

# South East School of Public Health Annual Highlight Report 2022-2023



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# Introduction

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The South East School Public Health are pleased to present this annual highlight report of its public health and wider public health workforce development programmes and activities for 2022-23.

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. It does this by delivering innovative approaches to training and education enabling the workforce in preventing ill health and addressing health inequalities.

## **The South East School of Public Health's regional public health priorities for 2022-23 aimed to:**

- Train our future specialist and practitioner public health workforce
- Lead on public health education and development
- Enable the workforce to address health inequalities
- Develop a workforce skilled in behavioural science
- Integrate the KSS School of Public Health as part of the wider SE School

## **To address these priorities the School:**

- Worked collaboratively with the Office of Health Improvement and Disparities (OHID) to design and develop its programme of work
- Engaged with public health teams including local authority public health teams, SE Association of Directors of Public Health, UKHSA, OHID, NHSE in developing and delivering the programmes
- Ensured that health inequalities are at the centre of learning of the Schools targeted workforce development programmes

- Developed evidence-based training and education programmes to build confidence, competence, and capability to deliver the public health function
- Supported the SE ICSs, ICBs and stakeholders in workforce development to address prevention and health inequalities
- Advocated for public health training, education and workforce development following the public health system reforms

**To find out more about the South East Schools of Public Health contact [england.publichealthschools.se@nhs.net](mailto:england.publichealthschools.se@nhs.net)**

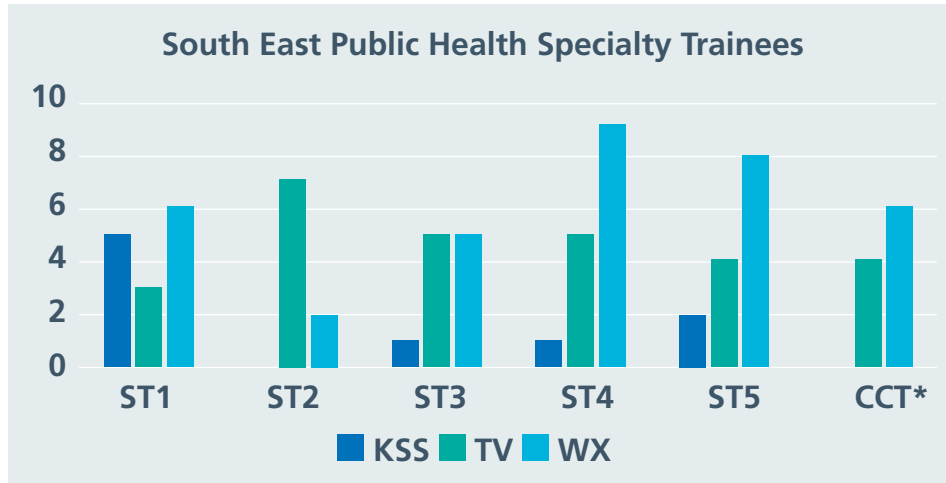
# Public Health Workforce Development

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# Public Health Specialty Training



	KSS	TV	WX
<b>Current Trainee numbers</b>	9	24	30
<b>Educational Supervisors</b>	20 (5 awaiting quality approval)	39	35
<b>2023 National Recruitment</b>	10	5	6

\* All trainees were successful in gaining a post in Public Health. 5 of the 10 trainees were successful in gaining a role in the South East.

## Highlights

### KSS

- KSS School established 1st April 2022
- 4 expansions posts for KSS in 2023

### TV

- Space Agency Research, Antarctica (OOPR)
- Two registrars on Medical Director's fellowships (BUPA)
- Teaching fellowship in Lifestyle Medicine and Public Health, Imperial College, London
- Improving Global Health Fellowship Programme-Anguillan Health Authority
- AUC – NHSE SE Screening and Immunisations Team

### WX

- Trainee Led Public Health Community Fellowship programme



# Public Health Specialty Training - Thames Valley

## Highlights from another successful year for the Thames Valley Public Health specialty training programme

It has been another busy year for the public health specialty training programme that covers the Thames Valley area. Registrars have been working actively in many areas:

- **Quality Improvement:** Improving the programme through a registrar audit which included presenting results to Educational Supervisors. This has led to strengthening placement induction programmes and the ongoing development of 'local learning outcomes' to provide a minimum expectation of opportunities within certain placements such as shadowing an elected member for the day in a local authority placement
- **Public Health Annual Symposium:** Holding the registrar led annual symposium, a face to face event at the Kassam Stadium (home of Oxford United Football Club) in November 2022. The symposium provided an opportunity for public health registrars and foundation Doctors working in public health from across the Thames Valley to come together to showcase their work, provide peer to peer support and challenge, and to share best practice across the region.

- **Out of Programme:** Submitting successful applications for varied and interesting Out of Programme (OOP) including research in Antarctica, a Teaching Fellowship in Lifestyle Medicine and Public Health at Imperial's School of Public Health and the National Medical Director's Clinical Fellows scheme.
- **Wellbeing:** Attending a registrar wellbeing day in May 2022 which had a very successful mix of activities and work.

