Supervision of Midwives - 7KNIM757

Level: 7
Credits: 30

Module leaders: Sophie French
Tel: 020 7848 3319
Email: Sophie.French@kcl.ac.uk

Judith Robbins
Email: Judith.Robbins@imperial.nhs.uk

This handbook must be read in conjunction with module information provided on KEATS, the King’s E-Learning And Teaching Service. You will be given access to KEATS on enrolment. Important information relating to assessment and related regulations can be found in the Undergraduate Programme Handbook, available on KEATS and via the Student Services Centre.

This handbook can also be provided in alternative formats (such as large print) upon request to asc@kcl.ac.uk.
Contents

Meeting NMC (2014) Standards for the Preparation of Supervision of Midwives ...... 2

Module aim ..................................................................................................................... 3

Learning outcomes ........................................................................................................ 3

Teaching arrangements ................................................................................................. 3

Mentorship in practice ................................................................................................. 4

The Supervisory Curriculum Framework ..................................................................... 6

Module Structure and Organisation ............................................................................. 8

Submitting coursework ................................................................................................. 9

Formative assessment ................................................................................................. 9

Summative assessment ............................................................................................... 9

Results and resubmissions for coursework ............................................................... 10

Learning resources ....................................................................................................... 11

Indicative reading ........................................................................................................ 12

Websites ..................................................................................................................... 19

Module evaluation ....................................................................................................... 20

Action from previous evaluations ............................................................................. 21

External Examiner comments ................................................................................. 26

Evaluation actions ...................................................................................................... 26

Timetable ................................................................................................................... 27
Meeting NMC (2014) Standards for the Preparation of Supervision of Midwives

Congratulations on your nomination as a student supervisor of midwives (SOM) and being successful at the London Local Supervising Authority (LSA) interview. It is essential that you are aware of the regulations which frame the appointment and subsequent role as a SOM and we advise you to access the NMC (2014) Standards for the Preparation of Supervisors of Midwives (POSOM) available at:

http://www.nmc-uk.org/Publications/Midwifery-Supervision/

In order to be eligible to undertake this module you must be a practising midwife and have been nominated by your peers and undertaken an LSA interview. On successful completion of the module you may be appointed as a SOM by the LSA Midwifery Officer.

This Supervisor of Midwives Level 7 module can either be undertaken either as a free standing module or as part of a post graduate award pathway. If you are interested in discussing further education options you may be interested in meeting with the post qualification post graduate Midwifery programme lead Dr Kim Watts - kim.watts@kcl.ac.uk to review your application to this pathway of study.

This module is designed to develop your understanding of the roles and responsibilities of the SOM and to critically explore the theoretical underpinning for the statutory supervision of midwives and changes to the future of midwifery regulation. It will prepare you to work in leadership and advocacy roles and demonstrate achievement of requirements outlined in the NMC (2014) Standards for the Preparation of Supervision of Midwives. The module runs over 26 weeks and comprises of 12 full days of classroom based learning and 12 days of structured learning in practice (see module timetable for further details).
Module aim
The aim of the module is to enable you as an eligible midwifery registrant to critically evaluate the statutory midwifery supervisory framework and to develop the skills, knowledge and professional values to demonstrate compliance with NMC Standards for the Preparation of Supervisors of Midwives.

Learning outcomes
You will be enabled to:

1. Critically evaluate the role of the supervisor in relation to safeguarding professional values, standards and legislation in order to protect the public
2. Critically evaluate supervisory strategies that promote midwives to maintain fitness to practice and provide safe, evidence based and individualised care
3. Critically evaluate supervisory strategies to promote active engagement and partnership with women to ensure that maternity services are accessible, fair and responsive to need.
4. Demonstrate an advanced critical understanding of statutory supervision within the context of national and local governance policies and decision making procedures
5. Critically evaluate the role of the supervisor of midwives in professional leadership and team working

Teaching arrangements
You will be provided with a range of teaching and learning opportunities which utilise a blended approach with material to support face to face teaching, directed materials and independent learning activities available through the King’s e-learning platform KEATS. Support is timetabled to enable you to become acquainted with these facilities. Teaching will include lectures, discussion, reflection, group work, learning sets and formative student presentations. Links to e-learning and independent study will be made where appropriate and will include well evaluated tools such as the NHS Clinical Leadership Competency Framework Leadership Competency Framework and resources on the LSA student SOM practice site. Opportunities to discuss independent study will be provided at the start of each teaching day as indicated in the timetable. This will also include opportunities for you to reflect on supervision and governance process which will encourage the integration of theoretical and practical knowledge.

