors and practice assessors. Preparation of academic staff to undertake the role of academic assessors has also been outlined. The documentation confirms that practice assessors and academic assessors must have

due regard.

Academic assessors will be midwifery staff employed by the university in a substantive post who have undergone preparation to be an academic assessor provided by CU. The allocation of the academic assessor to each student will be recorded by the module leader and course director to ensure there is no overlap with the allocation of the academic personal tutor.

Academic assessors will attend a one and a half hour workshop and review a training presentation which reiterates the importance of using evidence to make decisions about a student's conduct, proficiency, achievements and make recommendations for student progression. They will also complete a self-assessment and self-declaration template against the NMC minimum standards set out in the SSSA (R10.2) (NMC, 2018).

Preparation session plans have been developed to update current midwives, midwife mentors and educators in preparation for implementation of the SSSA. A guidance handbook for midwives clearly explains the roles of practice supervisor, practice assessor and academic assessor. Roles are also clearly outlined in student facing documents. All practice assessors have to complete an annual self-assessment and self-declaration regarding their role and their associated skills and knowledge. This self-assessment includes the opportunity to create a personalised action plan for development which can be discussed at the midwife's personal development review (PDR).

A process for transferring existing mentors to the practice supervisor and practice assessor roles by undertaking appropriate preparation has been developed. Current mentors will attend a half day preparation session about the roles of practice supervisor and practice assessor. New PLP midwifery staff will be provided with two days of preparation for the role of practice assessor. Pre-registration midwifery students will be provided with a preparation session about the practice supervisor role within the final year of the pre-registration midwifery programme. This will prepare them to undertake the role of practice supervisor after qualification as a midwife and following completion of a preceptorship programme.

Students will be allocated a practice supervisor by the nominated practice support person in the practice learning area. Practice supervisors will contribute to the student's record of achievement by documenting in the PAD. The practice assessor is responsible for reviewing feedback within the student's PAD and confirming student achievement. Practice assessors will work in partnership with academic assessors and link tutors to collate and confirm a student's progression.

Documentary evidence confirms that practice supervisors can be other registered

healthcare professionals.	
Documentary evidence confirms that PLPs will keep a database of suitably prepared practice assessors. PLPs will continue to record compliance with midwives' revalidation, appraisal and other mandated training and this will be reported via the practice education quality group meetings.	
There is evidence and assurance that a clear strategy has been developed for preparation of practice learning teams to support the transfer to the SSSA for the RtP midwifery programme. The SSSA are met at programme level.	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

Programme specific standard: Length and nature of programme	
Not less than five days	
Length and nature determined by education provider and practitioner.	
Midwives to discuss with lead midwife for education.	
To take into account:	
<ol style="list-style-type: none"> 1. registration history 2. previous levels of knowledge and experience 3. relevant experience undertaken while out of practice 	
What we found:	
Unchanged since programme approval in November 2014.	
Outcome:	Standard met

Date standards met:	
Revised outcome:	

NMC Circular 03/2011 - Resources to support programme intentions	
Programme providers must provide evidence at programme approval that resources are currently available to support programme intentions.	
What we found:	
<p>There is evidence of suitable systems and processes that indicate plans for safe and effective coordination and support of practice learning through the implementation of the SSSA.</p> <p>Documentary evidence confirms that there are sufficient resources within the university and PLPs to support the transfer to the SSSA.</p> <p>Documentary evidence and discussion during the teleconference meeting confirms that the lead midwife for education (LME) has led the proposed modification in partnership with the midwifery education team, CU school of nursing, midwifery and health and PLPs.</p> <p>There is evidence that the importance of service user involvement is recognised in future plans for the development of a new RtP midwifery programme. There is service user representation on the NMC standards task and finish group for the development of the new midwifery pre-registration programme. The programme development team are advised to consider involving users of maternity services and students to enhance their engagement and collaboration at every stage of programme development and modification. (Recommendation one)</p>	
Outcome:	Standard met
Date standards met:	

