



## **Programme Audit/Major Modification report**

Programme provider:	Oxford Brookes University	
In partnership with:  (Associated practice placement providers involved in the delivery of the programme)	Oxford University Hospitals Foundation NHS Trust (OUHT)	
Date of review:	24 Jun 2019	
Type of Modification	Desktop	
Provision reviewed:	Registered Midwife - 18M	
Title of current programme:	BSc (Hons) Midwifery (2nd registration shortened programme )BSc (Hons) Midwifery (three-year)MSc Midwifery (three-year)	
Title of modified programme if changed:		
Academic level of current programme:	England, Wales, Northern Ireland  Level 5 Level 6 Level 7  SCQF  Level 8 Level 9 Level 10  Level 11	
Academic level of modified programme if changed:	England, Wales, Northern Ireland  Level 5 Level 6 Level 7  SCQF Level 8 Level 9 Level 10  Level 11	
Reviewer:	Sheila Brown	





Outcome of Approval Panel Meeting	
Outcome:	Recommended for approval with conditions and recommendations
Conditions and NMC	Resources
standard(s)/requirement(s) they relate to:	None identified
	Admission and progression
	None identified
	Practice learning
	Condition one: Documentation is to be provided to confirm practice learning partners (PLPs) involvement in the practice education group to implement the Standards for student supervision and assessment (SSSA) (NMC, 2018). (Standard 2)
	Fitness for practice
	None identified
	Quality assurance
	None identified
Date conditions to be met:	08 Jul 2019
Recommendations and NMC standard(s)/requirement(s) they relate to:  Note: recommendations will be assessed through the AEI annual self-assessment report	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 Standard 2)
Date conditions met:	25 Jun 2019





Programme start date:	08 Sep 2019
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## **Summary**

## **Summary of modification request**

Oxford Brookes University (OBU), faculty of health and life sciences is approved to provide a three-year BSc (Hons) pre-registration midwifery programme, a three-year MSc pre-registration midwifery programme, and a 21-month BSc (Hons) Midwifery second registration shortened programme. The programmes were approved by the Nursing and Midwifery Council (NMC) in May 2014.

OBU presented a major modification to the approved programmes to transfer students from the Standards to support learning and assessment in practice (SLAiP) (NMC, 2008) to the SSSA (NMC, 2018). The modification is solely limited to the process for pre-registration midwifery students' learning and assessment in midwifery practice. It is proposed that all existing students will transfer to SSSA in September 2019.

There is evidence of consultation about the proposed changes with key stakeholders including: students, service users, graduates and PLPs.

A review of documentary evidence and a teleconference meeting provided evidence of effective partnership working between OBU, PLPs and students to support the implementation of the SSSA. There is evidence that student midwives have been informed through face to face sessions of the plan to implement the SSSA across pre-registration midwifery programmes. During the teleconference representatives from OBU provided clarification about the modification of the approved practice assessment documents (PADs) to reflect the SSSA.

The major modification to the pre-registration midwifery programmes is recommended to the NMC for approval. There is one condition and one recommendation.

# 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 joint practice education group: NMC standards implementation group has been established to promote partnership between OBU and PLPs. The terms of reference for the group suggests PLPs are members of the group. However, documentation provided did not evidence attendance of PLPs in the implementation group. (Condition one)

Condition one: Documentation is to be provided to confirm PLPs involvement in the practice education group to implement the SSSA (NMC, 2018). (Standard 2)

Service user and student representatives do not attend the practice education group/ NMC standards implementation group. The terms of reference for the practice education group suggests that feedback from service users and students will be included in future meetings for the development of the new programme to meet the future Standards for pre-registration midwifery programmes which are to be published later in 2019. (Recommendation one).





Recommendation one: The programme development team are advised to engage users of the maternity services and student midwives at every stage of future programme development and modifications. (NMC Standard 2)

# 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

- Student experiences following the implementation of the SSSA.
- The experience of practice supervisors, practice assessors and academic assessors following the implementation of the SSSA.

