

Using iHV resources to develop and strengthen your practice

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What is the iHV?

The Institute of Health Visiting is a UK wide charity and academic body

Its core purpose is:

To improve outcomes for children and families and reduce health inequalities through strengthened health visiting services

But also

To put HOPE back into the profession, giving it ownership for its own destiny



How did it all begin?

3 Co-founders at our launch



iHV's Vision for Health Visiting

A confident and respected profession:

- Conspicuous in delivering public health outcomes for children, families and communities
- With measurable outcomes, in terms of value as well as outputs
- The voice of public health in communities
- Trusted professional by parents (e.g. depressed mothers confident in seeking help from HV)
- With sufficient numbers to deliver good services at all levels



How does the iHV work?

Through:

- Strengthening **professional leadership**
- Ensuring high quality and consistent **education and training**
- Developing new national **quality assurance processes**
- Creating a new **strengthened research base**
- **Partnership** with many organisations



Characteristics of the iHV

- We are independent of all governments
- Our charitable focus is primarily on improving health outcomes for children and families and reducing health inequalities by strengthening health visiting services
- We take health visitor leadership very seriously - already supporting the development of well over 1000 champions and fellows in the profession in England. We are now supporting manager's development as leaders
- We don't work with the commercial sector and will never work with those companies producing milk and other nutritional products
- Our nearest equivalent is a medical royal college
- We have no 'silver spoon' from government or elsewhere - we must income generate to survive.
- What the iHV has achieved has been achieved through the passion and commitment of health visitors alone



A snap shot of our activities and resources



Revalidation resources

iHV publications:

- Professional Briefing – Getting Ready for Revalidation (August 2015)
- Route to Revalidation handbook (October 2015, 2nd Ed due - August, 2017)
- Lifelong Learning in Health Visiting – 3 step guide to personalising your CPD
- National Standards Frameworks for CPD for Health Visitors

All available at: www.ihv.org.uk

NMC Revalidation publications

Provisional guidance and templates available at:

www.nmc-uk.org



UK Voluntary National Curriculum

- Is the current HV curriculum fit for purpose?
- Did you know that it varies from university to university?
- What should be prioritized for HV education?
- Is the theory/practice balance delivering the skills HVs need?

These are the questions being answered by a UK wide group of educationists and policy makers.

The draft consultation will be completed October 2017



Peri and Infant Mental Health

- Extensive range of resources
- Extensive training programmes – HV and multi-professional including new fathers focused training
- Creation of champions/local leaders/specialists in England (Scotland next?)
- Regional forums for perinatal and infant mental health champions – so far we only have funding for England, but would love to have a Scottish one



Good Practice Points for health visitors & Parent Tips for families

Over 150 Good Practice Points & Parent Tips –

For example:

- ASQs
- Engaging with Fathers
- Gender dysphoria amongst children and adolescents
- FGM
- Working with domestic slavery
- Managing Reflux
- Umbilical granuloma
- Working with prisoner's families
- Working with Sikh women
- Promoting healthy attachment
- Series on breastfeeding
- Series on safety



All peer reviewed by expert clinicians/academics.

Professional briefings

Relevant to Scotland:

- ‘Getting ready for revalidation’
- ‘Serious Case Reviews: messages for health visiting practice’
- ‘Information sharing in safeguarding’
- ‘Record keeping’
- ‘Writing a CV’
- ‘Skill Mix’



Frameworks

- National Induction Framework
- National Preceptor Framework
- National Framework for CPD – 11 topics
- Lifelong Learning in Health Visiting- 3 step guide for CPD to support revalidation
- Resilience framework for employers
- Resilience framework for practitioners
- Career Framework

of Health

A National Preceptorship Framework for Health Visiting

The First 2 Years



Author: Elaine McInnes
with Anne Page, Mary Marsh
August 2014

Career Framework

- Combining experience and education:
 - Positive role models signpost potential career roadmaps
 - Diverse possibilities reflect diversity of health visitors
 - Fostering health visiting's next leaders, researchers and pace setters
- Expected medium to longer term outcomes:
 - Motivated workforce
 - Focus on personal development
 - Growth of expertise in the profession



Examples of recent publications

- The Economics of Health Visiting
- Outcomes and Evaluation in Health Visiting: a practical guide
- Good Practice Points on working with forced marriage
- Guidance on working with domestic slavery
- Good practice points on working with trauma

Working with minority groups: Spotting the signs of an individual in Domestic Slavery (DS)

These Good Practice Points support health visitors working with families and individuals who may be involved with Domestic Slavery (DS). DS is a safeguarding issue and one aspect of human trafficking, therefore appropriate action should be taken.

