

**North of England Health Visiting Celebrate,
Share and Learn Event**

Wednesday 15th October 2014

Hilton Leeds City, Neville Street, Leeds, LS1 4BX

Chair: Teresa Fenech

Deputy Director, Quality Assurance, NHS England

North of England Health Visiting Celebrate, Share and Learn Event

Time	Subject	Location
09:00 -10:00	Registration and Refreshments	Brigante Foyer
10:00 -10:10	Welcome from Chair Welcome, housekeeping, and setting the scene <i>Teresa Fenech, Deputy Director: Quality Assurance, NHS England</i>	Brigante
10:10 – 10:55	Plenary – National Speaker The Health Visitor Programme - National Context (Progress and Next Steps) <i>Pauline Watts</i> <i>Nursing Professional Officer & Clinical Advisor, Public Health Nursing, National Health Visitor Programme, Department of Health</i>	Brigante
10:55 – 11:15	Plenary – Chair Health Visiting across the North <i>Teresa Fenech, Deputy Director: Quality Assurance, NHS England</i>	Brigante
11:15 – 11:30	Refreshments	Brigante Foyer
11:30 – 12:30	Workshop One Delivering the Healthy child programme Universal Offer in partnership and integration with City of York Council Children's - Centre Parenting Track, York Teaching Hospitals NHS Trust Workforce Development to Support the Transformation of Health Visiting During Transition of Commissioning - Faculty of Health and Life Sciences, Northumbria University System Leadership in Action - leading and learning together - improving services for children and families – Prospect Consulting Ltd. Building Community Capacity; Making it Real - Lancashire Care NHS Foundation Trust What's new in the world of promotional guide conversations and opportunities for training across the North East - Rotherham Doncaster and South Humber NHS Foundation Trust	
12:30 – 13:30	Lunch and Networking	Restaurant and Brigante Foyer
13:30– 14:00	Plenary – Keynote Speaker Improving care through staff engagement <i>John Wilbraham</i> <i>Chief Executive, East Cheshire NHS Trust</i>	Brigante

<p>14:00 – 15:00</p>	<p>Workshop 2 Delivering the Healthy Child Programme in Partnership and Integrated working community offer: a) Nurture Breast Feeding Support Group, and b) Working in Partnership York and Selby Health Visitor Led Eczema Service, York Teaching Hospitals NHS Trust</p> <p>Using video interaction guidance to support vulnerable families, Faculty of Health and Life Sciences, Newcastle University</p> <p>Children's Competency Framework - it's all in the teamwork, Prospect Consulting Ltd.</p> <p>How to effectively assess and respond to the individual and public health needs of children and young people – the experience of implementing a systematic approach across a Trust, Lancashire Care NHS Foundation Trust</p> <p>Recruiting and retaining an effective health visitor workforce, NHS Employers</p>	
<p>15:00 – 16:00</p>	<p>Workshop 3 Reducing unintentional injuries amongst children and young people, Lancashire Care NHS Foundation Trust</p> <p>Transforming Stress: How understanding our brain helps to build compassionate resilience, Institute of Health Visiting</p> <p>NMC revalidation is on the way: are you ready? - Unite the Union</p> <p>Integrated working in the delivery of the Healthy Child Programme - Bradford's response, Bradford District Care Trust</p> <p>Calderdale Multi Agency Screening Team</p>	
<p>16:00 – 16:15</p>	<p>Chair closing remarks <i>Teresa Fenech, Deputy Director: Quality Assurance, NHS England</i></p>	<p>Brigante</p>

Workshop Sessions and Workshop Chairs

Brigante	Kate Birkenhead, Public Health Commissioning Manager Durham, Darlington and Tees Area Team, NHS England.
Ingram	Norman Glover, Associate Director of Education Commission and Quality, Health Education North East.
Neville	Jean Hayles, Education Commissioning Support Manager, Health Education Yorkshire and the Humber.
Magnum	Macaila Finch, Programme Manager, Health Education North West.
Kidson	Alison Marley, Health Education North East.

Workshop One	11:30-12:30
Delivering the Healthy child programme Universal Offer in partnership and integration with City of York Council Children's - Centre Parenting Track	Brigante
Workforce Development to Support the Transformation of Health Visiting During Transition of Commissioning	Ingram
System Leadership in Action - leading and learning together - improving services for children and families	Neville
Building Community Capacity; Making it Real	Magnum
What's new in the world of promotional guide conversations and opportunities for training across the North East	Kidson
Workshop 2	14:00 -15:00
Delivering the Healthy Child Programme in Partnership and Integrated working community offer: a) Nurture Breast Feeding Support Group, and b) Working in Partnership York and Selby Health Visitor Led Eczema Service	Brigante
Using video interaction guidance to support vulnerable families	Ingram
Children's Competency Framework - it's all in the teamwork	Neville
How to effectively assess and respond to the individual and public health needs of children and young people – the experience of implementing a systematic approach across a Trust	Magnum
Recruiting and retaining an effective health visitor workforce	Kidson
Workshop 3	15:00-16:00
Reducing unintentional injuries amongst children and young people	Neville
Transforming Stress: How understanding our brain helps to build compassionate resilience	Brigante
NMC revalidation is on the way: are you ready?	Ingram
Integrated working in the delivery of the Healthy Child Programme - Bradford's response	Magnum
Calderdale Multi Agency Screening Team	Kidson

