



**Scottish
Pathology
Network**

**EDUCATION STRATEGY
(2023 – 2026)**

Document control

An Education Strategy is a document, which changes and develops as the project progresses. It is recommended that a system of document control be used to keep track of previous versions.

NSD suggests integrating the roles of approval, version control and a distribution list within the first page of the Education Strategy to ensure confidentiality and consistency. Final sign off will go through the Steering Group.

Key Personnel

Title:	Scottish Pathology Network Education Strategy
Authors:	Camilla Young
Approver:	Scottish Pathology Network Steering Group
Owner(s):	SPaN Core Team

Version History

Version	Date of revision	Summary of changes	Changes marked
D0.1	August 2023	Initial Draft	
V1.0	December 2023	Ratified by Steering Group	

Distribution

Name	Organisations	Date	Version
SPaN Steering Group	NSS NHS Health Boards	December 2023	V1.0

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1: Purpose of Document

1.1 Introduction

The Scottish Pathology Network (SPAN) was established to support improvement of Pathology services by creating and developing a Scotland wide National Managed Diagnostic Network. This network would steer modernisation, including service change and redesign, develop benchmarking data to improve quality, and working with boards ensure provision of an effective pathology service, which anticipates and responds to user needs, future requirements, and national guidelines while meeting ISO 15189 and/or United Kingdom Accreditation Service standards.

One of the National Specialist Services Committee (NSSC) recommendations was for SPAN to produce an education strategy that considers the role of education strategies and policies of other bodies such as the Royal College of Pathologists, Institute of Biomedical Scientists (IBMS) and NHS Education for Scotland. The SPAN Education Strategy should encompass all staffing levels, including Biomedical Scientists, Healthcare Scientists, Anatomical Pathology Technologists (APTs), support staff, Doctors in Training (DiTs) and Consultant Pathologists.

1.2 Governance

This Education Strategy is designed to support the work of SPAN. It will be managed by the Network Programme Manager, and governed through the Lead Clinician, Scientific Manager and Steering Group of the Network.

Programme Manager – Camilla Young

- Manage the delivery of the Education plan.
- Develop education material as per the education plan.
- Work with the Lead Clinician to source training.
- Provide education support and advice where necessary.
- Evaluation of the Education Strategy and education plan.
- Provide updates on the Education Strategy and education plan progress to the Steering Board.

Core Team

- Final approval on all educational materials.
- Taking forward specific actions assigned via the Education Strategy and education plan.

Steering Group

- Final approval of the Education Strategy.

1.3 Why does SPAN need an Education & Training Strategy

- To address the specific educational needs out with the remit of other bodies and as required to modernise the pathology workforce.
- Improve the knowledge and skills of the Pathology community where knowledge gaps have been identified.
- To inform best practice.
- Provide the pathology community with the opportunity to learn, contribute and understand existing and new polices.
- Engagement with SPAN and the work that it is undertaking for the Pathology community and its stakeholders.
- Provide BMS with the opportunity to develop the skills and knowledge to undertake tissue dissection.
- To support or co-ordinate Nationally where there may be local board pressures to support education and training needs.

1.4 What mechanisms will we use?

- RCPATH
- IBMS
- Training courses
- Web-Ex
- SPAN website

1.5 Communication objectives

- Ensure that clinicians working with SPAN are informed about the Network, and its progress against the Work Plan
- Inform and educate wider services about the work of SPAN.
- Provide updates to other stakeholders including NSD and the Scottish Government
- Promote consistency in the delivery of effective diagnostic services across Scotland

Please see the SPAN Communication Strategy for further information

2. Education Objectives & Deliverables

Objective	Deliverable	Timeframe
1	To promote SPAN and the strategic Pathology context / strategy	2024
2	To engage with the Pathology community, including the cancer taskforce through an Annual Event	2024
3	SPAN will share good practice of the Pathology community through peer articles in its newsletters	2025
4	SPAN will identify where there are gaps in education training research and development both within pathology and with Pathology service users.	2025
5	SPAN will develop education and training packages that will include education events as well as online modules for pathology service users. SPAN will support its colleagues to undertake a pertinent research project.	2025
6	SPAN will capture evidence of learning to prove validity of such audit projects	2024