



ARC East of England Fellowship Programme 2022



Meet the fellows 2022 - 2023

ARC FELLOWS



Adele Pacini

Adele Pacini is a clinical psychologist who works on the East and West Suffolk CCG Equity in Mind-funded online mindfulness project via Gatehouse Charity ([project website](#)). She completed her Clinical Psychology training at the University of East Anglia in 2012 and prior to this obtained a PhD in Psychology from the University of Cambridge. During her NIHR ARC fellowship year, Adele will complete a systematic review on yoga for adolescents experiencing low mood and depression, with the aim of providing a practice level framework that can guide implementation in schools.

[\[Full bio\]](#)



Ed Stanton

I'm a Mental Health Nurse and Psychological Wellbeing Practitioner currently working as a Clinical Research Nurse in Cambridgeshire and Peterborough NHS Foundation Trust (CPFT). I've worked in mental health services for older adults since qualifying in 2011, and have a special interest in supporting people affected by dementia. Prior to training as a nurse, I studied Industrial Design and Technology (or Product Design). I'm very interested in the potential of design and technology to support clinical practice and improve the experiences of people who access healthcare services. [\[Full bio\]](#)



Darryl De Souza

My name is Darryl De Souza and I have recently obtained a Therapy Deputy Manager post in Princess Alexander Hospital, Harlow. Before this, I was the Clinical Lead for Therapy within the Early Intervention Team (EIT) in Addenbrooke's Hospital, Cambridge. I am a physiotherapist with over 15 years of experience across a variety of clinical backgrounds within the acute setting. My previous research achievements include posters for conferences, quality improvement projects and contributing towards a published research paper. EIT is a multidisciplinary team that specialises in frailty management and admission avoidance. In therapy, our focus is to manage patients post-injury and facilitate discharges with community support.

[\[Full bio\]](#)



Loveday Newman

Loveday Newman is a clinical psychologist working in the Older People's Mental Health team in Cambridge. She completed her undergraduate studies in psychology at Cardiff University before working as a research assistant and assistant psychologist in Cambridge and London. She undertook her Masters and Doctorate in Clinical Psychology at University College London (UCL). She has a particular interest in social isolation and loneliness amongst older people. Her NIHR ARC fellowship will focus on developing a framework for targeting loneliness amongst older people with complex mental health problems. [\[Full bio\]](#)



Anna Rae Eaton

I am a psychiatry registrar in Cambridge, specialising in child and adolescent mental health. I have a particular interest in evolutionary psychiatry and the dynamic maturational model of attachment and adaptation. I intend to explore information processing and communication around danger in family systems in the context of childhood mental illness with view to enhancing parent/carer support and interventions. [\[Full bio\]](#)

Meet the fellows 2022 - 2023



Dr Samira Ajmal

I completed my graduation in medicine and post-graduation in Paediatrics in India and came to UK in 2005. After few initial hospital placements, I was appointed as a Community Paediatrician in Bedford in 2008. In the last 12 years, I have been the lead doctor for children in care. Over last several years, I have taken every opportunity to further my skills and enable my professional development. I have recently completed my post graduate certificate from University of Buckingham in teaching and supervision. During my career I have been engaged in quality improvement projects, teaching, training and supervision. [\[Full bio\]](#)

SCRIPT FELLOWS



Toby Connell

I grew up in Derby and moved to Norfolk in 2010 to complete my MA in Social Work at the University of East Anglia. Since qualifying, I have worked in a number of social services teams within Norfolk County Council, predominantly working with older people and people with physical disabilities. Prior to my current role as a Quality Assurance Officer, I spent five years as a social worker within the Norfolk and Norwich University Hospital, overseeing and supporting discharge arrangements for Norfolk residents. My experience in this role led to my interest in researching the lived experiences of older people adapting to life in the community after leaving hospital. [\[Full bio\]](#)



Chris Metcalf

I have worked in social care for 29 years, originally within learning disability and mental health services working in residential and respite care, day services, and outreach services, located in Hertfordshire and Bedfordshire. Following a relocation to Norfolk, for the past 17 years I have worked in the Assistive Technology team within Norfolk County Council. Initially as part of a small team of practitioners tasked to set up the fledgling service, then as an assessor, installer, and trainer. In 2014 I took over the management of the team, first as practitioner manager, and (as the service has grown) subsequently as County Manager. [\[Full bio\]](#)