Plenary Presenter Biographies

Teresa Fenesh
Deputy Director: Quality Assurance, NHS England

Plenary Presenter Biographies

Pauline Watts MSc RNMH, BEd
Nursing Professional Officer & Clinical Advisor,
Public Health Nursing, National Health Visitor Programme,
Department of Health

Pauline trained as a Nurse and Teacher in 1976 as part of a unique dual qualification course and had worked in or managed a range of community services including Learning Disability, Mental Health and Community Nursing, Health Visiting, Macmillan Nursing and Children's services. She has held teaching positions in both child and adult education and has lectured on a range of Masters Programmes. Since obtaining a Masters in Quality, she has also undertaken Clinical Governance Lead work.

Pauline has worked in a number of operational management and commissioning roles and undertaken executive roles in both provider and commissioning organisations, most recently as Director of Service Design and Quality & Chief Nurse at Coventry Primary Care Trust. She has also been involved in a number of National projects on Quality and Safety.

Pauline joined the DH as Project Director in June 2009 to work with the Professional Leadership Team and the Modernising Nursing Careers team to take forward community workforce elements of Modernising Nursing Careers and Transforming Community Services.

Following completion of the Modernising Nursing Career programme, she became Professional Officer for Public Health Nursing and as a lead of the Health Visiting Programme, with a remit to provide professional advice and support to the implementation of the health visiting agenda and to ensure links between policy and service delivery. She has been involved extensively in National work on Dementia.

Pauline continues to work on international issues and has worked with UNICEF to develop a framework for home visiting services and educational standards, to reduce abandonment and improve the health and wellbeing of children and families in Eastern European countries.

Plenary Presenter Biographies

John Wilbraham

Chief Executive, East Cheshire NHS Trust

John has been the Chief Executive since 2003 and is the Accountable Officer for all services provided by the Trust. Previously, he was the trust's Finance Director from February 2002. During his 11-year tenure, John has seen the organisation grow in size following the £45m integration of community and acute services. In April 2014, John was named in a list of top 50 NHS Chief Executives by the Health Service Journal, and leads on behalf of the Trust, "The Caring Together, Connecting Care, Healthier Together, Southern Sector Partnership and Challenged Health Economy Programmes", where focus is given to improving access, quality and timeliness of care.

- Chair: Clinical Management Board
- Chair: Informatics Programme Board
- Chair: Partnership Forum
- Chair: Local Negotiating Committee
- Member: Caring Together Executive Board
- Member: Healthier Together Programme Board
- Member: Pathology Collaborative Board

Other Interests

- Member of the Joint Consultative Committee (Seniors)
- Chair: Institute of Healthcare Management
- Member: Institute Public Finance and Accountancy

Qualifications

- BA (Hons) Business Studies, Liverpool University

Workshop Outlines

Workshop Session 1

Workshop Title: Delivering the Healthy Child Programme through Partnership and Integrated Working. Universal Offer of Healthy Child Programme in Partnership and Integration with City of York Council Children's Centre Parenting Track

Workshop aims:

- **Partnership working in York** - How Health Visiting and Children's Centre teams work together past and present i.e. CAFs, referrals, delivering The Healthy Child Programme three Parenting Track stops. Ante-natal, 3-4 months and 2 year review
- **2 year pilot – how it looked then and now** - How the 2 year review was developed in partnership. An insight into the role of Health Visiting Team and Children's Centre Workers
- **What the Healthy Child Programme / York Parenting Track is** - Give an overview of the Parenting Track focusing on the Universal Healthy Child Programme / Parenting Track stops delivered in partnership.(Discuss resources)
- **What next? Future Plans** - How we are enhancing our partnership working and the benefits of this

Presented by: Louise Prangnell, Elspeth Janes, Karen Taylor, Russell Dowson and Brooke Wilson

Louise Prangnell – Children's Centre Support Worker

Louise is a Children's Centre Support worker with a Foundation Degree in Early Years. She has worked in a nursery setting, mother and baby unit in a prison and at the Children's Centre for 5 years. Louise supports families on a one to one basis through group work and home visits and work alongside the Health Visiting team to promote the Healthy Child Parenting Track Programme, particularly the 3 month stop and the 2 year review.

Elspeth Janes – Children's Centre Support Worker

Elspeth is a Children's Centre Support Worker and a qualified Nursery Nurse with a Level 4 in Working With Parents. She has worked with Children with additional needs and was owner/manager of a small nursery for 14 years.

