

South East School of Public Health **ANNUAL HIGHLIGHT REPORT**

2024-25



Contents

Introduction.....	3	Thames Valley Practitioner Scheme.....	17
Public Health Specialty Training Programme	4	Wessex Practitioner Scheme	18
Public Health Specialty Training	5	Public Health Apprenticeships	20
Kent Surrey Sussex Specialty Training	6	Public Health Practitioner Graduate Training Programme.....	21
Thames Valley Specialty Training	8	Wider Public Health Workforce Development	22
Wessex Specialty Training	10	Community Participatory Action Research Programme	23
Public Health Practitioner Development Programme	13	See Change Programme	25
Public Health Practitioner Scheme Activity.....	14	Wider Workforce Training and Education.....	27
Kent Surrey Sussex Practitioner Scheme.....	15	2025-26 Focus	28

Introduction

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

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 2024-2025.

The South East School of Public Health's objectives for 2024-25 were:

1. Deliver a quality Public Health Specialty Training Programme across Kent Surrey Sussex (KSS); Thames Valley (TV) and Wessex (WX).
2. Deliver a comprehensive Public Health Practitioner Development Programme across Kent Surrey Sussex (KSS); Thames Valley (TV) and Wessex (WX).
3. Enable the wider public health workforce in addressing health inequalities and achieving population health outcomes.

The South East School of Public Health achieves its objectives by working to the following principles:

Culture: Developing a learning and development culture that commits to training workforces across all levels of public health.

Inclusion: Embedding equality, diversity and inclusion principles throughout the workforce programmes.

Collaboration: Working collaboratively across organisations in the region to address workforce challenges and priorities.

Advocate: Advocating for the skills and knowledge required by the wider workforce and system in the prevention of poor health and in addressing inequalities.

Approach: Taking a shared approach to key workforce challenges with a commitment to address these in partnership.

Innovation: Harnessing innovation to embrace new ways of working through education and training taking ideas from concept to delivery.

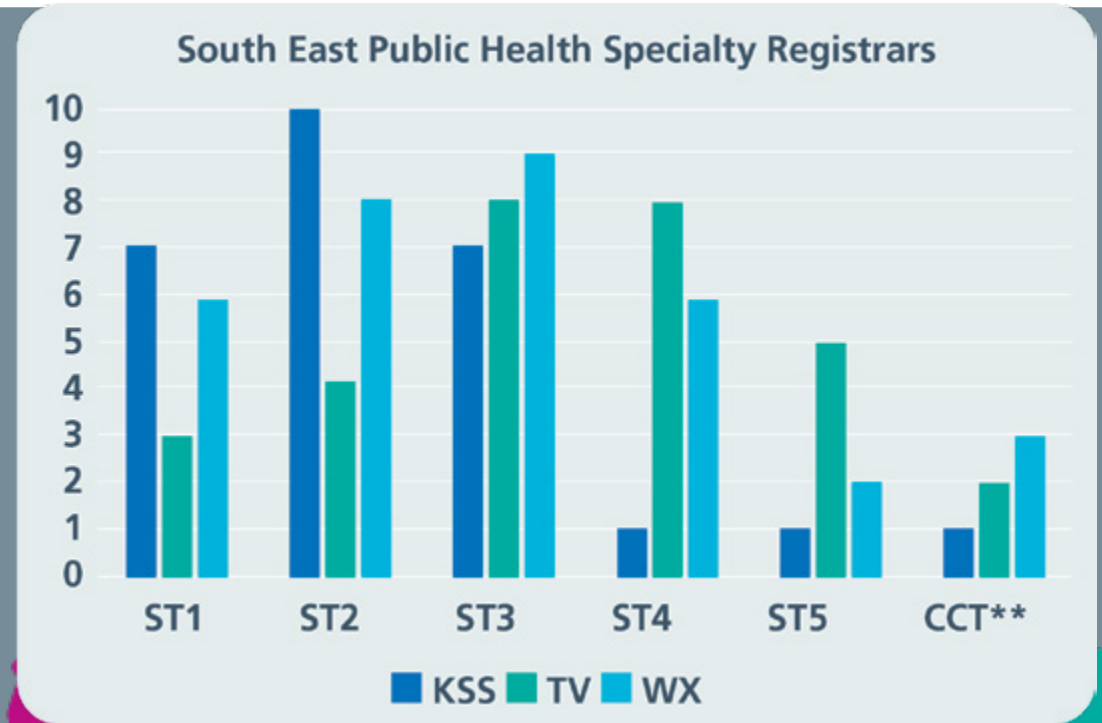
Deliver a quality Public Health Specialty Training Programme across Kent, Surrey, Sussex, Thames Valley, and Wessex



