

## Widening Participation Education Forum for Health

**Venue: Glasgow Caledonian University Room A536 Govan Mbeki Building (4 on campus map)**

Purpose of initial meeting

- Develop our aims for a RPL forum
- Meeting Widening Participation and Future Nurse outcomes
- In what ways can we work in partnership across sectors

Plan for Action

- Prioritise areas we can develop – how are we going to do that
- How we want to work together
- Communication and responsibilities

1100 – 1115 Introductions – areas of interest – initial thoughts.

Morning Workshop – RPL NHS NES project – experience of health boards.

1115 – 1245 RPL NHS initiative – Laura and Stuart.

Update on RPL project, future scope of the work and perspective from the pilot health boards.

1330 – 1515 Afternoon session.

We will be looking at this through the NHS policy on RPL and SCQF tool kit. Useful if attendees can have a look at this. In addition, if attendees have any examples of using RPL, there will be time to share the experience.

SCQF resources - <https://scqf.org.uk/support/support-for-educators-and-advisers/rpl-for-educators-and-advisers/>

NHS NES policy.

[https://www.nes.scot.nhs.uk/media/3506547/nesd0541\\_rpl\\_user\\_guide\\_4.pdf](https://www.nes.scot.nhs.uk/media/3506547/nesd0541_rpl_user_guide_4.pdf)


1. Looking at RPL, what structure and methods do we need to work across NHS, College and University.
2. Focus in on areas we can work closer together on. Analysing the effectiveness of RPL in certain scenarios.
3. Developing a plan for us to take back to our organisations.
4. Developing ways we can continue to collaborate.


1515 – 1530 Actions and responsibilities.

## Campus Key



- 01 Hamish Wood Building** (Rooms W)  
Partially under construction until Spring 2016 as part of an exciting £30m campus development project
- 02 The Sir Alex Ferguson Library**
- 03 George Moore Building** (Rooms M)  
Contains the University Restaurant, 'Study Club' area and Campus Life desk
- 04 Govan Mbeki Building** (Rooms A)
- 05 Students' Association**
- 06 Arc Health and Wellbeing Facility**
- 07 Centre for Executive Education** (Rooms CEE)  
Go here to register and get your student card in September.
- 08 William Harley Building** (Rooms H)
- 09 Britannia Building** (Rooms B)
- 10 Charles Oakley Laboratories** (Rooms C)
- 11 Teaching Block**
- 12 Milton Street Building** (Rooms MS)
- 13 Nursery**
- 14 Caledonian Court**  
Student Accommodation

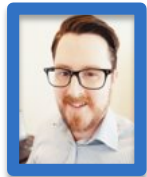
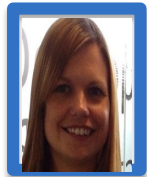
 **Access** (lifts, ramps and automatic doors)

 **Food and drink**

**Note:** All buildings are wheelchair accessible. The locations of access points are subject to 'Heart of the Campus' construction work.

# Widening Participation Education Forum for Health

18 February 2020



Laura Christie  
Stuart Caulfield

Education & Management Development  
NHS Education for Scotland

# RPL Project Timeline



2019/2020 – Pilot Implementation of RPL Guiding Principles

2021 – National roll out of RPL Guiding Principles & Website

# NHSS RPL Guiding Principles

- **Person/Learner Centred**
  - Managers provide support for staff to use RPL
  - Voluntary for learners in line with their aspirations
  - Treats learners with dignity and respect
- **Standardised and Transparent**
  - Adopt the five-step process
- **Flexible**
  - Gateway to learning which is inclusive
    - socially and geographically
  - Can happen at any point in career



# NHSS RPL Guiding Principles

- **Accessible to all**

- Easy to understand with inclusive approach
- Considers learners preferred learning style

- **Collaborative and quality assured**

- Senior managers work in partnership with learning providers
- Include SCQF levels & quality assurance within learning provider

# RPL 5 Step process for NHSScotland



## Benefits: Learners feel happier and confident

- Validates learner's ability to learn from past experiences & identify future potential outcomes
- Recognition of learning in the workplace/ life experience to identify gaps, areas for improvement and inform career
- Removing duplication of learning
- Reflective learners help find solutions to issues, influencing change for the better



## Benefits: RPL for NHSS



- Developing a Learning Culture
- Improved access to L&D
- Removed repetition of learning
- Greater efficiency (less time 'off the job')
- Better attraction & retention of workforce
- Flexible workforce improving employment choices

## Benefits: Learning Providers & RPL

- Improved progression pathways between FE & HE (articulation)
- Changing recruitment and retention and widening participation
- Increased flexibility for a diverse current and future workforce
- Supports upward mobility & economic growth