In her present role as a CCSW Elspeth supports families in groups and on a one to one basis in the home. She also works alongside the Health Visiting Team to promote the Healthy Child Parenting Track Programme in the ante-natal, 3 month and 2 year review.

Karen Taylor – Staff Nurse, Health Visiting Team

Karen is a registered Children's Nurse and has a BSc Hons in Nursing Studies. After qualifying Karen gained experience at a Children's Hospital as well as a respite home. She now works as a member of the Health Visiting Team. Karen delivers the Healthy Child Programme in partnership with the Children Centres including the 3-4 month and 2 year Parenting Track Stops.

Russell Dowson – Health Visitor and Practice Teacher

Russell is a Health Visitor and Practice Teacher with a BSc in Health Visiting, MSc in Children’s Public Health and Certificate in Practice Teaching. Russell has been a Health Visitor in York for 12 years including 4 years seconded to Sure Start Children’s Centres. He leads in the development of standards and the delivery of the Universal tier of The Healthy Child Programme/ Parenting Track in partnership with the Children Centres.

Brooke Wilson – Child Development Worker, Health Visiting Team

Brooke is a Child Development Worker in a Health Visiting Team with a Foundation Degree in Young Children’s Learning and Development. Within her role, Brooke works alongside the Health Visitors by working with families in the home and Children’s Centres to deliver various aspects of parenting such as parenting support, sleep, behaviour and development reviews. Brooke was involved in the piloting of the 2 year review group session in 2011 and now delivers the 3 month and 2 year Healthy Child Programme Parent Track sessions in partnership with the Children’s Centre.

Workshop Session 1

Workshop title: Workforce Development to Support the Transformation of Health Visiting During Transition of Commissioning

Workshop aims:

- Hear about the developmental work that has been commissioned by NHS England (North) to support Health Visiting through workforce development
- Join in a practical activity to create a woven story where personal, professional and societal story lines interconnect
- Respond to initial findings and thoughts on the social processes that support or hinder implementation of innovation within Health Visiting

Presented by: Dr Deborah James, HCPC, RCSLT

Dr Deborah James

Deborah graduated as a Speech and Language Therapist from UCL in 1997. She completed her PhD in psychology at UCL in 2002 where she studied the impact of cochlear implantation on young deaf children. She currently holds a readership in child and family communication in the department of Social Work and Communities, in Health and Life Sciences at Northumbria University. She works practically and in a research paradigm to create new knowledge to bring change in families and workforces. Deborah is a practitioner, supervisor and trainer in Video Interaction Guidance and is currently working with Children's Services at Newcastle City Council to develop VIG in social work for families who face complex challenges and with NHS England (North Region) to support workforce development in Health Visiting.

Workshop Session 1

Workshop Title: System Leadership in Action - Leading and Learning Together... Improving Services for Children & Families

Workshop aims:

- Share with delegates the learning from a year long leadership programme for managers and team leaders of Health Visiting and School Nursing services
- How these system leaders developed their leadership and business skills to support them in implementing A Call for Action
- Give an overview and share good practice of the improvement projects that the leaders worked on collectively to improve services for children and their families
- Share the evaluation of the programme, which demonstrates the individual and collective learning

Presented by: Jackie Barringer, Director of Business Development & Senior Consultant, Prospect Business Consulting Ltd. Caroline Kurt, Team Leader & Locality Manager, Bridgewater Community Healthcare NHS Trust, Jayne Williams, Health Visitor Team Leader, Wirral Community NHS Trust; and Julie Acton, Team Leader School Nursing Service, Cheshire and Wirral Partnership NHS

Jackie Barringer

Jackie has 27 years' experience of working in the NHS, initially as a Nurse and Clinical Manager, then in a range of settings latterly specialising in organisational development, change management, service and workforce redesign. Jackie worked in partnership with HENW as the Lead Director in designing and delivering the leadership programme, "*Leading and Learning together... Improving Services for Children & Families*" across the North West of England for 70 Managers and team leaders for Health Visiting and School Nursing.

Jackie has worked as a Senior Consultant for Prospect Business Consulting Ltd. for 5 years and has extensive experience of leading, designing, directing and delivering on a range of organisational development projects with organisations, teams and individuals. Her work focuses on enhancing the performance of individuals, teams and organisations. She has a personal passion for helping organisations and clients develop and change. She uses a range of coaching techniques, psychometric tools and strategies to meet individual and organisational needs.

Caroline Kurt

Caroline is a Team Leader & Locality Manager for 0-19 years service in Bridgewater Community Healthcare NHS Trust. Caroline was a delegate on the programme and was involved in the Cheshire and Merseyside project based learning sets. Her background is as a registered adult general nurse, BSc Honours Community Health (Health Visitor). She is a Community Practice Teacher for Specialist Practitioner's Community Health Nursing. Caroline has almost 30 years working in the NHS, she qualified as a nurse in London, gained experience in ITU, Burns and plastic surgery and for the last 12 of which have been in the community.

