



Council of
Deans of Health

Annual Report

August 2017–July 2018

Contents

Chair and Vice Chair Foreword	3
Executive Director's Review	4
Mission	5
Facts and Figures	6
A UK-wide organisation	7
2017–2018 Highlights	8
Publications and Events	12
Looking Ahead to 2018-2019	14
Organisation and Governance	16
Meeting dates 2018–2019	16
Executive and Staff Team	17

Chair and Vice Chair Foreword

July 2018 marks the first year of our strategy and tenure as Chair and Vice Chair of the Council. While we continue to operate in a very fast paced ever changing strategic context, we remain focused on our strategic aims of influencing policy UK-wide, advocating for sustainable funding for our disciplines and fostering leadership in our sector.

Working with members across the UK, we are clear that all the influencing work we do on behalf of the Council must speak to member needs recognising our multiprofessional and UK-wide focus. We are confident that our focus on a UK agenda has strengthened our engagement in Scotland and Wales both with government and amongst the membership. We remain committed to ensuring that busy agendas on nursing policy are balanced with increasing visibility and value of the allied health workforce.

Key areas of success this year have been:

- our influencing on nursing workforce and apprenticeships in parliament and government,
- engaging with the delivery of regulation for paramedics and nurses,
- securing another year of support from the Office for Students in England,
- influencing bursary sustainability in Wales,
- informing policy and action on vulnerable allied health subjects.

We are particularly pleased that our portfolio approach means that our Executive Team can remain focused on what matters the most to our Council and be able to be both reactive to busy agendas and proactive on areas that needed profile raising within the Council such as research and global agendas.

We look forward to another year of activity, of continuing to influence agendas while we begin our governance and finance review to see us through to becoming an independent organisation in the next two years.

Professor Brian Webster-Henderson
Chair, Council of Deans of Health

Professor Jan Draper
Vice Chair, Council of Deans of Health

Executive Director's Review

My first year at the Council has coincided with an increase in resources. I am committed that as a team we should strive to demonstrate visible and tangible results both in terms of influencing policy and delivering effective services to members.

Externally, I am pleased we have:

- set out a clear strategic focus with clear objectives for all our portfolios,
- increased our influence with government officials and politicians across the UK,
- raised our profile with the press and on social media,
- continued to work in partnership with other organisations to influence our agendas.

Internally, I feel proud we have:

- built a strong team across the UK,
- addressed many policy areas at once ranging from monitoring student numbers and advocating for sustainable funding to promoting our research and global work,
- streamlined our financial management processes and introduced online payments.

While policy continues to be a central focus of our work, I am particularly mindful of the need to continue to offer value for money to our members and effective business-like services. Having listened to your feedback, we are increasing capacity at our events, built a new branding creating consistency across our documentation and developed a new members database. Although these may seem small changes to some, they are important in building a stronger infrastructure and offering more effective services to our members.

I am grateful to Fleur Nielsen, Jon Eames and the team for their support in strengthening our quality and engagement with members and stakeholders and look forward to what the new year will bring.

Dr Katerina Kolyva

Executive Director, Council of Deans of Health

Mission

The Council of Deans of Health represents the UK's university faculties engaged in education and research for nurses, midwives and allied health professionals.

Operating as a multi-professional organisation at the heart of policy and political debate, we aim to lead policy at national and UK level, promoting the essential contribution of our members to health and social care.

We are committed to working in partnership, strengthening membership engagement and intelligence gathering to influence policy UK-wide for high quality education and research.

Our strategic priorities for 2018–2021 are to:

- Influence policy UK-wide
- Secure sustainable funding
- Foster leadership and innovation

Facts and Figures

20 years of history



The Council of Deans of Health has 83 full members across the four nations of the United Kingdom and 6 associate members.