There has also been an ongoing educational programme to support Educational Supervisors which has covered 'fair training culture', active bystander training, a session on holding career conversations and sustainability. The School values the ongoing support and commitment from the Academic, Educational and Project Supervisors who continue to support all registrars during their training journey.

**Matt Quinn,** Public Health Registrar, was awarded the Michael O'Brien Prize – for the highest score in the Diplomate Examination (DFPH) in October 2022. Congratulations to Matt.



## FUTURE FOCUS



In 2023/24 we will renew our focus on the quality assurance (QA) of placements, piloting a new QA process developed with public health training leads.

“After the past few years of home working, it was great to come together in person with other registrars from around the region to hear about all the different projects taking place. As someone who is early in their training, the event really highlighted to me the breadth of work that takes place within public health and how different organisations in the region work together to improve health outcomes and reduce health inequalities”

Tom Addey, ST2

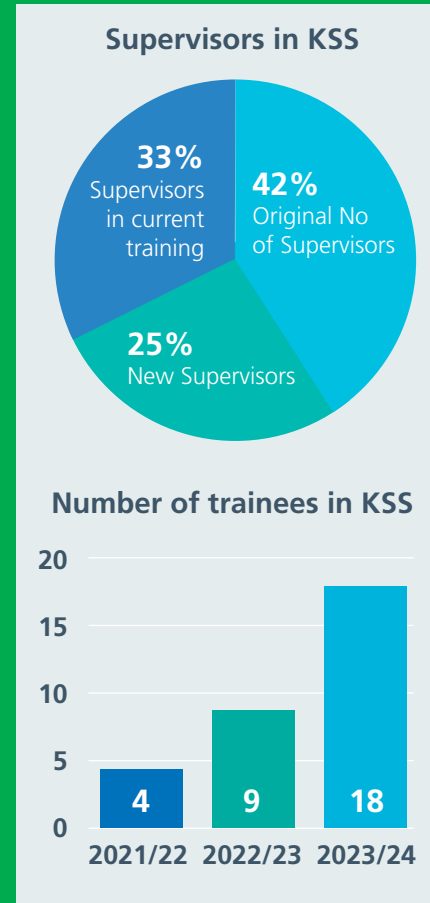
# Public Health Specialty Training - Kent, Surrey, Sussex

**The first year establishing a new Public Health training programme, and doubling the size of the school in 18 months.**

It has been an amazing first year for the KSS school of Public Health. The establishment of the KSS school has required a number of new systems and process to be set-up as the KSS programme separated from London. The KSS School now have their own policies and procedures to support KSS Registrars achieve the best from their training. Registrars now have a single point of contact within the school which helps with communication and improves their training experience making them feel valued and listened to. The School are continuing to develop an educational programme for the Educational Supervisors, to ensure they can give the best training experience and support to their registrars. Development work is underway for new training placements to ensure the KSS programme offers a varied and fulfilling training programme focusing on the knowledge, skills and experience needed to be an effective public health consultant.

## Achievements this year:

- All registrars received successful outcomes at ARCP and Louis Hall is the first KSS registrar to complete training and be granted an Outcome 6 Completion of Training.
- Successfully held the first Wellbeing day for registrars. This was a positive day enabling all of the new school to get to know each other and focus on registrar wellbeing, communication and managing stress.
- The first KSS Educational Supervisor and StR training day brought all Supervisors and Registrars together to look at coaching methods, how to get the most out of supervisor and registrar meetings with the creation of meeting checklists, and clarification on expectations of registrars and supervisors together and how to make the best training school possible.



## FUTURE FOCUS

- To continue to grow and develop the programme that is registrar centred.
- Continue to have a strong focus on supporting the wellbeing and development of registrars. The KSS support service, currently provided by Thames Valley, should be available from 2024.
- Continue to expand on available courses and development opportunities within KSS.
- To continue to work together with Thames Valley and Wessex to provide a consistent approach across the South East.

The KSS School were delighted to see that Educational Supervisor, Kate Bailey, was awarded the Faculty of Public Health Trainer award. This was a great result for West Sussex and recognition for Kate's hard work and dedication to training.



# Public Health Specialty Training - Wessex

Number of Registrars on programme: **30**

Out of Programme: **4**

Successfully completed training and secured a consultant role: **5**

The Wessex Public Health Medicine training programme continues to provide a welcoming and supportive training environment for registrars to develop and become the Public Health Consultants of the future. Every year the Wessex Programme strives to improve the quality of the training it provides not only to registrars but also to our educators.

