

Healthcare Play Specialist Education Trust

(A Charity Registered in the U.K. - Reg. No. 292218)



Annual Report

January 2018 – January 2019

Healthcare Play Specialist Education Trust

Setting the standard of excellence in provision
of play and recreation in healthcare

Annual Report 2018-2019

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Email: admin@hpset.org.uk

Website: www.hpset.org.uk

Members of and Advisors to the Trust January 2018 to January 2019

Chair	Ms Tina Clegg
Vice Chair	Ms Joy Clapham
Chief Registration Officer	Mrs Meriel Tootell (retired) Ms Joy Clapham (interim)
Honorary Treasurer	Mr Richard Spicer
Secretary	Ms Alison Tonkin

Board Members

Mrs Frances Barbour	
Mrs Judith Dibble	British Psychological Society
Mrs Emma Eardley	National Association of Health Play Specialists
Ms Christina Freeman	Society and College of Radiographers
Mrs Norma Jun-Tai	National Association of Health Play Specialists
Mrs Janet Morris	
Ms Irene O'Donnell	National Association of Health Play Specialists
Mrs Laila Paulsen-Becejac	University of West London
Ms Catherine Gardener	University College London Hospital
Ms Aimee Coltman	Leicester Royal Infirmary
Ms Lynn Randall	
Mr Lee Pryor	Leeds City College

Legal Adviser

Potter Rees

Independent Examiner of Financial Statements

Edward Thomas Peirson & Sons, Chartered Accountants,
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Tom Merriman, Effective Web Design

Registration Co-ordinator

Ms Julia Whitaker

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Email: registration@hpset.org.uk

Telephone: 07517 894 596

Trustees 2018 – 2019



Judy Dibble



Emma Eardley



Norma Jun-Tai



Janet Morris



Irene O'Donnell



Christina Freeman



Frances Barbour



Laila Paulsen



Catherine Gardener



Alison Tonkin



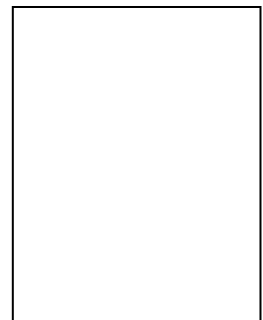
Joy Clapham



Aimee Coltman



Lynn Randall



Lee Pryor

HPSET Trustee Activities 2018



Tina Clegg
Chair

The New Year sees the delivery of key work stream that demonstrated the focus of HPSET work in 2018.

General Data Protection Regulation (GDPR) was an important work stream. The regulation is about higher levels of safety and management of all personal data.

The regulations required that HPSET process all personal data lawfully, fairly and in a transparent manner. An information audit was undertaken which reviewed what information was collected, why and for what purpose it collected, how the information was stored it, how long it was retained and how it was disposed of when the information is no longer required. Lynn Randal and I worked over many weeks undertaking this work and made a number of recommendations to the Board to ensure HPSET was GDPR compliant.

This included **Registration**. Other professions and their re-registration standards and formats were researched. HPSET has based the new registration process on the Nursing & Midwifery Council model, having sought their consent. There are more details of the new process in the Chief Registration Officers report.

HPSET have introduced a **Public Register** to support the safety of the public, employers, and now, members of the public can check for professional registration using the HPSET website.

HPSET has introduced a new **Student Indexation** process, with mentors and students independently submitting their own sections of the indexation forms.

Other work streams included HPSET and NAHPS sending a letter to the **Health & Care Professions Council (HCPC)** to set out the case for admission of the profession to the mandatory registration organisation. HCPC replied explaining that admission to HCPC has been closed by an Act of Parliament. HCPC advised that the **Professions Standards Authority (PSA)** hold a list of 'accredited registers' for those working in the NHS and independently. HPSET and NAHPS will research PSA options together for the profession. A risk, cost and benefit analysis will be undertaken in 2019. When completed, feedback on this work stream will be accessible through HPSET and NAHPS websites. All the changes we have introduced in the last year are essential work streams for membership of the PSA.

