

# Preceptorship – Launching iHV UK Preceptorship Framework for Health Visitors



**#iHVInsights**

**26 September 2024**

# Welcome



**Make the most of the opportunity**



**Feedback**

participate in the poll or contact us at: [events@ihv.org.uk](mailto:events@ihv.org.uk)



**Enjoy the whole hour**



**Hashtag X (formally Twitter) - #iHVInsights**



**Ask** - type your questions to the panel as you think of them during the presentations – use the Q&A function:

- **Name of presenter** you would like to answer your question
- Brief **question**
- **Your name** (if you wish to do so)



**Continue your CPD:**

- Access recording of live session after the event on our website (no recording on other devices is allowed)
- Attendance at this event and engagement with the iHV reflection template will support you with demonstrating CPD activities that align to the 2022 NMC Standards for Proficiency for SCPHN Health Visiting.

**The Institute of Health Visiting is a charity and academic body. Its core purpose is:**

To improve outcomes for children and families and reduce health inequalities through strengthened health visiting services

# Agenda

## Welcome

**Karen Whittaker** - Senior Education and Workforce Lead, iHV

## Guest speakers

**Lynne Reed** - Deputy Director 0-19 Clinical Programmes Unit, Chief Public Health Nurse Directorate

**Amanda Holland** - iHV Professional Service Lead Project Lead and author of the iHV Preceptorship Framework for Health Visiting

**Marian Judd** - Practice Lead/Health Visitor, HCRG Care Group, Wiltshire Children's Community Service and co-author of the iHV Preceptorship Framework for Health Visiting

**Barbara Keenan** - Clinical Educator for Health Visiting, Belfast Health and Social Care Trust, Northern Ireland

**Dale Wilkinson** - Clinical Practice Educator for Health Visiting, Aneurin Bevan University Health Board, Wales

**Tania Ferguson** - Health Visitor Team Lead, Hawick, Scottish Borders Health and Social Care Partnership. Representing the Queen's Nursing Institute, Scotland

**Betheny Oakes** - Professional Lead for Practice Education, Swindon Borough Council, England and iHV Health Visitor Advisory Forum co-chair

## Q&A with Speakers

## Close and Evaluation



Type your questions as you think of them during the presentations

Use the Zoom Q&A function

- **Name of presenter** you would like to answer your question
- **Brief question**
- **Your name** (if you wish to do so)

**Next:**  
**Lynne Reed**

Deputy Director 0-19 Clinical  
Programmes Unit, Chief Public Health  
Nurse Directorate

**#iHVInsights**



Type your questions as you think of them during the presentations

Use the Zoom Q&A function

- **Name of presenter** you would like to answer your question
- **Brief question**
- **Your name** (if you wish to do so)

**Next:**

**Amanda Holland**

iHV Professional Service Lead Project Lead

**Marian Judd**

Practice Lead/Health Visitor, HCRG Care Group, Wiltshire Children's Community Service

**#iHVInsights**

# Institute of Health Visiting (iHV)

## UK Preceptorship Framework for Health Visiting

**Amanda Holland** - Professional Services Lead, Institute of Health Visiting

**Marian Judd** - Health Visitor and Practice Lead, HCRG Care Group, B&NES and Wiltshire Children's Community Services, England and Co-Chair of iHV Practice Education Network

# Background

## Current situation

Health visitor numbers fall - millions of babies, children and families are supported while others miss out



- Significant reductions in the health visiting workforce
- Challenges to recruitment and retention
- Health visiting services looking for ways to reduce the disruption and financial cost of a high staff turnover

