

PSD Scotland – Freedom of Information – FOI2026-3477

Annex C

Women's Health Plan: NES activity that addresses the plan or activity planned – please identify cross-directorate work/ partnerships

P46 *'The most important places to facilitate immediate change, with [with regard to women's health inequalities] are in educational curricula, research, and clinical practice guidelines.'* Dr Alyson McGregor, 'Sex Matters: How male-centric medicine endangers women's health and what we can do about it'

- Enhanced education of the health and social care workforce Improving the understanding of women's health amongst the whole workforce, including an awareness of sex-related differences in the manifestation of different conditions is central to improving women's health and their experience of healthcare. This will involve engaging with current staff in addition to ensuring women's health is a central consideration in the training of our future workforce.

	Women's Health Plan	Current activity/ resource links	Evidence of Impact	Planned Activity	Directorate/Cross directorate
4	Principles underpinning the Women's Health Plan				
4.1	Addressing Inequalities	RCOG curriculum for Specialty Trainees in Obstetrics and Gynaecology Health inequalities is discussed throughout the GPN Programme and within Sexual and Reproductive Healthcare section. Family Nurse Partnership (FNP) Education Programme provision for all Family Nurses and Supervisors across Scotland. FNP is an evidence-based, licenced, intensive home visiting programme offered to young first-time	Impact is evidenced in a range of ways through engagement and evaluation, and reported against the FNP Education Strategy	FNP Education Programme delivers a minimum of 2 cohorts annually, with additions in response to service need - to maintain the required FNP workforce in Scotland.	FNP: NMAHP

		mothers in Scotland from pregnancy until their child's 2nd birthday. The new Enhanced Psychological Practice-CYP (EPP-CYP) course that will be launched in April 2022 covers inequalities throughout the programme, but it is particularly covered in Module 1 (Context and Values) and in the Health Promotion section of the course (within Module 3 Interventions)		The EPP-CYP course will launch in April 2022, with 13 trainees starting at that stage. Next intake is planned for October 2022. A rolling programme of twice yearly intakes is planned for 2023 onwards	Psychology
4.2	Life course approach	RCOG curriculum for Specialty Trainees in Obstetrics and Gynaecology Family Nurse Partnership (FNP) Education considers life course development for young first-time mothers. This includes materials and activities throughout the licensed programme that identify opportunities to prevent disease and promote health across the lifespan. This considers health and the wider determinants of health working towards increasing economic self-sufficiency for FNP clients, supporting access to services and screening and supporting decision making in relation to contraceptive choices.		During 2022/23, FNP Core Education Programme will continue to be delivered.	NMAHP

4.3	Gender equality & intersectionality	RCOG curriculum for Specialty Trainees in Obstetrics and Gynaecology Gender equality is discussed throughout the GPN Programme and within Sexual and Reproductive Healthcare section. Practice-Based Small Group Learning (PBSGL) module on Care of people who are trans-gender or have gender dysphoria NES Equality and Diversity Zone https://learn.nes.nhs.scot/3480/equality-and-diversity-zone			
4.4	Respectful & inclusive services	RCOG curriculum for Specialty Trainees in Obstetrics and Gynaecology Respect and inclusive service is discussed throughout the GPN Programme and within Sexual and Reproductive Healthcare section Respectful and inclusive services are central to the ethos of the new EPP-CYP course, and are covered throughout the training, but are particularly covered in Module 1 (Context and Values)		The EPP-CYP course will launch in April 2022, with 13 trainees starting at that stage. Next intake is planned for October 2022. A rolling programme of twice yearly intakes is planned for 2023 onwards	Psychology

5	Strategic context				
5.3	Pregnancy & Maternity	RCOG curriculum for Specialty Trainees in Obstetrics and Gynaecology PBSGL module on short cases in Obstetrics (e.g. nausea and vomiting in pregnancy, rashes, headache and depression in pregnancy) Scottish Multiprofessional Maternity Development Programme (SMMDP) deliver a range of courses for maternity services and other professionals providing pre-hospital care, including remote and rural. Midwifery and obstetrics - Turas Learn 'General content related to management of obstetric emergencies' Breastfeeding modules and resources – Turas Learn Infant feeding clinical skills workbook- Turas Learn COVID-19 vaccination programme : pregnancy, breastfeeding and women's	Impact is demonstrated by engagement and demonstration of competence through assessment.	During 2022/23, approximately 1200 professionals will complete SMMDP courses. In addition, obstetric emergency courses will be provided to approximately 600 midwives and obstetricians. In 2022/23 NES NMAHP will lead infant feeding education as a transition from the Breastfeeding Leadership Team at Scottish Government.	SMMDP: NMAHP

