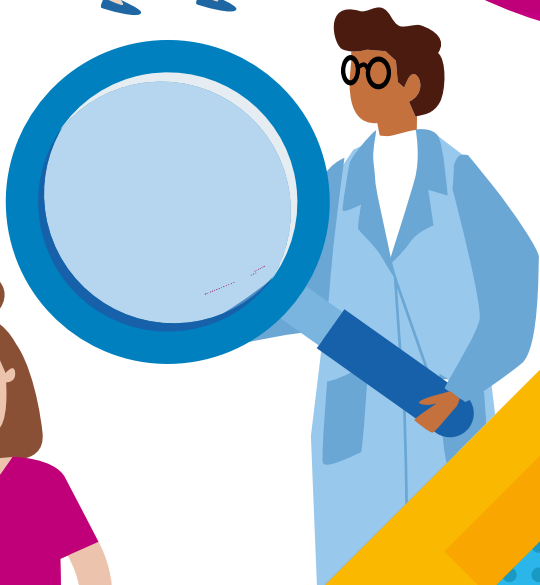




# Academy PROSPECTUS



# WELCOME

## we are the Academy of Research and Improvement

I am incredibly proud of the Academy and of its role within Solent. For millennia advances in healthcare have been a consequence of people asking (and answering) questions and looking for opportunities to constantly improve and to learn. We continue this today as a thriving principle of Solent's clinical framework, forming a key foundation to our organisation.

Fundamentally, a culture of enquiry will make us stronger and will make the care we provide even better. This prospectus is for the people who work in or with Solent and for the people who receive our care; it is these people who understand the best questions to ask and who can see the most effective opportunities to improve.

Please enjoy, engage and connect!

Dr Dan Baylis,  
Chief Medical Officer



The Academy team is made up of people with skills and experience in a wide range of improvement methods. We love what we do, and are here to help you to get involved and use different tools to continuously develop and learn, personally and professionally. We work in an integrated way and provide a 'one stop shop' for support and advice; and we also carry out research and evaluations on behalf of others. Whatever your level of experience or your area of interest, and whether you work for Solent or are touched by our services, please do get in touch, we'd love to hear from you.

Dr Sarah Williams,  
Associate Director of  
Research and Improvement



**We are focused on leading and delivering community-based research, innovation and improvement that drives better care for everyone.**

Whether you are a Solent employee, patient or member of our community, our aim is to help people develop the skills, tools and confidence to identify areas that could be improved within the Trust, as well as manage and deliver projects and measure impact.

Primarily, we want to ensure people enjoy being involved and see the value of research and improvement.

This prospectus is designed to enable you to identify what training and support is available to help you get involved, as well as an overview of activities that are closely interlinked.

Our training is available for all Solent employees and students, our colleagues in the broader care sector and those who use our services.



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# CONTENTS

# RESEARCH

Research is one of the core pillars of the Solent Clinical Framework. We can help you to learn about research, how to be involved and how to build programmes of work in your area of care.

Ways to get involved...

## BECOME A PATIENT RESEARCH ADVOCATE/EXPERT BY EXPERIENCE

- Contribute to research projects and support design
- Advise on ways that research is carried out (eg how to find participants, how to make it accessible, how to share findings)
- Provide the patient/public voice to ensure research is relevant and useful

Having watched my husband lose his life to Dementia, I wanted to give something back, do more and get involved in research. Research

in any field depends on patients and their families to improve methodology and studies. I have taken part in a range of research studies and activities, such as finding ways to make questionnaires more dementia friendly so people living with Dementia can express their choices. I enjoy sharing the common purpose of being involved in making a difference and contributing ideas that are respected and listened to by all.

Mary, Side-by-Side Network Member



## BECOME A RESEARCH CHAMPION

- Receive a programme of training over the course of up to one year to become a champion of research in your service or area of expertise
- Benefit from allocated, paid time that you can dedicate to being a Research Champion
- Build supervision and support networks, run a small-scale project, and plan next steps

I moved into a Research Nurse position which was invaluable, it opened my eyes to seeing how research works in the

NHS from research design to recruitment and data collection. It also gave me a great understanding of research governance and ethics. At the same time, I began work on my Master's dissertation - this allowed me to experience conducting my own research whilst developing skills in academic research.

