

NICHE
Anchor Institute

UEA
University of East Anglia

NEWSLETTER

WELCOME TO NOVEMBER 2023: ISSUE 4



Welcome to our final Newsletter of 2023.

Since NICHE came into being at the start of January 2023 our first year has been one of immense activity, learning and development focussed on improving outcomes through addressing what matters to people and their communities across rural and coastal Norfolk.

Over the past 12 months we have forged strong collaborative working opportunities with many of our Norfolk and Waveney System partners. Our four NICHE Workstreams: Workforce Intelligence; Place Based Innovation; Workforce Optimisation and Evaluation have become established all underpinned by 'good' governance. We have awarded NICHE Fellowships; Kintsugi and Mini (match funded) Kintsugi Projects. We are supporting individuals in their professional development through Scholarships and learning embedded in their practice setting. In essence it has been a busy first year for NICHE!

As we look to 2024 and beyond, our focus will be on delivery, celebrating and sustaining programmes of work that we are supporting, recognising the positive difference to individuals, teams and communities. We will continue to build-upon collaborative opportunities across Norfolk and Waveney, the East of England and International partners as we plan for an East of England Anchor Institute Conference in the Summer of 2024 involving all six HEI's along with an International Conference with partners from Sharjah, Sri Lanka, the Caribbean and Australia in 2025, 'One World one Workforce'.

As we stop to reflect on 2023, we look forward to the opportunities that 2024 will offer.

Wishing you peaceful greetings of the season... Sally, Jonathan, Liane and Paula

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 objectives of work are:
Improving health inequalities across rural and coastal communities; workforce development and transformation; system collaboration and transformation through effect partnership working and 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

KINTSUGI

Using the metaphor of 'Kintsugi'¹ NICHE have funded both Kintsugi and Mini (match funded) Kintsugi projects. Underpinning each of Kintsugi projects is a focus on developing Embedded Research² or Service Improvement Evaluation drawing on the key principles of building:

- **Research capacity** across the Norfolk and Waveney ICS and within/ across participating organisations.
- **Research capability** as part of workforce development and transformation underpinned by Embedded Research.
- **Research confidence** of those leading and participating in the Programmes creating a 'ripple effect' enabling growth and ongoing development.

Kintsugi Projects

- Developing an intervention to support the retention of health and social care professionals in Norfolk – School of Social Work, UEA.
- Evaluating the Impact and Effectiveness of Structure, Process and Outcomes of the Take a Chance on me Programme – Take a Chance on Me, Social Enterprise.
- Norwich Museums Community Club, an embedded evaluation - Norwich Museums.
- Evaluation of a novel early career prescribing programme to support workforce development, retention and diversification of pharmacists in the East of England – School of Pharmacy, UEA.

[Read More](#)

For more information on the Kintsugi or Mini Kintsugi projects please contact us:
NICHEAnchor@uea.ac.uk



Photo Credit: [Austin Kleon](#)

Mini Kintsugi Projects

- Embedded Improvement Evaluation, Norfolk Safeguarding Adults Board – Norfolk County Council.
- My Story, My Words, My Voice, a quality improvement initiative to improve equity of access and inclusion for marginalised service users – Norfolk and Waveney ICB.
- Homeless Health Needs Audit & Embedded Project Evaluation in Norfolk – Norfolk and Suffolk NHS Foundation Trust.

(1) <https://traditionallykyoto.com/culture/kintsugi/>

(2) <https://bmjleader.bmj.com/content/early/2022/04/21/leader-2021-000578>



A KINTSUGI PROJECT

Community Culture Club at the Museum of Norwich by Rosalind Hewett

Heritage sites, museums and arts venues can play important roles in local communities, providing safe and welcoming places for people to come together. Community Culture Club is a creative wellbeing programme based at the Museum of Norwich at the Bridewell. The programme is designed for older adults living with dementia, carers, people with long-term health conditions, and those who are lonely or socially isolated. The first cohort of the Community Club ran from November 2021-February 2022. After a successful pilot, a second cohort ran from November 2022-February 2023. Funding from NICHE will support three further cohorts, with a special focus on developing a creative embedded evaluation model.

