



# Programme approval report

# Section one

Programme provider name:	Queens University, Belfast	
In partnership with: (Associated practice learning partners and/or employer partners involved in the delivery of the programme)	Belfast Health and Social Care Trust South Eastern Health and Social Care Trust Southern Health and Social Care Trust Northern Health and Social Care Trust Western Health and Social Care Trust	
Programme reviewed:	Registered Midwife 24M Registered Midwife 36M	
Title of programme(s):	BSc (Hons) Midwifery MSc Midwifery	
Academic levels:		
Registered Midwife - 18M	England, Wales, Northern Ireland  Level 6 Level 7  SCQF Level 9 Level 10 Level 11	
Registered Midwife - 24M	England, Wales, Northern Ireland  Level 6 Level 7  SCQF Level 9 Level 10 Level 11	
Registered Midwife - 36M	England, Wales, Northern Ireland  Level 6 Level 7  SCQF Level 9 Level 10 Level 11	
Date of approval visit:	11 November 2020	
Programme start date:  Registered Midwife – 24 M  Registered Midwife – 36 M		





QA visitor(s):	
	Registrant Visitor: Rachael Spencer Lay Visitor: Phil Stephenson





#### **Section two**

# **Summary of review and findings**

Queen's University Belfast (QUB) is an established approved education institution (AEI). QUB school of nursing and midwifery (the school) is seeking approval to provide a three-year full-time pre-registration BSc (Hons) midwifery programme and a two-year full-time pre-registration MSc midwifery programme. The two routes confer Nursing and Midwifery Council (NMC) registration as a midwife against the Standards for pre-registration midwifery programmes (SPMP) (NMC, 2019), scheduled to commence in 2021. No exit awards confer eligibility to register as a midwife with the NMC.

The commissioned number of places in 2020/21 was 85 for BSc (Hons) midwifery sciences which will transition to BSc (Hons) midwifery in 2021/22 and 30 places for the new MSc midwifery programme due to commence in May 2021. Although commissioned places have not yet been confirmed for 2021, they're unlikely to change significantly.

The school is the sole provider of pre-registration midwifery education in Northern Island (NI).

The programme documents and feedback from the approval visit detail the development of a curriculum philosophy and structure, considering the Lancet series by Renfrew et al. (2014), national and regional evidence and reports, feedback from students, maternity service users, and practice learning partners (PLPs) as well as the midwifery academic team. The programme design is 50 percent theory and 50 percent practice delivered in modules. Modules are structured to support student learning, with a variety of learning strategies, formative and summative assessments, and support mechanisms across theory and practice.

QUB are fully committed to developing a workforce with skills relevant to future needs and increasing capacity. They undertook a scoping exercise with PLPs, students and service users and carers (SUCs) in 2020 to determine additional collaborative learning experiences relevant to midwifery students. This identified three areas to be incorporated into the new programme; sexual health, family planning and mental health. In addition to this, midwifery students will gain opportunities through use of the brand-new high-fidelity simulation suite (opening January 2021) and opportunities for interprofessional education linked to the provision of universal care.

A collaboration of midwifery education and practice providers across England and NI have developed the midwifery ongoing record of achievement (MORA). The lead midwife for education (LME) contributed to the ongoing development of the MORA through feedback and attendance at key steering group meetings. The





MORA development also included feedback from stakeholders, service users and students. There is a mapping document showing how the MORA enables students to achieve the Standards of proficiency for registered midwives (NMC, 2019) requirements.

Programme documentation and feedback from the approval visit shows clear evidence of effective partnership working at operational and strategic levels with the five NHS PLPs. Student, PLP, and service user participation in curriculum design and co-production is evidenced and documentation for the programme clearly indicates curriculum content, modes of delivery and practice experiences. The senior leads in the school and PLPs tell us that any issues which arise from practice and external reviews are monitored through a systematic process and risks to students' practice learning are collaboratively managed. Educational audits of practice areas used for student learning are undertaken by the AEI in order to determine suitability.

Recognition of prior learning (RPL) is not available for pre-registration midwifery programmes.

The Standards framework for nursing and midwifery education is met at programme level (SFNME) (NMC, 2018). The Standards for student supervision and assessment (SSSA) (NMC, 2018) are met at programme level.

The programme is recommended to the NMC for approval. Two recommendations were made (one NMC and one university).

This visit was made remotely under COVID-19 restrictions.

Recomme	nded outcome of the approval panel
Recommended outcome to the NMC:	Programme is recommended to the NMC for approval  Programme is recommended for approval subject to specific conditions being met  Recommended to refuse approval of the programme





	Effective partnership working: collaboration, culture, communication and resources:
Conditions:	None identified.
	Selection, admission and progression:
	None identified.
	Practice learning:
	None identified.
	Assessment, fitness for practice and award:
	None identified.
	Education governance: management and quality assurance:
	None identified.
Date condition(s) to be met:	N/A
Recommendations to enhance the programme delivery:	Recommendation one: Consider developing an implementation plan for preparing practice supervisors and practice assessors for the MORA across practice placements. (SSSA R1.4)
	Recommendation two: Review and edit programme specification to ensure consistency in line with recommendations. (University recommendation)
Focused areas for future monitoring:	None identified.

Programme is recomm	ended for approval subject to specific conditions being met
Commentary post review	of evidence against conditions:
N/A	
AEI Observations	Observations have been made by the education institution YES NO





The AEI has confirmed accuracy of the report.	
Programme is recommended to the NMC for approval	$\boxtimes$
Recommended to refuse approval of the programme	
N/A	
	Programme is recommended to the NMC for approval Recommended to refuse approval of the programme

## **Section three**

## **NMC Programme standards**

Please refer to NMC standards reference points

Standards for pre-registration midwifery programmes (NMC, 2019)

<u>The Future midwife: Standards of proficiency for registered midwives</u> (NMC, 2019)

Standards framework for nursing and midwifery education (NMC, 2018)

Standards for student supervision and assessment (NMC, 2018)

The Code: Professional standards of practice and behaviour for nurses, midwives and nursing associates (NMC, 2015 updated 2018)

QA Framework for nursing, midwifery and nursing associate education (NMC, 2018)

QA Handbook

## **Partnerships**

The AEI works in partnership with their practice learning partners, service users, students and all other stakeholders.

