

Higher/Degree Level Apprenticeship Programme Specification

This programme specification is designed for prospective employers and their apprentices, academic staff, enrolled students and their employers. It provides a concise summary of the main features of the programme and the intended learning outcomes that a typical student might reasonably be expected to achieve and demonstrate if he/she takes full advantage of the learning opportunities that are provided.

Apprenticeship Standard Title	Midwife (2019 NMC Standards) (Integrated Degree)		
Programme Title and Name of Award	BSc (Hons) Midwifery Degree Apprenticeship		
Academic Level	6	Total Credits	360
Apprenticeship Standard and Assessment Plan	<p>Midwife (2019 NMC Standards) (Integrated Degree)</p> <p>https://www.instituteforapprenticeships.org/apprenticeship-standards/midwife-(2019-nmc-standards)-(integrated-degree)-v1-1</p> <p>Reference: ST0948</p> <p>Version: 1.1</p> <p>https://www.instituteforapprenticeships.org/media/5025/st0948_v1_2_midwife_l6_fully-integrated_ap_for-publication_06042021.pdf</p> <p>The QAA Characteristic Statement for Apprenticeships can be found here.</p>		
LARS Code of the Apprenticeship Standard	603	LARS Code of the University Award	tbc
Professional Body Accreditation / Qualification	<p>The programme has been accredited by the Nursing and Midwifery Council endorsing it as meeting the national Apprenticeship Standard published by the Education and Skills Funding Agency and the Institute for Apprenticeships.</p> <p>This Apprenticeship is based on the Nursing and Midwifery Council Standards of Proficiency for Midwives (2019) and Standards for Pre-Registration Midwifery Programmes (2019). This means that those who successfully complete the apprenticeship will be eligible to apply for registration with the NMC.</p> <p>[Other exit awards do not provide eligibility to register with the NMC]</p>		

Date of Professional Body Accreditation	July 2020	Accreditation Period	March 2022 open ended approval
Employer Organisation	Local NHS organisations that have signed a partnership agreement: North Cumbria Integrated Care NHS Trust University Hospitals of Morecambe Bay NHS Foundation Trust		
End Point Assessment	Integrated		
End Point Assessment Organisation	University of Cumbria		
External Quality Assurance Body	Nursing and Midwifery Council (NMC)		
HECoS Code	100288		
Criteria for Admission to the Programme	<p>Government funding rules require that an apprentice must have the right to live and work in the UK, must be in employment, paid at least the legal minimum wage and have a written and signed agreement for the Apprenticeship with their employer. The minimum duration periods for an apprenticeship set in each Apprenticeship Standard is based on an apprentice working a minimum of 30 hours per week. Where the apprentice works fewer than 30 hours, the minimum duration of the apprenticeship must be increased on a pro-rata basis. Selection of apprentices (in England) is principally an employer-led activity.</p> <p>Funding for the apprenticeship is provided through the Education and Skills Funding Agency (ESFA) and is paid in the following way:</p> <ul style="list-style-type: none"> • Levy paying employers with sufficient funds in their digital account – 100% funding • Non-Levy payers -95% ESFA funding, 5% Employer co-funding. Non-levy paying companies will be asked to pay their 5% of the full cost of the apprenticeship at the start of the programme. • Non levy paying organisations, must register on the Governments Digital Apprenticeship Service and reserve funds for their apprenticeship prior to the programme starting unless they are being funded by levy-transfer. <p>All apprentices must be interviewed, assessed and offered a position by an employer before being admitted to the Apprenticeship programme. Although the University may receive direct enquires and filter these before passing to prospective employers, apprentices must apply directly via an employer. After acceptance by an employer, the University of Cumbria will require a formal application, which it will assess according to the programme entry criteria:</p> <p><u>Employer selection criteria</u></p>		

Entry requirements to the apprenticeship are set locally by individual employers. Apprentices will also need to meet the entry requirements set by the University and the NMC.

Nursing and Midwifery Council Requirements:

The NMC (2019) stipulate that Approved Education Institution (AEIs) together with practice learning partners must ensure selection, admission and progression comply with the NMC standards framework for nursing and midwifery education and confirm on entry to the programme that students:

Enrolled on pre-registration midwifery programmes are compliant with Article 40(2) of Directive 2005/36/EC regarding general education length or nursing qualification

Demonstrate an understanding of the role and scope of practice of the midwife

Demonstrate values in accordance with the Nursing and Midwifery Council (NMC) Code

Have capability to learn behaviours in accordance with the NMC Code

Have capability to develop numeracy skills required to meet programme outcomes

Can demonstrate proficiency in English language

Have capability in literacy to meet programme outcomes

Have capability for digital and technological literacy to meet programme outcomes

University selection criteria

120 - 128 UCAS tariff points (a minimum of three A-levels) - to include Biology or PE at grade B (40 points). Also to include GCSE in English Language, Mathematics and Biology (or Combined Science) at grade C or above. Level 2 Functional Skills in Maths and English will also be accepted.

- Level 3 BTEC Extended Diploma DDM. Please refer to the [Requirements for BTEC Level 3 BSc Midwifery](#) for details on the qualification subjects we will consider and the 60 highlighted specific credits needed in Biology-based units. For further information about new BTECs and which modules will meet the Biology-based requirements please contact ugadmissions@cumbria.ac.uk.
- OCR Cambridge Technical Level 3 Extended Diploma in Health & Social Care DDM - very specific units required to meet Biology requirement.
- Pass Access to HE Diploma with 60 credits overall. Minimum 24 credits at Distinction and 21 at Merit. Level 3 to include 21/18 credits at level 3 in Biology or Human Physiology.
- 128 tariff points from maximum of 4 Scottish Highers. To include grade A (33 points) in Biology.

- 128 tariff points from maximum of 4 Irish Leaving Certificate Highers. To include A2 (30 points) in Biology.

Please refer to the [Applicant Information](#) pages of the University website for more information.

Detailed criteria for admission to this programme can be found on the programme webpage:

(<https://www.cumbria.ac.uk/business/apprenticeships/>).

English & Maths

Apprentices should have a minimum of Level 2 qualifications in English and Maths.

For this programme holding level 2 qualifications in English and Maths is a pre-entry requirement

Personal statement

Applicants should demonstrate their motivation for the programme and reflect upon any practical experience they have gained. Experience in a setting that encompasses caring and/or interpersonal skills in either a formal or informal context is essential.

Interviews

Applicants will be interviewed using the NHS values-based recruitment (VBR) (see link below for further information).

<http://www.hee.nhs.uk/our-work/attracting-recruiting/values-basedrecruitment>

Places are offered following a successful interview. Practice-partner representatives and service-users will also contribute to this process.

Offers are subject to satisfactory entry requirements, satisfactory disclosure and barring service (DBS) check and occupational health medical clearance. This will be facilitated by the University. You will be advised of the process and procedures when a provisional offer of place is made. Prompt completion of online processes and return of forms and ID documents is crucial and compliance is carefully monitored by staff to ensure Fitness to Practice as required by the NMC. Information regarding fitness to practice and health requirements can be found here:

<https://www.cumbria.ac.uk/study/courses/course-search/?level=ug-full-time-degree&subjectArea=Midwifery&keyword=>

NMC Reference

As part of the Nursing and Midwifery Council's fitness to practice requirements <https://www.nmc.org.uk/concerns-nurses-midwives/fitness-to-practise-a-new-approach/>, information on a candidate's good character is sought in cases where the original employer reference does not satisfy this requirement. This reference must be from a current/most recent employer or a programme tutor if an employer is not available.

	<p><u>Exit from employment</u></p> <p>If an apprentice is made redundant during their apprenticeship through no fault of their own, then the employer and University have a legal duty to help the apprentice try to find alternative employment.</p> <p>If the redundancy is within six months of the planned completion date of the apprenticeship, then ESFA will fund 100% of the remaining agreed cost, even if the apprentice cannot find another employer.</p> <p>If the redundancy is over six months from the planned end date, the ESFA will fund the remaining agreed cost for 12 weeks to allow the apprentice to find alternative employment. Where a new employer cannot be found the apprentice will be recorded as having left the programme.</p>	
<p>Additional Qualifications</p>	<p>English & Maths</p> <p>Level 2 English and Maths are an entry requirement for this programme. For those with an education, health and care plan or a legacy statement, the apprenticeship's English and Maths minimum requirement is Entry Level 3. A British Sign Language (BSL) qualification is an alternative to the English qualification for those whose primary language is BSL.</p> <p>Apprentices must complete all required modules, taking into account any Recognised Prior Learning, of the following approved qualifications as mandated in the occupational standard:</p> <ul style="list-style-type: none"> • Degree in Midwifery or L7 programme approved by the NMC <p>The apprentice will also have successfully completed a Midwifery Ongoing Record of Achievement (MORA) that has been signed-off by their Practice and Academic Assessor.</p>	
<p>Teaching Institution</p>	<p>University of Cumbria</p>	
<p>Owning Institute</p>	<p>Institute of Health</p>	
<p>Programme delivered in conjunction with</p>	<p>Local employers, NHS healthcare Trusts, North Cumbria Integrated Care NHS Trust University Hospitals of Morecambe Bay NHS Foundation Trust</p>	
<p>Principal Mode of Delivery</p>	<p>Blended Learning</p>	
<p>Pattern of Delivery</p>	<p>Full-time work-based apprenticeship with blocks of theory and practice.</p>	
	<p>Total weeks of study:</p>	<p>46 theory weeks (over 3 years)</p>
	<p>Delivery pattern:</p>	<p>over 3 semesters in each year of the programme</p>

	Standard Semester Dates:	No due to practice weeks
Delivery Site(s)	Carlisle Fusehill Street	
Programme Length	Standard: 48 months Programme Length: 36 months, or 40 months Minimum of 3 years Full time equivalent to 4,600 hours Maximum: 6 years according to University academic regulations 2020/21	
Exit Awards	You may be awarded a statement of academic credit if you fail to achieve the requirements of the full degree programme.	
Period of Approval	August 2022 to July 2028.	
<p>This programme has been approved (validated) by the University of Cumbria as suitable for a range of delivery modes, delivery patterns, and delivery sites. This level of potential flexibility does not reflect a commitment on behalf of the University to offer the programme by all modes/patterns, locations, and employers in every academic cycle. Potential apprentices should contact the University for details of the recruiting offer.</p>		

Cumbria Graduate Attributes

Throughout your studies, you will be provided with the skills and knowledge relevant to the global workplace. All successful graduates of the University of Cumbria will be:

- Enquiring and open to change
- Self-reliant, adaptable and flexible
- Confident in your discipline as it develops and changes over time
- Capable of working across disciplines and working well with others
- Confident in your digital capabilities
- Able to manage your own professional and personal development
- A global citizen, socially responsible and aware of the potential contribution of your work to the cultural and economic wellbeing of the community and its impact on the environment
- A leader of people and of places
- Ambitious and proud

Programme Features

The Apprenticeship Standard and Assessment Plan for the Midwife (2019 NMC Standards) (Integrated Degree) have been designed by employers in the health care sector.

The Degree Level Apprenticeship for the occupation of Midwife at the University of Cumbria leads to the academic award of BSc (Hons) Midwifery Degree Apprenticeship (MDA).

An Apprenticeship programme integrates the provision of higher-level academic knowledge, understanding and skills with the opportunity to contextualise this provision in the workplace and thus to develop occupation competency at a professional level in specific job roles.

Apprenticeships combine University study and workplace learning to enable apprentices to develop full occupational competence in their profession. This provision of the higher education qualification is integrated with experience, practice and further learning undertaken in the workplace. It is a legal requirement that the apprentice does not pay any training costs or student fees. Apprenticeships are co-designed by employers ensuring that apprentices are equipped with the skills employers need and for their own future career (Source: The Future Growth of Degree Apprenticeships, Universities UK, March 2016).

The programme has been endorsed (accredited) that it meets the Apprenticeship Standard by the Nursing and Midwifery Council (2019) Standards. The programme has been designed to meet this employer-led national Standard and to follow the associated Assessment Plan, as well as being referenced to the relevant NMC standards and other academic standards. Apprentices, who are in permanent full-time professional employment, are also learning in the workplace in a structured delivery pattern, supported by both the University and the employer. In addition, the programme has been developed with the assistance of a range of local employers to ensure it meets the needs of the region.

Apprentices spend 50% of the programme in clinical practice being supervised and assessed by clinical staff. Placement experience provides opportunities for you to experience care related to pregnancy and childbirth over the full continuum and includes shorter spoke placements offering a variety of experience in areas such as special care baby units, theatres and Strengthening Families teams. You will be based in your employer Trust, however, to ensure that you experience Midwifery care for a diverse population across a range of settings (including Midwifery-led services), you will be allocated to placements in all hospitals and community settings within your base Trust.

There is a requirement for you to have protected practice learning time during your placements. These hours will be included as part of the agreement for 'off the job' training hours. You will be provided with the Midwifery On-Going Record of Achievement (MORA) to document achievement of NMC proficiencies and with access to the Apprenticeship Management System (Aptem) to record the achievement of knowledge, skills and behaviours required by the Occupational Standard, and requirements for both NMC registration and End Point Assessment (EPA). Practice Supervisors and Practice Assessors will support, assess and provide evidence of clinical proficiency. Final discussions will take place with your Academic Assessor to ensure you meet the requirements to progress to the next part of your programme or registration (as appropriate). A failed practice assessment will be allowed one further attempt to recoup the fail.

You will be allocated to Practice Supervisors in each practice setting and a Practice Assessor for each part of the programme (year 1, year 2 and year 3). They will be responsible for supporting your learning in practice and assessing your acquisition of skills and achievement of NMC proficiencies in clinical practice. You will also be allocated an Academic Assessor from the University's academic team, who will monitor your progress in practice. You will have a different Academic Assessor allocated for each year of the programme. The Academic Assessor role is for a defined period of time whereas your Personal Tutor provides support for the whole duration of the programme (see later section on Personal Tutor role). Your Practice Assessor will meet with your Academic Assessor at the end of each year to agree your level of proficiency and progression to year 2, or 3 and registration with the NMC. This will include making judgements about your attitude, professionalism, good health and character as well as clinical proficiencies and academic achievements. Tripartite reviews a mandatory requirement of an apprenticeship, are undertaken alongside the Practice Assessor Reviews documented in the MORA, which consider the progress in relation to NMC proficiencies, Practice Episode Records, and Practice Supervisor feedback and your achievement of the KSBs.

University Academic Assessors and Practice Education Facilitators (PEFs) support both you and your Practice Supervisors/ Practice Assessors in the practice settings. Theoretical work is linked to your practice and Practice Supervisors and Practice Assessors will explore your underpinning knowledge, and also how your personal and professional characteristics impact on your performance.

The Apprenticeship programme is a major modification of the existing BSc (Hons) Midwifery programme (non-apprentice route), which was designed to incorporate the six domains specified in the Nursing and Midwifery Council Standards for Pre-registration Midwifery Education (2019), based on the Lancet Series on Midwifery (2014). Modules within the curriculum have utilised the University Academic Design Principles to provide relevant and coherent learning opportunities to deliver a high-quality learning experience and support your progression and success. Modules are designed to become progressively challenging at each level using learning and achievement from earlier levels as a foundation. Continuity of care and carer are linked to improved health outcomes for mother and baby, as well as greater satisfaction with care, and these are key elements embedded within the programme. Midwives are the first point of contact for a woman and the lead health professional in maternity services, playing a crucial role in coordinating and navigating maternity care. This coordination requires essential leadership skills, another key element featuring throughout the programme. A key theme identified from the Maternity Voices Partnership (MVP) surveys is to include breastfeeding advice and support throughout the programme. There is a strong focus on infant feeding, mapped against the UNICEF Baby Friendly Initiative Standards, in modules in each year of the programme.

As members of the Midwifery community within the University and beyond, we encourage and support you to engage with the student-led Midwifery Society that is administered via the University of Cumbria Students Union. This society develops according to the interests and ambitions of current students and therefore varies in its focus each year. Activities include conferences, visiting speakers, and the all-important social events with other student Midwives. In addition, there are opportunities to connect with apprentices on other programmes within the University and Midwifery apprentices nationally.

Theory is delivered by expert teaching staff and is based on latest evidence and research, using modern teaching methods and technology. We offer excellent support systems to help you through your studies.

The core skills identified in the Core Skills Framework and acknowledged as essential to all health professions are integral to the programme <https://www.e-lfh.org.uk/programmes/statutory-and-mandatory-training/>.

The Nursing and Midwifery Council (NMC)

Programmes preparing you to become a qualified Midwife are subject to statutory regulation provided by the NMC <http://www.nmc-uk.org/About-us//> . The NMC specifies standards of education which must be achieved and maintained by Higher Education Institutions (HEIs), their associated practice environments and the standards for proficiency which you must achieve to be eligible for NMC registration. Successful apprentices are eligible to apply for registration with the Nursing and Midwifery Council (NMC).

Good Health and Good Character

The public has a right to expect the highest possible standards of behaviour and professionalism from all Midwives, and that qualifying Midwives are fit to practise. This also relates to recruitment of apprentices as well as your conduct during the programme.

All apprentices are expected to comply with the NMC Code

<https://www.nmc.org.uk/globalassets/sitedocuments/nmc-publications/nmc-code.pdf>

and the University of Cumbria Student Code of Conduct

<http://www.cumbria.ac.uk/StudentLife/Support/PuttingThingsRight/StudentConduct.aspx> .

The Institute of Health has developed a well-established *Fitness to Practise Policy for Undergraduate Health Professions* which is aligned to the NMC Standards and the *Student's Codes of Conduct*. You will be expected to read, familiarise yourselves, and adhere to the requirements for professional behaviour and attitude at all times in University; clinical practice settings and in your personal/public life. It is a statutory requirement that midwifery apprentices sign an annual declaration of Good Health and Good Character confirming your continued fitness to practise. At the end of the programme a statement of Good Health and Good Character is provided by the Lead Midwife for Education, which is then forwarded to the NMC. At the point of registration with the NMC on completion of the programme, signing of the NMC *declaration of Good Health and Good Character* may be withheld if there are any unresolved professional issues.

Physical and Mental Health and Wellbeing

Whilst studying to become a Registered Midwife you will focus on physical and mental wellbeing issues reflected in both clinical proficiencies and domains underpinning the curriculum. It is equally essential that you are aware of your own personal wellbeing. You are also encouraged to look after yourself in terms of sleep, exercise, diet, developing resilience and good mental health.

The University encourages all students to access the health and sports facilities across our sites. The University also has a comprehensive Mental Health and Wellbeing Service offering counselling, therapy and mental health monitoring. As a Midwifery apprentice, you can self-refer to any of these services from the online Student Hub.

As an apprentice, you will be required to engage in self-reflection. This will enable you to explore values, attitudes, feelings and perceptions of yourselves and others. You will learn through exploration and interpretation of experiences and knowledge, relating these to your sense of self, others and place of work. As well as an opportunity for learning from your experiences, reflection will help you to be more self-aware, to strengthen resilience and to recognise signs of vulnerability in yourself and others, (NMC, 2018).

Theory and practice time

An NMC requirement is that the programme includes a minimum of 4600 hours. These hours are split so that you spend a minimum of 2300 hours studying the relevant theory and a minimum of 2300 hours in clinical practice. In some employer-partner Trusts, apprentices will complete 30 hours of off-the-job learning in placement weeks and will have one study day (theory hours). In other employer-partner Trusts, apprentices will complete some hours in each week (or placement block) in their healthcare assistant role, at least 22 hours a week as an apprentice Midwife, and have one study day (i.e., there is a requirement to undertake some hours in the healthcare assistant role). All apprentices will complete the same number of on-the-job hours before their Summative Holistic Assessment, and their End Point Assessment. The length of the programme will be 36 months (as a minimum) or 40 months, depending on the employer-partner Trust requirements.

All theory is taught at the Fusehill campus in Carlisle or online within a blended approach using the University's Blackboard (VLE). Practice placements are undertaken within the two employer-partner NHS Trusts within hospital and community settings. All your placements will be undertaken in your base Trust, but you will be expected to experience a range of settings within the base Trust.

EU requirements

EU requirements must be met and adhered to within the curriculum and include theoretical and practical training.

Clinical training must include:

- Advising of pregnant women, involving at least 100 pre-natal examinations
- Supervision and care of at least 40 pregnant women

- Conduct by the student of at least 40 deliveries; where this number cannot be reached owing to the lack of available women in labour, it may be reduced to a minimum of 30, provided that the student assists with 20 further deliveries
- Active participation with breech deliveries. Where this is not possible because of lack of breech deliveries, practice may be in a simulated situation
- Performance of episiotomy and initiation into suturing. Initiation shall include theoretical instruction and clinical practice. The practice of suturing includes suturing of the wound following an episiotomy and a simple perineal laceration. This may be in a simulated situation if necessary
- Supervision and care of 40 women at risk in pregnancy, or labour or post-natal period
- Supervision and care (including examination) of at least 100 post-natal women and healthy Newborn infants
- Observation and care of the Newborn requiring special care, including those born pre-term, post-term, underweight or ill
- Care of women with pathological conditions in the fields of gynaecology and obstetrics. – Initiation into care in the field of medicine and surgery. Initiation shall include theoretical instruction and clinical practice

Placements/Learning in Practice: when on placement, you are expected to work and to experience the full range of shift patterns of the placement e.g., early start 7am, late finish 10pm, long 12.5-hour shifts, some night shifts and some weekend working. You will be expected to spend at least 22.5 hours per week and a maximum of 30 hours in your apprentice role with one study day per week during placement weeks. Your employer may also expect you to work some of the time in your employment role. Apprentices may not request specific placement areas. You must notify the Placement Unit if there are any circumstances regarding sickness which may affect placement attendance.

Uniforms: The University provides uniforms for apprentices where appropriate. You are responsible for your own laundry and must provide your own suitable footwear. A plain navy or black three quarter or full-length coat will need to be purchased for those wearing uniform on community placements. If you require additional uniforms, then you will need to purchase these yourself.

Reasonable adjustments: should these be required they can be discussed with the Programme Leader and Personal Tutor in the first instance. The University is committed to ensuring that reasonable adjustments are made wherever possible and will support you in your studies. For placements, there is a 'Dyslexia in the Workplace' assessment and support document that can be discussed with Practice Supervisors and Assessors.

The University of Cumbria is registered under the Data Protection Act 1998 to collect and process your personal data. The University may be required to disclose student data but will only do so within the terms of this Act. Please see the University of Cumbria [website for more information](#).

Interprofessional Learning: Interprofessional Learning (IPL) is a core element of all undergraduate health and social care education within the Institute for Health in line with government and PSRB directives. In line with the IPL strategy as courses are validated, they include at least one module per year which includes IPL (this is evident in modules MIDP4120, MIDP5120 and MIDP6120 in our programme). Each year there will be 2-3 events (for example conferences or lectures) which will complement your own professional modules and enable you to apply your uni-professional learning to interprofessional contexts, in addition to working alongside other professions in practice placements.

Sickness and absence

The University expects 100% attendance for theory and clinical practice. However, we understand that some apprentices may not achieve this due exceptional circumstances or illness.

The University monitors attendance and all sickness and absence very carefully to ensure that you have undertaken the sufficient number of hours. Full details of the sickness and absence policy, and the monitoring details, are contained with the Programme and Placement Handbooks. If you have not achieved all the necessary hours in practice by the end of the programme you will be required to complete these hours, under the supervision of a Practice Supervisors and a nominated Practice Assessor, before you are eligible to apply for registration. There is a period of time available towards the end of each academic year in the summer term for retrieval of some practice hours but only as directed by the Placement Unit and Programme Leader.

