

Programme Audit/Major Modification report

Programme provider:	Northampton, University of
In partnership with: (Associated practice placement providers involved in the delivery of the programme)	Milton Keynes University Hospital NHS Foundation Trust Northampton General Hospital NHS Trust Kettering General Hospital NHS Foundation Trust
Date of review:	07 Aug 2019
Type of Modification	Desktop
Provision reviewed:	Registered Midwife - 36M
Title of current programme:	BSc (Hons) Midwifery
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:	Judith Porch

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:	23 Sep 2019

Summary

Summary of modification request

The University of Northampton (UoN) is an established approved education institution (AEI). The AEI is approved to deliver a three-year BSc (Hons) midwifery programme against the Standards for pre-registration midwifery education (NMC, 2009) since March 2015. The faculty of health and society presented a modification to the pre-registration midwifery programme 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).

There's evidence of consultation about the proposed changes with key stakeholders including students and practice learning partners (PLPs). Documentary evidence confirms nursing and midwifery academic staff in the faculty have worked in close collaboration with PLPs for the implementation of the SSSA, and to ensure that the information used for preparing practice supervisors and assessors is consistent, reflecting the SSSA (NMC, 2018).

The assessment of midwifery students' proficiency and competence, EU directives and essential skills clusters (ESCs) (NMC, 2009) are all recorded in the practice assessment documentation (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 PAD on the digital platform (PebblePad) has been changed to reflect the SSSA.

These changes allow practice supervisors and assessors greater ability to comment on student progress, as well as providing a robust and consistent record of the practice assessor discussion with practice supervisors and students.

UoN has identified an implementation plan to transfer all students to the SSSA from September 2019 to ensure consistency in the approach to supervision and assessment across all student groups and in all PLPs.

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

The modification is recommended to the NMC for approval.

Feedback from key stakeholders

Presenting Team

A teleconference call was held on 7 August 2019 with the lead midwife for education (LME) to clarify partnership agreements, students' agreement to the change and the allocation of academic assessors to students.

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

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 major 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:

The LME is recently in post. The LME is a practising midwife and has a recorded midwifery teaching qualification on the NMC register. The appointment of the LME is confirmed with the NMC. The LME is a member of the UK LME strategic reference group. She liaises with PLPs and staff within the UoN faculty of health and society on all matters relating to midwifery education.

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:

The UoN is a member of the pan Midlands, Yorkshire and East practice learning group (MYEPLG) and has worked closely with other AEIs in a shared approach to the preparation of practice supervisors, practice assessors and academic assessors to meet the SSSA (NMC, 2018). This preparation work has been focussed on pre-registration midwifery education by the midwifery team at UoN.

Documentary evidence confirms that the LME has engaged with the preparation and integration of the SSSA in collaboration with nursing colleagues and PLPs. The LME attends the education link meetings (ELMs) on the three associated PLP sites. The ELMs include representation from the NHS trust practice leads who hold responsibility for the development of practice staff in relation to student supervision and assessment across the respective NHS trust sites. This partnership collaborative forum has been used to discuss the process of introducing and implementing the SSSA to ensure consistency and dissemination of information.

The LME has one-to-one meetings with the head of midwifery (HoM) in each of the three associated PLPs. This has also aided collaboration and timely preparation and implementation of the SSSA.

The LME has worked with the programme lead and contributed to the discussion and collaboration for the transfer to the SSSA (NMC, 2018). Documentary evidence and a teleconference with the LME confirms the SSSA has been an ongoing topic of discussion with all current midwifery student cohorts. This has been actioned through discussion within student and staff liaison committee meetings, and timetabled sessions with all BSc (Hons) midwifery programme student cohorts. These meetings have provided consistent information and engaged students in discussion. Students also have access to the proposed changes regarding the SSSA on their cohort site on the university virtual learning environment (VLE) NILE. There is also a SSSA preparation presentation which students have access to which is the same information provided to midwifery practitioners so that both groups receive the same

information. Evidence confirms that all students have agreed to the transfer to the SSSA.	
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:	
The standard is unchanged since the original approval in March 2015.	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

