

Support in ACTION



IMPACT REPORT 2024

Cavell

Supporting the Nursing and Midwifery
family through tough times

Welcome

Lewis Allett,
Chief Executive, Cavell



Thousands rely on Cavell's lifeline services

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

I'm proud to lead Cavell, the charity ensuring these dedicated professionals have somewhere to turn to when going through tough times. Those seeking help are often navigating crises exacerbated by fall out from COVID-19, staffing shortages and burnout, whilst facing personal and financial hardship often due to illness, disability, domestic abuse and more.

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

During 2024, the Support team provided advice and resources via



the Cavell Support hub to, on average, 560 people per month. Over the year, nursing and midwifery staff were able to access three million pounds worth of unclaimed benefits with Cavell's help. The Support team also made grants of around £790,000 and we continue to be the UK's biggest funder of nursing and midwifery professionals in hardship.

Thank you to all our generous supporters. We couldn't do this without you! Thousands of individuals rely on Cavell's lifeline services, which strengthens the nursing and midwifery professions and makes the healthcare system more effective. Cavell relies on our supporters 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.

Emmie's story of

REVIVAL

A warm welcome from colleagues ensured nurse Emmie felt part of her new team. But as a single mum to her struggling son and with no access to public funds, how would she thrive in her new country?

After completing her nurse training in the Philippines, nursing opportunities there were limited so Emmie applied for jobs in the UK, securing a nursing role in a children's hospital in Birmingham. "I love touching people's lives, doing those small day-to-day things that patients and their parents appreciate so much and receiving warm appreciation for that." says Emmie.

Emmie and her son moved to the UK and she started her new job. However, her son started to suffer with depression and struggled with his mental health. They sought help from their GP and the children's mental health team. "I'm not able to reduce my hours to spend more time with my son as I just can't afford a drop in my wages. It's so difficult juggling full time shift work with looking after him."

Along with this stress, Emmie was finding UK life very expensive. Under the rules of her health worker visa, she



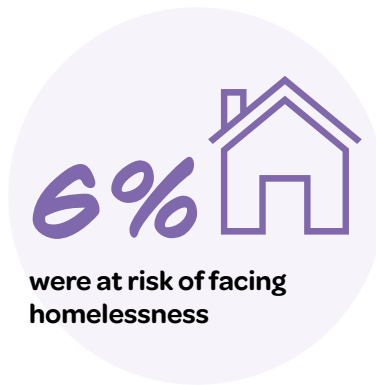
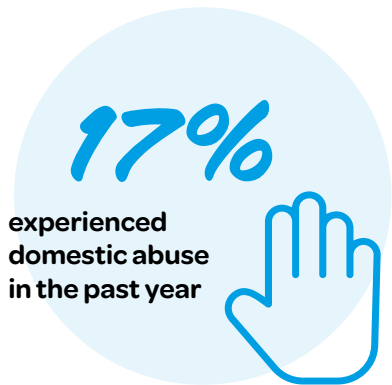
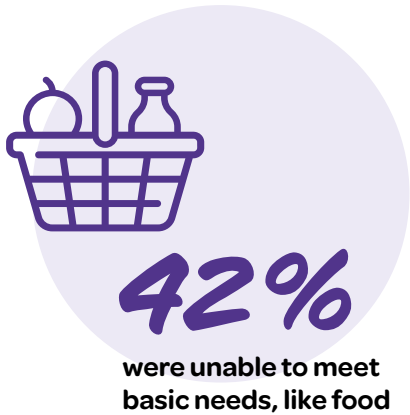
cannot make any claim for benefits like Universal Credit that could help with living costs. "I'm used to making-do with whatever money I earn and I know I can't claim any benefits, so I was hesitant about looking for financial help."

Emmie applied to Cavell and the team was able to help pay for essentials, like urgent bills and food, to help them get back on track. "When I got the message that Cavell could help, I just couldn't believe it! I felt very comforted by the support I got." Emmie's son is feeling more positive about his new home and is making friends at school. Emmie is relieved there is an organisation like Cavell there for her and her colleagues in times of need.