Jayne Williams

Jayne was a delegate in the Cheshire and Merseyside 2013-2014 cohort. She has 32 years experience of working in the NHS and private care sector. Her background is adult nursing both in Liverpool Walton and Addenbrookes, Cambridge. She then moved to Alder Hey and gained her sick children's qualification working on the cardiac unit. She qualified as a health visitor (BSc Hons) in 1999 at Manchester University and has worked on the Wirral for 15 years. Jayne became Team Leader 5 years ago and has managed two teams in this time. She has also been a union rep for 10 years of that time.

Julie Acton

Julie attended the programme and was, along with a small group of School Nursing Team Leaders from Bridgewater, Halton and Wirral Trusts, involved with the Cheshire and Merseyside Project based Learning sets. Qualifying as a Registered Nurse (Adult) in 1997 with Diploma Nursing Studies, Julie then studied for 2 years with The Open University to complete Bachelor of Science with Honours. She has also undertaken a number of Masters level modules with The University of Chester.

Since becoming a qualified nurse, Julie has worked on adult surgical and medical wards, post anaesthetic adult and paediatric recovery unit, day case surgical unit and has for the last 12 years worked in School Nursing services. Prior to training as a nurse, Julie worked for 7 years in a business environment within the export department of a large organisation and completed National Certificate in Business Studies. Julie is keen to utilise the newly acquired skills and knowledge for business and project planning gained throughout this programme and to develop her role within the school nursing service to meet the needs and demands of the 5-19 service specification.

Workshop Session 1

Workshop Title: Building Community Capacity; Making it Real

Workshop aims:

- Our Building Community Capacity journey
- The unique Opportunities and Challenges of Building Community Capacity
- The 'Ripple effect' of Building Community Capacity on communities
- Where to next?

Presented by: Carole Kay and Jo Haworth

Carole Kay

Carole qualified as an RGN in 1983, a registered Midwife in 1985 and a Health Visitor in 1988. She worked as a Health Visitor in Manchester for 11 years then East Lancashire for 6 years before taking a secondment as Health Coordinator in a Children's Centre. In 2007 Carole moved into the newly formed Children & Families Partnership Team, supporting the Children's Centres in the delivery and quality assurance of their health core offer. This then evolved into the Health Improvement Service which adopts a life course and settings approach to delivering health and wellbeing.

Jo Haworth

Jo qualified as an RGN and an RSCN in 1988 in Brighton before moving to Manchester where she worked at Booth Hall Hospital. She qualified as a Health Visitor from Huddersfield University in 1992 and worked as a Health Visitor for Calderdale PCT. Since moving to Lancashire Care NHS Foundation Trust in 2008, Jo has become interested in the empowerment of communities as an integral role of the School Nurse and Health Visiting teams. Jo is currently on secondment within Lancashire Care NHS Foundation Trust supporting Children and Families Health Service teams with embedding Building Community Capacity into everyday practice.

Workshop Session 1

Workshop Title: What's new in the world of promotional guide conversations and opportunities for training across the North East

Workshop aims:

- *What's New in the World of Promotional Guides?* The Antenatal/Postnatal Promotional Guide system is an evidence-based approach recommended in the Healthy Child Programme. It used by Health Visitors across England to support effective, high quality antenatal and postnatal contacts. The Promotional Guide system has been successfully used in Doncaster for 2years. This workshop will provide an overview of the Promotional Guide system and describe recent developments.
- *1001 days to Save the Next Generation - Why we need the Promotional Guides....*
- *How can we make the difference in the North?* What are the barriers to implementing Promotional Guides?
- Introducing the roll out of Promotional Guide Training across Northern England.

Presented by: Dr Crispin Day, Head of Centre for Parent and Child Support, South London and Maudsley NHS Foundation Trust; Sally Maddison, Advanced Nurse Practitioner, Rotherham, Doncaster, South Humber NHS Foundation Trust and Andrea Ibbeson, Safeguarding Health Visitor Liaison, Rotherham, Doncaster, South Humber NHS Foundation Trust

The team of presenters is made up of 2 experienced, multi skilled members of the 0-5 Health Visiting Pathway within Doncaster's CYP&F health service. Each presenter brings with them a diverse knowledge base and practice experiences that ensures a multi-faceted approach to the ethos of promotional guides.

Dr. Crispin Day is a Clinical Psychologist with a special interest in parenting and early intervention. He has worked closely with Health Visitors and community health services for many years. He leads the research and dissemination of the Promotional Guide System and other evidence based programmes. Previously he was the national clinical adviser to the Family Nurse Partnership Programmes and has both published and lectured widely as well as provided advice to central and local governments across the UK, Europe and Australasia.