Sophie Tooke

I qualified as an occupational therapist in 2020 from the University of East Anglia. I have had experience working within the NHS as a community occupational therapist in a rehabilitation team. I currently work within adult social care in a reablement service, which is very rewarding. This team is part of Norfolk First Support (NFS) and in January 2021 the new occupational therapy team was recruited to join NFS. The purpose of this team is to support individuals to regain as much independence as possible to prevent, reduce or delay their need for ongoing support and also empower individuals to be in control over their health and wellbeing. [\[Full bio\]](#)



Tom Swinson

Tom qualified as an occupational therapist in 2018. Upon qualifying, he worked in community mental health before taking up a position in Hertfordshire County Council's East Herts and Broxbourne Adult Disability Team, where he works with individuals with physical and/or learning disabilities. Prior to Tom's occupational therapy career, he had undertaken a BSc degree in Psychology and an MSc in Memory and its Disorders. He then worked in care, and following this, as an NHS R&D researcher for several years, predominantly focusing on psychosocial interventions for people with dementia. The outputs of some of Tom's research involvement can be found on his [ResearchGate page](#). [\[Full bio\]](#)

MENTAL HEALTH FELLOWS



Kate Roberts is a Clinical Psychologist at the Queen Elizabeth Hospital King's Lynn, where she has worked since completing her doctorate at the University of East Anglia in 2019. In this role, Kate primarily works with children and adults living with chronic pain. Kate has been involved in research and service development throughout her career. She has particular interests in the relationship between physical health and psychological wellbeing, and using research to improve clinical services. For her Mental Health Fellowship, Kate will be reviewing the literature investigating interventions involving peer interaction (such as groups and peer mentorship) for children and adolescents experiencing chronic pain, with a view to guiding service development. [\[Full bio\]](#)



I started my career as a teacher and have worked in Hertfordshire for more than a decade supporting schools on mental health prevention and early intervention through various NHS and Local Authority roles. I worked at the Child Outcomes Research Consortium, part of the CAMHS Evidence Based Practice Unit, supporting organisations to embed the use of routine outcome monitoring. I became the Senior CAMHS Commissioning Manager for Hertfordshire in 2018 and have been seconded into the new role of Programme Manager for Children Looked After and Care Leaver Mental Health for the last year. [\[Full bio\]](#)



I am a Senior Lecturer and Field Tutor for BSc Mental Health Nursing at the University of Hertfordshire. Currently, I teach on both BSc (Hons) and MSc programmes. I am a dual registered practitioner with a BSc (hons) in Mental Health Nursing and an MSc in Specialist Community Public Health Nursing. I also have a PGCert in Teaching and Learning in Higher Education. My area of interest is infant maternal health. I have worked as a specialist health visitor for infant maternal mental health in BEH; a clinical lead nurse for perinatal mental health in NCL and adult safeguarding advisor at North Middlesex Hospital. [\[Full bio\]](#)



My name is Bryony, and I currently work for Essex Partnership University Trust as the service user network manager and facilitator for personality disorders and complex needs. So far in my career, I have completed an undergraduate degree in Psychology, and a Masters in Clinical Psychology, and now I am excited to dedicate the next 18 months to my ARC mental health research Fellowship. In my professional role, and the motivation behind my research proposal, I am passionate about positively impacting the experiences of the people that use our services who are living with a personality disorder, providing a platform for meaningful coproduction, service development and innovative support. [\[Full bio\]](#)

Workshop programme

THURSDAY 7 APRIL AND 5 MAY 2022

WORKSHOP 1: RESEARCH METHODOLOGY & RESEARCH DESIGN



Dr Louise Lafortune

Louise Lafortune is a Principal Research Associate at Cambridge Public Health (University of Cambridge), and co-leads of its Lifecourse and Ageing research pillar. Her research seeks to develop a body of evidence to help older people retain independence and quality of life in their communities.

Current research includes projects on the use of routinely collected data to improve health in disadvantaged communities, and a long-standing research programme on the impact and social value of Age Friendly and Dementia Community initiatives. She is Principal Investigator for the NIHR School for Public Health Research, lead on a Social Return on Investment of Age Friendly Communities research programme; and lead researcher in the Population Evidence and Data Science theme for the ARC East of England.