Please refer to the following NMC standards reference points for this section: Standards framework for nursing and midwifery education (NMC, 2018)

#### Standard 1: The learning culture:

R1.12 ensure programmes are designed, developed, delivered, evaluated and coproduced with service users and other stakeholders

R1.13 work with service providers to demonstrate and promote inter-professional learning and working

#### Standard 2: Educational governance and quality:

R2.2 all learning environments optimise safety and quality taking account of the diverse needs of, and working in partnership with, service users, students and all other stakeholders

R2.4 comply with NMC Standards for student supervision and assessment

R2.5 adopt a partnership approach with shared responsibility for theory and practice supervision, learning and assessment, including clear lines of





communication and accountability for the development, delivery, quality assurance and evaluation of their programmes

R2.6 ensure that recruitment and selection of students is open, fair and transparent and includes measures to understand and address underrepresentation

R2.7 ensure that service users and representatives from relevant stakeholder groups are engaged in partnership in student recruitment and selection

# **Standard 3: Student empowerment:**

R3.3 have opportunities throughout their programme to work with and learn from a range of people in a variety of practice placements, preparing them to provide care to people with diverse needs

R3.16 have opportunities throughout their programme to collaborate and learn with and from other professionals, to learn with and from peers, and to develop supervision and leadership skills

R3.17 receive constructive feedback throughout the programme from stakeholders with experience of the programme to promote and encourage reflective learning R3.18 have opportunities throughout their programme to give feedback on the quality of all aspects of their support and supervision in both theory and practice

#### Standard 4: Educators and assessors:

R4.7 liaise and collaborate with colleagues and partner organisations in their approach to supervision and assessment

R4.9 receive and act upon constructive feedback from students and the people they engage with to enhance the effectiveness of their teaching, supervision and assessment

R4.10 share effective practice and learn from others

#### **Standard 5: Curricula and assessment:**

R5.4 curricula are developed and evaluated by suitably experienced and qualified educators and practitioners who are accountable for ensuring that the curriculum incorporates relevant programme outcomes

R5.5 curricula are co-produced with stakeholders who have experience relevant to the programme

R5.14 a range of people including service users contribute to student assessment

Standards for student supervision and assessment (NMC, 2018)

# **Standard 1: Organisation of practice learning:**

R1.4 there are suitable systems, processes, resources and individuals in place to ensure safe and effective coordination of learning within practice learning environments

R1.7 students are empowered to be proactive and to take responsibility for their learning

R1.8 students have opportunities to learn from a range of relevant people in practice learning environments, including service users, registered and non-registered individuals, and other students as appropriate





#### Standard 2: Expectations of practice supervisors:

R2.2 there is support and oversight of practice supervision to ensure safe and effective learning

#### Standard 3: Practice supervisors: role and responsibilities:

R3.3 support and supervise students, providing feedback on their progress towards, and achievement of, proficiencies and skills

# Standard 4: Practice supervisors: contribution to assessment and progression:

R4.3 have sufficient opportunities to engage with practice assessors and academic assessors to share relevant observations on the conduct, proficiency and achievement of the students they are supervising

#### Standard 7: Practice assessors: responsibilities:

R7.9 communication and collaboration between practice and academic assessors is scheduled for relevant points in programme structure and student progression

#### Standard 9: Academic assessors: responsibilities:

R9.6 communication and collaboration between academic and practice assessors is scheduled for relevant points in programme structure and student progression

#### Findings against the standard and requirements

Provide an <u>evaluative summary</u> about the effectiveness of the partnerships between the AEI and their practice learning partners, service users, students and any other stakeholders.

Programme documentation provides evidence of QUB's policies, systems and procedures to promote effective partnership working. There is a pre-registration midwifery curriculum steering group which includes the director of education, lead midwife for education, education theme lead, school manager, department of health midwifery officer, heads of midwifery/assistant directors from five health and social care trusts, midwifery students and SUC representatives. There's a record of meetings with cohorts of students, maternity SUCs and PLPs in the curriculum development process. Service users, PLPs and students all tell us that their views and feedback are valued and they are all treated as equal partners by QUB. They tell us that communication with and support from the university is effective.

There's a range of practice placement areas to support delivery of the programme. Documentary analysis demonstrates effective partnership between QUB and all stakeholders. Documentation and evidence from the approval visit shows that the design, delivery and evaluation of the MSc and BSc programmes has evolved through co-production involving women, partners, families, clinical practitioners, service users and advocacy groups at each stage.





The MORA evidences involvement of maternity SUCs and students in feedback, supervision and assessment processes. A clear implementation plan for the training and support of practice supervisors and assessors may help ensure continuity across the practice placements. (Recommendation one)

Documentation and feedback from the approval visit shows that SUCs, including those with maternity experience, are involved in the recruitment and selection of students for entry to the BSc and MSc programmes. QUB intend to strengthen their involvement through further representation on the scenario-based writing group, participation in the multiple mini interviewing process for BSc students and face to face interviews with MSc students.

Programme learning outcomes link directly to the importance of interdisciplinary team working. They include formative and summative simulations and community-based placements working with multi agency teams, for example in the care of women, infants and their families, and attending case conferences. Opportunities for interprofessional learning (IPL) within the practice learning setting are evidenced within MORA documentation. Hospital and community-based placements provide students with opportunities to work as part of the interdisciplinary team in a variety of areas including obstetrics, cardiology, psychology and physiotherapy to ensure a full range of additional care needs. QUB use a variety of guest speakers from a range of disciplines (for example psychiatry, epilepsy, genetics and sexual health) and across faiths and cultures to further enhance learning opportunities.

