

South East School of Public Health Annual Highlight Report 2023-24



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Introduction

The South East School of Public Health works to build the capability and capacity of the future and existing public health and wider health and care workforces in the region. It does this by delivering inclusive and innovative approaches to training and education enabling the workforce in preventing ill health and addressing health inequalities.

The South East School of Public Health are pleased to present this annual highlight report to showcase its public health and wider public health workforce development programmes and activities for the period from 1 April 2023 to 31 March 2024.

The South East School of Public Health's priorities for 2023-24 aimed to achieve the following:

- Train the future specialist and practitioner public health workforce.
- Lead on public health education and development.
- Enable the workforce to address health inequalities.
- Develop the workforce to be skilled in behavioural science.

The South East School of Public Health achieves it's priorities by:

- Enabling a learning and development culture that commits to training workforces across all levels of public health.
- Working collaboratively to share ideas, insights, and reflections to current workforce challenges and priorities.
- Embedding quality, Diversity and Inclusion (EDI) principles throughout the workforce programmes.
- Advocating for the skills and knowledge required by the wider workforce and system in the prevention of poor health and in addressing inequalities.
- Harnessing innovation to embrace new ways of working through education and training taking ideas from concept to delivery.

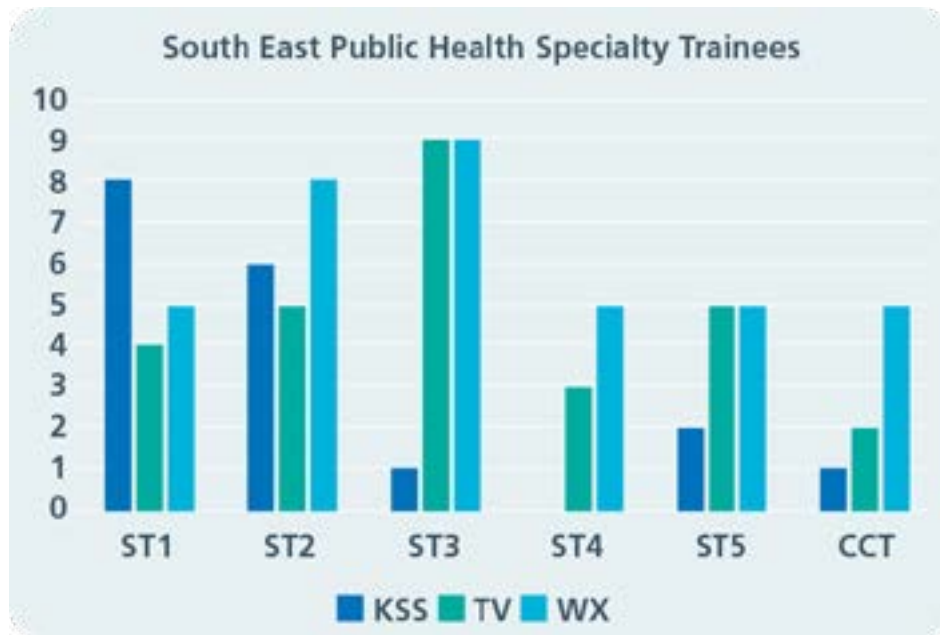
To find out more about the South East Schools of Public Health contact england.publichealthschools.se@nhs.net

Public Health Workforce Development



Public Health Specialty Training

The data below provides an overview of the activity and progress for the public health specialty training programme across the south east schools of public health during 2023-2024.



	KSS	TV	WX
Diplomate Exam Pass	100%	100%	100%
Education Supervisors	19	38	38
2024 National Recruitment	9+1 IDT (5x expansion post)	4 (+1 dual GP/PH)	6 (+1 dual GP/PH)



Public Health Specialty Training - Kent, Surrey, Sussex

Another busy year for the KSS School of Public Health as it celebrates its third year of establishment. The School continues to grow and expand with more Trainees, Educational Supervisors and Project Supervisors.

The KSS Public Health Specialty Training programme continues to expand and develop to ensure a quality training programme that aims to develop the future public health specialist workforce. During 2023-24 the programme has:

- Developed an educational programme for Educational Supervisors
- Supported Public Health Trainees with their learning and development, by accessing a wider range of training
- Introduced new ideas to Trainee induction programmes for new starters
- Set-up processes for trainees to access screening for learning differences and access to further support based on the outcomes of the screening

The KSS School continues to work closely with the Thames Valley and Wessex Schools of Public Health to share resources, streamline processes and work collaboratively to deliver the specialty training programme.



Key Achievements:

- Dr Margot Nicholls was successfully appointed as the Associate Head of School for the KSS School of Public Health.
- KSS received its first Inter-Deanery Transfer.
- KSS School was successful in receiving 5 expansion posts to the Public Health Specialty Training programme for 2024 recruitment.



Future Focus

- Developing links with the Enhance programme in KSS for Foundation Doctors to support wider public health development and learning.
- Establish the School's EDI programme including neurodiversity to ensure an inclusive public health specialty training programme in KSS.
- Increasing registrar involvement to support the development of the school through active participation.
- Improve the information available on the KSS School website.
- Creating academic placements for Public Health Specialty Trainees.
- Developing closer links with the General Practice Training programme and other specialties as the PGMDE transition to KSS moves forward.

