



# **King's Health Partners Education Academy Annual Report – 2016**

## **Executive Summary**

## Introduction

This has been a highly productive year for education and training as a result of the hard work and leadership of all those who are part of the Education Academy. The Education Academy is a matrix structure of the enabling cross cutting themes and the CAG education and training leads responsible for overseeing the delivery of education and training in their CAG. I thank all of them but particularly those who have stood down this year: education and training leads: Jo Kent and Diane Back and cross cutting theme leads Andy Leather and Kelly Coate. The Education Council draws on senior leaders from the four partners, the Medical Directors, Directors of Workforce and Directors of Nursing from the Trusts and the Executive Deans of the Health Faculties and is chaired by Sir Hugh Taylor. This membership ensures discussions regarding education and training are centre stage in the Partners' agenda. In 2013, King's Health Partners were again accredited as an AHSC, at that time we took the opportunity to refresh the objectives of the education and training theme:

- Train and develop the entire workforce using high quality, easily accessible, online training resources
- Provide support to improve the overall quality of education and training and increase learning opportunities for students and trainees
- Build capacity in research skills ensuring more patients benefit from research
- Extend our education reach at home and abroad, widening access
- Better prevention and management of long term conditions, by delivering multi-professional education and training across care pathways to enhance the delivery of integrated care
- Bridge the artificial gaps between mental and physical health provision with education and training that improves outcomes in patients with co-morbidities

The highlights of education and training in 2016 are described below and the work undertaken by the cross cutting themes and the CAGs are summarised in subsequent sections. All the key achievements by the CAGs in education and training are reported to show the breadth of activity across King's Health Partners. The CAG Education and Training Leads in each section have highlighted the work that has happened as a result of King's Health Partners being formed.



Professor Anne Greenough  
Director of Education and Training

## Highlights of education and training in 2016

This year, we further explored how the King's Health Partner's partner organisations could jointly develop and offer education and training internationally. Data were collected on current international offerings and the competitor landscape. A series of recommendations were agreed, including the development of an internal portal from where the Partners could access information on current offerings and that King's Health Partner's international education and training offer should be marketed via a brochure and the external face of the King's Health Partners Learning Hub. A large series of programmes including fellowships, visiting experts, accredited short courses and e-learning materials have been identified as being readily available to develop for international markets. The next steps will be to test those opportunities in certain key areas using a consistent external brand. Development of the external face of the King's Health Partners Learning Hub will be a key component of the King's Health Partners' internationalisation work.

During 2016, the number of King's Health Partners' kite marked education materials (e.g. podcasts of lectures, videos and interactive e-learning materials) available on the King's Health Partners Learning Hub has risen to 85 educational resources. There are 6,500 registered users and 4,300 people have now used at least one of the educational resources.

*Highlights of new resources in 2016 include*

- Simulation: A video-based introduction to simulation, launched in June, has already been used to prepare 600 participants undertaking courses in the KHP simulation centres.
- Mind and Body Healthcare: An interactive resource to raise awareness of how physical and mental health inter-relate.
- Haematology webinars: "Case of the week" and molecular biology seminars are broadcast live, as well as being available for staff and students to view at any time. Monthly chemical pathology webinars are provided to trainees and clinical scientists.
- Supporting community placements: Three interactive modules created by King's Undergraduate Medical Education in the Community (KUMEC) and five videos created by the Behavioural and Developmental Psychiatry Clinical Academic Group support community practitioners teaching students in GP and mental health placements.
- Introduction to Anxiety: An interactive introduction to help staff recognise anxiety in their patients is available as part of five modules created by SLAM's Centre for Anxiety Disorders and Trauma.
- MRI Safety Assessment: To determine whether knowledge of MRI safety hazards is up to date.

The first students have graduated from KCL accredited KHP short courses in Introduction to Psychological Interventions, Intermediate Psychological Interventions, Physical Assessment, Pharmacological Interventions and Working with Complexity.

We continue to work closely with Health Education England South London (HEE SL), in particular to support Community Education Provider Networks in Lambeth, Southward and Lewisham. Funding of £240,000 has been provided for the forthcoming year. King's Health Partners hosted the CEPN Development Day for all South London CEPNs. The day included updates on the sustainability transformation plans, widening participation – harnessing work experience opportunities and the primary care navigator pilot.

A series of highly success King's Health Partners' conferences were held this year including Inter-professional Education and Training, Realising Your Potential, Intellectual Disabilities and Safety Connections. In the forthcoming year, the King's Health Partners Education Academy will be additionally supporting conferences aimed at external audiences with the funding accrued used to support internal developments in education and training.

