



King's Health Partners Education Academy Annual Report – 2019

Executive Summary

Introduction

This has been another 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 for their tremendous hard work. 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.

The highlights of education and training in 2019 are described below and the key achievements undertaken by the cross cutting themes and the CAGs are reported in this executive summary. This year we have included a focus on a particular area, which we will do each year going forward, this year we have chosen education and training delivered by nursing faculty across the four partners.

This year we celebrate ten years of KHP education and training with awards recognising the many accomplishments of our highly skilled staff.



Professor Anne Greenough
Director of Education and Training

Highlights of education and training in 2019

This year, we celebrate ten years of education and training at King's Health Partners (KHP). To mark this important milestone, we have created a series of awards to acknowledge the enormous contributions staff have made to education and training across the four Partners. The categories are

- Workplace based learning
- Multiprofessional learning
- Education and training making a difference in practice
- Value-based education
- Link to redesign pathway/service
- Mind and body education initiatives
- Adapting curriculum/CPD for parity of esteem
- Educate for innovation

In addition, we have created the Peter Hylands award, who was an immense supporter of KHP education and training and contributed so much.

The awards were presented at the KHP celebration of ten years of education and training conference. The prizes are to enable teams of staff to further develop their education and training and the awards are to recognise and advertise their expertise - working together they are transforming healthcare.

An ongoing major focus of the Education Academy has been to further develop international education and training which has been greatly facilitated by Dr Jana Jonasova, programme manager - international education and training. The first trainees were recruited to the Postgraduate Certificate (PGCert) in Advanced Medical Training which has a 30-credit face-to-face module in Children's Health, Haematology, Women's Health or Neuroscience. Further modules will be available in 2020. There are also two 15-credit online modules, one in Research Methodology and a second in Clinical Leadership developed with the KCL Business School, the latter is also available as a standalone module. The PGCert can be taken by the Partners' Trust Fellows or national and international trainees. In addition, it is offered as part of our developing Global Health Fellowship scheme in conjunction with a clinical placement in one of our Partner Trusts. These opportunities are highlighted on the KCL website and the KHP international Education and Training brochure. The Learning Hub is now available locally and globally with eighty-five resources enhanced thanks to Florin Ivan, the KHP Learning Technologist. All KHP staff and students will still be able to access our large variety of e-learning resources free, which will also be freely available to KHP Networks. Importantly there is a single sign on for all KHP staff and students regardless of their email address. National and international users will be able to access, either free or via a fee, these state-of-the-art e-learning resources. Additionally, the external face advertises the Partners' educational and training activities such as postgraduate courses, conferences and continuing personal and professional development activities. A KHP Education and Training database, an online searchable database of healthcare related education and training opportunities across the Partnership, has been created, which will ensure all Faculty are aware of available resources.

Another ongoing focus of the Education Academy has been to increase research capacity at all levels. This has included supporting medical, dental and veterinary students to successfully apply for INSPIRE funding for more than £100,000 from the Academy of Medical Sciences (AMS) and the Faculty of Life Sciences and Medicine, the Dental Institute and the Royal Veterinary Medical College. This will deliver, using programme support and coordination by the Education Academy, closer working between medical, dental and veterinary students on a series of research related activities run throughout the coming two years including a Research Showcase event, a Conference, Widening Participation programme, Journal clubs, Elevator pitch/Dragon's Den, Internships/Summer Research Studentships, Placements with industry, Research opportunities database and "A night in the museum". The Education Academy leads the Academic Foundation Programme which is one of the most popular in London and the South East, the Education Academy provides a programme of support to facilitate KCL students applying for the national Academic Foundation programme. Our Integrated Academic Training (IAT) programme includes a PGCert in Applied Research Methods. Year on year, we successfully apply for additional competition posts. Comments from the panel have included: "King's delivers a good IAT programme and has a very good track record of ACFs and CLs progressing with an impressive range of support and access. The partnership has excellent infrastructure." As a consequence of this year's activity and the increase in NIHR funding our IAT allocation was increased such that we have one of the largest IAT programmes. We continue to deliver the KHP/University of California, San Francisco Designing Clinical Research course, which has been run again for the eighth year; 168 trainees have completed the course and twenty-five KHP faculty have been trained to deliver the course.

The Centre for Adherence Research and Education (CARE) was launched in 2018, Professor Hylands was a major force in ensuring the success of this initiative. CARE is a hub for understanding and addressing the reasons why patients don't take their medicines as prescribed (non-adherence) and draws on the expertise of King's Health Partners staff. It delivers a blended learning course for health care professionals (HCPs) highlighting the negative impact of non-adherence and introduces ways to identify and overcome peoples' barriers to adherence. To date over one hundred HCPs have been trained.

