



# Education Plan for Wessex



# Contents

# 1. National context and alignment

<b>1.</b>	<b>National context and alignment</b>	3
<b>2.</b>	<b>Our vision</b>	4
<b>3.</b>	<b>Objectives of the plan</b>	5
	Principles	5
	Key priorities	5
<b>4.</b>	<b>Scope of plan</b>	6
	Scope	6
	Partnership working	6
	Key audiences	6
	Primary care	6
	Community Services	7
	Secondary care	7
	Patients and Carers	7
<b>5.</b>	<b>Education and training content</b>	8
<b>6.</b>	<b>Dissemination and delivery of the plan</b>	9
<b>7.</b>	<b>Governance &amp; Monitoring</b>	10
<b>Appendix 1:</b>	<b>Examples of current resources</b>	11
	Gateway-C	11
	Macmillan Cancer Support	12
	HEETV Star	13
	Personalised Care Institute	14
	CRUK GP Contract Hub	14

In January 2019, the NHS Long Term Plan was published, stating the NHS' continued commitment to improvements in prevention, cancer survival, earlier diagnosis, faster diagnosis, optimal access to treatment, personalised care and follow up and research and innovation, with the aim of improving patient's experience and outcomes for individuals with a cancer diagnosis.

Workforce education and training is integral to achieving these themes with a modern, skilled and flexible workforce central to this. As a system, we need to be able to deliver new models and approaches to cancer care, working in partnership with patients to ensure the individual is at the heart of all our decision-making.

Our Cancer Plan for Wessex 2021 sets out our response and mechanism for delivering the commitments in the NHS Long Term. The plan highlights the priorities that need to be addressed to ultimately deliver the ambitions set out by the NHS Long Term and improve outcomes for the Alliance's population.

Collaborative working with partner organisations (e.g. Public Health England, Local authorities, NHS, Voluntary sector services and charitable partners) is critical to achieving local implementation of the recommendations from the NHS Long Term Plan. To support this, membership of the Wessex Cancer Alliance Board includes CEOs, Accountable Officers and Senior Leads from our constituent CCGs and Acute Trusts, Public Health England, Directors of Public Health, Hampshire and Isle of Wight ICS, Dorset Cancer Partnership and Wessex Academic Health Science Network representatives.

## 2. Our vision

Wessex Cancer Alliance's strategic vision for cancer care is:

**“Everyone living in Dorset, Hampshire, and the Isle of Wight will have equitable access to world class cancer care.”**

The education of Health Care Professionals, the wider cancer workforce and the public is integral to achieving improved experience and outcomes for patients and their families affected by cancer. To deliver excellent cancer care, health care professionals must have direct access to high quality cancer training and education.

## 3. Objectives of the plan

This plan sets out how education will support and enable improved health outcomes and better experiences at every stage of the patient pathway from prevention to early detection, through diagnosis, treatment, into living with and beyond cancer. The desired outcomes will be delivered by healthcare staff of all grades and disciplines.

We want to ensure that healthcare professionals have as many opportunities as possible, to access the education or training they need to support and improve patient experience and to contribute to the ongoing development of their knowledge and skillset.

This plan is Wessex Cancer Alliance's recommendation of the best and appropriate training for health care professionals who touch the cancer pathway.

### Principles

This education plan aims to promote an ethos of care, collaborative working to support patients on a pathway, encourage ownership of quality of outcomes, development of workforce leaders, embedding excellence in cancer care at all stages.

This plan has been developed on 3 key principles to support delivery of the highest quality education:

#### Inter-Organisational

Working in isolation is no longer effective and collaborative working with partners within a system is crucial to support delivery of high-quality cancer outcomes. With an increased focus on integrated working between health and social care professionals as outlined in the NHS Long Term Plan (2019), multi-professional approaches should be used to promote inter-professional and organisational learning. This will support breaking down barriers and promote understanding of the role each person plays within the patient's pathway. This approach promotes open communication.