Public Health Specialty Training across the South East

	KSS	TV	WX
Educational Supervisors (numbers as at March 2025)	25	38	39
August 2024 National Recruitment numbers	9 + 1 IDT* (includes 5 expansion posts)	4 (+1 dual GP/ PH post)	6 (+1 dual GP/ PH Post)

* Inter Deanery Transfer



**6 Registrars who completed training (CCT) during 2024-25:
 - 5 gained employment in the South East
 - 1 gained employment outside of the South East

Public Health Specialty Training - Kent, Surrey, Sussex

KSS School of Public Health continues to grow and has reached full capacity of registrar numbers, despite one Training Programme Director (TPD) vacancy. The school has welcomed and trained new Educational Supervisors and established new placements, including placements with Screening and Immunisation, Integrated Care Board (ICB), and academia.

The school continues to build close links with other specialty training programmes in KSS and is supported by a KSS Clinical Fellow who is working to review and improve registrar experience within training. The Enhance programme aims to strengthen the understanding of public health principles with foundation doctors. This is growing and developing in KSS with Public Health registrars closely involved in delivering training.

Registrar Update

- Public Health Registrars run their own monthly training/teaching programme.
- Public Health Registrars are working with the school on a rolling core training programme. Training so far has included project management; Myers-Briggs Type Indicator (MBTI) training and racial equity.

Project Management Training

“Brilliant facilitation and exploration of project management methods which provided useful resources to use and take forward into our current and future public health work” **Lauren Ashley ST2**

Racial Equity Training

“The racial equity and cultural competency training and project management training offered me a valuable opportunity to reflect on my practice and equipped me with a range of tools to foster inclusivity, managing projects and strengthen my public health work.” **Denise Blair ST3**

Overall training opportunities

“The training days have enabled me to form stronger networks with other registrars and colleagues, which has supported my reflective practice by building trust within the group to seek support and feedback on my public health practice.” **Emilie Bellhouse ST2**

MBTI Training

“Really helpful for better understanding my strengths and weaknesses and how I can draw on other people’s strengths and personalities in a complimentary way.” **Trinda Cyrus Chow ST1**



Achievements for 2024-25

- A Public Health Academic Clinical Fellow (ACF) post in Kent has been created and has been successful in obtaining NIHR funding. This has been recruited to, starting in August 2025.
- KSS Buddy scheme to support diversity in recruitment was upscaled across the South East for the first time in 2024-25.
- We have successfully implemented the process to screen registrars for learning differences.
- Two-day cultural competency and racial equity training was delivered to Registrars and Educational Supervisors.

Future Focus

- **KSS PGMDE:** Developing closer links with the General Practice Training programme and other specialties as the Post Graduate Medical Dental Education programmes (PGMDE) transition to KSS.
- **Core Training:** Developing a rolling Registrar Core Training programme with essential training planned and delivered at appropriate times of the year to fit with placements and learning expectations.
- **Placements:** Collecting information of each placement to ensure a smooth transition between placements as well as to give an oversight of the unique opportunities available to trainees from each placement.
- **EDI Strategy:** The Equality, Diversity and Inclusion (EDI) working group to work on the next stage to develop a robust EDI strategy for the school.
- **Information Sharing:** Building NHS Futures registrar hub as one central location for guides, resources, and a place for the registrars to link together for discussions, and share best practice.

Public Health Specialty Training - Thames Valley

Continuing to support specialty registrars in training within Thames Valley. Here are some of the highlights from the past year.

Public Health in Practice Programme (PHiP)

The school held a successful pilot in 2024 where 75 resident doctors from the specialties of Anaesthetics, Obstetrics & Gynaecology, Paediatrics and Sports & Exercise Medicine attended sessions on Behaviour Change, Health Protection, Screening and Immunisations and Public Health Intelligence. The school have used the evaluation from the pilot programme to make improvements for the programme which will be offered in 2025. Particular highlights from the evaluation include:

- 100% participants agreed the learning outcomes were met
- 100% reported an increased level of confidence and knowledge
- 100% agreed the training would help them apply the skills and knowledge into clinical practice.

The school are appreciative of all the support provided by the public health consultants and specialty registrars to deliver the programme. The team are in the process of finalising the training dates for 2025 which will be advertised soon.

“This is a really good way to provide health protection training – Perhaps one of the best I’ve seen”

Participant feedback

“Good examples of case scenarios related to clinical practice. Useful links/information leaflets that I would be able to access/use for my own and patient information”

Participant feedback

“Helped make everything relevant. Really helpful to have worked through examples of statistical elements”

Participant feedback

First Regional Public Health Training Day

The first South East Training Day for specialty registrars with a theme of "Connections" was held on 14 January 2025 in London. In total, 45 registrars from Thames Valley, Wessex and KSS attended the event. Keynote speakers included Dr Jeanelle de Gruchy, Professor Tracy Daszkiewicz and Professor Elizabeth Mason. The event involved workshops and networking with other registrars across the SE school.