Documentation shows that QUB has adopted the NI regional approach to the SSSA with a future nurse future midwife (FNFM) programme board and associated working groups to ensure consistency and compliance. The midwifery expert reference group supports the full implementation of the future midwife agenda particularly in the practice learning environment, assessment and curriculum development. Programme documentation evidences the distinct roles of academic assessor, practice supervisor and practice assessor. In practice learning environments, students will receive feedback from their practice supervisors and practice assessors at specific stages as identified within the MORA and the context document. The assessment and feedback process indicates it will take into account students' individual learning needs including reasonable adjustments and support needs. The link lecturer role is separate and undertaken by members of the programme teaching team who link with identified practice placement areas providing support to students and practice learning staff. Link lecturers provide an essential chain of communication between the university and practice environment. This role is in addition to those required of the SSSA.

A process to raise and escalate any concerns is in place for students, practice supervisors and practice assessors in practice learning environments. Students tell us they are clear about how to raise or escalate concerns and feel well supported in their range of practice environments.

Assurance is provided that the AEI works in partnership with their practice learning partners, service users, students and all other stakeholders as identified in Gateway 1: <u>Standards framework for nursing and midwifery education</u>





Assurance is provided that the AEI works in partners partners, service users, students and all other stake Gateway 2: Standards for student supervision and a	holders a	as iden	
	MET	$\boxtimes$	NOT MET
Post event review			
Identify how the condition(s) is met:			
N/A			
Date condition(s) met:			
N/A			
Revised outcome after condition(s) met:			
N/A			

#### Student journey through the programme

#### Standard 1: Selection, admission and progression

#### **AEIs must:**

- R1.1 appoint a <u>lead midwife for education</u> who is responsible for midwifery education in the AEI
- R1.2 inform the NMC of the name of the lead midwife for education
- R1.3 ensure recognition of prior learning is not permitted for pre-registration midwifery programmes

#### **AEIs together with practice learning partners must:**

- R1.4 ensure selection, admission and progression comply with the NMC Standards framework for nursing and midwifery education
- R1.5 confirm on entry to the programme that students:
- R1.5.1 enrolled on pre-registration midwifery programmes are compliant with Article 40(2) of Directive 2005/36/EC regarding general education length or nursing qualification as appropriate outlined in Annexe 1 of this document
- R1.5.2 demonstrate an understanding of the role and scope of practice of the midwife
- R1.5.3 demonstrate values in accordance with the Code
- R1.5.4 have capability to learn behaviours in accordance with the Code
- R1.5.5 have capability to develop numeracy skills required to meet programme outcomes
- R1.5.6 can demonstrate proficiency in English language





- R1.5.7 have capability in literacy to meet programme outcomes
- R1.5.8 have capability for digital and technological literacy to meet programme outcomes
- R1.6 support students throughout the programme in continuously developing their abilities in numeracy, literacy and digital and technological literacy to meet programme outcomes
- R1.7 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 <a href="MMC Guidance of heath and character">MMC Guidance of heath and character</a>. This includes satisfactory occupational health assessments and criminal record checks
- R1.8 ensure students are fully informed of the requirement to declare immediately any cautions, charges, conditional discharges or convictions and any adverse made by other regulators, professional bodies and education establishments and that any declarations are dealt with promptly, fairly and lawfully
- R1.9 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, and
- R1.10 ensure NMC registered nurses entering a shortened pre-registration midwifery programme are a Registered nurse: first level (adult) and the programme complies with Article 40(1)(b) of Directive 2005/36/EC outlined in Annexe 1 of this document.

**Note:** Education institutions and their practice learning partners may propose to transfer current students onto the new programme to meet the *Standards for pre-registration midwifery programmes*. If so, evidence must be provided to support this proposed transfer as part of the education institution's mapping process at Gateway 3.

Proposed transfer of current students to the programme under review Demonstrate a robust process to transfer current students onto the proposed programme to ensure programme learning outcomes and proficiencies meet the *Standards for pre-registration midwifery programmes* (NMC, 2019).

Proposed transfer of current students to the <u>Standards for student</u> <u>supervision and assessment</u> (NMC, 2018).

Demonstrate a robust process to transfer current students onto the **Standards for student supervision and assessment** (NMC, 2018).

#### Findings against the standard and requirements

Evidence provides assurance that the following requirements are met:

R1.1 appoint a <u>lead midwife for education</u> who is responsible for midwifery education in the AEI





YES	⊠ NO	
R1.2 inform the NMC of the name of the lead midwife for education YES	NO NO	
R1.3 ensure recognition of prior learning is not permitted for pre-registra midwifery programmes		
YES R1.4 ensure selection, admission and progression comply with the NM		
Standards framework for nursing and midwifery education YES	⊠ NO	
R1.5 confirm on entry to the programme that students:		
R1.5.1 enrolled on pre-registration midwifery programmes are complian Article 40(2) of Directive 2005/36/EC regarding general education nursing qualification as appropriate outlined in <a href="Manage-Annexe1">Annexe 1</a> of this complete outlined in <a href="Manage-Annexe1">Manage-Annexe1</a> of this complete outlined in <a href="Manage-Annexe1">Mana</a>	n length locumen	t
R1.5.2 demonstrate an understanding of the role and scope of practice midwife	_	
R1.5.3 demonstrate values in accordance with the Code	<u> </u>	
YES R1.5.4 have capability to learn behaviours in accordance with the Code		
YES R1.5.5 have capability to develop numeracy skills required to meet programmers.	$\boxtimes$ NO	
outcomes		
R1.5.6 can demonstrate proficiency in English language	_	
R1.5.7 have capability in literacy to meet programme outcomes		
YES R1.5.8 have capability for digital and technological literacy to meet progoutcomes		
YES [	⊠ NO	
Provide an <u>evaluative summary</u> from your documentary analysis a evidence AND discussion at the approval visit to demonstrate if as provided that the requirement below is met or not met		e is
R1.6 support students throughout the programme in continuously devel abilities in numeracy, literacy and digital and technological literacy to programme outcomes		eir
MET NO	T MET [	
R1.6 is met. There is a literacy, numeracy and digital literacy strategy fr recruitment and through the programme at programme and university le example, practice modules include learning and assessment of numera and technological literacy. Each year of the programme has a core non bearing medicines management 'safeMedicate' module. Students are re-	evel. For icy, digita -credit	





pass 100 percent numeracy examination before completion of the programme. SafeMedicate is an online platform within which students complete interactive exercises and practice assessments similar to solving dosage calculation problems in the real world.