Equality Diversity and Inclusion

- In 2023/24 the school launched a pilot KSS buddy scheme specifically designed for people from Black or Asian backgrounds planning to apply to Public Health Specialty Training. Eligible applicants were paired with a buddy who were currently on the Public Health Specialty Training programme and were provided with support and guidance through the application process. The scheme was developed and delivered by Public Health Specialty Trainees and is currently being evaluated.
- The School has started developing a racial equity programme which will support the development of a public health registrar racial equity strategy in the KSS School of Public Health. The programme is initially targeted to all KSS registrars and those that support them (educational supervisors, programme manager, training programme directors, members of the racial equity group). The current phase of this development is focused on gathering information and insights to tailor a programme that will provide relevant training and develop strategies to address racial equity.



Public Health Specialty Training - Thames Valley

Thames Valley have had another busy year! The following showcases some of the highlights from the year:

Highlights

2

Academic Clinical Fellows (ACFs) appointed (NHIR and 1 local funded)

1

Academic Clinical Lecturer (ACL) appointed (1 local funded)

Quality Improvement

The school successfully piloted a new quality assurance (QA) process of the training placements within Thames Valley which has involved working closely with the training placement leads and registrars. This is now being rolled out across Thames Valley with a rolling QA programme. The local registrar survey is on-going and is held on an annual basis which highlights improvements required for the training programme and placements.

Wellbeing

A brilliant wellbeing day for registrars was held in September 2023 on a scorching hot day and was enjoyed by all. The purpose was for registrars to meet and work together in small groups on local community projects outside to connect with each other and nature. In addition, two sessions were organised with Oxfordshire Mind on Working Well from Home for both Educational Supervisors and Registrars and were held in November 2023 and February 2024.

Neurodiversity Sessions

A session was held with LEXXIC on Neurodiversity for Educational Supervisors as part of our Train the Trainer event held in November 2023 with an online session for registrars in March 2024.

Working Hubs

Registrars have set up a bi-monthly working hub at the Nuffield Department of Population Health (NDPH), Oxford, for registrars to meet and work together to try and reduce isolation for registrars who are hybrid working. IT and access to online journals has been successful arranged with NDPH to facilitate improved journal access as well as access to teaching facilities. The academic department continues to support registrars with academic projects. We have a new academic lead, Ben Lacey, who has taken over the role from Jane Armitage.

Project Supervisor training

Two online training sessions were arranged for existing and new project supervisors to allow project supervisors to talk to the Training Programme Director, as well as a current project supervisor and registrar about the role.



Future Focus

In 2025, we will be looking to embed our new Public Health in Practice programme with a training offer across medical specialities. This course includes sessions on Screening and Immunisations, Behaviour Change (face to face session), Public Health Intelligence and Health Protection for medical trainees. It was successfully piloted in 2024 with excellent feedback for specialty registrars in Obstetrics & Gynaecology, Paediatrics, Sports & Exercise Medicine and Anaesthetics in Thames Valley.

Specialty Registrar Spotlight

“This past year on the MSc in Global Health Science and Epidemiology has been a fantastic experience and was both a career and personal highlight during my ST1 year. In terms of career, I had the opportunity to engage with and be taught by some of the most influential and brightest minds in population health at the University of Oxford, and I can really see how this education will improve my ability to synthesise and assess evidence in my Public Health training. From a personal perspective, I was able to get heavily involved with student life at Oxford, including being cast in ‘The Phantom of the Opera’ student production at Keble College. It was brilliant seeing some familiar faces in the audience, including TV Public Health staff and fellow trainees and I loved having the opportunity and time to do this alongside my studies.”



Branagh Crealock-Ashurst

Specialty Registrar Spotlight

Congratulations to Tom Addey (ST3) for his Deborah Turbit Memorial Award for excellence in health protection leadership and management presented to him by Prof Kevin Fenton (FPH President). This was for his project “to explore the approach the South East Health Protection Team (HPT) should take to engage with the Air Quality agenda across the region”. This involved extensive stakeholder engagement across the region with environmental scientists, health protection teams and local authority air quality and public health leads to inform the recommendations.

Well done Tom!



Public Health Specialty Training - Wessex

The Wessex School continues to deliver a comprehensive training programme with the focus of working to improve the training that is provided to public health registrars and educators in a welcoming and supportive environment.

Registrar and Educator Wellbeing and Development

During 2023-2024 Wessex continued to prioritise the wellbeing and continued professional development of the registrars and educators. The School held monthly face to face Wessex Training Group (WTG) meetings and introduced the opportunity for educational supervisors to come together quarterly to discuss training matters. These meetings have been a fantastic platform for registrars and educators to network and have enabled the programme to deliver a comprehensive training and CPD package.

