

Nightingale Frontline

Free Leadership Support Service for BAME Nurses in Social Care

Thanks to generous support from the Garfield Weston Foundation, The Florence Nightingale Foundation (FNF) is delighted to offer the opportunity for Black, Asian and minority ethnic (BAME) nurses working in **social care**, to access to our hugely popular, fully funded **Nightingale Frontline: Leadership Support Service**.

FNF is committed to helping nurses and midwives across healthcare, including nurses working across social care who look after patients with COVID-19. The pandemic has impacted every facet of health and care and the work of social care nurses has been overlooked.

Benefits of Nightingale Frontline

- ✿ Providing expert support delivered by a facilitator who is also a BAME leader and understands the specific challenges that BAME staff face.
- ✿ Delivering safe, confidential groups, enabling nurses to share and discuss unique issues.
- ✿ Offering specific coaching to develop leadership skills and capabilities.

Scan the QR code to find a full list of
Nightingale Frontline Sessions





Mandeep Lally, Sister

“As soon as I heard about the online support sessions in response to COVID-19 pandemic, I booked myself onto the service and saw immediate results. It equipped me with the skills to ease my anxiety during intensely busy periods, gave me the confidence I need to provide support to my colleagues and my team who have never experienced the likes of COVID-19 before.”

“The session allowed me to express my thoughts and provided a safe, confidential space to talk to my peers. We discussed issues we faced in light of the pandemic and discussed ways to provide emotional well-being support to staff during difficult times. It and gave me confidence in myself and my job”

Why do BAME social care nurses need to be recognised?

- ☀ BAME health and social care professionals working on the front-line of patient care have been particularly vulnerable and disproportionately effected during the COVID-19 outbreak.
- ☀ 38% of nurses working in social care are from a BAME background.
- ☀ Failure to address the unique cultural experiences of BAME nurses will have a lasting impact on nurses ability to continue working during and after the current pandemic.

The impact of COVID-19 on BAME social care nurses

There are 41,000 nurses who work in social care enabling individuals with care and support needs to live positively in their own homes or care homes. Care homes have seen some of the highest increase in deaths during the pandemic and this will have had an emotional effect on the nurses caring for these patients.

FNF is proud to support the BAME working force

FNF runs leadership courses for all NHS and healthcare staff and has a long history of empowering BAME nurses and midwives, with 50% of participants across all FNF leadership courses coming from a BAME background. In 2018, FNF created the Windrush Leadership Programme, in collaboration with Health Education England, for descendants of the Windrush Generation and BAME NHS staff. The purpose of the programme is to empower BAME staff and equip them with the skills, knowledge and confidence to pursue senior roles.