



Adult Social Care Nursing Advisory Council (SCNAC)
LONDON Region Quarterly Meeting 06 – Tuesday 14th October 2025

<u>Attending:</u>		
Nuno Santos Lopes	-	Regional Co-Chair for London and Director of Research & Innovation for Nightingale Hammerson
Louise Keane	-	Regional Co-Chair for London
Joanna Grant	-	Regional Co-Chair for London and Director of Nursing for MCS Healthcare
Deborah Sturdy	-	Chief Nurse for Adult Social Care, DHSC – Adem Oyekan attending on her behalf
Peter Webb	-	LCAS (London Caring and Support) Forum
Alyce Sheedy	-	Wellbeing Nurse Ambassador, Riverstone Living
Millie Simms	-	Independent Lead for Health & Social Care, RCN
Anne Middleton	-	Director of Nursing, Northwest London ICB
Esther Naa Adjaye	-	Student Nurse, Middlesex University London
Julie Burton	-	Head of Operations, Twinglobal Care
Kate Meacock	-	Campaigner, Rights for Residents
Pam Hodge	-	Senior Lecturer in Practice Learning, Middlesex University, London
Alison Anstead	-	Head of Research Delivery and Support for Wider Care Settings, NIHR South London Regional Research Delivery Network.
Laura Anthony	-	Senior Locality Manager for the London and Southeast team, Skills for Care – Margaret Sharpe attending on her behalf
Jacqueline Robinson-Rouse	-	Clinical Workforce Improvement Lead (Capital Nurse), NHS England
Michael Armstrong	-	Havering Care Homes
Dawn Beaumont-Jewell	-	Acting Chief Operating Officer, NIHR South London
Pauline Fahy	-	Senior Programme Manager, Health & Care in the Community, NHS England – London Region
Tom Pisani	-	Care England
Benedicta Okpor (Benni)	-	Social Care Nursing Clinical Practice Development Lead for Southeast London
Celia Jeffreys	-	Deputy Director for Safeguarding Adults, NHS Northeast London
Tawanda Bvumburai	-	Employer Link Service Advisor, NMC
Clemence Muchingaguyo	-	Registered Manager, Nightingale Hammerson
Dudley Sawyerr (Mr D)	-	London Care & Support Forum
Pat Johnson Howell	-	
Vinice (Vi) Thomas	-	Deputy Chief Nursing Officer, Southeast London ICB
Alin Valentin Cojocar	-	Business Manager, Azalea Court



Sonia Pritchard	-	EA for the Outstanding Society and SCNACS Administrator
<u>Apologies:</u>		
Zoë Fry	-	Director of Nursing, The Outstanding Society (OS)
Karen Bonner	-	Regional Chief Nurse London (Vi Thomas attending on Karen's behalf)
Jenny Goodridge	-	Director of Quality and Interim Chief Nursing Officer, North Central London
Holly Ashforth	-	Deputy Chief Nurse, North West London
George Appleton	-	Head of External Affairs, SCIE – Social Care Institute of Excellence
Lizzie Wallman	-	Deputy Chief Nurse, NHS South East London

Please see the attached spreadsheet for the action points of this meeting.

Date of Future Meetings:

- Wednesday 21st January 2026, 09:30-11:00
- TBC April 2026

Meeting Summary:

Leadership Transition and Council Introductions: Nuno announced this meeting as his final meeting as Co-Chair of the London SCNAC and introduced Joanna Grant as the new Co-Chair. He reassured the group that Louise would continue in her Co-Chair role, ensuring leadership continuity for the Council. Deborah Sturdy and others expressed appreciation for Nuno's leadership and contributions, while welcoming Joanna Grant and recognising the Louise's ongoing commitment.

Update from the Department of Health and Social Care (DHSC)

- **Chief Nurse Update and National Developments:** Deborah provided a comprehensive update on national social care nursing developments, including the CNO conference, prevention initiatives, student and newly qualified nurse support, research opportunities, and ongoing work with regulatory bodies.
- **CNO Conference and Prevention Initiatives:** Deborah reported on the CNO conference, highlighting a session focused on building bridges between NHS and social care, and discussed ongoing prevention work with Skills for Care and DHSC, emphasising the importance of the social care workforce in public health messaging.
- **Student and Newly Qualified Nurse Support:** Deborah described efforts to support student and newly qualified nurses, including the Council of Deans' network, preceptorship resources, and the revision of handbooks for nurses entering social care. Links posted in the chat by Laura Anthony from Skills for Care: [Social Care Network for Students and Early Career Nurses](#), and



[Join the Nursing Community](#)

- **Research and Professional Development:** Deborah announced the launch of the first cohort of social care nurse researchers, new bursaries for postdoctoral research, and the availability of the Resilience Based Clinical Supervision programme, encouraging participation.
- **Regulatory and Policy Engagement:** Deborah updated the group on work with the NMC regarding fitness to practise, code of conduct reviews, and the importance of contributing to consultations, as well as the development of a social care nursing textbook and a care home nursing handbook.

Social Care Placements and University Engagement: Pam Hodge and Louise provided updates on student placements in adult social care:

- **Placement Numbers and Trends:** Pam reported that 18% of students at Middlesex University had social care placements, an increase from the previous year, and described growing student interest in adult social care as a first career choice.
- **University Collaboration:** Louise explained that Skills for Care and the Council of Deans are collecting placement data, and the Council is seeking to engage more universities through recordings and direct outreach, with Pam offering to share information via the Pan London Practise Learning Group.
- **Action Planning:** The group agreed to maintain this as an ongoing action, with plans for Louise or Joanna to attend relevant meetings and for continued collaboration with doctoral students and researchers to expand university links.