HPSET has introduced a new **Code of Professional Conduct and Professional Standards**. Aimee Coltman, Joy Clapham, Lynn Randall and I worked together with NAHPS to research and write the new code and standards.

Frances Barbour has been developing an online **mentoring course**. Once this has been approved by the Board it will also be published online.

The **History of HPSET**, was published by authors Judy Dibble and Janet Morris on the HPSET website. This will be reviewed annually and update as and when necessary.

Lee Pryor, Norma Jun-Tai and I have been working on the development of the **Higher Apprenticeship** award. Good progress has been made and HPSET have established a trailblazer group and completed the first two sections of the process. More information is in the Higher Apprenticeship report.

The colleges continue to deliver excellent courses and work has been ongoing with Laila Paulson to establish a **new college partnership**, a replacement for the course at Bolton College.

I have presented at six **conferences** or workshops this this last year and have had the pleasure of meeting and talking to many registrants. I have visited Edinburgh for the NAHPS Spring Conference, Telford University for the AGAS conference (University lectures and Career Guidance) Derby Children's Hospital Conference, Our Ladies Hospital In Dublin and the NAHPS Hugh Jolly workshop with Lynn Randall.

2019 will see the continuation of change as HPSET develop and deliver key work streams for the profession. Please read the news section on the website, so that you

are up to date on changes that are proposed or happening, so that you can contribute to the changes being planned.

The Board in January will sign off the 2018 action plans and approve the 2019 action plans, our work for the next year. These will include high level action plans for consideration:

- Governance – Compliance to GDPR, fitness to practice process
- Higher Apprenticeships – approval and then pathway mapping for entry to the profession and ongoing training opportunities
- Mentor Training – online training
- Registration – phase two - introduction of three yearly audit of profiles
- Professional Standards Authority -assessment of cost, benefits, risk and the work to be undertaken to be compliant.

Lee Pryor has become a new Trustee. Lee is a former registered play specialist and is now employed as the Head of Business Engagement and Employer Relations and is the Apprenticeship Lead for Leeds City College.

We sadly said goodbye this year to Meriel Tootell, Chief Registration Officer and Christina Freeman. They have contributed to the work of the Board and will both be missed. On behalf of the Board, I thank them for their contributions. We are planning to recruit two new Trustee's in January 2019.

I would like to thank the Board of Trustees, Joy Clapham (Vice Chair), Meriel Tootell (former Chief Registration Officer), Richard Spicer (Treasurer), Alison Tonkin (Secretary) for all embracing the changes we have made and for their support, questions and contributions.

A special thank you to Julia Whittaker, who is the Registration Coordinator. Julia has played a key role in the many changes that have been made to student indexation, the public register and the new annual online re-registration process.

I would also like to thank all registrants who have worked with us through the many changes that have been made this year.

If you are planning a study day or conference and would like to invite a member of the Board to attend, please contact me via the registration email: registration@hpset.org.uk

Tina Clegg

Chair of the Board of Trustees



Julia Whitaker
Registration Co-ordinator

HPSET Registration Committee Report 2018

We sadly said goodbye to Meriell Totell our former CRO and thank her for the outstanding contributions she has made in her role as CRO. We wish her well in her retirement.

This year has seen significant changes to the re-registration process, in order to be compliant with the new General Data Protection Regulations (GDPR).

The indexation process changes in September in line with the GDRP requirements. There was a good transition to the new process from the colleges and students, however mentor took longer to return their forms. This has implications for students and placement hours.

With the launch of the Public Register so that key information could be shared with employers and member so the public. We were very careful in ensuring that registrants personal information was protected within this process. We have seen the number of registrants rise as a direct result of these changes.

The re-registration process had to change so that we were GDPR compliant. Research of other health care professions registration processes was undertaken. The Nursing and Midwifery Council (NMC) was used as a basis for HPSET re-registration and our adapted version was supported by them. This is an important development as many registrants are managed by nurses, they will understand be supportive to their team members.