Full details are available on the website below as part of the placement policy.

[UoC Placement Policy for Health Care Professionals | University of Cumbria](#)

Theory hours missed within the University must also be completed prior to registration (to achieve 2300 hours of theory by the end of the programme).

Innovation and Entrepreneurship

The University of Cumbria has recently received a good overall rating by Ofsted for the FdSc Health and Social Care Assistant Practitioner apprenticeship. The University also has a track record of delivering a high-quality BSc (Hons) Midwifery programme. This is in part due to the success of its collaborative partnerships with NHS and independent service providers, for example the Degree Apprenticeship pathway for Adult Nursing developed with local Trusts using the 'Cumbria Model', (Smith, Moore and Mawson, 2018). This innovative approach, utilising the principles of entrepreneurship, will be reflected in the BSc (Hons) Midwifery Degree Apprenticeship programme.

This programme will prepare apprentices to help fill the identified gap in the midwifery workforce and allow you to work within a range of maternity care settings either in hospital or in the community.

Environment and Sustainability

You will have the opportunity to consider different concepts of public health and maternity care and how these relate to local communities. Given the geography of the area that the University of Cumbria serves there is a vast range of rural landscape to small industrial and seaside towns. In terms of health needs there are areas of affluence and areas of poverty and deprivation associated with differing health needs. Collaborating with others you will explore and develop insights into the needs of a diverse population of women and their families and the impact of social, cultural and political influences on maternity services.

Creativity and Leadership Skills

Midwifery apprentices will be encouraged to reach both their academic and professional/practice potential. Throughout your programme of study, you will embrace the concept of leadership in both academic and practice learning and in a personal way, recognising that it is a fundamental part of personal professional practice, and working with colleagues.

Focussing upon the importance of effective leadership, you will be able to address contemporary management and leadership issues at all levels. Although you will be working under the leadership of a Registered Midwife you will still have a degree of autonomy, and by applying your professional judgement will be able to make decisions within your limitations.

Supported by the University's Teaching, Learning and Assessment Strategy (2017-2022) the range of teaching and assessment methods across the programme will encourage creativity and innovation.

Employability

The programme encourages the development of skills and knowledge that will equip you for graduate employment, lifelong learning, and career planning. You will engage with your employers early on in your programme and your practice learning will be supported by them, in collaboration with

the University. Your programme is 50% theory and 50% practice and the module content promotes the application of theory to practice. The programme ultimately enables you to become a confident, caring, safe and effective midwife, ready for the responsibilities and accountability of being a Registered Midwife.

The programme enhances your employability skills through:

- The development of lifelong, independent learning skills to enhance personal and professional development
- The ability to adapt to the changing nature and context of midwifery practice
- Developing your ability to undertake presentations to groups
- Develop interview skills
- Encouraging professional networking and the development of influencing skills
- Encouraging the skills required for life-long learning
- Considering options for career planning
- Providing support for employability through
- <https://my.cumbria.ac.uk/Student-Life/careers/> and Career Ahead
- A strong focus on leadership and research skills
- Increasing confidence in supporting breastfeeding as NHS Trusts recognise the benefit of employing newly qualified midwives who do not need further infant feeding training

Apprentices who qualify from this programme are sought-after by employers in the NHS because they are fit for purpose and make excellent employees. Close relationships between you, your Practice Supervisor, Practice Assessor and the University during your Tripartite Review (TPRs) will foster this relationship further and ensure that you are caring, competent and confident in readiness for the role of Registered Midwife.

Current students on Midwifery graduate programmes from the University of Cumbria have 100% employability.

The Apprenticeship programme is offered at the University on an "open cohort" basis in a flexible part-time block mode that normally takes 3, 4 or 5 years to complete. "Open cohort" means that students from different employers study the same programme as a group at the same time. However, subject to negotiation, bespoke delivery modes may be offered, whilst retaining the same overall programme structure.

Regular Tripartite Reviews (TPR) between the apprentice, the employer and the University tutor (Academic Assessor) will take place to review progress and set targets for ongoing learning. The first TPR will take place within the first four weeks of the programme and thereafter are detailed in the Programme Handbook and recorded on Aptem.

Aims of the Programme

The overall aims of the Programme are:

1. To develop you into a critical-thinking and effective practitioner with the skills, knowledge and understanding to become a graduate midwife, registered with the NMC.
2. To equip you with the required Knowledge, Skills and Behaviours required to meet the Midwifery Degree Apprentice Occupational Standard

At the point of registration, you will be able to:

1. Practise as a reflective, accountable and autonomous midwife
2. Adapt to the changing nature and context of Midwifery practice
3. Provide universal care for all women and newborn infants, and for those with additional care needs, in all settings
4. Provide safe and effective care in the best interests of women and newborn infants, through advocacy, leadership and collaboration
5. Facilitate evidence-informed decisions in partnership with women and families
6. Demonstrate effective relationships with colleagues, women and their families, through respectful and compassionate communication

Specifically, our aim is to prepare you for eligibility to be admitted to the NMC register as a Registered Midwife through:

- Achievement of all theoretical and practice learning outcomes
- Achievement of the NMC Standards of Proficiency for Registered Midwives (2019)
- Achievement of the Midwifery Degree Apprentice Occupational Standard Duties, Knowledge, Skills and Behaviours
- Demonstration of Good Health and Good Character

The Apprenticeship programme has been designed to incorporate the six domains specified in the Nursing and Midwifery Council Standards for Pre-registration Midwifery Education (2019) and mapped to the Knowledge, Skills, Behaviours and Duties in the Midwifery Degree Apprentice Occupational Standard. The programme aims to develop your knowledge, skills and understanding of all six of the NMC domains. These domains inter-relate and build on each other and should not be seen separately. Together these reflect what we expect a new Midwife to know, understand and be capable of doing safely and proficiently:

The Domains:

1. Being an accountable, autonomous, professional midwife

2. Safe and effective midwifery care: promoting and providing continuity of care and carer

3. Universal care for all women and newborn infants

A The Midwife's role in public health, health promotion and health protection

B The Midwife's role in assessment, screening and care planning

C The Midwife's role in optimising normal physiological processes and working to promote positive outcomes and prevent complications

4. Additional care for women and newborn infants with complications

A The Midwife's role in first line assessment and management of complications and additional care needs

B The Midwife's role in caring for and supporting women and newborn infants requiring medical, obstetric, neonatal, mental health, social care, and other services

5. Promoting excellence: the midwife as colleague, scholar and leader

A Working with others: the Midwife as colleague

B Developing knowledge, positive role modelling and leadership: the Midwife as scholar and leader

6. The midwife as skilled practitioner: communication, sharing information and relationship

management skills: shared skills for Domains 1, 2, 3, 4 and 5

Programme Outcomes

The programme provides opportunities for you to develop and demonstrate the following:

Level 4: After 120 credits of study (CertHE) you will typically be able to –

1. Apply a systematic approach to the acquisition of knowledge, underpinning concepts and principles related to Midwifery care and deploy a range of Midwifery cognitive and transferable skills within the work setting.
2. Evaluate the appropriateness of different approaches to solving well defined problems in the area of Midwifery and communicate outcomes in a structured and clear manner.
3. Identify and discuss the relationship between personal and workplace experience and findings from books and journals and other data drawn from the field of midwifery
4. Completion of 120 credits which are directly mapped onto the Apprenticeship Standard for Midwifery
5. Demonstrate a limited range of competence across the Knowledge, Skills and Behaviours of the Apprentice Standard for Midwife (2019 NMC Standards) (Integrated Degree)
6. Demonstrate a limited range of digital literacy

Level 5: After 240 credits of study (DipHE) you will typically be able to demonstrate to –

7. Apply and evaluate key concepts and theories within and outside the context of Midwifery. Select appropriately from and deploy a range of subject-specific, cognitive and transferable skills and problem-solving strategies to problems in Midwifery and in the generation of ideas effectively communicate information and arguments in a variety of forms.
8. Accept responsibility for determining and achieving personal outcomes in the field of Midwifery.
9. Reflect on personal and workplace experience in the light of recent scholarship and current statutory regulations in the area of Midwifery.
10. Completion of 240 credits which are directly mapped onto the Apprenticeship Standard for Midwife (2019 NMC Standards) (Integrated Degree)
11. Demonstrate a developed range of competence across the Knowledge, Skills and Behaviours of the Apprentice Standard for Midwife (2019 NMC Standards) (Integrated Degree)
12. Demonstrate a developed range of digital literacy

Level 6: After 360 credits of study (BA/BSc (Hons)) you will typically be able to –

13. Critically review, consolidate and extend a systematic and coherent body of knowledge related to Midwifery.
14. Critically evaluate concepts and evidence in the area of Midwifery from a range of resources.
15. Transfer and apply midwifery cognitive and transferable skills and problem-solving strategies to a range of situations and to solve complex problems.
16. Communicate solutions, arguments and ideas clearly and in a variety of forms.

17. Exercise considerable judgement in a range of situations.
18. Completion of 360 credits which are directly mapped onto the Apprenticeship Standard for
19. Demonstrate a complex range of competence across the Knowledge, Skills and Behaviours of the Apprentice Standard for Midwife (2019 NMC Standards) (Integrated Degree)
20. Demonstrate a complex range of digital literacy

External and Internal Reference Points

The following Subject Benchmark Statements and other external and internal reference points have been used to inform the Programme Outcomes:

The programme outcomes are referenced to the Apprenticeship Standard for Midwifery (and also the related Assessment Plan)

https://www.instituteforapprenticeships.org/media/5025/st0948_v12_midwife_l6_fully-integrated_ap_for-publication_06042021.pdf

QAA Subject benchmark statements: Midwifery benchmarks referred to by the QAA are out of date have not been amended therefore the most relevant subject benchmarks are those provided below.

Part 1: [Standards Framework for Nursing and Midwifery Education 2019](#)

Part 2: [Standards for student supervision and assessment 2019](#)

Part 3: [Standards for Pre-registration Midwifery Programmes 2019](#)

NMC The code: <https://www.nmc.org.uk/globalassets/sitedocuments/nmc-publications/nmc-code.pdf>

NMC [Guidance on Good Health and Good Character](#)

NMC Advice and supporting information for implementation of the standards

NMC [Fitness to Practise](#)

[European Union Standards for Nursing and Midwifery: Information for Accession Countries: Midwifery Training Articles 40–42 of 2005/36/EC:](#)

[UoC Strategic Plan](#)

[UoC Learning, Teaching and Assessment Strategy](#)

[UoC Academic Regulations and Academic Procedures and Processes](#)

[UoC Placement Policy for Health Care Professionals | University of Cumbria](#)

As an Apprenticeship, the programme integrates the learning outcomes required for a higher education qualification with those defined by employers as an occupational standard for specific (but broadly based) job roles.

Graduate Prospects

The BSc (Hons) Midwifery Degree Apprenticeship programme prepares you for the variety of settings in which you may work by ensuring that you gain knowledge, experience and confidence in those settings, working with service users as partners and with other healthcare professionals. Midwifery offers you the chance to make a difference, a high degree of flexibility and a career with excellent employment prospects. The BSc (Hons) Midwifery programme at the University of Cumbria has an

excellent record of graduate employment: 100% of our graduates are in work or further study within six months of graduating (DLHE, 2017).

The programme has been developed to meet the key themes within the Standards of Proficiency for Midwives (NMC, 2019). On completion of the programme you will have developed knowledge of:

- Evidence-based care and the importance of staying up-to-date with current knowledge
- The physical, psychological, social, cultural, and spiritual safety of women and newborn infants
- Communication and relationship-building, working in partnership with women
- Enabling and advocating for the human rights of women and children
- Enabling and advocating for the views, preferences, and decisions of women, partners and families
- Working across the whole continuum of care and in all settings, and understanding the woman's and newborn infant's whole maternity journey
- Providing continuity of care and carer
- Optimising the normal processes of reproduction and early life
- Ensuring that women, partners and families have all the information needed to fully inform their decisions
- The importance of physical, psychological, social, cultural, and spiritual factors
- Anticipating, preventing, and responding to complications and additional care needs
- Public health, health promotion, and health protection
- Understanding and working to mitigate health and social inequalities
- Interdisciplinary and multiagency working
- Protecting, promoting and supporting breastfeeding
- The impact of pregnancy, labour and birth, postpartum, infant feeding, and the early weeks of life on longer-term health and well being
- Taking personal responsibility for ongoing learning and development

On completion of the programme you will be eligible to apply to join the [NMC Register](#), allowing you to practice as a Registered Midwife. The need for qualified Midwives is ever-expanding, so you can be confident that your qualification will create many opportunities for employment. You'll also be ready to take on one of our [post graduate courses](#) to continue your professional development.

You may be employed in the UK within the NHS or work for other healthcare providers caring for a variety of service users. Midwifery is ever-changing and the roles available to graduates is reflective of these changes (for example, there are now roles working within digital health technologies). The key elements of the programme prepare you for the changing nature and context of maternity services in the UK, reflecting current government initiatives such as Better Births (Cumberledge 2016) and Maternity Transformation (NHS England 2016).

There is also potential to work internationally on successful completion of the programme, as NMC-approved Midwifery qualifications are recognised as a respected benchmark of quality, and UK educated midwives are highly sought-after.

Delivery Arrangements and Attendance

The BSc (Hons) Midwifery Degree Apprenticeship is undertaken over 36 months to 40 months, depending on your Employer (base) NHS Trust. The length of the programme will depend on the number of hours per week completed as an apprentice in placement weeks (minimum 22.5 hours, maximum 30 hours). All components of level 4, level 5 and 6 study must be successfully completed. After completing the programme, you will have 5 years in which to register or record your qualification with the NMC.

University-taught theory sessions will be co-taught with the BSc (Hons) and MSc Pre-Registration Midwifery students within theory weeks, where attendance at university will range from 2 -4 days per week (attendance is mandatory for all sessions). If you are absent for any reason, there is a requirement to demonstrate how you will meet the learning outcomes for the session that has been missed, as well as to provide evidence that you have made up the hours.

There will also be one study day per week during practice/placement weeks, and to comply with NMC requirements, all module study days must be attended. In placement weeks, it is possible that self-directed study days can be taken on any day with agreement with your Practice Supervisor/employer, but some employers may set this day to be the same day each week. In practice you will be expected to undertake protected learning time (see your Practice Learning handbook for more information).

You are required to demonstrate completion of 2300 hours of practice learning and 2300 hours of theory before completion of the programme (apprenticeship). You cannot proceed to NMC registration until any missed hours are recouped. You will be able to record your practice learning hours and flexible study days on an online timesheet (on PARE). Your attendance to theory sessions (theory hours) will be monitored by University tutors. This will be monitored by the University Placement Unit, your Practice Assessor and your Personal Tutor. Attendance and punctuality is also recorded in Aptem.

Refer to **Appendix 1** for further information on apprenticeship delivery models.

Learning, Teaching and Assessment Strategies employed to enable the Programme Outcomes to be Achieved and Demonstrated

As an apprentice at the University of Cumbria, you are part of an inclusive learning community that recognises diversity. You will have opportunities to learn by interacting with others in a collegiate, facilitative and dynamic learning environment. Teaching, assessment and student support will allow equal and equitable opportunities for you to optimise your potential and develop autonomy.

We seek to create a stimulating and innovative community of learning, whether encountered on campus or at a distance, on placement or in the workplace. Facilitated by our expert practitioner staff, you will experience a learning environment that is well equipped, flexible, and stimulating.

Learning and Teaching

Knowledge, skills and behaviours are taught at the University, and apprentices can apply their learning to practical contexts in real-life placement settings. You are encouraged to undertake independent study both to supplement and consolidate your learning and to broaden your individual knowledge and understanding of the subject. In particular, work-based learning forms part of many modules, typically as work-based projects or other-directed assignments.

Our learning and teaching strategy is based on the philosophy that midwives occupy a privileged position within society. Training to be a Midwife, whilst working and studying for this highly valued qualification is a challenging and stimulating process, on both personal and professional levels. The programme has been developed with the recognition that midwives do not work in isolation and therefore interprofessional learning opportunities are threaded through the programme

(with health professionals such as paramedics, social workers, nurses, and specialist practitioners). The programme is designed to ensure that theory and practice are clearly linked throughout in order to enhance care.

A variety of teaching and learning methods are used throughout the programme, based on the UOC Learning and Teaching and Assessment Strategy 2017-2022. These are designed to match the learning outcomes and to provide every student with some experience of methods best suited to their own learning style, supporting the move to an independent and mature learner.

They are designed to:

- Be student-centred, flexible and modern whilst being challenging and stimulating
- Support different learners' needs at different stages of development
- Be fully supported by, and integrated with, technological approaches such as the Blackboard virtual learning environment (VLE) and electronic portfolio
- Actively ensure the linkage of theory with practice
- Work with existing partners through the integration of work-related experience to ensure that students have relevant, challenging, and enriching experiences
- Explicitly consider, value, and incorporate service user perspectives, involving service users directly, as per the Institute strategy
- Impart academic rigour to the teaching and learning processes; with all core staff who teach, and support learning attaining HEA Fellowship/Senior Fellowship status and are actively involved in our students' journey and have the skills and knowledge to support them
- Require that Staff engage in curriculum design, delivery or review demonstrating that their teaching approach and learning materials fully consider the needs of the student as a developing professional
- Require that staff undertake regular staff development in digital technologies and maintain their own digital capabilities
- Develop the student as independent and self-directed, inculcating the ethos of lifelong and reflective learning
- Develop the student's abilities to learn effectively and progress academically, performing academically at level 6 in terms of achieving the programme aims and outcomes through a variety of assessments, including an in-depth evidence-based literature review (dissertation) as well as leadership and change management
- Explicitly reflect the values and standards of the NMC (2019) and the NHS Constitution (2015)

Teaching and learning methods

This programme aims to use a variety of learning and teaching methods (blended learning) to appeal to a range of learning styles and to provide opportunities for students to extend their learning skills. In addition, we believe that flexibility of access to excellent quality learning resources (for example, those provided through the Library, and Student Services (LSS); those to which students are directed by programme tutors; their own practice and access to the experience and thoughts of their peers through face-to-face and online discussion) provides a rich and varied learning environment. While the outcomes of a professional programme such as this are clearly prescribed, the individual student's learning journey can be varied in response to the priorities as they arise from experience. Thus, students have greater control over key aspects of their learning, in an approach, which can be described as 'flexible and distributed learning'.

In University based sessions, learning and teaching methods include lectures, reflection on practice, critical incidents, videos, discussion, seminars, tutorials, scenarios, simulations and skills drills and care studies. Practical skills workshops throughout the programme will take place in both University and practice settings. Some will be multi-professional and others Midwifery-specific. Teaching sessions will be co-taught with students undertaking the BSc (Hons) and MSc Midwifery (pre-registration) programmes, this is intended to enhance diversity of peer group learning.

We will also be using 'Blackboard' on this programme. Blackboard is a computer-based virtual learning environment (VLE). The aims of its use on this programme are to: facilitate peer and tutor support; provide easy access to relevant online and some text-based media; enable the sharing of reflections on practice; enable individual and small group work tasks designed to develop skills of critical thinking and to develop IT skills.

Practical and clinical skills are taught in a dedicated Midwifery skills laboratory using state-of-the-art manikins and specialised midwifery equipment, well supported by laboratory technicians, and taught by expert Midwifery lecturers who are cognisant in contemporary Midwifery practice.

Practice placements comprise 50% of the programme time. You will be based in the maternity services of your employer NHS Trust and spend at least 22.5 hours per week in 'off the job' training. The Placement Unit will ensure you experience the full range of maternity care, allocated to spend time in all maternity units and community areas within your base NHS Trust.

All modules throughout the programme are mapped to the Knowledge, Skills and Behaviours stipulated in the Occupational Standard for apprentices (2019 NMC Standards) (Integrated Degree). The four British Values: democracy, individual liberty, rule of law, mutual respect, and tolerance, and Prevent and safeguarding are threaded throughout the curriculum and taught in conjunction with professionalism and the NHS constitution values in practice modules MIDP4120, MIDP5120, MIDP6120, as well as in The Midwife as Professional modules (MIDP4140, MIDP5140 and MIDP6140).

Summative and Formative Assessment

Formative and summative assessment are utilised to enable students to progress through a module in a structured, coherent, and constructive way. Formative assessments are designed so that feedback on an individual's performance is provided prior to the submission of the final, summative assessment – though this does not contribute to the final module mark, or the credit awarded. Formative assessments are used throughout all modules. All modules are summatively assessed and must be passed.

Types and Methods of Assessment

A full range of assessment methods have been selected in order to enhance student learning and to help students to demonstrate the extent to which they have achieved all the module learning outcomes, and, overall, the programme aims. Each module's learning outcomes relate to the module assessment item(s).

Students have an opportunity across the programme to reflect on their progression and their development. These personal reflections contribute to and are evidenced in assessments through a variety of means.

Types and methods of assessment will include professional discussions, written assignments, Objective Structured Clinical Examinations (OSCEs), presentations, and dissertation. Authentic assessment methods are utilised to provide effective feedback and feed forward recommendations to enable student success. Assessment load is specifically designed to be timely and prevent assessment overload. Anonymous marking will be employed wherever possible within the programme.

The wordage – or equivalent – for both formative and summative assessments is counted towards the whole module assessment wordage. A range of formative assessments have been included in the programme in various modules providing opportunities for peer and tutor feedback and incorporating the notion of 'feedforward' focussing on what a student should pay attention to for future assessments. The summative assessment in modules such as Universal Care (MIDP4130 and MIDP5130) and Additional Care modules (MIDP4160, MIDP5160) utilise authentic assessment methods focusing on students using and applying knowledge and skills in simulated real-life settings (I.e., through professional discussion and OSCE). Authentic assessment enables students to contextualise their learning and understand how real-life conditions or situations, in all their unpredictability, ambiguity and complexity, affect their theoretical knowledge.

Graduate skills and attributes are embedded throughout all modules, explicitly within The Midwife as Professional and The Midwife as Scholar modules (MIDP4150, MIDP5150, MIDP6150, MIDP4140, MIDP5140 and MIDP6140).

Maths and English Development

All apprentices will complete an initial assessment of English and Maths ability as part of their online application process, regardless of qualifications held. This will establish a baseline measure of their ability in these subjects and progress will be monitored through Tripartite Reviews (TPRs).

Maths and numeracy skills link to learning on the safe administrations of medicines, and this is underpinned using an electronic package (SN@P), designed to support knowledge and skills around the safe interpretation of prescriptions, dosage calculations and appropriate administration routes. The completion of this package is embedded in the learning outcomes of clinical modules Midwifery Practice 1, 2 and 3 (MIDP4120, MIDP5120 and MIDP6120). Maths skills are developed with a practical application in modules Additional Care 1 and 2 (MIDP4160 and MIDP5160) through the medications used to manage obstetric emergencies and other complex care situations. These modules also include the practical application of maths in terms of using graphs/counting (for fetal monitoring), blood values and recording numeric vital signs (such as blood pressure and heart rate).

The development of academic writing and English is supported in the Midwife as Scholar modules (MIDP4150, MIDP5150 and MIDP6150) and in all modules with a written assignment (including reflective writing) or a focus on record-keeping (MIDP4120, MIDP5120, MIDP6120). Verbal English skills are developed through all modules but particularly in modules with a professional discussion or presentation as the assessment method (Additional Care 1-MIDP4160, Midwife as Scholar 2 – MIDP5150).

