



Faculty of Health, Education, Medicine and Social Care
BSc (Hons) Adult Nursing (topping up a Level 5 qualification)

Registered Nurse Degree Apprenticeship
Adult Nurse

Frequently Asked Questions

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I. Introduction

This Handbook has been written to give you more information about the **BSc (Hons) Adult Nursing** delivered as a **Degree Apprenticeship**, and what it involves.

ARU's Faculty of Health, Education, Medicine and Social Care (HEMS) works with healthcare partners over an extensive geographical region in the east of England, developing and delivering practical, relevant learning solutions that meet the short and longer term demands for skills within the UK Healthcare sector.

The Degree Apprenticeship was developed in response to a growing demand for healthcare employers to 'grow their own' Registered Nurses through the Apprenticeship Levy. ARU have delivered the three programmes as Degree Apprenticeships since September 2017, both as a full course (no longer available) and top-up to a relevant Level 5 qualification. The NMC verbally approved our new course curriculum in line with the new NMC Standards of Proficiency (2018) on February 11th 2020.

The newly revised curriculum aims to enable you to:

- Access learning opportunities and resources to support achievement of the NMC 2018 Future Nurse: Standards of Proficiency for Registered Nurses and promote eligibility to register with the NMC in the chosen field of nursing
- Become confident, compassionate, competent and responsive practitioners with knowledge, skills and behaviours required to lead and deliver safe, high quality, person-centred nursing care to service users across a range of health and social care environments.
- Practice autonomously showing evidence of leadership, decision making, responsibility and accountability, motivation and capacity to adapt to change.

Successful completion of the course will prepare you to become a Registered Adult Nurse with the Nursing and Midwifery Council.

Clare Fazackerley
Degrees at Work, Anglia Ruskin University

2. Is this degree for me?

The **BSc (Hons) Nursing Degree Apprenticeship** is mapped to the Registered Nurse Apprenticeship Standard (2018) at Level 6. If you hold a Level 5 qualification in Nursing, or Health and Social Care, or have completed a relevant L5 Higher Apprenticeship (Healthcare Assistant Practitioner or Nursing Associate), you can continue your learning while you work to achieve the BSc (Hons) Nursing. This will then allow you to apply to register with the Nursing and Midwifery Council as an Adult Nurse.

3. Why Anglia Ruskin University?

Anglia Ruskin University is based in Cambridge, Chelmsford and Peterborough, and is one of the foremost universities in the UK for work-based learning. We have developed teaching methods and specialist teaching teams that will enable students to learn in a dynamic and supportive environment.

The university has a history of providing innovative courses, and an established reputation for delivering relevant and highly practicable learning programmes for working people. We work with clients such as Harrods, Barclays Bank, Specsavers, the RAF and the NHS to design work-based training that develops their employees' skills and enhances their contribution to their workplace.

In total there are 55 universities in England offering Nursing Degrees. In the Nursing Times *Best and Worst universities for Nursing*, Anglia Ruskin are rated the highest in the East of England.

In 2016 the Government introduced the Teaching Excellence Framework (TEF) to recognise and reward excellent teaching, learning environment and student outcomes in UK higher education providers. Anglia Ruskin are delighted to have been awarded Silver.

You'll study in an exciting, modern faculty which has strong links with regional, national and international organisations, including healthcare trusts, social services, local and regional authorities, schools and academic institutions. At ARU, we are dedicated to the continual improvement of healthcare and stand by the values of the NHS Constitution. We think it's important to reflect on what makes a great nurse. A compassionate nurse understands that the wellbeing of

individual patients must be placed at the centre of the care delivered. A courageous nurse uses good communication to advocate for what is right for patients and commits to act as a role model. We'll work with you to help you grow into a competent nurse and concentrate on developing your leadership skills.

We are proud to have been shortlisted for Nurse Education Provider of the Year in both 2019 and 2020 by the Student Nursing Times. This speaks volumes about the quality of our teaching. You'll soon discover that our faculty is a stimulating place to learn, with excellent facilities and registered, practising tutors who'll make sure you're being taught the latest techniques and give you the support you need to succeed. We make use of technology to support your learning. Good examples are the use of virtual reality scenarios or monitoring your progress with real time assessment.

