Student Shared Professional Decision-Making Councils (South East England)

Report of the January 2023 ICS Meetings

FLORENCE NIGHTINGALE FOUNDATION

NHS
Health Education England

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Summary

This resource reflects upon the latest series of integrated care system (ICS) council meetings which took place mid-January 2023. Since the last update in Autumn, all councils are in operation and making strides in raising awareness of the councils amongst the student body and stakeholders. Though each council are at different stages of development, all council members are dedicated to influencing the improvement of the student experience and strengthening student voice.

A **wellbeing check-in** (Appendix A) in the form of a clarity exercise at the beginning of every meeting has recently been introduced. Below are the data focal points of what was and was not working for each council member at the time in the context of themselves, their roles, and their working environments.

69% said being organized was working well for them

59% said not having time for self-care was not working well for them

17% said spending little to no time outdoors was having a negative impact

12% said placement were having a positive impact

#TeamFNF #FNFStudents

Through participating in this exercise, council members were able to speak freely in a courageous space and hear from their peers either discovering that they are not alone or what coping strategies work best for others. Each council member will receive this resource and have been reassured that they can use it at any time, relying on their council colleagues and FNF for assistance when required.

In each meeting, **all members went around the virtual space sharing individual updates.** Generally, this time is used to celebrate personal achievements or air any difficulties, share student voice through discussing student networks and experiences at a local level, and feeding back engagement with stakeholders. All councils have been briefed on a new progress update template which they must complete a week prior to attending any future meetings (Appendix B).

Collaborating on **individual council objectives**, each council receive protected time to set short and long terms goals. Below are the themes which emerged during this series of meetings.

All 6 ICS Councils discussed the need for placement orientations

Half of the ICS Councils plan to focus on developing approaches to successfully give placement feedback

A third of ICS Councils explicitly deliberated making student wellbeing resources

A third of ICS Councils plan on overtly investigating the cost-of-living crisis in relation to student life

Though it is up to each council what they choose to implement when aiming to positively influence student experiences, these themes are not singular and impact a few, sometimes all ICSs across the region. When meeting at a regional level, the agenda is based on these commonalities and provides a space where all councils can delve deeper into topics, learn, share, and collaborate.

Stakeholders joined the second half of the Student Council Meetings. They were first asked to deliver any student facing updates which required comment or the future involvement of council members. This consisted of the student hardship survey progress, the invitation to facilitating a focus group training to assist, placement expansion projects, ideas on raising concerns or give feedback, and several calls for student involvement at system level to gain student voice. Council members were then able to comment or enquire during a question-and-answer session.

All meeting discussions were recorded, and actions have been logged (Appendix C). The innovation and dedication to this programme is exciting and the Research and Policy Team at FNF have reassured each council of the support which can be offered. All members will be expected to report on progress between January ICS student council meetings and the next **regional meeting which is taking place on Thursday 9 March 2023 in-person at 10 Union Street, London.**

Background

Established in April 2021 and funded by Health Education England South East (HEE SE), FNF established six (one per each ICS) multi-professional student shared decision-making councils (SPDMCs) across the SE region of England.

The membership of the councils includes student nurses, midwives, allied health professionals (AHPs), and trainee nursing associates (TNAs). This programme is upscaling the successful model of the Hampshire and Isle of Wight (HIOW) Student Nurse Council which was piloted with support from Sue Hill (former Senior Nurse at HEE SE), Jackie Munro (Chief Nurse at Solent NHS Trust) and Jessica Sainsbury (Student Nurse at the time of establishment).

