# Population Health and Prevention Innovation Fund for Education and Training

2022 - 2023

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1. Menopause Education and Training Programme by iCare iMove Ltd

iCareiMove set out to design and deliver a programme of support, high quality education and training, and empowerment around menopause to the NHS and Public Health workforce. The project set out to achieve 4 objectives:

* An improvement in mental wellbeing and reduced social isolation of the population health target of menopausal age women.
* An upskilled NHS and Public Health workforce competent to reduce health inequalities through increased knowledge and understanding of menopause.
* Upskilled NHS and Public Health staff to work effectively in new ways with new technologies such as the Balance app.
* A tailored healthcare approach for the coastal community to improve prevention and maximise wellbeing.
  1. Project method

The programme worked to upskill workforces to support the mental health of menopausal women in the deprived coastal communities. The programme itself included:

* Three face-to-face and two virtual full day events in quality, supportive learning environments across Cornwall.
* A learning resource pack for workforces to better understand menopause, how to manage symptoms and learn how to remove barriers that lead to health inequalities and isolation.
* Blended learning approach using existing HEE digital resources.
* Introduction to menopause symptom tracking tools, research and workforce guidance, and signposting to MECC.
* There were 136 attendees across five sessions from various roles with 80% of the attendees having community-based roles.
  1. Project outcome

The programme evaluated extremely well, as summarised in table below and accompanying quotes. All attendees, regardless of their job role and previous learning, reported gaining a broader knowledge and understanding on the overarching topics (100% reported Excellent).

|  |  |
| --- | --- |
| **Training Results** | **Rating** |
| Overall experience of the training | Good 4%, Excellent 96% |
| Upskilled and improved knowledge around supporting women in menopause | Excellent 100%. |
| Relevance of training content | Excellent 100%. |
| Instructors’ contribution to the session | Excellent 100%. |
| Encouragement to participate | Excellent 100%. |
| How likely are you to recommend the training to a colleague | Excellent 100%. |

Other feedback:

* “Listening to the experiences and giving us the tools to manage our own symptoms and feeling empowered”
* “Very informative with good links and resources”
* “Validating my own experiences so I can confidently support other women”
* “Was great to learn so much and see a lot of passion behind spreading the word about menopause! As someone with little to no knowledge, it was great hearing everyone’s experiences”
* “Acceptance of the body's changes, that this a major thing that women are going through - and in the NHS these are generally the women that are running the show! its so huge framing this in a positive light for myself and others”
  + 1. Future opportunities/Contact information
* Email: info@icareimove.com
* Website: <https://icareimove.com/contact-us/>

1. Raising Awareness of Sight Loss training programme by My Sight Nottinghamshire (MSN) (with Nottinghamshire ICS, Nottingham Local Optical Committee, & Visualise)

The aim of the project was to develop and deliver training to Health Care Professionals (HCPs) in order to improve patient experience of Nottinghamshire’s eye health services in all of these areas. This project intended to:

* Improve accessibility at healthcare practices;
* Improve empathy and understanding of patients with visual impairments amongst HCPs;
* Reduce poor practice:
* Improve referrals to Sight Loss Support services;
* Improve knowledge of sight loss and empathy towards people with sight loss amongst HCPs:
  1. Project method

MSN adapted existing Visualises’s existing Sight Loss Awareness eLearning package and adapted it to include local pathways and referral routes and to have a greater emphasis on assistive technologies solutions available for people with sight loss. The eLearning was then promoted widely across the Nottinghamshire ICS to broad range of workforces that include acute and community care services.

MSN also adapted My Sight Notts’ interactive Sight Loss Awareness training to a health audience, with added emphasis on Low Vision Support, technology, the need for early intervention and referral routes. This adapted training was delivered by MSN through six interactive face to face training sessions.

* 1. Project outcome

209 HCPs engaged with the online training package. The majority of these were Optometrists, but this figure also includes take up from GP Practice staff and a wide range of other HCPs. Feedback on the quality of the online training has been excellent and the model developed has been replicated by a hospital trust elsewhere in the country.

MSN’s interactive face to face training sessions were delivered to 56 people from a wide range of HCP backgrounds. 98% of participants evaluated this training as excellent. Face to Face Training participants suggested areas they would like to see included in an online leaflet for professionals, which informed the information source we developed for professionals [Supporting People with Sight Loss | My Sight Notts.](https://www.mysightnotts.org.uk/supporting-people-with-sight-loss/)  There are plans for this to be hosted on the Local Optical Committee website and other healthcare professionals’ sites.

Overall, MSN have developed several excellent training materials that will continue to be used after the life of the project, creating valuable resources for the sight loss sector and the wider health and social care sector. Additional investment has been secured from ICS to continue delivery of the face-face training sessions. There is also evidence of adoption and spread beyond the original intended audience, with numerous health teams and organisations approaching MySight to access online and face-face sessions, both within and beyond Nottinghamshire.

