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Health Education and  
Improvement Wales (HEIW)

# Wales Perinatal and Infant Mental Health Training Plan



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## ***Who is this training plan for?***

This Wales Perinatal Mental Health Network Training Plan aims to capture the learning needs of those in the Welsh workforce who may meet with families in the perinatal period, defined as the period of pregnancy, childbirth and the second year after birth.

This includes practitioners working within health, social care and third sector services and organisations.

*Important and lasting gains can be made for families who receive the right care at the right time and by the right people, from people who have the right skills, knowledge, and support.*

## ***How has the training plan been developed?***

The Wales Perinatal Mental Health training plan has been adapted with permissions, from the NHS Education for Scotland (NES) Perinatal Mental Health Training Plan and developed in line with the Wales Perinatal and Infant Mental Health (PIMH) Curricular Framework.

This framework outlines the skills and knowledge required by practitioners working with families in the perinatal period.

It classifies practitioners as:

- INFORMED
- SKILLED
- ENHANCED
- SPECIALIST

The above are based on the '*kind of contact they have with families in this period as well as the setting in which they work*'.

The framework, however, does not define which practitioner roles match to which practice level.

**Table 1:**

This table outlines the practice levels in which practitioners may work with families in the perinatal period, taken from the PIMH Curricular Framework.

INFORMED	Baseline knowledge and skills required by all staff working in health, social care and third sector settings. (All Staff)
SKILLED	Knowledge and skills required by staff who have direct and/or substantial contact with women during pregnancy and the postnatal period, their infants, partners, and families. (All maternity, health visiting, primary care, children & families social work, relevant third sector)
ENHANCED	Knowledge and skills required by staff who have more regular and intense contact with women who may be at risk of/affected by perinatal mental ill health, their infants, partners and families. (All mental health, including adult, CAMHS, addictions etc. As well as maternity, primary care, health visiting and third sector staff who work in as enhanced role)
SPECIALIST	Knowledge and skills required by staff who, by virtue of their role and practice setting, provide an expert specialist role in the assessment, care, treatment and support of women who may be as risk of/affected by perinatal mental ill health, their infants, partners and families. They will often have leadership roles in education, training and service co-ordination and development. (Staff working within specialist perinatal and infant mental health services)

### Supporting Knowledge: E-Learning Resources

To help address the needs of practitioners, the following E-Learning resources have been adopted and adapted with permission from NES by the Wales Perinatal Mental Health Network and are freely available for all to access:



[“Essentials Perinatal and Infant Mental Health” modules](#) : -  
[Learning@Wales: Log in to the site \(nhs.wales\)](#)

1.

- Introduction to Perinatal and Infant Mental Health.
- Keeping baby in mind.
- Stigma.
- Risk.
- Assessment.
- Intervention.
- Pharmacological Intervention.



### Which resources are right for me?

#### *Essential Perinatal and Infant Mental Health - E-Learning Modules.*

It is important that staff working with women and their families during pregnancy and the postnatal period to have the knowledge, skills and attitudes to ensure they deliver appropriate care.

Recommendations from the Children, Young People and Education Committee (2017), included the need to develop a suite of educational tools matched to the Curricular Framework competencies, which could



be used as part of the induction programme for all staff new to perinatal services.

In response to the report the Wales Perinatal Mental Health Network and Health Education and Improvement Wales gained permission from colleagues in NHS Education for Scotland to adapt and adopt their training resources for Wales.

### *E-Learning Modules.*

Each module takes between 30 and 45 minutes and supports staff induction and CPD at enhanced and specialist levels as outlined in the curricular framework. Staff groups would include all mental health staff, including adult, CAMHS, addictions etc. as well as maternity, primary care, health visiting and third sector staff who work in an enhanced role and staff working within specialist PIMH services.

### *Overview of the modules.*

- “Introduction to perinatal mental health” and “Keeping baby in mind” modules provide an overview of PIMH as well as the pathways that have been developed for PIMH services.
- “Stigma” module supports workers to address stigma and discrimination. Recent Mothers and Babies: Reducing Risk through Audits and Confidential Enquiries (MBRRACE) reports highlighted the inequality of health outcomes for Black, Asian and minority ethnic expectant women and families. Social and personal ideas of parenthood can prevent parents from seeking help.
- Our 30 minute “Risk” module recognises that all health and social care staff will encounter women and families in the perinatal period and require to know the “red flags” and “amber flags” that signal preventative or immediate action must be taken.
- Mental health assessment in the perinatal period requires good liaison between services and inclusion of perinatal-specific information, such as obstetric history. Our “Assessment” module is comprehensive and includes lots of helpful resources.

- The perinatal period presents women with lots of difficult and confusing decisions with regard their mental health and options for intervention. We hope our two intervention modules “Interventions” and “Pharmacological Interventions” help staff to confidently support women and families to choose a pathway to recovery.