		health learning resource Turas Learn (nhs.scot) Pregnancy related resource in response to the women's health plan The trauma informed maternity services project is aligned to the National Trauma Training Programme. Key deliverables have included the one out of four learning resource and initial project findings available in project reports.	The new resource will be evaluated, and analytics utilised. Evidence of impact will be reported through two pathfinder projects, working in partnership with the Improvement Service.	During 2022/23 a pregnancy resource, aligned to the women's health plan will be designed and delivered in collaboration with stakeholders. During 2022/23, the pathfinder project will support the design and delivery of a sustainable model of trauma training and coaching support, aligned to the National Trauma Training Programme and Best Start.	NMAHP NMAHP and Psychology
5.4	Screening	Cervical screening course 67 registered in 2019 Cervical screening course 42 registered in 2020 Cervical screening course 121 attended in 2021 Cervical screening was delivered in the GPN Programme to 117 nurses between Jan 2019 and Jan 2022 (Cohorts 8 through to current 13)		Cervical Screening e-learning programme and refresher training in development for launch Spring 2022 for GPNs. This includes both initial and refresher training.	Medical

		PBSGL module on screening for cervical cancer Part of the trauma informed maternity services project, the One out of Four learning resource is relevant to all health professionals working with women who have a history of sexual violence. One out of four learning resource (section for cervical screening) – Turas Learn			NMAHP
5.5	Mental Health	Three PBSGL modules on mental health: eating disorders, depression, and short cases in psychiatry Pharmacy e-learning modules on Depression, Anxiety, Bipolar affective disorder and Schizophrenia – not specifically linked to Women's Health Perinatal and Infant Mental Health (PNIMH) Champions Training	80 Champions (Health Visitors and Midwives) have completed the champions training and are planning local implementation. This project is reported through the perinatal and infant mental health programme board		Developed for Pharmacy however accessible to and may be of interest to other healthcare staff PNIMH: NMAHP and Psychology

		Mental health improvement, and prevention of self-harm and suicide framework and resources. Essential Perinatal and Infant Mental Health 7 e-learning modules: Perinatal and Infant Mental Health Turas Learn (nhs.scot) based on NES Curricular Framework for Perinatal and Infant Mental Health. The NES infant mental health (IMH) interactive PDF. Two Maternal mental health modules: Understanding maternal mental health and The Woman's Journey . Learning Programme for specialist perinatal mental health and maternity and neonatal psychological interventions services: Perinatal and infant mental health/Specialist perinatal mental health learning programme – Turas Learn New NES EPP-CYP and EPP-Adult courses support training in psychological	7852 completed modules, 2568 people rated the modules, mean rating of 4.6 out of 5 129 Specialist Perinatal Mental Health staff completed learning programme 29 MNPI staff completed learning programme		NMAHP, Psychology and Public Health Scotland Psychology Psychology/NMHAP NMHAP/Psychology Psychology Psychology
--	--	--	---	--	---

		interventions for common mental health problems in CYP and Adults (respectively) (Not specifically focused on health of women and girls, but inclusive of this)			
8	Context: priorities				
8.1	Access to information & services	Relevant sign-posting is discussed throughout the GPN Programme and within Sexual and Reproductive Healthcare section with specific resources for people and for nurses. This is the case for CPD Connect resources as well, e.g. to NHS Inform site. Sign-posting to relevant information and services is included in all of our Pharmacy e-learning resources Webinars for School Nurses to include signposting and sessions planned will relate to mental health and wellbeing, trauma informed practice sexual health, equality including LGBTQ+ health. Suggested by FNP re: health literacy: https://learn.nes.nhs.scot/26672/health-literacy		Signposting will remain a key part of our education A minimum of 5 webinars for School Nurses will be delivered in 2022/23.	NMAHP
8.2	Sexual health, contraception & abortion	RCOG curriculum for Specialty Trainees in Obstetrics and Gynaecology		Sexual Health e-learning programme currently being written and build	Funded by NMAHP and being delivered

