



Greater Manchester Cancer
Academy



Greater Manchester
Cancer Alliance

Greater Manchester ACCEND Registered to Consultant Level Practice Development Guide

Colorectal Cancer

Developed in collaboration with GM Cancer
Alliance Colorectal Pathway Board & CNS
Forum



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Colorectal



Introduction

This guide is underpinned by the principles of the Aspirant Cancer Career and Education Development (ACCEND) Programme, launched in January 2023 in response to significant workforce challenges in cancer care.

The programme is multi-professional in scope and is designed to deliver reform across career pathways while strengthening education, training, learning, and development opportunities for everyone involved in the care of people affected by cancer, across all levels of practice.


Key Features

1. Inclusive scope – relevant to both the generalist and specialist cancer workforce
2. National alignment – consistent with the four UK national frameworks for careers, advanced, and consultant-level practice
3. Practice-wide focus – addressing all levels of practice rather than specific roles
4. Cancer-specific learning – structured opportunities for education, training, and development across the four pillars of practice
5. Flexible learning pathways – offering a broad range of opportunities, including work-based learning, and accredited and non-accredited modules or courses

Utilising this guide

This guide has been developed to provide structured signposting to education and work-based learning that supports the development of specialist knowledge and skills in colorectal care. It is designed to support healthcare professionals working within colorectal services to build the enhanced clinical skills and knowledge required to deliver high-quality care across the colorectal pathway.

This development guide is designed to be flexible, allowing individuals and teams to use it in a way that best fits their learning needs, roles, and pace of development. Whether used as part of a new starter induction or ongoing development, this package is adaptable to your learning needs. Completion requirements should be agreed with your line manager.

 Note: Some resources may require additional funding. Please speak with your line manager or team leader for support and guidance

 Note: Some resources may require registration to access education



ACCEND - 3 Core Components

This guide supports healthcare professionals develop towards the three key components in the ACCEND framework: a career pathway, core cancer Capabilities in Practice (CiPs), and structured education. Together, these ensure that all staff are supported by a recognised career framework, equipped with appropriate capabilities for their role and level of practice, and guided by a development structure that meets individual, team, and service needs. The career pathway outlines progression routes and qualifications across levels of practice; CiPs define the knowledge, skills, and behaviours expected at each level; and the education component provides learning and assessment strategies to help practitioners translate knowledge into practice, evidenced through development of a career portfolio.

Portfolio Development

Developing a career portfolio is an essential part of professional growth for healthcare practitioners. It provides a structured way to capture learning, reflect on experiences, and evidence competencies aligned with clinical standards and frameworks such as ACCEND.

A well-maintained portfolio supports career progression, helps demonstrate readiness for progressing to next level of practice and ensures practitioners have the right skills to provide the best care.

Workplace- based supervision and assessment

Workplace-based supervision and assessment are essential to safe and effective learning at all levels of practice. High-quality supervision supports professional development, values the expertise of clinicians, and promotes effective team interaction. Regular supervision encourages reflective practice, supports career progression, and helps align individual development with organisational and professional standards.



Levels of Practice

The ACCEND framework focuses on roles in terms of levels of practice rather than job titles or banding. This approach recognises the variation in roles, job descriptions, and scope of practice across the four UK nations.

This document should be used alongside Professional Development Framework for Colorectal Cancer CNSs, Bowel Cancer UK (2025)

| Level of Practice | Supportive | Assistive | Pre-registration | Registered = R | Enhanced = E | Advanced =AD | Consultant =C |
|---------------------|---|--|------------------|-----------------|--|-----------------------------------|-------------------------------------|
| Suggested job title | Nursing assistant Health Care support worker | Nursing associate Assistant practitioner Therapy assistant | N/A | Staff nurse/AHP | Associate Clinical Nurse/AHP (New to role) Specialist Clinical Nurse/AHP Specialist | Advanced Practitioner (Nurse/AHP) | Consultant Practitioner (Nurse/AHP) |

Key Considerations

- Practice scope: acknowledging the responsibilities and skills within roles.
- Blended capabilities: a role may draw on capabilities across different levels of practice.
- Ongoing development – as practitioners progress, they will build on capabilities across multiple levels of practice.

Examples

- A practitioner’s role may include a blend of registration-level and enhanced-level core cancer Capabilities in Practice (CiPs), particularly as they grow within the role and prepare for progression or grow in an area of expertise.
- An enhanced-level practitioner may begin to develop level 7 academic knowledge or advanced-level capabilities in a particular pillar of practice relevant to their role—before progressing to accredited Health Education England Advanced Clinical Practice training across the four pillars of practice

| Speciality Specific Knowledge | Education Resource | Work Based Learning | ACCEND Domain Mapping |
|---|--|--|--|
| Anatomy, Physiology, Prevalence and Epidemiology | Digestive system anatomy – Bowel Cancer UK Fundamentals of Colorectal Nursing (MSc) – Bowel Cancer UK Colorectal cancer in young people – Bowel Cancer UK Appendiceal Tumours – GM Cancer Academy Management of Anal Cancers – GM Cancer Academy Lower GI Cancers – Think A-G – GM Cancer Alliance | <ul style="list-style-type: none"> Shadowing - clinicians, APs, experienced specialist nurse Case based discussions 2WW clinics Mentoring & Supervision | Domain A 3.0 Person-centred care 5.0 Personalising the pathway for people living with and affected by cancer 6.0 Helping people make informed choices as they live with or are affected by cancer |
| Screening and Health Promotion | Key questions on the of FIT in primary care – Bowel Cancer UK National Screening Programme: Bowel Screening – Gateway C FIT (Faecal Immunochemical Test) – GM Cancer Academy HPV and Anal Cancer – Understanding the connection – Anal Cancer Foundation | <ul style="list-style-type: none"> Shadow screening clinics Health population dashboards Community programmes - awareness campaigns | Domain A 3.0 Person-centred care 6.0 Helping people make informed choices as they live with or are affected by cancer |
| Early Diagnosis/ referral pathways for colorectal cancer | Bowel cancer: supporting prevention, early diagnosis and optimal care – Bowel Cancer UK Colorectal Cancer – Gateway C Iron Deficiency Anaemia – GM Cancer Academy | <ul style="list-style-type: none"> 2WW pathway tracking shadowing clinics - GP Colorectal Pathway Board Single point access referral form Dynamic Referral form | Domain A 8.0 Multidisciplinary, interagency and partnership working 9.0 Referrals and integrated working to support transitional care for people living with and affected by cancer |
| Assessment and Investigations | Referring people for bowel cancer investigation in England – Bowel Cancer UK Endoscopy step-down module – GM Cancer Academy Cancer Diagnostics in Endoscopy – GM Cancer Academy Bowel Care (including DRE & DRF) – m & k update | <ul style="list-style-type: none"> MDT shadowing assessment/reviews case based discussions/simulations Mentorship & Supervision | Domain B 12.0 Investigations, diagnosis and care planning |
| Diagnosis, Examination and Staging (Disease Specific) | The newly diagnosed book: a guide for healthcare professionals – Bowel Cancer UK Getting diagnosed with bowel cancer – Cancer Research UK Stages, types and grades of bowel cancer – Cancer Research UK Getting diagnosed with anal cancer – Cancer Research UK Stages and types of anal cancer – Cancer Research UK Staging colorectal cancer – eLearning for healthcare | <ul style="list-style-type: none"> Clinic shadowing MDT meetings Mentorship & Supervision Pathology/radiology exposure case based/peer review | Domain B 10.0 History taking 11.0 Clinical, physical and mental health assessment 12.0 Investigations, diagnosis and care planning |
| Types of Treatment (Disease Specific) | Treatment for colorectal cancer – Cancer Research UK Research and clinical trials for bowel cancer – Cancer Research UK Treatment for anal cancer – Cancer Research UK Anal Cancer Treatment Options – Anal Cancer Foundation | <ul style="list-style-type: none"> MDT meetings Treatment observations Review treatment summaries patient information services | Domain A 8.0 Multidisciplinary, interagency and partnership working Domain B 11.0 Clinical, physical and mental health assessment 13.0 Clinical management |

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|--|---|--|--|
| Radiotherapy - Clinical Oncology | Radiotherapy for rectal cancer – Macmillan Anal cancer: Understanding late effects of radiotherapy – Radiotherapy UK Papillon: Teaching Course – The Clatterbridge Cancer Centre | <ul style="list-style-type: none"> Shadowing radiotherapy pathway - consent, treatment, on-trt review Radiotherapy planning exposure MDT meetings Case based discussion/peer review End of Treatment summary review | Domain B 11.0 Clinical, physical and mental health assessment 13.0 Clinical management |
| SACT - Medical Oncology | Chemotherapy for bowel cancer – Bowel Cancer UK Chemotherapy for bowel cancer - Macmillan Chemotherapy for anal cancer – Cancer Research UK | <ul style="list-style-type: none"> Shadow SACT pathway - consent, delivery MDT discussions SACT policies and audit review | Domain B 11.0 Clinical, physical and mental health assessment 13.0 Clinical management |
| Genomics | Lynch Syndrome – Bowel Cancer UK Lynch Syndrome – a guide for healthcare professionals – Bowel Cancer UK The impact of genomics on the prevention, diagnosis and treatment of colorectal cancer -Macmillan Polyposis & Lynch syndrome – St Mark’s Academic Institute | <ul style="list-style-type: none"> Shadowing pathology Shadowing genomics counselling clinics MDT discussions | Domain A 5.0 Personalising the pathway for people living with and affected by cancer Domain B 12.0 Investigations, diagnosis and care planning |
| Clinical Management | Continence Management – GM Cancer Academy Best Practice webinar - late effects and consequences of treatment - Macmillan Stoma Care Training: The Essentials – Care Learning Advancing Practice in Colorectal Cancer Management and Patient Care – The University of Liverpool | <ul style="list-style-type: none"> Shadowing senior clinicians or specialist teams Supervision - Buddy System National Guidance/policy support patient education Learning from incidents | Domain B 13.0 Clinical management Domain C 14.0 Managing medical and clinical complexity and risk |
| Specialist Specific Pharmacotherapy | Independent Prescribing Level 7 Module | <ul style="list-style-type: none"> MDT meetings/review Local/National Policies Clinical Supervision | Domain A 1.0 Professional values and behaviours 2.0 Maintaining an ethical approach and fitness to practice/law, ethics and safeguarding Domain C 14.0 Managing medical and clinical complexity and risk 15.0 Independent prescribing and pharmacotherapy |
| Living Well With Cancer & Supportive Care | Survival for bowel cancer – Cancer Research UK Living with bowel cancer – Cancer Research UK Body Image and sex – Living with and beyond colorectal cancer – Bowel Cancer UK Living with anal cancer – Cancer Research UK Survival for anal cancer – Cancer Research UK | <ul style="list-style-type: none"> Observation of survivorship clinics Engagement with rehabilitation services Link with local/GM personalised care teams Peer support/supervision | Domain A 3.0 Person-centred care 7.0 Providing information to support self-management and enable independence for people living with and affected by cancer Domain C 16.0 Prehabilitation and rehabilitation interventions 17.0 Promoting self-management and behaviour change 18.0 Symptom management |
| Secondary, metastatic cancer | Metastatic bowel cancer – Cancer Research UK Assessment and palliative management of malignant bowel obstruction – Macmillan | <ul style="list-style-type: none"> Observation of advanced care planning MDT meetings Observation of interventional treatment Case based discussion Mentorship & Supervision | Domain C 18.0 Symptom management 19.0 Late effects 20.0 Palliative and end of life care |

Don't forget to regularly log your learning and development activities in your [ePortfolio](#), a great way to track your achievements and showcase your professional growth

| Pillar of Practice | Education Resources | Work Based Learning | ACCEND Domain Mapping |
|--------------------|---|--|--|
| Research | Critically appraising the evidence base – eLearning for Healthcare (Enh - Cons) Research, Audit and Quality Improvement (R&A) – eLearning for Healthcare (Enh - Cons) Good Clinical Practice – NIHR (Enh - Cons) NIHR Learn - NIHR Research Practice in Clinical Settings - NIHR (Enh - Cons) Intro to quality improvement – NHS Elect (Enh - Cons) | <ul style="list-style-type: none"> • Embed evidenced based practice • Contribute to literature review • Assist in audit or service evaluation • Collaborate on existing research projects • Join organisations research network • Shadow research team • Design and implement small audit/QI project | Domain A 1.0 Professional values and behaviours 2.0 Maintaining an ethical approach and fitness to practice/law, ethics and safeguarding Domain E 22.0 Research and evidence-based practice Domain F 23.0 Service evaluation and development |
| Leadership | PDSA Cycles – NHS Elect Giving Feedback Effectively – NHS Elect Introduction to Coaching - Macmillan Management & Leadership Skills – eLearning for Healthcare Edward Jenner Programme – NHS Leadership Academy (Supp - Reg) Mary Seacole Programme – NHS Leadership Academy (Enh - Adv) Rosalind Franklin Programme – NHS Leadership Academy (Adv - Cons) | <ul style="list-style-type: none"> • Represent your team within forums (such as MDT, professional forums) • Chair/Co-Chair meetings • Lead small project/initiative/audit • co-ordinate teaching or education event • Support workforce development planning • Shadow senior leaders/managers • Mentorship/Coaching • Contribute to service review/improvement | Domain A 1.0 Professional values and behaviours Domain D 21.0 Leadership, management and organisation |
| Education | Mentoring – NHS Elect Advocating and Educating for Quality Improvement (A-EQUIP) – eLearning for Healthcare (Enh - Cons) Approaches in Education – eLearning for Healthcare (Reg - Cons) Educator training resources – eLearning for Healthcare (Reg - Cons) Introduction to project management - Macmillan (Supp - Reg) Developing your project management skills - Macmillan (Enh - Cons) Evidencing work-based learning - Macmillan (Reg - Cons) | <ul style="list-style-type: none"> • Contribute to teaching/learning session • ACT as mentor or preceptor • Mentorship or assessor training (in-house) • Participate in peer review/supervision • Support Learning environment • Support Learning environment audit • Join existing education forums • Link in/Collaborate with HEIs | Domain D 21.0 Leadership, management and organisation Domain G 24.0 Developing a learning culture |

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