#### **Outcome recommendation**

This modification is recommended for approval to the NMC subject to one condition. One recommendation is made.





## **NMC Standards**

Please refer to the <u>Standards for Pre-Registration Midwifery Education (NMC, 2009)</u>, current programme specific circulars accessed via the <u>NMC Website</u>, EU Directive 2005/36/EC Article 41 (1) and Article 31 (6-7), and Section one of the Mott MacDonald <u>QA Handbook</u>.

Standards for the lead midwife for education			
Standard 1: Appointment of the lead midwife for education			
The NMC requires an a	The NMC requires an approved educational institution (AEI) to do the following:		
Appoint a lead midwife for education (LME) who is a practising midwife and has a recorded midwifery teaching qualification on the NMC register.			
Confirm the appointment of an LME with the NMC			
Use the LME for strategic liaison with external agencies such as purchasers of education provision for all matters affecting midwifery education.			
What we found:			
Unchanged since the original approval in May 2014.			
Outcome:	Standard met		
Date standards			
met:			
Revised outcome:			





# Standard 2: Development, delivery and management of midwifery education programmes

The LME shall lead the development, delivery and management of the midwifery education programmes provided by the AEI, ensuring that they comply with the standards established by the NMC.

#### What we found:

Documentary evidence and discussion during the teleconference confirms that the lead midwife for education (LME) has led the development of the transfer to the SSSA in partnership with the midwifery education team, OBU faculty staff, student midwives and PLPs. The midwifery programme lead is the LME designate who has worked closely with the LME. The LME has delegated tasks to the programme lead as LME designate in preparation for the programme lead to become the LME in July 2019.

The programme lead has been involved as the LME designate in the joint practice education group: NMC standards implementation group. There is evidence that the practice education group has been established to promote partnership between OBU and PLPs. The terms of reference for the group suggest PLPs are members of the group. However, documentation provided did not evidence attendance of PLPs in the implementation group. (Condition one)

Service user and student representatives do not attend the practice education group: NMC standards implementation group. The terms of reference for the practice education group suggest that feedback from service users and students will be included in future meetings for the development of the new programme to meet the future Standards for pre-registration midwifery programmes which are to be published later in 2019. (Recommendation one).

The LME role is at faculty executive level in OBU providing strategic leadership within the faculty and working in partnership with PLPs on the implementation of the SSSA. Operational management of the SSSA is delegated to the midwifery programme lead who is a representative on the relevant multidisciplinary task and finish group, with oversight from the LME.

Decisions relating to the development and implementation of the SSSA are then confirmed by the LME through the Oxford school of nursing and midwifery leadership team meetings, midwifery team meetings or by dedicated one to one meetings with the programme lead.

The programme lead prepared the periodic review document for midwifery





programmes for 2018. This document describes the contribution stakeholders, including students, graduates, PLPs and service users, have made to the review and development of the future pre-registration midwifery programmes, including the SSSA.

Outcome:	Standard not met	
There is evidence that	the joint practice education group: NMC standards	
implementation group has been established to promote partnership between OBU		
and PLPs. The terms of reference for the group suggest PLPs are members of the		
group. However, docur	group. However, documentation provided did not evidence attendance of PLPs in the	
implementation group. (Condition one)		
Condition one: Documentation is to be provided to confirm PLPs involvement in the practice education group to implement the SSSA (NMC, 2018). (Standard 2)		
Date standards	25 Jun 2019	

Condition one: OBU provided evidence of PLPs involvement and attendance at the practice education group: NMC standards implementation group to implement the transition to the SSSA. Condition one is now met.

#### Evidence:

**Revised outcome:** 

met:

OBU faculty of health and life sciences practice education group: NMC implementation group meeting minutes, 1 May 2019.