4. How will I benefit from this course?

By undertaking this course, you will:

- Build on your existing skills and attributes required for inter-professional team working, maintaining professional relationships, and acknowledge the contribution of a collaborative and integrated approach to care;
- Develop the ability to appraise and apply research findings in practice, to support the delivery of safe and evidence-based care that is underpinned by contemporary health and social care policies, guidelines and legislation (international, national and local).
- Improve your understanding of the service user experience through contribution to innovation in health care practice.
- Demonstrate practice that reflects the diversity of belief systems and cultural expectations of individuals accessing health services and challenge oppressive behaviour and practice.
- Develop the skills of critical, reflective and independent thinking and adopt a commitment to life-long learning.

5. How is the course taught?

Emphasis is on you applying theory to practice and vice versa. The apprenticeship course is delivered in conjunction with your employer and includes work-based learning that forms your 'off-the-job' learning. You will attend theory-led lectures and tutorials on campus, and apply theory to practice to develop your breadth of practice competencies. The rest of your time you are an employee and will be applying your learning as part of your role.

A block plan will be provided to show when you will be out of your usual employment setting, to help you and your line manager plan ahead.

A range of learning approaches will be used for the theoretical component consisting of; face to face, on-line learning and workbooks. Development in practice will be via reflection, practice booklets, portfolios and personal development planning.

Our online learning management system (LMS) offers a range of learning methods that include tutor-led online group discussions, review of texts and case studies, and reflective activities. You will develop skills such as critical thinking, decision making, communication, team working, leadership, problem solving, teaching and clinical skills for safe and effective practice.

Reflective activities are used to encourage you to bring issues from your workplace setting to the online forums for discussion with your peers.

You will acquire the knowledge and skills to support your team in providing quality care, as well as transferrable skills and professional values required within your role to ensure that the safety of the public remains paramount.

6. Will I have to attend the University's campus?

Yes. While much of the course content is self-directed and can be accessed at any time that suits you online via our Learning Management System (LMS), you will be required to attend face to face teaching days and clinical skills sessions, usually for two days each week. When in

practice, you will be supernumerary, working as a student Nurse. For some weeks, you will be a full time student away from your usual place of work. These are mandatory to fulfil NMC practice hours requirements; a block plan will be supplied to help you and your Department plan for this. These elements also comprise your 'off the job learning' – see [Section 11](#) for more information.

Our course is delivered at both our Chelmsford and Cambridgeshire (Cambridge or Peterborough, subject to viability).

You will also be entitled to use the University's facilities for the duration of your course such as the Library, Counselling Service, Students' Union, IT Services and Careers Service, even from a distance, and you'll be able to use the campus gym facilities when on site.

NB It is the responsibility of you and your employer to cover additional costs such as travel or accommodation expenses.

7. Course Structure (subject to NMC approval)

BSc (Hons) Nursing – Adult, Child or Mental Health

Degree Apprenticeship (topping up a relevant level 5 qualification)



8. What will I study?

The course is aligned to the [Registered Nurse Degree \(NMC 2018\) Apprenticeship standard](#).

Recognising and responding to the deteriorating adult patient

Patients become acutely unwell in clinical or home settings. Accurate recording of clinical information e.g. observation, medication and fluid balance is essential in the early recognition of an acute deterioration in patients and crucial if patients are to receive the best quality care and timely admission to critical care and acute areas.

Using the guidelines and policies you'll appreciate the need for a structured process for risk assessment, monitoring and communication to optimise patient outcome. The recognition of patients' clinical deterioration and the management of unstable patients are key skills for nurses. You'll develop the knowledge, skills and experience to recognise, communicate and respond competently, with care and compassion, when a patient's clinical condition indicates that they are becoming acutely unwell. You'll explore how psychological well-being can impact on recovery and the importance of patient focused care and empowerment. The module content is centred on the ABCDE approach. Alongside lectures, pre-reading and skills sessions, you'll participate in clinical scenarios around deteriorating patients (e.g. patients experiencing acute respiratory failure, hypovolaemic shock, acute coronary syndrome, and sepsis).