2016/17

- 83 universities
- 120,000 students on allied health, midwifery and nursing courses
- 110,000 on undergraduate courses
- 10,000 on postgraduate courses
- 262,000 registrants on the Health and Care Professions Council (HCPC) register
- 690,000 registrants on the Nursing and Midwifery Council (NMC) register

A UK-wide organisation

Northern Ireland

- CoDH Annual General Meeting (AGM) 2018 held in Belfast
- Chief Nursing Officer addressed AGM
- Annual Stakeholder Forum with the Northern Irish Department of Health nursing and allied health officers, the Northern Ireland Practice and Education Council for Nursing and Midwifery, the Royal College of Midwives and the Royal College of Nursing, Health and Social Care in Northern Ireland and HSC Clinical Education Centre

Wales

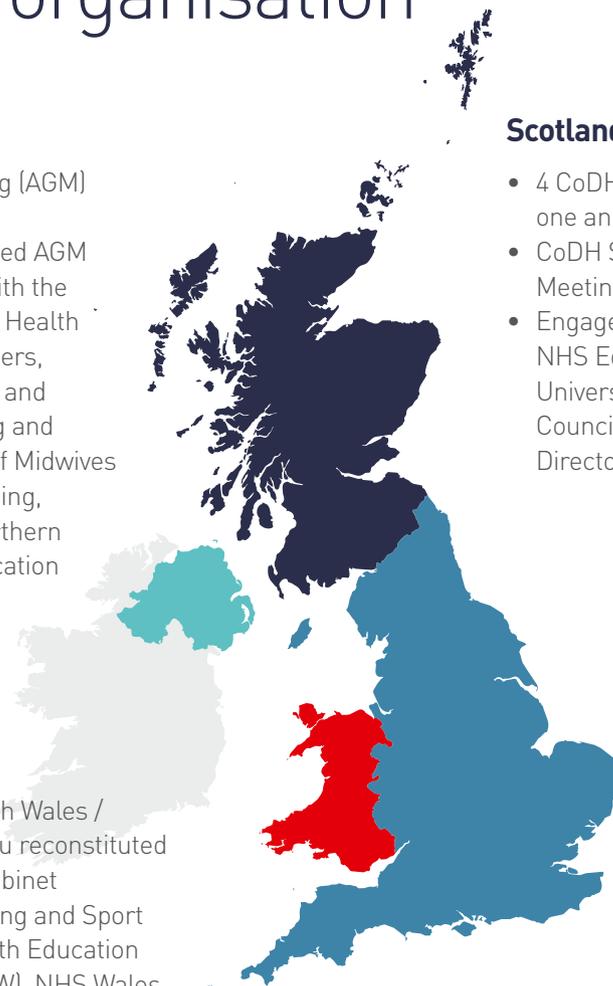
- The Council of Deans of Health Wales / Cyngor Deoniaid Iechyd Cymru reconstituted
- Regular meetings with the Cabinet Secretary for Health, Well-being and Sport
- Stakeholder Forum with Health Education and Improvement Wales (HEIW), NHS Wales Workforce Education and Development Services, the Welsh Government, and the Royal College of Nursing

Scotland

- 4 CoDH Scotland meetings a year including one annual Retreat
- CoDH Scotland-Chief Nursing Officer Forum Meetings
- Engagement with Scottish Government, NHS Education for Scotland, the CNO, Universities Scotland, Scottish Funding Council and the Scottish Executive Nurse Directors

England

- Close engagement with the Department for Health and Social Care, the Department for Education (DfE), Office for Students (OfS), Health Education England (HEE), NHS England, the CNO and CAHPO and professional regulators covering the entire UK.
- Strengthening ties and facilitating communications between the regional groups of Deans



2017–18 Highlights

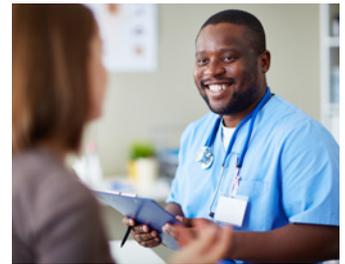
Influence policy UK-wide

Our policy influencing work has a multi-professional and UK-wide focus. We influence policy in our five portfolio areas: workforce, research, regulation, global, education impact. Over the course of last year, we engaged heavily with the Health Select Committee's nursing workforce inquiry. The Council submitted full written evidence which led to our Chair, Professor Brian Webster-Henderson, appearing in person before the Committee in November. We were delighted to see our evidence reflected in the Committee's final report, particularly in relation to the importance of investment in the education of the existing workforce.