In addition to classroom discussions and presentations, you will be encouraged to access the range of clinical activities available in trusts and will be encouraged to take part in initiatives such as benchmarking best practice. It is expected that you will actively explore ways to engage with service users and their families and the Practice Experience Workbook provides opportunities to log interactions and activities with explicitly achieve this.
Mentorship in practice
All students will be assigned a practice based Sign Off SOM mentor who meets the NMC mentor standards for ‘sign off’ status at the start of the course – see audit steps below:

Step 1
LSA letter to funding NHS Trust Manager to confirm support for student SOM to be enabled to meet course requirements and confirm sign off SOM resources to support student on a 1:1 basis

Step 2
Contact SOM and student identify a sign off SOM mentor with whom there is no conflict of interest with week 1 of enrolment on course and inform course leader of contact details of sign off SOM

Step 3
Course leader emails sign off SOM mentor thanking them for supporting the student and invites them to a course plenary session at beginning of course. Sends electronic mentor handbook and requests email confirmation of the following:

- Name, Registration Pin, Sign Off Mentor registration + dates of updates/ triennial review
- SOM status and capacity to support student with no conflict of interests
- Agreement to support and assess formative and summative aspects of the Practice Experience Workbook

Step 4
Course leader informs funding NHS Trust manager, LSA and contact SOM if standard is not met within 3 weeks of student starting course.

Step 5
Course leader checks Trust database through contact SOM independently to confirm Sign off SOM mentor status by week 4.

Step 6
Sign off SOM mentor invited to an evaluation plenary at the end of the course.

Step 7
Course lead/school administration team maintain a database log of sign off mentors and verifies Sign off SOM mentor NMC registration and LSA SOM database. It is anticipated that the module leader and mentors work collaboratively to identify learning opportunities and offer guidance and support. The module lead will send your Sign off SOM mentor a mentor handbook which will help co-ordinate your achievement of competencies identified in the Portfolio and Practice Experience Workbook. Mentors will be invited to a plenary session at the beginning and end of the module and the module lead will act as a point of contact for any issues related to practice mentorships for students and mentors alike.

You will need to gain as much practical experience as you can with your mentor as this experiential knowledge provides invaluable insight into the role of SOM. Essential practice experience and skills are outlined in the Supervision of Midwives Practice Experience Workbook which is available electronically via the KEATS platform throughout the module.
You are required to meet with your mentor on at least 3 occasions during the programme. These meetings must be documented and record the action plans associated with your practice based experience and skills development. It is recommended that structured learning opportunities in practice are identified as soon as possible and discussions noted in student’s Practice Experience Workbook.
The Supervisory Curriculum Framework

The NMC (2014) Standards for the Preparation of Supervisors of Midwives guiding domains listed below have provided the basic framework for curriculum design as follows:

**Domain 1: Professional Values**

**SOMs must:**

1. Demonstrate an understanding of the statutory framework for the supervision of midwives and the role of the NMC and the LSA in protecting the public.
2. Demonstrate an understanding of, and comply with, the NMC standards, guidance and related information in their practice as a supervisor of midwives, in particular The Code: Standards of conduct, performance and ethics for nurses and midwives (NMC, 2008), the Midwives Rules and Standards (NMC, 2012) and LSA guidelines on the supervision of midwives.
3. Demonstrate an understanding of the role of a supervisor of midwives including their role in providing support and guidance to women who access maternity services.
4. Demonstrate the ability to support midwives to maintain their fitness to practise and provide safe and evidence-based care.

**Domain 2: Communication and interpersonal skills**

**SOM must:**

1. Support and work collaboratively with midwives working with complex ethical, legal and professional issues.
2. Work in partnership with women and create opportunities for women to engage actively with and influence maternity service provision.
3. Support and work collaboratively with supervisor of midwives colleagues and members of multidisciplinary and governance teams to improve standards of care and ensure a safe service to women and their families.
4. Demonstrate the ability to engage with a wide variety of individuals, groups, agencies and organisations at local and national levels.
5. Recognise when people are anxious or in distress and respond appropriately so as to promote their wellbeing, personal safety and resolve conflict.
6. Use effective communication strategies and influencing skills to achieve desired outcomes, respecting the dignity and human rights of all concerned and know when to consult a third party and make referrals for advocacy, mediation or arbitration.

**Domain 3: Supervision in practice and decision-making**

**SOMs must:**

1. Demonstrate an understanding of statutory supervision within the context of local governance policies and procedures.
2. Contribute to the development and monitoring of NMC standards and LSA guidelines in relation to the supervision of midwives.
3. Contribute to the development and operation of local frameworks that will enable student midwives to have access to a supervisor of midwives.
4. Demonstrate the ability to source information on evidence-based practice to support effective strategy and service development in relation to the supervision of midwives and midwifery practice.
5. Use appropriate strategies to support midwives to maximise their potential in practice.
6. Investigate or escalate concerns relating to midwifery practice as set out in the Midwives Rules and Standards (NMC, 2012).
7. Operate in a way that takes account of all equality and diversity issues, ensuring a fair, honest and transparent approach to the supervision of midwives.
8. Provide additional advice and support to women who are experiencing difficulty in achieving their care choices.