The Safe Administrations of Medicines

The safe administrations of medicines will be underpinned using an electronic package (SN@P) designed to support knowledge and skills around the safe interpretation of prescriptions, dosage calculations and correct administration routes (see above: Maths and English Development). This will be launched at the beginning of your programme and is embedded in modules in every year (MIDP4120, MIDP5120, MIDP6120). You will have regular opportunities for incremental formative assessments in health numeracy assessment, and you will have opportunities to undertake the practical skills of medication safety and administration in a dedicated skills laboratory setting before further implementing these skills in practice under the direct supervision of a registered practitioner. By the end of the programme you must achieve 100% in your final online assessment in order to successfully complete the programme. The safe administration of medicines is also included in the NMC proficiencies recorded in the MORA for years 1, 2 and 3, which have to be achieved in order to successfully complete the programme.

The use of packages to develop skills in the safe administration of medicines will also enable you to develop your skills in numeracy building on this in each year of study.

Management of Work Integrated Learning

Experiences gained in practice are a partnership between education and service providers. Learning support when you are in clinical practice is delivered using a collaborative model, consisting of four key people: Practice Supervisor(s) Practice Assessor, Academic Assessor from the University of Cumbria and yourself. In some areas you may also meet the Practice Education Facilitator (PEF) who has a responsibility to assist both the clinical area and the University to ensure a quality learning environment for you. Your Personal Tutor (PT) at the University is also available for support and advice during practice placements. Please see your practice learning handbook for a detailed explanation of assessment of practice and the roles of those involved in your assessment.

You will spend some of the practice time in your place of employment but to enable you to achieve the NMC Standards of Proficiency for Midwives you will also be allocated to placements across all hospitals and community areas within your employer Trust. When completing practice hours, you are expected to work a normal shift pattern commensurate with your employer, equivalent to 22.5- 30 hours per week as an apprentice Midwife, and to experience the shift patterns (early starts, late finishes, some weekend working and nightshift.). As well as abiding by employer policies, you must notify the University placement unit if there are any circumstances which may affect attendance for practice learning hours.

Apprenticeship standards specify the required Knowledge, Skills and Behaviours (KSBs) that must be demonstrated to achieve occupational competence as a Midwife. Your apprenticeship programme is designed to enable you to develop the KSBs specified in the relevant standard and meet the national requirement for academic standards and higher education quality assurance systems and processes. You will use the national Midwifery On-Going Record of Achievement (MORA) to evidence achievement of your NMC proficiencies. This is also mapped to the Institute of Apprenticeships Standard for Midwifery.

A Summative Holistic Assessment takes place at the end of each year; it is recorded in the MORA and considers progress in terms of NMC proficiencies, Practice Supervisor Feedback and Practice Episode Records. You will be given a grade/percentage mark as part of the Summative Holistic Assessment in each year, as practice modules within the programme are graded and credit-bearing. The Holistic Summative Assessment in years 1 and 2 MUST be passed for you to progress from level 4 to level 5 and from level 5 to level 6 – and all summative assessments must be passed in order to successfully complete the programme. Practice Supervisors/assessors will explore your underpinning theoretical knowledge, and how your personal and professional characteristics impact on your performance.

Any issues relating to attendance, punctuality, and professionalism may be dealt with separately through the University Progress Review or Fitness to Practice policies as appropriate.

A fully integrated End Point Assessment will take place at the end of year 3, once you have met the Knowledge, Skills and Behaviours of the Occupational Standard, achieved all the required modules on the programme and the Midwifery On-going Record of Achievement (MORA) is completed and signed off by the Practice Assessor and Academic Assessor. The EPA will use the existing assessment arrangements in place at the University and will be completed simultaneously.

A failed placement will be allowed one further attempt to recoup the fail. Failure of a second attempt at practice assessment will normally mean discontinuation from the programme. In the event of a failed placement at the first attempt your Practice Assessor with support from the Academic Assessor will produce a mutually agreed progression plan to support you in achieving the proficiencies in a further recoup placement. University Academic Assessors and Placement Education Facilitators will also offer support to both you and your assessors in the placements.

Tripartite Reviews

Tripartite reviews (TPR) are a mandatory requirement of an apprenticeship. In order to meet EFSA requirements, TPRs (meetings between the apprentice, Practice Assessor and Academic Assessor) will take place regularly during each year of the programme as agreed with employers, to monitor progress with the Knowledge, Skills and Behaviours in the Occupational Standard, English and Maths progress and development attendance and punctuality, and academic progress. The first TPR occurs within the first 4 weeks of placement. These TPRs will be recorded on Aptem; the timings of these are reflected in the Programme and Placement Handbooks and the relevant Blackboard (VLE) sites. TPRs are undertaken alongside the Practice Assessor Reviews documented in the MORA, which consider the progress in relation to NMC proficiencies, Practice Episode Records, and Practice Supervisor feedback.

End Point Assessment

The end-point assessment (EPA) assesses whether you have passed the apprenticeship, and is based on the same professional knowledge, skills and behaviours as the Midwife Degree Apprenticeship (ST0794) (2019) Occupational Standard. This apprenticeship has a fully integrated EPA. The EPA will use the existing assessment arrangements in place at the University and will be completed simultaneously.

The EPA period should only start once all of the pre-requisite gateway requirements for EPA have been met. The gateway requirements include that the employer and University are satisfied that the apprentice has: consistently met the knowledge, skills and behaviours of the Occupational Standard, successfully completed (passed) all the required modules on the programme, completed the Midwifery On-going Record of Achievement (MORA) (signed-off by the Practice and Academic Assessor).

For apprentice's on the 36 month programme it is expected that the gateway will be reached on completion of the final module of the programme and when all programme hours (4600) have been completed and before the University's examination board. Apprentices on the 40-month programme will have the summative assessment and EPA when all required practice hours have been completed and before the subsequent examination board.

The EPA starts with the examination board and finishes when the AEI makes the required NMC declaration to the NMC. The apprentice is not required to carry out any additional assessments.

To qualify for the award of an Honours Degree, you must complete all course requirements and pass all modules.

Student Support

We provide responsive apprentice support that promotes student success. Our approach to apprentice support is designed to support achievement and progression, champion inclusivity and accessibility, prepare you for opportunities beyond study, and promote independence and resilience, enabling you to achieve your potential.

As an apprentice of the University of Cumbria, you will be taught by academics and expert practitioners who facilitate learning through structured inquiry. You will be provided with access to high quality academic resources through physical and digital libraries and will be supported to develop skills that enable you to become a critical, reflective, discerning and independent learner and researcher.

Support in your Workplace

At your workplace, you will be supported by your employer. Exact arrangements and terminology are the responsibility of the employer, but typically, you will be supported as follows, where the roles may be combined in one person:

- A Mentor designated by the employer to provide vocational and pastoral support for individual apprentices, who may or may not be your line manager.

The University and the employer are bound by contract to work together to support you as an apprentice. This will include tripartite learner review meetings between the University, the apprentice, and the employer. The agenda for these learner review meetings will be shared with you in advance but will typically include a summary of your progress on programme, a review of evidence on file, identification of any emerging challenges, tracking the proportion of off-the-job training undertaken, and agreement of an action plan if/where needed. Records of these learner review meetings will be held in your profile on the APTEM system and may be audited by the ESFA or OFSTED as part of their monitoring and audit processes to ensure provision of high-quality apprenticeships.

Learners are required to maintain their own personal record of off the job learning within their portfolio and make this available to their employer and the University.

University Induction

At the start of the programme, you will be provided with an induction, during which you will have an opportunity to meet with your fellow apprentices and students, staff including your Personal Tutor and other members of the programme team. This will include staff from library and support services who will induct you to key IT systems used such as Blackboard, Office 365, Student Hub, One Search and additional sources of support. You will be given the opportunity to explore your campus and be introduced to Students Union, student wellbeing services etc. Mentors will also be invited to the induction session for apprentices.

Personal Tutoring

You will also be allocated a Personal Tutor. Your Personal Tutor will be proactively involved in the delivery of your programme and will have contact with you throughout your time at the University. They will support your learning and development, including through tutorials, Progress Reviews and other support as outlined in the Personal Tutoring Policy. Personal Tutor meetings can be held face to face or on-line via Microsoft TEAMS.

Personal Development Planning

You will be supported and encouraged to develop personally and professionally by undertaking personal development planning in each year. In years 1 and 2 of the programme modules MIDP4150, The Midwife as Scholar 1 and Module MIDP5150 The Midwife as Scholar 2 formatively assess personal development plans and in year 3 personal development and employability skills are embedded within the midwifery practice module MIDP6120 Midwifery Practice 3 and preparing for autonomous practice in Module MIDP6140 The Midwife as Professional 3.

Personal development is shaped, not just by the curriculum, but by a range of enrichment activities that are additional to the programme. Example of these include:

- Engagement in professional conferences such as the Health and Wellbeing Conference and the Royal College of Midwives Annual Conference.
- Joining the student-led Midwifery Society and engaging in student-led events such as organising national midwifery conferences
- The Careers Day in year 3 providing an opportunity to meet employers and network professionally

- Tri-partite review meetings with employers can also facilitate discussions around personal development and future employment opportunities.

Library Services and Academic Skills

Module leaders will collaborate with Library Services to ensure that your online reading and resource lists are current and items are available via the library discovery tool OneList. In order to maximise access, availability and usefulness, eBooks and electronic journal titles will, in most cases, be prioritised. You can access a wide range of electronic and print content using [OneSearch](#) and you can find out more about key texts, databases and journals for your subject by accessing the library's [subject resources webpages](#). Where appropriate, module reading and resource lists will be made available to you electronically on Blackboard using the University's [online reading and resource list system](#).

Each campus library has a dedicated webpage. Check out local information about opening hours, reserving books, using self-service kiosks, printing and photocopying, booking study spaces and more. <https://my.cumbria.ac.uk/Student-Life/Learning/Libraries/>

An [Ask a Librarian](#) service runs from 17:00 - 09:00 weekdays and round the clock on weekends and holidays. This means you can get professional help using about library services, finding information, referencing and searching, even when the library is closed. <https://my.cumbria.ac.uk/Student-Life/Learning/Libraries/Ask/>

The [Skills@Cumbria](#) service can help support your academic, library and digital skills and success throughout your programme. It includes a suite of [online self-help resources](#) accessible 24/7 via the University's website and Blackboard site. Additional skills support for students is offered via:

- [Workshops](#)
- Email: skills@cumbria.ac.uk
- [Appointments](#)
- [Webinars](#)
- [Learn Well at Cumbria](#)
- [Study from Home Webpage](#)
- [Digital Capabilities](#) and [LinkedIn Learning Pathways](#)

[Head Start to Apprenticeships](#)) Head Start to Apprenticeships is a self-learning module that is completed online and at your own pace. The module gives new apprentices an opportunity to prepare for their transition into University study by starting to develop the academic skills and digital capabilities, as well as understand the apprenticeship processes, to help become successful apprentices. A digital badge is generated for each finished unit and a complete set of badges results in a Certificate of Completion for Head Start to Apprenticeships. All apprentices are given the opportunity to register and complete Head Start prior to registering for their main programme of study. This course is free and available via Blackboard, the Virtual Learning Environment and MOOC. More details and guidelines on how to access the course are available in the [Head Start to Apprenticeships](#) section of our website.

[Head Start Plus](#) Head Start Plus is also an online skills development course, designed to support students who are about or who have just started study at level 5 or 6 (2nd and 3rd year undergraduate). This course is particularly recommended to students who may not have studied at HE level for some time or who are transitioning into the higher HE levels. The course provides a useful refresh on academic skills and practice and an insight into the expectations of tutors at those levels.

This course is free and available via the Open Education Platform powered by Blackboard. To access the course, follow the link to <https://openeducation.blackboard.com/cumbria> and set-up a free

account with Open Education. Once logged on, select the course free of charge and work through it at your own pace.

IT and Technical Support

Technology is an invaluable asset when it comes to studying, so it's important you know how to make the most out of the excellent [IT facilities](#) we have available. Our aim is to ensure you can access University electronic resources from anywhere or any device, whether on or off campus. The [Student Hub](#) is your one-stop gateway to all University systems, Outlook email, and OneDrive.

Whether you consider yourself a computer expert or you're not confident about your IT skills, we're always around to ensure you get the level of support you need. We have a wealth of information and support available on the [IT Services website](#) and have a dedicated IT Service Desk where you can talk to someone by phone or log your question online from anywhere, at any time.

Student Support Services

[Accommodation](#): Information for all our residential students and advice for those looking to rent private accommodation. You can follow the team via Instagram: [UoC Accommodation](#)

[Careers and Employability](#): The Careers and Employability team is here to help you with all things career-related. Through the career hub [My Career Enriched](#), you can:

- find graduate jobs, part-time work, work experience, industry placements and paid internships;
- book one-to-one careers advice appointments with one of the team;
- book onto careers fairs and employability events where you can meet employers;
- attend practical workshops on CVs, applications, interviews, success in your chosen sector; options with your degree, job search skills and more;
- send in your CV or application form for tailored feedback;
- complete mini online courses in Pathways to improve your employability skills.

Career Ahead+ is the University of Cumbria's Employability Award. Completing Career Ahead+ will help you recognise and develop your skills, providing a greater opportunity for you to get the job you want when you graduate. The award is based on what employers look for in an ideal candidate, in relation to skills, knowledge and experience. You will be supported with career direction, gaining experience, and providing all the skills needed to complete the perfect application and be successful in that all important job interview. Contact careerahead@cumbria.ac.uk or visit www.cumbria.ac.uk/careerahead for more information.

[Chaplaincy](#): Our chaplaincy provides a safe place, a listening ear and personal support to all students and staff, regardless of beliefs.

[Disability and Specific Learning Needs](#): The University is committed to ensuring you are able to participate effectively in your chosen programme of study and all areas of University life. The University defines disability broadly, including:

- mobility impairments
- sensory impairments
- medical conditions
- autism (ASD)
- specific learning difficulties (SpLD's such as Dyslexia or Dyspraxia)
- mental health conditions.

Any apprentice identified as having a learning support need either through self-declaration or through assessment by a tutor will be offered an individual assessment of their learning support needs, to develop a learning support plan. Learning support will then be given by the disability support team in line with this plan.

[Health and wellbeing](#): Our team forms part of Student Services. Your physical, emotional and psychological well-being are key aspects of living and learning well. The Health and Wellbeing page

links to various sources of support, including how to self-refer to the mental health and wellbeing service for appointments. We've highlighted a couple of specifics to get started:

- Register for [Together All](#) an anonymous and stigma free environment where you map your own path to well-being with peer support.
- Sign up to our health and well-being blog: [Live Well at Cumbria](#).

[UoC Active](#): Staying physically fit and well makes a huge difference to psychological wellbeing and to our abilities to study. Check out Sport facilities at UoC Active.

[International Student Support](#): Finding your way in a new country or culture can be challenging. International Student Support welcomes you and will be in touch throughout your stay. We encourage you to contact us if you have any questions or need support: intss@cumbria.ac.uk

[Money Advice](#): The Money Advice Service are here to help you plan your finances and manage your money whilst studying. We also provide information to help you to manage your money more effectively. Our Advisers are based across the University and are here to help with money issues. We run workshops as well as offering one-to-one advice via telephone on taking control of your finances and gaining financial skills which can last for life.

Further support and guidance, including EDI and Safeguarding: We are an inclusive community, committed to supporting and learning from each other, find out more about [Equality, Diversity and Inclusion \(EDI\)](#). Depending on the nature of your course, you may well already know about or be learning about safeguarding in a professional context and to find out about the University of Cumbria's safeguarding policy and procedures visit: [Safeguarding](#).

Student Voice

As a student at the University of Cumbria you automatically become a member of the Students' Union. The Students' Union represents the views and interests of students within the University.

The Students' Union is led by a group of Student Representatives who are elected by students in annual elections. They also support approximately 400 Student Academic Reps within each cohort across the entire University. The Students' Union represent the views of their cohort and work with academic staff to continuously develop and improve the experience for all University of Cumbria students. You can find out more about who represents you at www.ucsu.me.

You can email at any time on studentvoice@cumbria.ac.uk.

University Cumbria Students' Union (UCSU) Student Support

UCSU offers a free, independent and confidential advice service to all students. They can help with things like academic appeals, extenuating circumstances or if you're considering a formal complaint. UCSU are also on hand to represent you in any formal meetings, for example in malpractice panels or fitness to practice meetings. Appointments are telephone based and can be booked at www.ucsu.me/support

Pop Up Information Points

Keep a look out for these! They are happening on your campus around Sept/October and January. There will be approachable students and staff around to help with any practical queries as you settle into your studies, and to remind you of the wide range of support available. You are encouraged to attend as it will give you the opportunity to talk to people about a range of things, such as your finances, and budgeting, additional help for a specific learning difficulty or disability, finding part-time work and working towards your dream career, getting involved in new activities, or juggling everything alongside your studies.

Programme Curriculum Map						
Academic Level	Module Code	Module Title	Credits	Module Status*	Programme Outcomes achieved	Academic Level
4	MIDP4120	Midwifery Practice 1	40	Core	K2,S3	4
4	MIDP4130	Universal Care 1	20	Core	K1, K2	4
4	MIDP4140	The Midwife as Professional 1	20	Core	K1	4
4	MIDP4150	The Midwife as Scholar 1	20	Core	K3, S2	4
4	MIDP4160	Additional Care 1	20	Core	K1,S1,S3	4
5	MIDP5120	Midwifery Practice 2	40	Core	K4, S5	5
5	MIDP5130	Universal Care 2	20	Core	K4,S5	5
5	MIDP5140	The Midwife as Professional 2	20	Core	K5	5
5	MIDP5150	The Midwife as Scholar 2	20	Core	S4,K5	5
5	MIDP5160	Additional Care 2	20	Core	K5, S4	5
6	MIDP6120	Midwifery Practice 3	40	Core	K8, S7	6
6	MIDP6130	Physical Assessment and Management of the Newborn	20	Core	K9, S7	6
6	MIDP6140	The Midwife as Professional 3	20	Core	K10,S8, S9	6
6	MIDP6150	The Midwife as Scholar 3 - Dissertation	40	Core	K9,S8, S9	6

*** Key to Module Statuses**

Core Modules

Must be taken and must be successfully passed

Indicative Apprenticeship Journey: Full Time

The precise arrangements for any particular cohort of apprentices will be confirmed at a later stage in partnership with employers

Journey Milestone	Method of Checking	Approximate Deadline
Year 1		
Commence Learning	Register on programme / attend lectures	Week 1
Tripartite Review 1	Logged onto APTEM checked by Programme Leader	By week 4
Module Assessment First submission (MIDP4150) Written Assignment	Blackboard (Turnitin)	Week 12
Module Assessment Reflective essay (MIDP4140)	Blackboard (Turnitin)	Week 15
Commence placement	Initial practice review with Practice Assessor recorded in MORA	Week 16
Tripartite Review 2	Logged onto APTEM checked by Programme Leader and recorded in the MORA checked by Academic Assessor	By Week 22
Formative OSCE (MIDP4120)	Checked and marked by Module Leader	Week 29
Module Assessment Written examination (MIDP4130)	Checked by Module Leader	Week 32
Module Assessment (MIDP4120)	Checked by Module Leader	Week 34

Reflections		
Practice Assessment all year 1 proficiencies completed Tripartite Review 3	Practice Assessor/ Academic Assessor Recorded in MORA Logged on APTEM checked by Programme Leader	By week 36
Module Assessment (MIDP4160) Professional Discussion	Checked by Module Leader	Week 39
Year 2		
Commence Learning	Register for year 2 and attend lectures	Week 54
Tripartite Review 4 Initial placement review	Practice Assessor Recorded in MORA Logged on APTEM checked by Programme Leader	Week 58
Module Assessment (MIDP5150) Written essay	Blackboard (Turnitin)	Week 62
Module Assessment (MIDP5140) Written Reflection	Blackboard (Turnitin)	Week 66
Module Assessment (MIDP5130) Professional Discussion	Checked by Module Leader	Week 75
Formative OSCE	Checked by Module Leader	Week 82
Tripartite Review 5	Practice Assessor Recorded in MORA	Week 84

	Logged on APTEM checked by Programme Leader	
Practice Assessment (MIDP5120) all year 2 proficiencies completed Tripartite 6	Practice Assessor Recorded in MORA checked by Academic Assessor Logged on APTEM checked by Programme Leader	Week 89
Module Assessment (MIDP5160) Practical skills assessment (Summative OSCE)	Checked by Module Leader	Week 91
Year 3		
Commence Learning	Register for year 2 and attend lectures	Week 100
Tripartite Review 7 Initial Review	Practice Assessor Recorded in MORA Logged on APTEM checked by Programme Leader	Week 101
Tripartite Review 8	Practice Assessor Recorded in MORA Logged on APTEM checked by Programme Leader	By week 131
Module Assessment (MIDP6140) Professional Discussion	Checked by Module Leader	Week 116
Module Assessment (MIDP6130) Written essay and NMC proficiencies related to Examination of the Newborn	Blackboard (Turnitin)	Week 131

<p>Module Assessment (MIDP6120) Reflections</p>	<p>Checked by Module Leader</p>	<p>Week 132</p>
<p>Module Assessment (MIDP6150) Dissertation</p>	<p>Checked by Module Leader/ Dissertation Supervisor</p>	<p>Week 137</p>
<p>Module Assessment (MIDP6120) Tripartite Review 9</p> <p>The EPA will use the assessment arrangements in use for other entry routes into this occupation and will be completed simultaneously, as outlined in the Midwifery Degree Apprentice Occupational Standard end-point assessment plan.</p>	<p>Practice Assessor</p> <p>Recorded in MORA checked by Academic Assessor</p> <p>Logged on APTEM checked by Programme Leader</p>	<p>Week 140</p>

Indicative Academic Programme Delivery Structure: Full Time

The precise delivery arrangements for any particular cohort of apprentices will be confirmed at a later stage in partnership with employers

Module Code	Module Title	Number of Delivery Hours	Delivery Pattern	Method of Delivery	Method(s) of Assessment	Approximate Assessment Deadline
			Sept – Dec Jan – May June - Aug	Block Release / Day Release / Distance Learning / Work-based Learning		
MIDP4120	Midwifery Practice 1	48	Year long	Combination of block release, day release, work based learning and blended learning	<p>Written assignment and practical skills assessment including:</p> <ul style="list-style-type: none"> formative reflections and OSCE . Summative reflections and practice-graded assessment. <p>Apprentice to achieve expected NMC proficiencies for year 1</p> <p>Core skills and numeracy</p>	<p>End of Extended Spring Semester</p> <p>Week 34 for reflective work</p> <p>Practice Assessment</p> <p>Week 36</p>

MIDP4130	Universal Care 1	48	Autumn and Spring Semesters	Combination of block release, day release and blended learning	Written examination	End of Spring Semester Week 32
MIDP4140	The Midwife as Professional 1	48	Autumn Semester	Combination of block release, day release and blended learning	Written assignment (reflective essay)	End of Autumn Semester Week 15
MIDP4150	The Midwife as Scholar 1	48	Autumn Semester	Combination of block release, day release and blended learning	Written assignment	End of Autumn Semester Week 12
MIDP4160	Additional Care 1	48	Spring Semester	Combination of block release, day release and blended learning	Oral assessment/presentation (professional discussion)	End of Extended Spring Semester Week 39
MIDP5120	Midwifery Practice 2	72	Year long	Combination of block release, day release, work based learning and blended learning	Written assignment and practical skills assessment including: formative reflections. Summative reflections and practice-graded assessment. Apprentice to achieve expected	End of Extended Spring Semester Written reflection work Week 87 Practice assessment Week 89

					Midwifery proficiencies for year 2 Core skills and numeracy	
MIDP5130	Universal Care 2	36	Autumn and Spring Semesters	Combination of block release, day release and blended learning	Oral assessment/ presentation (professional discussion)	End of Spring Semester Week 75
MIDP5140	The Midwife as Professional 2	36	Autumn Semester	Combination of block release, day release and blended learning	Written assignment (reflective essay)	End of Autumn Semester Week 66
MIDP5150	The Midwife as Scholar 2	36	Autumn Semester	Combination of block release, day release and blended learning	Presentation	End of Autumn Semester Week 62
MIDP5160	Additional Care 2	36	Autumn and Spring Semesters	Combination of block release, day release and blended learning	Practical skills assessment (formative and summative OSCE)	End of extended Spring Semester Week 91
MIDP6120	Midwifery Practice 3	72	Year long	Combination of block release, day release, work based learning and blended learning	Written assignment and practical skills assessment including:	End of Extended Spring Semester Reflective written work

					<p>formative reflections</p> <p>summative reflections and practice-graded assessment.</p> <p>Apprentice to meet all Midwifery proficiencies for year 3</p> <p>Core skills and numeracy</p>	<p>Week 132</p> <p>Practice assessment</p> <p>Week 140</p>
MIDP6130	Physical Assessment and Management of the Newborn	36	Year long	Combination of block release, day release work based learning and blended learning	Written Essay and Practical skills assessment (completed NIPE Proficiencies)	End of Extended Spring Semester Week 131
MIDP6140	The Midwife as Professional 3	36	Autumn Semester	Combination of block release, day release and blended learning	Oral assessment/ presentation (Professional discussion)	End of Autumn Semester Week 116
MIDP6150	The Midwife as Scholar 3 - Dissertation	12	Year long	Combination of block release, day release and blended learning	Dissertation	End of Extended Spring Semester Week 137

Apprentices exiting at this point with 360 credits plus passes in the end point assessment would receive Midwife (2019 NMC Standards) (Integrated Degree)

	End Point Assessment		EPA will use the existing assessment arrangements in place at the University and will be completed simultaneously.			Week 140

Training Hours

According to the ESFA's apprenticeships funding rules, all apprenticeship programmes must contain a minimum of 20% off-the-job training hours. The 20% off-the-job training is calculated using the apprentice's contracted employment hours across their whole apprenticeship, equivalent to around one day per working week. The ESFA has defined off-the-job training as "*learning which is undertaken outside of the normal day-to-day working environment and leads towards the achievement of an apprenticeship. Training can be delivered at the apprentice's normal place of work but not as part of their normal working duties*".

