

Annual Report

August 2019-July 2020

Contents

<u>Chair Foreword</u>	<u>3</u>
<u>Who we are</u>	<u>4</u>
<u>Mission</u>	<u>4</u>
<u>Executive and Staff team</u>	<u>5</u>
<u>A UK-wide organisation</u>	<u>6</u>
<u>2019-2020 highlights</u>	<u>7</u>
<u>Responding to Covid-19</u>	<u>11</u>
<u>Publications and Events</u>	<u>12</u>
<u>Looking forward to 2020-21</u>	<u>13</u>
<u>Influencing policy UK-wide</u>	<u>14</u>
<u>Council events 2020-21</u>	<u>16</u>

Chair Foreword



The last year is one that has seen significant challenges, but also notable achievements. As we continued to deliver a strong and valued service to members, we have again seen our membership grow, welcoming Aberystwyth University, BPP University and Nottingham Trent University. Politically we were able to successfully influence the introduction of the student maintenance grant for healthcare students in England, as well as engaging with the Prime Minister's Implementation Unit to influence the future of nursing education. With 2019 being a general election year, we advocated for the interests of the sector and increased lobbying work with politicians across the UK, including enhancing our strong relationships in the devolved nations.

One of our most important pieces of work was our UK-wide academic staffing census, a major piece of work to which so many members contributed data. We worked with both members and external stakeholders to produce cross-sector recommendations that we will be developing further in the coming year and which will play a key role in informing work around support for workforce growth. I am in no doubt about the importance of this work going forward.

But of course, it was a year that by its end had come to be dominated by the challenges posed by Covid-19. In this respect the Council again demonstrated its value as a voice for the sector, able to draw on member intelligence and experience to work with governments in each of the devolved nations in a way that meets the requirements of each nation. We played a vital role by working closely with the regulators, chief professional officers and NHS organisations across the UK to create emergency arrangements to allow students to contribute to the Covid-19 response where appropriate whilst ensuring that the sector can continue to educate the future healthcare workforce.

As I look ahead to the coming year, I feel confident that the Council is in a strong position to continue to represent the interests of its members on the key policy agendas that will impact our sector.

Professor Brian Webster-Henderson

Chair, Council of Deans of Health

Who we are

The Council of Deans of Health represents the UK's university faculties engaged in education and research for nurses, midwives and allied health professionals. At any one time our members will be educating around 100,000 future and registered healthcare professionals.

Our strategic priorities for 2018-21 are:

- Influence policy agendas UK-wide
- Secure sustainable funding for our disciplines
- Foster leadership and innovation



Mission

The Council is a strategic voice on matters concerning education and research for nursing, midwifery and the allied health professions in the UK. It is a source of informed opinion and advice on the relationship between higher education and healthcare delivery.

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.

Executive and Staff team

Executive team

- Professor Brian Webster-Henderson, Chair
- Professor Jan Draper, Vice Chair (until April 2020)
- Professor Iain Beith, Treasurer
- Professor Fiona Coutts, Executive Member - Scotland
- Professor Carol Curran, Executive Member - Northern Ireland
- Professor Ceri Phillips, Executive Member – Wales
- Professor Guy Daly, Executive Member – Global (until October 2019)
- Professor Nigel Harrison, Executive Member – Education Impact
- Dr Paula Holt, Executive Member – Regulation
- Professor Brendan McCormack, Executive Member – Research
- Professor Alison Machin, Executive Member – Workforce
- Professor Debra Towse, Executive Member – Governance

Staff team

- Dr Katerina Kolyva, Executive Director
- Jon Eames, Head of Membership and Communications
- Fleur Nielsen, Head of Policy
- Dorothea Baltruks, Senior Policy and Research Officer
- Josh Niderost, Senior Policy and Public Affairs Officer
- Jenny Williams, Membership and Governance Officer
- Marsha Brown, Business Support Coordinator
- Nadia Butt, Project and Events Officer
- Robyn Cooke, Policy Officer
- Anji Kadam, Policy Officer