The Programme aims to amplify student voice at system level, filling the gap between the student body, Universities and Practice Providers with a strong, strategic, consistent student influence. The SPDMC have set a regional mission and vision for the programme and are finalising their distinct and separate ICS objectives in line with their student populations.
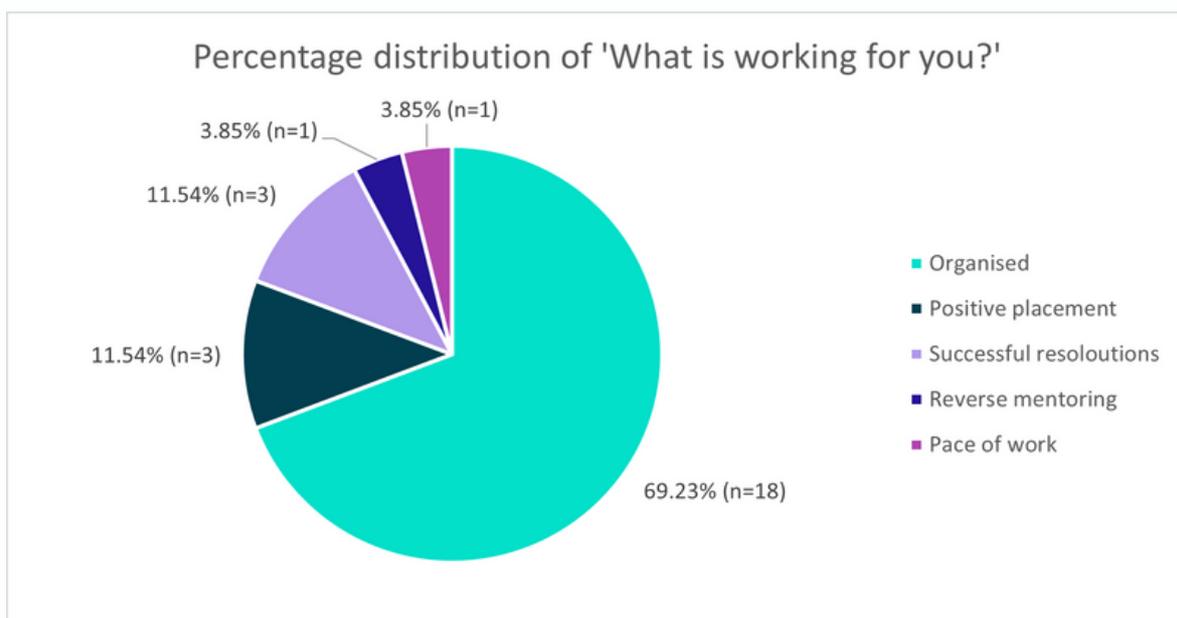
Themes of Discussion

Student Welfare

Wellbeing Check-in

During the wellbeing check-in where council members answered what was and was not working for them in the context of themselves, their role or work environment, all 33 council members identified the bellow themes. You can see the number of times respondents stated it in brackets and examples or direct quotes are used where applicable.
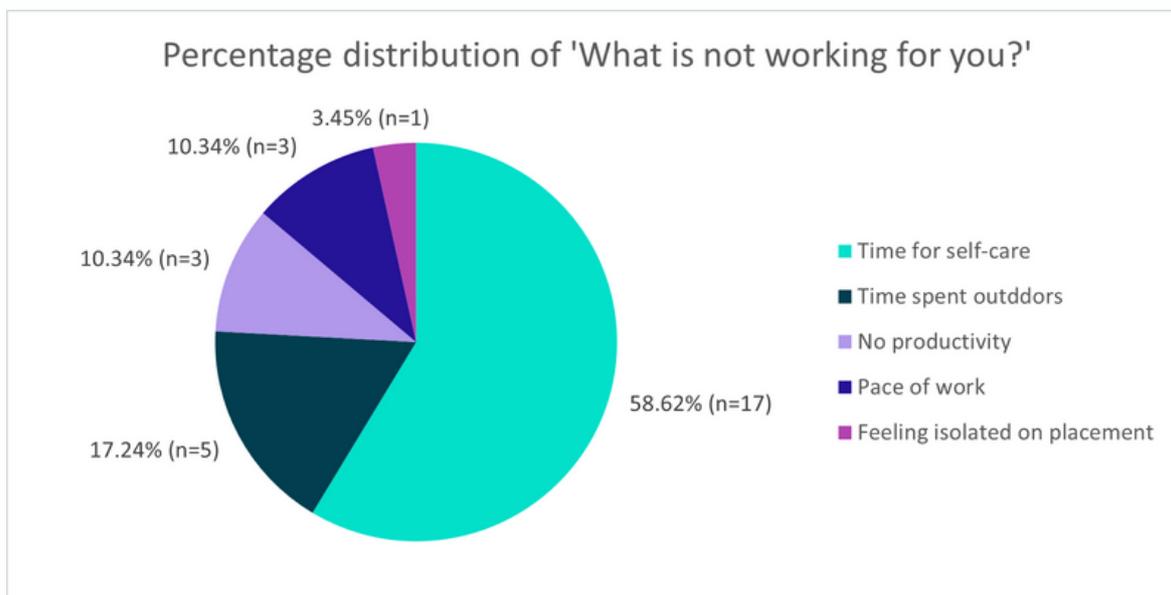

