

NEWSLETTER 10



Introduction and Welcome

By Jonathan Webster, Professor of Practice Development and Co-Director, NICHE

Welcome to our NICHE Winter Newsletter. As the days start to slowly draw out I am sure that we will all start to breathe a sigh of relief as we look forward to warmer, brighter days ahead. 2025 sees NICHE move into its year of delivering 'Impact, Outcomes' and 'Dissemination'. Without doubt, as we look to the landscape we are part of, 'complexity' doesn't adequately describe the context in which many are working. However, through our NICHE funded embedded programmes of research, evaluation and learning, it is clear that innovation and transformation is growing and thriving being led by individuals and teams who want to make a difference to the people they provide services to and the communities they are part of. What strikes me is the strength of relationships that are being developed at a local, national and international level and the value placed on growing collaborative, inclusive approaches that keep the 'person' at the centre of what we do. Now more than ever, creating cultures of inclusive, compassionate leadership (<https://www.kingsfund.org.uk/insight-and-analysis/long-reads/what-is-compassionate-leadership>) is needed rather than relationships built on 'transactional' approaches that repeat the same old patterns of 'doing to' and not 'doing with'.

In this Newsletter you will see many areas of innovation and transformation being led by NICHE Scholars and collaborators across our Norfolk and Waveney Integrated Care System. People's embedded learning is profound with a clear focus on transforming contexts and cultures of care leading to better person-centred outcomes. We also celebrate achievements of success and recognition. As NICHE enters into its third year our focus on 'Igniting, Innovating' and 'Embedding' becomes even clearer. The difference individuals are making is palpable and changing practice for everyone.

We hope you enjoy reading this Newsletter and join with us in celebrating the achievements of the NICHE collaborations across our Norfolk and Waveney Integrated Care System.

NICHE workstream 2: The Therapeutic Optimisation (THEO) Project

By Jo Odell, Senior Research Fellow /THEO PD Facilitator

What and why THEO?

The THERapeutic Optimisation (THEO) project developed by the NICHE Anchor Institute at the University of East Anglia, is a novel and complex intervention research study aimed at optimising the nurses and patients' experience of care. The THEO project is workstream 2 of whole NICHE's portfolio, which aims to recruit, develop and retain the health and social care workforce and improve services to meet the needs of the local communities it serves. The THEO study is a collaboration with the NICHE team, UEA, University of Staffordshire, London South Bank University, the Norfolk Community Health and Care NHS Trust (NCHC) and the James Paget University Hospitals NHS Foundation Trust (JPUH). The NICHE team are leading on the THEO intervention which is described below and the University of Staffordshire team are leading on the overall research protocol development and the national ethics application. They will also be undertaking both quantitative, qualitative and process evaluation following on from the intervention.

THEO Intervention

The THEO intervention is providing an uplift of two registered nurses working as embedded researchers, combined with a process of participatory action research (PAR). This is partly influenced by evidence that showed that higher nurse staffing levels were associated with better patient outcomes, shorter length of stay and less frequent nurse burnout or job dissatisfaction. The participatory action research (PAR) intervention uses Practice Development (PD) methods as a facilitated intervention to achieve a participatory approach to inquiry. Participatory approaches to research moves away from the traditional stance of "studying a subject and making a judgement about that subject" and involves a collaborative, participatory and inclusive approach where all involved are partners in both the research and resulting actions and outcomes.

The THEO intervention co-researcher team

The participatory action research (PAR) intervention will involve recruiting core volunteer co-researchers from the existing ward nursing team as bringing expertise in this innovation and collaborating with patients to understand their experiences of care. The co-research team will comprise of the THEO PD Facilitator, the new embedded researchers and the volunteer co-researchers, who will have time and space to work in collaboration, to "look" (i.e., gather evidence about a situation or context), "think" (i.e., reflect together to critically analyse the evidence), then "act" (i.e., develop a shared action plan, from which to take informed action). This process will generate both knowledge and agreed action from which to improve the experience and care for both the ward staff and the people who receive care on the ward.



Celebrating Embedded Learning and Development



What is happening now?

The new clinical embedded researchers will commence in post in February and March on ward 12 (JPUH) and the North Walsham Community Unit (NCHC). Approval from the Research Ethics Committee was granted in February and the participatory action research will start as soon as possible.

Further reading

Odell, J (2024) Perspectives paper: Seeking a novel approach to practice driven transformation through research. Journal of Research in Nursing Vol 29 Issue 8 <https://doi.org/10.1177/17449871241301766>.

