



EAST OF ENGLAND Adult Social Care Nursing Advisory Council (SCNAC)
Regional Quarterly Meeting 08
Wednesday 20th May 2026, 10:00-11:30

<u>Attending:</u>		
Caron Sanders-Crook	-	Regional SCNAC Co-Chair, East of England and Operations Manager, Canford Healthcare
Victoria Hulstrom	-	Regional SCNAC Co-Chair, East of England and Clinical Director for Nouvita Healthcare
Kirsten Dangerfield	-	Head of Learning and Development and Advance Practice Lead, EPUT
Louise Harper	-	TBC (role has been displaced, Norfolk and Suffolk ICB
Louise Jenkins	-	Strategic Lead Nurse, Community Learning Disability Nursing Service, Hertfordshire County Council
Pauline Shaw	-	RN and Employee Link Service Advisor, NMC
Sarah Seeley	-	Lead Nurse for Independent Health & Social Care Nurses, Eastern Region for the RCN
Kathy Davies	-	Area Director, HC-One
Michaela Sen	-	Regional Nurse, HC-One
Lisa Read	-	Attending on behalf of Karen Watts
Bridgitte Shad	-	Quality Improvement Nurse, Norfolk & Suffolk ICB
Sonia Pritchard	-	EA for the Outstanding Society & SCNACs Administrator

<u>Apologies</u>		
Deborah Sturdy	-	Chief Nurse for Social Care, DHSC
Zoë Fry	-	Director of Nursing, The Outstanding Society
Sandie Oxborrow	-	Business Development Manager and Nurse, Suffolk Care Association
Mike Slator	-	Pharmacist
Lisa Nobes	-	CNO, Suffolk & NE Essex ICB
Helen Cumbers (nee Wright)	-	External Workforce & Skills Manager, Norfolk County Council
Karen Watts	-	ICB CNO and Director of Nursing & Quality, Norfolk & Waveney ICB. Lisa Read attending on her behalf
Lynda Stockwell	-	Head of Place Quality Central, attends on behalf of Karen Watts
Giles Thorpe	-	ICB CNO, Mid & South Essex ICB
Mary Edmonds	-	Deputy Dean: Practice Learning & Simulation, Faculty of Health, Medicine & Social Care, Anglia Ruskin Uni
Antonia Williams	-	Student Nurse, University of Hertfordshire
Sarah Taylor	-	Norfolk & Suffolk ICB



Natalie Hammond	-	Director of Nursing & Quality, Hertfordshire & West Essex ICB
Mary Edmonds	-	Deputy Dean: Practice Learning & Simulation, Faculty of Health, Medicine & Social Care, Anglia Ruskin University
Heidi Dine	-	Head of Clinical Workforce Development, NHS Professionals
Michelle Horn	-	Director of Nursing, NHSE East of England
Deborah Marquis	-	Registered Nurse Manager, Care 24/7, Link Nurse for Pain and Palliative Care for the Eastern Region and member of Health Watch

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

Date of Future Meetings:

- Wednesday 19th August 2026, 10:00 – 11:30
- Wednesday 5th November 2026, 10:00-11:30
- Friday 5th February 2027, 10:00-11:30

Summary Notes:

Department of Health and Social Care (DHSC) Update and Leadership Transition: Sonia shared a video and notes from Deborah Sturdy, who is stepping down from her role in July, urging continued advocacy for social care nursing:

- **Leadership Transition Announcement:** Sonia relayed Deborah's message expressing gratitude for members' contributions, highlighting the importance of continuing advocacy for social care nursing, and noting that her position will not be refilled immediately.
- **Consultation and Strategy Engagement:** Council members were encouraged to participate in upcoming NMC consultations on practice hours, revalidation, and code review, and to watch recordings of International Nurses Day events, with links provided for further engagement. The OS event can be listened to again [here](#) and the Skills for Care follow up will be included below.
- **Research Internships and National Strategy:** Council members were informed about [open research internships for social care nurses via NIHCR](#) and the ongoing development of a national nursing strategy, with social care nurses involved in related groups.
- **Advocacy for Role Replacement:** Sarah shared efforts to link with Nicola Ranger and the government to advocate for formal replacement of Deborah Sturdy's role, with Sonia encouraging members to support petitions and collective action.



ICB Restructuring and Impact on Clinical Educator Roles: Louise H and Bridgitte explained the recent restructuring of the Norfolk and Suffolk ICB.

