



**EAST OF ENGLAND Social Care Nursing
Advisory Council (SCNAC)
Regional Quarterly Meeting 09
Wednesday 19th August 2026, 10:00-11:30**



<u>Attending:</u>		
Victoria Hulstrom	-	Regional SCNAC Co-Chair, East of England and Clinical Director for Nouvita Healthcare
Gavin Pathmarajan	-	Newly Appointed Regional SCNAC Co-Chair, East of England and Head of Care and Quality, Cinnamon Care Collection
Louise Ashley	-	Regional Chief Nursing Officer (CNO), East of England
Caron Sanders-Crook	-	Outgoing Regional SCNAC Co-Chair, East of England and Asset Management, Fulcrum Care
Helen Cumbers (nee Wright)	-	External Workforce & Skills Manager, Norfolk County Council – Adult Social Care
Jo Flippance	-	Care Network Clinical Manager, Bedfordshire Care Group
Pauline Shaw	-	RN and Employee Link Service Advisor, NMC
Phil Tilney	-	Social Care Careers Ambassador, Norfolk & Suffolk Care Support
Sam Preston	-	Lead Nurse for Independent Heath & Social Care Nurses, West Midlands for the RCN. Attending on Sarah Seeley behalf
Dr Lorna Chesterton	-	University of Salford
Sonia Pritchard	-	EA for the Outstanding Society & SCNACs Administrator

<u>Apologies</u>		
Viv Barker	-	Director of Nursing for Mid and South Essex
Rowan Procter	-	Executive Clinical Director, Total Quality Management, Central East ICB
Sarah Stanley	-	CNO Bedfordshire, Luton and Milton Keynes ICB
Beverley Husbands	-	PA to Rowan Procter
Dr Melanie Stephens	-	Salford University – Dr Lorna Chesterton attending.
Kirsten Dangerfield	-	Head of Learning and Development and Advance Practice Lead, EPUT
Matthew Adlem	-	Quality and Transformation Lead, Eleanor Care
Lisa Nobes	-	Executive Director of Nursing & Quality, Norfolk & Suffolk ICB
Mary Edmonds	-	Deputy Dean: Practice Learning & Simulation, Faculty of Health, Medicine & Social Care, Anglia Ruskin Uni
Sarah Seeley	-	Lead Nurse for Independent Heath & Social Care Nurses, Eastern Region for the RCN. Sam Preston attending on Sarah's behalf
Alexandra Flack	-	Placement Capacity Expansion Lead, NHS Mid & South Essex ICB
Judy Cable	-	Home Manager, The Soham Lodge Care Centre

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

Date of Future Meetings:

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

Update on appointment of new Co-Chair for East of England SCNAC:

The council warmly welcomed Gavin Pathmarajan to the role of East of England Co-Chair. Gavin was appointed to the role this week and is very much looking forward to taking on an active role at this very exciting time of Social Care. Gavin is an RGN and QN and in his substantive role is the Head of Care and Quality for Cinnamon Care Collection.

Summary Notes:

Regional Nursing Strategy and Integration of Social Care: Louise Ashley provided an in-depth update on the evolving regional nursing strategy, highlighting the integration of social care and NHS nursing, and the importance of collaborative working:

- **Regional Team Restructuring:** Louise explained the ongoing merger of NHS England with the Department of Health and Social Care (DHSC), resulting in a significant reduction in headcount and a redefinition of regional and ICB roles. The region now focuses on professional leadership, quality oversight, and improvement and development of practice, with a streamlined team structure and clearer division of responsibilities between ICBs and the regional office.
- **National Nursing Strategy Overview:** Louise outlined the forthcoming national nursing strategy, which will focus on transforming care (including neighbourhood health and prevention), evolution of practice (digital and AI integration), reforming education and careers (with a push for parity between NHS and social care), and culture and behaviours (addressing issues such as racism, incivility, and staff morale).
- **Collaboration and Breaking Down Silos:** Louise emphasised the need to move away from siloed working between NHS and social care, proposing quarterly regional meetings to bring together nurses from all sectors, including social care, voluntary, military, and primary care, to identify shared challenges and opportunities for joint improvement.
- **Culture, Behaviours, and Staff Retention:** Council members discussed challenges around workplace culture, incivility, and the weaponisation of the NMC PIN, particularly for internationally educated nurses. Louise and others agreed on the need for reflective practice workshops, better support, and a cultural overhaul to attract and retain staff.
- **Funding and Training Parity:** Concerns were raised about disparities in funding and access to training between NHS and social care, including issues with CPD funding, access to courses, and the impact on staff development. Louise acknowledged these issues and noted ongoing discussions at national and regional levels to address them.