A big thank you to all the specialty registrars involved in organising this event to make the day a huge success.



Wellbeing Day

The school continued to support registrars with their wellbeing. The Thames Valley Registrar group are a very friendly and cohesive group and organise opportunities to meet face-to-face after specialty registrar teaching days or work together at designated hubs. Another successful wellbeing day was held in September 2024 which involved fresh air and walking to connect with each other through team activities and nature.

Lessons Learnt: The working hubs set up to help reduce isolation for specialty registrars were not so well attended for 2024-25 as expected. Providing better IT equipment and access to booking private desk space for working hubs may encourage more specialty registrars to meet up.

Registrar Symposium

The Annual Registrar Symposium was held in November 2024 at a local community venue in East Oxford and showcased the fantastic work that the specialty registrars have completed. Themes for this year included lessons learned and sustainability.

Future Focus

1. Expand the Public Health in Practice programme across more medical specialties to include GP resident doctors in 2026, including longer lead time in organising these events. The challenge will be in succession planning for speakers for the programme and funding for face-to-face events.
2. New GP/Public Health resident doctor: Develop and work in collaboration with the GP school regarding the ARCP processes and planning for the first GP/Public Health resident doctor on the programme who will be spending their 2nd and 3rd year in public health (including MSc and Local Authority placement)

Public Health Specialty Training - Wessex

The Wessex Public Health Training programme delivers a comprehensive training programme that supports public health registrars and educators in a welcoming and supportive environment. The programme adopts a continuous improvement approach to support Registrars year on year.

In 2024/2025 saw a continued focus on the wellbeing and CPD (continuing professional development) of registrars and educators. The programme continued to hold in-person monthly Wessex Training Group meetings which provided a platform for registrars to come together to network with a wide and varied CPD programme. The CPD activity during 2024/2025 has included:

- Wessex Registrar Symposium – opportunity for registrars to showcase project work
- On-site Health Protection visit
- A learning session focused on Health Inclusion

- A presentation delivered by the Office for Health Improvement and Disparities (OHID) on training placements in OHID
- A session by Dr Jason Horsley and Dr James Morris on the services provided by the National Institute of Health Research (NIHR) department at the University of Southampton – including an overview of activity and placement opportunities with NIHR
- Presentations from Consultants in Public Health on their own personal journeys in public health.

For the Wessex educator community bi-monthly CPD meetings were held focused on targeted needs such as coaching skills.

December 2025 saw registrars and educators come together for the Wessex Public Health Train the Trainer event. The day was facilitated by John Monahan, from Insightful Exchange, who led a session on challenging conversations and work on achieving challenging learning outcomes.

Achievements

Academic Links

The Wessex programme is privileged to maintain and continue building strong relationships with the Academic Unit based at the University of Southampton with many registrars having academic placements and pursuing out of programme activities.

Wessex Public Health Community Fellowship Event

It was a record year for the number of applications received for the Wessex Public Health Community Fellowship in 2025. This registrar led programme provides a fantastic opportunity for Foundation Doctors to gain insight and learn more about applying public health into clinical practice. The award ceremony will take place in April 2025, attended by the Postgraduate Dean and Head of Foundation School to celebrate the achievements.

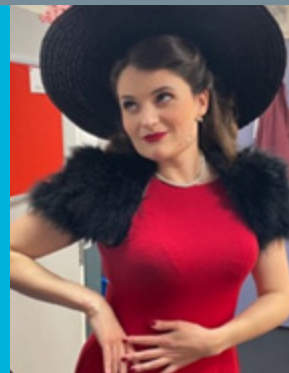


Other Achievements in Wessex include:

- First pilot of Dual GP/Public Health specialty training programme
- Introduction of Wessex buddy scheme for Black and Asian applicants to Public Health Specialty training
- Offer of screening for new starters to aid in identifying possible learning differences and offer of onward support.
- Excellent exam success in the Diplomate examinations held in October 2024
- Delivery of an enhanced Diplomate revision programme – Introduction of a health Economics and Genomics revision session
- Wessex have continued to work closely with Postgraduate Medical Education to enhance systems and processes
- Delivery of Public Health Fellowship programme with New Forest National Parks - see case study on page 12

Registrar Successes:

Alyssia Broomfield, Wessex Public Health registrar received the Michael O’Brien Award for the highest score in the Diplomate examination (DFPH). A massive achievement for Alyssia and Wessex.