Odell, J. (2024) Bridging role, theory and practice. May 2024. (NICHE website) [NICHE BLOG - MAY 2024](#)

Building Opportunities for Future Collaborations

Philanthropic Meeting

By Jonathan Webster, Professor of Practice Development and Co-Director, NICHE

In December, Healthwatch Norfolk hosted and chaired a meeting with potential future funding partners from West and North Norfolk who were interested in exploring and developing opportunities to work with NICHE.

The event run at The Norfolk Hospice, Tapping House showcased some of our amazing NICHE funded Fellowship and Kintsugi programmes. The presentations led to much discussion, with future potential opportunities outlined for the growth of our embedded coastal and rural research, evaluation and programmes of learning.



Norwich Museums Community Culture Club – NICHE funded ‘Kintsugi’ Project Evaluation

By Rosalind Hewitt, Learning & Engagement Officer - Norwich Museums

In November 2024, a new cohort of participants started their Community Culture Club journey at the Museum of Norwich.

NICHE is funding our exploration into creative embedded evaluation on this museum wellbeing programme for older adults (65+) including those living with a dementia, carers, those with other long term health conditions and those who are socially isolated or lonely. This year we are focusing our evaluation on two key elements of the programme; forming social connections and the unique setting of the museum. I'll share an example of how that works in practice...

Our first session is all about the meaning of objects. Facilitator Susie Childerhouse welcomed the group by reading the poem *The Museum Visitor's Ten Commandments* (included below), which was recently written by Daisy Henwood as part of a collaborative community poetry project at the museum. Next the group visited the statue of Samson, and discussed the journey that just this one object has been on. Then each participant was then invited to introduce themselves via an object brought from home. Something small but meaningful that gives the rest of the group insight into who you are. We then create labels for our objects and have a small exhibition celebrating the opening & closing of the 'Museum of Us'!



For the evaluation, Holly Sandiford devised an object-focused activity where participants selected an object from a selection she provided, and then spoke about what drew them to that object and how it symbolised their place in the group.

F picked a spirit level, having broken his in a recent house move. To him it symbolised a new beginning and the chance to be 'on the level' and have a small exhibition celebrating the opening & closing of the 'Museum of Us'!

R chose a key, associating it with starting a new chapter in her life, making friends, and opening up to new experiences. The key symbolises access to a new community and friendships within the group.

S chose a wrapped package, to express her sense of self as 'a blank package' on the outside with depth inside. It symbolises hidden layers of personality, and through the session she feels she's getting to know others and revealing a bit more of herself.

J chose twine, likening it to garden twine, as it reminded her of 'holding things together.' The twine reflects the group's bond, showing how they support each other and maintain connections.



Each choice signified something unique about the individual's personality, memories, or values, with objects resonating themes like new beginnings, connection, self-reflection, and curiosity, tying back to the session's cultural focus on meaning in objects. This object-selection activity provided a meaningful way for participants to express parts of themselves, further deepening group connections and shared understanding.

The Museum Visitor's Ten Commandments by Daisy Henwood
Written as part of the FOUND project & exhibition



1. Thou shalt be understanding; know that joy takes many noisy and noiseless forms



2. Thou shalt help thy neighbour, lest they miss an interesting fact or an opportunity for silly faces



3. Thou shalt not sleep on exhibition beds



4. Thou shalt have water and snacks to hand for flagging travellers



5. Thou shalt always visit with a pen, a camera, or a friend with a good memory



6. Thou shalt not declare thyself stupid for not knowing the information before thou hast learnt it



7. Thou shalt understand your tolerance for new information and allow thyself to leave when thy brain is full



8. Thou shalt eavesdrop on other visitors



9. Thou shalt always be ready for something new



10. Be ye not weary in thy visiting, that when the day is past ye may rest in the knowledge of new knowledge, of new wonders, of a day well-spent and full.

NICHE funded Cohort 2, led by the James Paget University Hospitals NHS Foundation Trust

By Jo Odell, Senior Research Fellow, NICHE

On the 3rd December the scholars from the 2nd Cohort funded by NICHE met with their invited guests at the Norwich Air Ambulance base to share and celebrate their embedded projects and achievements. Each scholar undertook oral and poster presentations for invited guests and stakeholders from across the Norfolk and Waveney ICS.

