GIG CYMRU NHS WALES | Iechyd Cyhoeddus Cymru Public Health Wales



Directory of Education and Training in Inclusion Health for Health Professionals

Primary Care Division- Public Health Wales

Version 1.0 (2024-2026)

Mae'r ddogfen yma ar gael yn y Gymraeg/This document is available in Welsh.

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Introduction:

Inclusion health is an umbrella term used to describe individuals who face social exclusion and encounter various risk factors for poor health, including poverty, violence, and complex trauma. This category includes those who are homeless, dependent on drugs and alcohol, vulnerable migrants, members of Gypsy, Roma, and Traveller communities, sex workers, individuals involved with the justice system, and victims of modern slavery. People belonging to these inclusion groups often experience significantly worse health outcomes compared to the general population, with a lower average age of death. This significantly contributes to the growing health disparities. Inclusion health groups frequently face obstacles in accessing healthcare services and may have negative experiences due to multiple barriers in the healthcare delivery system[1].

The workforce's knowledge and skills in inclusion health are crucial in providing equitable services. In the UK, all four devolved administrations recognise the importance of incorporating the Inclusion Health into healthcare professionals' education and training. Each nation has issued guidelines to improve health outcomes for marginalised groups. However, recent studies have not found evidence of government departments or national organisations outlining a plan to ensure that healthcare professionals have the necessary knowledge and skills to care for vulnerable communities[2]. According to evidence published by organisations employing staff who work with vulnerable groups, many healthcare practitioners have recognised the need to acquire the knowledge and skills to support service users from socially excluded communities[2].

When we wrote this directory, we learned that discussions were underway in Wales to create a knowledge and skills framework for inclusion health. Meanwhile, this directory is designed to help healthcare professionals identify education and training opportunities to help them meet the knowledge base for inclusion health and health inequalities.

The directory does not claim to be an exhaustive or comprehensive guide to all education and training opportunities. It is limited to those identified from a review of educational health websites, health professionals' knowledge, and a rapid internet search from January to March 2024.

How to use the directory?

This document is divided into three sections, each colour-coded differently, to enable users to navigate to relevant courses based on their needs and interests rather than going through the whole directory page by page. To go to the relevant section, hover over the colour block, and click.

- Section 1 includes information and links to the organisations and websites that offer a variety of training courses and resources relevant to the inclusion health and health inequalities in three tiers including universal, supplementary, and special interest.

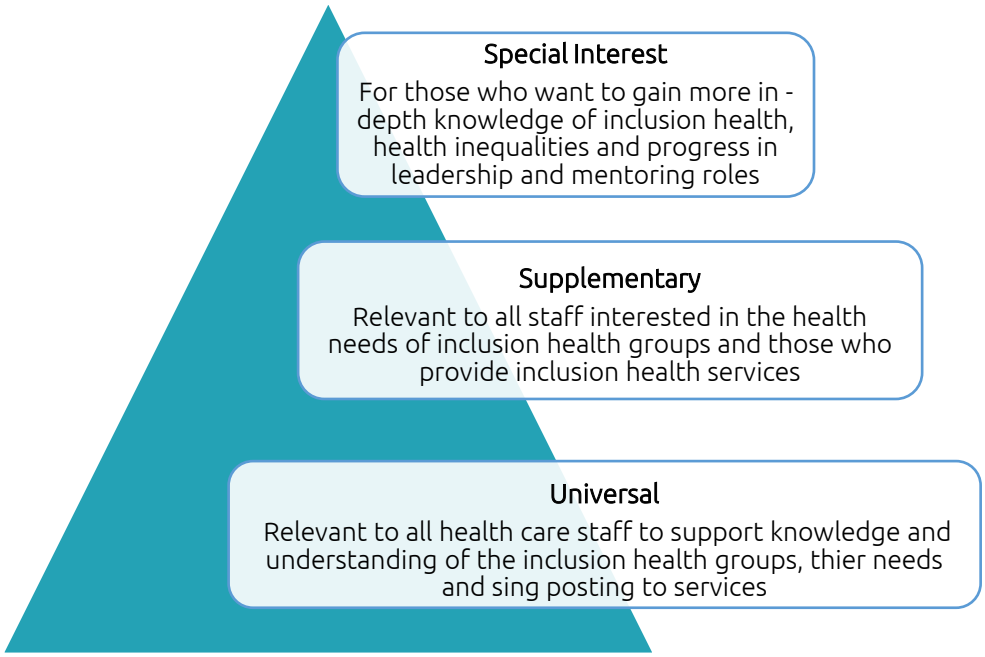


Figure 1: Hierarchy of training resources

This section is the most extensive in the directory and is made up of four tables:

Table 1(Universal): Training courses, toolkits and resources relevant to all healthcare staff to support knowledge and understanding of inclusion health.

Table 2 (Supplementary): Training courses and resources relevant to all staff interested in the health needs of inclusion health groups and staff who provide inclusion health services.

Table 3(Special Interest): Training courses and resources for staff who want to gain more in-depth knowledge of health inequalities and inclusion health as a sub-speciality.

Table 4: The top 10-20 training modules and resources relevant to the three professional groups named in pathway's[2] Inclusion Health Education Mapping review report.

- Section 2 includes links to sources of clinical and lifestyle knowledge that are common among inclusion health groups.

- Section 3 includes additional reading resources for contextual knowledge and knowledge of relevant policies and legislations linked to some inclusion health groups.

Appendix 1 includes a suggested CPD checklist to provide users with a learning and reflection log when they complete relevant learning activities.

Section 1- Training Courses & Toolkits

Table 1(Universal): Training courses, toolkits, and resources relevant to all healthcare staff to support knowledge and understanding of inclusion health.