A UK-wide organisation

UK

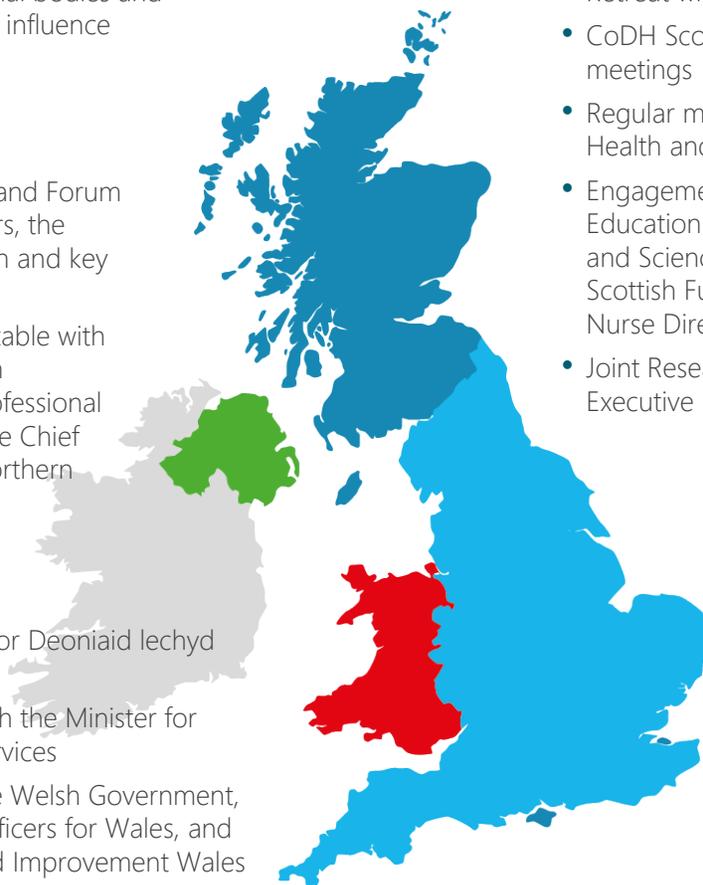
- Engaged regularly with UK regulators, professional bodies and unions to inform and influence policy UK-wide.

Northern Ireland

- Annual Northern Ireland Forum with Council members, the Department of Health and key stakeholders
- Joint research roundtable with government research departments and professional officers chaired by the Chief Nursing Officer in Northern Ireland

Wales

- 4 CoDH Wales/Cyngor Deoniaid Iechyd Cymru meetings
- Regular meetings with the Minister for Health and Social Services
- Engagement with the Welsh Government, Chief Professional Officers for Wales, and Health Education and Improvement Wales



Scotland

- 3 CoDH Scotland meetings and the annual Retreat which focused on regulation
- CoDH Scotland-Chief Nursing Officer forum meetings
- Regular meetings with the Cabinet Secretary for Health and Sport
- Engagement with Scottish Government, NHS Education for Scotland, the Chief Professional and Science Officers, Universities Scotland, Scottish Funding Council and Scottish Executive Nurse Directors
- Joint Research advisory group with Scottish Executive Nurse Directors

England

- Close engagement with the Department of Health and Social Care, the Department for Education, Office for Students, Health Education England, NHS England/Improvement, the Chief Professional Officers
- Regular engagement with England's regional deans' groups

2019-2020 highlights



The Council continues to organise its policy work around the five portfolios of workforce, research, regulation, global and education impact. It is also involved in work across the UK relating to course funding and student support. We represent our members while policies are being developed, drawing on members' opinions and experiences. We have a tangible impact on policy outcomes across these areas.

Getting regulation right for members

- Influenced the Nursing and Midwifery Council's Strategy for 2020-2025 and repositioned the healthcare higher education sector's relationship with the regulator.
- Continued to support members with the implementation of future nurse and future midwife standards.
- Worked in partnership with the Health and Care Professions Council to inform the future of quality assurance.
- Engaged regularly with our Regulation Advisory Group.

Influencing workforce planning

- Completed and published our UK-wide academic staffing census, working with members and external stakeholders to produce cross-sector recommendations.
- Engaged regularly with all chief professional officers across the UK, built on our links with Health Education and Improvement Wales, NHS Education for Scotland and the Department of Health in Northern Ireland.
- Worked with policy makers and submitted evidence to the Health and Social Care Committee inquiry into implementing the Long Term Plan.
- Influenced the introduction of the student maintenance grant from 2020.
- Co-hosted a large national allied health event with NHS England focused on workforce growth and placement capacity.
- Continued work with the Office for Students and Health Education England on vulnerable allied health professions and learning disability nursing.
- Influenced high-cost subject funding in England through extensive engagement with the Office for Students.
- Engaged in strategic debates with The Health Foundation, Nuffield Trust and The King's Fund.
- Contributed to apprenticeship policy development in England lobbying for increased flexibility and adequate funding advised by our expert apprenticeships working group.