Developing adult nursing practice 2

In this practice module you'll consolidate your learning and skills that took place in the theory module, as well as develop your skills from previous placements. Practice learning will be in an adult nursing setting. We'll develop your skills with computer-controlled mannequins in hi-tech simulation environments to prepare you to care for deteriorating patients. You'll have the opportunity to formatively peer assess the technical and non-technical skills (caring, compassion, communication, team working, decision making and situation awareness) during the scenarios.

Managing seizures, tracheostomy care, IV fluid management, venepuncture and cannulation, neuro-observations, cardiac monitoring

and surgical care are amongst some of the skills that you'll practise in the skills lab.

You'll be supported to practise with increased confidence as you progress through your placement and will have the opportunity to work alongside health care teams and Practice Supervisors who will support you in developing new knowledge and skills.

Assessment will be undertaken by a Practice Assessor who'll maintain contact with an Academic Assessor (an academic staff member from ARU). Confirmation will be required that you have actively participated in care (with minimal guidance) and are performing with increasing confidence and competence.

Nurses as future leaders

We'll encourage you to develop and realise your role as an accountable and responsible practitioner, embracing the role of leading and managing the planning and organisation of high-quality, multi-disciplinary care.

Develop your skills of self-awareness, self-compassion, emotional intelligence, resilience, team building, motivating and coaching others as you learn to lead teams. These mechanisms will ensure that you begin to develop a sense of professional identity and values.

You'll consider clinical decision making and the tools to support this, techniques to resolve conflicts and manage complaints.

You'll explore root cause analysis to support practice-based decisions and quality assurance mechanisms such as, clinical governance, standard setting, and the use of audits. Supporting patient safety, you'll learn the importance of whistleblowing, and highlighting and responding to poor and sub-standard practice.

You'll be supported in interview preparation technique and developing a professional profile and Curriculum Vitae, in preparation for applying for your first job as a qualified nurse.

Leading and co-ordinating care with confidence

We'll support your transition to an autonomous practitioner in readiness for joining the Nursing and Midwifery Council register.

You'll practise with increased confidence and competence as you progress through your placement and will continue to have the opportunity to work alongside health care teams and Practice Supervisors.

You'll continue to practise and develop your communication and relationship skills, and a range of physical skills.

You'll enhance your skills around accountability, professionalism, assessment and care planning, providing and evaluating care, leading and managing nursing care, working in teams and improving safety and quality of care.

By the end of your final placement, you'll supervise and teach a junior learner/colleague in practice and organise and manage the care for a group/caseload of people with complex care needs.

You'll also complete a summative Medicines Management Assessment.

Undergraduate Major Project; Becoming an independent practitioner

You'll be supported to transition from student nurse to a qualified practitioner, ready to face the challenges in the modern health care setting. This involves adjusting to a new and challenging role, accepting additional and different responsibilities and further developing the complex skills required of a Registered Nurse.

To improve the patient experience is one of the most rewarding aspects of a nurse's role and requires insight, leadership, and understanding of evidence, resources, teamwork and planning. You'll have the opportunity to review a wide range of literature to seek evidence to improve the patient experience and propose a plan for an innovative service improvement. Your service improvement plan will evidence consideration for any physical, human and financial constraints associated with the development that you have explored. Through this you'll demonstrate intellectual flexibility and creative capability, in readiness for employment in the health care environment.

Medicines calculations for safe practice 3

Patient safety is at the heart of nursing and it is a requirement of the professional regulator (the Nursing and Midwifery Council) that by the point of entry to register, nurses must demonstrate competency in numeracy skills in the safe administration of drugs (NMC, 2018). This includes being competent in basic medicines calculations relating to: tablets and capsules, liquid medicines, injections, and IV infusions.

Safe Medicate is an online learning and assessment package focusing on medicines calculations.

A professional requirement of the course is that you become proficient in medicine calculations. You'll undertake this online medicine calculations module which offers the opportunity for unlimited practice related to a variety of medicine calculations. You'll be required to undertake a minimum of 6 formative assessments prior to the summative assessment. When you take your exam in your third year, you'll be required to get a pass mark of 100%.