For anyone thinking of getting into research I would say go for it! Research is rich, rewarding and exciting. It doesn't matter where you are starting from, there are so many opportunities available.

Anna, District Nurse, PhD Fellowship



## JOIN THE CLINICAL ACADEMIC CAREER PATHWAY

- Hold a joint role as clinician and academic, and lead research in your service or area of expertise
- Join teams on dedicated fellowships and contribute to research strategy
- Gain an MSc, PhD or post-doctoral award
- Join national networks and present at conferences

I have the privilege of being both an NHS Podiatrist and an academic in the University of Southampton. Being in both worlds means that I understand and can quickly highlight the needs of service users or staff, and then bring people and resources together to improve things. I also work with students which means that our future clinicians learn about current challenges and the cutting edge of patient care.

Lindsey, Podiatrist and Academic

## TAKE PART IN A RESEARCH STUDY AS A PARTICIPANT

- Volunteer for a research project that you are eligible to be part of
- Contribute to the generation of knowledge in your field

I have been part of the SIREN study for just over a year now, I felt it was really important to help us understand how COVID affects us working within healthcare. It was quick and easy to take part involving a PCR swab every two weeks and a monthly blood test. I found it really helpful that we got sent our results by text after each test. For me, knowing that the measures I was taking (washing my hands, wearing my mask, wiping down all my equipment in between patients etc) and getting PCR tests regularly, made me feel more confident that I was doing my bit in preventing the spread of COVID with my patients.

Alexandra, Research Participant

## REFER YOUR PATIENTS INTO RESEARCH TRIALS

- Learn about how research works, and explore research ethics and consent
- Increase understanding and the options patients have to get involved in research

In my role as health advisor I am continually having conversations with service users around risk, behaviours, and anxieties involving their sexual health, especially in acquiring HIV. I supported my service users to take part in the PrEP Impact Trial (a prophylaxis medicine people at risk for HIV can take to prevent infection). It allowed me to offer additional ways to empower those I speak to, in negotiating, achieving and enjoying the type of sex life they want - the trial was so successful it is now part of standard care.

Michelle, Sexual Health Advisor

# RESEARCH

More ways to get involved...

## BECOME A PRINCIPAL INVESTIGATOR

- Take responsibility for how a study is carried out in Solent
- Receive specialist training and learn about research governance and management
- Work with a team of Research Clinicians or a Clinical Research Assistant

My objectives are to support, inspire and develop future researchers, build research capacity and ensure that we are in a strong position to apply for and be granted research funding. I have been co-applicant on two successful NIHR funded projects and a Principal Investigator on another, investigating the clinical and cost-effectiveness of two commonly used pain interventions. The first trial led to improvements in techniques in the management of sciatica. We have already reduced variation in the technique in the UK through development of a consensus document on the technique and further training.

Cathy, Consultant in Pain Management

## JOIN THE RESEARCH DELIVERY TEAM

- Take on a role in delivering research, such as: Research Nurse, Research Therapist or Clinical Research Assistant
- Be responsible for setting up and running national or international trials that Solent are supporting
- Receive specialist training in research ethics, set up and management

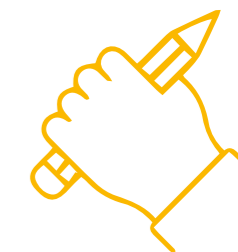
Having worked in the research field for 20 years, I have been lucky enough to be involved in many cutting-edge trials that have led to new and often life changing treatments. I feel honoured to have been involved with so many patients who have volunteered for trials, often with no direct benefit to themselves, except for giving something back and helping future generations. Research is at the heart of evidence-based care and improving patient outcomes.