		Gynaecology course 65 registered in 2018 and for Sexual Health course 110 registered in 2019 Complete Health – contraception webinar – 488 attended part 1 and 2 on Dec 2020 and Jan 2021. ‘Gynaecological cancers’ – 181 registered in 2021 Sexual Health and the role of the GPN, and Contraception and the role of the GPN is covered within the delivered education, personal learning activities and peer group activities. This has been delivered to 117 nurses between Jan 2019 and Jan 2022, Cohort 8 – Cohort 13 Pharmacy ‘Emergency contraception’ and ‘Bridging contraception’ e-learning modules Webinars for School Nurses will include sexual health		of the module will commence in financial year 2022-23 ‘Responding to rape and sexual assault in community pharmacies’ e-learning module in development in collaboration with PHS A minimum of 5 webinars for School Nurses (on a range of areas will be delivered in 2022/23)	within Medical Directorate Aimed specifically at community pharmacists NMAHP
8.3	Menstrual health	RCOG curriculum for Specialty Trainees in Obstetrics and Gynaecology			

8.4	Endometriosis	RCOG curriculum for Specialty Trainees in Obstetrics and Gynaecology 'Complete Health – Endometriosis' – 63 registered in 2021		Complete Health – Endometriosis' – 63 registered in 2021	
8.5	Menopause	RCOG curriculum for Specialty Trainees in Obstetrics and Gynaecology 'Grasp the menopause for GPNs' 112 registered in 2019 99 registered in 2020 'Recognising and coping with menopause' for GPNs webinar 198 attended in 2020 'Menopause and HRT' for GPs webinars 550 registered for in 2021. Menopause and the role of the GPN is covered within the delivered education, personal learning activities and peer group activities. This has been delivered to 117 nurses between Jan 2019 and Jan 2022, Cohort 8 and Cohort 13. Practice-Based Small Group Learning (PBSGL) module on uro-gynaecology deals with issues relating to post-menopausal health problems. PBSGL module on Hormone Replacement Therapy deals with various topics relating to the post-menopause.		'Menopause symptom questionnaire has been developed at NES and will be available at NHS Inform for patients to download and take to their healthcare professional. This will also be circulated to general practice.	Webinars were cross directory attended by GP and GPN.

		Learning at Work Resource for staff – Turas Learn			
8.6	Heart health	RCOG curriculum for Specialty Trainees in Obstetrics and Gynaecology Heart health and the role of the GPN is covered within the delivered education, personal learning activities and peer group activities. This is not directly linked to Women's health section of teaching however, it has been delivered to 117 nurses between Jan 2019 and Jan 2022, Cohort 8 and Cohort 13. PBSGL modules deal with cardiovascular disease: Atrial fibrillation, short cases in cardiac disease and a further separate module on Coronary artery disease Further PBSGL module on tobacco harm reduction Pharmacy e-learning modules on Hypertension, Atrial fibrillation, Stroke, Angina, Anticoagulants, Heart failure. Not specific to women's health. Maternal Cardiomyopathy		Cardiovascular Disease e-learning programme is in the CPD Connect plan for 2022-23 Potential work with colleagues at Golden	NMAHP

				Jubilee National Hospital to develop training resources on maternal cardiomyopathy.	
9	Priorities, aims and actions				
9.1	Actions which cut across all priorities: -Short -Medium -Long			NES have been asked to consider a proposal to design and deliver education linked to medium term priorities 2022-24 and further updates can be made when this has been fully scoped and agreed.	
9.2	Contraception, abortion, sexual health 7 pre-pregnancy: -Short -Medium -Long			NES have been asked to consider a proposal to design and deliver education linked to medium term priorities 2022-24 and further updates can be made when this has been fully scoped and agreed.	
9.3	Menopause, menstrual health incl. endometriosis: -Short -Medium -Long			NES have been asked to consider a proposal to design and deliver education linked to medium term priorities 2022-24 and further updates can be made	

				when this has been fully scoped and agreed.	
9.4	Heart health: -Short -Medium -Long			NES have been asked to consider a proposal to design and deliver education linked to medium term priorities 2022-24 and further updates can be made when this has been fully scoped and agreed.	
9.5	Gender & health: -Short -Medium -Long			NES have been asked to consider a proposal to design and deliver education linked to medium term priorities 2022-24 and further updates can be made when this has been fully scoped and agreed.	
9.6	Lived experience	Lived experience has been a key component of CPD Connect courses on		Lived experience component to planned education on HRT in A	

		menopause and HRT over the past few years. Family Nurse Partnership (FNP) Education Programme includes client voices to share their lived experience. Perinatal and Infant Mental Health Champions training prioritises lived experience which is integrated within delivery to include experts by experience.		Day in the Life of a Busy General Practice, and Learn and Connect sessions. Menopause Warriors group have filmed video content for our use. We have also signposted to NHS Inform which has a section on lived experience. FNP Education will continue to include client voices. All Champions training includes input from experts by experience and resources also available for champions when implementing locally.	NMAHP NMAHP and Psychology
--	--	---	--	--	--