9. How will I be Assessed?

To make sure you're developing the skills and knowledge needed for professional practice, we use a range of assessment methods. These include essays, presentations, exams, case studies, project work and assessment of practice competencies in the clinical setting. We know feedback is essential for your progress and our lecturers take pride in giving you clear guidance on how to improve your expertise.

You will also be required to undertake an **End Point Assessment** (EPA) to complete your apprenticeship. This comprises two professional discussions, each to test your knowledge, skills and behaviours (KSBs) against specific domains taken from the NMC Platform for registered nurses. These are:

1. Being an accountable professional
2. Promoting health and preventing ill-health
3. Assessing needs and planning care
4. Providing and evaluating care
5. Leading and managing nursing care and working in teams
6. Improving safety and quality of care
7. Coordinating care

Successfully passing the EPA indicates that you have met the qualification requirements to apply for registration with the Nursing and Midwifery Council as an Adult Nurse.

10. How long will the course take?

This section will be updated after our University approval process with the NMC has completed in February 2020.

11. What are the course fees?

The fees for are covered your employer and the Government. You are only responsible for your travel to and from campus and placement locations.

12. What are the Funding Rules?

All apprenticeships are governed by the ESFA's funding rules, and the apprenticeship contracts you will sign before registering on the course incorporate these.

Your employer is required to protect a minimum of 20% 'Off-the-job' learning. This is built into theory and practice days as shown in your block plan.

You will be required to track your learning hours and activities throughout the course so we can monitor that your off the job learning hours are being protected. You will be shown how to do this using MyShowcase through our LMS.

We report to your employer on your engagement and progress on a monthly basis, which we review and discuss in Tripartite meetings during the course. You will track your progress against the Knowledge, Skills and Behaviours detailed in the standard using MyShowcase.

We also report and evidence your engagement and progress to the Education and Skills Funding Agency (ESFA) on a monthly basis to show we are complying with the Funding Rules to continue to access the levy.

13. What books will I need?

As part of the course you will be expected to read extracts from a variety of sources such as books, journal articles, reports etc. Most of these will be freely available online through Anglia Ruskin University Library, although in some instances you may prefer to purchase a key course textbook. All learning resources are available in electronic format.

You will be advised of any recommended books well in advance and tutors will point you towards relevant sources of information throughout the course.

14. How will I be supported in my studies by the University?

While you will need to take full responsibility for your own studies, you will have plenty of support to guide you in your success, including one to one online academic tutor support within each module and Student Advisers.

The Faculty of Health, Education, Medicine and Social Care is passionate about supporting the learning environment and 50% of your healthcare course is based in the clinical area. You will be allocated a Practice Assessor (a registered nurse who is suitably prepared in assessment skills), Practice Supervisor(s) (who are registered professionals), and an Academic Assessor (who is a tutor within the University) when working in the practice area. Practice Supervisors will work with you, supervise you, and give you continual feedback regarding your progression and development in practice and on your professional behaviour. Practice Assessors will work with you at designated times during your placement and assess your skills and competence, taking on board the feedback from your Practice Supervisor(s), and complete a final summative assessment of your practice at the end of your placement. This will form part of your overall course assessment.

Student services offers you help with academic advice and support, personal support, and improving your study skills as well as interview techniques and advice to help with promotion opportunities. Study Skills Plus sessions offer one to one appointments and online resources such as:

- Academic Writing
- Maths and Numeracy
- Organisational Skills
- Critical Thinking
- IT Skills
- Presentation Skills
- Resourcing

You can access additional numeracy support through online tutorials including various online tutorials and a free app compatible with iphone, ipad and ipod.

Academic staff support you in practice placement and are linked to the employer. You will be supported by:

- **Course Leads:** Individual to each course and responsible for managing the course, ensuring learning outcomes and QA processes are met during the delivery, and monitoring student development
- **Director of Practice:** who leads on quality and governance of practice learning environment
- **Education Champion:** supports effective communication between the employer and ARU and ensures that any student issues are resolved promptly.
- **Clinical Educators:** supports health care you in practice
- **Link Teams members:** academic tutors who support learners in practice.

For this course, we will track your progress through the competencies required to become a Registered Nurse while you are in practice through the Practice Assessment Document accessed through our award-winning app, MyProgress. This will be introduced to you at the appropriate time before you commence your first placement.