The facilitators offer delegates a depth of knowledge that will look to meet individual needs in developing a clear understanding of the latest development with promotional guides.

Workshop Session 2

Workshop Title: Delivering the Healthy Child Programme in Partnership and Integrated working offer.....

a) Nurture Breast Feeding Support Group

Workshop aims:

- Develop a new model for breast feeding promotion and support for the City of York
- How we met an expressed need within a York Community
- An explanation of collaborative consultation to develop joint working with voluntary agencies, Children's Centres and Health Visiting Service
- Future vision to obtain full accreditation of BFI for the City of York

Nurture Breast Feeding Support Group resented by Lynn Fitzharris and Kassie Healey

Lynn Fitzharris, Breastfeeding Lead for Public Health, York

Lynn has a wealth of experience as a Health Visitor with 18 years' experience. Her special interest has always been the promotion, support and continuation of breastfeeding. Prior to her Health Visiting career Lynn trained as a Breastfeeding Counsellor after the birth of her first child. During her 18 years as a Health Visitor Lynn trained staff of many disciplines (Gp's, Health Visitors, and Paediatricians) in breastfeeding management. Lynn was instrumental in advocating breast feeding and developed the first Breastfeeding support group in York. She worked alongside the voluntary agencies, health and influenced strategic partners to enable herself and other members of the Health Visiting team to establish ABM Breastfeeding Workshops. Lynn has recently trained in Unicef Baby Friendly Initiative Breast Feeding Management to enable her to develop training to Health Visitor and Children Centre teams across the City of York. This is the first step of our journey to achieve BFI status for the City of York. Lynn is currently Breast Feeding Lead Public Health and as part of that role is responsible for a multidisciplinary team to develop and maintain the Nurture model of Breastfeeding Support across York.

Kassandra Healey Children's Centre Worker & Breastfeeding Champion

Kassie is a Children's Centre Support Worker with a Ba Hons degree in Educational Leadership Children's Workforce Development/Early Years Practitioner. She has worked as a Nanny, Child Minder, Nursery Manager, and a Member of the Family Learning team and as a Children's Centre Support Worker for the last 5 years. Kassie supports families on a one to one basis through group work and home visits and work alongside the Health Visiting team to promote the Healthy Child Parenting Track Programme, particularly the 3 month stop and the 2 year review. Kassie trained as a Peer Supporter with Treasure Chest, a local voluntary organisation for Breastfeeding support in York. She has also received Unicef Baby Friendly Training in partnership with Health Visitor teams delivered by Lynn Fitzharris.

Kassie became involved in the local Nurture Breastfeeding support group 2 years ago and was a member of the steering group that developed the "Nurture Breast Feeding Support" brand in York. She is "Breastfeeding Champion" for York's 9 Children's Centres and has the responsibility for ensuring that the information that is accessible to families enables them to make an informed choice regarding Infant feeding.

b) Working in partnership York and Selby Health Visitor Led Eczema Service

Workshop aims:

- Hear how the Health Visitor led Eczema service has improved the care and comfort of children with Eczema
- Learn about how working in partnership with hospital services has reduced the need for hospital care and enabled Childhood eczema to be managed in the community
- See how a specialist service can act as a resource for colleagues and other professionals and promotes good practice, preventative action and early intervention

**Working in partnership York and Selby Health Visitor Led Eczema Service presented by:
Wendy Lancaster**

Wendy Lancaster, Health Visitor and Practice Teacher, York Teaching Hospital NHS Foundation Trust

Wendy worked with the Health Visitor led Eczema service in York since its pilot in 2005. She completed a course in Eczema management and has accessed regular updates. She also holds the Non-Medical Independent and Supplementary prescribing qualification which enhances the service offer. Wendy was also involved in the development of the NICE guideline for Children with Atopic Eczema. Wendy has been privileged to be involved in a quality service which has had a positive impact and is highly valued by children and families.

Workshop Session 2

Workshop Title: Using video interaction guidance to support vulnerable families

Workshop aims:

- See a video case study of how video interaction guidance works with families who are facing challenging circumstances
- Practice observation of parent & child interaction specifically to spot moments of attunement between parents and children
- Hear about the research evidence for video interaction guidance that supported its inclusion in NICE guidance for vulnerable families

Presented by: Dr Deborah James, HCPC, RCSLT

Dr Deborah James

Deborah graduated as a Speech and Language Therapist from UCL in 1997. She completed her PhD in psychology at UCL in 2002 where she studied the impact of cochlear implantation on young deaf children. She currently holds a readership in child and family communication in the department of Social Work and Communities, in Health and Life Sciences at Northumbria University. She works practically and in a research paradigm to create new knowledge to bring change in families and workforces. Deborah is a practitioner, supervisor and trainer in Video Interaction Guidance and is currently working with Children's Services at Newcastle City Council to develop VIG in social work for families who face complex challenges and with NHS England (North Region) to support workforce development in Health Visiting.

