The Health & Social Care Workforce Research Unit

Annual Report
2020 – 2021

The NIHR Health and Social Care Workforce Research Unit (HSCWRU) is a multidisciplinary expert research team working across King’s College London and the Institute for Fiscal Studies. As part of NIHR School for Social Care Research we work closely with other universities to provide evidence for social care practice and as part of NIHR Applied Research Collaborative (ARC) South London we work to link practice and research locally. HSCWRU leads research on health and social care workforce policy in England; provides evidence to government; and disseminates research to policymakers, service providers, patient, service user and carer groups, and directly to the workforce itself. Other research funders from government and charities support our further work on health, homelessness and children’s social care studies. HSCWRU is part of the Policy Institute at King’s within the Faculty of Social Science & Public Policy at King’s College London.

@hscwru
www.kcl.ac.uk/hscwru
blogs.kcl.ac.uk/socialcareworkforce
Snapshot of 2020-2021 in numbers

6,500 @hscwru followers

208 Publications
104 peer reviewed journal articles,
50 project reports,
54 others: blog posts, professional press articles, books, book chapters and letters

401 Presentations
given of our research – in person or online – to health care workers, social workers, social care practitioners, health and care service managers, policy makers, academics, students, patients, service users and family carers

41 Blog Posts
on blogs.kcl.ac.uk/socialcareworkforce

60 Research Projects live
2020–21 feedback on Unit activities

‘Your Making Research Count team rose to the situation very quickly and have delivered wonderful training throughout this crisis.’

Carol Ellison, Redbridge Council

I found the presentation on Re-Thinking Trans Healthcare to be very informative, well held and posed some interesting questions. I appreciated it highlighted the importance of individuals roles at a local level to help implement structural change. More education is needed; thank you for being part of it.

Worker, Islington Homeless Service

Mary, I read your excellent report on the response and impact of COVID-19 on Children’s Social Care. Great to have well evidenced information on what has happened, including how local authorities have responded.

Colin Green, Oxford Brookes University

Colleagues have really enjoyed the webinars and attendance has increased by virtue of the events being so accessible online. Thank you for the fast turn-around in creating pertinent online seminars relevant to COVID-19 as well as general practice issues.

Sarah Gawne, Cambridgeshire County Council

The MRC Study Day on ‘Creating a Positive Environment for Practice During a Period of Crisis’ was refreshing and provided a much needed wider organisational context and perspective during this exceptional time.

Jacqui Spooner, Practice Education Coordinator, Lewisham Council

Jill, thank you for your unique contribution to the work of the NIHR Dissemination Centre, which we have greatly appreciated.

Alison Ford, Head of Engagement, NIHR Dissemination Centre

Many thanks for making this webinar on ‘People with Intellectual Disabilities Hear Voices Too’ possible. It was thought provoking, practical and compassionate.

Lucy Wang, Surrey and Borders NHS Trust

Thanks for the wonderful conference on Mental Health & Social Care - the research and presentations from all speakers was stimulating and thought provoking. A lot of statistics and areas to follow up on. Thanks once again for this opportunity.

Sanusi Koroma, West Berkshire Council

I found this Social Work Seminar fascinating and helpful in obtaining perspectives from other countries under the shadow of Brexit. My work involves a significant proportion of migrant families and it helped put their lives in context.

Desmond Wheway, Children’s guardian, Cafcass

I always enjoy the seminars; they inform what I am thinking and I try to incorporate the ideas into my teaching work with students.

Liz Ellis, University of Winchester

John, many thanks for sending through this vital report on the Impact of Covid-19 on social care Personal Assistants - we will include it in our update to members. Great to know you have been covering this so effectively.

Vic Rayner, Executive Director, National Care Forum
Mary, please see the Irish perspective on your research on multi-agency arrangements during the pandemic. Thanks for giving up the time to put it together – it sparked a lot of interest. We are very interested to see how this work progresses.

Marian Brattman, National Manager for Research, Tusla Child and Family Agency, Eire

The Social Work seminar on Practice-theory links was really interesting. It helps me as a lawyer understand more the challenges which social workers face and assists me to identify how my team might support social workers in different ways.

Lindsey Marks, Deputy Head of Law, Barking and Dagenham Council

John, thank you for your work and sharing your report. I forwarded it to all PAs and the family of the person I work for. We agreed with many issues that relate to our work. We hope this report will be taken under consideration, issues will be recognised and solutions found, to better support our work.

Participant in HSCW RU study on COVID-19 impact on social care Personal Assistants

Professor Manthorpe, your article with Valerie Lipman and Jess Harris from the Journal of Long-Term Care has been of great interest and I look to publish based on some of the ideas. Your article about values from Ethics and Social Welfare is of much interest too, especially in light of recruitment and workforce sustainability.

Duncan Fisher, PhD student, Teesside University

Jill, the Executive Committee of Lewisham Pensioners’ Forum thank you for being part of the 2021 Pensioners’ Day event. You brought a lot of information to us all, and feedback revealed that your presentation has been well received.

Bridgit Sam-Bailey, Lewisham Pensioners’ Forum

Really appreciate you sending the Making Research Count presentations through as they are great for our group supervision sessions.

Shabina Rockley-Sharma, Advanced Social Work Practitioner, Lambeth Council

Here at Alzheimer’s Society we are incredibly grateful for the support of Jill and her team. The wealth of knowledge and experience is invaluable in our publications and the Unit ensure our information for people affected by dementia is both accurate and clear.

Sam Cox, Alzheimer's Society

Thanks to your team for such an in-depth presentation on the Autism Capability Framework, a topic that has impacted both my professional and personal life.

Eugenia Coker, Westminster City Council

The webinar on ‘Pride and Shame in Child and Family Social Work’ was brilliant and enlightening to why we carry so much guilt and shame in our work. Am glad I attended.

Angella Kayitare, Harrow Council

Mary, thank you so much for sharing this presentation on Managing Children’s Social Care through COVID-19. The details will be shared with team leaders to inform practice.

Nick Barnett, Managing Director
The Caldecott Foundation

Shabina Rockley-Sharma, Advanced Social Work Practitioner, Lambeth Council

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Nick Barnett, Managing Director
The Caldecott Foundation
Jill and Stephen, your paper on Safeguarding adults reviews and homelessness is an excellent and thorough article. Your work is important and targeted, raising understanding of complex issues. I would like to share your article with our Independent SAB Chair, the Learning and Development Subgroup and would like to reference this work in a self-neglect workbook I am writing on safeguarding training.

Karen Littleford, Safeguarding Adults Lead, Shropshire Partners in Care

Daily mail reported BMJ letter (which HSCWRU is co-signatory of) to secretaries of state for DCMS and DHSC on prevention and treatment of gambling harms.

Michelle, thank you for your contributions - the e-Learning on Tackling Homelessness is now live on the elearning for healthcare website: www.e-lfh.org.uk/programmes/tackling-homelessness

Lourena Mendes, Health Education England

Community Care reported the Unit survey of the health and social care workforce under Covid-19 and interviewed Jill Manthorpe in this 8 October 2021 article.
Mary, I wanted to let you know that our programme Panorama: Who’s Protecting Our Kids will broadcast on Monday on BBC One. Thank you so very much for all of your help during our research, it was a real help to draw on your expertise.

Rosy Murch, BBC Panorama

‘Good support for people with Learning Disabilities as they grow older’ was really informative and something to share with the staff team that I support. Also on the webinar was Carers in Herts and we are going to meet up, so important networking as well.

Chris Saunders, Team Manager, Hertfordshire County Council

Wood Report

Sector expert review of new multi-agency safeguarding arrangements


Community Care reports a NIHR School for Social Care Research study led by Angela Jenkinson working with Jill Manthorpe.

Jill Manthorpe spoke about social care policy on 16 October 2021 on BBC Radio 4 in the programme, The Briefing Room.

Michelle, I’ve joined the Primary Care Safeguarding Forum and watched the 2021 Conference. I found your talk with Expert by Experience Jo so inspiring it prompted me to coordinate a teaching session for our in-house clinical team and all services working with the homeless population. I want to use the learning points from Jo’s case. Let me know if you’re happy to be quoted – you’re doing such inspiring work!

Dr Hannah Carter, Safeguarding Lead GP

In 2020 the ESWRA General Award for an Outstanding Publication in European Research was awarded for an article on Growing Older in Social Work from an interdisciplinary study by Queen’s, Ulster University and HSCWRU.

Jill is always willing to share her extensive knowledge with front-line social workers. She presented to our Social Work Forum in 2021. The session was very well received and social workers began to think how they not only could be using research in their practice but also how to get involved in studies. This has contributed significantly this year to their CPD.

Karen Cook, Head of Social Work and Social Care, Central and North West London NHS Trust

In 2021 Jill Manthorpe was awarded the Outstanding Achievement Award, the British Society of Gerontology’s highest honour, recognising contributions to gerontology.
Any annual report for the years 2020 and 2021 will struggle for new words to describe this time. It was and remains a period of loss, distress, stress with huge demands being made on the health and social care workforce and many losing their lives. We will all never forget these two years.

This double annual report describes how we have kept activities going and responded to new imperatives. Our activities have moved online in terms of public facing work but also almost every meeting, conversation and the social exchanges of research communities. Over the past two years we have undertaken a variety of studies covering the impact of the pandemic to collect evidence for policy and practice. We have also supported and arranged training for health and social care practitioners to enable them to continue in their roles and to take on new imperatives. Our mission is to undertaken research for government and for other funders to build up the evidence base for improving people’s lives and to build capacity in health, education, housing, and social care workforce research.

As this report illustrates, funding from multiple sources but foremost the National Institute for Health Research (NIHR), enables us to undertake research that is used in policy making and is useful more widely. We work with civil servants considering policy options and changes to systems and practice. Their depth of knowledge is impressive, their commitment to public service shines and their civility is unstinting. We continue to maintain our focus on the ‘who’, by analysing workforce profiles and trends, ‘what’ is involved in practice and the impact of changing roles or activities, and ‘why’ things work or are not cost-effective. All this is helped by making the most of our collective expertise and experiences; this ranges across economics, business, management, nursing, history, statistics, journalism, education, literature, social sciences, and several other disciplines. Multi-disciplinary working is often called upon in health, education, housing, and social care, but so too, we argue, is hugely valuable in research.

While this report covers our activities in 2020 and 2021, dissemination of earlier studies continued across 2020/21 and is reflected in our listings of publications and presentations. These are important to any research unit, leaving a legacy that respects the input of participants, efforts made and work undertaken. As well as valuable written publications we have developed other communications. Findings from our suite of homelessness research studies covering pressing topics such as primary care and hospital discharge have been appearing in multiple formats with experts by experience being powerful and compelling advocates of their recommendations which have been making substantial impact on healthcare for homeless people. We welcomed Lizzie Biswell to the Unit who had been working on this study previously and pay tribute to our colleagues Maureen Crane and Louise Joly who completed their ground-breaking study of primary care services for homeless people at the end of 2021.

International collaborations continued but online and we welcomed many international visiting academics and students to our meetings and some in person. We have been working with several international partners on our ESRC Sustainable Care study, led by Prof Sue Yeandle of Sheffield University. We presented Unit work in Denmark, Singapore, Ireland, and Malta, initially in person and then online, as well as to managers and practitioners in large numbers of English local authorities, NHS Trusts, housing, education and care providers.
A defining characteristic of our work is its firm link to practice. This is enhanced by our thriving research knowledge mobilisation network, Making Research Count, which attracted new members in 2020/21 including NHS partners. At the start of the pandemic we provided assistance with a well-attended Return to Practice programme to enable social workers to re-join the workforce. We continue to engage with the West London Teaching Partnership and Chinara Enterprises, by providing academic support, and with the wider Proud to Care initiative across London, developed by London's Association of Directors of Adult Social Services (ADASS).

As well as launching the new NIHR Policy Research Unit in Health and Social Care Workforce in 2019, we became core members of the NIHR School for Social Care Research (SSCR) in May 2019. We now have five studies funded under this third phase of SSCR (see page 20) with welcome new colleagues Emily Thomas, Monica Leverton, and Jen Owen, and our first SSCR funded PhD scholar, Tanya Stern. Many Unit members play important roles in SSCR, one of the three NIHR Schools set up to develop research and researchers. Across 2020 and 2021 we published findings from our SSCR funded studies and presented them to a wide variety of audiences and readers.

We were also delighted to be awarded funding to run the social care theme of the NIHR Applied Research Collaborative (ARC) South London. This is providing much needed post-doctoral opportunities to build research capacity (see page 23). We are now working with social care theme leads in other ARCs across England and on other themes that touch on areas of common interest and welcomed Cat Forward and Chloe Waterman to new posts with ARC funding.

The Unit presented its research to thousands of people in over 400 presentations in this period, most practitioners and managers in our NHS and social care, with our regional Making Research Count partnership programme reaching over 20,000 delegates. We held the 12th (in person) and 13th (online) of our annual older people’s conferences in these two years, once more in partnership with Age UK London. We held our 7th and 8th annual conference on mental health, hearing from experts by experience as well as leading researchers. Our learning disability workshop series and our children’s social work research seminar series regularly provide further opportunities to engage with practitioners, managers, and research and educational communities. Our Home Care Research Forum is flourishing under the new leadership of Monica Leverton, as is the Margaret Butterworth Care Home Forum with great thanks to its previous co-organiser Jen Wenborn and a welcome to Olivia Luijnenberg. New linkages have enabled us to support the meetings of the Support Workers research group that are attended by representatives of NHS Trusts and Health Education England. All such knowledge mobilisation events link up policy, practice and end users. Great thanks are due to their co-ordinators and to contributors.

Over the past two years very many practitioners and managers have assisted our research by sharing their views, being observed, providing data, keeping diaries, and completing surveys – to the order of thousands of practitioners being involved in Unit studies annually, particularly the Covid-19 health and wellbeing study being led by Paula McFadden of Ulster University which has had nearly 10,000 responses and enters its fourth and fifth phases in 2022. We remain grateful to them all. Some have been inspired to join wider Unit activities by taking part in events and keeping up with outputs through Twitter and webinars.

We are most grateful to everyone who has assisted us in our studies. In hospitals, health centres, care homes, day centres, hostels, and offices of all sizes, as well as their own homes, they have talked to us about their lives and work. We thank them all. The Unit’s Patient, User and Carer Advisory Group have provided us with collegiate critical friendship and constructive challenge (see page 43). Other experts by experience who assist with specific studies as co-researchers help embed our findings in the reality of health, social care, education, and housing experiences; they are recognised in the pages ahead.
Our research is enriched by doctoral and post-doctoral researchers who are breaking new ground in their research on subjects as diverse as safeguarding and deafblindness (Peter Simcock who completed his PhD in 2020), human rights in care homes (Caroline Green who completed her PhD in 2019), decision making and mental capacity (Craig Ward whose study is ongoing), Tanya Stern (climate change and social care - ongoing) and social work supervision (Angela Jenkinson - ongoing). We have also been engaged in doctoral supervisory support for Monica Leverton and Remco Tuijt (now successfully completed) and Tiffany James and Kanthee Anantapong at UCL, and in the support of Esme Wood, Coventry University.

Unit staff have been productive and inspirational as this report demonstrates. Our engagement in dissemination through social media gathers apace - with 6,500 Twitter followers (@hscwru) and our lively Unit blog (see page 76). Other activities include exhibitions, media contributions, contributions to research funding panels, submissions to Parliamentary and other consultations, and public engagement in its many formats.

Over the past two years we have been working closely with our new partners in the Policy Research Unit in Health and Social Care Workforce; Ian Kessler, Anne-Marie Rafferty, Elaine Kelly, George Stoye, Isabel Stockton, and Carol Propper; this is an enriching partnership in terms of scholarship and networks. We also welcomed Amelia Ionescu to assist with Unit research management, contracts and finances. We thank our partners and collaborators within King’s College London and beyond, including our colleagues in The Policy Institute at King’s, especially Samantha Gross, Jess Marcos, Samantha Oxford, and George Murkin. The death of one of our long-standing public advisers in 2020, Jeanne Carlin, saddened us all as did the death of Darren O’Shea, who brought lived experience to our research (see page 45). We said farewell to colleagues Danielle Clark Bryan and Rob Calder who moved, not far, to new research posts at the IOPPN at King’s, to Laura Cole who joined the University of West London, and to Sab Saddiq from the Sustainable Care programme who moved to the University of Liverpool. And the retirement of John Woolham at the end of 2021 marks the end of an era, since he has played such an important part in our research activities and has been a most valued colleague.

It remains inspiring to work with education, medicine, psychology, mental health, dentistry, and nursing colleagues at King’s. Beyond King’s, we appreciate the activities of everyone supporting our regular engagement programmes and the Social Work History Network as well as all those who have contributed to our events as participants and organisers. We receive strong support from Simon Malyon, John Wilkinson and Leanne Dew and their colleagues at the Department of Health and Social Care, from Richard White and colleagues at the Department for Education, and all at the Central Commissioning Facility administering our main NIHR contracts and thank them all for valued assistance and advice. Visits from Prof Cheryl Regehr from the University of Toronto and others reminded us that travel will once again be possible and productive.

We look forward to supporting the health, education, housing, and social care sectors in the coming years by offering evidence, accessible findings, and refining key questions.

Jill Manthorpe, HSCWRU Director
The Health & Social Care Workforce Research Unit (HSCWRU) conducts original research into policy relating to the health and social care workforces. The Unit aims to generate knowledge and to act as a provider of information, advice and recommendations for policymakers, service providers, employers, practitioners, and patient, service user and carer groups.

The Unit’s main focus is on the description and investigation of contextual, interpersonal, policy and service-related factors which affect the capacity of the health and social care workforces to promote best practice in employment and training, and to achieve the highest quality care and best outcomes for people using services and their carers.

The 60 research projects underway in 2020 and 2021 that HSCWRU was leading or contributing to are summarised here, grouped by funder into the following categories:

- **NIHR Policy Research Programme**
- **NIHR School for Social Care Research**
- **NIHR Applied Research Collaboration (ARC) South London**
- **Other NIHR Funding Streams**
- **Department for Education**
- **Economic & Social Research Council**
- **Charitable Trust Funding**
- **King’s College London funding**

The Unit has been highly productive in all streams of its work, despite having to adjust several aspects of our research programme rapidly under COVID-19, as shown by our extensive publications (page 65) and other dissemination activities (page 80). We have sought to create tailored outputs, some for policymaking and academic communities and others for people who may wish for more accessible material.
The Observatory – Global Migration in the Health and Care Workforce

**Purpose**
The Observatory collates literature published since January 2016 on health and care workforce migration, focusing on England, and holds a database of ongoing research projects in this field. At the request of the Department of Health and Social Care (DHSC) we undertake studies and reviews related to workforce migration questions.

**Timescale**
2019 - 2023

**Research team**
Stephen Martineau, Jo Moriarty, Nicole Steils, Jill Manthorpe (HSCWRU)

**Funding**
NIHR Policy Research Unit

**Methods**
A thematic analysis of migration approaches and a synthesis of this literature in 2019 informed a 2020 DHSC-commissioned review of source countries for nurse recruitment and then later work on international nurses.

**Outputs and impact**
This project’s reports inform debates on health and social care workforce planning post-Brexit within DHSC through meetings and publications and the work of the Migration Advisory Committee, which Jill Manthorpe is advising on adult social care.

Examining the Introduction of the Nursing Associate (NA) Role in Health & Social Care

**Purpose**
This new high profile registered role in health and social care bridges the gap between health and care assistants and registered nurses and provides a pathway into pre-registration nurse training. The evaluation is examining how and why health and social care employers are introducing the role and with what consequences.

**Timescale**
2019 - 2023

**Research team**
Ian Kessler, Jill Manthorpe, Jo Moriarty, Jess Harris, Nicole Steils (HSCWRU) with PPIE and a study advisory group input.

**Funding**
NIHR Policy Research Unit

**Methods**
A multi-method study collecting data from NAs, directors of nursing and care, health and care professionals, workforce planners, educators, regulators, policymakers, and social care providers.

**Outputs and Impact**
The first two phases produced six reports and several presentations to DHSC and NHS employers. Findings are feeding into policy deliberations on the nature and structure of the health and social care workforce in light of COVID-19 and on the policy ambition to have 50k extra nurses.
**NHS labour supply decisions and the outside labour market**

**Purpose**
Pay in the NHS is highly regulated and relatively flat across the country. How pay compares to cost of living is likely to be a determinant of recruitment and retention. This study examined nurse reactions to cost of living changes that affect the relative generosity of NHS pay. A second study focused on the impact of maternity leave on nurse and midwife employment; both areas are important for workforce planning.

**Timescale**
2019 – 2023

**Research Team**
Carol Propper, Isabel Stockton, Elaine Kelly, George Stoye (Institute for Fiscal Studies), input from the Unit PPIE Advisory Group.

**Funding**
NIHR Policy Research Unit

**Methods**
The study used NHS payroll data from the Electronic Staff Record (ESR) combined with house price data and Hospital Episode Statistics to examine nurse labour supply decisions and patient outcomes. Later work explored the impact of maternity leave on nurse and midwifery careers using ESR data.

**Findings?**
Details are contained in the study reports

**Outputs and Impact**
Reports for DHSC on labour supply (2020) and maternity impacts (2021) were discussed with DHSC policy colleagues and arm’s length bodies to inform pay review considerations.

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**Careers in Medicine: What factors influence people to choose to study medicine?**

**Purpose**
The project reviewed research evidence to identify options for policy development by answer the following questions: Where and how can students be influenced to study medicine; What education system is needed to meet health and social care system needs? Are there levers to attract people to study medicine? What can be done to widen participation? Does student background of the student affect the specialism medical students choose?

**Timescale**
2019 - 2020

**Research team**
John Woolham, Martin Stevens (HSCWRU).

**Funding**
NIHR Policy Research Unit

**Methods**
A rapid review of literature published post 2015 of UK-focused publications. Of 2914 search results 43 publications were retrieved for data extraction.

**Findings**
The review summarised factors influencing decisions to apply to medical school; ‘drop out’ during study; and how to attract more diverse candidates to ‘shortage’ specialisms.

**Outputs and Impact**
The report to the DHSC Workforce Education, Training & Funding policy branch provided it with evidence of the widening participation efforts in medical education.
Safeguarding Adults Reviews in adult protection: guidance and development

**Purpose**
To explore the use of Safeguarding Adults Reviews (SARs) in adult services and to make recommendations for policymakers and practitioners and other stakeholders.

**Timescale**
2007 – 2023

**Research team**
Stephen Martineau, Jill Manthorpe and Caroline Green (HSCWRU)

**Funding**
NIHR Policy Research Unit, NIHR Applied Research Collaboration (ARC) South London and NIHR School for Social Care Research

**Methods**
Analysis of SARs is ongoing. There is no central register, so we conduct regular searches plus enquiries of contacts, building on previous searches, and conduct thematic analysis by status of adult at risk, location, or practice. Our homelessness work examining SARs builds on 2019 reports. Our ARC team was commissioned by London ADASS to synthesise learning on mental health SARs in London.

**Findings**
Analysis of SARs identified types of poor practice common to SARs; specific to homelessness this included poor inter-authority co-operation, hospital discharge, and lack of supported accommodation.

**Outputs and impact**
We have produced an article on SARs and homelessness and undertaken presentations to local agencies. The study informed a Local Government Association initiative to improve sector practice and safeguarding work led by London ADASS.

