Northern Ireland Practice and Education Council for Nursing and Midwifery

Impact Measurement Project
Children & Young People
Safeguarding Competency Framework
for Nurses and Midwives

Project Plan
1.0 Introduction

1.1 In 2013 the Northern Ireland Practice and Education Council for Nursing and Midwifery (NIPEC) published its Impact Measurement Framework. This Framework enables NIPEC to review the resources it has developed in partnership with key stakeholders and assess the impact of the resources in relation to the intended outcomes. NIPEC Council agreed that it would conduct an impact measurement on the outcomes of one NIPEC project/resource, per annum. The resource chosen for the business year 2014-2015 is the:

Safeguarding Children and Young People: A Core Competency Framework for Nurses and Midwives

The Safeguarding Children and Young People Competency Framework was published in 2012 and it was therefore agreed that the impact measurement should focus, in the first instance, on the nurses and midwives who have a key responsibility in relation to safeguarding children and young people. The service areas of midwifery, neonatal, paediatrics, health visiting and school nursing were therefore approved as a suitable target group for testing the impact of Framework.

2.0 Background

2.1 In 2011 the Department of Health Social Services and Public Safety (DHSSPS) commissioned NIPEC to work in partnership with the Public Health Agency (PHA) to conduct a review of the Safeguarding Children training which was provided for nurses and midwives, with a safeguarding role, in the five Health and Social Care (HSC) Trusts.

2.2 NIPEC set up an Expert Reference Group comprising Nurse Safeguarding Leads from each of the five HSC Trusts; in addition there was representation from the fields of practice, Midwifery, Mental Health and Children’s. Information on the training provided was gathered using the following methodology:

- review of the literature on safeguarding children in particular competency frameworks and the legislation within the Children (Northern Ireland) Order 1995
- review of safeguarding training available to nurses in midwives
- workshops with nurses, midwives and specialist community public health nurses including Nurse Education Leads and Senior Managers employed in HSC Trusts; and with education providers.
2.3 The outcome of the project was the publication of a framework in March 2012: *Safeguarding Children and Young People – a core competency framework for nurses and midwives*¹.

### Purpose of the *Safeguarding Competency Framework*

2.4 The *Safeguarding Competency Framework* was developed as a resource to be used by practitioners, commissioners of services and education and those responsible for policy development in relation to safeguarding children and young people, to:

- provide regional direction through a standardised approach identifying the skills and knowledge required by nurses and midwives in their roles and responsibilities to safeguard children and young people
- support the future implementation of standards developed as part of the enhancements of Understanding the Needs of Children in Northern Ireland (UNOCINI)
- enable the nursing and midwifery communities to identify their learning and development needs in the prevention of harm and promotion of safeguarding children and young people in the provision of accessible safe and effective health services.

2.4 The *Safeguarding Competency Framework* is designed to be read and used in conjunction with the Nursing and Midwifery Council’s (NMC) *Code of Conduct* (2008), other relevant competency frameworks, health and social care policy and legislation.

2.5 The *Framework* outlines the core competencies that the nursing and midwifery communities must have in order to address the safeguarding needs of children during their contact with healthcare. The core competencies can be used by nurses, midwives their managers and employers to plan for ongoing learning and development by:

- identifying the relevant expertise and skills needed, when in contact or working directly with children and families

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¹ *Safeguarding Children and Young People – a core competency framework for nurses and midwives* (2012) will throughout the rest of this document be referred to as the *Safeguarding Competency Framework*
identifying gaps in knowledge and skills, assisting with planning of ongoing training and development needs and preparing for career progression
understanding the value and expertise practitioners bring to a team
understanding different factors that may cause particular risks for children and young people, and when it is appropriate to seek support from other colleagues and agencies and when to intervene early.

2.6 The core competencies in the Framework are also useful to those commissioning, designing and delivering education and training programmes, to ensure that appropriate and validated programmes are available and accessible, at the right level, and delivered for all relevant staff.

Publication and Dissemination of Safeguarding Competency Framework

2.7 The core competency Framework was published in March 2012 and was made available on NIPEC’s website. In addition in July 2012, the Chief Executive of NIPEC circulated copies of the Competency Framework, to nursing and midwifery leaders throughout NI (see Table 1. Circulation List of Safeguarding Competency Framework).

<table>
<thead>
<tr>
<th>Table 1. Circulation List of Safeguarding Children and Young People: A Core Competency Framework for Nurses and Midwives</th>
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</thead>
<tbody>
<tr>
<td><strong>Organisations: except HSC Trusts</strong></td>
</tr>
<tr>
<td>Chief Nursing Officer and Nursing Officers, DHSSPS</td>
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<tr>
<td>Executive Directors of Nursing: Regulation and Quality improvement Authority and PHA</td>
</tr>
<tr>
<td>Nurse and Midwife Consultants, PHA</td>
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<tr>
<td>Heads of Education: Queen’s University, Ulster, Open University, Clinical Education Centre</td>
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<tr>
<td>Professional Bodies: Royal College of Nursing and Royal College of Midwifery</td>
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<tr>
<td><strong>Organisations: HSC Trusts</strong></td>
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<tr>
<td>Executive Directors of Nursing</td>
</tr>
<tr>
<td>Directors of Women and Child Health Services</td>
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<tr>
<td>Assistant/Co- Directors: Education and Training, Nursing Governance, Workforce</td>
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<tr>
<td>Heads of Midwifery</td>
</tr>
<tr>
<td>Safeguarding Leads in Nursing and Midwifery</td>
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</tbody>
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2 Safeguarding Competency Framework available to access at:
3.0 Impact Measurement Project