Documentation states that the curriculum ensures development through the scaffolding of assessment activities (including technology and activity-based learning). Additional support is available for students through library services, personal tutors and Canvas online discussions. Students are supported to develop their critical thinking and reflective skills so they can communicate effectively.

Digital literacy is developed and supported through a wide range of content through Canvas. For example, online quizzes and access to various digital applications including digital health records.

QUB values student feedback through student surveys, the teaching excellence student support group and through contact with their personal tutors. Students tell us they are well supported in all aspects of their studies and feel the university listens, responds to their needs and provides access to a wider base and range of support services.

# Evidence provides assurance that the following requirements are met R1.7 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 of heath and character. This includes satisfactory occupational health assessments and criminal record checks NO $\square$ YES R1.8 ensure students are fully informed of the requirement to declare immediately any cautions, charges, conditional discharges or convictions and any adverse made by other regulators, professional bodies and education establishments and that any declarations are dealt with promptly, fairly and lawfully YES R1.9 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, and R1.10 ensure NMC registered nurses entering a shortened pre-registration midwifery programme are a Registered nurse: first level (adult) and the programme complies with Article 40(1)(b) of Directive 2005/36/EC outlined in Annexe 1 of this document. YES 🖂 NO |

Proposed transfer of current students to the programme under review





From your documentary analysis and your meeting with students, provide an evaluative summary to confirm how the Standards for pre-registration midwifery programmes and the Standards of proficiency for registered midwives will be met through the transfer of existing students onto the proposed programme.

BSc midwifery students commencing year two in September 2021 will be transferred to the new curriculum. Their current year one modules in theory and practice have been mapped to the new curriculum and teaching for the current academic year will adjust to account for the transition planned in year two, for example in relation to explicit content of infant feeding and the inclusion of common additional care needs. The students were consulted about the transfer and gave their consent.

BSc midwifery students commencing year three in September 2021 will remain on their current curriculum, against the Standards for pre-registration midwifery education (NMC, 2009). Returning students from a temporary withdrawal from the programme will be reviewed by a panel and each case considered on an individual basis. Mapping of learning to point of when the temporary withdrawal was initiated in relation to the Standards of proficiency for registered midwives (NMC, 2019) will be undertaken to identify gaps and inform an appropriate plan for return to study.

# Proposed transfer of current students to the Standards for student supervision and assessment (SSSA) (NMC, 2018).

From your documentary analysis and your meetings at the approval visit confirm if students will be transferring to the SSSA, and if so that they have informed choice and are fully prepared for supervision and assessment.

All current students have been transferred to SSSA due to the NMC emergency standards (March 2020). Implementation of SSSA is in line with the strategy articulated by the England and NI midwifery education and practice collaboration. PLPs and students confirm at the visit that students are being allocated practice supervisors and practice assessors appropriately.

Assurance is provided that Gateway 1: Standards framework for nursing and

midwifery education relevant to selection, admission and progression are met			
,			NO
Outcome			
Is the standard met?	MET 🖂	NOT N	ИЕТ 🗌
Date: 11 November 2020			
Post event review			
Identify how the condition(s) is met:			
N/A			





Date condition(s) met:		
N/A		
Revised outcome after condition(s) met:	MET 🗌	NOT MET
N/A		

#### **Standard 2: Curriculum**

# **AEIs together with practice learning partners must:**

- R2.1 ensure programmes comply with the *NMC Standards framework for nursing* and midwifery education
- R2.2 comply with the NMC Standards for student supervision and assessment
- R2.3 ensure that programme learning outcomes reflect the NMC Standards of proficiency for midwives
- R2.4 involve women, partners, families and advocacy groups in the design, development, delivery and evaluation of programmes
- R2.5 ensure that programmes delivered in Wales comply with legislation which supports use of the Welsh language
- R2.6 design and deliver programmes that support students and provide relevant and ongoing exposure to midwifery practice
- R2.7 ensure technology-enhanced and simulated learning opportunities are used effectively and proportionately to support learning and assessment, including where clinical circumstances occur infrequently and a proficiency is required
- R2.8 design curricula that provide an equal balance of 50 percent theory and 50 percent practice learning, using a range of learning and teaching strategies, and
- R2.9 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, and comply with Article 40 (1) and satisfy Article 41(1) of Directive 2005/36/EC (see Annexe 1) by meeting the following criteria:
- R2.5.1 full time education and training as a midwife is a minimum of three years and 4.600 hours, or
- R2.5.2 where a student is already registered with the NMC as a Registered nurse: first level (adult), full-time education and training as a midwife shall be a minimum of two years and 3,600 hours, or
- R2.5.3 where a student is already registered with the NMC as a Registered nurse: first level (adult), full-time 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.





# Findings against the standard and requirements Evidence provides assurance that the following requirements are met R2.1 ensure programmes comply with the NMC <u>Standards framework for nursing</u> and midwifery education YES NO 🗌 R2.2 comply with the NMC Standards for student supervision and assessment YES NO 🗌 R2.3 ensure that programme learning outcomes reflect relevant Standards of proficiency for midwives **YES** NO 🗌 Provide an evaluative summary from your documentary analysis and evidence AND discussion at the approval visit to demonstrate if assurance is provided that the requirement below is met or not met. R2.4 involve women, partners, families and advocacy groups in the design, development, delivery and evaluation of programmes $MET \bowtie$ NOT MET R2.4 is met. Documentary evidence and confirmation at the approval visit clearly shows that women, partners, families and advocacy groups have been actively involved in all aspects of the programme development. This is evidenced through the co-production processes achieved through a variety of steering and planning group meetings and workshops and the delivery of some aspects of the curriculum by representatives of these groups (for example breastfeeding objective structured clinical examinations and stillbirth and neonatal death training). There are opportunities for service users to provide feedback to students about the care they have provided through the MORA. At a more strategic level SUCs, advocacy groups and clinical partners are also involved in annual programme review. Students can evaluate each module and teacher on an annual basis. Evidence provides assurance that the following requirements are met R2.5 ensure that programmes delivered in Wales comply with legislation which supports use of the Welsh language YES 🗌 NO $\square$ N/AThe programme is delivered in England.



handbook.

