



# **Nursing and Midwifery Council Quality Assurance Review**

## **Major Modification Report for:**

**Pre-registration Midwifery qualification leading to:**

**Pre-registration Midwifery**

**University of Greenwich**

**November 2024**

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## Key institutional and programme details

<b>Name and location of Approved Education Institution (AEI)</b>	University of Greenwich Southwood Site Avery Hill Road Eltham London SE9 2UG			
<b>AEI/EI Institution Identifier [UKPRN]</b>	10007146			
<b>Name and location of academic delivery partner(s) if not the AEI/EI noted above</b>	Not applicable			
<b>Name of employer partners for apprenticeships</b>	Barts Health NHS Trust Dartford and Gravesham NHS Trust East Sussex Healthcare Trust Lewisham and Greenwich NHS Trust Maidstone and Tunbridge Wells NHS Trust Guy's and St Thomas' NHS Foundation Trust Medway NHS Foundation Trust University College London Hospitals NHS Trust Barking, Redbridge and Havering University Hospitals NHS Trust East Kent Hospitals University NHS Foundation Trust Royal Surrey NHS Foundation Trust Croydon University Hospital Mid & South Essex NHS Foundation			
<b>Approval type</b>	Major modification			
<b>Name of programme</b>				
<b>NMC Programme Title</b>	<b>AEI Programme Title (in full)</b>	<b>Academic level</b>	<b>Full-time</b>	<b>Part-time</b>
Pre-registration Midwifery	BSc (Hons) Midwifery	England, Wales, Northern Ireland <input checked="" type="checkbox"/> Level 6 <input type="checkbox"/> Level 7	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Proposed programme start date</b>		1 January 2025		
<b>Standard(s) under assessment</b>		<input type="checkbox"/> Part 2: Standards for student supervision and assessment <input checked="" type="checkbox"/> Part 3: Standards for pre-registration midwifery programmes		
<b>Date of Desk-based review</b>		November 2024		
<b>Visitor team</b>		Registrant Visitor: Dr Angela Poat		

## Executive summary

Quality Assurance Reviews (QARs) are undertaken for the specific purpose of making recommendations to the Nursing and Midwifery Council (NMC) in relation to the approval (or otherwise) of the above-named programme(s) or in relation to the approval (or otherwise) of major modifications to the above-named programme. Reviews follow the Gateway approach to programme approvals and major modifications, as outlined in QAA Guidance for Approved Education Institutions and Education Institutions on NMC Quality Assurance Reviews.

This review involved a period of desk-based analysis with the opportunity for the NMC visitor to request further information, evidence or clarification. The visitor reviewed all evidence submitted. Following the review, a draft report was shared with the institution for the purposes of confirming factual accuracy before the report was finalised.

### Context for the review

The review considered the major modification request to the University of Greenwich's (UoG) midwifery programme in response to the regulatory change to the Part 3 Standards for pre-registration midwifery training, Standard 3.6. The programme modification entails changes to the University's practice placement arrangements on its BSc midwifery programmes to enable students to gain experience of leadership and teamworking with different maternity providers. Evidence was submitted against Part 3: Standards for pre-registration midwifery programmes: 1.1, 2.1, 2.2, 3.1, 3.4, 3.6, 3.9, 3.11 and 4.2. The visitor confirmed that the remaining standards were not impacted by the modification.

The **final recommendation** made by the visitor to the NMC is as follows:

**Programme is recommended to the NMC for approval.** The programme meets all standards and requirements and enables students to achieve stated NMC standards of proficiency and learning outcomes for theory and practice.

The detailed findings of the NMC visitor's review are explained in more detail in the following sections.

## Conditions and recommendations

### Conditions

Conditions				
No.	Condition details	Specific standard not met	NMC only/ Joint	AEI/EI only
C1	None			

### Recommendations for enhancement

Recommendations				
No.	Recommendation	Specific standard(s)	NMC only/ Joint	AEI/EI only
R1	None			

### Statements of good practice

Statements of good practice relating to the NMC standards			
No.	Details	Specific standard(s)	NMC only/ Joint
GP1	None		