New starts: Ex-offenders working in social care – current practice and potential for recruitment

**Purpose**
To establish the evidence on employing people with criminal records in social care, and the potential for further recruitment. The recruitment challenge in social care is well recognised. Ex-offenders often experience difficulties entering the workforce and some possess experiential knowledge of caring, mental ill health or addictions, and be well-placed, with training and support, to take up social care roles.

**Timescale**
2018 – 2020

**Research team**
Caroline Norrie, Stephanie Bramley and Jill Manthorpe (HSCWRU)

**Funding**
NIHR Policy Research Unit

**Methods**
A scoping review explored social care manager views on the acceptability of recruiting ex-offenders; and whether ex-offenders are successfully undertaking social care / work training and qualifications.

**Findings**
Despite promising evidence from several projects there are few activities sustaining these new pools of labour initiatives.

**Outputs and Impact**
Two articles were published. Findings were discussed with policy makers considering recruitment challenges and have been taken up more widely, including in South Korea and via advising local initiatives in England. A doctoral student is following up the review.
Mapping hospital social work for older people

Purpose
Reducing delayed discharges of older people in hospital and avoiding unnecessary admissions and readmissions are major policy interests. However, little is known about hospital social work potential to improve discharge arrangements and reduce unnecessary readmissions. This study reviewed evidence on the role, activities and costs of social work in hospitals and impact on the quality of life and care of patients and carers.

Timescale
2018 – 2021

Research Team
Jo Moriarty, Nicole Steils and Jill Manthorpe (HSCWRU)

Funding
NIHR Policy Research Unit

Methods
A systematic mapping of research about hospital social work with older people published between 2000-2018, updated in 2019. Findings were shared with a panel of academics, service users, carers, and practitioners to obtain their views.

Outputs and Impact
The report informed the Office of the Chief Social Worker, and other policymakers and analysts at the Department of Health and Social Care; presentations were made to conferences and to local social workers across England. The updated review informed a journal article on hospital social work and professional identity.

Personal Assistants: roles, responsibilities and relationships

Purpose
To better understand the Personal Assistant (PA) role to inform policymakers and the wider social care sector. This multi-phase study documented this emergent workforce, exploring backgrounds, motivations, job content, terms and conditions, experiences; local authority mechanisms to match supply with demand; implications for training and workforce development; barriers to working, including training and certification, vulnerability of the role, conflict and dispute resolution, and peer support and mentoring.

Timescale
2016 – 2020

Research team
John Woolham (PI), Jill Manthorpe, Kritika Samsi and Caroline Norrie (HSCWRU)

Funding
NIHR Policy Research Unit

Methods
Interviews with a large sample of PAs and key ‘stakeholders’, collecting both qualitative and quantitative data.

Findings
The first study, in 2017, was the largest interview study of this group in the UK. Findings revealed data on lack of contracts and other troubling aspects of terms and conditions, also PAs’ enjoyment of their work.

Outputs and Impact
Presentations to DHSC policymakers and local authorities, independent organisations and Skills for Care. Articles on safeguarding, health funding, terms and conditions, and working relationships with family members were produced.
The Impact of COVID-19 on Personal Assistants

Purpose
This rapid study and second phase of the study was requested by DHSC to contribute to understanding of the impact of Covid-19. It described adjustments PAs made to work safely and assess information and support during the first national ‘lockdown’. A third phase started at the end of 2021.

Timescale
2020 – 2022

Research team
John Woolham, Kritika Samsi, Caroline Norrie, Jill Manthorpe (HSCWRU)

Funding
NIHR Policy Research Unit

Methods
Telephone interviews in 2020 during national lockdown with 41 PAs working in social care who had taken part in our first PA study. The third phase will recruit a similar sized sample.

Findings
We found many PAs stopped working because employers were isolating, but not all had furlough pay. PPE was hard to obtain and shopping for employers was difficult as the PA role was not always recognised as a keyworker. PAs were concerned for their safety, their family and employers; some went to great lengths to prevent infection. PAs found practical information hard to come by and did not find Government guidance particularly helpful.

Outputs and Impact
We reported to the DHSC, and two articles were published. Findings have enabled DHSC and other stakeholders to understand and respond to this largely invisible workforce. Many of our recommendations were addressed in DHSC Covid-19 guidance, November 2020.

Social care Personal Assistants (PAs) in a ‘post COVID’ era

Purpose
This study is exploring what enduring impacts the COVID-19 pandemic has had for PAs and their working relationships with their employer and their family (where relevant) and other community-based professionals, and how PAs envisage their future working lives in a ‘post-pandemic’ world, and whether the pandemic has shared job and career plans.

Timescale
2021 – 2022

Research team
Martin Stevens, Caroline Norrie, Jill Manthorpe (HSCWRU)

Funding
NIHR Policy Research Unit

Methods
A prospective, qualitative design; we will establish a sample of 50 PAs from across England. Interviews are being conducted by telephone or online. Participants in the Unit’s previous PA studies are being followed up, including those now in other employment to establish why they are no longer PAs.

Findings
Findings will follow.

Outputs and Impact
Study findings will be shared with the DHSC; the report will be shared with study participants; further outputs will be disseminated. We provided background information to the BBC about PA shortages and were interviewed on BBC TV News in December 2021 about the subject.
Regulating Physician Associates (PAs) and Anaesthesia Associates (AAs): a rapid review

Purpose
We were commissioned by the DHSC to provide a rapid review of research on the potential impact of the proposed regulation of Physicians Associates (PAs) and Anaesthesia Associates (AAs) in the UK.

Timescale
2019 – 2020

Research team
Kritika Samsi, Laura Cole, Jill Manthorpe (HSCWRU)

Funding
NIHR Policy Research Unit

Methods
A rapid review of the evidence and options on a possible longer-term evaluation.

Findings
We explored current evidence and the merit of future exploration of the profile of this workforce; potential recruitment pools; comparison to entrants to medical and allied medical professions; potential to use data from regulation to understand the PA profile, recruitment sources and trends; retention; progression; career pathways and links to the NHS Electronic Staff Record. A draft logic model was constructed for testing.

Outputs and Impact
We produced a report for DHSC and discussed it with its analysts. We joined with the Cancer Policy Research Unit to produce a systematic review of PAs working in cancer services.

Health and Social Care Workforce Well-being and Coping During COVID-19

Purpose
This multi-phase study is led by Ulster University with HSCWRU, Queen’s University Belfast, Bath Spa University, Southern Health and Social Care Trust. Open to social care workers, social workers, allied health professionals, nurses and midwives, the surveys are providing crucial evidence about frontline workers’ wellbeing and coping.

Timescale
2020 – 2022

Research Team
Jill Manthorpe (HSCWRU), (Principal Investigator) Paula McFadden, Patrica Gillen, John Mallett (Ulster University) and others.

Funding
Public Health Agency, Northern Ireland; NIHR Policy Research Unit

Methods
The surveys measure mental wellbeing, quality of working life, burnout and ways of coping. Focus groups help gather experiences of frontline workers and managers. Over 10,000 responses were received in the first three Phases (2020-21).

Findings
Wellbeing decreased across most groups; depression and anxiety increased. Positive coping strategies are associated with higher mental wellbeing, quality of working life and lower burnout. Negative coping strategies are associated with the opposite, however positive coping strategies are being used less and negative coping strategies used more.

Outputs and Impact
Reports, articles and summaries produced; Good Practice Recommendations for individual, organisational and policy levels shared with employer, policymaker and workforce stakeholders. Awarded 1st Place Certificate of Achievement at the Northern Ireland Health and Social Care Board Annual Social Work Conference 2021.
The availability of section 12 doctors for Mental Health Act (MHA) assessments

**Purpose**
To identify evidence about factors promoting and inhibiting the accessibility of section 12 doctors to participate in MHA assessments in England and Wales. Difficulties in accessing doctors to carry out MHA Assessments have been reported. Decisions are taken at MHAAs about whether to compulsorily admit a person to hospital. The supply of doctors is vital in ensuring timely assessments.

**Timescale**
2020 – 2022

**Research Team**
Martin Stevens, Stephen Martineau, Nicole Steils, Jill Manthorpe (HSCWRU)

**Funding**
NIHR Policy Research Unit

**Methods**
A literature review and interviews with managers, practitioners, including section 12 doctors and AMHPs, and other experts. We conducted the first analysis of the national MHA Approvals Register Database.

**Findings**
The main challenge is availability of s12 doctors, rather than overall numbers. There is currently no way to tell how many s12 doctors are needed without better information about numbers of assessments attended by different doctors and in what circumstances to help workforce planning.

**Outputs and Impact**
The final report and other outputs will be published early in 2022 to inform workforce planning and mental health reform.

Evaluation of the implementation of the Social Care Workforce Race Equality Standard

**Purpose**
The Social Care Workforce Race Equality Standard (SCWRES) is being implemented across 18 Local Authority (LA) Phase 1 sites to ensure social workers from black and minority ethnic backgrounds gain equal access to career opportunities and receive fair treatment in the workplace. This evaluation identified challenges or difficulties of implementation and considered lessons for future phases.

**Timescale**
2021

**Research Team**
Kritika Samsi, Jill Manthorpe, James Blewett (HSCWRU), Carol Stewart, Everett Henry (consultant interviewers)

**Funding**
NIHR Policy Research Unit

**Methods**
A process evaluation explored barriers and facilitators to policy implementation. Confidential interviews were conducted with policymakers, implementation leads and local leads. Data were analysed thematically.

**Findings**
Support for the SCWRES is high and initial implementation problems are being addressed. Offers of support to the local sites were highly prized.

**Outputs and Impact**
Presentations were held for DHSC policy makers, and a report circulated to DHSC and stakeholders in December 2021.
Opening the ‘Too Difficult Box’: Strengthening Adult Safeguarding responses to homelessness & self-neglect

**Purpose**
Exploring how self-neglect is experienced by people who are homeless, and how to address this through strengthening local adult safeguarding responses, particularly at the intersection with substance misuse and rough sleeping. Concerns have been raised by government about the adequacy of safeguarding, the adequacy of Safeguarding Adults Reviews, and if learning is implemented.

**Timescale**
2019 – 2022

**Research team**
Michelle Cornes, Jess Harris, Jill Manthorpe, Stephen Martineau (HSCWRU); Michela Tinelli, LSE; Stan Burridge, PPIE; Bruno Ornelas.

**Funding**
NIHR School for Social Care Research

**Methods and Findings**
Using participatory and action methods to work with three Safeguarding Adults Boards in England to identify positive practice and areas for improvement. Initial phone interviews explored social worker attitudes. Communities of Practice (CoPs) have been tested for reflective practice and learning and improvement. An economic comparative analysis is underway.

**Outputs and Impact**
We have published findings on social worker interviews and the self-neglect literature. Practice guidance for Safeguarding Adults Boards and their constituent partners and a ‘toolkit’ for using CoPs to drive change will be produced to improve outcomes for this marginalised group.

The Operation of Easements under the Coronavirus Act 2020 to England’s Care Act 2014

**Purpose**
To explore the impact of easements to the Care Act 2014 introduced as a permissive element of the Coronavirus Act in March 2020, since rescinded. A small number of local authorities used easements, in varied ways. The study is asking why local authorities decided to implement the easements or not; what happened under emergency measures; the impact on people using services, carers, local authorities, and staff; and effects on practice and decision-making processes.

**Timescale**
2020 – 2022

**Research team**
Mary Baginsky, Jill Manthorpe, Emily Thomas (HSCWRU), Joan Rapaport, PPIE.

**Funding**
NIHR School for Social Care Research

**Methods and Findings**
Mapping of evidence, followed by scoping interviews with experts in adult social care law, policy and practice; case studies with local authorities who did implement easements and those that did not; interviews with representative organisations.

**Outputs and Impact**
An article on our expert interviews is in press; findings have been discussed with DHSC policy makers and at a national conference. We will produce summaries of findings and messages and presentations for a range of stakeholders. The study will equip the sector with evidence for any future emergencies.
The Optimal Time Study: Multiple perspectives on the timing of moving into care homes by people with dementia

**Purpose**
Deciding when to move to a care home may be difficult for some people with dementia and their carers. People with dementia are often not included in decisions, potentially impacting adjustment in the care home. This study explored: factors and drives of the decision and when may be an ‘optimal’ time.

**Timescale**
2016 – 2020

**Research team**
Kritika Samsi (PI), Jill Manthorpe, Laura Cole

**Funding**
NIHR School for Social Care Research

**Methods**
This 3-part study comprised: a systematic review to identify gaps in current understanding; qualitative interviews with people living with dementia in care homes, family carers, care home managers and social workers; a survey of 100 dementia practitioners exploring which factors are used to decide on a move.

**Findings**
Making a decision about a care home move may be very emotional, and many carers would like more support at this time. The factorial survey found that the person living with dementia’s wishes were the over-riding factor influencing practitioners’ decisions.

**Outputs and Impact**
We produced an SSCR ‘Findings’ summary, published the systematic review, articles on practitioners’ views, the survey, residents’ and carers’ views, and presented findings at local and international webinars. We assisted Alzheimer’s Society with its public information resources on the subject.

Social care responses to self-neglect and hoarding among older people: what works in practice

**Purpose**
Exploring how professionals and other workers can help older people living at home who do not look after themselves (known as ‘self-neglect’) or hoard possessions to such an extent it becomes a major problem.

**Timescale**
2020 – 2022

**Research team**
John Woolham, Jen Owen, Jill Manthorpe, Nicole Steils, Martin Stevens, Stephen Martineau (HSCWRU) Michela Tinelli (LSE) Sharon Tynan (Age UK London).

**Funding**
NIHR School for Social Care Research

**Methods**
Mixed method design, including literature and policy reviews; interviews with local Safeguarding leads, managers, members of Safeguarding Adults Boards (SAB), frontline workers, older people with hoarding or self-neglect problems, family members and keyworkers. Undertaking a ‘Balance of Care’ economic analysis.

**Findings**
There is great interest in this subject among practitioners; early findings were that Covid was affecting Early Help services but also signs of neglect were coming to local authority attention as communities felt concerned about neighbours.

**Outputs and Impact**
Our literature review on self-neglect was published and an article on the impact of the pandemic on practice. A literature review on hoarding is in press as is an article on understandings of hoarding.
Employers of Personal Assistants (PAs) during COVID-19

**Purpose**
What happened to people employing their own care or support workers or Personal Assistants (PAs) during Covid-19? How did they manage? Did they stop support, and have they restarted or done something different? Did their council contact them with advice, or was information available? This study asked people who employ PAs about experiences during the first lockdown and beyond; findings will be important in planning for future emergencies.

**Timescale**
2020 – 2022

**Research team**
Kritika Samsi (PI), Monica Leverton, John Woolham, Jill Manthorpe (HSCWRU)

**Funding**
NIHR School for Social Care Research

**Methods**
We interviewed 70 individual employers using PAs and family members (employers of their relative’s PA), plus 15 PA brokerage or support agencies.

**Findings**
We found a variety of experiences; some good practice among support agencies and PAs; and resilience among PA employers, but also some feelings of being forgotten and subject to seemingly arbitrary decisions about funds’ usage.

**Outputs and Impact**
We will produce short reports, journal articles, presentations and social media outputs, and information via YouTube for PA employers and families. We are informing the Migration Advisory Committee about our findings on international recruitment.

Improving Social care practice in integrating mouth and Teeth care in personal care for people living with Dementia (SORTED)

**Purpose**
This study aims to explore ways of improving social care practice in integrating mouth and dental care into personal care for people living with dementia at home by examining how this is supported in individual assessments and care plans.

**Timescale**
2021-2022

**Research team**
Dia Soilemezi (PI), University of Portsmouth, Kristina Wanyonyi (Queen Mary University), Valerie Hill (carer advisor), Jill Manthorpe (HSCWRU)

**Funding**
NIHR School for Social Care Research

**Methods**
The team will access care plans and undertake interviews to see if oral health is appropriately covered in homecare arrangements and will develop an accessible output with ideas for service improvement if needed.

**Findings**
None yet to report.

**Outputs and Impact**
The study has only recently started its recruitment of local authorities.
Helping older people with mental health needs to engage with social care: Enhancing support worker skills through a prototype learning and development intervention’ (HOPES 2)

**Purpose**
To develop a way of helping support workers to share and develop their knowledge of ways of reducing resistance to care by of older people living with dementia and complex mental health needs. This will build on learning from the ‘HOPES 1’ project.

**Timescale**
2021 – 2022

**Research team**
Kritika Samsi (HSCWRU), Louise Newbould, Mark Wilberforce (University of York), Gill Gregory, Ewan King, Wendy Mitchell, and David Niman

**Funding**
NIHR School for Social Care Research

**Methods**
We are examining evidence about learning for support workers; speaking to practitioners to ask what should be included, how and in what format; hold workshops with practitioners and discussions with service users and follow-up interviews; then deliver the training in at least one site to test it out and to develop it further.

**Findings**
Training is often unsuitable; this study will build the evidence base to test what works.

**Outputs and Impact**
This study will test and evaluate a prototype learning intervention social care and mental health care.
Day services in South London: Mapping And Community Engagement (MACE) study & Setting And Responding to Priorities (SARP)

**Purpose**
A broad research programme to support day services with new evidence and to develop capacity to use evidence to improve services. The MACE study was made up of three projects and SARP builds on these.

**Timescale**
2019 – 2022

**Research team**
Katharine Orellana, Jill Manthorpe, Kritika Samsi, Caroline Green (HSCWRU) Rekha Elarwaraapsu and Stan Burridge (PPIE)

**Funding**
NIHR ARC South London

**Methods**
A mapping of day services in four South London boroughs pre-Covid; a priority setting exercise for research and development, surveying day centre stakeholders; data collection during Covid-19 of services provided by homeless people’s day centres; engagement with the Proud to Care campaign on recruitment to social care and career pathways in social care, working with London ADASS and social care providers.

**Outputs and Impact**
Produced an online national resource Helping day centres 'unlock lockdown' that was taken up by the Social Care Institute for Excellence (SCIE) and commended by the DHSC Minister; a mapping ‘Caring in company’ illustrating the variation in day centres; an article on homeless people’s day centres during Covid.

Women's Health in Homecare

**Purpose**
This literature review explored health needs of the largely female homecare workforce to ensure that they were part of the thinking informing the DHSC proposed Women's Health Strategy.

**Timescale**
2021

**Research team**
Caroline Green, Jill Manthorpe (HSCWRU)

**Funding**
NIHR ARC South London

**Methods**
A rapid evidence review was undertaken informed by discussions with LondonADASS homecare providers forum leads.

**Findings**
A rapid evidence review was undertaken informed by discussions with LondonADASS homecare providers forum leads.

**Outputs and Impact**
A report was published and sent to DHSC and widely circulated to stakeholders. The review has ensured that homecare workers' health has been placed on the agenda of policy makers and service commissioners.
Social Care and Further Education

**Purpose**
This study asked adult social care providers of homecare and care homes about the level and nature of their contacts with local Further Education Colleges. This was in response to an evidence gap identified by LondonADASS Proud to Care Initiative.

**Timescale**
2021

**Research team**
Caroline Green, Jill Manthorpe (HSCWRU)

**Funding**
NIHR ARC South London

**Methods**
A short survey was sent to homecare and care home providers and to all London Directors of Adult Services. Results were set in the context of a review of the evidence.

**Findings**
The study found limited engagement of adult social care providers and local authorities with local Further Education (FE) Colleges. The review found little written about the contribution of FE Colleges to adult social care training in the London region.

**Outputs and Impact**
A report is being produced and a meeting between LondonADASS and FE Colleges is planned to discuss findings and next steps to improve contact and relationships.

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Everyday experiences of people living with dementia and their carers relating to oral health and dementia care

**Purpose**
This study explored how people living with dementia look after their oral health – teeth and wider mouth care – and what they said about access to and use of dental services.

**Timescale**
2017 – 2020

**Research team**
Kritika Samsi, Jill Manthorpe (HSCWRU), Jenny Gallagher, Sarah Curtis, Sasha Scambler, Yvonne Rooney (King’s Dental School)

**Funding**
King’s Dental School and ARC South London

**Methods**
Interviews were held with people affected by dementia living in their own homes.

**Findings**
The study found that the Oral Health generally only becomes a priority if and when problems arise for an individual. Access to dental services can be difficult for people affected by dementia.

**Outputs and Impact**
Journal articles were published in *Dementia* and *Health* to draw attention to problems being encountered by a range of professional stakeholders and by family carers as well as people living with dementia about dental care and treatment.
Delivering primary health care to homeless people: evaluation of integration, effectiveness and costs of different models (HEARTH)

**Purpose**
To evaluate the effectiveness and cost-effectiveness of different models of primary health care for homeless people, their integration with other services and how these impact health, social and economic outcomes; which models are more effective in engaging people in health screening, health care and continuity of care for long-term or complex conditions; the satisfaction of service users, staff and stakeholders.

**Timescale**
2015 – 2021

**Research team**
Maureen Crane, Louise Joly, Jill Manthorpe, Sarah Coward, Gaia Cetrano, Rob Calder (HSCWRU); Heather Gage, Peter Williams (University of Surrey); Blánaid Daly (Special Care Dentistry, KCL/Trinity College Dublin); Chris Ford (GP); Peer researchers.

**Funding**
NIHR Health Services and Delivery Research.

**Methods**
Four different models of provision across ten sites were examined, and data collected from people who are homeless, primary health staff, local stakeholders and medical records. Peer researchers assisted with interviews.

**Findings, outputs and impact**
The final report was submitted to the funder in 2021; a range of outputs, both publications and presentations, is forthcoming.

Effectiveness and cost-effectiveness of ‘usual care’ versus ‘specialist integrated care’: hospital discharge for homeless people in England

**Purpose**
To explore different types of specialist intermediate care (hospital step down) services for people who are homeless; people’s views of services, and if they prevent a return to hospital.

**Timescale**
2015 – 2021

**Research Team**
Michelle Cornes, Jill Manthorpe (HSCWRU); Martin Whiteford (University of Liverpool/Glasgow); Andrew Hayward, Rob Aldridge, Fatima Wurie (UCL); Michela Tinelli, Mike Clark (LSE); Graham Foster (Queen Mary’s); Jo Neale (KCL); Nigel Hewett (Pathway); James Fuller, Alan Kilmister (Peer Researchers).

**Funding**
NIHR Health Services and Delivery Research.

**Methods**
A realist evaluation explored differences between specialist schemes and usual care; the assessment of effectiveness and cost effectiveness. It was methodologically innovative in its approaches to data linkage.

**Findings**
Specialist intermediate care is more effective and cost-effective than standard care.

**Outputs and Impact**
The NIHR Journal Report was published in 2021. Findings are shaping national policy and HSCWRU is involved in implementation.
LIT – Leadership of Integrated Teams study

**Purpose**
To explore what helps integrated teams work well to improve health and care outcomes.

**Timescale**
2017 – 2021

**Research Team**
Jill Manthorpe (HSCWRU); Simon Fletcher (Co-Principal Investigator PI), Fiona Ross, Sally Brearley (St George’s); Ruth Harris (Co-PI) and Sarah Sims, KCL; PPIE: Nicola Maskrey, Sharmin Lahkmawalla, Wes Dowridge, Joy Fraser.