Standard met

Standard 3: Signing the supporting declaration of good health and good character





In accordance with rule	e 6(1)(a)(ii) of the registration rules, the LME shall be	
responsible, at her dis	responsible, at her discretion, for signing the supporting declarations of good health	
and good character for	r all midwifery applications to the register.	
What we found:		
Unchanged since the o	original approval in May 2014.	
Outcome:	Standard met	
Date standards		
met:		
Revised outcome:		

Standards for admission to,	and continued participation in,	pre-registration
midwifery programmes		

## Age of entry

#### St. 4

## **General requirements**

The following requirements for selection should be read and operated alongside programme providers' existing policies and procedures:

#### 4.1 Selection

Wherever practicable, the selection process should include a face-to-face meeting.

Programme providers (AEIs and their service partners) are encourage, wherever possible, to involve lay people and midwifery students in the selection process. Depending on local circumstances they may be involved directly or indirectly in selection.

All individuals in the selection process should receive appropriate training, preparation and updating which includes equality and diversity.





Representatives of partner service provider organisations should be directly involved in the selection process.

The views of the individuals directly involved in selecting applicants should be taken into account when making final decisions on whether to accept or reject an applicant.

## 4.2 Literacy and numeracy

AEIs are required to ensure that applicants for pre-registration midwifery education programmes have provided evidence of literacy and numeracy that includes prior achievement of basic skills sufficient to undertake a pre-registration midwifery programme of education to a satisfactory level of attainment.

## 4.3 Good health and good character

Applicants must demonstrate that they have good health and good character sufficient for safe and effective practice as a midwife, on entry to, and for continued participation in, programmes leading to registration with the NMC.

Applicants from overseas must meet the good health and good character as defined for UK applicants and additionally those requirements set out by the UK government for healthcare workers from overseas

### 4.4 Entry to the register

The NMC requires a self-declaration of good health and good character from all those entering the register for the first time. On completion of the midwifery programme the student will submit this self declaration. The declaration is either supported by the LME, whose name has been notified to the Council and who is responsible for midwifery education in the relevant AEI, or by her designated registered midwife substitute. AEIs must be able to provide evidence of having fulfilled this requirement.

What we found:	
Unchanged since the original approval in May 2014.	
Outcome:	Standard met
Date standards	
met:	





Revised outcome:	
01	
Standard 5: Interrupt	ions to pre-registration midwifery education programmes
	must ensure that they have in place processes to manage dy of programmes for whatever reason.
orientation appropriate ensure that the studen	s to a programme it is recommended they have a period of to the length of interruption. Programme providers must it's acquired knowledge and skills remain valid, enabling them ary standards required on completion of the course.
What we found:	
Unchanged since the o	original approval in May 2014.
Outcome:	Standard met
Date standards met:	
Revised outcome:	

## Standard 6: Admission with advanced standing

All applicants, other than those registered as a nurse level one (adult), must complete a minimum three years full-time pre-registration midwifery programme of education.

Where a student is already registered with the NMC as a nurse level one (adult), the length of the pre-registration midwifery education programme shall be no less than





18 months full time.		
What we found:		
Unchanged since the	original approval in May 2014.	
Outcome:	Standard met	
Date standards met:		
Revised outcome:		
	•	
Standard 7: Transfer	between approved educational institutions	
It is the responsibility of AEIs to decide whether or not to accept an application for transfer.		
What we found:		
Unchanged since the	original approval in May 2014.	
Outcome:	Standard met	
Date standards met:		
Revised outcome:		

Standard 8: Stepping off and stepping on to pre-registration midwifery





education programm	es	
Students can 'step off'	a pre-registration midwifery programme of education.	
What we found:		
Unchanged since the o	original approval in May 2014.	
Outcome:	Standard met	
Date standards met:		
Revised outcome:		
Chandanda fan tha atm		
Standards for the structure and nature of pre-registration midwifery programmes		
Standard 9: Academic standard of programme		
Since September 2008 the minimum academic level for entry to the midwives' part of the register for those entering pre-registration midwifery programmes is degree level (NMC Circular 14/2007).		
Scotland – 360 academic credits, 60 of which must be at level nine.		
England, Wales and Northern Ireland – 300 academic credits, 60 of which must be at level H.		
What we found:		
Unchanged since the original approval in May 2014.		
	original approval in May 2014.	
Outcome:	original approval in May 2014.  Standard met	