Through the findings from the Wessex Public Health Training Survey, the School have worked in collaboration with registrars and educators to review and deliver an intensive teaching programme. Training sessions have included targeted Media Training, PRINCE2 Project management training, Strategic Advocacy training to list just a few. The School continues to prioritise the wellbeing of registrars and educators and have introduced in-person Wessex Training Group meetings and quarterly Educator Forum meetings to discuss and maximise training opportunities. The School have successfully recruited six new starters who will join in August 2023. To support the new starters, the School have reviewed and strengthened the Induction process ensuring consistency across all training locations.

## Achievements:

The Wessex Public Health Community Fellowship Event held in 2022 was a huge success. This Registrar led programme trained and mentored Foundation Doctors to collaborate with local community organisations on a public health project. The programme delivered an end of project showcase event which was led and organised by the Wessex registrars, held at St Mary's Stadium in Southampton on Wednesday 29 March 2023. This event was an opportunity to come together to share and celebrate the work that was undertaken by the Wessex Foundation Doctors with the local community organisations. The organisations involved included:

- Change Grow Live (CGL) a social care and health charity based in Southampton.
- Koala Community Hub, an Andover based organisation that provides support for individuals living with ASD and neurodivergence in the Hampshire area.
- Community Action Network (CAN) – An independent non-profit registered charity based in Dorset.

The event was attended by the Director of Public Health for Hampshire and Isle of Wight, the Wessex Postgraduate Dean and Head of Wessex Foundation all of whom commended the event for its collaborative working.



## Wessex Public Health *continued*

“ Having not had the opportunity to attend this event before, I was hugely impressed by the range of projects undertaken by foundation doctors doing public health fellowships. It was a great opportunity to better understand the diverse work happening in public health and to meet people from variety of sectors and backgrounds. I look forward to next time. Thank you.”

Stephen Taylor, Head of the Wessex Foundation School

The Wessex Public Health Train the Trainer Event - Following the COVID-19 pandemic our registrars and educators came into one space to reflect on training across all training locations and to look to explore how they move forward as a training body. The event was a huge success and the buzz around the room showcased just how much this event was needed and valued. Keynote presenters included Debbie Sorkin, National Director of Systems Leadership from the Leadership Centred Jonathan Peach from 'the Art of being Brilliant' who ran a session focused on wellbeing and imposter syndrome and Manju Vekaria, from the Wellbeing Project who delivered a session on Hybrid working. The event was a huge success and are already scoping an event for 2024.



## FUTURE FOCUS

In 2023/4 the School will continue to focus on developing a training programme that effectively supports registrars and educators with training and wellbeing, working collaboratively in the South East with the Public Health Specialty programmes in Thames Valley and KSS. The aim being to expand on current capabilities and learning opportunities. The School will also establish an Action Learning Set for new consultants.





# Public Health Practitioner Development - Thames Valley

## Trainee Practitioner 2021-2023

In March 2021, the School of Public Health in Thames Valley embarked on a trainee practitioner pilot. With the support of Local Authority workforce leads and public health leaders in Berkshire East, Berkshire West, Buckinghamshire and Oxfordshire, four trainee practitioners were recruited on a 2-year programme of training and education.

For each of the four posts advertised there were around 100 applicants demonstrating a strong desire to work in public health. The trainees successfully recruited came from different professional backgrounds but what they did have in common was their passion for public health and desire to find a place on the public health career pathway. The programme was modelled on an apprenticeship where one day of the working week was protected for study and all work placed projects were based on meeting the relevant competencies. This programme was co-produced with the practitioners and their supervisors and evolved as the programme learned throughout the process.

### The pilot programme offered the following:

#### Year 1

- Introduction to Public Health online course with Imperial college
- 6 weekly Action learning sets with the practitioner scheme's facilitator
- Quarterly forums to support practitioners and their supervisors/line managers
- Masters in Public Health modules at Oxford Brookes University

#### Year 2

- Joined the Thames Valley UKPHR practitioner scheme
- Masters in Public Health modules at Oxford Brookes
- External placements to broaden learning
- Career workshops
- Celebratory finale event hosted by the Associate Head of School and Postgraduate Medical Dean

## Trainee Practitioner 2021-2023 *continued*

- All trainees successfully gained UKPHR practitioner registration
- All trainees have successfully secured full time employment in local authorities at practitioner level
- During a placement at OHID, the trainee was commended for their enthusiasm and dedication by the Deputy Chief Medical Officer
- Trainees presented their reflections of the training programme to educational supervisors at a specialty training train the trainer session which generated interest to the programme and the practitioner role



“ The Public Health Practitioner Trainee has been a fabulous addition to the Buckinghamshire public health team. This role has created a viable career path for a member of our local community with a passion for public health to become a registered practitioner. The Trainee has added value to the work programme with their previous experience, varied skill set and perspective. This has been a positive experience and we hope to have more Trainees in the future”.

