

A group of five healthcare professionals, four women and one man, are in a hospital ward. They are all wearing light blue short-sleeved uniforms with white lanyards and ID badges. They are gathered around a patient's bed, looking at something off-camera with interest. The ward has large windows in the background showing a green landscape. A teal curved graphic element is at the bottom right.

Impact Report 2022

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Introduction

2022 was another extraordinary year for the nursing and midwifery professions. As we moved into a 'living with Covid' world, staff and systems grappled with growing demand, staff shortages and chronic burnout, all against the backdrop of a severe cost of living crisis.

Despite this, the RCN Foundation continued to deliver and expand our grant-making programme. In January, the administration of the Benevolent Service was transferred back to the Foundation from the RCN. The Service provided grants, signposting and benefits advice to nursing and midwifery staff, working with our partner organisations Entitledto and PayPlan. We created an online

application portal which allowed us to build efficiency and accessibility, and saw an increase in applications of 64%.

Those who had received benefits through the signposting service were on average better off by £6,444 per year. Over 3,200 individuals also received signposting support from the service.



Introduction

Thanks to donations from individuals, companies and charitable foundations we have significantly increased our education grants by 131%.

In May, we launched the Here for Life campaign in partnership with the Chief Nursing Officers for the UK and Ireland, which aimed to raise awareness of the breadth, depth and diversity of the nursing and midwifery professions. Over a four-day period, social media assets for Here for Life reached more than 3.3 million individuals. The estimated cost of gaining this reach through paid placement is around £8.7 million.

During the year, the University of Huddersfield developed the Huddersfield Application for Mental Health Assessment (HAMHA). This

App housed the most appropriate and evidence-based assessment tools for nurses to assess children and young people's mental health and emotional wellbeing.

Other highlights from the year included the graduation of the first cohort of students in the PG Certificate in Neurological Rehabilitation and Care, developed in partnership with the charity SameYou and the University of Edinburgh. We also awarded the second grant in our children and young people's mental health and emotional wellbeing programme; and funding for a feasibility study in neurological rehabilitation and care.

To all those who supported us this year, we say a huge thank you. Your commitment and faith in us enabled

us to deliver real benefit for nursing, midwifery and patient care across the UK.

Finally, thanks to all those we were able to support in some way over the last year – thank you for allowing us to be part of your journey.



Deepa Korea,
RCN Foundation
Director



**Professor Jane
Cummings RN CBE,**
Chair of the Board
of Trustees

Impact of your support

How we helped in 2022

2022 saw the Foundation directly support 873 nurses, midwives and health care support workers, through the award of hardship and educational grants in addition to the many hundreds of others impacted through the projects we funded.

We helped 618 members of the nursing and midwifery teams adapt to change or deal with pressures adversely affecting their financial situation, including many facing extreme hardship. Some of the

biggest challenges they were facing related to cost of living, physical and mental ill-health, caring responsibilities, and unemployment.

We supported the professional development and training of 255 individuals through education grants that totalled £348,000. Courses undertaken range from a Masters of Public Health, MSc Advancing Practice in District Nursing, Diploma in Women's Health, to a PG Cert in Learning Disability and/or Autism, and NLS (Newborn Life Support).

How our education grants make a difference



95%

reported that the grant had enhanced holistic, evidence-based, patient-centred care



95%

stated that they had increased competence



65%

said that they were more likely to stay in their current career



60%

had received positive patient feedback because of the funded activity

873

nurses, midwives and health care support workers awarded grants

£1.63m

identified in unclaimed benefits for clients by our hardship service

£280,000

awarded in hardship grants

Your support in numbers

Callers to our advice line gained on average

£535 a month

Here for Life campaign

On International Nurses' Day on 12 May 2022, we launched *Here for Life*, a social movement in partnership with the Chief Nursing Officers (CNOs) of England, Northern Ireland, Republic of Ireland, Scotland and Wales.

The aim of the campaign was to raise the status and profile of nursing and midwifery.

Here for Life showcased seven nurses and midwives from across the breadth and depth of the nursing and midwifery professions. The five countries were represented as were all branches of nursing. There were 200 regional stories and 10 quality

radio pieces. **#hereforlife** was in the top five hashtags trending on 12 May.

Over the course of four days, the campaign was viewed by 3.3 million people – that's more than watched Britain's Got Talent, the most popular TV show at the time. The estimated cost of gaining this reach through paid placement is £8.7 million.



Supporting individual members of the nursing and midwifery team

We continued to deliver a significant portfolio of education grants throughout 2022. Unlike previous years, this was not restricted to two grant rounds due to the increase in specific donations received for this area of our work.