#### Evidence-based

Education and training delivered should be evidence-based to demonstrate its effectiveness at achieving the required outcomes. Robust measures and evaluation approaches should be implemented to determine impact and support delivery at scale where desired.

#### Accessible and Sustainable delivery

Reduction of inequalities in experience and outcomes is a key focus for Wessex Cancer Alliance and a core theme underpinning this education plan. Delivery of this plan will take account of the diversity of the local population, through engaging with local partners to ensure delivery meets local population needs.

To promote sustainable delivery, this plan encourages collaborative working with key partners across workstreams and organisational boundaries, to capitalise on available funding opportunities and ensure best use of resources within a resource-constrained system.

### Key priorities

This education plan is driven by 5 priorities:

- a) Promotion of early detection and faster diagnosis of cancer through raising awareness of cancer symptoms and promoting uptake of cancer screening.
- b) Deliver an inter-professional cancer education plan to promote collaborative working across sectors.
- c) Adopting a patient centred approach, ensure patients and families affected by cancer are active partners in their care through promoting education on cancer symptoms, shared decision making and effective conversations on their care.
- d) Develop the cancer workforce so that partnership working is core to thinking, and practice and leadership is multidisciplinary
- e) Develop the cancer workforce so that a commitment to innovation and continuous improvement is the core capability of all staff.

## 4. Scope of plan

### Scope

This plan sets out how education will support and enable improved health outcomes and better experience at every stage of the patient pathway from prevention to early detection, through diagnosis and care, into living with and beyond cancer.

This education plan will apply to all health care providers working within primary, secondary and community care within Wessex Cancer Alliance, with the inclusion of both clinical and non-clinical staff and it is designed to meet the needs of the entire workforce of practitioners, caring for cancer patients of all ages, including children, teenagers, young adults and adults.

The main aim is to develop a repository for staff to find the appropriate training and therefore this plan sets out the principles for the development of this repository and as a signpost to this resource.

### Partnership working

A key part of the plan is to integrate and utilise the support currently offered by our partnership organisations, including Health Education England, Macmillan Cancer Support, Cancer Research UK, Public Health England, Higher Education Institutions in Wessex, ARC Wessex and Wessex AHSN.

### Key audiences

This plan proposes education programmes for a range of audiences who all significantly contribute to different parts of the patient's cancer pathway. The education needs of each audience will vary due to the requirements of their role and the level of expertise and knowledge they require. Key audiences are:

- Primary care
- Community Services
- Secondary/Tertiary care
- Patients and carers (within our Communities Against Cancer work stream).

### Primary care

Primary care plays a significant role at each part of the patient's cancer pathway, prior to and from point of diagnosis to living with and beyond. GPs act as a first point of contact to health care services, supporting patients across their lifetime.

This plan addresses both individual professional service providers and the whole of the practice workforce. The primary care cancer workforce targeted in this education plan includes:

- General Practitioners (GPs)
- Practice Nurses
- Health Care Assistants,
- Social Prescriber Link Workers
- Non-clinical staff (e.g. Admin, reception and practice managers)
- Allied Health Professionals
- Pharmacists
- Physician Associates.

### Community Services

Community service teams have key interactions with patients and can help advise and signpost patients in terms of health living, recognising early signs/symptoms of possible cancer and reminding patients of the importance of participating in cancer screening programmes. There is also a clear role in on-going care management/support in the community and for some end of life care. The community cancer workforce targeted in this education plan includes but is not limited to:

- Mental Health Nurses
- Community & District nursing and therapy teams
- Hospice teams
- School Nurses
- Health Visitors and Community Nursery Nurses
- Exercise Instructors
- Educators in Further and Higher Education
- Health and Social Care Teams.