The training during 2023/24 has included:

- A visit to the House of Commons to meet with politicians, watch live debates and provide first-hand experience on how political processes work.
- Presentations from OHID, NIHR and the Jersey Director of Public Health – presentations focusing on the training opportunities in each of these settings.
- Presentations from Public Health Consultants on their experiences through training and top tips on their transition to a consultant role.
- A University of Southampton Careers Network event.
- Media training
- Registrar symposium- showcasing the fantastic work conducted by registrars.
- Homelessness event including public health professionals and people with lived experience.

Other highlights have included:

- The Wessex annual Train the Trainer event which was held in June 2024 with a focus on neurodiversity. We were joined by LEXICC who provided an introductory session on neurodiversity alongside Dr Kevin Smith, Logistics Lead examiner for the Faculty of Public Health who talked about lived experiences of dealing with neurodivergence. The afternoon session was an activity to explore what qualities make a good training location’.
- Offering two National Parks Fellowship placements to registrars in Psychiatry.
- Piloting a dual GP/Public Health post.





Future Focus

In 2025 the Wessex School of Public Health's priority will be to work collaboratively across the South East to embed best practice across Public Health programmes. We will continue to prioritise public health registrars and educators' wellbeing and continued professional development. We plan to take forward our findings from our recent Train the Trainer event on 'what makes a quality training location' and work closely in collaboration with our registrars and educational supervisors to continue to grow and enhance the programme.



Trainee Achievements

Luke Johnson, FHES Award:

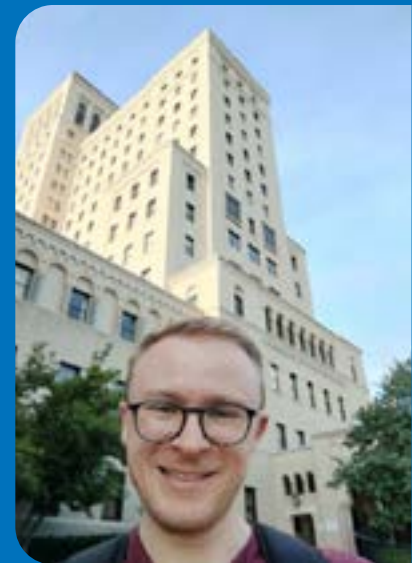
A great year for Luke as he was successful in securing a Fellowship of the Higher Education Academy (FHEA).

Lucy Lynch, ST5 registrar:

Successful in securing an Economic and Social Research Council (ESRC) Doctoral Fellowship at the University of Southampton.

Specialty Registrar Spotlight

Luke Johnson, former Wessex Public Health Registrar, was successful in his application to the University of Pittsburgh Internal Medicine Residency Program. Luke joined the Wessex programme in August 2020 as an Academic Clinical Fellow gaining a breadth of experience in local authority, NHS and academic settings. This appointment is testament Luke's hard work and commitment and is very well deserved.



'Completing my Public Health registrar training in Wessex was a fantastic opportunity which I am so grateful to have had. The support, expertise, and opportunities on offer to me were incredible and helped me to explore my interest in inclusion health. My career has taken a change in direction, and I have started Internal Medicine training in inclusion health in Pittsburgh, USA. Here, I hope to combine practising as a doctor with public health research and policy work, which I feel the Wessex Programme has prepared me so well to do.'

Luke Johnson, Former Wessex registrar

Case Study

Wessex Public Health Community Fellowship

Public Health Community Fellowship 2024

The Wessex Public Health Community Fellowship continues to generate more and more interest each year and is a flagship event for the Wessex Public Health Specialty Training Programme. This registrar led programme provides a platform for Foundation Doctors to work with Public Health registrars and local community organisations to learn more about public health and apply to clinical practice.

The 2024 showcase event took place on Monday 24 June 2024 at St Marys stadium in Southampton and was attended by the Director of Public Health for Southampton City Council, Postgraduate Dean for NHS England and the Head of Wessex Foundation programme. The community organisations involved this year were:

- No Limits Southampton
- Spark Community Space
- Healthwatch West Sussex

The event showcased the fantastic project work achieved by the Foundation Doctors and it was fantastic to see such strong connections being made through the collaborative project work that took place.

“ It was a pleasure to attend this year’s Wessex PH community fellowship event, meet the students and hear about their work. This is a really important opportunity for medical students to find out about local community work for health and wellbeing and work closely with voluntary sector organisations to help them explore issues and make recommendations for future service offers. The projects were high quality, and it was great to talk to many of the students and hear the skills and insight they gained from the work. I know our local voluntary sector organisations highly value student support and the opportunity for service evaluation. I look forward to future events. ”

