**Into Research: Developing Black and Brown Nursing, Midwifery & Health Visitor researchers**

**Funded by National Institute for Health Research (NIHR)**

**APPLICATION FORM**

**Please note we are accepting applications from 21st December 2023 until Monday 12th February 2024 and places are allocated on shortlisting and interview process.**

**All data collated as per of this application form will be kept confidential, safely stored and will not be shared externally.**

**About the Programme**

The NIHR developing Black and Brown Nursing, Midwifery and Health Visitors researchers’ programme aims to develop future researcher leaders from Black and Minority Ethnic backgrounds by combining work-based experience, academic study, and developing a Research Challenge, through our bespoke development programme. Applicants will come from a variety of Nursing, and Midwifery clinical backgrounds, which allows a multi-professional learning opportunity.

**Why a programme for Black and Brown Nurses and Midwives?**

We recognise that discrimination exist and that nurses, midwives and health visitors who identify as belonging to a racial minority group may not always get the support they need to establish a research career. This programme is designed and developed with such real-world experiences. Nurses, midwives and health visitors make up the largest professional group in the National Health Service (NHS). The ratio is 1:5 ethnic minority to white and it is estimated that in London this rises to about 40% of Black and Minority Ethnic (BME) ([Delivering the NHS Long Term Plan)](https://www.england.nhs.uk/nursingmidwifery/delivering-the-nhs-ltp/cno-black-and-minority-ethnic-bme-leadership/). Black, Asian and minority ethnic (BME) nurses, midwives and health visitors often feel excluded from opportunities for development and career advancement in research. We also know that participants are more likely to participate in research if they can identify with the researchers and this can be one way of increasing Black and Minority Ethnic research participants, through developing Black and Brown Nurses.

**Aim**

This bespoke programme aims to increase the numbers of Black and Brown Nurses, Midwives and Health Visitors across all clinical, education and public health professions with a proper understanding of research and its role in improving health outcomes, including an ability to participate in and utilise the results of research.

**Who can apply?**

This programme is open to any nurse, midwife or health visitor who identifies as Black or Brown. It is open to those who want to start a research career, those who have done a higher degree e.g., Master or PhD and want to continue on a research pathway, those who have done some research and want to learn more, those who are curious and want to engage in research or those who want to reignite their research career. It is open to all nurses and midwives working, in the NHS, Social Care and education sector. This can be used as a bridging programme, a catalyst or introduction to a research career.

**What will participants achieve from this programme?**

1. To provide a starting point on a research career pathway
2. To develop, excellence in research, and research capabilities throughout all levels of the NHS, education and social care sector in order to enhance and diffuse evidence-based practice and optimal patient care.
3. To offer insight into a career in research and clinical academia and provide experience to candidates which would support applications into applying for personal research awards.

**The Research Challenge**

Whilst in post, candidates are expected to undertake a Research Challenge. In this challenge you will prepare an application for a personal award related to supporting, designing, delivering or leading research.

Candidates will be required to identify an NIHR award (or other research grants) and prepare an application for the said award by the end of the programme. The research project should demonstrate clear potential for benefitting patients/service users and the public and which accords with national health and social care policy.

Candidates will also be required to present their research application to their employer with the aim of seeking permission support, as evidence of their commitment to furthering their research career in the future. This will be at an end of programme showcase event.

Applications will be received directly by LSBU, and we aim to work with you in a collaborative way. Each host organisation will provide the candidate with study time to attend the programme and cover any travel cost involved.

The programme provides an opportunity for nurses, and midwives to make positive and lasting contributions that promote high quality research that can benefit patient, public and the wider NHS and social care sector. Candidates will be provided with an excellent gateway to:

* select and concentrate on a specific research project.
* expand their abilities to engage more fully in research.
* strategically influence the NIHR work around equality and diversity and health inequalities, develop leadership skills and harness potential.
* To support NIHR’s commitment to developing excellence in research and evidence- based practice for non-medical professionals.

**Workshops**

This series of workshops are designed for early career Nursing, Midwifery & Health Visiting researchers who identify as Black or Brown and those who have limited experience of applying for research funding. It will provide the foundation upon which candidates can build on their existing knowledge and expertise relating to research application writing. In addition to explaining who funds research and why, it will also cover the importance of being strategic when research grant planning and the key ways in which proposal writing differs to other forms of writing.