Title	Content	Duration	Cost	Source
Royal College of GPs- Health Inequalities Hub	The RCGP health inequalities hub contains three eLearning courses and other resources. • **The first course** introduces health inequalities, terms such as the wider determinants of health, the inverse care law and the intersectionality between multiple factors. • **The second course** is on **inclusion health groups**, including those experiencing homelessness, victims of modern slavery and vulnerable migrants. • **The third course** discusses the principle of allyship and bystander intervention, how to avoid unintentional microaggressions and how a practice might deal with a patient expressing racist views. • The rest of the hub contains interviews and a webinar with Professor Sir Michael Marmot, a podcast about using social prescribing link workers to reduce health inequalities and a section about increasing vaccine uptake to reduce health inequalities. Finally, there are links to other resources, including on 'missingness', when patients do not attend appointments and may be harmed by this, and addressing the increased health inequalities seen since the COVID-19 pandemic.	30-45 minutes each course	Free	https://elearning.rcgp.org.uk/course/view.php?id=459
Fair Health: Health Equity Action and Learning	• A brief introduction to the inclusion health	A Minimu	Free	https://www.fairhealth.org.uk/courses

a charity offers free courses, eLearning, blogs, a podcast, and more. All are designed to enable all healthcare professionals to develop the knowledge, skills and confidence to work in areas of deprivation, with marginalised patients, and to reduce inequalities.	• A practical guide to reducing health inequalities in primary care. • A student healthcare guide to supporting people experiencing homelessness. • Adverse Childhood Experiences • Autism and inclusion health • Community is the best medicine. • Demystifying data • Health-related Street outreach • Health inequalities and secondary care • Introducing health inequalities for primary care leads • Introducing health inequalities in Primary Care Leading for health equity	m of 20 minutes to a maximu m of 2 hours.		
NHS England: All Our Health e learning programme	The All Our Health eLearning sessions have been developed to provide a bite-sized introduction to the framework's wide range of topics. These sessions include signposting to trusted sources of helpful evidence, guidance, and support. You can dip in and out of the content as and when you need it. The programme includes Inclusion Health and Homelessness modules. **Note:** It is a PHE resource, so some of the information, such as signposting and legislative frameworks, is not relevant to Wales.	bite-sized sessions You can dip in and out of the session.	Free	https://www.e-lfh.org.uk/programmes/all-our-health/
Health Inequalities Programme NHS England	The health inequalities programme is designed to help healthcare professionals to: • understand the importance of health inequalities in clinical practice. • recognise the causes of health inequalities in services, experience, or outcomes among patients. • reflect on the role of the healthcare professional in narrowing the gap on health inequalities.	Six sessions, 30 minutes each	Free	https://www.e-lfh.org.uk/programmes/health-inequalities/

	• Apply quality improvement methodology to tackle health inequalities in their field			
Queen Mary University of London, Building equitable primary care: A toolkit for practitioners and decision-makers	This toolkit describes equitable primary care and provides practical steps to help local decision-makers address health inequalities.	N/A	Free	https://www.qmul.ac.uk/ceg/media/ceg/documents/Final_HealthInequalitiesReport_Cambridge_Reduced.pdf
Health Education and Improvement Wales (HEIW) Cultural Competence eLearning	• **Module 1:** Introduction to Culture • **Module 2:** Cultural Competence	40 minutes	Free	https://heiw.nhs.wales/support/campaigns/heiw-pharmacy-cultural-awareness-campaign/challenge-2-e-learning-modules/
NHS England: Cultural Competence and Cultural Safety. The Cultural Competence and Cultural Safety eLearning purpose is to support clinicians in the NHS to gain knowledge and understanding of the issues around culture and health; and how this might influence health care outcomes.	• **The first session** aims to describe what is meant by 'culture' and why it is important for health professionals to be aware of how this can impact health. • **The second session** describes cultural competence and its importance for health professionals working across cross-cultural situations. • **The third session (aimed at midwives) examines** the importance of cultural competence in the context of maternity care. It aims to help healthcare professionals support and meet the needs of a changing population. • **Note:** requires access to Elfh. Staff with an NHS account can sign up for free.	Made up of three 20–30-minute learning sessions.	Free	https://www.e-lfh.org.uk/programmes/cultural-competence/
Institute (QNI). Homeless and Inclusion Health Programme.	The homeless and inclusion health programme page has a range of resources, including case studies, innovative projects, links to a wide range of student	Flexible	Free	https://qni.org.uk/nursing-in-the-community/homeless-

The Queens Nursing	resources in inclusion health and CPD in inclusion health nursing, and guidance and toolkits for all nursing teams. This can be accessed at any time.			and-inclusion-health-programme/
Shelter Cymru: Course 1- Holding back homelessness. Course 2- Acting to prevent Homelessness	Both courses are for Frontline workers who come into contact with people on a daily basis, including (but not limited to: Teachers, GPs, health visitors, support workers, DWP job coaches, volunteer agencies, social services, youth workers, community leaders, and police. **Course one includes:** • The meaning of homelessness under the Housing (Wales) Act 2014 • Local Authority duty to assess homeless applicants. • Local Authority duty to provide interim accommodation. • Referral routes into further support **Course two includes:** • An exploration of the common myths of homelessness • Case studies • Pressure points and triggers for homelessness • Signs to look for in certain situations and contexts. • Stories from people with lived experience of homelessness • Further training opportunities	Half day 10-12:30	These can be delivered live online to groups of up to 20 people at a total cost of £650 or as e-learning with a cost of £90 per person	https://training.sheltercymru.org.uk/
Kings College London: Multiple Exclusion Homelessness: A Safeguarding Toolkit for Practitioners	This tool directs practitioners from across the sectors to relevant materials to assist agencies in objectively ascertaining needs for accommodation-based support, recognising common risks associated with care and support needs, taking into account risks associated with MEH, and weighing up available multi-agency risk management pathways to identify what	N/A	Free	https://www.kcl.ac.uk/hscwru/assets/news/2023/nov/safeguarding-multiple-exclusion-homelessness-toolkit-2023.pdf