Workshop Session 2

Workshop Title: Children's Competency Framework - It's all in the team work!

Workshop aims:

- Share with delegates the unique competency framework for teams who provide children's services
- Share with delegates how the teams across Bridgewater Community Healthcare NHS Trust used the tool to assess their team competence, supported an increase in effective team working, and improved the care provided to their children and families
- Outline the benefits and outcomes of using the Prospect Children's competency framework
- Discuss the evaluation of the pilot and how the Prospect children's competency framework can be used in other organisations

Presented by: Jackie Barringer, Director of Business Development & Senior Consultant, Prospect Business Consulting Ltd., Caroline Kurt, Margaret Bennett and Wendy Gardener from Bridgewater Community Healthcare NHS Trust

Jackie Barringer

Jackie has 27 years' experience of working in the NHS, initially as a nurse and clinical manager, then in a range of settings latterly specialising in Organisational Development, change management, service and workforce redesign. Jackie worked in partnership with HENW, Bridgewater community healthcare NHS Trust in leading the pilot for the Prospect Children's competency framework. She has worked as a Senior Consultant for Prospect for 5 years and has extensive experience of leading, designing, directing and delivering on a range of organisational development projects with organisations, teams and individuals. Jackie's work focuses on enhancing the performance of individuals, teams and organisations. She has a personal passion for helping organisations and clients develop and change. She uses a range of tools and techniques including coaching techniques, psychometric tools and strategies to meet individual and organisational needs.

Bridgewater Community Healthcare NHS Trust colleagues

Caroline Kurt is a Team Leader & Locality Manager for 0-19 years' service in Bridgewater Community Healthcare NHS Trust. Caroline has been the Project Manager & Clinical Lead for the pilot within Bridgewater Community Healthcare Trust for the Children's and Young People's Competency Framework in partnership with Prospect Business Consultancy Ltd. Her background is a registered adult general nurse, BSc Honours Community Health (Health Visitor). She is a Community Practice Teacher for Specialist Practitioner's Community Health Nursing. Caroline has almost 30 years working in the NHS, she qualified as a nurse in London, gained experience in ITU, Burns and plastic surgery and for the last 12 of which have been in the community.

Margaret Bennett is a Public Health Nursing Team Leader for the 0-19 years' service in Bridgewater Community Healthcare NHS Trust. Margaret facilitated the pilot on behalf of the Warrington Borough of Bridgewater. Margaret is an Adult and Children's Nurse and a Specialist Practitioner in Health Visiting.

Margaret trained at Queen Elizabeth and Children's Hospital in Birmingham; she gained experience as a ward sister in Birmingham before completing her Health Visitor training in Birmingham. She also has a background of working in partnership by working as a Sure Start Health Co-ordinator in Warrington and has 40 years' experience working in the NHS.

Wendy Gardener is a Community Practice Teacher for Specialist Practitioner's Community Health Nursing in Bridgewater Community Healthcare NHS Trust. Wendy also facilitated the pilot project and is a registered Adult Nurse and a Specialist Practitioner in Health Visiting. Wendy trained at Leicester Royal infirmary, gained experience in ITU and renal unit in Liverpool and then completed her Health Visitor in Liverpool. Wendy has 26 years of working in the NHS.

Workshop Session 2

Workshop Title: How to effectively assess and respond to the individual and public health needs of children and young people – the experience of implementing a systematic approach across a Trust

Workshop aims:

- Participants will understand the rationale and benefit of consistent approaches to health needs assessment
- Participants will have knowledge of the model and its components
- Participants will have understanding of likely challenges as well as problem-solving strategies to address them

Presented by: Paula Lawrenson, Lee Dawson

Paula Lawrenson - RN, BSC, PGDip SCPHN

Paula has been nursing for 28 years, the last 7 years in School Health. She is a Practice Teacher supporting SCPHN students and has worked in Skelmersdale for Lancashire Care Foundation Trust for the last 2 years. She has developed a Behaviour Pathway that is currently being piloted and also led on the development of a new Request for Support form that is due to be trialled. Previously Paula has worked as a School Nurse for Bridgewater Health Care Trust, a Survey Nurse, a Teacher and an Orthopaedic Specialist Nurse.

Lee Dawson: RN (Child), BSc SCPHN

Lee trained at the Royal Preston Hospital as a Paediatric Nurse, qualifying in October 1999 and with specialist interests in adolescent mental health (CAMHS). Her first post was in the acute setting and she has worked in School Health since 2006, undertaking the community specialist practitioner degree in 2008. Lee has been in her current post since 2010, is a Young Carers Champion for the Trust, which is an area that she is very passionate about and is keen to promote further within the service.

Workshop Session 2

Workshop Title: Recruiting and Retaining an Effective Health Visitor Workforce

Workshop aims:

This interactive session is aimed at health visitor service and workforce managers and anyone with an interest in recruiting health visitors and retaining them within their workforce.