"I think it's a blessing that there are people who want to spend their own money to support nurses and midwives through Cavell. The value of what they give will always be greater than the face-value of the money, no matter the size of the donation. It has meant so much to me to receive this support."

Support in Crisis

Reasons people received help from Cavell in 2024



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.

80% of those supported by Cavell were employed

Financial worries impact mental health and patient care:

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

36% said these worries make it difficult for them to deliver effective patient care





2024 IMPACT

£790,000

granted to those in hardship or crisis

1,695

financial awards were made to individuals

6,720

helped through the Support Hub

£3m

identified in unclaimed state benefits for individuals



99%

of those supported by Cavell said that the help eased their financial hardship or crisis

68%

of those who were able to work told us that support from Cavell helped them get back to, or stay in work.

82%

said support from Cavell positively affected their ability to do their job

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



96%

said Cavell's help positively affected their mental health

"Thank you for your remarkable support! It's making a significant difference to our lives during these difficult times. Thanks to your kindness, I am able to provide a home for my children and myself."

Midwife supported by Cavell in 2024

What support is available

Cavell knows that grants have the most impact when paired with holistic support.

Advice and information are essential for long-term financial wellbeing.

Building on the offer of grants, Cavell's Support Hub hosts a variety of resources to empower those seeking help with tools for a more manageable future, both financially and emotionally. Below is a comprehensive guide to the resources available through Cavell's Support Hub.

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 nursing associates, ensuring that we offer a wide range of services and support that is tailored to their needs.



Mental health resources

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



A benefits calculator

to help you discover what benefits you could claim



Debt advice from PayPlan

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



A budget planner

Money Helpers' budget planner keeps track of your outgoings and helps you to monitor your spending all in one place



A grant search

Turn2Us evaluates your circumstances and presents all the grant options that you may be entitled to



Financial support

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

Kirsty's story of

BELIEF



Nightmare building work in her home left Kirsty's four children sleeping on the floor. With sleepless nights and drained savings, how was she going to cope?

As a Continuing Healthcare Nurse Assessor, Kirsty visits patients to assess and complete health and social care assessments to establish their eligibility for healthcare funding. "I love meeting and spending time with lots of different people and finding out about their health situation" says Kirsty.

Kirsty and her partner planned building work on their family home to extend the children's bedrooms to accommodate their growing family, but problems with two sets of builders meant it quickly turned into a nightmare. "It was supposed to be a 10-week job" says Kirsty "but eight months later and the rooms are still not habitable! It's also been a huge drain on our finances."

Kirsty, her partner and their four children had to cram into just a few rooms. "The children had to sleep on the floor sharing mattresses, with us

on the sofa," explains Kirsty. "We paid extra money to sort out the building problems and had nothing left for new children's beds. We had endless sleepless nights with the worry and stress."

Kirsty applied to Cavell for support and the team was able to give her funds towards new beds. "When I got the news that Cavell could help, I cried!" explains Kirsty, "I couldn't believe it. I thought oh my god someone does care! I was overwhelmed."

The Cavell Support team also signposted Kirsty to specialist debt adviser PayPlan to offer free debt help and advice.

"I never thought I'd be in this situation as a registered nurse, not being able to provide for my family. But knowing Cavell is there to provide help and support to nurses is really comforting to know."



Tackling the problem 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 receiving 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

Fund created to support survivors

Throughout 2024, Cavell partnered with The Burdett Trust 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.

This collaboration has enabled Cavell to make a difference in an area that desperately needed attention. Together, we can collaborate on projects to alleviate other burdens facing our nursing and midwifery professionals.

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.

Partnership outcome...



82% said support from Cavell led to them feeling more in control of their circumstances

94% said support from Cavell positively affected their mental health



"Thank you so much for helping me and my children during such a challenging time in our lives. Leaving an abusive marriage has been hard mentally, emotionally, physically and financially. Cavell listened and helped ease this pressure for us. I will forever be grateful."