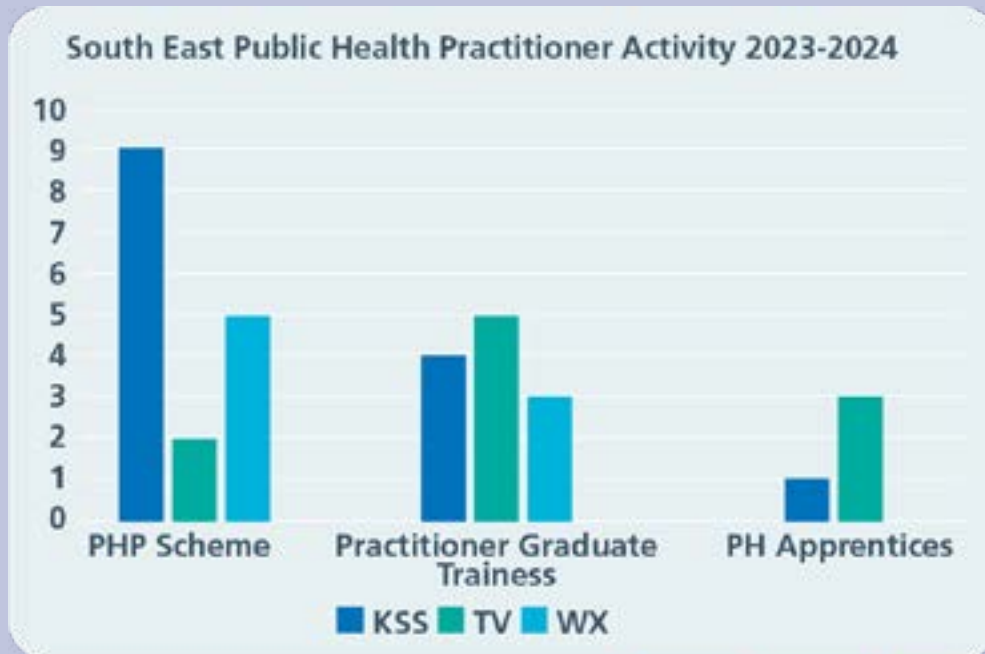
Debbie Chase

Director of Public Health, Southampton City Council



Public Health Practitioner Development

The data below provides an overview of the activity and progress for the public health practitioner development programme across the South East Schools of Public Health during 2023-2024.



	KSS	TV	WX
Assessors	21	8	4
Verifiers	12	5	30
Mentors	15	8	--
2024 intake of Public Health Practitioners (started Jan 2024)	15	8	12



Public Health Practitioner Scheme – Kent Surrey Sussex

KSS delivers its first Public Health Practitioner Scheme

This was the first cohort of the KSS Practitioner Scheme since it's separation from the London Practitioner Scheme. The scheme commenced in January 2023. The scheme supports practitioners to undertake masterclasses and portfolio development groups over a 12 month period.

The scheme successfully supported the first cohort of KSS practitioners in achieving their UKPHR registration.

There were 16 practitioners who began cohort 1 of the KSS Public Health Practitioner Scheme, of which 9 achieved registration with one currently awaiting the outcome, four deferring to a future cohort, one achieving a place on the Speciality Programme and one dropping out.

Quality Improvement

All learning from the KSS Scheme feeds into improving the scheme for future cohorts. Feedback is obtained from a number of sources such as:

- Evaluations of masterclasses, portfolio development groups
- UKPHR Moderation feedback
- Practitioner interim reviews
- Assessor/Mentor check-ins
- Practitioner Forums
- Assessor and Verifier refresh training
- Local Public Health Workforce Leads

As part of the scheme's quality improvement work there is development underway to build scheme specific mentors to support each practitioner. The mentors will be supported with training and development to undertake this role in KSS.

Achievements



- 1 Practitioner successfully secured a new role. Read the case study to hear how the scheme enabled them to develop. Many congratulations to them!



Future Focus



- To develop and improve the scheme through feedback and lessons learnt.
- Develop and establish a pool of Mentors, Assessors and Verifiers to support the Scheme across KSS.
- Collaborating with the other South-East practitioner schemes to share ideas and resources.

How the KSS Public Health Practitioner Scheme gave me the confidence and competence to develop my career

“ I successfully completed the practitioner scheme and now work as an Advanced Public Health Practitioner in a local authority setting.

By undertaking the programme, it enabled me to have:

- A greater understanding of the stages involved when setting up a new project
- Increased confidence as a Public Health Practitioner
- An opportunity to reflect on work undertaken and identify areas for improvement
- An opportunity to identify gaps within current practice to become a more well-rounded practitioner

Undertaking the practitioner scheme has been a rewarding experience, allowing me to build on my knowledge of public health principles and become a more confident and competent practitioner. Becoming a registered public health practitioner has not only helped me to progress into my current role but has offered me the opportunity to build on my mentoring skills and gain access to additional training.

My advice to others thinking about applying to the KSS Practitioner Scheme is to make sure you leave enough time to complete each commentary and seek support from your mentor and practitioner cohort. Think about the scope for each piece of work – important to be 3 discrete pieces but don't limit yourself by choosing something really narrow. Whilst you need to be prepared for the additional work, the scheme is very rewarding. It not only makes you a more well-rounded and competent practitioner but opens up development opportunities within your public health practice and within your career. ”

Katie Bates

Advanced Public Health Practitioner, West Sussex



Public Health Practitioner Scheme – Thames Valley

Thames Valley Public Health Practitioner Scheme continuing to deliver a quality assured development programme for Practitioners

The Thames Valley scheme is an 11-month programme to support practitioners submit a retrospective portfolio of their work. Successfully assessed and verified portfolios are recommended to the UKPHR for practitioner registration. A cohort of 8 Practitioners successfully joined the 2024 cohort in January along with 8 newly trained Assessors and Mentors who have been assigned to the practitioners.