**The provision of effective preceptorship can improve recruitment and retention**



State of Health Visiting, UK survey report

Millions supported as others miss out

10th iHV Annual Health Visiting Survey: data year ending November 2023

Publication date: 18 January 2024

# What is preceptorship?

A structured start for a newly qualified practitioner



Welcomes and integrates practitioners into their new roles and place of work



Varies in length to meet the needs of the preceptee



© Institute of Health Visiting 2024

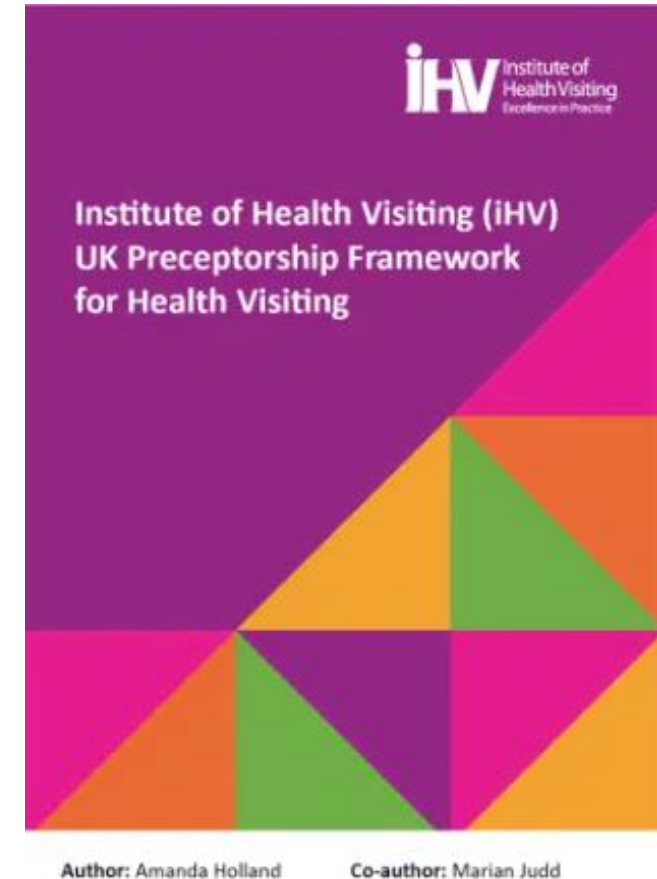
Preceptorship provides the basis for lifelong reflection, and the ability to self-identify CPD needs



# Aim: To co-develop an iHV UK Preceptorship Framework for Newly Qualified Health Visitors/Return to Practice

## Objectives:

- Co-develop a high-quality preceptorship framework for health visiting outlining best practice standards across the 4 nations.
- Provide guidance on core principles of preceptorship for health visitors.
- Support the development of effective preceptorship programmes across all organisations employing health visitors.
- Provide support for newly qualified health visitors/return to practice, during the preceptorship period.
- Provide guidance to enable a good learning environment.
- Develop a framework that is adaptable and flexible to meet individual learning needs.
- Focus on individual wellbeing.



# Project plan

## Timeline – July 2023 to September 2024



### Inception stage

- Established governance
- Working group – 26 stakeholders
- Steering group – 20 stakeholders



### Scoping stage

- Desk top rapid review of research and current preceptorship frameworks/programmes across the UK
- Present findings - internal/external meetings



### Development stage January 2024 to August 2024

- 7 Working group meetings
- 3 steering group meetings
- Development and stakeholder review/feedback of working documents
- Proofreading/ design

# Key themes

Preceptee led,  
flexible and adaptable,  
protected time

Health and wellbeing

Growing  
Embedding  
Thriving

Enabling a good learning  
environment

NMC 2018 The Code  
NMC 2022 Standards for  
Specialist Community  
Public Health Nursing

Newly qualified health  
visitors,  
return to practice health  
visitors,  
new to role/area

Continuing professional  
development/lifelong  
learning

Psychological  
safety/freedom to speak  
out/up

Leadership  
Research  
Supervision  
Reflection

Intermediate practice  
Co-working  
Roles and responsibilities

Compliment existing  
relevant country  
legislation, statutory  
arrangements,  
organisation policy and  
procedures

Sign-up by all  
organisations employing  
health visitors across the  
UK to use the Framework

# iHV UK Preceptorship Framework for Health Visiting 2024

The **iHV UK Preceptorship Framework for Health Visiting** provides:

- A **Preceptorship Framework** to support best practice for preceptorship programmes for health visitors
- A professional development tool that can be applied to those transitioning to a **new role/new area**
- A valuable overview of the research, evidence and policy on preceptorship

**Practical guidance including:**

- key ingredients of an effective preceptorship programme
- **the iHV Preceptorship Gradient of:**