Training is distinct from assessment and off-the-job training reinforces practical, work-based learning with technical and theoretical learning. The focus of off-the-job training is on teaching new skills rather than assessing existing skills.

Off the job training must be completed in normal paid working hours and 20% is a minimum requirement. The actual number of hours required for each apprentice will be set out in the apprentice's commitment statement. It is the apprentice's responsibility to maintain an up-to-date record of off the job learning hours completed. The number of hours required in the commitment statement must be completed before an apprentice can pass gateway for end point assessment.

Theory: Practice Time.

There is an NMC stipulation that the programme must contain a minimum 4,600 hours, with an equal balance of practice (2,300 hours) and theory hours (2,300 hours). To ensure this happens the University placement unit will record an individual transcript of both placement and University hours for apprentices. You may be required to make up time at the end of the programme before completion/eligibility to register with the NMC.

Funding rules can be found here:

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1007548/2021-07-28 - 2122 Provider Rules Version Version 1.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1007548/2021-07-28_-_2122_Provider_Rules_Version_Version_1.pdf)

Exceptions to Academic Regulations

This programme operates in accordance with the University's Academic Regulations and Academic Procedures and Processes with the following permitted exceptions due to the requirements of the Nursing and Midwifery Council (NMC).

All modules, including all practice proficiencies, must be passed for the apprentice to be eligible to apply for NMC registration on successful completion of the programme. The practice modules are MIDP4120, MIDP5120, MIDP6120.

Should an apprentice fail any of practice assessments (including the attendance requirement) they will be offered one opportunity for reassessment. Progression will be permitted if the initial assessment is not passed, however if the reassessment is not passed resulting in a confirmed fail, the apprentice will be exited from the programme at the next University Assessment Board.

Reassessment of failed practice modules should occur as soon as possible, in line with handbook recommendations, to allow the apprentice to demonstrate achievement of proficiency and pass through the next available Module Assessment Board.

Apprentices must maintain fitness to practise (FtP) and their suitability for practice placement throughout the programme.

Should an apprentice exhibit non-professional behaviour, irregular attendance, continuing failure to make satisfactory progress or dangerous practise, they will not be eligible to progress on the

programme. In such cases the Practice Assessor concerned will alert the Programme Leader. The Fitness to Practice (FtP) process will be actioned involving the Lead Midwife for Education/Programme Leader and either the Personal Tutor or Practice Assessor and a representative from the hosting placement in line with the FtP policy.

This formal HCC/FtP meeting will consider all appropriate evidence and the decision from this will be presented to the next available Module Assessment Board for consideration in relation to the apprentice's ability to progress on the programme.

Methods for Evaluating and Improving the Quality and Standards of Learning

<p>Mechanisms used for the Review and Evaluation of the Curriculum and Learning, Teaching and Assessment Methods</p>	<ul style="list-style-type: none"> • Module Evaluation • Programme Validation and Periodic Review • Annual Monitoring • Peer Review of Teaching • External Examiner Reports • OFSTED Steering Group • Apprenticeship Steering Group • Student Success and Quality Assurance Committee • ESFA Learner Survey / Quality Curriculum Review • Tripartite Review will form part of the evaluation of reviewing workplace learning and assessment • NMC Annual monitoring
<p>Mechanisms used for gaining and responding to feedback on the quality of teaching and the learning experience – gained from: Students, graduates, employers, placement and work-based learning providers, other stakeholders, etc.</p>	<ul style="list-style-type: none"> • Staff Student Forum • Module Evaluation Forms • Programme Evaluation: National Student Survey, UK Engagement Survey • Module/Programme/Personal Tutorials • Meetings with External Examiners • Meetings with Employers • External surveys requested by regulatory bodies • Tripartite review meetings

<p>Date of Programme Specification Production:</p>	<p>September 2021</p>
<p>Date Programme Specification was last updated:</p>	<p>September 2021</p>

For further information about this programme, refer to the programme page on the University website

Appendix 1

Apprenticeship delivery structure

Apprenticeship programmes are designed to be offered for full-time study with delivery at the University. However, as a Higher/Degree Level Apprenticeship, other types of flexible delivery may be required. Hence this specification distinguishes between:

- 1) The Curriculum Map, which consists of:
 - the modules including the level, delivery mode (e.g. face to face or blended learning), and delivery activities (e.g. lectures, guided independent study);
 - the designation of modules as core, compulsory, or optional

- 2) The Programme Delivery Structure, which consists of:
 - the semester(s) in which each module is delivered
 - the delivery method for each module (e.g. block release or day release)
 - the method of assessment and indicative assessment deadline(s)

This programme can be made available in two modes of study:

- a) Standard Mode of Study:
 - the initial offer by the University: with the defined curriculum map and programme delivery structure
 - flexible duration of 3, 4 or 5 years
 - delivered full-time through a mix of day release and block release across all three semesters
 - with a cohort open to all employers.

- b) Custom Mode of Study:
 - determined by negotiation with a particular employer or delivery partner: following the defined curriculum map, but with a bespoke programme delivery structure, not defined in this specification.

Appendix 2

Apprenticeship Standards to which the Curriculum Map refers

Use this section to list the contents of the Apprenticeship Standard, ensuring that each requirement is given a numerical reference which can be mapped against the modules within the Curriculum Map.

Mapping of NMC Standards of Proficiency for Midwives (2019) to Midwifery Apprenticeship Standard 2020						
NMC Domain	Outcomes	Module	Knowledge	Skills	Behaviours	Duty
1. Being an accountable, autonomous, professional midwife	1.1 understand and act in accordance with The Code: Professional standards of practice and behaviour for nurses, midwives and nursing associates, and fulfil all registration requirements	MIDP4120 MIDP4130 MIDP4140 MIDP4160 MIDP5120 MIDP5130 MIDP6120 MIDP6130 MIDP6140 MIDP6150	K1 K2 K3 K4 K5 K6 K7	S1 S2 S3 S4 S5 S6 S7	B1 B2 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures
	1.2 understand and act in accordance with relevant legal, regulatory, and governance requirements, policies, and ethical frameworks including any mandatory reporting duties, differentiating where appropriate between the	MIDP4120 MIDP4130 MIDP4140 MIDP4160 MIDP5120 MIDP5130	K1 K2 K3 K4 K5 K6 K7	S1 S2 S3 S4 S5 S6 S7	B1 B2 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures

	devolved legislatures of the United Kingdom	MIDP6120 MIDP6130 MIDP6140 MIDP6150				
	1.3 understand and act to promote and enable the human rights of women and newborn infants at all times, including women’s sexual and reproductive rights	MIDP4120 MIDP4130 MIDP4140 MIDP4160 MIDP5120 MIDP5130 MIDP6120 MIDP6130 MIDP6140 MIDP6150	K1 K2 K3 K4 K5 K6 K7	S1 S2 S3 S4 S5 S6 S7	B1 B2 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures
	1.4 demonstrate the knowledge, skills, and ability to identify, critically analyse, and interpret research evidence and local, national, and international data and reports	MIDP4140 MIDP5150 MIDP6140	K8 K9 K10 K11	S8 S9 S10 S11	B1 B2	2. Communicate clearly and effectively with women, their partner and families
	1.5 use, share and apply research findings and lessons from data and reports to promote and inform best midwifery policy and practice, and to support women’s	MIDP4150 MIDP5150 MIDP6140	K8 K9 K10 K11	S8 S9 S10 S11	B1 B2	2. Communicate clearly and effectively with women, their partner and families

evidence-informed decision-making						
1.6 be accountable and autonomous as the lead professional for the midwifery care and support of women and newborn infants throughout the whole continuum of care	MIDP4120 MIDP4140 MIDP5120 MIDP5140 MIDP6120 MIDP6150	K1 K2 K3 K4 K5 K6 K7	S1 S2 S3 S4 S5 S6 S7	B1 B2 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures	
1.7 demonstrate knowledge and understanding of the role and scope of the midwife in the 21st Century	MIDP4120 MIDP4140 MIDP5120 MIDP5140 MIDP6120 MIDP6150	K1 K2 K3 K4 K5 K6 K7	S1 S2 S3 S4 S5 S6 S7	B1 B2 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures	
1.8 demonstrate an understanding of and the ability to challenge discriminatory behaviour	MIDP4120 MIDP4140 MIDP5120 MIDP5140 MIDP6120 MIDP6150	K1 K2 K3 K4 K5 K6 K7	S1 S2 S3 S4 S5 S6 S7	B1 B2 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures	
1.9 provide and promote non-discriminatory, respectful, compassionate, and kind care, and take account of any need for adjustments	MIDP4120 MIDP4140 MIDP5120	K1 K2 K3 K4 K5 K6 K7	S1 S2 S3 S4 S5 S6 S7	B1 B2 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional	

		MIDP5140 MIDP6120 MIDP6150				practice, in line with legislation and local policy and procedures
1.10 demonstrate understanding of women's relationships and individual family circumstances, and the ability to communicate and involve her partner and family in discussions and decisions about her care and the care of the newborn infant, always respecting the woman's preferences and decisions about who to involve and the extent of involvement and communication	MIDP4120 MIDP4140 MIDP5120 MIDP5140 MIDP6120 MIDP6130 MIDP6150	K8 K9 K10 K11	S8 S9 S10 S11	B1 B2	2. Communicate clearly and effectively with women, their partner and families	
1.11 use effective, authentic, and meaningful communication skills and strategies with women, newborn infants, partners and families, and with colleagues	MIDP4120 MIDP4140 MIDP5120 MIDP5140 MIDP6120 MIDP6150	K8 K9 K10 K11	S8 S9 S10 S11	B1 B2	2. Communicate clearly and effectively with women, their partner and families	
1.12 develop and maintain trusting, respectful, kind, and compassionate person-centred relationships with	MIDP4120 MIDP4130 MIDP4140 MIDP5120	K1 K2 K3 K4 K5 K6 K7	S1 S2 S3 S4 S5 S6 S7	B1 B2 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional	

	women, their partners and families, and with colleagues	MIDP5130 MIDP5140 MIDP6120 MIDP6140				practice, in line with legislation and local policy and procedures
	1.13 demonstrate the ability to always work in partnership with women, basing care on individual women's needs, views, preferences, and decisions, and working to strengthen women's own capabilities to care for themselves and their newborn infant	MIDP4120 MIDP4130 MIDP4140 MIDP5120 MIDP5130 MIDP5140 MIDP6120 MIDP6150	K1 K2 K3 K4 K5 K6 K7	S1 S2 S3 S4 S5 S6 S7	B1 B2 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures
	1.14 act in the best interests of women and newborn infants at all times	MIDP4140 MIDP5140 MIDP6140	K1 K2 K3 K4 K5 K6 K7	S1 S2 S3 S4 S5 S6 S7	B1 B2 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures
	1.15 demonstrate the skills of advocacy and leadership, collaborating with and challenging colleagues as necessary, and knowing when and how to escalate concerns	MIDP4160 MIDP5140 MIDP5160 MIDP6130	K1 K2 K3 K4 K5 K6 K7	S1 S2 S3 S4 S5 S6 S7 S44 S45 S46 S47	B1 B2 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures

			K53 K54 K55 K56 K57			13. Work as part of the wider health and social care team
1.16 demonstrate the ability to advocate for women and newborn infants who are made vulnerable by their physical, psychological, social, cultural, or spiritual circumstances	MIDP4160 MIDP5140 MIDP5160 MIDP6130		K53 K54 K55 K56 K57	S44 S45 S46 S47	B1 B3 B4 B5	13. Work as part of the wider health and social care team
1.17 demonstrate knowledge and understanding of the range of factors affecting women, newborn infants, partners, and families and the impact these factors may have, including but not limited to: 1.17.1 health and social inequalities and their determinants 1.17.2 historical and social developments and trends 1.17.3 cultural and media influences on public and professional understanding	MIDP4120 MIDP4130 MIDP4160 MIDP5120 MIDP5130 MIDP5160 MIDP6130 MIDP6140		K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 K25 K30 K31	S15 S16 S17 S18 S19 S20 S24 S25	B1 B2 B3 B4 B5	4. Determine and provide programmes of care and support for women 6. Refer women and babies in need of further care
1.18 explain the rationale that influences their own judgements and decisions, recognising and addressing any personal and external	MIDP4120 MIDP4130 MIDP4160		K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 K25	S15 S16 S17 S18 S19 S20	B1 B2 B5	4. Determine and provide programmes of care and support for women

	factors that may unduly influence their own decision-making in routine, complex, and challenging situations	MIDP5120 MIDP5130 MIDP5160 MIDP6130 MIDP6150				
	1.19 understand and apply the principles of courage, integrity, transparency, and the professional duty of candour, recognising and reporting any situations, behaviours, or errors that could result in sub-standard care, dysfunctional attitudes and behaviour, ineffective team working, or adverse outcomes	MIDP4120 MIDP4130 MIDP4140 MIDP5120 MIDP5130 MIDP5140 MIDP6120 MIDP6150	K1 K2 K3 K4 K5 K6 K7	S1 S2 S3 S4 S5 S6 S7	B1 B2 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures
	1.20 understand the importance of, and demonstrate the ability to seek, informed consent from women, both for herself and her newborn infant	MIDP4120 MIDP4130 MIDP4140 MIDP5120 MIDP5130 MIDP5140 MIDP6120 MIDP6150	K1 K2 K3 K4 K5 K6 K7	S1 S2 S3 S4 S5 S6 S7	B1 B2 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures
	1.21 understand and respect the woman's right to decline consent, and demonstrate the	MIDP4120 MIDP4130	K1 K2 K3 K4 K5 K6 K7	S1 S2 S3 S4 S5 S6 S7	B1 B2 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own

	ability to provide appropriate care and support in these circumstances	MIDP4140 MIDP5120 MIDP5130 MIDP5140 MIDP6120 MIDP6150				competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures
	1.22 be able to advocate for the woman when her decision is outside of clinical guidance, in order to minimise risk and maintain relationships	MIDP4120 MIDP4130 MIDP4140 MIDP5120 MIDP5130 MIDP5140 MIDP6120 MIDP6150	K1 K2 K3 K4 K5 K6 K7	S1 S2 S3 S4 S5 S6 S7	B1 B2 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures
	1.23 demonstrate the skills of numeracy, literacy, digital, media, and technological literacy needed to ensure safe and effective midwifery practice	MIDP4120 MIDP4130 MIDP4140 MIDP4150 MIDP4160 MIDP5120 MIDP5130 MIDP5140 MIDP5150 MIDP5160	K1 K2 K3 K4 K5 K6 K7 K51 K52	S1 S2 S3 S4 S5 S6 S7 S43	B1 B2 B3 B4 B5 B1 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures 12. Complete, store and retain records

		MIDP6120 MIDP6130 MIDP6140 MIDP6150				
1.24 understand the importance of effective record keeping, and maintain consistent, complete, clear, accurate, secure, and timely records to ensure an account of all care given is available for review by the woman and by all professionals involved in care	MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6140	K1 K2 K3 K4 K5 K6 K7 K51 K52	S1 S2 S3 S4 S5 S6 S7 S43	B1 B2 B3 B4 B5 B1 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures 12. Complete, store and retain records	
1.25 act as an ambassador, uphold public trust and promote confidence in midwifery and health and care services	MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6140	K1 K2 K3 K4 K5 K6 K7	S1 S2 S3 S4 S5 S6 S7	B1 B2 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures	
1.26 understand the professional responsibility to maintain the level of personal health, fitness, and well-being required to meet the needs of women, newborn	MIDP4120 MIDP4130 MIDP5120 MIDP5130	K1 K2 K3 K4 K5 K6 K7	S1 S2 S3 S4 S5 S6 S7	B1 B2 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with	

	infants and families for psychological and physical care	MIDP6120 MIDP6140				legislation and local policy and procedures
	1.27 take responsibility for continuous self-reflection, seeking and responding to all support and feedback to develop their professional knowledge, understanding, and skills.	MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6140	K1 K2 K3 K4 K5 K6 K7	S1 S2 S3 S4 S5 S6 S7	B1 B2 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures
2. Safe and effective midwifery care: promoting and providing continuity of care and carer	2.1 demonstrate knowledge and understanding of the health and social care system and of different settings for midwifery and maternity care, and the impact of these on women, newborn infants, partners and families	MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6140 MIDP6150	K53 K54 K55 K56 K57	S44 S45 S46 S47	B1 B3 B4 B5	13. Work as part of the wider health and social care team
	2.2 demonstrate knowledge and understanding of different ways of organising midwifery and maternity care, and the potential positive and negative impact of these on safety and effectiveness, and on women, their newborn infants, partners and families	MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6140 MIDP6150	K53 K54 K55 K56 K57	S44 S45 S46 S47	B1 B3 B4 B5	13. Work as part of the wider health and social care team

	2.3 demonstrate knowledge and understanding of the range of factors affecting the provision of safe and effective midwifery and maternity services and their impact on quality of care	MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6140 MIDP6150	K53 K54 K55 K56 K57	S44 S45 S46 S47	B1 B3 B4 B5	13. Work as part of the wider health and social care team
	2.4 demonstrate the ability to work in and across a range of health and social care settings and with other health and social care staff to promote continuity of care and carer	MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6140 MIDP6150	K53 K54 K55 K56 K57	S44 S45 S46 S47	B1 B3 B4 B5	13. Work as part of the wider health and social care team
	2.5 demonstrate the ability to provide continuity of midwifery carer across the whole continuum of care and in diverse settings for women and newborn infants with and without complications and additional care needs	MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6140 MIDP6150	K53 K54 K55 K56 K57	S44 S45 S46 S47	B1 B3 B4 B5	13. Work as part of the wider health and social care team
	2.6 demonstrate the ability to ensure that the needs of women and newborn infants	MIDP4120 MIDP4130	K15 K16 K17 K18 K19 K20	S15 S16 S17 S18 S19 S20	B1 B2 B5	4. Determine and provide programmes of care and support for women

	are considered together as a priority in all settings, even when women and infants have to be cared for separately	MIDP4160 MIDP5120 MIDP5130 MIDP5160 MIDP6130 MIDP6140	K21 K22 K23 K24 K25			
	2.7 demonstrate and apply knowledge and understanding of the social context in which women and their families live to inform, support, and assist in meeting their needs and preferences	MIDP4120 MIDP4130 MIDP4160 MIDP5120 MIDP5130 MIDP5160 MIDP6130 MIDP6140	K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 K25	S15 S16 S17 S18 S19 S20	B1 B2 B5	4. Determine and provide programmes of care and support for women
	2.8 demonstrate knowledge and understanding of ways of identifying and reaching out to women who may find it difficult to access services, and of adapting care provision to meet their needs	MIDP4120 MIDP4130 MIDP4160 MIDP5120 MIDP5130 MIDP5160 MIDP6130 MIDP6140	K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 K25	S15 S16 S17 S18 S19 S20	B1 B2 B5	4. Determine and provide programmes of care and support for women

	2.9 understand the need to work with other professionals, agencies, and communities to share knowledge of the needs of women, newborn infants, partners and families when considering the impact of the social determinants of health on public health and well-being	MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6140 MIDP6150	K53 K54 K55 K56 K57	S44 S45 S46 S47	B1 B3 B4 B5	13. Work as part of the wider health and social care team
	2.10 work with other professionals, agencies, and communities to promote, support and protect breastfeeding, including protection for women to breastfeed in all settings	MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6130 MIDP6140 MIDP6150	K53 K54 K55 K56 K57	S44 S45 S46 S47	B1 B3 B4 B5	13. Work as part of the wider health and social care team
	2.11 demonstrate the ability to be the coordinator of care within the wider interdisciplinary and multiagency teams, arranging a seamless transfer of care when midwifery care is complete	MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6130 MIDP6140 MIDP6150	K53 K54 K55 K56 K57	S44 S45 S46 S47	B1 B3 B4 B5	13. Work as part of the wider health and social care team

	2.12 demonstrate an understanding of the need for an ongoing focus on the promotion of public health and well-being of women and newborn infants, their partners and families across all settings.	MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6130 MIDP6140 MIDP6150	K53 K54 K55 K56 K57	S44 S45 S46 S47	B1 B3 B4 B5	13. Work as part of the wider health and social care team
3. Universal care for all women and newborn infants	3.1 demonstrate knowledge and understanding of the woman's lived experiences in everyday life, enabling access to public health, social care and community resources needed	MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6130 MIDP6140 MIDP6150	K53 K54 K55 K56 K57	S44 S45 S46 S47	B1 B3 B4 B5	13. Work as part of the wider health and social care team
	3.2 understand epidemiological principles and critically appraise and interpret current evidence and data on public health strategies, health promotion, health protection, and safeguarding, and use this evidence to inform conversations with women, their partners, and families,	MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6130 MIDP6140	K8 K9 K10 K11	S8 S9 S10 S11	B1 B2	2. Communicate clearly and effectively with women, their partner and families

	as appropriate to their needs and preferences	MIDP6150				
	3.3 demonstrate the ability to share information on public health, health promotion and health protection with women, enabling them to make evidence-informed decisions, and providing support for access to resources and services	MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6130 MIDP6140 MIDP6150	K8 K9 K10 K11	S8 S9 S10 S11	B1 B2	2. Communicate clearly and effectively with women, their partner and families
	3.4 demonstrate the ability to offer information and access to resources and services for women and families in regard to sexual and reproductive health and contraception	MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6140	K8 K9 K10 K11	S8 S9 S10 S11	B1 B2	2. Communicate clearly and effectively with women, their partner and families
	3.5 understand the importance of birth to public health and wellbeing across the life course	MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6140	K8 K9 K10 K11	S8 S9 S10 S11	B1 B2	2. Communicate clearly and effectively with women, their partner and families