Feedback from Practitioners highlights the quality and support received from the scheme in Thames Valley:



Future Focus

- In person induction is helpful for the cohort to get to know one another as they develop peer support. We will continue to run the induction and portfolio development group session 4 as in person events
- 5 graduate trainees will join the scheme offering 5 places to other applicants



Achievements

- One registered practitioner was successful in a new role in a local authority public team

"Joining the scheme has helped me quality assure my work"



Public Health Practitioner Scheme - Wessex

Wessex celebrates its 13th cohort of the UKPHR Public Health Practitioner Scheme

This was the 13th cohort of the Wessex Public Health Practitioner Scheme, and the last with the provider who has provided support to the programme since its inception.

The Wessex scheme includes:

- 1 face to face induction
- 5 public health masterclasses
- 5 portfolio development groups
- 4 practitioner forum drop-ins
- 3 learning sets and 1 MECC training session

Ten applications were received for the scheme, of which 5 have achieved registration, with three deferring to cohort 14, one achieving a place on the specialty programme and one dropping out.

The Wessex programme successfully commissioned a new Scheme Facilitator who will take on the delivery of cohort 14. Cohort 14 successfully recruited 14 practitioners who started the programme in January 2024.

Key Achievement



The Wessex Scheme supported the first Community Librarian to successfully become a UKPHR registered practitioner. Read the case study to find out more.

Future Focus



- Build a working relationship with the new Scheme Facilitator
- Increase the number of verifiers in Wessex
- Continue collaborating with the other South-East practitioner schemes to share resources and increase efficiencies.

Community Librarian to Public Health Practitioner

“ Successful completion of the programme enabled me to develop my knowledge in numerous areas of public health and attending the masterclasses were key to this.

Writing the commentaries gave me a chance to reflect on my achievements and map my local work against the UKPHR standards. This showed how my work fitted into the ‘bigger picture’. I could see how the wellbeing focused work I was delivering through community libraries was delivering on public health priorities.

After completing the programme and becoming a UKPHR registered Public Health Practitioner, I worked on a new pilot project which allowed me to put my learning into practice, contributing to the planning and delivery of a very successful project. Shortly after this, I applied for a practitioner role in the Hampshire Public Health team, where I am now working in falls prevention.

I would advise others involved in delivering public health work, to consider applying to the Wessex scheme. It is a chance to learn and develop professionally, as well as reflect on and celebrate your public health achievements.”

Aimee Russell, Library Team Manager, Hampshire County Council

Public Health Practitioner Apprenticeships

Supporting Apprentices and their Employers in the delivery of the Public Health Practitioner Apprenticeship programme

The Public Health Practitioner apprenticeship programme continues to grow in the South East - the third cohort started in September 2023 with three new apprentices in Bracknell Forest Council and one from West Sussex County Council. The South East's model of support strongly influences the growth of a diverse workforce, and upon successful completion of the 3-year programme, apprentices will have worked competently across the breadth of Public Health, be awarded a degree in Public Health and meet the eligibility criteria to apply for UKPHR practitioner registration.

Activity

In September 2023, the first South East Apprentices' forum was held providing regular opportunities for direct communication with apprentices to provide updates and share progress with each other and the School of Public Health.

Following feedback from the employers a webinar was planned with Surrey County Council to showcase how they supported their apprentice's learning experience in the workplace.

Employers' forums and stewardship continued to support employers and helped the interface and communications with training providers through a period where changes to the End Point Assessment were being discussed.

Activity to support employers to recruit inclusively to future cohorts included an inclusive recruitment workshop led by Natalia-Nana Lester Bush and was extended to organisation's human resources and equality, diversity and inclusion teams. (See graph on next page)

“ I found it excellent - very interesting to hear how Surrey Council have approached this and it sounds like a really great model.” (Evaluation Feedback)

Showcasing Surrey County Council's workplace support and learning experience for their public health practitioner apprentice



Future Focus

- Continue supporting employers through the End Point Assessment change
- Enable a South East contribution to the review of the apprenticeship standard and input into the Trailblazer group
- Deliver webinars, workshops and resources to support employers with recruiting for the cohort starting Sept 2025





Showcasing Surrey County Council's workplace support and learning experience for their public health practitioner apprentice

Negin Sarafraz-Shekary (Public Health Principal)

Jenn Smith (Senior Public Health Lead)

Lisa Harvey- Vince (Health Protection Team Manager)

Public Health Practitioner Graduate Trainee Programme

Enabling diversification of the public health workforce through the Public Health Practitioner Graduate Trainee Programme

An innovative training programme aimed at supporting diversification of the public health practitioner workforce. The Public Health Practitioner Graduate Training programme is a 2.5-year training programme which recruits and supports a cohort of Trainees to develop their public health practice in a local authority public health team.