	action is needed and by whom to reduce or remove foreseeable risk in accordance with the legal framework.			
Aneemo. Com	Foundation Courses range from stand-alone modules involving several hours of study to more extensive programs with multiple modules released in bite-size sections to support your learning and engagement with topics such as rough Sleeper Mental Health and improving access to services for clients experiencing multiple disadvantages and co-occurring conditions, Trauma-informed approaches etc.	Varies- up to 45 minutes per module	A mix of free and paid (£36 per person)	https://www.aneemo.com/courses
NHS England: Population Wellbeing Portal	This is a central location for learning to deliver improvements in public health, prevention, and well-being. This program includes a wide range of public health topics, including sessions on health inequalities and Homelessness. Note: It is a PHE resource, so some sign-posting information may be outside Wales.	Bite-sized sessions. It can be completed in your own chosen time.	Free	https://www.e-lfh.org.uk/programmes/population-wellbeing-portal/
ACE hub Wales: All Wales Trauma-Informed Organisation Training	This training aims to help organisations become trauma-informed and implement the principles and approaches. Currently, 33 All Our Health e-learning sessions covering various public health topics are available. The training may seem like an enormous resource and a bit daunting, but it is broken down into bite-sized chapters, so take your time exploring each section.	Flexible, bite-sized sections	Free	https://acehubwales.com/resources/all-wales-trauma-informed-organisations-training/?chapter=3
Aces Aware	Shared learning to promote and implement ACE screening and improve the quality of care. A collection of webinars, tools, reports, guides and training. Training Courses include: ACE Screening Implementation How to Guide- 3 modules (2 hours). Stress Busters: 8 modules, 5 hours	topic dependent (1-5 hours).	Free	https://training.acesaware.org/aa/

	Science and innovation speaker series: often an hour. **Note:** This is a US-based resource. For Wales, please check the row above			
Women's aid – CPD courses	Short courses on issues such as domestic abuse, coercive control, and living without immigration status in the UK. Some beneficial courses in inclusion health- such as supporting refugee and asylum seekers who have experienced sexual violence, Female Genital Mutilation (FGM), domestic violence and immigration status, and honour-based violence.	Up to 3 hours max per session online	£75 per person	https://www.womensaid.org.uk/what-we-do/training/cpd-courses/understanding-domestic-abuse/
British Medical Association (BMA). Refugee and asylum seeker patient health toolkit Overcoming barriers.	Covers unique challenges for refugees and asylum seekers.	N/A	Free	https://www.bma.org.uk/advice-and-support/ethics/refugees-overseas-visitors-and-vulnerable-migrants/refugee-and-asylum-seeker-patient-health-toolkit/overcoming-barriers-to-refugees-and-asylum-seekers-accessing-care
BMA. Health resource: Refugees and asylum seekers	This guidance is for doctors who may be unsure about the health needs and care entitlements of refugees and asylum seekers. It may also be helpful to other healthcare professionals and staff. If you have patients who are refugees and asylum seekers, you may find background information on their journeys and personal circumstances useful. This can support a holistic and person-centred approach. The guidance provides information on: who refugees and asylum seekers are, claiming asylum in the UK, entitlements to NHS care, health challenges faced, barriers to accessing care, managing language and literacy barriers, and useful resources.	N/A	Free	https://www.bma.org.uk/media/1838/bma-refugee-and-asylum-seeker-health-resource-june-19.pdf

Gov.UK. Migrant health Needs Guide	Advice and guidance on the health needs of migrant patients for healthcare practitioners.			https://www.gov.uk/government/collections/migrant-health-guide
Making Every Contact Count (MECC)	Not specific to inclusion health however MECC enables the opportunistic delivery of consistent and concise healthy lifestyle information and enables individuals to engage in conversations about their health at scale across organisations and populations. There are currently two new e learning modules: • **Level 1:** Having Healthy Weight Conversations (English and Welsh) • **Level 2:** Having Healthy Weight Conversations (English and Welsh)	30 minutes per module	Free	https://mecc.publichealthnetwork.cymru/en/e-learning/
PrescQIPP: Community Interest Company	An NHS-funded not-for-profit organisation that supports quality-optimised prescribing for patients. They produce evidence-based resources and tools for primary care commissioners and provide a platform to share innovation across the NHS. Most of their materials are publicly available. They also provide a range of data and intelligence tools, webinars and events for subscribers.	Variable depending on the type of resource	Mostly Free	https://www.prescqipp.info/about-prescqipp/
Doctors of the World: Safe Surgeries Toolkit	The toolkit lays out seven steps for practices to help ensure that everyone in their community can access the healthcare they're entitled to. The website includes various tools & and templates that can be adapted for the use of General Practices including: • patient registration policy template • Safe surgeries Toolkit for COVID-19 response Quick - reference poster for reception staff.	N/A	Free	https://www.doctorsoftheworld.org.uk/safesurgeries/safe-surgeries-toolkit/
Public Health Wales Screening Awareness Training	Although there is not a specific module or focus on the needs of the inclusion health groups, this training will provide the skills and knowledge to:	Three hours session available via	Free	https://phw.nhs.wales/services-and-teams/screening/community-training-and-education/

	• Talk about the NHS screening programmes offered in Wales. • Know who is invited to screening, how they will be invited and when. • Understand the benefits and risks of screening and the importance of making an informed choice. • Recognise how health inequalities experienced by the people you support may impact them when they are invited to screening. • Access and share up to date information about screening in different formats, for example, easy read. • Promote screening within your community with posters, infographics, videos and other available resources.	Microsoft TEAMS (MST).		You can book directly from the above link.

Table 2 (Supplementary): Training courses and resources relevant to professional interested in the health needs of inclusion health groups, as well as staff who provide inclusion health services.