Domain 4: Leadership and team working

SOMs must:

1. Act as a role model, apply best practice in motivation and provide visible leadership in the workplace.
2. Develop multidisciplinary team working which encourages mutual respect and values the contribution of all parties. Standards for the preparation of supervisors of midwives.
3. Be self-aware, recognising own values, principles and assumptions.
4. Undertake continuing professional development in the supervision of midwives.
5. Appraise and modify performance as a supervisor of midwives by learning from experience, through feedback, reflection and evaluation.
6. Develop an understanding of the strategic and political factors which may influence the provision of maternity services.
7. Actively listen and provide support to women who raise concerns in relation to the care they have received and, work in partnership with members of the multidisciplinary and governance teams to investigate and respond appropriately and in a timely manner to address these concerns.
Module Structure and Organisation
In line with NMC standards the module will be divided equally between practice based learning using a structured Practice Experience Workbook and theory based study days to the sum of 90 hours in total. This will divide into 12 days of 7.5 hours practice learning and 12 days of 75 hours study comprising of both face to face sessions and independent learning.

For those in the London LSA we also suggest making contact with an external mentor to compare supervision in another Trust. It is also recommended that you explore opportunities to shadow colleagues in senior leadership positions both internal and external to your Trust such as the Head of Midwifery, contact SOMs and LSA Midwifery Officer as this can offer invaluable insights into your development as a supervisory leader.

In addition, it is also invaluable to organise attendance at NMC Fitness to Practice hearings and it is important to note that all these opportunities often require detailed scheduling and it is recommended that you organise this well in advance. Details of who to contact to organise these initiatives are available via Trust intranet sites, the NMC web pages and though your Trust contact supervisors. The London LSA webpage is also an invaluable point of contact as follows:
http://www.londonlsa.org.uk

Midwifery Officer for London
NHS London, Southside
105 Victoria Street
London, SW1E 6QT

Jessica Read
Direct Line: 0207 932 1997
Mobile: 07919 574048
Email: jessicaread@nhs.net

LSA Support Midwife
(Address as above)

Bernie Nipper
Mobile: 07860 178964
Email: Bernie.nipper@nhs.net

LSA Support Midwife
(Address as above)

Clare Capito
Direct Line: 020 7932 2628
Mobile: 07733 384512
Email: clarecapito@nhs.net

LSA PA & Administrator
(Address as above)

Direct Line: 0207 932 3741
Fax Line: 020 7932 3800
Email: carol.walsh4@nhs.net
Submitting coursework
For this module you are assessed by Sophie French.

Formative assessment
The formative component of the level 6 module assessment will be to undertake a self, peer and lecturer assessed 30 minute seminar presentation. The topic will focus on one of the NMC domains in relation to either professional values, communication and interpersonal skills, clinical decision making and leadership and team working. This is a compulsory component to the module and changes to the scheduled formative programme must be negotiated with formative assessments rescheduled at another opportunity if you are unable to do on the timetabled day. A formative assessment rubric is available on KEATS and the opportunity to have a post presentation discussion with the session facilitator is offered to aid preparation prior to the summative assessment submission.

Summative assessment
The summative component of the module assessment strategy will comprise of 2 parts as follows:

1. A critical review (3,000 words) on the role of the SOM in relation to ONE of the domains identified in the NMC (2014) Standards for the Preparation of SOMs namely:
   - Professional values
   - Communication and interpersonal skills
   - Supervision in Practice and decision making
   - Leadership and team working

   100%

2. A completed Practice Experience Workbook demonstrating achievement of practice competencies and a log of 90 practice hours

   Pass/Fail

All competencies outlined in the Practice Experience Workbook MUST be signed off by the Sign Off SOM mentor for successful completion of the module. The completion of the Practice Workbook will need to be validated by an email from your Sign Off SOM mentor to the module leader Sophie French prior to submission.

sophie.french@kcl.ac.uk
020 7848 3319

The level 6 assessment criteria are available to you on the KEATS site at the start of the module in addition to submission information on TurnItIn and originality screening software which will be required for electronic submission of assessments.
Coursework submission are provided on the modules KEATS site. It is essential that you use your candidate number on all assignments/examinations. Your candidate number, which will begin with X for the academic year 2016/17, will be available via Student Records on the King’s Intranet approximately one month after you enrol.

If you are unable to submit your work by the deadline please refer to the information in your programme handbook on “mitigating circumstances”. If you require further support in these circumstances you are advised to contact KCLSU.

**First submission date: 11 April 2017**

Please note that work submitted after this date or time will constitute a fail grade.

Feedback will include the award of a numerical grade which remains provisional until ratified by the examination boards. The dates for the examination boards are available on KEATS. Ratified marks can be viewed online via Student Records on the King’s Intranet following the relevant examination board. If you are unsuccessful it is recommended you contact the module leader for support prior to resubmission.

The College and its Examination Boards in the ten Faculties (Institutes/Schools, King’s Learning Institute and the Association of King’s College (AKC), work with over 500 external examiners to ensure the quality and standard of our taught awards. Find the latest report on the External Examiners Report page, navigate to the Faculty of Nursing and Midwifery section.