All Trainees have a degree or post-graduate degree in public health or a related discipline who have not previously worked in public health. By the end of the training programme individuals will complete with 2.5 years' experience in public health and registration with the UKPHR as a Public Health Practitioner, creating a springboard for their career in public health.

The programme utilised positive action and inclusive recruitment strategies to target and recruit individuals from the local area, specifically those from ethnic minority backgrounds.

A cohort of 12 Public Health Practitioner Graduate Trainees were recruited in the South East, employed by local authority public health teams. The induction day for all Trainees took place in October 2023 formally welcoming them onto the training programme.

Evaluation of the programme is currently underway. Stage 1 evaluation will focus on the recruitment phase of the programme, which will be reported in May 2024. Stage 2 evaluation will focus on the programme induction and the first 6-9 months of the training programme, which will be reported in October 2024.



Awards

West Sussex County Council has been shortlisted in four categories for the LGC Workforce awards in recognition of its work to enhance the inclusion and diversity of its workforce by recruiting two Public Health Practitioner Graduate Trainees as part of this programme.

“The programme has given us an opportunity to both strengthen and diversify the public health workforce, bringing exceptional skills, expertise and experience to the council, enabling us to improve both delivery and impact of public health programmes in our area.”

Nicola Rosenberg, Public Health Consultant, West Sussex County Council

Future Focus

- Implement all appropriate recommendations from the evaluations to the current cohort.
- Following the full evaluation of the programme, the school will explore development of further cohorts of Public Health Practitioner Graduate Trainees in the South East

Public Health Wider Workforce Development



Community Participatory Action Research Training and Mentoring Programme

Cohort 2 of developing Community Researchers to be the voices of their communities

This programme trained 31 researchers in community participatory research methods and partnership working. The research focused on the health inequalities experienced by marginalised communities as a result of the cost-of-living crisis whereby researchers and their communities determine their health priorities and the actions needed to address them. The findings of their research will be presented to key decision makers and commissioners at local and system levels with the aim that they will inform priorities and service development for their communities.

Activity

- 31 researchers from 13 organisations were recruited across the south east. Two researchers left the programme due to health and personal circumstances.
- This one year programme is in stage 6 of the 8 stage training with 100% attendance of all training and mentoring sessions.
- Research themes focus on poverty and lack of access to food, mental health, the impact on those with disabilities and dementia and their carers, racism and stigmatisation of marginalised groups.

Feedback from Community Researchers has been positive:

“The support has been incredible and the positive encouragement has reduced any stress related to my lack of experience. The shared learning has worked especially well. I have been inspired by ideas from other groups. It has been great to have contributed my thoughts and ideas and had a positive impact on other groups research journey.”

Lessons Learnt

- Cohort 2 has implemented the recommendations from the evaluation of cohort 1.
- Host organisations and researchers are fully engaged and they have highlighted that the funding to support the community researchers to undertake the training programme has been a key factor in the programme's success.
- Explore an alumni for community researchers from all cohorts to enable this trained workforce to be connected.
- Strategic stakeholder engagement was put in place at the start of the programme and WT&E can explore how to strengthen this engagement with community researchers for the next stage.

Future Focus

- Deliver the CPAR 2 Showcase event in June 2024.
- Explore an alumni for community researchers from all cohorts
- Open applications for cohort 3



Population Health Fellowship Programme

The national Population Health Fellowship is a twelve-month programme aimed at early to mid-career NHS healthcare staff to develop and integrate population health into their practice. Fellows come from a variety of disciplines including nursing, pharmacy, medicine, speech and language therapy, dietetics, orthotics and physiotherapy.

The fellowship consists of two elements:

1. A learning programme accredited by the Royal Society for Public Health (RSPH)
2. A population health related professional project which fellows deliver within a host organisation

Full details of the programme are available here: [Population Health Fellowship](http://www.hee.nhs.uk/our-work/population-health/population-health-fellowship-0) www.hee.nhs.uk/our-work/population-health/population-health-fellowship-0

The programme continues to be well received, and applications remain high showing an appetite for population health knowledge within NHS healthcare professions.

Achievements

- 3 Fellows recruited
- South East commended by national team for providing a high-quality Fellowship programme



Cohort 4 of the South East Population Health Fellowship commenced in September 2023. Three fellows were recruited with two being GP registrars and one an adult psychiatry registrar. The fellows were placed with their respective host organisations to undertake their professional projects which are detailed below:

- Health and Wellbeing Team OHID South East supported a project on enabling healthcare professionals to have healthy weight conversations with women in pregnancy
- South East Specialised Commissioning Team, NHSE supported a project to develop an alert system to prompt GPs to undertake blood-borne virus testing
- Public Health Team, West Sussex County Council supported a project to understand how inequalities impact the uptake of Health Checks
- On completion of the programme the Fellows will take their population health knowledge and experience back to their healthcare roles.

Future Focus

- The Population Fellowship programme is currently undergoing a phase of development and so Cohort 5 will commence in September 2025.
- It is anticipated that there will be a Population Health Fellow in each ICB as per the NHS Long Term Workforce Plan. This means there is potential for 6 South East Fellows in 2025.



