King’s College London
Health Visiting & School Nursing
- The National Context

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Policy Context

• Improving Public Health
• Building a Big (strong) Society
• Strengthening and supporting families and parenting
• Cross Government inc.
  - Foundation Years
  - Safeguarding

• Cross Government Reviews
  – Frank Field MP (Poverty and life chances)
  – Graham Allen MP (Early Intervention)
  – Claire Tickell (Early Years Foundation Stage)
  – Eileen Munroe (Safeguarding/child protection)
  Importance of prevention early help and early intervention

Key messages
• Importance of prevention
• Importance of early help and early intervention

Coalition agreement health visiting commitment 4200
The Evidence

- Importance of the early years in general
- Importance of children’s health in the early years
- Parenting style
- Importance of good maternal mental health
- Helping babies to develop
- FNP specific evidence
- Evidence in the HCP
Health Visitor Implementation Plan 2011–15

*A Call to Action*
February 2011

Integrated programme plan for the delivery of a new health visiting service

1. Growing the workforce
2. Professional mobilisation
3. Aligning the delivery systems
Services for children 0-5: new model health visiting services

Your community
has a range of services Sure Start services and the services
Families and communities provide for themselves.
Health visitors work to develop these and make sure you
know about them.

Universal services
your health visitor and team provide the healthy child programme
to ensure a healthy start for your baby/children and family
(for example immunisations, health and development checks),
support for parents and access to a
range of community services/resources.

Universal plus
gives you a rapid response from your HV team when you need
specific expert help,
For example with postnatal depression, a sleepless baby,
weaning or answering any concerns about parenting.

Universal partnership plus
provides ongoing support from your HV team
plus a range of local services working together
and with you, to deal with more complex issues
over a period of time.
These include services from Sure Start Children’s Centres,
other community services including charities and, where
appropriate, the family nurse partnership.
What parents told us they need ......

A community that supports children and families

Services that give our baby/child healthy start.

Best advice on being a parent

To know our health visitor and how to contact them

A quick response if we have a problem and to be given expert advice and support by the right person

To have the right people to help over a longer term when things are really difficult

To know those people and that they will work together and with us.

To be able to care for our child who is ill or has a disability at home within a normal family life
Health Visitor Development Programme
What are the challenges?

Challenges

- Scale of expansion
- Financial context
- Providing clinical education and supervision
- Retention and morale in current workforce
- Implementing new service vision whilst managing current service pressures
- Incentives and levers for increasing the workforce in a new and devolved system?

‘Call to Action’ what we need to do nationally and locally to overcome the challenges, rapidly grow capacity and embrace innovation to transform services
Growing the workforce - DH areas of Action

**Attracting sufficient numbers of nurses to the profession**
- Recruitment
- Retention
- Return to practice

**Getting the training right: expansion and new service model requires:**
- Training more students and providing more and different clinical education and supervision.
- Work with the CoD/HEIs to ensure the framework for curricula is right for the new model of service
- Work with NMC as part of its review of Part 3 of the register

**Increasing the number of practice teachers and student placements**
- PT growth to meet the needs of training and supervision of the substantially increased number of new HVs
- Evaluation of new models of student support
- Preparation of practice teachers and mentors
Professional Mobilisation - DH areas of action

Raising public and professional awareness and understanding of the vision and service offer
• Roadshows
• Accelerated Learning Events
• Articles and publications

Extending and enhancing the skills and knowledge of the current workforce
• Building Community Capacity programme and masterclasses
• HCP e-learning modules
• Pathway development
• Perinatal mental health training

Communications and external engagement
• Work with professional bodies and regulators
• Communications Strategy and work with ALBs
• Cross-Government policy work
Aligning delivery systems – DH areas of action

Policy/Performance management

- Maximise Public Health White Paper and early years policy opportunities for HV and School Nursing to improve outcomes
- Performance manage progress towards delivery of the new service
- Build and promote improved partnerships at national level (e.g. cross government)
- Link with Early Years

Demand side actions and commissioning

- Support local services to work together and ensure clear transition arrangements
- Improve commissioning of HCP (up to 19)
- Develop outcome measures/metrics
- Mandate and specification with NHS England and HEE
- Link PHE
Priorities for transformed service (1): Public health
Assessing and responding to local need

Types of Need

- Predicted Population level e.g. PREview
- Assessed by HV (or others involved with family)
- Expressed by family

Health Visitor

Provide service/service contribution with partners
Delegate to Team member
Signpost e.g. Children centre
Refer on

Service Response
Public Health Priorities

Shift from focus on high rates of mortality from infectious diseases to concerns about millennial morbidities including:

- Obesity and re-emergence of nutritional deficiencies: Vit D, Iron and other micronutrients
- Well being/emotional health
- Speech, language, communication and cognition
- Keeping immunisation rates up
- Injury prevention/NAI (largest cause of A&E admissions)
- Adolescent lifestyle behaviours change (violence, alcohol, drugs, smoking etc.)
- Health inequalities
Focus on Early Identification and Early Help

