

*Overcoming
tough times
together*



Cavell

Welcome to Cavell

Cavell is here for UK nurses, midwives, and healthcare assistants, working or retired.

The charity gives support when they're suffering personal crisis or financial hardship, often due to illness, complications from a disability, poverty in older age, domestic abuse, and the impact of the ongoing cost-of-living crisis.

We tailor our support, so individuals seeking help receive the most effective and suitable support for them. Our services include emotional support, advice on maximising benefits, signposting and referrals to specialist services, one-off grants, and rapid emergency funding for those at great risk.

Cavell Star Awards

Alongside support, we recognise the contribution and efforts of nursing and midwifery professionals and celebrate their achievements with our popular national award programme: the Cavell Star Awards.



Membership

Cavell sees the strength in working with others and partners with employers through its membership programme, 'Working with', to widen the charity's reach and provide exclusive benefits for members.

100+ years of Cavell

Nurse Edith Cavell inspired the formation of the charity in 1917 after her heroism during World War One, in which she saved the lives of 200 Allied soldiers. After her death, a fund was established in her memory to care for the nation's nurses. One hundred years later, the Cavell team is proud to maintain her legacy in our work today.

CHIEF EXECUTIVE SUMMARY

Lewis Allett



"Cavell is evolving to remain agile and effective in the face of an ever-changing environment."

I was delighted to take-up the role of Cavell's Chief Executive in January 2023, having joined the charity as its Support Director in early 2022. My focus so far has been to grow and develop the ways in which we deliver support to the nursing and midwifery family, broadening our services to provide life-changing support to more people than ever before.

The last eighteen months have seen a huge rise in demand for Cavell's help, and the circumstances and needs of those seeking support have changed massively over the past few years. Cavell is evolving to remain agile and effective in the face of an ever-changing environment and the challenges it presents.

Celebrating the nursing and midwifery profession is integral to the work that Cavell undertakes and that's why I'm committed to the continued growth of our national UK awards programme, the Cavell Star Awards.



The awards shine a light on the individuals delivering exceptional care and support to colleagues, patients and their families.

2023 has been a momentous year for Cavell. We launched the charity's Support Hub and changed our name to "Cavell", from Cavell Nurses Trust, accompanied by a brand refresh and new website. All these changes have been implemented to increase the support that we can offer, increase our visibility and to make the charity more inclusive to all those members of the profession that we support.

This report is dedicated to our incredible nursing and midwifery family, and the generous fundraisers, partners, funders, and members of "Working with", for making what Cavell delivers possible. The impact of the support is clear to see as you read about the challenges facing nursing and midwifery professionals contained in this report.

Rising to the challenge

2022 OVERVIEW...

In 2022, the Cavell Support team saw a 200% rise in those seeking help from the charity compared to 2021, with a notable rise in applications from working nursing and midwifery professionals, compared to unemployed or retired applicants.

Pre- pandemic, 55% of people seeking support from Cavell were working nurses, midwives, or healthcare assistants. By the end of 2022, this had jumped to 85%, a huge rise in working staff struggling with basic living costs.

Various circumstances across the past eighteen months have contributed to an increase in the number of nurses, midwives and healthcare assistants seeking Cavell's help.

 **200%**

rise in those seeking help from Cavell.

Alison, Cavell's Head of Support, noted that a significant contributory factor, particularly in the last year, appeared to be the cost-of-living crisis.

In October 2022, the annual rate of inflation reached 11.1% - the highest rate in 41 years according to data from the Office of National Statistics. The Office for Budget Responsibility reported that this was expected to mark "the biggest fall in living standards in any single financial year since records began."



85% seeking support from Cavell were employed.

 **11%+**

The highest rate of inflation for 41 years.



"The biggest fall in living standards in any single financial year since records began."

The Office for Budget Responsibility

Despite the inflation rate falling in 2023, demand for Cavell's support remains higher than ever.

These are unprecedented times, yet understanding the circumstances that lead people to seek support from Cavell enables us to further enhance our package of support and tailor our services to the specific needs of nursing and midwifery professionals today.

The support available

Cavell launched its Support Hub in early 2023 to provide a wealth of resources to empower those seeking help with the tools needed for a more manageable future, both financially and emotionally.



The Support Hub includes:



Mental health resources

Signposting helplines for nursing and midwifery professionals, wellbeing apps and online emotional support.



A benefits calculator

This enables a person to easily calculate their benefit entitlement and see what funds may be available for them to claim.



Debt advice from PayPlan

Access to free, professional guidance that's tailored to individual circumstances via LiveChat or a scheduled phone call.



A budget planner

Money Helpers' budget planner keeps track of an individual's outgoings to help them monitor their spending all in one place.



