



The stigma and profound impact that mental illness can have on a person and their families' life resonated with Emma's moral compass and drove her passion to study mental health nursing. Emma has been a Registered Mental Health Nurse for twenty years working in a range of community and inpatient mental health services for adults, older adults, children, and young people.

Whilst specialising in youth mental health services she was particularly proud of a co-production project in which alongside young service users she designed and produced information leaflets aimed at tackling the stigma of mental illness and improving the engagement of young offenders with mental health services. The booklet received positive feedback from young people and youth offending staff and gave the young people involved work experience to support their future employability.

Emma took a secondment opportunity in 2014 with the Birmingham Children's Hospital performing a Health Advisor role to the Birmingham Clinical Commissioning Groups for young people who require specialist care and joint funding (tripartite funded placements). The highlight of this role was when Emma identified and led on the implementation of an individualised support package for a young person which enabled them to be repatriated to their local area and spend Christmas with their family; this young person has continued to recover and succeed since and undertaken a University course. This role was the first of its kind and due to the operational and governance processes that Emma set up alongside her tangible demonstration of the roles 'value' it was commissioned substantively and the processes retained by the next candidate in the post.

During 2015 and early 2016 Emma was fortunate to be involved in supporting the mobilisation of the Forward Thinking Birmingham 0-25 service supporting Birmingham Children's Hospital colleagues in capacity and waiting list initiatives. Emma joined Beacon UK in April 2016 as the Utilisation Management Lead where she progressed to become Lead for the Utilisation and Intensive Case Management team and later the Director of Clinical Transformation. These roles enabled her to continue to drive forward the transformation of mental health services for children and young people in Birmingham. Outcomes included increasing access to mental health services, providing data to inform service utilisation and planning around clinical needs and demand and the development and mapping of standardised levels of care for each service/team.

In October 2019 Emma undertook the Head of Nursing role for the formerly known Black Country Partnership and in February 2021 became Divisional Director of Nursing for the newly merged Black Country Healthcare Foundation Trust where she was accountable for the quality and safety of the adult mental health services across the four Black Country localities. She compassionately led the workforce through the COVID 19 pandemic ensuring critical services continued to be delivered and that staff well-being was highlighted and prioritised. This included working clinically to maintain safe inpatient staffing levels, updating policies and procedures to reflect national guidance and service delivery changes, increasing frequency of staff/team communications, championing and amplifying the nursing voice to Executive staff as well as increasing formal and informal staff supervision. During this time Emma also learnt how to better prioritise her own self-care and took up twice weekly yoga (which she still does now) and became a Menopause Champion ensuring that other women and men had the opportunity to talk about their experiences and have information on resources and further support.

Emma's passion for staff well-being and high-quality safe services led her to her current role as Mental Health Advisor for International Nurse Recruitment with NHS England. In this role she works collaboratively providing clinical subject matter expertise to support innovation, expansion and sustainability for the National Mental Health and Learning Disability International Nurse Recruitment programme; contributing to the UK Governments ambition to recruit 50,000 nurses to the NHS by 2024. Workstreams that are a particular focus are collation of best practice case studies, evaluation of innovation pilots for a Mental Health Transition Programme and the production of a National Mental Health Nursing International Recruitment video. Emma has also set up a Community of Practice and Steering Group for Learning Disability International Recruitment and Community of Practice for International Nurse Professional Nurse Advocates. In September Emma commenced the Professional Nurse Advocate course with Anglia Ruskin University.