The event started with Paul Morris Chief Nurse at JPUH talking about the “art of possible” and describing how everyone’s project had met this brief. The projects that were presented were:

Exploring whether staff in the Emergency Care Units at JPUH might wish to trial a shared decision and change council

The James Paget University Hospitals NHS Foundation Trust.

Pilot evaluation of a virtual primary care up-skilling module for non-cancer related breast symptoms

Norfolk and Waveney Integrated Care Board

Is a more structured approach to pastoral care beneficial to healthcare support workers

The Queen Elizabeth Hospital, Kings Lynn

A look at the heart of the problem: evaluation of the factors contributing to on-scene time delays for STEMI patients at NNUH PPCI

East of England Ambulance Service

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East of England Ambulance Service

Celebrating the Embedded Scholarship Programme



Scholarship cohort 2 celebration event

Sustainability analysis of the daily ward blood round (via video)

The James Paget University Hospitals NHS

The morning was brought to a close by Jonathan Webster (NICHE) and Joanne Segasby (CEO, JPUH) who presented all the scholars with their certificates. They both talked about how the embedded scholars had demonstrated their personal growth, had carried out projects embedded in practice that had made a difference and touched people's lives. The scholarship programme has provided the opportunity for reflection, critical thinking and innovation through projects, which has led to personal growth and was inspiring and encouraging others to get involved in evaluation, research and innovation. Cohort 3 is currently in progress with their celebration event planned for June 2025. For more information contact: Emma.Stimpson@jpaget.nhs.uk.

The celebration event closed with presentations from the East Anglian Air Ambulance of their work: <https://www.eaaa.org.uk/>



Scholarship cohort 2 launch event

Reflection on the Embedded Scholarship Experience

By Felicity Gruneberg, Midwife, Queen Elizabeth Hospital Kings Lynn, NHS Foundation Trust



When I applied for the JPUH Research, Evaluation and Quality Improvement scholarship, I could not have imagined where it would take me and how impactful it would be. I had an idea for a quality improvement project within our maternity team to help improve the way we discuss induction of labour with women and birthing people, and my line manager suggested I apply to take part in the scholarship programme to help me get it up and running.

I have learned so much more than just getting a QI project off the ground. I've learned about myself, and the way I work, as well as others around me, and the many processes which need to be followed in the NHS. I have been so grateful for the opportunity to learn more, to network with other scholars from different NHS departments, and to learn from the skills and expertise of the faculty team.

I am passionate and can drive a project forward with this passion, but my impatience to have everything done immediately can frustrate me. I have learned to hold myself back, and that if I go through all the right steps, the project will be stronger in the end and carry more weight. My irritation when I can't roll something out as quickly as I would like, has given way to thankfulness for the increased time to discuss the project, enabling it to embed more deeply in the department. The scholarship has given me an opportunity to spend time developing myself, learning processes, shadowing others and networking with people I had not previously realised would be interested in what I have to say. It has enabled me to learn the value of stakeholders, and how to engage others in my ideas. I have also had the opportunity to write for publication about my findings in my project, with fantastic support from the faculty. I feel that the experience has opened doors and fuelled my love of learning, giving me the enthusiasm to continue trying to move forward to drive change where practice is not right.

During the project, I have undertaken a service evaluation in which I have surveyed staff and patients to understand their experiences with consent for induction of labour. I found there were many areas where a high proportion of patients felt under-informed, and I have explored some of the reasons for this with staff. I have undertaken a thematic analysis of the data and used this to start putting together a package of care, which will hopefully improve the information given and patients ability to make an informed decision about an induction of labour. I plan to reevaluate the experience of patients and staff when the new resources have been implemented.

I'm so grateful for the experience and the knowledge I have gained, and the support from the faculty and my mentor Johnny at NICHE with my project to make improvements within my trust. I continue to try to 'trust the process' and keep making progress to improve person centred care. In the future, I would like to expand the work I have done and use this to improve informed consent and shared decision making in other areas of maternity.

Reflections on Learning as an Embedded Scholar

By Emma Milton, Senior Project Manager (Faster Diagnostic),
Norfolk and Waveney Integrated Care Board

Now, I know the NICHE programme refers to the 'Norfolk Institute for Coastal and Rural Health Equalities' who have supported the JPUH Research, Evaluation and QI Scholarship Programme however, the word niche creates a paradox of meaning for me as a participant of this programme.