What is Modern Slavery and Domestic Slavery (DS)?

Modern Slavery is an umbrella term for activities that involve one person keeping another person in compelled service (Home Office (2016)).

Someone is in slavery if they are:

- Forced to work through mental or physical threat.
- Owned or controlled by an 'employer', usually through mental or physical abuse or the threat of abuse.
- Dehumanised, treated as a commodity or bought and sold as 'property'.
- Physically constrained or have restrictions placed on his/her freedom.

Domestic Slavery refers to the practice of exploiting and exercising undue control over another to coerce them into performing services of a domestic nature in unacceptable conditions (Home Office (2016)).

Why DS matters

There are thought to be 10,000-13,000 slaves in the UK today. Evidence shows Nigeria to be the country of origin with the highest number of referrals relating to DS in the UK National Referral Mechanism (NRM) (2017) statistics. DS and all forms of modern slavery are illegal in the UK under the Modern Slavery Act, which makes it a criminal offence to restrict the freedom of another person and require that person to perform forced or compulsory labour (Modern Slavery Act (2015)).

The Universal Declaration of Human Rights 1948 (p.10, Article 4) states that:

"No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms."

The scale of modern slavery is significant and the impact on the lives of the victims is considerable. Therefore, the UK government is committed to putting a stop to these heinous crimes.

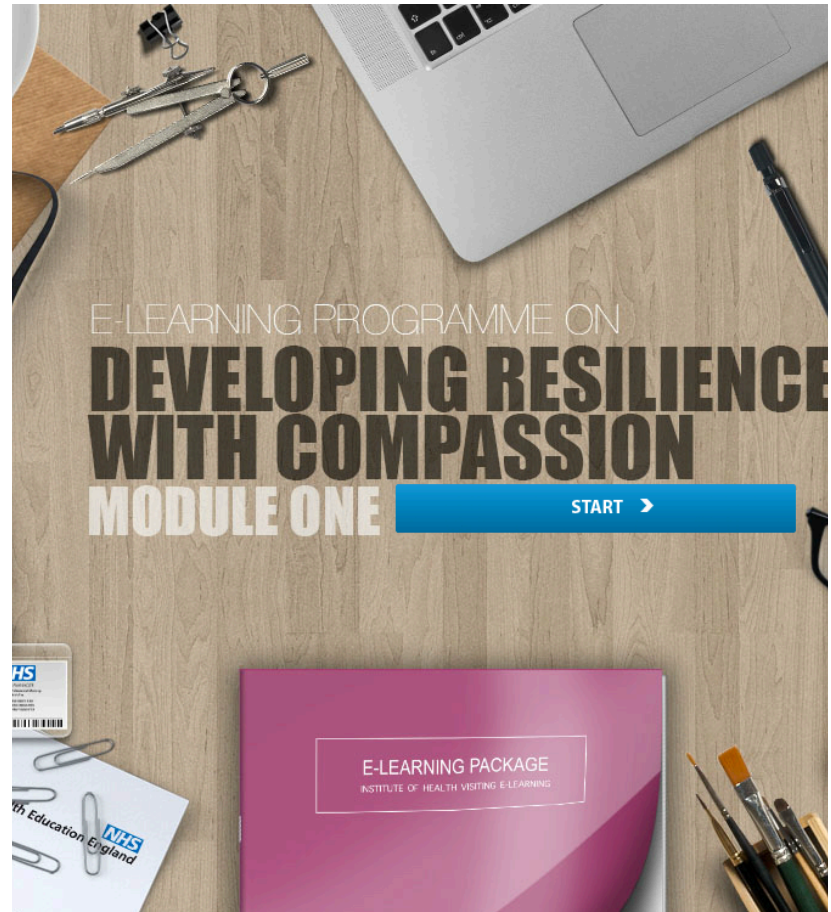
How it happens

Victims of DS typically live and work within their employers' household, performing tasks that could include cooking, cleaning and child-care. They may work 10 to 16 hours a day and are often on call outside of that time for little or no pay, in poor conditions and with no, or limited, freedom. <https://humantraffickinghotline.org/mission>