- **ICB Restructuring Overview:** Louise H described the merger of Norfolk and Waveney ICB and SNE ICB into Norfolk and Suffolk ICB, leading to the removal of clinical educator roles that previously supported primary care and social care, resulting in displacement of staff and gaps in support for preceptorship.
- **Preceptorship Resource Preservation:** Louise H detailed the achievement of the National Preceptorship Quality Mark and expressed the desire to share the developed resources, including policies and handbooks, with Norfolk Essex Care Support, Skills for Care, and the OS, pending approval from their line manager.
- **Future Support and Education Programme Gaps:** Louise highlighted that while resources can be shared, the structured education programme previously facilitated by the ICB will be missing and suggested providing guidance to help others address these gaps, with Victoria proposing council-led webinars to supplement educational input.
- **Council Response and Actions:** Council members supported maintaining preceptorship as a priority, offered to facilitate webinars, and discussed ways to ensure new nurses receive robust support, with Pauline offering NMC learning sessions and Louise H agreeing to contribute while able.

National and Regional Priorities: Preceptorship and Discrimination: Council agreed to keep preceptorship as a key priority for the coming year, with plans for webinars and resource development led by Sarah and Pauline.

- **Preceptorship Priority Decision:** Victoria proposed, and the council agreed, to maintain preceptorship as a central priority, recognising its importance for new nurses, especially in learning disability nursing, and the need for a strong foundation and clear identity for incoming professionals.
- **Learning Disability Nursing Challenges:** Louise Jenkins explained the challenges facing learning disability nursing, including low course numbers at the University of Hertfordshire and the need to amplify the voice and contributions of these nurses, with council members supporting continued focus.
- **Discrimination and EDI Initiatives:** Sarah provided an update on RCN Congress and shared plans for a new position statement and policy work on discrimination, noting higher rates in adult social care and outlining objectives for equity, diversity, and inclusion, including developing resources and support for members.



- **Webinar and Resource Development:** The group discussed organising webinars on discrimination, intersectionality, and preceptorship, with Sarah offering data and resources, and Pauline offering NMC learning sessions, aiming to empower members and challenge poor practices in employment relations.

NMC Updates: Revalidation, Code Review, and Fitness to Practise: Pauline provided updates:

- **NMC Review Initiatives:** Pauline outlined three major NMC projects: reviewing revalidation, the code, and practice hours in nurse education, inviting council members to participate in roundtables and sign up for newsletters to stay informed.
- **Fitness to Practise Process Improvements:** Pauline described internal improvements to fitness to practise case handling, including increased resources and faster processing, while maintaining quality, and addressed criticisms from a 2023 culture report regarding workplace toxicity and discrimination.
- **Advice Line for Employers:** Pauline explained the NMC advice line, which helps employers determine whether cases meet referral thresholds, aiming to reduce unnecessary referrals and promote local management of issues, with Lisa noting the advice line's limited visibility and the importance of building a comprehensive picture for agency staff.
- **Education and Outreach Efforts:** Pauline emphasised the need for greater NMC engagement with new graduate nurses, offering learning sessions to address myths and misinformation, and highlighted the shift towards collaborative working and increased focus on social care nursing.

Advanced Practice and Workforce Development in Social Care: Kirsten discussed the instability and restructuring within NHS England and the need for hybrid roles bridging community, council, and mental health, highlighting challenges in funding and access to advanced practice programmes in social care, with Victoria and Pauline suggesting pilot projects and the need for trailblazers to demonstrate effectiveness.

Advanced Practice Role Development: Kirsten described the current flux in NHS England and the opportunity to develop hybrid roles that span community, council, and mental health, aiming for more fluid and flexible workforce models to support nurses across sectors.



Funding and Access Challenges: Kirsten highlighted disparities in access to CPD, assessment, consultation, and non-medical prescribing programmes between NHS and social care, noting the need for equitable opportunities and the impact of funding limitations.

Pilot Projects and Trailblazers: Victoria and Pauline discussed the potential for pilot projects, including non-medical prescribing in social care, and the need for advanced nurse practitioners to serve as trailblazers, with Pauline sharing previous experience and the importance of demonstrating impact through data.

- **Collaboration and Next Steps:** Victoria suggested raising the topic at the monthly steering group and asked Sonia to add it to the agenda, aiming to connect with other Co-Chairs and identify existing pilots or contacts to advance workforce development initiatives.

Local Government Review and Service Restructuring: Louise J provided an update on the ongoing local government review:

- **Council Restructuring Process:** Louise J explained the phased local government review, with Essex recently transitioning from one unitary council to five, and other regions preparing proposals for government approval, with implementation expected by April 2028.
- **Impact on Nursing Services:** Louise J discussed the complexities of dividing county-wide nursing services across multiple new authorities, emphasising the need for consistency in employment and service provision, and the uncertainty and planning required over the next two years.
- **Opportunities and Challenges:** Louise J noted the potential to address inefficiencies and align with neighbourhood NHS models, while highlighting the difficulties of planning amid ongoing ICB uncertainty and the necessity to maintain day-to-day service delivery during the transition.