Louise holds a dual PhD in Public Health and a background that includes industry engagement in health economics and outcomes research, and applied public health and ageing research.

What will be covered

Louise's sessions will focus on key methodological concepts and practical approaches to guide the development of a robust research plan for your project. The theory will be presented using your research topics as grounding examples and group discussions will aim to clarify your research question as well as inform your research design and data collection plan.

LITERATURE SEARCHING



Dr Veronica Phillips

Veronica Phillips is an Assistant Librarian, Medical Library Services, Cambridge University Libraries.

As Assistant Librarian, I share responsibility for the Library's programme of teaching and training with Eleanor Barker. We provide group and one-to-one research support to members of the University of Cambridge, and NHS staff in the East of England region. I also help run the Library's Twitter and other social media accounts, as well as its website. I have collaborated with researchers at Cambridge and beyond on systematic reviews, and am coauthor of these reviews (and other publications), which have been published in peer-reviewed journals. I am a Chartered member of the Chartered Institute of Library and Information Professionals (CILIP) and have a Postgraduate Certificate in Teaching and Learning in Higher Education.

What will be covered

Veronica will revise with you the principles of doing a literature search and the databases available for you to use. She will also help those who don't have an account with a login, will provide useful information on the library services open to you, and the bibliographic management tools that can help you organise the references you have found.

Workshop programme

THURSDAY 26 MAY 2022

WORKSHOP 2: CRITICAL EVALUATION



Dr Louise Lafortune

What will be covered

This session will run through the key steps to critically appraise the research literature to understand both the quality of the research you are reading and its applicability to the context of your research and practice. You will critically appraise a scientific paper during the practical session.

RESEARCH ETHICS



Mrs Vivienne Shaw

Vivienne Shaw is Head of R&D Cambridgeshire and Peterborough CCG

Viv heads up a small team in Cambridge supporting primary care, community care and non-NHS research. The Team provide Clinical Research Network: Eastern with funded research set-up support, and host NIHR grants with local academics and senior investigators within the University of Cambridge. The team work with all-comers to enable research collaborations from idea stage to delivery, and reduce barriers to research.

What will be covered

Viv will give an overview of the types of ethical issues and regulatory issues that need to be considered when setting up research in health and social care and how to go about submissions.

THURSDAY 7 JULY 2022

WORKSHOP 3: IMPLEMENTATION METHODS AND THEORY



Prof. Andrée Le May

Andrée has just retired as the joint ARC Implementation Lead with John Gabbay. Her longstanding focus on research implementation began in 1986 as Specialist Nurse for R&D, a role created to move research into practice across NHS professional groups, specialties and organisations. Staying close to practice through research, service development and education, she has since then taught/mentored postgraduate students in knowledge management/mobilisation, change-management and clinical leadership.

Her research expertise focuses on developing and evaluating implementation techniques, especially communities of practice, co-producing evidence-based practice/policy change and researching quality improvement skills. She is Professor Emerita of Nursing at the University of Southampton, Honorary Visiting Senior Fellow at the Institute of Public Health in Cambridge, Editor-in-Chief for the NIHR's Health Services and Delivery Research journal, Programme Grants for Applied Research Journal, and Co-Editor-in-Chief of the Journal of Research in Nursing.



Prof. John Gabbay

John is a 1974 Manchester medical graduate, who spent several years in Cambridge researching and teaching on the social construction of medical knowledge in an historical context, before specialising in public health. Whilst foundation director (1992-2004) of the Wessex Institute at the University of Southampton, which provided research-based intelligence to local public health practitioners, he also directed the NHS National Coordinating Centre for Health Technology Assessment. His research has mainly focussed on the ways in which health professionals use research-based knowledge to inform their policy and practice, including (with Andrée) developing the concept of 'clinical mindlines', which has become a widely-cited way of understanding how clinicians are able to deal with the contextual complexities of care that are not amenable to published guidelines. He is Emeritus Professor of Public Health at the University of Southampton, Honorary Senior Visiting Fellow at the Institute of Public Health, University of Cambridge, and a Senior Member of Darwin College, Cambridge.