**Funding**
NIHR Health Services and Delivery Research

**Methods**
Following a literature review we developed a set of preliminary theories as a guide for the development of a range of context, mechanism and outcome configurations for this realist evaluation. A second literature search used the same strategy. A Stakeholder Group of policy, practice and lived experience experts informed the study.

**Findings**
The literature search yielded fewer studies than anticipated from which to develop preliminary programme theories. We responded to this by exploring the Multi-Team Systems literature on the recommendation of our international advisor Professor Stephen Zaccarro.

**Outputs and Impact**
Our protocol paper was published 2020 and a journal paper outlining main findings in 2021. The study team discussed findings with the DHSC Leadership Review at the end of 2021. The full report will be published by NIHR in 2022.

Improving care for people with dementia in acute hospitals: Development and feasibility study to promote comfort and decrease distress (DeCoDe-H)

**Purpose**
To develop a simple, acceptable, practical intervention to support hospital staff and family carers to identify discomfort and distress, maximise comfort and reduce behaviours that challenge in patients living with dementia.

**Timescale**
2019 – 2020

**Research team**
Jill Manthorpe (HSCWRU); PIs: Elizabeth Sampson, Nathan Davies (UCL); Anna Gola, Vicki Leah, Jane Wilcock, Victoria Vickerstaff, Greta Rait (UCL); PPIE from family carers.

**Funding**
NIHR Research for Patient Benefit

**Methods**
A mixed-methods study, including collection of qualitative and quantitative data across different settings. The first UK study to pilot new facial analysis technology for detecting pain in people with dementia using handheld computers is being explored. Data from people living with dementia, hospital staff and family carers, through interviews and co-designed workshops, are informing the intervention.

**Findings**
Reviews of the literature are underway.

**Outputs and Impact**
A paper on the systematic review is under review. The study’s findings will be reported to dementia interest groups in policy, research and practice to inform health care delivery and methods.
Global Health Research Group on Dementia Prevention and Enhanced Care (DePEC)

**Purpose**
This study is being undertaken by a new group developing approaches to reduce future numbers of people living with dementia and develop more efficient post-diagnostic care. It brings together dementia experts in public health and primary care, the global epidemiological 10/66 dementia research group from KCL, with a Low and Middle Income Country (LMICs) network and LMIC partners from each economic category (Malaysia, India and Tanzania) to create a global, multi-disciplinary translational research group.

**Timescale**
2019 – 2022

**Research team**
Jill Manthorpe (HSCWRU); programme lead Prof Dame Louise Robinson (Newcastle University); IOPNN (KCL), Monash University (Malaysia), University of Malaya, Northumbria NHS Trust; people with dementia and carers.

**Funding**
NIHR Global

**Methods**
We started by mapping existing dementia research and care in the partner LMICs. For further details: [https://research.ncl.ac.uk/global_health_depec/](https://research.ncl.ac.uk/global_health_depec/)

**Findings**
The study was affected by Covid, but some valuable sharing of knowledge and skills has occurred.

**Outputs and Impact**
The study has built evidence of how to improve dementia care, for use by governments and international organisations.

Personalised care for people with Parkinson’s Disease: PD-Care

**Purpose**
To develop and evaluate a facilitated self-management toolkit, both online and hard copy, enabling personalised care for community-living people with Parkinson’s disease. The resource will help people with Parkinson’s to become more involved in the management of their care, so care is more tailored to individual needs.

**Timescale**
2018 – 2022

**Research team**
Jill Manthorpe (HSCWRU); programme leads Prof Kate Walters (UCL) and Anette Schrag (UCL), with Nathan Davies (UCL), Richard Brown, Ben Gardiner (KCL Psychology), others including people with Parkinson’s.

**Funding**
NIHR Programme Grant for Applied Research

**Methods**
Using qualitative interviews and focus groups with carers, people with Parkinson’s disease and professionals to co-design methods to develop the intervention and testing in a phase III trial. The resource will include information about keeping healthy, guidance on addressing problems, where to access resources, and how to manage Parkinson’s with the help of healthcare professionals. The study will also develop training for professionals in the use of the resource so that they can better support people with Parkinson’s and their carers.

**Findings**
Development of the resource is ongoing and a paper published on patient experiences.

**Outputs and Impact**
The study will inform healthcare practitioners and commissioners about developing responses to the individual needs of people with Parkinson’s.
Supporting carers following implementation of the Care Act 2014

**Purpose**
The Care Act 2014 gave carers in England new rights to assessment of their needs, clarified their entitlements to public care and support, and aimed to make support more consistent and accessible. This evaluation investigated how this is being achieved and identified who was being supported and how.

**Timescale**
2016 – 2021

**Research Team**
Jo Moriarty, Jill Manthorpe (HSCWRU), Jose Luis Fernandez (PI), Martin Knapp, Joanna Marczak, Tom Snell, Nicola Brimblecombe (LSE)

**Funding**
NIHR Policy Research Programme

**Methods**
This study used mixed methods including secondary analysis of NHS Digital data on trends in carer assessments and support before and after the Care Act 2014; interviews with those planning and delivering carer support in local authorities; interviews and survey for carers, mapping exercise and website audit.

**Findings**
The study identified a disconnect between the objectives and implementation of the Act.

**Outputs and Impact**
A report, articles, chapter, blogs and conference presentations were produced. Findings shared in a cross governmental meeting and with Department for Work and Pensions on carers. The report is cited in the Social Care White Paper, page 41. Jill Manthorpe produced a 2021 summary of all Care Act evaluations at DHSC’s request.

Models of Support for Moderate needs in Older People (MSMOP)

**Purpose**
Many local authorities are changing the way they support older people with moderate care needs; rather than providing services they may ask voluntary groups to help them. The different support arrangements provide an opportunity to learn what works and this study will provide independent evidence for government and councils.

**Timescale**
2019 – 2022

**Research Team**
Jill Manthorpe (HSCWRU), Jose Luis Fernandez (PI), Juliette Malley, Raphael Wittenberg (LSE), advisors include Joan Rapaport from HSCRWU PPIE

**Funding**
NIHR Policy Research Programme

**Methods**
This study is assessing need-related characteristics of older people with moderate care needs and developing a typology of patterns of support and the care associated with them. It is comparing the impact of support types on outcomes, costs and cost-effectiveness to identify best practice and barriers and facilitators for implementation. It includes a two-wave survey, statistical and econometric analyses, long-term follow-up and comparison of health and social care use across models.

**Findings**
The study is underway, and findings have yet to be reported.

**Outputs and Impact**
The study will inform policy makers about the level and experience of unmet need.
The other keyworkers in care homes: Implications of including domestic staff in social care workforce strategies and practices relating to COVID-19 recovery

**Purpose**
Housekeeping staff in care homes – cleaners, those working in kitchens, laundries, and maintenance – are often forgotten but are the backbone of many homes. This study is investigating their experiences and challenges during COVID-19.

**Timescale**
2021

**Research Team**
Kritika Samsi, Jill Manthorpe, Ian Kessler, Olivia Luijenburg, Stephen Martineau, Caroline Norrie (HSCWRU)

**Funding**
NIHR Policy Research Programme Recovery, Renewal, Reset: Research to inform policy responses to COVID-19

**Methods**
Interviews with 50 ancillary staff; care home and Human Resource managers; residents and relatives; examination of care home documents: inspectors’ reports, staff handbooks and job descriptions, to develop a comprehensive picture of the situation.

**Findings**
The report details different stakeholder perspectives of experiences in the pandemic.

**Outputs and Impact**
A final report was submitted to the funder and a coproduced ‘good practice’ model developed to support staff; articles and presentations are underway.

The impact of the James Lind Alliance (JLA) Research Priority Setting Partnership on Adult Social Work

**Purpose**
To consider knowledge about and the use of the JLA report on adult social work priorities by researchers.

**Timescale**
2021 – 2022

**Research Team**
Chloe Waterman, Jill Manthorpe (HSCWRU)

**Funding**
NIHR ARC National Priority Programme on Social Care and Social Work

**Methods**
A rapid evidence review was undertaken informed by interviews with social work researchers about their use and knowledge of the JLA report and its processes.

**Findings**
The review and data from the interviews have been completed and a report is being produced following consultation with a member of the ARC South London public engagement group. The research plans have been discussed at the Research Advisory Group of the Chief Social Worker for Adults at the DHSC.

**Outputs and Impact**
The report will be presented to the NIHR and Chief Social Worker for Adults at the DHSC and her advisors. This study will be of use to the JLA group at NIHR as well as other stakeholders in social work research.
Signs of Safety Evaluation

**Purpose**
Wave 1 of the English Innovation Programme (Department for Education) funded 10 Signs of Safety (SoS) pilots across England. This evaluation of the SoS pilot programme examined outcomes for children and young people and value for money for local authority children’s social care services.

**Timescale**
2018 – 2020

**Research team**
Mary Baginsky, Jill Manthorpe, Jess Harris (HSCWRU), Ben Hickman (Myriad Research)

**Funding**
Children’s Social Care Innovation Programme at the Department for Education

**Methods**
Qualitative interviews in five sites with key stakeholders, focus groups with managers and practitioners, and an assessment of case recording and practice; Case study work with two pilots and two contrast areas. Examined effectiveness and outcomes using national data sets and data from the 10 pilots. What Works for Children’s Social Care conducted a Difference in Difference (DiD) analysis.

**Findings**
Implementation of SoS varied across pilots, as did use of its components. There appeared a lack of consensus around what SoS is and how to use it. Rather than decreasing prescription there appeared to be additional recording and process requirements. There was no evidence of improved staff wellbeing or retention or improved assessments. SoS had no impact on numbers of children in need or looked after children at the authority level.

**Outputs and Impact**
A report and articles have been produced and findings shared with government policy makers, national and international stakeholders.

Evaluation of the Firstline Leadership Programme

**Purpose**
There is widespread agreement about the importance of first-line managers in children’s social work in shaping good practice and contributing to better outcomes for children and families. The Frontline organisation developed a leadership programme – Firstline - for managers in Children’s services and this evaluation reported on progress in participating local authorities in England.

**Timescale**
2018 – 2020

**Research Team**
Jo Moriarty, Nicole Steils, Mary Baginsky, Jill Manthorpe; Ben Hickman (Myriad Research)

**Funding**
Children’s Social Care Innovation Programme at the Department for Education

**Methods**
This mixed methods study used surveys, observations and interviews with managers undertaking the Firstline Programme and those responsible for delivering and undertaking it. A sub-sample of local authorities whose staff have undertaken the programme was compared with authorities whose staff have not. We scrutinised a range of data, including the costs of leadership training and trends in recruitment and retention.

**Findings**
The programme was appreciated by participants as contributing to the support of this important part of children’s services.

**Outputs and Impact**
The final report was published by the Department for Education in 2021.
**Words for All: Implementation and Process Evaluation**

**Purpose**
Words for All is a programme that provides additional support to secondary school students to improve their literacy skills. This evaluation is examining the impact of the programme and how it has been implemented in approximately 50 secondary schools to support students who have previously had a social worker.

**Timescale**
2020 – 2021

**Research team**
Mary Baginsky and Carl Purcell (HSCWRU)

**Funding**
What Works - Children’s Social Care

**Methods**
The project includes observations of training and regional network events (currently online); pre and post intervention surveys sent to all participating schools; and case studies in 10 schools involving interviews with staff and students participating on the programme.

**Findings**
Findings will follow.

**Outputs and Impact**
The implementation and process evaluation is designed to complement an RCT evaluation of the impact of Words for All on student attainment levels, led by the Evidence Development and Incubation Team, also part of King’s Policy Institute. Both parts of the evaluation will contribute to understanding outcomes from Words for All and factors that affecting implementation. Findings will inform the design of literacy programmes in secondary schools and assess the potential for the wider rollout of Words for All.

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**Post-proceeding support in a Family Drug and Alcohol Court**

**Purpose**
The importance of intensive multi-agency post-proceedings support (PPS) for families coming through Family Drug and Alcohol Courts (FDAC) has been identified, but only one model of PPS is based within local authority children’s social care. This Gloucestershire model consists of social workers, drug and alcohol support workers, psychiatrist, speech and language therapist, health visitor and administrators plus links with Change, Grow, Live, CAFCASS, domestic violence services, education and housing. This process evaluation is examining how the intervention is implemented to explore what is delivered, as well as the strengths and weaknesses of the model.

**Timescale**
2020 – 2023

**Research team**
Mary Baginsky, Jess Harris (HSCWRU); Ben Hickman (Myriad Research)

**Funding**
What Works - Children’s Social Care

**Methods**
Include visits to FDAC, observation of judicial reviews; interviews with FDAC team members and professionals; interviews with participants; focus groups (with previous PPS participants and staff from agencies; delayed due to COVID-19); examination of other ‘post-proceedings’ initiatives; examination of case records; and cost analysis.

**Findings**
Findings will follow.

**Outputs and Impact**
The evaluation will produce a manualised version of the PPS intervention, available for replication by other sites, and a feasibility assessment of a larger impact evaluation.
**Sustainable Care: Connecting people and systems**

**Purpose**
The questions of how to resource and deliver social care is a critical problem. Professor Jill Manthorpe is co-leading the Care Work and Caring Relations theme and is a member of the senior management team of this project, led by the University of Sheffield with national and international university collaborators.

**Timescale**
2017 – 2021

**Research team**
Jill Manthorpe, Sab Siddiq (HSCWRU/University of Liverpool); Sue Yeandle (PI) and colleagues from Sheffield University, Jon Glasby, Jenny Phillimore, Catherine Needham, Matthew Bennett, Kelly Hall (Birmingham); Norah Keating (Swansea); Janet Fast (Canada); Madeleine Starr (Carers UK); Alasdair Rutherford (Stirling); Ann Marie Gray (Ulster); Shereen Hussein, Agnes Turnpenny (Kent / LSHTM / Oxford Brookes).

**Funding**
Economic and Social Research Council

**Methods**
Work packages have used comparative analysis of statistical, policy and case study data; systematic international policy and evidence reviews focused on how policies are developed, implemented and revised.

**Findings**
The study ended in 2021.

**Outputs and Impact**
Outputs include analyses and guidance. Jill Manthorpe is an editorial team member for the Policy Press book series summarising the research programme and has worked with the senior management team of the research programme as mentor and subject expert.

**Supporting and engaging schools in decision-making and multi-agency working for the protection and safeguarding of children**

**Purpose**
To examine the effectiveness of multi-agency working to protect and safeguard children, focusing on the role of schools, including changes to governance, the restructuring of child protection and safeguarding services and Local Safeguarding Children Boards.

**Timescale**
2017 – 2020

**Research team**
Mary Baginsky, Jill Manthorpe, Carl Purcell, Danielle Clark Bryan (HSCWRU); Jenny Driscoll (School of Education, Communication and Society, King’s); Ben Hickman (Myriad Research)

**Funding**
Economic and Social Research Council

**Methods**
Scoping interviews with LAs and stakeholders; national survey of LA education service leads, children’s social care services and LSCBs; case studies in 50 schools in five LAs and eight schools in a national multi-academy trust.

**Findings**
Schools were satisfied with LA support and training. Nearly all LAs maintained a support service for all schools and there were no discernible differences between safeguarding practice in academies and LA-maintained schools nor use of LA services.

**Outputs and Impact**
Reports and articles for different audiences are informing local and national policy and practice; an article was published; a book will be published by Policy Press in 2022.
**Strengthening Pathways Out of Hospital for People who are Homeless**

**Purpose**
To build on the Unit’s Study of Hospital Discharge for Homeless People in England by accelerating the impact of the study findings by working with government agencies and Departments to deliver impact activities, co-produced with ‘experts by experience’.

**Timescale**
2019 – 2020

**Research team**
Michelle Cornes, Jess Harris (HSCWRU); Stan Burridge, PPIE/Peer Researcher

**Funding**
ESRC via King’s College London Impact Acceleration Fund.

**Methods**
A series of homelessness day centre visits used a quiz to discuss research findings and to gather feedback from people currently homeless and printed ‘business cards’ were distributed with key information. Learning Events were held in four cities in 2020, in partnership with national and local stakeholders. A virtual Improvement Network led by Pathway supported knowledge exchange online.

**Outputs and Impact**
All materials, including quiz and case studies are available on the project website. NHS England responded to the findings, confirming changes to national policy guidance and its Head of Safeguarding is developing an NHS awareness campaign. DHSC and MHCLG confirmed the research’s influence on policy; the project was instrumental in the Cold Weather Fund being extended to specialist intermediate care. Direct work with people who are homeless has accelerated awareness of service gaps. Working with the Greater London Authority, a Champions Network was established to support intermediate care.

**Managing through COVID-19: local authorities and child protection**

**Purpose**
In the initial COVID-19 lockdown public services had to rethink services for those in need. English local authority Children Services Departments introduced interim operating procedures. We examined these arrangements, working with local authorities and professional organisations.

**Timescale**
2020

**Research team**
Mary Baginsky, Jill Manthorpe (HSCWRU)

**Funding**
ESRC via King’s College London Impact Acceleration Fund.

**Methods**
Interviews with senior managers in 15 English local authorities were followed by an adapted Delphi process to enable informants to comment on the initial findings; the report took these into account.

**Findings**
Referrals reduced following lockdown, then increased, with more domestic violence and higher complexity. 80-100% of social workers were working from home; meetings and supervision were virtual and many contacts with children and families were at a distance; a completely virtual approach to new referrals was seen as unacceptable. Guidance from the Department for Education was said to be slow, then frequent and in volumes but not clear, requiring staff time. Few authorities were considering adopting amendments to regulations.

**Outputs and Impact**
Publications and presentations have been shared with practitioners and policymakers. An article was published, and the report is freely available online.
SASCI: Supporting Adult Social Care Innovation

Purpose
To build evidence on how to support the adult social care sector to start-up, implement and spread affordable innovations that work well for everyone. It is investigating what influences the process, including conditions for innovation and role of infrastructure for support. The wider study team is developing a typology of innovations and infrastructure, with web-based inventories to improve knowledge, direct policy and foster innovation.

Timescale
2019 – 2024

Research team
Jill Manthorpe, Carl Purcell (HSCWRU); PI Juliette Malley, (LSE), Euan Ferlie (King’s Business School), Martin Knapp (LSE), Yvonne Birks (University of York), Annette Boaz (St George’s/LSHTM), team of practice and policy partners, Sandra Paget (PPIE lead)

Funding
Economic and Social Research Council

Methods
Six work packages: the Unit is undertaking a case study of Shared Lives and running Work Package 5 – a series of Witness Seminars to explore why and how past adult social care innovations were developed, implemented and spread, by collecting oral testimony from people involved. Jill Manthorpe is a member of the core project team.

Findings
More information at: www.sasciproject.uk and: twitter.com/SASCI Project

Outputs and Impact
The study will produce findings for the care sector and implementation specialists and inform specialist social care innovation.
Charitable Trust Funding

Exploring working relationships between primary care and directly employed home care workers

Purpose
Increasing numbers of older people are self-funding or receive a personal budget/direct payment and employ care workers themselves. Despite this, little attention has been paid to examining the relationships between older people and carers, directly employed workers, and NHS staff.

Timescale
2018 – 2021

Research Team
Jo Moriarty, Jill Manthorpe (HSCWRU), Jane Wilcock, Steve Iliffe (UCL)

Funding
Dunhill Medical Trust

Methods
A qualitative study using in-depth semi-structured interviews with older people and family members, directly employed care workers and community-based NHS professionals: nurses, allied health professionals and general practitioners (GPs). The Advisory Group includes members from Skills for Care, carers and people using care services.

Findings
There was little communication between directly employed care workers and primary care. Few in primary care were aware of the existence of such workers and their arrangements.

Outputs and Impact
Two articles have been published alongside a report for the funder. Other material will be prepared for academic and practitioner journals.

Improving the quality of care for stroke survivors in care homes

Purpose
Care homes provide care to many stroke survivors, yet little is known about changes in care home use over time. We examined trends in hospital discharge to care homes, to explore characteristics over time and identify associations; we also explored support in care homes for stroke survivors.

Timescale
2018 – 2021

Research team
Jill Manthorpe (HSCWRU); Charles Wolfe (PI), Amanda Clery, Ajay Bhalla, Jean Harrington, Alessandra Bisquera, Lesli E Skolarus, Iain Marshall, Tony Rudd, Cath Sackley, Finbarr Martin, Yanzhong Wang. PPI: Chris McKeivitt

Funding
Dunhill Medical Trust

Methods
Using data from the South London Stroke Register 1995 to 2018, we estimated the proportions discharged to care homes and characteristics over time; multivariable logistic regression models were built to assess associations. Case study work in six care homes involved talking with residents, families and staff about stroke support.

Findings
The data analysis found that of 4172 stroke survivors, 484 (12%) were discharged to care homes. In the last 20 years there was an 80% reduction in discharges to care homes, influenced by changes in disability and care.

Outputs and Impact
An article has been published in Stroke journal; others will follow plus a report for the funder and presentations for stroke professionals and care home staff.
Autism – Understanding Developmental trajectories, and Inequalities in diagnosis and Treatment in adults aged 50 and over (AUDIT-50)

**Purpose**
About 240,000 UK adults aged 50 plus have an Autism Spectrum Disorder. The sparse evidence suggests they lack support, but care improvements are hindered by limited understanding of needs. We will provide the first estimate of diagnostic coverage, exploring inequalities in diagnostic provision; mental and physical health needs and receipt of health care; experiences in relation to cognitive and mental health in ageing; and views on their healthcare needs, facilitators and barriers to support, and how to overcome these.

**Timescale**
2020 – 2023

**Research team**
Jill Manthorpe (HSCWRU); Joshua Scott, William Mandy, Marcus Richards and Claudia Cooper (UCL), Francesca Happe (KCL), Anne Corbett (Exeter University), Cathy Zanker (PPIE)

**Funding**
Dunhill Medical Trust

**Methods**
We are using The Health Improvement Network (THIN), a longitudinal UK primary care database (anonymised records of over 11.5 million people; about 12,000 people aged 50 plus with diagnosis of autism). We will interview 20 autistic older people and five carers to contextualise the findings.

**Findings**
The interim findings will be reported shortly.

**Outputs and Impact**
The study will generate a unique 18-year, longitudinal prospective cohort to promote research on ageing and neurodiversity and create an expert network to drive service development and evidence.

Taking a break: use of residential respite by people with dementia and carers: experiences, access, outcomes

**Purpose**
Respite services which give carers a break are seen as an essential element of support which may delay or prevent moving to a care home. However, there is limited understanding of the use, take up and experiences of residential respite amongst people with dementia and their carers. This study examined those who have/have not used respite; outcomes or consequences for both groups; and access or service pathways for both.

**Timescale**
2019 – 2021

**Research team**
Kritika Samsi (PI), Laura Cole, Katharine Orellana, Jill Manthorpe (HSCWRU); Alzheimer’s Society volunteer advisors

**Funding**
Alzheimer's Society

**Methods**
Mapping residential respite provision (models and payment), call for evidence from residential respite providers and a learning workshop with stakeholders. Interviews with people with dementia and family carers to explore experiences, access and outcomes of respite services; we included two outcome measures on health, quality of life, and the impact of respite to provide context.

**Findings**
Use of respite in care homes during the pandemic declined but we found signs that uptake would be likely to increase.