In many cultures, it is considered the norm to have a 'house help' and, unlike trafficking for sexual exploitation for example, forced labour can be unrecognised and accepted (Awareness Against Human Trafficking (HAART) (2015)). The practice is often linked to child fostering and the promise of a 'better life in the UK'. However, while for some this can be a positive reality, for many their employment is set up with no regard to UK law or basic human rights. Evidence suggests the way some house helps are treated is unacceptable.

Resilience tools to support staff

- Briefing compassionate resilience
- 10 points for compassionate resilience
- Published literature review on resilience
- Organisational framework
- Practitioner framework
- Good practice points – compassionate resilience
- Training face to face and e-learning – open access



Education and Training

Popular bespoke training with the iHV includes:

- Perinatal Mental Health
- Fathers and perinatal mental health
- Infant Mental Health
- Safeguarding
- Child Safety
- Healthy Weight, Healthy Nutrition
- Sleep Training
- Building a resilient workforce
- Domestic Violence
- Building Community Capacity
- Leadership

On-line webinars, e-learning, films
Conferences – see www.ihv.org.uk



Accreditation

- Significant iHV training materials are all nationally accredited with the Professional Standards Office
- iHV itself accredits other's training and events
- Also health visitor developments. This means putting them through a robust quality assurance process giving them added value and improving professional standards. Accredited products are trusted products.

Do consider putting your developments forward we would love to have some Scottish ones.



Films

- Perinatal Mental Health
- Nutrition
- Child Safety
- Relational Work
- 2 ½ review
- Parents stories
- Successful influencing
- Needs assessment – Prof Dame Sarah Cowley
- Student film



How the iHV supports student health visitors

Listen to student health visitors talk about their membership of the iHV and what it means to them. With thanks to students (Jade Batten, Nicola...

iHV online Forums for Members

Professional discussion forums for members:

1. Student
2. Universal health visiting
3. Research

These are:

- Online discussion boards - people can ask questions, share experiences, and discuss topics with colleagues across the UK
- Private conversations for members of the iHV only
- Forums create social connections and a sense of community, and cultivate subject specific interest groups

Also: an **e-Community of Practice** open to all health visitors for sharing best practice – <https://ihv.org.uk/for-health-visitors/e-community-of-practice/>



Research department

Research lead Dr Esther Mugweni supported by Samantha Goodliffe

The department:

- Conducts research and evaluation
- Develops and delivers our research strategy
- Organises research master classes
- Create opportunities to network with others interested in research through national forums
- Helps develop an infrastructure for health visitors to have research careers



Working with families

The Institute tries to engage families in their work e.g.:

- Mums being interviewed in films
- Telling their story in perinatal mental health training
- In developing Parent Tips
- Running Ready Steady Mums
- Reviewing bids e.g. for planned film about fathers.



Ready Steady Mums

- Getting out, socialising and taking even gentle exercise is good for physical, mental and social wellbeing and long-term health
- RSM programme achieves all this in a fun way
- iHV health visitors encourage local mums to lead a local group
- We provide the support via <http://readysteadymums.org>