To be niche is to have a product that is only aimed at a small number of people however, this programme and the change it can bring is anything but niche. Change can present as a range of symptoms which evolve into something requiring diagnosis and treatment using the most appropriate method. This is where the NICHE programme steps in and takes a small idea or problem, helps you to understand it and turn it into a living solution.

So how did I feel when I first started learning (cow face/confused face). Yes, that's right utterly confused but reassured there was a method to the madness and now I am nearing the end I can say this is 100% correct. Through the panic, confusion, and the I am never going to get this done thought process, I have managed to produce an evaluation of a project which is a first. This v(b) log could just take you through my evaluation, but I wanted to share what benefits you gain from attending the programme:

So, give me an...

'N'etworking – this is one of the key aspects of the programme, getting to meet people from all areas of the NHS, who all have their own experienced and stories to tell about why change and improvement is important to them. Networking is also key to embedding your idea and getting buy in with an evidence-based approach to change.

give me an...

'I'mprovement – is what we are aiming for no matter how small or large an idea anyone can make change happen and the more individuals who come along for the ride the easier it is to influence further improvements in the future.

give me an...

'C'ollaboration – you cannot do this alone. You may start with an initial idea but with collaboration this idea can develop further and faster, gaining traction as it snowballs. Ultimately co-production especially with our patients means we deliver services which are needed and tailored to them.

give me an...

'H'elp and support – throughout the whole process there is a team of super thinkers that help test and challenge your thinking, approach and can guide you in the right direction if you start to get lost. From the NICHE team to the JPUH improvement colleagues, to the cohort of people you meet at the sessions, to those you collaborate with to build your project and assigned mentors, you always have someone to turn to.

give me an...

'E'valuate – evaluation is not just something completed at the end of a project, it's a tool you can use to evaluate yourself how are you getting on, what's happening, what's not happening and how could you do things differently. Taking time to pause and reflect is a good thing and can help you gain a fresh perspective on challenges, issues, or situations you are facing.

And what does this spell **NICHE!**

As you can tell I am only scratching the surface of all that is included within this programme, but it is anything but niche and remember you only get out of it as much as you are willing to contribute, so don't over think it, give it a try, and see which of your ideas could evolve.

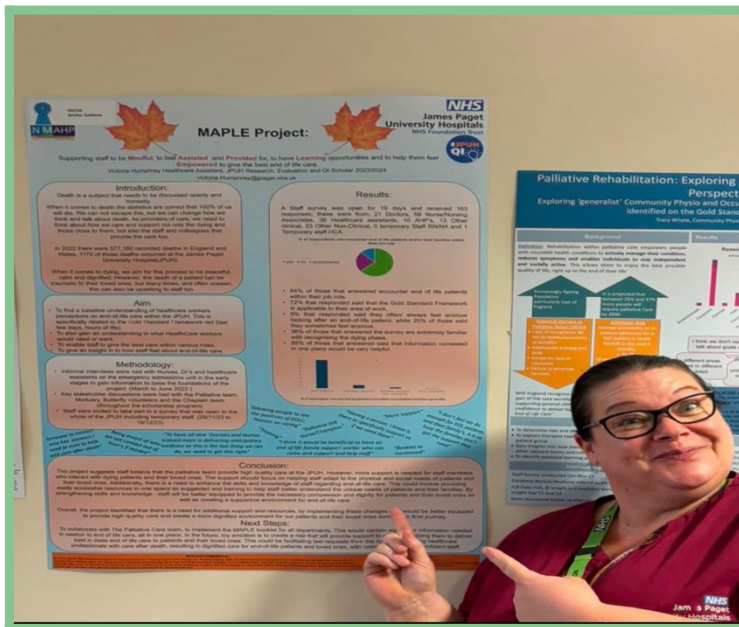


Victoria Humphrey, Rehabilitation Assistant Practitioner ICU/
HDU & Wellbeing Champion, James Paget University Hospitals,
NHS Foundation Trust



After going through the ordeal of my mother spending a 5 day stay in intensive care ventilated, we finally made the decision to withdraw treatment to let her pass away peacefully. After a brief time off I went back to work, sadly where I worked was within the same hospital that I lost my mum in! I soon found that I had a passion to make sure that our patients who are nearing the end of their life got the best care they could like my mum did. Not only patients but the patients' families would receive this care too and I personally know how much this means.

It did not take me long to realise we had a problem and this problem was staff knowledge and understanding - our staff are amazing but after being approached by some staff it became apparent that they wanted more knowledge, information, training and support to be able to provide this care to our end-of-life patients.



