



Speaker Biographies

Professor Nicola Ranger

General Secretary and Chief Executive, RCN

Professor Nicola Ranger joined the RCN in December 2022. She was previously Chief Nurse and Executive Director of Midwifery at King's College Hospital NHS Foundation Trust in London. Before that, she held Chief Nurse posts at both Brighton and Sussex University Hospitals NHS Trust and Frimley Health NHS Foundation Trust.

She has also held a number of senior nursing roles at University College London Hospitals NHS Foundation Trust and Surrey and Sussex Healthcare NHS Trust. Earlier in her career, she worked at America's George Washington University Hospital in Washington and at Mount Sinai Medical Centre in New York.

Tracey Budding

Deputy President, RCN

Tracey qualified as a Registered General Nurse (RGN) in 1994 and as a Registered Sick Children's Nursing (RSCN) in 1996. Tracey worked across a variety of clinical settings including Orthopaedic, Oncology and Hospice settings caring before specialising in the field of Neonatal Intensive Care for almost 30 years. Tracey progressed to Neonatal Intensive Care Senior Sister and Modern Matron at Birmingham Women's Hospital NHS Foundation Trust. Tracey now works in a Pregnancy Advisory Clinic, as a Clinical Nurse Specialist.

Tracey joined the RCN as a Student Nurse and became an accredited Steward in 2001. She went on to become the RCN local Lead Steward and RCN Learning and Safety Representative. She was also previously elected as the West Midlands UK Steward and Safety Representative on the RCN National Committees and as the West Midlands Regional Board Chair and Vice Chair.

Tracey has served on many RCN Committees, including as West Midlands Council Member and Vice Chair of RCN Trade Union Committee as before her successful appointment as the RCN Deputy President in 2021, and is now serving her second term of office.

Kevin Morley

Chair, Nursing Support Worker (NSW) Committee and NSW member of RCN Council

Kevin is an active RCN member and is an accredited RCN Steward and the current Chair of the RCN Nursing Support Workers Committee. He has gained valuable experience working as a Nursing Support Worker within a Community District Nursing Team and a community staff governor at a local Trust.

Kevin has also achieved significant work as Chair of the Nursing Support Worker Committee and would like to keep up the momentum of this work as the Nursing Support Worker member on RCN Council.

Ofrah Muflahi MSc BSc RN

RCN UK Professional Lead –Nursing Support Workers

Ofrah's passion for nursing started at an early age when she noted the care being provided by nursing staff who looked after her unwell mother. Ofrah brings more than twenty year's clinical and nursing experience/expertise working in various roles in and outside of an NHS setting and started her nursing career as a health care assistant. She is a highly competent registered nurse with knowledge, skills and experience in paediatrics, community nursing, quality governance, project management and quality improvement. She was the only Mary Seacole Leadership Award winner in 2008 which was funded by the Department of Health, RCN, Royal College of Midwives and Unite-The Mary Seacole leadership Award commemorates the Crimean war nurse and supports nursing staff improve the care of BaME patients.

Ofrah has a passion for equality, equity and fairness and is the Founder/ Director of the first British Arab Nursing and Midwifery Association in the UK. She has held board roles in multiple charities, including at Kidney Care UK and Age UK and is currently the UK wide Professional Lead for the Nursing Support Workforce at the Royal College of Nursing (RCN) and is a Non-Executive Director in the NHS. She is passionate about her role in order to deliver excellent care, support innovation and drive ethical leadership in a nursing and clinical context. She has an MSc in Healthcare Management and Policy from the University of Birmingham and is also a certified Cultural Intelligence (CQ) Assessor. Ofrah is also keen in the development of the next nursing and midwifery generation and spends some of her spare time mentoring in a volunteering capacity.

Professor Ian Peate

Editor in Chief, British Journal of Nursing

Biography and presentation information

Ian began his nursing career at Central Middlesex Hospital, becoming an enrolled nurse practising in an intensive care unit. He later undertook 3 years' student nurse training at Central Middlesex and Northwick Park Hospitals, becoming a staff nurse and then a charge nurse. He has worked in nurse education since 1989. His key areas of interest are nursing practice and theory. Ian has published widely. Ian was awarded an OBE in

the Queen's 90th Birthday Honours List for his services to nursing and nurse education and was granted a fellowship from the Royal College of Nursing in 2017.

The words we choose-or avoid-carry significant power, often more than we might realise. When used carelessly or without consideration, language can silence, exclude or invalidate individuals, along with their emotions and experiences. However, when healthcare support workers and others use language thoughtfully and respectfully, it can amplify the voices and experiences of underrepresented individuals, making them feel seen, included and valued.