## Explanation of findings for Part 3

### Standard 1: Selection, admission and progression

Approved education institutions, together with practice learning partners, must:		Met	Not Met	Met after conditions	Not applicable to this major modification
1.1	Appoint a lead midwife for education who is responsible for midwifery education in the AEI.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.2	Inform the NMC of the name of the lead midwife for education.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
1.3	Ensure recognition of prior learning is not permitted for pre-registration midwifery programmes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
1.4	Ensure selection, admission and progression comply with the NMC Standards framework for nursing and midwifery education.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
1.5	<p>Confirm on entry to the programme that students:</p> <p>1.5.1 meet the entry requirements for the programme as set out by the AEI and are suitable for midwifery practice</p> <p>1.5.2 demonstrate an understanding of the role and scope of practice of the midwife</p> <p>1.5.3 demonstrate values in accordance with the Code</p> <p>1.5.4 have capability to learn behaviours in accordance with the Code</p> <p>1.5.5 have capability to develop numeracy skills required to meet programme outcomes</p> <p>1.5.6 can demonstrate proficiency in English language</p> <p>1.5.7 have capability in literacy to meet programme outcomes</p> <p>1.5.8 have capability to develop digital and technological literacy to meet programme outcomes.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
1.6	Support students throughout the programme in continuously developing their abilities in numeracy, literacy and digital and technological literacy to meet programme outcomes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
1.7	Ensure students' health and character are sufficient to enable safe and effective practice on entering the programme, throughout the programme and when submitting the supporting declaration of health and character in line with the NMC Guidance on health and character. This	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	includes satisfactory occupational health assessments and criminal record checks.				
1.8	Ensure students are fully informed of the requirement to declare immediately any police charges, cautions, convictions or conditional discharges, or determinations that their fitness to practise is impaired made by other regulators, professional bodies and educational establishments, and ensure that any declarations are dealt with promptly, fairly and lawfully.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
1.9	Ensure the lead midwife for education, or their designated midwife substitute is able to provide supporting declarations of health and character for students who have successfully completed an NMC approved pre-registration midwifery programme.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
1.10	Ensure NMC registered nurses entering a shortened pre-registration midwifery programme are a Registered nurse: first level (adult).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## Findings

1. The visitor considered a range of evidence for Standard 1.1 including the University of Greenwich's (UoG) modification implementation document and records of meetings.
2. In considering Standard 1.1, the visitor noted that a new lead midwife for education (LME) has been appointed by UoG after the previous programme approval, and this is confirmed by UoG and is corroborated on the NMC website. There is evidence in records of meetings of the curriculum implementation and midwifery management group, March and June 2024, with stakeholders, students and people who use services and their carers (PSCs) that the LME has been involved in the development of the midwifery programme modification. The LME was also present at separate student cohort meetings in December 2023 and March 2024, separate meetings with practice partners in London and Kent and Medway in October and December 2023 and separate PSC contacts with the chair and member of the Maternity Voice Partnership in February and March 2024, which demonstrates her strategic role and responsibilities for midwifery education in UoG.
3. Based on the information made available, the visitor considers that UoG has in place the appropriate arrangements for Standard 1: Selection, admission and progression to enable the NMC standards to be met.

## Standard 2: Curriculum

Approved education institutions, together with practice learning partners, must:		Met	Not Met	Met after conditions	Not applicable to this major modification
2.1	Ensure that programmes comply with the NMC Standards framework for nursing and midwifery education.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.2	Comply with the NMC Standards for student supervision and assessment.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.3	Ensure that programme learning outcomes reflect the Standards of proficiency for midwives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2.4	Involve women, partners, families and advocacy groups in the design, development, delivery and evaluation of programmes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2.5	Ensure that programmes delivered in Wales comply with legislation which supports use of the Welsh language.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2.6	Design and deliver programmes that support students and provide relevant and ongoing exposure to midwifery practice.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2.7	Ensure technology and simulated learning opportunities are used effectively and proportionately across the curriculum to support supervision, learning and assessment, including where practice scenarios occur infrequently, and a proficiency is required.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2.8	Design curricula that provide an equal balance of 50 per cent theory and 50 per cent practice learning, using a range of learning and teaching strategies.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2.9	<p>Ensure NMC approved pre-registration midwifery education programmes are of sufficient length to enable students to meet the NMC Standards of proficiency for midwives and respective programme outcomes, by meeting the following criteria:</p> <p>2.9.1 ensure that all pre-registration midwifery programmes meet the equivalent minimum programme length of three (academic) years for full time programmes, which consist of a minimum of 4,600 hours, or</p> <p>2.9.2 where a student is already registered with the NMC as a registered first level nurse (adult), education and training as a midwife shall be a minimum of two years, which consists of a minimum of 3,600 hours, or</p> <p>2.9.3 where a student is already registered with the NMC as a registered first level nurse (adult), education and training as a midwife shall be a minimum of 18 months and 3,000 hours, and in order for the qualification to be recognised in EU</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>



	member states it must be followed by a year of professional midwifery practice.				
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## Findings