Jane O’Grady, Director of Public Health, Buckinghamshire Council

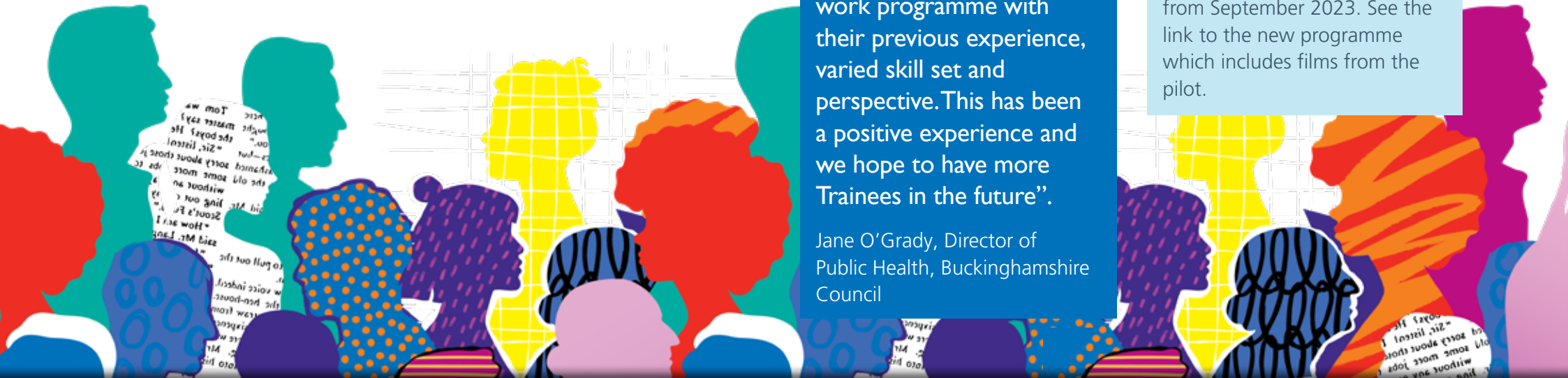
“ I was challenged to come out of my comfort zone by joining this and I am so blessed and pleased I did it”

Practitioner Trainee

### FUTURE FOCUS



This pilot has now been extended and launched across the South East and will start from September 2023. See the link to the new programme which includes films from the pilot.



# Public Health Practitioner Development - Kent Surrey Sussex

## KSS PH Practitioner Scheme – Launching the KSS Public Health Practitioner Scheme

The Public Health Practitioner scheme is a newly established scheme that launched in 2022 as part of the KSS School of Public Health. The programme brings together professionals from a variety of public health fields to collaborate and work on improving public health outcomes in the KSS region. It facilitates and supports practitioners in filling gaps in their knowledge and experience so that they can prepare a portfolio of evidence to achieve registration with the UK Public Health Register (UKPHR). This aims to enhance the skills and knowledge of practitioners and promote effective public health practices. The scheme continues to develop the programme, improve the portfolio experience and provide a consistent approach by building on the experience from the Thames Valley and Wessex schemes in the South East. This year's scheme collaborated with the London South Bank University to deliver 5 masterclasses to provide the knowledge required to meet the UKPHR standards.

Regular feedback and evaluations are encouraged on the scheme to help identify strengths and areas of improvement, allowing for tailored support and improvement of the programme. This helps to empower practitioners and demonstrate their importance to the programme's success. Additionally, the programme fosters a supportive environment for practitioners through regular communication, easy access to resources and mentoring if needed.

“ Everything went really smoothly and all that was required of me was made really clear. All of the sessions provided as well were really informative and well ran! I think having a mentor was really essential for me and would encourage others to find one if possible”.

Practitioner

- 11 practitioners successfully accepted onto the scheme.
- Successfully delivered information webinars to recruit assessors and verifiers within KSS. This enabled a pool of new assessors and verifiers, resulting in 14 Assessors and 9 Verifiers
- Collaborated with LSBU to deliver 5 masterclasses.
- Positive feedback from interim reviews showcasing how well supported the practitioners felt, great communication and access of resources.



### FUTURE FOCUS

- Continue building a high quality and consistent scheme to support the development of public health practitioners
- Establish a diverse and inclusive public health practitioner workforce using EDI approaches in recruitment



# Public Health Practitioner Development - Wessex

## Wessex train the first Public Health Practitioner from a policing background

Karen Dawes is Partnerships Lead for Donna Jones - Hampshire and the Isle of Wight Police and Crime Commissioner. Karen joined the Metropolitan Police Service in 1993. In 2001 Karen won the Metropolitan Police Officer of the year award in recognition of her partnership work with the local community in South East London and her approach to crime prevention. This included being presented with a medal by the then Home Secretary Sir David Blunkett and being invited to Scotland Yard to discuss community engagement with the former Commissioner of the Metropolitan Police Sir John Stevens. Karen transferred to Hampshire Constabulary as a Police Sergeant where she served Fareham and Gosport communities until 2007. Whilst Karen loved being a Police Officer she decided to pursue a career in Community Safety and became CSP Manager for East Hampshire District Council. This involved managing the Community Safety Team and coordinating the partnership response to tackling crime and disorder. During that time Karen also facilitated a behaviour change programme in the evenings with domestic abuse perpetrators. In 2014 Karen took up the role of Commissioning and Contracts Manager for the Office of the Police and Crime Commissioner (OPCC). This senior management position included the delivery of an efficient and effective commissioning service to meet internal and external requirements, delivering best value and achieving corporate objectives.