A number of important conferences took place supported by Rachael Jarvis, Education Academy Administration Manager and Joyce Matovu, Business Support Officer, including the INSPIRE research showcase, INSPIRE medical and dental conference, Safety Connections conference and network events, Realising Your Potential event and the Designing Clinical Research presentation event.

Education Academy cross cutting themes

Centre for Adherence Research and Education (CARE), Clinical Practice and Medication Use Group, School of Cancer and Pharmaceutical Sciences

- The Centre was launched on 1 November 2018
- Published “Making Medicines Work for You” adherence screener in the peer reviewed journal Patient Preference and Adherence

International Education and Training

- PG Cert in Advanced Medical Training started in September 2019 and KHP Global Fellowship scheme launched
- Two administration roles developed to support the running of the scheme.

Leadership

- The third Realising Your Potential conference was held in July 2019 and was attended by over one hundred delegates
- The South London Leadership Programme, a programme for Lewisham & Greenwich, KCH and GSTT aimed at bands 7 and 8 (both clinical and non-clinical), is now in its sixth cohort. The course runs for eight days and includes action learning

Mind and Body Education

- The IMPARTS (Integrating Mental and Physical Healthcare: Research, Training and Services) Programme developed a free online course called ‘Integrating Care: Depression, Anxiety and Physical Illness’
- The Mind and Body animation has been seen by over five thousand trainees and new staff at Partner induction events
- The Mind & Body Champion’s Network consists now of over 800 staff from across KHP and local health and care organisations

Postgraduate Clinical Education

GSTT

- GSTT performed well in the 2019 General Medical Council National Training Survey (GMC NTS) results: twenty-six specialities scored at least one green flag and thirty-one specialities received no red flags
- A specific key objective for Medical Education in 2018/19 was to improve standards of educational supervision across the organisation and this has been achieved. GSTT was rated first for educational supervision in the Shelford group (a collaboration between ten of the largest teaching and research NHS hospital trusts in England). All but one red flag in educational supervision has been eliminated across the Trust which was a significant target for the Trust

KCH

- Our Leadership development offer has been expanded to all grades of doctors and we have worked with colleagues in Learning and Organisational Development on Leadership pathways for all staff.
- Our Overseas Doctors Development Programme is designed for those doctors who have studied outside of the UK and have transitioned to the NHS and to advance their professional development. The programme provides a platform for access to simulation training, a personal mentor, small group tutoring and presentation practise all tailored to this group of doctors. This

programme now has become a mandatory part of the induction process to aid the smooth integration of this group of doctors into the trust workforce.

SLaM

- For the 2018-19 academic year, SLaM performed well on the GMC NTS with only a few red outliers and green outliers in General Practice placements, Child and Adolescent Psychiatry and Forensic Psychiatry
- Led by Dr Charlotte Wilson-Jones, Director of Undergraduate Psychiatry SLaM has contributed to the 2020 curriculum at GKT School of Medical Education with the longitudinal placements in mental health incorporating reflective practice (Balint) groups successfully run in 2018-19
- Successful piloting of a mindfulness-based training programme for all Foundation trainees rotating through SLaM IN 2018-19 the results of which were presented to the Confederation of South London Education Providers (COSL) in November 2019. KCH has commissioned a similar mindfulness programme for the SLaM mindfulness lead Dr Florian Ruths for their supporting return to training programme
- We have appointed a Supporting Return to work champion and run a successful one-day course for returning trainees; this is now being rolled out to all trainees in London/KSS. We have also run courses to prepare trainees to progress from core to higher training including trainees who have taken time out between these programmes
- We appointed a Chief Registrar this year, one of the few mental health Trusts in the country to take up the Royal College of Physicians programme. We also recruited a Leadership and Management Fellow for the Royal College of Psychiatrists' Leadership and management programme
- We continue to maintain high recruitment rates to core and higher training and high pass rates in national examinations of the Royal College of Psychiatrists, facilitated by a highly rated locally provided taught programme and clinical skills modules

Quality Assurance

- This year 16 short courses were approved, and seven short courses were renewed

Research capacity building

- INSPIRE funding was awarded for medical, dental research and veterinary student activities
- Clinical and Academic Research Society (CARS) activities for all health professional student
- Safety Connections network events focused on patient safety and quality projects
- Successful bidding for IAT competition posts
- PGCert in Research Methodology course enrolls twenty-four students per year
- Designing Clinical Research (DCR) course in collaboration with UCSF (University of California, San Francisco)

