

ACCEND International Aspiring Cancer CNS Development Programme

This project focused on 10 international nurses—five from Tameside and Glossop Integrated Care and five from Stockport Foundation Trust. They participated in a two-week rotational placement across various cancer pathways to gain a deeper understanding of the Clinical Nurse Specialist (CNS) role. Additionally, the project incorporated structured education, featuring an introduction to the ACCEND Framework.

Project Ambitions

- Boost interest in Clinical Nurse Specialist (CNS) roles in Greater Manchester to support cancer patient needs.
- Focus on enhancing diversity within the CNS workforce to reflect local communities.
- Provide international nurses with insights into the CNS role through placements and education.
- Test the cultural sensitivity of the ACCEND framework
- Align education with the ACCEND framework to enhance knowledge of cancer services and roles.

Workforce Race Equality Standard (WRES) Data*

Training access

White employees at a partnering Trust held a 46% chance of accessing non-mandatory training and continuing professional development (CPD), whereas non-white employees had only a 33% access rate, highlighting a significant disparity in training opportunities.

Shortlisting to appointment

Similar statistics across both partnering Trusts were seen for shortlisting to appointment, **white staff were considerably more likely to be appointed from the shortlist**, with a **35% and 38% success rate** compared to just **14% and 18% for non-white staff**.

*NHS Workforce Race Equality Standard 2023 data analysis report for NHS trusts, Published 18 March 2024

Project Structure

Education Day

- Placement / Project Overview
- ACCEND Framework
- ePortfolio Introduction
- EDI Considerations and Support

Placements

- 9x Placement Days
- Providing understanding of services and structure
- Insight into the role of a CNS and other roles within cancer care.

Focus Group

- Debrief post placements and education
- Understand learning and experience
- Gather project feedback

Celebration Day

- A celebration of your successes on the programme and sharing of experiences.

Mentorship (ACCEND Mentors)

Project Outcomes

Participants shown improvements in all of the following areas*:

- Understanding of the cancer pathway (78%)
- Understanding of the Multi Disciplinary Team (MDT) (12%)
- Knowledge of what a cancer diagnosis is, and why it occurs (38%)
- Providing holistic care to patients with cancer (58%)
- Recognising when a patients support family, friends and carers require support (20%)
- Knowledge of cancer treatments and their side effects (38%)
- Providing care to people who require psychological support, as a result of their treatment or diagnosis (47%)
- Providing care to people who require physical support, as a result of their treatment or diagnosis (43%)

*Calculated based the average Likert scores pre vs post and the percentage improvement for each question asked.

Mentors noted the following feedback via focus groups

- One participant has secured a CNS Development position with their Trust as a result of the project and others are actively pursuing cancer positions
- Mutual learning, with participants sharing insights on challenges faced by minority ethnic groups.
- Improved job satisfaction: Mentors enjoyed engaging with participants, being able to show case their role and having someone who is excited to learn about their role.
- The programme significantly enriched the cultural competency and knowledge base of both mentors and placement teams.