Title	Content	Duration	Cost	Source
Online inclusion health course The Faculty for Homeless and Inclusion Health offers six free online	**Module 1-** Health inequalities: an introduction to the social determinants of health. This unit is relevant to everyone working in or living with inclusion health issues. **Module 2—**Health commissioning for excluded groups: This unit is designed for health service commissioners	1-2 hours / Module	Free	https://www.pathway.org.uk/the-faculty/

training units for professionals with an interest in the health needs of people who are homeless, people who sell sex, Gypsies and travellers and vulnerable migrants.	and policymakers seeking guidance and practice-based evidence for service commissioning but may also interest service providers in exploring new working models. **Module 3-** Housing Commissioning for Excluded Groups: This module is designed for policymakers, local authority housing officers, commissioners, and voluntary sector organisations. **Module 4**- Homelessness and Health – an Introduction for Practitioners and Service Providers: This module is for practitioners and service providers but contains concepts that may help commissioners and policymakers. **Module 5** – Mental Health, Substance Use & Homelessness: This unit will interest practitioners and service providers, commissioners, campaigners and people with lived experience of exclusion. **Module 6** – Drug and Alcohol Use and Homelessness- This unit is primarily for clinicians and service providers.	With some optional case studies		
The Queens Nursing Institute (QNI), Transition to Homeless and Inclusion Health Nursing Resource	This learning toolkit has eight downloadable chapters, including: 1- An Introduction to Homeless and Inclusion Health 2- Making the transition to homeless and inclusion health nursing 3- Working safely 4- Patient focus 5- The effective multi-disciplinary team 6- working with people at risk of harm 7- Responding to policy and capturing evidence 8- Developing your career (Module eight links to the proficiency standards for specialist community public health nurses).	downloadable material and can be used in own time.	Free	https://qni.org.uk/resources/transition-care-home-nursing/ https://qni.org.uk/nursing-in-the-community/transition-community-nursing/homeless-health/
GroundsWell	Shelter training is delivered both online & face to face to small groups. Sessions include introductory teaching on homelessness and the welfare system and more in-depth	eLearning: 30-90 minutes	eLearning: £30-	https://england.shelter.org.uk/professional_resourc

	areas for those with high contact. They also have a session on motivational interview skills, which is an area recognised to have little eLearning on. **Please note that any** training material related to policy or legislation areas devolved to Welsh Government may not be relevant to colleagues working in Wales, including housing and homelessness legislation which differs between nations. For Wales specific policy and legislations please check Shelter Cymru's website: Shelter Cymru - Home is everything	Face to face: 1 - 2 days	£40/ per person Face to face: 160-300 per person	es/shelter_training/training_for_groups
Homeless Link	Rolling programme of online training webinars with a focus on homelessness – some focused-on health. Currently offering 11 online seminars covering various topics, including education, employment, safeguarding and some clinical issues such as autism. **Please note that any** training material related to policy or legislation areas devolved to Welsh Government may not be relevant to colleagues working in Wales, including housing and homelessness legislation which differs between nations. For Wales specific policy and legislations please check Shelter Cymru's website: Shelter Cymru - Home is everything	Variable depending on the type of course.	A mix of free and paid courses Paid course - up to £160/pp)	https://homeless.org.uk/events/
NICE guideline [NG214] Integrated health and social care for people experiencing homelessness	This guideline covers providing integrated health and social care services for people experiencing homelessness. It aims to improve access to and engagement with health and social care, and ensure care is coordinated across different services.	N/A	Free	https://www.nice.org.uk/guidance/ng214

An implementation manual to follow NICE guideline [NG214].	To accompany the guideline above, an implementation manual is produced. It includes step-by-step advice and check lists on how to follow key recommendations in different disciplines, case studies of good practice and links to resources.	N/A	Free	https://assets-global.website-files.com/59f07e67422cdf0001904c14/63d251ef62a297db26f9f601_CHI-NICE-guidelines-resource.pdf
	Alongside the implementation guidance a series of short films are developed to show how the guideline can support health and social professionals.	N/A	Free	• front-line workers and clinicians in mainstream services such as accident and emergency departments and GP surgeries • front-line professionals in adult social care such as social workers with multidisciplinary experience, day care centre teams and local authority housing staff • commissioners of services, especially those combining health and housing and including mental health services • strategic senior leaders who take a

				whole-system view of health and social care.
Anna Freud- A mental health charity	Specific to mental health- Low-cost training on mentalisation and other therapeutic approaches to psychological trauma. Offer very specific, longer courses in mental health. It also covers motivational interviewing, but there is not much eLearning in that area. As courses are distinct, different ones would be useful to different areas of inclusion health. For example, some of their training is on self-harm, and others are for those who work with children who have undergone trauma.	Varies depending on the type of training required	Low cost	https://www.annafreud.org/training/

Table 3 (Specialist interest): Training courses and resources for staff who would like to have more in-depth knowledge of inclusion health as a speciality.

Title	Content	Duration	Cost	Source
MSc module in inclusion health. The course is available as an optional unit on UCL's Population Health MSc	1- Inclusion health populations and their health needs 2- The social determinants of health 3- Effective interventions for inclusion health communities	Seven days of learning or seven weeks	**General rate:** £1,300 **NHS discounted rate:** £1,200 Concessions: £1,000 **Experts by experience**:	https://www.ucl.ac.uk/epidemiology-health-care/study/short-courses/homeless-and-inclusion-health

but can also be taken as a standalone unit with transferable academic credits or simply for CPD.	4- Data collation and statistics for inclusion health services Covers knowledge base in most of the key competencies related to the inclusion health.		£0 – limited places only for those with lived experience	
MSc in Homeless and inclusion health (University College Birmingham)	The course (for UK registered nurses only) can be studied as a full-time or part-time self-funded MSc or as a Level 7 apprenticeship. Successful completion of the programme will enable annotation of the 'Specialist Practice Qualification' onto the NMC register. You will also receive certification from the Queen's Nursing Institute (QNI) as the course is mapped to the QNI Field Specific SPQ Standards (Homeless and Inclusion Health Nursing), aligned to the 4 pillars of Advanced Practice (HEE, 2017).	18 months full time / part time option available	**£9,350**	https://www.ucb.ac.uk/study/courses/postgraduate/community-spq-in-health-and-social-care-homeless-and-inclusion-health-nursing-msc/
Peer support and lived experience	Implementing Peer Support in Services	Varies	**Implementing peer support in services:**	https://www.recoverycymru.org.uk/training/

