

Programme Audit/Major Modification report

Programme provider:	Staffordshire University
In partnership with: (Associated practice placement providers involved in the delivery of the programme)	Shrewsbury & Telford NHS Trust University Hospitals North Midlands NHS Trust Mid Cheshire Hospitals NHS Trust Royal Wolverhampton Hospitals NHS Trust
Date of review:	21 Aug 2019
Type of Modification	Desktop
Provision reviewed:	Registered Midwife - 36M
Title of current programme:	BSc Hons 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:	Toni Martin

Outcome of Approval Panel Meeting	
Outcome:	Recommended for approval
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	None identified
Date conditions met:	
Programme start date:	16 Sep 2019

Summary

Summary of modification request

Staffordshire University (SU), school of health and social care (SHSC) has a three-year pre-registration BSc (Hons) midwifery practice programme approved on 14 May 2013 against the Standards for pre-registration midwifery education (NMC, 2009). There was a major modification in April 2018 to provide the approved programme at the SU campus at the Royal Shrewsbury Hospital, in addition to the programme which is delivered at the Stafford campus.

This modification to the three-year pre-registration midwifery programme is to transfer students from the Standards to support learning and assessment in practice (SLAiP) (NMC, 2008) to the Standards for student supervision and assessment SSSA (NMC, 2018).

Detailed information on partnership working between the university, practice learning partners (PLPs) and students was provided. There is evidence of effective engagement with heads of midwifery, heads of education, practice facilitators and all student cohorts in support of the proposed modification.

SU is part of the pan Midlands, Yorkshire and east of England practice learning group (MYEPLG) comprising of approved education institutions (AEIs) and PLPs who have strategically collaborated towards implementing the SSSA. MYEPLG has worked to develop training material and an implementation plan to ensure a consistent approach across shared PLPs.

The transfer to the SSSA (NMC 2018) is planned from September 2019 for two cohorts; September 2019 and September 2018 students. The September 2017 cohort enter their final year of the programme in September 2019 and will remain on the SLAiP.

Documentary evidence and discussion during a teleconference confirms the proposed changes meet the SSSA at programme level.

The modification is recommended for approval to the NMC.

Feedback from key stakeholders

Presenting Team

Not applicable - Desktop review.

A telephone conversation took place on 21 August 2019 between the QA visitor and the lead midwife for education (LME), the head of midwifery and allied health department and the academic practice manager to clarify some areas in the proposal.

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

Not applicable - Desktop review.

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

None identified

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

- Implementation of the SSSA.

Outcome recommendation

The modification is recommended to the NMC for approval.

NMC Standards

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

Standards for the lead midwife for education

Standard 1: Appointment of the lead midwife for education

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 on 14 May 2013.

Outcome:	Standard met
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Date standards met:	
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Revised outcome:	
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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:	
<p>Unchanged since the original approval on 14 May 2013.</p> <p>The LME has led the development of the major modification proposal in collaboration with PLPs and midwifery academic staff. A detailed, comprehensive explanation about the proposal was provided, together with a robust rationale and supporting evidence for the changes.</p> <p>There is clear evidence of student engagement about the transfer to the SSSA which began in December 2018 and has continued as part of student conferences and in local discussions with the LME.</p>	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

Standard 3: Signing the supporting declaration of good health and good character	
In accordance with rule 6(1)(a)(ii) of the registration rules, the LME shall be responsible, at her discretion, for signing the supporting declarations of good health and good character for all midwifery applications to the register.	
What we found:	
Unchanged since the original approval on 14 May 2013.	

Outcome:	Standard met
Date standards met:	
Revised outcome:	

<p>Standards for admission to, and continued participation in, pre-registration midwifery programmes</p> <p>Age of entry</p> <p>St. 4</p> <p>General requirements</p> <p>The following requirements for selection should be read and operated alongside programme providers' existing policies and procedures:</p> <p>4.1 Selection</p> <p>Wherever practicable, the selection process should include a face-to-face meeting.</p> <p>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.</p> <p>All individuals in the selection process should receive appropriate training, preparation and updating which includes equality and diversity.</p> <p>Representatives of partner service provider organisations should be directly involved in the selection process.</p> <p>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.</p> <p>4.2 Literacy and numeracy</p>

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 on 14 May 2013.