Amarantha Fennell-Wells, ST1 registrar took to the stage at Winchester Theatre in the lead role in Kiss me Kate. A wonderful performance and a star to watch out for! Link to newspaper article: www.hampshirechronicle.co.uk/news/24743271.winchester-actress-steps-leading-lady-struck

Future Focus

2025-26 will bring with it change with the appointment of a new Training Programme Director in Wessex, who will continue to strive to deliver excellent training for registrars and educators.

Public Health Fellowships with New Forest National Parks

Dr Laura Pridmore and Dr Jennifer Wyllie are two Old Age Psychiatry higher trainees based in Wessex who are currently undertaking a one-year fellowship with the New Forest National Park Authority and Hampshire County Council Public Health Team. The fellowship has been built around several key projects including Health and Heritage, NHS staff wellbeing and the Green Health Hub, all with the common theme of nature and wellbeing.

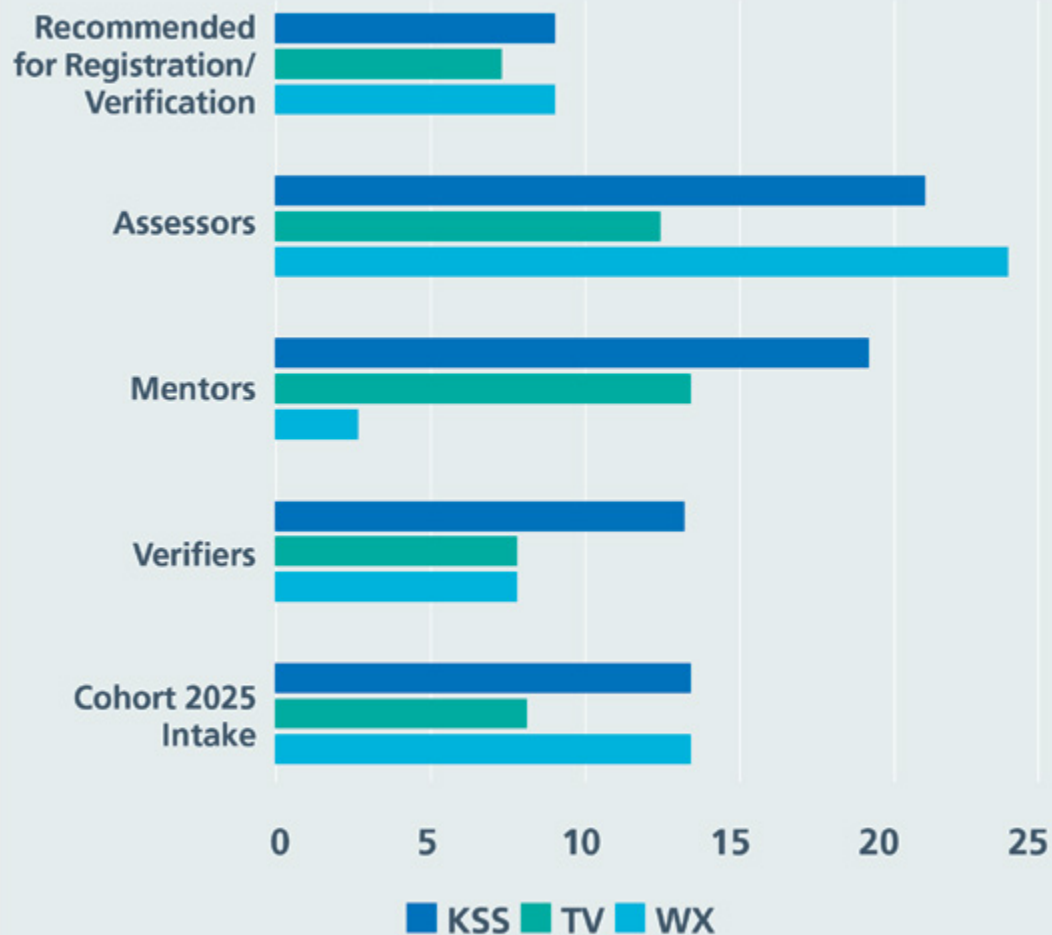
The Health and Heritage project sets out to create a weekly session with the volunteers at the New Forest Heritage Centre aimed at improving the wellbeing of older people through offering a tailored programme of historic content using the centre's archives and local history walks. At Tatchbury Mount, an NHS Hospital site in the New Forest, two volunteer days have been organised to regenerate the underused and overgrown sensory trail. Through linking up with the wellbeing network within the Hampshire and Isle of Wight Healthcare NHS Foundation Trust, the hope is for greater use of the trail by staff and patients leading to improved wellbeing.