Induction and Information for Adult Social Care: Dudley and Louise discussed ongoing work to simplify and improve induction materials for adult social care:

- **Resource Development:** Dudley described creating a simplified 'tube map' to illustrate pathways and roles in social care, aiming to make induction clearer for new and international staff, with positive feedback from the group.
- **Collaboration and Next Steps:** Jacqueline offered support to maximise the resource's impact, and the group agreed to review progress at the next meeting, with Dudley, Louise, and Jacqueline coordinating further development.

IV Treatments in Social Care and Virtual Wards: Louise provided an update on the IV treatments pilot in social care:

- **Pilot Progress and Partnerships:** Louise reported successful engagement with care homes and virtual wards in North and South London, collaboration with Middlesex University for training, and support from NHS England and Capital Nurse for a digital passport system.



- **Business Case and National Engagement:** A business case has been submitted to NHS England for project support, and Louise will present the initiative to the national Clinical Reference Group to seek further input and share lessons learned.
- **Insurance and Delegated Tasks:** Nuno relayed an update from Richard at Care England about ongoing challenges with insurance for delegated healthcare tasks, including a planned round table with insurers and legal experts to develop sector guidance.
- **NHS England Support:** Vinice from NHS England confirmed ongoing support for the IV initiative in principle, with efforts to identify ways to contribute despite current financial constraints.

Competencies Passport for Adult Social Care: Nuno and Louise updated the group on the development of a standardised set of clinical competencies for nurses in adult social care:

- **Competency Development and Review:** Louise reported that over 50 competencies had been drafted and are under review, with the remaining to be completed shortly, aiming for publication before the next Council meeting.
- **Accessibility and Adaptation:** The competencies will be freely available on the Outstanding Society's website, allowing providers to adapt them as needed while maintaining a core standard for portability and consistency.
- **Digitalisation and Future Plans:** Jacqueline highlighted opportunities to digitise the competencies for easier tracking and transferability, aligning with broader efforts to standardise and record healthcare support worker competencies.
- **Integration with Education:** Pam suggested sharing existing student nurse proficiency assessments, which may be transferable to the new competency framework, to ensure alignment with educational standards.

Leadership Course for Adult Social Care Nurses: Millie and Patricia from the RCN described the co-design of a new leadership programme for adult social care nurses, informed by a forthcoming survey and supported by the RCN Leadership Academy and research leads.

- **Programme Vision and Content:** The leadership course aims to empower nurses in public speaking, career development, and research engagement, with a one-day session planned for next year and a mentoring element to track progress.
- **Survey and Engagement:** A survey will be launched to gather input from frontline nurses on their needs and preferences for the programme, ensuring it is relevant and accessible to nurses at all career stages.



- **Mentorship and Research:** The programme will include mentorship and a research component to evaluate outcomes and identify gaps, with support from the RCN's research lead.

Research Delivery and Opportunities in Social Care: Dawn and Alison from the South London Research Delivery Network outlined national and regional strategies to expand research in social care:

- **National Strategy and Funding:** Dawn announced the imminent publication of the RDN's five-year strategy, which includes dedicated funding for wider care settings and aims to make research more accessible across the country.
- **Operational Changes and Staff Development:** Alison described the move to nationally consistent job descriptions for research staff and plans to upskill teams to support research in diverse settings, including care homes and hospices.
- **Recent and Upcoming Studies:** The team highlighted recent studies such as the Preach study in care homes and the Global Minds trial, as well as ongoing collaborations with providers and universities to increase research participation.
- **Navigation and Access:** Dawn clarified that the RDN operates as a national network, with resources and contacts available online, and encouraged members to use the '[Be Part of Research](#)' website to find opportunities.

Learning Disability Nurses in Social Care Webinar: Joanna Grant announced the The Learning Disability Nursing Forum will host a free webinar on learning disability nurses in social care, aiming to highlight their contributions and provide professional development. The webinar is scheduled for 13 November. The webinar 'Shining a Light on Registered Nurses in Learning Disability Working in Social Care' can be booked [here](#) – Joanna encouraged council members to attend and share with their teams.

NMC Employer Linked Service and Support: Tawanda introduced her role as Employer Linked Service Advisor at the NMC:

- **Advice and Referral Support:** Tawanda explained the NMC's advice line for employers, which helps determine when referrals are necessary and aims to reduce unnecessary caseloads by supporting local resolution of issues.
- **Learning Sessions:** The NMC offers learning sessions for care homes and employers to clarify processes, case scenarios, and support mechanisms, with Tawanda available as a point of contact for the sector.



Diversity, Mentorship, and Staff Safety: Dudley highlighted the importance of celebrating diversity, supporting mentorship, and ensuring the safety and wellbeing of international and minority nurses, referencing recent events and ongoing challenges in the sector.

- **Black History Month and Mentorship:** Dudley shared insights from the Royal College of Nurses Black History Month event, emphasising the need for mentorship and platforms for nurses to discuss discrimination and share experiences.
- **International Workforce Support:** Concerns were raised about the safety and wellbeing of international nurses, with recommendations for organisations to review policies and provide support for staff facing discrimination or safety concerns.

Upcoming Events and Acknowledgements:

Clemence announced the [Care Home Research Forum](#).

Action Summary and Next Steps: Nuno and Louise summarised ongoing actions, including social care placements, induction resources, insurance for delegated tasks, LAS data, competencies passport, IV treatments, and research engagement, with plans for continued updates and collaboration.