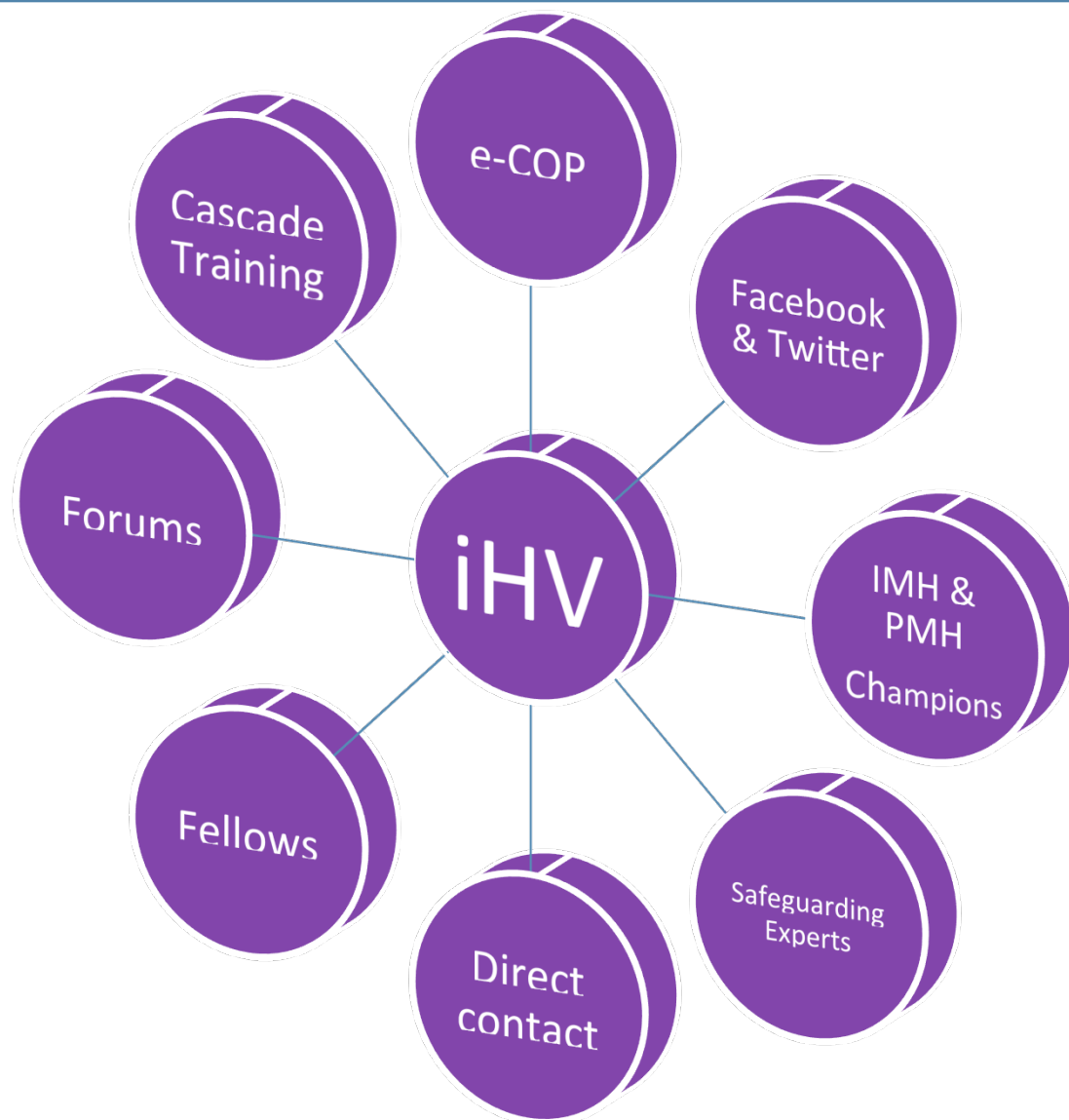
We currently have 62 groups across England but none in Scotland, could yours be the first? Go to the website to find out how simple it is to get one set up.



**Staying in touch
with the iHV
and its work!**



Multiple Points of Accessing the iHV



Communication Channels

- Website (10k visits a month)
- Twitter – over 6700 followers
- Facebook – over 7000 followers (reaching over 120k a week)
- Voices – interesting blogs
- Newsletters
- Forums

The screenshot shows the IHV Newsletter page. At the top, it says "iHV Institute of Health Visiting Excellence in Practice". Below this is a "Newsletter" header. The main content area is divided into several sections:

- Our Mission:** To be a Centre of Excellence, supporting the development of universally high quality health visiting practice, so that health visitors can effectively respond to the health needs of all children, families and communities, thereby reducing health inequalities.
- Welcome to our Summer:** A section with a photo of a woman, likely a speaker at an event, and text about the summer season.
- Meet the IHV - Regional Child Health Forums:** A section listing regional forums such as "24th September - South Birmingham" and "19th October - Manchester".
- Recent IHV activities:** A section mentioning a "Healthy Young Minds, Healthy Societies" conference.
- Other News:** A small section with a link to "The IHV is launching a new magazine, the 'Institute' magazine".