Simulation

KCL

- Successful integration of Acute medical Full Patient Simulation into the MBBS year 2 curriculum
- Piloting Trauma Full Patient Simulation into the MBBS year 3 curriculum this year
- Design and Delivery of new IPE Simulation for medical, nursing and physio students
- New scenarios written for the inclusion of year 3 physio students to join the IPE Simulation programme
- Successful NIHR research bid to improve team-based learning

GSTT

- Simulation continued to deliver high levels of training activity during 2019, delivering over 400 training events
- There were 130 training courses developed and organised directly by the simulation team and run in the SAIL centre with 1,700 learners attending
- The centre also supported departments by providing trained faculty, technical expertise and rooms for over 270 events

KCH

- Ran a return to practice simulation day for returning trainees and nurses from across London in conjunction with three other Trusts, funded by HEE.
- There was increased in-situ simulation including regular NICU and Paediatric simulation and supporting ad hoc simulation in Theatres recovery, Cardiac Catheter Laboratory and Radiology
- Ran a programme of ambulance transfer simulation in conjunction with maternity, paediatrics, GPs and the emergency department at the Princess Royal University Hospital site
- Ran a STAR virtual reality surgical skills simulation and skills day for return to practice surgical trainees
- Ran a major incident trauma simulation day with multiple casualty situation due to simulated terrorist incident and ran 'sim wars' simulation trauma team event at SelKam annual conference
- Ran new programme of basic and intermediate surgical skills training throughout the year

SLaM

- Winner at 2018 BMJ Awards - 'Best Education Team' and winner at 2018 Lammy Awards of the 'Innovation in Lambeth Award'. There has been continued dissemination nationally across England, including sustainability programmes for NHS Strategic Clinical Networks including the East of England; Thames Valley, Greater Manchester and Eastern Cheshire. PMH courses are also being delivered across the West Midlands NHS Strategic Clinical Networks, Surrey & Borders Partnership NHS Foundation Trust, Central and North West London NHS Foundation Trust, Epsom & St. Helier University NHS Trust and NHS Bromley CCG

Team Based Practice & Learning in Health Care (Inter-Professional Education & Learning)

- Publication of a book on team training – "Video reflexive ethnography in healthcare research and healthcare improvement" Abingdon: Taylor & Francis 2019
- Publication of an article with/for NHS improvement – "Spoken communication and patient safety: a new direction for healthcare communication policy, research, education and practice" BMJ Open Quality 2019 (doi: 10.1136/bmj-oq-2019-000742)
- Production of experiential learning event for students, trainees and healthcare professionals – "When harm happens: an experiential training event" London: King's College London 2019

Technology Enhanced Learning (TEL)

The development of the extension of the Learning Hub was completed in January 2019, making over 80 resources accessible to external users outside KHP staff, students and their networks

Widening Participation

In July 2019, a collaborative partnership was agreed with the Jobs That Care Network. This partnership will help us increase our coverage of roles available to young people digitally meaning that young people are able to get a better overview of the roles available in the health sector and the qualifications required to get into that field. Through this website individuals can also register for a work experience placement (436 provided this year), access insight days, understand and apply

for apprenticeships and education and training. Over eighty Healthcare Scientists across KHP were involved in delivering the week-long Reach Out for Healthcare Science programme. This hugely successful, annual pan-London event is now in its seventh year.

Institutes and Clinical Academic Groups

Addictions

Continued success of the MSc course with high levels MSc students and continued successful contribution to the IMPARTS course.

Allergy, Respiratory, Critical Care & Anaesthetics

Allergy has initiated a Joint Partnership with the Royal College of General Practitioners in South London, South East and South West training networks. Nicholas Hart took part in the American Thoracic Society Workshop and Consensus Group: 'Obesity Hypoventilation Syndrome' (2017-2019), the American Thoracic Society Workshop and the Consensus Group: 'Long-term Outcome After Critical Illness' (2016-2018). Caroline Jolley has been nominated as a Role Model for Women in Academic Medicine (BMA Women in Academic Medicine Group)

Cancer

Global Health Institute: Richard Sullivan was awarded £7 million grant by Research Councils UK to build research capacity for countries impacted by contemporary conflicts. Cancer is one of four work streams, key areas are health economics of cancer, political economy of cancer in conflict, palliative care in fragile and conflict settings and mixed methods for cancer. The Guys Cancer Academy launched World Cancer Day.

