



5 years on

ihv Institute of Health Visiting Excellence in Practice

Year five report

2016/2017

Introduction

This year has been marked by significant developments in the reach of the iHV through its partnership work and training. I have also watched our expanding team develop and grow, and as a result increase their contributions and impact on the Institute's core business of improving outcomes for children and families. They are highly organised and supremely committed and passionate about what they do – thank you team for your on-going efforts for the iHV. They share their various work streams over the next few pages.

We remain endlessly impressed and proud by the work of our amazing members and all that they do everyday. Despite sometimes challenging circumstances, they still give their all to make a difference to children, families and communities. I was privileged to see this in action when we made the film this year about the health visiting service - such professionalism!

At the iHV, we never underestimate the challenges that face the profession at the present time, particularly in England, and we are constantly striving to get the voice of the practitioner heard, and that of the profession. To adapt a Sport England phrase "This Health Visitor Can" and the Institute will continue to tell the world that.

Finally my thanks to all who have helped to fund our many work programmes this year, its a difficult time for charities and we have achieved what we have because of your support.



Dr Cheryl Adams CBE
Executive Director



Message from the Chair

I was so delighted last year to be invited to chair the Board of Trustees. Although my personal experience of a health visitor is many years ago, the positive impact on me and obviously my baby is as vivid now as it was then.

We have a highly skilled, competent and dedicated board and especially those who have been there since the beginning, and who have supported Cheryl and her team with wise advice and varied and in-depth experience. As in life, the first few years of a charity's existence are critical to its healthy development – how appropriate that we have had skilled professionals to provide guidance.

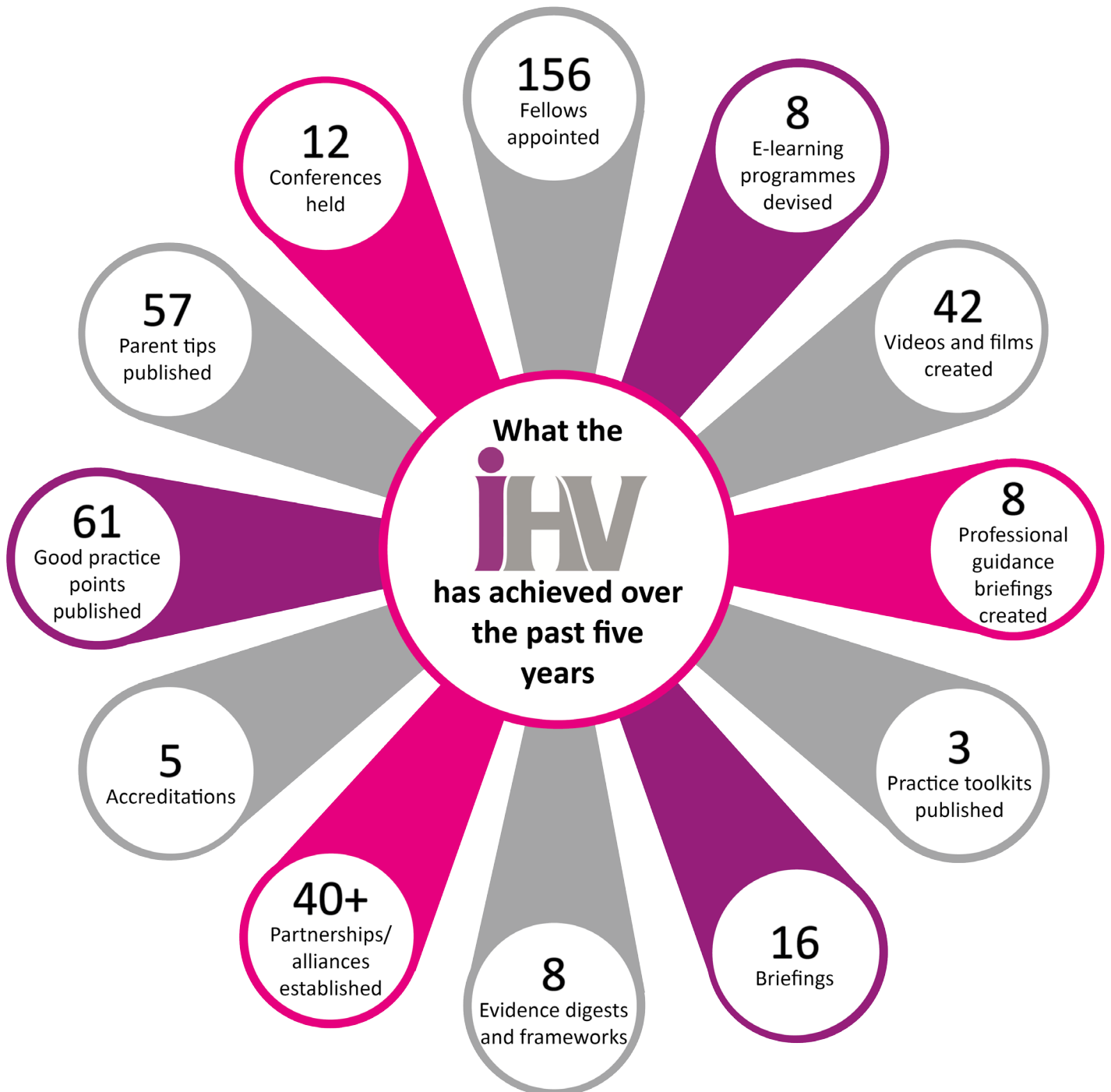
Board members have all contributed significantly to the work streams most aligned to their experience this year. For example, Professor Sally Kendall has worked with our new research lead, Esther Mugweni, to establish our research department. Other work supported includes the development of a recommended national curriculum for health visiting and school nursing, our first corporate film, a move to new accountants and the on-going development and refining of core processes, including our IT system. I would like to thank Peter Bennett, our honorary company secretary, who stands down after five years. Peter steered the organisation skilfully as it negotiated a raft of financial developments during those first years ensuring financial competence and appropriate monitoring.

