

Programme audit / Approval report

Programme provider:	Bolton, University of
In partnership with: (Associated practice placement providers involved in the delivery of the programme)	Bolton NHS Foundation Trust Lancashire NHS Teaching Hospitals Trust One to One Midwives (North West)
Date of review:	04 Jul 2019
Provision reviewed:	Registered Midwife - 36M
Title of programme:	BSc (Hons) Midwifery
Academic level:	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
Reviewer:	Ms Nicola Clark

Outcome of approval panel meeting	
Outcome:	Recommended for approval with conditions and recommendations
Conditions and NMC standard(s)/requirement(s) they relate to:	<p>Resources</p> <p>Condition six: Submit a matrix to evidence the commitment of midwifery lecturers to appropriate modules and the allocation of duties to the lead midwife for education, to ensure that the LME has sufficient time to undertake the duties and requirements of the role. (University condition)</p> <p>Admission and progression</p> <p>Condition one: Provide a robust strategy to ensure that everyone involved in the recruitment and selection of students provides evidence of completion of equality and diversity training prior to involvement in student recruitment panels. (Standard 4)</p> <p>Condition two: Provide a clear overview of how 4600 theory and practice hours are achieved throughout the three-year BSc (Hons) midwifery programme. (Standard 12)</p> <p>Condition three: Identify where the NMC progression points are within the programme and map the essential skills to the progression points. (Standard 15)</p> <p>Practice learning</p> <p>None identified</p> <p>Fitness for practice</p> <p>None identified</p> <p>Quality assurance</p> <p>Condition four: Provide final definitive versions of all programme and assessment documentation, including practice assessment documents and the</p>

	<p>ongoing achievement record. (Standard 17)</p> <p>Condition five: Revise all student-facing programme documents in line with panel discussions, to include, within the module specifications, a consideration of the assessment weighting, terminology and potential over-assessment of learning outcomes. (University condition)</p>
Date conditions to be met:	21 Aug 2019
<p>Recommendations and NMC standard(s)/requirement(s) they relate to:</p> <p>Note: recommendations will be assessed through the AEI annual self-assessment report</p>	<p>Recommendation one: The university is advised to monitor the role of the academic assessor in relation to grading and assessment in midwifery practice and the Standards for student supervision and assessment (SSSA). (Standard 15)</p> <p>Recommendation two: The university is advised to determine if the newborn and infant physical examination (NIPE) is to be integrated in the programme and provide a rationale for the decision. (Standard 13)</p> <p>Recommendation three: The university is advised to keep under continuous review the midwifery teaching resource to deliver the programme. (NMC Circular 03/2011)</p>
Date conditions met:	21 Aug 2019
Programme start date:	27 Jan 2020

Summary

Summary of approval request

The University of Bolton (UoB) is an established approved education institution (AEI) for pre-registration nursing (adult) programmes and post qualifying programmes. The AEI is a new provider of midwifery education. The UoB faculty of health and wellbeing, school of nursing and midwifery requested approval of a three-year pre-registration BSc (Hons) midwifery programme for approval.

The development of the pre-registration BSc (Hons) three-year midwifery programme has been informed by the support and enthusiasm of practice learning partners (PLPs) and the drive nationally to increase the numbers of student midwives.

We found evidence of partnership working between the lead midwife for education (LME) at UoB and the education and practice leads from the other AEIs, as the UoB student midwives will share practice placements with student midwives from other universities across Greater Manchester and Lancashire.

The three-year BSc (Hons) midwifery programme will have one intake per year of 20 students commencing in January 2020, who will have practice learning in one of three PLP organisations. The university already works in partnership with two of the PLPs for the pre-registration nursing programme: Lancashire Teaching Hospitals NHS Trust who have agreed to host six student midwives and Bolton NHS Foundation Trust, who are to host eight student midwives. An additional new placement provider, One to One Midwives (North West) has confirmed support for this programme with agreement to support six students.

Visits to three placement provider sites was undertaken; Princess Anne Maternity unit (Bolton NHS Foundation Trust), Preston Hospital (Lancashire Teaching Hospital NHS Trust) and One to One Midwives (North West). All staff met during these visits were enthusiastic about the proposed programme and are committed to work with UoB. The managers at the practice placement sites confirmed that they have capacity for additional student numbers which will help to meet the local demand for more midwives. There was verification that midwives and managers were involved in the curriculum development of the new programmes and had already been part of the recruitment process to these programmes.