Growing

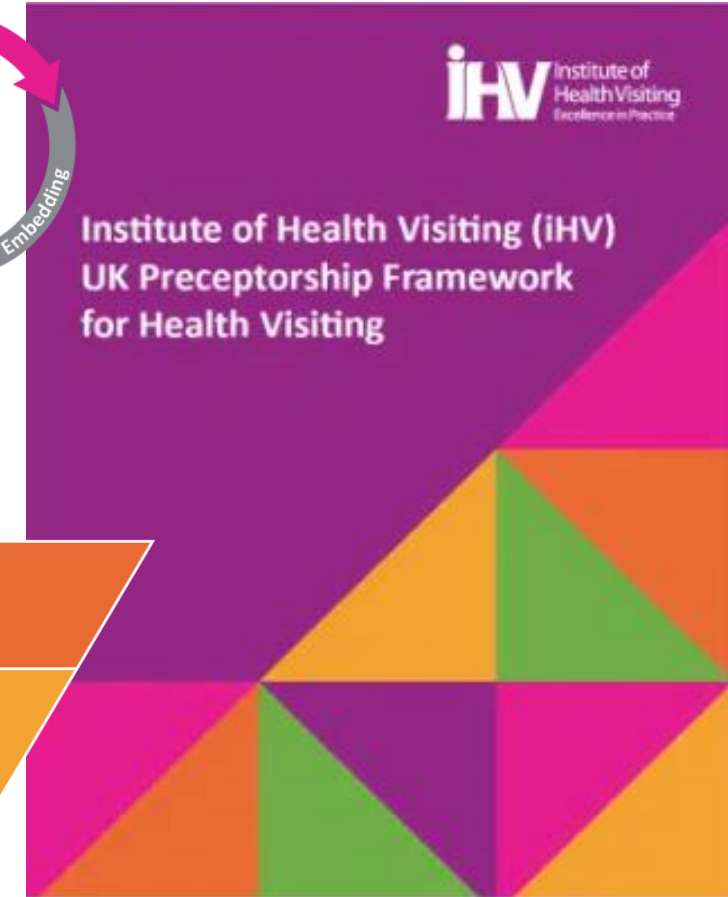
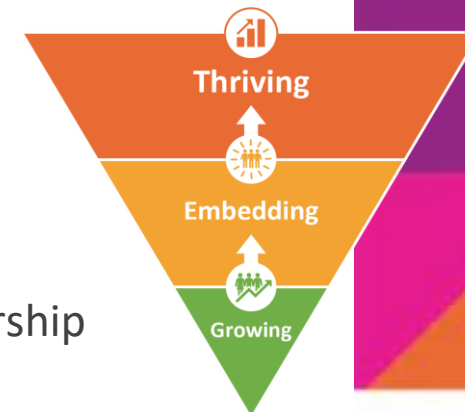
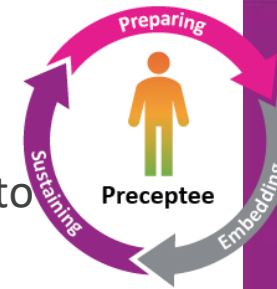


Embedding



Thriving

- **the iHV Hierarchy of Learning Needs** – fundamental needs and motivations that drive, support and enable a positive preceptorship experience
- **examples of outputs and outcomes of a preceptorship programme, and ...**