The main changes include:

- Online re-registration
- The profession to all have the same re-registration date
- Annual re-registration
- All registrants to submit a profile once every three years.
- Fees increased by £3 per year to £30 per year. = £2.50 per month

The Suzanne Storer Award for the best profile of the year was agreed by The Registration Standards Committee. The winner, was announced at the NAHPS conference in June, she has receive a financial contribution £100.00 to support her Continuing professional development.

The support and positive feedback from registrant has been appreciated as we worked through the transition process from the old to new systems. Questions from registrant have raised and answered and the feedback has been used to enhance the new processes.

Wishing everyone a productive and successful year for 2019.

Joy Clapham
Chief Registration Officer

An overview from the University

The FdA Healthcare Play Specialism course is still being delivered on four sites – Nescot, Cardiff and Vale, Bolton, and North Warwickshire and Hinckley College. Bolton College is currently teaching out their last intake of students for the Foundation Degree, following their merger with Bolton University. UWL is currently in the final stages of approving another site to replace Bolton College. It is anticipated that there will be an intake for the Spring of 2019 at the new site, and that they will then subsequently move to a September intake in line with the other Colleges.

The results in August 2018, for those completing their Foundation Degree were:

College	Number completed	Distinction	Merit	Pass
Bolton	13	6	3	3
Cardiff and Vale	6		2	4
Nescot College	9 due to complete in Jan 2019.			
North Warwickshire and Hinckley College	8		3	5
	27 completed in total			

The numbers currently enrolled (Sept 18):

College	Year 1 – Sept intake	Year 2 – Sept intake	Year 2 – Feb intake
Bolton	No new intake	12	
Cardiff and Vale	4	8	
Nescot College	20	12	9

North Warwickshire and Hinckley College	13	13	
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Once the new Apprenticeship Standards have been approved for the Healthcare Play Specialism course, then the University will look to validate the Apprenticeship pathway – in addition to the existing Foundation Degree route.

Laila Paulsen-Becejac
Academic Link Partnership Tutor
University of West London

Report from Bolton College

In September 2018 a group of 13 students were enrolled onto the HPS course which is an increase of 50% on last year's intake. All were indexed with HPSET and the collection of the indexation fee at the point of enrolment worked well. Twelve enrolled into year 2. All have successfully completed the first year of their studies.

The 2016/2018 cohort of 6 students all successfully completed their HPS course.

In 2018 The Module Leader visited Edinburgh Hospital for a HPSET study day and to visit the wards of students currently on work placement. This was an excellent opportunity to see the students in their work place environment. Following this more visits to hospital will be arranged in the second year. The students all made suggestions for visiting hospitals their peers are working at, so a study day has been set up for January 2019 for students to spend the day visiting Edinburgh Hospital and another day (TBA) at Alder Hey and Manchester Children's Hospital.

Mentors have had an induction with Tina Clegg – who is the local representative of HPSET for Bolton College (October 2018) with lots of questions raised and explored regarding the role of the mentor and their responsibilities, plus unravelling the Practice Assessment Handbook (PAH). A power point presentation was used which proved to be a user friendly and effective tool for the purpose intended. This was confirmed by the feedback received. A mid- term and end of year review was scheduled to support the students through their first and second practice assessment portfolios. Tina Clegg's next visit to Bolton has been booked for 29th January 2019 to carry out a mid-term review with the current second year students.

Student feedback has indicated that mentors are carrying out their expected role and obligations effectively. Some mentors had requested last year that a closer liaison between the college tutors and themselves was needed. This has been acknowledged and Marion Farnworth has been allocated time within her timetable to visit mentors.

There have been staffing changes once again within the college with a new Curriculum Leader and Programme Leader. However, the course continues to be managed and delivered by a member of staff with a wide range of experience and varying specialisms relevant to the curriculum. The academic content of the programme continues to be enhanced by guest speakers, visits to hospitals and current practitioners.