Better, safer care through quality assurance of nursing, midwifery and nursing associate education.



Provide an <u>evaluative summary</u> from your documentary analysis and evidence AND discussion at the approval visit to demonstrate if assurance is provided that the requirement below is met or not met.

provided that the requirement below is met or not met				
R2.6 design and deliver programmes that support students and ongoing exposure to midwifery practice	R2.6 design and deliver programmes that support students and provide relevant			
and engening expectate to militarilety processes	$MET \boxtimes$	NOT MET		
R2.6 is met. Programme documentation and the MORA expractice learning are designed and delivered within the prostudents on both routes work under direct supervision but supervision as they progress through the programme. A will opportunities are also provided for simulated practice in a subuild confidence, knowledge and skills, for example: infant scenarios such as undiagnosed breech.	gramme. `then with led ide range of safe enviro	Year one ess direct of onment to		
The range of practice learning experiences cover antenata labour ward and community settings. Students have the optwo-week elective placement in both the BSc and the MSc	portunity t	o undertake a		
The MORA and programme documentation identify what sachieve in relation to newborn infant physical examination scoping exercise was undertaken to identify and ensure su support students in relation to NIPE. As a result of this, add commissioned to ensure there are adequate numbers of restudents in their midwifery practice. PLPs tell us they are capacity for increased student numbers and can also offer spoke placements.	(NIPE) in pufficient cap ditional pla egistrants te confident the	oractice. A cacity to ces were o support ney have		
R2.7 ensure technology-enhanced and simulated learning effectively and proportionately to support learning and a where clinical circumstances occur infrequently and a particle.	assessmer	nt, including		
R2.7 is met. Online packages such as 'safeMedicate' supposed medicine management learning and assessment. The universal online platform, Canvas, that provides students with opportuniteractive activities to test their own learning and to preparate workshops. This enables students with the opportunity to a in the classroom. Documentation clearly states that simulate enhances (not replaces) skills development within midwifer	rersity proving tunities to refor tutor apply their tion-based	vides an engage in ials and learning when I learning		
The midwifery simulation strategy outlines the incremental development of skills, particularly behavioural skills, to encommunication and organisation as a member of an interdare given training on high fidelity simulation which is support	ourage effi isciplinary	ective team. Staff		





Technology-based learning is further enhanced through use of Canvas, enabling students with opportunities to engage in interactive learning including discussion forums and quizzes. QUB also undertakes data analytics to assess students' engagement with online material.

SUCs have been involved in the design, discussions and delivery of some of the

scenarios and simulations. When the new simulation centre opens in January 2021 this approach will be further piloted so that SUCs and clinicians work alongside each other to design, deliver and evaluate simulated learning.
R2.8 design curricula that provide an equal balance of 50 percent theory and 50 percent practice learning, using a range of learning and teaching strategies  MET NOT MET
R2.8 is met. Documentary analysis evidences an equal balance of 50 percent theory and 50 percent practice organised into block weeks of theory and practice learning. There is no compensation across modules. The blended learning strategy enables a range of teaching and learning strategies, including lectures, workshops, simulation and interactive online activities. Simulation is used as a learning strategy for skills rehearsal for practice and for emergency scenarios.
Evidence provides assurance that the following requirements are met
R2.9 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, and comply with Article 40 (1) and satisfy Article 41(1) of Directive 2005/36/EC (see Annexe 1) by meeting the following criteria:  R2.9.1 full time education and training as a midwife is a minimum of three years and 4,600 hours,
R2.9.2 where a student is already registered with the NMC as a Registered nurse: first level (adult), full-time education and training as a midwife shall be a minimum of two years and 3,600 hours, or YES NO
R2.9.3 where a student is already registered with the NMC as a Registered nurse: first level (adult), full-time 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.
YES NO





Assurance is provided that Gateway 1: <u>Standards framework for nurmidwifery education</u> relevant to curricula and assessment are met <b>YES</b>	rsing an ⊠	NO
Assurance is provided that Gateway 2: <u>Standards for student supervassessment</u> relevant to assessment are met  YES	<u>⁄ision aı</u>	nd NO 🗌
Outcome		
Is the standard met?  MET	NOT N	MET [
Date: 11 November 2020		
Post event review		
Identify how the condition(s) is met:		
N/A		
Date condition(s):		
N/A		
Revised outcome after condition(s) met:		
N/A		

#### Standard 3: Practice learning

# **AEIs together with practice learning partners must:**

- R3.1 provide practice learning opportunities that enable students to develop and meet the NMC Standards of proficiency for midwives
- R3.2 ensure students experience the role and scope of the midwife enabling them to provide holistic care to women, newborn infants, partners and families
- R3.3 provide students with learning opportunities to enable them to achieve the proficiencies related to interdisciplinary and multi-agency team working
- R3.4 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
- R3.5 provide students with learning opportunities to experience midwifery care for a diverse population across a range of settings, including midwifery led services
- R3.6 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





- R3.7 take account of students' individual needs and personal circumstances when allocating their practice learning opportunities, including making reasonable adjustments for students with disabilities
- R3.8 ensure students experience the range of hours expected of practising midwives, and
- R3.9 ensure students are supernumerary

## Findings against the standard and requirements

Provide an <u>evaluative summary</u> from your documentary analysis and evidence AND discussion at the approval visit to demonstrate if assurance is provided that the requirement below is met or not met.

R3.1 provide practice learning opportunities that enable students to develop and meet the NMC Standards of proficiency for midwives

$MET   \times   NOT MET  $	Γ
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R3.1 is met. The regional approach to the implementation of FNFM standards involved representation from all stakeholders to ensure and embed appropriate standards across the programme. A context document for the programme details the arrangement of proficiencies in each part of the programme, with monitoring and management of student progression through the programme. The context document makes explicit that practice learning is not to be graded. Documentation states that current placement opportunities have been reviewed and two scoping exercises were undertaken to ensure midwifery students will receive opportunities and diverse placements across the childbirth continuum. There is a variety of academic assessments and both formative and summative feedback opportunities in theory and practice.