### Secondary care

The secondary care cancer workforce targeted in this education plan includes but is not limited to:

- Cancer Clinical Nurse Specialists / Chemo nurses / Cancer Ward Nurses
- Consultants
- Cancer Support Workers
- Pathway Navigators
- MDT Co-ordinators/Cancer Managers
- Allied Health Professionals and Therapy Assistants
- Non-clinical staff (e.g. Admin, reception and secretarial).

### Patients and Carers

It is important for patients to be aware of the significant role they play in prevention and early detection of cancer. Patients should feel empowered to seek out help from primary care when a symptom is recognised enabling them to feel involved in their journey to a possible diagnosis and allowing them to take control back during their treatment, living with and beyond their cancer, living with the effects of their cancer and at end of life.

This plan therefore recognises the need to educate the public about prevention, screening and signs and symptoms. In Wessex Cancer Alliance, this will be championed through Communities Against Cancer.



## 5. Education and training content

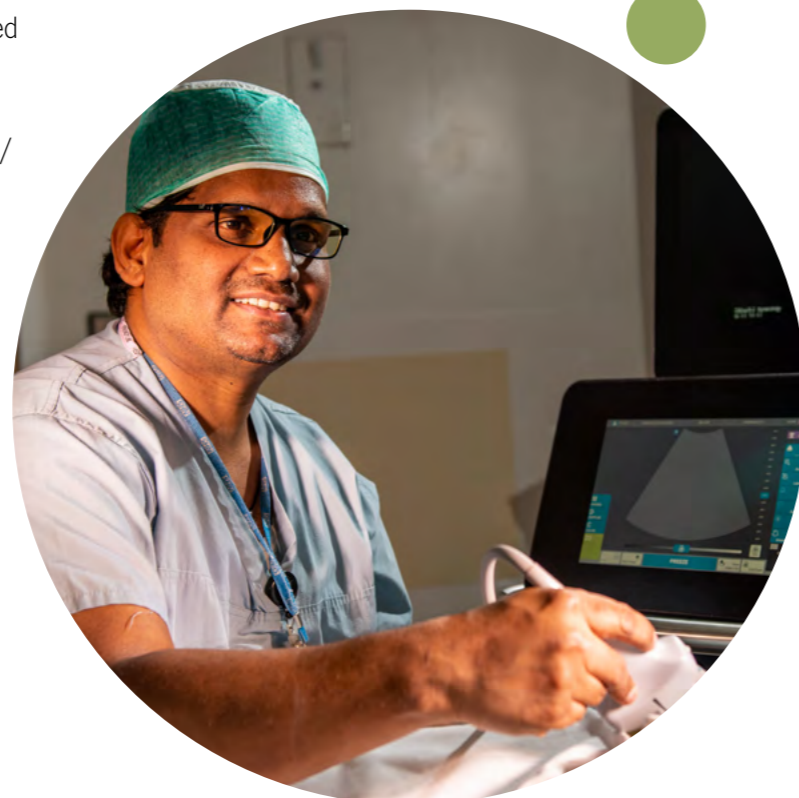
A key part of this plan is to integrate all the support currently offered by partnership organisations such as Health Education England (HEE), Macmillan Cancer Support, Cancer Research UK, other charity and voluntary organisations, Providers and Commissioners, National screening programmes and Public Health England (PHE) within this framework.

There are professional-specific curriculums that are managed outside of this, but some of the training opportunities here are appropriate to further understanding and expand the scope of the work of health professionals. Links to some recognised competency frameworks are provided in Appendix 1.

Cancer courses provided by local health providers and HEIs are outside the scope of this education plan. Readers should explore internal opportunities provided by their own organisation in addition to the education content listed in this plan.

Areas of focus for cancer education aligned to key outcomes across the cancer pathway, have been shared as a table on our website, including the training and education initiatives plus useful resources/toolkits to support delivery of these outcomes and how to access/signpost to training opportunities.

Please visit: <https://wessexcanceralliance.nhs.uk/our-work/workforce-and-education/>



## 6. Dissemination and delivery of the plan

This plan will have a wide dissemination across Wessex through our partners, for example:

Wessex LMCs, CCGs, provider organisations, primary care training Hubs, ICSs, HEIs, local third sector organisations, Local Authorities.