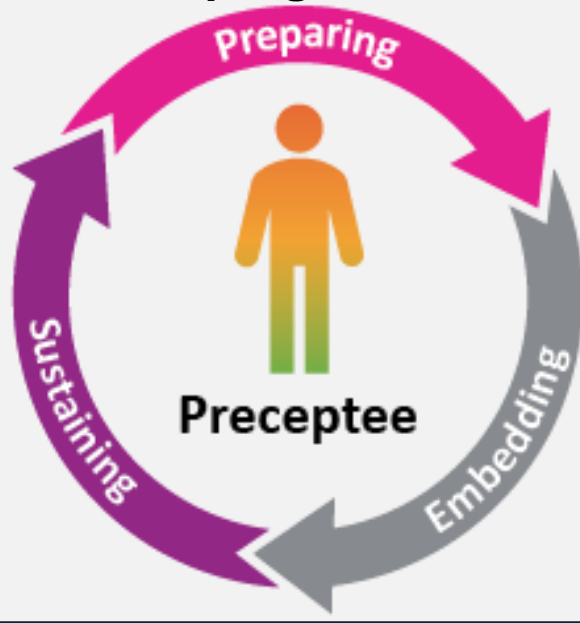
Author: Amanda Holland

Co-author: Marian Judd

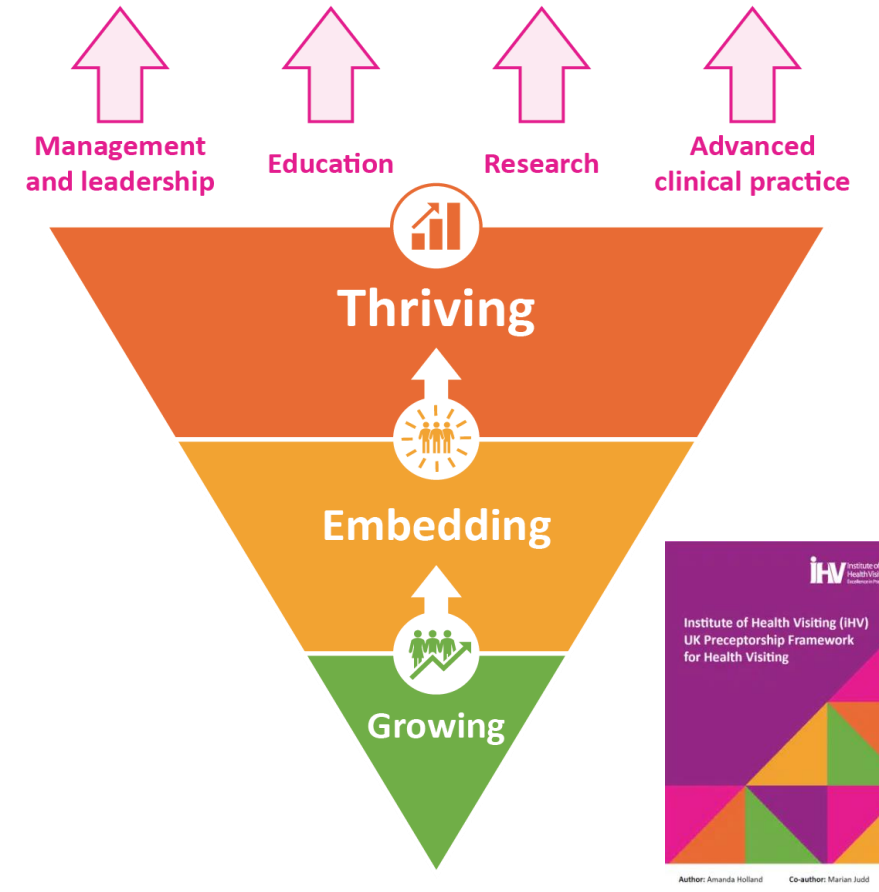
# iHV UK Preceptorship Framework for Health Visiting 2024

## A Framework for implementation and quality assurance

### 3 – Phase model for Preparing, Embedding and Sustaining an effective preceptorship programme



## Advanced Health Visitor Practice



### Charter and Maturity Matrix



Maturity Matrix for Enabling a Good Learning Environment

**Authors:**  
 Dr Sarah Willshaw, Education and Workforce Lead, Institute of Health Visiting  
 Julia Gilhean, Deputy Professional Officer, SAPHHS  
 Associate Professor Malvina Hayward, Academic Advisor and Committee Member, SAPHHS  
 Publication date: July 2024

# Stakeholder feedback

## Benefits of the iHV UK Preceptorship Framework for Health Visiting

- **Acknowledges the high level of skills and knowledge required to thrive in health visiting**
- **Preceptee led**
- Marked a **pivotal moment** for our local organisation
- Addresses **long-standing need** for a **comprehensive guide**
- Supports **consistency**
- **Standardised** approach
- **Elevates the quality** of support
- Provides **preceptorship fit for practice**
- **Future focused** achieving the **triple E**
- **Compliments** local policies and procedures
- **Flexible guidance, progressive and welcoming**
- **Embeds a culture of wellbeing and support**
- Embraces the need to **foster positive cultures** and **psychological safety**

## Personal experience

- **Enjoyment**
- **Thank you for the opportunity**
- **Privilege to be involved**
- **Invaluable experience**
- **Interesting and informative collaboration**
  - **Proud to play a part in its creation**
- **Pleasure to be invited and actively involved**
- **Involvement fostered a sense of ownership and commitment**
- **Fantastic to network with everyone involved**

## Personal development

- **Learnt so much through networking with others across the UK**
- **Learnt so much about others' views on preceptorship**
- **Enabled reflection on organisation's preceptorship arrangements and what can be done better**

# Next steps

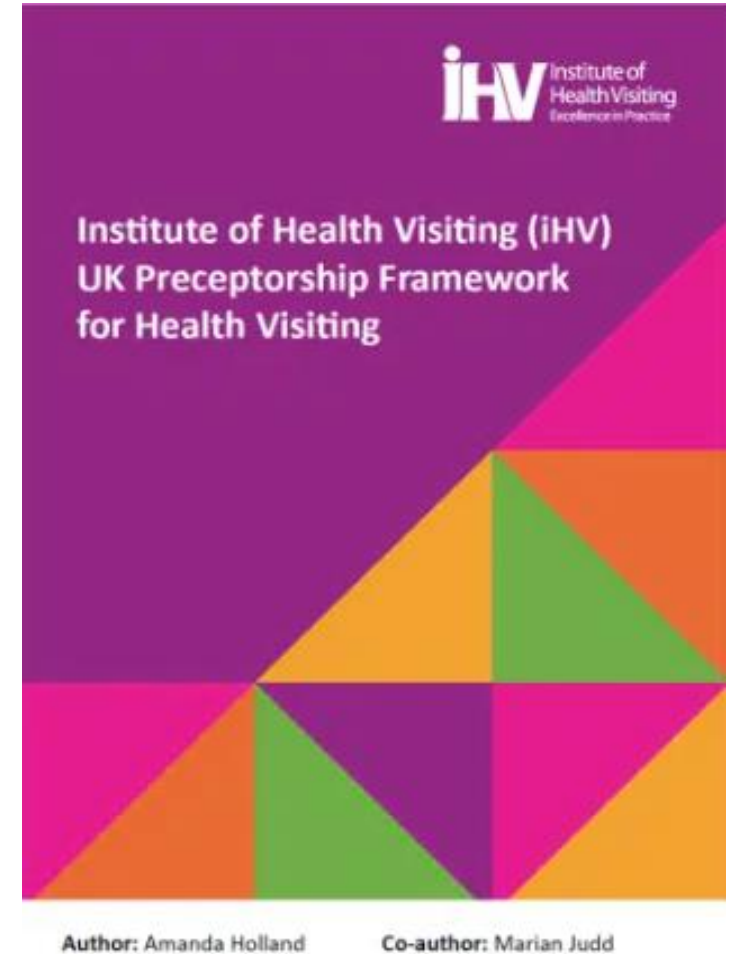
## All organisations employing health visitors are recommended to implement this new iHV UK Preceptorship Framework for Health Visitors