Ensuring early identification of need and timely support is delivered to support the family centred approach

• Focusing on early intervention and early help
• Encouraging partnership working to deliver a comprehensive service offer
• Recognising the value of multi-agency delivery with clear co-ordination
• Enhancing parenting strategies
• Pre-conceptual and antenatal care and advice
• Supporting breast feeding
• Warm attuned parenting and attachment
• Health promotion and change management around healthy lifestyles using promotional and motivational interviewing
Healthy Child Programme: the best start for all children

Universal
- Health and development reviews
- Screening and physical examinations
- Immunisations
- Promotion of health and wellbeing, e.g.:
  - smoking
  - diet and physical activity
  - breastfeeding and healthy weaning
  - keeping safe
  - prevention of sudden infant death
  - maintaining infant health
  - dental health
- Promotion of sensitive parenting and child development
- Involvement of fathers
- Mental health needs assessed
- Preparation and support with transition to parenthood and family relationships
- Signposting to information and services

Universal plus
- Emotional and psychological problems addressed
- Promotion and extra support with breastfeeding
- Support with behaviour change (smoking, diet, keeping safe, SIDS, dental health)
- Parenting support programmes, including assessment and promotion of parent–baby interaction
- Promoting child development, including language
- Additional support and monitoring for infants with health or developmental problems
- Common Assessment Framework completed

Higher risk
- High-intensity-based intervention
- Intensive structured home visiting programmes by skilled practitioners
- Referral for specialist input
- Action to safeguard the child
- Contribution to care package led by specialist service
Professionals such as health visitors and school nurses will have a role in helping to develop local approaches to public health, provide links between public health and the NHS and leadership in promoting good health and addressing inequalities.

Public Health practitioners, Health visitors, school nurses, occupational health nurses

Nurses with specific primary and secondary prevention roles practice nurses, mental health community nurses, LD nurses, sexual health nurses, midwives

All nurses maximising their role in health and well being
What did children, young people and parents tell us?

<table>
<thead>
<tr>
<th>Children</th>
<th>Young people</th>
<th>Parents</th>
</tr>
</thead>
<tbody>
<tr>
<td>School nurses need to be more visible in schools.</td>
<td>School nurses need to be visible and well known to pupils. School nurses need to use technology such as texting and emailing.</td>
<td>School nurses need to be more visible in schools and to parents.</td>
</tr>
<tr>
<td>Pupils should be introduced to their school nurse.</td>
<td>School nurses need to offer early help to support young people.</td>
<td>Parents should be introduced to the school nurse and the service available.</td>
</tr>
<tr>
<td>Pupils should be told when the school nurse is available to see them.</td>
<td>School nursing services need to offer choice to young people in order to ensure that services are accessible and confidential.</td>
<td>Parents need to be advised directly about the service through letters, leaflets and clear information.</td>
</tr>
<tr>
<td>Pupils should be told where the school nurse can be found</td>
<td>Young people want to be able to offer their views about the services they receive</td>
<td>Parents need to be told where the school nurse can be found and provided with contact details.</td>
</tr>
</tbody>
</table>

‘Be in synch with the youth…..’
The vision and model for school nursing

An opportunity for school nurses to re-claim their role as leaders and delivers of public health to school aged children

**Your Community** describes a range of health services (including GP and community services) for children and young people and their families. School nurses will be involved in developing and providing these and making sure you know about them.

**Universal Services** from your school nurse team provides the Healthy Child Programme to ensure a healthy start for every child this includes promoting good health for example through education and health checks, protecting health eg by immunisations and identifying problems early.

**Universal Plus** provides a swift response from your school nurse service when you need specific expert help which might be identified through a health check or through providing accessible services where you can go with concerns. This could include managing long-term health issues and additional health needs, reassurance about a health worry, advice on sexual health, and support for emotional and mental health wellbeing.

**Universal Partnership Plus** delivers ongoing support by your school nursing team as part of a range of local services working together and with you/your family to deal with more complex problems over a longer period of time.
Strengthening the school health service offer

Leadership at all levels

*Early support to avoid crisis’*

‘*Support at times when I need it most’*

‘*To tell my story once’*

Access including technology

Partnership working

Early support

Commissioning to meet local priorities

‘Reaching out’

Identifying vulnerability

Visible – Accessible - Confidential
Products

Underpinning professional pathways which include:

- Delivering public health to young people in the youth justice system;
- Supporting children with complex needs in school settings;
- Supporting young carers
- Safeguarding;
- Emotional health and wellbeing.
- Sexual health

Suite of fact sheets:

- Health and social care professionals
- Elected members
- Head teachers

Young people champions
National network
Supporting Young carers work stream
Social media network
Educating health visitors for a transformed service

A suggested approach for education commissioners and Higher Education Institutions and Lecturers to aligning education with new service vision for health visiting
Why was the document developed?