Revised outcome:	

Evidence and references list
<p>NMC programme approval report: CU return to practice midwifery, 13 November 2014</p> <p>CU BSc (Hons) midwifery mapping tool modification SSSA, 1 July 2019</p> <p>CU BSc (Hons) midwifery record of major modification teleconference, 16 July 2019</p> <p>CU NMC education framework task and finish group terms of reference, 15 November 2018</p> <p>CU NMC education framework task and finish group membership, 11 January 2019</p> <p>CU NMC education framework task and finish group meeting minutes, 5 November 2018, 25 January 2019, 22 February 2019</p> <p>CU NMC education framework task and finish group action log, February 2019</p> <p>CU midwifery professional advisory group terms of reference, January 2019</p> <p>CU midwifery professional advisory group meeting minutes, 5 December 2018, 30 January 2019</p> <p>CU NMC transition of course to SSSA, undated</p> <p>CU introduction to SSSA sessions for students, undated</p> <p>CU NMC course implementation action plans for the SSSA, undated</p> <p>CU SSSA newsletter, February 2019</p> <p>CU NMC new standards raising awareness presentation, undated</p> <p>CU SSSA Flowchart for coordination of student learning in practice, undated</p> <p>CU partnership group meeting minutes, 19 October 2018</p> <p>CU roles and responsibilities of practice supervisor, practice assessor and academic assessor, undated</p> <p>CU preparation for academic assessor, undated</p> <p>CU preparation for practice supervisor and practice assessor roles workshop plan, undated</p> <p>CU presentation for the practice assessor role, undated</p> <p>CU scheme of work for preparation of practice assessor, undated</p>

SWFT, GEH, UHCW and UHCW Rugby mentor update workshop dates, 2019
CU practice education governance document, March 2019
CU student handbook SSSA information for students in practice undertaking NMC approved courses, undated
CU organisation roles and responsibilities for implementation of SSSA, March 2019
CU return to midwifery practice clinical logbook, 2018

Personnel supporting programme approval

Members of Approval Panel

Not applicable - Desktop review

Programme Presenters

The QA visitor had a teleconference on 16 July 2019 with:
CU LME
CU interim associate dean, quality and accreditation
CU placements manager
CU head of school, nursing, midwifery and health
CU interim associate head of school for quality and accreditation
CU senior lecturer in midwifery; course director BSc (Hons) midwifery, BSc (Hons) midwifery (shortened) programmes.

Were any service providers visited?

Not applicable - Desktop review

Meetings with others

Mentors / sign-off mentors	
Practice teachers	
Service users / Carers	

Practice Education Facilitator	
Director / manager nursing	
Director / manager midwifery	
Education commissioners or equivalent	
Designated Medical Practitioners	
Other (please specify)	

If there were no representatives present during the approval event please state why:

Not applicable - Desktop review

Meetings with students

Nursing					
Adult		Year 1	Year 2	Year 3	Year 4
Mental Health		Year 1	Year 2	Year 3	Year 4
Children's		Year 1	Year 2	Year 3	Year 4
Learning Disabilities		Year 1	Year 2	Year 3	Year 4
Midwifery (3 year)		Year 1	Year 2	Year 3	
Midwifery (18 month)		Year 1	Year 2		

SCPHN		HV	SN	OH	FHN	RPHN
Learning and Assessment in Practice		Mentor		Practice Teacher		Teacher
Nurse Prescribing		V100		V150	V300	
Specialist Practice		Adult		Mental Health	Children's	
		Learning Disability		General Practice Nursing	Community Mental Health Nursing	
		Community Learning Disabilities Nursing		Community Children's Nursing	District Nursing	
Additional evidence viewed						
No additional evidence was viewed.						

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Issue record			
Author:	Sheila Brown	Date:	18 Aug 2019
Checked by:	Judith Porch	Date:	08 Sep 2019
Approved by:	Leeann Greer	Date:	11 Sep 2019