Mary Seacole Awards

Annual Report
October 2014-2015
We are delighted to present to you this year’s annual report, on behalf of the Mary Seacole Steering Group. Just like previous years, 2015 has been busy for the steering group and I am grateful to the members who continue to support all aspects of our work, whether they are giving their time through mentoring the awardees or initiating additional programmes in support of the awardees’ development. No doubt this commitment has been brought about by the enthusiasm of the awardees themselves, and the quality of the projects they are undertaking in the year.

We would like to thank Health Education England (HEE) for their continued financial support of the awards. We have developed a successful working relationship with HEE and are grateful for their guidance and support across many areas. HEE’s recognition of the impact of the awards in reducing health inequalities in black and minority ethnic (BME) groups and the potential to provide our awardees with a platform for significant professional development has ensured the continuation of the awards.

Our sincere thanks goes to the Department of Health (England) and NHS Employers for their continued support of the awards and steering group. For almost twenty years, their backing has proven transformative - enabling our scholars to demonstrate the impact of the funding of specific projects. The steering group is especially grateful to Jane Cummings, Chief Nursing Officer for England, for her continued support and commitment to developing BME leadership and the awards. We are pleased to announce the launch of a bespoke Leadership Development Programme for our scholars and this exciting development would not have been possible without the commitment from Jane’s office.

It would be remiss not to mention Christine McKenzie (RCN); the academics; the mentors; the steering group members and many others who help us in our work. The awards process itself is made seamless by the incredible commitment and hard work of Siobhan Smyth and Amy Cole (RCN), often unseen but behind the scenes, bringing it all together.

My objective as chair for the coming year is to ensure that the awards deliver to the highest standard so that their impact is demonstrated at a clinical level and benefits patients. The year ahead will be busy as the steering group implement plans for improving the Mary Seacole awards. On behalf of the steering group, I offer my sincere thanks and gratitude to all the individuals who freely give their time to make each year a success.

Janet Fyle MBE
Professional Policy Advisor, Royal College of Midwives
The impact of the Mary Seacole awards

The Mary Seacole Awards were established to improve the unmet needs of black and minority ethnic (BME) communities in England. Each year the awards have developed and inspired individual nurses, midwives and health visitors who have, in turn, contributed to reducing health inequalities and improving health gain of our most underprivileged communities.

Over the past award year, Mary Seacole scholars have delivered on five successful projects and demonstrated their lasting impact on BME communities as well as celebrating significant personal development. The continuing impact of each award is best described by the following reflections from the individual awardees.

“I am delighted that HEE has taken a leadership role in continuing to support these very important awards. It is clear that these awards have a positive impact on health outcomes for BME communities. They also provide nurses the opportunity to develop their research and innovative practices, which in turn helps them to grow in confidence and ability. This is both beneficial for them and most importantly the patients that they care for.”

Professor Lisa Bayliss-Pratt
Director of Nursing, Health Education England
Hille Halonen, Health Visitor, Maternal Mental Health Working Group, Bradford District Care Trust

It was a wonderful surprise and a joy to receive the Mary Seacole Development award. I was able to develop the visual infant cue cards *Conversations Cards* for health visitors to promote attunement and attachment with migrants who had limited or no English skills. I collaborated with Morrisons PLC Occupational Health department and managed to secure a wellbeing day in a salad factory. I met working migrants to find out what thoughts they had on the conversations cards. This was a successful collaboration. For the qualitative study I explored health visitors’ views through focus groups on the piloted cards. The highlight was to present the findings of the pilot study in New York at the *7th International Attachment Conference*.

The challenges for the future are to look for innovative and pragmatic solutions in the reality of health visiting and public health. The award programme and the provision of coaching and academic supervision has identified my strengths and given me confidence to grasp opportunities that have emerged throughout the year. The award has given my career development more definition and direction. It has given me physical and emotional space to reflect and to think about difference, tolerance and acceptance of who you are.

Angela Ditchfield, Specialist Nurse Organ Donation, East Lancashire Hospitals NHS Trust

It was an honour to receive the Mary Seacole Leadership award and it has been a fantastic year. The award helped me to grow, not only as a person but also as a professional.