Jo, Senior Research Nurse



## DESIGN AND RUN YOUR OWN STUDY

- Apply for a small-scale research grant
- Apply for research ethics
- Build a research team and lead a study that is relevant to your service area or care need
- Publish and share your learnings and build networks for collaboration



“

I have been involved in setting up and delivering the new fibromyalgia service within Solent West. Traditionally these patients were seen in secondary care but there is a drive for them to be supported within a community setting. Allied Health Professionals at the Royal United Hospitals Bath designed and implemented a therapy-led Fibromyalgia Self-Management programme that Solent is now delivering. It's a great opportunity to be involved in research and hopefully we will have some robust evidence to support setting up a similar service in the East providing an effective community-based programme for our fibromyalgia patients.

Lucy, Musculoskeletal (MSK) Physiotherapist

”

## BECOME A STUDY OR GRANT COLLABORATOR

- Be part of a design team for a study that is relevant to your service or care need
- Support adoption of innovation and get involved in the creation of publications
- Work as/with patient advocates and join networks of patients, clinical and academic experts

I have really valued having the chance to form new partnerships, which has reinvigorated research activity in my clinical service.

With support, we've been able to reflect, question and explore what we do and how we can improve it alongside our service users. As a result, we have just had the first homegrown IAPT research study in Wessex to be adopted onto the NIHR portfolio, hopefully the first of many!

Tanya, Cognitive Behavioural Therapist



To find out more about Research at Solent, please visit:

[www.academy.solent.nhs.uk/research](http://www.academy.solent.nhs.uk/research)

# QUALITY IMPROVEMENT

## develop your skills in improvement

Our Quality Improvement (QI) programme is an opportunity for everyone; staff, patients, community partners and the public to get involved in making ongoing improvements to care.

The programme provides training and support for all levels of experience in QI skills and methods. Training is provided in stages to help you develop understanding, insight, and confidence.



Quality Improvement PROGRAMME



To find out more about the Quality Improvement training programme, please visit:  
[www.academy.solent.nhs.uk/improvement](http://www.academy.solent.nhs.uk/improvement)

### QI INTRODUCTION

Who it's for - Anyone interested in QI

What to expect - An introduction to the principles of QI and how it can help you and your service, plus examples of relevant projects.

Duration - One hour

Location - Online or face-to-face (we can come to team meetings)

### QI FOR PATIENTS, PUBLIC AND COMMUNITY

Who it's for - Patients and members of the public

What to expect - The session is delivered in partnership with current QI patient leads and will provide an introduction to Solent, Quality Improvement and getting involved.

Duration - Two and a half hours

Location - Online (in person training can be arranged)

“It's nice to know that your views are being listened to - I've really grown in confidence.”

Paula, Public Participant



### QI FOUNDATION

Who it's for - QI beginners

What to expect - Introduction to QI tools, the principles of measurement and Plan, Do, Study, Act (PDSA) cycles, as well as working with patients and communities.

Duration - Three online sessions (each two hours long) or one day face-to-face

Location - Online or in person

“The course opened my eyes to establishing a clear aim to the project, it's all too easy for something to grow arms and legs and become unachievable or nothing like you set out to achieve. The “Plan, Do, Study, Act” cycles allow for changes in a measured and monitored way if the evidence suggests it is required.”

Jo, Building and Environmental Compliance Manager



### QI PRACTITIONER

Who it's for - Teams where at least one member has some previous training in QI

What to expect - Exploring how to identify and deliver a QI project, and tools that are available. We'll look at how and why you should encourage patients to participate, the importance of team engagement, and how to creatively share your learning.

Duration - Four days over six months

Location - Face-to-face with other teams

“The input of QI has been genuinely transformative. The standard of the QI training was very high and helped me appreciate the fundamentals of a successful project. It has allowed the Care Home Team and Older Persons Community Mental Health Team to work together to support care homes across Portsmouth to have timely and appropriate access for their residents' mental wellbeing.”

Chloe, Junior Doctor



### QI LEADER

Who it's for - Those experienced in QI who would like to become a champion and provide support to others

What to expect - We'll introduce advanced QI tools, as well as the principles of leadership and coaching. There will also be a focus on the value of working in partnership and influencing others.