Fast forward through COVID times and I applied and got accepted on to the JPUH Research and Evaluation program funded by NICHE, this is where I created the MAPLE Project.

My project was designed to help staff feel:

- Mindful
- Assisted
- Provided for
- Learning opportunities
- Empowered

MAPLE was created as I wanted staff to have the best skills possible and access to information to help them give the best care they could to our patients.

A survey was sent out across the trust and the results confirmed that staff also wanted this. I had a plan in mind to create an information area. Whether it was a folder or on the intranet it would be a 'one stop shop' for all information for staff to access for their own use. Training opportunities, chaplaincy details for example providing care to all different faiths, the list was growing.

My learning experience through this scholarship was amazing, yes there were highs and lows, yes, I started with a massive idea to save the world. I soon realised that even the smallest idea can take way more work than I ever imagined getting started. So going forward with trying to create a folder/area was going to be a big thing.

I soon found myself engaging with stakeholders and before I knew it I was given help to send a survey out to our staff in the trust. The survey had to be closed after nearly two weeks due to the number of responses it received. Data then had to be analysed, WOW what on earth is this and how on earth do I do this? Huge thanks to my fellow scholars and mentors who helped me to do this and actually I even liked doing it.

The data confirmed my thoughts and those that replied also felt we needed more support and training to give this care. I gathered all my information and data and not only went on to create a display poster but made a presentation to present my project. Presentation day came and I felt sick with nerves, but actually when I got up to present, I was fine, this was something I was passionate about and I wanted to try and make a difference.



Fast forward to now and I am now in a different job role ironically in intensive care where I lost my mum, my folder never came to fruition and I felt that it was all for nothing. A few months ago, I was asked to come along and talk to a new cohort of scholars about my journey. It made me reflect and realise that, while I had not achieved all I wanted to, the project did have a positive impact. During my time on the project, I informed and shared my knowledge and information with my team, I supported them with tough conversations, I helped them to learn where to sign post families and patients to information and help. This helped staff realise that its ok to offer things like a favourite tippie (With DR's permission of course) pet visits and so on. While my MAPLE journey was not what I planned it to be it did create change for the better within the unit I worked on. Not only this, I shared my data collected with the palliative team in our trusts who have since now re-invented the Palliative Champions.

What is happening to MAPLE now? well only in the last few days there was a discussion about reinventing it but just within our area of ICU for staff, let's see where this goes.

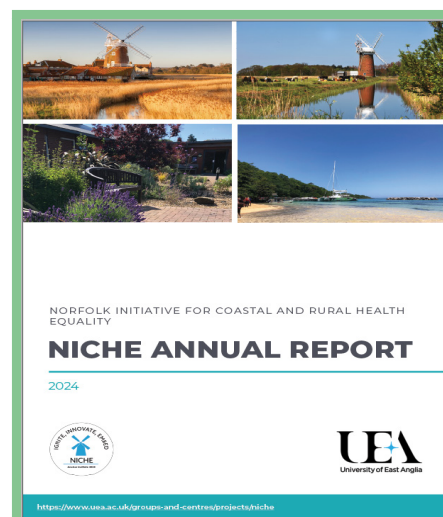
Celebrating Achievements

NICHE 2024 Annual Report

At the start of 2025 we published our 2024 Annual Report. The report provides just a snapshot of the year's milestones, highlighting voices from our collaborators and system partners. These voices breathe life into the numbers and achievements, revealing the real-world significance of NICHE's contributions. From improving care delivery to shaping workforce development, every project underscores our commitment to fostering meaningful change.

Importantly, while this report offers a detailed account of our activities and academic outputs, it is the human impact that stands out. NICHE's work has touched lives, empowering individuals, and driving systemic transformation, through improved quality and safety, economic and workforce impacts.

The full 2024 Annual Report can be downloaded from our NICHE Website: <https://www.uea.ac.uk/groups-and-centres/projects/niche>



Leading and Facilitating the Development of Person-Centred Care and Cultures

Residential programme – 27th- 31st January Queen Elizabeth Hospital, Kings Lynn NHS Foundation Trust (QEHKL) and the NICHE Team, UEA

By Jo Odell, Senior Research Fellow- Practice Facilitator Development






On Monday the 27th January, 25 people gathered together to start their journey on this residential programme at the Knights Hill Hotel. The programme was match funded by the two organisations as a collaborative venture, through the NICHE Integrated Learning Hub. Sally Hardy, Jonathan Webster and Jo Odell (Lead Facilitators) from the NICHE team, were joined by 3 internal Co-Facilitators from QEHKL (Sarah Bedford, Codrin Buleu Tiganescu and Kit King) who used this as a learning and development opportunity. The participants who were invited to take part were drawn from diverse leadership roles within QEHKL, including traditional clinical and non clinical services.

