

Nursing & Midwifery and Allied Health Professionals Athena SWAN Case Study



Emma Goss, BSc(Hons), RN (alumni)

About me

I started my undergraduate degree in Adult Nursing at UWE's Gloucester campus in 2012. I previously worked as an Account Manager in IT Sales and as a Language Training Administrator in a Language School, after graduating from Exeter University in 2009 with a degree in German. I spent a year in Germany as part of my language degree, and attended lectures at the University of Bayreuth, in Bavaria. Having decided not to pursue a career path in languages, I applied to study nursing, which was the first step to achieving my long-term ambition of working in a caring role, and a skilled profession. I was fortunate enough to have the full support of my family and partner in this endeavour. During my time at UWE, I got engaged to my partner and was preparing to move house.

About my time at UWE Bristol

Whilst studying at UWE, I became a student ambassador and regularly assisted academic staff at campus open days. This included promoting the library facilities at the campus to prospective students, and signposting relevant information and support in the application process. I undertook six nursing placements as part of my degree, and supplemented my practical learning by working as a Bank Healthcare Assistant at Cheltenham Hospital. I graduated from UWE with a First Class Honours degree, and was awarded the Gill Hek Memorial Prize for my dissertation. My literature review focussed on the benefits and limitations of nursing bedside handovers, and the extent to which patients are involved in the process. I am currently working as a Staff Nurse on a vascular surgical ward in Cheltenham Hospital, and one of my future aims is to contribute to further research in the field of nursing communication and human factors.

About my views on equality in the department

During my undergraduate programme, I was supported by a knowledgeable and approachable academic personal tutor, who took a keen interest in my academic progress and my general wellbeing. She offered regular feedback and advice in the form of personal

tutor sessions. My dissertation supervisor was a published academic and a key contributor to nursing research, with a previous interest in research relevant to my own dissertation; his advice and support were therefore invaluable. At the end of my studies, I was invited to participate in a Nursing and Midwifery Dissertation Conference, where I presented key aspects of my dissertation to delegates, as well as contributing a poster presentation. The academic staff organising the conference were extremely encouraging and supportive, and I was offered advice on how to publish my dissertation findings in an academic nursing journal. Shortly afterwards, with other peers, I was also invited attend a workshop on how to get published shortly afterwards, organised by Dr Albarran. This year (2016), for the annual student dissertation conference, I was invited to discuss my experiences as a registered nurse and to share tips on how to manage the transition with student nurses about to qualify.

Victoria Glanville

BSc(Hons) Physiotherapy, 2016 Alumni

Throughout my undergraduate programme we have been given the skills to critically appraise research and practically apply the findings within a clinical context. This has instilled in us that research should not be taken at face value but that our own judgement should be used, ensuring that we graduate as safe, autonomous and evidence based practitioners. Prior to our dissertations we were introduced to the research process and how to formulate, design, implement and analyse primary data collections and systematic literature reviews. We were also encouraged to consider what impact our research would have on clinical practice, and to publish the work that we produced.

Studying at UWE has exponentially improved my knowledge and confidence in my abilities, both clinically and academically and I have been facilitated throughout to achieve my goals and beyond. It has opened up a new career path, allowing me to explore the academic side, which I had not previously considered. It has been fostered in me to be critical of my skills and knowledge by carrying out self-reflections and then consider how I am then going to develop myself.

I presented my dissertation at the UWE AHP conference allowing me to experience what it is like to present in front of other professionals, answer questions posed to us, and appraise the research of my peers. This has given me the foundation of practically carrying out, presenting and reflecting on my own research. It also allowed me to network with clinicians and researchers to help steer my career.

Towards the end of my course a research internship was advertised by Arthritis Research UK, with UWE being a host institution. I was supported in applying for this and actively encouraged to do so by staff within the department. Since being on my internship I have been involved with projects steered by two of the Professors, who are also acting as mentors and role models. I have also been inspired to continue along the academic pathway with the view to completing a Master of research and ultimately a PhD, something I previously would not have had the confidence to do. I have also been invited back to UWE to share my experiences of my dissertation and internship with future cohorts.



Crystal Morris, Lecturer in Mental Health

About me

I moved from rural Wales to come and work for UWE in February 2016 after many years working in clinical practice as a Registered Mental Health Nurse. Now working as a Lecturer of Mental Health, I am also completing my master's part time. Alongside this, I have an active social life and enjoy travelling and visiting my family back in Wales.

About my teaching, research or professional role

As a Lecturer of Mental Health I am involved with teaching and supporting students on undergraduate and continuing professional development programmes within the Health and Applied Sciences faculty. I am also involved in a small research project that applies to my Masters and is beneficial to my professional role. I am committed towards ensuring an exceptional learning experience for my students and in supporting new generations of competent, compassionate and well informed nurses.