In 2023 Karen became Partnerships Lead for the Police and Crime Commissioner where she continues to focus on the OPCC response to the Integrated Care System (ICS), promoting a whole system and public health approach to deliver the Police and Crime Plan, and advocating and championing a trauma informed approach across the OPCC and wider partnerships.

Karen has an MSc in Police Science and Management, is a Member of the Chartered Institute of Procurement and Supply (MCIPS), is trained as a Trauma Informed Educator, and in 2023 achieved UK Public Health Registered Practitioner status.



I am immensely proud to be the first UK Registered Public Health Practitioner from a policing background. I often collaborate with colleagues from across public services, for example when co-commissioning or establishing partnership networks. It is apparent that we frequently support the same vulnerable populations, and adopting a public health approach to reduce crime and disorder, harm and vulnerability, provides the most effective response. Having been through the process over the last 12 months, I would describe it as enjoyable, challenging and offered through a safe and supportive environment.

I am convinced that becoming a UK Registered Public Health Practitioner is entirely relevant and hugely valuable to broader public services. Being registered as a UK Public Health Practitioner has given greater credibility to my role, demonstrating integrity and accountability, offering recognition of achievement and providing assurance of safe and effective practice. It would be fantastic to ultimately expand competent workforces in public health practice across broader public services”.

16 practitioners from Wessex were supported to complete their practitioner portfolio and recommended for registration with the UKPHR.



The Public Health programme in Wessex aims to continue to build relationships with the wider Public Health workforce in order to support a Public Health approach in many areas. This approach aims to support the wider determinants of health through partnerships, education and training.

# Public Health Practitioner Apprenticeship

The Public Health Practitioner Apprenticeship is an excellent way to develop and grow the public health workforce, giving opportunities to those who may not have had the chance to enter and progress in public health. It is a three year programme where the apprentice gains off the job training with a selected training provider and on the job training on a broad range of public health areas. Together they give the apprentice opportunities to demonstrate how they understand, develop skills and behaviours to be a competent public health practitioner. On successful completion the apprentice gains a Bachelors of Science degree in Public Health and is automatically eligible to apply to be on the UKPHR Practitioner Register. The employer will have grown a diverse, competent and safe public health workforce

Approved for delivery in September 2019, this programme is still relatively new for the public health world. In the South East, the School of Public Health and OHID have jointly led employers to come together as a single forum, select a training provider and work together to support employers to implement the apprentices into their teams. Through an offer of support from the School, employers could access future workforce funding to help with salary support. Improving equality, diversity and inclusion was a key ambition of this support. Criteria was embedded into

the offer which enabled a strong influence on equality, diversity and inclusion and addressing social mobility.

The first cohort started in January 2022 with the University of East London and is made up of from a range of employers: East Sussex, Brighton & Hove, Surrey Councils, UKHSA and Kent Community NHS Foundation Trust.

The second cohort started in September 2022 with the University of West England: Oxfordshire, West Sussex, Portsmouth, Hampshire, Southampton & Surrey Councils

The third cohort is in its initial stages and will begin in September 2023 also with the University of West England.

**“ We’re very proud of how we are implementing the apprenticeship in the South East. Not only have we grown the workforce, we have also helped to improve the diversity of the public health workforce.”**

Joe Keeling, PH Workforce Development Manager.

The model in the South East has had a national influence as it is now included on the national Multi-professional Education and Training Investment Plan (METIP). This means other regions have the potential to support the Public Health Practitioner apprenticeships in a similar way.



## FUTURE FOCUS



To broaden the range of employers that know about and choose to implement a public health apprentice.



# Public Health Wider Workforce Development

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# Community Participatory Action Research (CPAR)

In 2021-22 The South East School of Public Health, worked alongside Office for Health Improvement & Disparities (OHID) SE to implement a programme of work following the Public Health England's report, COVID-19: understanding the impact on BAME communities. This work supported Recommendation 2: Support community participatory research, in which researchers and community stakeholders engage as equal partners of the COVID-19. This programme provided comprehensive training on CPAR to 35 individuals from Black, Asian, and Minority Ethnic groups.

- Training was delivered by the Scottish Community Development Centre (SCDC) which held online training and mentoring sessions.
- Community researchers were given remuneration for 72 hours of this learning event.
- Forums to support hmost organisations leads were held monthly
- A researchers network was held to give support

A toolkit for the main documents to help others set such a project, including the evaluation is on our website.

The programme outcomes were presented at the HEE Population Health Conference in May 2022.