The BSc (Hons) Midwifery programme will adopt the SSSA (NMC 2018), and there is evidence of a clear regional strategy to introduce the SSSA in the associated PLP organisations.

The BSc (Hons) Midwifery three-year programme is recommended to the NMC for

approval subject to four conditions. There are two university conditions. Three recommendations are made.

Feedback from key stakeholders

Presenting Team

The presenting team provided a rationale for the proposed pre-registration midwifery programmes, with support and representation from all three PLPs. They told us the development of the pre-registration midwifery programme has been informed by the enthusiasm of the PLPs and the drive nationally to increase student midwife numbers.

The students at the UoB will share practice learning placements with student midwives from other AEIs. We confirmed partnership working between the LME at the UoB and the education and practice leads from the other AEIs through their attendance at both practice and education group meetings, and the sharing of documentation such as the practice assessment and evaluation document (PARE), which has built in versions for individual AEI's which includes UoB.

We were told that students on the proposed BSc (Hons) Midwifery programme will adopt the SSSA (NMC, 2018). There is a clear regional strategy to introduce the SSSA and UoB has been working closely with Greater Manchester placement providers to provide resources to assist with the transition to the new roles, with information being readily available on PARE. The changes will be discussed at staff updates, and the practice leads are co-ordinating with the education leads to initiate both planned and drop-in sessions.

Information regarding the structure and assessment within the proposed new programme at UoB is to be included within the planned SSSA preparation sessions for all PLPs.

Mentors, sign-off mentors, practice teachers and employers

The mentors we met in the PLPs are all, without exception very supportive of the proposed programme. Although there are currently no midwifery students from the UoB, they are very knowledgeable regarding other healthcare students enrolled at the university having practice learning experiences in the organisation.

The midwives and managers confirmed their involvement with the development of the programme. They told us they have been part of recruitment and selection processes at the university for the programme, subject to NMC approval. All midwives and managers confirmed that equality and diversity training is part of their annual mandatory training, with a robust process in place to ensure compliance with

this requirement.

There was no concern expressed regarding the capacity to accommodate midwifery students from UoB, or of any issue with the sharing of placements with other universities. All placement areas have processes in place to implement the SSSA and acknowledged the support and input already received from the UoB.

Students

There are no midwifery students from the UoB. We met with some students on the pre-registration nursing programme at UoB who are supportive of the university and the student support mechanisms in place.

We met student midwives studying at other AEIs during our visits to practice learning areas. They are very positive about support for practice learning received in the PLPs.

Service users and carers

Service users all confirmed their involvement with the development of the pre-registration midwifery programme. A service user strategy is in place to support their involvement in the ongoing development of the programme and throughout the student journey.

All service users take an active role in how student midwives are educated and are very keen to contribute to the teaching of students and to provide assessment questions. They described their development of the patient coach model of support. Students meet with their patient coach, who is a current service user, every few months to discuss key topics and issues with the aim to enhance the student's understanding from the service user's perspective.

Service users confirmed their involvement with the recruitment and selection of students to the proposed programme. We were told that not all service users had completed equality and diversity training prior to their involvement in student recruitment and selection panels. (Condition one)

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

Service users have undertaken recruitment and selection of students for the proposed programme, without completing equality and diversity training.

Condition one: Provide a robust strategy to ensure that everyone involved in the recruitment and selection of students provides evidence of completion of equality and diversity training prior to involvement in student recruitment panels. (Standard four)

The programme documentation does not detail how the 2300 theory and 2300 practice hours are sequenced throughout the programme.

Condition two: Provide a clear overview of how 4600 theory and practice hours are achieved throughout the three-year BSc (Hons) midwifery programme. (Standard 12)

The programme documentation does not differentiate which progression point is NMC progression point one or end of programme progression point two. This impacts on the transparency of the mapping of the essential skills clusters to the NMC progression points within the programme documentation.

Condition three: Identify where the NMC progression points are within the programme and map the essential skills to the progression points. (Standard 15)

The documentation is incomplete in parts. Therefore, assurance cannot be provided regarding its accuracy.