Domestic abuse survivor supported by Cavell in 2024.





Joan & Lucy



Gill



CYGNET Team

Your Impact

We couldn't do it without you!

Cavell couldn't provide the support that it does without the essential and generous donations from individual givers, corporate partners and funders, and charity members.

3-2-1 Challenge

Nurse and fundraiser Joan Pons Laplana took on his 3-2-1 Challenge in 2024. Him and his partner Lucy tackled the UK 3 Peaks, 2 marathons in the USA and 1 ultra marathon. The pair supported each other during the challenge's highs and lows, with Joan raising an impressive **£1,990** for Cavell.

"It was bonkers!" said Joan "but we feel very proud of what we achieved this year. We pushed ourselves to the limit."

Cycle challenge

Gill Walton, CEO of the Royal College of Midwives, cycled from one coast of Devon right across the county to the other, raising **£560**.

Mountain climb

In June 2024 a team of 16 staff from Cygnet, a health and social care services provider, scaled a mountain in Wales and raised a mighty **£10,000** for Cavell. Cygnet's CEO Dr Tony Romero was proud of his intrepid team, and said

"There was a great sense of teamwork, determination and camaraderie on the day. It's great to share challenges like this and bring out the best in each other!"

Fundraising for a reason

When fundraisers share their story about why they chose to donate to Cavell, it's often because they have been impacted in some way by nurses and midwives.

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, whatever the reason, we are so grateful to everyone who supports Cavell to give back to those who do so much to care for others.





Eleonora



Claire



Mark

The power of feeling valued

When people feel valued at work they are more likely to have job satisfaction, less likely to experience burnout and more likely to remain with their employer.

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.

More than 100 staff won Cavell Star Awards in 2024.

Cavell asked winners how they felt after receiving an award:

92% said they felt more valued by their employer

100% said the award improved their wellbeing at work

83% had increased focus after the recognition

Raiza's story of

CELEBRATION

Nurse and Clinical Practice Educator Raiza from Imperial College Healthcare NHS Trust won a Cavell Star Award for going above and beyond for her colleagues.

Colleague Marlon Simbajon explains why Raiza deserves her recognition.

"Raiza always knows that what she's doing now can positively influence how overseas nurses perform in clinical areas. She's also an advocate for career progression and has mentored many overseas nurses who've been successful in getting shortlisted, interviewed, and promoted to new roles."



Raiza said

"My heart is full, it was unexpected. I never actually thought of receiving recognition for the work I do. I am part of a supportive team that helped me grow and discover new skills."

The value of membership

Cavell's membership programme is an exclusive offer to all NHS employers, general medical practitioners, private and independent healthcare sector and recruitment agencies supporting nursing, midwifery, and healthcare professionals.



Commitment...



"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 – Member

"Becoming a member of Cavell's programme will provide additional support to nursing staff during times of personal or financial hardship. Practical signposting, support, and advice for those facing a crisis is something that we and our staff will value and appreciate immensely."

Liverpool Women's NHS Foundation Trust - Member

By becoming a member, organisations are showing their commitment to supporting nursing, midwifery and healthcare professionals going through tough times.

There's an extensive range of benefits that organisations report improves staff wellbeing and morale.

Find out more about Cavell's membership programme here.



Real impact on real lives



"I was very embarrassed about asking for assistance, I could have never anticipated being in this situation. This will help me so much during my move. Your work is amazing, thank you from the bottom of my heart."

Nurse supported by Cavell in 2024

"I am lost for words to express my gratitude for your help. It means a great deal in terms of the kindness of people who donate to this type of funding assistance. It has made me feel a little less alone which has value beyond measure to me at this time."

Midwife supported by Cavell in 2024

"I can't thank you enough. The pressure this has taken off me is massive. Words are not enough. You have helped me through some of the darkest days of my life."

Nurse and survivor of domestic abuse supported by Cavell in 2024



Get in touch

If you would like to talk to the team about getting involved, please email hello@cavell.org.uk

Cavell

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family through tough times

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cavell.org.uk



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