	3.6 understand the importance of human milk and breastfeeding to public health and well-being, and demonstrate how to protect, promote and enable breastfeeding with the woman, her partner and family	MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6130 MIDP6140	K8 K9 K10 K11	S8 S9 S10 S11	B1 B2	2. Communicate clearly and effectively with women, their partner and families
	3.7 demonstrate the ability to offer information and access to resources and services for women and families in regard to violence, abuse, and safeguarding	MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120	K8 K9 K10 K11	S8 S9 S10 S11	B1 B2	2. Communicate clearly and effectively with women, their partner and families
	3.8 understand and demonstrate how to support and provide parent education and preparation for parenthood, both for individuals and groups	MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120	K8 K9 K10 K11	S8 S9 S10 S11	B1 B2	2. Communicate clearly and effectively with women, their partner and families
	3.9 promote and support parent and newborn mental health and well-being, positive attachment and the transition to parenthood	MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6130	K8 K9 K10 K11	S8 S9 S10 S11	B1 B2	2. Communicate clearly and effectively with women, their partner and families

	<p>3.10 demonstrate effective health protection through understanding and applying the principles of infection prevention and control, communicable disease surveillance, and antimicrobial resistance and stewardship</p>	<p>MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6130</p>	<p>K8 K9 K10 K11 K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 K25</p>	<p>S8 S9 S10 S11 S15 S16 S17 S18 S19 S20</p>	<p>B1 B2 B5</p>	<p>2. Communicate clearly and effectively with women, their partner and families 4. Determine and provide programmes of care and support for women</p>
	<p>3.11 demonstrate knowledge and understanding of anatomy, physiology, genetics, and genomics of adolescent girls and women and the reproductive system for adolescent boys and men</p>	<p>MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120</p>	<p>K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 K25</p>	<p>S15 S16 S17 S18 S19 S20</p>	<p>B1 B2 B5</p>	<p>4. Determine and provide programmes of care and support for women</p>
	<p>3.12 demonstrate knowledge and understanding of normal changes to anatomy, physiology, and epigenetics of the adolescent girl/ woman during: 3.12.1 pregnancy 3.12.2 labour 3.12.3 birth 3.12.4 postpartum</p>	<p>MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120</p>	<p>K12 K13 K14 K26 K27 K28 K29</p>	<p>S12 S13 S14 S21 S22 S23</p>	<p>B1 B2 B4 B5</p>	<p>3. Confirm pregnancy, assess and monitor women holistically using a range of assessment methods to reach valid, reliable and comprehensive conclusions 5. Provide seamless care and, where appropriate, interventions, in partnership with women, their partner, families and other care providers during the antenatal period 7. Care for, monitor and support women during labour and birth, monitoring the</p>

			K32 K33 K34 K35	S26 S27 S28 S29		condition of the fetus and providing immediate care of the newborn after birth 9. Work in partnership with women and other care providers during the postnatal period to provide seamless care and interventions
			K40 K41 K42 K43 K44	S33 S34 S35 S36 S37	B1 B2 B4	
	3.13 demonstrate knowledge and understanding of anatomy, physiology, and epigenetics of: 3.13.1 fetal development 3.13.2 adaptation to life 3.13.3 the newborn infant 3.13.4 very early child development	MIDP4120 MIDP5120 MIDP6130	K32 K33 K34 K35	S26 S27 S28 S29	B1 B2 B4 B5	7. Care for, monitor and support women during labour and birth, monitoring the condition of the fetus and providing immediate care of the newborn after birth 10. Examine and care for babies
			K45 K46 K47 K48 K49	S38 S39 S40 S41	B1 B2 B3 B4	

	3.14 demonstrate knowledge and understanding of anatomy, physiology, and epigenetics of infant feeding	MIDP4120 MIDP5120 MIDP6130	K45 K46 K47 K48 K49	S38 S39 S40 S41	B1 B2 B3 B4	10. Examine and care for babies
	3.15 demonstrate knowledge and understanding of the implications of infant feeding for maternal and child health and for very early child development	MIDP4120 MIDP5120 MIDP6130	K45 K46 K47 K48 K49	S38 S39 S40 S41	B1 B2 B3 B4	10. Examine and care for babies
	3.16 demonstrate knowledge and understanding of psychological, behavioural, and cognitive factors for: 3.16.1 adolescents and adults 3.16.2 newborn infants	MIDP4120 MIDP5120 MIDP6130	K8 K9 K10 K11 K45 K46 K47 K48 K49	S8 S9 S10 S11 S38 S39 S40 S41	B1 B2 B5 B1 B2 B3 B4	2. Communicate clearly and effectively with women, their partner and families 10. Examine and care for babies
	3.17 demonstrate knowledge and understanding of changes to psychological, behavioural, and cognitive factors during: 3.17.1 pregnancy, labour, birth and postpartum 3.17.2 infant feeding and relationship building 3.17.3 the transition to parenthood and positive family attachment	MIDP4130 MIDP5130 MIDP6120	K8 K9 K10 K11 K32 K33 K34 K35	S8 S9 S10 S11 S26 S27 S28 S29	B1 B2 B5 B1 B2 B4 B5	2. Communicate clearly and effectively with women, their partner and families 7. Care for, monitor and support women during labour and birth, monitoring the condition of the fetus and providing immediate care of the newborn after birth 9. Work in partnership with women and other care providers during the postnatal period to provide

			K40 K41 K42 K43 K44	S33 S34 S35 S36 S37	B1 B2 B4	seamless care and interventions 10. Examine and care for babies
			K45 K46 K47 K48 K49	S38 S39 S40 S41	B1 B2 B3 B4	
3.18 demonstrate knowledge and understanding of pharmacology and the ability to recognise the positive and adverse effects of medicines across the continuum of care; to include allergies, drug sensitivities, side effects, contraindications, incompatibilities, adverse reactions, prescribing errors and the impact of polypharmacy and over the counter medication usage	MIDP4120 MIDP5120 MIDP6120	K50 K51	S42	B1 B2 B3 B4	11. Advise on, supply and administer a range of permitted medications safely	
3.19 demonstrate knowledge and understanding of the principles of safe and effective administration and optimisation of prescription and non-prescription	MIDP4120 MIDP5120 MIDP6120	K50 K51	S42	B1 B2 B3 B4	11. Advise on, supply and administer a range of permitted medications safely	

	medicines and midwives exemptions, demonstrating the ability to progress to a prescribing qualification following registration					
	3.20 demonstrate knowledge and understanding of national screening and diagnostic tests for women and newborn infants, and associated ethical dilemmas	MIDP4120 MIDP5120 MIDP6120	K12 K13 K14	S12 S13 S14	B1 B2 B4	3. Confirm pregnancy, assess and monitor women holistically using a range of assessment methods to reach valid, reliable and comprehensive conclusions
	3.21 demonstrate knowledge and understanding of the importance of optimising normal physiological processes, supporting safe, physical, psychological, social and cultural situations, and working to promote positive outcomes and to anticipate and prevent complications	MIDP4120 MIDP5120 MIDP6120	K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 K25	S15 S16 S17 S18 S19 S20	B1 B2 B5 B1 B2 B3 B4 B5	4. Determine and provide programmes of care and support for women 6. Refer women and babies in need of further care
	3.22 demonstrate knowledge and understanding that women’s circumstances vary widely, and the importance of supporting, promoting and protecting any individual needs and preferences that they themselves identify	MIDP4120 MIDP5120 MIDP6120	K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 K25	S15 S16 S17 S18 S19 S20 S24 S25	B1 B2 B4 B1 B2 B3 B4 B5	4. Determine and provide programmes of care and support for women 6. Refer women and babies in need of further care

	<p>3.23 in partnership with the woman, use evidence-based, best practice approaches to plan and carry out ongoing integrated assessment, individualised care planning and evaluation for both the woman and the newborn infant, based on sound knowledge and understanding of normal processes and recognition of deviations from these.</p>	<p>MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120</p>	<p>K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 K25 K30 K31</p>	<p>S8 S9 S10 S11 S15 S16 S17 S18 S19 S20 S24 S25</p>	<p>B1 B2 B1 B2 B4 B1 B2 B3 B4 B5</p>	<p>2. Communicate clearly and effectively with women, their partner and families 4. Determine and provide programmes of care and support for women 6. Refer women and babies in need of further care</p>
	<p>3.24 identify how factors in the care environment can impact on normal physiological processes and how the midwife can work to promote and protect a positive environment, both physical and emotional.</p>	<p>MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120</p>	<p>K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 K25 K30 K31</p>	<p>S8 S9 S10 S11 S15 S16 S17 S18 S19 S20 S24 S25</p>	<p>B1 B2 B1 B2 B4 B1 B2 B3 B4 B5</p>	<p>2. Communicate clearly and effectively with women, their partner and families 4. Determine and provide programmes of care and support for women 6. Refer women and babies in need of further care</p>
	<p>3.25 use evidence-based, best practice approaches and work in partnership with the woman to provide care for the woman and the newborn infant across the continuum that optimises normal processes, manages common</p>	<p>MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6130</p>	<p>K15 K16 K17 K18 K19 K20</p>	<p>S8 S9 S10 S11 S15 S16 S17 S18 S19 S20</p>	<p>B1 B2 B1 B2 B4</p>	<p>2. Communicate clearly and effectively with women, their partner and families 4. Determine and provide programmes of care and support for women</p>

	symptoms and problems, and anticipates and prevents complications, drawing on the findings of assessment, screening and care planning		K21 K22 K23 K24 K25 K30 K31	S24 S25	B1 B2 B3 B4 B5	6. Refer women and babies in need of further care
	3.26 understand when additional care or support is needed and demonstrate how to consult and make referrals for additional care or support needs when necessary	MIDP4120 MIDP4160 MIDP5120 MIDP5160 MIDP6120 MIDP6130	K30 K31	S24 S25	B1 B2 B3 B4 B5	6. Refer women and babies in need of further care
	3.27 understand and demonstrate how to provide culturally sensitive and individualised care for all women, their partners and families, irrespective of their social situation	MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120	K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 K25	S8 S9 S10 S11 S15 S16 S17 S18 S19 S20	B1 B2 B1 B2 B4	2. Communicate clearly and effectively with women, their partner and families 4. Determine and provide programmes of care and support for women
4. Additional care for women and newborn infants with complications	4.1 demonstrate knowledge and understanding that the complications and additional care needs of women, newborn infants, partners and families may relate to physical, psychological, social, cultural, and spiritual factors	MIDP4120 MIDP4160 MIDP5120 MIDP5160 MIDP6120 MIDP6130	K30 K31	S24 S25	B1 B2 B3 B4 B5	6. Refer women and babies in need of further care

	<p>4.2 identify and use reports and data on local, national, and international prevalence and risk to develop knowledge and awareness of complications and additional care needs that may affect women, newborn infants, and families</p>	<p>MIDP4120 MIDP4160 MIDP5120 MIDP5160 MIDP6120 MIDP6130</p>	<p>K30 K31 K53 K54 K55 K56 K57</p>	<p>S24 S25 S44 S45 S46 S47</p>	<p>B1 B2 B3 B4 B5 B1 B3 B4 B5</p>	<p>6. Refer women and babies in need of further care 13. Work as part of the wider health and social care team</p>
	<p>4.3 demonstrate knowledge and understanding of pre-existing, current and emerging complications and additional care needs that affect the woman, including their potential impact on the woman's health and well-being; and the ability to recognise and provide any care, support or referral that may be required as a result of any such complications or needs</p>	<p>MIDP4120 MIDP4160 MIDP5120 MIDP5160 MIDP6120 MIDP6130</p>	<p>K30 K31 K53 K54 K55 K56 K57</p>	<p>S24 S25 S44 S45 S46 S47</p>	<p>B1 B2 B3 B4 B5 B1 B3 B4 B5</p>	<p>6. Refer women and babies in need of further care 13. Work as part of the wider health and social care team</p>
	<p>4.4 demonstrate knowledge, understanding, and the ability to recognise complications and additional care needs in regard to: 4.4.1 embryology and fetal development 4.4.2 adaptation to life 4.4.3 the newborn infant</p>	<p>MIDP4120 MIDP4160 MIDP5120 MIDP5160 MIDP6120 MIDP6130</p>	<p>K30 K31 K32 K33 K34</p>	<p>S24 S25 S26 S27 S28 S29</p>	<p>B1 B2 B3 B4 B5 B1 B2 B4 B5</p>	<p>6. Refer women and babies in need of further care 7.Care for, monitor and support women during labour and birth, monitoring the condition of the fetus and providing immediate care of the newborn after birth</p>

<p>4.4.4 very early child development</p> <p>4.4.5 the transition to parenthood and positive family attachment</p>		<p>K40 K41 K42 K43 K44</p> <p>K45 K46 K47 K48 K49</p> <p>K53 K54 K55 K56 K57</p>	<p>S33 S34 S35 S36 S37</p> <p>S38 S39 S40 S41</p> <p>S44 S45 S46 S47</p>	<p>B1 B2 B4</p> <p>B1 B2 B3 B4</p> <p>B1 B3 B4 B5</p>	<p>9. Work in partnership with women and other care providers during the postnatal period to provide seamless care and interventions</p> <p>10. Examine and care for babies</p> <p>13. Work as part of the wider health and social care team</p>
<p>4.5 demonstrate knowledge, understanding, and the ability to recognise complications and additional care needs of the woman and/or newborn infant, in regard to infant feeding and the implications of feeding for very early child development</p>	<p>MIDP4120</p> <p>MIDP4160</p> <p>MIDP5120</p> <p>MIDP5160</p> <p>MIDP6120</p> <p>MIDP6130</p>	<p>K30 K31</p>	<p>S24 S25</p>	<p>B1 B2 B3 B4 B5</p>	<p>6. Refer women and babies in need of further care</p>
<p>4.6 use evidence-based, best practice approaches to respond promptly to signs of compromise and deterioration in the woman, fetus, and</p>	<p>MIDP4120</p> <p>MIDP4160</p> <p>MIDP5120</p>	<p>K15 K16 K17 K 18 K19 K20</p>	<p>S8 S9 S10 S11</p>	<p>B1 B2</p>	<p>2. Communicate clearly and effectively with women, their partner and families</p>

	newborn infant, and to make clinical decisions based on need and best practice evidence; and act on those decisions	MIDP5160 MIDP6120 MIDP6130	K30 K31 K36 K37 K38 K39	S24 S25 S30 S31 S32	B1 B2 B3 B4 B5 B1 B2 B4 B5	6. Refer women and babies in need of further care 8. Prepare for and manage emergencies
	4.7 use evidence-based, best practice approaches to the management of emergency situations	MIDP4120 MIDP4160 MIDP5120 MIDP5160 MIDP6120 MIDP6130	K36 K37 K38 K39	S30 S31 S32	B1 B2 B4 B5	8. Prepare for and manage emergencies
	4.8 use evidence-based, best practice approaches for the firstline management of complications and additional care needs of the woman, fetus and/or newborn infant; including support, referral, interdisciplinary and multiagency team working, escalation and follow-up, as needed	MIDP4120 MIDP4160 MIDP5120 MIDP5160 MIDP6120 MIDP6130	K15 K16 K17 K18 K19 K20 K30 K31 K36 K37 K38 K39	S8 S9 S10 S11 S24 S25 S30 S31 S32	B1 B2 B1 B2 B3 B4 B5 B1 B2 B4 B5	2. Communicate clearly and effectively with women, their partner and families 6. Refer women and babies in need of further care 8. Prepare for and manage emergencies
	4.9 demonstrate the ability to work in collaboration with the interdisciplinary and multiagency teams while continuing to provide	MIDP4120 MIDP4160 MIDP5120	K15 K16 K17 K18 K19 K20	S8 S9 S10 S11	B1 B2	2. Communicate clearly and effectively with women, their partner and families

	midwifery care needed by women and newborn infants	MIDP5160 MIDP6120 MIDP6130	K30 K31 K53 K54 K55 K56 K57	S24 S25 S44 S45 S46 S47	B1 B2 B3 B4 B5 B1 B3 B4 B5	6. Refer women and babies in need of further care 13. Work as part of the wider health and social care team
	4.10 use evidence-based, best practice approaches to keep mothers and newborn infants together whenever possible when providing midwifery care, even when complications and additional care needs occur	MIDP4120 MIDP4160 MIDP5120 MIDP5160 MIDP6120 MIDP6130	K15 K16 K17 K18 K19 K20 K30 K31 K53 K54 K55 K56 K57	S8 S9 S10 S11 S24 S25 S44 S45 S46 S47	B1 B2 B1 B2 B3 B4 B5 B1 B3 B4 B5	2. Communicate clearly and effectively with women, their partner and families 6. Refer women and babies in need of further care 13. Work as part of the wider health and social care team
	4.11 demonstrate knowledge and understanding of how to work in collaboration with the interdisciplinary and multiagency teams to provide respectful, kind, compassionate end of life care for the woman and/or newborn infant, and their partner and family, and follow	MIDP4120 MIDP4160 MIDP5120 MIDP5160 MIDP6120 MIDP6130	K15 K16 K17 K18 K19 K20 K30 K31	S8 S9 S10 S11 S24 S25 S44 S45 S46 S47	B1 B2 B1 B2 B3 B4 B5 B1 B3 B4 B5	2. Communicate clearly and effectively with women, their partner and families 6. Refer women and babies in need of further care 13. Work as part of the wider health and social care team

			K15 K16 K17 K18 K19 K20	S8 S9 S10 S11		
	5.4 understand and apply the principles of human factors, environmental factors, and strength based approaches when working with colleagues	MIDP4120 MIDP4140 MIDP5120 MIDP5140 MIDP6120 MIDP6140	K1 K2 K3 K4 K5 K6 K7	S1 S2 S3 S4 S5 S6 S7	B1 B2 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures 2. Communicate clearly and effectively with women, their partner and families
			K15 K16 K17 K18 K19 K20	S8 S9 S10 S11	B1 B2	
	5.5 understand the relationship between safe staffing levels, effective team working, appropriate skill mix, and the safety and quality of care	MIDP4120 MIDP4140 MIDP5120 MIDP5140 MIDP6120 MIDP6140	K1 K2 K3 K4 K5 K6 K7	S1 S2 S3 S4 S5 S6 S7	B1 B2 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures 2. Communicate clearly and effectively with women, their partner and families
				S8 S9 S10 S11	B1 B2	

	5.8 demonstrate understanding of why interdisciplinary team working and learning matters, and the importance of participating in a range of interdisciplinary learning opportunities	MIDP4120 MIDP4140 MIDP5120 MIDP5140 MIDP6120 MIDP6140	K53 K54 K55 K56 K57	S44 S45 S46 S47	B1 B3 B4 B5	13. Work as part of the wider health and social care team
	5.9 contribute to team reflection activities to promote improvements in practice and service	MIDP4120 MIDP4140 MIDP5120 MIDP5140 MIDP6120 MIDP6150	K53 K54 K55 K56 K57	S44 S45 S46 S47	B1 B3 B4 B5	13. Work as part of the wider health and social care team
	5.10 demonstrate knowledge and understanding of the principles and methods of sustainable health care	MIDP4120 MIDP4140 MIDP5120 MIDP5140 MIDP6120 MIDP6140	K53 K54 K55 K56 K57	S44 S45 S46 S47	B1 B3 B4 B5	13. Work as part of the wider health and social care team
	5.11 demonstrate knowledge and understanding of change management and the ability to collaborate in, implement, and evaluate evidence-informed change at	MIDP4120 MIDP4140 MIDP5120 MIDP5140 MIDP6120	K53 K54 K55 K56 K57	S44 S45 S46 S47	B1 B3 B4 B5	13. Work as part of the wider health and social care team

	individual, group, and service level	MIDP6150				
	5.12 effectively and responsibly use a range of digital and other technologies to access, record, share and apply data within teams and between agencies	MIDP4120 MIDP4140 MIDP5120 MIDP5140 MIDP6120 MIDP6140	K53 K54 K55 K56 K57	S44 S45 S46 S47	B1 B3 B4 B5	<p>12. Complete, store and retain records</p> <p>13. Work as part of the wider health and social care team</p>
	<p>5.13 demonstrate the ability to develop the strength, resourcefulness, and flexibility needed to work in stressful and difficult situations, and to develop strategies to contribute to safe and effective practice; this must include:</p> <p>5.13.1 individual and team reflection, problem solving, and planning</p> <p>5.13.2 effective and timely communication with colleagues and senior staff</p> <p>5.13.3 collaborating to ensure safe and sustainable systems and processes</p> <p>5.13.4 the ability to advocate for change</p>	MIDP4120 MIDP4140 MIDP5120 MIDP5140 MIDP6120 MIDP6140	<p>K30 K31</p> <p>K36 K37 K38 K39</p> <p>K51 K52</p> <p>K53 K54 K55 K56 K57</p>	<p>S24 S25</p> <p>S30 S31 S32</p> <p>S43</p> <p>S44 S45 S46 S47</p>	<p>B1 B2 B3 B4 B5</p> <p>B1 B2 B4 B5</p> <p>B3 B4</p> <p>B1 B3 B4 B5</p>	<p>6. Refer women and babies in need of further care</p> <p>8. Prepare for and manage emergencies</p> <p>12. Complete, store and retain records</p> <p>13. Work as part of the wider health and social care team</p>

	<p>5.13.5 the use of strength based approaches</p> <p>5.13.6 responding to unpredictable situations</p>					
	<p>5.14 demonstrate how to recognise signs of vulnerability in themselves or their colleagues and the actions required to minimise risks to health or well-being of self and others</p>	<p>MIDP4120</p> <p>MIDP4140</p> <p>MIDP5120</p> <p>MIDP5140</p> <p>MIDP6120</p> <p>MIDP6150</p>	<p>K1 K2 K3 K4 K5</p> <p>K6 K7</p>	<p>S1 S2 S3 S4 S5</p> <p>S6 S7</p>	<p>B1 B2 B3 B4 B5</p>	<p>1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures</p>
	<p>5.15 demonstrate awareness of the need to manage the personal and emotional challenges of work and workload, uncertainty, and change; and incorporate compassionate self-care into their personal and professional life.</p>	<p>MIDP4120</p> <p>MIDP4140</p> <p>MIDP5120</p> <p>MIDP5140</p> <p>MIDP6120</p> <p>MIDP6150</p>	<p>K1 K2 K3 K4 K5</p> <p>K6 K7</p>	<p>S1 S2 S3 S4 S5</p> <p>S6 S7</p>	<p>B1 B2 B3 B4 B5</p>	<p>1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures</p>
	<p>5.16 demonstrate knowledge and understanding of the importance of current and ongoing local, national and international research and scholarship in midwifery and related fields, and how to use this knowledge to keep updated, to inform decision-making, and to develop</p>	<p>MIDP4140</p> <p>MIDP5140</p> <p>MIDP6140</p> <p>MIDP6150</p>	<p>K1 K2 K3 K4 K5</p> <p>K6 K7</p>	<p>S1 S2 S3 S4 S5</p> <p>S6 S7</p>	<p>B1 B2 B3 B4 B5</p>	<p>1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures</p>