The Education Academy has supported education and training in the developing Institutes. For example, the breadth of education and training across haematology has been documented and areas highlighted for development nationally and internationally. This has included e-learning, webinars of "Case of the week" and symposium series and support for conferences showcasing King's Health Partners expertise in haematology specialities.

The King's Health Partners workforce development board has been focusing on apprenticeship development with two workshops held regarding apprenticeships at bands 1-4 and degree apprenticeships. We have identified areas of synergy across our partner organisations and new roles which could be developed together. The possibility of a King's Health Partners Institute of vocational training drawing on the expertise across the Partners was widely supported. We are working closely with our Community Education Provider Networks to enhance the rotational opportunities for King's Health Partners' based apprentices.

Research capacity activities continue to increase. The students' Clinical and Academic Research Society (CARS) supported by the KHP Education Academy has been expanded to include all health school and CARS patrons identified in CAGs to support this student research activity. Our NIHR Integrated Academic Training (IAT) scheme is supported by a credit bearing generic research course, the PGCert in Research Methodology, with an increased numbers of posts awarded competitively year upon year. Our Academic Foundation programme hosts many of the most popular posts across London. The generic training sessions which are across both years of the programme are also attended by St George's trainees. We continue to deliver the Designing Clinical Research course with UCSF.

## Education Academy cross cutting themes

### **Intellectual Disabilities**

Intellectual disability (ID) is a risk factor for physical and mental illness. People with ID receive poorer healthcare; 23% will die before the age of fifty compared to 9% of the non-ID population and 39% die from delays in diagnosis and treatment due to lack of reasonable adjustments. The workstream spans physical and mental healthcare, reaching across organisational boundaries and into the community, to better understand the development needs of the workforce. This has resulted in new training resources and adapted clinical pathways, co-produced with service users with intellectual disabilities.

### **Interprofessional education and training**

The excellent work of the IPE team and the importance of IPE within the curricula has led to the establishment of a Director of Team based Learning and Practice across the Health Faculties.

### **Leadership**

Realising your potential career development has been highlighted through a very successful event in conjunction with the Widening Participation cross-cutting work stream. There are now Realising Your Potential career development resources on the KHP Learning Hub. The South London Leadership programme is designed and delivered across GSTT, KCH and Lewisham and Greenwich. This programme is aimed at front-line leaders with a focus on system working and service improvement. It is currently being piloted with six delegates from each organisation, with an opportunity for the other partnership members to join future cohorts

### **Mind and Body Education**

A series of Mind and Body focused training interventions across the Partners, involving approximately five hundred staff have been delivered as well as the King's Health Partners Mind and Body Conference.

### **Postgraduate Clinical Education**

GSTT is the lead for regional teaching in south London and has worked with the local education providers in south London to establish innovative ways to drive quality across teaching. In the General Medical Council (GMC) annual review of training GSTT has increased its number of 'green outliers' (areas where the Trust is well above the national average). KCH has six trainees from different speciality backgrounds who are developing their portfolios in preparation for higher education and leadership roles. The Fellows have presented posters at conferences throughout the year and won awards at the SLSN conference for a poster on Twitter. The innovation programme Frontline Integrated Response and Evaluation of Mental and Physical Problems (FIRE MAPP), in collaboration with SLaM won in two categories at the conference. SLaM achieved 100% fill rate for core recruitment (against National Trend).

### **Quality Assurance**

The Quality Assurance work stream reviews and approves non-credit bearing educational opportunities across KHP before they can be advertised under the 'KHP' 'kitemark' banner. This year the first credit bearing short courses were successfully run.

### **Research capacity building**

Launched in September 2016 we are offering a two-way, near-peer model of mentorship where each fellow will have a more senior clinical researcher (either a BRC alumnus, ACL or Trust clinical researcher), while at the same time having a more junior clinical researcher as a mentee (an Academic Foundation doctor or junior).

### **Simulation**

The Circle of Care Model for Compassionate Human Factors in Healthcare is a model for Compassionate Human Factors in Healthcare, created by the GSTT SaIL Centre in collaboration with Clod Ensemble's Performing Medicine programme. The Circle of Care proposes a Skills Compass which can help navigate the obstacles getting in the way of the flow of care. It has been presented nationally and internationally and is currently under submission to the Lancet. The GSTT SaIL Centre/KHP simulation lead has again held the chair for the South London Simulation Network which meets quarterly to share best practice and works towards improving the standard and quality of simulation education provided across the region.