Participants will:

- Be able to share with colleagues the health visitor workforce challenges and opportunities that their organisations are facing in the next year
- Learn about what support is available from NHS Employers to help providers to meet these challenges
- Learn from other providers about what solutions have worked for their organisations and consider how they might be applied in their organisations

Presented by: Richard Dyson and Hanna Murphy, NHS Employers

Richard Dyson

Richard is the Health Visitor Programme Lead at NHS Employers and links with other national organisations involved in the health visitor implementation plan. He has worked at NHS Employers since 2004 in a variety of workforce related roles which have covered areas such as European employment issues and reducing agency spend in the NHS. Prior to working at NHS Employers he was part of the Workforce Directorate at the Department of Health.

In addition to Health Visiting, Richard also leads NHS Employers work programme on Shape and Education of the Workforce. Richard tweets about health visiting and education and training issues. Follow him on twitter [@NHSE_Richard](#)

Hanna Murphy

Hanna is Senior Programme Officer at NHS Employers. She chairs and coordinates the Health Visiting (HV) Share and Learn Network, which is a supportive network for HV managers. It provides them with resources and a forum in which to address the employment issues which come with the growth and development of the HV workforce.

Hanna also tweets about HV issues and resources. Follow her on twitter [@NHSE_Hanna](#)

Workshop Session 3

Workshop Title: Reducing unintentional injuries amongst children and young people

Workshop aims:

- What are the main causes of unintentional injury amongst children and young people
- Overview of the Accident Prevention Service, Lancashire Care NHS Foundation Trust
- How you can tackle unintentional injury in your field of work

Presented by Rosemary Acton and Julie Johnson

Rosemary Acton, RGN (Adult) Diploma Public Health - Child Safety Lead Practitioner for Lancashire Care NHS Foundation Trust

After qualifying as a Registered General Nurse in 1995, Rosemary gained experience working as a Staff Nurse in an Outpatient, Endoscopy and Colposcopy Unit. In 2004 she joined the local PCT to become a Health Improvement Practitioner for an Accident Prevention Service. Rosemary is still working within the same service as she is passionate about accident prevention; her role has now changed and she project manages the service.

Julie Marie Johnson, RN (Child), BSc Public Health

Post qualifying, Julie worked at a children and young people's unit in a local hospital. Her experiences there gave Julie an interest in Public Health & Health Improvement so that children and young people did not end up in acute services. Julie became a School Nurse, working across educational settings implementing health improvement programmes in addition to the core offer. For the past 11 years Julie has been a Health Improvement Specialist CYP for LCFT NHS. Part of her role involves working across Lancashire supporting the development and implementation of the School Health Needs Assessment initiative in mainstream school settings.

Workshop Session 3

Workshop Title: Transforming Stress - How understanding our brain helps to build compassionate resilience

Workshop aims:

- Explore what is meant by resilience using a case study
- Consider how stress affects the body
- Examine how our brain works and how to manage emotions
- Develop skills in stress management- mindfulness and self-compassion

Presented by: Ann Pettit, iHV Project Manager: Supporting Health Visitors and fostering compassionate resilience; and Vicky Gilroy, iHV Project Manager: Developing effective post qualified CPD for Health Visitors

Ann Pettit

Ann has been working with children and families for twenty six years in a range of professional roles. She has managed a paediatric ward and a community children's nursing team, had a variety of specialist roles in health visiting and is a qualified nurse teacher. She has won several awards including one for developing children cancer services. She is passionate about multiagency working and has developed interagency initiatives including case discussion groups and safeguarding children training. Ann is currently working with the Institute of Health Visiting to develop a national framework to support health visitors and build their resilience.

Vicky Gilroy

Vicky has been working with children and families for twenty nine years, predominately in community health care. Trained initially as a Paediatric Nurse and moving to Health Visiting within two years of qualification she has extensive experience in working to support integrated care for vulnerable communities. Her career has covered a wide range of professional roles including practice development, commissioning and service management. Vicky is currently working part time as Senior Lecturer teaching SCPHN at Northumbria University and part time developing a framework for Health Visiting CPD with the Institute of Health Visiting.

Workshop Session 3

Workshop Title: NMC revalidation is on the way; are you ready?

Workshop aims:

- To increase their understanding of revalidation and be able to meet the requirements
- To provide an update on Unite/CPHVA work on revalidation
- To provide information on the requirements for maintaining your registration
- To provide practical hints and tips to enable you to successfully revalidate

Presented by: Jane Beach and Kitty Lamb

Jane Beach

Jane has significant experience of working in the health service within provider, commissioner and health care regulatory organisations. She worked as a Health Visitor in Birmingham for fifteen years and after obtaining her degree and Masters in Public Health moved into Public Health. Here her roles included Clinical Lead for the stop smoking service and Nurse Consultant. Her Public Health portfolio included Health Visiting and School Nursing, Family Nurse Partnership, Child & Adult Obesity and Research. Prior to joining Unite/CPHVA as Professional Office for Regulation, Jane was the Health Visitor Adviser at the Nursing and Midwifery Council.