The trustees thank Cheryl and all her team for their dedication and hard work – more hours sometimes than seem humanly possible. Our thanks to those many health visitors around the country who are so vital to parents and children.

Pamela Goldberg OBE
Chair



It's been a busy 5 years!



State of Health Visiting Survey 2017

For five consecutive years, the iHV has surveyed its members on the state of health visiting. The most recent survey in November 2017 is set against a reduction of about 20% in the number of whole time equivalent health visitors in England in the two years since commissioning was transferred from the NHS to local authorities. There were 1413 respondents, but as the majority of respondents were English, these results are for English health visitors.

The survey results indicate that health visitors in England are increasingly focused on the most vulnerable children and families at the expense of the universal service, and that the Healthy Child Programme is being implemented in an increasingly 'targeted' manner, which is against its fundamental design principles.

The result is that health visitors cannot be confident that they are identifying needs or providing early primary prevention.

60%

state their ability to make a difference is hampered by 'focusing only on those most at risk [that] dilutes the universal service'; rather, they are managing risk with children and families with known needs.

33%

feel 'that we are stretched and there may be a tragedy in our area at some point' (due to child abuse or neglect).

The last two years have introduced considerable instability to health visiting services that also impacts upon these professionals.

33%

report that their employer has changed.

21%

of health visitors said they are now working with caseloads of between 500 and 1000 children.

67%

report 'working longer hours' and it's making me feel worried, tense and anxious'.

Remarkably, **75%** of health visitors say that they still offer listening/low intensity counselling visits when these are required for mothers with perinatal mental health issues, either sometimes or mostly.

Given the reported stresses on health visitors own mental and physical health, this is an impressive achievement and reflects their desire to provide the support they know they should.

Educational Developments

Recommended 0-19 national curriculum for health visitors/school nurses

The Institute of Health Visiting, along with our partners Unite/Community Practitioner Health Visitor Association (CPHVA), United Kingdom Standing Conference (UKSC), National Forum of School Health Educators (NFSHE), School and Public Health Nurses Association (SAPHNA) and the Royal College of Nursing partnership is working together developing a Recommended National Curriculum 0-19 for Health Visitors and School Nurses.