Date standards		
met:		
Revised outcome:		
Standard 10: Length	of programme	
Article 31(6-7) of EU D programmes in years,	rirective 2005/36/EC now describes the length of midwifery months and hours.	
	gistration midwifery programme of education should be no less valent to 156 weeks full time) and each year shall contain 45	
Three year direct entry programme – 4,600 hours (minimum requirement)		
Where the student is already registered with the NMC as a nurse level one (adult), the length of the pre-registration midwifery programme of education shall not be less than 18 months (equivalent to 78 weeks full time).		
Eighteen month midwit 3,000 hours (minimum	fery programme (following qualification as an adult nurse) – requirement).	
What we found:		
Unchanged since the o	original approval in May 2014.	
Outcome:	Standard met	
Date standards		
met:		
Revised outcome:		





## **Standard 11: Student support**

Midwife teachers and midwife mentors must meet the NMC's standards to support learning and assessment in practice.

#### What we found:

Assurance has been provided by the midwifery education team, supported by 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. All continuing students on pre-registration programmes will transfer to SSSA in September 2019. Documentary evidence and confirmation during the teleconference meeting confirmed that there has been engagement with academic staff, student midwives and PLPs regarding implementation of the SSSA.

The pre-registration midwifery PADs have 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 standards.

There are locally agreed plans and a collaborative approach between OBU and OUHT 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 the new roles. There are clear plans for the preparation of current mentors to become 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.

An explanation of the roles and responsibilities of practice supervisor, practice assessor and academic assessor and roles are clarified in the pre-registration midwifery PADs. A process for transferring existing mentors to the practice supervisor and practice assessor roles by undertaking appropriate preparation has been developed. Following this preparation practice supervisors and practice assessors will 'self declare' that they have met the agreed standards for preparation and competence to undertake their role. Guidance has also been developed to prepare practice supervisors and practice assessors to support pre-registration midwifery students.

Current mentors will be provided with a three-hour preparation session to transfer to the role of practice supervisor and practice assessor. New practice staff will be





provided with seven hours of preparation to undertake the role of practice supervisor and the role of practice assessor. In addition, session plans and content have been developed to prepare prospective midwives and to advise them how to maintain competence within the practice supervisor and practice assessor roles.

The nominated person in practice learning areas will allocate a student to work with at least one practice supervisor throughout their practice learning experience. Students are informed in the practice education handbook that they may also work with other staff, from other disciplines who may also contribute to their practice assessment document, if relevant.

The communication between the practice supervisors, practice and academic assessor will be clearly recorded in the PAD. Documentary evidence and discussion confirms the practice supervisor will not simultaneously be the practice assessor for a student. The documentation confirms that practice assessors and academic assessors must have due regard.

Pre-registration students in the final part of their programme will be provided with a preparation session to prepare them to undertake the role of practice supervisor when they have successfully completed the programme.

The practice assessor is responsible for reviewing feedback within the student's PAD and confirming student achievement. Practice assessors will work in partnership with practice assessors and link tutors to collate and confirm progression. Students will also be supported by a nominated practice support person, their link tutor and a placement lead.

Mechanisms are in place to enable students to raise concerns. Students will use the raising concerns flowchart to alert the nominated practice support person and/or their link tutor who will provide the required support and escalate the concern appropriately.

Academic assessors must have evidence of prior learning to demonstrate that they meet the minimum outcomes outlined in the SSSA (R8.1). The academic assessor will work in partnership with the practice assessor and the link tutor. It is clear, from the documentary evidence, that the academic assessor evaluates and confirms student achievement to inform discussion with the practice assessor to evaluate and make recommendations for students' progression and completion.

Documentary evidence confirms that PLPs will keep a database of suitably prepared practice assessors, and in some areas practice supervisors.