* + 1. Future opportunities/Contact information
* Email: [info@mysightnotts.org.uk](mailto:info@mysightnotts.org.uk),
* Website: <https://www.mysightnotts.org.uk/contact/>

1. Training the Trainers: Supporting implementation of the self-management message for persistent pain by Newcastle University (with Live Well with Pain and Durham University)

The project set out to equip healthcare staff and other practitioners who work to support people with persistent pain at a foundation level with fundamental knowledge and skills. ​The purpose of this project was two-fold: to provide training to an additional 100 practitioners serving the most deprived areas in England, and to develop a package to train and support practitioners previously trained to become trainers for other staff in their own localities.

* 1. Project method

Working with Lived Experience Trainers, the project delivered a 12-hour online TEN FOOTSTEPS to live well with pain training package. Healthcare practitioners from 2 geographic localities of high deprivation were targeted to undertake the learning.

The project also develop secure area website to house digital resources including edited training session recordings, embedded links to All Our Health training and created a practitioner moderated discussion board, to enable reflection and enhanced mentoring opportunities. This web portal also facilitated evaluation of training interventions on HCP knowledge and skills confidence.

* 1. Project outcome

The training was delivered to 100 practitioners over 3 online courses. All staff completed a pre-course questionnaire and 73 filled out a post-course evaluation. Prior to the course approximately 25% of practitioners expressed being confident to support a person with persistent pain in most situations; this increased to more than 80% following the training intervention.

The pilot training programme demonstrated the possibility of sustaining training in self-management support for primary and social care practitioners. Feedback was largely positive with practitioners reporting changes to their practice because of their increased confidence to support self-management. New trainers felt that the training enabled them to begin to train others in the approach but highlighted the need for ongoing support while doing so and especially for the first few courses that they would run. Organisational issues were highlighted as critical for the success of the initiative.

* + 1. Future opportunities/Contact information
* Email: [info@livewellwithpain.co.uk](mailto:info@livewellwithpain.co.uk)
* Website: <https://livewellwithpain.co.uk/get-in-touch/>

1. Increasing knowledge and skills to promote physical activity by Royal Society for Public Health (with Active Cheshire and MSP)

The project aimed to develop an evidence-based training programme that enables frontline staff across the health system, to feel more confident in promoting and speaking to patients and service users about physical activity through the Making Every Contact Count Approach. Ultimately RSPH were seeking to increase physical activity levels of service users and patients across the health system in Cheshire and Merseyside, to prevent or reduce health inequalities resulting from physical inactivity such as heart disease, stroke, and other long-term health conditions.

The project set out 4 expected participant outcomes to increase their knowledge and skills and;

* Identify the benefits of physical activity, and how to apply the Chief Medical Officer national and NICE recommended guidelines;
* Define the MECC approach and explore how this can be applied to promote physical activity in health and care services;
* Be aware of local support services and how to effectively signpost learners to the appropriate support;
* Be confident to implement appropriate signposting and referral pathways.
  1. Project method

The training programme was developed by a project team integrated by staff from the partnership (RSPH, Active Cheshire and Merseyside Sports Partnership (MSP)) who received advice and support from an Expert Reference Group. The final output is a 2-3 guided learning hours training programme suitable both for online and face to face delivery. This includes a training slide deck with tutor notes, a participant journal, a lesson plan with tutor guidance, signposting, and resources.

* 1. Project outcome
     1. Feedback from Trainers

The pilot has received positive feedback, the level at which the training is pitched meaning it is accessible to professionals from any background to engage in, was reviewed positively by the trainers. Trainers pointed out that much of the target audience of the health and social care workforce face considerable shortages of time and capacity. Therefore, keeping the training to 2 hours in length would be advantageous to increasing uptake across that sector.

The use of local and national signposting resources was well received. Signposting to further training was suggested as an extra resource that could be provided to promote further professional development in this area, this was addressed as a section within the final participant journal.

* + 1. Feedback from Trainees

The effectiveness of the training for teaching conversational approaches and skills was measured by the growth in confidence levels participants reported through post training evaluation. Confidence about referring colleagues to local services to help their physical health also grew, open responses feedback repeatedly mentioned ‘resources’ as the most useful thing they took away from the session.

The training pilot shows signs of early impact with levels of improvement in knowledge and experience with the MECC approach and the CMO’s national guidelines on physical activity. This shows that the training could be an effective way of providing people with knowledge and skills to promote physical activity within short and purposeful conversations.

There is also evidence of adoption and spread beyond the original intended audience, with numerous health teams and organisations approaching RSPH to further roll out training, both in the North West and nationally access online and face-face sessions, both within and beyond Nottinghamshire. The project’s training materials are also being transposed on to NHS branding to enable other systems to pick up this training approach.