The **Deliveroo-RCN Foundation NHS Education Grants Programme** was launched in March. Following a donation of £300,000 from the customers and suppliers of the food delivery service Deliveroo, 211 education grants were awarded totalling £276k. The grants were aimed at nurses, midwives and HCSWs working at lower pay bands within the NHS.

We once again ran the **RCN Foundation Worshipful Company of Needle makers** educational grants programme for nurses and midwives who were looking to enhance their use of needles in practice. Eleven nurses and midwives benefited from this grant, totalling £10k.

The **Into Nursing grant** for graduates seeking a career in nursing remained ever popular. Four grants were awarded, totalling £20k.





Olufunke Adeyeye

The **RCN Foundation Leathersellers' grant** provided grants to non-mental health registered nurses and midwives who were supporting children and young people's mental health and emotional wellbeing within their areas of clinical practice. Seventeen nurses and one midwife have benefited from this grant, totalling £24k.

The **RCN Foundation Olufunke Adeyeye Education grant** was launched in 2023. This grant was established for nurses, midwives and HCSWs from an ethnic minority background to undertake education and development activities. Four grants were awarded, totalling £5.7k.

There were two specific grants for HCSWs in 2022.

The **RCN Foundation Kershaw Fund** available to health care support workers looking to develop their professional skills, provided an education grant to two HCSWs, totalling £1.1k.

The **LV-RCN Foundation Education grant** was launched on 23 November 2022 on Nursing Support Workers Day. Eleven HCSWs benefited from a training and development grant through this fund.

The Foundation continued to fund the **University of Edinburgh's Postgraduate Certificate in Neurological Rehabilitation and Care**. We worked in partnership with the brain injury charity, SameYou, on this initiative. Twenty-three nurses graduated in July 2022, with

one progressing onto the full MSc Programme. A significant outcome of this programme has been the positive impact on students' personal and professional development, clinical knowledge and, consequently, patient experience as demonstrated through their reflective assignments.



Alana's Story



"I am forever grateful"

Alana was awarded £5,000 through our Into Nursing grant towards an MSc Nursing with Registration as a Children's Nurse at Kings College. She now works on a neo natal unit but hopes to one day become a humanitarian aid nurse.

"The Into Nursing grant has been vital to me and my family in making this career change possible and in getting me to a place where I can join the NHS workforce as a qualified nurse. I am forever grateful for your support."

Emma's Story

Emma's Story

“A massive help”

Emma, a neonatal nurse, was awarded £2,500 through our RCN Foundation Leathersellers' grant towards her final year of study at Queen's University Belfast in Childrens Nursing. “This scholarship scheme really helped me in my nursing studies. It not only provided much needed financial support, but I was able to worry less about my finances whilst on placement. I was able to take time off work and focus solely in my final year of nursing and this was a massive help. I didn't feel as pressured and was able to do well in my theory and practice. Thank you for your help.”



Jem's Story

“My research helped to inform my practice”

Jem, a medical nurse practitioner at Royal United Hospitals Bath said: “The Needlemakers grant greatly assisted me in my role as an advanced practitioner in acute stroke medicine. I was able to conduct research into a rare and under resourced condition called capsular warning syndrome. It manifests as recurrent events of specific focal neurology that are transient. However, if left untreated, often result in a cerebral infarction. As an advanced practitioner I am integral in facilitating and giving intravenous thrombolysis. My research helped to inform my practice and the importance of early thrombolysis in the presentation of capsular warning syndrome.”

In 2022, we supported 618 members of the nursing and midwifery workforce facing hardship – we helped them by awarding a total of £280,000 in hardship grants to help with a range of challenges including cost of living, physical, mental ill-health and caring responsibilities.

Top 5 presenting issues hardship grants	% of all grant awards
Debt	69%
Mental ill health	35%
Physical ill health	32%
Homelessness or housing problem	15%
Maternity/ childcare issues	15%
* Please note that each applicant may have multiple presenting issues	

Domestic Violence

14% of all benevolent grants awarded in 2022, compared to 3% in 2021, were to those fleeing domestic violence. These grants helped nurses, midwives and HCSW to start their life again in safety and also helped them to remain in work caring for patients.

Our signposting service identified over **£1 million per year in unclaimed benefits** for beneficiaries.

- The average financial gain for an individual who was signposted through our service was £535 per month.

Keeping nurses nursing

- 63% of those who currently work or may be working in the future say the service has helped or will help them to improve patient care.
- 94% said the grant had a positive effect on their mental health.