**Results and resubmissions for coursework**

**Second attempt:**

- **Resubmission:** 18 July 2017
- **Examination Board** 5 December 2017
Learning resources

Nursing and Midwifery Council (NMC) Resources:

Available NMC website: www.nmc-uk.org

Standards:
- Standards for the preparation and practice of supervisors of midwives 2014
- Standards of proficiency for nurse and midwife prescribers 2006
- Overseas midwives programme: Standards for adaptation to midwifery in the UK 2007
- Standards for medicines management 2007
- The Code 2015
- Standards to support learning and assessment in practice 2008
- Standards for pre-registration midwifery education 2009
- Midwives rules and standards 2012

Guidance:
- Record keeping: Guidance for nurses and midwives 2009
- Guidance on professional conduct for nursing and midwifery students 2011
- Raising and escalating concerns: Guidance for nurses and midwives 2010

Supervision:
- Modern supervision in action: a practical guide for midwives 2009
- Supervisors of midwives: How they can help you 2010
- Supervision, Support and Safety: Analysis of the LSA reports to the NMC

Information for the Public:
- Care and respect every time 2009
- Complaints against nurses and midwives: Helping you support patients and the public2011
- Who regulates health and social care professionals? 2011
- Supervisors of midwives: How they can help you 2012
- Witness information: Investigations 2013
- Witness information: Hearings 2013

Advice for employers:
- Advice and information for employers of nurses and midwives 2012
- Publication and disclosure policy 2013
Indicative reading


MBRRACE (2016) Perinatal Mortality Surveillance Report for 2014 Births [https://www.npeu.ox.ac.uk/mbrrace-uk/reports](https://www.npeu.ox.ac.uk/mbrrace-uk/reports)


Websites
Association for Improvements in the Maternity Services www.aims.org.uk
Baby Friendly Initiative www.bfi.org.uk
Care Quality Commission http://www.cqc.org.uk/
Department of Health www.dh.gov.uk
Department for education and Science www.dfes.gov.uk
International Confederation of Midwives www.internationalmidwives.org
London Local Supervising Authority http://www.londonlsa.org.uk/
MIDIRS Informed Choice www.midirs.org
MBRRACE https://www.npeu.ox.ac.uk/mbrrace-uk/reports
National Childbirth Trust www.nct.org.uk
National Institute for Clinical Excellence www.nice.org.uk
National Perinatal Epidemiology Unit https://www.npeu.ox.ac.uk/mbrrace-uk
Institute for Innovation and Improvement www.institute.nhs.uk
Nursing and Midwifery Council www.nmc-uk.org
Royal College of Midwives www.rcm.org.uk
Royal College of Obstetrics and Gynaecology www.rcog.org.uk
Social Issues Research Centre www.sirc.org
The King’s Fund http://www.kingsfund.org.uk/
World Health Organisation www.who.int
Module evaluation
At the end of the module you are requested to complete the short online evaluation which will be available on your module KEATS site and will enable you to enter quantitative data and qualitative comments. Student evaluations are very important to us and are required by Health Education England and the regional London Local Education and Training Boards as part of annual Contract Performance Monitoring processes. The information gained is invaluable information for future module development and end of module reports including action plans are discussed at Module Review Panels held once a term and the School Undergraduate Programme Board at which there are student and clinical representatives. The evaluation data and subsequent action plans are also discussed at quarterly joint Pan London Approved Educational Institute and LSA meetings.
### Action from previous evaluations

**Previous evaluation 2014/15**

Please evaluate the following statements using the scale 1-5, where 1= "strongly agree" and 5= "strongly disagree".

<table>
<thead>
<tr>
<th>Statement</th>
<th>Average Rank</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>The module was intellectually stimulating;</td>
<td>1.0</td>
<td>0</td>
</tr>
<tr>
<td>The module was well organised;</td>
<td>1.0</td>
<td>0</td>
</tr>
<tr>
<td>Feedback on my work has helped me clarify things I did not understand (where applicable)</td>
<td>1.5</td>
<td>0</td>
</tr>
<tr>
<td>The criteria used in marking were made clear in advance (where applicable);</td>
<td>2.0</td>
<td>0</td>
</tr>
<tr>
<td>The teacher / lecturer(s) was good at explaining things;</td>
<td>1.0</td>
<td>0</td>
</tr>
<tr>
<td>The teacher / lecturer(s) taught at an appropriate pace;</td>
<td>1.0</td>
<td>0</td>
</tr>
<tr>
<td>The teacher / lecturer(s) could be clearly understood;</td>
<td>1.0</td>
<td>0</td>
</tr>
<tr>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>Overall I am satisfied with the quality of the module</td>
<td>1.0</td>
<td>0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Responses</strong></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>Total</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>The module was intellectually stimulating;</td>
<td>2 (100%)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>The module was well organised;</td>
<td>2 (100%)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>Feedback on my work has helped me clarify things I did not understand (where applicable)</td>
<td>1 (50%)</td>
<td>1 (50%)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>The criteria used in marking were made clear in advance (where applicable);</td>
<td>1 (50%)</td>
<td>0</td>
<td>1 (50%)</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>The teacher / lecturer(s) was good at explaining things;</td>
<td>2 (100%)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>The teacher / lecturer(s) taught at an appropriate pace;</td>
<td>2 (100%)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>Responses</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>Total</td>
<td>N/A</td>
</tr>
<tr>
<td>---------------------------------------------------------------------------</td>
<td>----</td>
<td>----</td>
<td>----</td>
<td>----</td>
<td>----</td>
<td>-------</td>
<td>-----</td>
</tr>
<tr>
<td>The teacher / lecturer(s) could be clearly understood;</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>Overall I am satisfied with the quality of the module</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>0</td>
</tr>
</tbody>
</table>

