

# Partners in Care

HOW YOUR SUPPORT  
CHANGES LIVES



**Cavell**

Supporting the Nursing and Midwifery  
family through tough times



## Welcome to Cavell

**At some point in our lives, we all need the help of a nurse or midwife. But what happens when they need help themselves?**

Cavell is the charity ensuring these dedicated professionals have somewhere to turn to when going through tough times.

Cavell makes a profound difference in the lives of nurses and midwives during their most challenging moments. As they navigate crises exacerbated by factors like COVID-19, staffing shortages and burnout, whilst facing personal and financial hardship often due to illness, disability, domestic abuse and more, Cavell gives essential financial, emotional and holistic support.

The charity's work improves the quality of life for thousands of nursing and midwifery professionals each year. In turn, support for this vital workforce improves the quality of care that patients receive, too.

Cavell's support is tailored, so individuals receive the most effective and suitable help for them. Our services include emotional support, advice on maximising income and benefits, signposting and referrals to specialist services, one-off grants, and rapid emergency funding for those at great risk.

The charity was formed in 1917, honouring British Nurse Edith Cavell, who's heroism and altruism during WWI is remembered to this day.

**Lewis Allett,  
Chief Executive, Cavell**



## Is it a defining moment for Cavell? Absolutely...

**“In over 100 years of supporting these professions, Cavell has never faced such a critical moment in meeting the escalating need. We are ready for the challenge, but need support to meet it so we can continue to change lives for the better.**

Being there for nursing and midwifery professionals is what Cavell does best.

In the last eighteen months, the team has enhanced the services Cavell offers with the development of our new Support Hub containing tools, resources and signposting for topics surrounding finances and mental health. But we must be able to do more...

It's not new news that the nursing and midwifery professions are facing challenge upon challenge; NHS nursing vacancies were at a

record high of almost 12%, and nearly 7 million nursing work days were lost to sick absences according to NHS England data.

Cavell has seen a 47% rise in the number of staff receiving support in the first half of 2024 compared to the same time last year, and we continue to be the UK's biggest funder of nursing and midwifery professions in hardship.

More income is imperative if demand for support continues to rise at this rate. Thousands of individuals rely on Cavell's lifeline services, which strengthens the nursing and midwifery professions and makes the healthcare system more effective.

**Cavell urgently needs your support to ensure that the people who care for us and our loved ones have somewhere to turn when they need help themselves well into the future.”**

# Relieving financial hardship

Financial emergencies can happen to anyone and for many different reasons.

Everyone's circumstances are unique, but when a nurse is a single mum of three and her fridge stops working, or a midwife needs to flee domestic violence but risks facing homelessness, Cavell is here.



In June 2024, Cavell surveyed 1,300 nurses and midwives. Findings showed that:



## Financial worries and savings

**69%** were unprepared for a financial crisis, such as having to relocate at short notice or receiving a large bill to pay

**37%** have less than £500 in household savings to cope with a financial crisis



## Mental health and patient care

**92%** of nurses and midwives feel their financial situation negatively impacts their mental health

**58%** said the stress and worry over their finances makes it difficult for them to focus at work



Cavell's support keeps staff in work and improves workplace wellbeing.



## In 2024:

**97%** said Cavell's help positively affected their mental health

**84%** said support from Cavell positively affected their ability to do their job

**73%** of those who were able to work agreed that support from Cavell helped them get back to, or stay in, work

Cavell's support is vital, but without funds from donors, sponsors and partners, we simply cannot meet the demand. The charity urgently needs more funds to ensure long-term, quality support for this vital workforce.

## You can help

As an employer of nurses and midwives, or as a Trust, Foundation or business, your organisation can make a tangible difference. There are various ways to support the charity including our 'Working with' membership, sponsorship, or corporate fundraising.

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## Jason's story of hope



**Jason worked in nursing for 20 years, but when he started to experience horrible complications of sleep apnea, this affected his ability to work. He was left with no choice but to resign due to illness, stress and anxiety.**

**Grieving for the loss of his nursing career and suffering with insomnia, Jason entered a downward spiral and lived in isolation for a year.**

Eventually he travelled to Beachy Head, a cliff on the coast in Sussex, intending to end his life: "The thought of surviving the fall and being in a worst state prevented me from doing it," he said. "I ended up sleeping rough in Eastbourne for a while."

He sought help from local charities to find food and shelter, and later, from Cavell, who were able to provide funds to help with some of Jason's most urgent arrears once he had moved

into new accommodation. He said, "The support from Cavell has been a relief. I've still got a long way to go but I'm feeling a lot more confident about my situation now."