- Need to deliver a transformed service
- Need to impart and strengthen new knowledge
- Need to ensure the future workforce is fit for purpose
- Need to align theory, knowledge and practice against the elements of the service vision
Content of the document

- Rationale for inclusion
- Link with goals and evidence of the health child programme
- Promoting the health and wellbeing of all children to improve outcomes
- Improved commissioning of education programmes
Community

This service includes interactions at community level

- Human Ecology/population health and epidemiology
- Social Capital/Social Marketing/Social Networks
- Building networks and understanding communities
- Building community capacity
- Influencing and developing policies and strategies for health and wellbeing
- Public health and inequalities
Universal (child and family)

This is a service for all families which includes:

- Early childhood development
- Self efficacy
- Motivation and motivational interviewing
- Change processes/changing nature of families
- Neuroscience
- Attachment and parenting
- Relationship building
- Research and EBP/new health knowledge relevant to children and families
- The Healthy Child Programme
Universal Plus

This is a service that any family may need some of the time, including:

- Maternal mental health needs
- Relationship building
- Role modelling and mirroring
- High level communication
- Motivational conversations/strengths based approach
- Assessing and evaluating evidence and outcomes
- Understanding practice – relationship base and parent empowerment
- Solution focused therapy/approaches to behaviour change
Universal Partnership Plus

This is a service for vulnerable families requiring ongoing additional support, including safeguarding and child protection concerns.

- Team functioning and team leadership
- Leading outside of sphere of influence
- Safeguarding children
- High level communication
- Leading service improvement for children and families
- Group facilitation
Practice Teachers – the issues

- Capacity
- Flexibility of support to students
- NMC guidance / standards
- Competencies and expectations
- Career opportunities
Role of the Practice Teacher in delivery

• Understanding the agenda and service vision
• Understanding the education to practice focus
• Preparing to work in new ways
• Understanding the model of practice
2 years on and what have we achieved?

We have achieved so much:

• Engaged and re-energising the health visiting profession while simultaneously raising the profile and status of the profession;

• Promoted learning and the spread of good practice to drive the increase in the number of Health Visitors;

• Rejuvenated and refreshed the skills, leadership and confidence of the current profession;

• Updated, refreshed and refocused the education of Health Visitors to support the emphasis on public health and the principles of the BIG Society through Building Community Capacity.

Continued / …..
2 years on and what have we achieved?

Other achievements include:

• Promoted research and evidence based practice
• Promoted innovation and service transformation
• Developed professional guidance to support transformation
• Provided professional/interface between policy and service delivery
• More than a thousand extra Health Visitors in post
• Transition plans/Government arrangements in place
• Health Visitor Implementation Plan refresh
What does it mean in practice?

- 49 Early Implementer Sites
- Over 200 projects/case studies
- Delivery of more Antenatal care
- Focus on Transition to parenthood
- Refocus on public health issues
- Increase in number of evidence based interventions
- Improved working with children’s centres
- Focus on Maternal Mental Health
- Increase in number of community projects
- More health visitors in some areas
What is still to be delivered?

- Increased coverage of Healthy Child Programme
- Integrated Review
- HV growth in line with trajectory
- Education/CPD to meet need
- Improved interface with key partners
- Assurance to Government on progress
- Ensure safe transfer of health visitor commissioning to local authorities

Continued / ....
What is still to be delivered?

- Linking health visitor programme with wider children’s and young people’s agenda
- Professional mobilisation and development
- Supporting health visitors in first 2 years of practice
- Supporting commissioning and providers to understand and deliver role
- Working with the Local Government Association
Next steps and new plans

A standard school health service led by school nurses, supported by an appropriate skill mix team:

- Leadership
- CPD
- Reviewing the evidence
- Recognising excellence – national award
- Young carers
- Consideration of school nursing role in health protection e.g. roll-out of flu prevention
Further challenges

- Pace of delivery
- Capacity
- Understanding
- Confidence
- Fear
Where do we want to be
Health and Wellbeing Shared Agenda

- Maximising health and wellbeing outcomes
- Delivering care and measuring impact - Making emotional health and wellbeing everyone's business
- Building and strengthening leadership
- Working with people to provide positive experience
- Supporting positive staff experience
- Ensuring we have the right staff, with the right skills in the right place
What will it look like?

• Strong commissioning of services and education
• Effective new provider organisations
• Mobilized and supported professionals
• Strong partnerships between local organisations and with families using health visiting services
• High quality services with families expressing high levels of satisfaction
• Measured health outcomes

Families receive joined up services to meet their needs and choices provided by people with the right skills

Local health outcomes improve and inequalities reduce