Duration - Four days over six months (backfill payments are available)

Location - Face-to-face

“It's been such a positive experience. I had a “lightbulb” moment around the importance of coaching... now I've changed the quality of my conversations.”

Dan, QI Leader



# CLINICAL EFFECTIVENESS

## assurance and improvement

The Trust's vision is to provide great care. To do this, it is important that we measure the effectiveness of our services, identify any concerns and plan for improvement. Being able to say with confidence that your service is effective or improving is motivating for our teams and reassuring to patients.

We offer support and training in the project design and delivery. We also provide support with data analysis, action planning, reporting and sharing. Getting involved in audit and evaluation can be the start of a broader improvement or research career.

If you'd like to get involved in any of these activities you can:

- Come along to one of our introductory workshops.
- Visit our SolNet webpage to see what is planned.
- Talk to your service line audit leads.

Our team will happily support you in refining your project idea and helping to plan your process.



To find out more about Clinical Effectiveness and the tools you can use, please visit:  
[www.academy.solent.nhs.uk/improvement](http://www.academy.solent.nhs.uk/improvement)

### THE CLINICAL EFFECTIVENESS TOOLS WE USE:



#### CLINICAL AUDIT



#### SERVICE EVALUATION



#### CLINICAL/PATIENT REPORTED OUTCOMES

#### PURPOSE:

To assess care against set standards - where these aren't met improvements can be planned

Measures effectiveness of elements of services, or new services

Captures the impact of care or treatment on an individual, for example: quality of life or mobility

#### BEST USES:

Clinical Audit provides assurance, and highlights areas which may need some improvement

Service Evaluation is an adaptable tool to explore how a service or initiative is working. It also allows for the patient voice and experience to be included

Reported Outcomes can be used to guide treatment with patients, and to assess how well interventions are working for them

#### SUPPORT AND TRAINING:

- Introduction to Clinical Audit workshops
- Talk to your audit lead
- Ask for help designing tools

- Workshops: Introduction to Evaluation, Surveys and interviewing, Demystifying statistics

- Workshops: Using outcomes measures, Co-designing services
- Working with the Patient Systems Teams to embed into existing record keeping platforms

#### WHAT PEOPLE HAVE SAID:

Our recent audit shone a light on the new way of working that had been implemented post redeployment. It provided positive re-enforcement that the changes that had been made were working well. It has also allowed us to see where there are gaps in the teams' patient note writing skills.

Lee, Physiotherapist

The COVID-19 pandemic required a rapid transformative response to Pain Management Programme delivery. Our evaluation showed parity between our face-to-face courses compared to the new Zoom courses.

This provided the morale boost that we were still able to offer an effective intervention in drastically changed circumstances.

Deborah, Pain Service

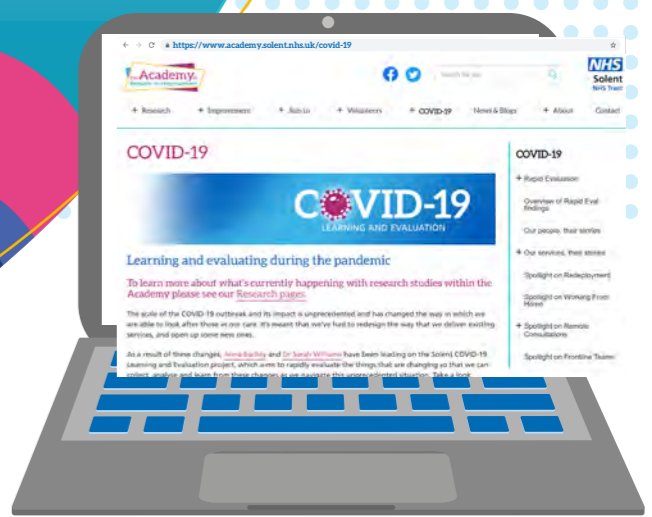
Our newly introduced Patient Reported Outcome Measures have helped us to understand the areas we needed to improve. Through this, the team have been able to be much more engaged in using the tools to improve our patient care.

