

NICHE
Anchor Institute

UEA
University of East Anglia

NEWSLETTER

WELCOME TO MARCH 2024: ISSUE 6

The Norfolk Initiative for Coastal and Rural Health Equalities (NICHE) as an Anchor Institute is delivered across the Norfolk and Waveney Integrated Care System at UEA.

Our four strategic objectives are:

- 1) Improving health inequalities across rural and coastal communities;
- 2) Workforce development and transformation;
- 3) System collaboration and transformation through effective partnership working;
- 4) Wellbeing and sustainability.

To find out more, visit our website:

<https://www.uea.ac.uk/groups-and-centres/projects/niche>

Or email us at: NICHEAnchor@uea.ac.uk



WELCOME

As Spring starts to take hold we can see the colourful bulbs appear in the sunlight, strengthening the new shoots of growth, so too with NICHE's new team, who are bedding into their roles and engaging externally with stakeholders.

The team had an Away Day, and are working on our milestones and metrics from which to evidence success, whilst also going out and meeting system colleagues. On 4th March we attended the second cohort of JPUH Embedded Scholars' Celebration Event (page 3), and are continuing to capture evidence and impact of our first year's work across the NSFT/NICHE Residential Culture and Care Leadership Programme participants (page 4), and other NICHE funded activity, e.g. THRIVE at QEHL (page 5).

We have also started working with our other HEI Anchor Institute Colleagues on the overarching Evaluation, with more news on that to come in forthcoming newsletters and blogs.

Do book onto the Shared Learning Event on 18th April, on the next page, to hear more from our NICHE colleagues!



NICHE Shared Learning Event

Thursday 18th April 2024

NICHE is hosting an in-person half-day workshop on Thursday 18th April 2024, 9am-1pm at the Sportspark, UEA. The Shared Learning Event will provide an opportunity to share learning arising from the workstreams, embedded projects and programmes with networking opportunities over refreshments and lunch.

>> Book your place via UEA Store <<

Workshop:

- Embedding Evaluation in Creative Wellbeing Projects. Rosalind Hewett, Learning & Engagement Officer, Norwich Museums and Holly Sandiford, Creative Evaluator for Community Culture Club

Concurrent Presentations:

- Transforming Practice and Empowering Staff in the Use of Qualitative 'Friends and Family Test' (FFT) Data to Enhance the Patient Experience. Jamie Kirkham, Patient Experience Assistant, JPUH
- Optimising Wellbeing through Interprofessional Schwartz Rounds at UEA: What we know so far about healthcare professionals' experience attending Rounds. Joel Owen, Associate Professor in Evidence-Based Psychological Therapies, UEA
- An overview of 'Seeing Red'- Improving the End-of-Life Care Pathway across West Geographic Place. Alice Dean, Clinical Project Manager, The Norfolk Hospice (and NICHE Fellow)
- An overview of the work being done around retention. Dr Rebekah Hill, Associate Professor of Nursing and Lorna Sankey, Research Associate, UEA
- Factors that influence child conveyance decision made by prehospital clinicians. Alex Blake-Barnard, paramedic, East of England Ambulance Service
- Orthopaedic Out of Bed Project (OOBP): Improving early mobilisation following femoral fracture using a therapy-led education programme. Rene Gray, Professional Lead for Physiotherapy, JPUH (and NICHE Fellow)
- The Maple Project. Victoria Humphrey, Healthcare Assistant, JPUH



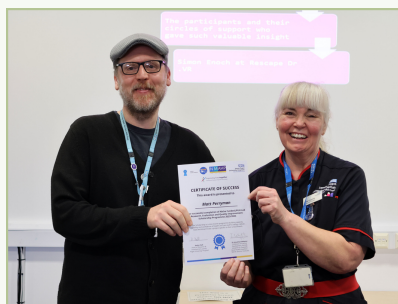
Celebration Event

JPUH (NICHE funded) Research, Evaluation and Quality Improvement Scholarship Cohort 2

The JPUH (NICHE funded) Research, Evaluation and Quality Improvement Scholarship hosted its Cohort 2 Celebration Event on 4th March 2024 at the James Paget Hospital.