The iHV UK Preceptorship Framework is a very positive development and one of the most important and timely publications on this topic in recent years.

The iHV seeks to achieve consensus, with organisations employing health visitors actively supporting the **iHV UK Preceptorship Framework** and ‘**signing-up**’ to use the Framework in developing locally agreed programmes, as part of their organisation's quality strategy.

### Question

Do you think it would be helpful to have a national group such as a community of practice or an implementation group to support you with implementing the iHV UK Preceptorship Framework for Health Visiting within your localities?





Type your questions as you think of them during the presentations

Use the Zoom Q&A function

- **Name of presenter** you would like to answer your question
- **Brief question**
- **Your name** (if you wish to do so)

**Next:**

**Barbara Keenan**

Clinical Educator for Health Visiting,  
Belfast Health and Social Care Trust,  
Northern Ireland

**#iHVInsights**



WHAT INTERESTED ME IN BECOMING INVOLVED IN THE CO-DEVELOPMENT OF A UK PRECEPTORSHIP PROGRAMME FOR HEALTH VISITORS



THE SENIOR NURSING IMPLEMENTATION OF A STANDARD OPERATIONAL DOCUMENT TO SUPPORT PRECEPTORSHIP



SCPHN HV STANDARDS AND REVALIDATION OF APPLIED EDUCATIONAL INSTITUTES IN NI IN KEEPING WITH THE NEW MASTERS LEVEL 7 POST GRADUATE DIPLOMA.



DOH NI PRECEPTORSHIP FRAMEWORK



ATTENDANCE AT WORKSHOPS



PARTICIPATION AND INVOLVEMENT DURING AND AFTER WORKSHOPS



4 NATION INVOLVEMENT WHAT STOOD OUT FOR ME AND WAS RELEVANT TO NI



TRANSITION FROM SCPHN HV TO AUTONOMOUS PRACTITIONER



HOW WILL THE IHV UK PRECEPTORSHIP FRAMEWORK FOR HEALTH VISITING SUPPORT AND GUIDE THE 4 NATIONS ORGANISATIONAL POLICIES AND PROCEDURES.



WHAT ARE THE BENEFITS



***THANK YOU***



Belfast Health and  
Social Care Trust

caring supporting improving together



Working together



Excellence



Openness & Honesty



Compassion

**HSC Values**



Type your questions as you think of them during the presentations

Use the Zoom Q&A function

- **Name of presenter** you would like to answer your question
- **Brief question**
- **Your name** (if you wish to do so)

**Next:**

**Dale Wilkinson**

Clinical Practice Educator for Health Visiting, Aneurin Bevan University Health Board, Wales

**#iHVInsights**

# My Involvement

- 4 Nations collaboration in the working group
- Opportunity to influence policy
- Learning from others
- Reflective practice
- Aligning personal and professional interests



GIG  
CYMRU  
NHS  
WALES

Bwrdd Iechyd Prifysgol  
Aneurin Bevan  
University Health Board

# Utilising the Framework

## Local

- Integrate and reference key elements into local SOP
- Supporting and enabling preceptees and preceptors
- Enabling opportunities to influence throughout the public health nursing agenda

## National

- Promote and share the framework with the wider network- All Wales Working Groups
- A universal offering
- Key component of retention and recruitment strategy
- Offers the opportunity to give parity to newly registered HVs and newly registered nurses



GIG  
CYMRU  
NHS  
WALES

Bwrdd Iechyd Prifysgol  
Aneurin Bevan  
University Health Board

# The Future

- Individualised and compassionate environments for learning
- Preceptorship framework which is adaptable to health visitors of all levels of experience
- Structured approach for organisations to support health visitors with career and/or practice aspirations
- Increasing resilience and wellbeing in the health visiting workforce
- Recognition of the uniqueness of health visiting in comparison to other nursing and SCPHN professionals