Condition four: Provide final definitive versions of all programme and assessment documentation, including practice assessment documents and the ongoing achievement record. (Standard 17)

Potential risks to the student learning environment and standards they relate to

The midwifery academic teaching team is small. The SSSA requires academic assessors not to assess the same student in consecutive years of the programme which may be a challenge if student numbers increase.

Recommendation one: The university is advised to monitor the role of the academic assessor in relation to grading and assessment in midwifery practice and the SSSA. (Standard 15)

The NIPE is currently part of the clinical practice three module in the final year of the programme. At the approval visit one of the PLPs could not provide assurance that the full requirements of this award could be met. This poses a risk to the students completing the programme successfully. The NIPE is not required in order to meet

NMC competencies, therefore the programme team may need to reconsider its inclusion as a summative component.

Recommendation two: The university is advised to determine if the NIPE is to be integrated in the programme, and provide a rationale for the decision. (Standard 13)

The midwifery teaching team currently has three midwifery academic staff members, who also share responsibilities with other programmes in the faculty.

Recommendation three: The university is advised to keep under continuous review the midwifery teaching resource to deliver the programme. (NMC Circular 03/2011)

Any other risks to public protection

None identified

Areas for future monitoring

- The teaching resource for the programme.
- Student capacity in the practice learning areas.
- The implementation of the SSSA (NMC, 2018).
- The impact of the inclusion of NIPE in the programme.

Outcome recommendation

The BSc (Hons) Midwifery three-year programme is recommended for approval to the NMC subject to four conditions. There are two university conditions. Three recommendations are made.

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:

A lead midwife for education (LME) was appointed in September 2018 and is identified on the NMC website. The LME has current registration on the NMC professional register as a practising midwife and has a recorded teaching qualification.

Documentary evidence and confirmation at the approval visit provides assurance that the LME is supported by the AEI to liaise and consult at a strategic level in the university and externally on matters relating to midwifery education. The LME is a member of the LME regional strategy group.

Outcome:

Standard met

Date standards met:

Revised outcome:	

Standard 2: Development, delivery and management of midwifery education programmes	
The LME shall lead the development, delivery and management of the midwifery education programmes provided by the AEI, ensuring that they comply with the standards established by the NMC.	
What we found:	
<p>The LME has led the development of the proposed pre-registration midwifery programme and mapped the programme to the NMC standards and competencies. The LME has worked closely in the development of the pre-registration midwifery programme with the three PLP organisations who will provide practice learning experiences and support for UoB student midwives.</p> <p>We found evidence of partnership working between the LME and the education and practice leads from the other AEIs, as the UoB student midwives will share practice placements with student midwives from other universities across Greater Manchester and Lancashire.</p>	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

Standard 3: Signing the supporting declaration of good health and good character

In accordance with rule 6(1)(a)(ii) of the registration rules, the LME shall be responsible, at her discretion, for signing the supporting declarations of good health and good character for all midwifery applications to the register.	
What we found:	
The LME confirmed at the approval visit that she is responsible for signing the supporting declarations of good health and good character during the programme and at the end of the programme prior to successful students' admission to the NMC professional register.	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

Standards for admission to, and continued participation in, pre-registration midwifery programmes
<p>Age of entry</p> <p>St. 4</p> <p>General requirements</p> <p>The following requirements for selection should be read and operated alongside programme providers' existing policies and procedures:</p> <p>4.1 Selection</p> <p>Wherever practicable, the selection process should include a face-to-face meeting.</p> <p>Programme providers (AEIs and their service partners) are encourage, wherever possible, to involve lay people and midwifery students in the selection process. Depending on local circumstances they may be involved directly or indirectly in selection.</p>

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

The NMC requires a self-declaration of good health and good character from all those entering the register for the first time. On completion of the midwifery programme the student will submit this self declaration. The declaration is either supported by the LME, whose name has been notified to the Council and who is responsible for midwifery education in the relevant AEI, or by her designated registered midwife substitute. AEIs must be able to provide evidence of having fulfilled this requirement.

What we found:

4.1 Documentary evidence confirms the entry criteria is clear on the programme approvals form, with prospective applicants requiring to meet 112 UCAS tariff points. The selection process is clearly detailed with the interview days planned to include literacy and numeracy testing, group work activity and face-to-face interviews. The programme team confirmed that there is an under 18 years of age policy for successful applicants who will be under 18 years of age on entry to the programme.