**Outputs and Impact**
Presented findings at local, national and international online events with dementia, carer, care worker, provider, educational and commissioning stakeholders. Worked with Alzheimer’s Society to inform briefings and factsheets, published in journals and practice press.
NIDUS - New interventions for Independence in Dementia

Purpose
To understand how to help both family and home care workers to best care for a person with dementia at home; understanding how to address challenging behaviours that can increase stress and affect relationships; hoping to find ways to help home care workers to improve the quality of care that they provide so that they can promote independence.

Timescale
2018 – 2023

Research team
Jill Manthorpe (HSCWRU); Claudia Cooper (PI), University College London (UCL), the Universities of Bradford, Reading and Exeter. Two PhD students, including Monica Leverton at UCL co-supervised by Jill Manthorpe. International collaborators from Canada, US and Australia; PPIE: Sue Boex, Rossana Horsley, Margaret Ogden, Joy Jackson.

Funding
Alzheimer’s Society

Methods
Literature reviews; interviews with people affected by dementia, carers and home care professionals to strengthen the evidence base for a set of proposed new programmes. The team has been producing two programmes: NIDUS-family and NIDUS-professional, co-developed with family carers and people affected by dementia.

Findings
Home care workers would like to develop their skills in dementia care. They are interested in training with support. Family carers are also interested in learning more about effective means of support.

Outputs and Impact
Several journal articles have been published and presentations made. Monica Leverton was awarded her PhD from her work on the study.

Primary care-led post diagnostic Dementia Care (PriDem): developing evidence-based, person-centred sustainable models for future care

Purpose
Receiving a diagnosis of dementia may have a significant psychological and emotional impact on people and their families, requiring a period of adjustment and support. However, post-diagnostic dementia care in England is poorly coordinated with geographical differences. Since most clinical care comes from the GP, if post-diagnostic support is better provided in primary care, access to this and other expert services (such as old age psychiatry) could be improved. PriDem is developing and testing a ‘good practice’ model of primary care co-ordinated, post diagnostic dementia care. This will be achieved through several workstreams; Jill Manthorpe support PhD supervision of Remco Tuijt, assisted with literature reviews, provided social care advice, and attends Advisory Group meetings.

Timescale
2018 – 2022

Research team
Jill Manthorpe (HSCWRU); PI Prof Dame Louise Robinson (Newcastle University); colleagues from UCL, ICL, LSE, Universities of Exeter and Surrey

Funding
Alzheimer’s Society

Methods
Testing models of primary care support for people with a new dementia diagnosis.

Outputs and Impact
Literature reviews have been published. Remco Tuijt successfully completed his PhD.
Supporting family carers of people with dementia: Developing a decision aid (SALSA)

**Purpose**
This study, funded by a Fellowship to Dr Nathan Davies, aims to understand which decisions family carers need to make at the end of life for someone with dementia and develop and test the feasibility of a decision aid for family carers of people with dementia at the end of life at home and in care homes. As dementia progresses, people with dementia are less likely to be involved in making decisions, leaving decisions to family carers. Family carers find decisions about severe dementia and end of life difficult.

**Timescale**
2017 – 2021

**Research team**
Nathan Davies, Greta Rait, Kate Walters, Liz Sampson (UCL) and Jill Manthorpe (HSCWRU)

**Funding**
Alzheimer’s Society

**Methods**
This Fellowship consists of four work streams: WS1) Systematic review to identify and review existing decision aids in end of life care; WS2) Secondary analysis of interviews conducted from previous studies and further interviews with family carers and people with mild dementia; WS 3) Co-design a decision aid with practitioners, family carers and carer organisations; and finally, WS 4) Feasibility study with family carers.

**Findings**
The decision aid has been developed and is currently being tested in a feasibility study.

**Outputs and Impact**
The decision aid will be published and circulated to enable family carers of people with dementia at the end of life.

Nutri-Dem – Nutrition, hydration and care for people with dementia at the end of life: How can we best support family carers?

**Purpose**
To explore carers’ understanding of how best to manage eating and drinking at the end-of-life for someone with dementia; establishing gaps in their knowledge and identifying what information practitioners provide to carers.

**Timescale**
2019 – 2020

**Research team**
Jill Manthorpe (HSCWRU); project lead/principal investigator Dr Nathan Davies, Liz Sampson, Yolanda Barrado-Martín, Greta Rait, Pushpat Nair (UCL), Christina Smith and Kanthee Anantapong.

**Funding**
Marie Curie

**Methods**
This study consisted of three phases: 1) identifying existing information resources for carers and guidelines for practitioners; 2) interviewing carers to explore how they manage end-of-life eating and drinking with the person with dementia and what information they use or would find helpful; interviewing people with mild dementia to understand what information they think should be given to carers; interviewing practitioners to understand what information they provide to carers; 3) through a co-design process with people with dementia, practitioners and carers consider the findings of Phase 2 to develop a resource to support family carers at home.

**Outputs and Impact**
The study’s Cochrane Review was published in 2021. A booklet for carers and an information conversation starter were published in 2021 as well as journal publications.
**Child Protection Conferences through COVID-19**

**Purpose**  
Child protection conferences (CPCs) are a key stage of the child protection system. This rapid consultation explored how practice changed in the COVID-19 pandemic, and the impact on children, families and professionals.

**Timescale**  
2020

**Research team**  
Mary Baginsky (HSCWRU)

**Funding**  
Nuffield Family Justice Observatory

**Methods**  
492 professionals responded to an online survey from 108 local authorities in England and 16 in Wales in 2020. 52 professionals were interviewed. 24 parents responded to the survey with a further 14 interviewed.

**Findings**  
CPCs were mainly conducted over video or phone, while a minority were a ‘hybrid’ of in-person and virtual. Advantages were better attendance and improved engagement by professionals; time saved; and for some, less intimidating for parents. Disadvantages were restricted discussion; problems with technology; parental engagement; and concerns around confidentiality. Parents were less positive: many had not had the opportunity to speak to anyone prior, had not received professional reports prior, and only a fifth said views of children had been shared with attendees. Most parents joined by phone but all preferred face-to-face. Professionals thought hybrid CPCs would continue. Steps to increase success included prior identification of family needs, and ensuring parents could speak to social workers and chairs prior to the CPC.

**Outputs and Impact**  
The Nuffield Family Justice Observatory published the report in 2021 and discussions were held with the Department for Education and other stakeholders.

**To what extent does GamCare initial assessment data provide insights into factors associated with help-seeking?**

**Purpose**  
GamCare is the UK’s largest support and treatment provider for problem gamblers and their families and friends. It provides a help line, counselling and other resources to support people affected by gambling harms such as debt, relationship issues and mental health problems. We analysed their client data to provide insights into help-seeking.

**Timescale**  
2019 – 2020

**Research team**  
Caroline Norrie, Stephanie Bramley, Valerie Lipman, Jill Manthorpe (HSCWRU); Ben Hickman (Myriad Research)

**Funding**  
GamCare

**Methods**  
Qualitative and quantitative analysis was undertaken on GamCare counselling treatment data. Variables were analysed with reference to outcome measures collated throughout treatment (CORE-10 Scores measure mental health and PGSI, problem gambling severity index). Quantitative analysis of 27,839 episodes of care (2015 to 2020); qualitative analysis of 714 cases (2017 –2019).

**Findings**  
Quantitative findings focused on factors influencing positive outcomes for clients. Qualitative findings highlighted clients’ perspectives on the assessment process and how it could be personalised.

**Outputs and Impact**  
A report and two journal articles were produced. Findings were presented to GamCare and used in its re-design of client data recording processes.
Exploring ‘what works’ in creating infrastructures and engagement methods for people with lived experience within public health, health and social care, and addiction research

**Purpose**
To investigate ‘what works’ in building engagement methods that draw on the knowledge and experience of people with lived experience in public health, health and social care and addictions, and to investigate transferability to gambling support.

**Timescale**
2020

**Research team**
Caroline Norrie, Stephanie Bramley, Jill Manthorpe (HSCWRU); Valerie Lipman (PPIE)

**Funding**
GambleAware

**Methods**
A narrative review and analysis of discussions from a workshop attended by people with experience of gambling-related harms. The workshop concentrated on review findings and their transferability to gambling support.

**Findings**
Clear principles, values and methods which ‘work’ were identified in public health, health and social care, and addictions which may be transferable to gambling support, including practice which could be followed or adapted. Workshop participants expressed a preference for an independent funded PPIE gambling network, and were enthusiastic about engaging in policy change and priority-setting.

**Outputs and Impact**
A report and journal article were written; findings presented at a GambleAware webinar are being used to develop its public involvement strategies.

Identifying Research Priorities on Gambling Related Harms: A Rapid Evidence Assessment for Action Against Gambling Harms

**Purpose**
Gambling in the UK is a very widespread activity; this study aims to understand better the available evidence around gambling harms and to ascertain gaps in the research evidence base and make recommendations about which avenues of research would be both feasible and valuable.

**Timescale**
2021

**Research team**
Caroline Norrie (HSCWRU); Rachel Hesketh, Vivienne Moxham Hall, Caroline Norrie, Lucy Strang, Benedict Wilkinson (The Policy Institute at KCL)

**Funding**
Action Against Gambling Harms

**Methods**
We conducted a rapid evidence assessment to identify where the research gaps were, focussing on: Financial harms of gambling and affordability (costs to people and public services); Gambling by Children; Gambling on Sport; and Gambling by Women.

**Findings**
There is a lack of empirical research on gambling harms in the UK. In particular, we found significant evidence gaps around the harms that gambling might cause. If this gap is to be filled with robust empirical research, then more funding needs to be channelled to gambling related research.

**Outputs and Impact**
A report was published in 2021 and dissemination will follow.
**Social Care Equity and people with learning disabilities in austerity: an investigation into distribution of social care resources**

**Purpose**
To explore whether service users with learning disabilities receive equitable social care funding, according to need. A small study to support larger grant applications.

**Timescale**
2019 – 2020

**Research team**
Martin Stevens (HSCWRU), Deborah Chinn (Florence Nightingale Faculty of Nursing, Midwifery and Palliative Care), Rachel Barnard (King’s Talent Bank)

**Funding**
King’s College London Faculty of Social Science and Public Policy: Research Fund

**Methods**
A scoping review explored equity in distribution of social care for people with learning disabilities. Proposed work with a drama group of actors with learning disabilities was curtailed because of COVID-19 but provided useful material. A webinar with learning disability sector stakeholders explored findings and future research plans.

**Findings**
There was little evidence about the level or causes of inequity in resource allocation, although themes suggested factors at a micro, meso and macro level and approaches to pursue.

**Output and Impact**
A report was produced for the funder. The results may inform a research bid.

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**Gambling-related harm among recent migrant communities in the UK: responses to a 21st century urban phenomenon**

**Purpose**
To explore the support needed and available for migrants: England has one of the world’s most liberal gambling policy regimes and there is concern that migrants are at heightened risk of gambling harm, linked to problems with debt; relationships; mental health; crime; and homelessness.

**Timescale**
2018 – 2020

**Research team**
Stephanie Bramley, Caroline Norrie, Jill Manthorpe (HSCWRU), Heather Wardle (London School of Hygiene & Tropical Medicine)

**Funding**
King’s College London / London School of Hygiene and Tropical Medicine Interdisciplinary Fund

**Methods**
A scoping review; secondary analysis of Health Surveys for England 2012 - 2015; focus groups with migrant community groups; public dissemination events.

**Findings**
The review found evidence of a ‘harm paradox’: migrants are less likely to gamble but more likely to experience harm especially for male ‘non-British’ gamblers. There was little information about cultural context and harm or help-seeking. Focus group participants discussed barriers to seeking help and ways to improve support.

**Output and Impact**
Findings were presented at conferences, public dissemination events, a seminar and in two articles. The project report is online.
Keeping children safe under COVID-19

Purpose
Were multi-agency arrangements, of which schools are a part, sufficiently robust to keep children safe during the first coronavirus lockdown (COVID-19)? This study explored multi-agency work from the perspective of schools, Children’s Social Care (CSC) and other agencies including child and adolescent mental health services (CAMHS), school nurses and Police. Practitioners and researchers in Australia, Israel, New Zealand, Republic of Ireland and the United States contributed reflections on how they had managed services during this time.

Timescale
2020

Research team
Mary Baginsky, Jill Manthorpe (HSCWRU)

Funding
KCL King’s Together Fund supported by Economic and Social Research Council

Methods
Research in five local authorities with 40 online/phone interviews of 46 informants: strategic and operational leads for education and children’s social care, Police, managers in health services, schools and colleges, school heads, school nursing, mental health services. Local authorities sent a survey to schools on if and how multi-agency working changed under COVID-19.

Findings
Multi-agency relationships were more robust in some authorities than others. Agencies working with children and families adapted quickly to maintain services and worked together to monitor practice and outcomes. However, schools found it more difficult to engage children’s social care and early help.

Outputs and Impact
Findings were reported in journals and conferences and sent to practice stakeholders.

Sativex® for the Treatment of AgitatioN in Dementia *(STAND trial) feasibility study

Purpose
People living with dementia often experience behavioural and psychological symptoms (BPSD). Anxiety and agitation are common, negatively impacting health, accelerating dementia progression, and are distressing to people living with dementia and those supporting them. They lead to increased hospitalisations and care and earlier moves to care homes. Current treatments do not work well and have unwanted side-effects. Cannabis-based medicinal products have emerged as potentially safer and display antinausea, anti-anxiety and analgesic properties, however, there is little systematic evidence to support these early reports.

Timescale
2019 – 2022 (paused during COVID-19)

Research Team
Kritika Samsi (HSCWRU) with Chris Albertyn (PhD candidate), Dag Aarsland, Latha Velayudhan, Byron Creese of IOPNN at King’s.

Funding
KCL ‘Ageing Research in UK’ funded PhD studentship

Methods
The study is investigating Sativex®, administered as an oral-spray, containing 50% delta-9-tetrahydrocannabinol (THC) and 50% cannabidiol (CBD): THC reduces pain, anxiety, sleep disturbances; CBD reduces delusions, hallucinations. It is a feasibility study of an alternative to antipsychotics. A mixed-methods, randomised, double-blind, parallel group, placebo-controlled phase II clinical trial with 60 care home residents with dementia to assess the safety, feasibility, acceptability and effectiveness of the spray for agitation in dementia.

Output and Impact
As well as a PhD thesis, papers will be submitted to journals, presentations and posters at conferences.
The work of the Unit is focused on establishing ways in which the health and social care workforces can be supported to provide high quality care to patients, service users and their carers. Our Unit strategy for the involvement of those users of health and care services, their family carers, and other ‘experts by experience’, is to:

- ensure that they inform the Unit’s research, and that the Unit supports PPIE capacity to work collaboratively and to develop methodological insights
- undertake dissemination with people affected by our studies and offer conclusions and recommendations that are accessible and can be used by communities themselves.

**PPIE Advisory Group for the Policy Research Unit**

The Patient & Public Involvement & Engagement (PPIE) Advisory Group for the Policy Research Unit relaunched itself at the start of 2020 with several new members, adding to the group’s diversity and to its range of user and carer experience in social care, homelessness, mental health and other areas of health care and treatment. The group comprises Andrew Carpenter, Christina Newton, Della Dolapo Ogunleye, Jane Hopkins, Joan Rapaport, Joy Fraser, Shamime Lakedaalla and Stan Burridge, led by chair, Valerie Lipman (*all pictured below with some members of the research team*). The group met once in person in early 2020 but when the COVID-19 lockdown began transferred meetings online. Undaunted by meeting on Zoom, the Group signed off its PPIE Strategy and reviewed its Terms of Reference at its summer meeting. These can be found on the HSWRCU website alongside profiles of the PPIE members: [www.kcl.ac.uk/hscwru/about/involvement](http://www.kcl.ac.uk/hscwru/about/involvement) The group has continued to meet online in 2021 with meetings in March, July and November.
All Unit PPIE members are ‘experts by experience’. Some are also involved in other NIHR projects and programmes, enabling them to share learning. One member helped with our engagement in the national ‘NIHR Research Design Service model of support for social care research consultation’ and is prominently named as the key lay advisor in the 2020 final report. Several have participated in Unit online webinars and conferences in 2020 and 2021, and some contribute to the Unit blog (See below). Others are active in social media and bring new ideas and perspectives to the work of the Unit. Members also exchange news about their involvement in related networks and activities, which contributes to the learning of the Unit, such as a session on disseminating research findings.

During 2020 and 2021 the group engaged in all core PRU studies, responding both to presentations at meetings by the lead researchers, and commenting on papers outside of meetings. Members were invited to comment at all stages of projects, from literature reviews to draft final project reports, draft surveys to preliminary analysis of research findings. Research topics covered were the evaluation of the role of Nursing Associates, the impact of COVID-19 on Personal Assistants, the purposes of the Social Care Workforce Race Equality Standard, the accessibility of Section 12 doctors for Mental Health Act assessments, hospital discharge systems, the ethics of overseas nurse recruitment, nurses working in social care, analysis of the NHS electronic staff record. Members commented on the interview guides for the Section 12 study and on the Nursing Associate reports in draft stage and helpful changes were made to all. At several meetings the group learned more about the DHSC Electronic Staff Record project, from which emerging findings about the impact of maternity leave on women’s career paths in the NHS were discussed. Comments of appreciation from the researchers included: ‘It was a useful discussion and after the meeting several Advisory Group Members emailed comments and information about the training needed for S12 Approved doctors and historical comparisons with the Approved Social Worker courses.’

The Unit captures impact from PPIE members in its work at all stages in an ‘Activities: You Said; Impact: We Did’ format. This assists in keeping a record of activities and indicates the extent of members’ influence. Whilst members input is critical to our work, members have also described how much they value taking part and learning about the research projects and each other’s experiences, as one member said: ‘How else would you bring real change if you didn’t have people coming together from different backgrounds and different areas of work? How else would you bring democratic change?’ Group meetings are enjoyable as well as productive and members have noted the ‘supportive and friendly atmosphere’

As well as the Policy Research Unit’s PPIE Advisory Group, HSCWRU has a strong network of diverse individuals, groups and organisations who play major roles in individual projects or funding streams, often co-chairing individual projects’ Advisory Groups and involved in commentary and advice outside meetings. These include Rekha Elarwarapsu and Stan Burridge in the NIHR Applied Research Collaboration work. Communication with and support for these individuals and groups are valued activities for Unit researchers. Service users, patients, carers and other experts by experience come from a wide range of backgrounds, and some are or were also in health or social care practice themselves. As a result, those with real understanding of health and social care inform our work. Co-production of research has been marked by membership of research teams, co-authorship of reports, blogs and articles, involvement in interviews and analysis. We work together to meet the NIHR’s standards for involvement and engagement.
PPIE Communication, engagement and dissemination

As well as engagements with our policy and practitioner stakeholders, we present our research to service users, patients and carers. This can take the form of meetings with groups such as Age UK or London ADASS (Association of Directors of Adult Social Services), while other national voluntary and community groups play a key role in helping the Unit to fine-tune the relevance of research. Other important ongoing links with voluntary and community and user groups are made through contributions to their publications and events, including presentations to the Lewisham Pensioners’ Forum, London ADASS Race Equality Week, and at care homes. For over a decade, the Unit has held an annual joint conference with Age UK London (see page 50), sharing research findings with older people’s groups. These conferences are well attended by older people representing wider networks of users, patients and carers, as well as those who work with them, to whom we offer free attendance and an opportunity to debate with researchers, practitioners and service managers.

In August 2021 HSCWRU PPIE Advisory Group member Stan Burridge (pictured) and researcher Jess Harris spent the afternoon working with frontline community organisation MRS Independent Living at a jointly badged community street event in Dalston, London, supported by funding that HSCWRU received from the National Lottery for direct dissemination with people who are homeless.

In 2020 we published three blogs on experiences of homelessness under COVID-19 by HSCWRU peer-researcher Stan Burridge. Stan is an former rough sleeper who now supports the wider involvement of people who are homeless in our research, as well as being a member of the Unit’s PPIE Advisory Group: blogs.kcl.ac.uk/socialcareworkforce/tag/stan-burridge/. In 2021 Stan was co-author, with Senior Research Fellow Michelle Cornes, of a chapter on using technology to co-produce homeless health research in ‘Co-production Methods and Working Together at a Distance’, published by Policy Press and contributed to a paper on day services under Covid for homeless people in South London.

Darren O’Shea (1977-2021) ‘Expert by Experience’ within the HSCWRU Homeless Research Programme

We remember Darren O’Shea, a long-standing and much valued member of our Homeless Research Programme who passed away on 17 January 2021. Darren worked on several of our studies, sharing his lived experiences and contributing to meetings and conferences. We are grateful for all Darren did to support our research at HSCWRU and remember him as a friend. Stan Burridge, another member of HSCWRU’s Homeless Research Programme, writes:

‘I was fortunate to work with Darren on many occasions and the value he brought to the work is almost beyond measure. We can forget that researching homelessness and social exclusion issues is dependent on capturing the harsh reality of people’s lives. His ability to talk openly, often when the rawness of his own journey was very evident, brought vividness to the research from a rich life, sadly cut short. We will ensure his legacy lives on.’
Engagement with research and academic communities

We have refereed articles and proposals for:

We have also reviewed proposals and reports for:
The Unit is committed to dissemination and communication with all health, social care and workforce stakeholders. Our strong knowledge exchange network, Making Research Count (MRC), outlined below, is one of our well-established vehicles for knowledge transfer with local authorities, which we have built into a regular and reciprocal relationship.

Each project report, once approved, is widely disseminated in the wide range of ways, including on our website: www.kcl.ac.uk/hscwru, with notifications available via Twitter (@hscwru) to 6,500 followers, opportunities for discussion via our Unit Blog: blogs.kcl.ac.uk/socialcareworkforce (page 79), and via presentations and debate at our conferences, forums and seminars: www.kcl.ac.uk/hscwru/events

Research findings relevant to policy, management and practice are also disseminated through other research, practice and user networks of which the Unit is a part. We work with the social work and social care media, new and old, to make the most of these outlets, with contributions to printed and e-newsletters circulating within the care sector and recent Social Care Elf blog posts.

Making Research Count (MRC) London

Making Research Count (MRC) London is a collaborative research dissemination initiative which has been based at the Unit since April 2005. MRC works in partnership with local authorities, the NHS, the voluntary sector and other relevant bodies to contribute to the development of research-informed, evidence-based practice. This brings together the best of practitioner knowledge and expertise, knowledge from research, and information and expertise from service users and carers.