Domains one to five of the Standards of proficiency for registered midwives (NMC, 2019) are mapped within programme documentation. Skills detailed in domain six are visible and evidenced within the MORA, demonstrating what must be met to complete the programme.

The MORA forms a record of learning experiences across the maternity care continuum and documents any additional complementary or elective placement. Allocation of varied practice placements provides a range of experiences which prepares students for real life challenges and adds breadth to the student experience.

The programme team and PLPs tell us about the ways practice supervisors, practice assessors, academic assessors and link lecturers collaborate to ensure practice learning opportunities allow students to achieve.

R3.2 ensure students experience the role and scope of the midwife enabling them to provide holistic care to women, newborn infants, partners and families





	MET 🖂	NOT MET
R3.2 is met. The programme specification and the student holistic midwifery care as a required learning outcome. The outlines, the assessment of practice document and the MC both programmes. Holistic midwifery care is understood to values-based approach to practice, associated with compagrounded in an understanding of the social, emotional, cull psychological and physical experiences of women. Progradetails holistic care as a requirement in the provision of mi woman and their family and when the woman and/or their care needs. The MORA repeatedly refers to the student decare of the woman and neonate, across the childbearing of	is is evider DRA, acros be ground assionate ptural, spiritumme docudwifery can neonate haemonstratir	at in module as all years of led in a practice, ual, mentation re for the well ave complex
R3.3 provide students with learning opportunities to enable proficiencies related to interdisciplinary and multi-agency t	eam workii	
R3.3 is met. Documentation and evidence from the approxemphasis on the importance of interdisciplinary and multidevelopment of skills in these areas. There is evidence the opportunity to take part in formative and summative interdistinulations on obstetric emergency care. The MORA provestudents to record and reflect on any IPL undertaken with multidisciplinary team and for students to self-evaluate and learning experiences.	agency wo at students isciplinary t rides templ members o	rking and the will have the team ates for the
R3.4 provide students with learning opportunities to enable proficiencies related to continuity of midwifery carer across care for all women and newborn infants	s the whole	
R3.4 is met. In keeping with national policy guidelines, pro evidences that continuity of midwifery care is embedded the programme. The new programme includes a student led could using continuity of care opportunities, students will demon provide continuity of midwifery care. This is across the cor women and newborn infants with and without complication needs. This may involve working within a continuity team a continuity of care and carer on an individual basis.	nroughout to ontinuity of a strate the a ntinuum of a strate the and furth	he care model. ability to care for er care
R3.5 provide students with learning opportunities to exper a diverse population across a range of settings, inclu- services		•
	MET⊠	NOT MET





R3.5 is met. There is clear evidence that student midwives are provided with learning opportunities to experience midwifery care across a range of settings. Students are also encouraged to encounter greater diversity when selecting their flexible placements, for example overseas. Documentary evidence and narrative evidence from the programme team. PLPs and students indicates that students

have opportunities to learn about and experience midwifery care for a diverse population in a range of settings. The MORA requires students to record and reflect on practice experiences to demonstrate their adherence to the values and criteria of the NMC 2018 Code. Theory modules enable students to address the impact of diversity on health and consider how midwives and maternity services can respond to their differing needs.
R3.6 provide learning opportunities that enable students to develop the required knowledge, skills and behaviours needed when caring for women and newbor infants when complication and additional care needs arise, including as they relate to physical, psychological, social, cultural and spiritual factors  MET NOT MET
R3.6 is met. Programme documentation and evidence from the approval visit sho that a range of learning opportunities are provided to enable students to develop the knowledge, skills and behaviours to provide care to woman and the newborn infant with complex care needs. The curriculum is designed as progressive stage across each year and built upon in subsequent years, enabling students to build their midwifery knowledge base, from normal to complex maternity care needs, across physical, mental and social wellbeing. Students have opportunities to experience midwifery care for those with complex needs across community, hospital and specialist service, including neonatal units. The MORA is designed to document students' developing knowledge and understanding when caring for women and newborn infants with additional needs. The MORA interim reviews an holistic assessment require students to be assessed against the professional behaviours required of a registered midwife as documented in the Code.
R3.7 Take account of students' individual needs and personal circumstances when allocating their practice learning opportunities, including making reasonable adjustments for students with disabilities  MET NOT MET
R3.7 is met. Students tell us they feel the university actively listens, communication is excellent and support is offered for their individual learning needs or reasonable adjustments in practice. The AEI disability support code of practice (2017) provides a framework for the university's support provision for

practice (2017) provides a framework for the university's support provision for supporting students with individual learning needs. The personal tutor is the first point of contact for support. There is also a disability tutor whose role is to support students in a confidential manner about anything impacting on their ability to study at university or in any placement. There's a section in the MORA called 'about me' which facilitates sharing information regarding individual needs and reasonable adjustments in practice. There are university and programme processes for





adjustments, such as specific learning resources, changes to practice locations, practice hours, assessment activities and study break or suspensions.

The outcome of discussions with students, PLPs and the programme team at the visit indicates that assistance is provided to students who require additional support. Students tell us about the disability tutor role and of adjustments that can be made. We find that students with additional learning needs are supported by the programme lead and personal tutors.