Organised (n=18)
- Routine self-care (n=8)
- Work/planning is up to date (n=5)
- Organiser/calendar or journal (n=3)
- Whiteboard (n=1)
- Work environment (n=1)

Placement (n=3)
Successful resolutions (n=3)
Reverse mentoring (n=1)
Pace of work (n=1)

Percentage distribution of 'What is not working for you?'

Legend:
- Time for self-care
- Time spent outddors
- No productivity
- Pace of work
- Feeling isolated on placement

Chart values: 3.45% (n=1), 10.34% (n=3), 10.34% (n=3), 17.24% (n=5), 58.62% (n=17)

Time for self-care (n=17)
- Sleep (n=5)
- Stress (n=3)
- Diet (n=2)
- Family time (n=2)
- Gym (n=1)

Minimal time spent outdoors (n=5)
Pace of work (n=3)
No productivity (n=3)
Feeling isolated on placement (n=1)

It is important to note that all council members have been invited to use or disseminate this resource whenever they feel it beneficial. Support is available for council members to address items which fall under the 'what is not working' section in meetings or in a 1:1 setting.

Student Wellbeing

The mental health and wellbeing of students is discussed frequently. Students are consistently calling to raise the profile and accessibility of resources that are available to students. Alongside this, council members are calling for the importance of student access to existing resources for substantive staff in organisations to be discussed with key stakeholders. Often students encounter traumatic experiences whilst attending placement and are 'usually expected to be fine with no facility to reflect or offload'. Furthermore, students sometimes do not feel able to request support or access to resources as extended members of the team, as they are often reminded that they are 'just a student'.

Student wellbeing has been tabled for discussion at the March regional student council meeting.

Cost-of-Living Crisis

Council members shared that the cost-of-living crisis is having a significant impact on students across the region and therefore all ICS councils are seeking to positively influence or change financial pressures whilst studying. An example which has been raised previously is that some students are choosing whether to purchase food or fuel to travel to placement. An additional related area that council members would like to explore with stakeholders is the financial pressures particularly on international students as they have limited access to funding and support. In the January series of meetings council members reviewed parking prices, the use and need for discounted food/foodbanks, and free sanitary products.

The cost-of-living crisis has been tabled for discussion at the March regional student council meeting.

Communication

Placement Orientation Resources

Creating a sense of belonging and appropriate orientation to new placement areas across the region was discussed at length. Each council have local innovations and suggestions for improvement which they have been encouraged to explore with stakeholders. Through consultation with their networks, students feel that limited information is given prior to starting placement and in worst cases students are finding out their placement allocation with 24-hours' notice. This leaves little to no time for individuals to prepare, organise their home lives, and often causes anxiety. Furthermore, students can often receive outdated information i.e., contact details, resources. Students have also reflected that 'initial interviews' do not always allow them the opportunity to share details of their personal circumstances and any reasonable adjustments. This can lead to students not performing as well on placement as they believe they are capable of.

All 6 councils aim to influence existing workstreams in their ICSs regarding placement orientation and where this does not exist, to work with stakeholders to introduce them. Council members in 2 councils wish to create a webpage to act as a single-point-of-truth for all practice placements which is updated by Learning Environment Leads for the area. Other ideas include the ability to leave reviews, buddying systems, and reasonable adjustment passports.

Student Councils will be actively reaching out to those leading this work, however stakeholders are welcome to get in touch directly.

Giving Feedback

Students are apathetic when asked to give feedback on placement experiences as they do not feel that current feedback mechanisms lead to positive change. This proves to be problematic as not only could positive feedback boost workforce morale, constructive feedback should be acted on to improve the environment for all including permanent staff, students, and patients. FNF encourage council members to shine a light on good practice through authoring case studies. All councils wish to investigate the process of giving feedback and closing the feedback loop, so the wider student body is aware of 'what happened next'.