The Council has increased its links with parliament over the past year. We submitted evidence to the Education Committee inquiry on apprenticeships quality and to the House of Lords Economic Affairs inquiry on the economics of higher education. In June the Council's Executive Director, Dr Katerina Kolyva, appeared before the Education Select Committee to give evidence on nursing apprenticeships.

We will continue to build on our public affairs engagement in 2018/19 and aim to facilitate new relationships with parliamentarians in Westminster and in the devolved legislatures. CoDH Wales has regular meetings with Vaughan Gething AM, the Cabinet Secretary for Health, Well-being and Sport in the Welsh Government. In Scotland meetings with Government ministers and the CNO provide members with direct access to the Scottish Government. Whilst in Northern Ireland our stakeholder forum enables close working with Northern Irish government departments.

The Council is in close regular contact with policy makers across the four nations. This includes the Department for Health and Social Care, DfE, OfS, HEE, NHS England, all CNOs and Chief Allied Health Profession Officers (CAHPOs), Health Education and Improvement Wales (HEIW), NHS Education for Scotland (NES), Scottish Government and professional regulators. This allows us to represent members while policies are still under consideration and influence their development. Lateral collaboration with professional organisations,



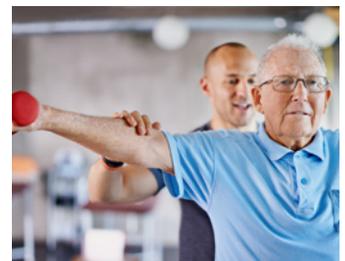
Universities UK and groups representing employers and service significantly increases our influence. Our staff and executive team also gave presentations at external events throughout the year on the Council's work and priorities.

We have been able to influence the Welsh position on student bursaries this year as well as decisions on postgraduate education funding in England (including the new 'golden hello' scheme), national recruitment campaigns and interventions for vulnerable subjects. At our Annual General Meeting in January members asked us to help tackle obstacles to apprenticeship delivery. We subsequently organised a roundtable meeting with the Universities Vocational Awards Council in April bringing together key stakeholders to discuss members' concerns.

The Council is a nominating body for Research Excellence Framework (REF) panel members and assessors. We were delighted that our nominations for the REF 2021 exercise and liaison with other nominating bodies resulted in 13 of the candidates we nominated for sub-panel membership being accepted for the criteria setting and assessment phase. We were also delighted to welcome back Professor Hugh McKenna as Chair of the sub-panel for our disciplines.

Our ability to draw on members' expertise through our advisory and working groups has allowed us to submit responses to a range of consultations this year including the HEE draft workforce strategy and the UK-wide consultation on reform of professional regulation. Our ongoing engagement with the Health and Care Professions Council (HCPC) and the Nursing and Midwifery Council (NMC) is a vital part of our work allowing us to influence the development of new regulatory policy and standards, which this year focused on paramedics, nurses and nursing associates. We have embarked on extensive engagement work on midwifery standards, which will be a key focus for us in the next academic year.

Through our membership of the Cavendish Coalition the Council has been working with partner organisations from across the health and social care sector on influencing Government policy regarding the impact of Brexit on the health and social care workforce. We contributed to the Coalition's joint response to the Migration Advisory Committee's consultation on EEA workers in the UK labour market, to a briefing on how different options for a future immigration policy would impact on the sector, and on a briefing on implications for domestic workforce planning post-Brexit. Dr Katerina Kolyva and Professor Paula



Kersten from the University of Brighton also attended a parliamentary reception organised by the Coalition and hosted by Baroness Finlay of Llandaff.

Secure sustainable funding

We were pleased that the OfS has continued to support the funding of our pre-registration courses in England at both undergraduate and postgraduate level. The Council continues to be involved in apprenticeships policy work and has joined the second trailblazer group for the degree nursing apprenticeship.

