



**Adult Social Care Nursing Advisory
Council (SCNAC)**
MIDLANDS Region Quarterly Meeting 09
Tuesday 4th August 2026, 09:30-11:00



<u>Attending:</u>		
Anita Astle	-	Co-Chair for the Midlands SCNAC
Jaqueline Barnes	-	Director of Nursing Professional & Systems Development, for NHS England and the Midlands Region
Joyce Fletcher	-	Employer Link Service Adviser for the Independent Health and Social Care (Midlands), NMC
Lucy McDonald	-	Senior Transformation Lead (Midlands), Skills for Care
Jasmine Stanhope	-	RMN & Deputy Chair for Leicester, Leicestershire & Rutland SCNAC and Managing Director, Rushcliffe Care Group
Sandra Prew	-	National Residential Setting Lead, NIHR
Sevim Hodge	-	RN and Postdoctoral Researcher (Social Care and Care Homes), Wolfson Institute of Population Health, Faculty of Medicine & Dentistry, Queen Mary University of London
Kellie Johnson	-	Lead Nurse, Quality and Patient Safety, Representing Staffordshire and Stoke-on-Trent ICB
Katie Thorn	-	Director of Innovation, Digital Care Hub
Sam Preston	-	Lead Nurse Independent Health & Social Care for the East Midlands, RCN
Laura Hollowood	-	Assistant Professor in Nursing, Clinical Associate with Gold Standards Framework & PhD Student, University of Birmingham
Andrea Barker	-	Workforce Development Coach and Shared Nursing Tasks, LINCA
Shanci Mathew	-	Registered Manager, Morton Grange Nursing Home
May Parsons	-	Head of Nursing, Gold Care Homes
Itai Nyamatore	-	Registered Manager, GAIN Care
Sonia Pritchard	-	SCNACS Admin, The Outstanding Society

<u>Apologies:</u>		
Jo-Anne Wilson	-	Registered Manager, Royal British Legion and Co-Chair for the Midlands SCNAC
Nina Morgan	-	NHSE Regional Chief Nurse, Midlands
Mike Slator	-	Project Support Specialist, VIVALDI Social Care & The OS
Jo Hunter	-	Director of Safeguarding, Partnerships & CHC, DLN Cluster
Mark Turton	-	Director of Lincolnshire Care Association & Head of Workforce, CareinLincs
Nicola Sherbourne-Wilson	-	PA to Karen Spilsbury, Leeds University
Yvonne Higgins	-	Director of Nursing for NHSE Midlands

Kathryn Cobain	-	CNO, Coventry & Worcestershire and Herefordshire & Worcestershire
Maria Laffan	-	CNO, Leicestershire, Northamptonshire & Rutland
Lynne Bowers	-	Social Care Nursing, West Midlands ADASS
Pam Dalby	-	Ashfield Services
Lisa Hughes	-	Home Manager, Ardenlea Grove Care Home (BUPA)
Sally Roberts	-	CNO, Birmingham, Black Country & Solihull
Gabriella O'Keeffe	-	Head of Service for Quality & Improvement, NICB
Elissa Francis	-	Bupa Homes
Vicky Sandy-Davies	-	Independent Health & Social Care Lead Nurse, RCN
Shirley Way	-	Head of Area for East & West Midlands, Skills for Care
Diane Mayhew	-	Rights for Residents

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

Date of Future Meetings:

- Tuesday 3rd November 2026, 09:30-11:00
- Tuesday 2nd February 2027, 09:30-11:00

Note Summary:

Leadership Changes and Co-Chair Recruitment:

- **Co-Chair Resignation:** Anita announced that Jo-Anne Wilson had stepped down as Co-Chair due to personal reasons but will remain on the council. She expressed gratitude for Jo-Anne's contributions over the past three years.
- **Co-Chair Recruitment Process:** Anita explained SCNACs are seeking a new Midland Co-Chair, and encouraged interested parties to apply, with interviews being conducted on or before 18th August and flexibility for rescheduling if needed.
- **Application Coordination:** Sonia requested that interested candidates email directly (Admin.SCNAC@theoutstandingsociety.co.uk).