This programme is not new to NICHE and follows a very successful programme facilitated in June 2023 with colleagues from the Norfolk and Suffolk Mental Health NHS Foundation Trust (NSFT). The programme uses a variety of participatory and creative approaches to learning, drawing on participants' own experiences of their workplace. Active engagement is facilitated through interactive workshops and an introduction to active learning as a process for the development of personal and ongoing professional effectiveness. The programme is not a conventional didactic course, and is designed specifically to appeal to a wide variety of learning styles and enables this to be personalised to the individual participants, their teams and workplaces.











Leading and Facilitating the Development of Person-Centred Care and Cultures

The programme focuses on:

-  • Co-creating a safe and compassionate learning space
-  • Exploring self, personhood, values and beliefs and person-centred care
-  • Exploring workplace culture and its impact on the experience of care
-  • Compassionate and collective leadership
-  • Facilitation, reflection and active learning

Here is a selection of what participants said in their daily evaluation on day 4:

-  • I feel so content personally and professionally after the week so far
-  • Feel like we are a force together for positive culture change at QEH
-  • Feel Liberated!
-  • A sense of happiness, team, calm and feeling uplifted
-  • Compassionate leadership will be one of my main focuses areas to start with
-  • I have so much to take back into my practice. This has been a beneficial course with colleagues with other experiences that we can learn from
-  • It has given me more options and ideas to help better lead my team
-  • Learning so much about myself- How I interact, to keep quiet and listen to really hear others

On the Thursday evening 8 guests from the QEHKL Executive Team, Healthwatch Norfolk and The Norfolk Hospice (Tapping House) were invited to join participants to hear about their experience and their learning from the week at a celebration meal and installation exhibition. A full evaluation and report is being currently being written.

For more information on the NICHE Integrated Learning Hub, please visit our NICHE Website: <https://www.uea.ac.uk/groups-and-centres/projects/niche>

NACIC24 Conference Presentation

By Jonathan Webster, Professor of Practice Development and Co-Director, NICHE



The Conference brought together presenters from across the World with the overarching theme of 'Creating Health with Integrated Care'. The conference was organised around the three core themes of:

- 1) Human-level transformation for collective impact
- 2) Community-enabled population health and wellbeing and
- 3) Integrated teams and systems: navigating complexity and change.

Each theme demonstrated components of IFIC 9 Pillars of Integrated care. There were also three cross-cutting priorities that were central to the conference which included:

- 1) Health equity
- 2) Person and community centered partnership and
- 3) Evaluation.



These areas are pivotal to research and practice to advance integrated care and population health. Rather than denote as an individual conference theme, these priorities cut across and were embedded within each of the core themes which was reflected in all the conference presentations.

Further, the first two priority areas of health equity and patient and caregiver partnership were explicitly considered within the programme with many examples of caregiver partnerships in the presentations.

The NICHE concurrent presentation focussed on, 'Empowering Communities: UEA's Anchor Institute Role in Fostering 'Curated Communities' as part of an Integrated Care System'

Examples were drawn from our work to date and the emerging evidence of impact from across our Norfolk and Waveney Integrated Care System (ICS). Underpinning the presentation was our collaborative and innovative approaches to embedded research, education and evaluation whilst maximising sustainable initiatives for the Norfolk and Waveney ICS.

'Curated Communities' focussed on creative ways based in the local 'Place' of coproducing meaningful outcomes relevant to local, national and international communities underpinned by the emergent themes of collaborative approaches supported by reciprocity, shared power, trust and learning. NICHE's inclusive approach draws upon the key principles of Collaboration, Inclusion and active Participation (CIP) in which our embedded programmes and funded research and evaluation offers improvements to the economic, health and social sustainability agendas, all of which form part of our Anchor Institute status.

Emerging Themes linked to 'curated communities' included:

- The importance of addressing wellbeing as a central focus by navigating (and working with) contextual system pressure and change.
- Transformation through new flexible workforce roles and approaches to working with people and communities based in 'Place'.
- Building Social Capital = Human Capital as a valued embedded resource across communities.
- Creative arts engagement – using creative arts and nature as a resource to support growth, development and transformation with communities.
- Coproduced (CIP principles) embedded programmes to develop practice and practitioners that are based within 'Place'.
- Curation 'with' not 'to' and 'on'.
- The importance of cultural change, development = flourishing, curated communities.
- Optimising opportunities for collaboration and joint working focusing on what matters to people and communities.