Leading discussion on education impact, teaching and learning

- Focused our 2019 Full Council on student diversity and wellbeing.
- Shared member examples of good practice on student mental wellbeing.
- Worked with the Office for Students on opportunities to increase male participation in healthcare higher education and the workforce.
- Influenced Health Education England on its work on retention (RePAIR) and student satisfaction (National Education and Training Survey).
- Engaged regularly with our Education Impact Advisory Group.

Building research capacity across the UK

- Hosted our inaugural Research Strategy Conference on research excellence, research capacity building and global and interdisciplinary health research.
- Supported members with their engagement with REF2021 through targeted training and information sharing.
- Published a position paper on clinical academic research careers and lobbied research funding and government bodies to provide better support and more opportunities for clinical academics in our disciplines.
- Continued hosting our Clinical Academic Roles Implementation Network with research leads in service.
- Continued showcasing members' research activities.
- Nominated 21 additional nursing, midwifery and AHP researchers for REF 2021 sub-panel membership.
- Engaged regularly with our Research Advisory Group and our Research Leads Network.

Thinking beyond borders

- WHO's Director of Health Workforce gave the keynote speech at our 2020 Annual Conference.
- Published briefing papers on the implications of Brexit for our members.
- Continued engaging with the Cavendish Coalition on the impact of Brexit on the health and social care workforce.
- Continued engaging with Universities UK on the impact of Brexit on the higher education sector.
- Collected data on EU and international student numbers in Scotland.
- Engaged regularly with our Global Advisory Group.

Fostering leadership

- Offered leadership workshops for members including Inclusion in Leadership, and Leadership Through Uncertainty run by Invisible Grail.
- Led a series of podcasts on leadership focusing on Black and Minority Ethnic groups in academia and leadership in the context of Covid-19.
- Welcomed another cohort of 50 students on to the fourth year of the Student Leadership Programme, representing 40 universities and 15 professions.
- Conducted an external evaluation of the Student Leadership Programme, led by programme alumni and strengthened the coaching element of the programme through extensive training and guidance.
- Showcased examples of healthcare leadership in our publication Allied Health Students: leading the way.

Extending our public affairs work

- Engaged with the Prime Minister's Implementation Unit to influence the future of nursing education.
- Developed a manifesto to advocate for the interests of the healthcare higher education sector in the 2019 general election.
- Provided resources for members to engage with their local representatives during the general election campaign.
- Increased lobbying work with politicians across the UK, including enhancing our strong relationships in the devolved nations.

Responding to Covid-19



Since the start of the pandemic the Council has focused its efforts on meeting the challenges faced by our sector in responding to new policy demands. We have:

Policy influencing

- Worked closely and intensively with governments, regulators, chief professional officers, NHS organisations and unions across the UK to create emergency arrangements enabling students and academic staff to contribute to the Covid-19 response.
- Worked with members through regional deans' and national groups, new and existing advisory groups to shape our policy response to Covid-19.
- Set up a new recovery advisory group to consider the longer-term impact of Covid-19 on healthcare education.
- Provided advice to members on Covid-19 policy through webinars, FAQs and member support.

Leadership activity

- Run various webinars for our #150Leaders students on Covid-19 with the Nursing and Midwifery Council, Health and Care Professions Council, Health Education England and Chief Allied Health Professions Officers across the UK.

Promoting our members' impact

- Promoted our members' contribution to the national Covid-19 effort including their contribution to increasing workforce capacity and research, via the Council's #UniHealth social media campaign.

Publications and Events

August – October

- Roundtable with the Chief Nursing Officer for England
- Joint strategy roundtable with the Nursing and Midwifery Council
- Full Council, Brighton
- CoDH Scotland Retreat, Inverness
- Joint educators' roundtable with the Nursing and Midwifery Council

November – January

- Roundtable with the Chief Allied Health Professions Officer for England
- Roundtable with the Royal College of Nursing
- Publication: The academic workforce in health faculties – Analysis of the Council's academic staffing census 2019
- Council of Deans of Health Annual Conference 2020, London
- Leadership Through Uncertainty workshop
- CoDHcast: Academic workforce in health faculties
- CoDHcast: Research podcast with Professor Hugh McKenna
- CoDH Northern Ireland Forum and Research roundtable

February – April

- Research roundtable
- Inaugural Research Strategy Conference 2020
- Preparing for REF 2021 workshop
- Research roundtable with Scottish Government and key stakeholders in Scotland
- Student Leadership Programme welcome event
- Co-hosted the National Allied Health Conference
- Three Covid-19 webinars with the regulators and chief professional officers