1 0				
Evidence provides assurance that the following require	ments are met			
R3.8 ensure students experience the range of hours expected of practising midwives				
R3.9 ensure students are <u>supernumerary</u>	YES⊠	NO 🗌		
11.5.9 ensure students are <u>supernumerary</u>	YES⊠	NO		
Assurance is provided that Gateway 1: <u>Standards framewor</u> midwifery education relevant to practice learning are met	k for nursing an	<u>d</u>		
relevant to practice learning are met	YES⊠	NO 🗌		
Assurance is provided that Gateway 2: <u>Standards for students</u>	nt supervision a	<u>nd</u>		
assessment relevant to practice learning are met	YES 🖂	NO 🗆		
Outcome				
	MET 🗵 NOT N	ИЕТ		
	MET 🛛 NOT N	ИЕТ		
Is the standard met?	MET 🛛 NOT N	ИЕТ		
Is the standard met?  Date: 11 November 2020	MET 🛛 NOT N	ИЕТ		
Is the standard met?  Date: 11 November 2020  Post event review	MET NOT N	ИЕТ		
Is the standard met?  Date: 11 November 2020  Post event review  Identify how the condition(s) is met	MET NOT N	ИЕТ		
Is the standard met?  Date: 11 November 2020  Post event review  Identify how the condition(s) is met  N/A	MET NOT N	ИЕТ		
Date: 11 November 2020 Post event review Identify how the condition(s) is met  N/A  Date condition(s):	MET NOT N	<b>MET</b>		

#### Standard 4: Supervision and assessment

**AEIs together with practice learning partners must:** 





- R4.1 ensure that support, supervision, learning opportunities and assessment complies with the NMC <u>Standards framework for nursing and midwifery</u> education
- R4.2 ensure that support, supervision, learning opportunities and assessment complies with the NMC *Standards for student supervision and assessment*
- R4.3 ensure throughout the programme that students meet the NMC Standards of proficiency for midwives and programme outcomes
- R4.4 provide students with feedback throughout the programme to support their development
- R4.5 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 percent
- R4.6 assess students to confirm proficiency in preparation for professional practice as a midwife
- R4.7 ensure all proficiencies are recorded in an ongoing record of achievement, which must demonstrate the achievement of proficiencies and skills set out in the NMC Standards of proficiency for midwives, and
- R4.8 ensure the knowledge and skills for midwives set out in Article 40(3) and the activities of a midwife specified in Article 42 of Directive 2005/36/EC have been met as outlined in Annexe 1 of this document

## Findings against the standards and requirements

Provide an <u>evaluative summary</u> from your documentary analysis and evidence AND discussion at the approval visit to demonstrate if assurance is provided that the requirement below is met or not met

R4.1 ensure that support, supervision, learning opportunities and assessment complies with the NMC <u>Standards framework for nursing and midwifery</u> <u>education</u>

METigotimes	NOT MET [
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R4.1 is met. Documentary evidence and the approval process show that students will be able to achieve the Standards of proficiency for registered midwives (NMC, 2019) through access to a variety of practice learning experiences in PLP organisations. There are practice learning experiences in each year of the programme which are designed to facilitate students in meeting the care needs of women and their families in a variety of settings. Evidence from educational audits is also used to determine suitability of practice learning environments. The MORA details the roles and responsibilities of the practice supervisor, practice assessor and academic assessor which meet the SSSA. QUB and PLPs have robust procedures and policies in place to show how support, supervision and learning opportunities comply with the SFNME. PLPs tell us they are confident they can offer the capacity and range of opportunities to all future students. There are practice learning experiences in each year of both programmes which are designed to facilitate students meeting a diverse range of people in a variety of





practice and community settings. QUB is to use the MORA and the supporting implementation package developed by the England and NI midwifery collaborative group.

A process to raise and escalate any concerns is in place for students and practice supervisors and practice assessors in practice learning environments. In addition, the programme team and PLPs describe collaborative reporting and management processes they can use to investigate serious untoward incidents. Both PLPs and students confirm their understanding of processes to use if difficulties are encountered and tell us they feel confident individual circumstances are taken into account.

Academic staff curriculum vitae demonstrate that the new curricula will be delivered by suitably qualified educators. PLPs and the programme team confirm there are sufficient appropriately prepared practice supervisors, practice assessors and academic assessors to support delivery of the practice learning element of the programmes.

•			ME	T	NOT MET	
complies with the NMC S	Standards for	<u>student su</u>	upervision	and a	<u>issessment</u>	
R4.2 ensure that support, so	upervision, le	arning opp	ortunities	and a	ssessment	

R4.2 is met. Documentation and evidence from the approval visit shows that academic and practice support, supervision, learning opportunities and assessment is available to students throughout the programme. The role of practice assessors and practice supervisors is detailed within the MORA and the England and NI collaboration preparation pack supporting the implementation of the MORA.

Clinical staff are being prepared for their roles as practice assessor or practice supervisor through the FNFM regional preparation programmes. Additional and ongoing training is planned to further support these roles.

The programme team tell us the plan in place for academic assessor preparation and allocation. This will ensure a different academic assessor for each part of the programme. The programme team and PLPs tell us that each student has a named academic assessor who participates in the student's final assessment. They understand the role of the academic assessor in reviewing the students' progress with the practice assessor/practice supervisor. Students say they're aware of the new SSSA roles and responsibilities. QUB use InPlace allocation software which ensures no duplicity of academic assessor roles.

Communication and engagement between SSSA roles are evident in the programme documentation. The nominated person in each practice setting is identified in the MORA.





Students confirm they're well supported in practice and their specific needs, such

as health requirements, are considered during programme delivery.
The MORA is used to guide and assess students' practice learning and proficiencies and records student achievement and progression.
R4.3 ensure throughout the programme that students meet the NMC Standards of proficiency for midwives and programme outcomes
MET ⊠ NOT MET □
R4.3 is met. The MORA details and records achievement of the proficiencies in the practice learning environment and progression through each part of the programme. Domains one to five are mapped and the skills detailed in domain six are clearly visible and evidenced within the MORA, demonstrating what must be met at the point of registration as a midwife. The external examiner visits and reports upon students' practice learning as part of their duties.
Programme documentation is mapped to the Standards of proficiency for registered midwives (NMC, 2019) in both theory and practice and to programme outcomes. External examiners review the assessments for quality purposes.
R4.4 provide students with feedback throughout the programme to support their development
MET⊠ NOT MET □
R4.4 is met. All modules have formative assessment for students. Programme documentation shows that there are processes in place to provide students with feedback throughout the programme in both theory and practice components. Evaluative and constructive information is included for each module and these have both formative and summative components for the purpose of student progression. The academic assessor is identified as being responsible for providing feedback on assessment and progression in practice learning in collaboration with the practice assessor. The MORA will enable both the practice supervisor and practice assessor to provide ongoing formative and summative feedback to the student in the practice setting. Students are encouraged to reflect on their own learning through feedback both by staff and tutors in the university and across placement settings.
Evidence provides assurance that the following requirements are met
R4.5 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 percent $ \textbf{YES} \boxtimes \textbf{NO} \ \square $
R4.6 assess students to confirm proficiency in preparation for professional practice as a midwife





