



South East School of Public Health

See Change Programme

Overview of the See Change Programme

The See Change programme is an innovative training programme for the South East region. The programme is designed to support the development of capacity and capability in applying behaviour change theory to improve health outcomes and reduce health inequalities in the South East.

This is the third cohort of the See Change programme where learning has been taken from the first two cohorts to develop a further improved training programme.

The programme aims to support workforces to develop place-based behaviour change initiatives ensuring a prevention first approach. It is funded by the South East School of Public Health from the Workforce Training and Education Directorate of NHS England. The programme will be delivered in collaboration with leading Behavioural Science experts at the University of Manchester.

This exciting programme will allow groups to work together on a behaviour change project through learning and action.

An application form is available to download on our [website](#).

The closing date for applications is 2nd May 2025

Information & Drop in Q&A Sessions

The South East School of Public Health have arranged an information session where interested parties can find out more about the programme.

The sessions will be taking place on:

Information session	Wednesday 2 nd April	13:00 – 13:30
Drop in session 1	Thursday 10 th April	10:00 – 11:00
Drop in session 2	Tuesday 15 th April	14:00 – 15:00

To register your interest for these sessions, please [complete this form](#).

Should you not be able to attend either of the sessions please [email us](#) and we may be able to offer a one-to-one session with you.



About the See Change Training Programme

The See Change training programme will be delivered in two phases.

Prerequisites

Before commencing the programme, we would like all participants to have a basic working knowledge about the Behaviour Change Wheel, the COM-B model, and the Behaviour Change Techniques Taxonomy.

As such, we will be compiling a pre reading list containing some options depending on your current level of knowledge. We will also be running a couple of drop in session at the end of May/start of June to support your prior learning.

Phase 1: Behaviour Change Principles and Applications

This phase will include four 2-hour online taught modules. The focus will be on how behavioural science can be applied to real situations using the Behaviour Change Wheel. Training will be built around common public health areas e.g., antimicrobial stewardship, smoking cessation / vaping, gambling reduction and mental health.

Participants will be expected to share their learning with each other, working as a team, testing their learning and applying it to novel situations.

The course timetable is as follows:

Date	Topic
9 th June	Session 1: Real world applications of the Behaviour Change Wheel.
23 rd June	Session 2: Using the Behaviour Change Wheel in a participatory way.
7 th July	Session 3: Designing interventions using the Behaviour Change Wheel.
21 st July	Session 4: Having conversations to support behaviour change, including conversations with patients, team members and senior leaders.

For each session participants will be required to complete **1-hour of pre-learning and 2-hours training delivered online.**

These sessions will be delivered in the afternoon.

Phase 2: Action Learning Sets: Learning into Action

This phase will support the learning gained from phase 1 Applied Behaviour Change Training and utilising it for your own chosen project. It will be delivered to teams of 5 people supporting them to embed the learning to a current project using action learning.

The aim is to build capacity and empower systemic change through a behavioural science approach.

Each team will be allocated an expert facilitator who will support the development and implementation of the identified behavioural science plan.

Phase 2 will consist of six 2-hour expert led group sessions as well as time spent outside of these sessions to support the actions and implementation of the project. This may include meeting with stakeholders, conducting research, developing and implementing your project plan etc.



Phase 2 will run from September 2025 to January 2026. At the end of phase 2 all groups will be supported to present a poster about their project and learning at a showcase event. To see the posters from the previous cohort, please visit: <https://wessex.hee.nhs.uk/wider-workforce/population-health/see-change/>

Applying to the programme

Please ensure that you read the guidance and complete the application fully. You will need to engage with others to complete this group application to undertake the See Change programme.

Group Application: Applications will be made in groups of 5 people who are currently working on, or have identified a piece of work, in which they wish to use behavioural change theory to support its development and implementation. The identified group may be from one team or from across other departments or organisations who are working collaboratively on the identified piece of work. You will need to detail in your application how you will work as a group and how your work will be supported back in your locality.

We welcome applications from previously unsuccessful groups.

Project Sponsor: You will be asked to identify a project sponsor who will give strategic context to how the programme supports the systems goals/objectives and provide leadership on how the outputs of the work are implemented.

Project Lead: All group applications will be required to identify a project lead. This person will be the point of contact for your group and will be involved in coordinating the group and group work required during the programme.

Line Manager Support: It is important that all participants have the support of their employer/line manager to fully engage in the programme, and that they are given the [time required](#) to complete all of the work.

Prerequisites: The programme is aimed at those who already have some level of behaviour change knowledge (see [prerequisites](#) for more information).

Selection Criteria

Applicants must be able to demonstrate:

- Employment within the South East geographical area (Hampshire and IOW; Thames Valley; Kent, Surrey, Sussex).
- A signed commitment to attend the programme and its constituent parts.
- A commitment from line managers to support you to attend the programme.
- Support from a project sponsor.

How will applications be assessed?

Applications will be assessed on the following factors:

1. How will the potential outcomes meet local priorities?
2. To what extent the proposed project may impact on reducing health inequalities.
3. To what extent your programme will support a prevention first approach
4. The commitment and capacity of the team demonstrated in your application.

There will be a panel including representatives from a range of organisations who will assess the applications.



Application Timeline

Submission deadline	2nd May 2025
Applications assessed by panel	15th May 2025
Notification of outcomes	19th May 2025
Start of training	10th June 2025

Contact us

Should you wish to get in touch with us, please contact england.publichealthschools.se@nhs.net.