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

<p>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.</p>	
<p>What we found:</p>	
<p>The standard is unchanged since the original approval in March 2015.</p>	
<p>Outcome:</p>	<p>Standard met</p>
<p> </p>	
<p>Date standards met:</p>	<p> </p>
<p>Revised outcome:</p>	<p> </p>
<p> </p>	

<p>Standard 5: Interruptions to pre-registration midwifery education programmes</p>	
<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>	
<p>What we found:</p>	
<p>The standard is unchanged since the original approval in March 2015.</p>	
<p>Outcome:</p>	<p>Standard met</p>
<p> </p>	

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:	
The standard is unchanged since the original approval in March 2015.	
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:	

The standard is unchanged since the original approval in March 2015.	
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:	
The standard is unchanged since the original approval in March 2015.	
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:	
The standard is unchanged since the original approval in March 2015.	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

Standard 10: Length of programme
<p>Article 31(6-7) of EU Directive 2005/36/EC now describes the length of midwifery programmes in years, months and hours.</p> <p>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.</p> <p>Three year direct entry programme – 4,600 hours (minimum requirement)</p> <p>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).</p> <p>Eighteen month midwifery programme (following qualification as an adult nurse) – 3,000 hours (minimum requirement).</p>

What we found:	
The standard is unchanged since the original approval in March 2015.	
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:
<p>Student facing documentation clearly identifies the new roles and responsibilities of the practice supervisor, practice assessor and academic assessor, specifically the PAD and ongoing record of achievement (ORA). Documentary evidence confirms a collaborative approach for the preparation and ongoing support for these roles is clearly in place to implement the SSSA and to continue to meet the SSSA requirements.</p> <p>This collaboration has involved UoN working with other AEIs as part of the MYEPLG to adopt a shared approach to the preparation of practice supervisors, practice assessors and academic assessors. The UoN midwifery team have focused this preparation work on pre-registration midwifery.</p> <p>There's a clear strategy and implementation plan in relation to the training of staff and dissemination of information relating to the transfer to the SSSA agreed across all associated PLPs. In addition, the UoN has revised the former mentorship modules for registrants who have already been allocated to these modules to receive information on the SSSA particularly for the role of practice assessor.</p> <p>Documentary evidence and discussion with the LME confirms that university</p>

midwifery academic staff will fulfil the role of academic assessor and student midwives will not have the same academic assessor for consecutive years. The preparation of academic assessors for the role is ongoing and provided through face to face and online training. Students will be informed of the academic assessor at the start of each programme year. The academic assessor will liaise in person, by telephone or email with the practice assessor to collate and confirm student achievement and proficiency for each part/year of the programme.

Documentary evidence confirms students are assigned a personal tutor who provides pastoral care and supports them throughout their journey through the programme. In addition, there is clear evidence that the UoN and PLPs work in close collaboration to ensure students are supported during practice learning. The established mechanisms include a senior lecturer/lecturer in practice role and link lecturers. Student midwives are allocated a link lecturer throughout their programme but can contact any member of their practice site link lecturer team to provide support. An agreed cause for concern compliance process is triggered should any areas of concerns be raised during practice learning. Students, PLPs and university lecturers have access to an agreed process for escalating concerns in practice to support them in directing concerns to the appropriate source.

Outcome:	Standard met
Date standards met:	
Revised outcome:	

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:

The standard is unchanged since the original approval in March 2015.

Outcome:	Standard met
Date standards met:	
Revised outcome:	