Presenting at the NACIC24 Conference provided an opportunity to learn with and from others including the transferability of insight, knowledge and understanding to and from other integrated care settings. Developing shared values was a prominent theme underpinned by a 'Call to Action' to live our values with humility that drives care. Whilst country specific contexts may be different there are many similar themes linked to both the success and challenges of making integrated care a reality.



Celebrating Achievements

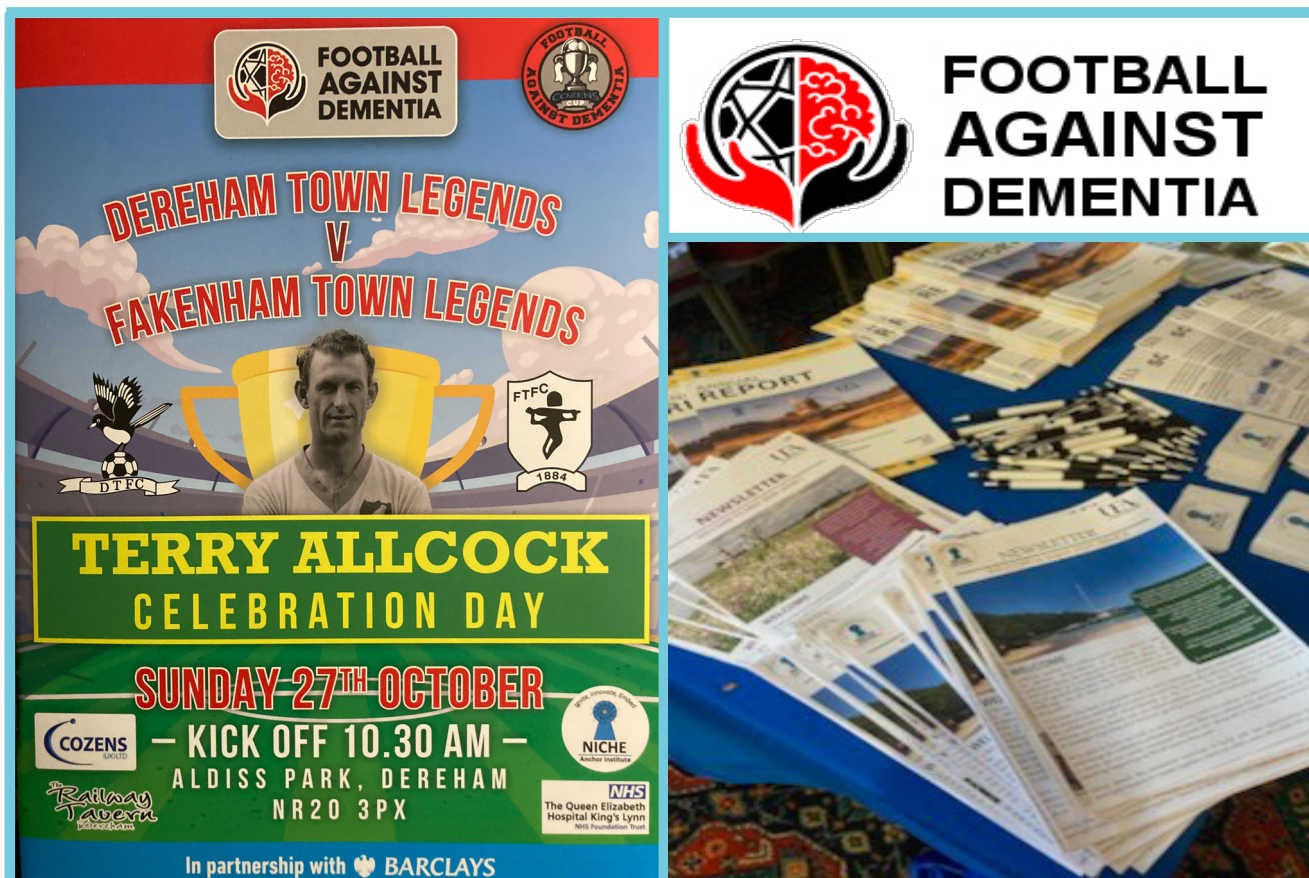
Football Against Dementia

By Jonathan Webster, Professor of Practice Development and Co-Director, NICHE

NICHE was delighted to be invited by Trevor Saunders BEM to a Charity Football Match on the 27th October to raise funds for 'Football Against Dementia' in Memory of Terry Allcock, Norwich City's second highest all-time goalscorer.