Over the years the Unit has run an extensive programme of MRC seminars and conferences which disseminate current research to practitioners and their managers. Since the beginning of the pandemic MRC moved its programme online. Within this new way of working MRC was able to offer an expanded range of seminars. In the early part of the pandemic many of the sessions explored the multiple impacts of the pandemic on both those who use services and practitioners. Latterly the programme has further developed with an expanded range of speakers highlighting their research from both within and beyond the MRC network. MRC was able to offer themes courses such as managing relationships in the context of children's social care, complex safeguarding in children's services, Adult social work the period of COVID, Supervision in a period of remote working. In 2020 over 11,000 practitioners attended our regional programme, run in partnership with the University of Bedfordshire, with an additional 65 seminars being provided in-house (online) to practitioners. In 2021 over 12,000 practitioners attended with an additional 80 seminars being provided in-house online. These in-house seminars covered an extremely wide range of topics and are chosen by agencies to reflect their priorities. Some seminars are targeted at groups such as managers or, in one local authority, newly qualified social workers who had recently completed their Assessed and Supported Year in Employment (ASYE).
Highlights included the 10th Annual HSCWRU & MRC Mental Health Social Care conference; a seminar series on contextual safeguarding; a learning disability workshop series; a series on gambling harms, and series looking at forced migration. 2020 and 2021 saw issues of social injustice at the heart of discussions and debates within our sector, particularly with regard to racism, gender violence, and the impact of poverty. In response MRC delivered a wide range of events on topics such as ethnicity and dementia, child protection and the experience of black families, racism and the education system, inequalities and the pandemic and multiple events looking at domestic violence and abuse. This was in order to provide a forum for identifying how practice and the wider system, including within the research and higher education sectors could address the needs of all sections of the community and not, even inadvertently reinforce any areas of discrimination. In 2021 we again addressed the impact of the pandemic but also other topics such as safeguarding, strengths-based practice and supervision.

‘I just came off the webinar with Mr Blewitt and it was so fantastic 😊 Easy to listen to and so knowledgeable!’
Candie Stebelski, Practice Manager, London Borough of Redbridge

London Book Club: a journal-based forum promoting critical and reflective thinking

We have been running the ‘London Book Club’ for 18 years, a reflective practice forum for experienced practitioners and managers in children’s services. There is now a parallel group focussing on adult services. With a circulation list of over 170 colleagues across London, this group meets monthly to discuss and debate research-based articles and their implications for practice. From 2020, the groups moved online and the topics included: emerging research on the impact of COVID on social work with children and families and on people with learning disabilities; the evaluation of practice models such as Signs of Safety; Contextual safeguarding; Decision making in social work: subjective and objective factors; How social workers manage stress; Relationship building with children and young people; What do we measure in child protection; Working with preparators of domestic abuse; Adolescent to parent violence; Adoption; Co-production in adult social care; and The role of social media.

‘Very useful MRC seminar today on Reflective Practice and Critical Thinking. A lot delivered within a short space of time.’
Vivian Amuna, Social Worker, Hertfordshire County Council

West London Teaching Partnership

Teaching Partnerships are a government initiative to strengthen relationships between universities and local authorities around training and developing social workers. Throughout 2020 and 2021 MRC has continued to work with Royal Holloway and eight local authorities to deliver the West London Teaching Partnership. We coordinated the research work stream and worked to build the research literacy skills of the adults and children’s services workforce across the region. During 2020 and in 2021 we delivered a bespoke webinar series for the partnership to support the workforce adapt to the new working environments. There was a particular focus on professional resilience and how this can be supported in the context of remote working. In 2021 we delivered courses on analytical writing and practice and research groups addressing subjects such as Intrafamilial sexual abuse and loneliness.
Responding to the COVID-19 crisis: Adaptation and innovation in adult social care

We have continued to deliver a monthly programme of Continuing Professional Development (CPD) for experienced social workers, managers and commissioners across the region. Building on previous themes around strengths-based approaches in adult social care we used emerging policy and research publications to explore how the sector was responding to COVID-19. Besides increasing practitioners’ knowledge around different aspects of strengths-based approaches, the focus of this programme is on developing policy and research literacy and skills. The programme has successful provided a valuable opportunity for practitioners and managers to reflect upon the changing professional context in which their roles are evolving.

‘The session on Building Professional Resilience was truly inspirational and thought provoking. There were so many points that hit home and were relatable.’ Kam Mathu, Student Social Worker, Central Bedfordshire Council

Making Research Count supporting those returning to social work

One of government’s response to the pandemic was to try and enlarge the social work workforce by encouraging those who had left the profession to return. There were two such initiatives. The first was a fast-track programme called Social Work Together (800 registered participants). Working with Chinara Enterprises and other stakeholders, James Blewett and Jill Manthorpe provided those who had left social work roles relatively recently "bite sized" modules that enabled them to reorientate to the current context of social work. The second initiative, the Return to Social Work Programme (200 registered), again delivered in collaboration with Chinara was for those who had left the profession over a longer period. For each initiative we offered 6 modules which provided an overview of the current policy and practice context of social work as well as an opportunity to revisit core areas of knowledge such as critical reflection, applying values to practice and social work theory. Participants from both programmes accessed MRC's wider programme.

‘Again, another valuable presentation and discussion on a subject that is often overlooked.’ Christine Rockets, Return to Social Work Participant

The Making Research Count Team

- Research Director and national Chair of ‘Making Research Count’: James Blewett (pictured)
- Professorial Lead: Professor Jill Manthorpe
- Visiting Professor and children’s services advisor: Professor Jane Tunstill
- Knowledge Manager: Janet Noble

James Blewett, the co-ordinator of MRC London at HSCWRU, is also Chair of the national Making Research Count network, comprising regional centres based in a consortium of universities conducting high level social work and social care research, and providing qualifying and post-qualifying social work education. The MRC team also provides support and consultancy for agency-based research, supervising several projects. We continue the Knowledge Transfer Research Governance (KTRG) offer to local authorities where HSCWRU staff independently review research proposals that are presented to local authorities advising on their quality and any ethical or research governance issues.

‘Thank so much for today's MRC training - very insightful and so much to learn from and apply to practice.’
Anna Aimiuwu, Social Worker, Slough Council
In early March 2020, the Unit held its 12th conference on Older People’s Health and Social Care, organised with Age UK London and jointly chaired by Professor Jill Manthorpe and by Dr Tony Burch, Trustee of Age UK London. This event - which included social workers, health care workers, researchers, older activists and users of services and family carers drawn from London’s older population - was one of the last the Unit held face-to-face prior to the first Covid-19 lockdown.

Medicine jointly presented their research which asked: ‘Personalisation in Care Homes – what do we know?’ Zunera Khan (third from left), PROTECT Trial Manager at the Institute of Psychiatry, Psychology & Neuroscience at King’s presented findings from a trial of ‘Nonverbal communication & quality of life for people with dementia’. Dan Robotham (right), Deputy Research Director at the McPin Foundation presented research on ‘Compassionate Neighbours: reducing loneliness and social isolation for people reaching the end of life.’ Katie Arundel, now at Haringey Council, was the first of two newly qualified Social Workers to present their dissertation research: ‘Older adults living with depression - is Erikson’s Lifestage model of use to practitioners providing mental health care to this group?’; and the second, Rebecca Webster, now at Waltham Forest Council, presented her research asking ‘Do mental health practitioners support older people using services to make advance decisions about ECT, and if not, why not?’ In a joint presentation Steph Butterworth, Director of Adults Services and Dave Wilson, Joint Commissioning and Performance Manager at Tameside Metropolitan Council and Paula Bell, their local District Nurse Team Leader, reported: ‘Better care for older people & better jobs for care staff - messages from a trailblazer blending health & care worker roles in the community’.

In early March 2021, the Unit held the first online event in this 13 year conference series. Three HSCWRU researchers presented and discussed recent Unit study findings and rich information exchange added to the conference success: John Woolham, Senior Research Fellow, asked: ‘Are social care Personal Assistants a good way for older people to receive personalised care and support?’; Monica Leverton, Research Associate, presented on ‘Exploring homecare for people living with dementia: Implications for training and support’; and Jo Moriarty, Senior Research Fellow explored ‘Did the Care Act help family carers?’.

Conference information is available at: www.kcl.ac.uk/events/series/older-peoples-health-social-care-research-findings-informing-practice-policy
Mental Health & Social Care

An Annual Conference from HSCWRU and Making Research Count

In the week of World Mental Health Day (10 October) we hold the Unit’s annual conference focusing on Mental Health and Social Care. In 2020, at our 7th annual conference on this theme delegates were welcomed to the first conference held online, due to the pandemic, by conference Chair and HSCWRU Director Jill Manthorpe. The conference’s suggested hashtag was: #MentalHealthSC

Participants listened to, questioned and discussed three excellent presentations: Dr Jo Welford, Research Manager at CFE Research, outlined the findings of her evaluation of the Fulfilling Lives programme, which has been Improving access to mental health support for people experiencing multiple disadvantage, in a presentation on ‘Improving access to mental health support for people experiencing multiple disadvantage’. Dr Martin Stevens presented findings from the Unit’s study of Coordinating Mental Health Act assessments: securing the involvement of section 12 doctors.

From the McPin Foundation, which puts the experience of people affected by mental health problems at the core of the research process, Faith Amasowomwan (right), Trainee Peer Researcher and Patient and Public Involvement Officer, and Tanya Mackay (left), Research Manager, presented early insights from their project in a London Borough exploring ‘Community-led change to improve employment outcomes for Black people with long-term health conditions: Black Thrive’.

In 2021, at the 8th annual conference the Chair, Unit Senior Research Fellow Jo Moriarty welcomed four excellent presentations: Dr Ahmed Hankir, Academic Clinical Fellow in Psychiatry at the Institute of Psychiatry, Psychology & Neuroscience at King’s offered a moving personal insight into Islamophobia and Muslim mental health titled: ‘Canaries in a coalmine’. Unit Post-Doctoral Fellow Caroline Emmer De Albuquerque Green presented ‘A matter of life or death: learning from Safeguarding reports to improve mental health care’. Frank Keating, Professor of Social Work and Mental Health at Royal Holloway, University of London, shared ‘African and Caribbean men’s perspectives on mental health recovery’. From the McPin Foundation Dan Robotham, Deputy Research Director, and Thomas Kabir, Head of Public Involvement in Research, introduced ground-breaking insights into ‘Virtual reality therapy for people with psychosis’. There were fruitful question and discussion sessions and all speakers welcomed the information exchange with delegates.

The conference webpage is: www.kcl.ac.uk/events/series/mental-health-social-care
Health & Social Care Support Worker Network
A King’s Business School and HSCWRU collaboration

Established four years ago by Professor Ian Kessler, Deputy Director of HSWRU and Richard Griffin, Professor of Practice in Public Policy at King’s Business School (pictured below left), the Health and Social Care Support Worker Network brings together stakeholders with an interest in the training and development of this unregistered part of the health and social workforce. Support workers are central to the delivery of frontline care but often overlooked in the development of national and organisational policy and practice.

On 15 July 2020 we convened the third workshop for Network members. This focused on whether and how the support worker training and development agenda had been impacted by COVID-19, exploring ways of recovering and making it more resilient. Around 25 participants took part, including learning and development leads from NHS Trusts, representatives of employee and professional bodies - the Royal College of Nursing and Unison - and members of government arms-length bodies - Health Education England (HEE), Skills for Care and Health.

Given the current importance of apprenticeships, the workshop focused on this form of training, with four speakers: Jane Hadfield, HEE National Senior Programme, Apprenticeships (pictured second from left), set out the current challenges in delivering health and social care apprenticeship in, with the capacity of employers and colleges to provide learning stretched. Denise Baker, Head of School, Allied Health and Social Care at the University of Derby (pictured second from right), set out findings from her research on the value of apprenticeships as a training model, particularly for those support workers seeking to earn while they learned. Anita Esser, Head of Wider Teams Education at University Hospitals Southampton (pictured right), examined the development of digital skills amongst apprentice support workers and their mentors. Ian Kessler presented findings from a recent study for the Office of Manpower Economics on the nature, use and impact of apprenticeships in the public sector including in health, teaching, the armed and police forces.

For more information and to join the Network please contact ian.kessler@kcl.ac.uk
Margaret Butterworth Care Home Forum
A quarterly forum bringing together researchers and practitioners

The Margaret Butterworth Care Home Forum (MBCHF) provides an opportunity for discussion and learning focused on dementia care in communal settings such as care homes and extra care housing. It was jointly co-ordinated by Dr Jennifer Wenborn of University College London (who stepped down at the end of 2021) and Dr Kritika Samsi of HSCWRU and from 2022 will be co-coordinated by Olivia Luijjenberg. The Forum is named after Margaret Butterworth (1922–2002), a campaigner in dementia care.

The meetings are now held virtually. In September, there were 30 attendees, with Kritika Samsi as Chair. Eleanor Stevens from the School of Population Health & Environmental Sciences at King’s presented our joint research on improving stroke care in care homes, and her colleague Jean Harrington chaired the Q&A session that followed. Prof Ian Kessler, of King’s Business School and Deputy Director of this Unit, then talked about apprenticeships in the public sector. Both presentations were well received and generated plenty of questions and commentary.

Penny Rapaport, University College London, (pictured left) discussed managing agitation in dementia care. In November 2020, the Forum presentations included ‘Keeping the spirits up? Promoting good practice in relation to alcohol use in care homes’ by Dr Sarah Wadd, University of Bedfordshire (pictured second from left). The second was given by Grace Meadows, Programme Director, Music for Dementia (pictured second from right), who spoke about: ‘Musical care: Making music a part of your care’. The event was chaired by Dr Jennifer Wenborn (pictured on right hand side above).

Thank you very much for organising the event great forum and excellent speakers
Dementia Nurse Consultant

From 2022 onwards the forum will meet online three times a year. These are free events, open to all. The forum attracts practitioners working in care homes and those supporting them, as well as academics in the wider field. If you would like to join the emailing list please contact: olivia.luijjenburg@kcl.ac.uk.

The series website is at: www.kcl.ac.uk/events/series/mbchf
A quarterly forum bringing together researchers and practitioners

The UK’s first Home Care Research Forum (HCRF) was launched by SCWRU in 2016 and continued by HSCWRU from 2019, with a growing number of members. The Forum hosts invited speakers who present about their research and initiatives around care provided in the home by the social care workforce. The Forum meets four times a year, in person at King’s College London or online since Covid-19. To join the mailing list or attend a meeting please email the convener Monica Leverton, who took over the role from Laura Cole in 2021: monica.leverton@kcl.ac.uk

In February 2020, Simon Bottery, Senior Fellow in Social Care at The King’s Fund, presented ‘A 360-degree view on adult social care’. Monica Leverton, then at University College London but now at HSCWRU and the convener, presented ‘Understanding the perceived training and support needs of home care workers in supporting people with dementia living at home’. In November, Dr Tushna Vandrevala and Dr Emma O’Dwyer from Kingston University, discussed their research on ‘Job satisfaction and well-being for live-in carers’. Alex Thomas, Home Manager, and Diana Jablonskyte, Data Analyst from Saint Michael’s Hospice, then presented their work on ‘Hospice at home’.

In February 2021, Dr Jane Townson, CEO of the Homecare Association (formerly UKHCA) presented ‘Homecare in the time of Covid-19 and beyond – challenges and opportunities’. In May, Dr Aviva Cohen from University College Dublin presented her work on ‘seamlessCARE: a lifetime of digital care’. Dr Stephen Allan, Research Fellow based at University of Kent, discussed the findings on ‘Home care market dynamics in England’. In September, Professor Claudia Cooper from University College London, presented ‘Developing and piloting NIDUS-Professional: a group video-call training and support intervention for homecare workers for people living with dementia’. Dr Tamara Backhouse, at University of East Anglia, presented ‘Managing challenges: homecare workers’ experiences of caring for people living with dementia’. In November, Dr Sue Woodward and Sangeeta Sooriah from KCL, presented ‘Preventing incontinence associated dermatitis – an overview of current research’. Katherine McDermott from William Case Advocacy: Your Support Matters, discussed ‘Before and after Covid-19: The effects of Covid on PAs and IEs across Greater Manchester’.

Information is at: www.kcl.ac.uk/events/series/home-care-research-forum
The Day Centre Research Forum

A twice-yearly forum bringing together researchers and practitioners

The UK’s first Day Centre Research Forum (DCRF) was launched in 2020, under the NIHR Applied Research Collaboration (ARC) South London Social Care theme, and has rapidly grown its membership. The Forum hosts presentations and discussions of research on day centres, and is an opportunity for staff, researchers and others with an interest to learn, discuss and network. The Forum meets twice a year and is free and open to all.

In January 2020, Dr Cath Lunt, University of Liverpool, presented ‘The impact of day care on older people with multiple conditions’. Dr Katharine Orellana, forum convenor, presented ‘Outcomes of generalist day centres for older people: not just social inclusion and meals’.

In June 2020, Dr Madeline Powell, University of York, presented ‘Social enterprise in day care: marketing and sustainability’. Dr Mark Wilberforce (pictured), also from the University of York, presented ‘The meaning and measurement of person-centred care: using the Person-Centred Community Inventory (PERCCI) to evaluate quality of care experiences’.

In February 2021 the forum welcomed service providers who spoke about re-opening services and supporting people while services were closed due to Covid-19. Drawing on experiences of reopening a day care service for people with dementia, Jayne Townsend (Albany Oasis Day Care) examined how to balance the risks involved with the safety and wellbeing of guests, and experiences of delivering care whilst adhering to shifting government rules. Rebecca Packwood and Agnieszka Daldorph spoke about how Age Exchange’s blended virtual service maintained its impact while face to face services were closed, and continued to keep creativity and reminiscence at its heart. Katharine Orellana also explained how the Unit’s resource supporting day centres through the re-opening process had been developed.

The August 2021 meeting focussed on palliative care day centres, organised in consultation with the NIHR ARC South London Palliative and End of Life Theme. Felicity Hasson, George Kernohan (Ulster University) and Shazia Zafar (University of Birmingham) presented on costs and consequences of efficiency. Noleen McCorry (Queen’s University, Belfast) discussed definitions and measurement of quality in palliative care day services and the development of the first set of Quality Indicators.

To join the emailing list please contact katharine.orellana@kcl.ac.uk

The Forum’s website includes information about past and future meetings: www.kcl.ac.uk/events/series/day-centre-research-forum
The Social Work History Network

The independent network of social workers and historians, archivists, and academics was established in 2000. Its primary aims are to raise the profile of social work history and to ensure that the lessons of the past are not lost. HSCWRU supports the network by providing venues (when face to face meetings are possible), co-editing the Bulletin, and hosting its website. Three Unit members are on the steering group (Jill Manthorpe, Carl Purcell and Stephen Martineau) and hosted the only face to face meeting of 2020 in which Dr David N Jones spoke about 'Regulation and Inspection: changes over 50 years' and Arran Poyser responded.

In 2021 we held four online meetings, with the later three now available to watch. On 27 January an event on 'Management in Social Work: Past, Present and Future – with special reference to Terry Bamford’s Contribution’ heard from Dame Moira Gibb, and Professors Jim Campbell, John Pinkerton and Greg Kelly. On 29 March, ‘Commonwealth Social Work History’ was a major international event in partnership with Commonwealth Organisation for Social Work and Madras Christian College, India. On 24 June, ‘Past Reviews of Policy and Practice for Social Work with Children and Families’, with Tim Loughton MP, Andrew Webb and Prof Eileen Munro was chaired by Carl Purcell and hosted by BASW. And on 21 October, 'What has become of Social Work with Adults?' featured Brian Parrott, Ruth Allen, Rob Mitchell, Tricia Pereira and Clenton Farquharson MBE, was facilitated by David Brindle, hosted by BASW and attended by around 250 people.

The Bulletin of the Social Work History Network, an e-journal published by HSCWRU once or twice a year, contains a variety of reports of meetings, original articles, book reviews. It is edited by Sarah Vicary, Co-ordinator of the SWHN, Associate Head of School at The Open University with the assistance of Stephen Martineau. This 2020 issue, which came out in December, was the biggest yet at 59 pages, with contributions from the late Terry Bamford, Mike Burt, Peter Scourfield, Ian F Shaw, and others. See: www.kcl.ac.uk/hscwru/swhn

Remembering Terry Bamford (1942 – 2020)

Terry Bamford, who sadly died in February 2020, was long-standing Chair of the SWHN. He had been assistant general secretary of the British Association of Social Workers (BASW), a senior social work leader in London and Northern Ireland, published three books on social work and was appointed OBE.

Meeting information and the Bulletin are available at: www.kcl.ac.uk/events/series/swhn
Contemporary Issues in Mental Health
An HSCWRU Making Research Count seminar series

The aim of this joint Making Research Count and HSCWRU series is to offer engaging seminars to practitioners, researchers and students, to explore important topics in Mental Health, particularly focussing on emerging research evidence. It complements the HSCWRU Annual Conference on Mental Health and Social Care.

The seminar series is chaired by Nicole Steils, Research Fellow at HSCWRU.

We held one face-to-face seminar in February 2020: ‘Improving access to mental health services for those experiencing multiple disadvantage’.

Jo Welford, Research Manager at CFE Research (pictured above) and Anna Tickle, Clinical Psychologist at Opportunity Nottingham (pictured below) presented findings from the ‘Fulfilling Lives: Supporting people experiencing multiple disadvantage’ programme funded by the National Lottery Community Fund.

Jo introduced the programme and the 12 national partnerships. The focus of her presentation were the barriers to mental health services that people with multiple disadvantage experience and how they were addressed in the programme.

As part of the work in one of the partnerships, Anna reported on providing psychological therapy in Nottingham. She reflected on collaboration with colleagues, the opportunities that psychotherapy can offer for service users, and lessons learnt from the programme.

‘Loved the seminar, the perspective of Anna as a psychologist was particularly refreshing and exciting and something I am sharing with my colleagues in Community Mental Health services.’

Participant feedback from Head of Mental Health Services in a London Borough
Contemporary issues and debates in social work education, research and practice

The focus of these invitational seminars is on social work research and education and how these relate to practice. The series is convened by Dr Mary Baginsky, HSCWRU Senior Research Fellow, and provides a platform for debate amongst academics, senior practitioners and policy makers about the social work profession, roles, research and evidence.

In January 2020 Julie Walsh, University of Sheffield, presented ‘Everyday Bordering’ in England, Sweden and Bulgaria: social work decision making processes when working with migrant family members’. In February Judy Foster, Tavistock Centre, led on ‘What impedes or supports reflective practice for managers and team members’. In March we entered the COVID-19 lockdown and seminars were postponed, then re-started online. In June Malcolm Payne, Manchester Metropolitan University, led on ‘Practice-theory links’. In July Mike Lauerman, recently retired Chair of the Caldecott Foundation, led ‘Change, Transition & Resilience: an inevitable combination?’.

In September Convenor Mary Baginsky presented two seminars on recent research: on ‘Managing Children’s Social Care through COVID-19’ and ‘Schools and a multi-agency response to safeguarding and child protection’. In October Judith Masson, University of Bristol and Jonathan Dickens, University of East Anglia, led ‘Researching the outcomes of care proceedings for children’. In November Helen Hingley-Jones and Lucille Allain, Middlesex University, led ‘Researching carers’ and professionals’ dilemmas in the changing world of Special Guardianship and Connected Persons Placements’. In December Matthew Gibson, University of Birmingham, led ‘Pride and Shame in Child and Family Social Work: How emotions are used to shape, control, and discipline parents and professionals’.

I thought today’s presentation was excellent and very thought provoking. Thanks again.

Lisa Thornton, Practice Consultant, Lincolnshire County Council

In January 2021 we began with reflections on ‘Remote Hearings in the Family Justice System’ led by Mary Ryan from the Nuffield Family Justice Observatory. In February an extended event focussing on ‘Workforce issues and COVID-19’ included presentations from Frank Cloyd Ebsen, Institute of Social Work, Copenhagen, Paula McFadden, Senior Lecturer in Social Work, Ulster University, Sara Taylor, Principal Social Worker, London Borough of Lewisham and Mary Baginsky, series Convenor. In March Rick Hood, Associate Professor of Social Work, Kingston University, led a session on ‘Concentrations of inequality in children’s social care: lessons for policy and practice’. In April the discussion on ‘Dismantling ‘A Blueprint for Children’s Social Care’’ was led by Joe Hanley, Open University, and Michael McGrath-Brookes, Brunel University.