The scholarship is designed to build capacity, capability and confidence of health and care staff in research readiness using a 'person' and 'project' based approach. Scholars are embedded within their areas of work and apply for the programme with an improvement idea in mind. The project is developed and co-designed with their line managers, patients and colleagues, further demonstrating the importance of embedded activity, and guided by the scholarship programme facilitation team. Scholars receive one day a week of dedicated time over a nine-month period, inclusive of a monthly taught/facilitated structured programme for project development and personal growth, and independent learning days.

The sixteen scholars who successfully completed cohort two included a Paramedic, Physiotherapists, Healthcare Assistant, Care Home Manager, Occupational Therapist, Patient Experience Assistant, Research & Evaluation Advisors/Assistants, Operating Department Practitioner, Community Disability Learning Nurse, 111 Health Advisor and Research Facilitator. The Celebration Event saw scholars present their work both orally and through posters displayed around the venue. The event was attended by Scholars, Mentors, Line Managers, Paul Morris, Jacky Copping, the study programme team and NICHE.



Cohort 3 commences on Monday 25th March 2024 with 12 new scholars and we are very excited to announce we are now welcoming applications for Cohort 4.

Cohort 4 applications are open until Monday 8th April 2024

**For more details contact
NMAHPRes@jpaget.nhs.uk**



NSFT/NICHE Residential Programme

Follow-up event 6th March 2024

Back in the hot summer heat of June 2023, 25 participants became the inaugural cohort of a bespoke residential programme exploring 'Leading and Facilitating the Development of Person-Centred Care and Cultures', from across the Norfolk and Suffolk Mental Health NHS Foundation Trust (NSFT).

In March 2024, as part of the 12-month post residential programme support and follow-up, participants came together in a workshop focused on evaluation and measuring impact. The aim being to capture the multiple forms of evidence relating to how participants have used their learning experience to influence and lead the ongoing improvements in care and cultures within and across their localities and clinical care groups.

15 participants attended the workshop and brought updates on their working contexts. Many described their contextual experiences of change and how they were using their learning from the residential programme and subsequent programme support to enable both individual and team development.



A presentation given by Jonathan Webster, was a jointly prepared discussion arising from work between Jonathan and Lee Davis on 'Rewilding our Workplace Culture'. What was evident in their emerging work was a growing, innovative, conceptual framework for embracing all contributions to the 'ecosystem'. Outlined as the natural intent needed to transform our workplace cultures to ones that supports, nourishes and enables our workplace to be a 'good' place to experience care and to work requires an 'active' approach to 'conservation and repair'. Rewilding is a process of co-creating workplace cultures in balance, where all contribute and have a place – as a process of regeneration, leadership and growth with a nurturing intent.

The second half of the workshop was facilitated by Jo Odell and Johnny Yuen, two NICHE Senior Research Associates, guiding participants through exploring how to evidence the impact of their learning and experiences, and where to source evidence by working with stakeholders. The final workshop is in July 2024.

Statements captured from the participants as an evaluation of the day:

The residential programme was so special an experience I want others to experience it.

I have increased amounts of care and compassion as a result of the residential experience.

My perception has changed, what I see and what I can tolerate is now far greater.

I am feeling connected - with the others, and with my team more.

I have greater respect for my colleagues from that course that has changed my conversations outside at work, for example, when referring a patient to X service, I know they will get the best care, because I know X will take great care of them.

Learning carries on, I even brought books to read that has never happened from a course before!

Feeding it forward – through coaching offer to others.

Investing in self – as a strategy to remain resilient.

Engaging with other teams has been brilliant.

Managing my own distress, seeking solutions and being vulnerable, inspired by the compassionate leadership session we had.

Making and creating new theories and concepts, from just 1 week, that is amazing (e.g. rewilding).

Co-existing in balance - investing in people, not just finance.



THRIVE Programme

The Queen Elizabeth Hospital King's Lynn

During 2023 The Queen Elizabeth Hospital King's Lynn (QEHKL) was awarded NICHE funding to support the pilot of a Graduate Programme. This funding supports proof of concept before wider roll out of the programme across the Norfolk and Waveney Integrated Care System.

- The developing THRIVE Programme is closely aligned to the following NICHE Themes:
- Achieving Workforce Development and Sustainable Transformation
- Enhanced System Collaboration and Transformation through Effective Partnership Working.

The programme is co-designed with Dr Theresa Shaw and the QEHKL Education Faculty and co-delivered by experts from the QEHKL with contributions from Professor Jonathan Webster.