<p>| How relevant was the course as an aid to developing your practice? |</p>
<table>
<thead>
<tr>
<th>Response</th>
<th>Average</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highly relevant</td>
<td>100%</td>
<td>2</td>
</tr>
</tbody>
</table>

Total 100% 2/2
I received feedback on the coursework that I submitted for this module within 4 weeks.

<table>
<thead>
<tr>
<th>Response</th>
<th>Average</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>100%</td>
<td>2</td>
</tr>
<tr>
<td>No</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
<td>2/2</td>
</tr>
<tr>
<td><strong>Respondent</strong></td>
<td><strong>Response</strong></td>
<td></td>
</tr>
<tr>
<td>----------------</td>
<td>-------------</td>
<td></td>
</tr>
<tr>
<td></td>
<td>I really enjoyed the course. Good structure.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Via the excellent teaching skills of SF this course has really been enlightening and thought provoking. She has the ability to encourage and develop thought analysis. This course has enabled me to really look at the wider perspectives of midwifery and how in doing this I can promote best practice enhancing care and safety for the women and families that we care for. Brilliant.</td>
<td></td>
</tr>
</tbody>
</table>
External Examiner comments

The module is designed to prepare students to meet the requirements to undertake the role of Supervisor of Midwives. Students are required to meet the NMC education standards. The comments and grades are agreed. All students have received constructive feedback.

Evaluation actions

- Scoping of learning opportunities in the light of changing statutory regulation for midwives
- Increasing sign posting to study support and preparatory discussion of assessment guidelines and rubrics in formative and summative assessments
- Strengthening of service user involvement in teaching
- Increasing online electronic evaluation response rate by protected time to complete end of module KEATS evaluation
### Timetable

Please check the KEATS module room timetable before each session

<table>
<thead>
<tr>
<th>Date</th>
<th>Themes</th>
<th>Facilitator</th>
<th>Time</th>
<th>Room</th>
<th>Learning/Teaching Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>29 Sep 2016</td>
<td>Getting to know the group Personal aims/expectations and experience of statutory supervision</td>
<td>Sophie French (SF)</td>
<td>11.00-13.00</td>
<td>FWB 2.46</td>
<td>Group introductions and Reflection on experience of supervision, understanding of NMC standards/guidance and LSA nomination process.</td>
</tr>
<tr>
<td></td>
<td>Introduction to the module timetable, resources and assessment strategy including Practice Experience Workbook</td>
<td></td>
<td>14.00-14.45</td>
<td></td>
<td>Presentation and discussion to identify Strategies to achieve the NMC (2014) SOM competencies. Group work to set personal/ group learning.</td>
</tr>
<tr>
<td></td>
<td>What are the Challenges for Modern Supervision?</td>
<td></td>
<td>15.00-16.00</td>
<td></td>
<td>Presentation and discussion.</td>
</tr>
</tbody>
</table>

**Independent Study Preparation for day 2:**

- Reflect and summarise your personal learning from day 1. Make sure you can access KEATS.
- Identify relevant reflective frameworks and strategies to achieve your personal and the programme aims and objectives.
- Explore your local supervisory networks and identify the contact SOM for the unit and discuss with them their role and responsibilities.
  
- Familiarise yourself with your Trust SOM strategy and action plan and Terms of Reference [http://www.londonlsa.org.uk/sominfo.html](http://www.londonlsa.org.uk/sominfo.html)
- Access the London LSA and read:
  
  
- Find out about supervisory meetings/inter-professional and governance activities within the unit and identify a SOM mentor to complete the initial contact meeting to discuss learning actions in the Practice Experience Workbook. Invite them to the plenary session.
Day 2
Content of the day will relate to learning outcomes 1 and 5

<table>
<thead>
<tr>
<th>Date</th>
<th>Themes</th>
<th>Facilitator</th>
<th>Time</th>
<th>Room</th>
<th>Learning/Teaching Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>11 Oct 2016</td>
<td>Discussion in independent learning</td>
<td>SF</td>
<td>11.00-11.45</td>
<td>FWB G.70</td>
<td>Reflection and discussion on independent learning and the role of the SOM in workplace.</td>
</tr>
<tr>
<td></td>
<td>How to be an effective SOM, leader and advocate? Exploration of roles,</td>
<td></td>
<td>12.00-13.00</td>
<td>FWB G.70</td>
<td>Group work exploring purpose of supervision and what midwives expect from SOMs</td>
</tr>
<tr>
<td></td>
<td>responsibilities, communication and inter-personal awareness strategies to support and collaborate in complex ethical, legal and professional contexts.</td>
<td></td>
<td>14.00-16.00</td>
<td>FWB G.76</td>
<td>Review of reflective models and decision making tools to aid self-awareness and group reflection. Discussion on strategies to support and work collaboratively with SOMs and inter-professional team to improve standards of care and safety.</td>
</tr>
</tbody>
</table>