All student council members are engaged with the South East RePAIR Fellows and have contributed to their initiatives including the student hardship survey in which the data and 'you said, we did' actions will be shared with them directly.

Engagement

Social Media

All councils have been encouraged to create professional social media accounts both as individual council members and as ICS Student Councils. They have received an optional 'professional use of social media' training session and understand the advantages of creating media content to engage with others and have developed communication strategies. You can find the ICS Student Council social media handles later in this document, please do connect with them.

Surveys

Many of the student councils are utilising surveys to capture the views and experiences of the student populations that they represent. This will allow council members to make informed choices and share the data strategically to enable stakeholders to make evidence-based decisions when implementing change that may affect students.

Stakeholder Intervention

For the latter half of all ICS student council meetings, stakeholders from the system are invited to join the meeting. Student council members and the FNF team would like to thank all stakeholders for engaging in this way and for your continued support.

If you are a stakeholder wanting to hear and raise student voice and would like to attend future meetings please email policy@florence-nightingale-foundation.org.uk and the team can send you the relevant calendar invitation(s).

Council Objectives

Regional Mission

Valuing, nurturing, and amplifying the voice of the future workforce by bridging the gap between healthcare students, universities, and practice providers.

Regional Vision

To improve the student experience by providing a consistent strategic voice within SE region England and the six Integrated Care Systems (ICS) within it. We aim to change workplace culture at all levels regarding student contribution, value and support within health and social care. Promoting safe, diverse, authentic, and respectful ways of working for all to enable true advocacy for our professions.
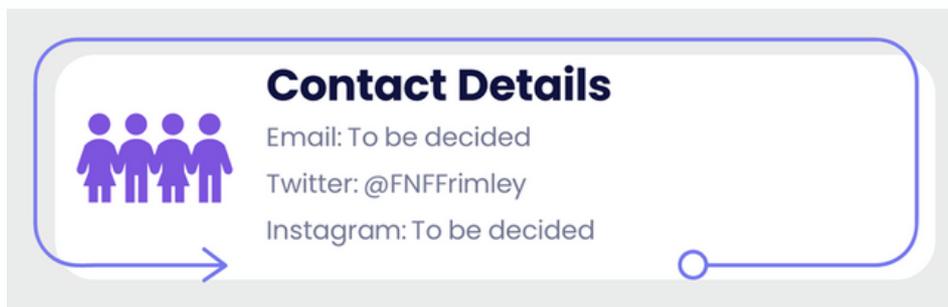
BOB ICS Student Council

Contact Details

Email: bobicsstudents@gmail.com

Twitter: @bob_fnf_sr

Instagram: @bob_fnf_studentreps

Objectives:
- Garner the wider student voice within the BOB ICS via a survey and creating a presence on social media.
- Showcase best practice regarding student support, education, and placement experience across the BOB ICS.
- Champion and create more awareness of the shared decision-making model in HEI's and Practice.