The programme launched on the 14th February 2024 and the first three days of the programme focused on Leadership and Culture, Quality and Wellbeing. The programme is multi-professional and the cohort members include Nurse and Pharmacy Technician Graduates.

Welcome:	Introduction to programme Hopes, fears & expectations Leadership confidence line Exploring learning styles Introduction to Feed Forward
Leadership:	Understanding self Understanding different leadership types Kind and compassionate leadership
Culture, Quality & Wellbeing:	NICHE Project Wellbeing and resilience Professional Nurse Advocates Workplace pledges



Dr Theresa Shaw, Helen Muncey (Head of Education Faculty), Nicola Plaatjies (Deputy Head of Education) and Attendees, Hilda Ekeanyanwu, Adam AbdulMalik, Doris Nwaiji, Hemanthi Mangalika, Susan Randles, Elizabeth Mbuthia, China Beard.

In addition to the taught study days a WordPress education platform has been developed. The education platform provides pre-course materials, repository of programme resources to support course content, hyperlinks to additional resources, Interactive blog, and a cohort community message board.

The cohort will next meet on the 14th and 15th March 2024 where they will complete the Quality, Service Improvement, and Redesign Fundamental Training. This will provide the essential training to support the candidates to complete the Quality Improvement element of the programme, focusing on one of the following areas: patient experience, clinical service, staff welfare or team culture change.



Learning & Reflection on Practice

by **Codrin Buleu**, Chartered Physiotherapist in the Acute Medical Therapy Team at The Queen Elizabeth Hospital King's Lynn NHS Foundation

In this reflective account, Codrin Buleu, Chartered Physiotherapist in the Acute Medical Therapy Team at The Queen Elizabeth Hospital King's Lynn NHS Foundation Trust, shares his thoughts of having 'voyaged' as part of the Embedded Scholarship Programme delivered by the James Paget University Hospitals NHS Foundation Trust.



Depainder Sangha is the current record holder for the longest duration spinning an exercise ball on a stick held in his mouth. A staggering 22.36 seconds – or about the time needed to complete a correct handwashing routine. Working in the NHS is arguably not exactly as challenging as this but at least a few plates need to be spinning at all times during your working (or even non-working) hours, regardless of your clinical profession. There are quite a few exciting world records that involve spinning plates but, as a physio, I had to go for an exercise related one. Apologies to all the plate spinners out there.

I am a physiotherapist and I work on the acute medical wards of a busy rural district general hospital. I am professionally passionate about all things physiotherapy (my colleagues have heard this way too many times) and I feel that there should be more physiotherapists involved in research, service improvement evaluation and quality improvement in the East of England and the UK. So here I am trying to put my money where my mouth is.

My application for the NICHE Embedded Scholarship talked of excitement. In my heart it was something that I felt strongly about but at the same time I was doubtful that I could achieve much due to the high clinical demands of the wards, staffing issues, self-inflicted pressure that I had to produce something huge to show for all the time I was off the wards, embedded scholarship program overlapping the months of 'winter pressures' and not to mention my own comfort zone that was desperately bordering the point where research, service improvement evaluation and QI starts. All in all, I was up the creek and wasn't trusting my paddle much. That and the aforementioned 'spinning plates' were causing mixed feelings about my participation in this Embedded Scholarship Programme.

Guess what! Initially it didn't get easier. The first few days that I was non-clinical I ended up spending a good amount of my time tending to my day to day 'plates' that I needed to keep spinning or I was almost dropping. I hear you saying: 'yes but this is your protected time', 'this is you doing good for more than the patients on the wards, so you need to focus', 'why did you feel guilty?', 'this is all in your head'. And you're all right. But you can't slow the boat down on the creek if you're too busy figuring out how to use the paddle. So that's exactly what I started to do.

I steadied my boat and started to trust my paddle more and more:

- I shared some of the spinning plates with my colleagues,
- I learned to listen for, identify and control the saboteur thoughts and feelings in my mind and heart,
- I learned that it takes courage to fail and to admit that you need help and that talking to people around you and taking in advice is one of the best things you can do to learn and progress.