The screenshot shows the IHV website homepage. It features a navigation menu at the top with links for Home, About Us, News & events, Policy & professional, Resources, For families, Jobs & careers, and Support us. The main content area includes:

- About the IHV:** A section describing the organization as a UK Centre of Excellence supporting the development of university high-quality health visiting practice.
- Our mission:** To be a Centre of Excellence, supporting the development of universally high quality health visiting practice, so that health visitors can effectively respond to the health needs of all children, families and communities.
- What's new?:** A section with a "New" tag and a link to "New! An exciting 1st Annual Report which celebrates a very special first year".
- Jobs:** A section titled "iHV Jobs : iHV Professional Development Officer" with details about the role and application deadline.
- What's new? (continued):** A section with a "New" tag and a link to "New! An exciting 1st Annual Report which celebrates a very special first year".

The screenshot shows the IHV Twitter profile page. The profile name is "iHV @HealthVisiting" and the bio is "A UK centre of excellence supporting the development of university high-quality health visiting practice. ihv.org.uk". The page shows a list of tweets, including:

- A tweet from @HealthVisiting: "Looking forward to introducing iHV Associate speakers at iHV celebration later. Thanks Wendy, Melita and Theresa." (Retweeted 10 times)
- A tweet from @HealthVisiting: "iHV First Annual Report now on website at ihv.org.uk. Do have a look it's been a great first year #iHealthVisiting @iVUResearch" (Retweeted 20 times)
- A tweet from @HealthVisiting: "After Bristol London celebrating first birthday @iHealthVisiting - congratulations on great first year improving health children families" (Retweeted 10 times)

The screenshot shows the IHV website 'Voices' section. It features a list of articles:

- Putting the Baby in the Bath Water:** A reflection on the 3rd International Public Health Nursing Conference - Making the Difference.
- Applying Science to real world issues:** A reflection on the 3rd International Public Health Nursing Conference - Making the Difference.
- Latest Voices:** A section with a link to "Putting the Baby in the Bath Water" and "Applying Science to real world issues".
- Launch of the WHO (Europe) Review of social determinants and the health divide in the WHO European Region:** A section with a link to "Launch of the WHO (Europe) Review of social determinants and the health divide in the WHO European Region".

The screenshot shows the IHV Facebook page. The page name is "Institute of Health Visiting" and the bio is "To connect with Institute of Health Visiting, sign up for Facebook today." The page shows a list of posts, including:

- A post from "HealthMedical/Pharmacists" with a link to "HealthMedical/Pharmacists" and a description of the organization as a UK centre of excellence supporting the development of university high-quality health visiting practice.
- A post from "iHV" with a link to "iHV" and a description of the organization as a UK centre of excellence supporting the development of university high-quality health visiting practice.



International work

- International membership launched
- Supporting All Party Parliamentary Group for Global Health
- Advisors to UNICEF Geneva – supporting the development of health visitor type service in 25 countries in Eastern Europe and Central Asia
- Founder member of the council of the Global Public Health Nursing Network – next conference in Nairobi in Spring 2019 – start saving we want you there!!



Membership

None of this work can continue to happen without the support of our health visitor members

Please consider joining us today:

Associate HV membership: £6.50 a month (tax deductible)

Student membership: £3 a month (tax deductible)

The iHV has achieved a great deal for health visitors in England but we would like our resources to be better used in Scotland too.

Membership is the best way to connect with us and have access to all our resources and our monthly newsletters flagging up new developments in the profession

www.ihv.org.uk



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Thank you



Now its your turn, what
can we produce to help
you in your work in
Scotland, we understand
your services and needs
will be different?