Concurrently they are working with local organisations to increase the offering of activities on the Green Health Hub which is a directory for activities in the New Forest and surrounding area for wellbeing in the great outdoors. This work is looking to conclude by representing the National Parks at the Royal College of Psychiatrists International Congress later in the year.

The fellowship has helped the fellows develop further their leadership, project management skills as well as communication skills through networking with key stakeholders including those in the voluntary sector. Additionally, the knowledge gained of the Public Health curriculum will be invaluable when working in future Consultant roles developing services to include prevention of mental health problems including dementia, depression and anxiety.



Public Health Practitioner Scheme Activity



‘Good to spend time reflecting on how my work fits into public health frameworks and to better understand best practice in public health. As a result, I feel better equipped to challenge how we do things and uphold professional standards’.

Cohort 2 Practitioner, KSS

‘This scheme has been revolutionary for me and my professional development. It’s helped me to build my public health expertise and my confidence.’

Cohort 2024 Practitioner, TV

This programme has honestly been incredible. The single most worthwhile thing I have ever done in my professional career. I just thank you for the opportunity and for the guidance that has been given throughout the whole process.

Cohort 14 Practitioner, WX

Public Health Practitioner Scheme – Kent, Surrey, Sussex

This is the second cohort of the Kent, Surrey and Sussex Practitioner Scheme. This is a 12 month retrospective programme which has supported the development of autonomous practitioners in achieving UKPHR practitioner registration. Practitioners are supported with their portfolio through a series of portfolio development group days, public health masterclasses to reinforce their public health knowledge and are matched with a public health mentor. Overall, this programme has supported the development of the Public Health workforce.

The scheme has successfully recruited it's own pool of mentors, consisting of previously registered practitioners. The scheme has maintained its assessor and verifier pool through the KSS public health workforce. Refresher training has been offered to all 9 verifiers in cohort 2 who are fully trained for the verification panel.

All learning from the KSS Scheme feeds into improving the scheme for future cohorts. Feedback is obtained from a number of sources, adopting a continuous improvement approach.



Implementation of Lessons Learnt:

- Introducing Practitioner forums as an informal check-in session with the scheme coordinators has proved useful. As a result, regular practitioner forums have been added to cohort 3 of the scheme.
- Sending calendar invites to remind practitioners and assessors of the upcoming deadlines.
- Formalised process for matching mentors with practitioners following mentor training.
- Introduction of our first face to face scheme induction helped to fully engage with practitioners and aided learning, this will inform future cohorts.
- Sharing of learning at assessor and mentor check-ins which is then feedback to practitioners to support them with their portfolio.

The KSS scheme continues to collaborate with the South East practitioner schemes to share best practice. This collaborative working style has allowed the introduction of an EDI survey to be included in this year's practitioner application process for the KSS, Wessex and Thames Valley schemes.

Feedback form cohort 2 practitioners:

'It has given me a confidence boost. Reflecting on what I have done over six years in public health practice and helping me identify how I can strengthen my practice'.

'Good to spend time reflecting on how my work fits into PH frameworks and to better understand best practice in Public Health. As a result, I feel better equipped to challenge how we do things and uphold professional standards'.

Key Achievements

- Two practitioners from cohort 2 have trained to become practitioner mentors to support a future KSS Practitioner Scheme.
- Successfully delivered our first face to face scheme induction in London with 100% attendance.
- 9 practitioners are through to the Verification stage waiting to be approved for UKPHR registration

Future Focus

- Continue to develop and formalise the KSS mentor pool



Public Health Practitioner Scheme – Thames Valley

The scheme is an 11 month programme to support practitioners to submit a retrospective portfolio of their work. The scheme takes a maximum of 10 practitioners working in the Thames Valley and runs from January to December (2024) with verification panel in February 2025.

8 practitioners were recruited to the 2024 scheme. 7 completed their portfolios. 6 practitioners have successfully been recommended to UKPHR for registration and 1 has been deferred to later in March.. The scheme recruited 7 mentors, assessors and verifiers from the Thames Valley workforce to support the programme.

The 2025 scheme is underway with 8 practitioners, 5 of whom are graduate trainee practitioners and in the final year of their programme.

'Really interesting opportunity to look back on your public health experience, consolidate your learning and improve your practice. It is a lot of work but worthwhile.'

Practitioner in the 2024 scheme

'Excellent opportunity for self-discovery'

Practitioner in the 2024 scheme

Lessons Learnt:

- The Interim Review continues to be an effective process to identify practitioners who require further support.
- Assessors reported excessive amounts of evidence used. Following the check-ins with assessors and mentors, we developed a mentor discussion checklist to prompt mentors to discuss optimum quantity and quality of evidence used in portfolios.
- Practitioners bond and support each other when they meet in-person

Future Focus:

- Ensure the scheme is a hybrid of in-person and online support by continuing to have the induction and the final portfolio development group day in-person.