You've put up with me rambling on about world records, spinning plates and boats out of control so if you made it to the end of this rather long story then I owe you a conclusion. For me it was not all about the project that I got out of this programme, which by the way I am very proud of, but it was also about my voyage. It was about achieving something meaningful and getting to know quite a few things about myself in the process. It was about connecting to people and using the resources available to initiate change. Trust me: if I did it, then anyone can. Where to next?



The Barbers' Company Clinical Nursing Scholarship 2024

The annual Clinical Scholarship is still open for applications until 15th April 2024.

Applications are welcomed from qualified nurses and midwives to support their ongoing professional development, such as Masters or Doctoral level. Interviews are held in June, following a rigorous shortlisting process, at the Worshipful Company of Barbers Hall, London. Funding will cover course fees.

The annual award is hosted by the School of Health Sciences UEA and, we are pleased to announce that, in its second year at UEA, the annual grant has been doubled in recognition of both the great work achieved by previous awardees and the high standard of applications. Applications close on 15th April 2024, so apply now to receive some financial support for your ongoing professional development.



[APPLY HERE](#)

JPUH Research, Quality Improvement and Service Evaluation Scholarship 2024/2025

The JPUH led (NICHE funded) Research, QI & Evaluation Scholarship programme is now open and welcoming applications for cohort 4.



The James Paget University Hospitals NHS Foundation Trust (JPUH) Nursing, Midwifery and Allied Health Profession Research and Evaluation Service (NMAHP-RES) is proud to lead this new scholarship opportunity. This scholarship programme has been developed as part of our commitment to support our large and diverse workforce to embed and lead in research, QI and evaluation excellence with patients at the core. The scholarship is designed to provide an introduction to research, evaluation and QI theory, in combination with a co-designed project which has direct links to the scholar's area of work or practice. The scholarship programme has been funded by Norfolk Institute of Coastal and Rural Equality (NICHE) and is led by JPUH.

[FIND OUT MORE](#)

[APPLY HERE](#)

- ✦ Congratulations to NICHE Fellow Anca Manea whose abstract has been accepted for the IASSIDD World Conference in Chicago!
- ✦ NICHE Research Associate for Retention, Lorna Sankey has her work published in OT Today, April edition entitled 'Learning a second language - reflections on communication, cognition and empathy'. Lorna has also had a blog published: 'How healthcare practitioners can learn from studying art: spotlight on Mark Quinn and Alison Lapper - Centre for Health Humanities (reading.ac.uk)'
- ✦ Congratulations to NICHE Fellow Bonnie Teague who has been elected a Fellow of the Faculty of Rural, Remote and Humanitarian Healthcare through the Royal College of Surgeons in Edinburgh!
- ✦ The Skills for Care, the Workforce Development Trust, have been approved as our Independent Evaluation partner and are commencing work to evaluate the model of Anchor Institutes in HEI's funded by NHS England in the East of England. This is the only region to have this model, so this evaluation offers important evidence of value and longer-term consequences.
- ✦ Prof Sally Hardy and Prof Jonathan Webster will be presenting NICHE at the Belfast ICIC24 Conference in April and will be leading a Seminar for the University of Sharjah on the social accountability aspects of NICHE at the end of March.

LATEST BLOGS

- ✦ **UEA's Interprofessional Student Schwartz Rounds: Our Journey So Far**
by Georgia Panagiotaki, Susanne Lindqvist, Joel Owen and Amy Zile
- ✦ **Achieving the UEA Masters in the Medical and Health Humanities: The Journey So Far**
by Claire Thompson

Write a blog for the NICHE website!

We are keen to hear from you about your interests and experience and welcome receiving an informative blog to feature on the news page of our website. We aim to publish a new blog each month on topical aspects of our work together. Read our guidance on writing a blog and email your blog to NICHEAnchor@uea.ac.uk.

COMING SOON

- ✦ **NICHE Shared Learning Event**
Thursday 18th April 2024 at the UEA Sportspark
- ✦ **Hold the date:** 24th June 2024 at Anglia Ruskin University: ***Eastern Partnership for Innovation in Integrated Care's (EPIIC)*** Inaugural Conference booking details to follow to hear how the other HEIs are engaged with their local ICSs in the East of England.



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[@UEA_NICHE](https://twitter.com/UEA_NICHE)

For further information on NICHE projects please visit the NICHE website at:
www.uea.ac.uk/groups-and-centres/projects/niche

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