Developing a part time training programme at Lancaster

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Rationale

• Equality Act: flexible working requests from employees

• Growth in our current ‘bespoke’ pathways and associated burden

• Widening participation & inclusivity agenda
  • Disabilities or health difficulties
  • Caring responsibilities
  • Work-life balance

• Future proofing in times of funding uncertainty
The plan

• ‘Full Time Route’ – 39.5 hrs per wk/1.0 wte

• ‘Part Time Route’ – 26.25 hrs per wk/0.7 wte

• These will be the only 2 routes offered
Timeline of Processes

• Liaised with Commissioners
• Consulted Programme Team
• Surveyed applicants
• Consulted Stakeholders via Programme Board
• Consulted supervisors who provide placements for bespoke trainees
• Consultation with trainees: Cohorts want to stay together
• Liaised with BPS
• Shared thinking with colleagues at Manchester & Liverpool
• HCPC ‘major change’ process
• University processes: Education & Faculty Committees
• Process of wider consultation with supervisor pool
• Liaison with Clearing House
• Part Time route implemented in Sept 2020
Initial Challenges

• Selling part time training within a cultural narrative that prioritises full time

• Fitting a part time route alongside full time with no additional resource implications

• Managing change, both within our systems and with stakeholders/colleagues
Our current fulltime path

• Year 1: 1 month induction, 2x6 month placement (Child & Family; Adult)

• Year 2: 2x6 month placements (OA/Health/Neuro; LD)

• Year 3: thesis study; ‘specialist’ placement

• Teaching: content sits alongside placement speciality; 2 weeks induction prior to each placement

• Assessment: no exams; coursework, plus thesis.
  • Submission points at fixed time points throughout calendar year
The part time plan – more detail

Guiding principles:

• 5 placements (which together provide more than the 50% required)

• Thesis has its own dedicated time

• Trainees stay together as a cohort

• Teaching is delivered to the full cohort throughout

• Equity across both routes

• What is manageable and works within current resource
0.7 wte Part Time Route

• Part time trainees train with 2 full time cohorts
• Specialty teaching sits alongside placement activity
• Induction at start of training reduced to 3 days per week
• Teaching induction blocks removed
• Reversed order of core placements 3 & 4
• Assessments submitted at a similar developmental point as full time trainees
• First part time trainees will start in Sept 2020
  • Numbers of trainees will remain the same, i.e. 24 in each year, but 6 of these will be on a part time route.
Benefits of proposed route

• Induction teaching will be in line across both routes

• Cohorts will be together for all teaching, i.e. one set of teaching being delivered throughout with no duplication

• Start & end dates of training will be the same for full & part time routes (Sept & Aug/Dec respectively)

• No more multiple bespoke pathways/trainees following the same path is more efficient for everyone

• Longer, thinner placements – better fit for part time supervisors, and also provide opportunity for longer work with clients e.g. CAT
Potential Challenges of Implementation

• Implications for placement planning and sharing placements with other NW courses

• Reorganising teaching induction blocks

• Considerations around how to recruit for each route
  • Clearing House

• Resource implications for tutor time

• How to manage continued requests for flexible working within these 2 routes

• Updating our handbook documentation to reflect both routes
Finally, a part-time option for clinical psychology doctoral training. Congrats to @LancsDClinPsy for addressing this longstanding barrier to diversity.

I wish this had been formally available when I trained. I struggled through my first year at XXXXX f/t with a disabled 2yo in tow, nearly broke me, went p/t in 2nd yr, life saving!

This is wonderful, thank you for addressing such an important barrier.

This is amazing. Wish this option was available in Scotland.

Hopefully the first of many!

Bravissimo!!

Brilliant! #flexappeal

Well done Lancs - this is wonderful and much-needed

Fantastic!
Thank you for listening

• Questions?