	5.17 demonstrate knowledge and understanding of the importance of midwives' contribution to the knowledge base for practice and policy through research, audit and service evaluation, engagement and consultation	MIDP4140 MIDP5140 MIDP6140 MIDP6150	K1 K2 K3 K4 K5 K6 K7	S1 S2 S3 S4 S5 S6 S7	B1 B2 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures
	5.18 demonstrate the ability and commitment to develop as a midwife, to understand career pathways that may include practice, management, leadership, education, research, and policy, and to recognise the need to take responsibility for engaging in ongoing education and professional development opportunities	MIDP4140 MIDP5140 MIDP6140 MIDP6150	K1 K2 K3 K4 K5 K6 K7	S1 S2 S3 S4 S5 S6 S7	B1 B2 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures
	5.19 safely and effectively lead and manage midwifery care, demonstrating appropriate prioritising, delegation, and assignment of care responsibilities to others involved in providing care.	MIDP4140 MIDP5140 MIDP6140 MIDP6150	K1 K2 K3 K4 K5 K6 K7	S1 S2 S3 S4 S5 S6 S7	B1 B2 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures 4. Determine and provide programmes of care and support for women

	5.20 demonstrate positive leadership and role modelling, including the ability to guide, support, motivate, and interact with other members of the interdisciplinary team	MIDP5120 MIDP6120 MIDP6140 MIDP6150	K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 K25 K53 K54 K55 K56 K57	S15 S16 S 17 S 18 S19 S 29 S44 S45 S46 S47	B1 B2 B5 B1 B3 B4 B5	4. Determine and provide programmes of care and support for women 13. Work as part of the wider health and social care team
	5.21 support and supervise students in the provision of midwifery care, promoting reflection, providing constructive feedback, and evaluating and documenting their performance	MIDP6120	K1 K2 K3 K4 K5 K6 K7	S1 S2 S3 S4 S5 S6 S7	B1 B2 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures
6. The midwife as skilled practitioner	6.0 safely demonstrate evidence-based best practice in all core and domain-specific skills and procedures listed below:					
	Skills when communicating with women, their partners and families, and colleagues that take account of women's needs, views, preferences, and decisions 6.1 demonstrate the ability to use evidence-based	MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6140 MIDP6150	K8 K9 K10 K11	S8 S9 S10 S11	B1 B2	2. Communicate clearly and effectively with women, their partner and families

	<p>communication skills when communicating and sharing information with the woman, newborn infants and families that takes account of the woman's needs, views, preferences, and decisions, and the needs of the newborn infant</p> <p>6.1.1 actively listen, recognise and respond to verbal and non-verbal cues</p> <p>6.1.2 use prompts and positive verbal and non-verbal reinforcement</p> <p>6.1.3 use appropriate non-verbal communication techniques including touch, eye contact, and respecting personal space</p> <p>6.1.4 make appropriate use of respectful, caring, and kind open and closed questioning</p> <p>6.1.5 check understanding and use clarification techniques</p> <p>6.1.6 respond to women's questions and concerns with kindness and compassion</p> <p>6.1.7 avoid discriminatory behaviour and identify signs</p>					
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	<p>of unconscious bias in self and others</p> <p>6.1.8 use clear language and appropriate resources, making adjustments where appropriate to optimise women's, and their partners' and families', understanding of their own and their newborn infant's health and well-being</p> <p>6.1.9 recognise the need for, and facilitate access to, translation and interpretation services</p> <p>6.1.10 recognise and accommodate sensory impairments during all communications</p> <p>6.1.11 support and manage the use of personal communication aids</p> <p>6.1.12 identify the need for alternative communication techniques, and access services to support these</p> <p>6.1.13 communicate effectively with interdisciplinary and multiagency teams and colleagues in all settings to support the woman's needs,</p>					
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	<p>views, preferences, and decisions</p> <p>6.1.14 maintain effective and kind communication techniques with women, partners and families in challenging and emergency situations</p> <p>6.1.15 maintain effective communication techniques with interdisciplinary and multiagency teams and colleagues in challenging and emergency situations.</p>					
	<p>Approaches for building relationships and sharing information with women, their partners and families that ensures that women’s needs, views, preferences, and decisions can be supported in all circumstances</p> <p>6.2 demonstrate the ability to use evidence-based approaches to build relationships with women, newborn infants, partners and families that respect and enable the woman’s needs, views, preferences, and decisions</p>	<p>MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6140 MIDP6150</p>	<p>K1K2 K3 K4 KL5 K6 K7</p> <p>K8 K9 K10 K11</p> <p>K26 K27 K28 K29</p>	<p>S1 S2 S3 S 4 S5 S6 S7</p> <p>S8 S9 S10 S11</p> <p>S21 S22 S23</p>	<p>B1 B2 B3 B4 B5</p> <p>B1 B2</p> <p>B1 B2 B4</p>	<p>1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures</p> <p>2. Communicate clearly and effectively with women, their partner and families</p> <p>4. Determine and provide programmes of care and support for women</p>

	<p>6.2.1 build and maintain trusting, kind, and respectful professional relationships</p> <p>6.2.2 convey respect, compassion and sensitivity when supporting women, their partners and families who are emotionally vulnerable and/or distressed</p> <p>6.2.3 demonstrate the ability to conduct sensitive, individualised conversations that are informed by current evidence on public health promotion strategies</p> <p>6.2.4 demonstrate effective communication to initiate sensitive, compassionate, woman-centred conversations with pregnant women and new mothers around infant feeding and relationship building</p> <p>6.2.5 engage effectively in difficult conversations, including conversations about sensitive issues related to ethical dilemmas and breaking bad news, and sexuality, pregnancy, childbirth and the newborn infant</p>					
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	<p>6.2.6 demonstrate the ability to explore with women their attitudes, beliefs and preferences related to childbirth, infant feeding, and parenting, taking into account differing cultural contexts and traditions</p> <p>6.2.7 provide effective and timely communication with women who experience complications and additional care needs, and their partners and families. This includes support, accurate information and updates on changes whilst continuing to listen and respond to their concerns, views, preferences, and decisions</p> <p>6.2.8 communicate complex information regarding a woman's care needs in a clear, concise manner to interdisciplinary and multiagency colleagues and teams</p> <p>6.2.9 consult with, seek help from, and refer to other health and social care professionals both in routine and emergency situations</p>					
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	6.4.2 clearly document the woman's understanding, input, and decisions about her care					
	6.6 reflect on and debate topics including those that are seen to be challenging or contentious	MIDP4140 MIDP5140 MIDP6150	K8 K9 K10 K11	S8 S9 S10 S11	B1 B2	2 Communicate clearly and effectively with women, their partner and families
	6.7 demonstrate the ability to escalate concerns in situations related to the health and well-being of the woman or newborn infant, or of the behaviour or vulnerability of colleagues	MIDP4120 MIDP4140 MIDP5120 MIDP5140 MIDP6120 MIDP6150	K1 K2 K3 K4 K5 K6 K7 K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 K25	S1 S2 S3 S4 S5 S6 S7 S15 S16 S17 S18 S19 S20	B1 B2 B3 B4 B5 B1 B2 B5	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures 4. Determine and provide programmes of care and support for women
	6.8 discuss with women, and their partners and families as appropriate, information on options for the place of birth; support the woman in her decision; and regularly review this with the woman and with colleagues	MIDP4120 MIDP5120 MIDP6120	K1K2 K3 K4 KL5 K6 K7 K15 K16 K17 K18 K19 K20	S1 S2 S3 S 4 S5 S6 S7 S15 S16 S17 S18 S19 S20	B1 B2 B3 B4 B5 B1 B2 B5	2. Communicate clearly and effectively with women, their partner and families 4. Determine and provide programmes of care and support for women

			K21 K22 K23 24 K25			
6.9 identify, contact, and communicate effectively with colleagues from their own and other health and social care settings, and voluntary and third sector agencies, to ensure continuity of care	MIDP4120 MIDP5120 MIDP6120	K1K2 K3 K4 KL5 K6 K7	S1 S2 S3 S 4 S5 S6 S7	B1 B2 B3 B4 B5	2. Communicate clearly and effectively with women, their partner and families 13. Work as part of the wider health and social care team	
		K53 K54 K55 K56 K57	S44 S45 S46 S47	B3 B4		
6.10 consistently plan, implement, and evaluate care that considers the needs of women and newborn infants together	MIDP4120 MIDP5120 MIDP6120	K15 K16 K17 K18 K19 K20 K21 K22 K23 24 K25	S15 S16 S17 S18 S19 S20	B1 B2 B5	4. Determine and provide programmes of care and support for women	
6.11 identify resources relevant to the needs of women and newborn infants, and support and enable women to access these as needed	MIDP4120 MIDP5120 MIDP6120	K15 K16 K17 K18 K19 K20 K21 K22 K23 24 K25	S15 S16 S17 S18 S19 S20	B1 B2 B5	4. Determine and provide programmes of care and support for women	
6.12 arrange for effective transfer of care for the woman and newborn infant, as needed, and when midwifery care is complete	MIDP4120 MIDP5120 MIDP6120	K15 K16 K17 K18 K19 K20 K21 K22 K23 24 K25	S15 S16 S17 S18 S19 S20	B1 B2 B5 B1 B3 B4 B5	4. Determine and provide programmes of care and support for women 13. Work as part of the wider health and social care team	

			K54 K55 K56 K57	S44 S45 S46 S47		
6.13 inform and update interdisciplinary and multiagency colleagues about changes in care needs and care planning, and update records accordingly	MIDP4120 MIDP5120 MIDP6120	K51 K52	K54 K55 K56 K57	S43 S44 S45 S46 S47	B3 B4 B1 B3 B4 B5	12. Complete, store and retain records 13. Work as part of the wider health and social care team
6.14 promote the woman's confidence in her own body, health and well-being, and in her own ability to be pregnant, give birth, build a relationship, and nurture, feed, love, and respond to her newborn infant	MIDP4120 MIDP5120 MIDP6120	K1K2 K3 K4 KL5 K6 K7	K15 K16 K17 K18 K19 K20 K21 K22 K23 24 K25	S1 S2 S3 S 4 S5 S6 S7 S15 S16 S17 S18 S19 S20	B1 B2 B3 B4 B5 B1 B2 B5	2. Communicate clearly and effectively with women, their partner and families 4. Determine and provide programmes of care and support for women
6.15 when assessing, planning, and providing care include the woman's own self-assessment and assessment of her newborn infant's health and well-being, and her own ability and confidence in regard to self-care and care for her newborn infant	MIDP4120 MIDP5120 MIDP6120	K1K2 K3 K4 KL5 K6 K7	K15 K16 K17 K18 K19 K20 K21 K22 K23 24 K25	S1 S2 S3 S 4 S5 S6 S7 S15 S16 S17 S18 S19 S20 S33 S34 S35 S36 S37	B1 B2 B3 B4 B5 B1 B2 B5 B1 B2 B4	2. Communicate clearly and effectively with women, their partner and families 4. Determine and provide programmes of care and support for women 9. Work in partnership with women and other care providers during the postnatal period to provide seamless care and interventions

			K40 K41 K42 K43 K44			
6.16 respond to any questions and concerns, and recognise the woman's own expertise of her own pre-existing conditions	MIDP4120 MIDP5120 MIDP6120		K8 K9 K10 K11	S8 S9 S10 S11	B1 B2	2. Communicate clearly and effectively with women, their partner and families
6.17 demonstrate the ability to involve women in assessment, planning and evaluating their care	MIDP4120 MIDP5120 MIDP6120		K1K2 K3 K4 KL5 K6 K7 K15 K16 K17 K18 K19 K20 K21 K22 K23 24 K25	S1 S2 S3 S 4 S5 S6 S7 S15 S16 S17 S18 S19 S20	B1 B2 B3 B4 B5 B1 B2 B5	2. Communicate clearly and effectively with women, their partner and families 4. Determine and provide programmes of care and support for women
6.18 apply in-depth knowledge of anatomy, physiology, genetics, genomics, epigenetics and psychology to inform the assessment, planning and provision of care for the woman and newborn infant across the continuum	MIDP4120 MIDP5120 MIDP6120		K1K2 K3 K4 KL5 K6 K7 K15 K16 K17 K18 K19 K20 K21 K22 K23 24 K25	S1 S2 S3 S 4 S5 S6 S7 S15 S16 S17 S18 S19 S20	B1 B2 B3 B4 B5 B1 B2 B5	2. Communicate clearly and effectively with women, their partner and families 4. Determine and provide programmes of care and support for women
6.19 assess, plan and provide care that promotes and protects physical, psychological, social, cultural, and spiritual safety for all women and newborn infants,	MIDP4120 MIDP5120 MIDP6120		K1K2 K3 K4 KL5 K6 K7	S1 S2 S3 S 4 S5 S6 S7	B1 B2 B3 B4 B5 B1 B2 B5	2. Communicate clearly and effectively with women, their partner and families

	including any need for safeguarding, recognising the diversity of individual circumstances		K15 K16 K17 K18 K19 K20 K21 K22 K23 24 K25 K53 K54 K55 K56 K57	S15 S16 S17 S18 S19 S20 S44 S45 S46 S47	B1 B3 B4 B5	4. Determine and provide programmes of care and support for women 13. Work as part of the wider health and social care team
	6.20 demonstrate the ability to conduct a holistic assessment of physical, psychological, social, cultural, and spiritual health and wellbeing for the woman and the newborn infant, across the continuum	MIDP4120 MIDP5120 MIDP6120 MIDP6130	K15 K16 K17 K18 K19 K20 K21 K22 K23 24 K25	S15 S16 S17 S18 S19 S20	B1 B2 B5	4. Determine and provide programmes of care and support for women
	6.21 assess, plan and provide care that optimises the normal physiological processes of reproduction and early life, working to promote positive outcomes, health and well-being, and to anticipate and prevent complications	MIDP4120 MIDP5120 MIDP6120	K15 K16 K17 K18 K19 K20 K21 K22 K23 24 K25 K53 K54 K55 K56 K57	S15 S16 S17 S18 S19 S20 S44 S45 S46 S47	B1 B2 B5 B1 B3 B4 B5	4. Determine and provide programmes of care and support for women 13. Work as part of the wider health and social care team
	6.22 provide evidence-based information on all aspects of health and well-being of the	MIDP4120 MIDP5120	K1K2 K3 K4 KL5 K6 K7	S1 S2 S3 S 4 S5 S6 S7	B1 B2 B3 B4 B5	2. Communicate clearly and effectively with women, their partner and families

	woman and newborn infant to enable informed decision-making by the woman, and partner and family as appropriate	MIDP6120 MIDP6130	K15 K16 K17 K18 K19 K20 K21 K22 K23 24 K25	S15 S16 S17 S18 S19 S20	B1 B2 B5	4. Determine and provide programmes of care and support for women
	6.23 use evidence-based information to enable women, their partners and families to make individualised care choices and decisions about screening and diagnostic tests	MIDP4120 MIDP5120 MIDP6120 MIDP6130	K1K2 K3 K4 KL5 K6 K7 K15 K16 K17 K18 K19 K20 K21 K22 K23 24 K25	S1 S2 S3 S 4 S5 S6 S7 S15 S16 S17 S18 S19 S20	B1 B2 B3 B4 B5 B1 B2 B5	2. Communicate clearly and effectively with women, their partner and families 4. Determine and provide programmes of care and support for women
	6.24 demonstrate the ability to discuss findings of tests, observations and assessments with the woman, partner/companion and family as appropriate	MIDP4120 MIDP5120 MIDP6120 MIDP6130	K1K2 K3 K4 KL5 K6 K7 K15 K16 K17 K18 K19 K20 K21 K22 K23 24 K25	S1 S2 S3 S 4 S5 S6 S7 S15 S16 S17 S18 S19 S20	B1 B2 B3 B4 B5 B1 B2 B5	2. Communicate clearly and effectively with women, their partner and families 4. Determine and provide programmes of care and support for women
	6.25 assess the environment to maximise safety, privacy, dignity, and well-being, optimise normal physiological processes, and provide a welcoming environment for the woman,	MIDP4120 MIDP5120 MIDP6120 MIDP6130	K1K2 K3 K4 KL5 K6 K7 K15 K16 K17 K18 K19 K20	S1 S2 S3 S 4 S5 S6 S7	B1 B2 B3 B4 B5 B1 B2 B5	2. Communicate clearly and effectively with women, their partner and families 4. Determine and provide programmes of care and support for women

	partner/companion, and family; and to create the conditions needed for the birth and subsequent care to be as gentle as possible for the newborn infant		K21 K22 K23 24 K25 K30 K31	S15 S16 S17 S18 S19 S20 S24 S25	B1 B2 B3 B4 B5	6. Refer women and babies in need of further care
	6.26 identify opportunities to offer support and positive feedback to the woman	MIDP4120 MIDP5120 MIDP6120 MIDP6130	K8 K9 K10 K11	S8 S9 S10 S11	B1 B2	2. Communicate clearly and effectively with women, their partner and families
	6.27 recognise and respond to signs of all forms of abuse and exploitation, and need for safeguarding	MIDP4120 MIDP5120 MIDP6120 MIDP6130	K1K2 K3 K4 KL5 K6 K7 K15 K16 K17 K18 K19 K20 K21 K22 K23 24 K25 K53 K54 K55 K56 K57	S1 S2 S3 S 4 S5 S6 S7 S15 S16 S17 S18 S19 S20 S44 S45 S46 S47	B1 B2 B3 B4 B5 B1 B2 B5 B1 B3 B4 B5	2. Communicate clearly and effectively with women, their partner and families 4. Determine and provide programmes of care and support for women 13. Work as part of the wider health and social care team
	6.28 use skills of infection prevention and control,	MIDP4120	K1 K2 K3 K4 K5 K6 K7	S1 S2 S3 S4 S5 S6 S7	B1 B2 B3 B4 B5	1. Practise in accordance with the NMC standards and

	following local and national policies and protocols	MIDP5120 MIDP6120 MIDP6130				within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures
	6.29 engage women, partners, and families in understanding and applying principles of infection control and antimicrobial stewardship	MIDP4120 MIDP5120 MIDP6120 MIDP6130	K1 K2 K3 K4 K5 K6 K7 K15 K16 K17 K18 K19 K20	S1 S2 S3 S4 S5 S6 S7 S8 S9 S10 S11	B1 B2 B3 B4 B5 B1 B2	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures 2. Communicate clearly and effectively with women, their partner and families
	6.30 demonstrate the ability to measure and record vital signs for the woman and newborn infant, using technological aids where appropriate, and implement appropriate responses and decisions	MIDP4120 MIDP5120 MIDP6120 MIDP6130	K1 K2 K3 K4 K5 K6 K7	S1 S2 S3 S4 S5 S6 S7	B1 B2 B3 B4 B5 B1 B2 B4	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures 5. Provide seamless care and, where appropriate, interventions, in partnership with women, their partner,

			K26 K27 K28 K29	S21 S22 S23		families and other care providers during the antenatal period
6.31 undertake abdominal examination and palpation of the woman appropriately across all stages of the continuum	MIDP4120 MIDP5120 MIDP6120		K26 K27 K28 K29	S21 S22 S23	B1 B2 B4	5. Provide seamless care and, where appropriate, interventions, in partnership with women, their partner, families and other care providers during the antenatal period
6.32 undertake auscultation of the fetal heart, using Pinard stethoscope and technical devices as appropriate including cardiotocograph (CTG), accurately interpreting and recording all findings including fetal heart patterns	MIDP4120 MIDP5120 MIDP6120		K26 K27 K28 K29 K32 K33 K34 K35	S21 S22 S23 S26 S27 S28 S29	B1 B2 B4 B1 B2 B4 B5	5. Provide seamless care and, where appropriate, interventions, in partnership with women, their partner, families and other care providers during the antenatal period 7. Care for, monitor and support women during labour and birth, monitoring the condition of the fetus and providing immediate care of the newborn after birth
6.33 recognise normal vaginal loss and deviations from normal, across the continuum	MIDP4120 MIDP5120 MIDP6120		K26 K27 K28 K29	S21 S22 S23	B1 B2 B4	5. Provide seamless care and, where appropriate, interventions, in partnership with women, their partner, families and other care

			K32 K33 K34 K35	S26 S27 S28 S29	B1 B2 B4 B5	providers during the antenatal period 7. Care for, monitor and support women during labour and birth, monitoring the condition of the fetus and providing immediate care of the newborn after birth
6.34 undertake vaginal examination with the woman's consent	MIDP4120 MIDP5120 MIDP6120	K32 K33 K34 K35	S26 S27 S28 S29	B1 B2 B4 B5	7. Care for, monitor and support women during labour and birth, monitoring the condition of the fetus and providing immediate care of the newborn after birth	
6.35 undertake venepuncture and cannulation and blood sampling, and interpret appropriate blood tests	MIDP4120 MIDP5120 MIDP6120	K1 K2 K3 K4 K5 K6 K7	S1 S2 S3 S4 S5 S6 S7	B1 B2 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures	
6.36 assess, plan and provide care that optimises the woman's hygiene needs and skin integrity	MIDP4120 MIDP5120 MIDP6120	K15 K16 K17 K18 K19 K20 K21 K22 K23 24 K25	S15 S16 S17 S18 S19 S20	B1 B2 B5	4. Determine and provide programmes of care and support for women	
6.37 recognise and respond to oedema, varicosities, and signs of thromboembolism	MIDP4120 MIDP5120	K15 K16 K17 K18 K19 K20	S15 S16 S17 S18 S19 S20	B1 B2 B5	4. Determine and provide programmes of care and support for women	