external training for organisations and businesses/ Recovery Cymru	Understanding Substance Misuse Delivering Peer Support Managing Substance Misuse in the Workplace Well-Being in the Workplace		circa £600 per day peer support: circa £300 per person or purchase a course for a group of 6 circa £1250	
London Network of Nurses and Midwives Homeless Group (LNNM)	A charity that supports professionals working in inclusion health promotes best practices and develops inclusion health as a distinct, recognised speciality. The website includes e-learning modules, research papers, guidelines and reports.	Varies	Free	https://homelesshealthnetwork.net/elearning/
No Recourse to Public Funds (NRPF) Network	Provides training for councils on supporting people with no recourse to public funds and good practice in delivering services	Two hours sessions online	£75 per person	https://www.nrpfnetwork.org.uk/training
Pathway Website– Homeless and Inclusion Health standards for commissioners and service providers	Pathway website has a dedicated page to Research, Policy and Practice. The page covers variety of areas including Primary care, Mental Health, Diabetes Care, Emergency Care, Palliative Care, for	Health standards	Free	https://www.pathway.org.uk/research/

	homeless people. The primary care section includes various resources including Homelessness: a guide for Pharmacists, digital health screening template, a guide for receptionists and practice managers and homeless and inclusion health standards for commissioners and service providers. The standards guidance set clear minimum standards for planning, commissioning and providing healthcare for homeless people and other multiply excluded groups.			https://www.pathway.org.uk/wp-content/uploads/Version-3.1-Standards-2018-Final.pdf
Faculty of Public Health - Health Knowledge	The Health Knowledge textbook and other training resources are aimed at public health practitioners and specialists. Whilst there is no specific inclusion health topic in the textbook, Equality, Equity and Policy is one of the major sessions. Helpful for the Senior Clinicians and Health	The Health Knowledge textbook and other training resources are aimed at public health practitioners and specialists. Whilst there	Free	https://www.healthknowledge.org.uk/

	Professionals who would like to have further contextual knowledge of leadership and communications since these are some of the areas where current inclusion health resources don't cover fully.	is no specific inclusion health topic in the textbook, Equality, Equity and Policy is one of the major sessions.		
Guidance on addressing health inequalities among people in contact with the criminal justice system	This is a briefing for directors of public health and Criminal justice partners, and local authorities	Guidance	Free	https://revolving-doors.org.uk/wp-content/uploads/2016/08/Balancing-Act.pdf

Relevant professional Networks to support CPD for those with Specialist Interest in Inclusion Health

Relevant Professional & Clinical Networks to support Inclusion Health CPD	These are not formal training courses but network of staff who work with inclusion health groups to share experience and knowledge.			https://www.pathway.org.uk/events/faculty-for-homeless-and-inclusion-health-general-meeting/ https://qni.org.uk/nursing-in-the-community/homeless-and-inclusion-health-programme/ https://homelesshealthnetwork.net/ https://www.frontlinenetwork.org.uk/ https://www.asaproject.org/about/asylum-support-advice-network https://www.gypsy-traveller.org/ https://www.russellwebster.com/
London Network of Nurses and Midwives Homeless Group (LNNM)	Is a charity which works to support professionals working in inclusion health, to promote best practice and to develop inclusion health as a distinct, recognised speciality. The website includes e learning modules, research papers, guidelines and reports.			https://homelesshealthnetwork.net/

Table 4: Top 10-20 training modules, and resources relevant to the three professional groups as identified in the Inclusion Health Education Mapping review report by Pathway.

Top 20 modules/ courses for clinicians and Nurses	Top 10 modules/ courses for allied professionals	Top 10 modules/ courses for other front-line workers in health support roles
Fairhealth – Tackling Health Inequalities in Primary Care (free)	Fairhealth – Adverse Childhood Experiences (free)	Fairhealth – Adverse Childhood Experiences (free)
Fairhealth – Community is the best medicine (free)	Aneemo - Working with Women with Complex Needs (£36)	Aneemo - Working with Women with Complex Needs (£36)
Aneemo - Rough Sleeper Mental Health Awareness (free, for those that are not mental health professionals)	Aneemo - Rough Sleeper Mental Health Awareness (free)	Marie Curie et al – Homeless Palliative Care Toolkit (free)
E Learning for Healthcare - Suicide prevention (free)	Homeless Link - Autism and homelessness toolkit (free)	Migrant Health website (free)
Fairhealth – Adverse Childhood Experiences (free)	Migrant Health website (free)	Friends, Families and Travellers – Online Cultural Awareness Training (£35)
Novel Psychoactive Treatment UK Network – Novel Psychoactive Drugs – 7 modules (free)	National Homelessness Advice Service - Introduction to Housing Eligibility for Housing Assistance (free)	Aneemo - Rough Sleeper Mental Health Awareness (free)
RCGP learning - Hepatitis B and C (free)	E Learning for Healthcare - Suicide prevention (free)	E Learning for Healthcare - Suicide prevention (free)
BMA Refugee and Asylum Seeker Health Resource (free)	E Learning for Health - Alcohol and tobacco brief interventions (free)	Homeless Link - Autism and homelessness toolkit (free)
Migrant Health website (free)	National Homelessness Advice Service - Understanding Homelessness Vulnerability (free)	National Homelessness Advice Service - Introduction to Housing Eligibility for Housing Assistance
Aneemo - Working with Women with Complex Needs (£35)	Friends, Families and Travellers – Online Cultural Awareness Training (£35)	National Homelessness Advice Service - Understanding Homelessness Vulnerability (free)
Housing advice & homelessness laws in Wales	Shelter Cymru	Shelter Cymru – Training and events from Shelter Cymru Get help - Shelter Cymru

Fairhealth – Survive and Thrive at the Deep End (free)		
Groundswell – Room to Breathe (free)		
Queen's Nursing Institute - Food, nutrition and homelessness (free)		
Queen's Nursing Institute - Oral health and Homelessness (free)		
Certificate in the management of Alcohol and Drug Use (RCGP Accredited) £33 per module https://www.sldtraining.co.uk/courses/e-learning-modules-only-rcgp-accredited		

Section 2- lifestyle and Clinical knowledge: link to the key websites, resource packs and reports relevant to common health and wellbeing issues linked to inclusion health groups.