Midlands NHS England and CNO Summit Updates: Jacqueline Barnes provided a comprehensive update from the Midlands NHS England team:

- **Graduate Placements and Social Care App:** Jacqueline highlighted the focus on graduate placements for leavers, encouraging the use of the Midlands app to advertise social care nursing jobs and emphasised the need for social care nursing to have a strong presence on the platform.
- **Clinical Placements and Quality:** The importance of including social care placements in student training was discussed, with Jacqueline urging those not currently involved to reach out for support in expanding placement opportunities.
- **Band 5 Job Evaluation:** Jacqueline clarified that the current Band 5 job evaluation is NHS-specific but noted ongoing conversations about social care nursing, with lessons learned to be shared in the future.
- **NHS Quality Strategy and Experience of Care:** The NHS Quality Strategy was released, and Jacqueline recommended reading it for direction on neighbourhood health and social care integration; a new experience of care toolkit and self-assessment tool were also introduced, with offers of support for social care adaptation.
- **Band 9 Recruitment and NMC Consultations:** A Band 9 position is open for applications, and Jacqueline encouraged Midlands representation; the council was also reminded of ongoing NMC consultations, particularly regarding new anti-racism standards.

- **Regional Reorganisation:** Jacqueline noted ongoing regional reorganisation, with significant staff reductions in both the regional team and ICBs and described the first attendance of regional chief nurses at the national monthly SCNAC Co-Chair's meeting, with plans for biannual meetings to strengthen collaboration.

Skills for Care Updates and Collaboration: Lucy MacDonald presented updates from Skills for Care:

- **Regional Skills Improvement Plans:** Lucy described ongoing work to identify and address skills needs in adult social care across regions, with a focus on nursing, clinical care skills, and the integration of health and social care into regional planning.
- **Preceptorship and Forum Opportunities:** Skills for Care continues to offer DHSC-funded preceptorship workshops and maintains several forums (Education, Workforce, Global Majority) for sector engagement, with expressions of interest required for participation.
- **Commendation and Placement Recognition:** Lucy highlighted the gold commendation process for employers providing high-quality placements and emphasised the importance of supporting students and younger people in regulated qualifications.
- **Collaboration with NHS England:** Jacqueline Barnes and Lucy agreed to arrange a meeting to align efforts on celebrating nursing excellence and workforce development, involving regional leads and sharing best practices.

Digital and AI Developments in Social Care: Katie Thorne updated the council on digital advancements:

- **AI and Care Alliance Launch:** Katie announced the formation of the AI and Care Alliance, a cross-sector group focused on responsible AI use in social care and offered to share relevant links and resources.
- **DSPT Achievement:** Katie reported that 86% of CQC-registered organisations completed the DSPT, marking the largest return ever and reflecting increased attention to data protection and cybersecurity in social care.
- **AI Guidance and Regulation:** In response to Anita's query, Katie confirmed the availability of AI safety tips and explained ongoing monitoring of MHRA AI Commission guidance, particularly regarding ambient voice technology and its classification, noting current governance challenges.

Fitness to Practise and Workforce Challenges: Workforce challenges were discussed:

- **Referral Disparities and Data Analysis:** Joyce and Samantha described ongoing work to analyse referral data, revealing disproportionate referrals of male nurses from black and ethnic minorities in social care compared to NHS settings, and highlighted the need for education and recalibration of referral practices.
- **Cultural Adaptation and Support:** Shanci and Joyce discussed the difficulties internationally trained nurses face in adapting to UK practice and culture, noting the lack of consistent pastoral support in social care compared to the NHS, and outlined NMC's efforts to review and improve support programmes.
- **Exploitation and Modern Slavery Concerns:** Andrea and Shanci raised concerns about threats of NMC referral as a form of coercion, exploitative sponsorship and accommodation practices, and the reluctance of affected staff to report abuses due to fear of job loss or visa issues.
- **Commissioning and Contractual Safeguards:** Jacqueline suggested that ICBs could include minimum standards for nurse support in contracts with care providers and recommended engaging with chief nurses to explore contractual solutions.
- **Discrimination and Racism in Commissioning:** Joyce reported alarming instances where commissioners directed providers not to send black nurses to certain patients, prompting discussion on anti-discriminatory practice, the need for support networks, and the importance of raising and addressing such issues collectively.