May – July

- Webinar: Beyond Covid-19: University strategies after the pandemic
- Annual General Meeting 2020
- Workshop with the Health and Care Professions Council on their Quality Assurance model
- Publication: Allied Health Students: leading the way
- Webinar: Midwifery deployment and future midwife standards implementation
- Webinar: Student Fitness to Practise
- Webinar: Student Mental Wellbeing
- Series of CoDHcasts as part of #UniHealth campaign
- Series of CoDHcasts on leadership focusing on Black and Minority Ethnic groups in academia

Looking forward to 2020-21

We will continue to influence policy agendas across the UK, prioritising policy work associated with the Covid-19 pandemic and the implications of the emergency arrangements for education provision and recruitment. We hope to be able to move forward from this unusual period to return to discussions with policy makers across the UK on workforce growth, continuing to promote our courses and research and protect vulnerable professions. We look forward to working with members to continue to strategically position the higher education sector at the heart of UK healthcare policy.

This year will see a further step towards our new corporate structure and governance model. This will involve the set-up of a new Board of 13 Trustees including the Chair of the Council, 6 trustees from the wider Council membership and 6 independent trustees. We will continue to deliver on the objectives of the current strategy which ends in July 2021, whilst the Board works on the approach to developing our new strategy through extensive engagement with our members.

We will take advantage of technology to increase our engagement with regional groups in England, ensuring that we are able to attend meetings and engage with members on local issues. We will also be re-launching the nations groups with new terms of reference aligned to the work we have been doing around the Council's governance. CoDH Scotland, CoDH Wales and the Northern Ireland Forum will continue to work with their respective devolved administrations, whilst the establishment of CoDH England will formalise the work of the current Regional Deans' Group and provide a platform for greater engagement on policy matters relating specifically to England.

With the uncertainty around delivering physical events posed by Covid-19, we will deliver an extensive programme of virtual events throughout the year, making these events as engaging as possible by hosting interactive workshop sessions as well as webinars. Topics will include all five policy portfolios as well as higher education sector funding and leadership. We will also deliver policy masterclasses to ensure members are up to date on our key areas of policy work, as well as sessions on the Council's governance and strategy.

Influencing policy UK-wide

Our key priorities for 20/21 in policy influencing and engagement are aligned to our strategic plan and policy portfolio structures. These are:



Workforce

- Work with UK governments on planned programme expansion for workforce growth.
- Draw on the findings of the academic staffing census to inform policy making.
- Continue to advocate for adequate programme funding across the UK.
- Set up a BAME reference group to inform our work on diversity in academia.



Research

- Continue to ensure that our disciplines are well represented in the REF 2021 exercise.
- Continue to shape the healthcare research agendas through joint research roundtables with the Scottish and Northern Irish governments and host an inaugural research roundtable in Wales.
- Continue lobbying on better clinical academic career pathways in all four nations.



Regulation

- Influence the future of healthcare higher education regulation in light of Covid-19 and Brexit.
- Engage with the implementation of the Nursing and Midwifery Council's new strategy to ensure regulation is agile.
- Support the piloting of the Health and Care Professions Council Quality Assurance model.
- Shape the review of professional standards.



Global

- Continue advocacy work on the impact of Brexit and the new immigration system on the health and social care workforce through the Cavendish Coalition and on the implications for healthcare higher education.
- Collaborate with Universities UK International on transnational education policy in healthcare disciplines.
- Monitor the impacts of Covid-19 on international student recruitment and global collaborations.



Education Impact

- Provide a forum for members to discuss teaching and learning innovation to accommodate the impact of Covid-19 emergency arrangements.
- Support widening participation pathways, including future apprenticeship development.
- Continue to showcase the work of our members in supporting healthcare student mental wellbeing.



Leadership

- Develop our Council's leadership through our new Board of Trustees, new strategy development, new governance model and organisational leadership culture.
- Deliver leadership development activity for academics via online workshops and webinars.
- Deliver the #150Leaders Student Leadership Programme for a fifth year.
- Support the development of student leadership programmes at a local level.



Member engagement

- Launch CoDH England along with refreshed terms of reference for CoDH Scotland, CoDH Wales and the Northern Ireland Forum to increase engagement around policy work.
- Roll out new technology to facilitate increased member to member communication and engagement between the Council and members.

Council events 2020-21

With the uncertainty around the hosting of conferences in the coming year, the Council's events programme will move online with events taking place each month throughout the year.

We will deliver a programme of virtual events for members across the following areas:

- Our five policy portfolios
- Implications of Brexit
- Digital learning
- Diversity and Inclusion
- Leadership
- Policy masterclasses
- Meetings for CoDH England, CoDH Scotland, CoDH Wales and the Northern Ireland Forum

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](https://twitter.com/councilofdeans)

©2020 Council of Deans of Health