Outcome:	Standard met
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Date standards met:	
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Revised outcome:	
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Standard 5: Interruptions to pre-registration midwifery education programmes

<p>Programme providers must ensure that they have in place processes to manage interruptions to the study of programmes for whatever reason.</p> <p>When a student returns to a programme it is recommended they have a period of orientation appropriate to the length of interruption. Programme providers must ensure that the student's acquired knowledge and skills remain valid, enabling them to achieve the necessary standards required on completion of the course.</p>	
What we found:	
Unchanged since the original approval on 14 May 2013.	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

Standard 6: Admission with advanced standing	
<p>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.</p> <p>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.</p>	
What we found:	
Unchanged since the original approval on 14 May 2013.	
Outcome:	Standard met

Date standards met:	
Revised outcome:	

Standard 7: Transfer between approved educational institutions	
It is the responsibility of AElS to decide whether or not to accept an application for transfer.	
What we found:	
Unchanged since the original approval on 14 May 2013.	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

Standard 8: Stepping off and stepping on to pre-registration midwifery education programmes	
Students can 'step off' a pre-registration midwifery programme of education.	
What we found:	
Unchanged since the original approval on 14 May 2013.	
Outcome:	Standard met

Date standards met:	
Revised outcome:	

Standards for the structure and nature of pre-registration midwifery programmes	
Standard 9: Academic standard of programme	
<p>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).</p> <p>Scotland – 360 academic credits, 60 of which must be at level nine.</p> <p>England, Wales and Northern Ireland – 300 academic credits, 60 of which must be at level H.</p>	
What we found:	
Unchanged since the original approval on 14 May 2013.	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

Standard 10: Length of programme	
Article 31(6-7) of EU Directive 2005/36/EC now describes the length of midwifery programmes in years, months and hours.	
The length of a pre-registration midwifery programme of education should be no less than three years (equivalent to 156 weeks full time) and each year shall contain 45 programmed weeks.	
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 midwifery programme (following qualification as an adult nurse) – 3,000 hours (minimum requirement).	
What we found:	
Unchanged since the original approval on 14 May 2013.	
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:	
There is evidence of effective partnership working between SU and PLPs at a strategic and operational level in the preparation and support of practice learning	

staff for the new roles to meet the SSSA. The clinical education strategy clearly details the roles and responsibilities of the practice supervisor, practice assessor and academic assessor which align to the SSSA.

There is an education programme in place to prepare midwives for practice supervisor and assessor roles and other healthcare professionals as supervisors, if appropriate. MYEPLG has worked to develop training materials and an implementation plan to ensure a consistent approach across shared PLPs. The implementation plan to meet the SSSA is monitored by a strategic readiness for practice group.

Documentary evidence and discussion confirms PLPs are committed to maintain a register of practice supervisors and practice assessors to ensure students are appropriately supported by trained practice staff.

In addition to the practice supervisor, practice assessor and academic assessor roles there is a robust system of student support within the PLPs involving clinical placement facilitators (CPFs) or a nominated midwifery clinician employed to liaise between SU and the PLP. The CPF or midwifery clinician will be the nominated person to support students. They will review student allocations to practice learning areas and ensure students are supported by a practice supervisor and practice assessor. They will also work closely with the midwifery link lecturers.

Midwifery link lecturers work within a practice learning area team and visit practice learning environments to provide academic and clinical support. The midwifery link lecturer is normally the first contact for practice supervisors and practice assessors if they are concerned about student progression.

Students will be allocated an academic assessor for each part of the programme in addition to a personal tutor.

If a student or a member of the university or a PLP has a concern, there is detailed guidance and flowcharts which outline the processes to follow.

Outcome:	Standard met
Date standards met:	
Revised outcome:	