### ***How do I know which modules I should complete?***

***Look at Table 1*** to decide what level describes you or the practitioner you support and to find the ***essential learning*** recommended for practitioners working at this level. Use the below links to access these resources.

- [Perinatal Mental Health - NHS Wales Health Collaborative](#)

If further information is required to make this decision, please see ***Table 1 below***.

Please note, practitioners are only required to complete the training outlined for their level (i.e., practitioners classified as “skilled” do not need to complete “informed” training first).

Finally, consider if you or your practitioners would benefit from the identified further ***elective training***. This decision may depend on the time you have available for induction or CPD, the training or experience you already have, and the setting in which you work.

### ***How do I access these resources?***

Set up a free account here - [Learning@Wales: Log in to the site \(nhs.wales\)](#) to access whichever of the seven **Essentials Modules** have been recommended for your level.

#### ***Solihull approach online:***

In 2020, in partnership with Public Health Wales, the Solihull approach online courses were provided across Wales. The following courses are available in North Wales (free) and across the rest of Wales (small fee):

- 1. Understanding pregnancy, labour, birth, and your baby
- 2. Understanding your baby
- 3a. Understanding your child
- 3b. Understanding your child with additional needs
- 4. Understanding your teenager’s brain

- 5. Understanding your brain (for teenagers only!)
- 6. Understanding your child's feelings (a taster course)
- 7. Understanding your child's mental health and wellbeing (accompanies 3a and/or 3b)
- 8. Understanding your relationships

To access the **Solihull Approach Online Modules**, please use the access code **NWSOL** for North Wales and pay a small fee for the rest of Wales on the website: <https://inourplace.heiapply.com/online-learning/>

Please note: It is assumed that all health, social care and third sector colleagues working with parents, families, at whatever level and in whatever context, will have **appropriate training and familiarity with Wales Safeguarding Procedures** - [Social care Wales \(safeguarding.wales\)](http://socialcare.wales.gov.uk/safeguarding)

The training needs for the workforce are currently being reviewed and re-developed (PIMH) in collaboration with HEIW and work has begun on the Informed level of training which would be essential for all staff working with parents and their babies. In the meantime, we would recommend the following modules:

**Table 1: Table outlining recommended essential and elective learning for each staff level.**

<b>Staff Level.</b>	<b>Recommended Resources (Essential).</b>	<b>Recommended Resources (Elective).</b>
<b>Informed – Baseline knowledge and skills required by all staff working in health, social care, and third sector settings (All Staff).</b>	<ul style="list-style-type: none"> <li>• “Essentials” Modules 1 and 3: “Introduction to Perinatal and Infant Mental Health” and “Stigma”</li> </ul> <p><b>AND</b></p> <ul style="list-style-type: none"> <li>• <a href="https://ihv.org.uk/for-health-">Online training courses - Emerging Minds</a> <a href="https://ihv.org.uk/for-health-">https://ihv.org.uk/for-health-</a></li> </ul>	<ul style="list-style-type: none"> <li>• “Essentials” Modules 2 and 4: “Keeping baby in mind” and “Risk in the perinatal period”</li> </ul> <p><b>AND</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Solihull Approach Online Courses:</a> Understanding pregnancy, labour, birth,</li> </ul>



	<a href="#">visitors/resources/e-learning/Brain Story Toolkit » Alberta Family Wellness Initiative</a>	<p>and your baby; Understanding your baby; Understanding your child</p>
<p><b>Skilled -</b> Knowledge and skills required by staff who have direct and or/ substantial contact with women during pregnancy and the postnatal period, their infants, partners, and families (<b>All maternity, health visiting, primary care, children &amp; families social work, relevant third sector</b>)</p>	<ul style="list-style-type: none"> <li>• <i>Both, Wales PNMH E-Learning Modules.</i></li> </ul> <p><b>AND</b></p> <ul style="list-style-type: none"> <li>• <a href="https://ihv.org.uk/for-health-visitors/resources/e-learning/Brain Story Toolkit » Alberta Family Wellness Initiative">Online training courses - Emerging Minds</a> <a href="https://ihv.org.uk/for-health-visitors/resources/e-learning/Brain Story Toolkit » Alberta Family Wellness Initiative">https://ihv.org.uk/for-health-visitors/resources/e-learning/Brain Story Toolkit » Alberta Family Wellness Initiative</a></li> </ul> <p><b>AND</b></p> <ul style="list-style-type: none"> <li>• <i>“Essentials Modules 3 and 4: “Risk in the perinatal period” and “Stigma”.</i></li> <li>• <i>2 Day Solihull Approach Foundation Level Training.</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>Essentials Modules 2 and 6 “Keeping baby in mind” and “Interventions”</i></li> </ul> <p><b>AND</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Solihull Approach Online Courses:</a> Understanding pregnancy, labour, birth, and your baby; Understanding your baby; Understanding your child</li> </ul>