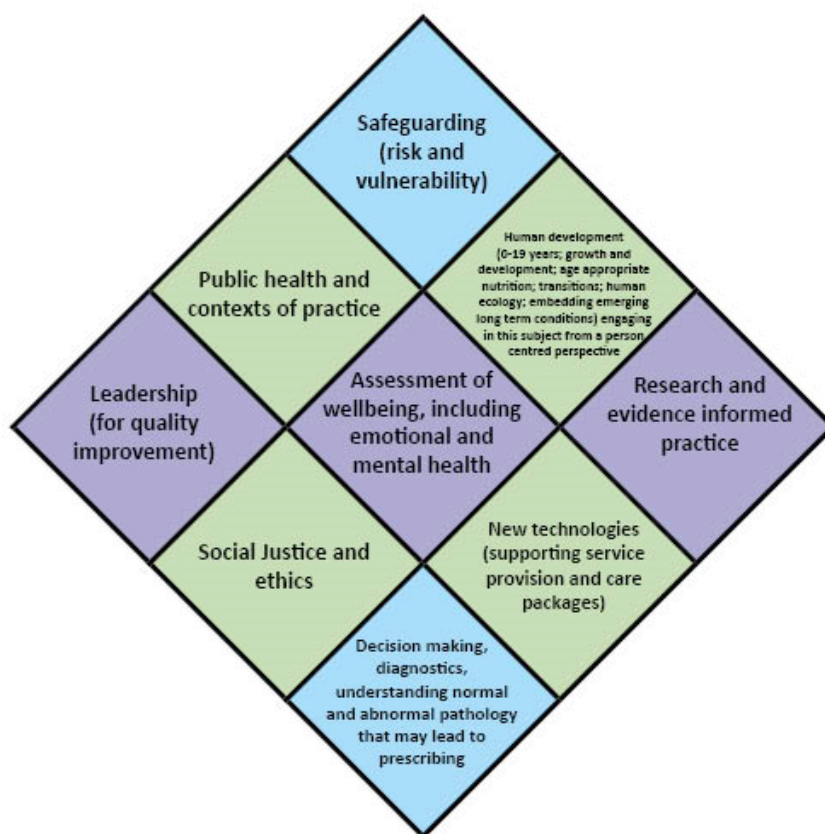


This group has developed a theoretical and skills-based outline for a Specialist Community Public Health Nursing (SCPHN) (Health Visiting / School Nursing) programme. Once developed, this recommended curriculum will be available to Higher Education Institutions providing SCPHN (Health Visitor/School Nurse) education.

A workshop explored the key content required for 0-19 years curriculum for health visitors and school nurses. Those present participated in two sequential exercises designed to share and organise thinking around essential knowledge, skills and attributes required by school nurses and health visitors.

A draft curriculum was then written and subsequently presented at a Stakeholder event consisting of service providers, service users, educationalists, commissioners and representatives of governments of the UK.

The feedback from this event was excellent in terms of supporting the proposed framework and suggesting further elements to include and consider. Further testing of the curriculum is being planned before it is launched next year.



Training

It's been a **BUSY** year!

Northern Ireland

Offered Resilience one day training for 150 HVs across trusts in Northern Ireland
Delivered new 35 Healthy Weight Healthy Nutrition (HWHN) Champions

North

Created 60 new Multi-Agency PMH Champions across Yorkshire and Humber region
Developed 40 new Multi-Agency PMH Champions for North East Lincolnshire area
Delivered a programme of training to support HVs in Liverpool with subjects from our portfolio

East of England

Delivered PMH Awareness for 60 HVs and EY staff and IMH Awareness for 60 HVs
Created 40 new multi-agency PIMH Champions in Bedfordshire
Created 20 new multi-agency PMH Champions across the region
Offered PMH Awareness for up to 100 multi-agency staff in region

West Midlands

Offered 20 places for HWHN champions
Delivered 20 new HV and Midwife PIMH Champions across West Midlands
Created PMH Awareness training places for 100 HVs and Midwives in Walsall
Piloted Leadership Development Programme with organisations employing HVs across Midlands

South

Created 80 new Multi-agency PIMH Champions across South West
Delivered a programme of work that offered 80 places across our programmes for HVs in Wessex
Created 16 new HV PIMH Champions to work across Dorset
Offered 20 HWHN Champion places to organisations working across South

Jersey - Channel Isles

Trained 20 HVs and Midwives in Perinatal & Infant Mental Health

London, Thames Valley and South East

Offered 20 HWHN Champions places to HVs from London and across South
Created a further 60 Multi-Agency Perinatal Champion with training places coordinated by London Perinatal Network
Piloted Leadership Development programme with one organisation
Delivered Sleep Masterclass training to 20 HV team staff in Berkshire
Provided 40 places for Multi-Agency PMH Awareness in Surrey
Created 20 Multi-Agency PMH Champions to support service development in Milton Keynes



Over 300 Health Visitors trained as Healthy Weight, Healthy Nutrition Champions in the roll out between 2016 – 2017. Supported by the Burdett Trust, this aimed to ensure all health visitors have the knowledge to support family nutritional health, alongside the National Obesity Strategy. Champions are now working to cascade the training and influence local pathways.

**MMHA
WINNER
2017**

It's been an **OUTSTANDING** year!

Highly Commended for our Multi-Agency Perinatal & Infant Mental Health Champions training programme. Inaugural Maternal Mental Health Alliance (MMHA) Awards 2017 – Emma Cadywould Perinatal Education Award.



It's been an **INNOVATIVE** year! New in 2017.....