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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 percent practice and no less than 40 percent theory.	
What we found:	
Unchanged since the original approval on 14 May 2013.	
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 throughout their childbirth experience, including antenatal, intrapartum and postnatal care.	
What we found:	
Unchanged since the original approval on 14 May 2013.	
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 on 14 May 2013.	
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:	
<p>The assessment of midwifery students' proficiency and competence, EU directives and essential skills clusters (ESCs) are all recorded in the practice assessment documentation (PAD) and ongoing achievement record (OAR). They remain unchanged to reflect the Standards for pre-registration midwifery education (NMC, 2009). The new SSSA roles of practice supervisor, practice assessor and academic assessor will contribute to the assessment of practice.</p> <p>There is evidence of robust collaboration between SU and PLPs to establish agreement on the principles of student assessment and clarity of roles and responsibilities to meet the SSSA. The roles are clearly detailed in the PAD and are compliant with the SSSA.</p> <p>Documentary evidence and discussion confirms the practice supervisor will supervise the student, directly or indirectly. They will facilitate safe and effective learning experiences for students to develop and achieve proficiencies. They will provide feedback on a student's progress and achievements. The practice supervisor(s) will contribute to a student's assessment by sharing relevant observations on the student's conduct, proficiency and achievement with their practice assessor.</p> <p>The practice assessor has overall responsibility for assessment of the student. They sign achievement of proficiencies and apply a summative grade to the assessment of practice in collaboration with the academic assessor. The practice assessor will alert the academic assessor and CPF should any issues arise about a student's performance or progression.</p> <p>Academic assessors are appointed by the university and receive preparation for their role. Students will be allocated an academic assessor for each part of the programme. Academic assessors and practice assessors must have due regard for the pre-registration midwifery programme.</p>	
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:	
The OAR has been revised to reflect the SSSA from September 2019 for cohorts who are transferring to the SSSA. The OAR outlines all proficiencies across all three years of the programme which will be assessed and signed by the practice assessor in collaboration with the academic assessor.	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

Achieving the NMC standards
Standard 17: Competencies required to achieve the NMC standards

Students need to be proficient in all standards by the end of their training in order to practise safely and effectively as a midwife without the need for direct supervision. A student must demonstrate competence in these standards to enter the register as a midwife.	
What we found:	
Unchanged since the original approval on 14 May 2013.	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

<u>NMC Circular 03/2011</u>
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>The SU SHSC head of department, confirmed there are sufficient resources in the university settings to support the implementation of the SSSA and deliver the pre-registration midwifery programme.</p> <p>SU provided partnership agreements with PLPs and confirm there are sufficient resources in place in practice learning environments. Practice learning capacity is reviewed by practice learning leads and the academic practice learning manager. Monitoring of the effectiveness of the practice learning environments are undertaken by SU in partnership with PLPs. The educational audit tool has been updated to align with the SSSA and will be used to provide assurance of the effectiveness of the practice learning environment and compliance with the SSSA.</p>

Outcome:	Standard met
Date standards met:	
Revised outcome:	

Evidence and references list

SU SHSC Blackboard announcement to student midwives, undated

SU SHSC transition for existing mentors, undated

SU SHSC BSc (Hons) midwifery practice programme handbook 2019-20, undated

SU SHSC BSc (Hons) midwifery practice record of statutory experience and competence

SU SHSC course committee BSc (Hons) midwifery practice meeting minutes 25 October 2018

SU SHSC educational audit tool, revised 2020

SU SHSC learning and development agreement, 2017

SU SHSC midwifery placement handbook 2019-20, undated

PowerPoint MYE final core mentor update SSSA, January 2019/20

PowerPoint MYE workshop for academic staff SSSA, undated

SU SHSC BSc (Hons) midwifery practice ongoing record of statutory experience and competence, undated

SU SHSC annual practice learning conference programme: Shaping the future of practice education, 28 November 2018

SU SHSC SSSA implementation action plan updated 6 August 2019

SU SHSC undergraduate programme specification BSc (Hons) Midwifery practice, undated

SU SHSC Midwifery team curriculum meeting, 25 July 2019 and 8 August 2019

SU SHSC educational audit process, July 2019

SU SHSC process for practice learning evaluation flowchart, undated
 SU SHSC BSc (Hons) midwifery practice PADs 2019-2020
 Practice learning area team handbook, undated
 SSSA implementation strategy, 23 April 2019
 SU SHSC midwifery programme planner 2019-20
 SU SHSC student midwifery caseload handbook, undated
 SU SHSC Readiness for practice group, 9 July 2019

Personnel supporting programme approval	
Members of Approval Panel	
Not applicable - Desktop review.	
Programme Presenters	
The QA visitor had a telephone conversation on 21 August 2019 with:	
<ul style="list-style-type: none"> • SU LME • SU head of midwifery and allied health department • SU academic practice manager 	
Were any service providers visited?	
<i>Not applicable - Desktop review</i>	
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)					
<p>If there were no representatives present during the approval event please state why: Not applicable - Desktop review</p>					
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
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:	Toni Martin	Date:	22 Aug 2019
Checked by:	Judith Porch	Date:	31 Aug 2019
Approved by:	Andrea Bacon	Date:	05 Sep 2019