Traditionally delivery of training has been through 'face to face' interactions. This provides an opportunity for real-time interaction, feedback and tailoring of the training to user's needs.

A mix of methods is recommended to support wider learning and development, so in addition to face-to-face training, delivery of education via online web-based platforms and webinars has now become part of the norm. This allows the user safety, flexibility and convenience over accessing training to fit with their daily commitments.

The Wessex Cancer Alliance website has links to all the available training that is recommended by this plan – this may be local training including webinars and podcasts developed and delivered by the members of LMC/Wessex Cancer Alliance or it might be national training developed and delivered by partners such as Cancer Research UK or Macmillan Cancer Support.

All training can be found here: <https://wessexcanceralliance.nhs.uk/our-work/workforce-and-education/>



## 7. Governance & Monitoring

It will be important to monitor and maintain oversight of the Wessex Cancer Education Repository. This will sit within the remit of the Education Plan Group whose membership includes representation from key stakeholders (Primary Care, Secondary Care and Community Care, HEE, CRUK and Macmillan as well as Programme Managers from the Alliance).

A minimum of quarterly meetings will ensure that the repository is up to date and being utilised.



## Appendix 1: Examples of current resources

### Gateway-C

Health Education England supported the national rollout of Gateway-C for primary care, an online education portal specifically focussed on cancer education. The web-based platform primarily focuses on early detection of cancer, supporting primary care in recognition of signs and symptoms of cancer and is one of the main delivery vehicles for earlier diagnosis education for Primary care in Wessex.

Gateway-C was piloted by The Christie and ULCH Cancer Collaborative and was favourably evaluated in terms of usability and perceived improvements in GP users' confidence and knowledge of cancer referrals.

The aims of the education platform are:

- To facilitate earlier and better referrals
- Give Health Care Professionals (HCPs) confidence to know when and when not to refer
- Improve symptom recognition
- Supports the 28 day and 62-day pathways

The portal includes:

- a searchable database of online cancer learning modules, courses and resources
- an interactive learning zone, including a searchable calendar of training events
- Emails for users – regular emails providing 'key nuggets' of information and links to learning, often responsive to current events (e.g. news stories, new research) which patients may have heard about and want to ask their GP about.
- 'Cancer Keys' – Monthly emails supporting the application of learning into practice. Includes links to NICE NG12.
- 'Cancer Conversations' – Bite-sized news articles –

talks to experts and shares innovations in practice – a video newsletter.

- access to the ICan community support resource
- The learning is built around patient consultations. Using realistic scenarios to help users identify with the challenges and dilemmas facing professionals.

There are currently 12 modules, with more in development. All are **RCGP-accredited, with each hour of training equating to 1 x CPD (certificates available).**

- **Earlier diagnosis:**

- Lung
- Colorectal
- Pancreatic
- Brain
- Lymphoma
- Myeloma
- Prostate – PSA screening
- Prostate – Symptomatic prostate cancer
- Prostate – Metastatic prostate cancer
- Improving quality of suspected cancer referrals (to support delivery of the Cancer Waiting Time Standards)

- **Late effects of cancer:**

- Colorectal

- **Palliative and End of Life Care:**

- How to support palliative and End of Life care support planning in Primary care

- **Additional courses in development:**

- Blood cancers - including Acute and Chronic Leukaemia
- Stomach cancer

# Appendix 1:

## Examples of current resources

- Oesophageal cancer
- Ovarian cancer
- FIT testing for bowel screening and for low risk symptomatic patients

To access GatewayC, register at:  
[www.gatewayc.org.uk/register](http://www.gatewayc.org.uk/register)



## Macmillan Cancer Support

The **Macmillan Learn Zone** is a free online learning resource, with courses and professional development tools developed by Macmillan Cancer Support. It includes courses for:

- Macmillan Professionals
- Health and Social Care Professionals
- Members of the public
- Volunteers
- Information and Support professionals

To access Macmillan Learn Zone, register at  
<https://learnzone.org.uk/>

### NEW Macmillan Learning and Communications Hub launched May 2021.

Professionals can learn, share and connect with other professionals in the brand new learning and communications hub. This tailored, interactive offer is designed to support professionals in their role so that they can be in control of their professional learning and development and do whatever it takes to support people with cancer. With a range of courses, expert resources, and an online community it gives them the information they need, when they need it.