Jason is now working in community nursing and said he is enjoying every minute of it. He receives clinical care for his sleep apnea and support from his employer, enabling him to thrive in his role.

He added, "When I think back to those difficult days, my life couldn't be more different now. I have a great job and my own home in the fantastic countryside. And I work for one of the most dynamic, integrated Health and Social Care NHS Trusts within the UK."

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## Cavell has support far and wide



*"I've witnessed the positive impact that Cavell has on staff, and I'm proud to have supported the charity by speaking at several events about their work because it's imperative that staff feel valued and cared for too. When professionals need some support, the work of organisations such as Cavell is very welcome."*

**Dame Ruth May,**  
Chief Nursing Officer for England  
(2019 – 2024)

# Supporting survivors of abuse

*Some of the challenges facing nursing and midwifery professionals are well-documented in the media, but other problems are rarely spoken about, such as domestic abuse.*

**Cavell's research indicates that nursing and midwifery professionals are at least three times more likely to experience domestic abuse** compared to data from the Office of National Statistics for the general population.

Cavell has seen an increase in the number of nursing and midwifery professionals seeking support related to domestic abuse.



## **Of nursing and midwifery staff surveyed by Cavell in 2024:**

**13%** stated that they had experienced domestic abuse from a partner, ex-partner or family member in the last 12 months

**59%** did not speak to their employer or an organisation which provides support about the abuse



## Supporting survivors through a new partnership fund

**In November 2023, Cavell joined The Burdett Trust for Nursing to launch The Domestic Abuse Fund for nurses and midwives who are survivors of domestic abuse and experiencing financial crisis or hardship as a result.**

Applications for funding are dealt with sensitively and confidentially, ensuring every individual feels safe to seek help from Cavell.



Cavell's partnership with the Burdett Trust for Nursing was shortlisted for the "Charity Collaboration of the Year 2024" Award by the Association of Charitable Organisations (ACO).



This collaboration has enabled Cavell to make a difference in an area that desperately needed attention. Together, we can collaborate on projects that address other issues impacting the nursing and midwifery professions and the care they deliver.

## **An impactful partnership**

**72%** of survivors said that the support made them feel more in control of their circumstances

**90%** of survivors said that the support positively affected their mental health

## *Collaborate with us*

**Please get in touch to explore bespoke partnership opportunities so that we can be there for our nurses and midwives, like they're there for us.**

**SEE BACK PAGE FOR DETAILS**





Michael



Fiona



Aysha



Wilfredo

## The power of feeling valued

When people feel valued at work, they are more likely to have job satisfaction and less likely to experience burnout. However, Cavell's recent survey found that 40% of nurses and midwives don't feel valued and appreciated by their employer.

As a charity, we support employers to publicly celebrate and appreciate staff with the Cavell Star Awards, a national awards programme shining a light on exceptional nurses, midwives, nursing associates, and healthcare assistants who go the extra mile for colleagues and patients.



Cavell asked winners how they felt after receiving an award:

- 86% said they felt more valued by their employer
- 95% said the award improved their wellbeing at work
- 75% had increased focus after the recognition

Since 2018, the Cavell Star Awards has been boosting staff morale, promoting good news stories, supporting recruitment and retention, and empowering nurses and midwives to celebrate each other, but we need your help to continue.

Sponsors benefit from significant brand exposure, including having their logo on the award certificate, congratulations card, Cavell website, their own sponsor webpage, social media reach, and their brand in front of thousands of nursing and midwifery professionals throughout the UK. A lead sponsor will receive even more exposure, with their logo printed across the award ribbon itself.

## Become a sponsor

Could you become a Cavell Star Awards sponsor and help us to celebrate those who go the extra mile for their patients or colleagues?

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# Pledge to support Cavell

## What will you pledge to do for the nursing and midwifery workforce?

- I pledge to book a meeting to explore how I can support Cavell
- I pledge to organise a corporate/ team fundraising event
- I pledge to make a donation to help Cavell's support services

## Scan to make your pledge



## Cavell needs your support now more than ever.

There are several ways that you can show your support for the charity as an individual or through your organisation, whether that's as a 'Working with' member, sponsoring the Cavell Star Awards or becoming a corporate partner.



*"It's a privilege to support Cavell's mission to nurture the wellbeing of healthcare professionals, ensuring they have the strength to care for others."*

**Andi Thaqi,**  
CEO, Ability Recruitment Group



Supporting the Nursing and Midwifery family through tough times

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