Maternity Perinatal Mental Health Champions training programme



Fathers and Perinatal Mental Health Champions training programme



Demonstrating Outcomes in Health Visiting Masterclass



Leadership Development programme



Leadership Masterclass

Our programmes have consistently attracted excellent evaluation by participants and commissioners alike. We have valued the working partnerships that we have developed with service and clinical network leads which have enabled us to deliver training customised to meet specific service requirements. This year especially, we have earned a strong track record of high quality training delivery across wide audiences. For more information on commissioning the new programmes or availability of individual places on our programmes – please contact our training department by email to: training@ihv.org.uk

Leadership

We are delighted to have launched the iHV evidence-based leadership development programme for health visitors this year. After receiving funding from the Burdett Trust for Nursing, we have piloted the programme in three separate organisations and received excellent feedback. The programme aims to develop knowledge, skills and enhance confidence in clinical and public-facing leadership.



Our new leadership development programme has been informed by recent health visiting research. The programme aims to embed good practice, and promote and strengthen local leadership with integrated services, across health and social care boundaries, which in turn, supports the opportunity for good health outcomes for children and families. We are proud that health visitors from this programme will present their innovative leadership activities at this year's iHV Leadership Conference.

The feedback we have received has been fantastic:

"I will utilise the skills gained over the two days to move and implement change in service delivery"
May 2017

"@Karenstansfield3 and Team found inner Leaders in us all at the fab and motivating 2 day Leadership Development Training. Thanks"
May 2017

"I will use the influence of leadership and the framework of leadership in my practice"
July 2017

We are continuing to develop our suite of leadership programmes, working with NHS England to embed the Leading Change Adding Value framework within the programmes to ensure that they are contemporary and outcome focused.

Research

The iHV aims to equip health visitors to effectively respond to the health needs of children and families and to reduce health inequalities. Research and evaluation are core pillars of the Institute. The Institute wants to address the gaps in knowledge needed to inform, develop and refine health visiting strategies and interventions by actively undertaking rigorous research and evaluation on the impact of interventions, policies, and programmes on family outcomes, particularly for children.

This year, the Institute began earnest strides towards its research mission. Firstly, it appointed Dr Esther Mugweni, an experienced public health researcher, to the role of Research Lead. Later in the year we appointed Samantha Goodliffe MSc. to support her.

Part of the ground work for achieving the research mission, included co-hosting a research conference with the National Institute for Health Research for health visitors in London. In addition to showcasing primary care research, the attendees had the opportunity to hear from health visitors with a successful academic career including Professor Sally Kendall, Professor Sarah Cowley and Dr Toity Deave.



In addition, the iHV developed a research strategy which sets out a clear pathway for strategic growth of research activity and the ability of iHV to coordinate, generate, support and expand capacity to deliver research activity for the period 2017-2020. The Institute has already started to make progress towards meeting some of the goals set out in the strategy. For example, the iHV received over £100k, as a result of open competition, to evaluate a perinatal support service and to conduct a study on improving the delivery of “different news” to parents by healthcare professionals. The Institute is also in the process of completing the evaluation of their Health Weight Healthy Nutrition Champions. This work demonstrates how the iHV is working towards tackling challenging problems faced by families with young children and making pivotal contributions to understanding interventions which enhance health and wellbeing among them.

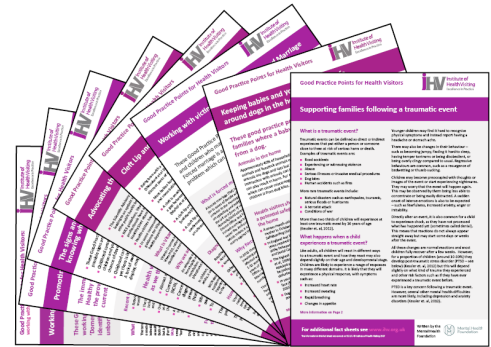


Publications

Our peer-reviewed publications are an invaluable resource for our members and provide up-to-date evidence and references - we continue to develop and add to these resources.

New publications over the last year included:

- The Economics of Health Visiting report
- Practice guidance documents around safeguarding
- An update to the Outcomes and Evaluation Toolkit
- Updating several of our Good Practice Points
- New Good Practice Points –



- ✔ Working with victims and survivors of forced marriage
- ✔ Safety around dogs in the home
- ✔ Spotting the signs of domestic slavery
- ✔ Support to children and families after traumatic events
- ✔ Spotting the signs and symptoms of childhood cancer
- ✔ Advocating the use of vitamin D
- ✔ Understanding cleft lip and palate
- ✔ Promoting the uptake of childhood immunisations.