4. The visitor considered a range of evidence for this standard including the UoG modification implementation document, the Midwifery Ongoing Record of Achievement (MORA), programme handbooks, practice placement guidelines and records of meetings.
5. In considering Standard 2.1, the visitor noted that there is clear evidence of engagement and a collaborative approach to the proposed modification. The records of curriculum implementation and midwifery management group meetings, March and June 2024, student cohort representative meetings December 2023, March and September 2024, practice partner meetings in October and November 2023 and service users meetings in February and March 2024 confirm that programme development complies with the Part 1: Standards framework for nursing and midwifery education (SFNME) (NMC, 2018, updated 2023) Standard 1.12 and that the changes implemented to meet the new Standard 3.6 are co-produced with PSCs and other stakeholders.
6. In considering Standard 2.2, the visitor noted that there is evidence in the latest version of the MORA 2024 and UoG's modification implementation document that the Part 2: Standards for student supervision and assessment (SSSA) (NMC, 2018, updated 2023) are upheld and not altered by the changes to the practice placement arrangements implemented to meet new Standard 3.6. This is because the implementation document indicates that students will be supervised by a practice supervisor while on their leadership placements in accordance with the Part 2: SSSA. The practice placement guidelines for both programmes indicate that students and apprentices are always supervised in practice. In addition, while on the new placement, students are expected to achieve proficiencies with particular emphasis on the Promoting Excellence section of the MORA, signed off by practice supervisors. The MORA gives students information about the role of practice supervisors and practice assessors in relation to support and document completion which upholds the SSSA standards. These processes are the same throughout the whole programme and are not changed by the addition of the new practice placement.
7. Based on the information made available, the visitor considers that UoG has in place the appropriate arrangements for Standard 2: Curriculum to enable the NMC standards to be met.

## Standard 3: Practice learning

Approved education institutions, together with practice learning partners, must:		Met	Not met	Met after conditions	Not applicable to this major modification
3.1	Provide practice learning opportunities that enable students to develop and meet the NMC Standards of proficiency for midwives.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.2	Ensure students experience the role and scope of the midwife, enabling them to provide holistic care to women, newborn infants, partners and families.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3.3	Provide students with learning opportunities to enable them to achieve the proficiencies related to interdisciplinary and multiagency team working.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3.4	Provide students with learning opportunities to enable them to achieve the proficiencies related to continuity of midwifery carer across the whole continuum of care for all women and newborn infants.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.5	<p>Provide learning opportunities, across the whole continuum of care, that enables students to gain experience to:</p> <p>3.5.1 support and care for women during pregnancy, undertaking no less than 100 antenatal examinations</p> <p>3.5.2 support and care for no less than 40 women in labour and conduct the birth. Where 40 births cannot be reached owing to the lack of available women giving birth, it may be reduced to a minimum of 30, provided that the student is given the opportunity to assist with caring for an additional 20 women giving birth</p> <p>3.5.3 participate in the support and care of women in labour and conduct a breech birth. Where there are no opportunities in practice to gain experience of breech births, proficiency may be gained by simulated learning</p> <p>3.5.4 support and care for no less than 100 women postnatally and 100 healthy newborn infants</p> <p>3.5.5 develop the required knowledge, skills and behaviours needed to support and care for no less than 40 women who have additional care needs or develop complications including those related to physical, psychological, social, cultural and spiritual factors</p> <p>3.5.6 care for newborn infants requiring additional care or have complications, including in a neonatal unit and</p> <p>3.5.7 care for women across the life course with additional sexual and reproductive health needs.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

3.6	Ensure students gain experience of leadership and team working with different maternity providers.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.7	Provide students with learning opportunities to experience midwifery care for a diverse population across a range of settings, including midwifery led services.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3.8	Provide learning opportunities that enable students to develop the required knowledge, skills and behaviours needed when caring for women and newborn infants when complication and additional care needs arise, including as they relate to physical, psychological, social, cultural and spiritual factors.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3.9	Take account of students' individual needs and personal circumstances when allocating their practice learning opportunities, including making reasonable adjustments for students with disabilities.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.10	Ensure students experience the range of hours expected of practising midwives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3.11	Ensure students are supernumerary.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## Findings