The Council sits on the Board for the OfS Challenge Fund for small and specialist subjects. We continue to highlight the need for targeted interventions to support healthcare subjects wherever necessary. We have led work with associated communications and engagement on learning disability nursing and we are engaged with allied health professional organisations on vulnerabilities.

Our focus on sustainable funding extends to our research portfolio, which has led UK-wide work on clinical academic policy enabling us to lobby for improvements with policy-makers. We are also engaged in ongoing work with the CNO in England on the research elements of her strategy Leading Change, Adding Value.

We continue to raise concerns about funding for post-registration education, most notably in our responses to the Health Committee inquiry on the nursing workforce and the HEE draft workforce strategy. We worked with CoDH Scotland to map post-registration education provision to allow us to engage fully with Scotland's workforce and commissioning plans. Higher education funding is raised by CoDH Wales at ministerial meetings and discussed at the Northern Ireland Stakeholder Forum.

Foster leadership and innovation

We have continued our commitment to support our members in having access to leadership scholarships in partnership with the Florence Nightingale Foundation (FNF). Following discussions with the Chief Allied Health Professions Officer (CAHPO) in England, we are working with HEE to understand the leadership landscape of allied health academics.



The Council embarked on a new partnership with the Burdett Trust for Nursing on a project to promote and develop leadership skills among allied health, midwifery and nursing students. The centrepiece of the project is the #150Leaders programme which offers 150 healthcare students from across the UK the opportunity to participate in a leadership programme developed by the Council with the costs fully-funded by the project. Students from across the professions and from all four home nations attended the initial residential events involving presentations, workshops and interactive sessions. The students then participated in a one-to-one mentoring programme for three months before attending the final event.

The #150Leaders



- 118 England
- 19 Scotland
- 12 Wales
- 1 Northern Ireland



- 88 Nursing students
- 41 Allied Health students
- 21 Midwifery students

From the start, the project successfully engaged students as co-creators of the programme and allowed them to shape their experience, giving the project a unique flavour and contributing to a sense of ownership among the students on the programme. There has been widespread support and participation in the project from among the Council’s membership and wider stakeholders which has been instrumental to the success of the programme.

The Council provides an important forum for sharing and celebrating innovation in education. In September we published work on best practice in research environments and in May showcased members’ global outreach through a collection of case studies which will help us promote this work in the future.

Publications and Events

August – October

- Publication: High performing research environments in nursing, midwifery and allied health professions
- Full Council in Bristol
- Publication of written evidence to Health Select Committee inquiry on nurse workforce
- Publication (with Public Health England): Guidance: Public Health Content within the Pre-Registration Curricula for Allied Health Professions
- Publication: Educating the Future Midwife – a paper for discussion

November – January

- Learning disability nursing roundtable
- Paramedic seminar
- Student Leadership Programme 2017 cohort final event
- Council Annual General Meeting in Belfast
- Meeting of research leads network on understanding research environments

February – April

- Student Leadership Programme 2018 cohort welcome events
- Apprenticeships roundtable with Universities Vocational Awards Council
- Seminar on English and Maths requirements for admission
- Nursing associate consultation roundtable meeting

May – July

- Council Summit in Crewe
- Student leadership event for all #150Leaders
- Publication: UK health faculties' global engagement
- Publication: Clinical academics paper
- Nursing standards early adopters event with NMC

We have also published policy briefings and blogs for members on various topical subjects throughout the year. We have engaged proactively with the media, raising the Council's profile and creating the opportunity to provide comment across the full range of policy issues and having opinion pieces published on issues around funding, workforce and research.

Looking Ahead to 2018-2019

Influence policy UK-wide

The Council has been awarded a grant by HEE to deliver a programme of activity on the development of advanced clinical practice, including a national conference on 14 September 2018, which will examine the opportunities and challenges in the education of advanced clinical practitioners across the professions. This work is now underway and will be a good opportunity to get our members' views and concerns heard.