A grant search

Turn2Us evaluates personal circumstances and presents all the grant options that an individual may be entitled to.



Financial support

For nurses, midwives and healthcare assistants to find out if they are eligible for support for financial grants from Cavell and make an application.

Evolving Support

The breadth of the support Cavell provides is expanding to address the evolving needs of the nursing and midwifery family. Cavell continues to listen to nurses, midwives and healthcare assistants, ensuring that we offer a wide range of services and support that is tailored to their needs.



"This help will do great things for my long-term welfare and my wellbeing. I am very, very, very grateful."

Nurse supported by Cavell in 2023.



Understanding the challenges

To further develop the support that Cavell provides, we must first listen to the nursing and midwifery family about the problems they are facing.

In May of 2023, Cavell surveyed 1,100 nursing and midwifery staff to learn about the challenges surrounding their work and wellbeing...

Financial wellbeing

Concerns

The results demonstrated that financial worries have a negative impact on nursing and midwifery professionals when at work.

53% said their finances negatively affect their mental health



23% said they struggle to focus at work



16% said their financial situation makes it hard to deliver effective patient care



Improvements

Improving the financial circumstances of nursing and midwifery professionals helps them to return to work and focus on caring for patients. Cavell asked people supported during 2022 and the first 6 months of 2023 about the impact of the charity's help, and of those who were working...

89% said the support positively affected their ability to do their job



81% said the support helped them get back to, or stay in, work



59% offered occupational health



50% offered counselling services



35% offered flexible hours



54% have considered leaving their job because of work-related stress



85% agreed they work under pressure



85% felt that their work is emotionally demanding



Emotional wellbeing

Current support

In Cavell's 2023 survey, we discovered the ways in which organisations that employ nurses, midwives and healthcare assistants are already making a difference to support the emotional wellbeing of staff. Of those surveyed, the following benefits were offered to them by their employer:

Additional support

Cavell works alongside employers to provide additional support for nursing and midwifery staff as our research shows that emotional support is still needed:

Further challenges

A challenge impacting emotional wellbeing for nursing and midwifery professionals is the number of full-time vacancies in NHS trusts in England, which is at an all-time, 5-year high, and nurses and midwives have raised concerns over burnout.

To help support the emotional wellbeing of the workforce, Cavell has introduced mental health resources to our new Support Hub, including signposting to wellbeing apps and helplines.



"I am so humbled and proud to be in a profession that has supported me through my hard time. Thank you for the speed of your response, as of yesterday I was unsure how I was going to pay my rent. I can now focus on my recovery and return to work."

Nurse supported in 2023

Long term approach



Cavell's Support Hub aims to empower the nursing and midwifery family to manage emotionally and financially for the long term.

'Working with' Cavell

Cavell's 'Working with' membership is an exclusive offer to all NHS employers, GP surgeries, and private and independent healthcare sector and recruitment agencies supporting nursing, midwifery, and healthcare professionals.

There's an extensive range of benefits that organisations report to have directly improved their staff wellbeing and morale.



"We would sign up for life if we could, we believe the membership is highly valuable and have recently introduced Wellbeing Champions who are mentioning Cavell in their meetings."

**The Healthcare Partnership,
'Working with' member.**

"As an agency, our nurses don't have access to EAPs, so having 'Working with' is something good we can offer to individuals."

**Thornbury Nursing Services
'Working with' member.**



Meet Jayne

When nurse Jayne was diagnosed with cancer, she started a course of vigorous treatment that meant she was unable to work.

She relies on public transport for all her appointments, but the costs of those journeys were soon adding up. Jayne was struggling to pay her bills, buy food, and afford to travel to the hospital, during a time that was already very stressful.

Jayne contacted Cavell and the Support team quickly assessed Jayne's situation and provided funds to help her with living costs. She said, "It was absolutely fantastic when the support came through! I wasn't expecting it and it meant that I could travel to my appointments and not worry about those costs."



What your support means to Jayne

"When people give money to a charity like Cavell, that donation means more than just the money. To someone like me living with cancer, the support means that the financial worry is taken away and I can concentrate on getting better."



Neil and Alisha



Team challenge



Kat & Téa

Your Impact

*Cavell couldn't
provide the support
that it does today
without you...*

Thank you for the generous donations from individual givers, corporate partners and funders, and charity members and sponsors.

Coastal hike

Father and daughter duo, Neil and Alisha, raised over **£800** on their charity hike across 80 miles along the Norfolk Coastal Path over five days in May 2023.