8. The visitor considered a range of evidence for this standard including the MORA, practice placement documents and programme documentation.
9. In considering Standard 3.1 the visitor noted that the proposed practice placement model (see narrative for 3.6 below) is mapped to the Promoting Excellence proficiencies specific to leadership in the MORA, and programme documentation shows how the students will be able to obtain the relevant proficiencies while on the additional placement to comply with the NMC standards of proficiency for midwives.
10. In considering Standard 3.4 the visitor noted that there is evidence in the updated Continuity of Care Handbook that continuity of care will not be affected by the changes implemented to meet the requirements of Standard 3.6. The handbook confirms that students can attend a caseload appointment with women when attending other placements.
11. In considering Standard 3.6, the visitor noted that the modification involves introducing a two-week placement period in a maternity provider where students are not normally based to ensure that students gain experience of leadership and team working within different maternity providers. The rotation will occur during the third year of both programmes and UoG will use existing approved practice learning partners to provide the additional placements.
12. In order to incorporate the modified placement arrangements within the existing programme structures, UoG has developed a new Level 6 module. The new module replaces a similar practice placement module previously used for all fields of nursing and midwifery and has been designed to specifically facilitate the delivery of the new practice placement model on the midwifery programmes over the whole year to enable students to undertake the additional placement without impacting capacity in the placement areas. The new module retains the same learning outcomes and

indicative content of the old module ensuring that the mapping to the approved programme outcomes remains the same.

13. The Preparation for Professional Practice for Midwifery module specification and UoG's Modification Implementation document clearly articulate the learning experiences that students will engage in to gain leadership and management understanding and develop their capabilities within different maternity providers. This includes timetabling to allow students to gain leadership and management experience by working alongside senior midwives, ward managers, and specialist midwives. The module assessment is explained in the module assignment guideline and is linked to the acquisition and demonstration of the principles of effective leadership and teamwork. These two documents show that students will, in groups, reflect on and share their experiences in practice of different maternity providers.
14. Information provided for students, academic and practice staff outlines the new placement model and demonstrates that the new module fits into the programme structures.
15. In considering Standard 3.9, the visitor noted that the updated practice placement guidelines confirm that the previous processes for considering students' individual needs and personal circumstances when allocating placement opportunities will apply to all placements in the new model.
16. In considering Standard 3.11, the visitor noted that the supernumerary status of students and apprentices while on placement is confirmed in the updated programme handbooks and practice placement guidelines. These explain that both students and apprentices will not be counted as part of the workforce during their time as a learner in practice and should be supported to learn without being counted as part of the staffing required for safe and effective care in that setting.
17. Based on the information made available, the visitor considers that UoG has in place the appropriate arrangements for Standard 3: Practice learning to enable the NMC standards to be met.

## Standard 4: Supervision and assessment

Approved education institutions, together with practice learning partners, must:		Met	Not met	Met after conditions	Not applicable to this major modification
4.1	Provide support, supervision, learning opportunities and assessment that complies with the NMC Standards framework for nursing and midwifery education.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.2	Provide support, supervision, learning opportunities and assessment that complies with the NMC Standards for student supervision and assessment.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.3	Ensure throughout the programme that students meet the NMC Standards of proficiency for midwives and programme outcomes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.4	Provide students with constructive feedback throughout the programme to support their development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.5	Ensure all programmes include a specific focus on numeracy assessment related to the midwifery proficiencies and the calculation of medicines, which must be passed with a score of 100 per cent.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.6	Assess students to confirm proficiency in preparation for professional practice as a midwife.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.7	Ensure that all proficiencies are recorded in an ongoing record of achievement which must demonstrate the achievement of proficiencies and skills set out in NMC Standards of proficiency for midwives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## Findings

18. The visitor considered a range of evidence for Standard 4.2 including programme handbooks and guidance for staff and students.
19. In considering Standard 4.2, the visitor noted that the approved programmes at UoG continue to provide support, supervision, learning opportunities and assessment that comply with the Part 2: SSSA. The programme handbooks, placement guidelines and staff information leaflets demonstrate that students are provided with clear guidance and support when placed within a different PLP. This includes information about placement expectations, the range of learning opportunities available, assessment arrangements and the role of the practice supervisor. While undertaking placement in a different practice placement, students will be supervised by Practice Supervisors in the 'host' trust but will retain their practice assessor and academic assessor from their 'home' trust.
20. Based on the information made available, the visitor considers that UoG has in place the appropriate arrangements for Standard 4: Supervision and assessment to enable the NMC standards to be met.

## Standard 5: Qualification to be awarded

Approved education institutions, together with practice learning partners, must:		Met	Not met	Met after conditions	Not applicable to this major modification
5.1	Ensure that the minimum award for a pre-registration midwifery programme is a bachelor's degree.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5.2	Notify students during and before completion of the programme that they have five years to register their award with the NMC if they wish to rely on this qualification. In the event of a student failing to register their qualification within five years they will have to undertake additional education and training or gain such experience as specified in our standards.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## Findings

21. Arrangements for the award of qualifications for both programmes have not changed as a result of the modifications and therefore this standard was not considered.

**QAA2892 – R14778 – March 25**

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