Independent Study Preparation for day 3
- Reflect and summarise your personal learning from day 2
- Establish how many SOMs there are there in your unit and determine the ratio of supervisors to supervisees? What strategies are in place to transition to changes in supervision and support for women and midwives?  
- What are the benefits of group supervision? [http://www.londonlsa.org.uk/sominfo.html](http://www.londonlsa.org.uk/sominfo.html)
- What arrangements are in place for pre-registration students, midwives working in research, education, the independent and third sector and or in public health initiatives?
### Day 3
**Content of the day will relate to learning outcome 1 and 3**

<table>
<thead>
<tr>
<th>Date</th>
<th>Themes</th>
<th>Facilitator</th>
<th>Time</th>
<th>Room</th>
<th>Learning/Teaching Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>25 Oct 2016</td>
<td>Discussion of Independent learning</td>
<td>SF</td>
<td>11.00-11.45</td>
<td>FWB G.70</td>
<td>Group discussion</td>
</tr>
<tr>
<td></td>
<td>An overview of legislation and professional framework regulating nurses and midwives</td>
<td></td>
<td>11.45-13.00</td>
<td>FWB G.70</td>
<td>Presentation and group discussion on primary and secondary legislation, historical and current local and national influences on professional regulation.</td>
</tr>
<tr>
<td></td>
<td>Review of best practice study strategies and introduction to King’s IT resources.</td>
<td></td>
<td>14.00-16.00</td>
<td>FWB G.76</td>
<td>Presentation and discussion</td>
</tr>
</tbody>
</table>

### Independent Study Preparation for Day 4
- Reflect and summarise your personal learning from day 3
- Review the King’s Fund overview of the NSH resource and note what has changed?
- Register and access a MOOC for Midwives [http://www.moocformidwives.com/](http://www.moocformidwives.com/)
- Explore the study skills session on the King’s web links and undertake the guided study on the KEATS module site
### Day 4
Content of the day will relate to learning outcomes 2

<table>
<thead>
<tr>
<th>Date</th>
<th>Themes</th>
<th>Facilitator</th>
<th>Time</th>
<th>Room</th>
<th>Learning/Teaching Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>8 Nov 2016</td>
<td>Future Directions in Maternity Services: Implementing the Maternity Services Review Recommendations</td>
<td>Prof Jane Sandall</td>
<td>11.00–13.00</td>
<td>FWB G.70</td>
<td>Presentation and Discussion</td>
</tr>
<tr>
<td></td>
<td>London LSA Perspectives</td>
<td>LSAMO Jess Read</td>
<td>14.00–16.00</td>
<td>FWB G.76</td>
<td>Presentation and Discussion</td>
</tr>
</tbody>
</table>

#### Independent Study Preparation for Day 5:
- Reflect and summarise your personal learning from day 4
- Review arrangements to attend an LSA audit
- Access the Care Quality Commission Report for your Trust on [www.cqc.org.uk/public/reports](http://www.cqc.org.uk/public/reports) - Are there any midwifery related issues? What leadership skills would you need to participate in these initiatives?
- Identify examples of clinical audit and standard setting initiatives in your maternity unit: e.g. VBAC, breast feeding and/or BFI standards, C/S rates and consider the maternity service provision in your Trust
  
  Prepare a 20 minute reflection from practice to present to the group using a reflective cycle
**Day 5**
Content of the day relate to learning outcomes 1, 3, 4 and 5

<table>
<thead>
<tr>
<th>Date</th>
<th>Themes</th>
<th>Facilitator</th>
<th>Time</th>
<th>Room</th>
<th>Learning/Teaching Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>22 Nov 2016</td>
<td>Supervision in relation to LSA and clinical audit, standard setting and quality assurance mechanisms.</td>
<td>SF</td>
<td>11.00-13.00</td>
<td>FWB  G.70</td>
<td>The LSA audit process Discussion on dimensions of quality and the audit cycle</td>
</tr>
<tr>
<td></td>
<td>Facilitating Choice for Women</td>
<td>SF or Dr K Coxon</td>
<td>14.00-16.00</td>
<td>FWB  G.76</td>
<td>Presentation and Discussion</td>
</tr>
</tbody>
</table>

**Independent Study Preparation for Day 6**

- Reflect and summarise your personal learning from day 5
- Review the Developing a Culture of Compassionate Care document on [http://www.londonlsa.org.uk/somaudit.html](http://www.londonlsa.org.uk/somaudit.html)
- Discuss with your mentor and colleagues the issues of supervisory teamwork and informed choices for women when working with doulas, PALS and MSLCs Resources available: [http://doula.org.uk/](http://doula.org.uk/) and [http://www.chimat.org.uk/mslc](http://www.chimat.org.uk/mslc)
- How may midwives develop leadership skills?
- Prepare a 10 minute reflective case study for presentation to colleagues
- **Review your Practice Experience and Skills Book with your SOM mentor**
## Day 6