Robert Anacreonte
Course Leader

Report from Cardiff and Vale College

Last academic year, six students from year 1 (2016-18) progressed onto year 2, while two others deferred their studies; one to cover a maternity play worker position on her placement. During this year, one member of this cohort was employed as play worker by Ty Hafan Children's Hospice and another set up a charity. Also in this year, three of our year 1 (2017-19) students were taken on by their placements as play workers. This academic year, a deferring student returned to join the 2017-2019 cohort progressing onto year 2.

What's next for our Graduates?



Figure 1: Class of September 2018

This September we welcomed the 2016-18 cohort to our graduation ceremony. In the New Year, one student, previously a primary school teacher, will become the new HPS joining the play team at Southampton Hospital. Here she will be dividing her time between the Young Person's unit and the emergency department. Now qualified, another will continue to support young people diagnosed with cancer at Bristol Children's Hospital. His role and training was funded in part by CLIC Sargent, a charity which supports young people diagnosed with cancer and their families.

Another student is currently working in Jamaica with her charity *Likkle Swimmers*, providing free swimming lessons to children aged 3-9 in a rural community called Treasure Beach. In 2017 she and her team completed a 3 month programme, teaching 87 children to swim; this year she has returned for 6 months in the hope of more than doubling this figure in an area which has suffered many drowning incidents. When she returns, she will take up her role as qualified HPS at Great Ormond Street Hospital, where she undertook her placement whilst studying. A further student is still working

towards raising the profile of the HPS and has set up a network *Healthcare Play Specialists Matter* which supports professionals. In addition, she continues to work with children with life limiting conditions at Ty Hafan Children’s Hospice, while she “tops up” her qualification to a full degree, *Integrated Working with Children and Families (Top-Up)* with the University of Worcester. Here, she will be joined by two others who have opted to take the course via an online distance route, in order to stay close to their families and work commitments.

Recruitment

We continue to receive a steady number of applications, with many places offered for the 2018 intake. These students receive information and support from their initial enquiry or application, through to securing a placement and beyond, but unfortunately, due to varied reasons, only four of those students were able to take up their places. We have now begun receiving enquiries for the 2019 intake.

Activities

At the start of the 2018 academic year, mentors and students attended an induction with Tina Clegg, Chair of HPSET and Lynn Randall - Board Member of HPSET where they had the opportunity to explore the role of the HPS and that of the mentor. We were pleased to see new faces who were keen to take on the mentor role with our 2018 intake. The course leader continues to develop a working relationship with mentors, many of whom have supported the idea of developing a programme of guest talks. Work to arrange this is ongoing and we were pleased to be welcome Cath Hubbuck who delivered guest sessions in March and April 2018 and Lisa Morgan, Play Coordinator Abertawe Bro Morgannwg University Health Board (and her puppets) in May. In addition, we continue to offer enrichment activities and workshops in house to enhance the skills and knowledge of our students. So far this year, students have had a brief Suicide Prevention and Intervention course delivered by the Jacob Abraham Foundation and, later in the year, will attend an Infant Loss training course.

Results

Results to date	Enrolment	Retention	Achievement	Success	Comments
2013 - 2015	3	3	3	100%	2 Distinctions 1 Merit
2014 - 2016	3	3	2	67%	1 Distinction, 1 pass and one yet to complete.
2015- 2017	6	4	4	67%	2 merits, 2 passes
2016-2018	8	6	6	75%	2 merits, 4 passes
2017-2019	8	100%	8	100%	100% achievement at Level 4
2018-2020	4				

Leigh Webber

Programme Leader

Report from Nescot College

The February 17-19 cohort (9 students) have now successfully completed all the academic module requirements for year 1 and 2 of the programme. The Practice Assessment Handbooks have been submitted and all students have successfully passed their year two placements, with a strong range of competencies graded at mainly 3, with some 2's in certain areas. All but one student has gained relevant employment within the field, achieving pay bands within the range of 4-5. The external examiner has been complimentary in his report regarding the high academic standard achieved across this cohort.