Midwives and service users confirmed that they are involved in the recruitment and selection of students and are part of the decision-making process. The programme team stated that they will include student midwives in this process in the future recruitment cycle. The university provides student recruitment workshops for those involved in recruitment. However there does not appear to be a robust process for ensuring that all involved in the recruitment and selection of students undertake equality and diversity training. We were told by service users that they had not all completed equality and diversity training prior to their involvement in student recruitment and selection panels. (Condition one)

4.2 The entry criteria detail the requirement for applicants to have GCSE English and maths, or their equivalents. Documentary evidence and the programme team confirm that candidates are tested on literacy and numeracy as part of the selection process on the selection day.

4.3 The requirement to evidence good health and good character constitutes part of the selection process. During the selection day, there is a group activity where candidates are assessed on their values, behaviours, communication and problem solving. Successful candidates must have satisfactory health screening and a full disclosure and barring service (DBS) check. Documentary evidence and discussion at the approval visit confirms students must self-declare their good health and good character annually.

4.4 The LME confirmed at the approval event that an annual self-declaration will be completed by students and on completion of the programme. The declarations will be supported by the LME prior to confirmation to the NMC. This information is clearly detailed in the programme handbook.

Outcome:	Standard not met
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We were told by service users that they had not all completed equality and diversity training prior to their involvement in student recruitment and selection panels.

Condition one: Provide a robust strategy to ensure that everyone involved in the recruitment and selection of students provides evidence of completion of equality and diversity training prior to involvement in student recruitment panels. (Standard four)

Date standards met:	21 Aug 2019
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Revised outcome:	Standard met
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Condition one: The programme team provided evidence that the service user

initiative at UoB has a robust strategy for recruitment and training which includes values-based recruitment, and equality and diversity. Documentary evidence confirms UoB staff and practitioners from the PLPs complete equality and diversity training annually which forms part of their mandatory training. This is closely monitored by line managers. Condition one is now met.

Evidence:

UoB faculty of health and wellbeing guidance document service users initiative, 21 August 2019

UoB self-declaration of equality and diversity training, August 2019

UoB faculty of health and wellbeing service user training workshop, undated

UoB faculty of health and wellbeing values-based student recruitment, 21 August 2019

Standard 5: Interruptions to pre-registration midwifery education programmes

Programme providers must ensure that they have in place processes to manage interruptions to the study of programmes for whatever reason.

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.

What we found:

Documentary evidence and discussion at the approval visit confirms that the university has a student suspension of studies policy. The LME described the process which will be followed for students on the proposed pre-registration midwifery programme.

Outcome:

Standard met

Date standards met:

Revised outcome:	

Standard 6: Admission with advanced standing	
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.	
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.	
What we found:	
Not applicable to this programme.	
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:	
Documentary evidence and discussion at the approval visit confirms that the university will accept an application for transfer of a student midwife from another AEI providing the relevant Standards for pre-registration midwifery education (NMC,	

2009) relevant to the transfer period are met. The LME confirmed involvement in this process.	
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:	
<p>Documentary evidence confirms that students can 'step off' the proposed pre-registration midwifery programme.</p> <p>Students returning to the programme will be required to complete a new DBS check, health screening and self-declaration of good health and good character.</p> <p>Students who step off the programme who do not successfully complete all programme and NMC Standards and requirements will get a university exit award. The exit awards do not include midwifery in the title and do not provide eligibility for professional registration with the NMC.</p>	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

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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:	
<p>The programme recommended for approval is a full-time three-year programme that comprises a total of 360 academic credits. Year one is 120 credits at level four, year two is 120 credits at level five, and the year three is 120 credits at level six. The award on successful completion of the programme is BSc (Hons) Midwifery which gives eligibility to register as a midwife with the NMC.</p>	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

Standard 10: Length of programme
Article 31(6-7) of EU Directive 2005/36/EC now describes the length of midwifery

programmes in years, months and hours.

The length of a pre-registration midwifery programme of education should be no less than three years (equivalent to 156 weeks full time) and each year shall contain 45 programmed weeks.