Public Health Practitioner Scheme – Wessex

Wessex continues to build public health practitioner capability across the public health system through the UKPHR Practitioner Scheme.

The Wessex schemes includes 1 x face to face induction, 5 public health masterclasses, 5 portfolio development groups, 4 practitioner forums drop-ins, 3 learning sets and 1 MECC training session. Recruitment processes have been strengthened to ensure those ready to undertake the programme are supported to apply and those needing further development are supported to prepare and apply to a future cohort.

The Scheme has actively worked to increase Verifier capacity to support the UKPHR verification process and has successfully increased the pool of verifiers for Wessex.

Future Focus

2025 – 26 sees 13 practitioners undertaking the scheme in Wessex. The programme will provide a high level of support to ensure their success.

Building on last year, we have now developed a strong relationship with the new facilitator, recruited more verifiers, and enjoyed collaborating with the other schemes in the South East region to share advice and best practice.





Public Health Practitioner Programme: Amen Heer, Strategic Development Specialist (Inclusion, Diversity & Wellbeing)

I had been working at Hampshire County Council for 3 years and leading on employee inclusion, diversity, health and wellbeing.

I wasn't completely confident that I had the skills or experience to be able to gain a place on the practitioner programme. That confidence grew once I attended an online webinar to learn more about the programme and as I was going through the application process, where I started to really reflect on all the projects and programmes I have been involved in and delivered over the years, and which importantly had a link to public health. I was part of the 2024 cohort and used the project work I had delivered in my role in employee health and wellbeing to write three commentaries around workplace health initiatives, a mental health and wellbeing training programme and the development of a health and wellbeing strategy.

I'm sure everybody's reason for joining the programme is going to be quite personal and unique, but for me, it was the opportunity to gain the UKPHR registration (which provides that objective recognition of your achievements, recognises your competence

and personal commitment to CPD). I can say that it's significantly improved my confidence and interest to further pursue a career in public health. The three commentaries which are mapped against the 34 UKPHR standards provided a comprehensive yet reflective opportunity to recognise the personal learnings and consider what I might have done differently, the overall impact of each of the projects and an opportune moment to celebrate the achievements. I have continued to put my learning into practise and work much more closely and collaboratively with my public health colleagues and beyond.

Planning is the best thing that you can do in preparation of starting this. The more you plan and plan out what you want to be talking about, the easier it is for you. I would definitely recommend to anyone who is interested in the programme to start thinking about the projects you could use for your commentaries and what evidence you could use for your knowledge and application. It will really make your life so much easier when you actually get on to the programme, have a really good look through the standards in advance of applying, and

start to think about how they apply to your current work and things that you've done fairly recently to make sure you're in the best possible place to be on the programme.

As part of the programme, masterclasses are offered. These are really invaluable and the notes in particular will come in really helpful for when you're actually doing the programme. Save everything, save the notes that you've done. If you're on any other training or courses at the moment, you need to make sure that you're saving all your certificates because you'll need to use them as evidence. It's also really helpful as well if you've got learning objectives or course outlines from courses you've been in because they help towards your evidence as well.

It is also worth stating that the support system in place throughout the programme was exceptional. I found the programme team extremely supportive and responsive, as well as the course leader, with their ongoing guidance and support. We also had a study buddy group, where we supported each other throughout the programme and would often share ideas, questions, and words of support.

Level 6 Public Health Practitioner Apprenticeship

The Level 6 Public Health Practitioner apprenticeship programme has moved from its Trailblazer phase into Implementation phase; becoming an integral part of developing practitioners in the South East. There are currently three cohorts undertaking the programme. Cohorts 1 and 2 are due to complete in 2025 and Cohort 3 is due to complete in 2026. In total, there are 21 South East Apprentices on the programme; 12 of which are salary supported via the Multi-Professional Education and Training Plan (METIP). Recruitment to further cohorts will begin in April 2025 to join the academic programme from September 2025.

This apprenticeship continues to support the South East's ambition to diversify the workforce and promotes social mobility. The Level 6 Apprenticeship allows practitioners to experience a range of Public Health workstreams over the three-year programme. Successful demonstration of the knowledge, skills and behaviours will lead to an award of the Level 6 Apprenticeship, a BSc (Hons) in Public Health as well as the opportunity to apply for UKPHR Practitioner Registration. The School have worked closely with apprenticeship providers, employers and apprentices to support and raise awareness of changes to the End Point Assessment and to provide support to those approaching the Apprenticeship Gateway.