Resource	Source

Royal College of GPs (RCGP): Smoking, Alcohol & Substance Misuse. This section of the RCGP includes the following courses:
• Essentials of Smoking Cessation
• Screening for Alcohol Use Disorders &
• Knowledge update on:
  ○ Clinical management of and treatment of opioid use disorder
  ○ Alcohol use disorders
  ○ Combined Pharmacotherapy and behavioural Interventions for smoking cessation
	https://elearning.rcgp.org.uk/mod/page/view.php?id=3927

SLD Training: Certificate in the management of Drug Misuse – Part 1&2 **(RCGP Accredited)**	https://www.sldtraining.co.uk/courses https://www.sldtraining.co.uk/courses/certificate-in-the-management-of-drug-misuse-part-1-rcgp-accredited

Certificate in the management of Alcohol Problems in Primary Care **(RCGP Accredited)**	https://www.sldtraining.co.uk/courses/certificate-in-the-management-of-alcohol-problems-in-primary-care-rcgp-accredited
Alcohol Change UK: Alcohol change UK has a variety of training, resources and research reports to help practitioners advance their skills in Knowledge related to alcohol dependency. The blue light manual, sets out the key principals and contains a range of advice and tools for working with clients who are not in contact with services.	https://alcoholchange.org.uk/publication/all-in-the-mind-meeting-the-challenge-of-alcohol-related-brain-damage https://alcoholchange.org.uk/help-and-support/training/for-practitioners/blue-light-training/the-blue-light-project
Educational Pack: Material to Support Appropriate Prescribing of Hypnotics and Anxiolytics across Wales: All Wales Medicine Strategy Group Aims to support the appropriate prescribing of hypnotics and anxiolytics across Wales by providing key health professionals with a practical approach for the initiation and review of hypnotic and anxiolytic prescribing. It includes examples of support material which can be used or adapted for this purpose.	https://www.somersetccg.nhs.uk/wp-content/uploads/2021/07/Educational-Pack-Material-to-Support-Appropriate-Prescribing-of-Hypnotics-and-Anxiolytics-across-Wales.pdf

Novel Psychoactive Treatment UK Network (NEPTUNE): Project NEPTUNE (Novel Psychoactive Treatment: UK Network), a network of multi-disciplinary experts on NPS, has released a guidance to improve clinical practice in the management of acute and chronic harms resulting from the misuse of club drugs and NPS. Guidance on the Clinical Management of Acute and Chronic Harms of Club Drugs and Novel Psychoactive Substances.	https://www.cnwl.nhs.uk/neptune https://www.sldtraining.co.uk/media/yqnbd0yj/neptune-guidance-march-2015.pdf
Scottish Drugs Forum: How are your sites? E-learning from the on injecting wound care By the end of this two-hour course, participants will be able to: • Explain the structure and function of the skin. • Describe the context of skin problems in people who inject. • Assess simple injecting sites. • Differentiate between infected and non-infected injecting wounds.	https://www.sdftraining.org.uk/e-learning/690-how-are-your-sites

• Discuss potential treatment options and offer recommendations	
National Institute for Health and Care Excellence (NICE): Clinical Knowledge Summaries: Providing primary care practitioners with a readily accessible summary of the current evidence base and practical advice on best practice.	https://cks.nice.org.uk/
Food, Nutrition and Homelessness: Guidance for practitioners This guidance has been designed to raise awareness of the importance of nutrition amongst front line workers working with the homeless population, and to help identify needs that can then be addressed.	https://qni.org.uk/wp-content/uploads/2016/09/nutrition_guidance.pdf
MIND THE GAP: A handbook for clinical signs in black and brown skin	https://www.blackandbrownskin.co.uk/mindthegap
MIMS Learning: The website includes a variety of CPD courses on various specialities for appraisals and revalidation for all health care professionals: including inequalities and 7.75 CPD hours on dermatology of skin of colour	https://www.mimslearning.co.uk/learning-paths/dermatology-for-skin-of-colour https://www.mimslearning.co.uk/courses/health-inequalities-research-round-up

Marie Curie: Caring for people experiencing homelessness in palliative care	https://www.mariecurie.org.uk/professionals/palliative-care-knowledge-zone/proving-good-quality-care/homeless-people
QNI: working with Epilepsy and Homelessness Guidance for Community Nurses	https://qni.org.uk/resources/epilepsy-homelessness/epilepsy-and-homelessness-guidance-for-community-nurses/ https://qni.org.uk/wp-content/uploads/2016/09/Epilepsy-and-Homelessness-Guidance-for-Community-Nurses.pdf
Sexual Health- British Association for Sexual Health and HIV: The association is the major provider of general and specialist postgraduate education for sexually transmitted infection management and care in the United Kingdom. Training resources include Bitesize sessions, webinars and recorded sessions.	https://www.bashh.org/default.aspx
British Liver Trust: supplies variety of webinars and course for primary care including: • Alcohol – related liver disease • Non-alcohol – related liver disease • Viral Hepatitis	https://britishlivertrust.org.uk/health-professionals/primary-care-resources/
Centre for Disease Control and Prevention: Hepatitis- ABC of Hepatitis for Health professionals	https://www.cdc.gov/hepatitis/resources/professionals/pdfs/abctable.pdf
MADE FOR MEDICAL: Nursing Care Plan for Hepatitis C (HCV)	https://www.madeformedical.com/nursing-care-plan-for-hepatitis-c-hcv/