“ I have been inspired to learn more about the role of Public Health as an intervention especially regarding wider social determinants.”

“I am now connected to new research jobs/roles, research bodies recognising the value of CPAR work to make a realistic community development planning.”

“I think they see me as someone who can speak on their behalf. I can act as a bridge between the community and the government authorities - a trusted representative.”

Community researcher

- 35 researchers trained in community participatory action research methods and approach 
- Low attrition of researchers, and when any dropped out, organisations replaced them
- 34 research projects completed
- A 3-day showcase was held in May 2022
- Full evaluation of programme with recommendations highlighted that this workforce is a vital part of the workforce to address health inequalities

## FUTURE FOCUS

CPAR 2 was launched in March 2023 and recruited 30 researchers from 12 voluntary sector organisations across the SE. In the focus of the cost-of-living crisis for marginalised communities, the programme of work will utilise the following policy levers: incorporating an Equality delivery system and working in partnership with communities. We will work closely with the ICBs and other strategic partners at the earliest stage of this programme. University of Reading, SCDC and the Institute for Voluntary Action Research (IVAR) will deliver this work

CPAR 1 cohort will work with IVAR which will support community researchers to share their findings with strategic partners.



# Health Inequalities Training and Mentoring

During the Spring of 2022, Chief Executives of Integrated Care Systems (ICS) and Directors of Public Health were invited to nominate 5 members of their team to join a 13-week training and mentoring programme on health inequalities. This bespoke training programme was co-produced and delivered by Professor Sir Michael Marmot's team at the Institute of Health Equity, University College London. The purpose of the programme through training and mentoring, was to support individuals across the region who have a role in influencing, commissioning, and delivering health and care to consider their role through a health inequalities lens. This programme was developed by OHID South East, South East School of Public Health and UCL and other partners.

## The programme included:

- Understanding of how the Social Determinants of Health (SDH) impact people's health and result in inequalities
- Use practical examples to demonstrate how approaches can be used to tackle the SDH and reduce inequalities
- Provide practical tools and strategies to influence other parts of the system

- Provide methods and approaches to monitor and evaluate reductions in inequalities
- Provide a platform to reflect on current practice and activities and explore opportunities to address inequalities
- Provide mentoring sessions to support and guide participants to put their learning into practice

The end of the programme was celebrated in June 2023 where senior system leaders joined Professor Sir Michael Marmot to hear the reflections and recommendations from the ICS teams. Professor Sir Michael Marmot facilitated the event who shared his reflections to the region.



## FUTURE FOCUS



The School of Public Health in collaboration with OHID and partners will build on this programme to:

- Develop an insights informed training and education programme for health, care and third sector workforces (including front line workforces and system leaders)
- Ensure addressing of inequalities is focused on the social determinants of health



## See Change Programme

The See Change programme is an innovative training programme designed to build behaviour change capability, skills and knowledge.

The programme was made up of three parts:

- **Advanced Behaviour Change Practitioner Development Training:** an intensive training programme followed by a capacity building phase to support the embedding of the knowledge into live projects.
- **Two-day Behaviour Change Practitioner Training:** to equip the workforce with foundational knowledge and skills to be able to apply the Behaviour Change Wheel framework.
- **MECC Trainer Behaviour Change CPD Webinars:** covering topics such as habits, identity and motivation.

Delivering a pioneering interactive digital programme, the See Change programme is an innovative collaboration between workforce development and academic professionals which aims to help enact the vision laid out in PHE's document "Improving people's health: Applying behavioural and social sciences to improve population health and wellbeing in England".

“As a result of this training I feel more skilled in applying the Behaviour Change Wheel framework into my role”

“I value how the Behaviour Change Wheel framework can be helpful in designing local public health policy”

“It has helped me to complete more detailed plans for Behaviour Change sessions in future”

### FUTURE FOCUS

The programme will be continuing with a second cohort of trainees in 2023. This has begun with a short course to which 200 trainees have signed up.



37 people completed the two day programme

19 people completed the advanced behaviour change practitioner programme



Over 80 people completed the webinars for MECC trainers



Evaluation of the programme completed including lessons learnt and recommendations for future programmes

# Making Every Contact Count (MECC)

Making Every Contact Count (MECC) is: 'an approach to behaviour change that uses the millions of day-to-day interactions that organisations and individuals have with other people to support them in making positive changes to their physical and mental health and wellbeing.'

MECC programmes in the South East continue to work together and across organisations, rolling out MECC at scale and work with academia to evaluate projects to see how MECC can be embedded into existing services:

## Cost of Living Crisis

The South East MECC group worked together to create a Cost of Living Crisis & MECC resource, based on Wessex's training, for MECC trainers. The resource brought together the wide-ranging aspects of people's lives that the cost of living crisis was impacting on, and incorporated it with healthy conversation skills and signposting to further support. 34 people attended a webinar to learn about this resource. 84% of attendees intended to use all or some of the resource within their own training to frontline staff so that they will have quality conversations to help the public with the cost of living crisis.