GIG  
CYMRU  
NHS  
WALES

Bwrdd Iechyd Prifysgol  
Aneurin Bevan  
University Health Board



Type your questions as you think of them during the presentations

Use the Zoom Q&A function

- **Name of presenter** you would like to answer your question
- **Brief question**
- **Your name** (if you wish to do so)

**Next:**

**Tania Ferguson**

Health Visitor Team Lead, Hawick, Scottish Borders Health and Social Care Partnership. Representing the Queen's Nursing Institute, Scotland

**#iHVInsights**

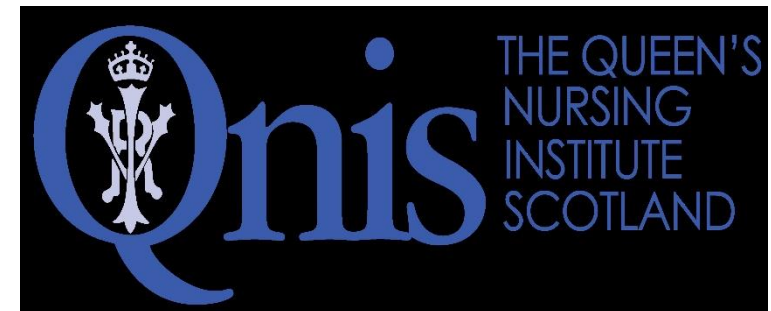
# My involvement

- I was invited by QNIS as a Queen's Nurse to be their representative on the steering group.
- Queen's Nurses are agents for health improvement and catalysts for social change.
- The Queen's Nurse programme enhanced my leadership skills and understanding of the components that lead staff to flourish.
- It was rewarding and refreshing to be part of the steering group, with the value and enthusiasm evident to better support HV's as they come out of training and into practice.



# Why it was important to be involved

- As part of the steering group I felt I could contribute most to the importance we should place on creating environments which support healthy and flourishing HVs. With equal emphasis on the organisations responsibility in this process.
- In these challenging times we need to ensure our HV trainees are robustly supported through the transition into the HV role.
- Wellbeing is a journey and self care is vital and in itself can feel challenging. The framework provides a road map.
- Robust preceptorship is invaluable to future proof our service, with increasing demands and challenge comes the need for high support.



# How this Framework will contribute to NHS Borders arrangements for a best practice standard of preceptorship of health visitors

- The Practice Assessors and Supervisors in NHS Borders will utilise the framework to shape their existing model.
- It will reinforce the importance of support and investment in staff development in building safe and flourishing workplaces.
- Whilst it has been created for HVs we will explore its use by our SN trainees.
- Liaison with Scottish National Leads Network to promote national adoption of the Framework.
- The Framework supports the operationalisation of our Safer Staffing Legislation [Health and Care \(Staffing\) \(Scotland\) Act 2019: overview - gov.scot \(www.gov.scot\)](https://www.gov.scot/Topics/healthcare/legislation/health-care-staffing-scotland-act-2019/overview)





Type your questions as you think of them during the presentations

Use the Zoom Q&A function

- **Name of presenter** you would like to answer your question
- **Brief question**
- **Your name** (if you wish to do so)

