

Skills in Practice Policy

1. Policy Name: Skills in Practice Policy

2. Purpose of policy and summary of issues it addresses:

Historically, students, mentors, practice educators, senior NHS staff and academics were often uncertain as to the extent to which students could learn and practise, under supervision, a range of skills.

3. Content of Policy

3.1 Overview

In an attempt to encourage, rather than inhibit, skill development, a more principle driven and individualised approach to skill development has been agreed following a consultation period. As a consequence, the following policy will be operational from January 2012.

1. The skills that will be delivered by the University in partnership with the Trusts and placement providers for all students to have attained by the end of their programme will be known as the required skills for the specific programme. Required skills will include statutory and mandatory skills, essential skills and other skills specified by any related regulators/professional body according to the field or registration. **Therefore, required skills are identified for each programme.**

2. **Desirable** skills are those agreed between the University and an individual organisation as being attainable in that organisation/placement under normal circumstances. These may vary from organisation to organisation according to their needs, wants and governance arrangements. Desirable skills are also profession specific.

3.2 Student/ mentor, Student/ mentor, practice educator engagement with skills learning and experiences. In addition to their achievement of required skills, students can engage with any skill providing that they:

- have been appropriately prepared and supervised by their mentor/practice educator or suitably prepared designee;
- are undertaking a skill that is not a function limited for students by legislation, university guidance or the placement provider's organisation;
- judge that they are sufficiently prepared for, and ready to undertake the skill;
- are taught and assessed according to the standards expected of the placement provider's organisation by a person authorised to do so.

4. Related policies or legislation

This policy has been ratified by the Practice Learning Committee and disseminated via SharePoint, mentor/practice educator updates and through the Skills Strategy communication plan. Students will be advised via their programme leads.

<i>Originated by:</i>	<i>Mary Gobbi, Jo Watson - Skills Strategy Group</i>
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<i>Reviewed by:</i>	<i>Julian Pearce</i>
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