Olivia, MacMillan Physio

# C-ARE HUB

## introducing, our new Community-Applied Research and Evaluation (C-ARE) Hub

We are now able to offer support or consultancy for larger scale evaluations or appraisals. Please get in touch to find out more.

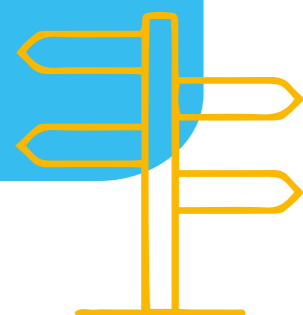


### WHAT WE DO...

We provide expertise and support in the design and delivery of applied evaluation and research in multiple settings across our systems and communities.

We use progressive and innovative methods to facilitate flexible, rapid, and forward-thinking evaluation and research that adapt and respond to community settings.

We believe strongly that evaluation allows constructive and collective learning that can lead to improvement. It is not about judgement, but purely to facilitate learning, improvement and innovation.



### THE VALUE...

- Rapid and responsive - timely insight into the impact of new initiatives and models of working.
- Future thinking - identifies preferences and opportunities for future development.
- Access, diversity and inclusion - captures the experience of a wide range of people increasing inclusion as well as building future engagement in improvement.
- People-focused - our evaluations focus on people with an emphasis on collective involvement and accessible learning.
- Leadership - listening, learning and responding, setting a precedent for a culture focused on people and improvement.

### THE OFFER...



#### EVALUATION DELIVERY

- Carrying out rapid evaluation and appraisal on your behalf
- Producing reports, infographics and web-suitable materials for feeding back
- Using stories and case studies to capture the human element
- Appreciative Inquiry - understanding what goes right
- Ensuring that the user voice is captured
- Facilitating the co-design of workable recommendations and improvements



#### EVALUATION SUPPORT

- Supporting you to carry out your own evaluations
- Advice on design and methods
- Helping the inclusion of people's voices, community, staff, patients, families
- Ideas around dissemination and sharing of learning



#### EVALUATION TRAINING

- Evaluation methods and approaches
- People participation
- Analysis and reporting of findings
- Sharing the learning
- Planning any change
- Using evaluation findings for seeking funding for future projects or research

Take a look at how we have learned and evaluated during COVID-19:

[www.academy.solent.nhs.uk/COVID-19](http://www.academy.solent.nhs.uk/COVID-19)

Continuous innovation is critical to continuously improving care.

This can range from new uses of technology, modernising equipment or different ways of working.

If you have an idea, or would like some support in sourcing funding, building an evidence base, or testing change, then we can help

Small-scale funding for pump priming innovation is available through Solent Dragons' Den.



To find out more about Solent Dragons' Den and how we can support your idea, please visit:

[www.academy.solent.nhs.uk/improvement/dragons-den](http://www.academy.solent.nhs.uk/improvement/dragons-den)



## CHILDRENS' THERAPIES TEAM

The Childrens' Therapies team led the implementation of a digital version of Boardmaker; supporting the education, communication, access and social/emotional needs of children.

The team worked alongside the Solent IT Team to be able to use this tool.

## DIABETIC FOOT IMAGING

The Podiatry Diabetes Service has introduced the use of MolecuLight i:X, a handheld camera that is simple to operate.

The camera uses fluorescence to quickly, safely and easily visualise potentially harmful bacteria in wounds that could otherwise go undetected and cause bacterial infection.

This allows clinicians to visualise bacteria and measure wounds, providing them with maximum insights for accurate treatment selection and accelerated healing.

## POCKET THERAPY MEMORY AIDS

Bethany was our first service user to win funding from Solent Dragons' Den, and worked with her Clinical Manager, Jo Tedbury, to produce a set of pocket memory aids to support those in mental health recovery.



**Childrens' Therapies team says:**

It may sound dramatic, but it will be life changing!

I got very excited when I saw that little icon this morning, that has well and truly made my week!