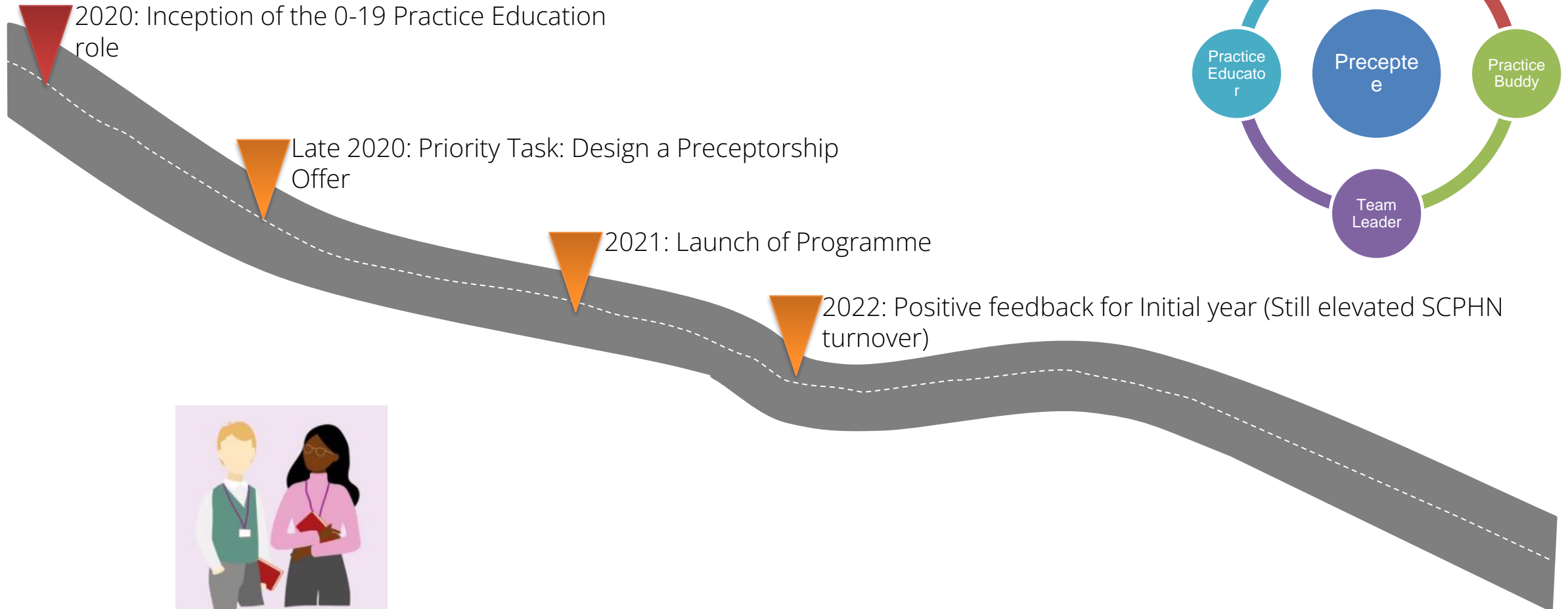
**Next:**

**Betheny Oakes**

Professional Lead for Practice Education,  
Swindon Borough Council, England and iHV  
Health Visitor Advisory Forum co-chair

**#iHVInsights**

# Our journey on the road to preceptorship



**iHV Corporate Membership**

0-19 Public Health Nursing Service



# Our journey on the road to preceptorship

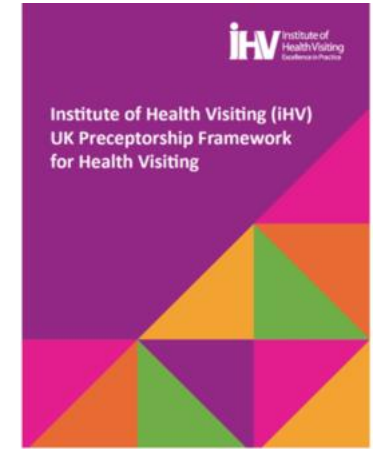
2023: Programme continues, very positive feedback received  
Professional Lead Role developed: more investment in education

Late 2023: iHV announce National Framework Plans

2024: SBC have a voice - member of framework working group - intelligence shared

Today:  
**Launch**

Next...  
A Local Review



**Charter for Enabling a Good Learning Environment**

In our unrelenting pursuit of excellence, we are dedicated to cultivating a dynamic learning environment. This charter represents our collective commitment to fostering an atmosphere where learning not only thrives but also becomes a cornerstone of our identity. We pledge to uphold the highest standards of professionalism, inclusivity, and continuous improvement in all aspects of our work, ensuring that our commitment to learning is an integral part of our organizational ethos. We support the eight principles as ideas for enabling a good learning environment.

**Leadership for excellence**  
Enable a positive learning culture by supporting professional, ethical and compassionate leadership in supervision and assessment. Ensure named leadership for supporting learning in practice across the organization.

**Effective communication**  
Foster clear, welcoming communication that introduces staff, settings and expectations. Accessible induction and pathways of support. We commit to culturally competent language.

**Enable learning through supportive supervision and teaching**  
Ensure named supervisor allocation, with relevant knowledge and skills. Endorse a focus on development rather than discipline. Protect time for induction learning, experiential practice and reflection. Recognize differences in learning preferences. Enable supervisors to work to individual learning plans and student need and relevant curricula.

**Assessment strategies for progress monitoring**  
Enable protected time for assessment. Provide support and training for assessors. Endorse approaches using constructive feedback, clearly defined and use of support pathways. Facilitate colleagues to work to agreed models for assessment. Enable assessors time to observe, discuss and liaise with supervisors. Enable practice and academic assessors to work together as necessary. Celebrate success.

**Equality and anti-discriminatory practice**  
Uphold respect for individuals, recognize intersectionality and right to equality. Establish and promote Freedom to Speak Out mechanisms. Support cultural competence and inclusive learning approaches.

**Interprofessional collaboration for learning**  
Put in place mechanisms for interprofessional collaboration across settings and institutions to support a holistic learning experience. Work with agreed models for learning and assessment.

