

"Listening to colleagues who have been working in hospice education for some time has given me a wider perspective in terms of how we can develop education here. It also helps as I am a lone worker working 2 days a week."

"The statement feels inclusive and supportive of the purpose and aim of the education network. It outlines what will be achieved through the work that is being delivered and the emphasis on what is encouraged by members of the network in order to support members, grow the

Growing the Education Network to maturity using **Quality Improvement and** coproduction to support

Stages of maturity of a **Community of Practice**

network and share information and ideas."

Hospice UK Strategy 2024/29

Priority 2. To enhance quality care Supporting hospices to deliver individualised quality care

Since its foundation, hospice care has represented an excellent standard of quality care in the UK. Today it s a fundamental part of our health and care system, out one that often feels undervalued.

Hospice care puts the patients and their family at its heart, both before and after someone's death. It is there at the most difficult time of someone's life providing expert clinical care and holistic support. ospices can lead the way in delivering expert end of life care, sharing their knowledge and working with other health and care professionals.

Continual improvement in the quality of care, informed Good leadership and collaboration that supports professionals across the wider health and care system Better evidence of the value of the hospice sector a partners in the wider health and care system.

What we want to achieve

There is a need to better evidence the value of the individualised care, for both a patient and their family To achieve this, we will that children's and adult hospices provide. As the national champion of hospice care, Hospice UK will Provide tools for hospices to measure, compare an use our voice to highlight the quality and value of

How we will measure our success Enhanced capability and skills for all hospice Hospices report appropriate staff skills for the professionals to maintain quality standards in a communities they serve changing clinical, social and digital environmen Hospices take a quality imp service development.

HospiceUk

Patient reported experience is used consistently evidence and improve care. Collaboratives are sharing knowledge and good practice across health and care system

continually improve the quality and safety of their Share good practice and facilitate learning between and across hospices and the wider health and care

national guidance and regulatory frameworks Focus on closing the gaps in quality provision



hospice educators

Background

Development of the workforce to ensure it is fit for the future of end of life care is one of the greatest challenges facing the many hospices in the UK¹. Hospice educators play a key part in this.

Education underpins the quality and safety of care delivery.



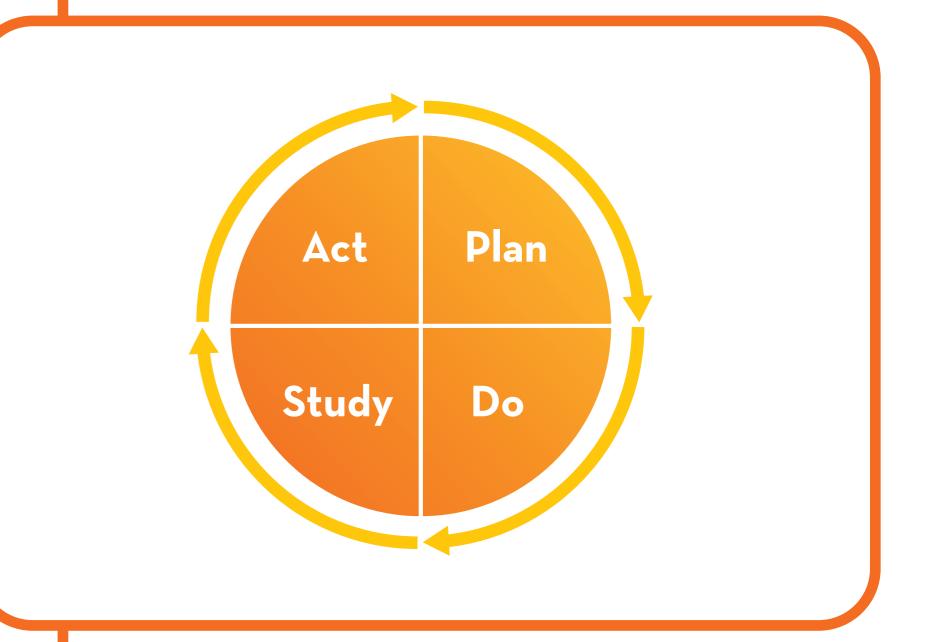
- To prevent isolation of individual educators and provide a forum for them to come together from across the sector for shared learning.
- To enable peer-to-peer support and knowledge exchange.
- To create a Statement of Purpose² to ensure a collective shared vision.
- To support dissemination of national policy, practice and facilitate two-way exchange.