Health Visitors eCommunity of Practice Evidence Hub

An exciting new development has involved users of The Health Visitors eCommunity of Practice Evidence Hub (@HVeCOP) working with parents through a closed Facebook Group and a series of online “chats”. These are aimed at learning more about the service user perspective of current health visitor practice. We have explored the expectations and experiences of both groups and have posted summaries of our chats on HVeCOP in ‘Professional Issues’ under ‘Bringing parents and carers voices to our online community of practice’. We are now working on a series of case studies to disseminate across professional organisations who represent health visitors - so we can highlight evidence of effectiveness from the perspective of both parents and health visitors as well as the barriers and obstacles they encounter when trying to access and deliver a highly valued service.

We are very grateful to this group of parents for being so willing to work with us and share their experiences in a way that has enabled learning for both groups and the potential for radical change. They are now also working with us to review the Parent Tips resources <https://ihv.org.uk/families/top-tips/> which are free to parents from the iHV website and accompanies the Good Practice Points evidence-based factsheets available to iHV members <https://ihv.org.uk/for-health-visitors/resources/good-practice-points/>

*“... I like the open honest approach, and basing response on experience I think is important’
(parent)*

*“...an added benefit is the HV service can be promoted as a service that is willing to listen and be responsive ... whilst also allowing open and honest discussions when challenges arise
(health visitor)*

To join HVeCOP follow this link - <http://bit.ly/1GKqi0G>

To participate in our online chats with parents, contact: barbara.potter@ihv.org.uk

Highlights

**DECEMBER
2016**

Honorary
Fellows
awarded to
Dame Liz Fradd
and Lord Victor
Adebowale

First iHV
leadership
conference and
fourth annual
celebration
event

Launch of iHV
report – The
economics of
health visiting

iHV HV Survey
2016 shows
that PH cuts are
affecting HV
services

Update to
Outcomes and
Evaluation
Toolkit

New research
department
lead appointed

iHV met
with new PH
minister (Nicola
Blackwood)

2 new iHV
practice
guidance
documents
around
safeguarding
published

**FEBRUARY
2017**

First
iHV/NIHR
research
conference

Launch of
briefings
around 5
mandated
contacts

Launch of GPP
– working with
victims and
survivors of
forced marriage

iHV Fellow
Elaine McInnes
appears
on Victoria
Derbyshire
show to talk
about co-
sleeping

iHV conference
– Mastering
evidence-based
practice in
health visiting –
Birmingham

First iHV
accredited
product – First
Steps Postnatal
Group Resource
Pack

GPP published –
safety with dogs
in the home

**APRIL
2017**

Launch of iHV
international
membership

Launch of
new resources
on reducing
Domestic
Slavery as part
of nation-wide
campaign

