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# Report to the Meeting of the

**CoG 39/2017**

(Agenda item: 14)

# Oxford Health NHS Foundation Trust

# Council of Governors

**15 November 2017**

**Update on the new School of Nursing and Midwifery**

**For: [Information]**

**Executive Summary**

The paper provides the context and vision for the introduction of the school taking into account the changes in bursary and fee funding for student nurses and midwives and the introduction of the apprenticeship levy from April 2017, the development of the nursing associate role and the decrease in professional development funding.

The paper outlines the purpose of the school which will be to create a joint University and Trust environment that builds a sense of belonging to Oxford.

**Governance Route/Approval Process**

This paper is to provide an update on the Oxford School of Nursing and Midwifery.

**Recommendation**

The Council of Governors is invited to note the report.

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**The Oxford School of Nursing and Midwifery**

**Partners: Oxford University Hospitals Foundation Trust, Oxford Health Foundation Trust and Oxford Brookes University *under the umbrella of the Oxford Academic Health Science Centre***

1. **Context**

The partners within the Oxfordshire Health Care Economy who are responsible for employing or educating registered nurses and midwives recognise that an opportunity exists to partner and change the model of nursing education and research. The changes in bursary and fee funding for student nurses and midwives in line with other HEFCE funded courses creates a sense of urgency given the step change in requirements for nurses and midwives in parallel with these funding changes. This is a unique period in nursing and midwifery to create a model of education, research and ongoing professional development that attracts and retains the volume and calibre we aspire to.

Other key changes at a national level in education models include the introduction of the apprenticeship levy from April 2017, the embryonic development of the nursing associate role and the 41% decrease in professional development funding. Currently the tariff for clinical placement is under review and could affect the availability of clinical education support for students.

Against this background, the three partners have developed a proposal for creating an education, research and clinical placement model within Oxfordshire that attracts potential students at national level by reflecting the elements of an Oxford brand (*to be developed*) that students and nursing staff expect delivered.

Similar partnership models have been successful in the USA; University of Pennsylvania, John Hopkins and Boston College rank in the top 5 schools with similar models of partnership, co design etc.

*This is a unique opportunity to consider the role of the AHSC in having some oversight of this model in order that all partners have some involvement in the future,*

1. **The Vision**

Our vision is to be the exemplar model for Nursing and Midwifery education, research and clinical practice within the UK because it will take all three of these aspects to attract and retain our nurses and midwives. Therefore, we expect to be ranked in appropriate league tables within the top 10 Schools of Nursing and Midwifery internationally within 10 years and within the UK in 5 years. For students and our staff, we would aim to create an environment that reflects a feeling of a personalised journey of learning, initially as students and then through career development for qualified staff.

1. **Purpose**

The purpose of the Oxford School of Nursing and Midwifery (OSNM) is to create joint University and Trust environment that builds a sense of belonging to Oxford. This will be founded on the highest quality educational experience, creating excellent clinical practice experience, lifelong learning and career development, and establishing an environment of strong clinical research in these disciplines.

The intent is that students and staff within the OSNM develop careers that improve retention with the health economy and build the expertise and reputation of the University and the Trusts as employers of choice.

1. **Scope**

The proposed OSNM will include pre- registration (undergraduate and postgraduate) students through diverse entry points. It will include all branches of Nursing and Midwifery i.e. paediatrics, adult, mental health and learning disabilities along with agreed post-graduate qualifications.

The OSNM aspires to co-location on clinical and university sites in a campus model similar to that established by UoO, School of Medicine. The unique selling point is the integration of all three aspects of education, research and clinical practice in a way that has not been developed across these professions in the UK to date.

The Oxford Institute of Nursing and Allied Health Research (OxINAHR) will be incorporated into OSNM and further developed to explicitly include Midwifery and support the much needed research endeavour in all of these professions.

1. **Brand**

To develop a shared brand for OSNM based on previous brand from JR/RI and current brand for OBU Dept. of Nursing. The new brand will reflect a contemporary vision for OSNM, which will be developed in all communications, and marketing.

Recognise and launch the new model and ensure that the sense of belonging is enhanced within the clinical areas. Build recognition program for excellence in education and clinical learning environments i.e. accreditation. Set up kite marks for the branding i.e. baby friendly, Athena SWAN and diversity panel etc., linking into existing structures within University and Clinical settings where appropriate (e.g. OBU Athena SWAN Silver at Dept. level).

1. **What might OSNM look like in 5 years/10 years?**
* Joint presence on university and clinical sites with a visible brand in all clinical locations (hospital and community based) as well Headington campus
* First choice for nursing and midwifery in UK
* Explicit career ladders for qualified staff linked to education and career development across the spectrum of community and acute care – supporting future care models
* Greater retention of nurses with lower vacancy levels (<5%) for nurses in clinical teams
* Strong staff engagement and participation in clinical academic and research careers
* Integrated decision making including multiple joint appointments
* Strong research profile in the UK and internationally with significant external grant income
* Strong REF development over time with clear goals for REF2021 and beyond
* Multiple international collaborations in research and education
* BRC theme within existing Oxford BRC(s)
* Senior staff appointments including Professors of Midwifery, MH, LD, Children’s (including funded appointments from charitable/philanthropic giving)
* Nurse Consultant positions for appropriate University staff
* Multiple kite marks linked to the School
* WHO collaborating Centre for Nursing and Midwifery
* Apprenticeships – higher and lower flourishing
* Athena SWAN Gold
* Magnet recognition for nursing excellence
* Strong innovative models of community participation i.e. volunteering

**PLAN FOR 2017-18**

**Delivering the vision:**

1. Exemplar model for nursing and midwifery education, research and clinical practice – providing graduates with outstanding educational experiences and innovative pathways in Oxford.
2. To have a shared identity that reflects an ambitious and contemporary vision for the school.
3. To be in the top ten schools nationally within 5 years.
4. Aspire to be in the top 10 schools internationally within 10 years.
5. To lead Oxford in dynamic and innovative approaches to simulation and inter professional education.

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