The September 17-19 cohort began with 15 students; 2 students withdrew early on in the course and did not complete any module assignments. 13 students successfully achieved level 4, however 1 has deferred her place in year 2 as she required surgery which has impacted on her mobility. This group has made a successful transition with 3 being offered employment in their training placements.



Figure 2: September 2017 students

The September 18-20 cohort have settled well. The group began with 21 students but 1 has withdrawn as she felt that having been in placement for 4 weeks, has come to realise this is not the correct career choice for her.

Nescot continues to work with HPSET in facilitating mentor training days. In order for the training to be more accessible to London based practitioners, events took place at GOSH and UCLH. The mentor training days have been positively received and provide an excellent opportunity for networking. Thank you to Frances and Catherine for the work and commitment that goes into delivering these workshops

General enquiries from students and mentors will be collated and clarified by Norma in college, at interview and also at the mentor training sessions.

The following themes have been noted:

- The number of pieces of evidence required for each competency.
- What happens if the mentor is on leave/off sick?
- Are practical skills taught in college?
- Do mentors need to carry out all the observations in year 2?

Nescot is grateful to Laila Paulsen and appreciative of her continued support and guidance whether this is on her visits to the college or via email and phone.

Thank you

Norma Jun-Tai
Programme Leader

Report from North Warwickshire and Hinckley College

This has been a successful year at North Warwickshire and Hinckley College, which has seen the second cohort of students successfully completing the second year of the course and graduating. This has led to 10 students registering with HPSET as Registered Play Specialists. Most of these students have been successful at gaining employment.

Results to date	Enrolment	Retention	Achievement	Comments
2016 - 2018	11	7 + 1 returning student from the 2015 17 cohort	100%	100% achievement at level 5
2017 - 2019	17	16 completed level 4		100% achievement L4 13 progressed to level 5 2 deferred for health reasons 1 exited at level 4 for personal reasons
2018 - 2020	10 enrolled on L4	9 1 withdrew early for financial reasons		

In September 2018 a fifth cohort of 10 students were enrolled onto the course. All are female and all are indexed with HPSET. The reduced numbers are due to placements

not being available at a local NHS Trust which has in the past taken a number of students.

Mentors have had an induction with Tina Clegg and Amiee Coltman with lots of questions raised and explored regarding the role of the mentor and their responsibilities. NWHC continues to invite mentors in at the midpoint review.

Student feedback indicates that mentors are carrying out their expected role and obligations effectively. Jackie Ford has issued her work e-mail and phone number to all mentors. Mentors have not been as prompt in returning the new mentoring document which has been introduced this year – these have now all been sent to HPSET.

There have been no staffing changes this year. However we continue to have play specialists being invited in as guest speakers on the L4 'Play and Recreation' module and the L5 'Leadership and Management' module. The course continues to be managed and delivered by staff with a wide range of experience and varying specialisms relevant to the curriculum. The academic content of the course is continually being developed to include the use of guest speakers and current practitioners.

Jacqueline Ford
Programme Leader

National Association of Health Play Specialists (NAHPS) Annual Report 2018

NAHPS are pleased to report on an eventful year which was marked by a successful spring study day based around "Autism and Mental Health Issues and Post Traumatic Stress Disorder"; held at RHSC Edinburgh on 24th March 2018. NAHPS and HPSET were invited to update delegates on how both organizations have supported professional practice over the last year. Disappointment all round that an educational course is still not available in Scotland.

Outstanding attendance was recorded at the NAHPS AGM on 22nd June 2018. The event was held at UCLH and carried the theme; supporting children and young peoples' mental health in healthcare. Speakers were invited to submit abstracts covering the following areas:

- Involving children/young people in their health care
- Improving patient experience
- Innovation in the workplace/New projects
- Service development and leadership
- Resilience and coping
- Therapeutic play
- Supporting children/young people's mental health
- Supporting children/young people with additional needs

Relevant themes were conveyed by inspiring speakers, including the winner of the Peg Belson lecture. Peg Belson MBE and Honorary Fellow of the Royal College of

Paediatrics and Child Health made a significant contribution to NAHPS through her relentless work in enabling others to recognize that play services for sick children is a fundamental part of healthcare provision. NAHPS was proud to host a lecture in memory of such an inspirational patron.