Community Culture Club aims to support people's wellbeing by:

- Decreasing feelings of loneliness
- Creating new social connections
- Delivering activities designed with joy at their core
- Treating people as sensory beings
- Using history to connect to our present-day selves

The programme is grounded in several key delivery commitments to achieve these aims. Sensory engagement: ensuring that multiple senses are engaged in each session, providing opportunities for participants to taste, touch, smell, look and listen. Practical: each session culminates in a creative intervention and art-making. Everyone is encouraged to have a go, supported by staff. Identity: changes caused by dementia may lead to changes in a person's sense of identity.

So treating the person with dementia as an individual rather than defining them by the condition or focusing on negative aspects, such as lost abilities, is significant.

Community Culture Club constantly evolves based on how people respond to the activity and staff development. Learning is now influencing delivery with other vulnerable service users. The funding from NICHE allows us to develop this practice further and to develop a model that other practitioners could train in, including the embedded evaluation toolkit we are developing. We are so excited for this next step of the Community Culture Club journey. Here's a beautiful quote from one of our past participants:

"The nurturing I have received within the group is helping me recover from my experiences of loss and to rebuild my confidence. I have a greater sense of belonging and ability to plan outings for myself now. Kindness can be contagious and so I hope that the improvement in my wellbeing might allow me to respond with compassion for others who are lonely or suffering."



Rosalind Hewett,
Learning & Engagement Officer, Norwich Museums

Norfolk & Waveney Teaching & Learning Care Home Programme

The Teaching and Learning Care Home Programme (TLCH) was commissioned by the former Norfolk and Waveney Clinical Commissioning Group and ran until early Summer 2023. It provided an opportunity working with 3 Care Homes to explore and understand the impact of delivering a programme of practice development across a geographic area. The programme was jointly delivered and evaluated by the former ImpACT Research Group (now NICHE) and the Foundation of Nursing Studies.

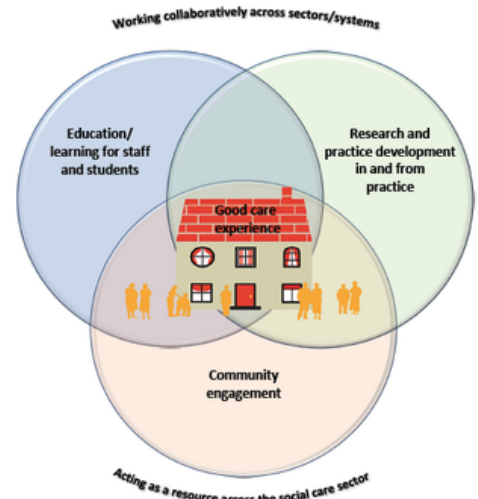
Underpinning the Programme Evaluation was the core purpose of the TLCH Programme, a 'Good Care Experience' focussed on the three interrelated themes:

- Creating Education and learning for staff and students
- Enabling research and practice development from practice
- Facilitating community engagement

Underpinning these interrelated themes are:

- Working collaboratively across Sectors/ Systems
- Acting as a resource across the Social Care Sector

Participants identified that the TLCH Programme provided them with opportunities to work, learn and collaborate with each other along with system partners across their geographic area post the COVID-19 Pandemic. The TLCH Programme also provided them with an opportunity to explore their practice (linked to their workplace projects) to enable better resident outcomes.



Care England/Foundation of Nursing Studies TCH Model May 2019

Increasingly participating homes identified the opportunity to strategically influence whilst recognising and celebrating their achievements. This was fundamental and important to participating Care Homes when the 'context' (at times) was so challenging linked to workload, managing vacancies and the need to constantly adapt ways of working linked to the COVID-19 Pandemic. The participating Care Homes also identified that the opportunity to learn and work together helped to build new relationships in which learning from each other was an underpinning enabler to support development along with the opportunities for informal support.

[Read the full Evaluation Report](#)

[Visit the Teaching Care Homes website](#)



A REFLECTIVE PIECE

My Journey as a NICHE Embedded Fellow

by **Anca Manea**

The Norfolk Antenatal Pathway for Women and Birthing People with Learning Disabilities is a project led by the Norfolk Community Health and Care, in collaboration with significant health and social care stakeholders within the ICB. The project is seeking to reduce health inequalities for individuals with learning disabilities accessing antenatal services. The NICHE Fellowship allows for the evaluation of the sustainability of this innovative pathway, along with prompting the dissemination of good practice in antenatal services regionally.