Safeguarding and Quality Assurance Initiatives: Victoria reported on participation in the Norfolk and Suffolk Quality Assurance Group:

- **Martha's Role Scoping:** Victoria attended the Norfolk and Suffolk Quality Assurance Group, where discussions began on adapting Martha's role for adult social care, aiming to empower families and individuals to challenge care delivery, and agreed to join a working group to represent social care interests.



- **Working Group Formation:** Victoria shared that Lynda Stockwell is leading the project, co-opting interested parties, with the first meeting expected within two weeks, and plans to provide a more concrete update at the next council meeting.

Clinical Supervision Programme Promotion: Caron and Victoria discussed the resilience-based clinical supervision programme, noting positive feedback and low regional uptake, and encouraged members to release staff to participate, with Victoria offering to connect interested parties with experienced participants.

CNO Awards and Recognition: Caron reminded members about the CNO awards for adult social care and NHS, provided tips for nomination submissions, and emphasised the importance of recognising colleagues amid organisational changes and displacement.

Co-Chair Recruitment: Victoria called for members to spread the word about the open Co-Chair position, highlighting the opportunity to get involved in both behind-the-scenes and public-facing council work.

Member Registration and Communications: Sonia reminded members to complete registration forms and clarified that video testimonials submitted for International Nurses Day were included in the OS blog.

Newsletter Contributions: Caron encouraged members to submit good news stories for the newsletter, especially during the current period of transformation, to help raise the profile of SCNACs.

Skills for Care International Nurses Day Event Follow Up

From: Social Care Nursing <SocialCareNursing@skillsforcare.org.uk>

Sent: 15 May 2026 9:09 AM

To: Social Care Nursing <SocialCareNursing@skillsforcare.org.uk>

Subject: International Nurses Day celebration

Dear all,

Thank you to everyone who attended our International Nurses Day celebration on the 12th May.

During the session, we heard from Professor Deb Sturdy, Chief Nurse for Adult Social Care, who reflected on national priorities, leadership, and the impact of social care nursing. This was followed by a



presentation from Ashleigh Fox, Transforming Care Director at Catalyst Care Group, who talked about 'when nurses choose not to look away', and the impact of empowered nurses on people, the nursing community and on the wider sector. Ashleigh also shared a powerful video on 'Caring With Courage': <https://www.youtube.com/watch?v=uZLJF-K21Xg>

We have included a quick recap below of all the information and links that were shared in the chat:

NMC practice learning review consultation	Your chance to make sure the voice of social care nursing is heard: Practice learning review consultation - The Nursing and Midwifery Council
Placement strategy	For information about the strategy, please see Strategy to enable social care placements for student nurses and nursing associates As part of the strategy, we also celebrate excellence in supporting nursing education through our commendations scheme – see Celebrating excellence in supporting nursing education for more information. As part of our event, we celebrated Bay Court Nursing Home in Exeter who recently received a Gold commendation
We are social care nursing	To find out more about how Skills for Care support Social Care Nurses, please see We Are Social Care Nursing, and to join the social care nursing community please see Join the nursing community. If you want to sign up to our forums see below
Chief Nurse Adult Social Care Awards	Please submit your nominations here: Chief Nurse Adult Social Care Awards: nomination criteria - GOV.UK
Nurse prescribing	We are exploring awareness and experience of nurse prescribing in Adult Social Care (ASC). Please complete our short survey to help us understand what the sector currently knows, and to identify key barriers and opportunities to support future uptake. Nurse prescribing in adult social care – Fill out form
Our Forums	We run a Workforce Forum, Education Forum and Global Majority Nursing Network. To find out more about our forums, please see We Are Social Care Nursing , and to sign up to any of our forums please use the online form here: Forums sign up form
Forum co-chairs	We are looking for co-chairs for each of our forums, you do need to be a member of that forum to submit an expression of interest. For more information, and to submit an expression of interest, please see the links below:



	Global Majority Nursing Network Expression of Interest form (EOI) - Network co-chairs – Fill out form Nursing Education Forum Expression of Interest form (EOI) - Network co-chairs – Fill out form Nursing Workforce Forum Expression of Interest form (EOI) - Network co-chairs – Fill out form
--	---

And finally, please do complete our event feedback survey so that we can make sure that future events are as useful as possible: <https://online1.snapsurveys.com/nursingforums2026-27>

Many thanks

Lucy, Emily and Jess – the Skills for Care Social Care Nursing team
