



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

## **Major Modification Report for:**

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

**Pre-registration Midwifery**

**Pre-registration Midwifery – Short course**

**University of Worcester**

**November 2024**

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## Key institutional and programme details

<b>Name and location of Approved Education Institution (AEI)</b>	University of Worcester St John's campus St John's Henwick Grove Worcester, WR2 6AJ			
<b>AEI/EI Institution Identifier [UKPRN]</b>	10007139			
<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>	Not applicable			
<b>Approval type</b>	Major modification			
<b>Name of programme</b>				
<b>NMC Programme Title</b>	<b>AEI/EI 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"/>
Pre-registration Midwifery - Short course	MSc Midwifery (Shortened)	England, Wales, Northern Ireland <input type="checkbox"/> Level 6 <input checked="" type="checkbox"/> Level 7	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Interim awards available (only required if leading to NMC registration)</b>				
<b>NMC Programme Title</b>	<b>AEI/EI Programme Title (in full)</b>	<b>Academic level</b>	<b>Full-time</b>	<b>Part-time</b>
Not applicable			<input type="checkbox"/>	<input type="checkbox"/>
<b>Proposed programme start date</b>	5 January 2025			
<b>Standard(s) under assessment</b>	<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: Ms Sarah Snow			

## 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 from the Approved Education Institution (AEI). The visitor reviewed all evidence submitted. Following the review, a draft report was shared with the University of Worcester 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 Worcester's (UoW) Pre-registration Midwifery – Short course and Pre-registration Midwifery programmes 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 UoW's practice placement arrangements to enable students on the BSc (Hons) Midwifery and MSc Midwifery (shortened) programmes to gain experience of leadership and teamworking with different maternity providers. Evidence was submitted against Part 3: Standards for pre-registration midwifery programmes: 2.1, 2.2, 3.6, 4.1 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
	None			

### Recommendations for enhancement

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

### Statements of good practice

Statements of good practice relating to the NMC standards			
No.	Details	Specific standard(s)	NMC only/ Joint
	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 type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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	Confirm on entry to the programme that students: 1.5.1 meet the entry requirements for the programme as set out by the AEI and are suitable for midwifery practice 1.5.2 demonstrate an understanding of the role and scope of practice of the midwife 1.5.3 demonstrate values in accordance with the Code 1.5.4 have capability to learn behaviours in accordance with the Code 1.5.5 have capability to develop numeracy skills required to meet programme outcomes 1.5.6 can demonstrate proficiency in English language 1.5.7 have capability in literacy to meet programme outcomes 1.5.8 have capability to develop digital and technological literacy to meet programme outcomes.	<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 includes satisfactory occupational health assessments and criminal record checks.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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"/>
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## Findings

1. Arrangements for Standard 1: Selection, admission and progression for both programmes have not changed as a result of the modifications and therefore this standard was not considered.

## 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	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: 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 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 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 member states it must be followed by a year of professional midwifery practice.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## Findings

- The visitor considered a range of evidence for this standard including records of meetings, programme documents, governance and quality assurance policies and procedures, documentation that supports the midwifery ongoing record of achievement (MORA) and practice learning guidelines.



3. In considering Standard 2.1, the visitor noted that there is evidence of stakeholder engagement and a collaborative approach to the proposed modification. Co-production is led by the lead midwife for education (LME) and involves practice learning partners (PLPs), people who use services and their carers (PSCs) and students. This engagement is recorded within the documentation submitted for review and confirms that all stakeholder groups, including students, PLPs and PSCs support the requirement for students to gain experience of leadership and team working with different maternity providers. The notes of meetings with students demonstrate consultation on proposed changes and that student feedback was utilised in the design of the modification.
4. The visitor also noted that the evidence submitted for review demonstrates that there are established governance and quality assurance arrangements in place to support the changes required to meet the new Standard 3.6 and comply with the Part 1: Standards framework for nursing and midwifery education (SFNME) (NMC, 2018, updated 2023). As described in the narrative for Standard 3.6 (below), UoW may need to approve new PLPs to enable MSc students to experience leadership and team working with different maternity providers, typically for those students that do not have access to a neighbouring NHS organisation where there is an existing partnership agreement in place. Documentary evidence demonstrates there are robust existing processes in place for approving new PLPs, which include meetings with practice education teams, the establishment of a partnership agreement and allocation of a member of the midwifery team to be academic link. The new PLP must already be providing placements for pre-registration students, be compliant with health and safety requirements and collaborate with educational audit. The LME has strategic oversight of the onboarding process.
5. In considering Standard 2.2, the visitor noted that UoW continues to have effective and collaborative processes in place with PLPs that ensure compliance with the Part 2: Standards for student supervision and assessment (SSSA) (NMC, 2018, updated 2023). This is because records of meetings and collaboration workshop materials provide evidence of consultation and discussion with a range of existing PLPs about the requirement for students to gain experience of leadership and team working with different maternity providers. These discussions include explanations of the requirements of Standard 3.6 and safety and governance issues associated with students moving across PLPs, for example the need for appropriate student identification, and agreement that students will not require access to electronic records for a short single placement.
6. The Practice Learning Guides provide detailed information for practice supervisors and practice assessors that outlines their roles and responsibilities. This is supported by information in the previously approved MORA, utilised at UoW in an electronic format hosted by a proprietary e-platform. There is also an existing practice supervisor and practice assessor guide to the MORA. The updated practice learning guide for the MSc programme also includes specific information for practice supervisors in a new PLP. This includes details about liaison with the programme team, key contacts, and examples of the type of practice experience students can access as part of their placement. The document shows that oversight of MSc students in a new PLP is normally the role of the programme lead. They will collaborate with the relevant practice facilitator to confirm that practice supervisors are compliant with mandatory educational updates and to identify any training needs. For example, practice supervisors in a new PLP may not be familiar with the e-platform used and this can subsequently be demonstrated by the programme team if required. Students will be provided with paper copies of the relevant pages from the electronic MORA to support documentation of their achievements during the

placement if this is deemed necessary to facilitate timely contributions from practice supervisors.