Cardiovascular

We maintain a 'Research Training Portfolio' for 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.

Child and Adolescent Mental Health

The CAG continues to deliver diploma level training, set up as part of the Department of Health's CYP-IAPT initiative (Child and Young Persons Increasing Access to Psychological Therapies), commissioned jointly with UCL, for clinicians developing their skills in evidence-based therapies. The South London and Maudsley higher training scheme in Child and Adolescent Psychiatry is the largest training scheme nationally. In the 2019 GMC survey the scheme was first in London in terms of overall trainee satisfaction.

Dental

100% progression at BDS final examinations, including those on the Enhanced support program, which admits students with widening participation flags with a contextual admissions offer of up to two academic grades below the standard offer. Faculty ranked second in international World QS rankings and fourth in the World Shanghai index. New MRes Tissue engineering and innovation technology launched in 2019.

Diabetes, Endocrinology and Obesity

Annual, national diabetes technology training course for specialist registrars, delivered by KHP on behalf of the Young Diabetologists and Endocrinologists Forum. Regular multi-professional insulin pump training delivered by KHP, in collaboration with Medtronic for an international audience of experienced diabetes clinicians. Diabetic Foot Clinic participated in the International Working Group (wound healing section), and delivery of the 2019 guidance document

Genetics, Rheumatology, Infection, immunology and Dermatology

A Research Training Grant (RTG): Hallmarks of Skin Cancer, funded collaboration between the GRIID CAG and University Medical Centre, Mannheim, and the DKFZ (German Cancer Centre) Heidelberg, to train basic science and clinical PhD students in a multidisciplinary programme on hallmarks of skin cancer. There was also successful delivery of international training scheme funded by DFG (German National Research Agency), for students enrolled in Germany to travel to the UK for broad-based educational training in Dermatology and Translational Science and deliver collaborative research projects.

Haematology

Five preceptorships were delivered which are two-three day educational constructs with a multidisciplinary teaching approach inclusive of faculty, specialist nurses, pharmacists, senior research and laboratory scientists and patients delivering talks, tutorials, laboratory practicals and panel discussions. An international 'aplastic anaemia' conference was organised and hosted and the Annual International Sickle Cell Disease and Thalassaemia Conference (ASCAT) was delivered for its thirteenth year.

Imaging and Biomedical Engineering

Over eighty Healthcare Scientists across KHP were involved in delivering the week-long *Reach Out for Healthcare Science* programme. This hugely successful, annual pan-London event is now in its seventh year. The KHP programme engages with one hundred 16-year-olds with an aptitude for sciences from non-fee-paying local schools and keeps getting bigger and better. There are now over 145 postgraduate students in the school of BEIS and KCL as part of the national Sciences Training Program (STP) for Clinical Scientists under the MSc Clinical Science (Medical Physics + Clinical Engineering).

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

King's Live 9th Endoscopic Masterclass was delivered by a stellar international faculty of experts in Endoscopy. King's Live offered a pertinent opportunity for delegates to benefit from hands-on learning and experience real-life operations from four endoscopy rooms.

Mental Health of Older Adults

Robert Stewart co-edits the forthcoming 2nd edition of Practical Psychiatric Epidemiology (Oxford University Press) which is a widely used textbook for research methods courses. Robert Stewart's research group run research-training MSc modules in clinical big data and urban informatics, as well as supporting work on SLAM's CRIS data resource which is explicitly enabling patient-relevant research using clinical records information

Neuroscience

A new Wellcome Trust 5-year PhD program in neuro-immunology comprising twenty-five PhD students has been established. The eighth International Winter School for Movement Disorders, after winning competitive bidding from major UK universities, included us hosting a two-and-a-half-day event which attracted neurologists and neurology residents internationally. A joint Motor Neurone Disease Annual Conference with St Christopher's Hospice for practitioners from all professions involved in the care of people with MND.

Orthopaedics, Trauma, Emergency ENT and Plastics

KCH continued lead provider for Trauma and Orthopaedics (T&O) South East London Registrar Training Rotation. A large number of Trauma and Elective Orthopaedic senior trainee fellowships have been created across GSTT and KCH sites. There has been expansion of Advanced High-Fidelity

Simulation Training Courses for Trauma and Arthroscopy at Denmark Hill site, open for all trainees nationally. Structured overseas doctors training scheme (MTI) has been developed in T&O across KCH sites to provide a full spectrum of curriculum based two-year overseas fellowship programme.