**Safety and continuous improvement**  
Prioritize health and safety, with a focus on continuous improvement addressing leadership, communication and innovation in practice. Uphold respect for individuals, recognize intersectionality and right to equality. Establish and promote Freedom to Speak Out mechanisms. Support cultural competence and inclusive learning approaches. Develop and provide space for restorative practice. Provide preceptorship.

**Quality improvement and innovation informed by evidence**  
Encourage active engagement with research and evaluation to inform best practice. Enable implementation of evidence to enhance the quality of teaching and learning. Support the personal professional development needs of colleagues in line with professional regulatory requirements.

**Supportive Learning Environment**

© Institute of Health Visiting 2024

0-19 Public Health Nursing Service



# Q&A



We will aim to answer as many questions as possible during the live session.

Use the Q&A function:

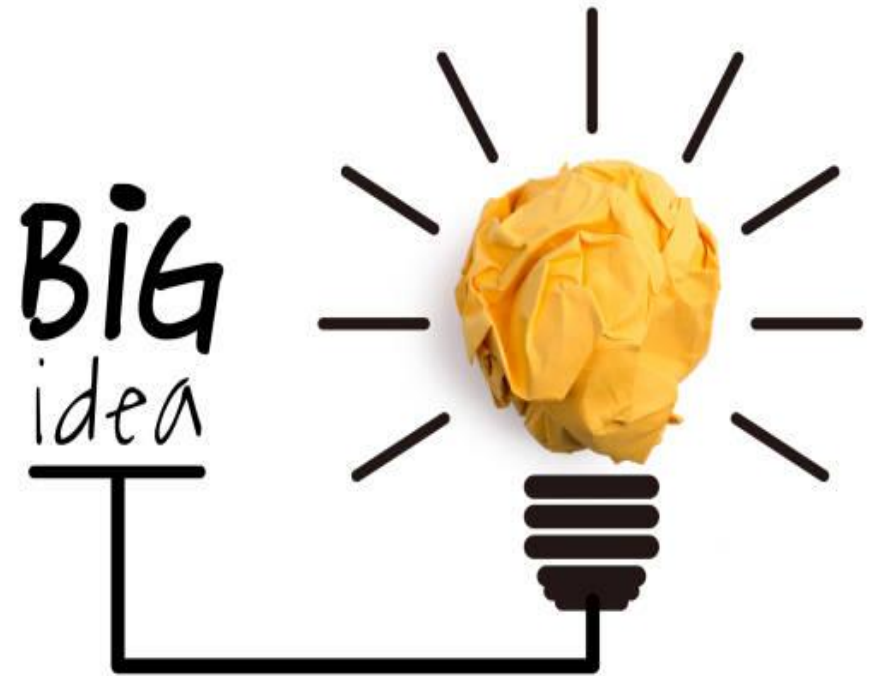
- **Name of presenter** you would like to answer your question
- Brief **question**
- **Your name** (if you wish to do so)

# Over to you:

Help us to tailor our events to meet **your** needs!

- Submit your anonymised responses to the poll
- What more can we do to support you in your practice?

Email [events@ihv.org.uk](mailto:events@ihv.org.uk) with any suggestions



# Thank you so much for joining us



## Continue your CPD!

After this event you will be able to access the following resources on the iHV website:

- A recording of this live session (no recording on other devices is allowed)
- This slide set
- Links and background reading
- A link to download a Record of Attendance & reflection template

Log in at [www.ihv.org.uk](http://www.ihv.org.uk) and head to the Insights page

# Future iHV Member Benefit Event Dates

- **16<sup>th</sup> Oct** | SCPHN Student HV Networking
- **22<sup>nd</sup> Oct** | Practice Education Networking: Meeting the NMC standards of proficiency for SCPHN-HV – with special focus on Genomics
- **24<sup>th</sup> Oct** | iHV Insights - Health visiting supporting families experiencing poverty
- **21<sup>st</sup> Nov** | iHV Insights - Launch of the iHV Motor Development Toolkit
- **27<sup>th</sup> Nov** | Research Networking Event

All future dates can be found at:

<https://ihv.org.uk/training-and-events/events/>



Join us again on 24th October at 3:30pm

#iHVInsights



Supporting families experiencing poverty





# Change for the better

Wednesday 4 December 2024 | London



iHV Leadership Conference



Hybrid Conference

# iHV Annual Survey – Make your voice count!

- This is the largest and most important health visiting (HV) survey of its kind!
- You hold powerful frontline practitioner intelligence that needs to be heard.
- We want to hear from HVs and anyone working in other roles in HV teams.
- Don't delay – complete the survey today:

<https://www.surveymonkey.com/r/iHVStateofHV2024>

Please share the link with your HV colleagues 😊

(we don't share the link on social media to ensure its only HV practitioners that complete it)

#iHVInsights