**Bethany says:**

The idea for this project came directly from my experience; I am a graphic designer and a service user. I have spent many years designing and also many years struggling with my mental health.

I have undergone different therapies, and this is where I met Jo. The therapies I received were a lifeline that hugely changed the way I approached my mental health, and taught me new ways of thinking about it. Most importantly they showed me how I could understand and live with my diagnosis. This is where the idea for a memory aid was born.

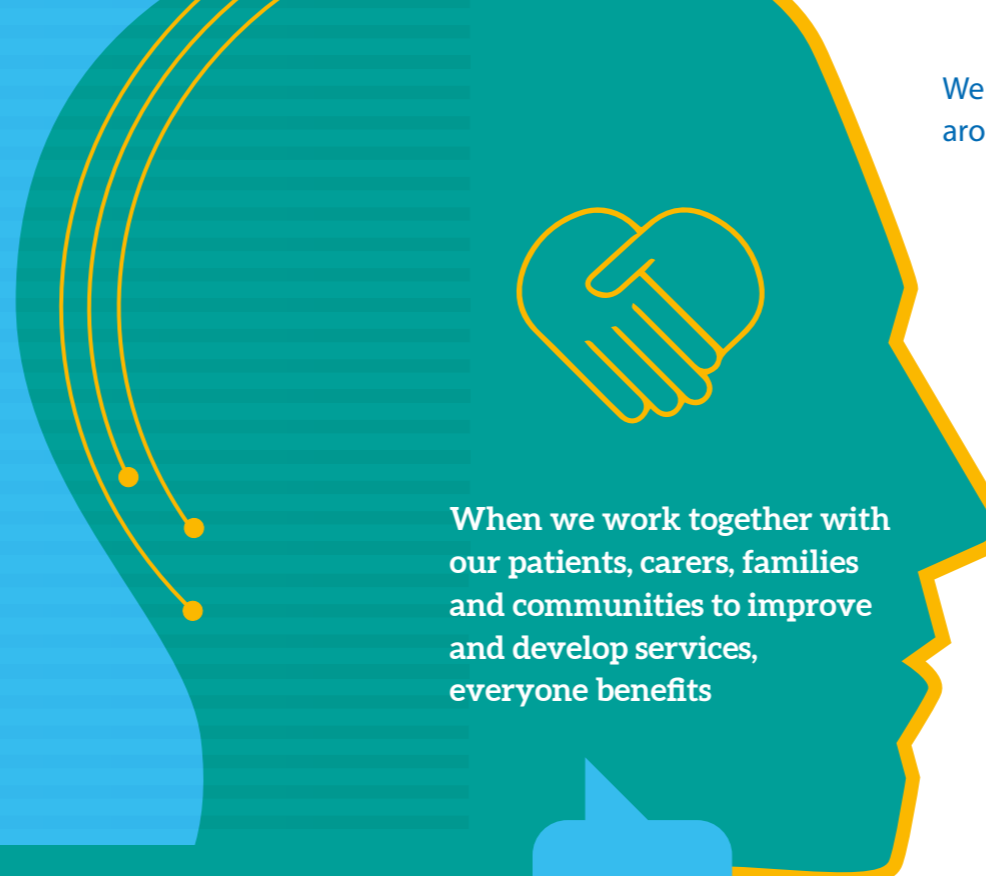


# PEOPLE PARTICIPATION

## working together with patients, families and communities

Any improvement and learning should happen alongside those that use our services, or those that we work alongside in the community.

There are many ways that we can work in partnership, and for our patients, families and community colleagues to be involved in the development and growth of our services.