### **Technology Enhanced Learning (TEL)**

The primary aims of the Technology Enhanced Learning workstream were to map TEL activity against the deliverables associated with the wider strategic aims for King's Health Partners, including provision of:

- Brief, easily accessible online learning opportunities
- Structured content for continuing professional development (CPD)
- Online support for longer-term programmes

In 2016, eight thousand people had registered on the King's Learning Hub and more people are returning to the site to use additional content and the portfolio of available resources continues to increase. Learner feedback has been excellent and confirmation that they have achieved their educational aims.

### **Widening Participation**

The successful launch of our website <https://www.discoverhealthcare.co.uk/> in (March 2016). This is aimed at young people aged between fourteen and nineteen to attract them to health science careers. The platform also allows us to longitudinally track the destinations of young people who access work experience, careers fairs, apprenticeships, internships etc. across each KHP organisation. In the past six months, the WP careers hub was accessed by people between fourteen and nineteen across London – so far there have been four thousand registrations, fifteen thousand users and seventy thousand page hits. The careers portal will allow for longitudinal tracking of career destinations, better measure the impact of WP activity and better promote access to WP initiatives.

The KHP WP committee nominated for Health Education England's Annual Widening participation awards in the category 'Partnership and Collaboration' (unfortunately did not win- but in the top three). In collaboration with the KHP Leadership work stream we co-organised and ran a one day conference on widening participation in leadership 'Realising your potential' addressing the question of why there are too few senior leaders in academia or the NHS from BME

Enabling Enterprise delivered ten hours of teaching materials with support from GSTT to one thousand and five hundred young people. The school children participated in the 'Making Changes' programme aimed to foster and develop a variety of skills such as: listening, collaboration and problem-solving within a 'healthcare' topic.

## **Clinical Academic Groups**

### **Addictions**

We continued to deliver the HESL funded short courses directed at a wide workforce group. We were able to deliver them with full accreditation ensuring that those who participated gained ten academic credits. The following short courses were delivered: An Introduction to Psychological Interventions for use with Alcohol Users - Identification and Brief Advice; Intermediate Psychological Interventions for Working with Alcohol Users - Motivational Interviewing and Relapse Prevention; Physical Assessment of Alcohol Use - Detection, screening and assessment; Pharmacological Interventions in the Treatment of Alcohol Problems - Detox, maintenance and repair; Working with Complexity among Alcohol Users - Special populations and co-morbidity. The MOOC on Understanding Drugs and Addiction ran again. Dr Kyle Dyer from the IoPPN, examines the biological and psychological development of drug addictions and presents world leading research in methods of clinical and social treatment and prevention. This e-learning tool is designed for non-specialists across the world. The module is delivered via blended learning with three online units, and one week of face-to-face teaching. The CPD programme ensures the CAG has a competent staff group including our voluntary sector partners.

### **Cancer**

A global exchange programme is established in Cancer Medicine: King's Comprehensive Cancer Centre (KCCC) / Tata Memorial Cancer Centre (TMCC) Funding has been secured from the Tata Family to run the Joint Summer Course until 2018: "Foundations in Oncology": May 2016 (Mumbai, India); KCCC / TMCC: Tata Scholarship Programme. A Cancer Epidemiology and Public Health: Integrative webtool has been developed with an ERASMUS student from Paris, France. The CAG is a host institution for training for the European Society of Medical Oncology. The MRes in Translational Cancer Medicine goes from strength to strength with the Tata Memorial Hospital Trust funding eight clinically qualified doctors to attend the course since 2013.

### **Cardiovascular**

We maintain a 'Research Training Portfolio' for our research students and fellows, under the aegis of our BHF Centre of Research Excellence. This incorporates a series of technology workshops that provide an introduction to a wide range of cutting-edge research techniques and facilities, which are available within the Centre and beyond and have potential applications in many cardiovascular research projects. Postgraduate Taught Experience Survey results are Cardiovascular Research MSc 100% and Cardiovascular Science MRes 100%.