Dysphagia Toolkit Development and Research: Ongoing work to consolidate dysphagia resources was discussed:

- **Toolkit Consolidation:** Anita outlined efforts to compile regional dysphagia guidance and toolkits, including resources from Birmingham and Solihull ICBs, the Black Country, Nottinghamshire, and Lincolnshire, with plans to centralise links on the Outstanding Society SCNAC Midlands page.
- **Research Study Launch:** Sevim announced the success of a grant application for an NIHR-funded study on compensatory interventions for dysphagia in adults, seeking input on current practices and inviting participation in a stakeholder steering group. ***See additional information below and attachment to email.***
- **Implementation Challenges:** Participants discussed practical issues such as inconsistent use of thickened fluids, the impact of family attitudes, the importance of training, and the need for clear guidance on risk feeding and mental capacity considerations.
- **Stakeholder Engagement:** Sevim requested feedback on interventions used in care homes and offered to circulate a survey and steering group invitation, with Anita and Andrea agreeing to disseminate these to their networks.

West Midlands ADASS Update: Sonia read out the follow update from Lynne Bowers who sent her apologies:

- We were pleased to see the **Royal College of Nursing (RCN)** confirmed as a member of the **Adult Social Care Fair Pay Agreement Negotiating Body**, although regulated professions are not currently included within the scope of the negotiations.
- WMADASS is currently working with the RCN, the **Nursing and Midwifery Council (NMC)** and **Skills for Care** to develop a joint webinar for the autumn. The focus will be on supporting the workforce and employers to take a more proportionate and consistent approach to fitness-to-practice concerns, including helping teams to recalibrate referral practices and strengthen local support arrangements.
- The **DHSC Care Workforce Pathway – Part 3** has now been published. There is a substantial body of guidance available online, and Skills for Care has produced a particularly helpful infographic to accompany the pathway. At present, the pathway does not yet include regulated professions.
- The timetable for the **Casey Commission** has been accelerated, with reporting now expected in summer 2027. We hope this will help provide greater clarity and momentum around longer-term reform and workforce development. (Andy Burnham PM speech today).
- Looking ahead, there are reasons for cautious optimism regarding entry routes into social care, including social care nursing. A range of youth employment, skills and education reforms should help strengthen the future pipeline into the sector.
- Finally, **Skills England's 2026 assessment** identified adult social care as a priority sector and recognised the need for growth in the workforce, including increased numbers of care workers and a stronger skills offer at Levels 3 and 4 to reflect the increasing complexity of needs within the population.

Progress Review, Stakeholder Engagement, and Next Steps: Anita reviewed progress against objectives:

- **Impact of Restructuring:** Anita noted that ongoing organisational restructuring and voluntary redundancies have slowed collective progress, though individual initiatives continue in areas such as digital care and NMC work.
- **Action Points and Follow-Up:** Key actions include Lucy and Jacqueline's planned collaboration on nursing strategy, a follow-up with Lynne Bowers, and the continued development and launch of the dysphagia toolkit.

- **Next Meeting Arrangements:** The next meeting is scheduled for 3rd November, with Anita inviting any additional issues from social care colleagues before closing the session.

Additional Information:

From: Sevim Hodge <s.hodge@qmul.ac.uk>

Sent: 06 August 2026 08:57

To: Sonia Pritchard <Admin.SCNAC@theoutstandingsociety.co.uk>

Subject: Re: Follow Up Information

Hi Sonia,

Re: Techniques for Enabling safe & dignified drinking in adults with swallowing difficulties -TEA study

Please find attached (to the sending email) the document with a couple of the dysphagia survey questions we'd like feedback on. The survey is aimed at different health professionals and social care staff and we want to make sure we are inclusive/the wording is accurate.

Once the survey has been fully drafted, it would be great to come back to the SCNAC to circulate for a full review/pilot with care home/social care staff.

TEA-Study steering group opportunity

It would be great to have one or two members of the SCNAC to join our study steering group to support the study but also work collaboratively so we can share our research with SCNAC in ways that are relevant and meaningful.