Level 7 Health and Care Intelligence Specialist Apprenticeship

A new salary supported apprenticeship was launched in the South East. The Level 7 Health and Care Intelligence Specialist Apprenticeship commenced in October 2024. The School have supported 5 apprentices in the South East from Oxford Health NHS Foundation Trust, Oxfordshire County Council, Portsmouth City Council and Southampton City Council.

This 22-month programme supports intelligence professionals to develop not only statistical knowledge but also influencing skills and the ability to utilise systems thinking techniques to understand complex situations and apply ethical standards. Apprentices will apply these newly acquired knowledge and skills to ensure that public health initiatives are as effective and evidence based as possible..

Activity

21 Level 6 Apprentices in the South East – 12 salary supported.

5 Level 7 Health and Care Apprentices in the South East – all 5 are salary supported.

Achievements

- Transitioning the Level 6 Public Health Apprenticeship from Trailblazer to Implementation phase.
- Successfully supporting the recruitment and commencement of the Level 7 Health and Care Intelligence Apprenticeship.

Future Focus

- An additional Cohort of the Level 6 Public Health Apprenticeship will be recruited to start in September 2025.

Public Health Practitioner Graduate Training Programme

The Public Health Practitioner Graduate Training Programme enters its second year, following all Trainees successfully completing year one.

This innovative training programme is 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 Public Health Practitioner Graduate Trainees have completed:

- 4 x Development Days covering Project Management; Time-management; Influencing; Networking
- Public Health Intelligence training
- Story Telling training
- Health Protection training, including 1-day simulated scenario-based training
- Local Government Association (LGA) Workshop – working in a political environment
- Workshops covering Evaluation; Critical Appraisal (CASP), Public Health Ethics and Law
- 7 x Practitioner Learning Sets focused on understanding the UKPHR standards and developing reflective practice skills.

Year 1 Highlights from the Trainees:

- **Valuable learning experiences**
Trainees valued the development of knowledge and skills which supported both the art and science of public health.
- **Supportive Cohort**
Trainees have developed strong and supportive relationships within the cohort providing opportunities for both formal and informal peer support.
- **Opportunities in Public Health**
Trainees acknowledged the learning and development opportunities that the programme provided with interesting and diverse training and projects being made available.



Future Focus

- Support Trainees to successfully be recommended to UKPHR for registration.
- Support Trainees to explore areas of special interest in public health.
- Evaluate the training programme to inform a development of a future cohort.

Community Participatory Action Research Training and Mentoring Programme (CPAR)

This is a 12-month training and mentoring programme for those working in the voluntary sector on research and advocacy skills. The research focus is the health inequalities experienced by marginalised communities. The 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.

Governance of this programme is through the Oversight Group with a broad membership at system, local and voluntary sector level who will support channelling research outcomes into actions. The delivery partners are the University of Reading, Scottish Community Development Centre and the Institute for Voluntary Action Research.

Activity

- Cohort 2 started with 31 community researchers of which 29 completed this programme and presented their findings at the Showcase in London in June 2024 (see page 24). This was followed by community researchers presenting their research to their ICBs.
- 25 researchers from 10 voluntary sector organisations across the region were successfully recruited to cohort 3 which started in October 2024.

'Although I have given suggestions on improvements, it was a great experience, and I am fired up to become a more effective influencer and continue with research. Funding is always an issue. Thank you for the opportunity'

Cohort 2 researcher

Achievements

- Each community researcher from cohort 2 was presented with a certificate by the outgoing Regional Director of WT&E and the researchers presented their work to a large audience which was highly evaluated
- A few organisations achieved some of their outcomes. See example: oxfordcommunityaction.org/research
- The Buckinghamshire, Oxfordshire, Berkshire (BOB) researchers have created an alumni with financial support from BOB Health Alliance

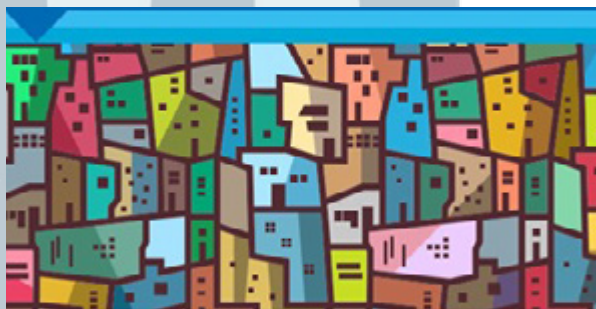
Lessons Learnt

- An academic calendar allows trainees to take holiday at appropriate breaks within the programme, therefore cohort 3 runs October – September
- Researchers from each organisation will work on one research topic to support sharing of the research work and offers resilience

Future Focus

Procurement for delivery of Cohort 4 requires new tendering process.