**Content of the day relates to any learning outcomes 3 and 5**

<table>
<thead>
<tr>
<th>Date</th>
<th>Themes</th>
<th>Speaker</th>
<th>Time</th>
<th>Room</th>
<th>Learning/Teaching Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 Dec 2016</td>
<td>10 min case study reflection to colleagues</td>
<td>Students</td>
<td>11.00-11.45</td>
<td>FWB G.70</td>
<td>Case study presentation and discussion</td>
</tr>
<tr>
<td></td>
<td>Exploring Women’s Experiences of Maternity Services and strengthening engagement with individual service users and agencies at local/national levels.</td>
<td>Service User</td>
<td>11.45-13.00</td>
<td></td>
<td>Discussion</td>
</tr>
<tr>
<td></td>
<td>Developing Professional Leadership Skills</td>
<td>SF</td>
<td>14.00-16.00</td>
<td>FWB G.76</td>
<td>Lecture and discussion on leadership styles, approaches and role modelling</td>
</tr>
</tbody>
</table>

### Independent Study Preparation for day 7

- Reflect and summarise your personal learning from day 6
- Access the [http://www.londonlsa.org.uk/sominfo.html](http://www.londonlsa.org.uk/sominfo.html) to review the annual review process and Intention to Practice (ITP) forms. What impact will future changes to revalidation have for midwives?
- Identify mandatory in-service training and updating opportunities in the Trust and local Higher Education Institutes and consider the access issues for supervisees
- Review your Practice Experience and Skills Book with your SOM mentor
### Day 7
Content of the day relates to learning outcome 1, 2 and 5

<table>
<thead>
<tr>
<th>Date</th>
<th>Theme</th>
<th>Facilitator</th>
<th>Time</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>10 Jan 2017</td>
<td>Discussion of Independent learning</td>
<td>SF</td>
<td>11.00-11.45</td>
<td>Presentation, case studies and discussion related to the supervisory role and responsibilities in ensuring fitness for practice. Review strategies to support learning, maintain Records and confidentiality. Identification of strategies to review development, competence and confidence.</td>
</tr>
<tr>
<td></td>
<td>The supervisor's role in relation to:</td>
<td></td>
<td>11.45-13.00</td>
<td>FWB G.70</td>
</tr>
<tr>
<td></td>
<td>• Maximizing potential</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Maintaining equality and diversity</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Managing communication, feedback and interpersonal issues</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Fitness to practice</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Supervisory reviews and intention to practice documentation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Revalidation requirements</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Strengthening Statutory Supervision in Pre-Registration Education and standards to support pre-registration progression and attainment</td>
<td></td>
<td>14.00-16.00</td>
<td>Presentation and discussion</td>
</tr>
<tr>
<td></td>
<td></td>
<td>FWB G.76</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Independent Study Preparation for Day 8
- Prepare a 30 minute formative presentation exploring an aspect of undertaking a supervisory investigation in relation to one of the NMC domains professional values, communication and interpersonal skills, clinical decision making and leadership and team working.
- Consider strategies for self, peer and lecturer feedback to enable you to gain insight and confidence in group presentations and facilitation.
- Reflect and summarise your personal learning from day 7 and how you can develop your supervisory scenario into a summative portfolio entry.

---

33
**Day 8**
**Formative Student Presentations**

<table>
<thead>
<tr>
<th>Date</th>
<th>Theme</th>
<th>Time</th>
<th>Room</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>24 Jan 2017</td>
<td>Formative Student Presentations</td>
<td>11.00-13.00</td>
<td>FWB G.70</td>
<td>Learning outcomes may relate to any of the module learning outcomes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>14.00-16.00</td>
<td>FWB G.76</td>
<td></td>
</tr>
</tbody>
</table>

**Independent Study Preparation for day 9**
- Reflect and summarise your personal learning from day 9
- Access the LSA homepage [http://www.londonlsa.org.uk/somtool.html](http://www.londonlsa.org.uk/somtool.html)
  For guidance/templates for undertaking investigations into impaired practice and identify potential untoward critical incidents or Serious Untoward Incidents (SUI) with your mentor. Discuss the role of the SOM with regards an investigation.
- Explore the managerial and supervisory issues within fitness to practice investigations and identify potential mitigating circumstances that may contribute to substandard practice and performance
- Access [http://www.londonlsa.org.uk/somaudit.html](http://www.londonlsa.org.uk/somaudit.html) to review the bench marked standards of the Morecambe Bay recommendations
- Consider the supervisory issues arising from the Francis Report (DH 2013) and the Keogh Report (Keogh, 2013)
### Day 9
Content of the day relates to learning outcome 1, 2 and 5