Once the steering group is set-up, we aim to host meetings bi-monthly. If anyone is interested, please can they contact me and I can arrange a brief call to talk about the study in more detail -

s.hodge@qmul.ac.uk

Finally, I am conscious of the work you are all completing in this area, to avoid duplication and to ensure our research remains relevant, could we continue to provide project updates to the group as the study progresses?

Thanks so much for your support.

BW

Dr Sevim Y Hodge, RN, BSc, MA, PhD

Registered Nurse | Postdoctoral Researcher

Wolfson Institute of Population Health

Faculty of Medicine and Dentistry

Queen Mary University of London

Yvonne Carter Building, London E1 2AB

Website: <https://www.qmul.ac.uk/wiph/centres/centre-for-psychiatry-and-mental-health/>



Honorary Clinical Research Fellow

Barts Health NHS Trust

London

E1 1FR

From: Lorna Chesterton <L.Chesterton3@salford.ac.uk>

Sent: 29 July 2026 17:02

Subject: Request to support dissemination of the Standards Setting questionnaire

Dear Colleague,

We are inviting you to take part in an important national study, funded by the General Nursing Council Trust (GNCT) to help shape the future of nursing, and nurse associate student placements in adult social care.

As part of this work, we have developed a set of draft **Standards for Nursing Student Placements in Social Care Learning Environments**. These standards have been produced to help social care organisations recognise, prepare, support and sustain placements for nursing students and nursing associate students. We have presented these standards around a model called **The CARES framework**

You are invited to participate if you are a: Nursing and Midwifery Council Registered Nurse; Nursing Associate or Registered Manager with the Care Quality Commission (CQC) in England, or Social Care Wales, or working in, or directly supporting, adult social care in England or Wales through practice, education or policy.

We would be grateful if you could complete the questionnaire which takes approximately 10 minutes to complete. Your responses will be analysed and used to develop a second-round questionnaire. If you choose to continue participating, you will be invited to review your original ratings alongside the group's responses before providing your final ratings.

Please note that this questionnaire is not intended for staff working in services that provide care **into** adult social care settings, such as community nursing, Hospital at Home, virtual wards, GP nursing teams or frailty teams.

Your expertise and experience are invaluable to this work, and we would greatly appreciate your contribution.

Here's the link to the survey: <https://app.onlinesurveys.jisc.ac.uk/s/salford/standards-for-student-nurse-placements-in-social-care>



If you wish to know more about the project, we have produced a short video telling you how we developed the standards, which is available here: <https://youtu.be/jUAfuZZ0Gs>

Please could you share this email with all your networks and colleagues working in social care

Thank you in advance for your help with this

With best wishes

Lorna

Dr Lorna Chesterton
PhD, MSc, BSc(hons) QN, DN, RGN
Researcher in Nursing
School of Health and Society
MS354 Mary Seacole Building
University of Salford

From: Nat Riley <Nat.Riley@skillsforcare.org.uk>

Sent: Tuesday, 04 August 2026 13:07:14

To: Midland SCNAC

Subject: Fw: PNA Funded Places

Hi both,

Hope you are well

I wanted to check if you had both seen the below regarding the opportunity for social care nurses to do the PNA level 7?

I will be sending round our contacts but maybe one for your SCNAC group?

Thanks

Nat Riley

Locality Manager (Midlands)

Midlands

Skills for Care

T: 07817387848

From: CLAPHAM, Paula (NHS ENGLAND) <paula.clapham1@nhs.net>

Sent: Wednesday, July 29, 2026 4:00 PM

To:

Subject: PNA Funded Places

Dear All,

I am delighted to confirm the Midlands have been allocated 109 nationally funded level 7 places. This email has already been sent to PNA leads but I am sharing further for your networks.

This is for Registered Nurses only.

Please read the form carefully as there are further requirements this year, to ensure that we utilise the places as equitably as possible.

[Expression of Interest: Midlands PNA Level 7 Training \(De Montfort University\) – Fill in form](#)

Submission dates, cohort dates and eligibility criteria are in the form.

We look forward to receiving your verified submissions shortly.

Kind Regards

Paula

[Paula Clapham RN, BN\(Hons\), BSc \(Hons\), SPQ, NMP, Queens Nurse.](#)

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