Gov.UK: Shooting Up- infections among people who inject drugs in the UK	https://www.gov.uk/government/publications/shooting-up-infections-among-people-who-inject-drugs-in-the-uk
The Truth about TB (UK National Tuberculosis Charity): For professionals, the site contains patient information materials, awareness-raising resources and a school information pack including: • TB in general practice: online training • TB specialist Nurse Resource Pack • Information about TB and its management within the justice system	https://www.thetruthabouttb.org/professionals/professional-education/
Centre for Disease Control - The difference between Latent and Active TB	https://www.cdc.gov/tb/hcp/clinical-overview/latent-tuberculosis-infection.html?CDC_AAref_Val=https://www.cdc.gov/tb/publications/factsheets/general/ltbiandactivetb.htm https://www.cdc.gov/tb/hcp/clinical-overview/tuberculosis-disease.html?CDC_AAref_Val=https://www.cdc.gov/tb/publications/factsheets/general/ltbiandactivetb.htm
Centre for Disease Control - Parasitic Infection, e.g. Schistosomiasis/Strongyloidiasis, Ascaris, entamoeba histolytica	https://www.cdc.gov/parasites/index.html
Gov. UK- Helminth Infections: migrant health guide	https://www.gov.uk/guidance/helminth-infections-migrant-health-guide
Scabies	https://cks.nice.org.uk/topics/scabies/

World Health Organisation (WHO)- communicable disease section – includes information on most of the communicable disease including, HIV, Hepatitis, etc	https://www.who.int/health-topics
British Medical Journal (BMJ) Best Practice – Sub acute bacterial endocarditis	https://bestpractice.bmj.com/topics/en-gb/3000215
British Lymphology Society (BLS) guidelines on the management of Cellulitis in lymphoedema	https://www.lymphoedema.org/wp-content/uploads/2022/10/management_cellulitis.pdf
The UK Sepsis Trust: Sepsis E-learning - This e learning is created by the UK sepsis Trust as part of a series of accredited e learning modules for clinicians, care workers, parents, and carers. **Cost:** £9.99 per module (a total of four modules)	https://sepsistrust.org/healthcare-professionals/sepsis-elearning/
Trauma- Informed Care: Implementation Resource Centre, Identify and Treat Trauma	https://www.traumainformedcare.chcs.org/identify-and-treat-trauma/
PTSD UK- is a registered charity with a collection of information, guidance and research studies on PTSD and complex PTSD	https://www.ptsduk.org/what-is-ptsd/ https://www.getselfhelp.co.uk/docs/TraumaBrain.pdf
Dual Diagnosis Hub: includes variety of information, tools, & resources on the complex	https://www.dualdiagnosis.org.uk/dual-diagnosis-professionals-resources/

mental health and addition relevant to: • Mental Health Professionals • Addiction Professionals • Dual Diagnosis Keyworker	

Section 3: Additional reading- collection of reports, policy & research papers and guidance document to further contextual knowledge and understanding of health inequalities and inclusion health.

Resources	Source
The Marmot Review: Fair Society, Healthy Lives	https://www.instituteofhealthequity.org/resources-reports/fair-society-healthy-lives-the-marmot-review
Marmot Review 10 years on - Report	https://www.instituteofhealthequity.org/resources-reports/marmot-review-10-years-on
A National Framework for NHS – action on Inclusion Health	https://www.england.nhs.uk/long-read/a-national-framework-for-nhs-action-on-inclusion-health/
Welsh Government: Strategic Equality Plan (2020-2024) WG	https://www.gov.wales/equality-plan-and-objectives-2020-2024
Health Inequalities: This is an explainer published by Kings fund to clarify understanding of health inequalities and which measures is unequally distributed, and between which people.	https://www.kingsfund.org.uk/insight-and-analysis/long-reads/what-are-health-inequalities
50 years of the inverse care law The paper was published in Feb 2021 in Lancet series to mark 50th Anniversary of the original paper. The author argues that 50 years on, the inverse care law still exists, and it will take more than a bottom-up approach to counter the inverse care law.	https://www.thelancet.com/journals/lancet/article/PIIS0140-6736(21)00505-5/fulltext
Law Wales: Homelessness	https://law.gov.wales/homelessness

Shelter Cymru: Overview of the council's duties to people experiencing homelessness in Wales.	https://sheltercymru.org.uk/housing-advice/homelessness/help-from-the-council/new-homelessness-laws/
Care Quality Commission: A second class ending - end of life care for people who are homeless- A discussion paper	https://www.cqc.org.uk/publications/themed-work/second-class-ending-exploring-barriers-championing-outstanding-end-life
The Health Foundation: Tackling the Inverse Care Law January 2022 Analysis of policies to improve general practice in deprived areas since 1990. This analysis reviews attempts to tackle inequities in the supply of general practice services in England over the past 30 years. The report looks at policies on general practice funding, workforce, premises, contracts, and commissioning.	https://www.health.org.uk/publications/reports/tackling-the-inverse-care-law
The King's Fund: Tackling poverty: how can collaboration and data help drive success? This paper examines the role of the data and partnership in bringing change.	https://www.kingsfund.org.uk/insight-and-analysis/long-reads/poverty-health-care-system-data-partnership
Gov. UK Health disparities and health inequalities: applying all our health	https://www.gov.uk/government/publications/health-disparities-and-health-inequalities-applying-all-our-health/health-disparities-and-health-inequalities-applying-all-our-health

UK Asylum system- series of publications and policy documents related to Asylum system in the UK	https://lordslibrary.parliament.uk/refugees-and-asylum-seekers-uk-policy/
Refugee Council: Where are the gaps and how do we help? Blog	https://www.refugeecouncil.org.uk/
Parliament UK: Laws around sex work	https://publications.parliament.uk/pa/cm201617/cmselect/cmhaff/26/2605.htm
English Collectives of Prostitutes: Know your rights – a guide for sex workers	https://prostitutescollective.net/know-your-rights/
Release (Drugs, The Law & Human Rights) – Sex workers and the Law booklet Release is the national centre of expertise on drugs and drugs law. The organisation, founded in 1967, is an independent and registered charity.	https://www.release.org.uk/sites/default/files/pdf/publications/SEX_WORKERS_%26_THE_LAW_2017.pdf https://www.release.org.uk/
UK parliament: Tackling inequalities faced by Gypsy, Roma and Traveller communities. Report	https://publications.parliament.uk/pa/cm201719/cmselect/cmwomeq/360/full-report.html#heading-11
Friends, Families and Travellers, Historical Laws affecting Gypsies and Travellers. Guide	https://www.gypsy-traveller.org/resource/historical-laws-affecting-travellers/
Friends, Families and Travellers, The Human Rights Act 1998 and its impact on	https://www.gypsy-traveller.org/resource/the-human-rights-act-1998-and-its-impact-on-travellers/