We will be looking at how the Council can work with the HCPC to help influence workforce planning and visibility for AHPs. We will again be working closely with the NMC on the implementation of the new nursing and nursing associate standards and in the creation of new standards for midwifery education.

The Council will continue to share innovation in recruitment, teaching, learning and research. We have recently formalised our advisory and working group structures. This should help capture member expertise and support the executive to grow the Council's policy output. We look forward to working with all our expert members over the coming year. If you are not yet involved in our policy work but would like to be, please do get in touch to discuss.

Secure sustainable funding

With rapid developments in healthcare education and increasing employer involvement through apprenticeships, the Council aims to articulate the role and benefits of higher education as well as looking at best practice in employer-university partnerships. We aim to ensure that the high costs of university education are met regardless of education level or route across UK. The 2017 HEFCE costing study helped us achieve secure OfS funding support at both undergraduate and postgraduate level in England. We will want to look at the implications of this in other parts of the UK, particularly with the increase in commissioned nursing places in Scotland.

The general student funding system will come under close scrutiny in England this year as the Government undertakes its post-18 funding review. The results of this process could affect our future students resulting, perhaps, in the reintroduction of maintenance support or a change in tuition fees. Meanwhile, debate continues in our own sector on incentivising workforce growth and protecting vulnerable subjects. We will continue to work with bodies across the UK on recruitment campaigns and student support, including the future of the bursary in Wales and the use of targeted incentives in England.

Research funding will remain a focus as we continue to build relationships with funding bodies across the UK. So too will post-registration education. Following the success of our 2016 report on Continuing Professional Development, the Council plans to look again at funding for workforce development taking into consideration any new commitments from UK governments.

Foster leadership and innovation

For the coming year we are working to develop a new programme of academic leadership for our membership. Working with a group of our former scholars and the FNF we are in the process of developing a dedicated programme tailored to our members that will encompass leadership at a variety of levels and not just that of the aspiring dean. This will help enable leadership and succession planning for senior academic roles across our professions. Alongside this we are also working with HEE on a project on AHP leadership within academia.

As we move into the final months of the Student Leadership Programme as funded by the Burdett Trust for Nursing, we are working on ways to continue the programme for both the #150Leaders who have participated so far and for new cohorts to join the programme. The huge success of the programme clearly demonstrates its benefits to the students who have participated and the numbers who have applied suggest a real appetite for the continuation of this programme. The feedback from not only the students, but mentors, our members, stakeholders and others who have interacted with them highlights the value of the programme and the impact it can have both now and once these students have moved into practice.



Organisation and Governance

The Council's membership services have been a strong focus in the last year with improvements to our processes around finance, including the move to online payments for our events, the introduction of a new member database and preparations to ensure compliance with the new General Data Protection Regulation.

Our branding and internal communications have been another area of improvement in the last year with a new look to the Council's briefings and other publications, our weekly bulletin and the introduction of the Chair's/Vice Chair's Update, which for the first time has included the use of video to allow our Chair and Vice Chair to speak directly to the membership. We have also refreshed and relaunched our microsite The Funding Clinic, which now includes updated information on funding for pre-registration courses in all four home nations and the inclusion of videos of students from the Student Leadership Programme for use in promoting healthcare courses.

In the coming year, we will be continuing to focus on delivering a high level of service to our members. We will be launching an improved programme of events including the first Annual Conference in London in January 2019, that will allow greater attendance whilst delivering relevant content and high-level speakers. To further help us deliver the services and policy work that members want we will be asking our membership to tell us what they value about the Council, what their priorities are and what want to see more, or less, of as part of a membership survey entitled 'Have your Say'.