Three Peaks Challenge

A group of 22 fantastic fundraisers took part in Cavell's Yorkshire Three Peaks Challenge in June 2023 and collectively raised over **£5000!**

Abseil Challenge

Mother and daughter, Kat and Téa, completed Cavell's thrilling Abseil Challenge in May 2023 raising over **£850** for Cavell by descending 262 feet from the UK's tallest sculpture.



Belfast Health and Social Care Trust



Raymond

There are countless reasons to support our nursing and midwifery professionals.

Whether it's a family member that inspires them to show support for the profession, or because of the care that they have personally experienced that made all the difference, donating to Cavell is a way of giving back to those that do so much to care for others.

Belfast bake off

On International Nurses' Day, the amazing staff across multiply departments at The Belfast Health and Social Care Trust held a bake sale to raise funds for Cavell. Many cakes were sold and enjoyed, raising an amazing **£1,743!**

Raymond's gift

After experiencing exceptional care in hospital during lockdown, Raymond decided to change his Will to include a generous donation of **£50k** to Cavell. His son, Julian, said his father "had a very positive outlook on life and tended to see the best in people." During his dad's hospital stay, Julian said "it was clear that my dad formed a real connection with the nurses and understood that they were going through a difficult time. He wanted to help them as his final gift. I was very glad that my dad decided to donate to Cavell."

Celebrating the professions

We recognise that nursing and midwifery staff, and the teams they form, go above and beyond to show exceptional care for their colleagues, patients, and their families.



The Cavell Star Awards is our national programme that celebrates this amazing contribution.

Colleagues can nominate their team members for a Cavell Star Award, which demonstrates the gratitude and appreciation felt for the winning employee or team.

Cavell Star Awards benefit the wellbeing of nursing and midwifery staff, too. When employees feel valued by their colleagues and leaders, they feel positive about the work that they do, and their workplace wellbeing is positively impacted.

Cavell's 2023 survey found that:

84% of nursing and midwifery staff felt their work makes a difference to others



64% agreed their work is appreciated



80% recognised and appreciated the positive impact of:

- Kindness from colleagues
- Feeling part of a team
- Having someone to talk to



Meet Emmanuel

Emmanuel, Trainee Nursing Associate from Livingstone Community Hospital, won a Cavell Star Award for going above and beyond for his colleagues and patients.

He was nominated by four nursing colleagues, one of them was nurse Maileen Gabriel, who said: "Emmanuel has made his patients have a good experience and has gone above and beyond for his colleagues by promoting the principle of inclusion, equality and diversity."



Emmanuel said

"I am so happy, this recognition has already fueled my passion to do more in ensuring that I make a positive impact on people's lives including colleagues, patients, and relatives. The team's working ethos is to deliver the care you would want for your own family."

What a feeling!

171 staff won a Cavell Star Award during 2022 and the first half of 2023.





“The Trustees continue to challenge how Cavell can be more effective in delivering and developing our role in supporting the nursing and midwifery family.”



The nursing and midwifery family do an exceptional job in what seems to be an ever more challenging environment, and I thank each of them for their contribution.

I am delighted that Lewis Allett has become our new Chief Executive and I'd like to thank him and the team for the ongoing developments, building on the impressive work done by Cavell's previous CEO, John Orchard.

We know that as Cavell continues to grow and help more of the nursing and midwifery family, we need to remain ambitious and rise to the demand for support. Looking ahead, Cavell will focus on the following three areas:

Ongoing sustainability: Continuing work with our amazing supporters and partners who make the work of the charity possible, and building new relationships, too.

Agility and innovation: Plans include new benefits for the 'Working with' membership programme, enhanced service provision to support survivors of domestic abuse, ongoing help to alleviate the impact of the cost-of-living crisis, and the introduction of a new CRM system to improve our operations.

Strong and robust governance: The Trustees continue to challenge how Cavell can be more effective in delivering and developing our role in supporting the nursing and midwifery family. We will build on the diversity within the charity to ensure that Cavell is as inclusive and effective as possible.

The demand for support is growing, and the charity has never needed your support more.

Here are some ways in which you can support Cavell and make a difference to the nursing and midwifery family:



Fundraise and complete a Cavell challenge



Become a 'Working with' member



Become a corporate sponsor



Donate in your will



Give in memory



Raise awareness with peers

Please get in touch and talk to the Cavell team about getting involved. You can email info@cavell.org.uk



"I felt that I got the support that I needed at a difficult time in my life. I can't express in enough words how much Cavell helped us."

Kristine, nurse supported by Cavell in 2023

f @CavellCharity

ig @cavellcharity

X @CavellCharity

in @cavellcharity

Cavell

Supporting the Nursing and Midwifery
family through tough times

Cavell.org.uk
01527 595 999



Cavell is a registered charity in England & Wales
(1160148) and Scotland (SCO41453)