The practice education unit in OBU will liaise with the nominated person with the





practice area regarding student placement arrangements. Students have access to an online practice education management system and placement evaluations are completed online.

Assurance is provided that planning and preparation of the new roles to support, supervise and assess students meets the SSSA.

Outcome: Standard met

Date standards	
met:	
Revised outcome:	
rtorioda datodino.	

Standard 12: Balance between clinical practice and theory							
Since September 2008, the practice to theory ratio of each programme is required to							
be no less than 50 per	cent practice and no less than 40 percent theory.						
What we found:							
Unchanged since the o	original approval in May 2014.						
Outcome:	Standard met						
Date standards							
met:							
Revised outcome:							





Standard 13: Scope of practice experience								
Where the opportunity is available, students should be involved in supporting women birthing in a variety of settings.								
	Student midwives must be involved in the care of a small group of women							
care.	oirth experience, including antenatal, intrapartum and postnatal							
What we found:								
provided with opportur	Practice learning experiences are not affected by this modification. Students are provided with opportunities to support women birthing in a variety of settings and to care for a small caseload of women.							
Outcome:	Standard met							
Date standards met:								
Revised outcome:								
•	Standard 14: Supernumerary status during clinical placement							
	Students undertaking pre-registration midwifery education programmes cannot be							
employed to provide midwifery care during their training – all clinical experience should be education-led with students having supernumerary status for the duration.								
What we found:								
Unchanged since the original approval in May 2014.								

Outcome:

Standard met





Date standards met:	
Revised outcome:	

## Standard 15: Assessment strategy

Clinical practice must be graded and be counted as part of the academic award.

All outcomes within a progression point period (for example an academic year) have to be achieved and confirmed within 12 weeks of entering the next academic level. All assessments must be completed and have been passed prior to successful completion of the programme.

A student midwife shall achieve these standards under the supervision of a sign-off mentor.

#### What we found:

The process of grading of midwifery practice in the modified PAD remains unchanged. The structure of the programme has not been affected by the implementation of the SSSA, therefore the progression points are unchanged.

Documentary evidence confirms the assessment of student's proficiency and competence, EU directives and essential skills clusters (ESCs) (NMC, 2009) are all recorded in the PAD. These aspects of the programme are not changing, as the programme is still mapped against the Standards for pre-registration midwifery education (NMC, 2009). However, who is eligible to contribute to the assessment of practice has changed in line with the new SSSA roles of practice supervisor, practice assessor and academic assessor. The PADs are updated to reflect these changes. The 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 is in accordance with the SSSA.

The nominated person in practice learning areas will allocate a student to work with at least one practice supervisor throughout their practice learning experience.





The academic assessor will work in partnership with the practice assessor and link tutor. Practice supervisors will not simultaneously be practice assessors for a student. Students will be allocated a different academic assessor for consecutive progression points. Documentary evidence and discussion provide assurance that the academic assessor will evaluate and confirm student achievement to inform their discussion with the practice assessor and to evaluate and make recommendations for progression for each part of the programme.

Documentary evidence confirms that practice assessors and academic assessors will have due regard.

Within the PAD there are action plan templates to support students failing to achieve the requirements for progression. Practice supervisors and practice assessors have access to policies and guidance to raise concerns about students' performance, where necessary.

Outcome:	Standard met
Date standards met:	
Revised outcome:	

## Standard 16: Ongoing record of achievement

An ongoing record of achievement, including comments from mentors, must be passed from one placement to the next to enable judgements to be made on the student's progress.