Meeting Dates 2018-2019

Full Council: Thursday 11 October 2018, Glasgow

Annual Conference: Tuesday 22 January 2019, London

Summit & Annual General Meeting: Wednesday 15 – Thursday 16 May 2019, Cardiff

Executive and Staff Team

Executive Team

Professor Brian Webster-Henderson, Chair

Professor Jan Draper, Vice-Chair

Professor Iain Beith, Treasurer

Professor Fiona Coutts, Executive Member
Scotland

Professor Carol Curran, Executive Member
Northern Ireland

Professor Ceri Phillips, Executive Member
Wales

Professor Ruth Taylor, Executive Member
Workforce

Professor Trish Livsey, Executive Member
Regulation (until June 2018)

Dr Paula Holt, Executive Member
Regulation (from July 2018)

Professor Patrick Callaghan, Executive Member
Research (until June 2018)

Professor Brendan McCormack, Executive Member
Research (from July 2018)

Professor Guy Daly, Executive Member
Global

Professor Nigel Harrison, Executive Member
Education Impact

Staff Team

Dr Katerina Kolyva, Executive Director
katerina.kolyva@cod-health.ac.uk

Fleur Nielsen, Head of Policy
fleur.nielsen@cod-health.ac.uk

Jon Eames, Head of Membership and Communications
jonathan.eames@cod-health.ac.uk

Jenny Hicks, Membership and Governance Officer
jennifer.hicks@cod-health.ac.uk

Dorothea Baltruks, Senior Policy and Research Officer
dorothea.baltruks@cod-health.ac.uk

Josh Niderost, Senior Policy and Public Affairs Officer
josh.niderost@cod-health.ac.uk

Lorna Fraser, Senior Policy Officer, Scotland
lorna.fraser@cod-health.ac.uk

Anji Kadam, Policy Officer
anji.kadam@cod-health.ac.uk

Nadia Butt, Project and Events Officer
nadia.butt@cod-health.ac.uk

Marsha Brown, Business Support Coordinator
marsha.brown@cod-health.ac.uk

Member organisations

Full members

Abertay University
 Anglia Ruskin University
 Bangor University
 Birmingham City University
 Bournemouth University
 Brunel University London
 Buckinghamshire New University
 Canterbury Christ Church University
 Cardiff Metropolitan University
 Cardiff University
 City, University of London
 Coventry University
 De Montfort University
 Edge Hill University
 Edinburgh Napier University
 Glasgow Caledonian University
 Keele University
 King's College London
 Kingston University and St George's, University of London
 Leeds Beckett University
 Liverpool John Moores University
 London South Bank University
 Manchester Metropolitan University
 Middlesex University

Newcastle University
 Northumbria University
 Oxford Brookes University
 Plymouth Marjon University
 Plymouth University
 Queen Margaret University
 Queen's University Belfast
 Robert Gordon University
 Sheffield Hallam University
 Staffordshire University
 Swansea University
 Teesside University
 The Open University
 The University of Nottingham
 The University of Sheffield
 Ulster University
 University of Bedfordshire
 University of Birmingham
 University of Bolton
 University of Bradford
 University of Brighton
 University of Central Lancashire
 University of Chester
 University of Cumbria
 University of Derby
 University of Dundee
 University of East Anglia
 University of East London
 University of Edinburgh
 University of Essex
 University of Exeter

University of Glasgow
 University of Gloucestershire
 University of Greenwich
 University of Hertfordshire
 University of Huddersfield
 University of Hull
 University of Leeds
 University of Lincoln
 University of Liverpool
 University of Manchester
 University of Northampton
 University of Portsmouth
 University of Salford
 University of South Wales
 University of Southampton
 University of Stirling
 University of Suffolk
 University of Sunderland
 University of Surrey
 University of the Highlands and Islands
 University of the West of England, Bristol
 University of the West of Scotland
 University of West London
 University of Wolverhampton
 University of Worcester
 University of York
 Wrexham Glyndŵr University
 York St John University

Associate members

Gibraltar Health Authority
 HSC Clinical Education Centre
 Institute of Health and Social Care Studies, Guernsey
 Isle of Man Department of Health Learning Team
 States of Jersey, Health and Social Services
 The Institute of Osteopathy



Council of Deans of Health

Woburn House

20 Tavistock Square

London WC1H 9HD

0207 419 5520

www.councilofdeans.org.uk

Follow us on Twitter @councilofdeans

© 2018 Council of Deans of Health