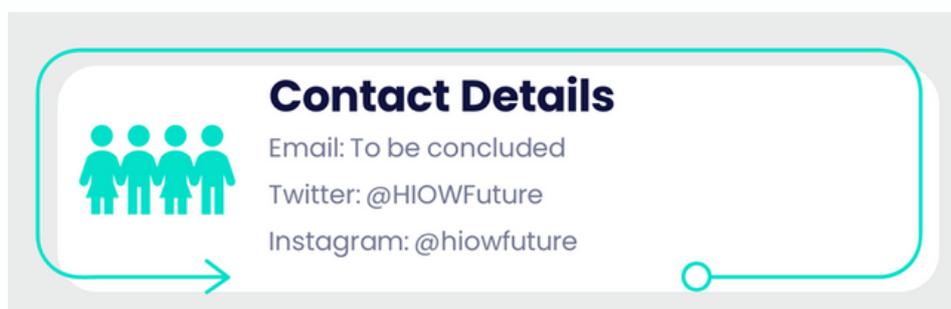## Frimley ICS Student Council

Contact Details

Email: To be decided

Twitter: @FNFFrimley

Instagram: To be decided

Objectives:
- Virtual or face-to-face focus group on "What factors contribute to a positive placement experience at Frimley; what would make it better?". Desired outcomes include:
  - To create "good news" stories for Frimley to showcase best practice placements.
  - To create an award for "student voted" best practice placements within Frimley ICS.
  - To understand how placements can improve and provide this information directly to Frimley with 'you said, we did' style approach for students.
  - To create resources supporting placement providers achieve best practice.
- Introduction video to be used at Frimley ICS placement inductions. Desired outcomes include:
  - To promote the Frimley Student Councils purpose and aims.
  - To welcome all student voices and be as inclusive and diverse with our feedback and work with Frimley stakeholders.

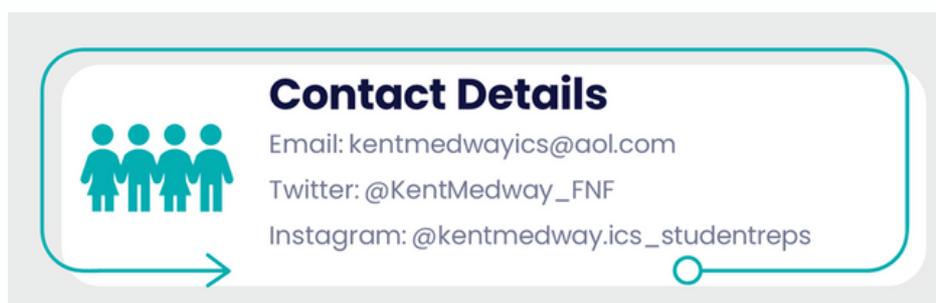## HIOW ICS Student Council

Contact Details

Email: To be concluded

Twitter: @HIOWFuture

Instagram: @hiowfuture

Objectives:
- Establish/ design a charter.
- Develop a student landing page.
- Establish 4 pillars of clinical practice in student expectations across all healthcare practices.

Kent and Medway ICS Student Council
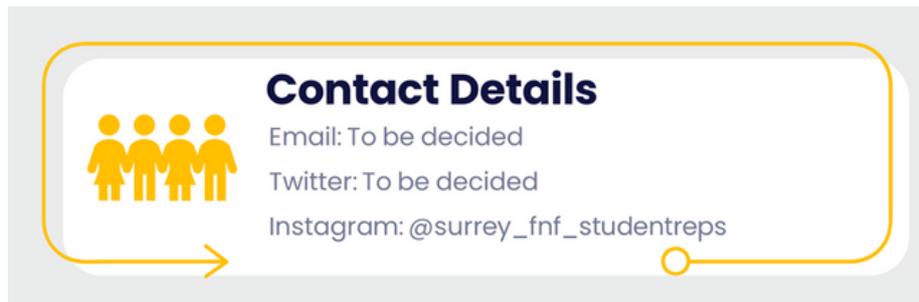
Contact Details

Email: kentmedwayics@aol.com

Twitter: @KentMedway_FNF

Instagram: @kentmedway.ics_studentreps

#TeamFNF #FNFStudents

Objectives:
- Disseminate information about FNF and HEE council to our cohorts and networks, this to include promotion of the council, opportunities, and other information.
- Produce an infographic on Student Leadership to inspire and inform students on opportunities, demystify leadership and aid other students on their leadership journeys.
- Be active in getting feedback from the region about how courses/training is going and factors that are impacting the education of the future NMAHP workforce.
- Host several webinars for students from our region to attend. Potential subjects being surviving placement, coping with mental health during the course, getting the most out of assignments, and so on.
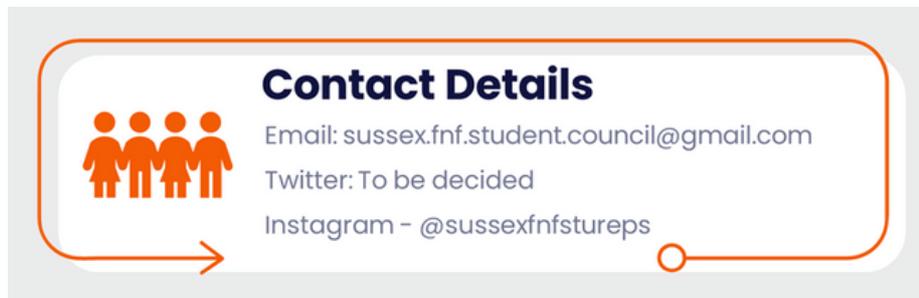
Surrey ICS Student Council