# RPL for NHS Scotland during:

- Recruitment, induction, promotion, Personal Development Planning & Review
  - To **achieve recognition** for learning from experience in the past and identify SCQF Level with a career pathway in line with the learner’s career aspirations
  - To **gain credit**, entry to or articulation onto a formal learning programme



**THE SCOTTISH CREDIT AND QUALIFICATIONS FRAMEWORK**

SCQF Level	SCQF Description	Qualifications of Higher Education Institution	Work/A
12		Doctoral Degree	Professional Accreditation
11		Master's Degree, Master's Degree (with Honours), Master's Certificate	Professional Accreditation (SQA), Professional Accreditation (SQA)
10		Bachelor's Degree, Bachelor's Degree (with Honours), Bachelor's Certificate	Professional Accreditation, Technical Accreditation (SQA)
9		Professional Development Award	Technical Accreditation (SQA)
8		High National Certificate	Technical Accreditation (SQA)
7		High National Certificate	Technical Accreditation (SQA)
6	Advanced Higher, Advanced Higher Certificate	Certificate of Higher Education	Medium Accreditation (SQA)
5	Higher, Advanced Higher, Higher Certificate		Medium Accreditation (SQA)
4	National 5, National 4, National 3, National 2, National 1	National Certificate, National Professional Award	Medium Accreditation (SQA), SQA 1
3	National 5, National 4, National 3, National 2, National 1		
2	National 5, National 4, National 3, National 2, National 1		
1	National 5, National 4, National 3, National 2, National 1		

# Embedding RPL Guiding Principles

- RPL Workshop (developed by SCQF & NES)
- RPL flowcharts for different types of RPL (draft)
- Reflection to evidence learning from experience
- Learning Portfolio
- Evaluate RPL activity
  - [Questionnaire](#)
  - Reflection and Action Planning Tool
    - Identify how Board will use RPL
    - Awareness of RPL activity
- Refine resources to help embed RPL and share good practice
- Inform website by 2021 for national roll out

**NHS**  
Education for Scotland

**RECOGNITION OF PRIOR LEARNING**  
TRANSFORMING LIVES THROUGH LIFELONG LEARNING

Recognition of Prior Learning (RPL) means that you can get recognition for learning done in a work based environment and learning from life experience to support your career development. These Guiding Principles provide a consistent approach to Recognition of Prior Learning for NHS Scotland Boards, and are underpinned by the [Scottish Credit and Qualifications Framework \(SCQF\)](#) and NHS Scotland [Staff Governance Standards](#).

**Guiding Principles for NHS Scotland**

<p><b>Person / Learner-centred</b> NHS Scotland managers, supervisors and reviewers will provide support for staff to recognise relevant prior knowledge, skills and understanding, and the value of recognising learning gained from experience in their life and workplace. RPL is voluntary and helps to meet learners' needs, in line with their goals and aspirations in a way that is fair and treats learners with dignity and respect.</p>	<p><b>Standardised &amp; Transparent</b> NHS Scotland managers, supervisors and reviewers will adopt the RPL 5 Step Process (see below), to ensure transparency and consistency across NHS Scotland.</p>
<p><b>Collaborative and Quality Assured</b> NHS Scotland learning and development leads will work in partnership with learning providers to ensure learners' access to relevant learning opportunities. RPL will be underpinned by quality assurance mechanisms.</p>	<p><b>Accessible to all</b> RPL will be accessible, inclusive, easy to understand and applicable to all learners, considering their preferred learning style.</p>
<p><b>Flexible</b> The RPL process is a gateway to learning, using different approaches in terms of support and resources to address the diversity of learners' needs and requirements when seeking RPL at any point throughout a learner's career.</p>	

These Principles were created by an NHS Scotland RPL Short Life Working Group, led by NHS Education for Scotland, in 2019.

**RPL is a Five Step Process:**

- 1 Initial Guidance
- 2 Identification
- 3 Establishing & Recognition of Evidence
- 4 Assessment of Evidence
- 5 Recognition Progression

Further information to support this process is available by contacting: [ask@nhs.uk](mailto:ask@nhs.uk)

