

## School of Health and Social Care Plan 2022/23

Objective
<p><b>As part of Project VISION (<i>Shaping Our Future Infrastructure &amp; Estates</i>) to develop our estate and infrastructure, we will develop our plans for an expanded Clinical Skills Centre</b> that will allow us to grow our teaching and research activities. We will focus on ensuring that campus developments and the shared use of space within Sighthill will enhance teaching and learning and work with School of Applied Sciences to enhance cross school collaboration in sports and clinical skills spaces.</p>
<p><b>Our teaching and learning is clear and underpinned by research that enables programmes to consistently achieve above 90% overall satisfaction in the National Student Survey</b> and achieve an increase in student participation in surveys. Module and programme evaluations where satisfaction is &lt;75% an action plan will be developed and monitored and targeted and actionable feedback to students will be given. We will create online and face to face spaces for students to provide feedback throughout academic year fostering an agile approach to programme improvements. We will review our programmes in line with ENhance curriculum framework to identify opportunities for improvement. We will review the international student experience on the Healthcare Management programme to ensure parity with UK-based students.</p>
<p><b>Our School recruitment plan is focussed on meeting home controlled targets for pre-registration nursing and increasing international student number</b>, while also growing our transnational (TNE) nursing provision and CPD provision. The School will process applications at the earliest opportunity to fill all programme places ahead of clearing and for pre-registration Nursing recruitment we will enhance targeted marketing to support hard to recruit areas such as Mental Health and Learning disabilities and will work alongside NHS Education Scotland to develop any national marketing campaigns to support workforce planning in the NHS. For TNE we will refresh our contract with Management Development Institute for Singapore (MDIS) for continued delivery and expansion of the cohort on the BSc Nursing programme.</p>
<p><b>We will improve our student retention rates across all school programmes through effective leadership and the implementation of specific strategies for at risk student groups such as entrants from the most deprived neighbourhoods.</b> The new School lead for student progression and retention will focus on ensuring that there is pro-active referral to a student's Personal Development Tutor if student has not engaged with university resources for three weeks and will consider referral to student experience or 'Keep on Track' team. There will be specific targeted support for student entering programmes through college articulation routes and we will focus on supporting students in their academic writing support, pastoral support and guidance to ensure student success.</p>
<p><b>We will diversify our income to have a new look academic portfolio focussing on taught postgraduate home students and CPD portfolio.</b> New provision will supplement existing academic portfolio and focus on recruitment of both home and overseas students. New taught postgraduate programmes will be launched in Public Health which will be delivered on-campus and through Global Online. A new Masters in Research for the health and social care practitioner market will also be launched this year. We will continue to scope out feasibility of collaborative Masters in Health technologies also for the</p>

health and social care practitioner market, with colleagues in School of Computing, Engineering and Built Environment to enable the launch of the new programme in 2023/24. New innovative CPD programmes meeting the needs of industry will be launched at taught postgraduate level including two postgraduate certificates in Epilepsy and Neonatal delivered part-time. We will deliver for the first time a taught programme that supports our **health board partners with their upskilling needs** for international nurses to make the transition to NMC registration and work in the UK.

**We will increase staff engagement by having an appropriate skill mix in the School to give us a fit for purpose academic staff base to support sustained growth in research and education volume and quality;** and embed a positive School culture with a sense of community, belonging and engagement. We aim to recruit and retain the best people to achieve our strategy and to ensure the links between clinical and academic experience are strong we will undertake a pilot project this year for pre and post-doctoral clinical academic secondments from NHS Lothian, to improve research links and enhance the PhD qualified academic staff pipeline across our disciplines. We will implement a new programme of support for Early Career Researchers on all academic pathways in line with the new framework. We will implement a programme of mentorship to support all academic staff on all four academic pathways.

**We will continue to develop our School reputation as international leaders of impactful research in Health and Social Care disciplines.** To do this we will continue to embed the two research centres, *Cardio-vascular Health* and *Mental Health Practice, Policy and Law*, and support growth of new research groupings for example, *health technology and assessment* and *older people and end of life care*. We will focus on delivering knowledge exchange based on our well-established external networks within health and social care. Our research and innovation strategy in the School will enable a 20% increase in capacity for research and knowledge exchange activities demonstrated in all subject groups. All staff on academic contracts will have time allocated for research and knowledge exchange, to support growth in capacity for high quality research and academic career development. Staff with significant responsibility will have at least 20% WAM allocated for research. All staff at grade 6 and above will have an opportunity to negotiate WAM time for scholarly activity, research and knowledge exchange as part of the My Contribution process.