* + 1. Future opportunities/Contact information
* RSPH Telephone Number: 020 7265 7300
* Website: <https://www.rsph.org.uk/about-us/contact-us.html>

1. Upskilling senior medical staff to address inequalities by The Royal Wolverhampton NHS Trust (TRWNT)

The NHS has a key role to play in delivering action to address health inequalities, but it is not within the remit of the NHS alone to tackle social determinants of health, which have more of an impact on health inequalities than access and quality of healthcare do. This depends on excellent partnership working with other public and third sector providers within Place Based Partnerships. The project aimed to upskill senior medical staff to address health inequalities by identifying unmet social need and signpost or refer to further support, taking a “Making Every Contact Count” approach. Patients will benefit from a workforce that is more empowered and able to identify and address social determinants of health, since these often have more of an impact on long term health and wellbeing than healthcare can.

* 1. Project method

A baseline survey was undertaken of senior medical staff to assess their knowledge, skills and attitudes towards health inequalities. Although 78% agreed that they have a duty to address inequalities in their current role, and 84% were aware of social determinants of health and their impact, only 46% felt that they could make a difference. The most common cited barriers were time, information, and resource, and 63% said they would like further training on social determinants of health and referral pathways. E-learning was the most popular mode of training requested.

Based on this insight, objectives were to develop brief and engaging media and e-learning content, based on clinical engagement and the patient voice, to increase awareness of relevant local referral pathways for the most common high impact social determinants of health inequalities.

* 1. Project outcome

The project has delivered locally tailored content that responds specifically to an area of learning need identified by a survey of staff. This has ensured that the content will upskill staff. The products are 5 short videos, each one highlighting a social determinant (e.g. digital exclusion, social isolation, substance misuse), an intranet page hosting links and referral information for local services that address social determinants, and two e-learning modules covering content on what health inequalities are, actions that can be taken by individual members of staff, overviews of the selected social determinants and their impact, and the video content showcasing local services, volunteers and service users. This e-learning has gone live on the Trust-wide training system used by circa 11,000 members of staff. A direct e-mail to all medical staff has been sent from the Chief Medical Officer encouraging completion and the Chief Nurse is in the process of reviewing for suitability for their nursing education package.

* + 1. Future opportunities/Contact information
* TRWNT Webpage: <https://www.royalwolverhampton.nhs.uk/contact-us/>

1. Supporting Health, Supporting Communities Workforce Development package by Turning Point

The project set out to develop a digital Population Health Workforce Development package available to 4500+ Turning Point front line colleagues, 1500 of whom specifically support people with a Learning Disability. Turning Point’s aims were to:

* Further the development of a population health workforce
* Improve the health and wellbeing of people living with a learning disability
* Reduce health inequalities for people living with a learning disability
  1. Project method

Turning Point’s package of learning and development was co-produced with colleagues across Turning Point including Health and Wellbeing Leads and engagement with frontline colleagues who were intended recipients of the package. The package integrates a range of creative online tools to facilitate learning and practical application in different and engaging ways, including videos and social commentary features.

It was agreed that the learning package would be called “Supporting Health, Supporting Communities as through talking to frontline colleagues the term “population health” did not resonate with them so Turning Point decided on a name that would attract initial interest, prior to developing population health knowledge and competence.

The Supporting Health, Supporting Communities workforce development package was made up of ten topic areas of learning mirroring those in the HEE Population Health Toolkit (PHT). Each topic contained a range of learning resources where people could “look”, “listen”, “read” and “learn more” (accessing content mostly housed within HEE PHT).

Turning Point developed a comprehensive communications plan which utilised multiple communications channels to reach the initial audience of colleagues working within their learning disability services.

* 1. Project outcome

Throughout April 2023, 100 people accessed the Supporting Health, Supporting Communities e-learning resource. A total of 220 learning modules were accessed during this time, 53% representing colleagues working across the learning disability sector and 47 by colleagues from other parts of Turning Point. The 3 most popular topics being:

* Health Communication
* A Population Health Approach
* Health Inequalities

The link supplied within the online communication methods was used 150 times to directly access Supporting Health, Supporting Communities.

The conversion rate of people accessing to completing an e-learning module was high with 49% of people who accessed a module going on to complete it. The top three most popular topics for modules that were completed mirror the top three topics accessed. Turning Point intend to explore the impact developing their Supporting Health, Supporting Communities resource has had for colleagues and the people Turning Point support once the system has had a little longer to establish so they can refine and add additional content.

Other feedback:

* “I will promote health and wellbeing in the service for both people we support and staff”
* “Some of the stats are quite shocking and, as someone working within central support, helps me understand and empathise with the challenges faced by those who work directly with the people we support”
  + 1. Future opportunities/Contact information
* Turning Point Website: <https://www.turning-point.co.uk/>