What will be covered

Workshop 3 will be run by Andrée le May and John Gabbay, who have worked together for about 20 years in this field and very recently retired from their joint role as Implementation Leads at ARC EoE. You will hear about some of the principles of research implementation, based on a 'four circle model'. This highlights the necessity of thinking carefully about (1) the robustness and relevance of the research, (2) the context where it will be used, (3) the people who might use it and benefit (e.g. the key stakeholders and what their views, needs and constraints might be) and (4) the methods that are available to navigate these choppy waters. They will also introduce you to some of their own research into these matters, and in particular, the role of 'communities of practice', and the influence of people's 'mindlines'

WORKSHOP 4: STATISTICAL METHODS IN RESEARCH



Dr Adam Wagner

Adam is a statistician and health economist, working as a Senior Research Fellow at the University of East Anglia (UEA). He currently leads the Health Economics and Prioritisation (HEP) theme of the ARC EoE. His research career started by obtaining a PhD in medical statistics from the University of Strathclyde in 2010, in which he developed methodology for use within exception reporting systems: these systems monitor streams of health information for signs of significant changes – for example, rises in deaths, important in pandemic situations. He then moved to the University of Cambridge, joining the CLAHRC Cambridgeshire and Peterborough (a forerunner of the current ARC), where his research focused on analysing data and health interventions relating to people with learning (intellectual) disabilities, acquired brain injuries or autism spectrum conditions. Supported by the CLAHRC East of England, Adam studied part-time for an MSc in Health Economics at UEA during 2013-2015, before taking up a post within the Health Economics Group within the Norwich Medical School at UEA, where he continues to work.

Adam also leads the health economics in the Public Health Intervention Responsive Studies Team (PHIRST) Central, with the PHIRSTs seeking to deliver “timely evaluations of important public health services as needed”. Adam has continued to professionally develop, achieving Chartered Statistician, Mathematician and Scientist status, along with an MA in Higher Education Practice. Adam has contributed to the Fellows programme for a number of years, delivering the session introducing statistics and provided quantitative support and input into a number of ARC Fellow’s projects.

What will be covered

In the “Statistical methods in research” session, Adam will cover a wide range of topics, encompassing: data management; descriptive statistics; statistical software; visualising data; and what to watch out for when reading statistical papers. The intention is to provide an introduction to key ideas, highlight sources of information for finding out more and provide confidence to start engaging with statistical ideas.

THURSDAY 1 SEPTEMBER 2022

WORKSHOP 5: QUALITATIVE RESEARCH METHODS



Dr Elisa Liberati

I am a research associate at The Healthcare Improvement Studies (THIS) Institute, University of Cambridge. My academic background is at the intersection between organisational psychology and healthcare service studies, with most of my research focusing on culture and behaviours in healthcare organisations. Methodologically, I have in-depth expertise in qualitative research with a specific interest in ethnography.

My latest research focuses on people's experiences of accessing mental health services during the pandemic. A partnership between THIS Institute, the Department of Psychiatry and the McPin Foundation, the study was informed by a qualitative methodology and a peer research approach (working with a researcher with direct experience of mental health services). The findings, published on Social Science and Medicine, BMC Psychiatry and BMJ Open, describe how some of the challenges in accessing mental health services in COVID times had their roots in enduring resource deficits and institutional weaknesses, offering learning and implications for policy and practice that are of value beyond the pandemic. My past research focused on maternity safety.

What will be covered

In the seminar, we will examine the nature of qualitative research and how this can be used in healthcare services research. We will explore the four main qualitative methodologies (grounded theory, ethnography, interpretative phenomenological analysis, and narrative methods), identify their unique characteristics, and reflect on the differences and similarities between them. We will then consider the key qualitative methods for data collection (interviews, focus groups, and observations) and explore important aspects of methodological cohesion in a qualitative research project.

Workshop programme

THURSDAY 6 OCTOBER 2022 AND 5 JANUARY 2023

WORKSHOP 6: DESIGNING AND IMPLEMENTING CHANGE PROJECTS

WORKSHOP 9: EVALUATING CHANGE PROJECTS



Prof. Roberta Fida

Roberta Fida is Professor in Work Psychology (from August) in the Employment Systems and Institutions Group of the Norwich Business School, University of East Anglia. She is a Chartered Psychologist and Senior Fellow of the Higher Education Academy. Roberta previously worked at Sapienza University in Rome (where she completed her PhD).