Ian's presentation will

1. Demonstrate how inclusive language is a key factor in providing compassionate, patient-centre care and in improving communication
2. Recognise the importance of inclusive language
3. Identify examples of inclusive language and apply practical techniques in everyday interactions, ensuring respectful and culturally sensitive communication with diverse patient populations.

Sandra-Jane (SJ) Stock

Nursing Support Worker Committee, member for the Eastern Region

Sandra-Jane (SJ) is a Band 2 Health Care Assistant at Norfolk and Norwich University Hospital, working mainly with children.

SJ started working in the NHS in 1982, qualifying as a RGN in 1986 and a RSCN in 1988. SJ has worked in hospital, schools and the community with children and their families in many different roles, including Band 7 Children's respiratory & allergy nurse specialist with a non-medical prescribing qualification in West London. Owing to disability, SJ took ill health retirement and left the NMC register at the end of 2021. Finding retirement not to her liking, SJ joined NNUH as a Health Care Assistant.

Life-long learning has always been an important part of SJ's life, undertaking post-registration qualifications in teaching and assessing, paediatric asthma, allergy in practice, Diploma in Professional Studies in Nursing followed by a top-up degree at the RCN – BSc (Hons) in Child Health Nursing. Apart from annual updates in respiratory, allergy and prescribing, SJ's most recent formal qualification was Non-Medical Prescribing registered with the NMC in 2012. Now, however, SJ is undertaking a MA in Childhood & Youth studies with the OU. SJ had an article published in RCNi Journal, Nursing Children & Young People in 2019.

SJ has been a member of the RCN since 1982, as a student member, Registered Nurse member, retired member (very briefly) and as a NSW member. SJ became the elected member of the Nursing Support Workers (NSW) Committee representing the Eastern Region in 2023. Having been a Registered Nurse, SJ felt that she was well placed to support NSWs due to her breadth of knowledge and experience of competencies and acknowledgement of increased role expectations – NSW's taking on more of the clinical skills that used to be in the Registered Nurse domain and highlighting when NSWs being asked to take on roles / tasks beyond their job description and taking action on behalf of other NSWs. Recently SJ has become the NSW Committee

representative on the Equality, Diversity and Inclusion (EDI) Committee, having had practical experience of how difficult it is to argue for necessary adjustments.

Outside of work, studying and RCN commitments, SJ has a long history of volunteering - previously as a School Governor, PCC Treasurer, Lead Chaperone & safeguarding officer

Compères

Wendy Irwin
Royal College of Nursing Equality Lead



Wendy Irwin has led the RCN's broad equality, human rights and inclusion work since 2005. She is a graduate of St. Hilda's College Oxford and has a particular interest in the neuroscience of inclusion. She is also a member of the Chartered Institute of Personnel and Development and has a strong research focus on the importance of trust as a driver for productivity in the workplace as well as designing metrics to measure inclusion and the impact of intersectional analysis. Wendy has key held roles in the field of equalities and inclusion across the public and voluntary and community sectors. She has also worked nationally as well as internationally on building the capacity of organisations to make constructive use of difference.

Wendy has previously been named as one of 50 inspirational women in the Health Service Journal and noted as a BME pioneer. Wendy has written and contributed on issues of leadership, productivity and innovation and is currently working to implement the RCN's Group EDI strategy.

Bruno Daniel
Inclusion Programme Lead



Bruno has a public service-related background having served in the Royal Navy for 24 years, 10 years as an engineer and 14 years as Physical Training Instructor. After leaving the service in 2000, he worked for Devon Fire and Rescue Service for 5 years as their

Fairness at Work Advisor, where he pioneered much of the services equality, diversity and inclusion initiatives during this period. In 2005 he went to work for a charitable organisation, Business in the Community, leading on the Race for Opportunity initiative across the Southwest of England and Wales before joining Wolverhampton City PCT in 2007 as Head of Equality and Diversity. In 2013 he was appointed as the Senior Equality Diversity Lead for a leading Mental Health Trust in Birmingham to support the workforce element of policy development and implementation and responding to equality issues from both corporate and operational areas. In 2016, Bruno was appointed as a Senior Regional Officer with the Royal College of Nursing in the West Midlands Region and now, in his current role as the Inclusion Programme Lead for the RCN to manage the delivery of the Cultural Ambassadors and the Inclusive Leadership programmes.