

## INSTITUTION-LED SUBJECT REVIEW: SCHOOL OF NURSING AND MIDWIFERY

29-31 October 2019

### EXECUTIVE SUMMARY

Institution-Led Subject Review (ILSR) is the University's process to formally review and plan future enhancement of its taught provision leading to academic awards. The School of Nursing and Midwifery, one of eleven cognate Schools within the University, delivers the following subject areas, which were the focus of the ILSR:-

- Midwifery
- Nursing
- Paramedic Practice

An ILSR event was organised by the University including an invited Panel comprising external academic experts and practitioners, a Student School Officer from another School, and senior members of staff from other Schools. The Assistant Chief Academic Officer convened the event during which the Panel met with a range of stakeholders including: the School's senior team, academic staff; support staff; students; volunteer patients; alumni; and employers. In addition, a meeting was included in the programme on a School staff led session on strategic subject approaches to learning and teaching, including poster presentation snapshots/case studies of good practice.

After due consideration of the documentation and following discussions at the event, the Panel **confirmed** that it was satisfied that the School had provided an effective, comprehensive and reflective account of its current situation. Furthermore, the Panel **confirmed** that the School had effective quality assurance arrangements in place. The Panel also identified a number of **recommendations** and **commendations** based on issues raised in the *Reflective Analysis* and discussions at the event as follows:-

#### Commendations

- (i) The School's continued ability to deliver successful course provision and increase levels of student satisfaction, as evidenced in the National Student Survey (NSS), over a period where student numbers increased by 25% and with constrained resources. This was particularly evident in relation to the pre-registration Nursing provision.
- (ii) The dedication of the staff to the courses as evidenced during the discussions with staff and supported by discussions with students.
- (iii) Innovations in teaching and learning from across the Nursing and Midwifery provision as showcased during the snapshot/case studies of good practice session.
- (iv) Interprofessional learning (IPL) model operated within the University which brought eleven health and social care professions together and was focused on specific achievement rather than simply being a process.
- (v) Initiatives undertaken by the Nursing team around mental health and the promotion of these initiatives both within the School and to the wider University, for example Mental Health Movie Monthly.

- (vi) Engagement with the School of Health Sciences' DipHE Wellbeing and Enablement course to help develop a band 3 and 4 workforce that could operate across the different fields of practice and help alleviate some of the workforce pressures currently being experienced.
- (vii) Development of the ICRGU Foundation in Nursing pathway as an avenue for admission of international students to the BNursing/BNursing (Hons).
- (viii) Work of the Midwifery team in recent years in raising the School's profile at a national level.
- (ix) Achievement of UNICEF UK Baby Friendly Initiative (BFI) status for the BMidwifery course and its wider integration across the School's provision with a longer term goal of rolling it out across the University.
- (x) The embedding of mental health education and awareness across the BMidwifery course provision, including perinatal mental health.
- (xi) Development and incorporation of Relaxation Training for Student Midwives (RTSM) into the BMidwifery course with the aim of reducing students' stress and 'building emotional resilience/intelligence and enable[ing] them to apply the learnt techniques into their professional practice' (*Reflective Analysis*, p67).

### Recommendations

- (i) The Panel **recommended** that the School take an active, *leading* role in workforce planning and engage with its partners in practice at a strategic level and consider innovative solutions to assist them in meeting the needs of the future health and social care environment. (Workforce Planning)
- (ii) The Panel **recommended** that the School revisit its strategy to take into account the discussions held at the ILSR, namely the growth in student numbers, the School's lead role in workforce planning, unique selling points, distinct subject areas and sharing of practice. (School Strategy)
- (iii) The Panel **recommended** that the Lead Midwife for Education (LME) be included as a member of the Senior Team thereby providing Midwifery with appropriate prominence and seniority within the School structures. (Senior Team)
- (iv) The Panel **recommended** that the School fully adopt remote and rural as an underpinning philosophy and strapline across the School and that it more actively promoted it as a key USP. (Unique Selling Points (USPs))
- (v) In light of the Scottish Government's increasing allocation of student nursing numbers, it was **recommended** that the School identified a model of delivery which would accommodate the additional numbers whilst still providing a good quality student experience.

The Panel also strongly **recommended** that the School give serious consideration to a two intake model for its undergraduate Nursing provision as it could prove highly instrumental in addressing staff shortages. The School was encouraged to be solution focused and radical in its thinking around the two intakes. (Nursing)

- (vi) The Panel noted the School's intention to actively support the market need in relation to Midwifery masters provision and **recommended** the School pursue this intention, particularly given that there was an obvious willingness amongst the Midwifery team to develop such provision. (Midwifery)
- (vii) The Panel congratulated the School on the successful tendering outcome for BSc Paramedic Practice provision for implementation in September 2020. It was understood

that this provision would be quite distinct from the School's current Paramedic Practice provision relating to the collaborative arrangement with the Outreach Rescue and Medic Skills (ORMS). In considering the School's current Paramedic Practice provision the Panel noted that the course was approved for three intakes per academic session but that recruitment had continued to fall significantly short of target since the Validation of the course in Session 2016-17. The Panel, therefore, **recommended** that the School review the viability of this collaborative arrangement in going forward. (Paramedic Practice)

- (viii) To assist the School in going forward, the Panel **recommended** that the School prepare an international and commercialisation strategy, which incorporated social enterprise, and clearly aligned with the [University Strategy](#). (Internationalisation and Commercialisation)
- (ix) The Panel wished to highlight the importance of health and wellbeing for the good of the students. Imbuing students with an increased awareness of health and wellbeing would be beneficial to the students personally but would also enhance their practice by feeding into their engagement with patients. The Panel, therefore, **recommended** that health and wellbeing be incorporated into the curriculum and that the good practice of staff supporting each other be continued and shared across the provision. (Staff and Student Wellbeing)
- (x) Relaxation Training for Student Midwives (RTSM) and the mental health and mindfulness initiatives were specifically identified by the Panel as two examples of good practice which could be shared across the wider School. Furthermore, the Panel **recommended** that the School explore the potential viability of these particular areas as commercial opportunities for the School. (Sharing of Practice)
- (xi) The Panel **recommended** that the School analyse the PULSE metrics to identify how many staff and students were accessing the newsletter. This would either provide the School with assurances that PULSE was being accessed by the majority of students and was an appropriate means of communication or it would provide evidence that there was limited engagement with PULSE and allow the School to focus its efforts on alternative, more appropriate, means of communication.

The Panel **recommended** that the School more actively promote the staff student liaison events and consider the inclusion of such activities as practice hours. (Communication)

- (xii) The Panel commended the School's activities in improving student satisfaction over the period since the last review but **recommended** that further detailed work be undertaken with the students in order to fully understand the issues that were leading to lower levels of satisfaction with a view to implementing actions as appropriate. (Student Feedback)
- (xiii) The Panel **recommended** that the School sought to appoint a Professor of Midwifery as a priority and also give some thought to how paramedic practice would be accommodated within the School's research strategy going forward. (Research)
- (xiv) The Panel **recommended** that the School take appropriate time to consider the School title and that in doing so the School be mindful of:
  - existing School names within the University;
  - the benefits of having 'nursing' within the School title for international recruitment purposes; and
  - NHS Grampian's pursuit of [Magnet](#) recognition and the potential influence it might have on the School's name. (School Name)