Palliative Care

Successful pilot of advanced communication skills aimed at senior health professionals who have already completed the Sage and Thyme course (or equivalent). This course has been accredited by the Education Academy of King's Health Partners. Dr Polly Edmonds was successfully appointed to a national role as SAC chair (Palliative Medicine) and she will be leading work on developing a new palliative medicine curriculum. The King' College London MSc in Palliative Care continues to be extremely highly regarded by students from all over the world.

Pharmaceutical Sciences

Roll out of the Centre for Adherence Research and Education, an initiative to train healthcare workers to have conversations with patients that support adherence and research the impact. The project is now established as part of the STP for South London and has trained more than 100 healthcare professionals.

Psychological Medicine and Integrated care

The Dementia Training Centre is part of the Psychological Medicine & Older Adults Directorate (PMOA), at SLaM and works with their academic partners at the Old Age Psychiatry and Psychopathology Department based at the IoPPN. The centre offers a range of courses from online to face to face training programmes for example a national online training resource for the Royal College of Psychiatrists for MindED UK at <https://mindedforfamilies.org.uk/older-people> has been developed.

Psychosis

The current and central strategic focus in the CAG is on population health, evidence-based pathways, outcome frameworks and provider commissioning of the required resources; both in terms of estates, technology and staffing. The Psychosis CAG working with Integrating Mental and Physical Healthcare Systems – as part of the Mind Body Programme to improve pathways between KHP CAGs and primary care and support delivery of the Vital 5.

Quality Improvement and Implementation Science

The below have been delivered to junior doctors, multidisciplinary teams, AHPs, nurses, psychologists, non-clinical staff, service users, carers, local, community groups: foundation QI theory, methodology and practice (ran three sets of two-day programmes and six sets of one-day programmes); foundation measurement theory, methods and practice (ran two-day programme with twenty-two attendees); intermediate QI coaching theory, methods and practices and accredited EMCC coaching skills programme ; intermediate QI measurement theory, methods, practice; QI and implementation skills training for CT trainees

Women's and Children's Institute

The Institute provides a comprehensive range of undergraduate and postgraduate education and training using novel and accessible modalities in both Women's and Children's Health. The Trusts are consistently amongst the highest ranked training sites for postgraduate Child Health training in London. KHP has major strengths in midwifery, gynaecology and children's nursing, with nursing at KCL currently ranked first in UK and second in the world in the QS rankings for 2019. The expertise in education and training is well acknowledged by our successful national and international conferences. The MSc in Advanced Paediatrics has excellent feedback.

The Children & Young People's Health Partnership (CYPHP) is working in Lambeth and Southwark. It is unique in the UK and across Europe in its cross-organisational, system-wide, transformative and academically rigorous approach to improving child health services. The work promotes the value of understanding and addressing the physical health needs of any child/young person in connection with their emotional and mental health, and an appreciation of influential contextual factors such as family and community.

Special feature nursing education and training at King's College Hospital

This summary demonstrates the huge commitment to education and training by our nursing staff.

Variety Children's Hospital Child Health Wards Education Team

The paediatric Simulation Programme has been working closely with the simulation leads to support and deliver an inter-professional team training programme. A newly qualified child health nurse induction programme was implemented this September for the newly qualified paediatric nurses who joined the Trust. Rays of Sunshine ward delivered three paediatric liver study days to the nurses on the ward. A paediatric IV study day and workbook was updated and implemented across child health

In the PRUH Emergency Department, the following CPD classes were delivered venepuncture & cannulation, major incident training, immediate life support, blood transfusion – face to face session, plastering, triage, importance of accident and emergency assessments and deteriorating patients, legal issues, communication, working in resus – workbook and workshop, trauma study days (run by Denmark Hill currently and ad hoc simulation scenarios when department staffing and capacity allow.

In haematology, teaching was given working with Clinical Nurse Specialists to meet bone marrow transplant competencies in line with Human Tissue Authority standards and Joint Accreditation Committee for SICT & EBMT and re-training all nurses required to give stem cell treatments against new policies within six months.

In surgery, there was 70% training for sequential compression device and the first CNS practical study day/simulation training day for Lister and EOU staff.

In Neurosciences, the Neuroscience Foundation Course was delivered. The following presentations were made at the Neuroscience Foundation Course at the BANN Conference in 2018; participated in National Benchmarking for Neuroscience Nursing (NBNN) October 2019; Claire Todd presented about neurogenic bladder and bladder at the Advance Health Care Conference International in Belgium (2019) and King's Stars recognition for the PDN Team for developing the Neuroscience Foundation Course (2019)