Louise also shared that she was in the process of pulling together an integrated meeting with Nurse leaders from all sectors in the East as well as stakeholders and hoped, that through this network. There would also be frontline representation too. When this is arranged details will be shared.

NMC Updates and Support for Social Care: Pauline provided an update on the Nursing and Midwifery Council's (NMC) strategy, internal reforms, and the support available to social care providers:

- **NMC Strategy and Internal Reforms:** Pauline reported on the NMC's annual report, highlighting five internal themes: improving fitness to practise processes, cultural transformation, strengthening leadership, modernising the NMC, and addressing racism and equity. She noted the significant proportion of registrants from minority backgrounds and the need for the NMC to reflect this diversity.

- **Regulatory Updates and Consultations:** Pauline shared updates on the review of the NMC Code and revalidation processes, with public consultations ongoing and a focus on modernising standards, digital processes, and embedding equity, diversity, and inclusion. She encouraged council members to engage with upcoming consultations and updates.
- **Learning Sessions and Employer Link Service:** Pauline described the free learning sessions offered by the NMC's Employer Link Service, covering topics such as introduction to the NMC, record keeping, revalidation, accountability, and delegation. She emphasised the importance of these sessions in reducing unnecessary referrals and supporting CPD and revalidation for nurses.
- **Addressing Fear and Misconceptions:** Pauline and others discussed the widespread fear among nurses regarding the loss of their PIN, particularly among students and internationally educated staff. She clarified that less than 1% of registrants face fitness to practise referrals annually and highlighted the NMC's efforts to provide reassurance and accurate information through learning sessions.

Development of Social Care Placement Standards: Dr Lorna Chesterton presented a project from the University of Salford to develop consensus-based standards for nursing student placements in social care (see additional information below for more details) - **DEADLINE for completing the questionnaire is 31st August 2026:**

- **Project Overview and Rationale:** Lorna explained the project's aim to create fit-for-purpose standards for nursing student placements in social care, funded by the General Nursing Council Trust, and based on evidence and practitioner input. She noted the negative perceptions students often have about care home placements and the need to change this narrative.
- **Call for Participation:** Lorna invited attendees to complete an online questionnaire to help shape the new standards, emphasising the importance of direct input from social care nurses and registered managers to ensure the standards are relevant and practical.
- **Challenges in Reaching Practitioners:** Helen and Lorna discussed the difficulty in reaching frontline staff due to reliance on communication through managers, highlighting the broader issue of limited employee voice in social care and the need for more direct engagement mechanisms.

Key Sector Updates and Opportunities: Victoria provided updates on sector developments:

- **Council Membership and Engagement:** Victoria announced the upcoming addition of Eleanor Healthcare to the council. She encouraged members to complete the council registration form and share good news stories or innovative work for wider recognition.
 - **CNO Nurse Leaders' Meeting Highlights:** Victoria summarised the recent CNO nurse leaders' meeting, noting Yvette Cooper's commitment to adult social care and the emphasis on system integration, as well as updates on the mental health strategy and the move towards place-based systems.
 - **Opportunities for Involvement:** Victoria shared information about opportunities to participate in the design and delivery of a new digital clinical placement model, upcoming workshops, and the Skills for Care gold standard social care placement strategy, encouraging members to engage and promote these initiatives. Victoria highlighted the opportunity to engage in and to encourage participation in the Casey Commission's open consultation.
 - **Recognition and Awards:** Victoria reminded attendees to promote the Chief Nursing Officer Awards, which are open to social care colleagues and support staff.
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Additional Information:

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: [GNCT Survey](#)

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

Support for the Nursing Community:

- [Preceptorship](#) offer to establish and provide templates for preceptorship in practice.
- [We Are Social Care Nursing](#) offers regular newsletters and forums for registered nurses in social care.
- An upcoming webinar to support student nurses practice placement, [Strategy to enable social care placements for student nurses and nursing associates - Registered manager webinar](#). The community of practice for practice assessors and practice supervisors in the Eastern region through the Inspire project, I have attached the poster for our next meeting.
- **Join us to explore nurse prescribing in adult social care**
Wednesday 14 October | 14:00 15:00 | online
Nurse prescribing has the potential to improving access to medicines, improve person-centred care and make the best use of nursing expertise in adult social care settings.
Whether you're a registered nurse, employer, workforce lead or educator, this event is an opportunity to explore how prescribing can strengthen services and support better outcomes for people drawing on care.
The session will bring together experts to share current developments, practical insights and examples of how nurse prescribing is being implemented across adult social care.
You'll gain a better understanding of the opportunities, challenges and support available to develop prescribing roles within your organisation.
[Find out more and book your place](#)
(<https://www.skillsforcare.org.uk/news-and-events/Events/October/Nurse-prescribing-in-adult-social-care.aspx>)
- **Neighbourhood health starts with social care | 21 October | 09:30 - 13:00**
<https://www.skillsforcare.org.uk/news-and-events/Events/October/Neighbourhood-health-starts-with-social-care.aspx>
- **Gold standard – social care placement strategy** - Slide attached with the sending email.
<https://www.skillsforcare.org.uk/Regulated-professions/Nursing/Pre-registration/Student-nurses-and-nursing-associates.aspx>
- **Social Care Education and Placement Support Group (SCEPS)** - See flyer attached with sending email. **05 November | 14:00 – 15:00**
Join: <https://teams.microsoft.com/meet/39796459901306?p=lkbqfZqzHuzPvV55zv>

Hospital to Community workshop 22nd September 2026 - EoE Workforce, Training and Education Directorate, NHS England – more information attached to the sending email

The big conversation – Baroness Casey: <https://caseycommission.co.uk/bigconversation/take-part/>

NHS England is working in partnership with Digital Clinical Placements (DCP) - The Manchester Model to design and deliver a national Community and Neighbourhood Digital Clinical Placement (DCP) programme. The initiative aims to support the future nursing workforce by increasing exposure to a broad range of nursing careers across neighbourhood - community settings.

The placement has secured contributions from a range of specialist services, including Neighbourhood, Pharmacy, Genomics, Community Cancer Nursing and Maguire Communication.

We are now seeking support from organisations to identify Nurse Specialists working in real-world neighbourhood and / or community settings across:

- Adult Nursing
- Children and Young People's Nursing
- Learning Disability Nursing
- Mental Health Nursing

Contributors will help learners understand the scope of their service provisions, the realities of practice, and the capabilities required within specialist nursing roles.

Contributors will be invited to:

1. Support the design of placement materials (up to 15 hours).
2. Participate in live placement delivery sessions (up to 3 hours per placement). (two cohorts currently allocated January 2027 and March 2027)

Contributing organisations will be reimbursed for employee contributions at the appropriate Agenda for Change rate.

This is an opportunity for staff to influence the development of the future nursing workforce, showcase specialist practice, and gain valuable professional development experience through an innovative national programme.

This innovative placement will reduce workforce pressures by hosting over 150 learners at one time and assure high-quality clinical education aimed to improve care experiences for people in our communities.

If your organisation would like to nominate an individual or team, please complete the Expression of Support by the **14th September 2026**.

[Expression of Interest](#)

Thank you for your contribution to workforce strengthening for our nurse workforce.

Kind regards,
Alison (DCP Lead) in partnership with NHS England

Calling all nurses and support care workers

Climate change presents an immediate and growing threat to health. You, as nurses and support care workers alongside those working in the NHS, are the biggest solution to improving sustainability in health and care.

Find out how you can make a difference by scanning the QR codes below.



Connect, share insights and promote greener practices with the **Greener NHS Sustainability Futures Knowledge Hub**. Here, you can access tools, training, case studies and much more. Scan the QR code to begin!

The Circular Economy: Opting for Reusable Health Care Products

NHS Supply Chain is dedicated to supporting the NHS and partners in care to reach its net zero targets. We recognise our cross-functional role and the power of collaboration to influence positive change.



Scan the QR code to visit the **NHS Supply Chain's Sustainability Opportunities webpage**

Discover innovative choices backed by data and real-world success stories.



What's Next?

Visit the links below to find out more.



Register with the National Nursing and Midwifery Sustainability Network

Providing guidance, resources and advocacy so that nurses and midwives can drive high quality, equitable, lower carbon and resilient healthcare systems.



Scan here for resources on sustainable nursing - from books and reports to journal articles and more

Scan to discover how the RCN is empowering nurses to lead climate action and build a sustainable future for health and care.



Develop tangible changes with the Design for Life roadmap

Design for Life aims to reduce single-use devices, improve capacity and deliver the right products at the right price. It's also exploring changes to innovative product design and regulations.



Sign up for the Nursing and Midwifery bulletin from the Chief Nursing Officer

Provides key information for nursing, midwifery and care staff with a focus on workforce, leadership and other important updates.