## Cost of Living Crisis



## MECC in BOB

MECC Trainers continue to work across the health and care system in Buckinghamshire, Oxfordshire, and Berkshire West (BOB). BOB works collaboratively with Local Authorities and the NHS to provide ongoing CPD for Trainers, networking opportunities and development of broader behaviour change skills.



## FUTURE FOCUS BOB

Increasing trainers, recruiting participants and uptake of MECC as we move out of the pandemic - some areas across BOB have recruited MECC leads to promote and embed this essential training and workforce development.

To explore a consistent way of evaluating MECC.

“ The session was helpful, and I like that MECC is about simplifying conversations to do with health and wellbeing, rather than making them complicated or 'scary' topics.

Absolutely amazing course. This should be a compulsory with Safeguarding and other core requirements, as it would best support those wishing to help others within the community.

BOB MECC evaluation feedback





## MECC continued

### MECC in Wessex

The Wessex School of Public Health in collaboration with the University of Bath jointly funded a PhD project to evaluate the Wessex model of MECC Healthy Conversation Skills (HCS) for physiotherapists and patients with musculoskeletal conditions and pain. The findings highlight:

- MECC HCS training is highly acceptable to both physiotherapists and patients. Physiotherapists feel that this brief intervention improves their practice and facilitates a holistic, person-centred approach to supporting behaviour change that promotes prevention and self-management in patients.
- The training increases both competence and confidence in supporting behaviour change in a way that is relevant to the context and priorities of their patients, thus, making behaviour change more likely.
- Findings from patients highlights that delivery of MECC Healthy Conversation Skills within their physiotherapy care can empower them to identify and take steps to achieve behaviour change.
- Patients reported an increase in motivation and self-efficacy to self-manage, and address other psychosocial factors associated with development of chronic musculoskeletal pain, including fear avoidance and mental wellbeing.

“ I actually learn a lot more with the patients, and I’ve learnt to value their knowledge about their condition and how they’re coping... for that two minute conversation or even less, you can plant the seeds for the patient to reflect about their own way of living, about their own potentials and their own talents and skills, so what they can put into practice, making them more aware and more empowered”

WESSEX MECC from Physio

“ It’s pulling me out of this rut I’ve got myself into... it makes me... it makes me motivated, to start with. And I can feel myself coming out of the rut.”

“I guess it’s also having a big impact on my mental health probably because like before, as I was saying, like I was not very confident really and now I definitely feel like within six months or so I feel a lot more confident doing like physical things”

WESSEX MECC from patient

### FUTURE FOCUS WESSEX

The findings of the PhD and conclusions drawn have important implications for future research and clinical practice. Further roll out of MECC Healthy Conversation Skills, for example, might provide an important opportunity to upskill Allied Health Professionals (AHPs) in supporting behaviour change and self-management in patients.



# Population Health Fellowship Programme

## Cohort 3 successfully completed the Population Health Fellowship programme.

The aim of the Population Health Fellowship is to embed population health into clinical practice. It is open to mid-career healthcare professionals. The Population Health Fellowship lasts for 12 months, running from September to August. Fellows spend two days per week completing a learning element as well as a hands-on population health based project within host organisations.

The Cohort 3 Fellows were both hosted by OHID South East and successfully completed all elements of the programme. The Fellows have returned to their substantive roles as a GP trainee and a dietitian; taking their population health knowledge back to their clinical practice. The fellowship empowers each cohort to disseminate population health knowledge and understanding to their colleagues and wider teams.

Their projects will have a lasting positive impacts and will be ongoing after they finish the programme. This years projects were:

- Awareness levels of secondary care allied health professionals around non-alcohol related fatty liver disease
- Working together to support breastfeeding in Sussex

“ The fellowship has enabled Sean to embed public health thinking in a clinical topic and to design resources that can empower his clinical colleagues to consider the impact of wider determinants of health and health inequalities during their interactions with patients. ”

Antiope Ntouva, Consultant in Public Health and Population health Fellowship Supervisor, OHID

Both South East Fellows have successfully completed the programme. They were commended by the panel for their work over the year.



## FUTURE FOCUS

The Fellowship is robustly evaluated and is continuing to evolve. The national team are seeking to gain accreditation for the programme to be able to award recognised qualifications for future cohorts, as well as retrospective qualifications to previous cohorts.



# Homelessness Workforce Development

A workforce development programme to build capacity and capability of those working in homelessness settings in the South East. Developed in collaboration with the Office for Health Improvement and Disparities' South East Homelessness, Health and Inclusion Network.