Population Health Fellowship Programme

About Richard

“ I studied medicine at The University of Leicester, intercalating at Kings College London in psychology and neuroscience. I’m currently working as a specialty Registrar in General Adult Psychiatry working in South East England. I’ve been working in psychiatry for six years in a variety of subspecialties and services. I’m interested in rehabilitation psychiatry, I am passionate about improving health outcomes for people who have severe enduring mental health difficulties and may struggle to access conventional healthcare services. Another interest is how the most vulnerable within our society will be impacted by climate change. Outside of clinical work, I lecture at a medical school and assist in running clinical simulation sessions for students who are new to mental health. Additionally, I’m currently involved in co-ordinating data collection for a national research project assessing the provision and cost effectiveness of inpatient rehabilitation services. I have an interest in widening participation in medicine as a career and volunteer as a mentor for the Social Mobility Foundation.

Fellowship Project Summary I am working with NHS England Specialist Commissioning on the roll out of an alert to prompt clinicians in primary care to consider requesting blood borne virus testing. My role involves understanding the barriers and challenges to implementation in a variety of settings in South East England. Learning gained from this pilot will inform implementation in other regions.”



Richard Harris
Specialty Registrar
in General Adult
Psychiatry

About Christopher

“ I am a GP ST2 trainee in Portsmouth. I am originally from Nigeria, where I was born, raised and trained.

I worked there for a few years, mostly in Emergency Medicine before moving to England and doing several trust grade jobs prior to going into training.

I have always been fascinated by both General Practice and Public Health and I see this fellowship as an opportunity to explore them both as well as discover where the intersection between these two disciplines lies.

I have always felt analysing and addressing issues at the population level was the key to achieving better overall healthcare for large groups of people and I am looking forward to learning how to do that over the course this fellowship.”



Christopher Akuse
Specialty Registrar in
General Practice

About Alice

“ I studied medicine at The University of Birmingham and went on to complete my foundation training across the south east of England. I am currently a GP specialty registrar within Hampshire. My clinical interests include women’s and reproductive health, diabetes care, weight management, and promotion of healthier lifestyle choices.

Outside of the consulting room, I have a strong grounding in healthcare research having completed a Masters of Health Research. I have practical experience leading and collaborating as part of a clinical research team and have published research within women’s health, global health, and medical education.

I am passionate about how stakeholders lived experiences can be used to develop and refine healthcare Interventions and Improve outcomes. This includes more closely understanding how psychosociocultural factors might influence people’s behaviours and how they engage with healthcare services. I am excited to build upon my skills in this area during the fellowship year by meaningful translating this into a population health project.

Longer term, as a future GP, I am motivated to advocate for the healthcare needs of my local community, provide quality clinical care to my individual patients, and further pursue my interests in clinical academia.

Fellowship Project summary

I have been working with OHID South East during my Population Health Fellowship. I am currently leading a project on having conversations on healthier weight with women around the time of pregnancy. The project aims to develop an understanding of the current barriers and enablers that healthcare professionals across the region experience when discussing weight with women around the time of pregnancy. At an individual level, initiating discourse on this topic will improve awareness amongst healthcare professionals of the value of embedding conversations that support the prevention of ill health into their clinical role. More widely, it is anticipated this work will identify areas for improvement and a set of recommendations for commissioners and providers that will promote the capability and confidence of workforces across the South East.”



Alice Maidwell-Smith
Specialty Registrar in
General Practice

Making Every Contact Count - Wessex

The Wessex MECC Programme utilises Healthy Conversation Skills training which supports a holistic approach to supporting individuals with their unique needs, solutions and goals. Once these have been identified, the person is empowered to come up with their first steps for change.

In 2023 there was significant online MECC activities, with one of the training programmes being completed by well over 223 people.

The Wessex MECC programme organised the delivery of five evidence webinars which were delivered by a PhD student who presented their findings of the research and evaluation highlighting how the person-centred communication skills used are universal and transferable across the health and care system and beyond. The topics delivered were focussed on each paper released as part of the PhD and were entitled:

1. Making Every Contact Count and Healthy Conversation Skills as very brief or brief behaviour change interventions: A scoping review
2. How useful is the Making Every Contact Count Healthy Conversation Skills approach for supporting people with musculoskeletal conditions?
3. 'Making every contact count' with patients with musculoskeletal conditions: a qualitative exploration of acceptability to physiotherapists
4. Increasing confidence and competence in physiotherapists for supporting behaviour change: A before and after evaluation
5. 'I can feel myself coming out of the rut': a brief intervention for supporting behaviour change is acceptable to patients with chronic musculoskeletal conditions

The training continues to be in demand with a wide audience. It was delivered to trainee teachers at University of Southampton and received excellent feedback as being a course that was eminently practicable to their role, highlighting how the wider public health workforce can benefit from learning the core concepts of Wessex MECC.



Future Focus

- The aim with the programme is to empower and support the planning and coordination of delivery at a more local level. The programme will also aim to build a closer relationship with the ICB in order to reach out to broader workforces for the training.