Three year direct entry programme – 4,600 hours (minimum requirement)

Where the student is already registered with the NMC as a nurse level one (adult), the length of the pre-registration midwifery programme of education shall not be less than 18 months (equivalent to 78 weeks full time).

Eighteen month midwifery programme (following qualification as an adult nurse) – 3,000 hours (minimum requirement).

What we found:

The programme is three years in length which is clearly stated in the programme documentation. The programme handbook also confirms details of 4600 hours that this is equally split between theory and practice.

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:

The programme handbook details extensive student support from both the university and from the PLPs. This was confirmed at the approval visit and during the practice placement visits. There will be link lecturers who are members of the midwifery

programme teaching team allocated to the three PLP organisations.

In addition, placement leads and practice education facilitators (PEFs) will also support students in all midwifery practice learning environments.

The new PLP organisation maternity area already provides practice learning for student midwives from another AEI and has a NHS trust appointed midwifery lead for training, development and education. This individual will co-ordinate the UoB's student midwives' practice learning experiences and ensure student support processes are accessible.

We were informed that the university operates a proactive personal tutoring scheme for every student, in addition to an enhanced personal tutor who sits at school level to oversee the personal tutor system. UoB is currently piloting a group scheme for peer support involving peer assisted study sessions (PASS). PASS involves higher year student volunteers to work with students throughout their first year, providing a relaxed and informal environment in which students receive support for their studies. The enhanced personal tutor is supervising this pilot.

The proposed pre-registration midwifery programme will adopt the new SSSA (NMC, 2018). Documentary evidence and discussion at the approval visit with the programme team and PLPs confirms partnership working in the implementation and monitoring of the SSSA.

Programme and practice assessment documentation (PAD) reflects the SSSA detailing the roles of practice supervisor, practice assessor and academic assessor. A factsheet developed by Greater Manchester practice education group clearly evidences the changes from the Standards to support learning and assessment in practice (NMC, 2008) to the SSSA, with the specific roles and responsibilities detailed.

All AEIs in the region will adopt the same PAD for pre-registration midwifery programmes. The training and preparation for the specific roles are being undertaken by the PEFs in the PLPs.

Resources to support the new roles are developed and are available on the PARE. Individual preparation will be provided to practice supervisors and assessors by PLFs initially to those assigned to students commencing in the first cohort. There is a guidance handbook for practice supervisors and assessors to support initial preparation.

There are self-declaration forms confirming preparation for the role and knowledge of the pre-registration midwifery programme which must be completed by practice

supervisors, practice assessors and academic assessors before they undertake the specific role. This process will also take place confirming future updating and completion of all mandatory training.	
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 programme handbook and the programme approvals form refer to the BSc (Hons) midwifery three-year programme as 50 percent in practice. There is a breakdown of hours within the programme handbook. However, the theory and practice hours are not clear in the programme weeks. Additionally, the PAD is incomplete and is not provided for the full three years of the programme, therefore assurance is not provided that this standard is met. (Condition two)	
Outcome:	Standard not met
The programme documentation does not detail how the 2300 theory and 2300 practice hours are sequenced throughout the weeks of the programme. Condition two: Provide a clear overview of how 4600 theory and practice hours are achieved throughout the three-year BSc (Hons) midwifery programme. (Standard 12)	
Date standards met:	21 Aug 2019
Revised outcome:	Standard met

Condition two: Programme documentation has been revised. The programme handbook clearly details the 2300 theory and 2300 practice hours spread evenly throughout the three years of the programme. Students will record their practice hours in the clinical attendance record and registers will be kept for theory attendance. The PAD for the full three-years of the programme is now available and had been reviewed. Condition two is now met.

Evidence:

UoB BSc (Hons) midwifery clinical hours recording booklet, August 2019

UoB BSc (Hons) midwifery programme handbook, 21 August 2019

UoB BSc (Hons) midwifery programme allocation overview, 21 August 2019

Standard 13: Scope of practice experience

Where the opportunity is available, students should be involved in supporting women birthing in a variety of settings.

Student midwives must be involved in the care of a small group of women throughout their childbirth experience, including antenatal, intrapartum and postnatal care.

What we found:

Documentary evidence and discussion at the approval visit confirms that students will experience a variety of practice learning experiences including antenatal, intrapartum and postnatal care. Students will also have practice learning in gynaecology, medicine, surgery and neonatal areas.