The programme includes:

- Clinical Psychology Placements – developing placements within third sector homelessness organisations for Clinical Psychology Trainees as part of their training programme. Working with Canterbury Christchurch University, University of Surrey, University of Southampton, and Oxford Health.
- Homelessness Intervention Education – development of graduate certificate and post graduate diploma and MSc qualifications with the University of Southampton to enable front line workers to develop and deliver evidence-based interventions.
- Homelessness Community of Practice – establishing a South East Community of Practice to support front line workers through networking events, webinars, shared learning, research and evaluation, and peer support.
- Peer Support Worker for Homelessness – Development of Peer Support Workers within voluntary sector organisations supporting rough sleepers and those experiencing homelessness.

## Evaluation of Placements has highlighted:

### Impact on Trainees:

- 80% of trainees gained a greater understanding of inequalities that was broader than healthcare inequalities.
- Breadth of placement allowed for some of the more challenging competencies to be addressed.
- 60% highly likely to work in homelessness sector post qualification.
- Placements allows Trainees to be exposed to working in an area with highest need.
- Developed Trainee's resilience, adaptability and flexivity in meeting clients' needs, building relationships and developing responsive practice.

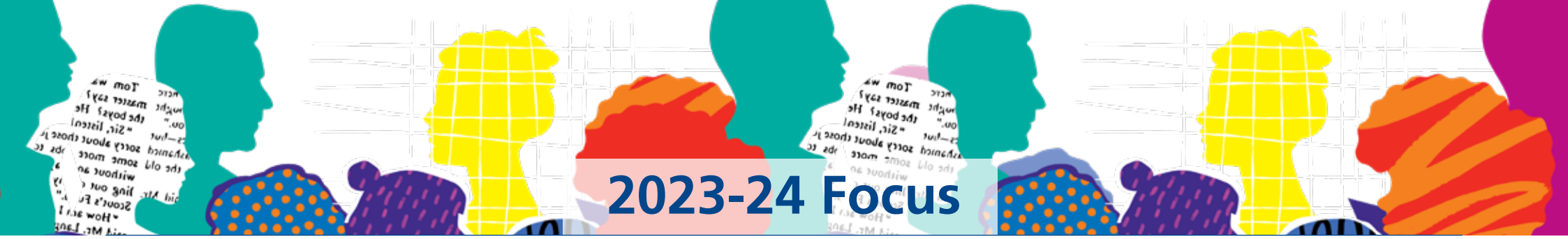
### Impact on Services:

- Service benefitted from expertise in delivering a trauma informed service.
- Staff gained knowledge and skills.
- Staff benefitted from reflective practice.
- Homelessness Intervention Education qualification and course developed and planned to be offered in 2024.
- Centre for Homelessness Research and Practice launched in October 2022.
- South East Regional Homelessness Conference delivered with 150 delegates from across the health, care and voluntary sector in attendance.
- Four voluntary sector organisations supported to develop 12 Peer Support Workers trained to support rough sleepers and those experiencing homelessness.



## FUTURE FOCUS WESSEX

- Develop sustainable strategies to ensure the continuation of Clinical Psychology placements and to further strengthen the Centre for Homelessness Research and Practice.
- Engage and continue to support Peer Support Workers to be developed within voluntary sector organisations' supporting rough sleepers and those experiencing homelessness.



# 2023-24 Focus

## 1 Why we are here

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

## 2 What we do to add value

2	Enable Workforces	Leadership
	Through training and education, we will work collaboratively with organisations and stakeholders across health and social care to enable the workforce to improve health outcomes and address inequalities.	We provide leadership and governance by facilitating the delivery of the South East Public Health Workforce Development Plan in collaboration with all system partners, enabling a system owned and system led workforce plan.

## 3 How we do it - We do this by:

Development	Collaboration	Shared Approach	Inclusion	Advocate	Innovate
Developing a learning and development culture that commits to training the current and future workforce across all grades of public health teams.	Working collaboratively across organisations in the region to provide ideas, insights and reflections on key workforce challenges and priorities, working together to address these.	Taking a shared approach to key workforce challenges informed by pooling our reflections and ideas, with a commitment to address these in partnership.	Embedding equality, diversity and inclusion principles throughout the plan and workforce programmes.	Advocating for the skills and knowledge required by the wider workforce and system in the prevention of poor health and addressing inequalities.	Harnessing innovation to embrace new ways of working through education and training taking ideas from concept to delivery.

## 4 What we need to achieve - Our regional Public Health priorities for 2023/24 aim to:

4	Future Workforce	Education	Inequalities	Behavioural Science
	Train our future specialist and practitioner public health workforce.	Lead on public health education and development.	Enable the workforce to address health inequalities.	Develop the workforce skilled in behavioural science.



[www.thamesvalley.hee.nhs.uk/school-of-public-health](http://www.thamesvalley.hee.nhs.uk/school-of-public-health)

[www.wessex.hee.nhs.uk/school-of-public-health](http://www.wessex.hee.nhs.uk/school-of-public-health)

[www.kss.hee.nhs.uk/kss-school-of-public-health](http://www.kss.hee.nhs.uk/kss-school-of-public-health)

To find out more about the School of Public Health please use the below contact emails:

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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.