You will also have access to a number of university resources and facilities such as the Library, Counselling Service, Students' Union, IT Services and Careers Service, even from a distance, and you'll be able to use the campus gym facilities when on site.

15. How am I supported by my Employer?

You must sign an apprenticeship agreement with your employer. This gives details of what your employer agrees to do for you including how long you are employed for, the training/mentoring support you'll receive, your working conditions and the qualifications you are working towards.

You must also sign a commitment statement with your employer and ARU which includes the planned content and schedule for your learning and each party's responsibilities for the duration of the apprenticeship.

16. How do students support each other?

We believe success on the course will be enhanced through bringing the students together to create a supportive community of learners. The structure of the course has been designed to encourage active participation and mutual support in order to build a community of learners and enable students to maximise the learning opportunities across the group.

While you will meet students during face to face sessions on campus, you will keep in touch not only with tutors but other students studying the same modules as you.

Discussion boards and online forums encourage you to exchange any ideas or issues you face with other students, enabling you to draw on others experiences in a variety of backgrounds.

There are a variety of ways you can engage with others from text-based tool to audio or video. This can be either instantly with real time messaging systems or time delayed through email and discussion forums.

17. What completes the Apprenticeship?

Upon successful completion of all modules in the Degree programme, the practice hours required by the NMC's standards for proficiency, and the final zero-credit module: Medicines Calculations for Safe Practice 3 (the Gateway) – you will be required to complete the **End Point Assessment** (EPA).

The EPA will supervised by an independent assessor and involves two professional discussions. Successfully passing the EPA indicates that you have met the qualification requirements to apply for registration with the Nursing and Midwifery Council as an Adult Nurse.

18. What are the entry requirements?

In addition to the personal specifications for the apprenticeship role that have been set out by your employer, these are the entry requirements. You are required to provide evidence of these requirements on submission of your application in order to be invited to interview:

Essential Requirements:

- Employment in a suitable healthcare environment on a permanent contract of at least 30 hours per week (ideally 37.5 hours per week)
- Employer support to undertake this course
- Confirmed eligibility to be funded as an Apprentice as set out within the ESFA's Funding Rules
- Foundation Degree in Nursing, Assistant Practitioner (Nursing), Nursing Associate, or Health and Social Care, or equivalent Level 5 qualification, from which up to 180 credits can be applied as Accredited Prior Learning (APL)*
- Level 2 separately certified qualifications in Maths and English e.g. GCSEs at Grade C/4 or above, Functional Skills or Key Skills**
- A completed Initial Needs Assessment Form

* You will be expected to demonstrate evidence of currency of knowledge and development if your Foundation Degree was completed more than three years previously.

** Applicants currently working towards a Level 2 qualification in either English or Maths may apply on the basis that they have gained the qualification prior to the start of the course.

All shortlisted applicants will be invited to attend an interview where you will be expected to demonstrate appropriate values for health care and insight into your chosen field of nursing.

All students will be required to complete an APCL / APEL portfolio to ensure mapping to the Degree top-up to professional requirements and ARU's modules. If you are not transferring directly from an FdSc with ARU, you may be required to complete a Safe Medicate exam.

Registered Nursing Associates will be asked to complete additional field-specific theory to meet the entry requirements of the BSc (Hons) Adult Nursing which may involve the study of a 'bridging module'. This will extend the Degree Apprenticeship and therefore increase the funding drawn.

If you are intending to top-up your Higher Apprenticeship qualification, you will not be eligible to start the Degree Apprenticeship course unless the ESFA has received confirmation that you have successfully completed your EPA for the preceding Apprenticeship.

You must supply these before you can be registered on the course:

- An Enhanced DBS for the Adult and Child Workforce, signed up to the online update service (ARU will fund new applications if you cannot provide this)
- Occupational Health clearance from your employer
- Line Manager confirmation of support

19. How do I apply?

Once you have obtained agreement from your employer, they will provide you with a link to ARU's online application portal.

20. Who do I contact with any questions?

Please contact Clare Fazackerley, Degrees at Work, Anglia Ruskin University on 01223 698423 or 07867 373340, or email clare.fazackerley@anglia.ac.uk