The programme is run over 9 months (without exception) for all candidates, which are delivered hybrid (online and in person). In addition, each candidate will be entitled to 3 coaching sessions for personal development as part of the programme. Those on this programme will be exposed to leading national and international researchers and opportunities to work with leaders in the field.

**Programme Dates**

Attendance to all workshop dates is mandatory. By returning this signed application form you are committing to attend all the workshops.

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| **Week** | **Date** |
| Week 1 | 5th March 2024 |
| Week 2 | 19th March 2024 |
| Week 3 | 16th April 2024 |
| Week 4 | 30th April 2024 |
| Week 5 | 7th May 2024 |
| Week 6 | 21 May 2024 |
| Week 7 | 4th June 2024 |
| Week 8 | 18th June 2024 |
| Week 9 | 2nd July 2024 |
| Week 10 | 9th July 2024 |
| Week 11 | 23rd July 2024 |
| Week 12 | 3rd Sept 2024 |
| Week 13 | 17th Sept 2024 |
| Week 14 | 24th Sept 2024 |
| Week 15 | 8th Oct 2024 |
| Week 16 | 26th Oct 2024 |
| Week 17 | 5th Nov 2024 |

**APPLICATION FORM**

**Part 1: Personal Information**

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| **Last name:** | **First name:** | **Title:** |
| **Primary Contact Number:**  **(mobile/telephone)** | **Secondary Contact Number:**  **(mobile/telephone)** | |
| **Work Email:**  **Home Email:** | | |
| This programme is open to nurses, midwives and health visitors. **Please state if you are a nurse, midwife or health visitor.**  Please include your **job title and current organisation.** | | |
| **Do you hold current registration on the NMC register?**  Please state your NMC PIN NO: | | |
| This programme is open to those who hold a higher degree e.g., Master or PhD. **Please list all your qualifications below.** | | |
| This programme is open to those who identify as Black or Brown (Black, Asian and minority ethnic (BME)). **Please state your ethnicity below.** | | |
| **Please disclose if you have any learning support needs that LSBU/NIHR need to be aware of.**  *Note: LSBU and NIHR respond to you to confirm reasonable adjustments that can be put in place* | | |

**Part 2: Getting to know you. Please use this section to tell us about you.**

**Please provide a brief description (400-500 words) on why you are applying for this programme.**

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**Please state in one sentence the main purpose of the proposed Research Challenge**

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*We would urge you to discuss any project/ activity with your immediate line manager or equivalent as well as any senior staff who could act as project mentors or support your work through integrating your plans in their work or providing access to resources.*

**Part 3: Research Proposal**

***In this section, you need to write a research proposal that uses the following headings. The proposal should be 800 words in length. This is to help us see where you are in your research career, it is not a test.***

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| **Background**  **Research question, Aims and Objectives**  **Methods**  **Stakeholders and Gantt Chart**  **Hoped for Outcomes & Dissemination** |

**What are the potential problems or risks you envisage with this Research challenge?**

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**Please describe why you personally would like to undertake this programme and the risks and challenges which may stop you from completing this programme (300 words)**

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**Part 4: Manager’s Supporting Reference**

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| **Please comment on:**  **The applicant’s suitability to undertake the programme.**  **How do you see the programme contributing to the strategic needs of the organisation?**  **How will you support the applicant to complete the Research Challenge?**  **In what ways can you help the sustainability of the applicant’s research career?**  **Nomination of a workplace mentor for the duration of the project:**  **Manager’s Name and Job Title** *(please print)***:** |

**By completing and signing this application form, the host organisation confirm to supporting the candidate to complete the programme, and to enter into a discussion with LSBU to further develop the specifics of the Research Challenge.**

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| **SIGNED BY Host organisation:**  **(Manager/Matron/Clinical Director/Chief Nurse)**  **DATE**: |

Please note that we are accepting applications from 21st Dec 2023 with a final deadline for receipt of applications of **Monday 12th Feb 2024.**

Please submit applications by email to [healthlab@lsbu.ac.uk](mailto:healthlab@lsbu.ac.uk) with **NIHR Black and Brown Nursing and Midwifery Researchers** in the subject of your email