Launch of GPP –
advocating the
use of Vitamin
D

iHV presents at
UNICEF meeting
in Leiden

iHV supports
MMH week

Dr Adams and
iHV Fellow
Amanda
Whelan attend
RoSPA 100
Royal garden
party

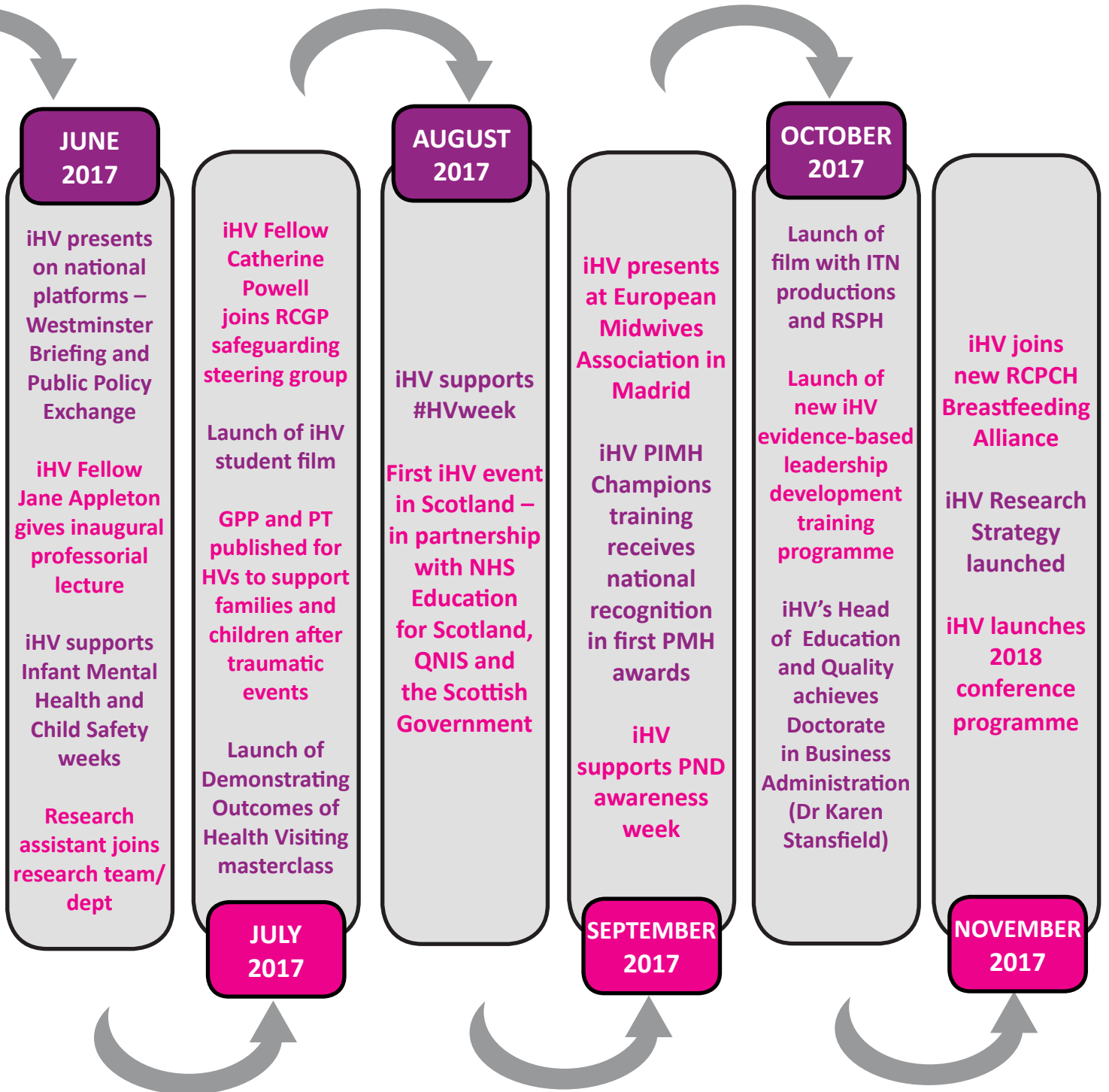
Share iHV
resources at
EIF conference

**JANUARY
2017**

**MARCH
2017**

**MAY
2017**

of the Year



Perinatal and Infant

Perinatal and Infant Mental Health (PIMH) Training

Our Portfolio continues to expand and now includes:



Champions are equipped to be able to cascade what they have learnt to their colleagues, they also become local leaders for PIMH

"I just wanted to provide some feedback from the multi-agency PMH/ IMH training provided by the iHV last week. The training was excellent, tailored to the needs of our organisation and extremely well delivered with both passion and the trainer's extensive knowledge on the subject matter. The training resources are extremely professional and easy to use. The programmes evidence base and approach are modern and meet our training needs at a high level. I would not hesitate to recommend this training or any other provided by the iHV"

Rebecca L Pease, Children's Care Group Transformation and Integration Lead
Rotherham, Doncaster and South Humber NHS Trust

By 2017 we have...

- created **573** HV PMH Champions and **298** HV IMH Champions who have cascaded their training to well in excess of **10,000+** practitioners
- created over **500** Multi-agency Champions (inc psychiatrists, midwives, GP's, psychologists)
- provided direct delivery of PMH Awareness training to **780** practitioners

Perinatal and Infant Mental Health (PIMH) Training

To ensure the Champions movement is sustainable and the value maximised, we have built in additional support through our Fellow-led regional PIMH Champions Forums. We have been hugely grateful to the AIM Family Foundation for funding this project.

The forums run quarterly, and include iHV Fellows and all iHV HV Perinatal Mental Health (PMH) and Infant Mental Health (IMH) Champions within the Strategic Clinical Network (SCN) footprint. The intention is to link a research project to each and this is proving popular.

Mental Health Activity

iHV PIMH Forums are modelled on the principles of place-based leadership, complementing a “whole system approach” that will enable their activity to align with the local Strategic Clinical Networks for perinatal mental health, hence developing a pathway that enables the right care at the right time in the right place for all mothers and their families.

So far we have 5 forums:

THE NORTH EAST FORUM: is partnered with Oxford-Brookes University and has supported a PhD researcher to look at ‘What actually happens during a health visitor therapeutic contact or listening visit’. We are now at the stage of having a draft evidence-based intervention framework for health visiting.

THE GREATER MANCHESTER, EASTERN CHESHIRE AND NORTH WEST COAST FORUM: is aligned to King’s College, London, and are developing resources and animations on eating disorders in the perinatal period.