## Nine Boards in Pilot recruited in 2019

NHS Lothian

State Hospital

NHS Highland

NHS Orkney

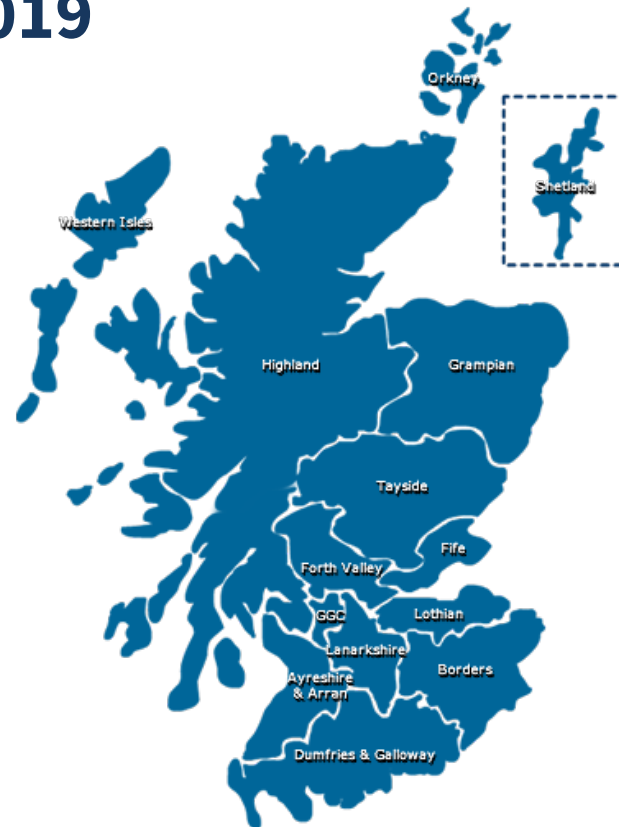
NHS Grampian

NES

NHS Greater Glasgow and Clyde

Golden Jubilee Foundation

NHS24



# Pilot Boards: Current Status

Board	Pre-meet	RPL Workshop	Action Plan & RPL Lead identified 2019
NHS Lothian	4 <sup>th</sup> June	3 July (Livingston) & 8 August 2019 (Edinburgh)	1 <sup>st</sup> October Pharmacy team are mapping English Pharmacy qualification to Scottish equivalent in frequent use.
NHS Highland	20 <sup>th</sup> May	22 <sup>nd</sup> August	16 <sup>th</sup> November
NHS Orkney	Telephone call	18 <sup>th</sup> September	TBD
State Hospital	Telephone call	23 <sup>rd</sup> July	TBD
NHS24	27 <sup>th</sup> September	Workshop TBC	TBD
NHS Grampian	9 <sup>th</sup> September	Workshop TBC	TBD
NHS GGC	26 <sup>th</sup> August	(RPL Workshop shared & Action Plan Template)	TBD
NES	14 <sup>th</sup> May	14 <sup>th</sup> September	TBD
Golden Jubilee	4 <sup>th</sup> September & 22 <sup>nd</sup> November	(RPL Workshop shared & Action Plan Template)	TBD

# RPL Pilot: What's involved / support

## Boards:

- Identify RPL Leader – go to person
  - Share RPL GPs within workforce
  - Support others with understanding RPL as a lifelong learning tool
  - Establish starting point for learners & share education pathways
  - Support learners in workforce with learning from experience requiring RPL
  - Partnership with key stakeholders e.g. learning providers
- Identify RPL Good Practice Points to suit local needs + share what works
- Support:
  - [Stuart.Caulfield@nes.scot.nhs.uk](mailto:Stuart.Caulfield@nes.scot.nhs.uk) & [info@scqf.org.uk](mailto:info@scqf.org.uk)
  - Steering group with other pilot Boards

# Learning Survey (NMAHP HCSW NES 2019)

## 21,000 Clinical HCSW in NHS Scotland

- 59% want to progress their careers (potential to grow own NMAHP)
- 47% want to see a difference in how they learn at work
- PDP+R = 61% have one (range 35%-78% within Boards)

## Key enablers for learning

- Support from manager/team
- Protected time
- Funding
- Information
  - Learning which supports career development poorly understood in terms of progression!!
  - [Link to Survey Here](#)



# Other Recommendations

- **Once for NHS Scotland: SCQF Inclusive Recruiter Campaign**
- **National RPL policy aligned to SCQF**
  - Consistency to avoid confusion and discrimination
    - Clarity of definitions and meaning
  - RPL evidence gathering process for coherent data capture
  - Prior to enrolment – early in tuition/employment (avoid repeated learning)
- **National NHSS RPL Network/RPL Practitioner Network for Scotland**
  - RPL experts: know what works
  - Learning enablers: funding arrangements + time
  - Inform research agenda
  - Conference to share RPL activity and forum for RPL experts to network

# Questions



**Laura.Christie@nes.scot.nhs.uk**  
**Stuart.Caulfield@nes.scot.nhs.uk**



**@Laura\_C\_hcsw**  
**@SCaulfieldNES**



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Please contact us on **0131 656 3200** or email **altformats@nes.scot.nhs.uk** to discuss how  
we can best meet your requirements.



NHS Education for Scotland  
Westport 102  
West Port  
Edinburgh  
EH3 9DN

[www.nes.scot.nhs.uk](http://www.nes.scot.nhs.uk)

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