When we work together with our patients, carers, families and communities to improve and develop services, everyone benefits

We can provide our staff and colleagues with advice and support around involving patients and community members, including:

- Providing training and supporting you as you work in partnership
- Supporting patient and community-led improvement activity
- Identifying ways to learn about ideas for improvement
- Sharing ideas and stories
- Connecting with others who involve patients as volunteers, peer workers and in co-production

## SIDE-BY-SIDE

Side-by-Side is the name of our network of patient and public facilitators and supporters. This is a group that meets regularly to work on projects or events, and to help with our strategic direction and planning. Projects have included:

- Planning our annual conference
- Setting priorities for the year
- Judging our awards
- Being part of recruitment and interviews
- Writing guidelines and top tips for partnership working
- Peer support working



## EXAMPLES OF OPPORTUNITIES TO GET INVOLVED:

USING YOUR (PATIENT) EXPERIENCE TO IMPROVE SERVICES	SITTING ON INTERVIEW PANELS	PROVIDING PEER SUPPORT
DELIVERING TRAINING TOGETHER	CO-DESIGNING SERVICES	BECOMING MEMBERS OF COMMITTEES
HELPING TO PLAN AND RUN EVENTS	PRODUCING PATIENT INFO THAT IS ACCESSIBLE AND RELEVANT	SHARING INNOVATIVE IDEAS AND GETTING THEM PUT INTO PRACTICE



The thing I found most fulfilling was being part of an interview panel - it was great to be able to represent the patient voice. It made me feel I was contributing to the planning and future in getting the right person for the job.

Julian, Volunteer and Patient



I hadn't realised the value of patient participation until I used this approach with my service development project. It has really added depth and important changes to my approach!

Sita, Women's Health Physiotherapist

It's done in a friendly, caring environment and it's a good opportunity to have fun and learn about what's going on and have your say. If you take part in this you will find it fulfilling because you can see the benefits of your work and your ideas.

Roger, Carer and Patient



Find out more about getting involved:  
[www.academy.solent.nhs.uk/join-in](http://www.academy.solent.nhs.uk/join-in)

# LIBRARY SERVICE

## using evidence

Solent provides an online and physical library service. Our dedicated Knowledge Specialist can support you with literature searches, and in refining your topics and ideas. Training is also available to help you carry out your own literature searches.

Using the best and latest evidence improves the quality of care. It's important to investigate what knowledge is out there before trying research and improvement projects.

Find out more by visiting the SolNet Library webpages.



They helped me get to the heart of what I needed, narrowing down my ideas significantly making the subject matter much more relevant and focused than I would have done by myself.

Wow! This was terrific and really helpful in untangling a series of quite diverse thoughts. I thought I knew about searching and identifying literature, but the abstract provision really opened my eyes to areas I was missing.

# WORKSHOPS

## training, learning, developing

Throughout the year we run a series of workshops to help you gain or brush up on skills and knowledge. Topics include:

- Research and Improvement methods and tools
- Project management and leadership
- Effective communication
- Using social media
- Patient involvement and participation



I learnt a lot, very informative and made me think outside the box. The speaker was very engaging.

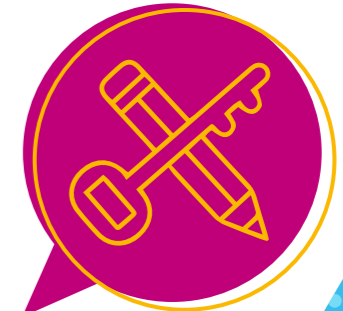
It made me think about how I react in situations and highlighted just how difficult it is to coach and not mentor!

[the workshop was] set at a pace and level that was easy to understand.

The presenters were very informative and they involved everyone by giving us time to ask questions.

To find out more about our workshops and the topics we cover, please visit:

[www.academy.solent.nhs.uk/improvement](http://www.academy.solent.nhs.uk/improvement)



# SHARING LEARNING

## disseminate

Sharing learning is really important and there are lots of ways we can help you to do this, either via the workshop programme (for instance writing for publication, social media and short film making) or with more bespoke support, such as:

- Writing a blog or creating a vlog that we can publish for you
- Writing a short summary or case study for the Academy website and/or Solent's intranet
- Presenting at internal learning events and conferences
- Sharing your learning at a variety of learning forums
- Designing and creating posters
- Writing an abstract to apply for conference presentations
- Writing a short piece or full paper for journals
- Nominating someone for a Learning from Excellence award





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