The programme team and representatives from PLPs confirmed that students will experience the full range of birth settings including midwifery led birth centres, home births, labour wards and operating theatres.

The programme team also confirmed that students will be supported to negotiate specialist elective placements. Assurance was provided that there are UoB policies in place to support students travelling outside the United Kingdom. The LME confirmed that all placements undertaken would be subject to full UoB scrutiny and quality assurance processes prior to agreement of the elective placement.

Student midwives will experience caseload holding throughout the programme. Their experiences of caseload holding, together with a care pathway forms a summative assessment in year two of the programme.

The NIPE is currently part of the clinical practice three module in the final year of the programme, with successful completion forming a summative component of the assessment for this module. At the approval visit one of the PLPs told us they could not provide assurance that the full requirements of the NIPE award could be met. This poses a risk to the students completing the programme successfully. The NIPE is not required in order to meet NMC competencies, therefore the programme team may need to reconsider its inclusion as a summative component. (Recommendation two)

Recommendation two: The university is advised to determine if the NIPE is to be integrated in the programme, and provide a rationale for the decision.

Updated 21 August 2019:

The programme team have reconsidered this and have removed the summative element of the NIPE from the assessment in the clinical practice three module.

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:

Documentary evidence and discussion with the programme team and PLPs confirms

that all students will be supernumerary for the duration of the programme.	
Outcome:	Standard met
Date standards met:	
Revised outcome:	

Standard 15: Assessment strategy
<p>Clinical practice must be graded and be counted as part of the academic award.</p> <p>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.</p> <p>A student midwife shall achieve these standards under the supervision of a sign-off mentor.</p>
What we found:
<p>The midwifery PAD details grading of midwifery practice. All students will be allocated practice supervisors and practice assessors who are currently being prepared in the practice learning areas by the LME, the PEFs and the university placement lead.</p> <p>The academic assessor role will be undertaken by midwifery lecturers in the programme teaching team. There are currently three midwifery lecturers, which includes the LME who is also the programme leader. They will cover the three PLP organisations. The SSSA requires that academic assessors do not assess the same student in consecutive years of the programme. This may be a challenge to meet if student numbers increase. (Recommendation one)</p> <p>The programme documentation identifies progression points in year one and two of the three-year programme. The programme documentation does not differentiate</p>

which progression point is NMC progression point one or end of programme (progression point two). This impacts on the transparency of the mapping of the essential skills clusters to the NMC progression points within the programme documentation. In addition, all practice modules in all three years of the programme state that completion of the NMC essential skills clusters must be met. There is no reference to the requirement that all outcomes have to be achieved and confirmed within 12 weeks of entering the next academic level when it is a NMC progression point. This must be made transparent. (Condition three)

Outcome:	Standard not met
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The programme documentation does not differentiate which progression point is NMC progression point one or end of programme (progression point two). This impacts on the transparency of the mapping of the essential skills clusters to the NMC progression points within the programme documentation. There is no reference to the requirement that all outcomes have to be achieved and confirmed within 12 weeks of entering the next academic level.

Condition three: Identify where the NMC progression points are within the programme and map the essential skills to the progression points. (Standard 15)

Date standards met:	21 Aug 2019
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Revised outcome:	Standard met
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Condition three: The curriculum map and the practice assessment documents for the three years of the pre-registration midwifery programme clearly detail that progression point one is end of year one and progression point two is the end of the programme. The essential skills clusters are clearly mapped to the two NMC progression points. Condition three is now met.

Evidence:

UoB BSc (Hons) midwifery curriculum map, 21 August 2019

UoB BSc (Hons) midwifery programme year one PAD, 21 August 2019

UoB BSc (Hons) midwifery programme year two PAD, 21 August 2019

UoB BSc (Hons) midwifery programme year three PAD, 21 August 2019

UoB BSc (Hons) midwifery programme handbook, 21 August 2019

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:	
We viewed an ongoing achievement record (OAR) document that meets this standard. All PLPs understand the purpose of the OAR as they support midwifery students from other AEs. The roles and responsibilities of the practice supervisor and practice assessor are explicit in the OAR. The practice assessor will use the OAR to inform assessment decisions.	
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 programme team and representatives from PLPs are cognisant of the competencies students must achieve in order to successfully complete the programme and be eligible to enter the professional register as a midwife. However,	