<p><b><i>Enhanced:</i></b>  Knowledge and staff skills required by staff who have more regular and intense contact with women who may be at risk of/affected by perinatal mental ill health, their infants, partners, and families. (All mental health, including adult, CAMHS, addiction etc. As well as maternity, primary, health visiting and third sector who work in an enhanced role)</p>	<ul style="list-style-type: none"> <li>• Both Wales PNMH e-learning modules</li> </ul> <p>AND</p> <ul style="list-style-type: none"> <li>• <a href="#">Online training courses - Emerging Minds</a>  <a href="https://ihv.org.uk/for-health-visitors/resources/e-learning/Brain-Story-Toolkit">https://ihv.org.uk/for-health-visitors/resources/e-learning/Brain Story Toolkit »</a>  <a href="#">Alberta Family Wellness Initiative</a></li> </ul> <p>AND</p> <ul style="list-style-type: none"> <li>• The full suite (<i>Modules 1-7</i>) of the PIMH Essentials modules</li> <li>• 2-day Solihull Approach Foundation Level Training</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">Solihull Approach Online Courses:</a>  Understanding pregnancy, labour, birth, and your baby;  Understanding your baby;  Understanding your child</li> </ul>
<p><b><i>Specialist:</i></b>  Knowledge and skills required by staff who, by virtue of their roles and practice setting, provide an expert specialist role</p>	<ul style="list-style-type: none"> <li>• Both Wales PNMH e-learning modules</li> </ul> <p>AND</p> <ul style="list-style-type: none"> <li>• <a href="#">Online training courses - Emerging Minds</a></li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">Solihull Approach Online Courses:</a>  Understanding pregnancy, labour, birth, and your baby;  Understanding your baby;  Understanding</li> </ul>



<p>in assessment, care, treatment, and support of women who may be at risk of/affected by perinatal mental ill health, their infants, partners, and families. They will often have leadership roles in education, training and service co-ordination and development. <b>(Staff working within specialist perinatal and infant mental health services).</b></p>	<p><a href="https://ihv.org.uk/for-health-visitors/resources/e-learning/Brain-Story-Toolkit">https://ihv.org.uk/for-health-visitors/resources/e-learning/Brain Story Toolkit »</a>  <a href="#">Alberta Family Wellness Initiative</a></p> <p><b>AND</b></p> <ul style="list-style-type: none"> <li>• The full suite (Modules 1-7) of the Wales PIMH Essentials modules</li> <li>• 2-day Solihull Approach Foundation Level Training</li> </ul>	<p><b>your child</b></p>
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***The Wales Perinatal Mental Health Network training offer for all universal services:***

The PNMH Network has worked with the Institute of Health Visiting to provide training for Perinatal and Infant Mental Health Champions across all health boards in Wales.

To find out more about how you can access this training in your areas please contact the following -

**Aneurin Bevan UHB**

- Ceinwen Parry (Aneurin Bevan UHB - Mental Health)  
[Ceinwen.Parry@wales.nhs.uk](mailto:Ceinwen.Parry@wales.nhs.uk)



### **Betsi Cadwallader UHB**

- Deborah Griffin (BCUHB - Mental Health & Learning Disabilities)  
[deborah.griffin@wales.nhs.uk](mailto:deborah.griffin@wales.nhs.uk)

### **Cardiff & Vale UHB**

- Kim Jones (Cardiff and Vale UHB - Flying Start Vale)  
[kim.jones4@wales.nhs.uk](mailto:kim.jones4@wales.nhs.uk)

### **Cwm Taf Morgannwg UHB**

- Martha Sercombe (CTM UHB - Community Health)  
[Martha.Sercombe@wales.nhs.uk](mailto:Martha.Sercombe@wales.nhs.uk)

### **Hwyel Dda UHB**

- Jane Whalley (Hwyel Dda UHB - Perinatal Nurse Specialist)  
[Jane.Whalley@wales.nhs.uk](mailto:Jane.Whalley@wales.nhs.uk)

- Powys Teaching Health Board

Jolene Duggan - Adult Mental Health (Powys THB)  
[Jolene.AmyPowell@wales.nhs.uk](mailto:Jolene.AmyPowell@wales.nhs.uk)

### **Swansea Bay**

- Ann-Marie Thomas (Swansea Bay UHB - Maternity)  
[Ann-Marie.Thomas@wales.nhs.uk](mailto:Ann-Marie.Thomas@wales.nhs.uk)

### ***Perinatal Mental Health for Occupational Therapists:***

*This [elearning course](#) is for occupational therapists working in Perinatal Mental Health Services and those who are new to or wishing to work in this specialist area of practice. It has been developed by the Royal College of Occupational Therapists in collaboration with Health Education England E-Learning for Healthcare.*