Activity streams throughout the year included GDPR compliance. This was a significant body of work and has now been set up to enable an annual review of all NAHPS policies.

The NEC agreed that a change of location for Play in Hospital Week would be beneficial for HPS in the North of England in order to capture a range of professional activity across the UK. Therefore, this event was launched at Royal Manchester Children's Hospital and was positively received with good media coverage and comm's involvement. Starlight and NAHPS funded the launch which was complimented by targeted activities from the play team at RMCH.

The Hugh Jolly Memorial Lecture and workshop on 14th November 2018 enabled practitioners to engage with speakers on topical subjects including a presentation from HPSET on the rationale for changing the registration procedure. This was a timely presentation and well received by delegates. NAHPS was delighted to welcome so many of the Jolly family to the evening lecture; presented by Angela Horsley, Head of Children and Young People and Transition. Angela presented the recent findings from her publication which focused on NHS Improvement Review of CQC's Reasons for Rating Children's Services Requiring Improvement or Inadequate.

The recent paucity of publishable articles by members to the Journal has led to a rethink on how best to network with members. Therefore, it was agreed to place on hold, publication for 12 months and instead, focus on the training needs of the membership. A rolling web-based Journal will be explored. In addition, free masterclasses on topical subjects were agreed as way of engaging members and improving access to CPD activity. The first masterclass will take place in Southampton in March 2019 and focus on "children & young people's experience of pain".

NAHPS look forward to another successful year of collaboration with HPSET and would like to thank Tina Clegg for her continued commitment to the profession.

Penelope Hart-Spencer

Chair of NAHPS

Higher Apprenticeships

Apprenticeships developments in healthcare subjects have become an important topic for the board to monitor, communicate and influence. This is the result of the introduction of the employers' apprenticeship levy and the associated rapid development of apprenticeship standards for healthcare support worker roles (including nursing associates), pre-registration programmes for nursing and some

allied health professions and post-registration education, including advanced practice.

Nationally the apprenticeship agenda is moving very rapidly. In this fluid and uncertain environment we would expect our knowledge and understanding to evolve. The content of this paper will require ongoing revision and should be regarded as a working document.

The possibility of harnessing the apprenticeship levy to support Health Play Specialist education and workforce development is exciting and important in the context of recent cuts to CPD funding. There is however much work still to be done to define the content and scope of these standards. The board has established an advanced practice working group and is talking to the trailblazer education leads.

In order to develop an apprenticeship standard, a group of employers recognised by the Institute for Apprenticeships was formed with the first meeting held in September.

The plan is to have the standard approved with first teaching from September 2019

Lee Pryor
Trustee - Higher Apprenticeships



Richard Spicer
Honorary Treasurer

Statement of Financial Activities - Year Ended 30 September 2018

The Healthcare Play Specialist Education Trust
 Registered Charity number 292218
 Statement of Financial Activities
 for the year ended 30th September 2018

	<u>2018</u>			<u>2017</u>
	Unrestricted funds £	Restricted funds £	Total £	Total £
Incoming resources				
Investment income	687	-	687	667
Bank interest receivable	5	-	5	1
Charitable trading activities	22,591	-	22,591	21,180
Other incoming resources	-	100	100	100
Total unrestricted income	23,283	100	23,383	21,948
Resources expended				
Charitable activities	1,051	100	1,151	1,096
Governance costs	14,108	-	14,108	9,108
Office expenses	13,778	-	13,778	13,187
Financial costs	600	-	600	600
Total expenditure	29,537	100	29,637	23,991
Net movements in funds for the year	(6,254)	-	(6,254)	(2,043)
Total funds brought forward	108,735	-	108,735	110,778
Total funds carried forward	102,481	-	102,481	108,735

The accounts were approved by the Trustees at the Board Meeting on the 26th November 2018.
 A full copy of the financial accounts may be obtained on request from the office.