

# Health Education England's response to 'Raising the Bar: Shape of Caring'

## Introduction

Health Education England (HEE) recently published its response to the ['Raising the Bar: Shape of Caring'](#) report – published in May 2016 following publication of the Shape of Caring (SoC) Review in March 2015. This was commissioned by the Nursing and Midwifery Council (NMC) and HEE and made 34 recommendations for the NMC and HEE to improve education and training for registered nurses and care assistants in a changing health and social care landscape.

Both the NMC and HEE have embarked on work programmes for the recommendations within their remits. For the NMC this includes development of new pre-registration nursing and midwifery education standards and a review of the standards to support learning and assessment in practice (Slaip).

To inform HEE's plans for the 26 recommendations with its remit, between June 2015 and October 2015 HEE held a series of stakeholder engagement events to hear views on the Shape of Caring review. The collated responses have informed HEE's response to 'Raising the Bar: Shape of Caring' – a summary of responses by theme is covered in chapter 3 of HEE's report.

## Five priority areas

HEE has initiated actions across five areas which will form its programme of work over the next two year. Each of the priority areas and actions within them is summarised below.

### 1. Excellence in nursing practice

> **Leadership** - HEE is working with the Florence Nightingale Foundation to explore how the American Nurses Credentialing Centre's (ANCC) excellence standards can be applied in England.

> **'Academy of Care'** – HEE will work in collaboration with education and training by establishing an expert resource to promote, support and champion excellence.

## Health Education England's response to a review of the future education and training of registered nurses and care assistants in England

### Purpose

This briefing offers a summary of HEE's response to the Shape of Caring Review 'Raising the Bar', outlining the five priority areas that HEE will now initiate.

### Briefing Publication Date

May 2016. HEE's response was published on 17 May 2016.

### Contact

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## 2. Valuing and developing the case assistant workforce

- > **A new nursing support role by 2016** – This report gives a clear indication of HEE’s intentions to pursue the development of a new intermediary care role which will sit between registered nurses and the support worker workforce. 1,000 people will pilot the new role by January 2017.

In January 2016 HEE launched a consultation on proposals to introduce a new ‘nursing associate’ role in England. On 26 May HEE published its response to the [consultation](#), our [briefing](#) summarises HEE’s response to the consultation.

- > **Apprenticeship standards and framework for the nursing support role** - HEE has committed to widening access routes into nursing for support workers. As part of this initiative, HEE will work with the Trailblazer Group to develop apprenticeship standards and a framework for the nursing support role.
- > **Skills passport or e-portfolio to validate and verify education and training** – HEE will map current best practice across teams locally and will explore how these can be developed to create a skills portfolio and standardise training for care assistants.

## 3. Ensuring meaningful patient and public involvement

HEE will:

- > **Research the patient and public voice (PPV) in education/curricula design, delivery and assessment**
- > **Consult on draft PPV principles**
- > **Work with NMC to incorporate findings into education standards**
- > **Work with stakeholders to embed agreed principles.**

#### 4. Flexibility in preregistration education

- > **Review 2+1+1 model in partnership with the NMC**  
Respondents differed in their views on whether the current education model is fit for the registered nurse of the future. HEE will support the NMC's review of the preregistration standards through linkage with the workforce development programme.
- > **Apprenticeship standards for registered nursing**  
HEE will work with the Trailblazer Group to develop an apprenticeship standard for registered nursing.
- > **Use the HEE Quality Strategy and HEE Quality Framework**  
HEE's intention behind these initiatives is to improve the learning environment for care and nursing professionals. They are intended to be used collaboratively across any professional learning environment. Further details on the [Quality Strategy 2016-2020](#) and [Quality Framework 2016-2020](#)

#### 5. Standards for post registration education

A number of issues for post registration education have been identified through the Shape of Caring review and engagement exercise. HEE will develop a strategy for clinical academic careers and a package of learning around safe staffing for Sisters, Charge Nurses and Directors of Nursing.

- **Other areas of action**
  - > **Develop an overarching career and education framework across Levels 1-9**
  - > **Commission the Queen's Nursing Institute (QNI) to showcase best practice in supporting students on placement in primary and community care-based placements. HEE will promote these areas of practice as positive career options for pre-registration nurses**

“The review of the nursing education model must take into account that issues may be different across the four fields and across the home nations’

- > Develop HEE preceptorship standards and commissioning outcomes

### Next steps

HEE commenced implementation of its response to the Shape of Caring recommendations in April 2016 and it anticipates that it will achieve its objectives by April 2018. HEE will set up a Shape of Caring Taskforce which will provide governance and appraisal of the implementation process. Further details will be shared with members when available.

### Analysis and next steps for CoDH

The Council is in the process of developing its vision on the future nurse and this will be followed by its vision on the future midwife.

We will be looking to develop our thinking around the review of the 2+1+1 model of nursing education with a view to formulating a position. In anticipation of this, we suggest that a review of pre-registration nursing education models must be informed by a strong evidence base that takes into account that issues may be different across the four fields and across the home nations.

SoC Theme 7: Supporting and enabling research, innovation and evidence-based practice - the majority of respondents welcomed the inclusion of research and innovation in the SoC review, many believe that more needed to be done to increase resources, strengthen research skills and build partnerships. HEE has said in its response that it will develop a strategy for clinical academic careers. Whilst we welcome initiatives to grow and strengthen the cadre clinical academics, it is disappointing that research isn't featured more prominently within HEE's five priority areas.