In June Anna Bacchoo, Director of Practice, What Works for Children’s Social Care, talked on ‘Supporting local authorities and partnerships to evaluate practice and interventions’. In July the question ‘Tackling Child Neglect’ Where are we now?’ was asked by Ruth Gardner, Research Consultant and Deborah Blackburn and Emma Ford, Salford City Council. The series ended in September with a focus on ‘Improving professional decision-making in situations of risk and uncertainty: A pilot intervention’ led by Professor Cheryl Regehr, Provost and Vice-President, University of Toronto, Canada.

More details can be found at: www.kcl.ac.uk/events/series/contemporary
Learning Disability Services
An HSCWRU Making Research Count workshop series

Since 2014 SCWRU, and subsequently HSCWRU, have run regular CPD Making Research Count (MRC) workshops to explore different aspects of working with people with learning disabilities, emphasising messages from research. These workshops provide insights for practitioners into research findings, with lots of time for discussion and debate. Workshops are free and open to all, with priority booking for MRC members, and are incredibly popular with social workers, managers, trainers and other frontline staff. Martin Stevens (below right), HSCWRU Senior Research Fellow, chairs the series.

Due to the COVID-19 restrictions face-to-face workshops were converted to webinars in 2020. In June, Dr John Cheetham, Senior Clinical Psychologist at the South London & Maudsley NHS Foundation Trust, led a session on: ‘People with intellectual disabilities hear voices too’, about best practice to help meet the particular needs of people with intellectual disabilities who hear voices or see visions that others cannot see or hear.

In October, Rachel Moody from Opening Minds (pictured left) and Marie Lovell from Skills for Care (pictured centre) led a workshop on: ‘Co-producing the autism capability framework’.

They described the co-production process and how it fed into the autism framework and its accessible version, available at: www.skillsforhealth.org.uk/services/item/945-capabilities-frameworks

In 2021 we ran four well-attended webinars: In January, Christine Towers, Director of Together Matters spoke on ‘Good Support for People with Learning Disabilities as They Grow Older’, covering aspects such as emotional well-being, health, being active and involved, home life, bereavement and dying. In March, Glynis Murphy, Professor of Clinical Psychology & Disability at the Tizard Centre, University of Kent explored lessons from a residential service, entitled: ‘Abuse at Whorlton Hall: Could CQC have done better?’ which discussed ways to improve the inspection process.

In June, David Sines CBE, Emeritus Professor at Buckinghamshire New University, considered a range of serious incidents and shared lessons to promote a culture of service and quality improvement. In October, Fintan Sheerin, Associate Professor of Intellectual Disability Nursing at Trinity College Dublin shared practice to support mental health and wellbeing: ‘Using Creative and Innovative Approaches to Supporting People with Intellectual Disability: The SOOTHE Experience’.

For more information visit the series webpage: www.kcl.ac.uk/events/series/learning-disability
Professional activity

Advisory Group and Collegiate Membership

Mary Baginsky
Research Advisor, European Social Network
Independent Expert Advisor, What Works Centre for Children’s Social Care Research
Member, ESCRC’s Peer Review College
Member, Hazel Project Advisory Group

James Blewett
Chair, National Making Research Count
Chair, BASW Children and Families Group
Co-chair, BASW National Response Group to Independent Review of Children's Social Care
Member, Operational Board, West London Teaching Partnership; Chair of literacy workstream

Stephanie Bramley
Member, Royal Northern College of Music Research Ethics Committee
Member, Yorkshire and Humber Problem Gambling Working Group

Laura Cole
Council member, Section of Geriatrics & Gerontology of the Royal Society of Medicine
Member, PEACH study Advisory Group, King’s College London
Member, MemoryCare: Continence Care Study Advisory Group, Cardiff University
Member, Home care: Quality, workforce and competition Advisory Group, NIHR ASCRU
Advisor, Continence Innovation Project, Alzheimer's Society

Michelle Cornes
Member, DHSC Rough Sleeping/Out-of-Hospital Care Models Advisory Group
Member, Pathway Faculty for Homeless and Inclusion Health
Member, Centre for Homeless Impact Research Group
Member, Advisory Group, NIHR Evaluation of Homeless Health Peer Advocacy Service

Ian Kessler
Member, Health Education England (HEE) Talent for Care Implementation Group
Member, HEE London Health Support Workers’ Education Leads Group
Member, HEE Specialist Interest Group, Functional Skills
Member NHS England Task and Finish Career Development Group, Healthcare Support Worker Programme

Monica Leverton
Member, Advisory group, NIHR SSCR SORTED study, University of Portsmouth
Member, Advisory group, NIHR SSCR HOPES 2 study, University of York

Valerie Lipman
Member, NIHR SSCR User, Carer & Practitioner Group
Member, Advisory Group, Dunhill Medical Trust funded Home Care and End of Life
Member, Advisory Group, NIHR HSCWRU Nursing Associate study

Jill Manthorpe
Chair NIHR/Department of Health and Social Care Policy Research Programme Commissioning Panel
Member, DHSC Adult Social Care Strategy Forum
Member, NIHR Strategy Board
Member, NIHR Academy Senior Fellowship Award panel
Member, NIHR Multiple Long-term Conditions Oversight Group
Member, NIHR PRU Older People and Frailty Advisory Group
Member, NIHR Dementia Strategy Advisory Group
Member, University of Oxford / Open University Advisory Group SSCR
Member, Making Safeguarding Personal Advisory Group, Local Government Association
Member, Chief Social Worker (DHSC) Research Advisory Group
Chair, Angela Project (early dementia) Advisory Group (Alzheimer’s Society)
Member, Guy’s and St Thomas Multi-morbidity award panel
Trustee, Centre for Policy on Ageing
Trustee, Orders of St John Care Trust
Trustee, FAROS Foundation
Member, National Coordinating Committee, Making Research Count
Member, organising committee, Dementia UK Congress
Committee Member, Social Work History Network
Member, International Longevity Centre UK Academic Advisory Board
Member, Alzheimer’s Society Grant Panel
Council Member, Section of Geriatrics & Gerontology of the Royal Society of Medicine
Member, MODEM (Dementia Modelling) Advisory Group
Member, Norwegian Research Council project on user engagement
Member, James Lind Alliance advisory group
Chair, UKRI OSCAR Study Advisory Group, Cardiff University
Member, Steering Group, Experts 11 Study, LSHTM
Member, NIHR ARC National Mental Health Implementation Network
Member, NIHR ARC Adult Social Care and Social Work National Network
Member, Advisory Group, Advanced Care Research Centre, University of Edinburgh
Member, D-PACT Dementia Advisory Group, University of Plymouth
Member, Advisory Group ExChange Wales, University of Cardiff
Member, Institute for Volunteering Research (IVR) Advisory Panel, University of East Anglia
Social Care Expert Advisor, Migration Advisory Committee
Advisor, NIHR on Open Access
Member, Wolfson Palliative Care Research Centre, University of Hull

Jo Moriarty
Member, Scottish Social Services Council Longitudinal Study of Early Career Social Workers Advisory Group
Member, Care Policy Evaluation Centre Strengths Based Approaches in Social Work Advisory Group
Member, Alzheimer’s Society, Care, Implementation and Public Health Board

Caroline Norrie
Member, Wandsworth Healthwatch ‘enter and view’ team

Member, Wandsworth Social Care Liaison Committee
Member, Network of Care Home Researchers (NOCHR)
Member, GamCare Women's Group
Member, Advisory Group, Care and Support for People with Social Care Needs on Release from Prison Study, University of Manchester

Katharine Orellana
Member, Network of Care Home Researchers (NOCHR)
Member, Stakeholder Reference Group, Commission on Housing in the Future of Care and Support
Expert panellist, Development of core outcome set for trials and evaluative studies in adult social care

Anne Marie Rafferty
Member, Member, RAE Panel UGC Hong Kong
Trustee: Governor, King’s College Hospital NHS Foundation Trust
Member, NHS Assembly
Hefce: REF panel

George Stoye
Member, Department of Health and Social Care Health Index Expert Advisory Group

Kritika Samsi
Qualitative expert adviser, PhD studentship, IOPPN

Martin Stevens
Chair, Steering Group for The Good Mental Health Cooperative social enterprise
Member, School for Social Care Research (SSCR) Impact Working Group
Member, NIHR Mental Health Policy Research Unit Social Needs project group
Member of the Interpreters For Mental Health Act Assessments (INForMHAA) Advisory Group

Nicole Steils
Member, NIHR Reviewer Development Scheme
Member, Advisory Group, London School of Economics and Political Science ESSENCE-2 study

Jane Tunstill
Member, International Academic Advisory Group, ATD Fourth World

John Woolham
Advisor on telecare, Centre for Housing and Planning Research, University of Cambridge
Editorial Board Membership

Laura Cole
Member, Editorial Board, *Dementia: Journal of International Social Research and Practice*

Michelle Cornes
Executive Board Member, *Journal of Integrated Care*

Monica Leverton
Member, Editorial Board, BMC Geriatrics

Jess Harris
Member, Editorial Board, *Research Matters, Social Research Association*

Jill Manthorpe
Member, Editorial Board, *Health Risk and Society*
Member, Editorial Board, *International Journal of Integrated Care*
Member, Editorial Board, *Journal of Adult Protection*
Member, Editorial Board, *Journal of Elder Abuse and Neglect*
Member, Editorial Board, *Journal of Intellectual Disabilities*
Member, Editorial Board, *Journal of Integrated Care*
Member, Editorial Board, *Journal of Interprofessional Care*
Member, Editorial Board, *Journal of Dementia Care*
Member, Editorial Board, *Journal of Health Services Research, Policy and Planning*

Mentor, PhD committee, University College London
Mentor, Alzheimer Society Research Fellow.

Jo Moriarty
Contributor, University of Kent BA & MA Social Work programmes
PhD External Examiner, University of Manchester

Jane Tunstill
External Examiner, Royal Holloway, University of London

External examining and university advisory work

Mary Baginsky
PhD examiner: LSE and University of Derby
Visiting Senior Research Fellow, University of Winchester

Stephanie Bramley
Supervisor, MA Public Health, King’s College London
Supervisor, BSc Public Health, University of Leeds

Laura Cole
PhD upgrade examiner, King’s College London

Monica Leverton
Supervisor, MSc. Clinical Mental Health Studies, University College London

Jill Manthorpe
PhD examiner: Universities of York, Northumbria, Dundee, Edinburgh, Birmingham.
Visiting Professor: Ulster University; University of Melbourne, University of Singapore, Queen’s University Belfast.

Member, PhD committee, University College London
Mentor, Alzheimer Society Research Fellow.

Jo Moriarty
Contributor, University of Kent BA & MA Social Work programmes
PhD External Examiner, University of Manchester

Caroline Norrie
Supervisor, MA Public Health, King’s College London

Anne Marie Rafferty
PhD examiner: Warwick University
Visiting Professor, Hong Kong University, Poly University Hong Kong and University of Sydney

Kritika Samsi
Supervisor, MSc student dissertation, IOPPN
Mentor, British Society of Gerontology

Jane Tunstill
External Examiner, Royal Holloway, University of London

Member, PhD committee, University College London
Mentor, Alzheimer Society Research Fellow.
King’s College London – collegial activity

Laura Cole
Guest lecturer, Qualitative Research Methods, Institute of Psychiatry, Psychology & Neuroscience
Guest lecturer, MSc Psychology and Neuroscience (online), Institute of Psychiatry, Psychology and Neuroscience

Valerie Lipman
Chair of PRU PPIE Advisory Group

Monica Leverton
Chair, Home Care Research Forum

Jill Manthorpe
PhD supervisor, Institute for Gerontology (2 candidates); supervisor, Department of Psychology.
Member, Faculty promotion committee

Jo Moriarty
Member Qualitative Applied Health Research Centre (QUAHRC) Advisory Panel

Caroline Norrie
Chair, KCL Geography, Social Science, Health & Medicine Research Ethics Panel
Chair, Policy Institute Athena Swan Steering Committee
Unit Lead, HSCWRU PPI Advisory Group

Katharine Orellana
Member, Institute of Gerontology /Ageing & Society Research Group

Janet Robinson
Associate of King’s College (AKC)
Member, NEST (N)etwork to (E)ngage, (S)upport & bring (T)ogether Parents & Carers at King’s
Member, External & Internal Engagement Network: Events Sub-committee
Member, Sub-committee for Policy Institute Health and Safety

Anne Marie Rafferty
Co-lead Healthcare Workforce Initiative

Kritika Samsi
Module leader, Qualitative Research Methods, Institute of Psychiatry, Psychology & Neuroscience
Chair, Margaret Butterworth Care Home Forum
Member, Diversity & Inclusion Committee, The Policy Institute, KCL
Member, Advisory Panel, Qualitative Applied Health Research Centre

John Woolham
Thesis committee participant: doctoral candidate

Other professional activity

Mary Baginsky
Convenor, DARSIG Special Interest group, European Social Work Research Association
Fellow, Royal Society of Arts
Fellow, Winston Churchill Memorial Trust
Associate, Research in Practice
Associate, The Staff College
Associate, Myriad Research Ltd

Laura Cole
Chair, Home Care Research Forum, HSCWRU
Member, INTERDEM (Early detection and timely INTERvention in DEMentia) Network
Fellow, NIHR School for Social Care Research
Member, British Society of Gerontology
Fellow, Higher Education Academy
Member, NIHR Early Career Researcher Dementia Group
Member, Higher Education for Dementia Network
Volunteer, Age UK dementia cafe
Companion Call Volunteer, Alzheimer’s Society

Michelle Cornes
Senior Fellow, NIHR School for Social Care Research

Maureen Crane
Fellow, NIHR School for Social Care Research
Member, Caucus on Homelessness (USA)
Member, American Public Health Association
Member, Housing Studies Association
Member, Society for the Study of Social Problems

Cat Forward
Occupational Therapist, registered Health and Care Professions Council

Jess Harris
Member, Social Research Association
Senior Fellow, NIHR School for Social Care Research

Louise Joly
Fellow, NIHR School of Social Care Research
Member, Caucus on Homelessness (USA)
Elaine Kelly  
Head of Economics Research, REAL centre, Health Foundation

Ian Kessler  
Member, British Universities Industrial Relations Association

Monica Leverton  
Member, INTERDEM (Early detection and timely INTERvention in DEMentia) Network  
Member, British Society of Gerontology

Valerie Lipman  
Member, British Society of Gerontology  
Member, Development Studies Association

Olivia Luijnenburg  
Member of British Society of Gerontology  
Co-chair, Margaret Butterworth Care Home Forum  
Chair, Network of Care Home Researchers  
Co-organiser, Methods Club, Policy Institute

Jill Manthorpe  
Senior Investigator Emeritus, NIHR  
Senior Fellow, NIHR School of Social Care Research  
Member, College of Reviewers – ESRC  
Member, British Society of Gerontology  
Academician of Learned Societies of Social Sciences  
Fellow, Skills for Care

Stephen Martineau  
Sub-editor, Bulletin of the Social Work History Network  
Member, Social Work History Network Steering Group  
Fellow, NIHR School of Social Care Research

Jo Moriarty  
Senior Fellow, NIHR School for Social Care Research  
Member, British Sociological Association  
Member, British Society of Gerontology

Caroline Norrie  
Fellow, NIHR School for Social Care Research  
Member, British Society of Gerontology  
Member, National Council for Palliative Care  
Member, NIHR College of Research Raters  
Advisor, NIHR Research Design Service (RDS)

Katharine Orellana  
Member, British Society of Gerontology  
Member, Social Policy Association  
Member, Social Research Association  
Joint Organiser/Chair, Day Centre Research Forum

Carl Purcell  
Member, Social Work History Network Steering Group

Anne Marie Rafferty  
Fellow, Academy Medical Sciences  
Fellow and President, Royal College of Nursing UK  
Fellow, American Academy of Nursing  
Fellow, Queen’s Nursing Institute  
Member, Society Social History of Medicine  
Member, Sigma theta Tau International Scholarly Society  
Member, National Academy of Science and Medicine, USA

Janet Robinson  
Member, Association of University Administrators

Nicole Steils  
Member, British Society of Gerontology  
Associate Fellow, Higher Education Academy  
Fellow, NIHR School for Social Care Research

Martin Stevens  
Chair, Health Research Authority Social Care Research Ethics Committee  
Member, Local Area Research and Intelligence Association Council (leading on social care and academic partnerships)  
Member, British Institute of Learning Disabilities  
Member, Social Policy Association  
Senior Fellow, NIHR School for Social Care Research

Kritika Samsi  
Senior Fellow, NIHR School for Social Care Research  
Member, Medical & Scientific Advisory Panel, Alzheimer’s Disease International  
Member, Alzheimer’s Society  
Member, Executive Board, British Society of Gerontology  
Member, INTERDEM (pan-European network to develop Early & timely quality psychosocial interventions in dementia)

John Woolham  
Member, British Society of Gerontology  
Senior Fellow, NIHR School for Social Care Research
Publications

Articles


and hydration difficulties towards the end of life. BMJ Supportive & Palliative Care, 11(A6), doi.org/10.1136/spcare-2021-PCC.14


homeless patients after hospital discharge: a realist evaluation. (17 ed.) NIHR Journals Library. doi.org/DOI 10.3310/hsdr09170


Gorin, S., Baginsky, M., Moriarty, J. and Manthorpe, J. (2020) "She made you feel like there’s hope": Gaining a better understanding of how children negotiate their relationships with social workers from their own accounts, British Journal of Social Work, doi.org/10.1093/bjsw/bcaa148


Harris, R., Fletcher, S., Sims, S., Ross, F., Brearley, S., Manthorpe, J. (2020). Understanding key mechanisms of successfully leading integrated team-based services in health and social care: Protocol for a realist synthesis, BMJ Open, 10 July, DOI:10.1136/bmjopen-2020-038591


Orellana, K., Manthorpe, J., & Tinker, A. (2021). Making my day. Volunteering or working at a day centre for older people: findings of exploratory research in English day centres. Journal of Long-Term Care, 58, 177. doi.org/10.31389/jltc.58


Reports


Corones, M., Rice, B., Shulman, C., and Hudson, B. (2020). Tenancy Sustainment Team health research: morbidity and mortality amongst people with experience of rough sleeping, Findings report. London: Thames Reach; St Mungo’s.

doi.org/10.18742/pub01-057


Kessler, I., Steils, N., Harris, J., Manthorpe, J., & Moriarty, J. (2021). The Development of the Nursing Associate Role: The Postholder Perspective. NIHR Policy Research Unit in Health and Social Care Workforce, The Policy Institute, King’s College London. doi.org/10.18742/pub01-065

Kessler, I., Harris, J., Manthorpe, J., Moriarty, J., & Steils, N. (2021). The Introduction and Development of the Nursing Associate Role: Policymaker and Practitioner Perspectives. NIHR Policy Research Unit in Health and Social Care Workforce, The Policy Institute, King’s College London. doi.org/10.18742/pub01-059


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Orellana, K., Manthorpe, J., Samsi, K. and Green, C. (2020) Helping adult day centres to ‘unlock lockdown’, NIHR Applied Research Collaboration South London (NIHR ARC South London) at King’s College Hospital NHS Foundation Trust and NIHR Health & Social Care Workforce Research Unit at King’s College London


Stevens, M., Manthorpe, J., and Martineau, S. (2020, unpublished). Recruiting and retaining social worker AMHPs: evidence and a research agenda. London: NIHR Health and Social Care Workforce Research Unit, King’s College London


Books and book chapters


Blog posts


Baginsky, M. (2021) ‘Signs of Safety: Findings from the second evaluation by King’s College London’ Health & Social Care Workforce Research, 28 January

Cornes, M. (2021) ‘How Discharge to Assess (D2A) Can Work for Homeless Patients’ Health & Social Care Workforce Research, 8 June


Green, C. (2021) ‘A matter of life or death: A rapid review assessment of London’s safeguarding adults reviews to inform the future of mental health adult social care’, Health & Social Care Workforce Research, 8 September

Green, C. (2021) ‘Promoting the Health of Women Working in Home Care: towards an inclusive Women’s Health Strategy’ Health & Social Care Workforce Research, 4 August

Green, C. and Orellana, K. (2020) ‘Resource for day centres – Guide for adult day centres to ‘unlock lock down’ safely’, Health & Social Care Workforce, 2 July, blogs.kcl.ac.uk/socialcareworkforce/2020/07/02/resource-for-day-centres-guide-for-adult-day-centres-to-unlock-lockdown-safely/


Lipman, V. (2021) ‘Women’s activism across generations and the globe in the time of Covid’ Health & Social Care Workforce, 8 March


Owen, J. (2021) ‘At the Association for Professional Declutterers and Organisers annual conference’, Health and Social Care Workforce, 24 June

Proper, I., Stockton, I. and Stoye, G. (2021) ‘Nurses more likely to leave NHS hospitals where costs of living have increased quickly’ Health and Social Care Workforce 24 February


Samsi, K. and Manthorpe, J. (2021) ‘Next steps for day centres in south London as they reset, rebuild and renew from the COVID-19 pandemic’ Health and Social Care Workforce, 21 February


Letters

Iliffe, S. and Manthorpe, J. (2020) Deprescribing dementia drugs, British Medical Journal, 368 doi: doi.org/10.1136/bmj.m650 (Published 20 February)

Iliffe, S. and Manthorpe, J. (2020) Burnout, JAMA, 18 February

Wardle, H. et al (2020) 'Open letter from UK based academic scientists to the secretaries of state for digital, culture, media and sport and for health and social care regarding the need for independent funding for the prevention and treatment of gambling harms'. BMJ June (Clinical research ed.) 370:m2613, doi 10.1136/bmj.m2613.

Dementia Research (2020), letter convened by Alzheimer’s Society to Ministers, 2 September

Professional Press


Manthorpe, J. (2021) Dementia Diagnosis, Community Care Inform, January

Manthorpe, J. (2021) Dementia and Safeguarding, Community Care Inform, 21 April adults.ccinform.co.uk/practice-guidance/safeguarding-adults-with-dementia/

Manthorpe, J. (2021) JDC commentary, March, Journal of Dementia Care 29(3)

The Unit began blogging in 2012 as ‘Social Care Workforce’. Now rebranded Health & Social Care Workforce, there were 41 posts in 2020 and 2021, some by Unit staff, some by invited contributors from a range of research, practitioner and service user perspectives.

Unit bloggers have used the platform to engage in examinations of topics, often to accompany and introduce publications. This was the case with Ian Kessler’s post in September 2020, which introduced interim findings from the Unit’s Nursing Associates study. Carl Purcell wrote about his book on children’s policy. Stephen Martineau discussed self-neglect in relation to a new article, and Caroline Green and Katharine Orellana launched their guide for adult day centres to ‘unlock lockdown’ safely. On the subject of COVID-19, posts on this topic also covered its significance in relation to homelessness, to ethnicity in the workforce, and to dementia.