Contact Details

Email: To be decided

Twitter: To be decided

Instagram: @surrey_fnf_studentreps

Objectives:
As all members of this council are new in post and no objectives have been set yet. Members have been instructed to, in time, develop SMART goals. In the first instance, they are deciding on short- and long-term goals.

Sussex ICS Student Council

Contact Details

Email: sussex.fnf.student.council@gmail.com

Twitter: To be decided

Instagram – @sussexfnfstureps

Objectives
- Lobby for clarity on clinical skill expectations and support in practice for all professions.
- Showcase good practice and create a framework of student expectations for practice educators.
- Develop and initiate a 'pre-placement package'.
- Establish an ICS buddy programmes to enable peer support and collaboration across professions.

Looking Forward

Regional Meeting

Join us in person as we host the latest Student Council **Regional Meeting on Thursday 9 March 2023, 10:30 - 16:00**. Engage with students and stakeholders from across SE England.

Series of ICS Council Meetings

To take place **week commencing 17 April 2023**. Local stakeholders are encouraged to join and you can do so by emailing policy@florence-nightingale-foundation.org.uk with your interest

Connect with us

We have a strong presence on social media and have recently launched our 5-year strategy on our website, do connect with us.

Appendix

Appendix A
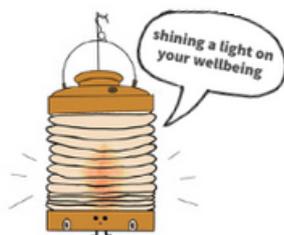
Wellbeing check-in exercise sheet.

WELLBEING EXERCISE

This activity was designed to bring the user clarity.

Below are some examples of what you can identify to be working and not working for you at work.

WHAT IS WORKING?

YOU	YOUR ROLE	YOUR WORK ENVIRONMENT
• Exercise • Mindset •	• Project completion • Presenting project updates •	• Biweekly virtual check ins with a colleague • Flexing hours, going to the office... •

WHAT IS NOT WORKING?

YOU	YOUR ROLE	YOUR WORK ENVIRONMENT
• Planning ahead • Self-care •	• Managing time/expectations effectively • Task follow-ups •	• Setting boundaries in house and with clients • Feeling disconnected from the wider team •

WHAT IS NEXT?

YOU	YOUR ROLE	YOUR WORK ENVIRONMENT
• Diarising planning time including time for self-care •	• Making task follow-ups a standing item in 1:1 meetings •	• Speaking to a peer or my line manager for suggestions •

Once completed, identify what you can fix and implement it overtime. On areas you need help with to implement a solution, seek support in a 1:1 meeting or reach out to your peers.

shining a light on your wellbeing

Produced by Stacey Chambers

#TeamFNF #FNFStudents

Student Councils Programme
Student Council Member update report

ICS Student Council:
Student Council Member name:

Item	Progress update
Shine a Light • Share something you're proud of since we last met • Can you shine a light on good practice on placement/ at university?	
Stakeholder meetings/ events attended/ contributed to and highlights • Name stakeholder meetings you have attended/ contributed to • What did you share? • Are there any actions for the ICS/ Regional Council? • When is the next meeting?	
Engagement with Students • Online • Face to face • Feedback from students on how to engage with them in the future • What's worked/ what hasn't worked • Share good practice with your fellow Council Members	
Activity planned for period between Student Council Meetings • Include upcoming events/ meetings • Include social media plans	
Update on ICS Council objectives	
Any issues identified that require follow up or immediate attention	

Please send completed form to policy@florence-nightingale-foundation.org.uk at least one week prior to ICS/ Regional Student Council meetings.

Appendix C

January 2023 action log.