Football Against Dementia is a project aimed at helping all people who are affected by dementia. The people behind the project have experienced the disease at first-hand, and they want to help others on their dementia journey by offering practical support when needed, and by highlighting the things they wish they'd known about before and during their own challenges.

For more information please visit: <https://footballagainstdementia.org/>



Fellowship Award

By Bonnie Teague, Head of Research, Norfolk & Suffolk NHS Foundation Trust & NICHE Fellow

Bonnie has been awarded a Fellowship Diploma from the Royal College of Surgeons of Edinburgh under their Faculty of Remote, Rural and Humanitarian Healthcare on Friday. The Faculty, formally launched in November 2018, was established in response to the need identified within both industry and the public health arena to define, review and set standards of competence for organisations as well as medical and non-medical personnel delivering healthcare in remote and rural environments.

Our primary objective is to “improve the health outcomes of individuals living and working in remote, rural, austere and life-threatening areas of the world”. Our vision is to establish, promote and develop a diverse global community of healthcare professionals operating across public, private and third sectors within a number of diverse industries.



Bonnie Teague, Receiving her Fellowship

[Faculty of Remote, Rural and Humanitarian Healthcare | RCSEd](#)

Freeman – Worshipful Company of Nurses

By Sally Hardy, Professor of Mental Health and Practice Innovation, Director, NICHE

Professor Sally Hardy, NICHE Director has been honoured to have been received as a Freeman, making her a lifelong member of the Worshipful Company of Nurses.

The Worshipful Company of Nurses is 111 therefore, the youngest livery company which acts as a benevolent, charitable entity, promoting the ethos and values of the nursing profession.

This builds on the work Sally already engages with through annually leading on the Clinical Nursing Scholarship on behalf of the Worshipful Company of Barbers. Please check the following link, if you are a nurse seeking financial support for study that will benefit your patient groups. Please apply using link below. Deadline is 28th February 2025.

<https://www.uea.ac.uk/study/fees-and-funding/scholarships/the-barbers-company-clinical-nursing-scholarship>



Professor Sally Hardy (5th from left/ 3rd from right) being received as a Freeman of the Worshipful Company of Nurses. Dec 2024 at Painter's Hall London.

NICHE Heads to Glasgow, Lisbon and Ipswich in 2025!

Johnny Yuen, Senior Research Associate, NICHE

We're thrilled to announce that NICHE will be joining the other East of England HEI's at the EPIIC Conference (19th March 2025) in Ipswich where we will be sharing our work as an Anchor Institute. We will also have a strong presence at two major conferences in 2025: the Royal College of Nursing (RCN) Education Conference & Exhibition in Glasgow (31 Mar - 01 Apr 2025) and the International Conference on Integrated Care (ICIC) in Lisbon (14 - 16 May 2025).

At the RCN in Glasgow, we'll be hosting an engaging one hour-long symposium, a perfect platform to highlight NICHE's impact on workforce development and person-centred care. Meanwhile, in Lisbon, ICIC25 will see us dive into different elements of NICHE focusing on the innovative approaches NICHE brings to tackling health inequalities and fostering community-driven change.

If you're heading to these conferences, we'd love to see you bringing along friends and colleagues who are interested in shaping the future of health and care. Let's spread the word and make these gatherings truly inspiring!

Forthcoming Events



EPIIC Conference - March 19th, University of Suffolk, Ipswich, England



NICHE Shared learning event - 8th May 2025 venue TBD

Hold the date! Programme coming soon!



**NICHE international Conference - October 27th - 29th
Cinnamon Lakeside Hotel, Columbo, Sri Lanka**

Look out for details coming soon!



LOOKING FORWARD TO OUR SPRING NEWSLETTER

We always welcome contributions from any of our NICHE collaborators for our Newsletters – if you would like to write a piece to be included please get in touch. Content so far will include a celebration of the THRIVE Leadership Programme and Reflections on the QEHKL Residential Programme. The Editor for the Spring Edition will be Sally Hardy. All pictures with permissions.

Welcome to Joeseeph Collins, new NICHE Project Administrator.