the practice assessment documentation made available before and during the approval event is incomplete therefore this standard is not assured. (Condition four)	
Outcome:	Standard not met
<p>The practice assessment documentation is incomplete therefore this standard is not assured.</p> <p>Condition four: Provide final definitive versions of all programme and assessment documentation, including practice assessment documents and the OAR (Standard 17)</p>	
Date standards met:	21 Aug 2019
Revised outcome:	Standard met
<p>Condition four: The programme team provided PADs for all three years of the pre-registration midwifery programme. The PADs detail the competencies student must successfully complete to be eligible to enter the professional register as a midwife. Condition four is now met.</p> <p>Evidence:</p> <p>UoB BSc (Hons) midwifery programme year one PAD, 21 August 2019</p> <p>UoB BSc (Hons) midwifery programme year two PAD, 21 August 2019</p> <p>UoB BSc (Hons) midwifery programme year three PAD, 21 August 2019</p>	

<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>
<p>What we found:</p> <p>We confirmed there is a good range of relevant resources in the UoB library. In addition, there are well established student support services.</p> <p>The PLPs provided assurance that they have capacity to support UoB students on</p>

the proposed pre-registration midwifery programme. Practice supervisors and assessors will be prepared for their roles to support students.

The midwifery academic teaching team comprises three staff members, of which only one currently has a teaching qualification recorded on the NMC professional register. All the midwifery teaching team have designated responsibilities on other healthcare programmes in the university. The university is advised to keep under continuous review the midwifery teaching resource to deliver the programme. (Recommendation three)

Outcome:	Standard met
Date standards met:	
Revised outcome:	

Evidence and references list

NMC professional register, accessed 3 July 2019
 UoB strategic approval form, undated
 UoB programmes approval form two, undated
 UoB midwifery degree steering group meeting minutes 16 July 2018, 24 September 2018, 22 October 2018, 27 November 2018, 19 January 2019, 21 March 2019
 UoB BSc (Hons) midwifery cohort programme handbook, undated
 UoB BSc (Hons) midwifery programme handbook 2020-2023 cohort, undated
 UoB BSc (Hons) midwifery curriculum map, undated
 UoB practice development portfolio, undated
 UoB practice assessment document (PAD) level 4, undated
 UoB midwifery PAD year one, undated
 UoB midwifery PAD year two, undated

UoB midwifery PAD year three, undated
UoB BSc (Hons) midwifery record of statutory experience, undated
UoB OAR (midwifery) document, undated
UoB Clinical placement document, undated
UoB midwifery practice placement handbook, undated
UoB midwifery programmes, clinical hours, undated
UoB Handbook for practice supervisors and assessors, undated
UoB Caseload management (student guidelines), undated
UoB Drugs management workbook, undated
UoB Infant feeding handbook, undated
UoB NIPE workbook, undated
UoB Statutory experience book, undated
UoB pre-registration interviews midwifery updated 2018
UoB MDW 4001 Principles of Midwifery practice, 22 May 2019
UoB MDW 4002 Accountability and Professionalism, 22 May 2019
UoB MDW 4003 Promoting Health Throughout the Pregnancy continuum, 27 May 2019
UoB MDW 4004 Clinical Practice one, 27 May 2019
UoB MDW 5001 Wider Approaches to Global health, 27 May 2019.
UoB MDW 5002 Enhancing Midwifery Skills, 27 May 2019
UoB MDW 5003 Integrated Healthcare, 30 June 2019
UoB MDW 5004 Clinical practice two, 27 May 2019
UoB MDW 6001 Embedding Woman Centred Care/evidence Based project, 27 May 2019
UoB MDW 6002 Advanced Midwifery Skills, 27 May 2019
UoB MDW 6003 Leadership in Midwifery, 27 May 2019
UoB MDW 6004 Clinical Practice three, 27 May 2019
Greater Manchester (GM) Graduate Workforce group Supervision and Assessment in practice workstream agendas, 12 December 2018, 15 January 2019, 4 February 2019
NMC SSSA standards information sheet, 6 February 2019
GM practice education group factsheet changes to practice learning, April 2019
GM Midwifery education group terms of reference, undated
GM practice assessor handbook, December 2018
GM implementation for new SSSA roles, 1 April 2019