Macmillan Professionals: [Sign up here](#)

Health and Social Professionals: [Sign up here](#)

NEW Macmillan Cancer Support and HEE: The PROsPer programme provides e-learning on supporting people with cancer in personalised care and support planning, prehabilitation and rehabilitation. It also covers managing the consequences of cancer and its treatment, workforce

development and service redesign. <https://www.e-lfh.org.uk/programmes/prosper/>

<https://www.macmillan.org.uk/coronavirus/healthcare-professionals>

See Difficult Conversations; Advanced Care Planning; Palliative and End of Life Care; Bereavement Resource for H&SC Professionals.

Primary Care Update: Macmillan's GP Advisers, with the support of GPs and the wider Macmillan team, produce a quarterly e-newsletter to inform GPs, primary care cancer leads and the wider primary care community. It includes the latest developments, learning and case studies relating to cancer across primary care.

Click to: [Sign up for Primary Care Update - Macmillan Cancer Support](#)

[Click for additional Macmillan Resources for GPs](#)

Macmillan Competency Framework for Allied Health Professionals supports any UK registered AHP who provides care for people living with or affected by cancer and is a useful tool to guide development for AHPs working in primary and community setting.

[Macmillan Competency Framework for Nurses](#) supports any UK registered nurse who provides care for people living with or affected by cancer and is a useful tool to guide development for nurses working in primary and community setting. A toolkit to support benchmarking, evidencing and development of practice.

It can be used alongside existing competence frameworks such as

[Royal College of Nursing \(RCN\) / United Kingdom Oncology Nursing Society \(UKONS\) Career and Education Framework for Cancer Nursing](#)

## HEE Star Model

Health Education England has developed an effective model to support workforce transformation, that explores current challenges and maximises quality improvement opportunities to effectively provide workable solutions.

The HEE Star is also an online platform that has lots of resources to help design bespoke solutions to workforce challenges. The Star is shaped around five key areas that can make improvements to the way care is delivered - see figure below.



HEE Star model

To access the online HEE Star directory, visit  
<https://heestar.e-lfh.org.uk/>

# Appendix 1:

## Examples of current resources

### Personalised Care Institute

The Personalised Care Institute will support the professional development of at least 75,000 health and care professionals through the comprehensive model of [Universal Personalised Care](#), with a focus on the following four evidence-based components by 2023/24:

- [Shared decision making](#)
- [Personalised care and support planning](#)
- [Social prescribing and community-based support](#)
- [Supported self-management](#)

The Institute will provide a central learning hub where learners can access blended training and register for remote and face to face training opportunities, access networking opportunities and best practice examples.

NHS England and Improvement and the Royal College of General Practitioners are working with other Royal Colleges, key professional organisations, providers and patients to develop the Institute. The Institute takes a coordinated and collaborative approach to training, signposting to high quality accredited training available across England.

### CRUK GP Contract Hub

To support GPs in England deliver on the 2020-21 QOF QI module and the PCN specification on the early diagnosis of cancer, CRUK has developed a free, one-stop hub for GPs. It is quick and easy to access, with clear links to Covid-related requirements and resources. There is no need to register or sign in. [Click here](#).





For a translation of this document or to request  
information in an accessible format, please email:  
**[england.wessexcanceralliance@nhs.net](mailto:england.wessexcanceralliance@nhs.net)**