<table>
<thead>
<tr>
<th>Date</th>
<th>Theme</th>
<th>Facilitator</th>
<th>Time</th>
<th>Room</th>
<th>Activity</th>
</tr>
</thead>
</table>
| 7 Feb 2017 | - Leading and supporting investigations into alleged impairment/misconduct or serious untoward incidents.  
- Developing multi-professional teamwork to encourage mutual respect and contribution  
- Developing supportive learning to meet NMC (2009) education benchmarks and develop approaches to managing anxiety, distress and promote wellbeing, personal safety and conflict resolution | SF          | 11.00-13.00| FWB G.70 | All day workshop involving case study analysis and discussion to review the following:  
Recognition of impaired fitness for practice and breaches of standards  
Conducting and/or supporting an investigation  
Drafting statements, collecting evidence and report writing.  
Preparation, management and support of education plans. |
|            |                                                                       |             | 14.00-16.00| FWB G.76 |                                                                         |

**Independent Study Preparation for day 10**

- Reflect and summarise your personal learning from day 9
- Access the National Patient Safety website and explore maternity related issues [www.nrls.npsa.nhs.uk/resources/patient-safety](http://www.nrls.npsa.nhs.uk/resources/patient-safety)
- Review the following reports:  
- Review your Practice Experience and Skills Book with your SOM mentor
## Day 10
### Content of the day relates to learning outcome 1 and 3

<table>
<thead>
<tr>
<th>Date</th>
<th>Themes</th>
<th>Facilitator</th>
<th>Time</th>
<th>Room</th>
<th>Learning/Teaching Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>21 Feb 2017</td>
<td>Individual tutorials</td>
<td>SF</td>
<td>11.00-11.45</td>
<td>FWB G.70</td>
<td>Review of formative assessment feedback</td>
</tr>
<tr>
<td></td>
<td>Case study</td>
<td>SF</td>
<td>11.45-13.00</td>
<td></td>
<td>Discussion And presentation</td>
</tr>
<tr>
<td></td>
<td>Local governance policies and procedures in relation to supervision:</td>
<td>Sarah Beake</td>
<td>14.00-16.00</td>
<td>FWB G.76</td>
<td>Presentation and discussion on: Risk management and quality assurance to include cause analysis,</td>
</tr>
<tr>
<td></td>
<td>Risk management</td>
<td></td>
<td></td>
<td></td>
<td>systems evaluation, clinical audit and local and national governance systems such as CNST and</td>
</tr>
<tr>
<td></td>
<td>Clinical Audit</td>
<td></td>
<td></td>
<td></td>
<td>NPSA</td>
</tr>
<tr>
<td></td>
<td>Individual tutorials</td>
<td>SF</td>
<td>16.15-17.30</td>
<td></td>
<td>Review of formative assessment feedback</td>
</tr>
</tbody>
</table>

### Independent Study Preparation for day 11
- Review the LSA annual report to the NMC available [http://www.londonlsa.org.uk](http://www.londonlsa.org.uk)
- Discuss with your SOM team the process for clinical policy/guidelines development and ratification and the process to support dissemination to practising midwives and SOMs
Day 11
Content of the day relate to module learning outcomes 1, 2, 4 and 5

<table>
<thead>
<tr>
<th>Date</th>
<th>Themes</th>
<th>Speaker</th>
<th>Time</th>
<th>Room</th>
<th>Learning/Teaching Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>7 March 2017</td>
<td>Local Perspectives: Discussion with a contact SOM</td>
<td>TCB</td>
<td>11.00-13.00</td>
<td>FWB G.70</td>
<td>TBC</td>
</tr>
<tr>
<td></td>
<td>Supporting and dissemination of ‘best’ Evidence into Practice</td>
<td>Prof Debra Bick</td>
<td>14.00-16.00</td>
<td>FWB G.76</td>
<td>Lecture and discussion consideration on translational research and clinical academic pathways</td>
</tr>
</tbody>
</table>

Independent Study Preparation for Day 12
- Review and evaluate your Practice Experience Workbook in line with assessment guidelines and discuss with your Sign Off SOM mentor strategies to address omissions and identify opportunities to achieve.
- Make sure you have your examination number and are familiar with TurnItIn assessment submission procedures. Discuss any problems with module lead.

Day 12
Content of the day relate to learning outcomes 4 and 5:

<table>
<thead>
<tr>
<th>Date</th>
<th>Themes</th>
<th>Speaker</th>
<th>Time</th>
<th>Room</th>
<th>Learning/Teaching Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>21 March 2017</td>
<td>Preparing for Successful Submission Assessment workshop</td>
<td>SF</td>
<td>11.00-13.00</td>
<td>FWB G.70</td>
<td>Workshop</td>
</tr>
<tr>
<td></td>
<td>Meeting with Sign Off SOM mentors from practice.</td>
<td></td>
<td>14.00-15.00</td>
<td>FWB G.76</td>
<td>Discussion and feedback with mentors.</td>
</tr>
<tr>
<td></td>
<td>Online KEATS Evaluation</td>
<td></td>
<td>15.00-16.00</td>
<td></td>
<td>Programme evaluation to include theory and practice provision</td>
</tr>
</tbody>
</table>

Location key:
FWB – Franklin-Wilkins building, Waterloo Campus