### **Child and Adolescent Mental Health**

Undergraduate teaching in child and adolescent psychiatry has a new format which increases the didactic and clinical contact for students and reduces the class sizes. The most notable update is the construction of the online KEATS course which includes videos of clinical encounters, didactic material and lecture slides. The CAG is the Lead provider for Higher Training in Child and Adolescent Psychiatry in South London. The new training system in psychological therapies with one year CBT training, one year Family Therapy training and one year training in non-directive psychological therapies works well. The SLaM training scheme received two 'green flags' for access to resources and local teaching in the 2016 GMC survey. The Centre for Parent and Child Support is responsible for the development and dissemination of four evidence based programmes, Family Partnership Model, Helping Families Programme, Antenatal/Postnatal Promotional Guide System and

Empowering Parents, Empowering Communities. In 2016-2017, the Centre has been commissioned by over thirty NHS, local authority, HEIs and NGOs in the UK and internationally to provide direct and licenced training in its evidence programmes resulting in dissemination to over a thousand practitioners. Simulation courses have been created over the last few years as part of Maudsley Simulation. A new course Medically Unexplained Symptoms in Children (MUSIC) has been created for senior paediatricians and received excellent feedback. A further new course on preparation for the consultant interview for CAMHS trainees has also been established. The CAG continues to deliver Department of Health's CYP-IAPT initiative (Children and Young Persons Increasing Access to Psychological Therapies). In the first two years the treatment modalities were CBT for anxiety and depression, and Parent Training for child behaviour problems. Following its success the initiative has doubled in size by adding training in other treatment modalities: Systemic Family Practice for eating disorders, adolescent depression and self-harm, and adolescent conduct problems; and Interpersonal Therapy for depression in the adolescent population.

### **Clinical Neurosciences**

The CAG has a successful post CCT Fellowship scheme in Neurology which is now on its fifth appointment. Multiple very successful study days in MRI imaging, PET imaging, movement disorders, epilepsy, motor neuron disease were held. James Bashford was awarded an MRC Clinical Research Training Fellowship and Amaar Al-Chalabi GKT Medical School Teaching Excellence Award.

### **Dental**

Highest overall NSS satisfaction score (88%) of all KCL Faculties in 2016 and 100% graduation achieved for Bachelor of Dental Surgery (BDS) programme and Orthodontic therapist programme. One hundred per cent of eligible BDS graduates competitively recruited into Dental Foundation Training within the NHS. We are the largest single contributor to Dental Education Research of all UK dental schools. A specific innovation in this area is the development of a summative assessment of communication skills within the healthcare setting.

### **Imaging and Biomedical Engineering**

An Inter-CDT summer school in biomedical imaging was held with the Oxford/Nottingham, UCL and Edinburgh/Strathclyde Medical Imaging CDTs, including a student led day. The third Divisional Graduate Symposium has been successfully run as an entirely student-led event, with attendees from across KHP, industry and other stakeholders such as Nature. Dr Neil Lewis, who recently retired as Director of Medical Physics at KCH, has been awarded the HIN South London Inspiring Educator Award for his work on the apprenticeship scheme. Recruitment to the BEng/MEng Biomedical Engineering programme continues to rise, with the 2015-2016 intake at forty five students compared to twenty five the previous year. The first MEng students graduated in 2016, all with distinctions. The third cohort of MSc Clinical Science (Medical Physics) and Clinical Science (Clinical Engineering) students graduated in 2016. Of the thirty four graduating students, twenty six achieved Distinctions and eight Merits. One of the MSc Clinical Science (Medical Physics) graduates, Glafkos Havaryoun (who was also a trainee clinical scientist at KCH and GSTT) received the KCL Global Experience Award. This is the eighteenth award received by students on these programmes in the past sixteen years.

### **Liver, Renal, Urology, Transplant, Gastro/GI Surgery**

King's Liver Unit held their Golden Jubilee International Summit celebrating fifty years since the unit opened. Dr Qihe Xu along with Professor Peter Hylands, Head of the Institute of Pharmaceutical Science, led the development of an updated business plan for King's Centre for Integrative Chinese

Medicine winning two Partnerships Awards. Professor Shamim Khan, Prokar Gupta and Kamran Ahmed were awarded £108,000 from the Urology Foundation for training in robotic surgery across the UK. The prostate cancer survivorship pathway recently won a top European award for incorporating both physical and mental health and pastoral support. Professor Lombardi has set up a unique MSc course in collaboration with Francesco Dazzi (UCL): 'MSc in cell therapy: from bench to bedside'.