		MIDP6120	K21 K22 K23 24 K25 K26 K27 K28 K29	S21 S22 S23	B1 B2 B4	5. Provide seamless care and, where appropriate, interventions, in partnership with women, their partner, families and other care providers during the antenatal period
6.38 support the woman when nausea and vomiting occur, recognising deviations from normal physiological processes		MIDP4120 MIDP5120 MIDP6120	K15 K16 K17 K18 K19 K20 K21 K22 K23 24 K25 K26 K27 K28 K29	S15 S16 S17 S18 S19 S20 S21 S22 S23	B1 B2 B5 B1 B2 B4	4. Determine and provide programmes of care and support for women 5. Provide seamless care and, where appropriate, interventions, in partnership with women, their partner, families and other care providers during the antenatal period
6.39 assess, plan and provide care that optimises the woman's nutrition and hydration		MIDP4120 MIDP5120 MIDP6120	K15 K16 K17 K18 K19 K20 K21 K22 K23 24 K25	S15 S16 S17 S18 S19 S20	B1 B2 B5	4. Determine and provide programmes of care and support for women
6.40 assess, plan and provide care that optimises the woman's bladder and bowel function and health across the continuum		MIDP4120 MIDP5120 MIDP6120	K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 K25 K30 K31	S15 S16 S17 S18 S19 S20 S24 S25	B1 B2 B5 B1 B2 B3 B4 B5	4. Determine and provide programmes of care and support for women 6. Refer women and babies in need of further care
6.41 assess, plan and provide care and support in regard to the woman's experience of		MIDP4120 MIDP5120	K15 K16 K17 K18 K19 K20	S15 S16 S17 S18 S19 S20	B1 B2 B5	4. Determine and provide programmes of care and support for women

and response to pain and her need for pain management, using evidence-based techniques including comfort measures, non-pharmacological and pharmacological methods	MIDP6120	K21 K22 K23 K24 K25 K30 K31	S24 S25	B1 B2 B3 B4 B5	6. Refer women and babies in need of further care
6.42 demonstrate the ability to recognise and respond to deviations from normal physiological processes, and unsafe psychological, social, cultural and spiritual situations for the woman and the newborn infant	MIDP4120 MIDP5120 MIDP6120	K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 K25 K30 K31	S15 S16 S17 S18 S19 S20 S24 S25	B1 B2 B5 B1 B2 B3 B4 B5	4. Determine and provide programmes of care and support for women 6. Refer women and babies in need of further care
6.43 demonstrate the ability to avoid and minimise trauma	MIDP4120 MIDP5120 MIDP6120	K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 K25 K30 K31	S15 S16 S17 S18 S19 S20 S24 S25	B1 B2 B5 B1 B2 B3 B4 B5	4. Determine and provide programmes of care and support for women 6. Refer women and babies in need of further care
6.44 demonstrate the ability to consult, collaborate with, and refer to, interdisciplinary and multiagency colleagues as appropriate	MIDP4120 MIDP5120 MIDP6120	K30 K31 K53 K54 K55 K56 5K7	S24 S25 S44 S45 S46 S47	B1 B2 B3 B4 B5 B1 B3 B4 B5	6. Refer women and babies in need of further care 13. Work as part of the wider health and social care team
6.45 act as an advocate when care involves the interdisciplinary and	MIDP4120 MIDP5120	K1 K2 K3 K4 K5 K6 K7	S1 S2 S3 S4 S5 S6 S7	B1 B2 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own

	<p>multiagency team, to ensure that care continues to focus on the needs, views, preferences and decisions of women, and the needs of newborn infants</p>	<p>MIDP6120 MIDP6130</p>	<p>K8 K9 K10 K11</p> <p>K53 K54 K55 K56 K57</p>	<p>S8 S9 S10 S11</p> <p>S44 S45 S46 S47</p>	<p>B1 B2</p> <p>B1 B3 B4 B5</p>	<p>competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures</p> <p>2. Communicate clearly and effectively with women, their partner and families</p> <p>13. Work as part of the wider health and social care team</p>
	<p>6.46 assess, promote, and encourage the development of the mother-newborn infant relationship, and opportunities for attachment, contact, interaction, and relationship building between the woman, newborn infant, partner and family</p>	<p>MIDP4120 MIDP5120 MIDP6120 MIDP6130</p>	<p>K1 K2 K3 K4 K5 K6 K7</p> <p>K8 K9 K10 K11</p>	<p>S1 S2 S3 S4 S5 S6 S7</p> <p>S8 S9 S10 S11</p>	<p>B1 B2 B3 B4 B5</p> <p>B1 B2</p>	<p>1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures</p> <p>2. Communicate clearly and effectively with women, their partner and families</p> <p>9. Work in partnership with women and other care providers during the postnatal period to provide</p>

			K40 K41 K42 K43 K44	S33 S34 S35 S36 S37	B1 B2 B4	seamless care and interventions
6.47 enable immediate, uninterrupted, and ongoing safe skin-to-skin contact between the mother and the newborn infant, and positive time for the partner and family to be with the newborn infant and each other, preventing unnecessary interruptions	MIDP4120 MIDP5120 MIDP6120 MIDP6130	K32 K33 K34 K35	S26 S27 S28 S29	B1 B2 B4 B5	7. Care for, monitor and support women during labour and birth, monitoring the condition of the fetus and providing immediate care of the newborn after birth 9. Work in partnership with women and other care providers during the postnatal period to provide seamless care and interventions	
		K40 K41 K42 K43 K44	S33 S34 S35 S36 S37	B1 B2 B4		
6.48 observe, assess, and promote the woman's, and partner's (as appropriate), immediate response to the newborn infant, and their ability to keep the newborn infant close and be responsive to the newborn infant's cues for love, comfort and feeding (reciprocity)	MIDP4120 MIDP5120 MIDP6120 MIDP6130	K40 K41 K42 K43 K44	S33 S34 S35 S36 S37	B1 B2 B4	9. Work in partnership with women and other care providers during the postnatal period to provide seamless care and interventions	
6.49 provide information about and promote access to	MIDP4120 MIDP5120	K40 K41 K42 K43 K44	S33 S34 S35 S36 S37	B1 B2 B4	9. Work in partnership with women and other care providers during the	

	community based facilities and resources as needed.	MIDP6120				postnatal period to provide seamless care and interventions
	<p>6.50 demonstrate the ability to work in partnership with the woman to assess and provide care and support across the continuum that ensures the safe administration of medicines</p> <p>6.50.1 carry out initial and continued assessments of women and their ability to self-administer their own medications</p> <p>6.50.2 recognise the various procedural routes under which medicines can be prescribed, supplied, dispensed and administered; and the laws, policies, regulations and guidance that underpin them</p> <p>6.50.3 use the principles of safe remote prescribing and directions to administer medicines, including safe storage, transportation and disposal of medicinal products</p> <p>6.50.4 demonstrate the ability to safely supply and administer medicines listed in</p>	<p>MIDP4120</p> <p>MIDP5120</p> <p>MIDP6120</p>	K50 K51	S42	B1 B2 B3 B4	11. Advise on, supply and administer a range of permitted medications safely

	<p>Schedule 17 of the Human Medicines Regulations (midwives exemptions) and any subsequent legislation and demonstrate the ability to check the list regularly</p> <p>6.50.5 undertake accurate drug calculations for a range of medications</p> <p>6.50.6 undertake accurate checks, including transcription and titration, of any direction to supply and administer a medicinal product</p> <p>6.50.7 exercise professional accountability in ensuring the safe administration of medicines, via a range of routes, to women and newborn infants</p> <p>6.50.8 administer injections using intramuscular, subcutaneous, intradermal and intravenous routes and manage injection equipment</p> <p>6.50.9 recognise and respond to adverse or abnormal reactions to medications for the woman and the newborn infant, and the potential impact on the fetus and the breastfed infant</p>					
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	6.50.10 recognise the impact of medicines in breastmilk and support the woman to continue to responsively feed her newborn infant and/or to express breastmilk					
	<p>A. The midwife's role in public health, health promotion and health protection</p> <p>6.51 access oral, written and digital information from sources including published evidence, data and reports to inform conversations with women, partners, and families</p>	<p>MIDP4120</p> <p>MIDP4130</p> <p>MIDP5120</p> <p>MIDP5130</p> <p>MIDP6120</p> <p>MIDP6130</p>	<p>K1 K2 K3 K4 K5 K6 K7</p> <p>K15 K16 K17 K 18 K19 K20</p>	<p>S1 S2 S3 S4 S5 S6 S7</p> <p>S8 S9 S10 S11</p>	<p>B1 B2 B3 B4 B5</p> <p>B1 B2</p>	<p>1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures</p> <p>2. Communicate clearly and effectively with women, their partner and families</p>
	<p>6.52 conduct person-centred conversations with women, their partners and families on women's and children's health across the life course, depending on relevance and context; this must include:</p> <p>6.52.1 sexual and reproductive health: pre-conception, contraception, unintended pregnancy,</p>	<p>MIDP4120</p> <p>MIDP4130</p> <p>MIDP5120</p> <p>MIDP5130</p> <p>MIDP6120</p> <p>MIDP6130</p>	<p>K1 K2 K3 K4 K5 K6 K7</p>	<p>S1 S2 S3 S4 S5 S6 S7</p>	<p>B1 B2 B3 B4 B5</p> <p>B1 B2</p>	<p>1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures</p> <p>2. Communicate clearly and effectively with women, their partner and families</p>

	<p>abortion, sexually transmitted infections</p> <p>6.52.2 food, nutrition and food safety</p> <p>6.52.3 the importance of human milk and breastfeeding on short and long term health and well-being outcomes</p> <p>6.52.4 weight management and exercise</p> <p>6.52.5 smoking, alcohol and substance use 6.52.6 immunisation</p> <p>6.52.7 poverty and social and health inequalities 6.52.8 social media use and the potential for addiction</p>		<p>K15 K16 K17 K18 K19 K20</p>	<p>S8 S9 S10 S11</p>		
	<p>6.53 use evidence-based information to enable women, their partners and families to make individualised care choices and decisions on:</p> <p>6.53.1 the potential impact of practices and interventions in labour and at birth on the establishment of breastfeeding</p> <p>6.53.2 formula feeding responsively and as safely as possible</p>	<p>MIDP4120</p> <p>MIDP4130</p> <p>MIDP5120</p> <p>MIDP5130</p> <p>MIDP6120</p> <p>MIDP6130</p>	<p>K15 K16 K17 K18 K19 K20 K21</p> <p>K22 K23 K24 K25</p>	<p>S15 S16 S17 S18 S19 S20</p>	<p>B1 B2 B5</p>	<p>4. Determine and provide programmes of care and support for women</p>

	6.53.3 attachment relationships and very early childhood development and the impact on their own and the infant's health and emotional well-being outcomes.					
	6.54 develop and provide parent education and preparation for parenthood that is tailored to the context, needs, views, and preferences of individuals and groups	MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6130	K1 K2 K3 K4 K5 K6 K7 K15 K16 K17 K18 K19 K20 K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 25	S1 S2 S3 S4 S5 S6 S7 S8 S9 S10 S11 S15 S16 S17 S18 S19 S20	B1 B2 B3 B4 B5 B1 B2 B1 B2 B5 B1 B2 B3 4B B5	<p>1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures</p> <p>2. Communicate clearly and effectively with women, their partner and families</p> <p>4. Determine and provide programmes of care and support for women</p> <p>6. Refer women and babies in need of further care</p>

			K30 K31	S24 S25		
6.55 recognise when women, children and families are at risk of violence and abuse and know how to escalate, instigate and refer using safeguarding policies and protocols	MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6130	K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 K25	S15 S16 S17 S18 S19 S20	B1 B2 B5 B1 B2 B3 B4 B5	4. Determine and provide programmes of care and support for women 6. Refer women and babies in need of further care	
B. The midwife's role in assessment, screening, and care planning 6.56 accurately assess, interpret, and record findings for the woman in pregnancy and the fetus for: 6.56.1 signs and symptoms of pregnancy 6.56.2 shared identification of social and lifestyle factors 6.56.3 maternal mental health and well-being 6.56.4 recognition of signs of all forms of abuse and exploitation, and need for safeguarding 6.56.5 weight and height including calculation of Body Mass Index (BMI) 6.56.6 recognition of spontaneous rupture of	MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6130	K12 K13 K14	S12 S13 S14	B1 B2 B4	3. Confirm pregnancy, assess and monitor women holistically using a range of assessment methods to reach valid, reliable and comprehensive conclusions 4. Determine and provide programmes of care and support for women 7. Care for, monitor and support women during labour and birth, monitoring the condition of the fetus and providing immediate care of the newborn after birth	
		K15 K16 K17 K18 K19 K20	S15 S16 S17 S18 S19 S20	B1 B2 B5		

	<p>membranes and assessment of vaginal loss</p> <p>6.56.7 recognition of the onset of labour</p>		<p>K21 K22 K23 K24 K25</p> <p>K32 K33 K34 K 35</p>	<p>S26 S27 S28 S 29</p>	<p>B1 B2 B4 B5</p>	
	<p>6.57 accurately assess, interpret and record the health and wellbeing of the woman and the fetus during labour for:</p> <p>6.57.1 the woman's behaviour, appearance, and emotional needs</p> <p>6.57.2 the need for mobility and position changes</p> <p>6.57.3 effectiveness of contractions and progress in labour</p> <p>6.57.4 fetal well-being and the need to respond to problems</p> <p>6.57.5 the need to expedite birth when necessary</p> <p>6.57.6 the need for an episiotomy</p> <p>6.57.7 recognising the position of the umbilical cord during birth and the need to respond to problems</p>	<p>MIDP4120</p> <p>MIDP4130</p> <p>MIDP5120</p> <p>MIDP5130</p> <p>MIDP6120</p> <p>MIDP6130</p>	<p>K32 K33 K34 K 35</p>	<p>S26 S27 S28 S 29</p>	<p>B1 B2 B4 B5</p>	<p>7. Care for, monitor and support women during labour and birth, monitoring the condition of the fetus and providing immediate care of the newborn after birth</p>

	<p>6.57.8 progress of the third stage of labour, birthing of the placenta, completeness and healthiness of the placenta and membranes, and any suspected abnormalities and associated blood loss</p> <p>6.57.9 perineal/labial/vaginal/cervical/anal trauma, and the need for suturing</p>					
	<p>6.58 conduct immediate assessments of the newborn infant at birth and after birth, and interpret and record findings; this must include:</p> <p>6.58.1 initial adaptation to extra-uterine life including appearance, heart rate, response, tone and respirations</p> <p>6.58.2 the infant's ability to respond to cues for food, love, and comfort and the ability to suck, swallow and breathe at the first breastfeed or bottle feed</p> <p>6.58.3 the need for neonatal life support (NLS) where respiration is not established</p>	<p>MIDP4120 MIDP4160 MIDP5120 MIDP5160 MIDP6120 MIDP6130</p>	<p>K30 K31</p> <p>K32 K33 K34 K35</p>	<p>S24 S25</p> <p>S26 S27 S28 S29</p>	<p>B1 B2 B3 B4 B5</p> <p>B1 B2 B4 B5</p>	<p>6. Refer women and babies in need of further care</p> <p>7. Care for, monitor and support women during labour and birth, monitoring the condition of the fetus and providing immediate care of the newborn after birth</p> <p>9. Work in partnership with women and other care providers during the postnatal period to provide seamless care and interventions</p> <p>10. Examine and care for babies</p>

	<p>6.58.4 with the mother present whenever possible, check newborn infant's vital signs and body systems, reflexes, behaviour, movement, neurological tone, and posture</p>		<p>K40 K41 K42 K43 K44</p>	<p>S33 S34 S35 S36 S37</p>	<p>B1 B2 B4</p> <p>B1 B2 B3 B4</p>	
	<p>6.59 conduct ongoing assessments of the health and well-being of the newborn infant, involving the mother and partner as</p>	<p>MIDP4120 MIDP4130 MIDP5120 MIDP5130</p>	<p>K30 K31</p>	<p>S24 S25</p>	<p>B1 B2 B3 B4 B5</p>	<p>6. Refer women and babies in need of further care</p> <p>9. Work in partnership with women and other care providers during the</p>

	<p>appropriate and providing a full explanation; this must include:</p> <p>6.59.1 parental confidence in handling and caring for the newborn infant including response to crying and comfort measures</p> <p>6.59.2 full systematic physical examination of the newborn infant in line with local and national evidence-based protocols</p> <p>6.59.3 ensuring screening and diagnostic tests are carried out appropriately and as required in line with local and national evidence-based protocols</p>	<p>MIDP6120 MIDP6130</p>	<p>K40 K41 K42 K43 K44</p> <p>K45 K46 K47 K48 K49</p>	<p>S33 S34 S35 S36 S37</p> <p>S38 S39 S40 S41</p>	<p>B1 B2 B4</p> <p>B1 B2 B3 B4</p>	<p>postnatal period to provide seamless care and interventions</p> <p>10. Examine and care for babies</p>
	<p>6.60 accurately assess, interpret and record the health and wellbeing of the woman postnatally; this must include:</p> <p>6.60.1 mental health and well-being, including appetite, energy levels, sleeping pattern, ability to cope with</p>	<p>MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6130</p>	<p>K30 K31</p>	<p>S24 S25</p>	<p>B1 B2 B3 B4 B5</p> <p>B1 B2 B4</p>	<p>6. Refer women and babies in need of further care</p> <p>9. Work in partnership with women and other care providers during the postnatal period to provide seamless care and interventions</p>

	<p>daily living, mood, anxiety and depression, family relationships</p> <p>6.60.2 vital signs and physical assessment including uterine involution and perineal health and well-being</p> <p>6.60.3 individual mobility needs, including any adaptations needed to carry and care for her newborn infant</p>		<p>K40 K41 K42 K43 K44</p>	<p>S33 S34 S35 S36 S37</p>		
	<p>6.61 accurately assess all relevant aspects of infant feeding, for both the woman and the newborn infant; this must include:</p> <p>6.61.1 monitoring the newborn infant's weight, growth and development</p> <p>6.61.2 use skills of observation, active listening and evaluation to examine effectiveness of feeding practices</p> <p>6.61.3 observation of the woman's breasts for tenderness, pain, engorgement, and need for pain management</p>	<p>MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6130</p>	<p>K30 K31</p> <p>K40 K41 K42 K43 K44</p>	<p>S24 S25</p> <p>S33 S34 S35 S36 S37</p>	<p>B1 B2 B3 B4 B5</p> <p>B1 B2 B4</p>	<p>6. Refer women and babies in need of further care</p> <p>9. Work in partnership with women and other care providers during the postnatal period to provide seamless care and interventions</p>

	<p>6.62 for women and newborn infants who are breastfeeding: ongoing observation and assessment of effective breastfeeding; this must include: 6.62.1 effective attachment and positioning of the infant at the breast</p> <p>6.62.2 responsive feeding</p> <p>6.62.3 infant behaviour at the breast including coordination and effectiveness of sucking and swallowing</p> <p>6.62.4 effective milk transfer and milk production 6.62.5 stool and urine output appropriate to age of infant</p> <p>6.62.6 ability to maximise breastmilk, safe and effective hand expression and feeding the baby expressed breastmilk</p>	<p>MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6130</p>	<p>K30 K31</p> <p>K40 K41 K42 K43 K44</p>	<p>S24 S25</p> <p>S33 S34 S35 S36 S37</p>	<p>B1 B2 B3 B4 B5</p> <p>B1 B2 B4</p>	<p>6. Refer women and babies in need of further care</p> <p>9. Work in partnership with women and other care providers during the postnatal period to provide seamless care and interventions</p>
	<p>6.63 for the woman and her partner, and newborn infants who are formula feeding or bottle feeding with human milk, partially or exclusively; observation and assessment must include: 6.63.1 parent’s assessment of and confidence</p>	<p>MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6130</p>	<p>K30 K31</p>	<p>S24 S25</p>	<p>B1 B2 B3 B4 B5</p>	<p>6. Refer women and babies in need of further care</p> <p>9. Work in partnership with women and other care providers during the postnatal period to provide seamless care and interventions</p>

	<p>with using a bottle to feed their baby</p> <p>6.63.2 responsive bottle feeding: pacing the feeds, limiting the number of care givers</p> <p>6.63.3when formula feeding: use of appropriate formula, making up feeds and sterilisation of equipment as safely as possible</p>		K40 K41 K42 K43 K44	S33 S34 S35 S36 S37	B1 B2 B4	
	<p>6.64 effectively implement, review, and adapt an individualised, evidence-informed care plan for the woman and her newborn infant across the continuum, involving her partner and family as appropriate.</p>	MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6130	K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 K25	S15 S16 S17 S18 S19 S20	B1 B2 B5	<p>4. Determine and provide programmes of care and support for women</p>
	<p>C. The midwife’s role in optimising normal physiological processes and working to promote positive outcomes and to anticipate and prevent complications</p> <p>6.65 implement care that meets the needs of the woman and fetus in labour and at birth, including provision of safe, continuous, one-to-one care for the</p>	MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6130	K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 K25 K32 K33 K34 K35	S15 S16 S17 S18 S19 S20 S26 S27 S28 S29	B1 B2 B5 B1 B2 B4 B5	<p>4. Determine and provide programmes of care and support for women</p> <p>7. Care for, monitor and support women during labour and birth, monitoring the condition of the fetus and providing immediate care of the newborn after birth</p>

	<p>woman in labour and at birth, and for the newborn infant at birth; this must include:</p> <p>6.65.1 encourage mobility and support the woman to achieve optimal positions in labour and for birth</p> <p>6.65.2 guide and support the woman as she gives birth, using evidence-informed approaches to safely conduct the birth, and to avoid and minimise trauma, while responding to the woman's own preferences</p> <p>6.65.3 optimise the management of the umbilical cord at birth</p> <p>6.65.4 use evidence-informed physiological and active techniques as appropriate to safely manage the third stage of labour</p> <p>6.65.5 suture an episiotomy, undertake repair of 1st and 2nd degree perineal tears as necessary, and refer if additional trauma has occurred</p>					
	<p>6.66 implement care that meets the woman's mental</p>	<p>MIDP4120 MIDP4130</p>	<p>K45 K46 K47 K 48 K49</p>	<p>S38 S39 S40 S 41</p>	<p>B1 B2 B3 B4</p>	<p>9. Work in partnership with women and other care providers during the</p>

	<p>health and well-being needs after birth; this must include:</p> <p>6.66.1 provide ongoing information, support, and care on all aspects of the woman’s mental health and well-being</p> <p>6.66.2 if assessment has identified concerns about the partner’s mental health, encourage referral to appropriate services</p> <p>6.66.3 provide opportunities for the woman, and partner as appropriate, to discuss the birth and any questions they may have</p>	<p>MIDP5120 MIDP5130 MIDP6120 MIDP6130</p>				<p>postnatal period to provide seamless care and interventions</p>
	<p>6.67 share evidence-based information with all women and fathers/ partners as appropriate on how to minimise the risks of sudden infant death syndrome</p>	<p>MIDP 4120 MIDP4130 MIDP5120 MIDP6120 MIDP 6130</p>	<p>K45 K46 K47 K48 K49</p>	<p>S38 S39 S40 S41</p>	<p>B1 B2 B3 B4</p>	<p>9. Work in partnership with women and other care providers during the postnatal period to provide seamless care and interventions</p>
	<p>6.68 implement care that meets the needs of the woman in regard to infant feeding; this must include:</p> <p>6.68.1 for all women: a. understand how to complete an infant feeding assessment with the woman, maintaining</p>	<p>MIDP4120 MIDP4130 MIDP5120 MIDP5130 MIDP6120 MIDP6130</p>	<p>K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 K25</p>	<p>S15 S16 S17 S18 S19 S20</p>	<p>B1 B2 B5</p>	<p>4. Determine and provide programmes of care and support for women</p>

	<p>accurate records including plans of care, and any challenges encountered or referrals made b. provide appropriate pain management for breast tenderness and pain</p> <p>6.68.2 for women who are breastfeeding:</p> <p>a. apply in-depth knowledge of the anatomy of the breast and physiology and psychology of lactation to enable mothers to get breastfeeding off to a good start</p> <p>b. support women learning how to hand express their breastmilk and how to store, freeze and warm it with consideration to aspects of infection control c. share information with women and families about national and local information and networks that are available to support women in the continuation of breastfeeding</p> <p>6.68.3 for parents who bottle feed, partially or exclusively:</p> <p>a. support women who wish to combine breastfeeding with formula feeding, helping</p>					
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	<p>women to understand the impact on breastmilk production</p> <p>b. encourage responsive bottle feeding</p> <p>c. encourage parents' use of appropriate formula including its reconstitution, and the cleaning and sterilising of equipment as safely as possible</p>					
	<p>A. The midwife's role in first line assessment and management of complications and additional care needs</p> <p>6.69 recognise, assess, plan, and respond to pre-existing and emerging complications and additional care needs for women and newborn infants, collaborating with, consulting and referring to the interdisciplinary and multiagency team as appropriate; this must include:</p> <p>6.69.1 pre-existing and emerging physical conditions, and complications of pregnancy, labour, birth, postpartum for the woman</p>	<p>MIDP4120</p> <p>MIDP4160</p> <p>MIDP5120</p> <p>MIDP5160</p> <p>MIDP6120</p> <p>MIDP6130</p>	<p>K1 K2 K3 K4 K5 K6 K7</p> <p>K15 K16 K17 K18 K19 K20</p> <p>K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 25</p>	<p>S1 S2 S3 S4 S5 S6 S7</p> <p>S8 S9 S10 S11</p> <p>S15 S16 S17 18 S19 S20</p>	<p>B1 B2 B3 B4 B5</p> <p>B1 B2</p> <p>B1 B2 B5</p>	<p>1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures</p> <p>2. Communicate clearly and effectively with women, their partner and families</p> <p>4. Determine and provide programmes of care and support for women</p> <p>6. Refer women and babies in need of further care</p>