We were pleased to host a series of three posts from Richard Griffin OBE of the King’s College London Business School on health workforce challenges. Nayyara Tabassum wrote three posts from her perspective at the Centre for Ageing Better. Stan Burridge, expert by experience and member of our Advisory Group, contributed three on homelessness. Finally, the blog provides an opportunity to mark key dates in the calendar. Caroline Green introduced a set of rights-focused training materials on Human Rights Day and wrote to mark International Women’s Day. And Unit staff (Jo Moriarty, Jill Manthorpe and Katharine Orellana) produced two posts during Black History Month.

In 2021, the Blog was used by Unit researchers to introduce new studies: Kritika Samsi and Caroline Norrie on the ‘other keyworkers’ project; and, the HOPES 2 study, led from York but with Unit involvement. There were also introductions to new publications: on Signs of Safety (Mary Baginsky); on nursing labour (colleagues at the Institute for Fiscal Studies); and practice guidance on discharging people from hospital who have no home to go to (Michelle Cornes). The social care theme at ARC South London, which the Unit is responsible for, was the source of a number of posts: on day centres in the context of Covid (Samsi and Manthorpe); on the mapping of day centres (Green and Orellana); on the needs of women in the adult social care workforce (Green); and safeguarding and mental health social care across the capital (Green). We welcomed another contribution from Richard Griffin MBE on NHS workforce planning. Olivia Luijnenburg discussed the topic of her PhD, spirituality in care. There was a report from Mary Baginsky of the seminar by Visiting Professor Cheryl Regehr. New colleague Jen Owen reported from a Decluttering conference. PPIE Advisory Group Chair, Valerie Lipman, wrote about women’s activism across the globe in the time of Covid. Finally, we remembered Darren O’Shea, an expert by experience in our homelessness research programme who died in 2021.

To contribute to the HSCWRU blog please contact the editor, Stephen Martineau.
Conference papers and invited presentations

Blewett, J (2020) Strengths based approaches to adult social care, Southwark, 6 January

Blewett, J (2020) Critical reflection for newly qualified social workers, Ealing, 7 January

Blewett, J (2020) Managing your team systemically, West London Alliance, 10 January

Blewett, J (2020) Child protection skills, WLSWTP, 13 January

Blewett, J (2020) Complex safeguarding: a strength based approach, WLSWTP, 15 January

Rafferty, A.M. (2020) Staffing for safe & effective care, Blackpool Teaching Hospitals, 15 January

Blewett, J (2020) Applying professional values into practice, Ealing, 21 January


Blewett, J (2020) Responding effectively to domestic violence and abuse, Camden, 29 January


Blewett, J (2020) Strength based approaches to adult social care: a workshop for managers, Southwark, 30 January

Blewett, J (2020) Critical practice group for child protection chairs, Waltham Forest, 31 January

Blewett, J (2020) Assessing and responding to neglect, West London Alliance, 5 February

Rafferty, A.M. (2020) Nursing and midwifery first – investing in sustainable and equitable care through learning, 7 February

Manthorpe, J (2020) Dementia Summit, DHSC, Leeds, 11 February

Blewett, J (2020) Understanding neglect, Greenwich, 12 February


Blewett, J (2020) Working with men in children’s services, Baking and Dagenham, 14 February

Blewett, J (2020) Workshop for new qualified social workers in adult social care, Bexley 19 February


Blewett, J (2020) Strengths based approaches to adult social care, Southwark, 21 February


Blewett, J (2020) Understanding the relationship between risk and harm, Wandsworth, 26 February

Blewett, J (2020) Working with families who are hard to help, Barnet, 3 March


Manthorpe, J (2020) Adult Safeguarding Reports, Wandsworth & Richmond SAB, Twickenham, 5 March

Blewett, J (2020) What do we mean by cultural competence in children’s services, Bexley, 5 March

Blewett, J (2020) restorative practice and strengths based approaches, Tower Hamlets, 9 March
Blewett, J. (2020) MRC Advanced year programme: the use of empathy in social work, Ealing 12 March
Blewett, J. (2020) Putting analysis into assessment, Bexley, 13 March

At this point we entered the first COVID-19 lockdown so all face-to-face events were postponed and planning began to move Unit seminars and conferences online

Propper, C., Stockton, I. and Stoye, G. (2020) Cost of living and the impact on nursing labour outcomes in NHS acute trusts, Department of Health and Social Care, 1 April
Blewett, J. (2020) Supporting Families and Protecting Children, Making Research Count webinar, 16 April
Blewett, J. (2020) Staff and Organisational Resilience and Well-being, 17 April
Blewett, J. (2020) Staff and Organisational Resilience and Well-being, 17 April
Blewett, J. (2020) Responding to Concerns About Domestic Abuse, 23 April
Blewett, J. (2020) Responding to Concerns About Domestic Abuse, 23 April
Blewett, J. (2020) Supporting parents with adolescents, Camden, 5 May
Blewett, J. (2020) Understanding complex abuse, West London Alliance, 6 May
Blewett, J. (2020) Critical Reflection and Analysis, 12 May
Blewett, J. (2020) Staff and Organisational Resilience and Well-being, 14 May
Blewett, J. (2020) Corporate Parenting During the Crisis, 29 May
Blewett, J. (2020) Responding to Concerns About Domestic Abuse, 15 May
Blewett, J (2020) 11th Workforce and Practice Development Study Day (Webinar 1), 15 May
Blewett, J. (2020) Staff and Organisational Resilience and Well-being, 20 May
Blewett, J. (2020) Corporate Parenting During the Crisis, 29 May
Blewett, J. (2020) 21st Century Contact, 29 May
Blewett, J. (2020) Supporting Families, 5 June
Blewett, J. (2020) Staff and Organisational Resilience, 8 June
Blewett, J. (2020) Critical Reflection, 10 June
Blewett, J. (2020) Domestic Abuse, 11 June
Rafferty, A.M. (2020) Inequalities within the BAME Community: Webinar, Royal College of Nursing, 15 June
Blewett, J. (2020) Responding to sexual abuse, 16 June
Blewett, J. (2020) What is emotional abuse and how should professionals respond, 16 June
Blewett, J. (2020) Reflective Practice and Critical Thinking, 2 July
Blewett, J. (2020) Effective supervision in a period of remote working, WLSWTP, MRC programme, 2 July
Manthorpe, J. and Iliffe, S. Medical consumerism and the modern patient: a three generational model of challenge, niche market and managed consumerism, HSRUK, 2 July
Blewett, J. (2020) MRC Advanced year programme: cultural competence in social work, Ealing, 6 July
Blewett, J. (2020) Responding to contextual safeguarding concerns, Wokingham managers programme, 6 July
Blewett, J. (2020) Understanding and responding to neglect, West London Alliance, 8 July
Blewett, J. (2020) Study Day: Creating a Positive Environment for Practice, 10 July
Blewett, J. (2020) Responding to domestic violence and abuse, WLSWTP programme, 14 July
Blewett, J. (2020) Corporate parenting in a period of crisis, WLSWTP MRC programme, 14 July
Blewett, J (2020) Managing teenagers’ behaviour: a workshop for foster carers, Camden, 24 July
Blewett, J. (2020) Managing the transition to management, West London Alliance, 19 August
Manthorpe, J., Norrie, C. and Bramley, S. (2020) Involvement in gambling services, GambleAware, 28 August
Blewett, J (2020) Understanding the role of the assessor on the ASYE programme, West London, 1 September
Rafferty, A.M. (2020) Webinar with staff and students from London NHS Trusts, 2 September
Blewett, J. (2020) Working with men and invisible family members, Barking and Dagenham, 7 September
Blewett, J. (2020) MRC Advanced year programme: reflection and critical thinking, Ealing, 9 September
Blewett, J. (2020) SW During the Coronavirus Crisis (1: Child Protection), 9 September
Blewett, J. (2020) SW During the Coronavirus Crisis (2: Critical Reflection), 9 September
Blewett, J. (2020) Managing complex casework, MRC WLSWTO programme, 10 September
Blewett, J. (2020) What do we mean by professional resilience, York MRC programme, 14 September
Blewett, J. (2020) SW During the Coronavirus Crisis (4: Domestic Abuse) 14 September
Blewett, J. (2020) Social Work During the Coronavirus Crisis (3: Corporate Parenting), 18 September
Blewett, J. (2020) Complex Safeguarding (1: Risk and Harm), 18 September
Blewett, J. (2020) Complex Safeguarding (2: Neglect), 14 September
Woolham, J. (2020) Social Care Personal Assistants: who are they, what do they do, what potential do they have for offering person-centred care - are there downsides? HSC Seminar, University of East Anglia, 22 September
Blewett, J. (2020) Understanding the role of the assessor on the ASYE programme, Hertfordshire, 23 September
Blewett, J. (2020) Domestic Abuse, 25 September
Blewett, J. (2020) Understanding the Impact of Trauma, 25 September
Manthorpe, J. (2020) Unit research on Personal Assistants during Covid, SCIE, 28 September
Rafferty, A.M. (2020) Future of Nursing: online debate, Royal College of Nursing, 28 September
Blewett, J. (2020) SW During the Coronavirus Crisis (5: Supervision), 1 October
Blewett, J. (2020) Complex Safeguarding (3: Sexual Abuse), 1 October
Blewett, J. (2020) Effective Supervision in a Period of Crisis and Remote Working, 1 October
Blewett, J. (2020) Intrafamilial Sexual Abuse, 1 October
Blewett, J. (2020) Strengths based approaches to adult social care, Southwark, 5 October
Manthorpe, J. (2020) COVID and social work with adults, Liquid Personnel, 8 October
Stockton, I. (2020) Doctors’ and nurses’ retention, labour supply and career progression after maternity leave, Institute for Fiscal Studies, 8 October
Stevens, M. (2020) Coordinating Mental Health Act assessments: securing the involvement of section 12 doctors. HSCWRU Mental Health Conference, 8 October
Manthorpe, J. (2020) Safeguarding Adults Inquiries, Care Quality Commission, 13 October
Blewett, J. (2020) Understanding emotional abuse, 13 October
Blewett, J. (2020) Critical reflection and analysis, 13 October
Blewett, J. (2020) Working with men and invisible family members, Barking and Dagenham, 14 October
Blewett, J. (2020) Understanding the needs of a diverse community, Wokingham, 16 October
Blewett, J. (2020) The Role of high-quality chronologies in casework, Camden, 19 October
Manthorpe, J. (2020) Adult safeguarding in COVID times, Making Research Count, 19 October
Woolham, J. (2020) Personal Assistants and Personal Budgets: their workforce profile and relationships with Adult Social Care and Health, Skills for Care, PA Framework Steering Group, 20 October
Manthorpe, J. (2020) Carers’ support in COVID times, Making Research Count, 21 October
Manthorpe, J. (2020) Dementia social work and COVID, Making Research Count, 22 October
Manthorpe, J. (2020) Safeguarding Adult Reviews, Making Research Count, 22 October
Manthorpe, J. (2020) Supporting people with experience of homelessness and dementia, Making Research Count, 23 October
Manthorpe, J. (2020) Stories of Dementia, KCL Ageing Research, 28 October
Manthorpe, J. (2020) Evaluating the Care Act: emerging findings, Making Research Count, 29 October
Blewett, J. (2020) Strengths based approaches to adult social care, Southwark, 2 November
Woolham, J. (2020) The impact of the coronavirus on people who work as social care Personal Assistants, Lambeth Disability Team, 3 November
Manthorpe, J. (2020) Co-production in adult social work, Slough Borough Council, 5 November
Rafferty, A.M. (2020) Nursing a pandemic: Scottish Neonatal Nurse Conference, 9 November
Blewett, J. (2020) The Role of Empathy in Working with Families, 10 November
Blewett, J (2020) Understanding and Promoting the Process of Change, 11 November
Stockton, I. (2020) Cost of living and the impact on nursing labour outcomes in NHS acute trusts, DHSC analyst seminar, 12 November
Norrie, C., Hickman, B., Bramley, S., Lipman, V., Manthorpe, J. (2020) Analysing GamCare, Gambling Support Service, Historic data: Quantitative and Qualitative findings, GamCare Webinar, 13 November
Blewett, J. (2020) responding to domestic abuse from an early help perspective, Camden, 13 November
Blewett, J. (2020) Engaging with Men in the Context of Children’s Social Care, 16 November
Blewett, J. (2020) Working with Families We Find Hard to Help, 16 November
Blewett, J. (2020) Strengths-Based Approaches to Adult Social Care, 17 November
Blewett, J. (2020) Building Professional Resilience, 17 November
Blewett, J. (2020) Understanding the adult KSS: a workshop for NQSWs, Hertfordshire, 18 November
Rafferty, A.M. (2020) Nursing a Pandemic: First Response Reflections Webinar, Royal College of Nursing, 18 November
Manthorpe, J. (2020) Lessons Learned, NIHR Academy 24 November
Manthorpe, J. (2020) Learning from Safeguarding Adult Reviews, Slough Borough Council, 25 November
Rafferty, A.M. (2020) Nursing - global shortages in nursing what to do? Coimbra University Portugal, 3 December
Samsi, K. (2020) Research career development and grant applications – Funding from charities. NIHR ARC Capacity Building Winter School for Post-Docs., 7 December
Manthorpe, J. (2020) Making the Jump, NIHR ARC South London Applied Health and Care Winter School, 8 December
Orellana, K. (2020) NIHR ARC South London Applied Health and Care Winter School, Session: Producing a strong PhD – and thinking about the VIVA, 8 December
Rafferty, A.M. (2020) History of Nursing Webinar, 8 December
Manthorpe, J. (2020) Attachment Theory and Older People, Slough Borough Council, 9 December
Blewett, J (2020) Working with parents who are hard to help, Camden, 9 December
Blewett, J (2020) Pre-Birth Assessments, 10 December
Blewett, J (2020) MRC Study Day: Creating a Positive Environment for Practice, 11 December
Blewett, J (2021) Critical thinking and reflective practice for newly qualified workers, Ealing, 5 January
Blewett, J (2021) Ealing advanced practice programme: the evolving role of social work, Ealing, 7 January
Blewett, J (2021) The role of empathy in social work, MRC London, 7 January
Blewett, J (2021) Child protection and family support, MRC London, 7 January
Blewett, J (2021) Corporate parenting during the pandemic, MRC London, 8 January
Blewett, J (2021) Understanding and promoting change, MRC London, 12 January
Blewett, J (2021) The impact of trauma on children and young people, MRC London, 12 January
Blewett, J (2021) Working with men, Barking and Dagenham, 19 January
Blewett, J (2021) Learning from serious and other types of reviews, MRC London, 21 January
Blewett, J (2021) Working with families who are hard to help, MRC London, 21 January
Blewett, J (2021) The impact of secondary and vicarious trauma on staff, Wokingham, 25 January
Blewett, J (2021) Critical thinking and reflective practice in adult social care, MRC London, 26 January
Blewett, J (2021) Working with sameness and difference, MRC London, 26 January
Blewett, J (2021) effective supervision in adult social care, MRC London, 26 January
Blewett, J (2021) responding to domestic violence and abuse, MRC London, 28 January
Blewett, J (2021) Corporate parenting during the pandemic, MRC London, 28 January
Blewett, J (2021) Effective supervision in a period of remote working, West London Alliance, 29 January
Blewett, J (2021) Relational practice, Barking and Dagenham, 1 February
Blewett, J (2021) Complex neglect: messages from research, Barnet, 2 February
Blewett, J (2021) Strength based approaches to child protection, MRC London, 3 February
Blewett, J (2021) responding to domestic violence and abuse (adult services), MRC London, 3 February
Blewett, J (2021) Child protection and family support, MRC London, 3 February
Blewett, J (2021) Creating a positive environment for practice, West London Alliance, 4 February
Manthorpe J. (2021) Race Equality Week – Mental Health, panel member, London ADASS/London Councils, 4 February
Blewett, J (2021) Effective use of chronologies, Camden, 5 February
Blewett, J (2021) Managing teenagers’ behaviour (foster carers), Camden, 8 February
Blewett, J (2021) Complex neglect: messages from research, MRC London, 8 February
Blewett, J (2021) Managing the transition into management, 11 February
Blewett, J (2021) Intrafamilial sexual abuse, MRC London, 15 February
Woolham, J. (2021) Getting the best out of telecare for older people, MRC seminar, 15 February
Blewett, J. (2021) responding to domestic violence and abuse (children’s services), MRC London, 16 February
Blewett, J (2021) Help helpful is the idea of professional resilience? MRC London, 3 February
Blewett, J (2021) Emotional abuse, MRC London, 18 February
Blewett, J (2021) Strength based practice in adult social care, MRC London, 18 February
Orellana, K. (2021) Impact of the pandemic on day centres: developing our information guide Helping adult day centres to ‘unlock’ lockdown. Day Centre Research Forum, 18 February
Blewett, J (2021) Responding to domestic violence and abuse (early help), Camden, 19 February
Blewett, J (2021) Learning from serious case reviews, Wokingham, 23 February
Blewett, J (2021) Complex risk and safety, Ealing, 1 March
Blewett, J (2021) Advanced year programme: Relational practice, Ealing, 3 March
Blewett, J (2021) Working with men, Camden, 3 March
Blewett, J (2021) What is good practice in remote supervision? MRC London, 8 March
Leverton, M. (2021) Exploring homecare for people living with dementia: implications for training and support, Older People’s Health & Social Care Conference, 9 March
Woolham, J (2021) Are social care Personal Assistants a good way for older people to receive personalised care and support? Older People’s Health & Social Care Conference, King’s College London, 9 March
Blewett, J (2021) Managing complex casework, West London Alliance, 10 March
Blewett, J (2021) Creating a positive environment for practice, West London Alliance, 11 March
Blewett, J (2021) Responding to complex neglect, 12 March
Blewett, J (2021) Responding to complex neglect, Barnet, 16 March
Blewett, J (2021) Strengths based practice in adult social care, MRC London, 18 March
Manthorpe J (2021) Multi-disciplinary academic team, NIHR BRC, University of Newcastle, 18 March
Blewett, J (2021) Relational practice, Barking and Dagenham, 22 March
Blewett, J (2021) Understanding risk and safety in complex abuse, Southwark, 22 March
Blewett, J (2021) Effective use of chronologies, Camden, 25 March
Blewett, J (2021) Promoting resilience in the workforce MRC London, 26 March
Blewett, J. (2021) Complex abuse: intrafamilial sexual abuse, Southwark, 1 April
Blewett, J. (2021) Supervision and relationship based practice, MRC London 1 April
Blewett, J. (2021) The KSS and adult social work, Hertfordshire, 13 April
Blewett, J. (2021) Supervision and leadership for practice consultants, Brent, 16 April
Blewett, J. (2021) Understanding the impact of Covid 19 on children and young people, UCLAN MRC, 16 April
Blewett, J. (2021) Relational practice, Barking and Dagenham 20 April
Blewett, J. (2021) Secondary and vicarious trauma in social work, Wokingham, 22 April
Blewett, J. (2021) NQSWS and the assessor’s role on the ASYE, Hertfordshire 26 April
Manthorpe, J. (2021) Dementia and homelessness, Sustainable Care conference, 26 April
Manthorpe, J. (2021) Discussant, Ageing in Place, Sustainable Care conference, 26 April
Manthorpe, J. (2021) Panel member, Care Policy, Sustainable Care Conference, 26 April
Blewett, J. (2021) Relational practice, Barking and Dagenham, 27 April
Blewett, J. (2021) Working with men, Barking and Dagenham, 6 May
Baginsky, M. (2021) Practice frameworks: from research to practice and organisational culture shifts. European Association of Social Work Research, 6 May
Baginsky, M. (2021) Is the search for evidence jeopardising the future of research designed to inform practice a plea for research informed designs and commissioning? European Association of Social Work Research, 7 May
Blewett, J. (2021) Complex abuse: emotional abuse, Southwark, 10 May
Blewett, J. (2021) The role of empathy in social work, MRC London, 17 May
Blewett, J. (2021) Corporate parenting during the pandemic, 17 May
Blewett, J. (2021) Effective supervision in adult services, MRC London, 21 May
Blewett, J. (2021) Child protection and family support during the pandemic, MRC London, 21 May
Blewett, J. (2021) Improving the effectiveness of supervision, West London Alliance, 2 June
Blewett, J. (2021) Understanding outcomes in early help services, Wokingham, 4 June
Blewett, J. (2021) Relationship based practice in with children and young people during the pandemic, 4 June
Blewett, J. (2021) Working with complex abuse, West London Alliance, 8 June
Woolham, J. (2021) Why telecare continues to over-promise and under-deliver. Bristol Centre for Academic Mental Health (CAMH) within Bristol Medical School, 8 June
Stevens, M. (2021) Accessibility of s12 Doctors: Securing the involvement of section 12 doctors in MHA assessments. Bristol’s Centre for Academic Mental Health (CAMH) Seminar, 8 June
Blewett, J. (2021) Understanding the impact of trauma on children and young people, MRC London, 14 June
Blewett, J. (2021) Working with families who are hard to help, MRC London, 14 June
Manthorpe, J. (2021) UCL/ARC North Thames Qualitative approaches to understanding innovation and implementation science: a case study of dementia, 16 June
Manthorpe, J. (2021) What have we learned in England from Adult Safeguarding Reviews? World Elder Abuse Awareness Day, UCD Dublin, 16 June
Blewett, J. (2021) Putting analysis into assessments, MRC London, 18 June
Blewett, J. (2021) Improving the effectiveness of supervision, MRC London, 22 June
Blewett, J. (2021) The role of social histories in assessment, Wandsworth, 28 June
Baginsky, M. (2021) Signs of Safety: All Things to All Assessments. Keynote address at DARE International Symposium, Belfast, 29 June
Blewett, J (2021) The role of audit in producing positive outcomes in children’s services, MRC London, 30 June
Blewett, J (2021) Advanced practice forum: understanding models of change, Ealing, 6 July
Blewett, J. (2021) Effective responses to domestic violence and abuse in early help services, Camden, 9 July
Blewett, J. (2021) Building organisational resilience, Slough, 26 August
Manthorpe, J. (2021) Dementia Research, NIHR RDS, 27 August
Blewett, J. (2021) A strengths based approach to managing performance, Brent, 7 September
Blewett, J. (2021) Good practice in providing supervision in a hybrid working environment, MRC London, 7 September
Blewett, J. (2021) Advanced practice programme: the evolving role of social work in 2021, Ealing, 8 September
Blewett, J. (2021) Aspiring managers seminar, West London Alliance, 9 September
Blewett, J. (2021) Effective responses to domestic violence and abuse, Camden, 13 September
Blewett, J. (2021) Responding to the challenges of assessing capacity, Wandsworth, 22 September
Blewett, J. (2021) Effective use of chronologies, Camden, 23 September
Blewett, J. (2021) Learning from serious and other case reviews, MRC London, 24 September
Blewett, J. (2021) Complex safeguarding: assessing risk and safety, 29 September
Blewett, J. (2021) Critical reflection and analysis, 4 October
Blewett, J. (2021) Critical reflection for NQSWs, Ealing, 5 October
Blewett, J (2021) Secondary and vicarious trauma in social work, Wokingham, 6 October
Blewett, J (2021) Managing complex casework, West London Alliance, 11 October
Blewett, J (2021) Understanding the KSS: a workshop for NQSWs, Hertfordshire, 14 October
Blewett, J (2021) Intrafamilial sexual abuse, MRC London, 14 October
Blewett, J (2021) Engaging men in children’s services, MRC London 14 October
Blewett, J (2021) Engaging men in children’s services, Greenwich, 20 October
Blewett, J (2021) Intrafamilial sexual abuse, West London Alliance, 21 October
Blewett, J (2021) Managing and accessing NQSWs, Hertfordshire, 22 October
Blewett, J (2021) Supervision programme for Agenziya Sapport, Malta, 25-29 October
Blewett, J (2021) Complex risk and safety, West London Alliance, 4 November
Kessler, I (2021) Introduction the Nursing Associate Role: Overview, Kent Community Health Care Trust, 4 November
Blewett, J (2021) Improving the quality of supervision, West London Alliance, 10 November
Blewett, J (2021) Complex neglect, MRC London, 4 November
Blewett, J (2021) Analytical social histories in complex casework, Wandsworth, 12 November
Blewett, J (2021) Working with fathers in early help services, Camden, 15 November
Blewett, J (2021) Authoritative practice in child protection, Ealing, 17 November
Manthorpe, J. (2021) Learning from Adult Safeguarding Reviews, Richmond and Wandsworth, 17 November
Blewett, J (2021) Improving the quality of supervision, West London Alliance, 19 November
Blewett, J (2021) Working with men, Barking and Dagenham, 22 November
Blewett, J (2021) Managing the transition into management, Brent, 24 November
Blewett, J (2021) Strengths based approaches in adult social care, Southwark, 25 November
Blewett, J. (2021) Strengths based approaches in adult social care, Southwark, 29 November
Stevens, M (2021) The availability of section 12 doctors for Mental Health Act assessments. S12 Doctors and Approved Clinicians Approvals Panels National Reference Group, 1 December
Blewett, J. (2021) Working with families who are hard to help, Greenwich, 1 December
Kessler, I. (2021) Overview of Findings on the Introduction of the Nursing Associate Role, Greater Manchester Nursing Associate Operational Steering Group meeting, 14 December
Mary Baginsky, Senior Research Fellow
Email: mary.baginsky@kcl.ac.uk
Mary joined the Unit in 2013 and leads the Children’s Social Care theme, she has, amongst other things, conducted evaluations related to social work with children, including the evaluation of MTM’s Signs of Safety project in the first and second round of the English Children’s Social Care Innovation Programme. She has conducted several COVID-related studies including one for the Nuffield Family Justice Observatory on child protection conferences and one that included a review of the responses of children’s social care in five countries. She is currently working on several national evaluations in children’s and adult services.