Gypsies and Travellers. Report	
Welsh Government: Policy Implementation Guidance for Healthcare Practitioners on working effectively with Gypsies and Travellers	Travelling for Better Health https://www.gov.wales/sites/default/files/publications/2019-04/travelling-to-better-health.pdf
Public Health England: Health and social care needs assessment of adults under probation service supervision in the community. **Guidance** This document provides guidance on undertaking a Health and Social Care Needs Assessment of adults under probation service supervision in the community.	https://assets.publishing.service.gov.uk/media/5e7b2803e90e0706ee64a78e/Probation_HSNA_Guidance.pdf
Public Health Wales Response to the Health, Social Care and Sport Committee inquiry into provision of health and social. This document outlining the response to the Health, Social Care and Sports Committee into the provision of health and social care in the adult prison estate.	https://phw.nhs.wales/topics/prison-health-in-wales/hsp09-public-health-wales/
St. Mungo's. Report on causes of homelessness	https://www.mungos.org/homelessness/causes-of-homelessness/

Two research reports addressing causes of homelessness and prevalence of homelessness.	
Revolting Prostitutes: The fight for sex worker's rights – Book	Revolting Prostitutes: The Fight for Sex Workers' Rights: Amazon.co.uk: Juno Mac, Molly Smith: 9781786633613: Books
Lights In the Distance: Exile and Refuge at the Borders of Europe. Book journalist Daniel Trilling draws on years of reporting to build a portrait of the refugee crisis, seen through the eyes of the people who experienced it first-hand.	Lights In The Distance: Exile and Refuge at the Borders of Europe: Amazon.co.uk: Trilling, Daniel: 9781509815616: Books
Digital Health an online guidance tool that will be adopted by NHS Wales to help front-line clinicians make better-informed decisions about patients and strengthen relationships across primary and secondary care.	https://www.digitalhealth.net/2023/08/nhs-wales-to-roll-out-healthpathways-across-wales/
Some useful Research reports. A qualitative Study of Service User Experience in the UK (Refugees and Asylum Seekers) Access to healthcare for street sex workers in the UK: perspectives and best	https://bjgp.org/content/69/685/e537 Access to healthcare for street sex workers in the UK: perspectives and best practice guidance from a national cross-sectional survey of frontline workers | BMC Health Services Research | Full Text (biomedcentral.com)

practice guidance from a national cross-sectional survey of frontline workers	
Left out in the Cold: Qualitative Consultation investigates the health and Welfare needs of women who are engaged in street level prostitution.	https://www.doctorsoftheworld.org.uk/wp-content/uploads/2021/05/Left-out-in-the-cold-full-report.pdf
A qualitative study of the experiences of hostel staff and residents in UK hostels	https://bmjopen.bmj.com/content/11/10/e053185
Revolving doors, What next for Probation: Findings and recommendations from live experiences inquiry into probation.	https://revolving-doors.org.uk/wp-content/uploads/2022/04/Probation-Lived-Experience-Inquiry-34pp-A4-2-1.pdf
The effects of alcohol and illicit drug use on the skin	https://doi.org/10.1016/j.clindermatol.2021.05.005
Acute infections in intravenous drug users	https://www.rcpjournals.org/content/clinmedicine/13/5/511
Deep Vein Thrombosis in Intravenous Drug Users: An Invisible Global Health Burden	https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8563142/
Dental management of patients with substance use disorder	https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7294521/

Appendix 1: Checklist of Continuing Professional Development (CPD) and reflective notes

Currently, there is no specific knowledge and skills competency standards relevant to the inclusion health available in the UK. We have developed this simple checklist with input from health professionals who are currently delivering inclusion health services. These are suggestions based on experiences and learning needs and not an officially agreed framework.

The main purpose of this checklist is to provide users a learning & reflection log when they complete courses or resources included in the directory.

Knowledge	Skills
1. Social Determinants of Health	8. Communication and empathy
2. Legislation and Policy	9. Trauma informed care
3. Public Health and health inequalities	10. Evidence based care
4. Cultural Competence	11. Culturally competent care
5. Healthcare System Navigation	12. Advocacy and community engagement
6. Inclusion Health, inclusion health groups and their needs	13. Collaboration and interdisciplinary work
7. Inclusion health services	14. Using data to inform evidence-based intervention and practice
	15. Continued learning and adaptability

Your Learning & reflection log:

Course title (completed)	**Suggested competency area covered** (you can code them using the first letter Knowledge or Skill with the number assigned to the competency areas (For example, **K1** for social determinant of health, **S9** for trauma informed care	**Date** course / reading completed	Summary of your learning & reflections • Why did I choose this course/ activity? • What did I learn? • How am I going to apply this learning to my work?

References:

1. NHS. NHS England» Inclusion Health Groups [Internet]. www.england.nhs.uk. 2022. Available from: https://www.england.nhs.uk/about/equality/equality-hub/national-healthcare-inequalities-improvement-programme/what-are-healthcare-inequalities/inclusion-health-groups/

2. Inclusion Health: Education and Training for Health Professionals END of STUDY REPORT Enterprise Innovation Partnership [Internet]. Available from: https://assets.publishing.service.gov.uk/media/5a80ef0040f0b62305b8df8c/NIHB_-_Inclusion_Health_education__Report.pdf