THE WESSEX FORUM: is aligned to Queens University, Belfast, and is looking at a study on family-focused practice, health visiting and maternal mental illness.

THE LONDON FORUM: is exploring research on Fathers PMH alongside a PhD student based at King’s College, London.

THE YORKSHIRE AND HUMBER FORUM: is our first Multi-agency Champions Forum aligned to University of Hull, Faculty of Health and Social Care, Research Department.

“Being a member of the iHV PIMH Champions GMEC&NW Forum is an honour and vital to ensuring current and future care provision is of the highest standard and equitable for women experiencing perinatal mental health illness and their babies and families. This forum enables us to develop relationships and keep abreast of current research and policy; learning from colleagues across the GMEC&NW locality”.

Melanie Farman, Specialist Health Visitor Perinatal and Infant Mental Health
Blackpool Teaching Hospitals NHS Foundation Trust

National and International work 2017

- Member of the operations group of the Maternal Mental Health Alliance
- Member of NHS England Clinical Reference Group for PMH
- Regular attendance at Ministerial meetings and as a member of the All Party Parliamentary Group (APPG) Conception to Age 2: the first 1001 days
- Member of the Steering Group for RCGP PMH Clinical PMH Programme
- Member of the All Wales Perinatal Mental Health Steering Group (AWPMHSG)
- Partner with RCOG, RCM in a project led by NHS England Benchmarking to collect data focused on PMH provision in universal health services
- Representation on national Health Education England stakeholder group for all health professions
- Co-author of national curriculum for all professionals working with mental health
- Supporting a range of research projects to develop the evidence base in PIMH
- Working alliances with international organisations (Global Public Health Nurses, Marcé, WAIMH, UNICEF, European Midwives Association)

International

This year saw the launch of international membership of the Institute due to a significant demand for this. We have regular contact with many researchers and professionals working across the world and are keen to learn from one another.

Global Network of Public Health Nurses

The iHV was a founding member of the Network and this year has taken on hosting its secretariat and managing its website and membership. Much of the Network's activity this year has been focused on preparing to host its next conference in Nairobi, Kenya in March 2019.

UNICEF

The Institute's CEO and other members of the team have continued to support the work of UNICEF Geneva in introducing a Home Visiting service predicated on health visiting across Eastern Europe and Central Asia. This year's annual technical meeting was held in Lieden in the Netherlands and was attended by Dr Adams, Professor Dame Sarah Cowley and Dr Karen Whittaker who all gave papers and contributed to the discussion.



European Midwives Association

New linkages with midwives in the UK led to an invitation to present our work on perinatal mental health at the European Midwives Association in Madrid in September.



"It was wonderful for the iHV to support this event, to share our learning and to contribute to raising parity of esteem for mental health across a huge geographical area. PMH is immensely complex and no one agency can achieve good outcomes alone. It is only by working together, in partnership, that we will realise our collective aspirations for a mentally well society".

Melita Walker, iHV Perinatal Mental Health Lead

Our ITN Film



New iHV film promoting the role of HVs

The Institute has been delighted to make a news-style report programme which reinforces the importance of the profession in the face of cuts to services.

The programme, developed in collaboration with a partnership between the Royal Society for Public Health (RSPH) and ITN Productions, provides a powerful visual approach to promoting the vital work of the health visitor to commissioners, politicians and families. It raises awareness of the consequences of the on-going cuts to health visitor numbers in England – and the impact on children and families and the risks to society from cutting health visitor posts.

It details the breadth of challenges that health visitors respond to and the skill required to do so. These include supporting families facing issues ranging from poverty and housing to domestic violence and postnatal depression. Health visitors are a critical cog in each child's journey to adulthood and work to improve public health outcomes for all children, helping to reduce health inequalities across the UK.



Watch the iHV Programme - Why the role of the health visitor helps give every child the best start in life: <http://bit.ly/2zBD83q>

Ready Steady Mums

2017 has seen an explosion of Ready Steady Mums (RSM) groups established by health visitors all over the country. At the time of going to press we have 70 RSM groups around the country.

We are very fortunate that the founders of RSM, Katy, Kate and Kim, continue to support our developments as members of the steering group.

We are still seeking funding to employ a coordinator for this project as we know that it has so much potential for further development. We are also seeking funding to evaluate its impacts.