About my views on equality in the department

Being new to UWE, I have been supported and welcomed with a comprehensive induction, mentor programme and a friendly atmosphere. Time and financial support has been offered, to allow for me to continue my Masters, and the flexible working policy has supported this. Furthermore, I have been impressed by the number of role models that I may count among my peers and co-workers. This includes women within senior positions and representation of people from diverse backgrounds and experience. Often I am encouraged to consider how I would like to see my own career progress and by the words of our Head of Department, I am beginning to consider that anything can be possible with a "can do" attitude.



Angie Bambery, Lecturer in Radiotherapy and Oncology

About me

I joined the Radiotherapy profession in 1994, my professional experience has encompassed patient facing, managerial and technical / scientific roles, as well as a spell working on a Macmillan project in oncology aftercare for teenagers and young adults. I am currently undertaking a MSc in Clinical Oncology at Birmingham University which I am enjoying enormously and has helped with my teaching - despite having a heavy toll on my social life. During the week I balance work and study with caring responsibilities as a single parent to a bubbly 7 year old girl.

About my teaching, research or professional role

I teach students enrolled on both the BSc and MSc pre-registration Radiotherapy courses, as well as the first year Diagnostic Imaging students. My specialist teaching area is radiotherapy planning, which was the specialism I left before taking up my post at UWE. As well as radiotherapy planning my teaching interests include the technical and scientific basis of radiotherapy and the holistic nature of patient care, including inter-professional working. Student engagement is very important to me, I like to involve students in their teaching as much as possible, and I am pursuing this as a personal area of interest for research. TEL is an important enabler to my teaching, and I feel lucky to have the opportunity to develop that here at UWE with the facilities we have at our disposal.

About my views on equality in the department

As a single parent it's important to be able to be flexible in my work, to facilitate school pickups and of course the all-important Christmas play! I feel supported and valued by my AHoD who models how to be a successful career woman, mother and student, I feel there is a shared understanding and appreciation of the hard work involved. I would love to see more part time female and male role models juggling high-flying academic positions with parenthood / caring responsibilities. I came away from my first Athena Swan assessment team meeting with the sense that this is a shared aspiration, which is encouraging.



Marcia May, Senior Lecturer Adult Nursing

About me

I have been working as a Senior Lecturer in Adult Nursing at the University of the West of England since June 2016. Prior to this post, I had been working as a Sexual Health Adviser. During this time, in my previous post, I achieved my Certificate in Education, for which I was awarded the Ann Vaughan Memorial Prize from Cardiff University for work exceeding high merit and distinction, Specialist Community Public Health Nurse qualification, by portfolio assessment, and my Master of Science in Advance Practice.

About my teaching, research or professional role

I have a keen interest in teaching and nurse education, and as a Senior Lecturer, I am responsible for developing, leading and delivering outstanding teaching and learning which engages and enhances the student experience. I have also recently been appointed to the role of a third year adult nursing co- module leader and I am developing my knowledge and facilitating in the design and delivery of the module, whilst liaising with appropriate members of staff and services.

About my views on equality in the department

Since starting at UWE, I have found that the climate to be one of inclusivity at both professional and personal levels. The staff are supportive and encouraging, not only to new staff and students, but to their colleagues' who they have been working with for many years. I have had the opportunity to attend many of the personal development workshops which has enabled me to start achieving my own goals as a Senior Lecturer.



Fiona Cramp, Acting Director of a Research Centre in the Faculty of Health and Applied Sciences

About me

I joined UWE in January 2005 to work as a principal lecturer in physiotherapy in the Department of Allied Health Professions. Prior to joining UWE, I was working as a research manager in the Northern Ireland Health and Social Services and had previously worked as a university lecturer for 4 years. During my time at UWE I have been primary carer for a partner with terminal cancer and was supported through a period of bereavement. More recently I have taken maternity leave and shared parental leave following the birth of our baby girl in March 2016. My main hobby is running and I fit in training whenever I can. I find that it helps me to unwind at the end of a busy day, gets me started first thing in the morning and provides a recharge of the batteries at lunchtime!

About my teaching, research or professional role

As the recently appointed (October 2016) Acting Director of a Research Centre in the Faculty of Health and Applied Sciences I am responsible for providing leadership and strategic direction so as to deliver excellence in research, professional practice and other aspects of knowledge exchange. I am also an Associate Professor in Musculoskeletal Health and have several active research projects to either lead or support as well as continuing to pursue external funding opportunities. In addition, I contribute to teaching at all levels as well as supervision of postgraduate research students.

About your views on equality in the department

The support from the Department has enabled me to take a period of maternity leave without any perceived negative implications for my career progression. I was able to complete 'keeping in touch' days during my maternity leave that helped me to remain engaged with my research and facilitated a smooth return to work. My line manager and other senior colleagues within the Department and Faculty kept me informed of significant events that were taking place in my absence so that I was not disadvantaged in any way.

My peers were also very supportive and helped to ensure that my responsibilities were covered appropriately during my absence from work.