Cohort 2 Showcase 4 June 2024, Coin Street, London



<https://thamesvalley.hee.nhs.uk/school-of-public-health/public-health-wider-workforce/cpar/>

See Change Programme

The See Change programme is an innovative training programme for the South East region. The programme is designed to support the development of capacity and capability in applying behaviour change theory to improve health outcomes and reduce health inequalities in the South East.

This was the second cohort of the See Change programme where learning has been taken from the first cohort to develop a further improved training programme.

The See Change programme aims to support the ambitions of the Long Term Workforce Plan by upskilling the workforce to make the shift towards prevention and deliver population health outcomes. It is funded by the South East School of Public Health from the Workforce Training and Education Directorate of NHS England. The programme was delivered in collaboration with leading Behavioural Science experts at the University of Manchester.

Phase one of the programme involved the group completing four 2-hour online taught modules. The focus was on how behavioural science can be applied to real situations using the Behaviour Change Wheel. Following this, there was a capacity building phase to support the learning gained to apply it to their own project.

Activity

- 8 teams of 5 were recruited onto the programme.
- Phase one Applying Behaviour Change Training was completed between May to July 2024.
- Phase two Capacity Building was completed between September 2024 to February 2025.
- See Change Learning and Sharing event delivered in February 2025.

Lessons Learnt

Learning from cohort 1 feedback and evaluation informed the development of cohort 2 which included:

- **Applications:** The programme was developed to support teams of 5 people to apply and undertake the programme together focusing, on a live project.
- **Project:** Identifying live projects to apply the learning to address local priorities and ensuring senior leaders acted as a project sponsor.
- **Timeline:** The programme was shaped to ensure it was delivered with sufficient time in between to put the learning into action.





Key Achievement

Six posters outlining the work and next steps of the projects. This can be seen by scanning the QR code.



Future Focus

- In 2025-26, the recruitment and delivery of Cohort 3 will begin, ensuring it builds on the learning from cohort 2.
- Exploring the development of a See Change alumni to enable peer support, networking and sharing of practice.

<https://wessex.hee.nhs.uk/wider-workforce/population-health/see-change/>

Wider Workforce Development

Over 2024-25 the School enabled the wider workforce to build public health skills and knowledge through training and education. Here is a snapshot of the impact of this support across the South East.

196

health, education and community staff trained to become 'This Mum Moves Ambassadors' across Thames Valley and Sussex.

588

professionals across Hampshire's emotional wellbeing and mental health system gained learning on how to embed the i-Thrive Framework.

21

staff and **6** volunteers in Refugee Resource Oxford supported to develop skills and competencies.

200

professionals from health and social care, VCSE, NHS, universities and Local Authority took part in a Restorative Relationship in Practice conference in Portsmouth.

74

people from the charity sector trained in a range of mental health topics across Oxfordshire.

331

professionals from health, social care, voluntary sector undertook MECC training across West Sussex.

300

professionals from schools, colleges and those supporting children, young people and families trained in Self Harm Support across Hampshire and Isle of Wight region

23

people from voluntary, community and local authorities trained in the use of storytelling evaluation across Oxfordshire.

15

professionals across Portsmouth local authority directorates trained in understanding and applying realist evaluation.

15

professionals from local authority, voluntary sector, social care, primary care and NHS received research training to continue supporting evidence-based practices in Kent.

88

professionals from Local Authority, Police, and voluntary sector trained in suicide prevention, supporting veterans in Hampshire.

Translated Storytelling Film receives **30,525** video plays reaching over **17,000** people during November 2024 alone.

58

people from local authority and voluntary sector trained in Advice First Aid in Southampton.

290

health professionals and volunteers received physical activity awareness and strengths-based conversation skills in Surrey.

154

people across health, social care and VCSE sector developed to communicate health and loneliness and social connections across East Sussex

19

Trainers trained and 25 Practitioners trained in Oxfordshire in the roll out of NSPCC's tool to support quality of care of children.

51

professionals from across the health, primary care, community and voluntary sector trained in MECC Healthy Conversation Skills on Isle of Wight.

2025-26 deliverables



2025-2026 Focus

Aim: To build the capacity and capability of the future, existing 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 a 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 all public health training programmes.

Success measures and targets

- Quality placements for Specialty Registrars
- Successful recruitment to Specialty Training Posts
- Embedding public health skills into other clinical specialties

- Practitioners successfully complete a portfolio to gain UKPHR practitioner registration
- Practitioner Graduate Trainees successfully complete the training programme
- Successful recruitment of Public Health 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 Clinical 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.

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

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