My project set out to raise awareness of organ donation within a Pakistani/Indian Muslim community in Lancashire; a subject which is rarely discussed especially amongst a community which has the greatest need (research has previously highlighted the religious issues surrounding organ donation and Islam). I wanted to provide this BME community information on organ donation and start conversations on the important issues.

My vision was to provide them with a practical tool to highlight the issues which could be owned and delivered by the community themselves. This is where the *It’s about Time* campaign began. Working with the young people of Blackburn has been inspirational and motivational. Together, we have developed a campaign to raise awareness of organ donation which I hope will impact on future decision making.

This Mary Seacole award year has given me confidence and knowledge which has helped me to develop both as a leader and as a person. I have achieved so much more than I had anticipated and I am so thankful to the Mary Seacole awards. I hope that the campaign will continue to grow and we see a change in approach to organ donation which will benefit the future health of BME communities.
Pamela Makwehe, General Nurse Cardiac Intensive Care Unit, Nottingham University Hospitals NHS Trust  

I am extremely honoured to receive the prestigious Mary Seacole Development award. This has given me the opportunity to identify factors affecting leadership development and career progression in BME staff at a large acute NHS trust. Recently, there have been significant reports highlighting the under-representation of BME people in senior leadership positions across the NHS. My employer, Nottingham University Hospitals NHS Trust (NUH) acknowledged this issue, recognising that valuing diversity brings positive experiences to staff and the patients we serve.

In order to identify factors affecting leadership development and career progression, I conducted a survey of BME nurses and midwives and recommendations are provided in my full report.

Along the Mary Seacole award journey, I have had exciting experiences, including visiting the House of Commons, the Department of Health and an interview on BBC Radio Nottingham. I faced several challenges, but each of them strengthened me, developing my patience, resilience and courage.

I am excited to say that we are continuing our learning together about this important issue at the trust. We strive to continue to value each other, our BME staff and the community we serve and aspire to be a good example to other trusts.

Selina Jarvis, Honorary Research and Audit Nurse, Kings College Hospital

I feel privileged to have received a Mary Seacole Development award, which has supported my work to understand BME patient experiences during admissions for acute heart failure. Heart failure was used as an important exemplar condition, since it represents a common long-term condition accounting for significant medical admissions. Driving this area of work was the underlying ethos that we should provide care of the highest standard and ensure excellent patient experiences for all, regardless of ethnicity.

Kings College Hospital is a large London teaching hospital serving a large proportion of BME patients and here I was able to undertake qualitative interviews with 30 patients, which provided new insights about BME experiences in the acute setting. Additionally, a structured questionnaire tool was designed to evaluate patient experiences using questions tailored to their condition. Our patients tested and ranked the importance of each question and we have now used their valuable input for the next phase focused on validating the disease-focused structured tool to assess patient acute medical experiences. This tool will be appropriate for BME and non-BME populations and it is hoped that in the future, we can broaden its use to other acute NHS trusts.

Personally, I feel that the award has helped me to gain a crucial insight into patient experiences and this project has broadened my clinical knowledge and research management skills. Along the way, I have become trained in rigorous research methodology and acquired other transferable skills. All of this has consolidated my desire to actively pursue high quality, evidence-based research and build upon this important work.
Parveen Ali, Lecturer, School of Nursing and Midwifery, University of Sheffield

It was a great pleasure to receive a Mary Seacole Leadership award. The award has enabled me to explore current communication practices of bilingual/multilingual nurses when dealing with patients from a shared linguistic background and to identify barriers and facilitators to language concordant communication among nurses and patients.

The aim was achieved by collecting necessary data through individual interviews, focus group discussion, and a document review. The findings generated from the project will help develop a communication model and guidelines to shape language concordant communication practices among bilingual/multilingual nurses and patients and therefore enhance patient satisfaction.

Conducting this study would not have been possible without the Mary Seacole Leadership award. The award also provided me with very valuable professional development opportunities including a visit to the Department of Health, media training, report writing training and opportunities to present my work at international conferences. The award has enhanced my self confidence by providing me with the opportunity to develop and manage my own research project independently, a skill very much required in academia.