Elizabeth Biswell, Research Fellow (joined 2021)
Email: elizabeth.biswell@kcl.ac.uk
Lizzie is a clinical research nurse who has been working in inclusion health research since 2015. She was Principal Investigator at a site recruiting to the Unit’s NIHR homeless hospital discharge study and worked with Michelle Cornes to disseminate the study findings and give a voice to the people whose lives were impacted by the study, such as through "the gutter frame challenge". Lizzie joined HSCWRU as research manager for the evaluation of the DHSC’s Out of Hospital Care Models Programme. She continues to work within prisons as a resettlement nurse and is passionate about working to improve both offender and homeless health.

James Blewett, Research Director, Making Research Count London
Email: james.blewett@kcl.ac.uk
James is Research Director for Making Research Count, an innovative research dissemination project based in universities across the country, of which James is the national chair. He is also chair of BASW’s national children and families’ practice, policy and education group. James works closely with most local authorities in London supporting them in their attempts to develop knowledge informed practice. He has worked on several other research projects in the Unit and has a particular interest in child welfare and the attempts to work in more strengths-based ways in social work services. He continues to be a registered social worker and has undertaken several children’s serious case reviews.

Stephanie Bramley, Research Associate (left 2020)
Stephanie joined King’s in 2016, working on three projects: ‘Gambling-related harm among recent migrant communities in the UK: responses to a 21st century urban phenomenon’; ‘New horizons – the potential for armed service personnel to move to social care work: current practice and ambitions’ and ‘New Starts: Ex-offenders working in social care – practice and potential’. She also worked at Calderdale Citizens Advice to provide training about gambling-related harm to frontline staff. She left the Unit in August 2020 to work at the University of York Department of Health Sciences and remains engaged with one of our gambling studies.

Laura Cole, Senior Research Associate (left 2021)
Laura is a dementia care researcher. She has a background in psychology and has worked with older people with cognitive problems and dementia in clinical, care and research settings. She worked on the Unit’s Alzheimer’s Society funded study exploring the experiences of people living with dementia and their family carers on respite. She coordinated the Home Care Research Forum, is a council member of the Geriatrics and Gerontology section of The Royal Society of Medicine, and member of the editorial board for Dementia: Journal of International Social Research and Practice. Now at the University of West London, members of the Unit have been engaged in support for her new MSc in Dementia Studies.
Michelle Cornes, Senior Research Fellow
Email: michelle.cornes@kcl.ac.uk
Michelle’s research interests centre around the health and social care workforce and its intersection with housing and homelessness. Michelle led a NIHR HS&DR funded study exploring how to improve hospital discharge arrangements for patients who are homeless and a new study for the NIHR School for Social Care Research exploring self-neglect, homelessness and adult safeguarding. Michelle has a special interest in realist evaluation, communities of practice and participatory action research. She coordinates a team of peer researchers with lived experience of homelessness who work on the homelessness research programme. She is a member of the DHSC’s Rough Sleeping Advisory Group.

Maureen Crane, Visiting Reader
Email: maureen_ann.crane@kcl.ac.uk
Maureen joined the Unit in 2011. She pioneered UK research into older homelessness, and for many years has carried out studies relating to homeless people and homelessness services. She recently completed a major study for the National Institute for Health Research on the delivery of primary health care to homeless people, and the integration, effectiveness and costs of different models (the HEARTH study).

Caroline Emmer De Albuquerque Green, Post-Doctoral Fellow
Email: caroline.emmer_de_albuquerque_green@kcl.ac.uk
Caroline is an expert in human rights and care homes for older people. She has a background in law, human rights, and investigative journalism. She completed her PhD in Gerontology at King’s College London in 2019, which focused on human rights and care homes in England. Caroline is a Post-Doctoral Fellow at the Unit for the NIHR Applied Research Collaboration (ARC) South London. She is interested in human rights, social care and older people more broadly. Previously to joining King’s, Caroline worked in humanitarian aid and development for the German government in Asian countries.

Cat Forward, Research Associate (joined 2021)
Email: catherine.forward@kcl.ac.uk
Cat recently completed her PhD at the University of West London, researching the health and wellbeing of older women living alone. She is a registered Occupational Therapist and has worked in the NHS since 2007. She has carried out research work for the charity Raising Films. Her research interests include the social and physical environments of ageing, gender and ageing, and the relationship between occupation and health, particularly so-called deviant occupations. She is working on a project aiming to improve access to support for gambling harms and on the Falls in Care Homes National ARC Implementation Study.

Jess Harris, Research Fellow
Email: jess.harris@kcl.ac.uk
Jess joined the Unit in 2006; she co-ordinates the NIHR SSCR funded study of homelessness, self-neglect and safeguarding and is part of the PRU funded team evaluating the Nursing Associate role in health and social care. She co-led an ESRC/KCL funded project driving the impact of the Unit’s homeless hospital discharge study, collaborating with Experts by Experience. Jess produces the Unit’s Annual Report and organises the two annual conferences – on older people and on mental health – as well as Unit webinars. She is an Editorial Board member of the Social Research Association’s Research Matters.
Amelia Ionescu, Deputy Research and Consultancy Manager  
Email: amelia.ionescu@kcl.ac.uk
Amelia is responsible for providing pre-award and award management support and advice to the HSCWRU research team. Her responsibilities include costing all new grants or extension requests, overseeing HSCWRU financial systems and budgets. In collaboration with the operational team, she helps with HR processes for the Unit, ensuring compliance with contractual requirements on research awards and reporting to funders. Her professional background comprises more than 10 years’ experience in project management. Amelia holds a BA in International Business and Economics, MSc in Strategic Marketing and an MSc in Project Management, including a Prince2 Practitioner qualification.

Louise Joly, Visiting Research Fellow  
Email: louise.m.joly@kcl.ac.uk
Louise holds a PhD in primary care and population sciences. Her research interests are homelessness, interprofessional working and new models of delivering health and social care. She was co-investigator on the NIHR HS&DR funded study, ‘Delivering primary health care to homeless people: an evaluation of the integration, effectiveness and costs of different models’ (the HEARTH study). Louise played a major role in the Rebuilding Lives study funded by the NIHR School for Social Care Research, took part in the Unit’s evaluation of the St Mungo’s Peer Advice Link and in the Unit’s NIHR study investigating service provision for older homeless people who have memory problems.

Elaine Kelly, Deputy Director PRU  
Email: elaine_k@ifs.org.uk
Elaine is a Senior Research Economist in the Public Finance and Pensions sector, and a Deputy Director (part time) of the PRU programme since its inception in 2019. She is also Head of Economics Research at the Health Foundation. At HSCWRU she is leading on various projects on the NHS workforce using the Electronic Staff Record around workforce dynamics and retention. Elaine's main research interests encompass the economics of health, healthcare and education.

Ian Kessler, Deputy Director PRU  
Email: ian.kessler@kcl.ac.uk
Ian Kessler is Professor of Public Policy and Management at King’s College London and Deputy Director of the Policy Research Unit. He leads the PRU funded project evaluating the Nursing Associate role in health and social care and contributes to the PRU through conceptual papers and reviews. He has co-authored books on healthcare support roles and on employment relations in the public sector. He has advised the Royal College of Nursing, the Royal College of Midwives, the Audit Commission and the National Audit Office. His recent research centres on work organisation in the public services. Recently he completed a study for the Office Manpower Economics on apprenticeships and a Health Education England funded project on supported NHS employment opportunities for young adults with learning disabilities that is nested within the PRU.

Monica Leverton, Research Associate (joined 2020)  
Email: monica.leverton@kcl.ac.uk
Monica joined the Unit in December 2020 as a Research Associate on an NIHR SSCR-funded study investigating the experiences of Personal Assistant employers during the COVID-19 pandemic. She chairs the Unit’s Home Care Research Forum. She completed her Alzheimer’s Society Centre of Excellence PhD at UCL, exploring homecare for people living with dementia using qualitative ethnographic methods. Her research interests include dementia care, homecare services, and the use of visual methods. Monica has a background in psychology, with 8 years’ experience of mental health research, informing policy and facilitating large randomised controlled trials.
Valerie Lipman, Chair PPIE Advisory Group / Honorary Postdoc Research Fellow  
Email: valerie.lipman@kcl.ac.uk  
Valerie has over 30 years’ experience within older people’s organisations, including as a community worker in London, national advisor on developing service and policy responses for minority ethnic older people, to research. She was awarded her PhD on ageing and international development by the University of Southampton. She is particularly interested in equalities and diversity, and the representation of older people in international development. Recently she contributed to the Unit’s study on gambling. She became chair of the Policy Research Unit’s PPIE Advisory Group in the summer of 2020, and was a member of the User, Carer and Practitioner Group of the NIHR School for Social Care Research.

Olivia Luijnenburg, Research Associate (joined 2021)  
Email: olivia.luijnenburg@kcl.ac.uk  
Olivia Luijnenburg is a Research Associate at the HSCWRU. She is a medical anthropologist with a special interest in residential care for older people, spirituality and health, and qualitative health research. She conducted her PhD research on the ethical implications of spirituality in residential care for older people. At HSCWRU, she has worked on the project ‘The other keyworkers in care homes: implications of including domestic staff in social care workforce strategies and practices relating to COVID-19 recovery’ and a rapid review on the skills gaps in the social care workforce. She also co-ordinates the Margaret Butterworth Care Home Forum.

Jill Manthorpe, Professor of Social Work, Unit Director  
Email: jill.manthorpe@kcl.ac.uk  
Jill is Director of the Unit and a Senior Investigator (Emeritus) of the NIHR. She is the social care theme lead for the NIHR Applied Research Collaborative (ARC) South London, and Associate Director of NHIR School for Social Care Research. She is also a member of NIHR's Strategy Board. She has longstanding interests in older people’s health and social care, especially dementia, risk, and homelessness but also in safeguarding for children and adults. She engages with local and regional networks focussing on social work practice, mainly through Making Research Count. She chaired the NIHR Policy Research Programme Commissioning Panel up to 2021 and is a Council member of the Royal Society of Medicine’s Gerontology & Geriatric Section. Jill is visiting professor at the National University of Singapore, University of Melbourne and Queen’s University Belfast and previously at Ulster University (up to 2021).

Stephen Martineau, Research Fellow  
Email: stephen.martineau@kcl.ac.uk  
Stephen’s interests include adult safeguarding, social care law and migration in the health and social care workforce. He is working on two studies; on hoarding and self-neglect and on a PRU project examining the availability of section 12 doctors (Mental Health Act 1983) as well as co-ordinating the Unit’s work in international workforce migration. Stephen is content provider for the Unit website, tweets, handles the Unit blog and updates the Department of Health and Social Care with output. He helps run the Social Work History Network.

Jo Moriarty, Senior Research Fellow, Unit Deputy Director  
Email: jo.moriarty@kcl.ac.uk  
Jo has worked at King’s since 2002. Her research interests span several areas, ranging from support for family carers, ethnicity and ageing, workforce development and social work. Jo currently works on a range of projects, including the PRU funded evaluation of the nursing associate role in health and social care and study of support for young carers. As well as undertaking empirical research, Jo enjoys authoring resources aimed at summarising research findings in an accessible way for practitioners. Jo is a Senior Research Fellow of the NIHR School for Social Care Research.
Janet Noble, Knowledge Manager, Making Research Count  
Email: janet.noble@kcl.ac.uk  
Janet is a qualified Library, Information and Knowledge Manager with over 25 years of professional experience in the sector. Since 2008 Janet has been the Knowledge Manager for Making Research Count (MRC), supporting the dissemination of MRC research findings through the administration of webinars, workshops, seminars and conferences. Janet was Facilitator for the C4EO Vulnerable (Looked After) Children and C4EO Early Intervention online Community of Practices and administered the joint MRC and Children’s Workforce Development Council’s childcare workforce development research programme.

Caroline Norrie, Research Fellow  
Email: caroline.norrie@kcl.ac.uk  
Caroline is a qualitative researcher with experience of working on a wide range of studies including investigations into care home practices, gambling-related harms, adult safeguarding, interprofessional working and professional migration. She is Principal Investigator on an NIHR study developing a trigger question for identifying and signposting individuals affected by gambling harms and piloting it. She was co-investigator on an NIHR study exploring the experiences of care home ancillary staff during the pandemic. She works one day a week as an NIHR, Research Design Service (RDS) advisor. Other responsibilities include: HSCWRU PPIE Advisory Group Lead; Joint Book Review Editor, Ageing and Society; Chair of a KCL Research Ethics Panel; Convenor HSCWRU International Seminar Series; and supervisor of MA Public Health dissertations.

Katharine Orellana, Research Associate  
Email: katharine.orellana@kcl.ac.uk  
Katharine is a social gerontologist with 15 years’ experience in an organisation supporting older people. She joined the Unit in 2014 as a King’s College London PhD student, with funding from The Dunhill Medical Trust’s Older People’s Care Initiative and, in 2018, was awarded her PhD with a thesis on the role and purpose of day centres for older people. She currently works on an Alzheimer’s Society funded study of respite services for carers and people with dementia and the NIHR Applied Research Collaboration South London’s Social Care theme which includes jointly organising the Day Centre Research Forum which she founded.

Jennifer Owen, Research Associate (joined 2021)  
Email: jennifer.owen@kcl.ac.uk  
Jen joined the Unit in April 2021. At the Unit, Jen is working on a study examining self-neglect and hoarding among older people, funded by the NIHR School for Social Care Research. Prior to joining the Unit Jen was an Economic and Social Research Council (ESRC)-funded Postdoctoral Fellow at Cardiff University, during which she studied a third-sector decluttering service supporting older people in South Wales. She has a PhD in Human Geography awarded by Cardiff University.

Carol Propper, Deputy Director PRU  
Email: c.propper@imperial.ac.uk  
Carol is Professor of Economics at Imperial College Business School and a Deputy Director (part time) of the Policy Research Unit part of HSCWRU since its inception in 2019. She contributes to the PRU work on the NHS Electronic Staff Record, including the study of NHS nursing labour supply decisions and the outside labour market. Her research focuses on the impact of incentives on the quality of health care delivery and health system productivity and, more widely, on the design and consequences of incentives within the public sector and the boundary between the state and private markets. She is a past President of the Royal Economic Society and was awarded a DBE for her services to economics and public health in 2020.
Carl Purcell, Research Associate
Email: carl.purcell@kcl.ac.uk

Carl joined the Unit in 2017 after completing his PhD and having worked in local government for 11 years prior to that. He is the author of ‘The Politics of Children’s Services Reform: Re-examining Two Decades of Policy Change’ published in 2020 and co-author of ‘Protecting and Safeguarding Children in Schools: A Mult-agency Approach’ to be published in 2022. Carl has worked on a variety of research projects since joining the Unit and is currently leading a case study of Shared Lives schemes as part of the Supporting Adult Social Care Innovation (SASCI) project alongside colleagues at the LSE and on the Words for All study.

Anne Marie Rafferty, Deputy Director PRU
Email: anne_marie.rafferty@kcl.ac.uk

Anne Marie is Professor of Nursing Policy, and former Dean of the Florence Nightingale Faculty of Nursing and Midwifery. She is a historian and researcher. She served on the Prime Minister’s Commission on the Future of Nursing and Midwifery and holds a fellowship from the Royal College of Nursing and was elected Fellow of the Academy of Medical Sciences, and member of the US National Academy of Medicine. She was President of the Royal College of Nursing 2019-21. She was made DBE in 2020.

Janet Robinson AKC, Research Administrator
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Janet has been the Unit’s administrator since 2003 and is the first point of contact. She provides day-to-day support to the Unit ensuring the delivery of operational activities including financial administration, research grant management, resourcing and event administration. Her professional background includes the London School of Hygiene & Tropical Medicine, the British Medical Association, and at King’s the Department of Primary Care and Public Health Medicine. Janet is an Associate of King’s College London (AKC), the longest standing qualification awarded at King’s.

Kritika Samsi, Senior Research Fellow
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Kritika has researched social care for over 15 years using qualitative methodology to investigate a wide range of issues in care homes, home care and dementia care. She is leading three studies: on experiences of employers of Personal Assistants during COVID; on cleaners and auxiliary staff in care homes during COVID; and on respite services for carers and people with dementia. She is deputy lead of the NIHR Applied Research Collaborative (ARC) South London Social Care theme; NIHR SSCR Senior Fellow; Ageing & Society (joint) book reviews editor; on BSG Executive Board, Alzheimer's Disease International Medical and Scientific Advisory Panel and Qualitative Applied Health Research Centre advisory panel. She co-leads the Qualitative Research Methods module for IOPPN MSc programmes, co-chairs the Margaret Butterworth Care Home Forum and is on Diversity & Inclusion committees for Policy Institute, ARC South London and BSG.

Nicole Steils, Research Fellow
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Nicole joined the Unit in 2016. She is a co-researcher on two PRU studies, the ‘Evaluation of Nursing Associates in health and social care’ and the ‘Global Migration in the Health and Care Workforce Observatory project’. She leads the NIHR School for Social Care Research funded study, ‘Social care responses to self-neglect and hoarding among older people’. She worked on Department for Education funded evaluation of a social worker leadership training programme. In 2013, Nicole completed a Leverhulme Trust funded PhD study at Coventry University. Her research interests lie in the use of technologies; social policy; shaping of personal identity / identities; and bringing theory and practice together.
Martin Stevens, Senior Research Fellow
Email: martin.stevens@kcl.ac.uk
Martin chairs the Health Research Authority (HRA) Social Care Research Ethics Committee and is social care lead on the Local Area Research and Intelligence Association Council (LARIA). He leads on the ‘Accessibility of section 12 approved doctors’ PRU study and works on the Self-Neglect and Hoarding study, funded by the NIHR School for Social Care Research. In addition, Martin works on the ‘Global Migration in the Health and Care Workforce Observatory project’ and co-ordinates the Making Research Count series of workshops on Learning Disability research. His research areas of interest include personalisation; learning disabilities; mental health; and safeguarding.

George Stoye, Deputy Director
Email: george_s@ifs.org.uk
George is an Associate Director at the Institute for Fiscal Studies, where he leads its work on health care. His research interests focus on understanding variation in the returns from healthcare, exploring how patient outcomes vary across different healthcare providers and across different patient characteristics. Current projects include exploring the impact of individual staff and teams in the NHS on patient outcomes, analysing the spill-overs between different types of health and social care and quantifying the impact of waiting times targets in public hospitals as well as PRU commissioned work on the healthcare workforce.

Emily Thomas, Research Assistant (joined 2021)
Email: Thomas, emily.4.thomas@kcl.ac.uk
Emily is currently working on a NIHR SSCR study into easements to the Care Act 2014. In April 2022, Emily will start work on another NIHR SSCR study exploring the role of adult social care for parents with learning disabilities when a child is no longer in their care. Before joining the Unit, Emily worked for Think Local Act Personal and had worked for five years part-time at a playscheme for children and young people with learning disabilities.

Jane Tunstill, Visiting Professor
Email: jane@tunstill.plus.com
Jane is Visiting Professor at HSCWRU and Emeritus Professor of Social Work at Royal Holloway, University of London. Key areas of expertise include the measurement of child level outcomes within family support services, the contribution of community-based services to child protection, and the impact of austerity on policy and practice. She continues to contribute to the organisation and delivery of Making Research Count activities.

Chloe Waterman, Research Associate (joined 2021)
Email: chloe.waterman@kcl.ac.uk
Chloe is a socio-legal researcher who uses discourse methods to understand different environments. She started her career in psychology investigating counselling practices in drug and alcohol support groups, using conversation analysis. With both personal and professional experience as a carer, Chloe became interested in improving the lives of older people. She is completing a PhD investigating how people with dementia and their carers are affected by mental capacity law. She is working with the NIHR ARC South London team on national social care ARC projects including a review of the JLA Research Priorities for Adult Social Work and an evaluation of Community Led Support.

John Woolham, Senior Research Fellow (left end of 2021)
John joined SCWRU in 2015. He led the Unit’s first study of social care Personal Assistants and the NIHR SSCR funded study of telecare. His research interests include the use of telecare and personal budgets in social care, with particular reference to older people. He also has a long-standing interest in research ethics and governance. John until recently co-edited Research, Policy and Planning, the Journal of the Social Services Research Group, and was Deputy Editor of the Journal of Enabling Technologies. He is a Senior Fellow of the School for Social Care Research, and member of the British Society of Gerontology.
The NIHR Health and Social Care Workforce Research Unit (HSCWRU) is a multidisciplinary expert research team working across King’s College London and the Institute for Fiscal Studies. As part of NIHR School for Social Care Research we work closely with other universities to provide evidence for social care practice. And as part of NIHR Applied Research Collaborative (ARC) South London we work to link practice and research locally. HSCWRU leads research on health and social care workforce policy in England; provides evidence to government; and disseminates research to policymakers, service providers, patient, service user and carer groups, and directly to the workforce itself. Other research funders from government and charities support further work on health, homelessness and children’s social care studies.

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