Although I have only started the NICHE Fellowship a few months ago, I had lots of opportunities to disseminate and to talk about the Norfolk Antenatal Project. It was great to see that my passion for tackling health inequalities for individuals with learning disabilities accessing antenatal care, is shared by many professionals around the country, and beyond. Recently, I have returned from a Conference in Helsinki, followed

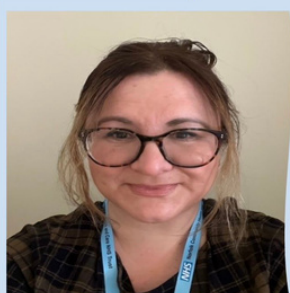
by a presentation of the project at the Wales Community of Practice Conference and at the monthly Quality Faculty meeting, which was hosted by the ICB. It is so reassuring to see the support offered by everyone to the work involving the Norfolk Antenatal Pathway.

Although these are early days during my NICHE Fellowship journey, I have already learned so much from Professor Sally Hardy and Professor Jonathan Webster, and from their passion for sustainable change and practice improvement. All the NICHE events and meetings were so smoothly organised by the amazing Paula Pearce and Liane Ward.

I feel inspired by the other NICHE Fellows and by their projects, and every time we meet, I am fascinated by the complexity but also by the relatability of all our projects. We are all motivated by the same values: improving patient care and improving services. And it matters!

Anca Manea,
NICHE Embedded Fellow, MSc Adv. Prof. Prac., CLDN

Anca Manea



**NICHE Embedded Fellow and Community Learning
Disabilities Nurse**

Norfolk Community Health and Care NHS Trust

What Inspired Anca to follow a research career

"There is a huge gap in research for learning disabilities practice, despite the learning disabilities population being recognised as one of the most vulnerable groups of people in the NHS, in England. I would like to make it my mission to reduce the gap in learning disabilities research, and to support addressing the health inequalities that the learning disabilities population is experiencing"

What research means to Anca

Innovation, Collaboration & Improvement.

Find me online: @anca_id_nurse (Twitter)



Team QEH Awards

NICHE Anchor Institute was proud to sponsor the Outstanding Achievement in Innovation Award, presented to an individual or team who demonstrates dedication and creative thinking to develop or improve services for patients and/or learners.



WINNER
Dr Udara Wickramanayake
ST, Emergency Department

[Read More](#)

"My team and I created a new Induction electronic handbook that complies with the most important local and national protocols and guidelines – in one easily accessible e-booklet that can be downloaded on any smartphone. Feedback on this e-handbook is fantastic with a recent survey showing improvement in confidence and knowledge by newly joined doctors to the emergency department of QEHL."

- Dr Udara Wickramanayake



Foundation of Nursing Studies
Inspire Enable Improve

The Jan Dewing Memorial Award

We are very proud to announce that FoNS is working with Jane Stokes on this new award in recognition of Jan's commitment to person-centred practice and supporting the development of others. The Professor Jan Dewing Memorial Award aims to celebrate the achievements of an individual nurse who has significantly contributed to the advancement of person-centred practice and to offer support for continued development through an award of £1,000.

Applications are invited from nurses, with a current professional NMC registration, working in clinical practice in any UK health or social care setting, who can demonstrate how they have enabled the advancement of person-centred practice within their care teams.

The closing date is 26 February 2024. For more information and to apply, [download the application form here.](#)





OTHER NEWS



Read our latest blog:

“Evaluating the impacts of delivering training, through the “Triple Bottom Line” lens”

by Jonty Yazbek, Head of Quality Improvement, James Paget University Hospital

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

- **Tuesday 5th December, 2.30pm-4.00pm**

Webinar: IFIC Ireland [REGISTER HERE](#)

Asset-based and Inclusive: how can community orientated approaches embrace diversity

- **Norfolk and Waveney Arts and Health Collaborative**

Upcoming Evaluation Workshop at a Central Location TBC

- **Spring 2024**

NICHE Shared Learning Event

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

*All photographs have been kindly approved by the participants.
If you wish to be removed from our distribution list please email: NICHEAnchor@uea.ac.uk*