GM Self declaration academic assessor form, 1 April 2019
GM Self declaration practice assessor form, 1 April 2019
GM Self declaration practice supervisor form, 1 April 2019
UoB Staff curricula vitae and responsibilities in midwifery, undated
UoB Service User and carer involvement initiative, undated
UoB Service user involvement (SUI) initiative August 2019
UoB service user attendance, 6 March 2019
UoB Service user recruitment and selection training workshop slides, undated
UoB SUI training and workshop programme 11 April 2019
Educational placement audit one to one midwives, 6 November 2017
Placement visit Bolton NHS Foundation Trust 4 July 2019
Placement visit Lancashire Teaching Hospital Trust, Preston, 4 July 2019
Placement visit One to One midwives, Warrington, 4 July 2019
Meeting with programme development team, 5 July 2019
Meeting with students, 5 July 2019
Meeting with service users and carers involved in programme development, 5 July 2019
Meeting with representatives from PLPs and employers, 5 July 2019
UoB pre-reg interviews running order, undated
UoB procedure for the support of under 18 years of age, undated
UoB Suspension of students policy, undated
To support conditions:
UoB faculty of health and wellbeing guidance document service users initiative, August 2019, 21 August 2019
UoB self-declaration of equality and diversity training, August 2019
UoB faculty of health and wellbeing service user training workshop, undated
UoB faculty of health and wellbeing values-based student recruitment, 21 August 2019
BSc (Hons) midwifery clinical hours recording booklet, revised August 2019
UoB BSc (Hons) midwifery programme handbook, revised 21 August 2019
UoB BSc (Hons) midwifery programme allocation overview, revised 21 August 2019
UoB BSc (Hons) midwifery curriculum map, revised 21 August 2019
UoB BSc (Hons) midwifery programme year one PAD, revised 21 August 2019

UoB BSc (Hons) midwifery programme year two PAD, revised 21 August 2019
UoB BSc (Hons) midwifery programme year three PAD, revised 21 August 2019
BSc (Hons) midwifery practice placement handbook, revised 21 August 2019

Personnel supporting programme approval

Members of Approval Panel

Chair
External midwifery advisor, University of Lincoln
Internal academic advisor
student representative
Service user representative
NMC QA visitor

Programme Presenters

UoB LME
UoB dean of faculty
UoB head of school
UoB practice experience quality lead
Deputy of nursing, midwifery and AHP director Lancashire Teaching Hospitals
Divisional midwifery and nursing director, Lancashire Teaching Hospitals
Deputy head of midwifery, Bolton Foundation Trust
Learning Lead, One to One Midwives
Head of apprenticeships development
Lecturer x 3, midwifery
Senior lecturer midwifery
Associate Lecturer clinical simulation
Academic librarian

Were any service providers visited?

Princess Anne Maternity Unit, Bolton NHS Foundation Trust
Preston Hospital, Lancashire NHS Teaching Hospitals Trust
One to One Midwives, Warrington

Meetings with others					
Mentors / sign-off mentors		12			
Practice teachers					
Service users / Carers		18			
Practice Education Facilitator		6			
Director / manager nursing					
Director / manager midwifery		4			
Education commissioners or equivalent					
Designated Medical Practitioners					
Other (please specify)		10			
<p>Co-ordinator and team leader central delivery suite Health care assistants x 5 (prospective MDAs) Specialist midwife for education and clinical skills Head of placement for student support Practice development midwife Lead midwife for screening</p> <p>If there were no representatives present during the approval event please state why:</p>					
Meetings with students					
Nursing					
Adult		Year 1	Year 2	Year 3	Year 4
		1		1	
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		
	2	4	1		
Midwifery (18 month)	Year 1	Year 2			
SCPHN	HV	SN	OH	FHN	RPHN
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					
UoB self-assessment report, 2018-19					

Care Quality Commission report Springfield Manor Gardens, 9 October 2018

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Issue record

Author:	Nicola Clark	Date:	21 Aug 2019
Checked by:	Judith Porch	Date:	15 Sep 2019
Approved by:	Leeann Greer	Date:	18 Sep 2019