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**FACT FILE**

Midwifery at Northumbria

**A career for life with Northumbria**

We have a unique development structure and offer lots of opportunities for you to develop as a professional midwife with us.

**Coaching**  
Coaching is a successful and proven form of learning which can help you to reach your full potential at work by focusing on you as an individual. Northumbria Healthcare NHS Foundation Trust offers staff the opportunity to engage in coaching to further develop the person behind the role.

* Identify and achieve your goals
* Take actions towards increased competence, commitment and confidence
* Achieve your full potential
* Increase engagement, confidence and effectiveness

**Conferences**  
We hold three annual conferences for nurses and midwives, giving our staff a great opportunity to hear from national speakers, develop skills and feed into future plans. As a trust we have lots to celebrate and have best practice to share. We want all of our nursing, midwifery and allied healthcare professionals to have a day of inspiration, education and networking to help our nurses develop and build a career with us.

**Routes into midwifery**You can become a midwife following a Nursing and Midwifery Council degree course or if you are already a registered nurse, you can do a pre-registration midwifery shortened programme. Here you can view pathways into midwifery:

* The Royal College of Midwife – [How to become a midwife](https://www.rcm.org.uk/promoting/learning-careers/become-a-midwife#:~:text=Another%20route%20into%20midwifery%20is%20through%20a%20programme,The%20course%20comprises%20a%20minimum%20of%2080%20)
* Northumbria University – [Midwifery Studies (BSc Hons)](https://www.northumbria.ac.uk/study-at-northumbria/courses/midwifery-studies-uufmiw1/)
* Birmingham City University – [Midwifery Shortened Programme / GradDip](https://www.bcu.ac.uk/courses/midwifery-shortened-programme-2020-21#:~:text=Our%20midwifery%20shortened%20degree%20is%20designed%20for%20registered,the%20NMC.%20Find%20out%20about%20our%20entry%20requirements)

**Career opportunities**

Midwifery is a broad speciality, career roles include:

* Specialist Midwives (Public Health, Teenage Pregnancy, High Risk Pregnancy, Infant Feeding co-ordinator, antenatal screening, Digital midwife)
* Midwife Sonographers
* Core team midwives (Birth Centre, Postnatal and Antenatal)
* Continuity of carer midwives
* Community Midwives
* Midwifery Led Unit Midwives
* Leadership roles (Ward Manager, Birth Centre Co-ordinator, Matron, HoM)
* Advanced Clinical Practitioner

**Developing your clinical practice**Developing your clinical practice is as important to us as it is to you. We offer a wide range of clinical learning opportunities from individual clinical skills to enhance your career.

**Developing your ability to lead  
We’re committed to developing our existing and future leaders at Northumbria as part of our collective, compassionate and inclusive leadership ambitions. One of the ways we do this is by providing a range of leadership development solutions and these are captured in our leadership development portfolio. Within this we have included a diagnostic tool to enable individuals to consider where they are in their careers and which leadership development activities might be most appropriate for them.**

**Development and progression**

Being a Northumbria Healthcare midwife is a career for life and we are committed to giving you the tools to develop your career with us.

The maternity service offers a programme of education and support to facilitate progression and review performance, whilst ensuring succession planning and work force development based on the NHS KSF outlines for midwifery staff.

* Our preceptorship programme for newly qualified midwives:



* Midwifery skills and knowledge assurance process:

