



**Adult Social Care Nursing Advisory Council (SCNAC)**  
**EAST OF ENGLAND Region Quarterly Meeting 01**  
**– Friday 12th July 2024**

<b><u>Attending:</u></b>		
Helen Jackson	-	Chair of East of England SCNAC & Care Home Manager, Carebase
Louise Jenkins	-	Co-Chair of East of England SCNAC & Strategic Liaison Nurse for Secondary & Tertiary Care, Hertfordshire County Council's Community Learning Disability Nursing Service
Caron Sanders-Crook	-	Operations Manager, Canford Healthcare
Charlene Waldron	-	Clinical Lead, Homwood House Care
Fran Simons	-	Locality Manager for Norfolk and Eastern Region Lead for the Regulated Professional Workforce – including Nursing, Skills for Care
Kathy Davies	-	Director of Care & Support, Outlook Care
Liana Dordai	-	Excel Care
Loucia Kyprianou	-	Regulation Advisor for Independent Health & Care, NMC
Helen Wright	-	External Workforce Manager – Social Care, Norfolk Care Careers Team, Norfolk County Council
Antonia Williams	-	Student Nurse, University of Hertfordshire
Sonia Pritchard	-	SCNACS Admin, The Outstanding Society
<b><u>Apologies:</u></b>		
Kate Lettin	-	Regional Advisor, NMC (Loucia joined)
Philip Tilney	-	Social Care Careers Ambassador, Norfolk & Suffolk Care Support
Hayley Cooper	-	Lead Admiral Nurse, Carers in Herts.
Sam Westbrook	-	Lead Nurse for Independent Health & Social Care, Eastern Region, RCN
Dr Zena Aldridge	-	Social Care Nurse Fellow, Nursing & Midwifery, NIHR
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Please see the attached spreadsheet for the action points of this meeting.

**Date of Future Meetings:**

Friday 27th September 2024 from 1.00pm - 2.30pm

Wednesday 15<sup>th</sup> January 2025 from 9.30am - 11.00am

Wednesday 26<sup>th</sup> March 2025 from 1.00pm - 2.30pm



### **Local Priorities:**

**Helen Jackson:** Education and how we encourage those student nurses and those in higher education, (colleges, 6th forms) to consider social care as a career pathway. Making sure there is an understanding of what roles are available in Social Care. How we start to engage with social care a little bit more with research so that we are part of the outcome of that research rather than having things done to us, we become an active member of that.

**Louise Jenkins:** Follow up on opportunities to have much more integration with health and to level up that understanding of what happens within social care and nursing. Recognising great work – NHS and social care are pitted against one another rather than working together to achieve a lot more. In education – making sure that Social Care Nursing has access to the same training across the systems. Work to change the perception that nurses who wear a uniform and work in hospitals are NOT the only nurses.

**Liana Dordoi:** Promoting the nurses working in social care. They have a lot of skill and knowledge that is not always recognised or highlighted. Promoting research for social care - not just being done to us or being initiated by other organisations or the NHS.

**Charlene Waldron:** Promoting Social Care Nursing. Recognising the qualities of Social Care Nurses and what they are able to do. Encouraging more students to take the path into Social Care Nursing.

**Caron Sanders-Crook:** Sustainability of staff including engagement or student nurses. Addressing mental health challenges in the sector due to stress and pressure of nurses taking on additional tasks. Education – how we demonstrate and encourage nurses to take on the post registration qualifications.

**Kathy Davies:** How do you recruit, retain, support nurses within social care? How learning disabilities particularly are viewed within the NHS, within social care and how staff are supported to get the best for their customers. Education, integration, sustainability and well-being. Understanding learning disabilities. Social Care is still seen as second best to NHS and how do we move that second best forward into seeing there is a career pathway in Social Care and there is education within Social Care. We need to focus on Social Care as a whole – its not just a nurse in a nursing home and there are so many different facets to focus on.

**Fran Simons:** Raising the voice of the Social Care Nurses and getting people to understand what they do in the sector. Education – increasing the number of placements for nurses within Social Care and increasing the number of Nursing Associates. It's also about the type of placement being offered - and making sure that social care placements are offered at the right point - not just first year, but when students are thinking about jobs (and not after they've already been offered jobs in the NHS at previous placements!)

**Loucia Kyprianou:** Making sure that people are able to work at their best, making sure that people don't work in a culture of fear in the event that they make a mistake, understanding that they are not going to be referred to the regulator. Support people to strengthen their practice. Supporting transition from education to becoming a registered professional.



**Helen Wright:** Building understanding and celebrating what Social Care Nurses bring. Understanding the strengths and uniqueness of the role. Building capacity, both longer term in terms of making sure that we're getting those pipelines in through education, supporting our international recruits that are coming into the sector, but also building the longevity of certain nurse roles. Allowing for succession planning and using flexible work to enable people to work a little bit longer or being able to use those people in legacy mentor roles, to support new people coming on board. Well-being of staff. Looking for links to the new ASC workforce strategy when launched on the 18Jul24. Getting positive messages out there.