### **Medicine**

The geriatric medicine specialty has developed an innovative community based joint learning initiative with GP Vocational Training Scheme and Geriatric medicine higher training. General Medicine has been training Physician Associates on a twelve week placement. The Division of Clinical Gerontology at King's College Hospital (Denmark Hill) has been providing Frailty Teaching to GPs. King's College Hospital has been selected to continue as Local Provider of Core Medical Training and Acute Medicine. Dr Shairana Naleem won a prize at the Society of Acute Medicine International Conference, for her oral presentation of the FIRE MAPP (Frontline Integrated Response and Evaluation of Mental and Physical Problems) project.

### **Mental Health of Older Adults and Dementia**

Aubrey Lewis One ward has been involved in the planning and delivery of reciprocal training programme for nurses and clinical support workers at Kings College Hospital Byron ward. There was a successful half day training event for Care Home Intervention Services with sessions on the side effects of physical health medication and common medical conditions in older people. Two Memory Service half day events were held to improve integration of our academic staff with clinical services. Quarterly half day CPD sessions for CAG medical staff continue with increased attendance to support learning objectives of consultant psychiatrists and trainees. A significant contribution was made by Dr Tony Rao to the body of knowledge and teaching on substance misuse and older people.

### **Pharmaceutical Sciences**

Around one hundred pharmacists and pharmacy technicians who work in different care settings from across England enrolled onto our Statement of Teaching Proficiency (STP) for Pharmacy Professions programme. STP events were delivered in Bradford, Birmingham as well as London. The graduation profile of the undergraduate pharmacy students remains good, with over 80% (of 103 students) securing a good degree, in line with Russell group norms. The pre-registration performance of KCL graduates remains excellent with a 100% pass rate in 2016 one of a few Schools of Pharmacy to achieve this. The KHP pre-registration examination pass rate was also 100%.

### **Psychological Medicine and Integrated Care**

The CAG delivered Mind and Body large scale training, a conference and e-learning developments. An expert led psychotherapy conference about Transference Focused Therapy to internal and external delegates was delivered. Recruitment continued to the MSc in Affective Disorder [http](http://). The annual skill development one day programme for all our IAPT staff was held and a rolling programme of seminars for secondary psychological therapy services developed. There was continued development of simulation programmes.

### **Psychosis**

There was a successful bid to HEESL (£83,000) for early intervention in Psychosis workforce development for funded places on the PG Diploma & Graduate certificate in CBT psychosis. We undertook a detailed training needs analysis to inform the training plan to meet the national waiting

time target for EI in Psychosis services. The six day Adult Mental Health (AMH) skills development programme for seven Croydon multi-disciplinary community teams was well evaluated. The training was designed and delivered by different disciplines with service users and based on research in psychosis practice. A rehabilitation strategy group is developing a workforce development plan and recently was successful in gaining a HEESL bid of £95,000 to further support strategy implementation at the clinical level. It will enable all eight teams of over two hundred staff to undertake the core psychosis training adapted and developed for rehabilitation staff. Thirty one clinical support workers have successfully completed the Care Certificate which meets the national requirements of the Cavendish report. The promoting recovery pathway organises four quarterly good multi-disciplinary practice events on topical and nationally driven issues. Specialist CPD workshops have continued to be commissioned for professional groups such as the psychologists. Physical health care training continues to be delivered for our nursing staff including a focus on cardiac metabolic syndrome for mental health patients. The CAG management team have supported an administration apprenticeship scheme by offering a placement to a new apprentice which has been very successful through the level of supervision and coaching that has been made available. The KCL Institute of Psychiatry, Psychology and Neuroscience (IOP) Psychosis department offers four Masters programmes. The KCL IOPPN programmes in cognitive behavioural therapies for people with psychosis have played an important part in the national Early Intervention initiative to increase access to NICE concordant care. The Psychological intervention for outpatients clinic in Psychosis (PICUP) service, in collaboration with IOPPN provided a total of fourteen workshops for Oxleas, West London Mental Health Trust, NEFLT, Sussex, Exeter, and Oxford Mental Health Trusts as well as delivering a bespoke course on CBTp consisting of ten days of training for Hertfordshire Partnership Trust. In the Early Intervention pathway senior CAG staff facilitated a London wide HESL event for vocational workers and Occupational therapists to identify specific training needs to meet the new national waiting time target.

### **Women's Health**

The Women's Health Handbook has been updated and made available to all medical students. A particular new theme that has been highlighted is Mental Health in Women's Health. In June 2016, we launched the Summer School through KCL. This exciting collaboration between Women's Health and Child Health was an opportunity for thirty six early year medical students to spend a week in Obstetrics and Gynaecology and a week in Paediatrics.