Method



Based on the Working Knowledge^{csp} Community of Practice Maturity Model

> "I really learn a lot from these sessions. Thank you Amber and your team for organising these."



of best practice and problem solving from others sharing their educational journey."

"Lived experience - I always gain insight

Statement of Purpose 2024



Who is it for This group is made up of hospice and palliative care educators and those with a remit for hospice education, training, and development across the four nations

What is it for

The network is for and led by its members. Formed to share informatio encourage shared learning and peer-to-peer support amongst the members roviding updates and information relevant to the sector across four nations and allowing members to share challenges and raise concerns. This builds on The Hospice UK Strategy 2024-29 Strategic Priority 2

To enhance quality care:

We will support hospices to deliver individualised quality care amid rapidly changing

Our Aims

The network was set up to:

- raise awareness of hospice education amongst other servi
- influence partners at a national leve share the latest thinking in education, staff development and learning with a
- particular focus on early entry, existing workforce and later career pathways share innovative education and workforce models and how they have been
- implemented • exchange and share useful resources, tools, ideas and solutions to commor
- provide peer suppo consider practical measures that can be taken forward now and for the future feedback to Hospice UK regarding challenges faced in education in hospice

Our work We plan to:

- have bi-monthly meetings via Teams. provide regular updates via Teams NETW Education Network Discussion
- circulate, to members of the network only, the notes, resources and video link of any meetings to enable wider access to the learning
- keep the education network webpages up to date, sharing meeting
- encourage hospices to share knowledge, expertise and resources

- Use of continuous evaluation³ using the Community of Practice Maturity Model has been essential to measure progress.
- To make positive changes we adopted a Plan, Do, Study, Act, Cycle⁴ to test changes and review feedback.
- Regular evaluations helped to identify change ideas, key themes and topics, and measured impact⁵.
- Developing a shared Statement of Purpose to ensure a common understanding was essential.
- A coproduction team was instrumental in linking key priorities and strategies to develop the curriculum.
- The discussion group provides a platform for members to showcase their work.

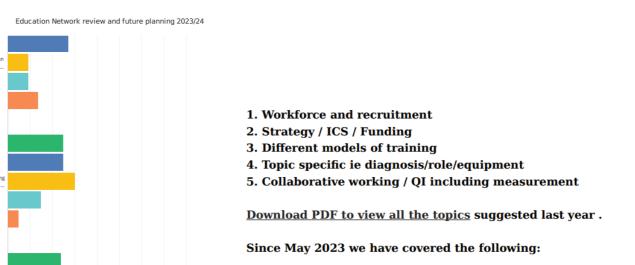
Results

This approach has resulted in membership engagement increasing from 100 to 250+ and attendance from 10 - 70+. Further opportunities to communicate and share learning have been created with the introduction of the Teams Education Network Discussion Group.

Conclusion

"Linked into other hospices and education developments has widened my knowledge base and inspired further investment to topic areas."

Extract from 2022/23 evaluation survey

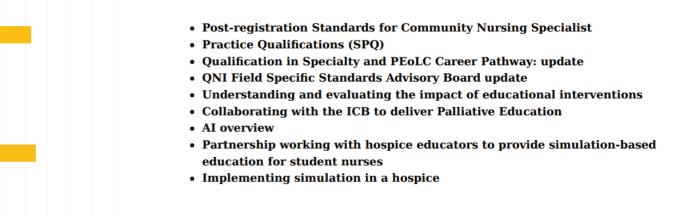


"It has given me more of an insight into what other hospices do and has given me confidence that I am doing things right, even though I have a lower budget and fewer hours than most other hospices."

A structured approach, Quality Improvement and the Community of Practice Maturity Model has supported the development of an effective network with positive engagement. Coproduction ensures relevance and ongoing value to the community.

Authors

Amber Morgan and Anita Hayes Hospice UK.



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