Student Council Programme

Overdue	
On track	
Complete	

BOB ICS

Action	Opened	Owner	Status	Comments/Update	Closed
The council have created an action plan re: engagement and a consistent media presence.	16/01/2023	All			
Mental health and wellbeing to have a clear objective.	16/01/2023	Gabby/Rachel		Research and Policy Team have shared resorce.	
Formulate a letter to CNO's of BOB ICS including local authorities to ask for support with the cost-of-living crisis. To speak with RePAIR about their student hardship survey outcomes and work together to create change. To also speak with Rachel Corser (BOB CNO) on her perspective and the possibility of supporting the council.	16/01/2023	Rhiannon			
To contact OPEP rep from Brookes to discuss communication and to decide how to tackle this gap for nursing/midwifery students. PEMS system is outdated and incorrect.	16/01/2023	Ellie			
Investigating provision for international students across the ICS.	16/01/2023	Thewuni			
Produce and launch a survey tailored to all disciplines including course specific questions, placement experiences, mental health, 'exiting course' (to feedback to RePAIR), disabled students, international students, and so on. Aiming to have this out in February.	16/01/2023	All/FNFs Research and Policy Team			

Frimley ICS

Action	Opened	Owner	Status	Comments/Update	Closed
Implement ideas on successfully giving feedback - the winner could be nominated via positive feedback to the nursing times awards? Exit interviews/learning?	20/01/2023	All			
Arranging time for the students on placements 'golden hour/a brew with you' for students to have support and build connections.	20/01/2023	All			
To produce a student survey on placements - how far does the feedback go? We could have people evaluate the placements they have been on. Communication break in university and placements.	20/01/2023	All			
Possibly setting up and facilitating honest discussions (in person or virtually) with students figuring out what's working/what's not working to gain feedback and build networks.	20/01/2023	All			
Supporting new 1st year students and inductions to support the awareness of this council/FNF but also to assist anxieties and isolation.	20/01/2023	All			
A placement has expectations for the students but there are now strict expectations for placements and what they cover to be seen as good or supportive. This to be made clear.	20/01/2023	All			

HIOW ICS

Action	Opened	Owner	Status	Comments/Update	Closed
Comms plan for social media posts.	19/01/2023	All			
Presenting research findings on experiences of placements. Next presentation: Nurse Workforce Summit in February.	19/01/2023	Jack/Katie			
Report writing of the survey to be continued.	19/01/2023	Jack/Katie and Research and Policy Team		Jack has since left. Who is taking over?	
Exploring the student feeling of not being able to go into other pillars of nursing. Council to finalise the design of this and launch it soon.	19/01/2023	All/Research and Policy Team		Waiting on final draft from Katie.	

Kent and Medway ICS

Action	Opened	Owner	Status	Comments/Update	Closed
Social media engagement and attending in-person events for exposure.	18/01/2023	All			
Investigating neurodiversity (disclosing it, adjustments, and mentoring) i.e., raise awareness of disclosure & support on SM, share 'SHINNE' HEE document with universities, and more guidance needed with training supervisors.	18/01/2023	All			
Shed light on good practice in K&M - create a blog post on FNF student page.	18/01/2023	All			
Discussing a buddy system.	18/01/2023	All			
Investigating the reimbursement of car park charges.	18/01/2023	All			

Surrey ICS

Action	Opened	Owner	Status	Comments/Update	Closed
Investigating/figuring out a system of 2nd/3rd years to sign up and be matched with 1st years in a buddying system.	20/01/2023	All			
Investigating wellness resources and contacts for all students including all unis/trusts in the ICS. Creating in future a resource (physical/E-resource) with contacts and links to wellness resources.	20/01/2023	All			
Hosting celebration events or delivering student appreciation feedback?	20/01/2023	All			

Sussex ICS

Action	Opened	Owner	Status	Comments/Update	Closed
Investigating/designing a pre-placement package i.e., two-way passport, disclosing learning styles.	17/01/2023	All			
Social media engagement.	17/01/2023	All			
Joining employability week to be a peer supporter.	17/01/2023	Sammi			
Talking to Jo Finley to give suggestions to on student preparedness on placement.	17/01/2023	Sammi			
Newer council members to start having similar conversations.	17/01/2023	All but Sammi/Simon			