My sincere thanks to funders of the Mary Seacole Leadership awards and the members of the awards steering group.
Looking to the future

Members of the steering group work collaboratively to support and promote the awards across our key organisations; Health Education England, the Department of Health, NHS Employers, Royal College of Midwives, Royal College of Nursing, UNISON, Unite CPHVA and in addition across academic circles.

A priority for the next recruitment cycle is to ensure that the awards attract a wide range of applicants and to achieve this over the coming year the steering group will focus on improving the presence of the awards on the internet and social media. In addition to reaching a wider audience this will enable the awards to showcase their legacy and raise the profile of the awards across the Health Care sector. In future years, in recognition of both their significant contribution to improving health care outcomes for BME communities and their own personal achievement, we will present each awardee with an exclusive Mary Seacole awards scholars’ pin.

Demonstrating the longer term impact of the awards has always been a priority for the steering group and this year particular attention has been given to equipping our awardees with the skills that are necessary to continue their journey beyond the end of the award year. This year we developed and delivered specific media and presentation skills training in conjunction with Zamala Ltd to the 2014/15 awardees and this offer has been extended for future Awardees. Several opportunities for connections and networking between our alumni and new awardees have also been added to the development calendar and many of the alumni are now involved in delivering development days including dissemination and report writing skills.

A notable legacy of the awards is their contribution to developing more effective leaders and influencers for the NHS. In this spirit the steering group has secured additional funding which will enable us to deliver significant added value to the personal development component of the awards. We will be working closely with colleagues at the Kings Fund to develop and launch a bespoke Leadership programme for our scholars, building on the achievements of our scholars over the past two decades, and extending the impact of the awards well beyond their annual cycle. These developments and initiatives happen because of the support from the Chief Nurse for England Jane Cummings and her support for developing the leadership potential of our awardees and the continued support form HEE.

In June 2015 the steering group held an away day to set out their aspirations for the future and to frame the strategic direction for the awards. The steering group recognises the limitations of its current structure and we will continue discussions on how to create a more effective and sustainable structure to achieve the longer term objectives of the awards while continuing to deliver the core business. We are also taking action to strengthen the system of support for our awardees over the coming year and there will be a number of new external appointments to the steering group and mentor pool.
## Financial Statement for Mary Seacole Award Bursaries
1 September 2014 – 31 August 2015

<table>
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<tr>
<th></th>
<th>Opening Balance</th>
<th>Year to date income</th>
<th>Year to date expenditure</th>
<th>Commitments¹</th>
<th>Closing balance</th>
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¹ 2013/14 bursaries closed on 31 March 2015 and any underspend has been reallocated to cover the costs of providing training and development during the course of the award year.

² The cost of the new media training will be met by unallocated reserves.
Mary Seacole Steering Group 2014/15

Janet Fyle, Chair
RCM representative
Professional Policy Adviser
Royal College of Midwives

Obi Amadi, Vice Chair
CPHVA representative
Lead Professional Officer
Unite CPHVA

Gail Adams
UNISON representative
Head of Nursing
UNISON

Dr Lisa Bayliss-Pratt
HEE representative
Director of Nursing
Health Education England

Dr David Foster
Department of Health representative
Deputy Chief Nursing Officer
Department of Health

Vanessa Heaslip
Independent member
Senior Lecturer Adult Nursing
School of Health & Social Care (HSC)
Bournemouth University

Stacy Johnson
Past Awardee Member
Lecturer
School of Health Sciences
University of Nottingham

Mohamed Jogi
NHS Employers representative
National Programme Manager
NHS Employers

Tom Sandford
Director of Nursing and Service Delivery
Director for RCN England
Royal College of Nursing

Dr Janet Scammell
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School of Health and Social Care (HSC)
Bournemouth University

Lihua Wu
Independent member
Lecturer
School of Nursing, Midwifery and Social Work
The University of Manchester

Christine McKenzie
Mentor
Learning and Development Facilitator
Royal College of Nursing

Amy Cole/Siobhan Smyth
Awards Officer
Governance Adviser
Royal College of Nursing