Roberta's main research interests are related to the understanding of unethical behaviour at work and how to prevent them. In particular she is interested in the role of moral disengagement and self-efficacy. She has conducted several funded research projects in Italy, the UK and Canada on wellbeing and stress at work. Roberta has also undertaken research projects in the health-care system with the aim of understanding the implication of workplace aggression. Roberta has published more than 80 papers in scientific journals including *Personality and Social Psychology Bulletin*, *European Journal of Work and Organizational Psychology*, *Journal of Business Ethics*, *Journal of Vocational Behavior* and *Personality and Individual Differences*.

What will be covered

For the fellowship workshops Roberta will discuss an overarching model for designing wellbeing programmes. She will also present methods for evaluating them and will discuss the importance of realistic evaluation in this context.

WORKSHOP 7: BOUNDARY SPANNING



Dr Rachel Nayani

Dr Rachel Nayani MBA is an Associate Professor in Organisational Behaviour and Human Resource Management at the University of East Anglia. Rachel teaches the practices and principles of Organisation Development at undergraduate level, and Qualitative Research Methods and Management Consultancy at masters level.

Her research interests revolve around the design of work and understanding organisational process and practices for sustainable change and social value including wellbeing, alongside enhanced productivity at work and climate goals. Rachel has undertaken research for the UK What Works Centre for Wellbeing at Work, the Institution of Occupational Safety and Health (IOSH) and the Economic Social Research Council (ESRC).

She has authored several book chapters on wellbeing and remote working, has published in journals such as *Work and Stress*, is a member of the editorial board of the *European Journal of Work and Organizational Psychology*, and recipient of the Best Developmental Paper award (Work Psychology track) at the British Academy of Management 2020.

What will be covered

Rachel developed the Boundary Spanning workshop from her doctoral research into how individuals whose jobs provide the opportunity to work across organisational boundaries shape and change their jobs. The research attracted funding from the British Academy of Management Research Development Grant and the BA/Leverhulme Small Research Grant. The workshop allows participants time to reflect on their own 'boundary-spanning' as well as providing the theoretical underpinning and practical tips for doing so through 'good practice' examples.

WORKSHOP 8: SYSTEMS APPROACH TO HEALTHCARE



Dr Alexander Komashie

Alex is a post-doctoral Interdisciplinary Fellow at The Healthcare Improvement Studies (THIS) Institute and a Senior Research Associate in Healthcare Systems Design in the Department of Engineering at the University of Cambridge.

His current research focuses on understanding the complexities of healthcare delivery systems and how these impact on our ability to achieve sustainable improvement in care delivery. Specific research areas include Healthcare Systems Modelling and Simulation, Healthcare Systems Design, Quality improvement in healthcare and the application of queuing theory in healthcare.

What will be covered

The workshop on systems approach to healthcare will be introductory. We will first explore some justifications for a systems approach to healthcare. This will be followed by some selected fundamental principles of systems and how they apply to healthcare delivery systems, leading to an introduction to the Engineering Better Care report and the related Improving Improvement Toolkit. Finally, we will look at a case study based on a neuropsychological rehabilitation service as a means of reflecting on how some of the principles, techniques tools presented may be applied.

WORKSHOP 10: SHOWCASE PREPARATION



Prof. Mike Cook

I have been engaged in healthcare for over 40 years, as a nurse working in intensive care, as an academic holding senior posts as Dean and Associate Dean in a number of UK universities. My professorial posts are related to healthcare leadership and management. My strategy level experience includes Non Exec Director posts and Research and Development commissioning leadership, and I was a member of several editorial boards for healthcare related journals.

I have provided clinical leadership advice internationally and was at the forefront of clinical leadership development in the UK. My portfolio of publications includes journal articles, books and commissioned reports. I am a qualified executive coach and provide individual coaching to senior managers in healthcare. For a number of years I was Chair of the Society for the Furtherance of Critical Philosophy. I have been fortunate to work with over 100 Fellows during my time with the ARC and aim to provide a supportive but challenging environment to foster development and critical thinking.

What will be covered

This workshop will enable you to generate an effective way of sharing your Fellowship learning at the showcase. This is a hands on session where you can share ideas with other Fellows and consider different ways of telling your story. By the end of the session you will have had the opportunity to develop an outline of your session, be aware of resources that you can use to engage the audience and be confident with your presentation timing.