Standard 13: Scope of practice experience	
<p>Where the opportunity is available, students should be involved in supporting women birthing in a variety of settings.</p> <p>Student midwives must be involved in the care of a small group of women throughout their childbirth experience, including antenatal, intrapartum and postnatal care.</p>	
What we found:	
<p>The practice learning experiences are not affected by this modification.</p> <p>The student caseloading document is updated to confirm that each student midwife will identify, with the support and guidance of their practice supervisor, five women to participate in the caseloading scheme. The practice supervisor will gain consent from the women to participate in the student's caseloading.</p> <p>The practice supervisor will discuss the student's progress in relation to managing a small caseload of women throughout the woman's personal journey through childbirth, including antenatal, intrapartum and postnatal care. In addition, the academic assessor will discuss progress, and any difficulties experienced as part of the mid-point discussion with the student.</p>	
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:	
The standard is unchanged since the original approval in March 2015.	
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 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.</p> <p>The PAD on the digital platform (PebblePad) and the digital ORA have been changed to reflect the SSSA. Detailed guidance about how to complete the assessment documentation is provided. Guidance for completion of the PAD and ORA is provided for students in timetabled sessions and for practice supervisors and assessors in workshops and online training material. The documentation clearly identifies the practice assessors and academic assessors must have due regard.</p> <p>The practice supervisor will provide regular feedback to both the student and the practice assessor to facilitate the student's achievement and progression. Students will complete clinical skills under the direct supervision of the practice supervisor in order to demonstrate knowledge, understanding and application to practice prior to the practice assessor verifying that the student has acquired the skill at the appropriate level. Communication between the practice supervisor, practice assessor and academic assessor will enable a comprehensive summative assessment of the student's practice learning. Achievement of clinical skills and competencies must be verified by the practice assessor. The academic assessor will liaise in person, by telephone or email with the practice assessor to collate and confirm student achievement for each part, or year, of the programme.</p> <p>The PAD and ORA clearly identify the availability of feedback sheets for written feedback about students that will be used as evidence to inform the summative assessment and recommendations for progression, including action plans to support students requiring extra support or failing to achieve. Practice supervisors and practice assessors have access to policies to raise and escalate concerns when necessary.</p> <p>The structure of the programme hasn't been affected by the implementation of the SSSA, therefore the progression points are unchanged. The process of grading of midwifery practice in the modified PAD also remains unchanged.</p> <p>Assurance is provided that the SSSA requirements are met.</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 digital PAD and the digital ORA reflect the SSSA from September 2019. Evidence confirms the ORA has been modified to align with the SSSA.	
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:	
The standard is unchanged since the original approval in March 2015.	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

<p><u>NMC Circular 03/2011</u></p> <p>Resources to support programme intentions</p> <p>Programme providers must provide evidence at programme approval that resources are currently available to support programme intentions.</p>
What we found:
<p>The LME confirmed that the midwifery team at the UoN is at full complement to deliver an intake of approximately 60 students per academic year. There are three PLPs. The AEI provided partnership agreements with PLP organisations which confirms there are sufficient resources in place in practice learning environments and in the university settings to support the implementation of the SSSA and deliver the pre-registration midwifery programmes.</p> <p>Monitoring of the effectiveness of the practice learning environment continues to be undertaken in partnership with PLPs. The UoN will continue to complete biennial educational audits of practice learning environments 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

Mott MacDonald mapping form, commentary and evidence, UoN pre-registration midwifery programme, undated

UoN academic assessor preparation - midwifery, undated

UoN academic staff curricula vita, various dates

NHS trust ELM, terms of reference, membership and notes of meetings, November 2018, March 2019, May 2019, July 2019

Example: Allocation of student to named academic assessor, September cohorts, undated

UoN BSc (Hons) midwifery programme specification, June 2017

UoN BSc (Hons) midwifery programme: student handbook 2019, undated

UoN BSc (Hons) midwifery, caseloading in midwifery practice: Guidance for students, final version 2018, undated

UoN BSc (Hons) midwifery digital ORA (snap shot), undated

UoN BSc (Hons) midwifery digital PAD year one 2019, undated

UoN partnership agreements with PLPs, July 2019

UoN BSc (Hons) midwifery student practice learning process and reporting concerns flowchart, including SSSA roles, undated

MYEPLG PowerPoint presentation UoN midwifery with PLPs 2019, undated

UoN student staff liaison committee notes, November 2018, March 2019, June 2019, July 2019

Personnel supporting programme approval	
Members of Approval Panel	
Not applicable - Desktop review.	
Programme Presenters	
Teleconference call: QA visitor with LME on 7 August 2019.	
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:</p> <p>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

UoN NMC self-assessment report 2018-19, December 2018

UoN NMC approval report RM – three year, December 2014

Care Quality Commission inspection report Kettering General Hospital, 22 May 2019

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Issue record

Author:	Judith Porch	Date:	19 Aug 2019
Checked by:	Bernie Wallis	Date:	27 Aug 2019
Approved by:	Andrea Bacon	Date:	03 Sep 2019