	<p>and fetus, and complications for the newborn infant, infant feeding challenges, perinatal loss, and maternal illness or death</p> <p>6.69.2 physical disability</p> <p>6.69.3 learning disability</p> <p>6.69.4 psychological circumstances and mental illness including alcohol, drug and substance misuse/withdrawal, previous perinatal loss, stress, depression, anxiety, postpartum psychosis</p> <p>6.69.5 social circumstances including lack of family and community support, poverty, homelessness, those in the criminal justice system, refugees, asylum seekers and victims of trafficking and modern slavery</p> <p>6.69.6 violence and abuse including female genital mutilation and emergency safeguarding situations</p> <p>6.69.7 traumatic experiences including tocophobia, birth trauma and its sequelae including post-traumatic stress disorder, pre-term</p>		K30 K31	S24 S25	B1 B2 B3 4B B5	
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	birth, perinatal loss and bereavement					
	6.70 act upon the need to involve others, promptly and proactively consulting with and referring to appropriate health and social care professionals when signs of compromise and deterioration or emergencies occur	MIDP4120 MIDP4160 MIDP5120 MIDP5160 MIDP6120 MIDP6130	K30 K31 K36 K37 K38 K39	S24 S25 S30 S31 S32	B1 B2 B3 B4 B5 B1 B2 B4 B5	6. Refer women and babies in need of further care 8. Prepare for and manage emergencies
	6.71 implement first-line emergency management of complications and/or additional care needs for the woman, fetus, and newborn infant when signs of compromise and deterioration or emergencies occur until other help is available; this must include: 6.71.1 prompt call for assistance and escalation as necessary 6.71.2 implement evidence-based, emergency actions and procedures and immediate life support for the woman and newborn infant until help is available	MIDP4120 MIDP4160 MIDP5120 MIDP5160 MIDP6120 MIDP6130	K30 K31 K36 K37 K38 K39	S24 S25 S30 S31 S32	B1 B2 B3 B4 B5 B1 B2 B4 B5	6. Refer women and babies in need of further care 8. Prepare for and manage emergencies

	<p>6.71.3 monitor deterioration using evidence-based early warning tools</p> <p>6.71.4 respond to signs of infection, sepsis, blood loss including haemorrhage, and meconium-stained liquor</p> <p>6.71.5 communicate concerns to interdisciplinary and/or multiagency colleagues using recognised tools</p> <p>6.71.6 expedite birth of newborn infant</p> <p>6.71.7 conduct a breech birth and manage shoulder dystocia</p> <p>6.71.8 conduct manual removal of the placenta</p> <p>6.71.9 keep accurate and clear records, including emergency scribe sheets</p> <p>6.71.10 undertake delegated tests for woman, fetus and newborn infant</p> <p>6.71.11 organise safe environment, immediate referral, and appropriate support if acute mental illness, violence or abuse is identified</p>					
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	6.71.12 arrange safe transfer to appropriate care setting					
	<p>B. The midwife’s role in caring for and supporting women and newborn infants requiring medical, obstetric, neonatal, mental health, social care, and other services</p> <p>6.72 work in partnership with the woman and in collaboration with the interdisciplinary and/or multiagency team to plan and implement midwifery care for women and newborn infants as appropriate to:</p> <p>6.72.1 implement appropriate response when acute social problems occur</p> <p>6.72.2 implement necessary interventions when physical complications occur, including but not limited to:</p> <p>a. manage, monitor, and effectively administer fluid balance</p> <p>b. conduct speculum examination and low and high vaginal swabs to test for signs of infection and preterm labour</p>	<p>MIDP4120</p> <p>MIDP4160</p> <p>MIDP5120</p> <p>MIDP5160</p> <p>MIDP6120</p> <p>MIDP6130</p>	<p>K30 K31</p> <p>K53 K54 K55 K56 K57</p>	<p>S24 S25</p> <p>S44 S45 S46 S47</p>	<p>B1 B2 B3 B4 B5</p> <p>B1 B3 B4 B5</p>	<p>6. Refer women and babies in need of further care</p> <p>13. Work as part of the wider health and social care team</p>

	<p>c. undertake amniotomy and application of fetal scalp electrode</p> <p>d. obtain cord blood and interpret results</p> <p>e. provide care for women who have experienced female genital mutilation</p>					
	<p>6.73 demonstrate the ability to collaborate effectively with interdisciplinary teams and work in partnership with the woman to assess and provide care and support when emergency situations or clinical complications arise that ensures the safe administration of medicines; this must include:</p> <p>6.73.1 safe administration of medicines in an emergency</p> <p>6.73.2 manage intravenous (IV) fluids including transfusion of blood and blood products</p> <p>6.73.3 manage fluid and infusion pumps and devices</p>	<p>MIDP4120</p> <p>MIDP4160</p> <p>MIDP5120</p> <p>MIDP5160</p> <p>MIDP6120</p> <p>MIDP6130</p>	<p>K30 K31</p> <p>K36 K37 K38 K39</p> <p>K50 K51</p> <p>K53 K54 K55 K56 K57</p>	<p>S24 S25</p> <p>S30 S31 S32</p> <p>S42</p> <p>S44 S45 S46 S47</p>	<p>B1 B2 B3 B4 B5</p> <p>B1 B2 B4 B5</p> <p>B1 B2 B3 B4</p> <p>B1 B3 B4 B5</p>	<p>6. Refer women and babies in need of further care</p> <p>8. Prepare for and manage emergencies</p> <p>11. Advise on, supply and administer a range of permitted medications safely</p> <p>13. Work as part of the wider health and social care team</p>
	<p>6.74 provide midwifery care for the women and newborn infant before, during, and after medical interventions,</p>	<p>MIDP4120</p> <p>MIDP4160</p> <p>MIDP5120</p>	<p>K8 K9 K10 K11</p>	<p>S8 S9 S10 S11</p>	<p>B1 B2</p>	<p>2. Communicate clearly and effectively with women, their partner and families</p>

<p>and collaborate with colleagues as needed, including epidural analgesia, fetal blood sampling, instrumental births, caesarean section and medical and surgical interventions to manage haemorrhage</p> <p>6.74.1 provide midwifery care for the women and newborn infant before, during, and after interventions carried out in theatre</p>	<p>MIDP5160 MIDP6120 MIDP6130</p>	<p>K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 K25</p> <p>K30 K31</p>	<p>S15 S16 S17 S18 S19 S20</p> <p>S24 S25</p>	<p>B1 B2 B5</p> <p>B1 B2 B3 B4 B5</p>	<p>4. Determine and provide programmes of care and support for women</p> <p>6. Refer women and babies in need of further care</p>
<p>6.75 provide additional postnatal care for the woman including referral to services and resources as needed; this must include:</p> <p>6.75.1 support and care for women with pre-existing conditions</p> <p>6.75.2 support and care for women following caesarean section</p> <p>6.75.3 support and care for women with perineal/labial/vaginal/cervical/anal trauma including female genital mutilation</p>	<p>MIDP4120 MIDP4160 MIDP5120 MIDP5160 MIDP6120 MIDP6130</p>	<p>K8 K9 K10 K11</p> <p>K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 K25</p>	<p>S8 S9 S10 S11</p> <p>S15 S16 S17 S18 S19 S20</p>	<p>B1 B2</p> <p>B1 B2 B5</p>	<p>2. Communicate clearly and effectively with women, their partner and families</p> <p>4. Determine and provide programmes of care and support for women</p> <p>6. Refer women and babies in need of further care</p> <p>9 Work in partnership with women and other care providers during the postnatal period to provide seamless care and interventions</p>

	<p>6.75.4 support and care for woman with urinary or faecal incontinence</p> <p>6.75.5 support for women and families undergoing surrogacy or adoption</p>		<p>K30 K31</p> <p>K40 K41 K42 K43 K44</p>	<p>S24 S25</p> <p>S33 S34 S35 S36 S37</p>	<p>B1 B2 B3 B4 B5</p> <p>B1 B2 B4</p>	
	<p>6.76 support transitional care of a newborn infant with additional care needs in collaboration with the neonatal team</p>	<p>MIDP4120</p> <p>MIDP5120</p> <p>MIDP6120</p> <p>MIDP6130</p>	<p>K8 K9 K10 K11</p> <p>K30 K31</p>	<p>S8 S9 S10 S11</p> <p>S24 S25</p>	<p>B1 B2</p> <p>B1 B2 B3 B4 B5</p>	<p>2. Communicate clearly and effectively with women, their partner and families</p> <p>6. Refer women and babies in need of further care</p>
	<p>6.77 support women and their partners who have a newborn infant in the neonatal unit to:</p> <p>6.77.1 stay close to their newborn infant, be partners in care, build a close and</p>	<p>MIDP4120</p> <p>MIDP4160</p> <p>MIDP5120</p> <p>MIDP5160</p> <p>MIDP6120</p> <p>MIDP6130</p>	<p>K8 K9 K10 K11</p>	<p>S8 S9 S10 S11</p>	<p>B1 B2</p> <p>B1 B2 B5</p>	<p>2. Communicate clearly and effectively with women, their partner and families</p> <p>4. Determine and provide programmes of care and support for women</p> <p>6. Refer women and babies in need of further care</p>

	<p>loving relationship with their newborn infant</p> <p>6.77.2 optimise skin-to-skin/kangaroo care where possible, including for parents of more than one newborn infant who may be separated and cared for in different places</p> <p>6.77.3 to enable their newborn infant to receive human milk and be breastfed when possible, including access to and use of donor milk</p>		<p>K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 K25</p> <p>K30 K31</p> <p>K40 K41 K42 K43 K44</p>	<p>S15 S16 S17 S18 S19 S20</p> <p>S24 S25</p> <p>S33 S34 S35 S36 S37</p>	<p>B1 B2 B3 B4 B5</p> <p>B1 B2 B4</p>	<p>9 Work in partnership with women and other care providers during the postnatal period to provide seamless care and interventions</p>
	<p>6.78 support women who are separated from their newborn infants as a result of maternal illness and enable contact with the newborn infant to maximise the time they can spend together</p>	<p>MIDP4120 MIDP5120 MIDP6120 MIDP6130</p>	<p>K8 K9 K10 K11</p> <p>K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 K25</p>	<p>S8 S9 S10 S11</p> <p>S15 S16 S17 S18 S19 S20</p>	<p>B1 B2</p> <p>B1 B2 B5</p>	<p>2. Communicate clearly and effectively with women, their partner and families</p> <p>4. Determine and provide programmes of care and support for women</p>

	<p>6.79 work in partnership with the woman, her partner and family as appropriate, and in collaboration with the interdisciplinary and/ or multiagency team, to plan and implement midwifery care for the newborn infant who requires additional care and support</p>	<p>MIDP4120 MIDP4160 MIDP5120 MIDP5160 MIDP6120 MIDP6130</p>	<p>K8 K9 K10 K11</p> <p>K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 K25</p> <p>K53 K54 K55 K56 K57</p>	<p>S8 S9 S10 S11</p> <p>S15 S16 S17 S18 S19 S20</p> <p>S44 S45 S46 S47</p>	<p>B1 B2</p> <p>B1 B2 B5</p> <p>B1 B3 B4 B5</p>	<p>2. Communicate clearly and effectively with women, their partner and families</p> <p>4. Determine and provide programmes of care and support for women</p> <p>13. Work as part of the wider health and social care team</p>
	<p>6.80 work in partnership with the woman, her partner and family as appropriate, and in collaboration with the interdisciplinary and/or multiagency team, to plan and implement compassionate, respectful, empathetic, dignified midwifery care for women and/or partners and families experiencing perinatal loss or maternal death, and demonstrate the ability to:</p>	<p>MIDP4120 MIDP4160 MIDP5120 MIDP5160 MIDP6120 MIDP6130</p>	<p>K8 K9 K10 K11</p> <p>K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 K25</p>	<p>S8 S9 S10 S11</p> <p>S15 S16 S17 S18 S19 S20</p>	<p>B1 B2</p> <p>B1 B2 B5</p>	<p>2. Communicate clearly and effectively with women, their partner and families</p> <p>4. Determine and provide programmes of care and support for women</p> <p>13. Work as part of the wider health and social care team</p>

	<p>6.80.1 provide care and follow up after discharge to women and/ or families experiencing miscarriage, stillbirth, or newborn infant death, and understand the care needed by partners and families who experience maternal death</p> <p>6.80.2 provide end of life care for a woman or for a newborn infant</p>		<p>K53 K54 K55 K56 K57</p>	<p>S44 S45 S46 S47</p>	<p>B1 B3 B4 B5</p>	
	<p>6.80.3 arrange provision of pastoral and spiritual care according to the woman's, father's/partner's, and family's wishes and religious/spiritual beliefs and faith</p> <p>6.80.4 support and assist with palliative care for the woman or newborn infant</p> <p>6.80.5 offer opportunities for parents and/or family to spend as much private time as they wish with the dying or dead infant or woman</p> <p>6.80.6 support the parents of more than one newborn infant when a newborn infant survives while another dies, recognising the psychological challenges of dealing with</p>	<p>MIDP4120 MIDP4160 MIDP5120 MIDP5160 MIDP6120 MIDP6130</p>	<p>K8 K9 K10 K11</p> <p>K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 K25</p> <p>K53 K54 K55 K56 K57</p>	<p>S8 S9 S10 S11</p> <p>S15 S16 S17 S18 S19 S20</p> <p>S44 S45 S46 S47</p>	<p>B1 B2</p> <p>B1 B2 B5</p> <p>B1 B3 B4 B5</p>	<p>2. Communicate clearly and effectively with women, their partner and families</p> <p>4. Determine and provide programmes of care and support for women</p> <p>13. Work as part of the wider health and social care team</p>

	<p>loss and bereavement and adapting to parenthood at the same time 6.80.7 provide care for the deceased woman or newborn infant and the bereaved, respecting cultural requirements and protocols</p> <p>6.80.8 support the bereaved woman with lactation suppression and/ or donating her breastmilk if wished</p> <p>6.80.9 provide clear information and support regarding any possible post-mortem examinations, registration of death and options for funeral arrangements and/or a memorial service</p>					
	<p>6.81 work in partnership with the woman, her partner and family as appropriate, and in collaboration with the interdisciplinary and multiagency team, to plan and implement midwifery care for women and/or partners and families experiencing mental illness and following traumatic experiences; this must include:</p>	<p>MIDP4120 MIDP4160 MIDP5120 MIDP5160 MIDP6120 MIDP6130</p>	<p>K8 K9 K10 K11</p> <p>K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 K25</p>	<p>S8 S9 S10 S11</p> <p>S15 S16 S17 S18 S19 S20</p>	<p>B1 B2</p> <p>B1 B2 B5</p>	<p>2. Communicate clearly and effectively with women, their partner and families</p> <p>4. Determine and provide programmes of care and support for women</p> <p>13. Work as part of the wider health and social care team</p>

	<p>6.81.1 provide care and support for women and the newborn infant, and partners and families as appropriate</p> <p>6.81.2 support the woman to stay close to her newborn infant to build positive attachment behaviours</p> <p>6.81.3 support the woman to responsively feed her newborn infant, and to maximise the use of human milk/breastfeeding</p> <p>6.81.4 support positive attachment between the father/partner and the infant</p>		<p>K53 K54 K55 K56 K57</p>	<p>S44 S45 S46 S47</p>	<p>B1 B3 B4 B5</p>	
	<p>6.82 work in partnership with the woman, her partner and family as appropriate, and in collaboration with the interdisciplinary and/or multiagency team, to plan and implement midwifery care for women, newborn infants, and partners and families as appropriate, when problems occur with infant feeding; this must include:</p> <p>6.82.1 carry out ongoing feeding assessments when a newborn infant is not feeding effectively and respond if</p>	<p>MIDP4120 MIDP4160 MIDP5120 MIDP5160 MIDP6120 MIDP6130</p>	<p>K8 K9 K10 K11</p> <p>K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 K25</p>	<p>S8 S9 S10 S11</p> <p>S15 S16 S17 S18 S19 S20</p>	<p>B1 B2</p> <p>B1 B2 B5</p> <p>B1 B3 B4 B5</p>	<p>2. Communicate clearly and effectively with women, their partner and families</p> <p>4. Determine and provide programmes of care and support for women</p> <p>13. Work as part of the wider health and social care team</p>

	<p>newborn infant weight gain is insufficient</p> <p>6.82.2 refer to appropriate colleagues where deviation from evidence-based infant feeding and growth patterns does not respond to first line management</p> <p>6.82.3 for women who are breastfeeding: support women to overcome breastfeeding challenges and provide ongoing support and referral to infant feeding specialists and peer supporters as required.</p>		K53 K54 K55 K56 K57	S44 S45 S46 S47		
	<p>A. Working with others: the midwife as colleague</p> <p>6.83 work with interdisciplinary and multiagency colleagues, advocacy groups and stakeholders to promote quality improvement; this must include:</p> <p>6.83.1 use best evidence to inform decisions</p> <p>6.83.2 learn from local, national, and international reports</p>	MIDP4140 MIDP5140 MIDP6140 MIDP6150	K8 K9 K10 K11 K15 K16 K17 K18 K19 K20 K21 K22 K23 K24 K25	S8 S9 S10 S11 S15 S16 S17 S18 S19 S20	B1 B2 B1 B2 B5	<p>2. Communicate clearly and effectively with women, their partner and families</p> <p>4. Determine and provide programmes of care and support for women</p> <p>12. Complete, store and retain records</p> <p>13. Work as part of the wider health and social care team</p>

			K53 K54 K55 K56 K57	S44 S45 S46 S47	B1 B3 B4 B5	
	6.85 when managing, supervising, supporting, teaching and delegating care responsibilities to other members of the midwifery and interdisciplinary team and students: 6.85.1 provide clear verbal, digital or written information and instructions and check understanding 6.85.2 provide encouragement to colleagues and students that helps them to reflect on their practice 6.85.3 keep unambiguous records of performance	MIDP4120 MIDP4160 MIDP5120 MIDP5160 MIDP6120 MIDP6130	K1 K2 K3 K4 K5 K6 K7 K8 K9 K10 K11 K51 K52 K53 K54 K55 K56 K57	S1 S2 S3 S4 S5 S6 S7 S8 S9 S10 S11 S43 S44 S45 S46 S47	B1 B2 B3 B4 B5 B1 B2 B3 B4 B1 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures 2. Communicate clearly and effectively with women, their partner and families 12. Complete, store and retain records 13. Work as part of the wider health and social care team

<p>6.86 demonstrate effective team management skills when:</p> <p>6.86.1 developing, supporting and managing teams</p> <p>6.86.2 managing concerns</p> <p>6.86.3 escalating and reporting on those concerns</p> <p>6.86.4 de-escalating conflict</p> <p>6.86.5 reflecting on learning that comes from working with interdisciplinary and multiagency teams</p>	<p>MIDP4120</p> <p>MIDP4160</p> <p>MIDP5120</p> <p>MIDP5160</p> <p>MIDP6120</p> <p>MIDP6130</p>	<p>K1 K2 K3 K4 K5</p> <p>K6 K7</p>	<p>S1 S2 S3 S4 S5</p> <p>S6 S7</p>	<p>B1 B2 B3 B4 B5</p>	<p>1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures</p> <p>2. Communicate clearly and effectively with women, their partner and families</p> <p>12. Complete, store and retain records</p> <p>13. Work as part of the wider health and social care team</p>
		<p>K8 K9 K10 K11</p> <p>K51 K52</p> <p>K53 K54 K55</p> <p>K56 K57</p>	<p>S8 S9 S10 S11</p> <p>S43</p> <p>SS44 S45 S46</p> <p>47</p>	<p>B1 B2</p> <p>B3 B4</p> <p>B1 B3 B4 B5</p>	

	<p>6.87 demonstrate skills to recognise and respond to vulnerability in self and others, including:</p> <p>6.87.1 self-reflection</p> <p>6.87.2 seeking support and assistance when feeling vulnerable</p> <p>6.87.3 taking action when own vulnerability may impact on ability to undertake their role as a midwife</p> <p>6.87.4 identifying vulnerability of individual and wider team members and action support and/or intervention as needed</p> <p>6.87.5 demonstrating strength-based approaches and compassionate self-care</p>	<p>MIDP4120</p> <p>MIDP4160</p> <p>MIDP5120</p> <p>MIDP5160</p> <p>MIDP6120</p>	<p>K1 K2 K3 K4 K5 K6 K7</p> <p>K8 K9 K10 K11</p> <p>K51 K52</p> <p>K53 K54 K55 K56 K57</p>	<p>S1 S2 S3 S4 S5 S6 S7</p> <p>S8 S9 S10 S11</p> <p>S43</p> <p>S44 S45 S46 S47</p>	<p>B1 B2 B3 B4 B5</p> <p>B1 B2</p> <p>B3 B4</p> <p>B1 B3 B4 B5</p>	<p>1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures</p> <p>2. Communicate clearly and effectively with women, their partner and families</p> <p>12. Complete, store and retain records</p> <p>13. Work as part of the wider health and social care team</p>
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			K53 K54 K55 K56 K57			
	6.89 demonstrate engagement in ongoing midwifery and interdisciplinary professional development, including: 6.89.1 participatory and self-directed learning 6.89.2 reflection on learning that informs professional development and practice	MIDP4120 MIDP4160 MIDP5120 MIDP5160 MIDP6120 MIDP6130	K1 K2 K3 K4 K5 K6 K7	S1 S2 S3 S4 S5 S6 S7	B1 B2 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures 2. Communicate clearly and effectively with women, their partner and families 13. Work as part of the wider health and social care team
			K8 K9 K10 K11	S8 S9 S10 S11 S44 S45 S46 S47	B1 B2 B1 B3 B4 B5	

			K53 K54 K55 K56 K57			
6.90 know how to: 6.90.1 keep up to date by accessing evidence-based information and policy, applying digital literacy and critical appraisal skills 6.90.2 debate the implications for practice where no research or conflicting research evidence exists 6.90.3 find information about possible paths for career development including opportunities for postgraduate courses and scholarships.	MIDP4140 MIDP5140 MIDP6120 MIDP6140 MIDP6150	K1 K2 K3 K4 K5 K6 K7	S1 S2 S3 S4 S5 S6 S7	B1 B2 B3 B4 B5	1. Practise in accordance with the NMC standards and within the limits of own competence, knowledge and sphere of professional practice, in line with legislation and local policy and procedures 2. Communicate clearly and effectively with women, their partner and families 12. Complete, store and retain records 13. Work as part of the wider health and social care team	
		K8 K9 K10 K11	S8 S9 S10 S11	B1 B2		
			S43	B3 B4		
			S44 S45 S46 S47	B1 B3 B4 B5		
		K51 K52				

			K53 K54 K55 K56 K57			
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