Aim

3.1 The aim of the project is to examine the impact of the Core Competency Framework for Safeguarding Children and Young People in relation to the training and development of Nurses and Midwives who work in the following service areas, in HSC Trusts:

- maternity
- paediatrics
- neonatal
- health visiting
- school nursing

Objectives

3.2 The objectives of the Impact Measurement Project are as follows:

- establish if the original project objectives were linked to NIPEC’s business planning objectives
- determine if the objectives set out in the project plan were achieved at the end of the project
- examine existing safeguarding training and development programmes undertaken by Nurses and Midwives in the identified areas, to determine if they have been designed and developed to reflect the core competencies at the various levels as set out in the Safeguarding Competency Framework
- gather information on the percentage of Nurses and Midwives, in the identified areas, who have had the relevant training for their role, as identified in the Safeguarding Competency Framework
- Explore the application of the Safeguarding Competency Framework by nurses and midwives, in relation to assessing their learning and development needs and choosing relevant activities to develop competence and improve performance
- Make recommendations which will enhance the uptake of the Safeguarding Competency Framework and to ensure it supports Nurses and Midwives to meet their responsibilities in relation to safeguarding children.

Methodology

3.3 This project will be completed over a four month period. A small project group will be assembled; the members approved by NIPEC Business Team. The Impact
Measurement project team will comprise a Nurse Consultant, employed by PHA, with responsibility for safeguarding across Northern Ireland; a NIPEC Senior Professional Officer and a NIPEC Council member.

Questionnaires will be the main method of data collection and where necessary face to face meetings will be held if more detailed information is needed. A review of current safeguarding HSC Trust and Safeguarding Board policy documents will be undertaken to ascertain if the Safeguarding Competency Framework is referenced and promoted.

Resources

3.4 NIPEC will provide project management and administrative support to ensure the delivery of the Project.

Dissemination and Implementation

3.5 Communication will be ongoing throughout the project using various mechanisms including the NIPEC website and news bulletin which will reflect the progress of the project. On completion, the project will be summarised in a Final Report which will be available to view on NIPEC’s website. It will be presented to NIPEC Council and Chief Nursing Officer, DHSSPS.

Project Screening Assessment

3.6 To ensure NIPEC is meeting its legal obligations in relation to Equality, Personal and Public Involvement and Governance a summary of the relevant considerations and any required action is documented in Appendix Two.

Evaluation

3.7 Ongoing evaluation of the management of the project will be conducted through NIPEC and will ultimately feed into the progress and outcomes of the project. This evaluation will address the achievements of the objectives outlined in the project plan and the project management process.
References


### Appendix One

#### Summary Screening Assessment

<table>
<thead>
<tr>
<th>Screening Assessment</th>
<th>Comments</th>
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<tbody>
<tr>
<td><strong>Risk Management questions</strong></td>
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<tr>
<td>• Have any risks been identified? If no - no further action is required. If yes then, • What is the potential impact of these? • How can these be mitigated or have alternatives options been identified which would have a lower risk outcome? • Where negative impacts are unavoidable, has clarity been given to the business need that justifies them?</td>
<td>No risks have been identified in relation to undertaking the project.</td>
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<tr>
<td><strong>Equality and Human Rights questions</strong></td>
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<tr>
<td>• Has any negative impact to Equality and Human Rights been identified? If no - no further action is required. If yes then, • What is the likely impact on equality of opportunity for those affected by this policy for each of the Section 75 equality categories (minor/major/none)? • Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories? • To what extent is the policy likely to impact on good relations between people of a different religious belief, political opinion or racial group (minor/major/none)? • Are there opportunities to better promote good relations between people of a different religious belief, political opinion or racial group?</td>
<td>A negative impact has not been identified. NB – please refer to NIPEC’s Equality Screening Policy and Screening Templates to assist in considering equality and human rights</td>
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<tr>
<td><strong>Privacy Impact Assessment questions</strong></td>
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<tr>
<td>• Will the project/initiative use personal information and/or pose genuine risks to the privacy of the individual? • Will the project/initiative result in a change of law, the use of new and intrusive technology or the use of private or sensitive information, originally collected for a limited purpose, to be reused in a new and unexpected way?</td>
<td>No.</td>
</tr>
<tr>
<td><strong>Personal and Public Involvement questions</strong></td>
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<tr>
<td>• Will the project/initiative require input from patients/clients?</td>
<td>No.</td>
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If no - no further action is required. If yes - please apply NIPEC’s Personal and Public Involvement (PPI) Policy.