Here are some members of the groups enjoying their meetings:



Working with Employers

The institute has worked with health visiting providers and also with commissioners of 0-19 services. This work supports our aim to promote excellence in health visiting practice to benefit all children, families and communities, and has included:

- Working with our iHV members to understand the issues in practice and to develop our services in response to those needs.
- Providing staff presentations and advisory visits to our corporate members including information on the changing national landscape for provider services, national policies and designing services to meet 0-19 service priorities.
- Supporting HV services through advisory services to shape their service models to make full use of health visitors knowledge and skills to deliver a universal offer to families and making use of iHV resources such as the Economics of Health Visiting and Why an HV series for the 5 mandated contacts.
- Project work with individual health visiting provider services - this has included scoping the current workforce to inform the development of the knowledge and skills required for an integrated workforce to deliver the healthy child programme high impact areas.
- Connecting health visiting services around the country to share learning following their service reviews.
- Listening to the issues raised by providers of health visiting services regarding delivering services that are safe and effective in a new employer content. We have acted on the issues raised and influenced development of guidance including the development of new standards for commissioners and providers of HV/SN services which is in development by PHE and LGA.

"Staff enjoyed your visit and found it helpful. We had no idea the iHV provided so much."

"Very many thanks for joining our Health Visiting Leads on Friday, your presentation was most welcome, appreciated, informative and enjoyed by the team members and did a lot to raise the morale of the team."

Bringing on the next generation of health visitors

Getting out and about to spread the word on the work of the iHV is a privilege. We visit universities and work with lecturers and students to inspire them about health visiting and ways they can work with us to be involved in shaping the future of the profession.

Students from Oxford Brookes University took this a step further - working with us to produce a video for student health visitors on the benefits of student membership, see here <http://bit.ly/2iLovRP>



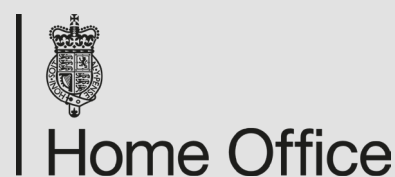
Working with Partners

One of the five pillars of the Institute is to work in partnership with others. During the past year, we have been delighted to work in partnership with very many organisations to support their and our vital project work, as well as supporting several awareness weeks. Here are a few examples of our partnership work.



Tackling Domestic Slavery

We are delighted to have worked with the Home Office to produce new resources, including Good Practice Points and an e-learning module, to help health visitors spot the signs of an individual in Domestic Slavery and know what to do about it, in support of the Government campaign “Spot the Signs”. Visiting every home, health visitors are well-placed to see what goes on behind closed doors and spot the signs of someone living in domestic slavery.



Awareness weeks

In June, we were main sponsor of PIP UK's Infant Mental Health week and awards, and also supported the Child Accident Prevention Trust with their annual Child Safety Week. In August, we worked with CPHVA and other partners to deliver Health Visitor Week, In September, we supported PND Awareness week.

Addressing trauma

With upsetting events in many news headlines during the year, we were glad to work with the Mental Health Foundation to develop new resources to help health visitors support families and children after traumatic events – such as car accidents, violence, illnesses and operations and also large-scale incidents such as those this year at Grenfell Tower and the terrorist attacks in Manchester and London. These were widely shared and were taken up by UNICEF for their work with the Rohingya refugees.

Local Government Association

With children's services now being commissioned by local authorities, we were delighted to work with the Local Government Association (LGA) this year to produce a booklet to help inform local authorities on the essential work of health visitors – "Improving outcomes for children and families in the early years: a key role for health visiting services".

Working with Alliances

We are active members of several national alliances and stakeholder groups - groups of many national organisations with a common interest - E.g. the Maternal Mental Health Alliance, the Obesity Alliance, Child Health Alliance, Domestic Abuse stakeholder group and the newly set up Breastfeeding Alliance, contributing the voice of the health visitor to each.

National Bereavement Care Pathway

The Institute is pleased to be one of the key partners with Sands to deliver a National Bereavement Care Pathway (NBCP) for England, with the support of the Department of Health and All Party Parliamentary Group (APPG) for Baby Loss.

All Party Parliamentary Groups

The iHV team, fellows and members have contributed to many APPGs this year. These cover the following subjects: First 1001 days (Conception to Age 2), Breastfeeding, Global Health, Families in the Early Years, Baby Loss, Maternity, Parents and Families.

NiHR

A very successful first research conference was held with the National Institute for Health Research in January, 2017.

Other partnerships have included:

- ASH
 - Royal Society for Public Health
 - Royal College of Paediatrics and Child Health
 - Royal College of General Practitioners
 - Communication Trust
 - Public Health England
 - Health Education England
 - UNICEF
 - Book Trust
 - Best Beginnings
 - Professional Association of Childcare and Early Years
 - NCT
 - TAMBA
- and many employers and universities.



ihv Institute of
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Excellence in Practice

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