What we found:								
learning documentation additional space provide	achievement is documented within the student practice n and has been modified to align with the SSSA. There is ded in the updated versions for practice supervisors to ations of students' achievement.							
Outcome: Standard met								
Date standards met:								
Revised outcome:								
Achieving the NMC s								
Standard 17: Compet	tencies required to achieve the NMC standards							
practise safely and effe	roficient in all standards by the end of their training in order to ectively as a midwife without the need for direct supervision. A rate competence in these standards to enter the register as a							
What we found:								
Unchanged since the o	Unchanged since the original approval in May 2014.							
Outcome:	Outcome: Standard met							
Date standards met:								
Revised outcome:								
	<u>'</u>							





NMC Circular 03/2011							
Resources to support programme intentions							
•	must provide evidence at programme approval that resources to support programme intentions.						
What we found:							
suitable systems, proce to ensure safe and effe the implementation of S	and the teleconference meeting confirm that there are esses and staff resources within OBU and PLP organisations ective coordination and support of practice learning through SSSA. OUHT provided written confirmation via email afficient resources to implement the SSSA.						
We are assured that the learning in practice to r	ere are robust mechanisms in place to support student meet the SSSA.						
Outcome:	Standard met						
Date standards met:							
Revised outcome:							





#### **Evidence and references list**

NMC programme approval report: post qualifying shortened BSc (Hons) midwifery programme (21 months), 21 May 2014

NMC programme approval report: BSc (Hons) Midwifery and MSc Midwifery (36 month programmes), 21 May 2014

OBU midwifery evidence of LME involvement, 11 March 2019

OBU midwifery record of major modification request teleconference meeting, 24 June 2019

OBU faculty of health and life sciences practice education group NMC implementation group terms of reference, January 2019

OBU NMC practice supervision preparation dates, undated

OUHT SSSA practice supervisor and practice assessor preparation training dates for 2019, undated

OBU midwifery mandatory training update, 2019/20

OUHT transition preparation SSSA, December 2018

OBU practice supervision and assessment support communication pathway, January 2019

OUHT supported time for practice supervision and assessment, April 2019

OBU midwifery supervisor and assessor update, 2019

OBU midwifery practice assessor preparation, January 2019

OBU midwifery practice supervisor preparation, January 2019

OBU mentor transition practice supervisor and practice assessor, 21 January 2019

OBU maintenance of practice supervisor and practice assessor roles, January 2019

OBU practice education handbook for student transition, Sept 2019

OBU academic assessor preparation session, January 2019

OBU SSSA key information, January 2019

OBU midwifery SSSA PAD year two, undated

OBU midwifery SSSA PAD year one, undated

OBU midwifery SSSA PAD year three, undated

OUHT confirmation of resources from director of midwifery, 24 June 2019

NMC SSSA mapping, 17 May 2018

OBU midwifery programmes periodic review self-evaluation document, 2018





OBU faculty of health and life sciences practice education group: NMC implementation group meeting minutes, 1 May 2019

Personnel supporting programme approval

t executive emblectured by editional approximation						
Members of Approval Panel						
Not applicable as a Desktop review						
Programme Presenters						
<ul> <li>The QA visitor had a teleconference on 24 June 2019 with:</li> <li>OBU programme lead in midwifery</li> <li>OBU principal lecturer quality assurance and NMC official correspondent.</li> </ul>						
Were any service providers visited?						
Not applicable						
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 as a Desktop review

## **Meetings with students**

Nursing								
Adult	Year 1	Ye	ar 2		Yea	r 3		Year 4
Mental Health	Year 1	Ye	ar 2		Yea	r 3		Year 4
Children's	Year 1	Ye	ar 2		Yea	r 3		Year 4
Learning Disabilities	Year 1	Ye	ar 2		Yea	r 3		Year 4
Midwifery (3 year)	Year 1	Ye	ar 2		Yea	r 3		
Midwifery (18 month)	Year 1	Ye	ar 2					
SCPHN	HV	SN		ОН		FH	IN	RPHN
Learning and Assessment in Practice	Mentor Practice Teacher				Tea	cher		
Nurse Prescribing	V100 V150				V30	0		





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

### **Mott MacDonald Group Disclaimer**

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Issue record			
Author:	Sheila Brown	Date:	11 Aug 2019
Checked by:	Judith Porch	Date:	13 Aug 2019
Approved by:	Helen Shapcott	Date:	14 Aug 2019
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