Making Every Contact Count – South East Network

The South East MECC group have continued to work with partners to improve the local MECC programmes. In particular the Money and Pensions Service were invited to present to the group how they were supporting people with the cost of living. An outcome of this partnership is that several local areas incorporated Money and Pensions cost of living resources into their local MECC training.

The local area leads have continued to meet to share learning and provide support for one another. Coming together has provided opportunities to enable rich discussions and reflections on how their programmes are delivered, evaluated and embedded into the system.

The group also contributed to a Delphi research study on the definition of MECC by the Newcastle MECC research group.

“ Regional MECC meetings are useful to share best practice and listen to other programme leads. They provide the opportunity to reflect, and make positive changes. In our case this was a review of MECC and how it is delivered.”

Peter Macaulay, Medway Council



Future Focus

- Develop a leadership communications toolkit to support local area leads to embed MECC into the system
- Plan and deliver MECC within the health and justice system



Homelessness Workforce Development







Building workforce capacity within the Homelessness sector in the South East

Developed in collaboration with the Office of Health Improvement and Disparities, in its second year, the Homelessness Workforce Development Programme aims to build capacity and capability within homelessness settings to support those experiencing homelessness.

The programme includes:

- Establishment of Clinical Psychology Placements with third sector homelessness organisations
- Development of Homelessness Intervention Education with the University of Southampton
- Delivery of the Homelessness Community of Practice in the South East
- Delivery of Homelessness Peer Support Worker training within third sector homelessness organisation

Achievements

 <p>20 third sector homelessness placement successfully undertaken by Trainee Clinical Psychologists across the South East.</p>	<p>South East Homelessness Community of Practice (HCOP) launched in April 2023.</p> 
 <p>3 qualified Clinical Psychologists have successfully gained employment within the homelessness sector.</p>	<p>13 homelessness focused CPD webinars delivered by HCOP in the South East.</p> 
 <p>South East regional homelessness conference delivered with over 100 participants in attendance.</p>	<p>25 Homeless Peer Support Workers trained with third sector organisations.</p> 



Future Focus

- Establishment of a Programme Oversight Group to evaluate and review the programme, ensuring sustainability.
- Build a case for Homelessness Placements for Clinical Psychology to be included on the METIP to ensure future sustainability

Workforce Development to support Asylum Seekers and Refugees

Enabling the workforce who work with and support asylum seekers and refugees in the South East.

The South East School of Public Health worked in collaboration with the Office of Health Improvement and Disparities (OHID) South East to develop an offer for grant funding to provide training and education to workforces who support asylum seekers and refugees. A number of training and development initiatives were delivered with a focus on supporting the health and wellbeing of asylum seekers and refugees.

The initiatives included:

- Trauma informed training for staff and volunteers supporting asylum seekers
- Art therapy training for volunteers and asylum seekers
- Mental Health First Aid (MHFA) training for volunteers supporting asylum seekers
- Training for Afghan Community Researchers and Trauma training for hotel staff
- Training and health learning events for volunteers, teachers and voluntary sector staff
- Training and education for asylum seekers via community kitchen project
- Adult MHFA and Youth MHFA for volunteers and hotel staff



Achievements

- Development of mental health primary care resource pack tailored to Afghan nationals
- Art therapy training delivered to 19 organisations
- Increased mental health knowledge for voluntary and community sector workforces, empowering their support with asylum seekers and refugees
- Supporting and enabling volunteers to provide information and signposting to asylum seekers and refugees in hotel accommodation



Future Focus

- To work with OHID South East to explore further training and education needs of the workforce who are working with and supporting asylum seekers and refugees.
- To develop partnerships with other stakeholders who are supporting the same workforce to minimise duplication.

2024-2025



2024-2025 Focus

Aim: To build the capability and capacity of the future and existing public health and wider public health workforce by delivering innovative approaches to training and education enabling the workforce in preventing ill health and addressing health inequalities.

Objectives

Deliver quality Public Health Specialty Training Programme across KSS, TV, WX

Deliver a comprehensive Public Health Practitioner Development Programme across KSS, TV, WX

Enable the wider public health workforce in addressing health inequalities and achieving population health outcomes

Embed equality, diversity and inclusion principles throughout the public health training programmes

Success measures and targets

- Quality placements for Specialty Registrars
- Successful recruitment to Specialty Training Posts including expansion posts and joint GP/PH posts.
- Practitioners successfully completing their portfolio and be recommended for registration.
- Practitioner Graduate Trainees progressing through the training programme.
- Successful recruitment of Public Health Practitioner Apprenticeships.
- Recruit and train Community Researchers to undertake the CPAR programme.
- Recruit and train See Change teams to apply behavioural science.
- Enable the workforce to Make Every Contact Count through the delivery of behaviour change training.
- Successful Homelessness placements for Dclin Psychology Programme
- Integration of inclusive recruitment approaches to public health training programmes.
- Increase capability to utilise Positive Action strategies for training, education and workforce development.

The South East Schools of Public Health would particularly like to acknowledge the Local Authority Public Health Workforce Development Leads who are key enablers to the delivery of the Schools' priorities in building public health capacity and capability in the South East.

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