- 71% of those able to work said the grant has assisted, or will assist, in getting back to nursing or midwifery work.
- 92% said the grant and any signposting received helped them to feel more in control of their situation.



Alice's Story



“I can breathe again”

Alice is a hospital charge nurse who also lives with a disability and is a single parent of a ten-year-old child.

Due to a number of challenges, she did not renew her NMC registration in time this year, which led to a loss of income.

Alice received a grant of £950 towards cost of living. She told us: “My recent circumstances resulted in me facing financial crisis and hardship. I was a nurse with a disability, single parent unable to pay my bills, my mortgage or provide for myself and my dependants. I have been struggling with overwhelming stress, crippling anxiety, poor sleep and low mood. I am still shocked and so grateful to have been granted help from the RCN Foundation. I can breathe again – I cannot explain how much this grant has helped me, my mental health my ability to perform my role as a nurse and as a mum. I am sleeping again, I have regained my appetite, I can buy food and cook meals again”.

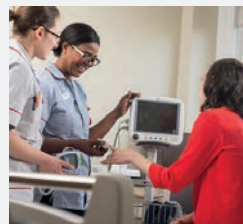


Laura's Story



“The drive to get up and do more”

Laura, a health care assistant living in a women's refuge with her children was seeking cost of living help while awaiting social housing allocation.



“I have worked for the NHS for 11 years and due to unforeseen circumstances I found myself and my children suddenly living in a refuge which meant I had to take a long period of time off work. I suffer with different mental health disorders and that, along with lack of finances, made dealing with my disorders very much impossible.

When I received my grant from the RCN Foundation it gave me support, it helped financially and improved my mood for myself and my children. Due to feeling mentally much more positive I have had the drive to get up and do more.”

Helen's Story



“You lightened my load”

Helen is a midwifery apprentice in her third year. Her car failed its MOT making it difficult for her to get from her village to university in London, as public transport was scarce in the area due to train strikes.

Helen has four children aged between 10 and 2. One child has been diagnosed with a progressive neurological condition and they rely on the car to get her to appointments. We awarded her the £500 to get her car fixed and back on the road.

“I cannot thank you enough – the grant has removed the stress I was experiencing and lightened the load. I am eternally grateful, this will help me so much.”



Highlights from our nursing- and midwifery-led funded projects

In 2022, the Foundation funded a number of nursing- and midwifery-led projects. In total six studies and projects were completed in 2022.

1. Northumbria University EMPATH study (PFA in Nursing Homes)

The study sought to identify the current evidence on the effectiveness, acceptability and feasibility of psychological first aid (PFA) for nursing teams working in care home settings. The research looked at where in the UK PFA was being used and how it was being implemented. EMPATH found that those who had received PFA training coped better, felt safer and more hopeful than those who had not received the training. Despite this, the study reported that nurses working within the care home sector were

unaware of the availability of PFA. The study concluded that it should be mandatory for all those working in a care home setting. In addition, they are now looking to develop a PFA programme bespoke to the Care Home setting.

2. Huddersfield Application for Mental Health Assessment

A project to develop a web-based application for a limited data set of assessment tools, for nurses to assess the mental health and emotional wellbeing of children and young people.

3. CareVis study at the University of Hertfordshire

Explored the impact of a co-designed resource to support people with a learning disability on their understanding and engagement with the Covid-19 vaccine.

4. QMU HeaLiN COVID-19 Leadership project

Published a paper and produced a video presenting what Healthful Leadership in Nursing looks like. Find out more at: <https://tinyurl.com/yz8anu2u>

5. Band 5 Leadership Development Needs Study at Northumbria University

6. RCN Foundation Amin Abdullah grant

Launched in 2022, the fund is in memory of nurse Amin Abdullah and aims to support nurse-led projects that focus on nurses' wellbeing, such as the strategies registered nurses use to compassionately support each other to maintain high standards of patient safety, despite the challenges they may face to achieve this.

Thank you to all our supporters

We are extraordinarily grateful to each and every individual, team and organisation who have supported us during the year.

With their vital help, we have been able to continue to achieve our purpose of supporting and strengthening nursing and midwifery to improve the health and wellbeing of the public. Every donation we receive, whether big or small, makes a real difference to the lives of hundreds of nurses, midwives and health care practitioners, and through them patients and families. Thank you.



We want to hear from you.

Feel free to contact us and see how we can help:

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Published by: RCN Foundation,
20 Cavendish Square, London W1G 0RN

Registered Charity: SC043663 (Scotland)
1134606 (England and Wales)

Registered Company: 7026001

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