7. Based on the information made available, the visitor considers that UoW 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 type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3.5	Provide learning opportunities, across the whole continuum of care, that enables students to gain experience to: 3.5.1 support and care for women during pregnancy, undertaking no less than 100 antenatal examinations 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 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 3.5.4 support and care for no less than 100 women postnatally and 100 healthy newborn infants 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 3.5.6 care for newborn infants requiring additional care or have complications, including in a neonatal unit and 3.5.7 care for women across the life course with additional sexual and reproductive health needs.	<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 type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## Findings

8. The visitor considered a range of evidence for Standard 3.6 including meeting minutes, programme handbooks, practice learning guides, and the student resource guide.
9. In considering Standard 3.6, the visitor noted that the modification involves introducing a one-week placement period on the MSc programme in a PLP that is different to the student's employing trust to ensure that students gain experience of leadership and team working within different maternity providers. UoW's midwifery briefing paper detailing the proposed modification for internal approval states that the placement will be undertaken in either the first or second year of the programme. Because the MSc is a blended learning programme attracting students from across England, UoW anticipates that the additional placement may be undertaken within an existing PLP or, depending on the geographical location of the student, a new PLP (see discussion above in Section 2 regarding UoW's arrangements for onboarding new PLPs).
10. For the BSc programme the change involves students undertaking an additional two-week placement in year two or three in one of UoW's existing PLPs. Students on the BSc programme already have opportunities to experience more than one PLP during their course of study, and UoW already has processes in place for students to move between trusts when this is required or requested by the students. This modification makes moving to another PLP to experience a different maternity provider a programme requirement.
11. The changes will be implemented across both programmes during the current academic year. Student representatives have been consulted about the requirements of the new standard and how it can be operationalised to support their learning needs. For example, at a meeting in June 2024 with PLPs, which included student representatives, the MSc students present agreed that a one-week placement at another PLP balances the requirement to experience leadership and team working elsewhere with their previous experience as registered nurses.
12. The programme documentation, including programme specifications, course handbooks and student placement resource guides, clearly articulates the placement arrangements and the learning experiences that students will engage in to gain leadership and team working experience and to develop their capabilities within different maternity providers to meet the requirements of NMC (2024) Standards for pre-registration midwifery R3.6. This includes timetabled arrangements to allow students to gain leadership and teamworking experience by working alongside, for example, consultant midwives, service leads and specialist teams.
13. Clear aims are set out for the additional placement experience in updated course handbooks and guides for students, which provide information regarding the purpose of the placement as well as key information including, for example, raising concerns in an unfamiliar practice learning environment. Students on both programmes are

required to reflect critically on their placement experience drawing on relevant leadership theory. The reflection will form a mandatory requirement of the midwifery electronic MORA evidence. All students will be required to complete this as evidence of meeting R3.6 and to upload the completed reflection to the reflective journal section in the MORA. During the summative holistic assessment, the practice assessor and academic assessor will confirm that this reflection has been completed and a constructive discussion with the student to elicit learning points will be undertaken.

14. Based on the information made available, the visitor considers that UoW 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input 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

15. The visitor considered a range of evidence for this standard including programme documentation and practice learning guides.
16. In considering Standard 4.1, the visitor noted that the approved programmes at UoW continue to provide support, supervision, learning opportunities and assessment that complies with the Part 1: SFNME. In addition, and as part of the proposed modification for both programmes, students complete a reflective account based on an aspect of effective leadership and team working observed during their placement with a different PLP. This contributes to the summative holistic assessment of practice. Student-facing documentation, including course handbooks and student learning guides, is provided that clarifies the purpose and requirements of the reflection task, together with information about the range of opportunities available to support achievement of the standard. Students are required to upload the reflective account of their experience to the relevant section of the electronic MORA and completion is confirmed by the practice assessor and academic assessor. Students who are currently interrupting their programme will be provided with information about the requirement and process for a placement elsewhere by the programme lead as part of their individualised management plans to return to the programme.
17. In considering Standard 4.2, the visitor noted that the approved programmes at UoW continue to provide support, supervision, learning opportunities and assessment that complies with the Part 2: SSSA. In addition, and as part of the proposed modification, course handbooks and student resource guides demonstrate that students are provided with clear guidance and support for the placement with a different PLP. This is because the information includes placement expectations, the range of

opportunities available that support achievement of the standards for pre-registration midwifery programmes and the role of the practice supervisor.

18. Based on the information made available, the visitor considers that UoW 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 trusts.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## Findings

19. 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.



**QAA2898 – R14779 – April 25**

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