YES⊠ NO □
R4.7 ensure all proficiencies are recorded in an ongoing record of achievement, which must demonstrate the achievement of proficiencies and skills set out in
the NMC Standards of proficiency for midwives, and
YES ⊠ NO □
R4.8 ensure the knowledge and skills for midwives set out in Article 40(3) and the activities of a midwife specified in Article 42 of Directive 2005/36/EC have been met as outlined in <a href="#">Annexe 1</a> of this document
YES NO
Assurance is provided that Gateway 1: Standards framework for nursing and
midwifery education relevant to supervision and assessment are met
YES⊠ NO □
Assurance is provided that Gateway 2: Standards for student supervision and
assessment relevant to supervision and assessment are met
YES ⊠ NO □
Outcome
Is the standard met?  MET  NOT MET
Date: 11 November 2020
Post event review
Identify how the condition(s) is met:
N/A
Date condition(s) met:
N/A
Revised outcome after condition(s) met:
N/A

# Standard 5: Qualification to be awarded

**AEIs together with practice learning partners must:** 

- R5.1 ensure that the minimum award for a pre-registration midwifery programme is at bachelor's degree level
- R5.2 notify students during and before completion of the programme that they have <u>five years</u> to apply to register with the NMC if they wish to rely on this





qualification<sup>1</sup>. 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.

Standards framework for nursing and midwifery education specifically R2.11, R2.20

NZ.ZU				
Findings against the standards and requirements				
Evidence provides assurance that the following requirements are met:				
R5.1 ensure that the minimum award for a pre-registration midwifery programme is at bachelor's degree level. YES NO				
R5.2 notify students during and before completion of the programme that they have <u>five years</u> to apply to register with the NMC if they wish to rely on this qualification <sup>2</sup> . 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.  YES NO				
Fall Back Award  If there is a fall back exit award with registration as a midwife all NMC standards and proficiencies are met within the award.				
YES ☐ NO ☐ N/A ⊠				
There is no fall back award conferring NMC registration.				
Outcome				
Is the standard met?  MET  NOT MET				
Date: 11 November 2020				
Post event review				
Identify how the condition(s) is met:				
N/A				
Date condition(s) met:				
N/A				





Revised outcome after condition(s) met:
N/A
WA

# **Section four**

#### Sources of evidence

The following documentation provided by the AEI/education institution was reviewed by the visitor(s):

	\/ <b>T</b> 0	
Key documentation	YES	NO
Programme document, including proposal, rationale and	$\bowtie$	
consultation		
Programme specification(s)	$\boxtimes$	
Module descriptors	$\boxtimes$	
Student facing documentation including: programme	$\boxtimes$	
handbook		
Student university handbook		
Practice assessment documentation	$\boxtimes$	
Ongoing record of achievement (ORA)	$\boxtimes$	
Practice learning environment handbook	$\boxtimes$	
Practice learning handbook for practice supervisors and		
assessors specific to the programme		
Academic assessor focused information specific to the	$\boxtimes$	
programme		
Placement allocation / structure of programme	$\boxtimes$	
PAD linked to competence outcomes, and mapped	$\overline{\boxtimes}$	
against Standards of proficiency for midwives	_	
Mapping document providing evidence of how the	$\boxtimes$	
education institution has met the Standards framework for		
nursing and midwifery education (NMC, 2018) (Gateway		
1)		
Mapping document providing evidence of how the	$\boxtimes$	
Standards for student supervision and assessment (NMC,		
2018) apply to the programme(s) (Gateway 2)		
Mapping document providing evidence of how the	$\boxtimes$	
education institution has met the Standards for pre-		
registration midwifery programmes (NMC, 2019)		
(Gateway 3)		
Curricula vitae (CV) for relevant staff	$\boxtimes$	
CV of the LME	$\boxtimes$	
Registrant academic staff details checked on NMC	$\boxtimes$	
website		





External examiner appointments and arrangements	$\boxtimes$					
Written placement agreements between the education	$\boxtimes$					
institution and associated practice learning partners to						
support the programme intentions, including a signed						
supernumerary agreement.						
If you stated no above, please provide the reason and mitigation:						
List additional documentation:						
Additional comments:						
None identified.						

# During the event the visitor(s) met the following groups:

	YES	NO			
Senior managers of the AEI/education institution with	$\boxtimes$				
responsibility for resources for the programme					
Senior managers from associated practice learning					
partners with responsibility for resources for the					
programme					
Programme team/academic assessors					
Practice leads/practice supervisors/ practice assessors					
Students	$\boxtimes$				
If yes, please identify cohort year/programme of study:					
BSc (Hons) student midwives (three-year programme):					
Year one x four					
Year two x four					
Year three x four					
Newly qualified (September 17 cohort) x two					
October 2019 (shortened programme) x three (year one)					
October 2018 (shortened programme) x three (year two)					
Service users and carers					
If you stated no above, please provide the reason and mitigation					
Additional comments:					
None identified.					

				g areas/			

YES	NO



Approved by:

Better, safer care through quality assurance of nursing, midwifery and nursing associate education.



	accommodation (e.g.	clinical		$\boxtimes$				
skills/simulation suite	es)							
Library facilities	orary facilities							
Technology enhance	ed learning			$\square$				
Virtual learning envi								
Educational audit to								
Practice learning en	vironments							
If yes, state where v			<u> </u>					
	J							
System regulator reg	oorts reviewed for pra	ctice learnin	a 🗆					
partners	•	•						
System Regulator R	eports List:							
,	ospital review report,	31 July 2020						
	ve, please provide the							
	ed AEI, a resource ch							
Additional comments	S:		•					
None identified.								
Mott MacDonald G	roup Disclaimer							
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Checked by:	Phil Stephenson Pamela Page	Date:	20 November 2					

Date:

9 December 2020

Emiko Hughes