Kitty Lamb

Kitty began her Health Visitor training in 1985, going on to complete her education at Degree and Masters Level. She has worked as a Health Visitor and Practice Educator in York for the past 25 years, and has linked with several universities in the region. She has been closely involved with the CPHVA for many years, and currently chairs their Education Expert Reference Group. She is also a trustee of the CPHVA Education and Development Trust, a charity aimed at promoting excellence in Public Health work at home and abroad, and previously chaired its Professional Advisory Committee.

Workshop Session 3

Workshop Title: Integrated working in the delivery of the Healthy Child Programme- Bradford's response.

Workshop aims:

- Bradford's Universal Integrated Care Pathway – engaging with and responding to families' voices in the delivery of care.
- Discussion on change of practice in the delivery of the NSPCC Coping with Crying pilot project- an antenatal approach.
- Innovative ways of working in Better Start Bradford – early intervention with a community led partnership

Presented by: Rugare Musekiwa, Integrated Care Pathway & Health Visitor Lead, Alison Dinsdale, Health Visitor & Community Practice Teacher and Jo Howes, Health Visitor for Better Start, Bradford

Rugare Musekiwa

Previously, Rugare was a teacher before training as an Adult Nurse in 2002. Her interest in promoting health and reducing ill health led to pursuing a career in Health Visiting in 2007. The beginnings of her Health Visiting career were in Inner City London before moving to Leeds in 2009. She joined Bradford District Care Trust in 2011; currently her time is split between Health Visiting and a secondment as an Integrated Care Pathway Lead (ICP) for Bradford District. Rugare believes that maintaining her clinical role is having a positive impact in creating innovation within her ICP role.

Alison Dinsdale

Alison's Health Visiting journey began in 2008, because she wanted to make a difference to the health and wellbeing of children and families. As a Health Visitor, Alison has always worked in some of the most deprived areas within Bradford; she enjoys the challenges arising from working in such a diverse population and has an interest in Education and developing other practitioners. As a Practice Teacher, she has been proactive in implementing the new service vision within the Trust. Currently, she is the Health Visiting Project Lead for the "NSPCC Coping with Crying" for Bradford District Care Trust.

Jo Howes

Following a 9 year career as an Intensive Care Nurse in Leeds Jo began her training as a Health Visitor in 2006 to concentrate on Health Promotion and Public Health. Jo's Health Visiting practice has largely been in Keighley with a very diverse population. For the last 12 months she has been the Health Visiting Lead for Better Start Bradford; a Big Lottery Fund Bid for £50 million to spend on the 0-3's in a defined area of Bradford. Following the success of the bid announced in June Jo will continue as the Health Visitor Lead through the implementation of the programme

Workshop Session 3

Workshop Title: Calderdale Multi Agency Screening Team

Workshop aims:

- Why the team was set up
- How the team processes and makes decisions regarding the child protection referrals in Calderdale
- Differences the team have made to both the families and professionals

Presented by: Nicki Barrett - Health Visitor/MAST Health Practitioner and Practice Teacher

Nicki has worked in the NHS for 20 years in a variety of hospital & community settings.

Since qualifying as a Specialist Practitioner (Community Public Health – Health Visiting) in 2000, Nicki has worked in a variety of areas from Horsham in Sussex, Manningham, Central Halifax and finally in North Halifax, covering Ovenden, Mixenden and Illingworth.

Whilst working in Horsham, Nicki was the named Health Visitor for the Refuge, for which she provided weekly support for the families staying there. She was a member of the local Domestic Violence Forum and provided Health Visitor support for the weekly domestic violence drop-in. Nicki gained more experience in the field of domestic abuse by co-facilitating a group (with the NSPCC) for women and children who had fled from an abusive relationship.

Nicki is also interested in postnatal depression and has experience of running support groups, which were very well attended in Horsham and has since transferred these skills by setting up and running a similar group in dual language using bilingual support workers, adapting the course to meet the needs of the local community.

Nicki completed a master's module in Safeguarding Children at Huddersfield University in 2008, and in 2009 completed the Practice Educator course at Bradford University, and has supported 6 Social Work students within our Health Visiting team.

In 2010 Nicki spent three months working in the First Response Team as part of a pilot scheme, and now spends part of her week working in a multiagency team looking at all the child protection referrals. The team started in December 2012 with no clear policies and procedures and Nicki has been involved in agreeing pathways and the many changes that have taken place over the last 15 months. She has recently become a Caremaker and prepared a display focusing on the 6Cs in relation to Health Visiting. Nicki is also an active associate member of the Institute of Health Visiting, has been reviewing parent and Health Visitor fact sheets and has been accepted as a Fellow of the Institute of Health Visiting.